



**Australian Government**  
**Department of Immigration  
and Border Protection**

# **Designated area migration agreements**

Information about requesting and managing a  
designated area migration agreement  
December 2015

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# Glossary

**ANZSCO:** The Australian and New Zealand Standard Classification of Occupations is a system developed to collect, publish and analyse occupation statistics across government agencies.

**Approved sponsor:** For the purposes of a DAMA, an approved sponsor is a person who is a party to a DAMA labour agreement to sponsor overseas workers on a subclass 457 visa.

**AQF:** The Australian Qualifications Framework specifies the standards for educational qualifications in Australia.

**Concession:** An agreement between the Commonwealth and a designated area representative to enable approved sponsors to sponsor a broader range of overseas workers than provided for under the standard subclass 457 visa programme.

**DAMA ceiling:** A DAMA ceiling is the maximum number of overseas workers which can be nominated under a DAMA deed of agreement for each occupation.

**Deed of agreement:** A legal agreement between the Commonwealth and the designated area representative. A deed of agreement provides an overarching agreement outlining the occupations and key requirements for the recruitment of overseas workers under associated labour agreements.

**Designated area:** A geographically defined area within Australia which is subject to a DAMA or a proposed DAMA.

**Designated area representative:** A representative of employers endorsed by a state or territory government to negotiate and manage a DAMA.

**Employer:** an employer who is directly responsible for employing staff.

**Labour agreement:** A labour agreement is a formal arrangement negotiated between an Australian employer and the Commonwealth as represented by the Department of Immigration and Border Protection.

**Labour agreement ceiling:** A labour agreement ceiling is the maximum number of overseas workers an approved sponsor can nominate under a labour agreement. Labour agreement ceilings are allocated by designated area representatives and can be allocated for each occupation approved under the labour agreement.

**Market salary rate:** The terms and conditions of employment paid to Australian employees undertaking a given occupation at an approved sponsor's local workplace within the designated area.

**Registered training organisation:** A registered training organisation is a training provider registered by the Australian Skills Quality Authority (or, in some cases, a state regulator) to deliver vocational education and training services.

**Semi-skilled occupations:** Semi-skilled occupations are those that are categorised as ANZSCO skill level 4 occupations.

**Subclass 457 visa:** temporary work visa allowing overseas workers to engage in paid employment in Australia as prescribed under the Migration Regulations.

**Temporary skilled migration income threshold (TSMIT):** Is a minimum salary rate, defined in a legislative instrument, to ensure that temporary overseas workers sponsored under the subclass 457 programme have sufficient income to support themselves and their families in Australia. It is usually indexed annually in accordance with inflation or wage increases.

**The department:** means the Department of Immigration and Border Protection.

# Programme overview

A designated area migration agreement (DAMA) provides flexibility for states, territories or regions to respond to their unique economic and labour market conditions through an agreement-based framework, under which employers in areas experiencing skills and labour shortages can sponsor skilled and semi-skilled overseas workers. DAMAs are designed to ensure employers recruit Australians as a first priority and prioritise initiatives and strategies to facilitate the recruitment and retention of Australian workers.

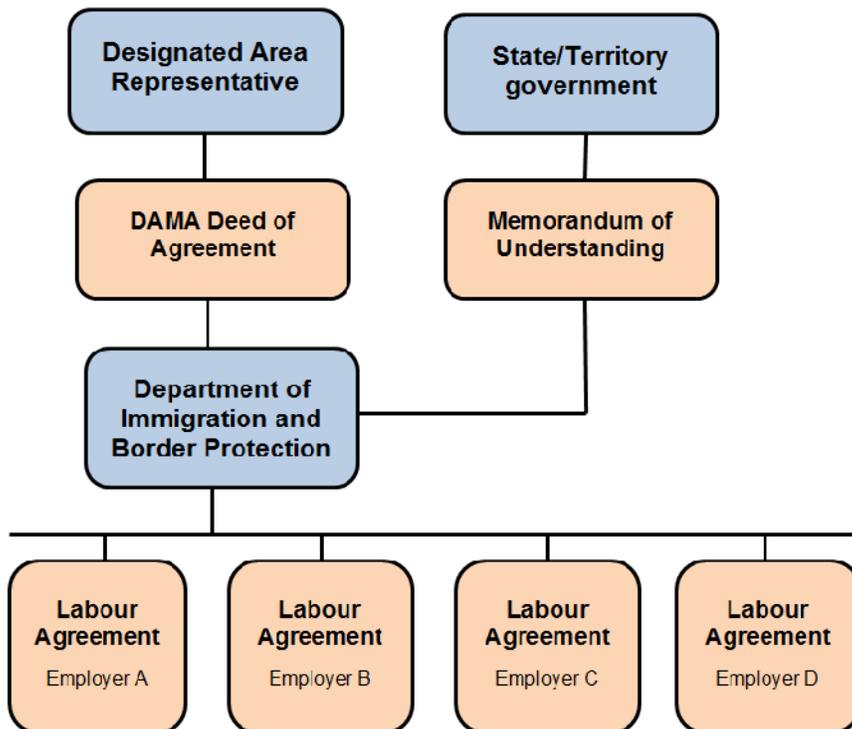
A designated area migration agreement has a two-tiered structure:

