



EXECUTIVE DIRECTORATE

APPENDICES

Item: 12.1.1

ORDINARY COUNCIL MEETING

To Be Held

Wednesday, the 26th of May 2021

Commencing at 5.00pm

At

Shire of Dardanup
ADMINISTRATION CENTRE EATON
1 Council Drive - EATON

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Upon request.

The South-West DAMA Business Case Submission – Draft 1



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Background Information

The South West Region is located in the South Western corner of Western Australia and covers an area of nearly 24,000 square kilometres. This region of Western Australia is the most popular tourist destination in the state and is the most populated region outside of Perth. The estimated residential population of the South West was 170,000 in 2013 and is predicted to rise to 217,000 residents by 2023.

The South West Region has abundant mineral deposits, fertile soils for agriculture, and strong manufacturing, retail and tourism industries. Mining is the region's largest revenue earner and coal; alumina and mineral sands are the main contributors to the \$2.2 billion industry.

The South West is made up of 12 local government authorities:

- Augusta-Margaret River
- Bunbury
- Busselton
- Boyup Brook
- Bridgetown-Greenbushes
- Capel
- Collie
- Dardanup
- Donnybrook-Balingup
- Harvey
- Manjimup
- Nannup

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Economic Significance of South West DAMA Region

The South West is part of a national initiative charged with growing economic development across the region. This has been achieved through building partnerships and ensuring that all governments and stakeholder are responsive to local priorities and needs.

More than lifestyle, the South West is a growth region and economic powerhouse, highlighted by exports which include 21% of the global supply of alumina, almost a third of all lithium, mineral sands and Australia's only silicon manufacturer. The Agriculture sector is worth more than \$2.36 billion and tourism more than \$1.33 billion to the region and opportunities are now emerging in the creative sector and through key infrastructure investments across the board.

The South West has a dynamic economy which generated \$14.7 billion in 2019. Over the past decade, the Gross Regional Product for the South West Region has grown 25.6% and has a diverse range of industries that provide employment opportunities for the people in the South West.

Value-add by industry sector:

Industry Sector	South West Region (2019 Release 1)	
	\$M	%
Rental, Hiring & Real Estate Services	\$1,998.31	14.72%
Mining	\$1,364.10	10.05%
Construction	\$1,317.81	9.71%
Agriculture, Forestry & Fishing	\$1,123.96	8.28%
Manufacturing	\$1,095.20	8.07%
Health Care & Social Assistance	\$967.20	7.13%
Education & Training	\$803.44	5.92%
Retail Trade	\$771.41	5.68%
Public Administration & Safety	\$545.77	4.02%
Financial & Insurance Services	\$544.97	4.02%
Electricity, Gas, Water & Waste Services	\$544.15	4.01%
Accommodation & Food Services	\$476.28	3.51%
Administrative & Support Services	\$430.18	3.17%
Professional, Scientific & Technical Services	\$407.42	3.00%
Transport, Postal & Warehousing	\$405.54	2.99%
Wholesale Trade	\$299.31	2.21%
Other Services	\$267.24	1.97%
Information Media & Telecommunications	\$130.03	0.96%
Arts & Recreation Services	\$79.30	0.58%
Total	\$13,571.63	100.00%

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Regional Imports by Industry Sector

Industry Sector	South West Region (2019 Release 1)	
	\$M	%
Manufacturing	\$4,525.76	39.98%
Mining	\$2,413.67	21.32%
Agriculture, Forestry & Fishing	\$1,226.68	10.84%
Construction	\$857.09	7.57%
Electricity, Gas, Water & Waste Services	\$686.87	6.07%
Accommodation & Food Services	\$421.75	3.73%
Education & Training	\$317.53	2.81%
Rental, Hiring & Real Estate Services	\$194.51	1.72%
Retail Trade	\$171.54	1.52%
Transport, Postal & Warehousing	\$153.97	1.36%
Wholesale Trade	\$74.15	0.66%
Administrative & Support Services	\$73.21	0.65%
Arts & Recreation Services	\$45.74	0.40%
Other Services	\$36.96	0.33%
Professional, Scientific & Technical Services	\$32.18	0.28%
Health Care & Social Assistance	\$28.88	0.26%
Information Media & Telecommunications	\$23.43	0.21%
Public Administration & Safety	\$18.52	0.16%
Financial & Insurance Services	\$16.62	0.15%
Total	\$11,319.04	100.00%

Agriculture and Food:

The South West Region is the agriculture heartland and produces a diverse array of quality produce to the state, nation, and the world. In 2018-19, the gross value of agriculture production was \$852 million. The most significant commodities were milk, followed by cattle and calves and avocados as well as fruit, vegetable, and wine grapes being significant contributors.

The three largest beef processing facilities in Western Australia, with multiple export market accreditations are located in the region. The South West is well-known for its clean, green and safe environment, making it an ideal setting for agriculture development and investment, including agribusiness and agritourism. More than 25% of the state's food business is located in the South West with high value premium food and beverages processed and manufactured in the region for export.

Retail and Commerce:

The South West Region is known for its lifestyle, economic opportunity and access to infrastructure this makes the regions a place to establish and operate a business in order to support a lifestyle.

(Appendix ORD: 12.1.1A)

Businesses are at the heart of the community in the South West and there is a startup and investment culture emerging that is backed by State Government policy and programs along with support from local organisations in making the region an attractive place to live and work.

The City of Bunbury is the commercial and administrative hub of the South West. With access to major road, rail and port facilities this makes Bunbury the main distribution centre for the region, servicing the needs of industry and the community along with other regional centres such as Busselton, Collie, Margaret River and Manjimup.

Banking, Investment and Financial Services, wholesale trade, industrial and building supplies, real estate, accommodation, hospitality, recreation, and cultural activities all contribute to the region's commerce sector.

Tourism:

The South West Region is the most visited region in Western Australia and offers a kaleidoscope of high quality experiences that appeal to people from throughout the world.

A diversity of experiences can be enjoyed in a single day when in the dynamic South West, exploring breathtaking wilderness areas, discovering iconic natural cave systems, sampling locally produced food and wine, and visits to local landmarks such as the Busselton Jetty and attractions like the Dolphin Discovery Centre or getting active by mountain bike riding, surfing, and canoeing.

Some of the unique attractions include:

- Remote wilderness along the southern coast.
- High quality wine and food experiences (including the Margaret River Wine Region).
- Pristine swimming and surfing beaches.
- Modern cosmopolitan towns with quality accommodation, dining, and other facilities.
- Dolphin and whale watching, diving and snorkelling experiences.
- Abundant wildlife and hundreds of species of wildflowers.
- Rich cultural and arts experiences.
- Internationally recognised wetlands near Busselton.
- Youngest limestone caves in the world (Leeuwin Naturaliste National Park).
- Fossilised remains of megafauna in the cave systems.
- One of the longest whale watching seasons in the world (July to November).

Wine:

The South West region is known for its premium wines that are enjoyed in throughout Western Australia and around the world. Viticulture production is a significant economic contributor to the South West Region with 24,887 tonnes of grapes crushed in 2020. The majority of grapes in the region were crushed in Margaret River, which accounted for a 2% share of the national vintage. White wines made up 58% of the crush for all five areas in the region combined with reds making up the remaining 42%. The total

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area of vineyards in the South West was 6,969 hectares in 2019, this accounted for 65% of all vineyards in Western Australia and 5% nationally.

The top five markets by volume for the South West were mainland China, United Kingdom, USA, Singapore, and Thailand and wines with a Margaret River label claim made up the majority (93%) of exports from the region.

Who can access the South West DAMA Labour Agreement?

Designated Area Migration Agreements are a formal arrangement between the Commonwealth of Australia and a designated area representative (DAR). A DAR may be a state / territory government or regional body such as the local government (South West DAR - Shire of Dardanup). Under the terms of a DAMA, the designated area may be able to access a broader range of overseas workers that is not available through the standard skilled visa programs. This allows variations to standard occupations and skills lists and /or negotiable concessions to visa requirements.

DAMA Labour Agreements are between the Australian Government and endorsed employers operating within the relevant region. They are generally in effect for five years and use the Temporary Skills Shortage and Employer Nominated Scheme visa programs.

The South West DAMA Labour Agreement is accessible for businesses operating within the entire South West area covering 12 local government areas that are unable to source skilled workers locally and require the skilled worker to be sourced from overseas. The employers who have an interest in accessing the DAMA are required to submit an application to the DAR for endorsement and this will be required to access the South West DAMA Labour Agreement.

Only the businesses operating within the following local government areas will be eligible to apply for the DAR endorsement and access the South West DAMA Labour Agreement:

- City of Bunbury
- City of Busselton
- Shire of Augusta Margaret River
- Shire of Boyup Brook
- Shire of Bridgetown-Greenbushes
- Shire of Capel
- Shire of Collie
- Shire of Dardanup
- Shire of Donnybrook-Balingup
- Shire of Harvey
- Shire of Manjimup
- Shire of Nannup

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The majority of DAMA agreements include occupations available under the standard TSS 482 visa or regional 494 visa program. However, the benefit of a DAMA is that concessions to the English language, Temporary Skilled Migration Income Threshold (TSMIT), age, skills and Permanent Residency requirements may be available. Where Concession is to be requested support data will be required to support the request for the concession.

South West DAMA Governance Structure

Access to DAMA:

The South West DAR (Shire of Dardanup) will submit a business case for the South West DAMA to the Department of Home Affairs. The Minister of Immigration, Citizenship and Multicultural Affairs will then agree to enter into negotiation with the South-West DAR for the South West DAMA. The terms and concessions are negotiated by South-West DAR and the Minister’s delegate (Department of Home Affairs). The DAMA is then signed by both parties and is executed.

Once the South West DAMA is signed, the DAMA Labour Agreement template is created and employers in the region can apply to be endorsed by the South West DAR to access the DAMA.

Access to DAMA Flowchart

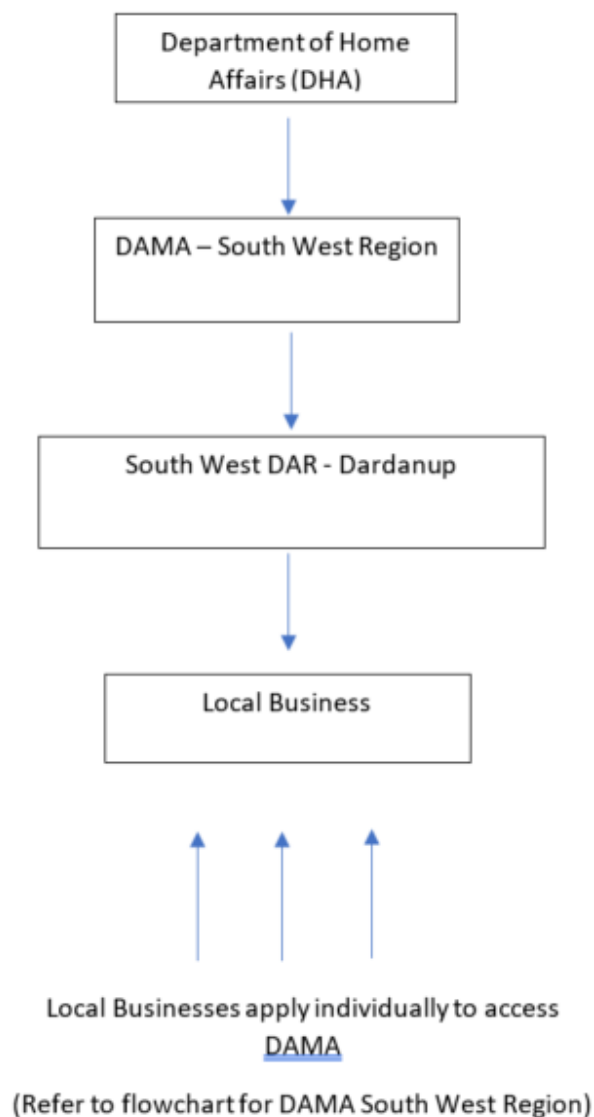


Figure: Access to DAMA Flowchart

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End to end Process:

Once the DAMA is approved, employers are required to have an endorsement from the South West DAR before submitting a request for the South West DAMA Labour Agreement. The South West DAR will assess the employer's eligibility before endorsement is provided and a letter of Endorsement and copies of the supporting documents will be sent to the Australian Government and the employer.

Endorsed employers can then apply for a DAMA Labour Agreement within the Minister's delegate (Department of Home Affairs) through Immi Account. Once the Labour Agreement is approved, the business submits a skills verification application for the prospective visa applicant. Once the South West DAR approves the skills verification for the prospective applicant, the nomination and visa (subclass 482/494) application can be submitted.

Flowchart for DAMA South West Region

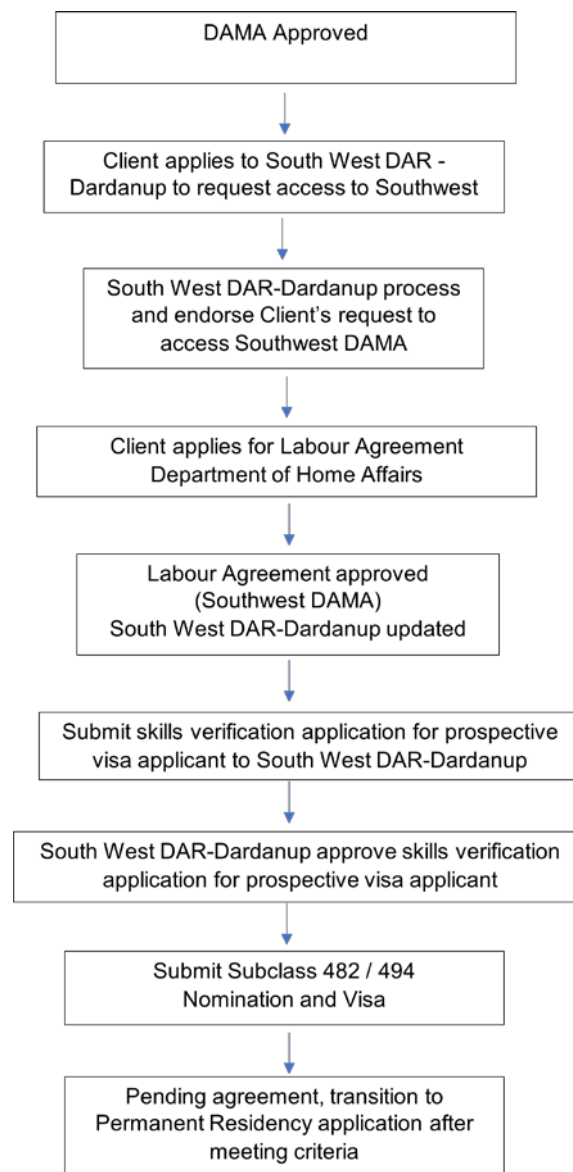


Figure: Flowchart for DAMA South West Region

Evidence based skilled shortages

Skilled labour shortages – Biggest barrier to business growth

Different business sectors within the South West Region have been finding it challenging to hire skilled labour. Some business find local employees are not applying for the skilled job whereas some businesses are experiencing a high labour turnover. Such prevailing factors are forcing businesses to look for potential candidates from overseas.

The Chamber of Commerce and Industry WA (CCIWA) conducted a Business Confidence Survey to find out the concerns towards the growth of Western Australian (WA) businesses. Skill shortages was the greatest concern for most of WA businesses. .

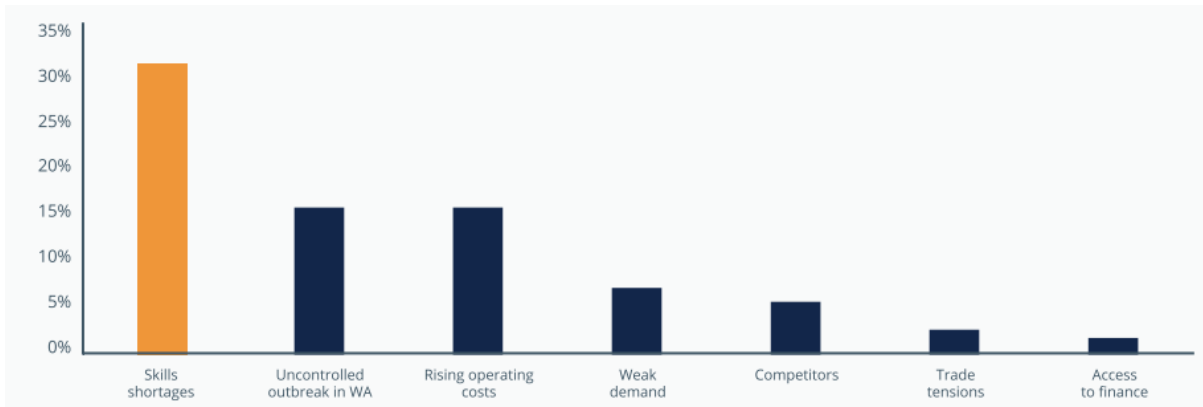


Figure: Biggest Barrier to growth in the year ahead

As per reported by the CCIWA, three out of every ten (31%) businesses identified skilled labour shortages as one of the largest barriers towards the growth of the business over the coming years. Skill shortages outweigh the other issue as the top barrier to growth. In the CCIWA Business Confidence Survey, they have also identified the proportion of WA businesses struggling to hire for a particular skill set. The below graph shows the proportion struggling to fill a skill set:

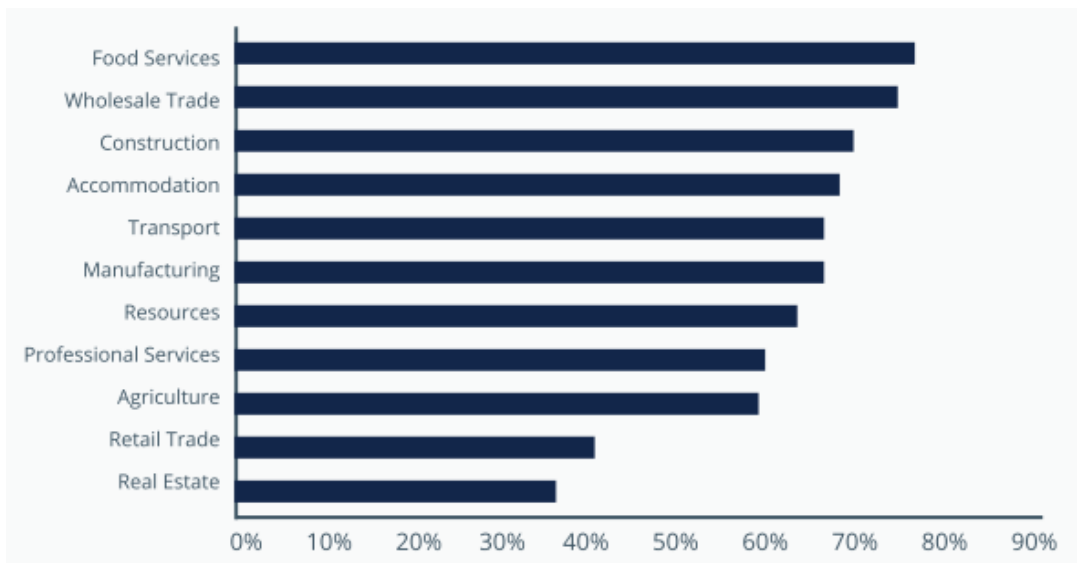


Figure: Proportion struggling to fill a skill set

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Providing the DAMA Labour Agreement as a solution for skill shortages in the South West Region, the 12 local governments were consulted individually to identify potential skill shortages. DAMA education workshops were also held in regions like Busselton, Margaret River Busselton Tourism Association and Donnybrook-Balingup. The aim of the workshop was to have local businesses of the region participate in the meeting and address their skills shortages.

To compile data for the skill shortages within the region a short survey was sent to participants of the workshop. The survey comprised of basic 7 question:

1. My business is suffering financially because of the shortage of skills.
2. The occupation where shortages are critical and impacting the business are?
3. Does your business employ or intend to employ apprentices or trainees?
4. Have you employed working holiday makers in the past 12 months?
5. Do you intend to employ highly skilled employees on the temporary skills shortage visa (Subclass 482)?
6. How often do you have staff turnover in the critical skills area?
7. Any additional comments?

Major participants of this survey where from Hospitality, Hotel, Accommodation and Viticulture sector. Occupations indicated as critical and impacting the business were: Cook, Chef, Waiter, Restaurant Manager, Viticulture, and other hospitality relevant staff.

Please refer to **Appendix 5** for the survey results and summary report.

Evidence based on the South West Chamber of Commerce and Industry (SWCCI) Survey

On behalf of the South West local governments, the South West Chamber of Commerce and Industry SWCCI conducted a survey as part of a collaborative effort to inform local planning and resources on how to improve access to skilled labour in the region.

The survey was sent to members of the SWCCI, the local governments and possible local businesses of the region to compile the skills shortages within the region in different industry sectors. The survey comprised of 17 questions:

1. Please indicate which local government area your business is located in?
2. As a business, do you struggle to attract workers with the specific skills and qualification you need?
3. As a business, do you struggle to retain workers with the specific skills and qualifications you need?
4. If yes to either of the above questions, what are the specific challenges that you find impacting your business?
5. Is your business currently experiencing a resourcing or recruiting challenge? This is defined by job roles that are unable to be filled for greater than 90 days or advertised positions that do not attract suitably qualified applicants?

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6. If yes, please select the specific occupations/position you are currently experiencing a recruiting or resourcing challenge?
7. Based on your business's forecasts, future projects, programs, expansions etc, in the next 5 years, which occupations/positions do you expect to experience a recruiting or resourcing challenge?
8. Do you expect to be recruiting different or new skills sets in the future? If Yes, please describe.
9. Besides specific qualification, what are the soft skills and general qualities you would seek in an employee? (these may include character, communication skills, mindsets, attitudes etc)
10. How would you rate the training and education courses and services currently available in the Bunbury Geographe region?
11. Have you or do you plan to employ a temporary or permanent visa holders?
12. If you have or would employ a temporary visa holder, please identify which type of visa they held or would hold?
13. Do you have a clear understanding of how the visa program works to attract the skills you need?
14. If yes, what do you consider to be limitations of the standard visa programs available?
15. Would the ability to sponsor skilled migrant workers benefit your business?
16. If yes, what would be the benefits to you as an employer?
17. If no, what other methods do you believe will assist in attracting the skills labour force you need?

Please refer to **Appendix 6** for the survey results.

Shortages and Labour Market Condition

Shortages in Hospitality, Tourism and Accommodation Industry

COVID-19 has had an adverse impact within all industry sectors. Based on the article "Hospitality bid for special foreign staff visas" published in THE AUSTRALIAN newspaper on 20 April 2021, it defines the shortages being faced by the hospitality industry under the impact of COVID-19. The hospitality sector is demanding the government introduce a 12-month COVID recovery worker visa as critical staff shortages of up to 30 % are forcing businesses to reduce opening hours or close altogether.

Due to exceptional circumstances during the pandemic and the need to ensure the supply of critical services, the Department of Home Affairs and Australian Border Force have taken a flexible approach to student visa holders working beyond their usual work limitations, but only in specified industries. Tourism and Hospitality sector has been added to the list of critical sectors where students can work limitless to meet the ongoing shortages.

The push for the special visa that will be paid for by the recipient comes as the Accommodation Association reveals its hotel and resort operations lost \$5 billion in room revenue across Melbourne, Sydney, Perth, Brisbane, Adelaide, Hobart, Canberra and the Gold Coast in the year to February. Melbourne hotels suffered the biggest hit with a \$1.4 billion loss in room revenue.

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The Hospitality and Accommodation Industries have nominated labour shortages as the biggest barrier to their recovery after coronavirus sparked a mass exodus of 200,000 foreign students, backpackers and skilled visa holders. The hospitality sector has lost 100,000 jobs and there has been a 23% decline in full-time accommodation positions. This shows the shortage of skilled labour, impacts the Hospitality and Accommodation sector who rely on visa holders to fill the shortage gaps. Restaurant and Catering Chief Executive Wes Lambert has written to Immigration Minister addressing migration as the key to fixing the staff shortages. The Labour Agreement can be a solution for these industries.

Liberal MP Julian Lessar, who chairs the Federal Parliament's Joint Standing Committee on Migration, said the government needed to respond to labour shortages in the skilled and unskilled workforce. He also mentioned that a million temporary visa holders left the country at the start of COVID.

To meet the lower and upper demand scenarios, an additional 123,072 to 399,806 tourism workers on the 2016-17 workforce (598,200 workers directly employed) would be required by 2029-30. Between 2008-09 and 2016-17, the workforce grew 1.3% per annum, with 57,800 additional workers in 2016-17 compared to the 540,300 in 2008-09. The majority of workers were employed in cafes, restaurants, and accommodation (88,800 or 14.8% of the industry).

It is anticipated that on the lower end of the projected growth forecasts the accommodation sector will grow to 105,700 people being employed by 2030, and on the upper end to 146,200. This equates to growth of somewhere between 16,900 and 57,400 people employed (this does not include projected annual productivity improvements, which may impact on the labour force supply requirements).

The Deloitte Report identified that there are supply constraints in the labour force due to the location of workers which may not align with the location of the jobs, as well as a skills mismatch between currently unemployed workers and the role requirements.

The overwhelming body of evidence in WA indicates that skill shortages are widespread in the WA economy, particularly as the State is experiencing economic boom times. Skilled labour shortages have generated much concern as shortages place a limit on the ability of businesses to invest and expand and also result in higher wage costs and lower financial returns. An effect of a labour and skills shortage is that the most profitable industries (such as the mining sector) are able to offer higher wages to employees to secure labour. While this is positive for the working population, it has placed considerable pressure on other less profitable industries, pushing up labour costs and increasing the difficulty of retaining skilled labour. Skill shortages within the tourism industry run much deeper, indicating systemic issues relating to the underlying profitability of this industry.

Using the reported vacancy rates by jurisdiction it is possible to estimate the current shortage of labour in the tourism sector. This is the amount of labour that would be required to fill all currently vacant positions and are based on estimates of current employment in the sector and a 7% national vacancy rate. There is estimated to be a current shortage of around 38,000 workers in the tourism sector.

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State	Vacancy rate	Employed persons est.	Implied shortage
New South Wales	10%	158,828	15,091
Australian Capital Territory	3%	8,103	215
Victoria	10%	123,857	12,591
Queensland	8%	130,905	10,388
Western Australia	7%	57,643	3,828
South Australia	9%	32,118	2,731
Northern Territory	4%	7,525	320
Tasmania	3%	15,019	407
Australian tourism industry	7%	534,000	38,224

“Staff Shortages threatens South West’s Hospitality Industry”.

With international travel being banned due the pandemic, West Australian’s have flooded regional destinations like never before, but severe staff shortages mean many hospitality venues have been unable to fully capitalise on the influx of visitors. Concerns were held over the Covid-19 restrictions such as interstate and international border closures and that this would result in slower tourism during the peak summer holidays. However, pubs, cafes, and restaurants across the state have fared well and have been very busy with local tourism.

Based on a news article from Mandurah Mail, a Margaret River restaurateur Sean Carter says *“a critical shortage of hospitality staff is threatening to close the door on local business. Sean further added the Margaret River region’s Hospitality and Tourism industry are on the brink of collapse according to exhausted business owners unable to source staff to fill essential roles. These businesses are unable to provide quality services to clients due to lack of staff. He had been advertising for weeks and have had no applications. He had people offer to work for cash payments and a few applicants offering to come down to Perth but with a stipulation that they would be looking for other work along the way which leaves him with no security within the team. Mr Carter owns restaurant EL Toro, which rose from the ashes of the ex-Kingfisher restaurant after the COVID-19 shutdown forced the closure of the Indian eatery. “*

Kellie Tigchelaar, co-owner of The Sea Garden Café said *“finding qualified staff had been difficult long before COVID19. A decision was made to sponsor a chef from France, an ideal candidate for the coastal café. The application was made in March just prior to COVID 19, she said. The application of the business to become an approved sponsor was approved and still had the chef’s visa application pending and not been looked at to date by the case officer.”* Due to such circumstances, early August they had to operate under reduced hours – 7 days a week but only dinner Friday and Saturday evening, this was predominately to do with lack of staff.

Rob Gough and his wife Karen have owned Settlers Tavern in Margaret River for almost 20 years, however, for the first time, they had to close for lunch several days a week. *“We don’t have enough staff to stay open as long as we normally would”,* Mr Gough Said.

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As per data provided by REMPLAN Online, Accommodation and Food Services is among the top 10 sectors offering around 5,881 jobs. The below table provides the number of jobs offered within the different local government areas of the South West Region:

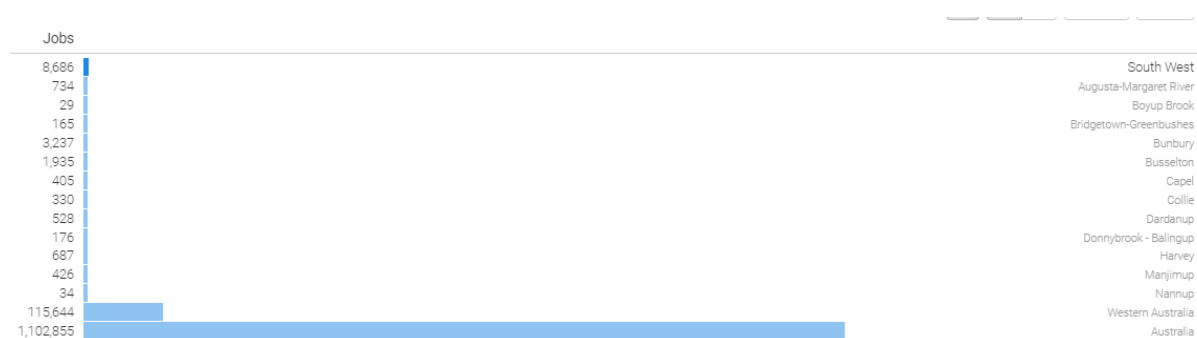
Industry sector	Augusta-Margaret					Donnybrook -								
	South West	River	Brook	Greenbushes	Bunbury	Busselton	Capel	Collie	Dardanup	Balingup	Harvey	Manjimup	Nannup	
Retail Trade	8,686	734	29	165	3,237	1,935	405	330	528	176	687	426	34	
Health Care & Social Assistance	8,649	447	48	171	3,770	1,803	552	376	425	145	451	424	37	
Construction	7,569	631	25	145	2,907	1,852	427	272	296	111	613	254	36	
Education & Training	6,635	545	60	139	1,818	1,316	571	331	326	144	951	401	33	
Manufacturing	6,624	709	9	88	1,502	830	169	771	498	52	1,607	311	78	
Accommodation & Food Services	5,881	796	16	127	1,459	1,821	214	269	366	86	327	342	58	
Agriculture, Forestry & Fishing	4,991	688	359	182	282	811	277	33	196	459	614	984	106	
Public Administration & Safety	3,560	191	33	83	1,729	503	135	153	130	71	232	263	37	
Other Services	2,971	232	9	63	1,198	569	215	128	112	55	236	154	0	
Transport, Postal & Warehousing	2,624	117	17	47	1,128	447	73	101	220	56	236	173	9	
Administrative & Support Services	2,505	326	9	34	655	765	113	84	95	89	195	133	7	
Professional, Scientific & Technical Services	2,466	246	10	68	944	677	88	64	99	38	139	83	10	
Mining	2,248	16	0	225	172	74	252	1,098	51	14	336	10	0	
Electricity, Gas, Water & Waste Services	1,312	39	0	28	380	141	13	550	30	12	83	36	0	
Rental, Hiring & Real Estate Services	1,242	124	5	15	537	339	31	63	19	30	43	25	11	
Wholesale Trade	1,149	89	17	24	566	209	41	0	45	27	42	89	0	
Arts & Recreation Services	1,039	101	3	7	280	224	87	30	34	23	93	147	10	
Financial & Insurance Services	997	56	5	15	514	224	16	43	17	6	67	34	0	
Information Media & Telecommunications	485	7	0	3	314	110	0	14	11	4	0	16	6	
Total	71,633	6,094	654	1,629	23,392	14,650	3,679	4,710	3,498	1,598	6,952	4,305	472	

Source: REMPLAN Online : <https://app.rempln.com.au/rdasouthwest/economy/industries/employment?state=1xGXS8I6R0xCpjkQsaZwWqcLjR8tQTohbjJF9YOYAhqdndBsEhJvcvSEOBtwSAANZSWy0>

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Skill Shortages within the Retail Trade Industry

Retail trade is the South West's largest employment sector supporting an estimated 8,686 jobs. Below shows jobs available in the retail industry sector of the South West region.



Source: REMPLAN Online :

<https://app.remplan.com.au/rdasouthwest/economy/industries/employment?state=1xGXS8!6R0xCpjkQsaZwWqcLjR8tQTtohbJF9YOYAhdndBsEhJvcvSEOBtwSAANZSWy0>

Retail trade was one of the largest employers in the South West and amongst the top 10 advertised occupation in August 2020 as per below:

ANZSCO Occupation
Sales Assistants (General)
General Clerks
Other Miscellaneous Labourers
Motor Mechanics
Chefs
Commercial Cleaners
Retail Managers
Aged and Disabled Carers
Electricians
Metal Fitters and Machinists

Source: National Skills Commission, Internet Vacancy Index, August 2020. Raw data are used for analysis.

This industry is also hit by skill shortages for various positions like retail supervisor and retail manager. McDonald's located in Busselton is one of the stakeholder who was consulted to discuss about the existing skill shortages and impact on the business.

John Franklin, Owner of McDonald's Busselton said "he is currently having issues with retaining local candidates who have applied for the positions of Restaurant Manager and Department Manager. He commented saying that though McDonald's is a major employer of trainees and young Australian, it has been difficult to retain and employ young local because they have been leaving the town for commencing further studies in Perth or seeking alternative careers." Please refer to within **Appendix 9: Evidence based on labour market testing** to show local recruitment efforts by John Franklin for the position Restaurant Manager and Department Manager.

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Please refer to **Appendix 5: Short Skill Shortage Survey and Summary Report** and **Appendix 6: SWCCI South West Region Skill Shortages Survey and Summary Report** that provides further support to the ongoing skill shortages within the Hospitality, Tourism, Accommodation and Retail industry.

Skill Shortage for Truck Drivers and Plant Operators

“Truck driver shortage heading down the road to an economic roadblock”.

Labour shortages has become a key challenge for Australian’s booming road transport industry which is triggering a major investment in better and safer trucks to retain drivers. This sector has the second oldest workforce behind agriculture and almost 50% of business owners expect the availability of skilled drivers will be a major problem in the coming years. Within the article published by Farmonline, it was found many trucking companies had enjoyed tough business demand despite the COVID-19 lockdowns and the outlook for the sector out to 2030 was for solid growth. Truck traffic was predicted to jump by 25% by the end of the decade and ongoing increase in online shopping was helping drive the growth.

An ageing workforce and preconceptions about the transport industry are helping create a nationwide truck driver shortage that has serious implications for Australia’s economy. Australian Trucking Association board member Julie Russell, who also runs a trucking company, said there were several factors behind the shortages. *“It’s an ageing workforce, someone coming straight out of school, if they did want to drive a truck as a career, the licensing prevents them from coming straight out of school and being able to do that”.* Ms Russel said. *“If they have got to wait, they’ll go and find another career.”*

“There has been a limitation of being able to get the volume through to replace the people that are leaving plus the extra people to keep up with the demand that’s coming through and job opportunities. She said the industry was trying to work on ways to improve training, pathways from school and the licencing system to create the next wave of skilled truck drivers. But truck driving also has image problem, Ms Russel said. There’s so many opportunities in the transport industry it’s just that people don’t think of that when they leave school.”

Various businesses of the 12 shires were individually consulted to discuss about the shortages of truck drivers within their organisation. Organisation like Jak Civil, J&P group, LJM Produce, Piacentini & Son, Leeuwin Civil and South West Express, are a few organisations that provided their feedback and difficulty in sourcing candidates for the position of truck drivers. Please refer to within **Appendix 9: Evidence based on labour market testing**, for the labour marketing testing evidence provided with respected to the summary of the labour market testing for the position of truck driver.

There have also been skill shortages within positions like multiple plant operators, Backhoe operator, Excavator Operator, and Loader operator.

Lissa Wypynaszko from Leeuwin Civil, a civil contractor based in Busselton commented, during the recent boom they had to decide whether to turn down highly desirable and profitable projects as they

(Appendix ORD: 12.1.1A)

were unable to ensure staffing levels. They have been advertising through seek, gumtree and local newspapers. Despite such advertising campaigns and not being able to source candidates, the business had to drop their requirements further and further like for example, not required to know machine control or reducing experience requirements. Please refer within **Appendix 9: Evidence based on labour market testing** for the labour market testing evidence and Labour Market Testing (LMT) summary.

Shortages for Sawmill or Timber Yard Worker and Logging Plant operator

The WA timber industry generates 1.4 billion dollars of economic activity every year and provides 6,000 WA jobs. The Forest Industries Federation WA (FIFWA), has been representing the interests of the Western Australia forest products industry since 1895. FIFWA supports and protects the industries that derive economic value and generate employment from sustainable forest management in WA by providing strong advocacy on behalf of the industry, liaising with state and local governments on behalf of the industry and representing the industry to the media and the public.

The timber industry is currently one of those industry sectors facing labour shortages. Based on the media release on 4/11/2020, by FIFWA, it is evident how the South West Timber Mill is desperate for labour.

The existing demand for WA timber continues to be a strong foundation for Busselton's Whiteland Milling. The Sawmill operates multiple automatic benches, a twin breakdown saw, drying kilns and a value adding processing facility which produces timber flooring, decking, furniture components, mouldings, and other pre-dressed products. They process local Jarrah, Marri, Blackbutt and Sheoak, sourced sustainably through contracts with the Forest Products Commission (FPC).

To keep up with the growing demand, the Whiteland family built another sawmill. Owner and Sawmill Manager Neil Whiteland said "*the business employs 35 people, but sourcing reliable local labour is a continuous challenge.*" Neil further commented – "*The demand for WA timber is there, one of our biggest challenges is finding labour. We have jobs, we just need willing workers*".

Please refer to **Appendix 10: FIFWA Media Release – South West Timber Mill Desperate for Labour** for evidence towards the skill shortages within the timber industry, **Appendix 11: Business Support Letter** addressing skill shortages and impact on the business and **Appendix 9: Evidence Based on Labour Market Testing** showing effort for local recruitment.

Carer, Health and Welfare workers

Health care is one of Australia largest occupational groups, directly employing 1.2 million people. An ageing population, along with high population growth has created huge demand for the healthcare and aged-care services across the country. This has created difficulty for Australian recruiters. Skill shortages are prevalent across health care and are often difficult to address as many roles require extensive education and qualification.

