



Terms of Reference

Review into the impact of the Pacific Australia Labour Mobility (PALM) scheme deed and guideline settings

Purpose

To review the impact of the PALM scheme Approved Employer Deed and PALM scheme Approved Employer Guidelines (the deed and guidelines) settings.

Objectives

The review will examine the impact of key PALM deed and guideline settings, implemented in June 2023, to determine if they meet the Government's priorities, including:

- ensuring scheme mechanisms protect workers at greatest risk of exploitation
- enable participating countries, workers and their communities to benefit from participation in the scheme
- ensuring there is a reliable and productive workforce available to meet the needs of Australian employers¹
- whether the new settings have influenced Approved Employers' demand for workers and support continued growth of the scheme.

Scope

The review will be implemented in two phases:

- Phase one will focus on the scheme's minimum hours settings
- Phase two will assess whether the following key settings are meeting Government priorities:

Accommodation standards	Welfare and Wellbeing Support
Pay Parity	Transparency of Deductions
Low Hours Safety Net	Cultural Competency
Minimum Net Pay Guarantee	Transport Standards

Out of scope

- the impact of the insourcing on domestic operations of the PALM scheme (reviewed separately)
- findings of the interim evaluation of the PALM scheme (which will overlap with the review), and
- Department of Foreign Affairs and Trade (DFAT) delivery responsibilities (administered bilaterally via a Memorandum of Understanding).

Approach and timing

A broad range of stakeholder views will be captured including employers, workers, industry, pacific countries and community organisations through surveys, focus groups and interviews.

¹ Available subject to evidence of labour market testing and meeting program eligibility requirements

Views expressed will be triangulated with departmental, and broader government, administrative data. Data collection will commence in October 2024 with phase one results to be provided to the Minister for Employment and Workplace Relations by early December 2024 and phase two provided to the Minister for Employment and Workplace Relations by mid-2025.