



New concessions – Dairy Industry Labour Agreement

From 1 November 2021, Dairy Industry Labour Agreement (DILA) settings were updated to include a range of additional concessions to better support dairy businesses to address critical skills shortages.

What is a labour agreement?

Labour agreements enable approved businesses to sponsor skilled overseas workers when there is a demonstrated need that cannot be met in the Australian labour market and where standard temporary or permanent visa programs are not available. They are developed between the Australian Government (represented by the Department) and employers. They are generally in effect for five years and provide for visas to be granted under one or more of the following visa programs:

- [Temporary Skill Shortage \(TSS\) visa \(subclass 482\)](#)
- [Employer Nomination Scheme visa \(subclass 186\)](#)
- [Skilled Employer Sponsored Regional \(Provisional\) visa \(subclass 494\)](#)

What are the new DILA concessions?

The new concessions have been scaled based on the location of the business. For migration purposes these locations fall into one of three [designated categories](#). The concessions are highest for businesses operating in regional Australia (Category 3 locations), followed by those in major regional centres (Category 2) and businesses in metropolitan Sydney, Brisbane and Melbourne (Category 1). Key changes include:

- **Inclusion of a new occupation** - Dairy Cattle Farm Operator - with qualifications and work experience requirements equivalent to ANZSCO Skill Level 4, and a pathway to permanent residency.
Additional work experience concessions for the Senior Dairy Cattle Worker occupation - reducing the level of work experience required to satisfy the relevant visa criterion.
- **Additional English language concessions** reducing test score requirements for visa applicants sponsored by businesses in Category 2 and 3 locations.
- **Additional flexibility around Labour Market Testing** for Category 2 and 3 region businesses – previously advertising needed to be undertaken with four months of nominating a position to be filled by a skilled worker, this has been increased to 12 months. Category 3 region businesses also have reduced evidentiary requirements.
- **An additional salary concession** consisting of a 10% reduction on the Temporary Skilled Migration Income Threshold for Category 3 region businesses.
- **A new age concession** of 55 years for Category 2 and 3 region businesses. In practice, this enables those businesses to sponsor older applicants for certain visa subclasses if they choose, as those workers may have more diverse work experience and/or be willing to migrate to regional areas.

A full summary of new DILA settings is in the table on the following page.

How do I apply for a new DILA?

On-line labour agreement request forms are available in [IMMI Account](#).

How do I request to vary an existing DILA to access the new concessions?

To request variation to an existing labour agreement email: labour.agreement.section@homeaffairs.gov.au

Table – summary of new concessions in the Dairy Industry Labour Agreement

	Dairy Industry Labour Agreement (new concession highlighted)
Occupations	Senior Dairy Cattle Farm Worker (FLH 5-7) Dairy Cattle Farm Operator (New) (FLH 3)
English language	Category 1 areas: <ul style="list-style-type: none"> TSS – IELTS 5.0 overall, with IELTS 4.0 for components. ENS – at least IELTS 5.0 overall, with at least IELTS 4.5 for components. Category 2 & 3 areas <ul style="list-style-type: none"> TSS – IELTS 5.0 overall, with no minimum component score. SESR – at least IELTS 5.0 overall, with no minimum component score. ENS – at least IELTS 5.0 overall, with at least IELTS 4.5 for components.
Salary	Category 1 & 2: <ul style="list-style-type: none"> Standard salary requirements apply. Category 3: <ul style="list-style-type: none"> Guaranteed earnings must be equal to or greater than 90% of TSMIT.
Qualifications and experience	Category 1, 2 & 3 Senior Dairy Cattle Farm Worker <ul style="list-style-type: none"> An AQF Certificate III, or equivalent qualifications as assessed by a registered training organisation and at least two years recent and relevant experience; or At least three years of recent and relevant work experience. Individuals who have at least two years' experience will satisfy the 'work experience' criterion for both the TSS and SESR visas. Dairy Cattle Farm Operator (New) <ul style="list-style-type: none"> At least an AQF certificate II or III (or equivalent); or At least one (1) year of recent and relevant work experience for TSS visa applications; or At least two (2) years of recent and relevant work experience for SESR visa applications.
Labour Market Testing	Category 1: <ul style="list-style-type: none"> Evidence of LMT equivalent to standard requirements, LMT must have been undertaken within 4 months of nomination. Category 2: <ul style="list-style-type: none"> Evidence of LMT equivalent to standard requirements LMT must have been undertaken within 12 months of nomination. Category 3: <ul style="list-style-type: none"> LMT must have been undertaken within 12 months of nomination. One advertisement must have national reach (this may include recruitment platforms like Indeed, Seek or jobactive - but may also include: a relevant industry website; national print media; or national radio). One advertisement may be local or regional (this may include a business' own website or local/regional print media or radio).
Permanent residence and age	Time required to hold a TSS visa to be eligible to be nominated for an ENS visa is 3 years. Note as a provisional visa, SESR visa holders have a permanent visa pathway available through the Permanent Residence (Skilled Regional) visa (subclass 191) . Age Category 1 areas (ENS only): 45 years, Category 2 & 3 areas (SESR and ENS): 55 years

Glossary:

AQF – [Australian Qualifications Framework](#)

FLH – [Farm and Livestock Hand, Pastoral Award 2020 classification](#)

LMT – [Labour Market Testing](#)

TSMIT – [Temporary Skilled Migration Income Threshold](#)

ENS – [Employer Nomination Scheme \(subclass 186\) visa](#)

IELTS – [International English Language Testing Standard](#)

SESR – [Skilled Employer Sponsored Regional \(sc 494\)](#)

TSS – [Temporary Skill Shortage \(subclass 482\) visa](#)