(Appendix ORD: 12.1.1A)

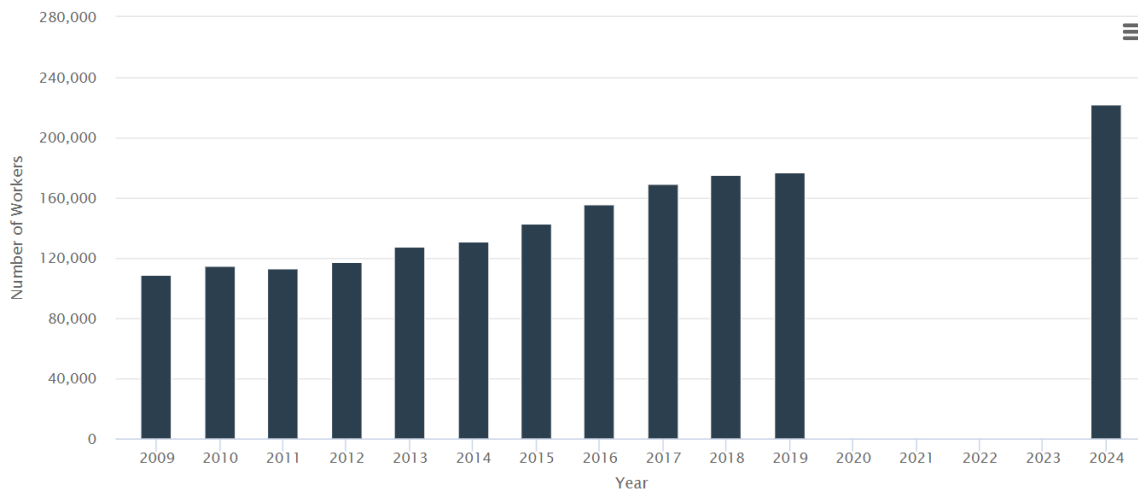
Top employing positions in this sector are as shown below:

Occupation
Registered Nurses
Aged and Disabled Carers
Child Carers
Nursing Support and Personal Care Workers
Receptionists
General Practitioners and Resident Medical Officers
Welfare Support Workers
General Clerks
Physiotherapists
Kitchenhands
Psychologists
Dental Assistants
Social Workers
Practice Managers
Medical Technicians
Health and Welfare Services Managers
Enrolled and Mothercraft Nurses
Commercial Cleaners
Welfare, Recreation and Community Arts Workers
Midwives

Source: Health Care and Social Assistance | National Skills Commission. (n.d.). <https://www.nationalskillscommission.gov.au/Health-Care-and-Social-Assistance>. <https://www.nationalskillscommission.gov.au/health-care-and-social-assistance>

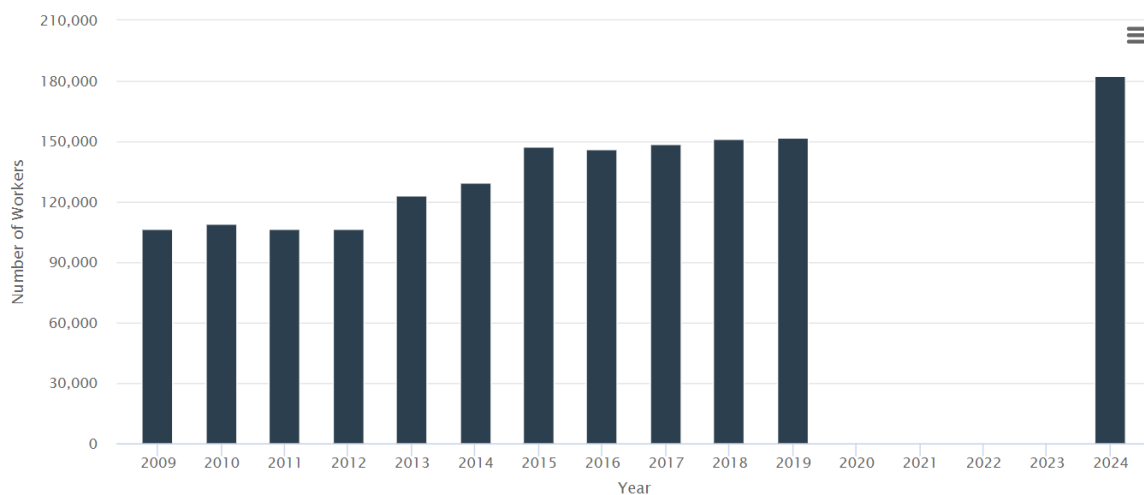
According to the national skills commission demand is expected to continue for this industry, given the COVID-19 pandemic and Australia's ageing population. Based on the statistics provided by Jobs Outlook, the number of people working as Aged and disabled carers grew very strongly over the 5 years: from 131,400 in 2014 to 177,200 in 2019. Hence, the required number of workers is predicted to increase by 2024. Below shows the projections of the demand of the required aged and disabled workers by 2024.

(Appendix ORD: 12.1.1A)



Source: aged and disabled carers. (n.d.). <https://Joboutlook.Gov.Au/Occupations/Aged-and-Disabled-Carers?OccupationCode=4231>. Retrieved May 10, 2021, from <https://joboutlook.gov.au/occupations/aged-and-disabled-carers?occupationCode=4231>

Similarly, from the data obtained through Job Outlook, the number of people working as child carers grew very strongly over 5 years: from 129,300 in 2014 to 152,200 in 2019. The below shows projection of child care workers that will be needed by 2024.



Source: Child Carers. (n.d.). <https://Joboutlook.Gov.Au/Occupations/Child-Carers?OccupationCode=4211>. Retrieved May 10, 2021, from <https://joboutlook.gov.au/occupations/child-carers?occupationCode=4211>

Based on the research publication “The crisis in the caring workforce” by the Parliament of Australia has mentioned about the ongoing workforce shortages are occupying Australia’s ability to meet increasing demands for high quality child care and age care. These shortages are also limiting the implementation of the National disability insurance scheme.

According to the Australian Bureau of statistics there were around 216,300 workers in residential care services in May 2013, mainly in the aged care sector. Also, there were 356,500 worker in social assistance, most in childcare or disability services. Over 80% of these workers were women with nearly half of them being part time employed. These sectors have struggled to attract and retain worker which has resulted in ongoing shortages. Health professionals continue to be in short supply with a range of

(Appendix ORD: 12.1.1A)

occupations appearing on the immigration skilled occupation list. Nurses are in particular demand, with the Health Workforce Australia estimating that there will be a shortage of over 100,000 nurses by 2025.

The early childhood education and care (ECEC) sector is critically short of appropriately qualified staff. The United Voice, the union which represents ECEC workers claims that about 180 educators and carers leave the sector each week. Beside this, the Department of Health and Ageing estimated that the aged care workforce would need to increase between two to three time before 2050 in order to provide care to the growing number of aged care residents. Other Challenges included that the aged care workforce itself is ageing, the overall labour market will be more competitive as a result of the ageing of the population and the sector already faces difficulties in attracting and retaining workers.

Meanwhile lack of carers has put older Australians at risk. For example, the median waiting time for senior Australians to be admitted to residential aged care increased to 152 days in 2018-2019 from 45 days five years earlier.

The National Disability Insurance Scheme (NDIS) involves substantial expansion of the disabilities sector, which leads to increased demand for disability support worker. But shortage of allied health professionals, particularly in regional areas is having an impact on the ability to deliver expanded services under the NDIS.

Dairy Industry

The dairy industry is Australia's fourth largest rural industry. Based on the farmgate value of production alone, the dairy industry generated A\$4.4 billion in 2018. The industry also acts as a major sources of employment across regional areas, with approximately 46,200 people directly employed on dairy farms and by dairy companies.

Consumer demand for all major dairy products remain high. Food Service outlet sales such as restaurants and cafes have started to recover as COVID-19 restrictions ease with a positive flow-on effect on domestic demand for dairy. Retail sales for each of the dairy products have reportedly increased.

Drinking milk, cheese, butter or butter blends and yoghurt are the main dairy products consumed by Australians. Per capita consumption trends over the past two decades have varied significantly by product. These trends reflect changes in consumer tastes in response to multicultural influences on food trends, health perceptions around dairy products and flavour and packaging innovation. The below table shows the per capita consumption of major dairy products (litre/kg).

(Appendix ORD: 12.1.1A)

YEAR	Milk (ltrs)	Cheese (kg)	Butter/Blends (kg)	Yogurt (kg)
2013-14	105.7	13.5	4.0	7.4
2014-15	105.1	13.5	4.3	9.2
2015-16	104.9	13.6	4.9	9.2
2016-17	102.8	13.4	4.8	9.1
2017-18	100.7	13.6	4.7	9.0
2018-19 (p)	98.6	13.5	4.0	9.5
2019-20 (p)	97.0	13.6	4.1	9.4

Source: (*Dairy Consumption in Australia, n.d.*)

Based on the Situation and Outlook report by Dairy Australia, despite improved operating conditions, milk production growth has been affected by a smaller national herd, labour shortages and continued farm exits. According to a Countryman news article *Dairy industry braces for labour shortage* published on 25th July 2019, by Zach Relph, South West dairy farmers are facing an uphill battle to attract skilled labour due to difficulties in finding and retaining farm workers in the industry. The peak industry body Dairy Australia has forecast an additional 800 employees will be needed at dairy operations national wide by 2023 and identified bolstering the workforce as a priority.

Also, please refer to **Appendix 6: SWCCI South West Region Skill Shortages Survey and Summary report** that shows businesses indicating shortage of dairy product maker.

Construction Industry and Engineering

The South West region of Western Australia supports as strong and diverse regional economy that continues to attract residents to live and work in the area. The region has the most diversified economy of all the state's nine non-metropolitan regions. Mineral extraction, processing and manufacturing, construction, services industries are among the industries contributing toward the development of the economy of the region.

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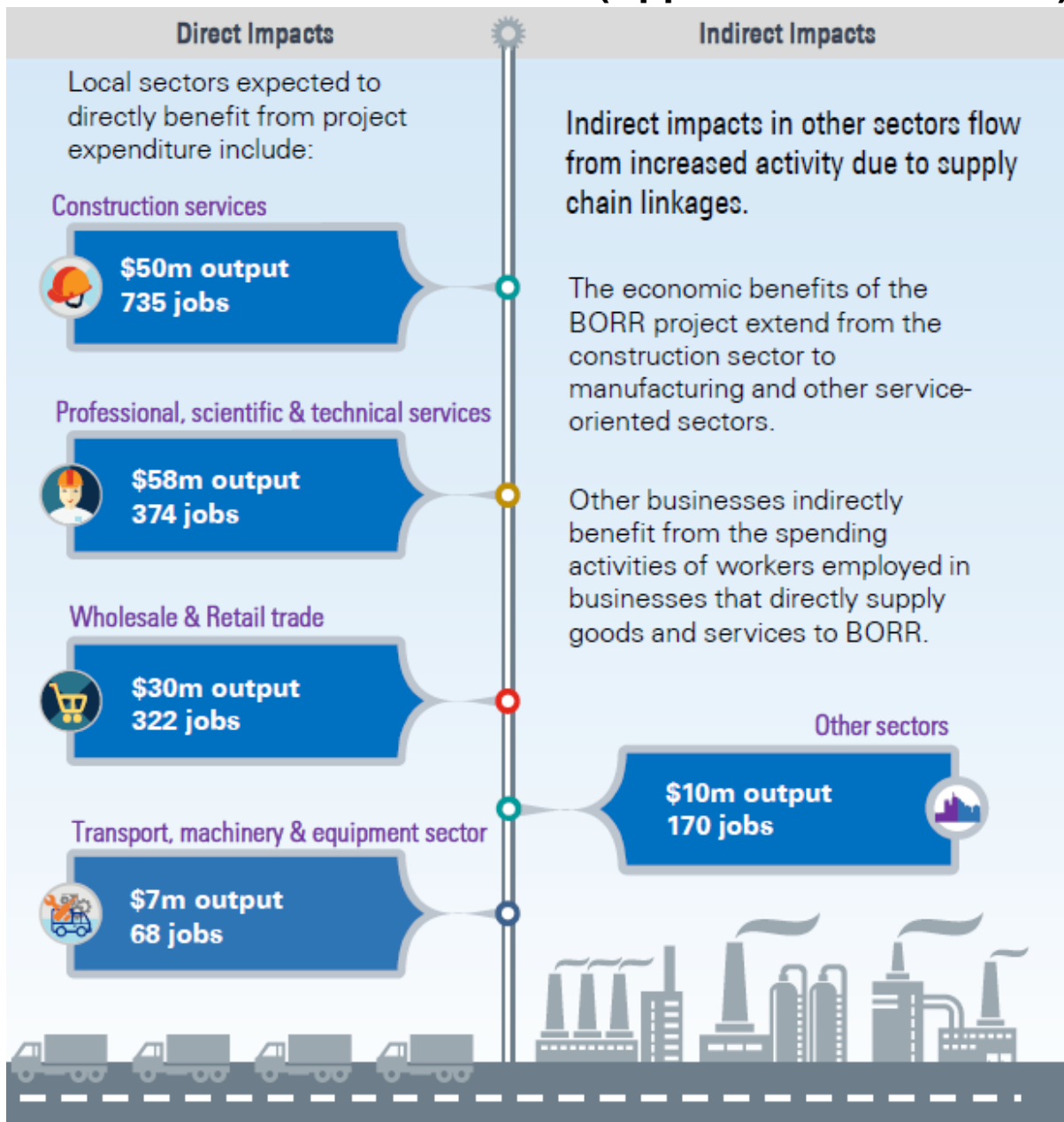
The port of Bunbury is critical to the region's economy and is the export of the South West region for bulk product. The port currently trades more than 14 million tonnes annually of which 12 million tonnes are exported. Commodities include alumina, iron concentrate, mineral sands, caustic soda, wood chips and general cargo. There is significant opportunity to expand the functions and capacity of the Port to facilitate the continual growth in the mining, processing and manufacturing sectors. These sectors offer jobs to positions like Mechanical Engineers and Production or plant Engineers.

However, this growth of the Port capacity will not be achieved unless the vital access routes are provided at the time of the expansion. Part of this process requires improvements to access to the port via road and rail. Significant investment has already been made in this regard through the construction of the first stage of the port access road. The final stage will be completed when there is sufficient demand. This project is likely to create opportunities for construction project managers, Civil Engineers and Transport Engineers.

Currently the Bunbury Outer Ring Road (BORR) is being constructed that will provide further linkages in the subregion and will support the link roads from Industrial areas into the Port. The BORR is expected to be constructed for \$600million with the total project cost including land resumption and consultancies being upwards of \$800million. This project alongside the duplication of Bussell Highway between Bunbury and Busselton has had a significant impact on employee availability and will continue to have such impacts for the following 3 plus years whilst the project is under construction. The BORR project is anticipated to generate \$0.3 million of output and 2.7 jobs in the South West for every \$1 million invested on BORR's construction.

Below infographic represents the direct and indirect impacts of the BORR project:

(Appendix ORD: 12.1.1A)



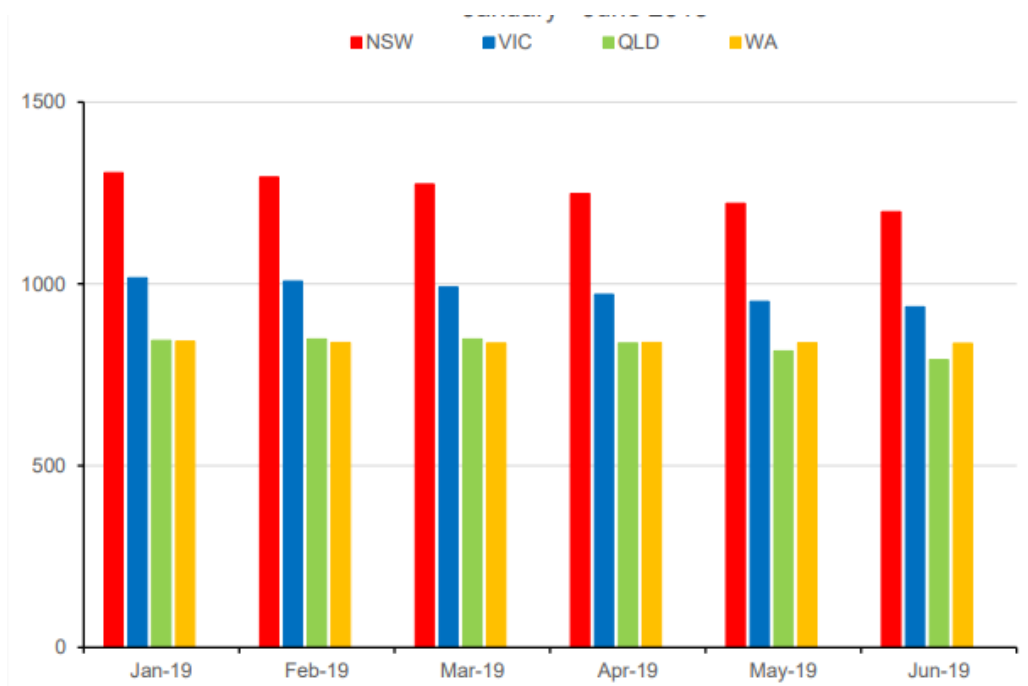
The predicted future population and economic growth will place increasing pressure on the regional road network and provision of new infrastructure. Timely provision of new infrastructure and the maintenance of existing assets are therefore critical to the region's continued growth. The key infrastructure needs for the region include:

- a high standard of road links and passenger rail services connecting Bunbury to Perth
- provision of adequate public transport options for rural based commuters to be able to access services in larger centres
- a high standard of road links connecting Bunbury to the South West region as a whole
- expansion and ongoing maintenance of freight rail service infrastructure in the region

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- increased investment in regional telecommunications to facilitate greater mobile coverage and high speed internet access
- improved access to the Bunbury Port through completion of the Port Access Road and the Bunbury Outer Ring Road
- expansion of the Bunbury Port including the diversion of the Preston River
- ensuring energy security through the South West Interconnected Network encouraging development of renewable energy, with recognition that the historical system is largely based on coal fired power generation
- a diversified electricity grid and power generation capacity, with an emphasis on increasing the capacity to generate electricity via renewable energy sources
- Identification and protection and management of existing and future electricity infrastructure sites and corridors; and
- infill sewer in towns and cities

Civil Engineering vacancies have regular advertised between 1,900-2,350 positions per months Australia wide. Industrial/ Mechanical/ Production engineering vacancies as well as Mining and ICT engineering vacancies have consistently advertised between 500-800 positions per month national wide. Other Engineering occupations have repeatedly advertised under 450 positions per month across Australian states and territories. The below shows engineering vacancy trends n the major states January-June 2019.



Source: *Engineers Australia. (2019, June). Australia Engineering vacancies report. Sybilla Grady. <https://www.engineersaustralia.org.au/sites/default/files/resource-files/2019-08/Engineering%20Vacancies%20Report%20June%202019.pdf>*

Engineering vacancy growth in Western Australia strengthened by 8.7% in the year 2018. The table below shows the number of engineering vacancies advertised in WA by selected occupations.

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ANZSCO Title	April 2019	May 2019	June 2019
Mining Engineers	343	366	377
Civil Engineering Professionals	243	272	251
Industrial, Mechanical and Production Engineers	126	142	145
Electrical Engineers	54	52	47
ICT Support and Test Engineers	34	35	32
Other Engineering Professionals	35	33	31
Engineering Managers	18	20	24
Telecommunications Engineering Professionals	8	9	8
Electronics Engineers	9	7	6
Chemical and Materials Engineers	6	5	6

The highest number of engineering vacancies by occupation in WA continue to be listed in mining engineering, followed by advertisements for Civil Engineering professionals, then industrial, mechanical and production engineering roles.

From the report *Western Australia skills in demand list – Opportunities in Western Australia* published by Government of Western Australia the some of most demanding professional jobs in the South West region are Civil Engineer and Mechanical Engineer.

Based on the above data it is evident that there are existing opportunities and predicated growth for the occupations Construction industry and Engineering positions like Civil Engineer, Mechanical Engineer, Transport Engineer and Production or Plant Engineer.

Also, please refer to **Appendix 6: SWCCI South West Region Skill Shortages Survey and Summary report** that shows businesses indicating the requirement of the above mentioned positions.

According to Seek.com.au there are 890 vacancies in the construction industry across WA at the moment, which are being recruited for. 611 of these jobs are related to something with 'Manager' in the title. Construction Project Managers and Supervisors are highly sought after to support the growth and build the necessary infrastructure. Housing shortages have also placed pressure on the home building industry, with the Federal and State Government stimulus packages towards new homes leading to a further explosion in new homes under construction and significant skill shortages in the construction industry.

(Appendix ORD: 12.1.1A)

Information and Communications Technology sector

With the economic development of the South West region, it is significant that there will be major requirement of technical skilled people. According to the data provided by Job Outlook, the number of people working as ICT project manager grew very strongly over the past 5 years: 31,200 in 2011 to 37,800 in 2016. Based on an article “Aussie ICT jobs ads surge in second consecutive record-breaking month” by Sasha Karen published on 13 May, 2021, Australian job listing for the ICT sector were up during April, experiencing month on month growth of 13.9 per cent while overall listings were at an all-time high for the second month in a row. The growth in ICT sector came during what SEEK claimed was the second month in a row where overall job ads posted on the site were at an all-time high, with a month on month increase of 11.9 per cent and year on year increase of 263.7 per cent.

please refer to **Appendix 6: SWCCI South West Region Skill Shortages Survey and Summary report** that shows businesses indicating the requirement of the ICT project manager in the South West region.

Medical

Regardless of the modality, a highly trained workforce is essential to obtaining high quality diagnostic images. The department of Health, Western Australia told the committee that having the right workforce improves the quality of diagnostic images and increases diagnostic accuracy. The WA Country Health Services explains that lack of sonographers was delaying access to services for patients in rural area.

Existing reason behind the skill shortages based on the report Availability and accessibility of diagnostic imaging equipment around Australia published by Parliament of Australia are:

- Training to become a sonographer involves both a course study and clinical practice but there are not enough clinical training places for the number of available graduates.
- Australasian Society for Ultrasound in Medicine explained that the shortages of training places was leading students seeking clinical places to work for free.
- Disparity between public and private sector pay rates

Despite the sonographer's remuneration being more than double Australia's median annual salary of \$55,400 it is difficult to fill all of the in demand jobs across Australia. It is also revealed only 1.4 applicants on average are applying for every advertised job in a hospital. The government is stressing that more actions need to be taken. Employers and alike are having a lot difficulty with filling sonographer vacancies across the public and private sectors.

Besides the shortages of Sonographer, there is a shortage of General Practitioner (GP) within the South West Region. Western Australia faces a shortage of 1,450 doctors within the next eight years, including critical shortfalls in 18 specialist areas. Health department projections of medical workforce numbers reveal that the state will be short almost 1,000 GP's. Critical shortages could mean patients not receiving required treatment on time. The projected shortage of medical practitioner in WA will reach

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1,046 by 2025 this assumes no change to the current high rate of overseas recruitment. GP's are the cornerstone of the Australian healthcare system. Hence, the state will be required to have high reliance on overseas trained doctors.

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List of Occupation in demand

The South West DAMA Labour Agreement may only be used to sponsor the following occupations and only after thorough evidence has been provided to the Department to show that the business made concerted attempts to recruit Australian workers. If vacancies still exist in the occupations below, you may seek to enter into a South West DAMA Labour Agreement.

Occupation	ANSCO Code	Skill Level
Hospitality, Accommodation, Tourism, and Retail Sector		
Accommodation and Hospitality Manager nec.	141999	2
Baker	351111	3
Bar Attendant (Supervisor)	070499#	4
Café or Restaurant Manager	141111	2
Cook	351411	3
Hospitality Workers nec.	431999	5
Hospitality, Retail and Service Manager nec.	149999	2
Hotel or Motel Manager	141311	2
Hotel Service Manager	431411	3
Pastrycook	351112	3
Retail Supervisor	621511	4
Waiter	431511	4
Waiter (Supervisor)	070499#	4
Carers, Health and Welfare Workers		
Aged or Disabled Carer	423111	4
Child Care Worker	421111	3
Community Worker	411711	2
Disabilities Services Officer	411712	2
Enrolled Nurse	411411	2
Family Support Worker	411713	2
Nursing Support Worker	423312	4
Residential Care Worker	411715	2
Welfare Worker	272613	1
Youth Worker	411716	2
Plant Operators		
Backhoe Operator	721212	4
Earthmoving Plant Operator	721211	4
Excavator Operator	721214	4
Loader Operator	721216	4
Transport And Logistics		
Truck Driver (General)	733111	4

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Timber Industry		
Logging Plant Operator	721112	4
Sawmill or Timber Yard Worker	839412	5
Technician and Other occupations		
Concreter	821211	5
Driller	712211	4
Metallurgical or Materials Technician	312912	2
Sand Blaster	711913	4
Steel Fixer	821713	4
Tyre Fitter	899415	4
Construction Industry and Engineers		
Construction Project Manager	133111	1
Civil Engineer	233211	1
Mechanical Engineer	233512	1
Production or Plant Engineer	233513	1
Transport Engineer	233215	1
Dairy Industry		
Dairy Product Maker	831114	5
Medical		
Sonographer	251214	1
General Practitioner	253111	1
Technology		
ICT project Manager	135112	1

See **Schedule 1** for the ANZCO position description of each Occupation.

See **Schedule 2** for the Occupation classification, qualification, experience, and other concessions covered by this agreement.

Key Aspects of the South West Region DAMA Labour Agreement

Visa options

- Temporary Skills Shortage (TSS) (Subclass 482) visa: This is a temporary visa permits a stay of up to 4 years.
- Skilled Employer Sponsored Regional (SESR) (Subclass 494) visa: This is a provisional visa that permits a stay of 5 years, with a permanent residency pathway available after 3 years.
- Employer Nomination Scheme (ENS) (Subclass 186) visa: This is a permanent skilled visa.

List of Occupations (To be reviewed)

- There are 44 occupations classified under the South-West Region DAMA Labour Agreement. See schedule 1 for the position description of each occupation include in the agreement.

Permanent Residency Pathways

- Permanent Residency will be available for the:
 - o Skilled Employer Sponsored Regional (SESR) visa - subclass 494 with a permanent pathway to a Permanent Residence (Skilled Regional) visa - Subclass 191 available after 3 years of holding the Subclass 494. (Visa will be in effect after - 16th November 2022); or
 - o The Employer Nomination Scheme (ENS) Visa - Subclass 186 will be a permanent residence pathway to overseas workers after holding the Temporary skills shortage visa for 3 years.

Labour Market testing

- The Business will still have to provide evidence that LMT has been conducted to ensure it is a genuine request. Businesses are required to meet all LMT requirements and provide evidence to the Department of Home affairs. LMT must be conducted within the required period before lodging a nomination application.

Skills Assessments and work experience

- The skills assessment and work experience for an applicant will be in accordance with the ANZSCO classification.

TSMIT (Temporary Skilled Migration Income Threshold) Concession

- Nil: Not requested so that the migrant can compensate with the cost of living and private health cover cost. The minimum annual income threshold is expected to be \$53,900 for an employee working 38 hours a week so they can compensate with the living expenses and the health insurance.

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Age Concessions

- The applicant must have not turned 55 years of age for skill level 1 occupation at time of lodging the permanent residency nomination.
- The applicant must not have turned 50 years of age for skill level 2 to 4 occupations at time of lodging the permanent residency nomination.
- We will submit the same for skill level 5 – 8 occupations as per number 2.

Please refer to Schedule 2, for the ANZCO skill level of each occupation.

Visa Cap

- Nil

English Concession

- Nil: Not requested so that the migrant can integrate into workforce.

Approved South-West Regions

- The business within the South-West Region will be able to access the South West Labour Agreement. The South West region includes the following 12 local government areas:
 - City of Bunbury
 - City of Busselton
 - Shire of Augusta Margaret River
 - Shire of Boyup Brook
 - Shire of Bridgetown-Greenbushes
 - Shire of Capel
 - Shire of Collie
 - Shire of Dardanup
 - Shire of Donnybrook-Balingup
 - Shire of Harvey
 - Shire of Manjimup
 - Shire of Nannup

South-West DAMA Labour Agreement reviews

- The occupations and various aspects of the South West DAMA Labour Agreement will be reviewed each year.

Application Fees

- There is no application fee to apply for the South West DAMA Labour Agreement. There will, however, be nomination and visa application fees and charges, including the Skilling Australia Fund (SAF) levy, in line with the TSS, ENS and SESR visa programs.

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Schedule 1: ANZSCO – Position Description of each Occupation

Occupation: Accommodation and Hospitality Manager nec.	ANZSCO: 141999
Experience Required: At Least 3 years of work experience	
Position Description: This occupation group covers Accommodation and Hospitality Managers not elsewhere classified. Registration or licensing may be required.	

Occupation: Aged or Disabled Carer	ANZSCO: 423111
Experience Required: At Least 1 year of work experience	
Position Description: Provide general household assistance, emotional support, care and companionship for aged and disabled persons in their own homes. <ul style="list-style-type: none">• Accompanying aged and disabled persons during daily activities• Assisting clients with their mobility• Preparing food for clients• Arranging social activities• Performing housekeeping tasks such as vacuuming and cleaning• Assisting in personal hygiene and dressing• Providing companionship, friendship and emotional support• May do shopping and run errands• May live in with the person	

(Appendix ORD: 12.1.1A)

Occupation: Backhoe Operator

ANZSCO: 721212

Experience Required: At Least 1 years of work experience

Position Description:

Operate plant to excavate earth, ore and rock, break up pavement, road, rock and obstructions, move and load earth, rock and debris, and level, smooth and compact surfaces in construction and other projects.

- Preparing and positioning plant for operation
- Selecting, fitting and removing attachments such as buckets, winches, loading scoops, shovel blades and rock breaking hammers
- Operating controls to excavate, break, drill, level, compact, gouge out, move, load and spread earth, rock, rubble, soil and other materials
- Monitoring operation of plant and adjusting controls to regulate pressure, speed and flow of operation, and ensuring safety of other workers
- Raising, lowering and manipulating attachments using manual and hydraulic controls
- Working from drawings, markers and verbal instructions
- Servicing, lubricating, cleaning and refuelling plant and performing minor adjustments and repairs

(Appendix ORD: 12.1.1A)

Occupation: Baker	ANZSCO: 351111
Experience Required: At Least 3 years of work experience	
Position Description: Prepare and bake bread loaves and rolls, buns, cakes, biscuits and pastry goods. <ul style="list-style-type: none">• Checking the cleanliness of equipment and operation of premises before production runs to ensure compliance with occupational health and safety regulations• Checking the quality of raw materials and weighing ingredients• Kneading, maturing, cutting, moulding, mixing and shaping dough and pastry goods• Preparing pastry fillings• Monitoring oven temperatures and product appearance to determine baking times• Coordinating the forming, loading, baking, unloading, de-panning and cooling of batches of bread, rolls and pastry products• Glazing buns and pastries, and decorating cakes with cream and icing• Operating machines which roll and mould dough and cut biscuits• Emptying, cleaning and greasing baking trays, tins and other cooking equipment	

(Appendix ORD: 12.1.1A)

Occupation: Bar Attendant (Supervisor)	ANZSCO: 070499#
Experience Required: At Least 1 years of work experience	
Position Description: Ensuring customers are served in a professional and timely manner. Supervising/training employees of a lower grade. General cleanliness of the work area. <ul style="list-style-type: none">• 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	

(Appendix ORD: 12.1.1A)

Occupation : Café or Restaurant Manager	ANZSCO: 141111
Experience Required: At Least 3 years of work experience	
Position Description: Organises and controls the operations of a cafe, restaurant or related establishment to provide dining and catering services. <ul style="list-style-type: none">• Planning menus in consultation with Chefs• Planning and organising special functions• Arranging the purchasing and pricing of goods according to budget• Maintaining records of stock levels and financial transactions• Ensuring dining facilities comply with health regulations and are clean, functional and of suitable appearance• Conferring with customers to assess their satisfaction with meals and service• Selecting, training and supervising waiting and kitchen staff• May take reservations, greet guests and assist in taking orders	

Occupation : Child Care Worker	ANZSCO: 421111
Experience Required: At Least 3 years of work experience	
Position Description: Provides care and supervision for children in programs, such as long day care and occasional care, in childcare centres, hospitals and educational centres. Registration or licensing may be required. <ul style="list-style-type: none">• Assisting in the preparation of materials and equipment for children's education and recreational activities• Managing children's behaviour and guiding children's social development• Preparing and conducting activities for children• Entertaining children by reading and playing games• Supervising children in recreational activities• Supervising the daily routine of children• Supervising the hygiene of children	

(Appendix ORD: 12.1.1A)

Occupation : Civil Engineer	ANZSCO: 233211
Experience Required: At Least 3 years of work experience	
Position Description: Design, plan, organise and oversee the construction of civil engineering projects such as dams, bridges, pipelines, gas and water supply schemes, sewerage systems, roads, airports and other structures; analyse the likely behavior of soil and rock when placed under pressure by proposed structures and design structural foundations; analyse the statical properties of all types of structures and test the behavior and durability of materials used in their construction; plan and develop transportation systems; and estimate and monitor the construction costs of projects <ul style="list-style-type: none">• Determining construction methods, materials and quality standards, and drafting and interpreting specifications, drawings, plans, construction methods and procedures• Organising and directing site labour and the delivery of construction materials, plant and equipment, and establishing detailed programs for the coordination of site activities• Obtaining soil and rock samples at different depths across sites and testing samples to determine strength, compressibility and other factors that affect the behaviour of soil and rock when a structure is imposed and determining the safe loading for the soil• Studying architectural and engineering drawings and specifications to estimate total costs, and preparing detailed cost plans and estimates as tools to assist in budgetary control• Monitoring changes to designs, assessing effects on cost, and measuring, valuing and negotiating variations to designs• Analysing structural systems for both static and dynamic loads• Designing structures to ensure they do not collapse, bend, twist or vibrate in undesirable ways• Assessing present and future travel flow patterns taking into account population increase and needs change• Designing the physical aspects of transportation systems such as highways, railroads, urban transit, air transportation, logistical supply systems and their terminals	

(Appendix ORD: 12.1.1A)

Occupation : Community Worker	ANZSCO: 411711
Experience Required: At Least 3 years of work experience	
Position Description: Facilitates community development initiatives and collective solutions within a community to address issues, needs and problems associated with recreational, health, housing, employment and other welfare matters. <ul style="list-style-type: none">• Assessing clients' needs and planning, developing and implementing educational, training and support programs• Interviewing clients and assessing the nature and extent of difficulties• Monitoring and reporting on the progress of clients• Referring clients to agencies that can provide additional help• Assessing community need and resources for health, welfare, housing, employment, training and other facilities and services• Liaising with community groups, welfare agencies, government bodies and private businesses about community issues and promoting awareness of community resources and services• Supporting families and providing education and care for children and disabled persons in adult service units, group housing and government institutions• Supervising offenders on probation and parole• Assisting young people to solve social, emotional and financial problems• Preparing submissions for funding and resources, and reports to government bodies and other agencies	

(Appendix ORD: 12.1.1A)

Occupation: Concreter	ANZSCO: 821211
Experience Required: At Least 1 years of work experience	
Position Description: Pours, spreads, smooths and finishes concrete for structures such as floors, stairs, ramps, footpaths and bridges. <ul style="list-style-type: none">• Erecting concrete form work and laying steel reinforcing• Pouring, spreading and levelling concrete using screeds and templates• Tamping, smoothing, shaping and sealing concrete• Operating trowelling machines to float, trowel and polish concrete surfaces• Forming expansion joints and edges using edging tools, jointers and straight edges• Installing fixtures in concrete such as anchor bolts, steel plates and door sills• Wetting concrete and rubbing with abrasives to finish vertical surfaces• Covering concrete with plastic sheeting and sand to cure it• Cutting lines in concrete using power cutters• May cover freshly poured concrete with colouring powders and other materials	

(Appendix ORD: 12.1.1A)

Occupation: Construction Project Manager	ANZSCO: 133111
Experience Required: At Least 2 years of work experience	
Position Description: Plan, organise, direct, control and coordinate the construction of civil engineering projects, buildings and dwellings, and the physical and human resources involved in building and construction. <ul style="list-style-type: none">• Interpreting architectural drawings and specifications• Coordinating labour resources, and procurement and delivery of materials, plant and equipment• Consulting with Architects, Engineering Professionals and other professionals, and Technical and Trades Workers• Negotiating with building owners, property developers and subcontractors involved in the construction process to ensure projects are completed on time and within budget• Preparing tenders and contract bids• Operating and implementing coordinated work programs for sites• Ensuring adherence to building legislation and standards of performance, quality, cost and safety• Arranging submission of plans to local authorities• Building under contract, or subcontracting specialised building services• Overseeing the standard and progress of subcontractors' work• Arranging building inspections by local authorities	

(Appendix ORD: 12.1.1A)

Occupation: Cook	ANZSCO: 351411
Experience Required: At Least 3 years of work experience	
Position Description: Prepare, season and cook food in dining and catering establishments. Chefs, Fast Food Cooks and Kitchenhands are excluded from this unit group. Chefs are included in Unit Group 3513 Chefs. Fast Food Cooks and Kitchenhands are included in Minor Group 851 Food Preparation Assistants. <ul style="list-style-type: none">• Examining foodstuffs to ensure quality• Regulating temperatures of ovens, grills and other cooking equipment• Preparing and cooking food• Seasoning food during cooking• Portioning food, placing it on plates, and adding gravies, sauces and garnishes• Storing food in temperature controlled facilities• Preparing food to meet special dietary requirements• May plan menus and estimate food requirements• May train other kitchen staff and apprentices	

(Appendix ORD: 12.1.1A)

Occupation : Dairy Product Maker	ANZSCO: 831114
Experience Required: At Least 1 years of work experience	
Position Description: Operates machines and performs routine tasks to make and package milk, milk powder, yoghurt, butter, cheese and other dairy products. <ul style="list-style-type: none">• Weighing, measuring, mixing, dissolving and boiling ingredients• Adding materials, such as spices and preservatives, to food and beverages• Operating heating, chilling, freezing, pasteurising, carbonating, sulphuring and desulphuring plant• Monitoring product quality before packaging by inspecting, taking samples and adjusting treatment conditions when necessary• Operating machines to peel, core, slice, dice, pit and juice fruit and vegetables• Cleaning equipment, pumps, hoses, storage tanks, vessels and floors, and maintaining infestation control programs• Regulating speed of conveyors and crusher rollers, and adjusting tension of rollers to ensure total extraction of juice from sugar cane• Moving products from production lines into storage and shipping areas• Packaging and bottling products	

(Appendix ORD: 12.1.1A)

Occupation : Disabilities Services Officer	ANZSCO : 411712
Experience Required: At Least 3 years of work experience	
Position Description: Works in a range of service units which provide education and community access to people with intellectual, physical, social and emotional disabilities. <ul style="list-style-type: none">• Assessing clients' needs and planning, developing and implementing educational, training and support programs• Interviewing clients and assessing the nature and extent of difficulties• Monitoring and reporting on the progress of clients• Referring clients to agencies that can provide additional help• Assessing community need and resources for health, welfare, housing, employment, training and other facilities and services• Liaising with community groups, welfare agencies, government bodies and private businesses about community issues and promoting awareness of community resources and services• Supporting families and providing education and care for children and disabled persons in adult service units, group housing and government institutions• Supervising offenders on probation and parole• Assisting young people to solve social, emotional and financial problems• Preparing submissions for funding and resources, and reports to government bodies and other agencies	

(Appendix ORD: 12.1.1A)

Occupation : Driller	ANZSCO : 712211
Experience Required: At Least 1 years of work experience	
Position Description: Assembles, positions and operates a drilling rig and related equipment to extract ore, liquids or gases from the earth. Registration or licensing may be required. <ul style="list-style-type: none">• Dismantling, moving and reassembling drilling rigs and accessory plant• Taking samples of ore, liquids and gases and packaging them• Performing minor maintenance and repairs, and lubricating and cleaning plant• Recording performance details and information obtained from wells, and keeping logs detailing operations• Operating surface and underground mining plant• Undertaking development work such as opening up new shafts, drives, air vents, rises and crib rooms• Positioning explosives in bore holes and priming explosives using detonators and explosive cartridges• Connecting wires, fuses and detonating cords to explosive cartridges and detonators, and detonating explosives• Monitoring operation of plant and ensuring safety of other workers on mining sites and during drilling operations• Operating auxiliary plant such as pumps to expel air, water and mud	

(Appendix ORD: 12.1.1A)

Occupation : Earthmoving Plant Operator	ANZSCO: 721211
Experience Required: At Least 1 years of work experience	
Position Description: Operates a range of earthmoving plant to assist with building roads, rail, water supply, dams, treatment plants and agricultural earthworks. Registration or licensing is required. <ul style="list-style-type: none">• Preparing and positioning plant for operation• Selecting, fitting and removing attachments such as buckets, winches, loading scoops, shovel blades and rock breaking hammers• Operating controls to excavate, break, drill, level, compact, gouge out, move, load and spread earth, rock, rubble, soil and other materials• Monitoring operation of plant and adjusting controls to regulate pressure, speed and flow of operation, and ensuring safety of other workers• Raising, lowering and manipulating attachments using manual and hydraulic controls• Working from drawings, markers and verbal instructions• Servicing, lubricating, cleaning and refuelling plant and performing minor adjustments and repairs	

(Appendix ORD: 12.1.1A)

Occupation : Enrolled Nurse	ANZSCO: 411411
Experience Required: At Least 3 years of work experience	
Position Description: Provides nursing care to patients in a variety of health, aged care, welfare and community settings under the supervision of Registered Nurses. Registration or licensing is required. <ul style="list-style-type: none">• Assessing, planning and implementing nursing care for patients according to accepted nursing practice and standards• Providing interventions, treatments and therapies such as administering medications, and monitoring responses to treatments and care plans• Assisting Registered Nurses and other team members to coordinate and evaluate care provided• Promoting and assisting in health education activities for the prevention of ill health• Bathing, feeding, changing and settling newborn infants• Providing advice and training on infant care to parents of newborn infants• Providing emotional support to parents of newborn infants	

(Appendix ORD: 12.1.1A)

Occupation : Excavator Operator	ANZSCO: 721214
Experience Required: At Least 1 years of work experience	
Position Description: Operates heavy excavation plant to excavate, move and load earth, rock and rubble. <ul style="list-style-type: none">• Preparing and positioning plant for operation• Selecting, fitting and removing attachments such as buckets, winches, loading scoops, shovel blades and rock breaking hammers• Operating controls to excavate, break, drill, level, compact, gouge out, move, load and spread earth, rock, rubble, soil and other materials• Monitoring operation of plant and adjusting controls to regulate pressure, speed and flow of operation, and ensuring safety of other workers• Raising, lowering and manipulating attachments using manual and hydraulic controls• Working from drawings, markers and verbal instructions• Servicing, lubricating, cleaning and refuelling plant and performing minor adjustments and repairs	

(Appendix ORD: 12.1.1A)

Occupation : Family Support Worker	ANZSCO: 411713
Experience Required: At Least 3 years of work experience	
Position Description: Assists the work of Social Workers and Welfare Workers by providing services and support to families. <ul style="list-style-type: none">• Assessing clients' needs and planning, developing and implementing educational, training and support programs• Interviewing clients and assessing the nature and extent of difficulties• Monitoring and reporting on the progress of clients• Referring clients to agencies that can provide additional help• Assessing community need and resources for health, welfare, housing, employment, training and other facilities and services• Liaising with community groups, welfare agencies, government bodies and private businesses about community issues and promoting awareness of community resources and services• Supporting families and providing education and care for children and disabled persons in adult service units, group housing and government institutions• Supervising offenders on probation and parole• Assisting young people to solve social, emotional and financial problems• Preparing submissions for funding and resources, and reports to government bodies and other agencies	

(Appendix ORD: 12.1.1A)

Occupation : General Practitioner	ANZSCO: 253111
Experience Required: At Least 3 years of work experience	
Position Description: Diagnoses, treats and prevents human physical and mental disorders and injuries. <ul style="list-style-type: none">• Conducting examinations and questioning patients to determine the nature of disorders and illnesses, and recording patients' medical information• Ordering laboratory tests, X-rays and other diagnostic procedures, and interpreting findings to assist in diagnosis• Providing overall care for patients, and prescribing and administering treatments, medications and other remedial measures• Monitoring patients' progress and response to treatment• Advising on diet, exercise and other habits which aid prevention and treatment of disease and disorders• Referring patients to, and exchanging medical information with, specialist Medical Practitioners• Reporting births, deaths and notifiable diseases to government authorities• Arranging the admission of patients to hospitals	

(Appendix ORD: 12.1.1A)

Occupation: Hospitality Workers nec.	ANZSCO: 431999
Experience Required: At Least 1 year of work experience	
<p>Position Description:</p> <p>This occupation group covers Hospitality Workers not elsewhere classified.</p> <ul style="list-style-type: none"> • It includes Bar Useful or Bussers, and Doorpersons or Luggage Porters 	

Occupation: Hospitality, Retail and Service Manager nec.	ANZSCO: 149999
Experience Required: At Least 3 years of work experience	
<p>Position Description:</p> <p>This occupation group covers Hospitality, Retail and Service Managers not elsewhere classified.</p> <ul style="list-style-type: none"> • It includes Boarding Kennel or Cattery Operators, Cinema or Theatre Managers, Facilities Managers, Financial Institution Branch Managers and Equipment Hire Managers. 	