- an over-arching agreement between a **Designated Area Representative** that is endorsed by a state or territory government and the Australian Government to bring overseas workers to a designated area; and
- individual agreements between **employers** and the Australian Government that allow employers to sponsor overseas workers to the designated area under the terms and conditions agreed to in the over-arching agreement.

The Australian government will also enter into a memorandum of understanding with the relevant state or territory government outlining their role in the DAMA.

The roles and responsibilities of the designated area representative, the state/territory government and the Department of Immigration and Border Protection are summarised at [Attachment A](#).

## DAMA Structure



## Information contained within the guide

This guide provides information about the DAMA programme and includes a step-by-step guide on how to provide a request for a DAMA to the department for access to skilled and semi-skilled overseas workers through a DAMA. This guide has the following parts:

- Part 1: Objectives and principles
- Part 2: Requesting a DAMA
- Part 3: Managing DAMAs
- Part 4: Governance

The intended audience for this guide are state/territory, regional or local authorities interested in requesting or endorsing a DAMA.

Part 1 provides information relating to the fundamentals underpinning the programme.

Part 2 provides information on preparing a DAMA.

Part 3 provides information which is relevant to designated area representatives intending to endorse employers once a DAMA has been activated.

Part 4 provides information that is relevant to both state/territory governments and designated area representatives.

If you have any questions about a DAMA, please contact the department.

Email: [dama@border.gov.au](mailto:dama@border.gov.au)

By post: The Director

Labour Agreement Section

Department of Immigration and Border Protection

PO Box 25

BELCONNEN ACT 2616

## Part 1: Objectives and principles

The Australian government has developed the DAMA programme to supplement the workforce strategies of states, territories and regions to support economic performance and help them adjust to changing economic conditions.

Australia's economy is complex and the circumstances affecting state and territories vary considerably. A DAMA provides flexibility for states, territories and regions to respond to their unique economic and labour market conditions through an agreement-based framework under which employers in areas experiencing skills and labour shortages can sponsor skilled and semi-skilled overseas workers.

The over-arching nature of the agreement allows employers streamlined access to a broader range of overseas workers than allowed under the standard temporary skilled migration programme, without the need to individually negotiate terms and conditions.

The requirements and obligations of the DAMA programme are underpinned by the following principles:

### Opportunities for Australians first

Future reliance on temporary overseas workers should be reduced by building capacity in the Australian labour market over time. Australian workers are expected to be provided with the first opportunities through the provision of training and employment opportunities. The Migration Amendment (Clarifying Subclass 457 Requirements) Regulation 2015 requires that the Minister be satisfied that employers have made recent and genuine efforts to recruit, employ and engage Australian citizens or Australian permanent residents. Employers endorsed under a DAMA will be required to demonstrate that they have met this requirement. Where the minister approves the use of skilled or semi-skilled overseas workers under a DAMA, they are required to be suitably qualified and experienced and able to transfer their skills to less experienced Australian colleagues.

### Maintaining a fair work environment

Overseas workers must receive terms and conditions of employment no less favourable than an Australian worker. Terms and conditions of employment are expected to be consistent with local remuneration practices for that occupation and meet Australian workplace laws.

### Shared responsibilities and governance

The department recognises that authorities at the local, regional or state and territory government level are best placed to understand the labour market needs of regional or local areas within Australia.

State/territory governments will be a key stakeholder in the development and governance of DAMAs and will be responsible for endorsing any request prior to it being considered by the department. Their ongoing role in a DAMA may also be formalised through a Memorandum of Understanding.

