

Current SWP and PLS requirements and PALM Deed and Guidelines settings from previous consultations

SWP + PLS Deed and Guidelines settings	PALM scheme Deed and Guidelines settings (consulted on 2021-2022)
1. Minimum Work Hours – Short Term Workers (SWP - up to 9 months)	
Under the Seasonal Worker Programme (SWP), employers must offer 30 hours per week averaged over the placement.	a. Minimum 240 hours per week averaged over 8 weeks (under a casual or part-time contract) offered by employer, or b. Full-time work under relevant Award/Agreement
2. Minimum Work Hours – Long Term Workers (PLS – from 1 to 4 years)	
Under Pacific Labour Scheme (PLS) employers must offer a minimum of 30 hours per week across the life of a deployment (averaging is allowed where this is permitted under awards). No casual employment allowed.	a. Full-time employment, and b. Relevant Award/Agreement must be complied with.
3. Requirement to invite FWO and unions to the workers' arrival briefing	
Employers are required under SWP to invite the FWO and the relevant union representatives to the arrival briefings. There is no mandated minimum notice period. Under the PLS Deed employers are not required to invite the union or FWO	The requirement to invite the FWO and unions to worker arrival briefings will be extended to all PALM employers PALM employers will be required to provide the FWO and unions with a minimum one week notice to provide sufficient time to organise attendance.
4. Employer contribution of \$300 (minimum) to the cost of flights	
This is a current requirement for SWP employers to contribute \$300 to workers travel costs, but not PLS employers	This requirement will apply to all PALM employers, for short-term and long-term workers.
5. Welfare and Wellbeing Support Person and Plan	
Currently under the SWP, employers must have an approved Welfare and Wellbeing Plan. They must also ensure a welfare and wellbeing support person is located within 300 km of the workers location to provide support and hold fortnightly meetings with workers. PLS do not require a Welfare & Wellbeing Support Person and Plan	This requirement will be extended to all PALM employers.
6. Workers Portability (Short-term workers only)	
The department facilitates worker redeployments (with their agreement) if there is insufficient work or if there are concerns for their safety or wellbeing	3 options for worker portability (with agreement of the worker): <ul style="list-style-type: none"> • agreed between AEs offshore. • agreed between AEs onshore. • short term secondments, including to non-Approved Employers, of no longer than six weeks



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	– subject to labour hire regulations in QLD, VIC and SA.
7. Employers required to provide accommodation for workers for the full duration of their deployment unless the worker opts for their own accommodation.	
This has been a longstanding requirement under the SWP Deed. PLS employers are required to provide accommodation for just the first three months.	The SWP requirement will be extended to longer term PALM scheme workers to ensure secure access to accommodation, given challenges around supply in regional and rural areas.
8. Additional transparency requirements around deductions	
All employers must comply with the applicable industrial instruments in relation to deductions	All deductions must be itemised in detail on worker payslips AEs must provide evidence to substantiate deductions upon request by workers (e.g., rental agreement, utility bills, balance of deductions)