Occupation : Hotel or Motel Manager	ANZSCO: 141311
Experience Required: At Least 3 years of work experience	
<ul style="list-style-type: none"> • Directing and overseeing reservation, reception, room service and housekeeping activities • Supervising security arrangements, and garden and property maintenance • Planning and supervising bar, restaurant, function and conference activities • Observing liquor, gaming, and other laws and regulations • Assessing and reviewing customer satisfaction • Overseeing accounting and purchasing activities • Ensuring compliance with occupational health and safety regulations • May provide guests with local tourism information, and arrange tours and transportation 	

(Appendix ORD: 12.1.1A)

Occupation: Hotel Service Manager	ANZSCO: 431411
Experience Required: At Least 2 years of work experience	
Position Description: Supervises and coordinates the activities of hotel service workers. <ul style="list-style-type: none">• Determining work requirements and allocating duties to Commercial Housekeepers, Luggage Porters and Doorpersons• Conferring with managers to coordinate activities with other organisational units• Maintaining attendance records and rosters• Explaining and enforcing safety regulations• Overseeing the work of the unit and suggesting improvements and changes• Conferring with workers to resolve grievances• May perform front office and hotel reception duties	

(Appendix ORD: 12.1.1A)

Occupation: ICT project Manager	ANZSCO: 135112
Experience Required: At Least 3 years of work experience	
Position Description: Plan, organise, direct, control and coordinate the acquisition, development, maintenance and use of computer and telecommunication systems within organisations. Analysing information needs and specifying technology to meet those needs	
<ul style="list-style-type: none">• Formulating and directing information and communication technology (ICT) strategies, policies and plans• Directing the selection and installation of ICT resources and the provision of user training• Directing ICT operations and setting priorities between system developments, maintenance and operations• Overseeing the security of ICT systems	

(Appendix ORD: 12.1.1A)

Occupation: Loader Operator	ANZSCO: 721216
Experience Required: At Least 1 year of work experience	
Position Description: Operates a motorised loader to move and load soil, rock and other material. <ul style="list-style-type: none">• Preparing and positioning plant for operation• Selecting, fitting and removing attachments such as buckets, winches, loading scoops, shovel blades and rock breaking hammers• Operating controls to excavate, break, drill, level, compact, gouge out, move, load and spread earth, rock, rubble, soil and other materials• Monitoring operation of plant and adjusting controls to regulate pressure, speed and flow of operation, and ensuring safety of other workers• Raising, lowering and manipulating attachments using manual and hydraulic controls• Working from drawings, markers and verbal instructions• Servicing, lubricating, cleaning and refuelling plant and performing minor adjustments and repairs	

(Appendix ORD: 12.1.1A)

Occupation : Logging Plant Operator	ANZSCO: 721112
Experience Required: At Least 1 year of work experience	
Position Description: Operates plant to fell trees and drag, transport and load logs onto trucks. Registration or licensing may be required. <ul style="list-style-type: none">• Preparing and positioning plant for operation• Operating tractor-drawn and self-propelled plant to plough land and sow, fertilise, cultivate and harvest crops, and avoid damaging crops• Adjusting speed, height and depth of implements• Operating plant to hold, lift and cut trees• Operating attachments to lift, swing, release and sort trees and logs, and operating auxiliary plant such as chipping machines and log splitting machines• Feeding felled trees into processors to strip limbs and cut into logs and loading logs onto stockpiles and into trucks• Keeping log tallies and writing work reports• Servicing plant and performing minor repairs	

(Appendix ORD: 12.1.1A)

Occupation : Nursing Support Worker	ANZSCO: 423312
Experience Required: At Least 1 year of work experience	
Position Description: Provides limited patient care under the direction of nursing staff. <ul style="list-style-type: none">• Assisting patients with their personal care needs such as showering, dressing and eating• Assisting patients with their mobility and communication needs• Participating in planning the care of individuals• Following therapy plans such as interventions to assist those with dementia and behavioural problems• Observing and reporting changes in patients' condition, and reporting complaints about care• Assisting with rehabilitation exercises, basic treatment and delivering medications• Providing direct support and assistance to therapists	

(Appendix ORD: 12.1.1A)

Occupation : Pastrycook	ANZSCO: 351112
Experience Required: At Least 3 years of work experience	
Position Description: Prepare and bake bread loaves and rolls, buns, cakes, biscuits and pastry goods. <ul style="list-style-type: none">• Checking the cleanliness of equipment and operation of premises before production runs to ensure compliance with occupational health and safety regulations• Checking the quality of raw materials and weighing ingredients• Kneading, maturing, cutting, moulding, mixing and shaping dough and pastry goods• Preparing pastry fillings• Monitoring oven temperatures and product appearance to determine baking times• Coordinating the forming, loading, baking, unloading, de-panning and cooling of batches of bread, rolls and pastry products• Glazing buns and pastries, and decorating cakes with cream and icing• Operating machines which roll and mould dough and cut biscuits• Emptying, cleaning and greasing baking trays, tins and other cooking equipment	

(Appendix ORD: 12.1.1A)

Occupation : Production or Plant Engineer	ANZSCO: 233513
Experience Required: At Least 3 years of work experience	
Position Description: Plans, directs and coordinates the design, construction, modification, continued performance and maintenance of equipment and machines in industrial plants, and the management and planning of manufacturing activities. <ul style="list-style-type: none">• Studying functional statements, organisational charts and project information to determine functions and responsibilities of workers and work units and to identify areas of duplication• Establishing work measurement programs and analysing work samples to develop standards for labour utilisation• Analysing workforce utilisation, facility layout, operational data and production schedules and costs to determine optimum worker and equipment efficiencies• Designing mechanical equipment, machines, components, products for manufacture, and plant and systems for construction• Developing specifications for manufacture, and determining materials, equipment, piping, material flows, capacities and layout of plant and systems• Organising and managing project labour and the delivery of materials, plant and equipment• Establishing standards and policies for installation, modification, quality control, testing, inspection and maintenance according to engineering principles and safety regulations• Inspecting plant to ensure optimum performance is maintained• Directing the maintenance of plant buildings and equipment, and coordinating the requirements for new designs, surveys and maintenance schedules	

(Appendix ORD: 12.1.1A)

Occupation : Residential Care Worker	ANZSCO: 411715
Experience Required: At Least 3 years of work experience	
Position Description: Provides care and supervision for children or disabled persons in group housing or institutional care. <ul style="list-style-type: none">• Assessing clients' needs and planning, developing and implementing educational, training and support programs• Interviewing clients and assessing the nature and extent of difficulties• Monitoring and reporting on the progress of clients• Referring clients to agencies that can provide additional help• Assessing community need and resources for health, welfare, housing, employment, training and other facilities and services• Liaising with community groups, welfare agencies, government bodies and private businesses about community issues and promoting awareness of community resources and services• Supporting families and providing education and care for children and disabled persons in adult service units, group housing and government institutions• Supervising offenders on probation and parole• Assisting young people to solve social, emotional and financial problems• Preparing submissions for funding and resources, and reports to government bodies and other agencies	

(Appendix ORD: 12.1.1A)

Occupation : Retail Supervisor	ANZSCO: 621511
Experience Required: At Least 1 years of work experience	
Position Description: Supervises and coordinates the activities of retail sales workers. <ul style="list-style-type: none">• Ensuring that customers receive prompt service and quality goods and services• Responding to customers' inquiries and complaints about goods and services• Planning and preparing work schedules and assigning staff to specific duties• Interviewing, hiring, training, evaluating, dismissing and promoting staff, and resolving staff grievances• Instructing staff on how to handle difficult and complicated sales procedures• Examining returned goods and deciding on appropriate action• Taking inventory of goods for sale and ordering new stock• Ensuring that goods and services are correctly priced and displayed• Ensuring safety and security procedures are enforced	

(Appendix ORD: 12.1.1A)

Occupation : Sand Blaster	ANZSCO: 711913
Experience Required: At Least 1 year of work experience	
Position Description: Operates sandblasting machines to clean and grind metal products and other hard surfaces. <ul style="list-style-type: none">• Abrades surfaces of metal or hard-composition objects to remove adhering scale, sand, paint, grease, tar, rust, and dirt, and to impart specified finish, using abrasive-blasting equipment: Shovels or pours abrasives, such as sand, grit, or shot of specified grade into machine hopper• Masks specified areas of object to protect from abrading action• Loads parts on racks in enclosed rooms, into tumbling barrels, or into cabinets• Turns valves on equipment to regulate pressure and composition of abrasive mixture flowing through nozzle or into tumbling barrel• Starts equipment that directs blast or flow of abrasive-laden compressed air, gas, or liquid over surface of parts• Manually directs nozzle over surface of large parts or inserts arms through glove-fitted cabinet openings and manipulates small parts under nozzle for specified interval• May examine finished parts to ensure conformance to specifications• May be designated by type of equipment or abrasive used as Cabinet-Abrasive Sandblaster; Shotblaster	

(Appendix ORD: 12.1.1A)

Occupation : Sawmill or Timber Yard Worker	ANZSCO: 839412
Experience Required: At Least 1 years of work experience	
Position Description: Performs routine tasks in a sawmill or timber yard such as sorting and stacking timber, assisting timber machinists, assembling orders and racking offcuts. <ul style="list-style-type: none">• Rolling logs from trucks and conveyors to log decks, saw carriages and stacking bays• Placing logs and wood billets onto conveyors and lathes for processing into chips, veneers and pulp• Sorting and stacking timber during milling• Placing timber for processing by machines and unloading cut timber from tail end of machines• Assisting with setting up and operating plant and ancillary equipment used in the manufacture of sheets and boards• Transporting processed wood products, such as plywood, chipboard sheets and panels, to work areas• Clearing blockages in machines• Assisting with measuring and cutting materials• Packing and loading finished products for transportation• Cleaning work areas, tools and equipment	

(Appendix ORD: 12.1.1A)

Occupation : Sonographer	ANZSCO: 251214
Experience Required: At Least 3 years of work experience	
Position Description: Operate X-ray and other radiation producing and imaging equipment for diagnostic, monitoring and treatment purposes under the direction of Radiologists and other Medical Practitioners. <ul style="list-style-type: none">• Receiving referrals from Medical Practitioners to perform medical imaging and radiation treatment of patients• Determining the appropriate equipment to use, such as X-ray equipment, radiation scanners, fluoroscopes, ultrasound equipment, nuclear instrumentation, angiography equipment and computed tomography (CT) equipment, and selecting the appropriate equipment settings to provide the diagnostic information requested by Medical Practitioners• Calculating details of procedures such as length and intensity of exposure to radiation, size and strength of dosage of isotopes, and settings of recording equipment• Explaining procedures to patients and answering patients' inquiries about processes• Ensuring patients' welfare during procedures• Positioning patients, screens and equipment preparatory to procedures• Viewing the screen and deciding if images are satisfactory for diagnostic purposes, and selecting images to show Medical Practitioners• Conveying findings of procedures to Medical Practitioners	

(Appendix ORD: 12.1.1A)

Occupation : Steel Fixer	ANZSCO: 821713
Experience Required: At Least 1 years of work experience	
Position Description: Positions and secures steel bars and steel mesh in concrete forms to reinforce concrete structures. Registration or licensing may be required. <ul style="list-style-type: none">• Erecting lifting tackles by attaching pulleys and blocks to fixed overhead structures, and installing cables and attaching counterweights• Attaching slinging gear to hoisting equipment and objects to be moved using clamps, hooks, bolts and knots• Fitting and bolting tubes, support braces and components to form bases and build up scaffolding• Lifting and positioning sections of scaffolding• Measuring, cutting, bending and fitting welded wire mesh into concrete areas to be mesh-reinforced• Fixing mesh and reinforcing steel into position in formwork for concrete pours• Setting up winches and rigging equipment to raise and position girders, plates, columns and other steel units• Erecting guard rails, guy wires, ropes and clears, laying planks and hanging safety nets	

(Appendix ORD: 12.1.1A)

Occupation : Transport Engineer	ANZSCO: 233215
Experience Required: At Least 3 years of work experience	
Position Description: Plans and develops transport systems to improve infrastructure efficiency and the cost effectiveness of moving people and freight. Registration or licensing may be required. <ul style="list-style-type: none">• Determining construction methods, materials and quality standards, and drafting and interpreting specifications, drawings, plans, construction methods and procedures• Organising and directing site labour and the delivery of construction materials, plant and equipment, and establishing detailed programs for the coordination of site activities• Obtaining soil and rock samples at different depths across sites and testing samples to determine strength, compressibility and other factors that affect the behaviour of soil and rock when a structure is imposed and determining the safe loading for the soil• Studying architectural and engineering drawings and specifications to estimate total costs, and preparing detailed cost plans and estimates as tools to assist in budgetary control• Monitoring changes to designs, assessing effects on cost, and measuring, valuing and negotiating variations to designs• Analysing structural systems for both static and dynamic loads• Designing structures to ensure they do not collapse, bend, twist or vibrate in undesirable ways• Assessing present and future travel flow patterns taking into account population increase and needs change• Designing the physical aspects of transportation systems such as highways, railroads, urban transit, air transportation, logistical supply systems and their terminals	

(Appendix ORD: 12.1.1A)

Occupation : Truck Driver (General)	ANZSCO: 733111
Experience Required: At Least 1 year of work experience	
Position Description: Drives a heavy truck, requiring a specially endorsed class of licence, to transport bulky goods. <ul style="list-style-type: none">• Manoeuvring vehicles into position for loading and unloading• Loading and unloading vehicles using lifting and tipping devices• Observing safety requirements when loading and unloading vehicles• Making regular quality checks of vehicles to ensure they can be driven safely• Estimating weights to comply with load limitations and ensuring safe distribution of weight• Ensuring goods are stowed and securely covered to prevent loss and damage• Verifying loading documents, checking condition of goods and obtaining certification of deliveries	

(Appendix ORD: 12.1.1A)

Occupation : Tyre Fitter	ANZSCO: 899415
Experience Required: At Least 1 year of work experience	
Position Description: Fits, repairs and replaces tyres on motor vehicles. <ul style="list-style-type: none">• Removing old and damaged parts and cleaning surrounding areas on vehicles• Fitting batteries and installing accessories such as sun roofs, stereos and alarms• Removing damaged glass, trimming strips and rubber seals from window frames and mountings on motor vehicles, positioning new windscreens and glass windows on frames and attaching and sealing them• Inspecting, removing and repairing muffler mountings, and fitting new mufflers, extractors and exhaust pipes• Removing radiators from vehicles and cleaning and repairing them• Installing new or repaired radiators into vehicles and repairing and replacing other units in the cooling system such as thermostats, head gaskets and water pumps• Inspecting tyres to determine which repair action to implement and repairing punctures in tubes and tubeless tyres• Operating air driven equipment to remove and refit tyres and tubes on vehicles• Balancing wheels and tyres using static and electronic equipment	

(Appendix ORD: 12.1.1A)

Occupation : Waiter	ANZSCO: 431511
Experience Required: At Least 1 year of work experience	
Position Description: Serves food and beverages in a hotel, restaurant, club or dining establishment. <ul style="list-style-type: none">• Setting and arranging tables• Greeting customers and presenting them with menus and beverage lists• Taking orders and relaying them to kitchen and bar staff• Serving food and beverages• Opening bottles and pouring beverages• Clearing tables and returning dishes and cutlery to kitchen• Removing empty bottles and used glasses from tables, and refilling and replacing glasses• Collecting payments for sales and operating point of sales machines and cash registers• May recommend wines to complement food	

Occupation : Waiter (Supervisor)	ANZSCO: 070499#
Experience Required: At Least 1 year of work experience	
Position Description: Supervise the Services of food and beverages in a hotel, restaurant, club or dining establishment. <ul style="list-style-type: none">• 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	

(Appendix ORD: 12.1.1A)

Occupation : Welfare Worker	ANZSCO: 272613
Experience Required: At Least 5 years of work experience	
Position Description: Assists individuals, families and groups with social, emotional or financial difficulties to improve quality of life, by educating and supporting them and working towards change in their social environment. <ul style="list-style-type: none">• Researching and analysing community issues, needs and problems• Developing, evaluating and maintaining community resources and programs• Evaluating data and writing reports such as submissions requesting funding for continuing programs and new projects• Identifying issues of local need, concerns and aspirations through community consultation• Organising local sporting, cultural and recreational events and activities such as community functions, hobby classes, community arts projects and sporting competitions• Providing support while exploring alternatives with clients who experience difficulties such as marital problems, unemployment, illness and drug abuse• Assessing risks and providing intensive short-term crisis counselling for victims of domestic violence, child abuse, disasters and other crises• Assisting to establish and administer neighbourhood houses, community groups, employment training programs and other services	

(Appendix ORD: 12.1.1A)

Occupation : Youth Worker	ANZSCO: 411716
Experience Required: At Least 3 years of work experience	
Position Description: Assists young people as individuals or groups to solve social, emotional and financial problems in an agency framework. <ul style="list-style-type: none">• Assessing clients' needs and planning, developing and implementing educational, training and support programs• Interviewing clients and assessing the nature and extent of difficulties• Monitoring and reporting on the progress of clients• Referring clients to agencies that can provide additional help• Assessing community need and resources for health, welfare, housing, employment, training and other facilities and services• Liaising with community groups, welfare agencies, government bodies and private businesses about community issues and promoting awareness of community resources and services• Supporting families and providing education and care for children and disabled persons in adult service units, group housing and government institutions• Supervising offenders on probation and parole• Assisting young people to solve social, emotional and financial problems• Preparing submissions for funding and resources, and reports to government bodies and other agencies	

(Appendix ORD: 12.1.1A)

Schedule 2 Occupations: Qualification, Experience and other Concessions covered by this agreement

Approved Occupation	ANSCO Code	ANZSCO Skill level	Qualification	Substitute for Qualification	AGE Concession	TSMIT Concession	Permanent Resident Pathway	English Concession
Accommodation and Hospitality Manager nec.	141999	2	AQF Associate degree, Advanced Diploma or Diploma	At least 3 years of relevant experience	YES	Nil	YES	Nil
Aged or Disabled Carer	423111	4	AQF Certificate II or III or At least 1 year of relevant experience		YES	Nil	YES	Nil
Backhoe Operator	721212	4	AQF Certificate II or III	At least 1 year of relevant experience	YES	Nil	YES	Nil
Baker	351111	3	AQF Certificate III including 2 years on the job training or AQF Certificate IV	At least 3 years of relevant experience	YES	Nil	YES	Nil
Bar Attendant (Supervisor)	070499#	4	-	At least 1 year of relevant experience	YES	Nil	YES	Nil
Café or Restaurant Manager	141111	2	AQF Associate degree, Advanced Diploma or Diploma	At least 3 years of relevant experience	YES	Nil	YES	Nil
Child Care Worker	421111	3	AQF Certificate III including 2 years of on the job training or AQF Certificate IV or at least three years of relevant experience		YES	Nil	YES	Nil
Civil Engineer	233211	1	AQF Bachelor degree or Higher		YES	Nil	YES	Nil

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Community Worker	411711	2	AQF Associate degree, Advanced Diploma or Diploma	At least 3 years of relevant experience	YES	Nil	YES	Nil
Concreter	821211	5	AQF Certificate I or compulsory secondary education		YES	Nil	YES	Nil
Construction Project Manager	133111	1	AQF Bachelor degree or Higher	At least 5 years of relevant experience	YES	Nil	YES	Nil
Cook	351411	3	AQF Certificate III including 2 years on the job training or AQF Certificate IV		YES	Nil	YES	Nil
Dairy Product Maker	831114	5	AQF Certificate I or compulsory secondary education		YES	Nil	YES	Nil
Disabilities Services Officer	411712	2	AQF Associate degree, Advanced Diploma or Diploma	At least 3 years of relevant experience	YES	Nil	YES	Nil
Driller	712211	4	AQF Certificate II or III or at least 1 year relevant experience		YES	Nil	YES	Nil
Earthmoving Plant Operator	721211	4	AQF Certificate II or III	At least 1 year of relevant experience	YES	Nil	YES	Nil
Enrolled Nurse	411411	2	AQF Associate degree, Advanced Diploma or Diploma	At least 3 years of relevant experience	YES	Nil	YES	Nil
Excavator Operator	721214	4	AQF Certificate II or III	At least 1 year of relevant experience	YES	Nil	YES	Nil
Family Support Worker	411713	2	AQF Associate degree, Advanced Diploma or Diploma	At least 3 years of relevant experience	YES	Nil	YES	Nil

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General Practitioner	411411	1	AQF Bachelor degree or Higher and at least one year hospital based training		YES	Nil	YES	Nil
Hospitality Workers nec.	431999	5	AQF Certificate I or compulsory secondary education		YES	Nil	YES	Nil
Hospitality, Retail and Service Manager nec.	149999	2	AQF Associate degree, Advanced Diploma or Diploma	At least 3 years of relevant experience	YES	Nil	YES	Nil
Hotel or Motel Manager	141311	2	AQF Associate degree, Advanced Diploma or Diploma	At least 3 years of relevant experience	YES	Nil	YES	Nil
Hotel Service Manager	431411	3	AQF Certificate III including 2 years of on the job training or AQF Certificate IV or at least three years of relevant experience		YES	Nil	YES	Nil
ICT project Manager	135112	1	AQF Bachelor degree or Higher	At least 5 years of relevant experience	YES	Nil	YES	Nil
Loader Operator	721216	4	AQF Certificate II or III	At least 1 year of relevant experience	YES	Nil	YES	Nil
Logging plant Operator	721112	4	AQF Certificate II or III	At least 1 year of relevant experience	YES	Nil	YES	Nil
Nursing Support Worker	423312	4	AQF Certificate II or III or at least one year of relevant experience		YES	Nil	YES	Nil
Pastrycook	351112	3	AQF Certificate II including at least two years of on the job training or AQF certificate IV	At least 3 years of relevant experience	YES	Nil	YES	Nil
Production or Plant Engineer	233513	1	AQF Bachelor degree or Higher		YES	Nil	YES	Nil

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Residential Care Worker	411715	2	AQF Associate Degree, Advanced diploma or diploma	At least 3 years of relevant experience	YES	Nil	YES	Nil
Retail Supervisor	621511	4	AQF Certificate II or III	At least 1 year of relevant experience	YES	Nil	YES	Nil
Sand Blaster	711913	4	AQF Certificate II or III	At least 1 year of relevant experience	YES	Nil	YES	Nil
Sawmill or Timber Yard Worker	839412	5	AQF Certificate I or compulsory secondary education		YES	Nil	YES	Nil
Sonographer	251215	1	AQF Bachelor degree or Higher		YES	Nil	YES	Nil
Steel Fixer	821713	4	AQF Certificate II or III or at least one year of relevant experience		YES	Nil	YES	Nil
Transport Engineer	233215	1	AQF Bachelor degree or Higher		YES	Nil	YES	Nil
Truck Driver (General)	733111	4	AQF Certificate II or III	At least 1 year of relevant experience	YES	Nil	YES	Nil
Tyre Fitter	899415	4	AQF Certificate II or III	At least 1 year of relevant experience	YES	Nil	YES	Nil
Waiter	431511	4	AQF Certificate II or III	At least 1 year of relevant experience	YES	Nil	YES	Nil
Waiter (Supervisor)	070499#	4	-	At least 1 year of relevant experience	YES	Nil	YES	Nil
Welfare Worker	272613	1	AQF Bachelor degree or higher	At least 5 years of relevant experience	YES	Nil	YES	Nil
Youth Worker	411716	2	AQF Associate degree, Advanced Diploma or Diploma	At least 3 years of relevant experience	YES	Nil	YES	Nil

APPENDICIES

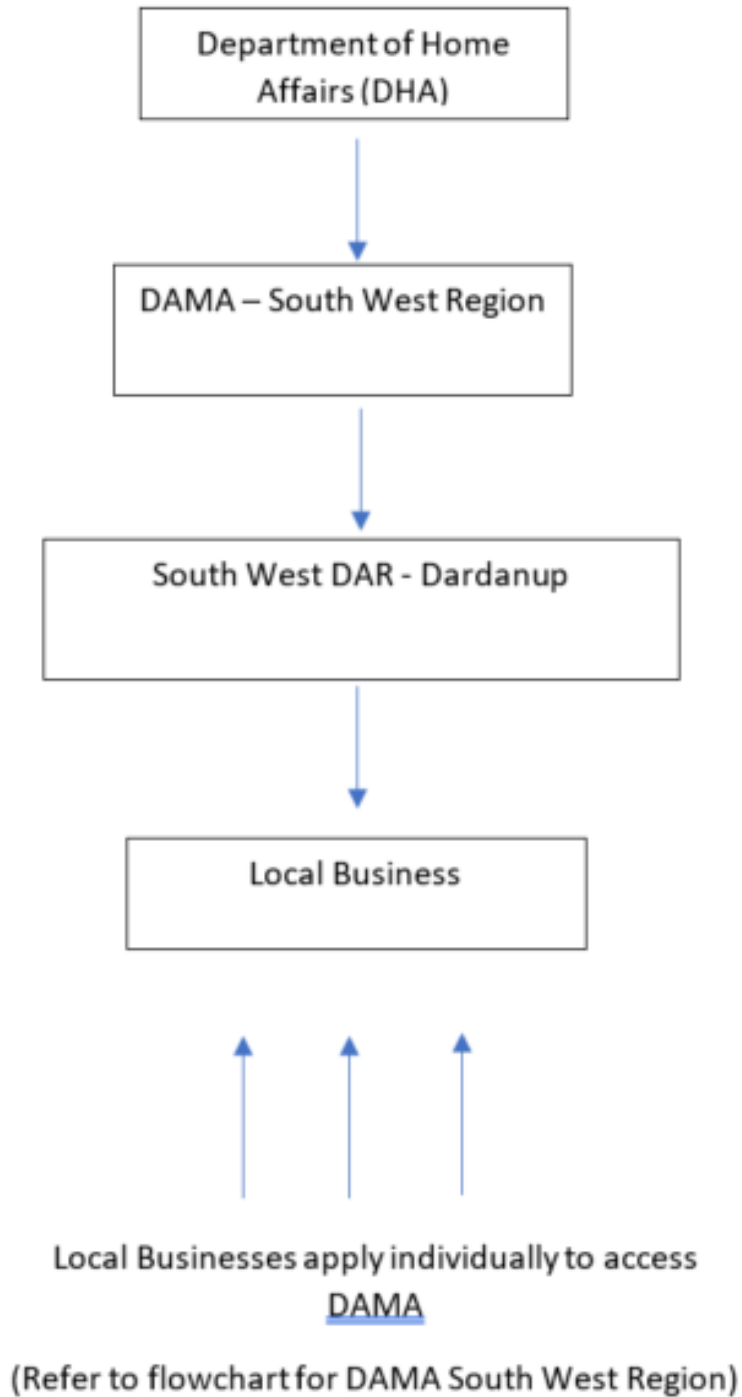
Appendix 1: List of Postcode covered by DAMA

Below represents the participating shires for the South West DAMA and their postcodes.

All South West Regions	Postcode
<p>Refer to link for all approved regions: https://postcodez.com.au/postcodes/wa/south-western/south-west</p>	6172 - 6398

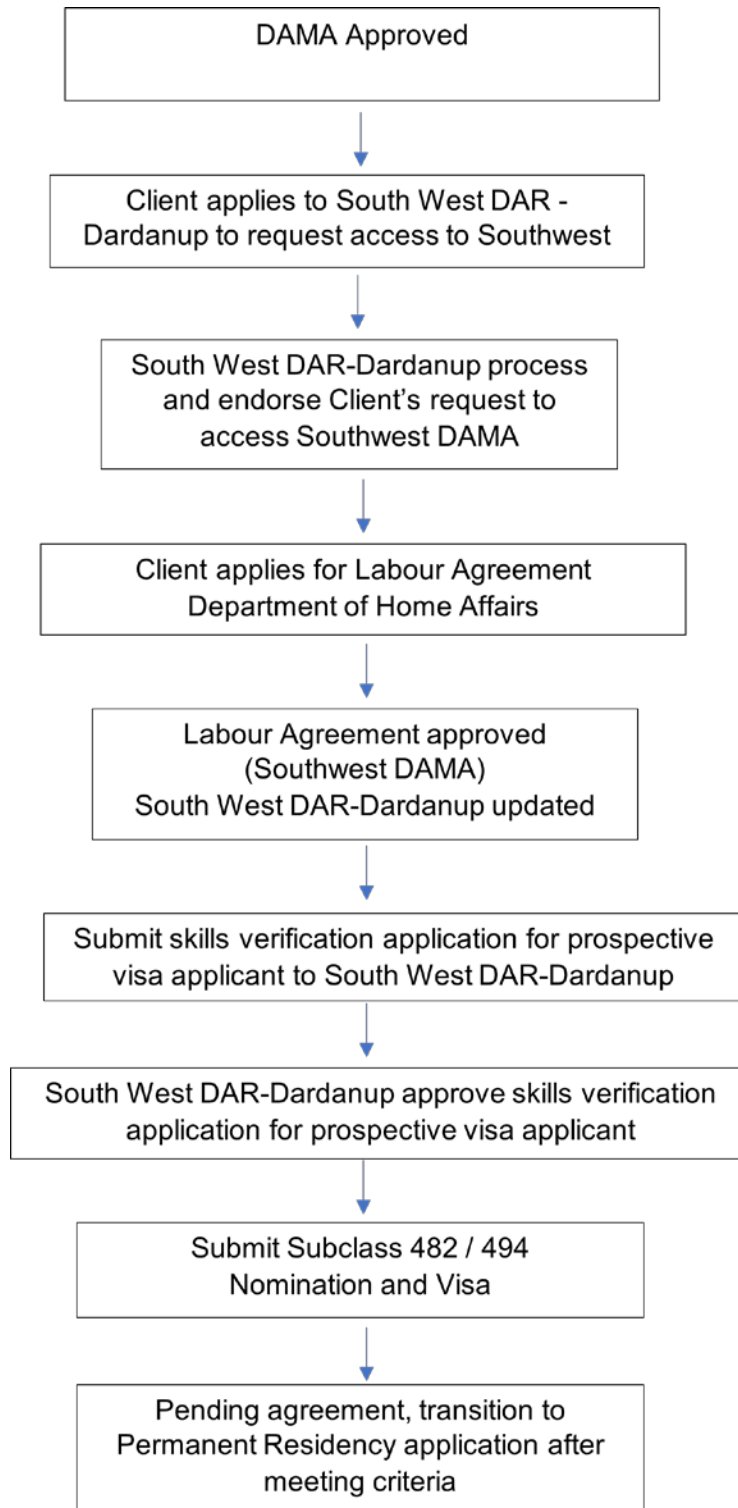
Appendix 2: DAMA Governance Structure

Access to DAMA flow chart:



(Appendix ORD: 12.1.1A)

Flowchart for DAMA South West Region



(Appendix ORD: 12.1.1A)

Appendix 3: Sample DAMA endorsement application form and document checklist

Endorsement Form

Form - Request for endorsement to access a labour agreement under the South West DAMA

Is your business actively operating for at least 12 months, and financially viable?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Is your business located within the approved South-West region?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Is the position you seek to fill listed in the current South West DAMA occupation list?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Have you read and understood the <i>Employer's Guide to Accessing a Labour Agreement under the South West DAMA</i> ?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Have your business actively sought out (advertised) to recruit an Australian worker in the last 4 months for the vacant position(s)? i.e. the vacant job(s) is advertised in 3 different platforms and one must be advertised on Job Active website.	Yes <input type="checkbox"/> No <input type="checkbox"/>
Do you understand that a positive DAR endorsement does not guarantee approval by the Department of Home Affairs at the DAMA Labour Agreement Request stage?	Yes <input type="checkbox"/> No <input type="checkbox"/>

You must answer all “yes” to the above to proceed with your endorsement to access a labour agreement under the South-West DAMA application:

Part 1 - Your details (Business Sponsor)

Registered Business Name	Click here to enter text	
Trading name (if different)	Click here to enter text	
Australian Business Number (ABN)	Click here to enter text	
Australian Company Number (ACN), (ARBN) or partnership number	Click here to enter text	
Website	Click here to enter text	
Type of entity	Company	Yes <input type="checkbox"/> No <input type="checkbox"/>
	Sole trader	Yes <input type="checkbox"/> No <input type="checkbox"/>
	Partnership	Yes <input type="checkbox"/> No <input type="checkbox"/>
	Trust	Yes <input type="checkbox"/> No <input type="checkbox"/>
	Other (please specify)	Click here to enter text
Business address of Head Office – if applicable	Click here to enter text	
	Address 1	

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Contact Address South West Region (all South West locations – if applicable)	Click here to enter text	
	Address 2 (if applicable) Click here to enter text	
	Address 3 (if applicable) Click here to enter text	
Postal address	Click here to enter text	
Contact person in business	Click here to enter text	
Contact person's email	Click here to enter text	
Contact person's telephone number(s)	Phone	Click here to enter text
	Mobile	Click here to enter text
	Other (if applicable)	Click here to enter text
If a company, name of each director	Click here to enter text	
Name of trust/ trustee (if applicable)	Click here to enter text	
Nature of employer's operations (e.g. hospitality, construction, retail, mining)	Click here to enter text	
How many people do you currently employ	Click here to enter text	
Any redundancies or retrenchments occurred in the last 6 months	Click here to enter text	
Period of time you have been operating in the South-West Region	Click here to enter text	
Do you already hold a Subclass 457 or Subclass 482 Standard Business Sponsorship approval?	Yes <input type="checkbox"/> No <input type="checkbox"/>	

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Part 2 - Financial Business Information

Annual turnover for most recent full financial year	Click here to enter text
Will your business be paying the salary of all temporary business entrants sponsored?	Yes <input type="checkbox"/> No <input type="checkbox"/> If you answered no , please provide details: Click here to enter text
Is there any " adverse information " about the business background of your business or any person "associated with" the businesses?	Yes <input type="checkbox"/> No <input type="checkbox"/> If you answered yes , please provide details: Click here to enter text

Part 3 - Representative Contact Details

You must complete this section, if a Migration Agent in preparing this request has assisted you, otherwise leave blank.

Name of registered migration agent	Click here to enter text
Migration agency name	Click here to enter text
Migration agent registration number (MARN)	Click here to enter text
Address	Click here to enter text
Telephone	Click here to enter text
Mobile	Click here to enter text
Facsimile number	Click here to enter text
Email	Click here to enter text
Is supporting document – Department of Immigration's Form 956 attached to the application	Yes <input type="checkbox"/> No <input type="checkbox"/>

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Part 4 - Occupations, Numbers and Concessions

How many overseas workers does the business intend to sponsor under the DAMA in the next 12 months and what roles they would work in?

Please list Occupation, ANZSCO code, maximum number of nominations in Year 1, concession to ANZSCO tasks if applicable, concession to [TSMIT](#) sought, concession to English sought.