Designated area representatives will request a DAMA and, once the DAMA has been implemented, will be responsible for their day-to-day management.

The Department of Immigration and Border Protection will support governance of each DAMA by convening regular meetings with the designated area representative and the state and territory government to discuss issues, track progress and report against agreed risk mitigation strategies. Prior to any deed of agreement being finalised, the designated area representative will be expected to work with the state/territory government and department to develop an appropriate risk management plan.

## Supporting overseas workers

The appropriate settlement of overseas workers is an important element in enhancing their contribution to the designated area in which they will live, protecting them from exploitation and ensuring the long-term success of the DAMA programme. The DAMA programme requires overseas workers to be provided support to ensure their successful settlement while living in the designated area.

## Comprehensive consultation

The DAMA programme is underpinned by comprehensive stakeholder consultation which ensures employment and training opportunities for Australians remain the first priority and the recruitment of overseas workers under a DAMA is demonstrably in the national interest.

The nature of the consultation process may vary depending on a range of factors including the occupations sought and the intended location of the overseas workers. A designated area representative requesting a DAMA should therefore identify and consult with relevant stakeholders on the proposed submission prior to requesting a DAMA. Once the request has been endorsed by the relevant state/territory government and provided to the department, other Commonwealth agencies will be provided an opportunity to consider the request.

# Part 2: Requesting a DAMA

## Requirements

The following information should be provided when making a request for a DAMA:

Requirement	Settings
<b>Designated area representative</b>	<p>The following entities can be considered as designated area representatives:</p> <ul style="list-style-type: none"> <li>state or territory governments or statutory authorities (planning commissions);</li> <li>regional authorities (e.g. regional councils); or</li> <li>local councils.</li> </ul>
<b>Endorsement by state/territory government</b>	<p>It is expected that a request for a designated area migration agreement will be developed in close consultation with the relevant state/territory government. The designated area representative and the details of the request must be endorsed by the relevant state/territory government prior to submitting to the department.</p> <p>This endorsement confirms the designated area representative has demonstrated:</p> <ul style="list-style-type: none"> <li>the designated area is experiencing skills and labour shortages in the proposed occupations</li> <li>the number of overseas workers requested is consistent with these shortages</li> <li>the recruitment of overseas workers is only intended to supplement the Australian workforce within the designated area and that the proposed DAMA will not undermine employment and training opportunities for Australians</li> <li>relevant Commonwealth or state/territory government strategies to assist unemployed, retrenched and disadvantaged Australian have been considered</li> <li>there will be sufficient infrastructure and community services in the designated area to support the proposed overseas workers.</li> </ul> <p>The state/territory government also confirms they are satisfied that:</p> <ul style="list-style-type: none"> <li>the designated area representative is an incorporated entity which has the capability and capacity to undertake its duties and responsibilities; has appropriate governance arrangements in place; and can be impartial to all employers within the designated area</li> <li>the concessions requested are supported and any risks can be appropriately managed</li> </ul> <p>If a state/territory decides to withdraw its endorsement of the DAMA at any time, it must inform the department in writing.</p>
<b>Objectives</b>	<p>The designated area representative, in consultation with the state or territory government, must identify the objectives of the proposed</p>

Requirement	Settings
	DAMA. These objectives should, as far as possible, be measurable and will form the basis of evaluating the DAMA following the second year anniversary of any agreement.
<b>Occupations and ceilings</b>	<p>Occupations must be at ANZSCO Skills Levels 1 – 4.</p> <p>The designated area representative must provide a list of the occupations they are seeking under the DAMA identified by its ANZSCO six digit code.</p> <p>Before selecting an occupation for inclusion in the DAMA, designated area representatives should consider whether the occupation's market salary rate within the designated area is consistent with the temporary skilled migration income threshold.</p> <p>Designated area representatives should also provide the maximum number of overseas workers (a DAMA ceiling) they are requesting for the duration of the proposed DAMA by occupation.</p>
<b>Employer and overseas worker support</b>	Supporting employers and overseas workers is important to ensuring the integrity and success of the DAMA programme. Details should be provided of how the designated area representative proposes to support employers and facilitate the integration of overseas workers in their local communities. This could include the provision of information on workplace rights; basic services in the local area such as health; emergency and educational services; community activities such as sporting groups and religious services; the promotion of departmental information to employers regarding their sponsorship obligations; and services which may assist in managing any identified risks.
<b>English language</b>	<p>Must be at least IELTS 5.0.</p> <p>Concessions may be considered. Any requests for concessions below average of IELTS 5.0 (with no test component below IELTS 4.5) must be supported by appropriate arrangements to manage workplace risks. In these circumstances, evidence of consultation with relevant state/territory workplace safety authorities must be provided.</p>
<b>Temporary skilled migration income threshold (TSMIT)</b>	<p>Must meet TSMIT unless a concession is sought.</p> <p>Concessions up to 10% below TSMIT may be considered, provided risks associated with hardship can be managed given the additional financial burden on overseas workers.</p> <p>For example, a TSMIT concession could be sought where the cost of living in the designated area is commensurately lower than the national average. A concession could apply to certain localities within the designated area only.</p> <p>Regardless of any TSMIT concession, the 457 programme requirements for employers to pay at least market rates, and to provide foreign workers with at least the same terms and conditions</p>

