

## DEFINITIONS

# GOLDFIELDS DESIGNATED AREA MIGRATION AGREEMENT

### Glossary of terms for the Designated Area Migration Agreement

**Accredited Sponsor** is an agreement with the Australian government allowing mostly larger Australian businesses to sponsor overseas worker to work in skilled occupations and have ongoing need for visa sponsorship. The standard labour market testing still need to be demonstrated to the Department of Home Affairs, where a business must prove that they cannot find a suitably skilled Australian to do the job before proceeding with sponsoring an overseas worker. One of the benefits of being an accredited sponsor is receiving priority processing for Temporary Skill Shortage visa (subclass 482) (TSS) nominations and visa applications. More details on eligibility and cost to become an accredited sponsor can be found [here](#).

**Adverse Information** is unfavourable information that could impact on your suitability as an approved sponsor. Click [here](#) for further explanation of what the Department of Home Affairs consider adverse, and the meaning of adverse information per Migration Regulations.

**Australian and New Zealand Standard Classification of Occupations Code or ANZSCO Code** for each occupation provides information on the skill level of jobs, qualifications and/or experience needed to work in occupations. Click [here](#) for further explanation and requirements from the Department of Home Affairs.

**Australian Government** has the same meaning as the **Commonwealth Government** or the **Federal Government**. For the purpose of the DAMA, the department who is responsible for the Labour Agreement and visa programs is the Department of Home Affairs.

**Designated Area Migration Agreement or DAMA** is a 5-year labour agreement program between the Australian Government and a DAR, to fill labour shortages in a specified area with overseas workers. Each DAMA between the Australian Government and a DAR is unique, and unique to the region. Click [here](#) for more information on the DAMA.

**Designated Area Migration Agreement Labour Agreement or DAMA Labour Agreement or Labour Agreement** is when an employer seek to enter an individual DAMA Labour Agreement with the Australia Government. An employer can apply for an individual DAMA labour agreement once endorsed by the DAR. The Labour Agreement may allow an employer to sponsor overseas workers under the overarching DAMA's terms and conditions. Click [here](#) for more information on Labour Agreement.

**Designated Area Representative or DAR** is responsible for the management and administration of the DAMA program. The City of Kalgoorlie-Boulder is the **DAR** for the **Goldfields DAMA**.

**Department of Home Affairs or Home Affairs** is the department responsible for labour agreements, visa programs and immigrations.

**Eligible Skilled Occupation** usually refers to the Department of Home Affairs' Australian points system for immigration, and for the purpose of work in Australia. Eligible Skilled Occupation list includes all occupations in STSOL, MLTSSL and ROL. The list is regularly updated by the Department of Home Affairs and can be found [here](#).

**Employer** is the person or an organisation/business that pays the worker to do work for them. We identify employers by their Australian Business Number (ABN). For the purpose of the DAMA, an Employer is also referred as a **Business, Sponsor, Company or Third Party**.

**Employer Nominated Scheme visa (subclass 186) or ENS visa** lets skilled workers, who are nominated by an employer to live and work in Australia permanently. An individual overseas worker cannot independently apply for this visa, it is an employer-sponsored visa. There are different streams of ENS visa, click [here](#) for more information. For the purpose of the DAMA, the ENS visa for the DAMA utilises the Labour Agreement stream.

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

**Goldfields DAMA** provides a framework for employers, in a designated area specifically in the City of Kalgoorlie-Boulder, Shires of Coolgardie, Dundas, Esperance, Leonora, Menzies and Ravensthorpe, experiencing skills and labour shortages to sponsor skilled and semi-skilled overseas workers. Goldfields DAMA utilises the labour agreement stream of the Temporary Skills Shortage (TSS) visa (subclass 482), the Employer Nominated Scheme (ENS) visa (subclass 186) and the Skilled Employer Sponsored Regional (Provisional) visa (subclass 494).

**Goldfields DAMA Region** located within the City of Kalgoorlie-Boulder, the Shires of Coolgardie, Dundas, Esperance, Leonora, Menzies and/or Ravensthorpe boundaries.

**Goldfields DAMA Occupation List** is a list of approved occupation, which enables employers within the designated area to sponsor skilled overseas workers. The occupation listed on the DAMA may or may not already be in the Department of Home Affairs' eligible skilled occupation list. The Goldfields DAMA Occupation List may vary from year-to-year.

**Goldfields DAR** is the City of Kalgoorlie-Boulder. The City of Kalgoorlie-Boulder also represents the other Goldfields DAMA region i.e. the Shires of Coolgardie, Dundas, Esperance, Leonora, Menzies and Ravensthorpe.

**ImmiAccount** is Department of Home Affairs' online account and gives the Applicant to manage and apply for most visas, labour agreements or citizenship application online instead of on paper. For the purpose of the DAMA, an Employer will need to create an ImmiAccount before it can lodge their DAMA labour agreement requests. Click [here](#) for more information.

**Labour Market Testing** or **LMT** is a business case that an employer presents to the DAR and the Department of Home Affairs, giving solid evidence that they cannot find a suitable Australian worker for the vacant positions, and wish to nominate an overseas worker instead. It involves the testing of the local labour market, including advertising the position in Australia. Click [here](#) for more information on LMT and what evidence required for the LMT.

**Medium and Long-term Strategic Skills List** or **MLTSSL** is a specific eligible skilled occupation list and more details can be found [here](#).

**Overseas Worker** means a person nominated by, or proposed to be nominated by an employer under a Labour Agreement.

**Regional Occupation List** or **ROL** is a specific eligible skilled occupation list and more details can be found [here](#).

**Short-term Skilled Occupation List** or **STSOL** is a specific eligible skilled occupation list and more details can be found [here](#).

**Skilled Employer Sponsored Regional (Provisional) visa (subclass 494)** or **SESR visa** enables regional employers to address identified labour shortages within their region by sponsoring skilled workers where employers cannot source an appropriately skilled Australian worker. If eligible, the applicant can apply for [permanent residence](#) after 3 years from the time his/her visa is granted. There are different streams of SESR visa, click [here](#) for more information. For the purpose of the DAMA, the SESR visa for the DAMA utilises the Labour Agreement stream and is an employer-sponsored program.

**Skilling Australians Fund levy** or **SAF levy** is a levy payments required from employers seeking to access skilled overseas workers to contribute to the skills development of Australians. SAF levy calculations and further details can be found [here](#).

**Sponsor** is an employer who is responsible for nominating an overseas worker.

**Standard Business Sponsor** or **SBS** is an agreement with the Australian government allowing certain Australian businesses to sponsor overseas worker to work in skilled occupations. This agreement, once approved, allows the business to nominate the overseas worker for a TSS visa (subclass 482) and SESR visa (subclass 494). If an employer is already an SBS, you may be able to apply to become an accredited sponsor. More details on eligibility and cost to become an SBS can be found [here](#).

**Temporary Skilled Migration Income Threshold** or **TSMIT** is specified in an instrument made under the Migration Regulations. It is a salary requirement that an employer must pay their overseas worker(s). Click [here](#) for more information on the TSMIT.

**Temporary Skills Shortage visa (subclass 482)** or **TSS visa** is a temporary visa and lets an employer sponsor a suitably skilled worker to fill a position they cannot find a suitably skilled Australian to fill. There are different streams of TSS visa, click [here](#) for more information. For the purpose of the DAMA, the TSS visa for the DAMA utilises the Labour Agreement stream and is an employer-sponsored program.

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

a) applied to be endorsed and may be, or will be, or has been, endorsed by the DAR under



- the overarching DAMA Agreement; or
- b) who is a party to a Labour Agreement (other than the Minister).