Temporary Skill Shortage (TSS) (Subclass 482 labour agreement stream)						
Occupation	ANZSCO code	Maximum number of nominations in the next 12 months	Concession to ANZSCO tasks, if applicable	Concession to TSMIT sought No. Type 1 or 2	Concession to English proficiency, if applicable	Estimated Annual Salary
				N/A	N/A	
				N/A	N/A	
				N/A	N/A	
				N/A	N/A	
				N/A	N/A	
				N/A	N/A	

Employer (ENS) (Subclass 186 labour agreement stream)						
Occupation	ANZSCO code	Maximum number of nominations in the next 12 months	Concession to ANZSCO tasks, if applicable	Concession to TSMIT sought No. Type 1 or 2	Concession to English proficiency, if applicable	Estimated Annual Salary
				N/A	N/A	
				N/A	N/A	
				N/A	N/A	
				N/A	N/A	
				N/A	N/A	
				N/A	N/A	

Note: the endorsement to access the South-West DAMA is for up to five years, however the endorsement of occupations and numbers of positions to be filled is valid for one year. Businesses seeking to access more overseas workers will need to apply to the South-West DAR, Dardanup for endorsement of occupation(s) and the number of vacant positions each year.

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Part 5 - Conditions of Endorsement and Other Matters

- 5.1 You understand that it is a criminal offence in Western Australia (including the South-West Region region) to make a false or misleading statement to an official document.
- 5.2 You understand and accept that any endorsement by the South West Dardanup Designated Area Representative (Dardanup DAR) is only an endorsement to make a request to Home Affairs for a Labour Agreement under the DAMA and is not an endorsement by the South West DAR- Dardanup of you or any business or activity you carry on in any other respect, or of the individuals you apply to sponsor on a Subclass 482 and 186 visas under a Labour Agreement.
- 5.3 You understand and accept that endorsement by the South West DAR, Dardanup is discretionary and may be revoked in the event that the South West DAR, Dardanup (in its absolute discretion) is no longer satisfied that you should be able to access overseas workers under the South West DAMA.
- 5.4 Revocation of endorsement will be notified to Home Affairs and you accept that the South West DAR - Dardanup will not be liable to compensate you for any costs, loss or damage that may arise from such revocation.
- 5.5 You warrant that the information referred to in this request and any attachments:
- (a) is true and correct, and
 - (b) is complete and is not misleading in any respect, and
 - (c) you acknowledge that this information has been relied on by the South West DAR - Dardanup in considering this request.
- 5.6 Where a migration agent has been appointed to assist and represent the business, you acknowledge that the application, including supporting documents have been provided with your full knowledge and consent. The employer seeking the endorsement should still signed this form.
- 5.7 You will notify the South West DAR, Dardanup as soon as you become aware that any information or documents provided with this request have changed or are no longer true and correct. You acknowledge that this obligation applies until the expiry of any Labour Agreement entered into by you under the DAMA.
- 5.8 This request and any endorsement does not:
- (a) constitute a partnership or joint venture between the parties; or
 - (b) except as expressly provided, make a party an agent of another party for any purpose.

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- 5.9 If the South West DAR, Dardanup must fulfil an obligation to Home Affairs and the South West DAR, Dardanup is dependent on you to be able to do so, then you must do each thing reasonably within your power to assist the South West DAR ,Dardanup in the performance of that obligation.
- 5.10 If the employer is constituted by more than one legal entity (such as a partnership or an unincorporated association), each of those legal entities will be jointly and severally liable for the performance of any conditions arising as a result of the endorsement.
- 5.11 You agree to provide any and all information required by the South West DAR, Dardanup to fulfil its obligations under the DAMA (including but not limited to, any updated information regarding the business, its workforce and evidence of its ongoing compliance with the obligations under the Labour Agreement) within 28 days of such a request being made.
- 5.12 You acknowledge that the South West DAR, Dardanup may be required, from time to time, to provide information that you have included in this request, in part or entirety, to Home Affairs and you consent to this disclosure of information.
- 5.13 You acknowledge that you have read and understood the attached information referred to in this document, and have sought independent advice regarding the contents and your ability to meet the requirements of the Labour Agreement.
- 5.14 You acknowledge that you have not relied on any statement or representation (express or implied) made or advice given by or on behalf of the South West DAR, Dardanup in entering into the Labour Agreement or taking or failing to take any action in connection with the Labour Agreement.
- 5.15 You understand and accept that the South West DAR, Dardanup (i.e.Shire of Dardanup) has no liability to you for any costs, loss or damage incurred or suffered by you directly or indirectly arising from or in connection with:
- (a) your request for or entry into a Labour Agreement; or
 - (b) anything done by you, or on your behalf, relating to the entry into or the performance of the Labour Agreement; or
 - (c) anything done to you relating to the entry into or the performance of the Labour Agreement or work performed by employees employed following entry into the Labour Agreement.
- 5.16 You understand that the South West DAR, Dardanup will manage the endorsement applications in a form of quota ensuring that all skills and roles can be fulfilled.

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- 5.17 You understand that it is essential that suitable housing accommodation is readily available for the overseas worker before they commence employment.
- You are responsible for providing satisfactory evidence that accommodation options are available within reasonable proximity to the locality of their work site.
- This does not include emergency housing or very short-term housing options.
- 5.18 You undertake to provide the overseas worker with a settlement information kit available from the South West DAR, Dardanup:
- (a) Prior to you engaging them, or
 - (b) If they are already working for you, prior to them lodging their Subclass 482 (TSS) visa or Subclass 186 (ENS) visa application, unless they have been living and working in the WA South West region for at least 12 months to them lodging their visa application.
- 5.19 You agree to provide the outcome or results (approved or rejected) of your labour agreement with Home Affairs to the South West DAR, Dardanup in writing within 28 days.

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Part 6 - Western Australia Privacy Policy

In accordance with the Australian Privacy Principles (APPs) under the *Privacy Act 1988 (Cth)* (*Privacy Act*):

- 6.1 You acknowledge on behalf of your business described in clause 1 of this application (Business) that the collection of the personal information contained in this application is necessary for the functions and activities of the Dardanup Designated Area Representative (South-West DAR, Dardanup);
- 6.2 You acknowledge on behalf of your Business that the Business is entitled to have reasonable access to the personal information contained in this application after it has been lodged with South-West DAR, Dardanup but that South-West DAR, Dardanup shall always be entitled to keep the documents provided;
- 6.3 You acknowledge on behalf of your Business that South-West DAR, Dardanup is collecting the personal information in the business' application for the following purposes:
 - (a) considering the merits of the application;
 - (b) verifying the accuracy of the contents of the application (including through contacting third parties regarding the application);
 - (c) complying with relevant reporting requirements;
 - (d) compiling statistics (or engaging a third party to compile such statistics);
 - (e) participating in South-West DAR, Dardanup and the wider South West region surveys; and
 - (f) complying with its obligations to any other Commonwealth or Local government agency.
- 6.4 In carrying out this purpose you acknowledge and agree on behalf of your Business that South-West DAR, Dardanup may disclose the personal information (including sensitive personal information if any) in the Business' application to:
 - (a) governmental agencies within the South West' Local Government DAMA holder (i.e. approved 12 shires of South West);
 - (b) Commonwealth Government agencies; and
 - (c) any other person that referred to in your application (**Third Parties**).
- 6.5 You acknowledge on behalf of your business that if you do not sign this application or if your Business does not provide the required personal information in its application, South-West DAR, Dardanup may reject the application.
- 6.6 On behalf of the Business, you authorise the South-West DAR, Dardanup to:
 - (a) use the information provided within the application to make necessary inquiries with Third Parties to verify claims provided in the application;
 - (b) provide the application, including supporting documentation to the Third Parties for further consideration;
 - (c) retain the application and supporting documents as per Local Government policies and standards; and
 - (d) utilise the information provided for data collection and reporting purposes.

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Part 7 – Designated Area Migration Agreement (DAMA)

Request for Endorsement Application Declaration

I declare that:

- 7.1 I have read and understood the information provided to me in support of this application, including the Terms and Conditions and Privacy Statement.
- 7.2 I am aware of and capable of meeting the relevant requirements and obligations under Migration Legislation.
- 7.3 My business is financially viable and has been lawfully operating in the designated area for at least 12 months.
- 7.4 I have genuinely sought to recruit Australian citizens or permanent residents to fill the positions locally.
- 7.5 I am looking to employ overseas workers to fill genuine full-time positions located in the designated area with duties that align with occupations on the approved list of occupations.
- 7.6 I will provide all relevant details to the Designated Area Representative (DAR) if my business has had any redundancies or retrenchments during the last six months.
- 7.7 I will provide terms and conditions of employment to overseas workers that are in accordance with those offered to Australian workers employed in the region undertaking equivalent work.
- 7.8 I will abide by all relevant State/Territory and Commonwealth laws. I understand there are civil and criminal penalties for individuals and businesses breaching certain laws.
- 7.9 I have provided details of any adverse information, including prior instances of non-compliance with State/Territory and Commonwealth laws that may affect the assessment of my suitability to be a sponsor.
- 7.10 I will provide all relevant documentation in support of my request for endorsement to the Department of Home Affairs.
- 7.11 I authorise the DAR and Department of Home Affairs to make enquiries as necessary to verify the information provided.
- 7.12 I understand that any false or misleading information provided by me may lead to revocation of endorsement by the DAR and the Department of Home Affairs will be notified.

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7.13 I understand that a positive DAR endorsement does not guarantee approval by the Department of Home Affairs at any stage.

I declare that the information I have provided in all of the above (i.e. Part 5, 6 and 7) in this document is, to the best of my knowledge, true and accurate and I am aware of the penalties for providing misleading or false information to the Commonwealth.

I declare and understand that a positive DAR endorsement by the Shire of Dardanup does not guarantee approval by the Department of Home Affairs at any stage of the DAMA.

Signing Page for endorsement to access labour agreement under the South West Designated Area Migration Agreement

.....
Print name [Sponsor] Position [Sponsor] [Signature] Date of signing

.....
Organisation/Business name [Sponsor]

.....
Print name [Witness] Position [Witness] [Signature] Date of signing

.....
Print name [MARN] Position [MARN No.] [Signature] Date of signing

DO NOT COMPLETE THIS PART

Approved - Yes No

Signed, sealed and delivered for and on behalf of **the South West Designated Area Representative** by **Andre Schönfeldt, Chief Executive Officer of the Shire of Dardanup**

.....
[signature] Date of signing

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Part 8 – South West DAMA Processing Fee (Non-refundable)

The below form must be completed by the Employer before we can raise an invoice. An invoice will be sent to you within 2 business days. Please note the processing fee is non-refundable. Once we received a payment receipt from you, we will process your application within 15 business days.

Full Name (Debtor)	Click here to enter text		
Contact Name	Click here to enter text		
Company Name	Click here to enter text		
Invoice Address	Click here to enter text		
Email Address	Click here to enter text		
Phone no.	Click here to enter number	Mobile no.	Click here to enter number
Business Reference	Click here to enter text		

South West DAMA Processing Fee Cost – \$250 per nomination

The [Click here to enter business name](#) would like the South West DAR, Dardanup to endorse [Click here to enter number](#) TSS/ENS nomination(s) and agreed to pay [Click here to enter amount \\$](#) (i.e., no. of nomination/s x \$250).

.....

Print name [Sponsor]	Position [Sponsor]	[Signature]	Date of signing
----------------------	--------------------	-------------	-----------------

For information on the fees and charges for visas go to the Australian Government's [Department of Home Affairs website](#). To learn about the cost of sponsoring and SAF levy, please click [here](#).

The Shire of Dardanup holds no responsibility or liability for any outcome beyond the DAR endorsement stage. By signing this form, you acknowledge this.

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Document Checklist:

Item	Description
1.	Request for endorsement under the South West DAMA Endorsement form
2.	Form 956 (if a registered migration agent is assisting this application)
3.	Business registration documents: <ul style="list-style-type: none">a. business registration and if any business name changes registrations.b. ASICc. ABN, ACNd. trust deed (if applicable)
4.	Business profile, may include: <ul style="list-style-type: none">a. website extractsb. promotional material
5.	Evidence of the business is operating in the South West Region of Western Australia. May include: <ul style="list-style-type: none">a. lease agreementb. contracts and invoices from suppliers / customersc. letter from accountant stating 12 months operation, net assets, profit / loss and turnover.d. business capability statement / promotional material referencing NT operation.
6.	Job descriptions for each requested position
7.	Organisation chart less than six months old, requested positions must be displayed.

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8.	Financial statement for the financial year and business activity statement for the last 12 months immediately preceding application
9.	Statutory declaration about adverse information, attach evidence of outcome (if any) For more information on adverse information go to the Department of Home Affairs website
10.	<p>Summary of domestic recruitment efforts form for each requested position</p> <ul style="list-style-type: none">a. copies of at least two job advertisements in a reputable website / newspaper / industry website (not general classifieds) with national reachb. invoices received by recruitment agencies (if used)c. evidence to prove the nominated positions have been advertised for 28 consecutive days. For example, screenshots from the start and end of advertising, receipts showing duration. Please note that the Department of Home Affairs requires that advertising must have been completed during the four months prior to submitting a nomination. Nomination occurs well after Dardanup Government endorsement so evidence supplied to Dardanup Government should show very recent advertising. <p>Evidence must be compliant with current Department of Home Affairs labour market testing requirements, for more information on labour market testing requirements go to the Department of Home Affairs website</p>
11.	Statement on why the business is not using the standard 482 and the impact of negative result (if the business is not endorsed to access the South West DAMA)
12.	<p>Evidence to prove the nominee receives terms and conditions no less favorable than those provided to an Australian citizen or permanent resident:</p> <ul style="list-style-type: none">a. employment contract for a current or former Australian or Australian permanent resident employee in the same level positionb. recent payslips for a current or former Australian or Australian permanent resident employee in the same level position orc. any other evidence of market salary levels for the position <p>Please provide this evidence for each requested position</p>
13.	<ul style="list-style-type: none">a. Employment contract outlining terms and conditions clearly, including a breakdown of the salary, superannuation and any non-monetary components.b. relevant enterprise agreement / award for the position (if applicable)c. pay slips - if an intended nominee is already employed in the position. <p>Please provide above evidence for each requested position</p>

Appendix 4: Letter of support from Stakeholders

Appendix 5: Short Skill Shortage Survey and Summary report

Response ID	Response started	Response completed	IP address	My business is suffering financially because of the shortage of skills.	The occupations where shortages are critical and impacting the business are _____ : (Examples below. Please add any other relevant occupations.)	Does your business employ, or intend to employ, apprentices or trainees?	Have you employed working holiday makers in the past 12 months?	Do you intend to employ highly skilled employees on the temporary skills shortage visa (subclass 482)?	How often do you have staff turnover in the critical skills area?	Any additional comments?
jkB3keOb	Jan 22, 2021 08:53:33 AM	Jan 22, 2021 08:55:27 AM	110.141.204.35	Yes	Other (Please specify) - Wait staff	Yes	Yes	No	4	Securing sufficient front of house staff is major challenge ongoing. We have people applying for work but need to do their 6th months rural work. Would be keen to see if the government would consider a change to consider rural hospitality as rural work.
ufB3qHuK	Jan 22, 2021 09:24:38 AM	Jan 22, 2021 09:26:09 AM	203.59.235.194	No	Chef, Other (Please specify) - cleaners (commercial, residential), wait staff, retail in tourism, cellar door	No	No	No	2	

(Appendix ORD: 12.1.1A)

5YzVzcdo	Jan 22, 2021 09:26:15 AM	Jan 22, 2021 09:41:01 AM	58.171.53.29	Yes	Chef,Cook,Restaurant Manager, Other (Please specify) - All hospitality staff, front of house and back of house. these jobs aren't necessarily "skilled" but are vital to the hospitality industry	Yes	Yes	Yes	4	The hospitality industry has a huge shortage of staff over the whole industry.. its a shame this is so focused on "skilled" workers as the chefs can't get food to the table without a wait person.. the whole southwest is struggling and have a shortage of unskilled staff to support the skilled staff. thanks you for the opportunity to comment on this situation, I'm not sure if anyone is aware of the dramatic housing shortage in the southwest preventing any new staff from acquiring accommodation in the area. this is a huge part of the big problem.
ZTzJAKt9	Jan 22, 2021 09:29:25 AM	Jan 22, 2021 09:30:51 AM	106.68.114.121	No	Chef, Cook	Yes	Yes	Yes	3	
XWRMSi27	Jan 22, 2021 05:37:26 PM	Jan 22, 2021 05:40:30 PM	1.127.111.147	Yes	Chef,Cook,Restaurant Manager,Other (Please specify) - Housekeeping Supervisors, Fine Dining Waiters	Yes	Yes	Yes	5	Labour shortages are the worst we have experienced in over 15 years are at a critical level and are significantly impacting on trading levels.
VpRPL1TE	Jan 27, 2021 11:10:46 AM	Jan 27, 2021 11:11:43 AM	58.171.33.8	Yes	Other (Please specify) - Viticulture (Wine)	No	Yes	No	5	
ZTCCmwiV	Jan 28, 2021	Jan 28, 2021	120.149.115.142	Yes	Other (Please specify) - Cleaners	No	Yes	No	5	

(Appendix ORD: 12.1.1A)

	12:32:24 PM	12:33:41 PM								
D2z6eaEA	Jan 29, 2021 11:40:00 AM	Jan 29, 2021 11:43:17 AM	165.228.89.171	Yes	Other (Please specify) - Grape Picking	Yes	Yes	Yes	5	We look forward to attending the Workshop on 4/2/2021.
hIBUrmJK	Feb 02, 2021 04:33:35 PM	Feb 02, 2021 04:42:50 PM	60.231.61.13	No	Other (Please specify) - Kitchen Hands, Cellar Door Staff, Restaurant Staff	No	Yes	Yes	4	
bZCsdqap	Feb 02, 2021 04:34:34 PM	Feb 02, 2021 04:36:53 PM	106.68.115.142	No		No	No	No	1	I am visiting as Migration Agent, however I also manage a restaurant which does suffer from skill shortages of chefs and restaurant managers/waitstaff
drB3cPAat	Feb 02, 2021 04:39:05 PM	Feb 02, 2021 04:43:07 PM	59.100.129.30	Yes	Chef, Other (Please specify) - F&B Attendant, Room Attendant, F&B Supervisor, Kitchen Stegward, Assistant F&B Manager, Maintenance Officer	Yes	Yes	Yes	5	
SjChbGPJ	Feb 02, 2021 04:46:37 PM	Feb 02, 2021 04:49:07 PM	103.13.84.241	Yes	Chef, Restaurant Manager	Yes	Yes	Yes	2	I have sponsored many visa workers over the last decade and currently have 2 about to finish contracts and move to PR plus 5 others at various stages on various visas including on bridging pending appeals.
swz0MotW	Feb 02, 2021 04:48:16 PM	Feb 02, 2021 04:50:19 PM	120.149.101.47	No	Chef, Cook, Restaurant Manager, Other (Please specify) - Agricultural industry - wine industry, farming etc	No	No	No	1	
48Csjx9R	Feb 02, 2021	Feb 02, 2021	58.160.102.210	Yes	Chef	Yes	No	No	3	

(Appendix ORD: 12.1.1A)

	06:59:57 PM	07:00:32 PM								
mRB3Z9k H	Feb 03, 2021 06:46:41 AM	Feb 03, 2021 06:48:00 AM	1.159.136.116	Yes	Other (Please specify) - Viticulture	No	Yes	No	3	
VLCCmSM j	Feb 03, 2021 08:01:58 AM	Feb 03, 2021 08:04:28 AM	144.130.110.12 6	No	Other (Please specify) - grape pickers, pruners		Yes	No	2	
iaRqUg8c	Feb 03, 2021 08:27:44 AM	Feb 03, 2021 08:28:26 AM	180.222.166.20 9	Yes	Chef,Cook,Other (Please specify) - Waitstaff	Yes	Yes	Yes	3	
BHRnKYp H	Feb 03, 2021 08:54:47 AM	Feb 03, 2021 08:56:28 AM	110.146.130.3	Yes	Other (Please specify) - Front of house wait staff & cellar door	Yes	Yes	No	3	
PgBUpZQ v	Feb 03, 2021 10:01:36 AM	Feb 03, 2021 10:08:24 AM	111.220.74.105	No	Chef,Cook,Other (Please specify) - Wait and bar staff	Yes	Yes	Yes	3	

(Appendix ORD: 12.1.1A)

Summary report:

My business is suffering financially because of the shortage of skills.		
	Response Percent	Response Count
Yes	63.16%	12
No	36.84%	7

Have you employed working holiday makers in the past 12 months?		
	Response Percent	Response Count
Yes	78.95%	15
No	21.05%	4

The occupations where shortages are critical and impacting the business are _____: (Examples below. Please add any other relevant occupations.)		
	Response Percent	Response Count
Chef	55.56%	10
Cook	33.33%	6
Restaurant Manager	22.22%	4
Accommodations Manager	0.00%	0
Other (Please specify)	83.33%	15

Do you intend to employ highly skilled employees on the temporary skills shortage visa (subclass 482)?		
	Response Percent	Response Count
Yes	47.37%	9
No	52.63%	10

Does your business employ, or intend to employ, apprentices or trainees?		
	Response Percent	Response Count
Yes	61.11%	11
No	38.89%	7

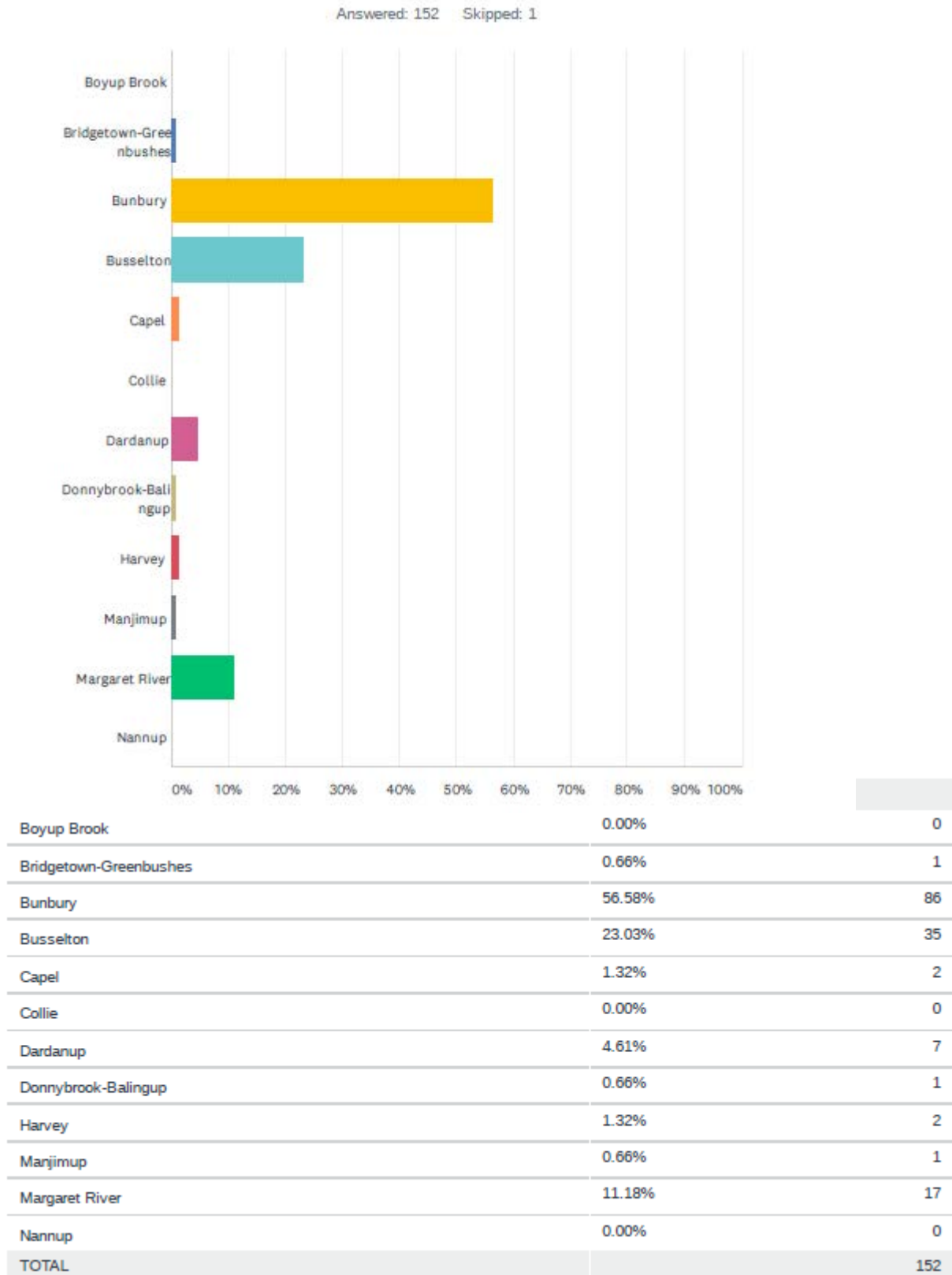
How often do you have staff turnover in the critical skills area?		
	Response Percent	Response Count
1	10.53%	2
2	15.79%	3
3	31.58%	6
4	15.79%	3
5	26.32%	5

Any additional comments?		
6 Responses		

(Appendix ORD: 12.1.1A)

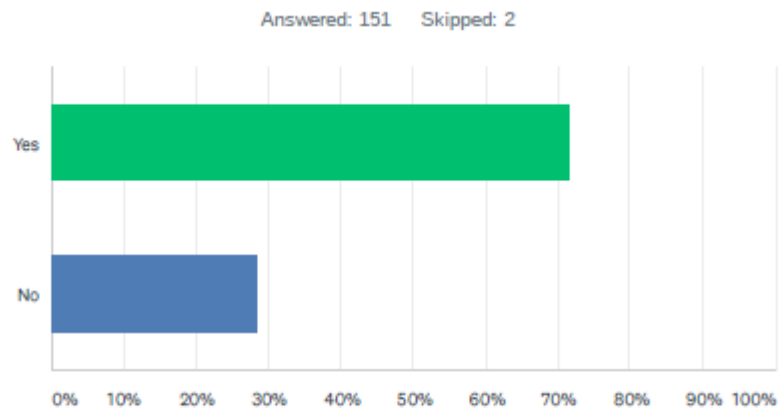
Appendix 6: SWCCI South West Region skill shortages survey and summary report

Q1 Please indicate which Local Government Area your business is located in.



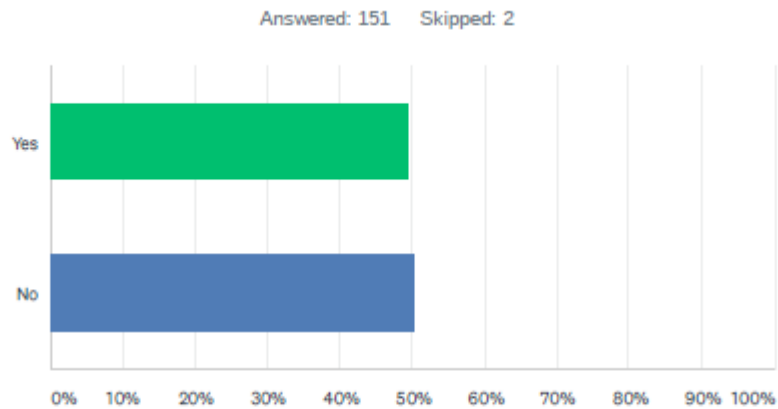
(Appendix ORD: 12.1.1A)

Q2 As a business, do you struggle to attract workers with the specific skills and qualifications you need?



ANSWER CHOICES	RESPONSES	
Yes	71.52%	108
No	28.48%	43
TOTAL		151

Q3 As a business, do you struggle to retain workers with the specific skills and qualifications you need?



ANSWER CHOICES	RESPONSES	
Yes	49.67%	75
No	50.33%	76
TOTAL		151

(Appendix ORD: 12.1.1A)

Q4 If yes to either of the above questions, what are the specific challenges that you find impacting your business?

Answered: 113
Skipped: 40

#	RESPONSES	DATE
1	No one available to do basic jobs such as cleaning	4/19/2021 2:27 PM
2	sourcing skills in the trade and technical area	4/19/2021 1:31 PM
3	Quite a unique field, and those that are trained are attracted to the bigger cities	4/19/2021 11:37 AM
4	Finding experienced/motivated people when positions arise	4/19/2021 11:14 AM
5	Reliable skilled tradesmen	4/19/2021 10:46 AM
6	Lack of qualified chefs. No seasonal back packers to get us through the season	4/19/2021 10:37 AM
7	Difficulty in acquiring MC drivers as a lot of them chase the FIFO jobs which is perceived as better paying.	4/19/2021 10:17 AM
8	no qualified staff applying	4/19/2021 8:54 AM
9	Retain skilled professional staff	4/19/2021 8:44 AM
10	Getting workers to start	4/18/2021 8:07 PM
11	accommodation, finding skilled and unskilled workers, the seasonality of our location with large peaks and troughs in customer numbers	4/18/2021 9:37 AM
12	They usually are going through the motions just to keep their Jobseekers or are not very committed - agencies send too many inappropriate persons with little apologies following even when told what you require.	4/17/2021 3:45 PM
13	Low wages /apprentices leave for mining once completed. We can't compete with wages	4/17/2021 12:34 PM
14	We are regulated by the government and have not have a meter increase since 2014. So, we are unable to increase our rate of pay, in the past every time we received a rate increase this work get past onto our drivers	4/17/2021 12:08 PM
15	Chronic staff shortage	4/17/2021 12:00 PM
16	Lack of suitable applicants.	4/16/2021 3:16 PM
17	Trade and sales skills	4/16/2021 2:08 PM
18	Competition from other businesses offering employment, non viability to pay higher wages to attract workers, most applications are not skilled in the correct area.	4/16/2021 2:00 PM
19	We need to recruit Drs and Bunbury and Australind are not DPA - district priority areas which means it is all but impossible to recruit when Drs leave the area.	4/16/2021 1:39 PM
20	The sheer number of applicants, both in Sales and Administration has significantly reduced in the last 18 months, even though the base salaries for both have risen.	4/16/2021 1:38 PM
21	Lack of skilled and experienced people prepared to live in regional WA	4/16/2021 1:22 PM
22	they think they are worth drug money per hr. to work yet simple tasks given to them cannot be completed in the correct manor.	4/16/2021 1:08 PM
23	Keep up with pay rates being offered	4/16/2021 1:07 PM
24	Unable to offer an enough salary	4/16/2021 1:07 PM
25	Very low fields of applicants for advertised vacancies	4/16/2021 12:58 PM
26	Don't have enough skilled workers to meet our client's needs. This is limiting our growth and damaging our reputation	4/16/2021 12:57 PM
27	Recruiting and retaining qualified and experienced staff particularly in civil and related services.	4/16/2021 12:55 PM
28	Regional jobs often seen as stepping stone for advancing careers. Currently there is a construction boom that has been ramping up dramatically and therefore finding and retaining staff is even more difficult. We are locked into State Government contract fees early so if staff want dramatic salary increases it makes it difficult to sustain a practice.	4/16/2021 12:35 PM
29	Lack of mechanics available in area, 70 jobs on seek for mechanics in Bunbury	4/16/2021 12:35 PM
30	finding experienced and skilled team members	4/16/2021 9:33 AM
31	Initially trying to find staff is difficult, this means that existing staff are getting tired as we have no leeway to reduce their hours. This is resulting in them leaving as they are tired.	4/15/2021 6:09 PM
32	Recruitment of suitably qualified front of house hospitality staff (restaurant / cellar door) and chefs. Seasonal vineyard workers (vintage pickers)	4/15/2021 3:28 PM
33	Unable to find staff - they all say they cannot get accommodation plus ask for exorbitant wages.	4/15/2021 2:28 PM
34	Struggle to attract - shift patterns aren't attractive, candidates aren't suitability qualified, lack of awareness of what the job entails.	4/15/2021 1:31 PM

(Appendix ORD: 12.1.1A)

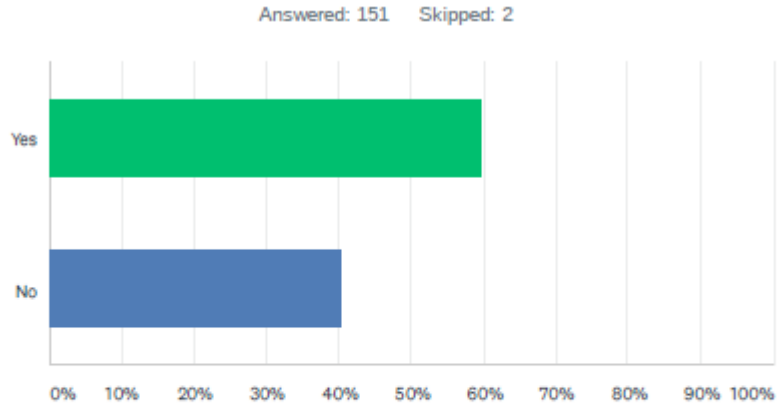
35	Higher pay offered by other industries such as private consulting for marketing and similar services in the cities. Regional areas struggle to attract skilled workforce, good candidates may need to leave because of family reasons/leaving the area. Many good candidates begin a family and cannot source adequate childcare.	4/15/2021 9:20 AM
36	Shortage of labour in the region also driven by shortage in accommodation.	4/14/2021 2:35 PM
37	not finding experienced staff	4/14/2021 1:36 PM
38	Location, lack of chefs, staff available to work have no prior job experience or very little job skills	4/14/2021 10:16 AM
39	Experienced and highly skilled staff are hard to find regionally. There are lots of inexperienced, self-taught and graduates with little to no experience, but the people who can mentor and empower these individuals to do high level work are very hard to find.	4/13/2021 2:44 PM
40	No affordable accommodation for our employees	4/13/2021 11:10 AM
41	because seasonality has changed given strong intrastate visitation, we are much busier than usual. We usually recruit 4 back packers for Sept to April, there are no backpackers and we have been unable to recruit locals even though we have tried really hard with flexible rostering and above award pay.	4/13/2021 11:09 AM
42	The quality of person applying for positions. They are either not really interested or just want to work when it suits them.	4/13/2021 9:07 AM
43	We employ mainly youth 15 - 25, and I have discovered this post covid phenomenon. Local youth post covid appear to have no drive or motivation no matter how much training you provide or support you give. It's like they expect and "deserve" a job, but when it comes to doing the job, they're happy to just run thru the motions with relative disinterest and lack of motivation, instead of being exceptional. After 5 years of business this is the 1st time, we have experienced this. It's like they're all stuck in a rut!	4/13/2021 8:53 AM
44	The availability of semi-skilled and skilled employees is extremely low. Availability and cost of rental accommodation is partially to blame, as is an absence of working holiday visa holders.	4/13/2021 8:39 AM
45	Finding chefs	4/13/2021 8:06 AM
46	Availability of workers at all skill levels.	4/13/2021 7:49 AM
47	Jobseeker - people were happy to sit on their Butt and get money from the government rather than work	4/12/2021 9:36 PM
48	Employees do not want to work.	4/12/2021 8:54 PM
49	Workers to respond to employment advertisements	4/12/2021 7:06 PM
50	Chef's & waitstaff are hard to find	4/12/2021 5:03 PM
51	Housekeepers are difficult to find. Australians don't want to work weekends or public holidays, but that is our core business. It's even difficult to find good reception workers.	4/12/2021 5:03 PM
52	To find hospitality workers in general	4/12/2021 4:46 PM
53	We are working too hard and often find myself making pastry for e.g., at night.	4/12/2021 4:31 PM
54	Asian food chefs. Always short staffed in our kitchens	4/12/2021 4:25 PM
55	Places for people to stay - the fact that hospitality is not viewed as a career by most Australians rather something you do on the way to doing something else	4/12/2021 4:24 PM
56	No backpackers	4/12/2021 4:19 PM
57	High ropes First aid Customer service Staff who can find accommodation	4/12/2021 3:59 PM
58	Na	4/12/2021 3:56 PM
59	It takes a month to train someone in our industry and having to do that every few months if we can find anyone.	4/12/2021 3:36 PM
60	Recruiting skilled chefs and holding onto them for longer than a few weeks	4/12/2021 3:29 PM
61	Accommodation for staff. This impacts the availability of staff with the relevant qualifications	4/12/2021 3:27 PM
62	We required more cleaning staff to increase our capacity to cope with the dramatic increase in booking volume we have experience post covid lockdown. we were not alone in this endeavour and as such competition was high and applicants were scarce.	4/12/2021 3:21 PM
63	Ongoing funding for key projects	4/12/2021 3:20 PM
64	Impact of casual changes with Fair Work on a seasonal tourism business and the inability for PPT staff to do extra hours during peak season without being paid overtime	4/12/2021 3:15 PM
65	It is very challenging securing and keeping hospitality staff - especially experienced waitstaff and chefs. Lack of skilled staff has meant we're unable to open to full capacity.	4/12/2021 3:14 PM
66	Chefs and hospitality workers are in very short supply. We have been looking for a chef for 5 months and have very little response to adverts.	4/12/2021 3:10 PM
67	In general, and independent of each other, a lack of technical knowledge relating to viticulture and cellar operations.	4/11/2021 11:12 AM
68	the level of skill required is hard to keep when a not-for-profit pay is not equal to other not for profit pay levels due to the variable amounts of government funding allocated to different locations depending on the lead agency.	4/10/2021 6:34 PM
69	N/a	4/9/2021 1:18 PM
70	Lack of trade skills	4/9/2021 11:54 AM
71	Skillful musicians	4/8/2021 3:26 PM
72	We have not had any difficulty	4/8/2021 2:39 PM
73	Skilled carpenters, people that think out of the box or problem solve	4/8/2021 11:42 AM
74	Current challengers are lack of holiday makers looking for casual work as well as hosing	4/8/2021 9:29 AM

(Appendix ORD: 12.1.1A)

	crisis which means qualified full time employees are unable to relocate to the area for jobs. Along with huge numbers of applicants for jobs who don't want to work / don't answer emails or phone calls or don't turn up for interviews	
75	Difficult to attract qualified staff to regional areas, provision of after hours services mean. staff have to work longer hours to cover after hours emergencies, lack of affordable housing, lack of after hours amenities such as gyms operating outside our business hours,	4/7/2021 7:55 PM
76	chef and weekends	4/7/2021 12:37 PM
77	Reliable staff	4/7/2021 12:20 PM
78	A lack of skilled labour in the market. Upward pressure on the cost of labour and a downward pressure on margins.	4/7/2021 12:10 PM
79	Have Retail experience but lack in Computer skills especially in above 30 year old	4/7/2021 11:43 AM
80	Better offers, especially FIFO	4/7/2021 11:27 AM
81	Only having 1 or 2 applicants to a job advertisement, so having to employ someone who doesn't have all the specific skills.	4/7/2021 10:44 AM
82	Finding reliable people who turn up to work (or interviews) People who apply but don't want to work - time wasters We cannot find people with experience of working in fresh produce retail, working with Fruit and veg or in a delicatessen or food prep. We cannot find customer service staff of any quality. The quality of the labour pool here in Busseton is poor.	4/7/2021 10:31 AM
83	Lack of suitable trades people in the area. People leaving to take up FIFO jobs.	4/7/2021 8:16 AM
84	Finding staff with good retail experience, attitude and knowledge is very difficult	4/7/2021 8:16 AM
85	Shortages of experienced nurses	4/6/2021 11:55 PM
86	Bunbury is too white	4/6/2021 8:39 PM
87	Nil	4/6/2021 8:22 PM
88	People demand too much money, as the Mining Industry is paying much more. As small Business, we cannot afford to pay \$60 to \$90 per hour Mining is killing us	4/6/2021 7:33 PM
89	Being able to afford expected wages	4/6/2021 6:53 PM
90	Transient industry, jobseeker payments continued for too long	4/6/2021 5:54 PM
91	Mining sector drains skilled labour with FIFO jobs	4/6/2021 3:58 PM
92	recruiting staff that want to stay - they leave within first 3 months as they find the work too hard	4/6/2021 3:48 PM
93	Lack of local young staff with basic education (spelling and counting) and motivation to turn up and work.	4/6/2021 3:23 PM
94	Finding high skilled tradesman with a good work ethic	4/6/2021 2:23 PM
95	No one seems to want to work	4/6/2021 1:57 PM
96	having enough work to keep staff employed	4/6/2021 1:33 PM
97	Skill and experience in a specific trade	4/6/2021 1:26 PM
98	Few qualified people in the area	4/6/2021 1:25 PM
99	proper qualifications, ability and availability	4/6/2021 1:06 PM
100	good drivers and machine operators moving to mining	4/6/2021 12:07 PM
101	We own a Barber shop. We can advertise for 6 months nationally and receive not one application. We employ 4 seniors and now 4 apprentices, we just have to keep training as we cannot get experienced staff.	4/6/2021 12:00 PM
102	Getting committed staff that want to work for a normal wage in an inflated job market	4/6/2021 11:32 AM
103	Need staff with specific skills and often the candidates do not have the skills required - they may have office skills but not in bookkeeping, thus have to be trained up	4/6/2021 11:18 AM
104	Mining sector attracting workers	4/6/2021 11:12 AM
105	Finding people willing to work hard	4/6/2021 11:09 AM
106	quality & quantity issues	4/6/2021 10:57 AM
107	Local training facilities "TAFE" do not run adequate courses	4/6/2021 10:51 AM
108	problem of new graduates or experienced professionals wanting to relocate to regional areas	4/6/2021 10:50 AM
109	No Qualified Mechanics staying local, we have lost 3 of our 4 qualified apprentices to the mining industry, it took us over 3 years to find a good, qualified mechanic, and that only happened because the shop he was in closed down. Currently not struggling with retaining our staff, but we have to pay too high above award rate making our cost of business high and we are not competitive on price compared to other shops.	4/6/2021 10:47 AM
110	major shortage of chefs and hospitality workers, we can't get floor staff, especially the young people who waste our time not turning up for interviews and trial nights. I've been in this trade for 36 years and never seen it this bad	4/6/2021 10:45 AM
111	Lack of work ethic. Lack of qualified applicants.	4/6/2021 10:43 AM
112	Na	4/6/2021 10:41 AM
113	No one applies. We have even resorted to a \$100 spotter and bonus payment. Still no luck	4/6/2021 10:40 AM

(Appendix ORD: 12.1.1A)

Q5 Is your business currently experiencing a resourcing or recruiting challenge?
This is defined by job roles that are unable to be filled for greater than 90 days
or advertised positions that do not attract suitably qualified applicants.