Requirement	Settings
	as Australian employees, continue to apply.
<b>Skills and experience</b>	<p>Must meet AQF Certificate III (or higher where required by ANZSCO) as assessed by a registered training organisation plus three years' relevant work experience.</p> <p>While concessions will be considered, overseas workers will be expected, nevertheless, to meet or exceed ANZSCO requirements and be able to transfer skills to Australian workers. Registration and licensing requirements will continue to apply.</p>
<b>Consultation</b>	<p>The designated area representative and/or the relevant state or territory government should consult with key union, local/state government and business stakeholders. A template letter for consultation is at <a href="#">Attachment B</a>.</p> <p>The designated area representative may also wish to consult with other agencies or community groups that may be impacted by the proposed agreement. This may be important where overseas workers and their families are located in a regional or remote part of Australia and there may be community concerns about possible impacts on infrastructure, for example schools and housing, or additional burden on local health services.</p> <p>The designated area representative should also consult with the relevant state work safety authority where additional English language concessions are sought (see English language).</p> <p>Responses from consultation should be attached to the request for the DAMA.</p>
<b>Governance</b>	The designated area representative must agree to participate in regular meetings with the department and relevant state and territory government to discuss issues, track progress and report against agreed risk mitigation strategies.
<b>Evaluation</b>	The designated area representative must agree to undertake an evaluation of the DAMA following the second year anniversary.

## Making a request for a DAMA

The designated area representative will work directly with the relevant state/territory government department to develop a request for a DAMA. A request for a DAMA must be endorsed by the relevant state/territory government. A list of appropriate state/territory government agencies who can endorse a DAMA is at [Attachment C](#).

Requests for DAMAs can be made by the designated area representative using the request proforma at [Attachment D](#).

## What is the outcome of successful DAMA request?

A DAMA will be executed in the form of a deed of agreement, which is an overarching agreement recording the agreed number of overseas workers and the terms of engagement within the designated area. The DAMA deed of agreement will also record important obligations to which both the Commonwealth and the designated area representative have agreed. The department may enter into a memorandum of understanding with the state or territory government to outline their ongoing role in the DAMA.

Once the DAMA is in place employers within the designated area can approach the designated area representative to seek endorsement to obtain a labour agreement to sponsor and nominate overseas workers to occupations provided for within the DAMA. Approved sponsors under a DAMA will need to comply with sponsorship obligations associated with their labour agreement.

## Permanent residency

As a general guide, the subclass 457 visa is expected to be the principal visa option available to overseas workers engaged under a DAMA. In limited circumstances the minister may consider requests for permanent visa options for overseas workers under a DAMA. In particular, designated area representatives would need to demonstrate a substantial, long term and ongoing need for skilled or semi-skilled workers that cannot be addressed from the Australian workforce and how access to permanent residency supports the key policy principles and does not undermine Australia's skilled migration programme (see Part 1). Permanent residency will only be considered where the overseas worker has worked in the designated area as a subclass 457 visa holder for a minimum of two years.

## Part 3: Managing DAMAs

### How does an employer access a DAMA?

Employers within the designated area can request the endorsement of the designated area representative to access the DAMA.

Once the designated area representative has endorsed an employer, the employer should notify the department of the endorsement and provide information necessary for the department to assess whether the employer meets the requirements to become an approved sponsor and enter into a labour agreement. The designated area representative's endorsement is a necessary pre-requisite before the department can consider whether an employer meets the requirements to become an approved sponsor under a DAMA labour agreement.

