



Dairy industry labour agreement

This page provides information specific to requesting a dairy industry labour agreement and should be read in conjunction with the information guide, [Information about requesting a labour agreement \(116KB PDF\)](#).

A dairy industry labour agreement is the only pathway which allows dairy industry employers to recruit overseas workers in the occupation of 'senior dairy cattle farm worker'.

The dairy industry agreement allows for the temporary entry of overseas senior dairy cattle farm workers to work in the Australian dairy industry. The terms and conditions of the dairy industry labour agreement have already been established and are **non-negotiable**.

Key settings

Visa subclass	Temporary Work (Skilled) visa (subclass 457)
English language	<p>Overseas skilled workers must meet one of the following English language proficiency requirements, consistent with the standard subclass 457 programme:</p> <ul style="list-style-type: none"> • have achieved an overall test score of at least 5.0 in an International English Language Testing System (IELTS), with a score of at least 4.5 in each of the four test components • have achieved an Occupational English Test (OET) score of at least 'B' in each of the four components • have achieved a total score of at least 36 in a Test of English as a Foreign Language internet-based (TOEFL iBT), with a score of at least 3 for each of the test components of listening and reading, and a score of at least 12 for each of the test components of writing and speaking • have achieved an overall test score of at least 36 in a Pearson Test of English (PTE) Academic, with a score of at least 30 in each of the four test components • have achieved an overall test score of 154 in a Cambridge English: Advanced (CAE) test conducted on or after 1 January 2015, with a score of at least 147 in each of the four test components • be a current passport holder of a passport of any of the following countries: <ul style="list-style-type: none"> ○ Canada ○ New Zealand ○ The Republic of Ireland ○ The United Kingdom ○ The United States of America • have completed at least five cumulative years of full-time study in a secondary and/or higher education institution where instruction was conducted in English • the visa holder will be paid a salary that is more than the English language requirement exempt amount.

Occupation	Employers can only nominate the occupation of ' senior dairy cattle farm worker '. Refer below for occupation details.
Skills, qualifications and experience	Overseas workers must have minimum skills, qualifications and experience for the nominated occupation, as follows: <ul style="list-style-type: none"> • at least an AQF Certificate III, or equivalent qualifications as assessed by a registered training organisation, and demonstrate at least three years of recent and relevant work experience, or • have at least five years recent and relevant work experience.
Salary	<p>The base rate of pay must be equal to or greater than the Temporary Skilled Migration Income Threshold (TSMIT).</p> <p>For the purpose of calculating TSMIT, the base rate of pay can be varied to include up to a maximum of seven hours guaranteed overtime (to a maximum 45 hour week). The approved sponsor must provide evidence at the time of nomination that the hours are guaranteed.</p> <p>The terms and conditions of employment for overseas workers must be no less favourable than the terms and conditions of employment that are, or would be, provided to an Australian worker performing the same duties at the same location. Where an Australian employee is undertaking the same role, evidence of salary and guaranteed overtime arrangements must be provided with your request.</p> <p>All additional hours worked in excess of 45 hours over the week must be remunerated in accordance with the provisions of the relevant industrial instrument applicable to Australian and overseas workers in the dairy industry.</p>

How to request a dairy industry labour agreement

You can request a dairy industry labour agreement once you have determined that you meet the requirements and have completed stakeholder consultation - refer to the [Information about requesting a labour agreement \(116KB PDF\)](#) for details.

To make your request you must complete the **Labour Agreement Business Case Proforma**, which you can obtain by emailing the Department at labour.agreement.section@border.gov.au.

Occupation

Senior dairy cattle farm worker tasks:

- plan all aspects of milk production processes including management and coordination of milking shed routines
- coordinate and implement reproductive programmes, including artificial insemination and herd fertility management, detection of oestrous and pregnancy
- assist in controlled breeding experiments to develop improved livestock strains
- implement calving procedures, including the ability to physically conduct unsupervised internal assessments to minimise the incidence of still births or injuries to cow or calf
- plan and manage pastures and crops for livestock production and develop livestock feeding plans
- analyse produce to set and maintain standards of quality
- supervise animal health programmes, handle sick or injured animals and maintain an optimal environment for the wellbeing of livestock consistent with the Australian Animal Welfare Standards and Guidelines – Cattle
- supervise work routines and staff performance of less experienced employees such as an assistant farmhand
- implement and monitor quality assurance procedures, ensuring compliance and that all relevant documentation is kept current
- operate milking plant and equipment in a safe manner, undertake multiple functions including reading and recording instrument information for example, milk vat temperatures and cow numbers and matching cow ID to calves to produce a quality milk outcome
- operate a dairy recycling system
- calf feeding, including tubing colostrum
- assisting with and/or performing irrigation works
- inspect livestock to gauge the effectiveness of feed formulae
- transport, handle and store chemicals; prepare and apply chemicals
- operate farm and dairy shed-related vehicles, plant and equipment
- identify and report equipment not operating normally; maintenance of plant and machinery
- where appropriately qualified, perform maintenance works on sheds, fixtures and fittings, fences and surrounds and install new or replacement equipment or fittings
- transport stock, feed and equipment, if appropriately licensed
- maintain records to ensure accurate information for stock and inventory control
- ensure food safety regulatory requirements are met
- contribute to and implement OHS requirements
- computer literate – operate computer equipment and software packages requiring set-up and basic function operation
- coordinate the response to emergencies for both occupational health and safety emergencies and animal welfare emergencies
- participate in enterprise/industry training sessions and workshops as required.

Note: There is currently no ANZSCO code for the occupation of 'senior dairy cattle farm worker'. For administration purposes only, employers should use code 070499 in lieu of an ANZSCO code when nominating this position.