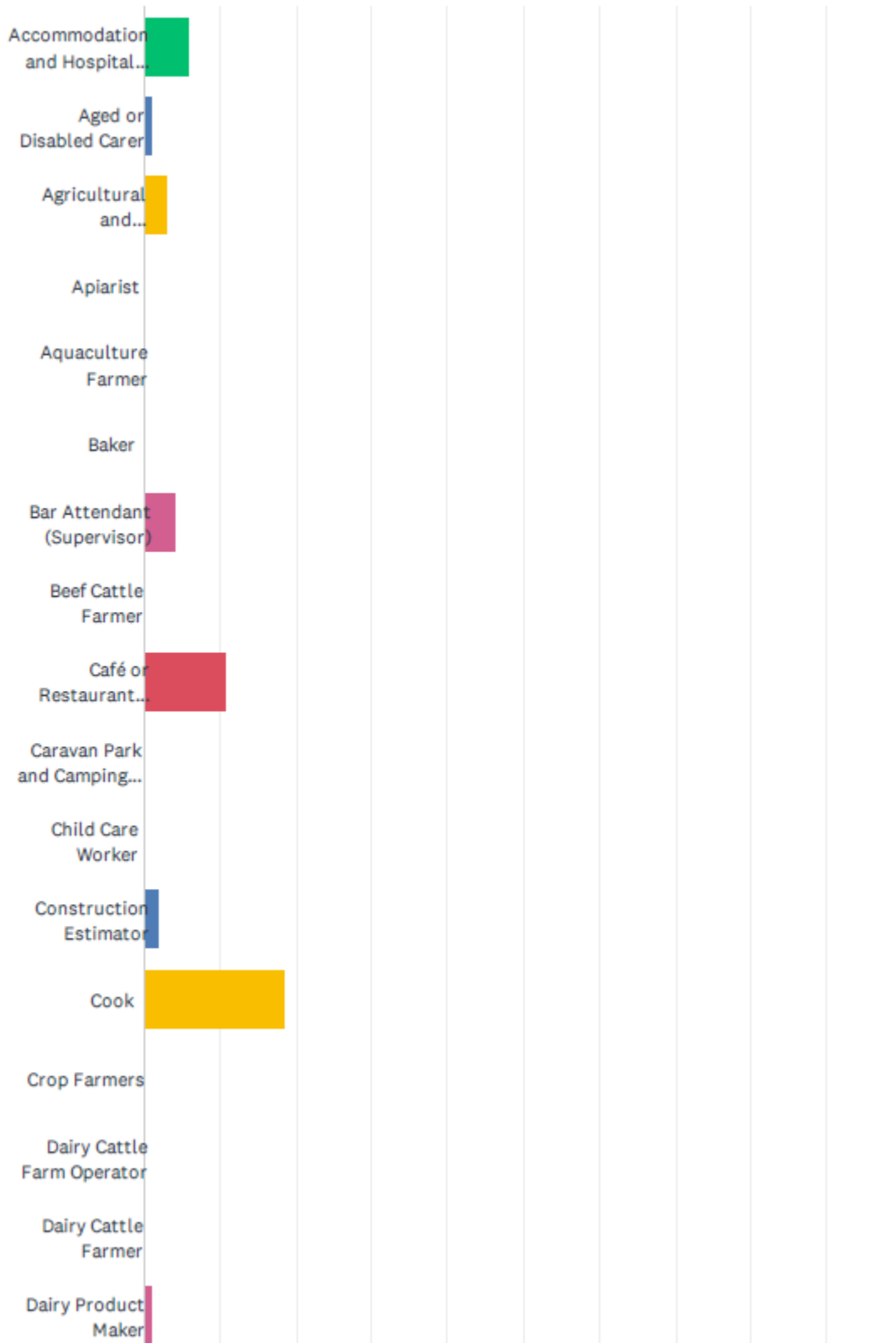


ANSWER CHOICES	RESPONSES	
Yes	59.60%	90
No	40.40%	61
TOTAL		151

(Appendix ORD: 12.1.1A)

Q6 If yes, please select the specific occupations / positions you are currently experiencing a recruiting or resourcing challenge?

Answered: 103 Skipped: 50



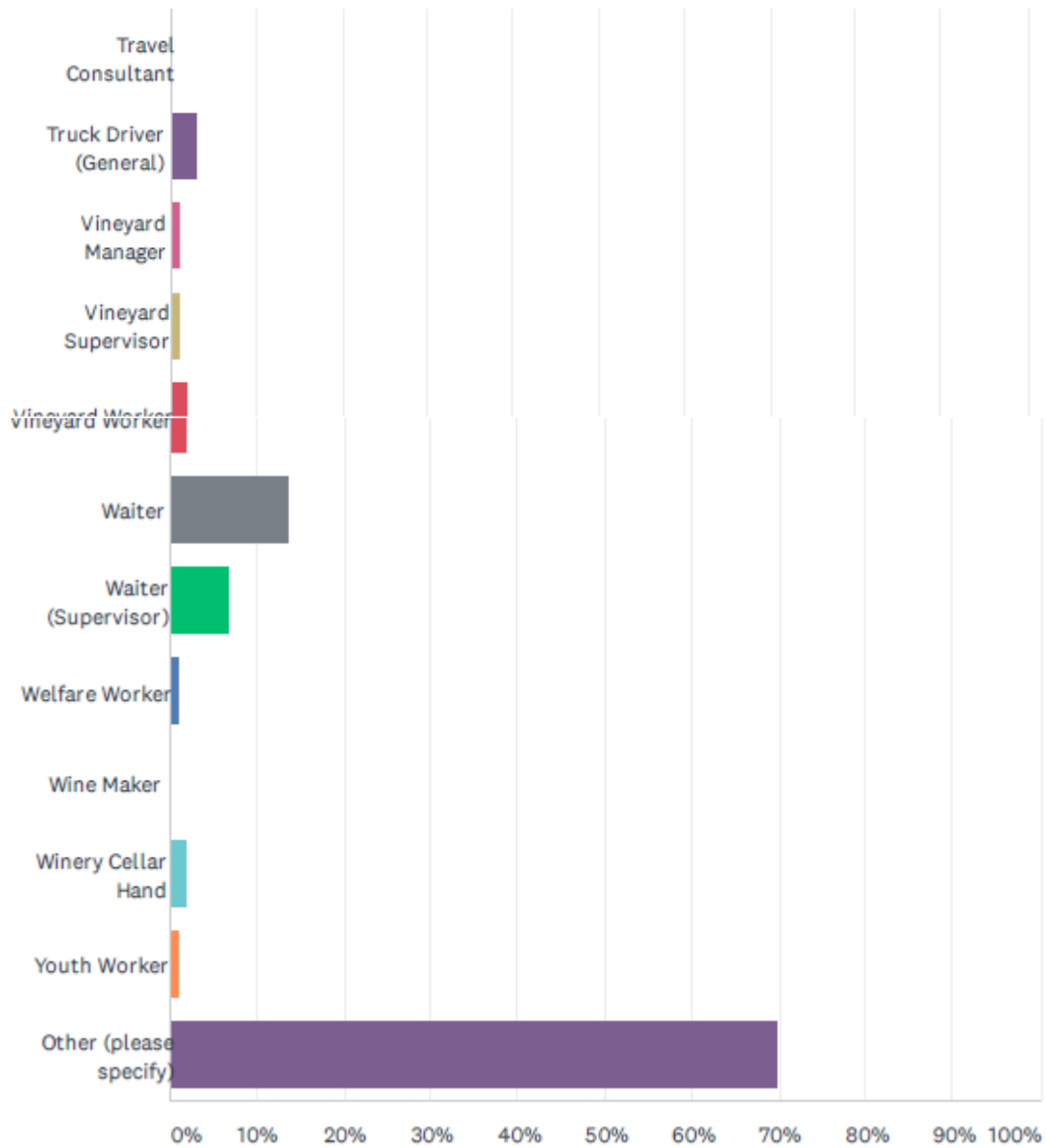
(Appendix ORD: 12.1.1A)



(Appendix ORD: 12.1.1A)

Occupation	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9
Hotel or Motel Manager	█								
Hotel Service Manager	█								
ICT Project Manager	█								
Livestock Farmers									
Massage Therapist									
Medical Administrator	█								
Metallurgical or Materials...	█								
Mixed Livestock...									
Nursing Support Worker									
Pastry Cook	█								
Pig Farmer									
Poultry Farmer									
Residential Care Worker	█								
Roof Tiler	█								
Nurseryperson	█								
Senior Dairy Cattle Farm...									
Sheep Farmer									
Skilled Horticultura...	█								
Tourist Information...									

(Appendix ORD: 12.1.1A)



(Appendix ORD: 12.1.1A)

ANSWER CHOICES	RESPONSES	
Accommodation and Hospitality Manager	5.83%	6
Aged or Disabled Carer	0.97%	1
Agricultural and Horticultural Mobile Plant Operator	2.91%	3
Apiarist	0.00%	0
Aquaculture Farmer	0.00%	0
Baker	0.00%	0
Bar Attendant (Supervisor)	3.88%	4
Beef Cattle Farmer	0.00%	0
Café or Restaurant Manager	10.68%	11
Caravan Park and Camping Ground Manager	0.00%	0
Child Care Worker	0.00%	0
Construction Estimator	1.94%	2
Cook	18.45%	19
Crop Farmers	0.00%	0
Dairy Cattle Farm Operator	0.00%	0
Dairy Cattle Farmer	0.00%	0
Dairy Product Maker	0.97%	1
Dental Assistant	0.00%	0
Dental Hygienist	0.00%	0
Dental Prosthetist	0.00%	0
Dental Technician	0.00%	0
Dental Therapist	0.00%	0
Dentist	0.00%	0
Disabilities Services Officer	0.97%	1
Earthmoving Plant Operator	3.88%	4
Enrolled Nurse	0.00%	0
Family Support Worker	0.97%	1
Floor Finisher	0.97%	1
Fruit or Nut Grower	0.00%	0
Garden Labourer	0.97%	1
Goat Farmer	0.00%	0
Grape Grower	0.00%	0
Horticultural Nursery Assistant	0.00%	0
Hospitality Workers	24.27%	25
Hospitality, Retail and Service Manager	6.80%	7
Hotel or Motel Manager	2.91%	3
Hotel Service Manager	0.97%	1
ICT Project Manager	0.97%	1
Livestock Farmers	0.00%	0
Massage Therapist	0.00%	0
Medical Administrator	1.94%	2
Metallurgical or Materials Technician	1.94%	2
Mixed Livestock Farmer	0.00%	0

(Appendix ORD: 12.1.1A)

Nursing Support Worker	0.00%	0
Pastry Cook	0.97%	1
Pig Farmer	0.00%	0
Poultry Farmer	0.00%	0
Residential Care Worker	0.97%	1
Roof Tiler	0.97%	1
Nurseryperson	0.97%	1
Senior Dairy Cattle Farm Worker	0.00%	0
Sheep Farmer	0.00%	0
Skilled Horticultural Worker	0.97%	1
Tourist Information Officer	0.00%	0
Travel Consultant	0.00%	0
Truck Driver (General)	2.91%	3
Vineyard Manager	0.97%	1
Vineyard Supervisor	0.97%	1
Vineyard Worker	1.94%	2
Waiter	13.59%	14
Waiter (Supervisor)	8.80%	7
Welfare Worker	0.97%	1
Wine Maker	0.00%	0
Winery Cellar Hand	1.94%	2
Youth Worker	0.97%	1
Other (please specify)	69.90%	72
Total Respondents: 103		

#	OTHER (PLEASE SPECIFY)	DATE
1	Cleaners	4/19/2021 2:27 PM
2	most construction roles	4/19/2021 1:31 PM
3	Tradesperson - specifically welding/fabrication/mechanical/electrical	4/19/2021 11:14 AM
4	Mechanical tradesmen	4/19/2021 10:46 AM
5	Outdoor educators specifically high ropes	4/19/2021 8:54 AM
6	Construction Project Manager	4/19/2021 8:44 AM
7	Commercial cleaners	4/18/2021 8:07 PM
8	Cleaning Supervisor	4/17/2021 3:45 PM
9	Panelbeaters /Spraypainters	4/17/2021 12:34 PM
10	TAXI DRIVER	4/17/2021 12:08 PM
11	Apprentices in variety of trades, Mechanical fitters, welders, etc.	4/16/2021 3:16 PM
12	Mechanical trades Fitting and Boilermakers	4/16/2021 2:08 PM
13	General Practitioner/Doctor	4/16/2021 1:39 PM
14	Sales, Administration	4/16/2021 1:38 PM
15	Engineers and Drafters	4/16/2021 1:22 PM
16	workshop foreman / service adviser	4/16/2021 1:08 PM
17	Heavy Duty Mechanics	4/16/2021 1:07 PM
18	Engineers	4/16/2021 1:07 PM
19	HSEQ and Contacts and Procurement Specialists	4/16/2021 12:58 PM
20	civil and construction related	4/16/2021 12:55 PM
21	Apprentice and Trainees various trades	4/16/2021 12:39 PM
22	mechanic	4/16/2021 12:35 PM

(Appendix ORD: 12.1.1A)

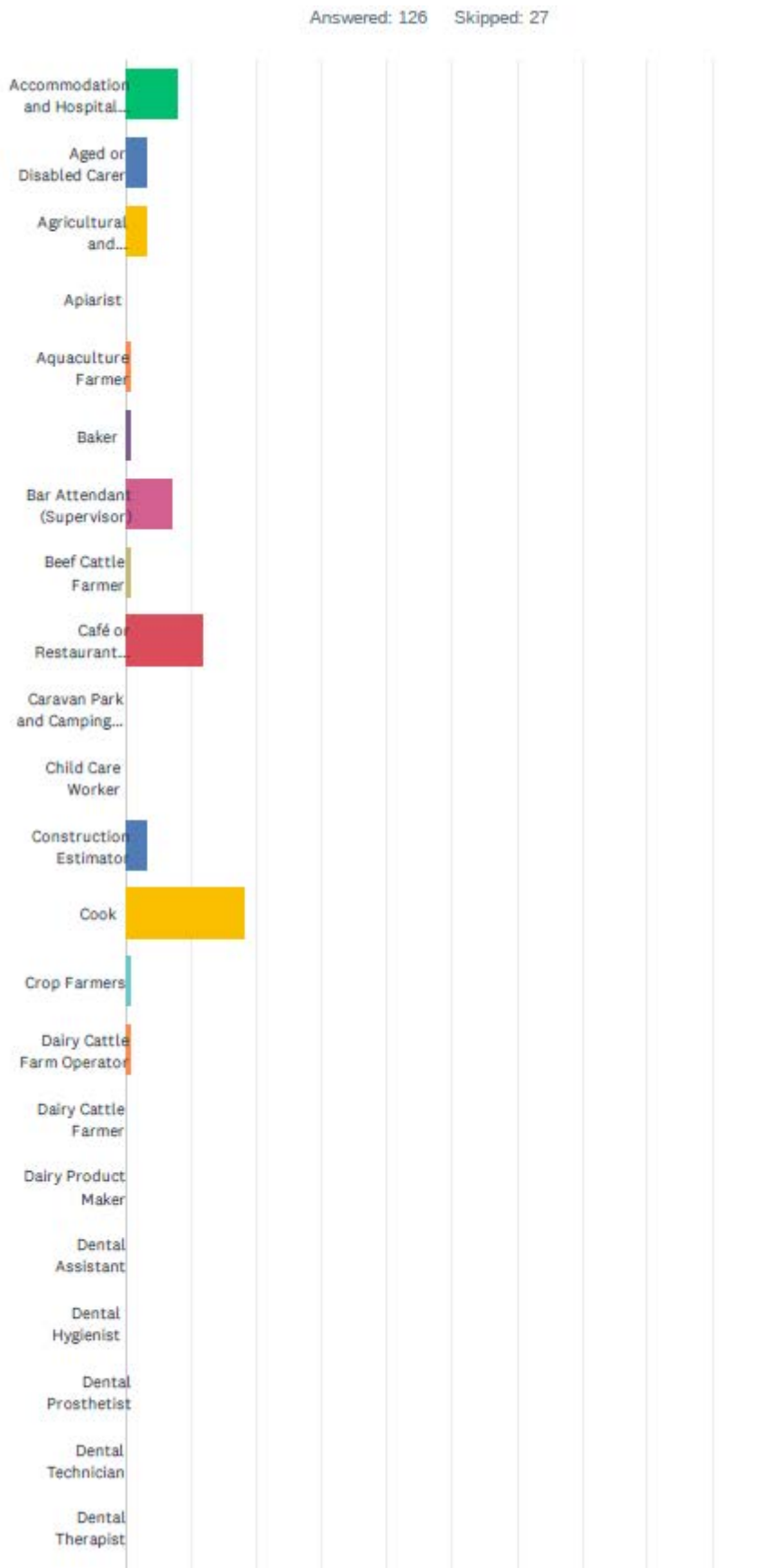
23	Senior Accountants	4/16/2021 9:33 AM
24	Housekeeping (cleaning) staff	4/15/2021 6:09 PM
25	Casual Chefs	4/15/2021 3:28 PM
26	Marketing, social media management	4/15/2021 9:20 AM
27	digital marketing SENIOR skills in UX and CX design, SEO copywriting, data analysts, content managers, and videographers	4/13/2021 2:44 PM
28	General "fun making", safety conscious, motivated and happy staff	4/13/2021 8:53 AM
29	Qualified chefs	4/13/2021 8:06 AM
30	Arborists	4/13/2021 7:49 AM
31	Postal Worker and Retail	4/12/2021 8:54 PM
32	Beauty	4/12/2021 7:06 PM
33	Che	4/12/2021 5:03 PM
34	Housekeeper - Room Attendant	4/12/2021 5:03 PM
35	Na	4/12/2021 3:56 PM
36	Diver for tourist bus	4/12/2021 3:27 PM
37	Cleaners	4/12/2021 3:21 PM
38	Marketing and communications	4/12/2021 3:20 PM
39	I clicked No	4/12/2021 3:15 PM
40	Chef	4/12/2021 3:10 PM
41	counsellors, clinical psychologists & social workers & admin staff	4/10/2021 6:34 PM
42	Music tutor	4/8/2021 3:26 PM
43	QUALIFIED CHEFS	4/8/2021 9:29 AM
44	Occupational Therapist	4/7/2021 9:36 PM
45	Vet, vet nurse, trainee vet nurse, medical receptionist	4/7/2021 7:55 PM
46	Boilermakers, welders, trade assistants, fitters	4/7/2021 12:10 PM
47	Retail Customer Service with Computer Experience	4/7/2021 11:43 AM
48	Fresh Produce Retail staff, Delicatessen staff, Kitchen Hands, Apprentice Chef	4/7/2021 10:31 AM
49	engineering fabrication	4/7/2021 8:16 AM
50	gender studies lecturer	4/6/2021 8:39 PM
51	We are looking for 2 Heavy duty Mechanics and a Service Advisor	4/6/2021 7:33 PM
52	Carpenter	4/6/2021 6:53 PM
53	Heavy Duty Diesel Mechanic	4/6/2021 3:58 PM
54	Pump fitter	4/6/2021 3:23 PM
55	ARTIST	4/6/2021 2:40 PM
56	carpenters	4/6/2021 2:23 PM
57	Window Tinters and general shop assistant, fork lift factory worker	4/6/2021 1:57 PM
58	Therapists & Psychologists	4/6/2021 1:48 PM
59	Hydraulic fitter	4/6/2021 1:26 PM
60	Yoga teacher	4/6/2021 1:25 PM
61	foresters	4/6/2021 12:07 PM
62	Barbers	4/6/2021 12:00 PM

(Appendix ORD: 12.1.1A)

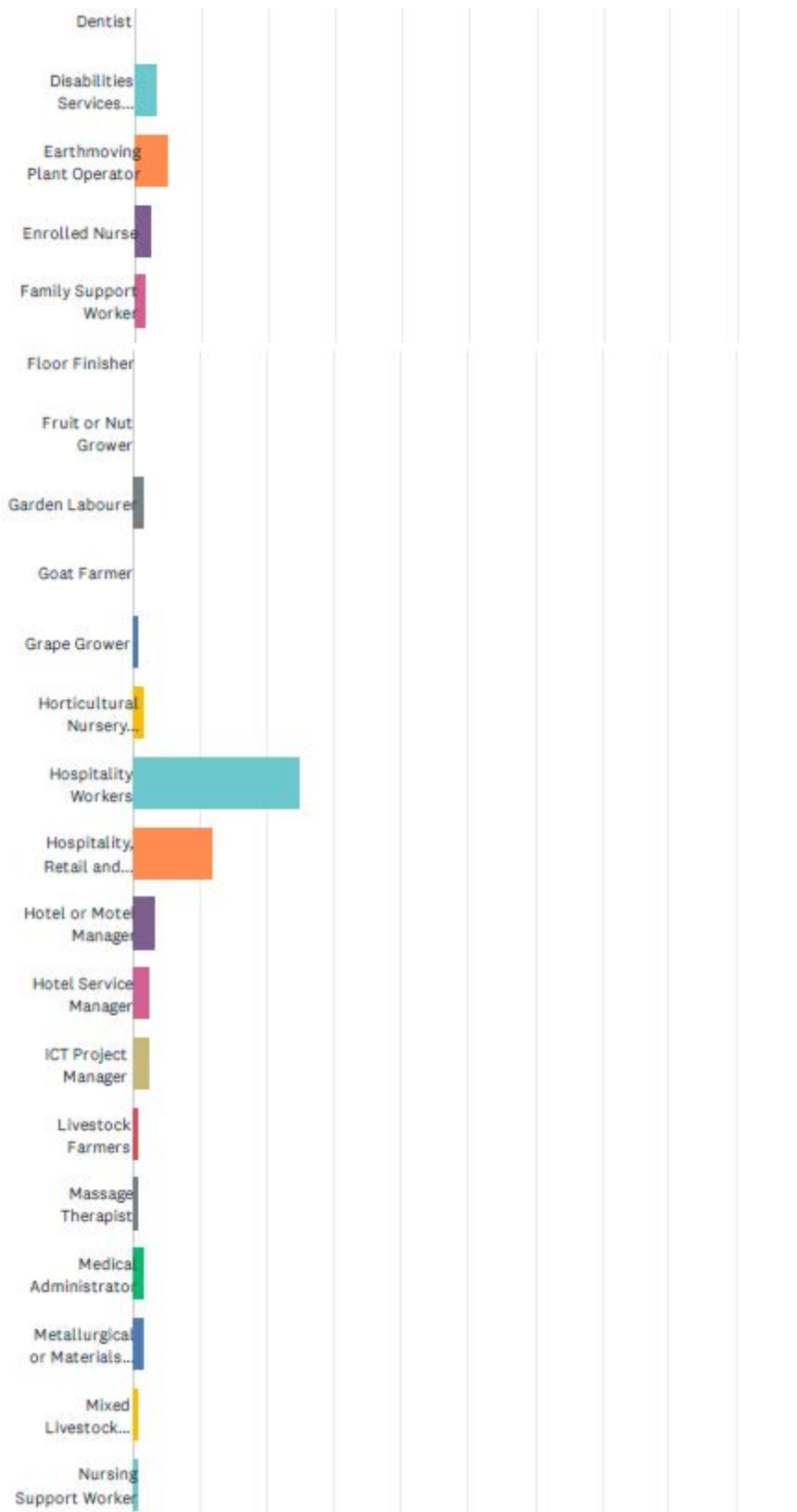
63	fitter machinists	4/6/2021 11:37 AM
64	Experienced fencing allrounder	4/6/2021 11:32 AM
65	Bookkeeping	4/6/2021 11:18 AM
66	Refrigeration technicians	4/6/2021 11:12 AM
67	heavy trades	4/6/2021 10:57 AM
68	Heavy industry trades	4/6/2021 10:51 AM
69	Motor Mechanic	4/6/2021 10:47 AM
70	Accountant. Software engineer.	4/6/2021 10:43 AM
71	No	4/6/2021 10:41 AM
72	Cleaners	4/6/2021 10:40 AM

(Appendix ORD: 12.1.1A)

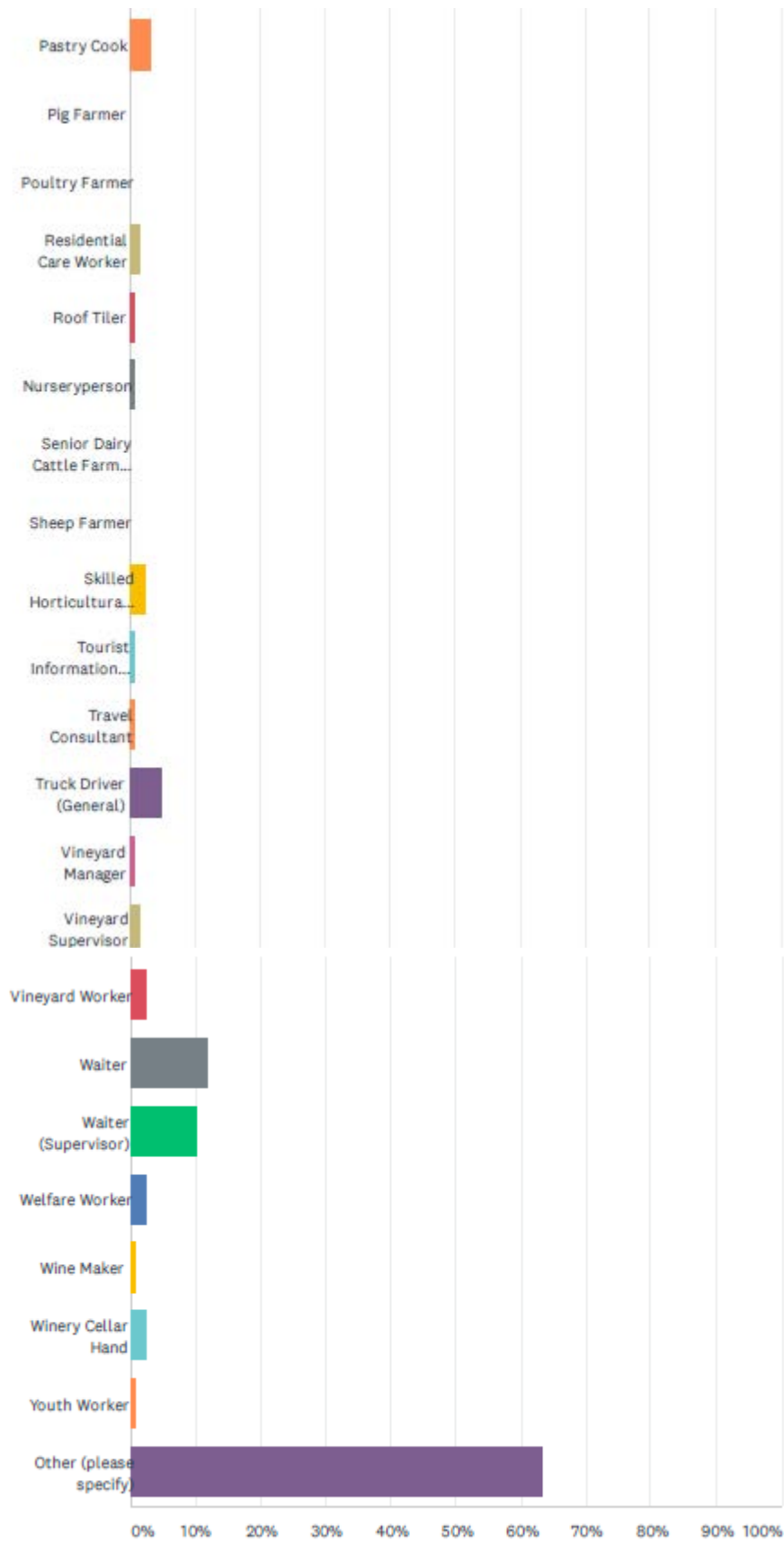
Q7 Based on your business's forecasts, future projects, programs, expansions etc., in the next 5 years, which occupations / positions do you expect to experience a recruiting or resourcing challenge?



(Appendix ORD: 12.1.1A)



(Appendix ORD: 12.1.1A)



(Appendix ORD: 12.1.1A)

ANSWER CHOICES	RESPONSES	
Accommodation and Hospitality Manager	7.94%	10
Aged or Disabled Carer	3.17%	4
Agricultural and Horticultural Mobile Plant Operator	3.17%	4
Apiarist	0.00%	0
Aquaculture Farmer	0.79%	1
Baker	0.79%	1
Bar Attendant (Supervisor)	7.14%	9
Beef Cattle Farmer	0.79%	1
Café or Restaurant Manager	11.90%	15
Caravan Park and Camping Ground Manager	0.00%	0
Child Care Worker	0.00%	0
Construction Estimator	3.17%	4
Cook	18.25%	23
Crop Farmers	0.79%	1
Dairy Cattle Farm Operator	0.79%	1
Dairy Cattle Farmer	0.00%	0
Dairy Product Maker	0.00%	0
Dental Assistant	0.00%	0
Dental Hygienist	0.00%	0
Dental Prosthetist	0.00%	0
Dental Technician	0.00%	0
Dental Therapist	0.00%	0
Dentist	0.00%	0
Disabilities Services Officer	3.17%	4
Earthmoving Plant Operator	4.76%	6
Enrolled Nurse	2.38%	3
Family Support Worker	1.59%	2
Floor Finisher	0.00%	0
Fruit or Nut Grower	0.00%	0
Garden Labourer	1.59%	2
Goat Farmer	0.00%	0
Grape Grower	0.79%	1
Horticultural Nursery Assistant	1.59%	2
Hospitality Workers	24.60%	31
Hospitality, Retail and Service Manager	11.90%	15
Hotel or Motel Manager	3.17%	4
Hotel Service Manager	2.38%	3
ICT Project Manager	2.38%	3
Livestock Farmers	0.79%	1
Massage Therapist	0.79%	1
Medical Administrator	1.59%	2
Metallurgical or Materials Technician	1.59%	2

(Appendix ORD: 12.1.1A)

Mixed Livestock Farmer	0.79%	1
Nursing Support Worker	0.79%	1
Pastry Cook	3.17%	4
Pig Farmer	0.00%	0
Poultry Farmer	0.00%	0
Residential Care Worker	1.59%	2
Roof Tiler	0.79%	1
Nurseryperson	0.79%	1
Senior Dairy Cattle Farm Worker	0.00%	0
Sheep Farmer	0.00%	0
Skilled Horticultural Worker	2.38%	3
Tourist Information Officer	0.79%	1
Travel Consultant	0.79%	1
Truck Driver (General)	4.76%	6
Vineyard Manager	0.79%	1
Vineyard Supervisor	1.59%	2
Vineyard Worker	2.38%	3
Waiter	11.90%	15
Waiter (Supervisor)	10.32%	13
Welfare Worker	2.38%	3
Wine Maker	0.79%	1
Winery Cellar Hand	2.38%	3
Youth Worker	0.79%	1
Other (Please specify)	63.49%	80
Total Respondents: 126		

(Appendix ORD: 12.1.1A)

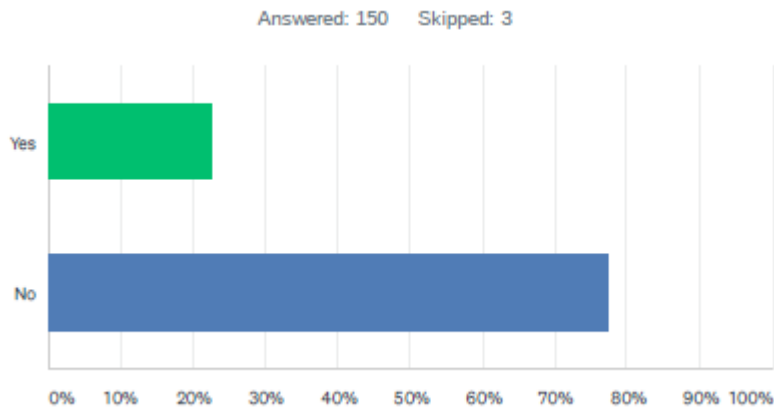
#	OTHER (PLEASE SPECIFY)	DATE
1	Cleaners	4/19/2021 2:27 PM
2	Tradesperson - specifically welding/fabrication/mechanical/electrical	4/19/2021 11:14 AM
3	Mechanical trades	4/19/2021 10:46 AM
4	All areas	4/19/2021 8:54 AM
5	Construction Project Manager	4/19/2021 8:44 AM
6	Carpenters	4/18/2021 9:51 PM
7	Commercial cleaners	4/18/2021 8:07 PM
8	permanent experienced cleaners or cleaning supervisors	4/17/2021 3:45 PM
9	Panelbeaters /Spraypainters	4/17/2021 12:34 PM
10	TAXI DRIVER	4/17/2021 12:08 PM
11	Apprentices in variety of trades, Mechanical fitters, welders, etc.	4/16/2021 3:16 PM
12	Mechanical trade and salespeople	4/16/2021 2:08 PM
13	Doctors/GPs	4/16/2021 1:39 PM
14	Sales	4/16/2021 1:38 PM
15	Engineers and Drafters	4/16/2021 1:22 PM
16	skilled apprentices (ones that want to work / learn)	4/16/2021 1:08 PM
17	Mechanics	4/16/2021 1:07 PM
18	Engineers	4/16/2021 1:07 PM
19	Engineers, HSEQ and Contacts and Procurement Specialists	4/16/2021 12:58 PM
20	Civil and construction	4/16/2021 12:55 PM
21	Apprentice and Trainees various trades	4/16/2021 12:39 PM
22	Architects	4/16/2021 12:35 PM
23	mechanic	4/16/2021 12:35 PM
24	Accountants	4/16/2021 9:33 AM
25	Chefs & Seasonal Vineyard Workers (pickers)	4/15/2021 3:28 PM
26	see previous answer	4/13/2021 2:44 PM
27	Administration	4/13/2021 9:02 AM
28	Qualified coaches and motivated team members	4/13/2021 8:53 AM
29	Qualified chef	4/13/2021 8:06 AM
30	Deckhand / Tour Guide	4/12/2021 9:36 PM
31	Postal and retail staff	4/12/2021 8:54 PM
32	None of the above	4/12/2021 7:48 PM
33	Beauty therapists	4/12/2021 7:06 PM
34	Chef	4/12/2021 5:03 PM
35	I don't expect a challenge, I think it will be easy enough to fill the roles our business may need	4/12/2021 3:56 PM
36	Olive pickers and olive farm shop worker	4/12/2021 3:36 PM
37	Driver tourist bus	4/12/2021 3:27 PM
38	Cleaners	4/12/2021 3:21 PM
39	Events and Marketing	4/12/2021 3:20 PM
40	Marine Biologist	4/12/2021 3:15 PM
41	MH clinical managers, clinical staff and clinical administration staff	4/10/2021 6:34 PM
42	Electoral trades	4/9/2021 11:54 AM
43	Fitter / Machinist	4/8/2021 5:43 PM
44	Music Tutors	4/8/2021 3:26 PM
45	Editing	4/8/2021 10:10 AM
46	qualified chefs	4/8/2021 9:29 AM

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46	qualified chefs	4/8/2021 9:29 AM
47	Occupational Therapist	4/7/2021 9:36 PM
48	vet, vet nurses	4/7/2021 7:55 PM
49	Boilermakers, welders, trade assistants, fitters	4/7/2021 12:10 PM
50	Fresh Produce retail staff	4/7/2021 10:31 AM
51	engineering fabrication	4/7/2021 8:16 AM
52	General Surgeon	4/6/2021 11:55 PM
53	None of the above	4/6/2021 9:42 PM
54	gender studies lecturer	4/6/2021 8:39 PM
55	Automotive Mechanics	4/6/2021 7:33 PM
56	Carpenter	4/6/2021 6:53 PM
57	Heavy Duty Diesel Mechanic	4/6/2021 3:58 PM
58	pump fitter	4/6/2021 3:23 PM
59	NONE	4/6/2021 2:40 PM
60	carpenters	4/6/2021 2:23 PM
61	As above	4/6/2021 1:57 PM
62	Therapists & Psychologists	4/6/2021 1:48 PM
63	trades men	4/6/2021 1:33 PM
64	Hydraulic fitter	4/6/2021 1:26 PM
65	media	4/6/2021 1:22 PM
66	foresters	4/6/2021 12:07 PM
67	Barber	4/6/2021 12:00 PM
68	retail assistant	4/6/2021 11:44 AM
69	Fencing workers	4/6/2021 11:32 AM
70	Heavy duty diesel mechanics	4/6/2021 11:25 AM
71	Bookkeeping	4/6/2021 11:18 AM
72	Refrig techs	4/6/2021 11:12 AM
73	Salesperson	4/6/2021 11:08 AM
74	heavy trades	4/6/2021 10:57 AM
75	Traditional trades	4/6/2021 10:51 AM
76	veterinarians	4/6/2021 10:50 AM
77	Qualified Motor Mechanic	4/6/2021 10:47 AM
78	Software engineer. Accountant	4/6/2021 10:43 AM
79	Occupational therapist	4/6/2021 10:41 AM
80	Cleaners	4/6/2021 10:40 AM

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Q8, Do you expect to be recruiting different or new skill sets in the future? If Yes, please describe.