Details of how employers may enter into a labour agreement under a DAMA are outlined in *Designated area migration agreements: Information for employers*.

### Endorsement requirements

The department does not prescribe how a designated area representative should assess employers for DAMA endorsement and the designated area representative may determine its own endorsement criteria. The department requires, however, that a decision to endorse an employer should be based on consideration of risk that the employer might pose to the integrity of the programme and whether the employer's participation in the DAMA will support its objectives. They must also confirm that the employer has genuinely sought to recruit Australian citizens or permanent residents into the requested occupations.

Any endorsement should be provided in writing confirming:

- that a labour agreement with the employer would support the objectives of the programme;
- the employer has genuinely sought to recruit Australian citizens or permanent residents into the requested occupations within the previous 6 months;
- that the designated area representative has monitored the labour market, and the requested occupations and number of overseas workers is reasonable in the context of local labour market conditions;
- the occupations the employer can access;
- any concessions the employer can access; and
- the number of nominations (or "ceiling") the employer can initially access for each occupation.

### Nominating overseas workers

Before an approved sponsor can employ an overseas worker, it should first nominate the position the worker will occupy.

As part of the subclass 457 nomination application, the approved sponsor will be required to demonstrate they meet the conditions set out in their labour agreement for nominating an overseas worker.

## Visa grant

Following the successful nomination of a position, overseas workers should lodge applications for a subclass 457 visa with the department. The visa application process is identical to the process under the standard subclass 457 programme allowing for a visa validity period of up to four years.

## Ceiling management

Variations to ceiling allocations will be undertaken by the designated area representative in writing, where agreed to by the department, avoiding formal contract variations to the labour agreement.

This will allow the designated area representatives to allocate ceilings in a flexible manner that best manages risk.

Requests for variations to the employer's ceiling should be signed by both the designated area representative and the employer and include:

- the occupations/numbers are reasonable given on-going monitoring of local labour market conditions;
- a copy of a workforce profile outlining the number of employees who are Australian citizen or permanent residents, 457 visa holders or other temporary visa holders;
- confirmation from the designated area representative that the employer has, within the previous six months, sought to recruit Australian citizens or permanent residents to the requested occupation(s); and
- confirmation from the employer that they have not made any worker redundant in the previous six months in the requested occupation within the designated area.

## Mobility

Approved sponsors under a DAMA are not able to transfer workers outside the designated area, except in limited circumstances. This restriction prevents the misuse of DAMAs as a backdoor entry for concessional overseas workers intended for employment in other areas.

Overseas workers are able to travel outside the designated area for work related reasons for short periods of time, where their work is consistent with the declared duties of their position. Employers should seek the agreement of the designated area representative if an overseas worker will be working outside the designated area for more than three out of the previous twelve months.

# Part 4: Governance

## Governance meetings

The department supports governance of each DAMA by convening meetings with the designated area representative and the state or territory government to discuss issues, track progress and report against agreed risk mitigation strategies.

## Integrity

Prior to any deed of agreement being finalised, the designated area representative will be expected to work with the state/territory government and department to develop an appropriate risk management plan. The risk management plan will have the objective of informing the designated area representative's approach to endorsing employers as well as providing other opportunities to enhance the integrity of the DAMA through, for example, targeted monitoring.

## Evaluation

The designated area representative, supported by the state/territory government and the department, will evaluate the DAMA following its second year anniversary. This will provide an opportunity to evaluate whether the DAMA's objectives have been met prior to any consideration of a further agreement.

The DAMA evaluation should be provided within six months following the second year anniversary of the DAMA. Designated area representatives should ensure arrangements are in place with employers to provide any necessary information in a timely manner.

## Monitoring

The department takes a collaborative approach to programme integrity. While the department has a legislative requirement to monitor approved sponsors, it encourages the designated area representative to support departmental monitoring. Should a designated area representative have any concerns that an approved sponsor is not meeting its sponsorship obligations under the terms of the agreement the department encourages the designated area representative to inform the department.

In line with the department's legislative requirement to monitor labour agreements, designated area representative may need to provide to the department any information approved sponsors have provided to them. Designated area representatives may also need to provide any information they received about an employer's request for endorsement under a DAMA.

The department may monitor approved sponsors through both audits and site visits. Approved sponsors must agree to cooperate with the designated area representative and the department in relation to all monitoring and reporting requirements. Significant financial penalties can be applied to approved sponsors where they breach their sponsorship obligations.

## Terminating or suspending labour agreements

The department takes failure to comply with the terms of a labour agreement very seriously. Consequences for breaching the terms and conditions of a labour agreement may include termination or suspension of the agreement or other sanctions under the *Migration Act 1958*. The minister may also terminate, suspend or vary the terms of a DAMA or labour agreement at any time. The termination of an overarching DAMA deed of agreement will result in the termination of any associated labour agreements.

In the event that a labour agreement is terminated, the designated area representative should, where possible, assist overseas workers to find new sponsors.

## Confidentiality and disclosure

The Commonwealth appreciates that DAMA requests may contain sensitive information. The Commonwealth takes these matters seriously and will protect the confidentiality of such information to the extent the law allows and to the extent that it does not contradict the Commonwealth's disclosure obligations.

The Commonwealth expects the confidentiality of any information provided by the designated area representative or a state/territory government to an external stakeholder as part of any DAMA consultation process will be respected. Either party may request that the confidentiality of the information exchanged between the parties be formalised through a confidentiality deed. Any such arrangement should not limit the ability of stakeholders to provide genuine and frank advice on the matters proposed in the DAMA. Designated area representatives are advised to seek independent legal advice in relation to any confidentiality concerns and they should understand that as part of the DAMA consultation process the DAMA request provided to the department will be shared with other government agencies.

Designated area representatives should also allow the release of information provided where it is required for Commonwealth disclosure obligations. Instances where disclosure is required include:

- the department's annual report;
- parliamentary committees;
- where required under legislation or Commonwealth policy, including privacy legislation; and
- court cases.

## Attachment A – Roles and Responsibilities

The following outlines the roles and responsibilities shared between state/territory governments, designated area representatives and the Department of Immigration and Border Protection (DIBP).

### Stage 1 – Request DAMA

Step	State/Territory	Designated Area Rep.	DIBP
Define designated area		✓	
Identify objectives		✓	
Identify number of overseas workers and occupations		✓	
Indicate whether concessions are requested and provide business case		✓	
Provide details of proposed support for employers and overseas workers		✓	
Consultation with key union, business and community stakeholders		✓	
Endorse DAMA and designated area representative	✓		

### Stage 2 – DAMA consultation and assessment

Step	State/Territory	Designated Area Rep.	DIBP
Circulate DAMA request to Commonwealth agencies			✓
Consider Commonwealth concerns (where applicable)	✓	✓	✓
Develop DAMA risk management plan	✓	✓	✓
Seek approval of Minister for Immigration and Border Protection			✓
Sign DAMA deed of agreement		✓	✓
Enter into memorandum of understanding (where applicable)	✓		✓

### Stage 3 – DAMA management

Step	State/Territory	Designated Area Rep.	DIBP
Ongoing monitoring of labour market conditions in the designated area		✓	
Endorse employers		✓	
Allocate occupations and numbers of positions to employers		✓	
Assess employer for suitability to enter in a labour agreement			✓
Sign labour agreements			✓
Assess nomination request from employer			✓
Process visa request			✓
Request adjustment to number of positions allocated to an employer (if required)		✓	
Evaluate DAMA (following 2nd year anniversary)		✓	
DAMA operational management meetings	✓	✓	✓
Operational integrity			✓

# Attachment B – Stakeholder consultation letter template

Dear XXX

Stakeholder consultation for proposed Designated Area Migration Agreement for [Area name]

This letter is to inform you about our intention to request a Designated Area Migration Agreement (DAMA) and to seek your feedback. The Department of Immigration and Border Protection (the department) will take your views into account when considering our request. Attached for your information is a copy of the DAMA guidelines.

DAMAs are custom-designed arrangements which support a tailored, regional response to labour needs. They are an important tool in assisting regional and state and territory authorities to manage workforce strategies that support local growth. **The over-arching nature of these agreements allow employers streamlined access to a broader range of overseas workers than allowed under standard skilled migration programmes, without the need to individually negotiate terms and conditions.**

The department requires all organisations seeking access to a DAMA to consult with: relevant unions which best represent employees in occupations and locations proposed under the DAMA; the industry bodies which best represent employers in the industry; and any other agency, union or community group that may be impacted by the proposed DAMA.