ANSWER CHOICES	RESPONSES	
Yes	22.67%	34
No	77.33%	116
TOTAL		150

#	PLEASE DESCRIBE	DATE
1	Managing director	4/19/2021 8:54 AM
2	Construction Supervisors	4/18/2021 9:51 PM
3	The skills would be the same	4/18/2021 8:07 PM
4	Expansion of team	4/16/2021 5:40 PM
5	office staff	4/16/2021 2:02 PM
6	the skill set required will remain the same	4/16/2021 1:38 PM
7	Increased IT skills required	4/16/2021 1:22 PM
8	Amin / sales staff	4/16/2021 1:08 PM
9	Environmental and Process Specialists	4/16/2021 12:58 PM
10	Engineer	4/16/2021 12:57 PM
11	Urban Design	4/16/2021 12:35 PM
12	bookkeeping and office admin	4/16/2021 9:33 AM
13	accounting	4/14/2021 1:36 PM
14	Managers share agreement for cafe	4/12/2021 4:31 PM
15	As our business grows, we will open up new positions that have not existed yet in our business	4/12/2021 3:56 PM
16	As we expand and evolve so will our staffing needs and requirements	4/12/2021 3:21 PM
17	We have been trying for months	4/12/2021 3:10 PM
18	At the moment we are offering a package with house and rent paid	4/12/2021 3:07 PM
19	Will continue to use the editor I currently use	4/8/2021 10:10 AM
20	Relationship and Family Therapist	4/8/2021 8:25 AM
21	Furniture Assembly person / Delivery Driver	4/7/2021 11:43 AM
22	Management, Sales and IT	4/7/2021 10:44 AM
23	Content writer, website builder & virtual admin	4/6/2021 10:48 PM
24	Bunbury is full of white supremacist Nazi racists	4/6/2021 8:39 PM
25	plumbers	4/6/2021 3:23 PM
26	skilled trades / administrators /QSE	4/6/2021 2:23 PM

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27	Technical sales	4/6/2021 1:26 PM
28	radio technician	4/6/2021 1:22 PM
29	more computer technology knowledge	4/6/2021 11:25 AM
30	Office Admin/Managers	4/6/2021 11:18 AM
31	autonomous vehicles	4/6/2021 10:57 AM
32	Business Development Skills	4/6/2021 10:54 AM
33	Technology and Automation engineers.	4/6/2021 10:43 AM
34	Play therapist	4/6/2021 10:41 AM

Q9 Besides specific qualifications, what are the 'soft skills and general qualities you would seek in an employee? (these may include character, communication skills, mindsets, attitudes etc.)

#	RESPONSES	DATE
1	1) Honest, pleasant character 2) good communication skills 3) positive attitude 4) able to work in a team and solo 5) able to take direction and also have initiative	4/20/2021 3:15 PM
2	Reliable Physically fit Positive mindset	4/19/2021 2:27 PM
3	A 'can do' attitude, attention to detail, well presented and timely. Must be able to communicate well with fellow workers and clients. As a side-line, but possibly relevant, we are finding a lot of young people are not particularly good at writing email. It is a standard form of communication in business, but we are finding that particularly younger people are not confident or proficient at writing a basic email. Education around when to be formal and when it is okay to progress being less formal, signing off appropriately and being able to present concise but clear information would be very helpful.	4/19/2021 11:37 AM
4	Willing to have a go attitude, reliability, consistency, punctuality, being able to listen and transfer to job being done	4/19/2021 11:14 AM
5	Punctual reliable self-motivated consistent focused person who can function without their phone and leave home and its difficulty behind	4/19/2021 10:46 AM
6	People who can handle busy environment. Able to leave personal life at door when come into work	4/19/2021 10:37 AM
7	Safety focused, communication skills, accurate paperwork and recording competency.	4/19/2021 10:17 AM
8	outdoor active fit and Fun	4/19/2021 8:54 AM
9	Positive attitude, excellent communicator, approachable	4/19/2021 8:44 AM
10	Communication skills in writing and speaking. Flexibility with rosters. Friendly	4/19/2021 7:53 AM
11	Work ethic	4/18/2021 9:51 PM
12	Excellent communication and 'people' skills	4/18/2021 8:09 PM
13	Punctuality dependability good communication	4/18/2021 8:07 PM
14	highly motivated, friendly, shows initiative	4/18/2021 9:37 AM
15	honesty, respect, hardworking, punctual, good communication, professional, trustworthy and responsible.	4/17/2021 3:45 PM
16	Punctuality /Respect/Honesty/Drug and Alcohol free	4/17/2021 12:34 PM
17	BE ABLE TO COMMUNICATE, AND BE A TEAM PLAYER	4/17/2021 12:08 PM
18	Communication skills Integrity Reliability	4/17/2021 12:00 PM
19	attitude - can train for the skills	4/16/2021 5:40 PM
20	Reliable, keen, interested, good communicator, good worker, fit	4/16/2021 3:16 PM
21	Leadership, communication	4/16/2021 2:08 PM
22	reliability and professionalism (i.e., nice language, not on phone during work, good verbal communication skills)	4/16/2021 2:02 PM
23	Strong command of English language, quick thinking and active attitude, ability to learn and follow specific procedures.	4/16/2021 2:00 PM
24	Empathy - must be able to communicate well	4/16/2021 1:39 PM
25	Ability to self motivate Take initiative Communication skills Adaptability	4/16/2021 1:38 PM
26	Willingness to commit to living in a region centre	4/16/2021 1:22 PM
27	work in the business as if it is their own business	4/16/2021 1:08 PM
28	Good attitude Flexibility	4/16/2021 1:07 PM
29	Communication skills, negotiation skills, experience	4/16/2021 1:07 PM

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30	Innovative thinking, People that can actually write a report and not just say they can,	4/16/2021 12:58 PM
31	Positive can do attitude	4/16/2021 12:55 PM
32	Good communication skills, attitudes, work ethic	4/16/2021 12:39 PM
33	Team worker, good communication skills, a creative thinker, dependable, flexible to work on projects throughout all stages of projects (not just making pretty pictures!).	4/16/2021 12:35 PM
34	communication skills and ability to work unsupervised	4/16/2021 12:35 PM
35	pleasant attitude, naturally motivated, ambitious, good team player, can turn tech talk into layman's terms, good writing skills	4/16/2021 9:33 AM
36	Good work ethic, physically fit.	4/15/2021 6:09 PM
37	Commitment, team player, positive attitude, energy with appropriate experience (fine dining). Willingness to learn.	4/15/2021 3:28 PM
38	A team worker, good work ethic and skills, experienced, nice personality, motivated, initiative, ambitious.	4/15/2021 2:28 PM
39	Resilience, people management, communication, collaborative, ability to be reflective, understand professional boundaries.	4/15/2021 9:20 AM
40	Confidentiality, professionalism, respectful communication skills, understanding of conflicts of interest, ability to operate in a small town without compromising relationships	4/15/2021 9:20 AM
41	teamwork, communication and professionalism	4/14/2021 1:36 PM
42	Attitude to work & character	4/14/2021 10:16 AM
43	Solutions-orientated, results driven, passionate about their work, constantly learning/ updating/ reading about their skillset, people who can envision how digital marketing will evolve the way consumers buy products and services and the ways brands will generate loyalty and positive engagement.	4/13/2021 2:44 PM
44	A can-do, responsible, and flexible approach to work Excellent communication skills A friendly customer service demeanor A keen eye for detail Excellent organisational skills Discretion with guest interaction A strong appreciation of workplace safety	4/13/2021 11:10 AM
45	Willingness to work nights and weekends, sense of humour and tolerance, positive, proactive, solutions focused personality, keenness to learn new skills and find faster and better ways to work. Genuine interest in service and understanding that tourism is a sales business.	4/13/2021 11:09 AM
46	They need to turn up when they are needed and not tell us as their employer when they want to work. We are flexible, but when people do not turn up for shifts, that makes it very hard.	4/13/2021 9:07 AM
47	Customer service, communication.	4/13/2021 9:02 AM
48	Character, communication, mindset, drive, motivation,	4/13/2021 8:53 AM
49	We are always on the look out for staff with strong people skills, empathy and a can do attitude.	4/13/2021 8:39 AM
50	Happy, enthusiastic, knowledgeable and passionate about food and wine	4/13/2021 8:06 AM
51	Willingness to commit to 5 day a week/ 8-hour days. Can do attitude.	4/13/2021 7:49 AM
52	Customer Service - friendly and outgoing - able to talk to customers with ease, Forward thinking (look for a task that needs to be done once trained rather than waiting to be told) Social Media Skills. Good work ethics.	4/12/2021 9:36 PM
53	Communication skills and desire to work.	4/12/2021 8:54 PM
54	Experience, well groomed, communication skills	4/12/2021 7:06 PM
55	Good communication skills, loyal, willingness to work weekends	4/12/2021 5:03 PM
56	Flexible work days (as required) including weekend work, reliability, honesty	4/12/2021 5:03 PM
57	good communication skills excellent customer service flexibility team worker	4/12/2021 4:46 PM
58	Need dedicated employees (e.g., not just turning up because it doesn't suit them) communication skills, just good work ethic and not entitled attitude.	4/12/2021 4:31 PM
59	common sense reliability	4/12/2021 4:25 PM
60	Honest, hardworking and willing to have a go - a 'can-do' attitude	4/12/2021 4:24 PM
61	Reasonable English, confident communicator	4/12/2021 4:19 PM

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62	Willingness to work during school holidays and weekends	4/12/2021 3:59 PM
63	Local area knowledge, self-starter, goal oriented and driven, excellent written and spoken communication skills, available to work flexible / non-set hours, experience working from home and a good home office already set up to work from.	4/12/2021 3:56 PM
64	Ability to work unsupervised, attention to detail, hardworking, enthusiastic, great communication, outgoing and friendly	4/12/2021 3:36 PM
65	Good work ethic Commitment to the job Appropriate skill level attained	4/12/2021 3:29 PM
66	Personality Sociability	4/12/2021 3:27 PM
67	Easy going locals who have the local knowledge so guests feel comfortable asking for advice.	4/12/2021 3:24 PM
68	We strive to be the best we can be and expect the same from our staff. Obviously, your culture is very important.	4/12/2021 3:21 PM
69	Flexible working	4/12/2021 3:20 PM
70	Customer service communication skills	4/12/2021 3:15 PM
71	Communication skills, customer service skills, a positive team attitude.	4/12/2021 3:14 PM
72	Communication Positive attitude Good person Happy disposition	4/12/2021 3:10 PM
73	Attitude and mindset. All the rest its trainable	4/12/2021 3:07 PM
74	Willingness to listen, learn, be proactive and reliable	4/11/2021 7:15 PM
75	-willing to improve -conscientious - traineeship/ apprenticeship offered to employees to assist in upgrading skills and locking into a set period of employment and training.	4/11/2021 11:12 AM
76	professionalism, ability to work in a team and alone, reliable, flexible, courteous, friendly, strong community values and desire to support others.	4/10/2021 6:34 PM
77	Morals, a belief in Christ. Our society has broken down from our disrespect of our Lord Jesus the living Christ!	4/9/2021 1:54 PM
78	Confidence, honesty	4/9/2021 1:18 PM
79	Attitudes and communication	4/9/2021 11:54 AM
80	Honesty	4/8/2021 5:43 PM
81	Good communication and organisational skills. Great people skills and good musicianship.	4/8/2021 3:26 PM
82	An employee who is open minded and will challenge my decisions if they have appropriate alternative ideas that will work better	4/8/2021 10:10 AM
83	Passionate about food and wine ability to communicate with customers and staff effectively attention to detail	4/8/2021 9:29 AM
84	Honest, truthful, respectful, punctual.	4/8/2021 8:25 AM
85	Team worker Communication	4/7/2021 9:36 PM
86	communication skills, up for a challenge	4/7/2021 7:55 PM
87	wanting to work weekends	4/7/2021 12:37 PM
88	Actually, turning up to work Initiative Presentation	4/7/2021 12:20 PM
89	We and our clients have a zero tolerance policy in regard to drug and alcohol in the workplace. We have other policies that promote a safe working environment, responsible and tolerant behaviour.	4/7/2021 12:10 PM
90	Attention to detail & good communication skills	4/7/2021 11:43 AM
91	A willingness to show up on time, do the work and receive a fair pay. The entitlement mindset is difficult to navigate.	4/7/2021 11:27 AM
92	Respectful Team Responsible	4/7/2021 10:44 AM
93	reliability, attitude, loyalty, honesty, open minded, happy, communication skills	4/7/2021 10:31 AM

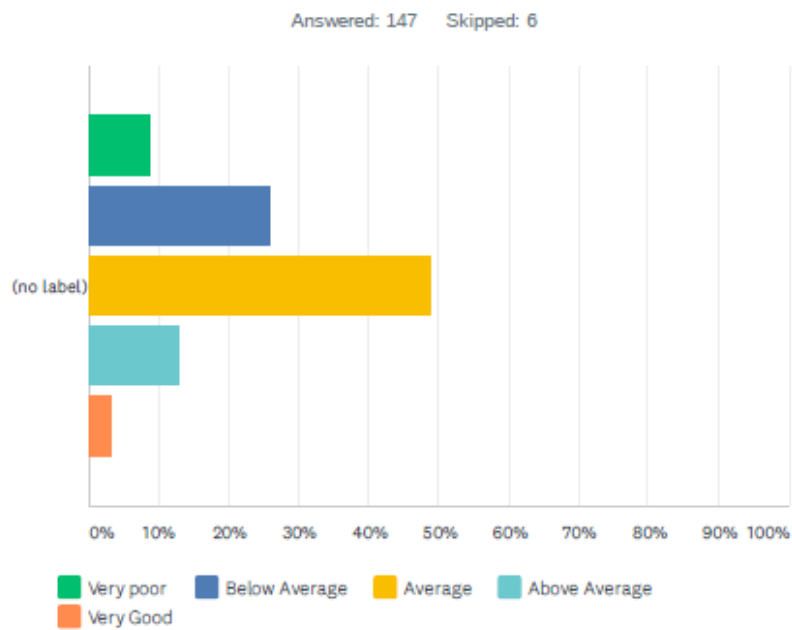
(Appendix ORD: 12.1.1A)

94	Presentation, great communication skills, clerical skills, computer knowledge	4/7/2021 9:24 AM
95	communication skills and attitude	4/7/2021 8:16 AM
96	Lateral thinking, good communication skills and common sense	4/6/2021 11:55 PM
97	Authentic, Grateful, Respectful, Genuine commitment to the business, transparency and honesty, eager to learn	4/6/2021 10:48 PM
98	High intelligence, integrity (personal and professional), punctuality, ability to focus for long periods, very high attention to detail, can-do attitude, respect for the law/rules/regulations, curiosity, creativity, high standard of performance, rational/structured/ordered thinking, ability to plan and follow through, independence + timely communication of problems, accountability, being proactive, critical thinking...	4/6/2021 9:42 PM
99	Willingness to work hard and achieve high outcomes	4/6/2021 8:46 PM
100	culturally diverse African or poc pink or blue hair year 7 education [40% pass rate acceptable] gay, trans or lesbian	4/6/2021 8:39 PM
101	NOT using Facebook and Mobile Phone during work time Not only demanding, what the workplace has to give, rather also putting loyalty and interest in the work Mindset and attitude is a widely spread problem People attend to work and want to be paid for being there, but they don't want to do work. Loyalty to the employer and showing some pride in the work they are doing is widely missing	4/6/2021 7:33 PM
102	Diligence, character, work ethic.	4/6/2021 6:53 PM
103	Good communication skills, great attitude, willingness to learn and up skill	4/6/2021 5:54 PM
104	Attitude and confidence	4/6/2021 3:58 PM
105	willingness to take on a challenge and thrive in a busy environment	4/6/2021 3:48 PM
106	honest, lateral thinker, willing attitude.	4/6/2021 3:23 PM
107	attitude to work, good communicating skills, clean appearance, can pass a DNA...	4/6/2021 2:23 PM
108	Positive attitude.	4/6/2021 2:13 PM
109	Work ethics	4/6/2021 1:57 PM
110	Values, work ethic, communication skills, teamwork	4/6/2021 1:48 PM
111	ability to work unassisted	4/6/2021 1:33 PM
112	Attitude	4/6/2021 1:26 PM
113	Good communication skills, problem solving, initiative, creativity, punctuality, attention to details, cleanliness, ability to self promote.	4/6/2021 1:25 PM
114	good work ethic, clear communication	4/6/2021 1:22 PM
115	ability to multitask	4/6/2021 1:06 PM
116	hard work and communication	4/6/2021 12:20 PM
117	detail attention	4/6/2021 12:07 PM
118	Trade qualified Barbers	4/6/2021 12:00 PM
119	outgoing, mobile, good verbal communication skills, able to handle cash and use mobile POS systems.	4/6/2021 11:44 AM
120	character, communication skills, positive mindset and positive attitude	4/6/2021 11:37 AM
121	Hard work / traditional skills	4/6/2021 11:32 AM
122	Confidence to serve customers. Willingness to increase product knowledge and learn more about the business and how it works	4/6/2021 11:25 AM
127	People and interpersonal skills	4/6/2021 11:08 AM

(Appendix ORD: 12.1.1A)

128	commitment willingness to learn	4/6/2021 10:57 AM
129	positive attitude, attention to detail, excellent customer service, can work independently, strong time management skills, team player	4/6/2021 10:56 AM
130	Number 1 is motivation and passion for what we do everything else can be taught if they want to do it.	4/6/2021 10:54 AM
131	I would like to see applicants with more micro credentials,	4/6/2021 10:51 AM
132	good communication skills to deal with all types of clients	4/6/2021 10:50 AM
133	Trustworthy, Competent, Problem Solving, Enthusiastic, Timely	4/6/2021 10:47 AM
134	Work ethic.	4/6/2021 10:43 AM
135	Hard working, good time management, commitment to learn	4/6/2021 10:41 AM
136	Can do attitude	4/6/2021 10:40 AM

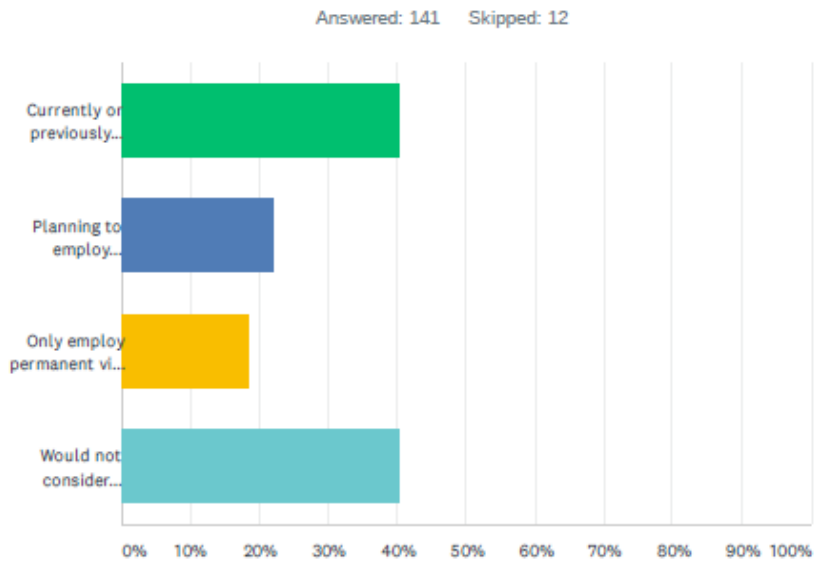
Q10 How would you rate the training and education courses and services currently available in the Bunbury-Geographer region?



	VERY POOR	BELOW AVERAGE	AVERAGE	ABOVE AVERAGE	VERY GOOD	TOTAL	WEIGHTED AVERAGE
(no label)	8.84%	25.85%	48.98%	12.93%	3.40%	147	2.76
	13	38	72	19	5		

(Appendix ORD: 12.1.1A)

Q11 Have you or do you plan to employ a temporary or permanent visa holders? (tick box, multiple answers)

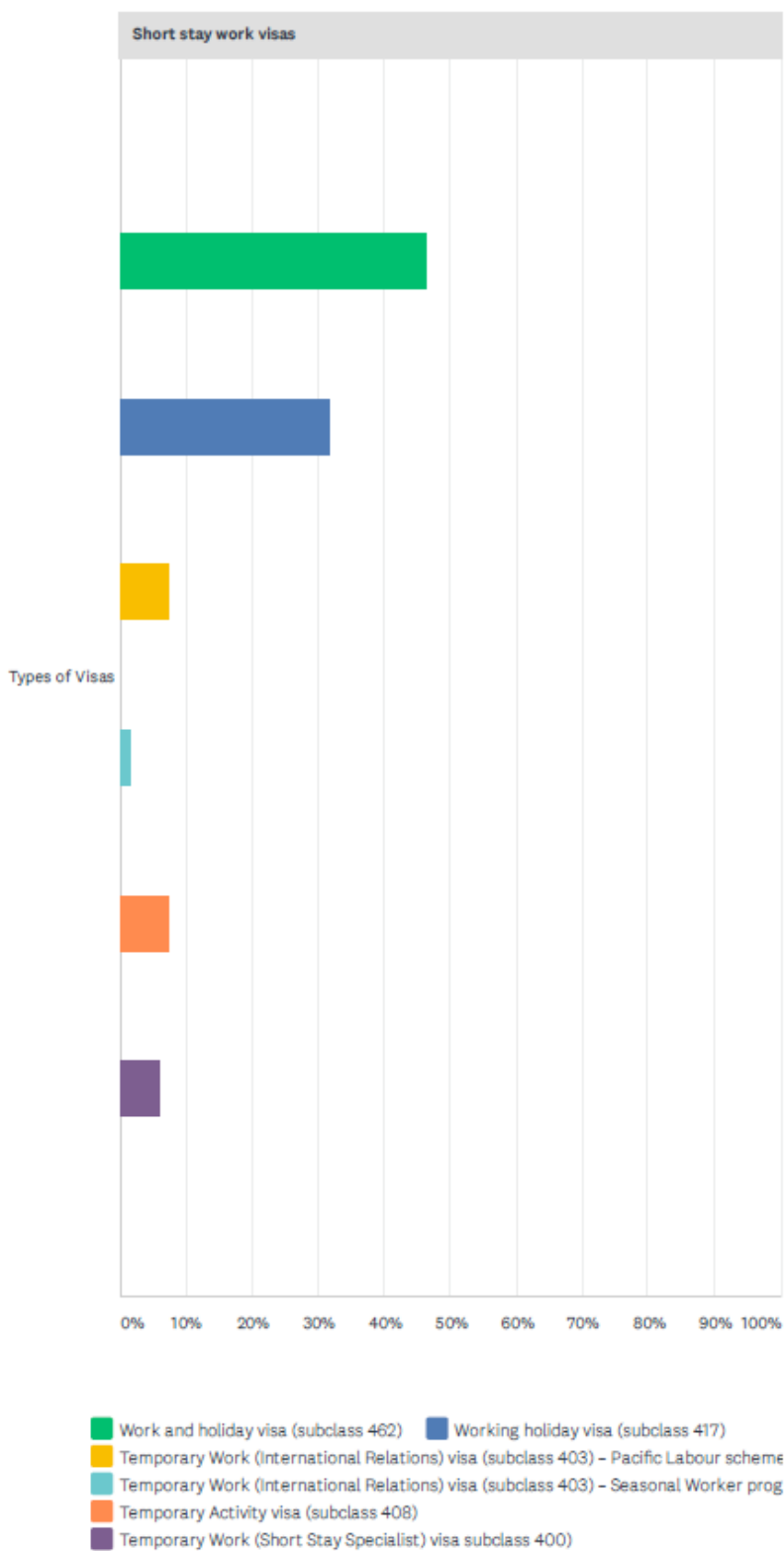


ANSWER CHOICES	RESPONSES	
Currently or previously employed temporary visa holder/s	40.43%	57
Planning to employ temporary visa holder/s	21.99%	31
Only employ permanent visa holder/s	18.44%	26
Would not consider employing a temporary visa holder	40.43%	57
Total Respondents: 141		

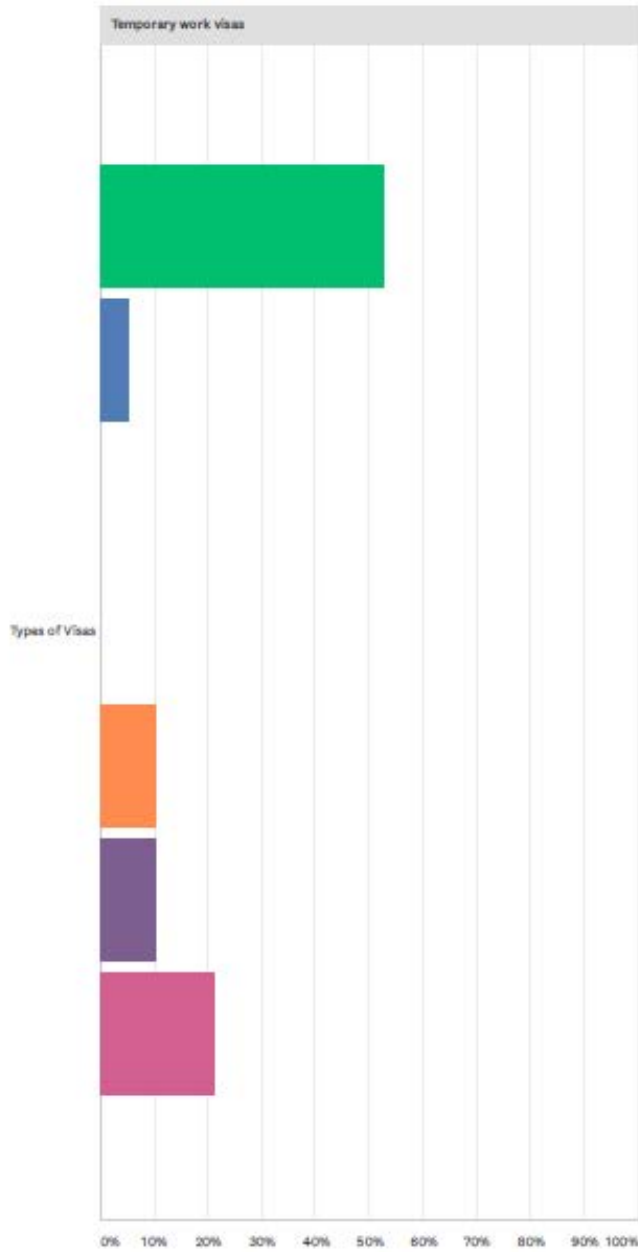
(Appendix ORD: 12.1.1A)

Q12 If you have or would employ a temporary visa holder, please identify which type of visa they held or would hold:<https://immi.homeaffairs.gov.au/visas/working-in-australia/regional-migration/regional-visas>

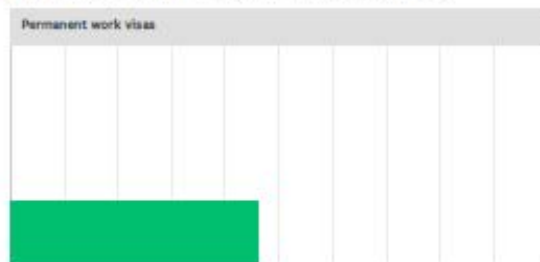
Answered: 73 Skipped: 80



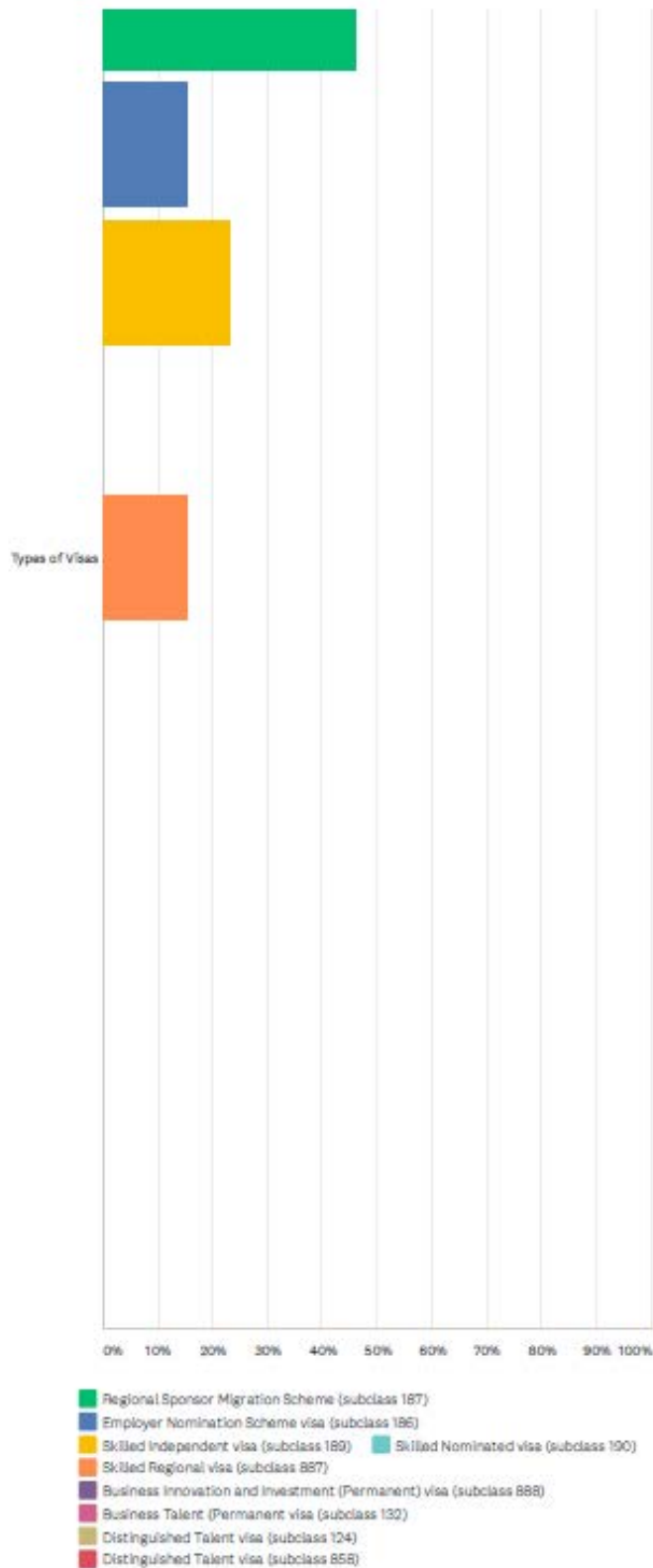
(Appendix ORD: 12.1.1A)



- Temporary Skill Shortage visa (subclass 482)
- Temporary Graduate Visa (subclass 485)
- Skilled - Recognised Graduate visa (subclass 476)
- Business Innovation and Investment (Provisional visa) (subclass 188)
- Skilled Regional (Provisional) visa (subclass 489)
- Skilled Work Regional (Provisional) visa (subclass 491)
- Skilled Employer Sponsored Regional (Provisional) visa (subclass 494)



(Appendix ORD: 12.1.1A)



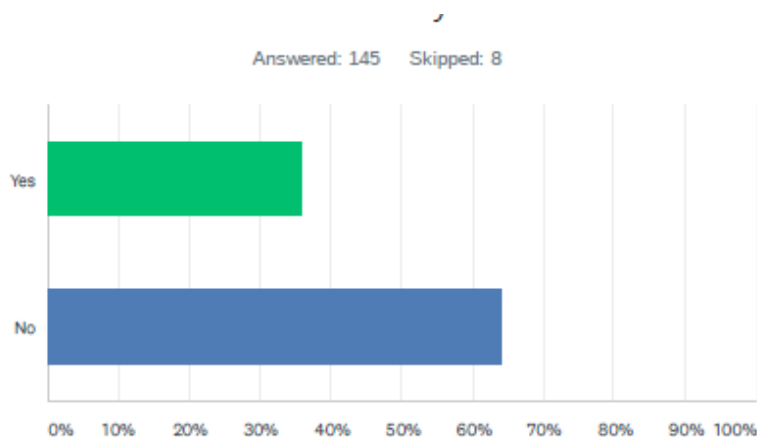
(Appendix ORD: 12.1.1A)

Short stay work visas							
	WORK AND HOLIDAY VISA (SUBCLASS 462)	WORKING HOLIDAY VISA (SUBCLASS 417)	TEMPORARY WORK (INTERNATIONAL RELATIONS) VISA (SUBCLASS 403) – PACIFIC LABOUR SCHEME	TEMPORARY WORK (INTERNATIONAL RELATIONS) VISA (SUBCLASS 403) – SEASONAL WORKER PROGRAM	TEMPORARY ACTIVITY VISA (SUBCLASS 408)	TEMPORARY WORK (SHORT STAY SPECIALIST) VISA (SUBCLASS 400)	TOTAL
Types of Visas	46.38% 32	31.88% 22	7.25% 5	1.45% 1	7.25% 5	5.80% 4	69

Temporary work visas								
	TEMPORARY SKILL SHORTAGE VISA (SUBCLASS 482)	TEMPORARY GRADUATE VISA (SUBCLASS 485)	SKILLED – RECOGNISED GRADUATE VISA (SUBCLASS 476)	BUSINESS INNOVATION AND INVESTMENT (PROVISIONAL) VISA (SUBCLASS 188)	SKILLED REGIONAL (PROVISIONAL) VISA (SUBCLASS 489)	SKILLED WORK REGIONAL (PROVISIONAL) VISA (SUBCLASS 491)	SKILLED EMPLOYER SPONSORED REGIONAL (PROVISIONAL) VISA (SUBCLASS 494)	TOTAL
Types of Visas	52.63% 10	5.26% 1	0.00% 0	0.00% 0	10.53% 2	10.53% 2	21.05% 4	19

Permanent work visas									
	REGIONAL SPONSOR MIGRATION SCHEME (SUBCLASS 187)	EMPLOYER NOMINATION SCHEME VISA (SUBCLASS 186)	SKILLED INDEPENDENT VISA (SUBCLASS 189)	SKILLED NOMINATED VISA (SUBCLASS 190)	SKILLED REGIONAL VISA (SUBCLASS 887)	BUSINESS INNOVATION AND INVESTMENT (PERMANENT) VISA (SUBCLASS 888)	BUSINESS TALENT (PERMANENT) VISA (SUBCLASS 132)	DISTINGUISHED TALENT VISA (SUBCLASS 124)	DISTINGUISHED TALENT VISA (SUBCLASS 858)
Types of Visas	46.15% 6	15.38% 2	23.08% 3	0.00% 0	15.38% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0

Q13, Do you have a clear understanding of how the visa program works to attract the skills you need?



ANSWER CHOICES	RESPONSES	
Yes	35.86%	52
No	64.14%	93
TOTAL		145

(Appendix ORD: 12.1.1A)

Q14 If yes, what do you consider to be limitations of the standard visa programs available?

Answered: 57 Skipped: 96

#	RESPONSES	DATE
1	Yes	4/19/2021 8:44 AM
2	Don't know	4/18/2021 8:07 PM
3	We have employed people in the past on a sponsored visa. It is very expensive, and the person does not work out it is even more costly	4/18/2021 9:37 AM
4	accountability and long term	4/17/2021 3:45 PM
5	Limitations set by home affairs on businesses Currently many businesses have moved toward more takeaway because of Covid. Home Affairs prevents employing cooks and chefs in this area. It's a BIG problem	4/17/2021 12:00 PM
6	Prefer to employ local	4/16/2021 3:16 PM
7	na	4/16/2021 1:39 PM
8	the mines paying bigger money for lesser work therefore hindering the automotive trade. the depth and width of the pool as employers of staff we have to pick from is a tear drop here in the southwest.	4/16/2021 1:08 PM
9	NTR	4/16/2021 1:07 PM
10	Ridiculous labour market testing Ridiculous time to process Ridiculous that if the visa is denied (you pay in full) they keep your money and skill fund levy - yet you do not get your visa (penalty to businesses who are already struggling for skilled workers)	4/16/2021 12:57 PM
11	Age Limit on people eligible to apply.	4/16/2021 12:55 PM
12	language	4/16/2021 12:35 PM
13	Finding accommodation to house the workers	4/15/2021 6:09 PM
14	Flexibility for regional hospitality work to be considered regional work.	4/15/2021 3:28 PM
15	Has to be commercially viable related to the role.	4/15/2021 1:31 PM
16	Marketing services are amply available in WA, though primarily in metro areas. Strong English proficiency and cultural understanding of farmers/producers is required in our field. Hadn't considered sourcing overseas staff.	4/15/2021 9:20 AM
17	With the skills shortage in Australia the 6 months with each employer is extremely limiting. Also - hospitality needs to be considered higher priority for covid visa roles	4/14/2021 2:35 PM
18	less travellers	4/14/2021 10:16 AM
19	Does not cover digital marketing skills even though we struggle to secure these skills regionally, because experienced and skilled Australians are abundantly available in major cities.	4/13/2021 2:44 PM
20	Time taken to approve legitimate and qualified applicants. Cafe and restaurant managers should be on the SOL as there is a severe shortage	4/13/2021 11:09 AM
21	Currently we have a student visa holder, and he is only allowed to work 20 hours per week. He would like more hours and we would like to offer more hours to him.	4/13/2021 9:07 AM
22	Have employed permanent residency visa applicant in High Performance Coaching role. Would be happy to consider temp visa holders, just haven't looked into it	4/13/2021 8:53 AM
23	Timely and expensive which doesn't assist in a crisis situation	4/13/2021 8:06 AM
24	Have always had good success with these programs	4/13/2021 7:49 AM
25	Non - these guys want to work more than Australians.	4/12/2021 9:36 PM
26	Housekeepers or Hospitality Workers are not on the Skills Shortage List that I am aware of	4/12/2021 5:03 PM
27	Very hard to sponsor someone who might be perfectly capable to fulfil a certain position. The option to sponsor a person are not always straightforward or easy. It's not always possible to find the right visa for the right candidate and because of that we keep losing skilled workers who might not be 'skilled' enough.	4/12/2021 4:46 PM
28	conditions that Home affairs Attach including difficult language standards and Restaurant conditions	4/12/2021 4:25 PM
29	Limited to have repeat workers for more than two seasons of picking	4/12/2021 3:36 PM
30	The restriction on time allowed to serve with one employer. Number of days farm work required to secure visa	4/12/2021 3:29 PM
31	We don't usually seek out or employ temporary visa holders however in the current market we have had to think outside the square. Can I say some of these staff have been and continue to be very good and an asset to our business	4/12/2021 3:21 PM
32	It is confusing	4/12/2021 3:10 PM

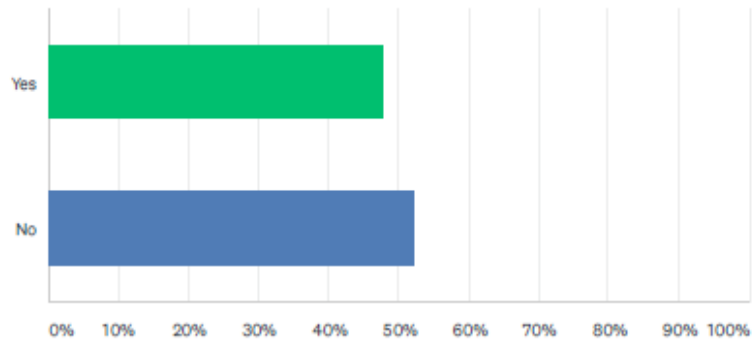
(Appendix ORD: 12.1.1A)

33	The visa program it's ridiculous	4/12/2021 3:07 PM
34	Lack of knowledge that they are coming to a Christian based country which means leave anything contrary to this back in the native land	4/9/2021 1:54 PM
35	Inflexible occupation criteria	4/9/2021 1:18 PM
36	the cost of visas is high. not all visas help all genuine staff if they don't have a qualification.	4/8/2021 9:29 AM
37	Process.	4/8/2021 8:25 AM
38	red tape	4/7/2021 12:37 PM
39	Nii	4/7/2021 12:20 PM
40	I like to keep the same worker	4/7/2021 6:34 AM
41	Communication and skill set to Australian Standards	4/6/2021 8:46 PM
42	no white people please	4/6/2021 8:39 PM
43	The worker can only stay for a few months, and it is hard to keep him her here in case him or her is good	4/6/2021 7:33 PM
44	no answer - wouldn't touch any visa program with a 10 foot pole, really bad experience the one time we employed a visa worker	4/6/2021 3:58 PM
45	Shear cost of sponsorship, I would rather run a smaller business and do the work myself.	4/6/2021 3:23 PM
46	length of employment term is capped	4/6/2021 2:23 PM
47	language barrier	4/6/2021 1:33 PM
48	Qualifications poorly assessed, processing time	4/6/2021 1:26 PM
49	I would only need casual workers which might not be frequent enough to attract a temporary visa holder to the area and would not provide enough work to fill the 3 month regional work period required.	4/6/2021 11:44 AM
50	Not sure	4/6/2021 11:32 AM
51	Have not needed to consider. Payment of visa application and travel to and from place of work/origin at commencement and end of employment would add to cost of employment compared to local employment	4/6/2021 11:25 AM
52	No idea	4/6/2021 11:18 AM
53	Hours allowed to work	4/6/2021 11:08 AM
54	quality applicants overseas travel restrictions	4/6/2021 10:57 AM
55	The cost, and depth of skills	4/6/2021 10:51 AM
56	no	4/6/2021 10:50 AM
57	No	4/6/2021 10:41 AM

(Appendix ORD: 12.1.1A)

Q15 Would the ability to sponsor skilled migrant workers benefit your business?

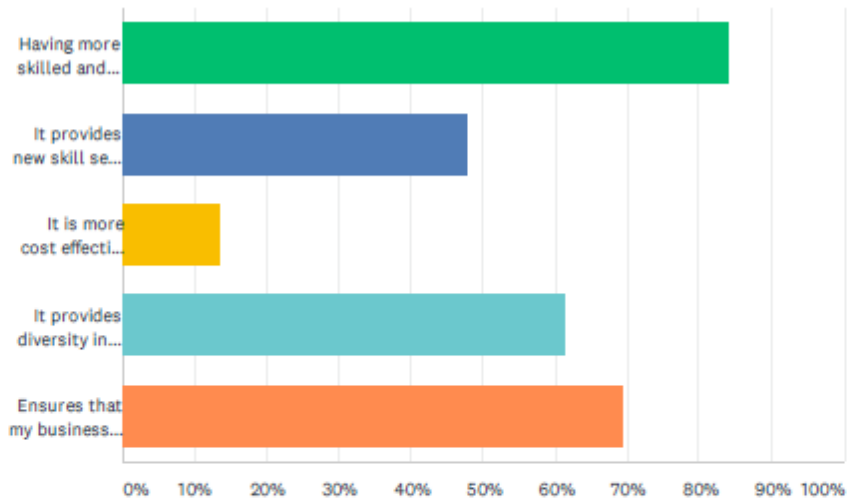
Answered: 142 Skipped: 11



ANSWER CHOICES	RESPONSES	
Yes	47.89%	68
No	52.11%	74
TOTAL		142

Q16 If yes, what would be the benefits to you as an employer? (tick box, multiple answers)

Answered: 75 Skipped: 78



ANSWER CHOICES	RESPONSES	
Having more skilled and qualified applicants to choose from when recruiting	84.00%	63
It provides new skill sets and training opportunities to our existing employees	48.00%	36
It is more cost effective for our business	13.33%	10
It provides diversity in our workplace	61.33%	46
Ensures that my business retains them for a guaranteed period of time	69.33%	52
Total Respondents: 75		

(Appendix ORD: 12.1.1A)

#	OTHER (PLEASE SPECIFY)	DATE
1	na	4/18/2021 8:09 PM
2	they would not have such a lazy entitled attitude.	4/16/2021 1:08 PM
3	In almost all instances they take their job seriously and understand true customer service	4/13/2021 11:09 AM
4	We would only sponsor a worker if they have proven their ability and fit within our business.	4/13/2021 9:07 AM
5	They are enthusiastic to work	4/12/2021 7:06 PM
6	It's an option in the current market because of the labour shortage. We wouldn't normally need to be recruiting travellers.	4/12/2021 3:21 PM
7	I came myself in 2008 under the skilled Migration scheme Visa 136 back then. It brings in people with skills and a good education from developed countries. Since our education system is so poor, we should consider some visa changes. OR change the education system	4/6/2021 7:33 PM
8	Appreciate the job opportunity	4/6/2021 10:47 AM
9	No	4/6/2021 10:41 AM

Q17 If no, what other methods do you believe will assist in attracting the skilled labour force you need?

Answered: 66
Skipped: 87

#	RESPONSES	DATE
1	Rental market crisis in Dunsborough is causing issues with current cleaners retaining their houses/jobs. And preventing any new people moving to the area to fill positions.	4/19/2021 2:27 PM
2	more industry based quality training is urgently required but SME's don't want to pay for it	4/19/2021 1:31 PM
3	We have taken to training people ourselves, which has been very successful. The process of trying to set up training was ridiculously difficult because we are in an industry outside the normal trades. It took two years of knocking on doors before one of the Perth TAFEs finally agreed to work with us - we nearly gave up. More flexibility in the traineeship arena and a willingness to partner with local business may be part of the solution. We have since trained six young people from the region and because of staff retention have had to put the traineeship on hold as we have no positions to fill.	4/19/2021 11:37 AM
4	Do not make it attractive to be unemployed	4/19/2021 11:14 AM
5	Advertising with my customer database.	4/19/2021 7:53 AM
6	Better training	4/18/2021 8:07 PM
7	There are no other options at the moment	4/17/2021 12:00 PM
8	Using local people to fill the position. I am not averse to bringing in migrants when we can't sort the workers. However, I think Australian workers and welfare recipients should be far more accountable in Australia first. Our welfare systems give far too much money for little return. Yes, these people need the money, but they also need to be trained in working and work ethics to be entitled to it.	4/16/2021 5:40 PM
9	Marketing and promotion	4/16/2021 3:16 PM
10	More local training and employing from the area or people who will move to the area to increase population (Bunbury area plans to increase population and infrastructure for the future) and therefore creating work for locals.	4/16/2021 2:02 PM
11	The main issue with employing skilled migrants is that this visa no longer leads to guaranteed permanent residency in this industry (restaurant management)	4/16/2021 2:00 PM
12	NA	4/16/2021 1:39 PM
13	Greater training in regional universities and TAFE	4/16/2021 1:22 PM
14	Government incentives and structured training programs	4/16/2021 1:07 PM

(Appendix ORD: 12.1.1A)

15	Tax concessions for providing incentives such as further study, registration towards becoming registered as an Architect for younger graduates, etc.	4/16/2021 12:35 PM
16	building the regional areas with more attractions to get those from the city to relocate	4/16/2021 9:33 AM
17	Strong communities with available, good quality childcare will allow good candidates to continue working.	4/15/2021 9:20 AM
18	local government assisting small businesses	4/14/2021 1:36 PM
19	Pay parity in regional centres, keeping regional marketing outsourcing and spend invested in regionally based marketing resources.	4/13/2021 2:44 PM
20	I don't know.	4/13/2021 9:07 AM
21	More training and facilities for our youth to keep them in the rural and regional areas.	4/13/2021 9:02 AM
22	Forget the "how to write a resume" in job readiness. Youth (our next generation of employees) need specific training - in mindset and motivation, or we will have a generation of self absorbed, social media driven, no-where teenagers coming thru work placements in all areas with high expectations but low drive and motivation. Costly for employers and disappointing for young employees when they discover that their best is no-where near adequate for real life businesses that don't want to cut corners in safety and customer service.	4/13/2021 8:53 AM
23	Government stop giving out money to people sitting on their butts, that could work but choose to manipulate the system to not do. And maybe education in schools - many youngsters leave school with a poor expectation of work ethic.	4/12/2021 9:36 PM
24	A Hospitality Training Course for young students who are not concluding their TEE for example. They could get on the job training in waitressing, housekeeping, general maintenance or groundsman, as part of their qualification through a TAFE or other year 11 or 12 training program. This would make them also more employable after they leave school.	4/12/2021 5:03 PM
25	More affordable accommodation	4/12/2021 4:24 PM
26	Vaccinations	4/12/2021 4:19 PM
27	Affordable accommodation	4/12/2021 3:59 PM
28	Housing	4/12/2021 3:36 PM
29	No problem finding and keeping staff. We pay \$30/hr. plus conditions for unskilled and \$40/hr. for skilled (more responsibility). Set aside a good amount of time for training, give lots of perks (free wine, samples, produce etc.). We have communal lunches and listen to our staff. They are happy to work for us and we never have a problem finding or replacing staff. Our staff never leave unless they have a very good reason, and we usually find they recommend a friend.	4/12/2021 3:24 PM
30	Being open and flexible to the needs of the people we are trying to recruit. We are currently targeting school mums and dads for work during school hours i.e., teams of two. Necessity breed creativity.	4/12/2021 3:21 PM
31	Make the South West a highly desirable place to live.	4/12/2021 10:37 AM
32	Training local people to enter the industry and then offer more specialized training and incentives to help them progress into more senior roles.	4/11/2021 11:12 AM
33	stronger funding in mental health and more accessible tertiary education in counselling and also changing the requirements so that a tertiary educated, and experienced counsellor is able to obtain a Medicare provider number.	4/10/2021 6:34 PM
34	Less handouts by government so people will rely on work to support themselves. Only those with able bodies	4/9/2021 1:54 PM
35	Promotion of the region as a place to live	4/9/2021 1:18 PM

(Appendix ORD: 12.1.1A)

36	More apprentices in the TAFE system	4/9/2021 11:54 AM
37	My business is tiny, I am an erotic poetry writer and publisher, apart from an editor to ensure the typeset and artwork suit the current work, I cannot see my business needing any other labour	4/8/2021 10:10 AM
38	having affordable accommodation and available accommodation would certainly help attract people to the area. Promoting the area as one of the top wines and dine regions with fantastic work life balance.	4/8/2021 9:29 AM
39	Not required.	4/8/2021 8:25 AM
40	regional settlement incentive for new graduates, affordable housing	4/7/2021 7:55 PM
41	Learn to spell Skill	4/7/2021 1:15 PM
42	Training but people have to want to do it.	4/7/2021 11:43 AM
43	Long incentives to train people instead of paying them to do nothing	4/7/2021 11:23 AM
44	A Fast-Term Training for apprenticeships, the current 3 years for a Cabinet Maker is too long.	4/7/2021 10:44 AM
45	move people from the city into regional areas, need to be incentives for people to live in the regions. Improve public transport, invest in the regions by encouraging and supporting businesses. Maybe a tax concession for those living more than 200km from Perth CBD.	4/7/2021 10:31 AM
46	Stop job keeper/job seeker too well paid and no-one wanting to work for little more	4/7/2021 9:24 AM
47	intra state recruitment	4/7/2021 8:16 AM
48	Make people work	4/7/2021 6:34 AM
49	Improvement in schooling in the region and improved employment opportunities for skilled spouses	4/6/2021 11:55 PM
50	There is an abundance of online creators within Australia that I can hire to work with my small business.	4/6/2021 10:48 PM
51	I don't need skilled labour force	4/6/2021 9:42 PM
52	More training through the school systems	4/6/2021 8:46 PM
53	who could afford to employ foreigners simply because they provide diversity in our workplace? only taxpayer funded govt institutions. Go fuck yourselves scumbags!	4/6/2021 8:39 PM
54	Increased remuneration for work done so I can pay employees more.	4/6/2021 6:53 PM
55	See above comment	4/6/2021 3:58 PM
56	Improve apprenticeship availability in the South West so young men stay in the region and establish themselves here.	4/6/2021 3:23 PM
57	More government and council contracts spread around to local businesses and not given to out of town companies. as a way to keep jobs local and the revenue local.	4/6/2021 2:23 PM
58	Govt to Stop helping healthy unemployed people so much financially	4/6/2021 1:57 PM

(Appendix ORD: 12.1.1A)

59	More housing availability down south.	4/6/2021 1:25 PM
60	The ability to have multiple employers making up a minimum number of weekly hours for temporary visa holder employees.	4/6/2021 11:44 AM
61	Na	4/6/2021 11:32 AM
62	Keeping city centre vibrant and a place people are attracted to shop, socialise and work in	4/6/2021 11:25 AM
63	Cheaper recruiting costs	4/6/2021 11:08 AM
64	Upskilling existing work force	4/6/2021 10:54 AM
65	More training facilities with better products on offer	4/6/2021 10:51 AM
66	Further UNI courses	4/6/2021 10:41 AM

(Appendix ORD: 12.1.1A)

Summary report

Q1: Please indicate which local Government Area your business is located in;

Answer Choices	Response Percent	Responses
Boyup Brook	0.0%	0
Bridgetown-Greenbushes	0.66%	1
Bunbury	56.58%	86
Busselton	23.03%	35
Capel	1.32%	2
Collie	0.0%	0
Dardanup	4.61%	7
Donnybrook-Balingup	0.66%	1
Harvey	1.32%	2
Manjimup	0.66%	1
Margaret River	11.18%	17
Nannup	0.0%	0
	Answered	152
	Skipped	1

Q2: As a business, do you struggle to attract workers with specific skills and qualifications you need?

Answer Choices	Response Percent	Responses
Yes	71.52%	108
No	28.48%	43
	Answered	151
	Skipped	2

(Appendix ORD: 12.1.1A)

(Appendix ORD: 12.1.1A)

Q3: As a business, do you struggle to retain workers with the specific skills and qualifications you need?

Answer Choices	Response Percent	Responses
Yes	49.67%	75
No	50.33%	76
	Answered	151
	Skipped	2

Q4: If yes to either of the above questions, what are the specific challenges that you find impacting your business?

Answered	113
Skipped	40

Q5: Is your business currently experiencing a resourcing or recruiting challenge? This is defined by job roles that are unable to be filled for greater than 90 days or advertised positions that do not attract suitably qualified applicants.

Answer Choices	Response Percent	Responses
Yes	59.6%	90
No	40.4%	61
	Answered	151
	Skipped	2

Q6: If yes, please select the specific occupations/position you are currently experiencing a recruiting or resourcing challenge?

Answer Choices	Response Percent	Responses
Accommodation and Hospitality Manager	5.83%	6
Aged or Disabled Carer	0.97%	1

(Appendix ORD: 12.1.1A)

Agricultural and Horticultural Mobile Plant Operator	2.91%	3
Apiarist	0.0%	0
Aquaculture Farmer	0.0%	0
Baker	0.0%	0
Bar Attendant (Supervisor)	3.88%	4
Beef Cattle Farmer	0.0%	0
Café or Restaurant Manager	10.68%	11
Caravan Park and Camping Ground Manager	0.0%	0
Child Care Worker	0.0%	0
Construction Estimator	1.94%	2
Cook	18.45%	19
Crop Farmers	0.0%	0
Dairy Cattle Farm Operator	0.0%	0
Dairy Cattle Farmer	0.0%	0
Dairy Product Maker	0.97%	1
Dental Assistant	0.0%	0
Dental Hygienist	0.0%	0
Dental Prosthetist	0.0%	0
Dental Technician	0.0%	0
Dental Therapist	0.0%	0
Dentist	0.0%	0
Disabilities Services Officer	0.97%	1
Earthmoving Plant Operator	3.88%	4
Enrolled Nurse	0.0%	0
Family Support Worker	0.97%	1
Floor Finisher	0.97%	1
Fruit or Nut Grower	0.0%	0
Garden Labourer	0.97%	1

(Appendix ORD: 12.1.1A)

Goat Farmer	0.0%	0
Grape Grower	0.0%	0
Horticultural Nursery Assistant	0.0%	0
Hospitality Workers	24.27%	25
Hospitality, Retail and Service Manager	6.8%	7
Hotel or Motel Manager	2.91%	3
Hotel Service Manager	0.97%	1
ICT Project Manager	0.97%	1
Livestock Farmers	0.0%	0
Massage Therapist	0.0%	0
Medical Administrator	1.94%	2
Metallurgical or Materials Technician	1.94%	2
Mixed Livestock Farmer	0.0%	0
Nursing Support Worker	0.0%	0
Pastry Cook	0.97%	1
Pig Farmer	0.0%	0
Poultry Farmer	0.0%	0
Residential Care Worker	0.97%	1
Roof Tiler	0.97%	1
Nurseryperson	0.97%	1
Senior Dairy Cattle Farm Worker	0.0%	0
Sheep Farmer	0.0%	0
Skilled Horticultural Worker	0.97%	1
Tourist Information Officer	0.0%	0
Travel Consultant	0.0%	0
Truck Driver (General)	2.91%	3
Vineyard Manager	0.97%	1
Vineyard Supervisor	0.97%	1

(Appendix ORD: 12.1.1A)

Vineyard Worker	1.94%	2
Waiter	13.59%	14
Waiter (Supervisor)	6.8%	7
Welfare Worker	0.97%	1
Wine Maker	0.0%	0
Winery Cellar Hand	1.94%	2
Youth Worker	0.97%	1
Other (please specify)	69.9%	72
	Answered	103
	Skipped	50

Q7: Based on your business’s forecasts, future projects, programs, expansions etc., in the next 5 years, which occupations/positions do you expect to experience a recruiting or resourcing challenge?

Answer Choices	Response Percent	Responses
Accommodation and Hospitality Manager	7.94%	10
Aged or Disabled Carer	3.17%	4
Agricultural and Horticultural Mobile Plant Operator	3.17%	4
Apiarist	0.0%	0
Aquaculture Farmer	0.79%	1
Baker	0.79%	1
Bar Attendant (Supervisor)	7.14%	9
Beef Cattle Farmer	0.79%	1
Café or Restaurant Manager	11.9%	15
Caravan Park and Camping Ground Manager	0.0%	0
Child Care Worker	0.0%	0
Construction Estimator	3.17%	4
Cook	18.25%	23

(Appendix ORD: 12.1.1A)

Crop Farmers	0.79%	1
Dairy Cattle Farm Operator	0.79%	1
Dairy Cattle Farmer	0.0%	0
Dairy Product Maker	0.0%	0
Dental Assistant	0.0%	0
Dental Hygienist	0.0%	0
Dental Prosthetist	0.0%	0
Dental Technician	0.0%	0
Dental Therapist	0.0%	0
Dentist	0.0%	0
Disabilities Services Officer	3.17%	4
Earthmoving Plant Operator	4.76%	6
Enrolled Nurse	2.38%	3
Family Support Worker	1.59%	2
Floor Finisher	0.0%	0
Fruit or Nut Grower	0.0%	0
Garden Labourer	1.59%	2
Goat Farmer	0.0%	0
Grape Grower	0.79%	1
Horticultural Nursery Assistant	1.59%	2
Hospitality Workers	24.6%	31
Hospitality, Retail and Service Manager	11.9%	15
Hotel or Motel Manager	3.17%	4
Hotel Service Manager	2.38%	3
ICT Project Manager	2.38%	3
Livestock Farmers	0.79%	1
Massage Therapist	0.79%	1
Medical Administrator	1.59%	2

(Appendix ORD: 12.1.1A)

Metallurgical or Materials Technician	1.59%	2
Mixed Livestock Farmer	0.79%	1
Nursing Support Worker	0.79%	1
Pastry Cook	3.17%	4
Pig Farmer	0.0%	0
Poultry Farmer	0.0%	0
Residential Care Worker	1.59%	2
Roof Tiler	0.79%	1
Nurseryperson	0.79%	1
Senior Dairy Cattle Farm Worker	0.0%	0
Sheep Farmer	0.0%	0
Skilled Horticultural Worker	2.38%	3
Tourist Information Officer	0.79%	1
Travel Consultant	0.79%	1
Truck Driver (General)	4.76%	6
Vineyard Manager	0.79%	1
Vineyard Supervisor	1.59%	2
Vineyard Worker	2.38%	3
Waiter	11.9%	15
Waiter (Supervisor)	10.32%	13
Welfare Worker	2.38%	3
Wine Maker	0.79%	1
Winery Cellar Hand	2.38%	3
Youth Worker	0.79%	1
Other (please specify)	63.49%	80
	Answered	126
	Skipped	27

(Appendix ORD: 12.1.1A)

Q8: Do you expect to be recruiting different or new skills sets in the future? If Yes, please describe.

Answer Choices	Response Percent	Responses
Yes	22.67%	34
No	77.33%	116
Please describe		34
	Answered	150
	Skipped	3

Q9: Besides specific qualification, what are the soft skills and general qualities you would seek in an employee? (these may include character, communication skills, mindsets, attitudes etc.)

Answered	136
Skipped	17

Q10: How would you rate the training and education courses and services currently available in the Bunbury Geographe region?

Answer Choices	Very poor	Below Average	Average	Above Average	Very Good	Total	Weighted Average
	1	13	38	72	19	5	147
							2.76
						Answered	147
						Skipped	6

(Appendix ORD: 12.1.1A)

Q11: Have you or do you plan to employ a temporary or permanent visa holders?

Answer Choices	Response Percent	Responses
Currently or previously employed temporary visa holder/s	40.43%	57
Planning to employ temporary visa holder/s	21.99%	31
Only employ permanent visa holder/s	18.44%	26
Would not consider employing a temporary visa holder	40.43%	57
	Answered	141
	Skipped	12

Q12: If you have or would employ a temporary visa holder, please identify which type of visa they held or would hold.

Answer Choices	Work and holiday visa (subclass 462)	Working holiday visa (subclass 417)	Temporary Work (International Relations) visa (subclass 403) – Pacific Labour scheme	Temporary Work (International Relations) visa (subclass 403) – Seasonal Worker program	Temporary Activity visa (subclass 408)	Temporary Work (Short Stay Specialist) visa subclass 400	Total				
Types of Visas	32	22	5	1	5	4	69				
							Answered	73			
							Skipped	80			
Temporary work visas											
Answer Choices	Temporary Skill Shortage visa (subclass 482)	Temporary Graduate Visa (subclass 485)	Skilled – Recognised Graduate visa (subclass 476)	Business Innovation and Investment (Provisional visa) (subclass 188)	Skilled Regional (Provisional) visa (subclass 489)	Skilled Work Regional (Provisional) visa (subclass 491)	Skilled Employer Sponsored Regional (Provisional) visa (subclass 494)	Total			
Types of Visas	10	1	0	0	2	2	4	19			
								Answered	73		
								Skipped	80		
Permanent work visas											
Answer Choices	Regional Sponsor Migration Scheme (subclass 187)	Employer Nomination Scheme visa (subclass 186)	Skilled Independent visa (subclass 189)	Skilled Nominated visa (subclass 190)	Skilled Regional visa (subclass 887)	Business Innovation and Investment (Permanent) visa (subclass 888)	Business Talent (Permanent visa (subclass 132)	Distinguished Talent visa (subclass 124)	Distinguished Talent visa (subclass 858)	Total	
Types of Visas	6	2	3	0	2	0	0	0	0	13	
										Answered	73
										Skipped	80

(Appendix ORD: 12.1.1A)

Q13: Do you have a clear understanding of how the visa program works to attract the skills you need?

Yes	35.86%	52
No	64.14%	93
	Answered	145
	Skipped	8

Q14: If yes, what do you consider to be limitations of the standard visa programs available?

Answer Choices	Response Percent	Responses
Yes	47.89%	68
No	52.11%	74
	Answered	142
	Skipped	11

Q15: Would the ability to sponsor skilled migrant workers benefit your business?

Answer Choices	Response Percent	Responses
Yes	47.89%	68
No	52.11%	74
	Answered	142
	Skipped	11

(Appendix ORD: 12.1.1A)

Q16: If yes, what would be the benefits to you as an employer?

Answer Choices	Response Percent	Responses
Having more skilled and qualified applicants to choose from when recruiting	84.0%	63
It provides new skill sets and training opportunities to our existing employees	48.0%	36
It is more cost effective for our business	13.33%	10
It provides diversity in our workplace	61.33%	46
Ensures that my business retains them for a guaranteed period of time	69.33%	52
Other (please specify)		9
	Answered	75
	Skipped	78

Q17: If no, what other methods do you believe will assist in attracting the skills labour force you need?

Answered	66
Skipped	87

(Appendix ORD: 12.1.1A)

Appendix 7: Migrant Support Service Directory

Department/ Organisation	Location	Contact	Note	Link
Department of Home Affairs	Australia-wide	General Enquires Form Departmental online forms	Multicultural affairs, immigration and border-related functions including visa issues, and citizenship pathways and processes.	https://www.homeaffairs.gov.au/help-and-support/contact-us
Department of Human Services	Australia-wide	various	<p>help for refugees, humanitarian entrants and new arrivals.</p> <p>Skills for Education and Employment - help improve your speaking, reading, writing or math.</p> <p>Newly arrived resident's waiting period.</p> <p>Multicultural Service Officers - help migrant and refugee communities connect with our services.</p> <p>Adult Migrant English Program</p>	<p>https://www.humanservices.gov.au/individuals/subjects/help-refugees-humanitarian-entrants-and-new-arrivals</p> <p>https://www.humanservices.gov.au/individuals/services/centrelink/skills-education-and-employment</p> <p>https://www.humanservices.gov.au/individuals/enablers/newly-arrived-residents-waiting-period</p> <p>https://www.humanservices.gov.au/individuals/services/centrelink/multicultural-service-officers</p> <p>https://www.humanservices.gov.au/individuals/enablers/ad</p>

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				ult-migrant-english-program/30846
Department of Education and Training	South West	Southwest Education Regional Office T: 9791 0300	For inquiries related to Education	https://www.education.wa.edu.au/
Department of Social Services	Metro Perth	1300 653 227	New Arrivals – New Connections - An employer's guide to working with migrants and refugees Free Translating Service Humanitarian Settlement Program – Service Provider Location	https://www.dss.gov.au/settlement-and-multicultural-affairs/publications/new-arrivals-new-connections?HTML https://www.dss.gov.au/our-responsibilities/settlement-services/programs-policy/settle-in-australia/help-with-english/free-translating-service https://www.dss.gov.au/our-responsibilities/settlement-services/programs-policy/settlement-services/settlement-services-locator
Fair Work Ombudsman	Australia-wide	Helpline 13 13 94	Assist with workplace question or issues, self-service tool on Pay and Condition Tool.	https://www.fairwork.gov.au/contact-us
Fair Work Commission	Australia-wide	1300 799 675 Online Lodgment Service Perth Office: perth@fwc.gov.au	The Commission is Australia's national workplace relations tribunal including dealing with unfair dismissal and anti-bullying claims.	https://www.fwc.gov.au/about-us/contact-us
Centre care	Metro Perth	08 9325 6644	Migration Services (metropolitan)	https://www.centrecare.com.au/services/metropolitan-

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			Migration Services - Settlement Grants Program (SGP)	services-metro/migration-services-metro/ https://www.centrecare.com.au/services/metropolitan-services-metro/migration-services-metro/settlement-grants-prog-metro/
Living in Western Australia	Western Australia Metro Perth	Migration Services Department of Training and Workforce Development 08 9224 6540 migration@dtwd.wa.gov.au	A guide on living and working in Western Australia, including: Overseas Qualification Unit Skilled Migration WA Settlement Services	https://migration.wa.gov.au/services/settlement-services/employment
South West Community Legal Centre		(08) 9791 3206 info@swclc.org.au	Migrant Settlement Services - provide support and settlement assistance to refugees, humanitarian entrants, migrants and their families	https://www.swclc.org.au/
Australia Neighborhood Houses and Centers Association	Linkwest Metro Perth	08 9485 8929 office@linkwest.asn.au	Neighbourhood Houses/Centres (the generic term) are locally run and operated organisations - a multicultural group learning English.	http://www.anhca.asn.au/
Australian Red Cross	Metro Perth	08 9225 8830	Help for migrants in transition.	https://www.redcross.org.au/get-help/help-for-migrants-in-transition
The Humanitarian Group	Metro Perth	08 6148 3650 admin@thehumanitarian.org.au	Provide migration assistance, legal advice and education for people new to Australia who are disadvantaged in their access to legal services.	https://thehumanitariangroup.org.au/page/how-we-help
The Woman's Law Centre	Metro Perth	08 9272 8800	Provides accessible legal services on a non-discriminatory equitable basis to women facing disadvantage in Western Australia.	https://www.wlcwa.org.au/about-us/
Study Perth	Metro Perth	08 6244 1640 admin@studyperth.com.au	The first point of contact for anyone wishing to obtain information on studying and living in Perth.	https://www.studyperth.com.au/
Mate in Oz	Metro Perth	info@mateinoz.com	Represents International Students studying in Perth - free service - assisting them integrating into	http://www.mateinoz.com/

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			Australian society and gives advice on migration, accommodation, pre-arrival arrangements pick up from airport etc.,	
Australian Quality Framework	Australia-wide	08 8306 8777 aqfc@aqf.edu.au	The Australian Qualifications Framework (AQF) is the policy for regulated qualifications in the Australian education and training system.	https://www.aqf.edu.au/contact-us
Department of Education and training, International Education	Australia-Wide	Western Australia 08 9224 6540 oqu@dtwd.wa.gov.au	Manages qualifications recognition policy to support student and labour market mobility, including professional recognition.	https://internationaleducation.gov.au/services-and-resources/pages/qualifications-recognition.aspx
Migration WA	Western Australia	Various	Enrolling your child in school	https://migration.wa.gov.au/services/settlement-services/children-and-education/education
The Office of Multicultural Interests (OMI)	Western Australia	08 6551 8700 harmony@omi.wa.gov.au	OMI provides information, advice, funding, training and support to communities and community organisations to help build strong communities.	https://www.omi.wa.gov.au/Resources/Pages/Links.aspx
Regional Opportunities Australia (ROA)	Australia	02 8660 1020	ROA is a not-for-profit organisation that helps migrants and refugees move from cities to welcoming regional communities and connects them to employment and business opportunities. ROA services are free of charge for clients and employers.	http://www.roa.org.au/migrants/
Connections Australia	Australia	Download App	Information and how to's for migrants settling into their new life in their new home.	https://www.connectionsaustralia.com/en/life
Ethnic Communities Council of Western Australia (ECCWA)	Western Australia	08 9227 5322 admin@eccwa.org.au	ECCWA is a non-government, non-profit community based organisation, which takes an active interest in all aspects of multiculturalism and ethnic affairs and acts on behalf of all ethnic communities in Western Australia.	http://www.eccwa.org.au/contact-us/
Education Regional Office	Bunbury	9791 0300	Provide information on local public school options, special programs and services such as school psychology, behaviour centres, home education and reporting students not attending school.	https://www.education.wa.edu.au/contact
Work Safe	Western Australia	1300 307 877	Working with employers, employees and employee representatives to set up and maintain systems of	http://www.commerce.wa.gov.au/worksafe

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			work so that employees are not exposed to hazards.	
Department of training and workforce development	Bunbury	08 6371 3007 bunburyjsc@srtafe.wa.edu.au	Jobs and Skills Centre can provide free professional and practical advice on training and employment opportunities	https://www.jobsandskills.wa.gov.au/jobs-and-skills-centres/south-regional/bunbury
Multicultural Services	Bunbury	04762964707	Provide appropriate cultural and linguistic services to address the needs of the diverse populace of WA with special emphasis on matters affecting their general settlement, welfare & education, training & employment, legal & health (including mental health)	https://mscwa.com.au/contact-us/

(Appendix ORD: 12.1.1A)

Appendix 8: Skills Accessing Authority for each occupation

Occupation	ANSCO Code	Skill Level	Assessing Authority
Hospitality, Accommodation, Tourism, and Retail Sector			
Accommodation and Hospitality Manager nec.	141999	2	VETASSESS
Baker	351111	3	TRA
Bar Attendant (Supervisor)	070499#	4	VETASSESS
Café or Restaurant Manager	141111	2	VETASSESS
Cook	351411	3	TRA
Hospitality Workers nec.	431999	5	N/A At least 2-3 years of experience required
Hospitality, Retail and Service Manager nec.	149999	2	VETASSESS
Hotel or Motel Manager	141311	2	VETASSESS
Hotel Service Manager	431411	3	VETASSESS
Pastrycook	351112	3	TRA
Retail Supervisor	621511	4	N/A At least 2-3 years of experience required
Waiter	431511	4	N/A At least 2-3 years of experience required
Waiter (Supervisor)	070499#	4	VETASSESS
Carers, Health and Welfare Workers			
Aged or Disabled Carer	423111	4	VETASSESS
Child Care Worker	421111	3	ACECQA
Community Worker	411711	2	ACWA
Disabilities Services Officer	411712	2	ACWA
Enrolled Nurse	411411	2	ANMAC
Family Support Worker	411713	2	ACWA
Nursing Support Worker	423312	4	VETASSESS
Residential Care Worker	411715	2	ACWA
Welfare Worker	272613	1	ACWA
Youth Worker	411716	2	ACWA
Plant Operators			
Backhoe Operator	721212	4	N/A At least 2-3 years of experience required
Earthmoving Plant Operator	721211	4	N/A At least 2-3 years of experience required
Excavator Operator	721214	4	N/A At least 2-3 years of experience required
Loader Operator	721216	4	N/A At least 2-3 years of experience required
Transport and Logistics			

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Truck Driver (General)	733111	4	N/A At least 2-3 years of experience required
Timber Industry			
Logging Plant Operator	721112	4	N/A At least 2-3 years of experience required
Sawmill or Timber Yard Worker	839412	5	N/A At least 2-3 years of experience required
Technician and Other occupations			
Concreter	821211	5	N/A At least 2-3 years of experience required
Driller	712211	4	VETASSESS
Metallurgical or Materials Technician	312912	2	VETASSESS
Sand Blaster	711913	4	N/A At least 2-3 years of experience required
Steel Fixer	821713	4	N/A At least 2-3 years of experience required
Tyre Fitter	899415	4	N/A At least 2-3 years of experience required
Construction Industry and Engineers			
Construction Project Manager	133111	1	VETASSESS
Civil Engineer	233211	1	Engineers Australia
Mechanical Engineer	233512	1	Engineers Australia
Production or Plant Engineer	233513	1	Engineers Australia
Transport Engineer	233215	1	Engineers Australia
Dairy Industry			
Dairy Product Maker	831114	5	N/A At least 2-3 years of experience required
Medical			
Sonographer	251214	1	ASMIRT
General Practitioner	253111	1	MedBA
Technology			
ICT project Manager	135112	1	ACS

**Where the assessing authority is not available for an occupation, 2- 3 years of relevant full time work experience will be considered.*

(Appendix ORD: 12.1.1A)

Appendix 9: Evidence based on labour market testing

Labour Market testing Evidence by J&P group:

The screenshot shows a job listing on the SEEK website. The job title is "MC Drivers" by "J & P Group Pty Ltd". The listing includes a list of requirements for an experienced MC Driver, such as a current license, safety attitude, and ability to self-load. It also features a salary insight chart for "Multi Combination Drivers" in the "Bunbury & South West" region, showing a most common salary of \$100K. The job is listed as full-time with an annual package between \$100,000 and \$129,999.

Jobs Courses Businesses for sale Volunteering **AU** NZ

seek Sign in or Register | Employer site

Job Search Profile Career Advice Company Reviews

MC Drivers

J & P Group Pty Ltd
[More jobs from this company](#)

MC DRIVER

J&P Group are seeking an **experienced MC Driver**

The ideal candidate will have the following attributes:

- A Current MC Drivers License
- A positive SAFETY Attitude,
- Fit for work
- Reliable and Trustworthy
- Maintain new Prime Mover and Trailers
- Ability to self load Tri spread deck with internal plant ie: excavator

J & P Group have options which include but are not limited to - General Freight, and Farm Site Clean ups

Local work or overnight stay options subject to preferences.

Flexible working environment.

This is a permanent position with an excellent remuneration package with opportunities for advancement within the Group.

To obtain further information please contact: Peter on [0417 183 242](tel:0417183242) during office hours.

To apply please email your resume to: admin2@jpgroup.com.au

Be careful

Don't provide your bank or credit card details when applying for jobs.
[Learn how to protect yourself here](#)

Apply for this job

☆ Save job | ✉ Send job

4 Mar 2021
Bunbury & South West
\$100,000 - \$129,999
Full Time
Manufacturing, Transport & Logistics
Road Transport

Career insights for Multi Combination Drivers

Most common salary in Bunbury & South West

\$60K **\$100K** \$130K

Full time, annual package based on SEEK job ads

(Appendix ORD: 12.1.1A)

Summary of domestic recruitment efforts by J & P Group Pty Ltd:

List all modes of advertising or recruitment efforts by your organisation in the last twelve months for the occupation ¹	Provide details of where the advertisement or recruitment effort took place ²	Period/dates of advertising or recruitment	Fee/s paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
Online-MC Driver	Seek	4.03.21-4.04.21	\$308.28	Seek	Australia	Currently 6		
Online-Excavator Operators	Seek	20.01.21-20.02.21	\$308.28	Seek	Australia	20	1	Not suitable, no experience
Online-Machinery Operator/All Rounders	Seek	20.11.20-20.12.20	\$308.28	Seek	Australia	45	1	Not suitable, no experience
Online-MC Drivers	Seek	23.10.20-23.11.20	\$308.28	Seek	Australia	10	1	Not suitable, no experience
Online-MC Driver	Seek	18.08.20-18.09.20	\$308.28	Seek	Australia	7	1	Not suitable, no experience
Online-Excavator Operators/All Rounders	Seek	29.05.20-29.06.20	\$308.28	Seek	Australia	55	1	Not suitable, no experience
Online-Excavator Operator/Leading Hand	Seek	25.02.20-25.03.20	\$308.28	Seek	Australia	49	0	Not suitable, no experience
Online-Excavator Operator	Seek	08.08.19-08.09.19	\$308.28	Seek	Australia	44	0	Not suitable, no experience

¹ For example, online, social media, newspaper, internal recruitment processes, trade publications.

² For example, name of publication, website, job or careers expo etc.

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I declare that the information I have provided in this document is, to the best of my knowledge, true and accurate and I am aware of the penalties for providing misleading or false information to the Commonwealth.

Signature: 

Name and position of authorised person: Financial Controller

Date: 11/03/2021

(Appendix ORD: 12.1.1A)

Labour Market testing Evidence by South West Express group:

The screenshot shows a job listing on the Seek website. The job title is "South West Express Bunbury - HEAVY RIGID & COMBINATION - TRUCK DRIVER POSITION". The employer is South West Express. The listing includes a "MUST HAVE A HEAVY RIGID LICENCE" requirement, details about the full-time position, and contact information for the Bunbury Depot HR Transport Manager. It also lists application questions and provides a link to explore logistics courses.

seek Sign in or Register | Employer site

Job Search Profile Career Advice Company Reviews

South West Express Bunbury - HEAVY RIGID & COMBINATION - TRUCK DRIVER POSITION

South West Express
[More jobs from this company](#)

"MUST HAVE A HEAVY RIGID LICENCE"

Full time position available after 3 month probation period on casual start, required for immediate start.

Bunbury based HC/HR driver, Bunbury based forklift driver for depot & HR driver transporting perishables throughout the south west region of WA.

Local Bunbury based applicants only please.

Looking for a fit, healthy & honest person to fill our forklift position to handle hands on labor, unloading and lifting stock on a regular basis.

Forklift License is very important please provide both HR & Forklift ticket for a successful application for the position required.