**We are seeking access to overseas workers through a DAMA because...**

(Briefly outline your reason for seeking a DAMA)

Attachment B.1 provides the specific details we are required by the department to provide to you, including the **numbers, location and occupations of workers sought**, and **information on concessions**, salary, and other workforce information.

**You are requested to provide any written comments within 28 days of receipt of this letter.** Your input is valued and will be taken into consideration. If we do not hear from you, we will assume that you do not have a substantive objection to our proposal. If you have significant concerns about our proposals, the department may contact you directly. If you have information or documents to support any concerns, these should be provided in your written response.

The department expects that all information provided to you during consultation is treated in-confidence. Copies of all correspondence between us will be provided to the department. Information provided in this process should not to be disclosed to any other party.

I look forward to hearing from you.

Yours sincerely

We are requesting the following occupations under the proposed DAMA as outlined in the table below:

<b>ANZSCO code</b>	<b>Occupation</b>	<b>Minimum qualifications and experience</b> <i>(a brief description of the qualifications and years of experience you expect workers to have will assist your stakeholders to make informed comment)</i>	<b>Location</b>	<b>Number of overseas workers</b>

We are seeking the following concessions:

*(provide details – or N/A if none sought.)*

We confirm that all employers approved under the DAMA will be required to employ overseas workers under terms and conditions no less favourable than those that are, or would be, provided to Australian workers doing the same work in the same location.

Below is additional information we believe is relevant to our DAMA submission:

Date: \_\_/\_\_/\_\_

# Attachment C – State/territory governments

Details to be advised

# Attachment D – Request for a Designated Area Migration Agreement (DAMA)

To be completed by the proposed designated area representative

## Key details of proposed DAMA

1. Provide details of the proposed designated area representative:

<b>Organisation name</b>	
<b>Contact name</b>	
<b>Contact address</b>	
<b>Contact telephone</b>	
<b>Contact email</b>	

2. Provide details of the proposed designated area:

<b>Description</b>	
<b>Geographic boundaries</b>	
<b>Population</b>	

3. Provide a summary of the factors contributing to the labour or skills shortage in the designated area 

4. Provide the number of overseas workers requested under the DAMA: \_\_\_\_\_

5. Identify your objectives for the DAMA

*(Please note the objectives should, as far as possible, be measurable. They may be used for evaluation purposes and you may be asked to report against them)*

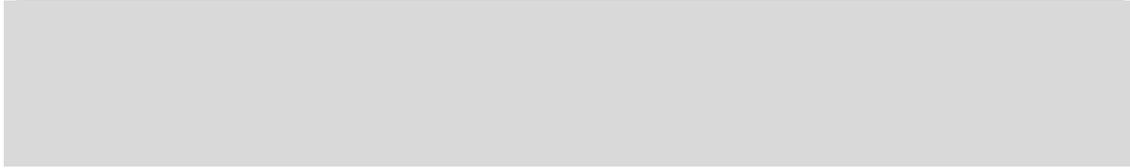
## Occupations and concessions

6. Provide details of proposed occupations and whether a concession is requested

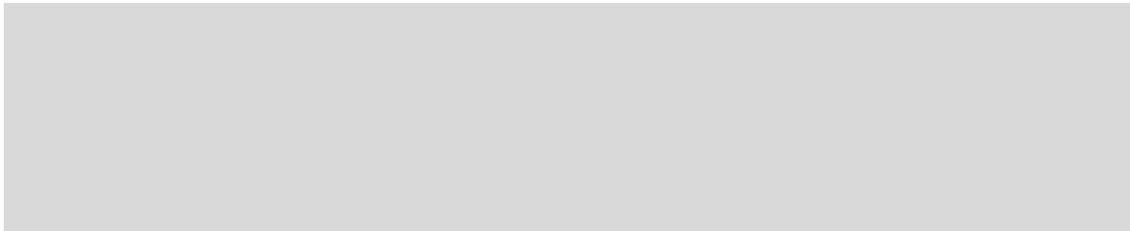
ANZSCO	Occupation description	Concessions		
		English	TSMIT	Qualifications and experience
		Yes / No	Yes / No	Yes / No
		Yes/ No	Yes / No	Yes / No

7. Provide details of, and **business case** for, any concession to English language requirement of a minimum IELTS 5.0 across all components

8. Provide details of , and business case for, any requested concession to the temporary skilled migration **income threshold**