Thanks for taking your time to apply, see below for your application to successfully reach us.

Please email resume to our Bunbury Depot HR Transport Manager: "STAS"

Transport Manager's email: transport@swexpress.com.au

Depot Location: 8 Palmer Crescent, Davenport Bunbury 6230

NO CALLS, EMAILS ONLY PLEASE EMAIL RESUMES TO THE ABOVE EMAIL.
THANK YOU :)

The application form will include these questions:

- How many years' experience do you have as a HR truck driver?
- Do you have a heavy vehicle driver's licence?
- Are you willing to undergo a pre-employment medical check?
- What is the maximum weight that you are comfortable and able to lift?
- Do you have a current Australian driver's licence?

Apply for this job

☆ Save job ✉ Send job

16 Mar 2021
Bunbury & South West
Full Time
Manufacturing, Transport & Logistics
Road Transport

Logistics courses

- Courses that get you job-ready
- Industry recognised providers

Explore courses

seeklearning
Benefits of study
Study & career advice

(Appendix ORD: 12.1.1A)

Summary of domestic recruitment efforts by South West Express Group:

List all modes of advertising or recruitment efforts by your organisation in the last twelve months for the occupation ¹	Provide details of where the advertisement or recruitment effort took place ²	Period/dates of advertising or recruitment	Fee/s paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
Online	Seek.com.au	30 days per advertisement	Between \$220-\$400 per advertisement	Seek Online Invoice Direct	Perth, Bunbury and Albany	563 resumes in the last 24 months	48	Unable to pass Medical/D&A screening, Uninsurable/prior convictions, Residential address to far from depot/Fatigue, Candidate turns down job offer, Unwilling to work offered hours, etc.

¹ For example, online, social media, newspaper, internal recruitment processes, trade publications.

² For example, name of publication, website, job or careers expo etc.

(Appendix ORD: 12.1.1A)

(Appendix ORD: 12.1.1A)

I declare that the information I have provided in this document is, to the best of my knowledge, true and accurate and I am aware of the penalties for providing misleading or false information to the Commonwealth.

Signature:  _____


Name and position of authorised person: Jason Brown – Compliance Manager

Date: 23rd March 2021


(Appendix ORD: 12.1.1A)

Labour Market testing Evidence by Piacentini & Son:

[Jobs](#) [Courses](#) [Businesses for sale](#) [Volunteering](#) [AU](#) [NZ](#)

 [Sign in or Register](#) | [Employer site](#)

[Job Search](#) [Profile](#) [Career Advice](#) [Company Reviews](#)


Piacentini & Son

Dozer Operators - Peel Region, WA

Piacentini & Son
★★★★☆ 3.1 overall rating (28 employee reviews)
[More jobs from this company](#)

Piacentini & Son is an earthmoving and mining contractor specialising in bulk earthworks, supply of mobile mining and earthmoving equipment, road haulage and heavy transportation, and rehabilitation services.

With extensive operations in the Peel region we are currently seeking to build on our existing workforce in the area. If you have experience in the following equipment, meet our requirements and would love to work for a dynamic contracting company we would love to hear from you.

Equipment Experience

- Dozer Operators – CAT D10 & D11

Key Responsibilities:

- Operate mobile machinery efficiently, safely and competently to ensure maximum output
- Strong work ethic
- Proven safety track record
- Excellent communication skills

Requirements:

- Minimum of 5 years' experience as an operator on the equipment listed
- Demonstrated commitment to safety
- Nationally recognised tickets or VOCs to demonstrate operating experience
- Current Australian driver's licence
- Flexible and versatile attitude
- Civil construction background would be an advantage

On Offer:

- Permanent, fulltime employment opportunity
- Competitive salary and allowances
- Family friendly weekday roster
- Immediate start

To Apply:

If you satisfy all the criteria above and are the sort of person that truly enjoys the challenge of making a real positive difference to business, we would like to hear from you.

Please email your resume to recruitment@piacentini.com.au with 'Peel Dozer Operator' in the subject line or click the APPLY button now!


[Apply for this job](#)

[Save job](#) [Send job](#)

17 Mar 2021
Mandurah & Peel
Full Time
Mining, Resources & Energy
Mining - Operations

About Piacentini & Son
★★★★☆ 3.1
28 employee reviews
[More jobs from this company](#)

Career insights for Dozer Operators
Most common hourly rate in WA




\$15 \$55 \$70


Full time, hourly rate based on SEEK job ads

[Explore career](#)

(Appendix ORD: 12.1.1A)

Sign in or Register | Employer site

Job Search Profile Career Advice Company Reviews



Piacentini & Son All-Round Operators - Capel, WA

Piacentini & Son
★ ★ ★ ☆ ☆ 3.1 overall rating (28 employee reviews)
[More jobs from this company](#)

Piacentini & Son is an earthmoving and mining contractor specialising in bulk earthworks, supply of mobile mining and earthmoving equipment, road haulage and heavy transportation, and rehabilitation services.

We are currently seeking all-round operators for our Capel Operations (Rehabilitation Works), all within a 30 minute drive from either Bunbury or Busselton. If you have experience with the below equipment and meet our requirements, we would love to hear from you.

Equipment Experience

- Excavators (1250 & 390)
- Dozers (D7, D9 & D10)
- Articulated Dump Trucks

Key Responsibilities:

- Operate mobile machinery efficiently, safely and competently to ensure maximum output
- Strong work ethic
- Proven safety track record
- Excellent communication skills

Requirements:

- Whilst we will require operators with a Minimum of 2 years' experience, options will exist for people new to the industry
- Demonstrated commitment to safety
- If experienced, nationally recognised tickets or VOCs to demonstrate operating experience
- Current Australian driver's licence
- Mandatory pre-employment medical and drug & alcohol testing

On Offer:

- Permanent opportunities
- Competitive salary and allowances
- Monday – Friday weekday roster only

To Apply:

If you satisfy all the criteria above and are the sort of person that truly enjoys the challenge of making a real positive difference to business, we would like to hear from you.

Please email your resume to recruitment@piacentini.com.au with 'Capel Operators' in the subject line, or click the APPLY button now!

Apply for this job

☆ Save job

✉ Send job

15 Mar 2021
Bunbury & South West
Full Time
Mining, Resources & Energy
Mining - Operations

About Piacentini & Son


★ ★ ★ ☆ ☆ 3.1

28 employee reviews

[More jobs from this company](#)

Career insights for Allround Operators

Most common hourly rate in WA



Full time, hourly rate based on SEEK job ads

[Explore career](#)

(Appendix ORD: 12.1.1A)

Summary of domestic recruitment efforts by Piacentini & Son:

List all modes of advertising or recruitment efforts by your organisation in the last twelve months for the occupation ¹	Provide details of where the advertisement or recruitment effort took place ²	Period/dates of advertising or recruitment	Fee/s paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
Online (Dozer Operator)	Seek.com.au	17/03/2021-(18 days left)	\$250.85	Seek	Mandurah & Peel, WA	14	0	Experience/Skills/Location
Online (All-Round Operator)	Seek.com.au	15/03/2021-(16 days left)	\$250.85	Seek	Capel, WA	57	0	Experience/Skills/Location
Online (Operators – Multiple Opportunities)	Seek.com.au	28/01/2021-10/02/2021	\$250.85	Seek	Mandurah & Peel, WA	77	3	Experience/Skills/Location
Online (Operators – Multiple Opportunities)	Seek.com.au	14/01/2021-10/02/2021	\$250.85	Seek	Collie, WA	57	3	Experience/Skills/Location

¹ For example, online, social media, newspaper, internal recruitment processes, trade publications.

² For example, name of publication, website, job or careers expo etc.

(Appendix ORD: 12.1.1A)

I declare that the information I have provided in this document is, to the best of my knowledge, true and accurate and I am aware of the penalties for providing misleading or false information to the Commonwealth.

Signature:  _____

Name and position of authorised person: Elleny McGill
HR Advisor

Date: 29/03/2021

(Appendix ORD: 12.1.1A)

Labour Market testing Evidence by Leeuwin Civil:



Plant Operators Wanted

Leeuwin Civil Pty Ltd

Bunbury & South West

Construction • Plant & Machinery Operators

Full Time

Posted 10d ago

[More jobs from this company](#)

Job description

Leeuwin Civil is a Busseton earthmoving and civil engineering contractor with extensive upcoming contracts in the South West and Wheatbelt Regions. We are seeking to build on our existing workforce with the right applicants. If you are experienced in the following areas and meet our requirements, we look forward to hearing from you. We are seeking:

- Plant Operators including Grader, Loader, Scraper, Excavator, dozer

Requirements:

- Minimum of 2 years experience on plant
- Current Drivers Licence
- Strong work ethic
- Good Communication Skills
- Able to pass medical and Drug and Alcohol test

Leeuwin Civil is an equal opportunity employer and we encourage men and women of all ages and Australian Aboriginal and Torres Strait Islander people to Apply.

Please email your resume to lissa@leeuwincivil.com.au

(Appendix ORD: 12.1.1A)

Labour Market testing Evidence by MC Donald's Busselton:

The screenshot shows the Indeed 'for employers' dashboard for a job listing titled 'Restaurant Department Manager' at 'john frankham ply ltd - Busselton WA 6280'. The dashboard includes a navigation bar with 'Jobs', 'Candidates', and 'Messages', and a search bar for candidates. The main content area is divided into several sections: 'Clicks', 'Candidates', and 'Job Description'. The 'Clicks' section features a line graph showing zero clicks from 30/07/2020 to 5/08/2020, with a 'Clicks this week' counter also at zero. Below the graph are buttons for 'Sponsor Job for More Clicks' and 'Improve Job Description'. The 'Candidates' section shows two boxes: 'Awaiting Review' with 0 candidates and 'Total (excluding rejected)' with 0 candidates, and a note for '2 Rejected'. The 'Job Description' section provides details about the role, including its purpose, responsibilities, and requirements.

indeed for employers Dashboard Find resumes Analytics

Jobs Candidates Messages Search Candidates

[Back to all jobs](#) [Sponsor this job](#)

Restaurant Department Manager

john frankham ply ltd - Busselton WA 6280

Clicks

— Your job

Clicks this week 0

[Sponsor Job for More Clicks](#)

[Improve Job Description](#)

30/07/2020 31/07/2020 1/08/2020 2/08/2020 3/08/2020 4/08/2020 5/08/2020

Candidates

Awaiting Review 0

Total (excluding rejected) 0

2 Rejected

Job Description

A Department Manager position is available for an enthusiastic and motivated person with previous Management experience.

A Department Manager significantly contributes to the overall growth and success of a McDonald's Restaurant by taking ownership of a designated Department to deliver optimum results in the areas of Quality, Service, Cleanliness & Value. They must be able to consider all aspects of Restaurant Operations, events and promotion to understand Department impacts. A Department Manager will lead the way in outstanding shift leadership and share their knowledge and expertise within the team. They must be able to maintain excellence in safety standards, build sales and control costs in order to maintain a profitable business.

The role requires you to coach an Assistant Department Manager to succession plan, achieve goals and utilise their knowledge to enhance the Department.

A Department Manager must be an effective communicator and have the ability to coach and manage under performing crew and/or Managers within their team. They must be able to develop and execute action plans to improve results within their Department through monthly follow up.

Job Types: Full-time, Permanent

Salary: \$53,000.00 - \$58,000.00 per year

(Appendix ORD: 12.1.1A)

[← Back to all jobs](#)

[Sponsor this job](#)

Restaurant Manager

john frankham pty ltd – Busseton WA

Clicks

Gathering data...

Check back tomorrow to see how your job is performing.



Clicks this week ^⓪



[Sponsor Job for More Clicks](#)

[Improve Job Description](#)

Candidates

Awaiting Review

0

Total (excluding rejected)

0

0 Rejected

Job Description

A Restaurant Manager position is available for an enthusiastic and motivated person with previous Restaurant Management experience.

A Restaurant Manager is responsible for the overall profitability, sales, people development, and operations of the Restaurant.

A Restaurant Manager is responsible for the overall growth and success of a McDonald's Restaurant by coordinating all Departments and Systems to deliver optimum results in the areas of Quality, Service, Cleanliness & Value.

They must be able to manage all aspects of Restaurant Operations, events and promotion to understand the impact on the Business and the Brand.

A Restaurant Manager will lead by example, enforce and comply with all restaurant safety standards which includes investigating all incidents and taking corrective actions to ensure a safe working environment for all employees and customers.

The role requires you to coach Restaurant Department Managers to succession plan, achieve goals and utilise their knowledge to enhance each Department.

A Restaurant Manager must be an effective communicator and have the ability to coach and manage under performing crew and/or Managers within their team. They must be able to develop and execute action plans to improve results within their Restaurant through ongoing follow up.

Expected Start Date: 14/08/2020

Job Types: Full-time, Permanent

Salary: From \$65,000.00 per year

(Appendix ORD: 12.1.1A)

Summary of domestic recruitment efforts by McDonald's Busselton:

Busselton/Vass e	Applicants	O/S applicant	Not suitable availability	Minimal/no management experience	No/insufficient resume	Little or no work experiene	Uncertain history	No retail experience	Re applied/ duplicate applications	Still in school
June 12th	20			3	3	3		2	4	2
July 3rd	15			2	2	2	1		5	3
July 23rd	12				3		4			5
Aug 18th	18				4	4			2	8
Falcon June 9th	47	1		3	24	4		2	12	1
July 3rd	27			2	4	4	5		4	8
July 23rd	36	1		1	8	6	7		6	7
Aug-18	22			2	4	2	2		3	9
Total	197	2		13	52	25	22	4	36	42

(Appendix ORD: 12.1.1A)

Labour Market testing Evidence by Workforce for Timber Mill Workers:

Wendy Murtagh

Timber Mill Workers

Immediate Start
Timber Mill Experience
Busselton Location

Workforce is currently seeking reliable and physically fit employees with experience or willing to learn the timber mill industry. Positions are ongoing and for the Busselton area.

We are requiring Labourers for the sorting table and also TA's to assist fitters with general maintenance of the milling machines. Always looking for Benchman too.

We are looking for long term candidates, casual to start and who want to work and live in Busselton.

To be considered for this position you will need:

Previous Labouring or work experience
Drivers licence and own vehicle
Reliable
Physically fit and able to undertake regular manual handling tasks
High regard for workplace health and safety rules and policies
Live local to the Busselton area or ability to relocate
Available for immediate start
If you meet the above criteria click on the APPLY NOW button and attach an up to date resume.

Wendy Murtagh | Business Development Manager

Workforce International Pty Ltd
85 Belgravia Street Belmont WA 6104
T: 08 9424 2400 F: 08 9424 2433 M: 0427 618 569
E: Wendy.Murtagh@workforce.com.au W: www.workforce.com.au

(Appendix ORD: 12.1.1A)

Summary of domestic recruitment efforts by Workforce for Timber Mill Workers:

Occupation	List all modes of advertising or recruitment efforts by your organisation in the last twelve months for the occupation ¹	Provide details of where the advertisement or recruitment effort took place ²	Period/dates of advertising or recruitment	Fee/s paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
Labourer, Trainee Machinist, Fitter, Mechanical Fitter	Workforce Recruitment	Seek and our Internal List	Last 12 months	No fees for Seek		Busselton & the South West	141	10	Candidate turned the job down, weren't happy with the wage, job was too hard for them, couldn't

¹ For example, online, social media, newspaper, internal recruitment processes, trade publications.

² For example, name of publication, website, job or careers expo etc.

(Appendix ORD: 12.1.1A)

									work in dusty or didn't like working outdoors ect..

I declare that the information I have provided in this document is, to the best of my knowledge, true and accurate and I am aware of the penalties for providing misleading or false information to the Commonwealth.

Signature: W. P. Murtagh

Name and position of authorised person: Wendy Murtagh Business Development Manager 5th May 2021

Date:

(Appendix ORD: 12.1.1A)

Labour Market testing Evidence by Flexi Staff Recruitment for Timber Mill Workers:

TIMBER MILL LABOURERS

Flexi Staff Pty Ltd


Bunbury & South West

Trades & Services • Labourers

Contract/Temp

Posted 30d ago

[More jobs from this company](#)

 [Apply for this job](#)

[Save job](#)

Job description

- IMMEDIATE START
- BUSSELTON
- Monday to Friday

Our Client:

Our client is currently seeking experienced Timber Mill Labourers for an immediate start. We are looking for labourers at the sorting table and the packing shed. Previous experience in a timber mill and especially bench saw experience is highly advantageous.

Key Duties:

Duties will include, but are not limited to the following:

- Mechanically minded
- Reliable and hard working
- Hard working and a can-do attitude
- Physically fit and able to undertake regular manual handling tasks
- High regard for workplace health and safety rules and policies

About You:

Essential Criteria

- Current WA Drivers Licence and own reliable transport
- Physically fit and able to undertake regular manual handling tasks
- Previous Benchman experience highly regarded
- Local to Busselton or willing to relocate

Desirable Criteria

- Forklift ticket desirable

If you fit the above criteria and are interested in the role, please click **APPLY NOW** to send us an up-to-date resume, or for further information please contact Ebonie at Flexi Staff on [9791 5032](tel:97915032).

(Appendix ORD: 12.1.1A)

Summary of domestic recruitment efforts by Workforce for Timber Mill Workers:

Summary of domestic recruitment efforts by [Flexistaff]:

Occupation	List all modes of advertising or recruitment efforts by your organisation in the last twelve months for the occupation ¹	Provide details of where the advertisement or recruitment effort took place ²	Period/dates of advertising or recruitment	Fees paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
Labourer/ Benchman	Online, Website	Seek, 'Comp Website	04/08/2020	\$135.00	SEEK	BUSSELTON	8		Not Local or suitable
Labourer/ Benchman	Online, Website	Seek, 'Comp Website	19/08/2020	\$135.00	SEEK	BUSSELTON	22		Not Local or suitable
Labourer/ Benchman	Online, Website	Seek, 'Comp Website	04/09/2020	\$135.00	SEEK	BUSSELTON	3		Not Local or suitable
Labourer/ Benchman	Online, Website	Seek, 'Comp Website	16/09/2020	\$135.00	SEEK	BUSSELTON	6		Not Local or suitable
Labourer/ Benchman	Online, Website	Seek, 'Comp Website	07/10/2020	\$135.00	SEEK	BUSSELTON	12		Not Local or suitable
Labourer/ Benchman	Online, Website	Seek, 'Comp Website	15/10/2020	\$135.00	SEEK	BUSSELTON	3		Not Local or suitable

(Appendix ORD: 12.1.1A)

(Appendix ORD: 12.1.1A)

Labourer/ Benchman	Online, Website	Seek,'Comp Website	18/11/2020	\$135.00	SEEK	BUSSELTON	11		Not Local or suitable
Labourer/ Benchman	Online, Website	Seek,'Comp Website	21/12/2020	\$135.00	SEEK	BUSSELTON	7		Not Local or suitable
Labourer	Online, Website	Seek,'Comp Website	09/01/2021	\$135.00	SEEK	BUSSELTON	2		Not Local or suitable
Labourer/ Benchman	Online, Website	Seek,'Comp Website	19/01/2021	\$135.00	SEEK	BUSSELTON	5		Not Local or suitable
Labourer	Online, Website	Seek,'Comp Website	02/02/2021	\$135.00	SEEK	BUSSELTON	7		Not Local or suitable
labourer	Online, Website	Seek,'Comp Website	06/03/2021	\$135.00	SEEK	BUSSELTON	2		Not Local or suitable
Labourer/ Benchman	Online, Website	Seek,'Comp Website	06/04/2021	\$135.00	SEEK	BUSSELTON	8		Not Local or suitable
Labourer/ Benchman	Online, Website	Seek,'Comp Website	13/04/2021	\$135.00	SEEK	BUSSELTON	2		Not Local or suitable
Wood Machinist	Online, Website	Seek,'Comp Website	19/08/2020	\$135.00	SEEK	BUSSELTON	3		Not Local or suitable
Wood Machinist	Online, Website	Seek,'Comp Website	21/12/2020	\$135.00	SEEK	BUSSELTON	0		Not Local or suitable
Wood Machinist	Online, Website	Seek,'Comp Website	23/01/2021	\$135.00	SEEK	BUSSELTON	2		Not Local or suitable
Wood Machinist	Online, Website	Seek,'Comp Website	24/01/2021	\$135.00	SEEK	BUSSELTON	3		Not Local or suitable

I declare that the information I have provided in this document is, to the best of my knowledge, true and accurate and I am aware of the penalties for providing misleading or false information to the Commonwealth.


Signature: _____

(Appendix ORD: 12.1.1A)

(Appendix ORD: 12.1.1A)

Labour Market testing Evidence for age care workers:

Job Search Profile Career Advice Company Reviews



Care Worker

South West Community Care
Bunbury & South West
Community Services & Development • Aged & Disability Support
Part Time

Posted 19d ago

[More jobs from this company](#)

[Apply for this job](#) [Save job](#)

Care Worker

South West Community Care is a leading Aged Care Provider with offices in Harvey, Australind and Eaton. Our commitment to our consumers and our employees has been recognised recently through winning the following awards:

- WA Provider of the Year (ACSA Aged Care Awards) 2019
- Employer Excellence in Aged Care Award (Regional Achievement & Community Awards) 2019

You'll love coming to work!

As a member of the South West Community Care Team you will experience a culture of excellence, collaborative teamwork, knowledge sharing and mutual respect. We recognise and support individuals and invest in their continued personal and professional development.

The Role:

The purpose of this position is to provide care and support to assist consumers to retain or regain independence, encourage them to do as much as possible for themselves, promote and monitor the consumers overall wellbeing. You must also read, understand and follow the directions in the consumers care plan.

We are looking for Care Workers who are passionate and have a genuine interest in Aged Care. This role involves visiting consumers in their own homes and providing services that include:

(Appendix ORD: 12.1.1A)

- Personal care
- Domestic assistance
- Meal preparation
- Respite care
- Assist with medication
- Social support

What we are looking for:

- Reliability
- Strong communication skills
- Positive attitude
- Compassionate

What we can offer:

- Permanent Part Time roles
- Casual roles
- Above Award hourly rate
- Paid kilometers and travel time between consumers
- Supportive and friendly work environment
- You are valued, supported and feel a part of a team
- Feel secure in your job
- Encouraged to identify new opportunities for growth

Selection Criteria

Essential Requirements:

- Current 'C' Class drivers licence
- Current HLTAID003 Provide first aid Statement of Attainment
- Current National Police Clearance, no older than three months
- Willing to undertake a pre-employment medical examination
- Current influenza vaccination
- Reliable roadworthy vehicle, with current insurance and registration
- Own a Smart Phone with a sufficient plan to support it and sufficient data.

Desirable Requirements:

- Certificate III in Individual Support or equivalent
- Six months minimum industry experience
- Relevant experience in aged care industry or similar industry
- HLTHPS006 Assist Consumers with Medication.

(Appendix ORD: 12.1.1A)

Job Search

Profile

Career Advice

Company Reviews

AGED CARERS WANTED IN THE SOUTH WEST



Flexi Staff Pty Ltd

Bunbury & South West

Healthcare & Medical • Nursing - Aged Care

\$28-\$30 • Contract/Temp

Posted 27d ago

[More jobs from this company](#)

[Apply for this job](#)

[Save job](#)

- Immediate Start
- Bunbury and Busselton Locations
- \$28-\$30 Per Hour + Penalties
- Casual Positions

Our Client:

Due to the continuous growth and success of our clients, we are seeking experienced and reliable Aged Care Workers for an Immediate start in the South West Region. We have morning, afternoon and night shifts available Monday through to Sunday.

Key Duties:

Duties will include, but are not limited to the following:

- Assisting residents with showering, toileting, grooming, personal hygiene and dressing
- Transferring residents using various hoists
- Feeding and understanding residents with dysphagia
- Assisting nurses where possible
- Ensuring residents needs are met in a timely manner

Essential Criteria:

- Must provide proof of working rights
- Certificate III in Aged Care or equivalent
- Minimum 6 months working experience
- Must have influenza vaccine
- Current police clearance - valid within 12 months

Desirable Criteria:

- Medical competency certificate
- Working with Children Card
- Have experience working in a Home care service

If you fit the above criteria and are interested in the role, please click **APPLY NOW** to send us an up-to-date resume, or for further information please contact our Healthcare Team at Flexi Staff on [08 9479 4781](tel:0894794781).

Flexi Staff Pty Ltd is a leading Australian owned and managed company specialising in all aspects of recruitment and labour hire.

(Appendix ORD: 12.1.1A)

Job Search

Profile

Career Advice

Company Reviews

Aged Carers -Bunbury & Busselton



My Flex Health International

Bunbury & South West

Healthcare & Medical • Nursing - Aged Care

Casual/Vacation

Posted 21d ago

[More jobs from this company](#)

Apply for this job

Save job

Due to continued growth at My Flex Health International in Bunbury. We are now seeking Nursing Assistants for immediate start.

Be part of a dynamic team delivering care to our clients across hospitals and aged care facilities in the Busselton & Bunbury area. Join our Flex Family and be a part of an organisation that puts health at the forefront.

The ideal candidate will have a relevant Certificate III qualification and be able to demonstrate the required skills and responsibilities outlined in the position description.

My Flex Health International employees are ambassadors for our brand and enjoy a great work-life balance and professional development from our Registered Training Organisation. Our South West employees also receive FREE Manual Handling and FREE uniforms

If you're looking for an immediate start and an exciting opportunity to work as an Assistant in Nursing/ PCA then we would love to hear from you!

Address: Unit 3/17 Symmons Street, Bunbury

Thank-you in advance for taking the time to apply.

(Appendix ORD: 12.1.1A)

Labour Market testing Evidence for Construction industry:

The screenshot displays the SEEK job search interface. At the top, there are navigation links for 'Jobs', 'Courses', 'Businesses for sale', and 'Volunteering', along with regional options 'AU' and 'NZ'. The SEEK logo is on the left, and 'Sign in or Register | Employer site' is on the right. Below the navigation, there are tabs for 'Job Search', 'Profile', 'Career Advice', and 'Company Reviews'. The search filters are set to 'What: Enter keywords', 'Where: Bunbury & South West WA', 'All work types', 'paying \$0', 'to \$200k+', and 'listed any'. A 'SEEK' button is visible. Below the search filters, it shows '53 jobs found' and 'Sorted by relevance'. A notification box prompts the user to 'Receive new jobs for this search by email' with an 'Enter your email' field and a 'Create alert' button. The main job listing is for 'Storeperson' at 'Outdoor World Patios and Sheds' in 'Bunbury & South West WA', 'Construction > Other'. The description states: 'Outdoor World Patios & Sheds is seeking a hard working, enthusiastic employee to become part of our workshop team.' There is a 'Save' button and the 'Outdoor World patios + sheds' logo. A sidebar on the right features a graphic with the text 'Use your skills to help others' and an illustration of a construction worker.

(Appendix ORD: 12.1.1A)

The screenshot displays the Seek website's job search interface. At the top, there are navigation links for 'Jobs', 'Courses', 'Businesses for sale', and 'Volunteering', along with regional options 'AU' and 'NZ'. The Seek logo is on the left, and 'Sign in or Register | Employer site' is on the right. Below the navigation is a menu with 'Job Search', 'Profile', 'Career Advice', and 'Company Reviews'. The search filters are set to 'What: manager', 'Where: Construction', and 'Bunbury & South West WA'. Additional filters include 'All work types', 'paying \$0', 'to \$200k+', and 'listed any time'. A 'SEEK' button is present. The results show '34 jobs found' sorted by 'relevance'. A notification box offers to 'Receive new jobs for this search by email' with an 'Enter your email' field and a 'Create alert' button. A featured job listing for 'Project Manager - Arboriculture Company' is shown, including details about the employer, location, industry, and job description. A sidebar on the right promotes 'Try something new and help others too' with an 'OPPORTUNITIES' banner and an illustration of a person.

Jobs Courses Businesses for sale Volunteering **AU** NZ

seek Sign in or Register | Employer site

Job Search Profile Career Advice Company Reviews

What manager × Construction ▾ × **Where** Bunbury & South West WA × **SEEK**

All work types ▾ paying \$0 ▾ to \$200k+ ▾ listed any time ▾

34 jobs found Sorted by **relevance** ▾

✉ Receive new jobs for this search by email

Enter your email **Create alert**

Project Manager - Arboriculture Company Featured

Investors in People (WA) Pty Ltd

Bunbury & South West

Construction > Project Management

- Join an award-winning Vegetation Management company who cares about employees
- Enjoy work life balance near beautiful South West beaches, forests and wineries
- Well established, rapidly expanding company with latest equipment and technology

This newly devised role will be integral to the management team that drives future success of this exciting company that values work life balance.


Try something new and help others too

OPPORTUNITIES

(Appendix ORD: 12.1.1A)

Labour Market testing Evidence for Tyre Fitter:

10/05/2021 Truck Tyre Fitter Job in Bunbury & South West - SEEK

 **seek** Australia's #1 job site

Expired: Truck Tyre Fitter

Advertiser:
Tyrepower

★★★★☆
3.8 overall rating (30 employee reviews)

1 Apr 2021
Bunbury & South West
Full Time
Trades & Services, Automotive Trades

Bunbury Tyrepower - Picton


- Fast growing company requiring the service of an **experienced** truck tyre fitter preferably with prior Fleet Management experience and TFH qualification.
- The Picton location of our service centre allows Tyrepower to maintain truck fleets throughout the south west.
- Most work is done in the Picton workshop backed by 3 mobile fully equipped service units to provide offsite fleet service and breakdowns.
- A current drivers licence is essential, MR licence is preferred but not essential and must have the ability to work unsupervised.
- Experience in truck, crane, agricultural and earthmover fitting is required.
- An ability to work as part of our team is essential.
- Potential to work overtime including Saturdays is available.
- Drug & Alcohol free work environment therefore you must be able to pass Fit for Work testing.

The application form will include these questions:

- How many years' experience do you have as a fitter?
- Do you have tyre fitting experiences?
- Do you have a current Australian driver's licence?
- Are you licenced to drive a manual vehicle?

Be careful

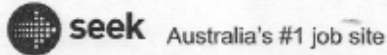
Don't provide your bank or credit card details when applying for jobs.
Learn how to protect yourself here.

Report this job ad 

(Appendix ORD: 12.1.1A)

10/05/2021

Truck Tyre Fitter - Trainee Job in Bunbury & South West - SEEK



Expired: Truck Tyre Fitter - Trainee

Advertiser:
Tyrepower

★★★★☆ 3.8 overall rating (30 employee reviews)

1 Apr 2021
Bunbury & South West
Full Time
Trades & Services, Automotive Trades

Our fast growing, ever busy company is looking for a new young gun. Someone who is keen to learn, shows initiative and who will fit in with our team at our Picton workshop.

We deal with tyres for cars, 4x4s, trucks, agricultural and earthmoving.

No experience is necessary as on the job training will be supplied. The right person will be registered as a trainee and put through a training course with the intended outcome of achieving their Certificate II in Automotive Tyre Servicing Technology.

Manual Drivers Licence is essential.

National Police Clearance will be required.

Drug and alcohol free work environment therefore you must be able to pass Fit for Work testing.

Pay rates will only be discussed at the initial interview.

The application form will include these questions:

- Do you have a current Australian driver's licence?

Be careful

Don't provide your bank or credit card details when applying for jobs.
Learn how to protect yourself [here](#).

Report this job ad

(Appendix ORD: 12.1.1A)

Summary of domestic recruitment efforts by Kotara Holdings for Tyre fitters:

Summary of domestic recruitment efforts by Kotara Holdings Pty Ltd

Occupation	List all modes of advertising or recruitment efforts by your organisation in the last twelve months for the occupation ¹	Provide details of where the advertisement or recruitment effort took place ²	Period/dates of advertising or recruitment	Fee/s paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
Truck Tyrefitter	SEEK online advertising	SEEK Limited	22/2/21 – 30/4/21	\$649	See invoices	Southwest WA	6	0	Not experienced or not suitable. Those suitable are not returning calls or emails.

¹ For example, online, social media, newspaper, internal recruitment processes, trade publications.

² For example, name of publication, website, job or careers expo etc.

(Appendix ORD: 12.1.1A)

(Appendix ORD: 12.1.1A)

Trainee Truck <u>Tyrefitter</u>	SEEK online advertising	SEEK Limited	22/2/21 – 30/4/21	\$583	See invoices	Southwest WA	51 (may have been some duplicatio ns)	1	Unsuitable or did not return phone calls. Skip from job to job etc.

I declare that the information I have provided in this document is, to the best of my knowledge, true and accurate and I am aware of the penalties for providing misleading or false information to the Commonwealth.

Signature: _____

Name and position of authorised person: _____ Date: _____

(Appendix ORD: 12.1.1A)

Appendix 10: FIFWA Media Release – South West Timber Mill Desperate for Labour



Media release | 4/11/20

South West timber mill desperate for labour

DEMAND for WA native timber continues to be strong for Busselton's Whiteland Milling, so strong that the family-business is seeking new employees to join the team.

Established in 1981, Whiteland Milling began as a Sheoak sawmill producing furniture-grade timber and roofing shingles on a four-person manual bench.

These days, the sawmill operates multiple automatic benches, a twin breakdown saw, 13 drying kilns and a value-adding processing facility which produces timber flooring, decking, furniture components, mouldings and other pre-pressed products.

They process local Jarrah, Marri, Karri, Blackbutt and Sheoak, sourced sustainably through contracts with the Forest Products Commission (FPC).

To keep up with the demand, the Whiteland family recently built another sawmill specifically for processing Karri, installed two new drying kilns and invested in new machinery – with the total investment close to one million dollars.

Owner and sawmill Manager Neil Whiteland said the business employs 35 people, but sourcing reliable local labour continued to be a challenge for them.

"We have a large client base and supply to a diverse range of markets, including China, South Korea, Vietnam, Victoria, New South Wales and Perth," Mr Whiteland said.

"We even still do the Sheoak shingles, used for Heritage buildings. We also do local orders – so if someone calls up and wants a small order for timber decking or something specific, we are happy to help.

"The demand for WA timber is there, one of our biggest challenges is finding labour. We have jobs, we just need willing workers."

Neil has run the sawmill for 40 years while his son, Marc, a qualified cabinet maker, manages the nearby processing facility and has done for 17 years.

The business prides itself on its commitment to quality and minimising waste, with all residue sawdust, firewood and bark sold for commercial or domestic use.

Photos

NeilWhiteland: Whiteland Milling owner and sawmill Manager Neil Whiteland.

MarcWhiteland: Whiteland Milling Processing Plant Manager Marc Whiteland.

Whiteland_Marri: Marri boards processed by Whiteland Milling.

Whiteland_Boards: Tongue and groove Jarrah floorboards processed by Whiteland Milling.

(Appendix ORD: 12.1.1A)

Media enquiries

Beth Johnston
0409 304 941
beth@fifwa.asn.au

About FIFWA

Forest Industries Federation WA (FIFWA) has been representing the interests of the Western Australian timber industry since 1895. The industry is a key driver of economic activity and jobs in Western Australia, contributing \$1.4 billion to the WA economy and creating about 6000 jobs in WA, with more than 90% of those in regional areas. The industry employs careful and comprehensive management policies to ensure WA's forests are sustainably managed. Less than 1% of the total forest area is harvested annually, with the area harvested then replanted. In 2001 WA became the first state to abolish harvesting old-growth forests.

Appendix 11: Business Support Letter

Business Support letter by Whiteland Milling

(Appendix ORD: 12.1.1A)



P.O. Box 980
Busselton W.A. 6280
Office: 1/36 Cook Street (LIA)
Mill: Queen Elizabeth Avenue
Ph (08) 9751 1093
Fax (08) 9751 4418
Email: admin@whitelandmilling.com.au
ABN 97 009 463 852

TO WHOM IT MAY CONCERN

Whiteland Milling is in Busselton, Western Australia.
We run both a timber sawmill and a processing centre employing up to 35 people. Our timber is sourced under Contract through the Forest Products Commission of Western Australia.

Over the past few years, many of our long-term employees have or are retiring, leaving us with a shortage of skilled workers.

As there are very few skilled Timber workers seeking employment, we generally start by employing labourers through Labour Hire companies. We use both Flexi Staff & Workforce International who regularly advertise on our behalf. Once the applicant successfully completes a trial period, we will then transfer them to direct employees and continue to train them into the various skilled positions suited to them. Unfortunately, those that have been applying, do not have the drive or inclination to expand their position.

It is hard to believe with such high unemployment levels, that we cannot fill these positions.

As our business relies on a processing line, if you have a skills shortage, it is very difficult to keep the process running smoothly.

We have been in business since 1981 and the current lack of skilled workers is the worst we have seen. The impact on our business is huge and we are not sure how long we can sustain this.



NEIL WHITELAND
4/5/2021

*Suppliers of: Western Australian Hardwood Timbers
Hexan Holdings Pty Ltd, Trading As : Whiteland Milling*

RISK ASSESSMENT TOOL

OVERALL RISK EVENT: South West Designated Area Migration Agreement

RISK THEME PROFILE:

5 - Employment Practices

RISK ASSESSMENT CONTEXT: Strategic

CONSEQUENCE CATEGORY	RISK EVENT	PRIOR TO TREATMENT OR CONTROL			RISK ACTION PLAN (Treatment or controls proposed)	AFTER TREATMENT OR CONTROL		
		CONSEQUENCE	LIKELIHOOD	INHERENT RISK RATING		CONSEQUENCE	LIKELIHOOD	RESIDUAL RISK RATING
HEALTH	No risk event identified for this category.	Not Required - No Risk Identified	N/A	N/A	Not required.	Not required.	Not required.	Not required.
FINANCIAL IMPACT	Recovery of some expenses will occur through application fees.	Minor (2)	Rare (1)	Low (1 - 4)	Not required	Not required.	Not required.	Not required.
SERVICE INTERRUPTION	No risk event identified for this category.	Not Required - No Risk Identified	N/A	N/A	Not required.	Not required.	Not required.	Not required.
LEGAL AND COMPLIANCE	Adherence to the agreement will require assessment and monitoring of applications and approved visas.	Insignificant (1)	N/A	Low (1 - 4)	Not required.	Not required.	Not required.	Not required.
REPUTATIONAL	Council has previously supported being the Designated Area Representative.	Not Required - No Risk Identified	N/A	N/A	Not required.	Not required.	Not required.	Not required.
ENVIRONMENT	No risk event identified for this category.	Not Required - No Risk Identified	N/A	N/A	Not required.	Not required.	Not required.	Not required.

(Appendix ORD: 12.1.1C)

Occupation	ANSCO Code
Accommodation and Hospitality Manager nec.	141999
Aged or Disabled Carer	423111
Backhoe Operator	721212
Baker	351111
Bar Attendant (Supervisor)	070499#
Café or Restaurant Manager	141111
Child Care Worker	421111
Community Worker	411711
Concreter	821211
Cook	351411
Dairy Product Maker	831114
Disabilities Services Officer	411712
Driller	712211
Earthmoving Plant Operator	721211
Enrolled Nurse	411411
Excavator Operator	721214
Family Support Worker	411713
Garden Labourer	841411
Hospitality Workers nec.	431999
Hospitality, Retail and Service Manager nec.	149999
Hotel or Motel Manager	141311
Hotel Service Manager	431411
Loader Operator	721216
Metallurgical or Materials Technician	312912
Nursing Support Worker	423312
Pastrycook	351112
Residential Care Worker	411715
Retail Supervisor	621511
Sand Blaster	711913
Sawmill or Timber Yard Worker	839412
Steel Fixer	821713
Truck Driver (General)	733111
Vineyard Manager	070499#
Waiter	431511
Waiter (Supervisor)	070499#
Welfare Worker	272613
Youth Worker	411716

Updated on: 29/04/2021