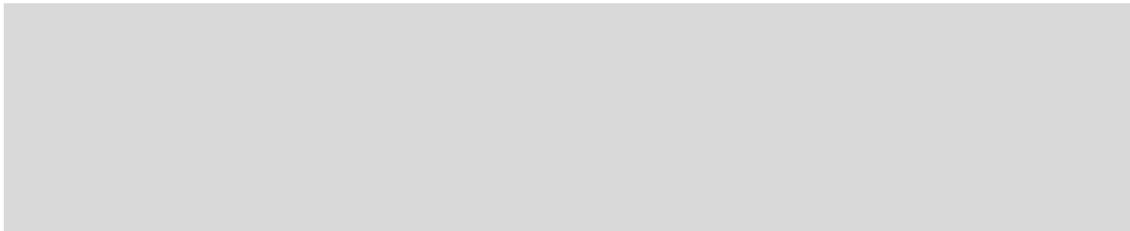
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9. Provide details of, and business case for, any concession to the DAMA requirement for **qualifications and experience**. The standard DAMA requirement is a minimum of **AQF certificate III** (or higher qualification where required by ANZSCO), assessed by a registered training authority, plus 3 years relevant experience

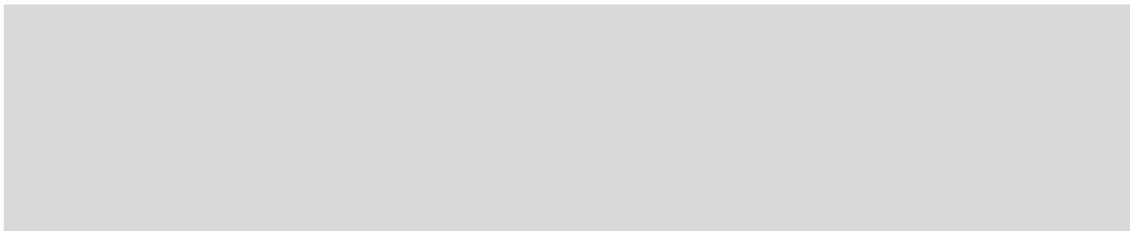
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### Additional information

10. **Give details of any support that will be provided to employers and overseas workers**

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11. Provide any other information you wish to be considered

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## Attestation by the designated area representative

I attest:

- that the information provided in this form is true and correct
- the designated area is experiencing skills and labour shortages in the proposed occupations
- the number of overseas workers requested is consistent with these shortages
- the recruitment of overseas workers is only intended to supplement the Australian workforce within the designated area and that the proposed DAMA will not undermine employment and training opportunities for Australians
- relevant Commonwealth or state/territory government strategies to assist unemployed, retrenched and disadvantaged Australian have been considered
- there will be sufficient infrastructure and community services in the designated area to support the proposed overseas workers
- relevant union, local/state government, business and community stakeholders have been consulted on the details of the DAMA and their responses have been attached
- I will participate in regular operational meetings on the DAMA
- I will provide an evaluation of the DAMA within 6 months of the second anniversary of this DAMA.

Name of authorised official: \_\_\_\_\_

Position: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## Endorsement by the relevant state/territory government

I am satisfied that the designated area representative has demonstrated:

- the designated area is experiencing skills and labour shortages in the proposed occupations
- the number of overseas workers requested is consistent with these shortages
- the recruitment of overseas workers is only intended to supplement the Australian workforce within the designated area and that the proposed DAMA will not undermine employment and training opportunities for Australians
- relevant Commonwealth or state/territory government strategies to assist unemployed, retrenched and disadvantaged Australian have been considered
- there will be sufficient infrastructure and community services in the designated area to support the proposed overseas workers

I am satisfied the designated area representative is an incorporated entity which has the capability and capacity to undertake its duties and responsibilities; has appropriate governance arrangements in place; and can be impartial to all employers within the designated area.

I support the concessions requested in this DAMA and am satisfied that any risks can be appropriately managed.

I will participate in regular operational meetings on the DAMA and support the designated area representative in evaluating the DAMA.

I will advise the Department of Immigration and Border Protection if my department decides to withdraw our endorsement of the DAMA and/or the designated area representative.

Name of authorised official: \_\_\_\_\_

Position: \_\_\_\_\_

Department: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**Attachments**

(Please list any additional documents attached)

Advice from local state Safe Work Authority	Yes / no / not applicable
Evidence of consultation and responses from stakeholders	Yes / No