

Pacific Labour Scheme

On 2 April 2019, the Fair Work Commission handed down a [decision](https://www.fwc.gov.au/documents/decisionsigned/html/2019fwcfb2108.htm) to change the Horticulture Award. The decision changed the Horticulture Award for casual employees to include ordinary hours of work, a night loading and overtime entitlements. It also clarified the penalty rate for working on public holidays for casuals. The changes apply from the first full pay period on or after 15 April 2019.

Our [Pay Calculator](https://calculate.fairwork.gov.au/findyouraward) has been updated and can be used to calculate the overtime, night loading and public holiday penalty rates. To do this you need to select 'Show me pay rates as at 15 April 2019'.

The [Horticulture Award](http://awardviewer.fwo.gov.au/award/show/MA000028) has been updated to include the changes.

For information on how to apply the new rates, you can read our article [Overtime & penalty rates for casuals in the Horticulture Award](https://www.fairwork.gov.au/library/k600141_overtime-penalty-rates-for-casuals-in-the-horticulture-award).

Our tailored information on [Hours of work](https://www.fairwork.gov.au/employee-entitlements/hours-of-work-breaks-and-rosters/hours-of-work), [When overtime applies](https://www.fairwork.gov.au/employee-entitlements/hours-of-work-breaks-and-rosters/hours-of-work/when-overtime-applies) and [Working on a public holiday](https://www.fairwork.gov.au/leave/public-holidays/working-on-public-holidays) has also been updated.

Visit our [Changes to the Horticulture Award](http://www.fairwork.gov.au/about-us/news-and-media-releases/website-news/changes-to-the-horticulture-award) page for more information.

The Pacific Labour Scheme allows people from Pacific island countries to work in low and semi-skilled jobs in rural and regional Australia for up to 3 years.

The scheme is part of the Australian Government's commitment to strengthening Australia's engagement with the Pacific. It's administered by the Department of Foreign Affairs and Trade and supported by a managing contractor. For more information about the scheme visit the [Department of Foreign Affairs and Trade's website](http://dfat.gov.au/labourmobility).

Our role in the scheme is to give advice and assistance to employers and employees to help them understand their workplace rights and obligations. Employees under the scheme have the same workplace rights as other employees in Australia.

The scheme's focus sectors include:

- accommodation and food services
- health care and social assistance
- non-seasonal agriculture, forestry and fishing.

Employing Pacific Labour Scheme employees

To get involved in the scheme, employers must:

- apply and be approved by the [Department of Foreign Affairs and Trade](http://www.dfat.gov.au/)
- enter into a sponsorship arrangement with the [Department of Home Affairs](https://www.homeaffairs.gov.au/trav/visa-1/403-).

Resources for Pacific Labour Scheme participants

Employers and employees involved in the scheme can use our [Pacific Labour Scheme resources for participants](http://www.fairwork.gov.au/how-we-will-help/helping-the-community/pacific-labour-scheme-resources-for-participants). It includes Language storyboards (short videos) in various languages including Bislama and Samoan, to assist you to understand your rights and obligations in Australian workplaces.

Questions?

For information about the Pacific Labour Scheme email the [Department of Foreign Affairs and Trade](mailto:PacificLabourMobility@dfat.gov.au) at PacificLabourMobility@dfat.gov.au or visit the [Department of Foreign Affairs and Trade's website](http://dfat.gov.au/labourmobility).

For information and assistance on workplace entitlements you can [Call us \(https://www.fairwork.gov.au/contact-us/call-us/default\)](https://www.fairwork.gov.au/contact-us/call-us/default) .

If you need an interpreter call the Translating and Interpreting Service (TIS) on 13 14 50. Tell the operator the language you speak and ask the operator to telephone us on 13 13 94.

What to do next

- Learn about [Minimum wages \(www.fairwork.gov.au/pay/minimum-wages/default\)](http://www.fairwork.gov.au/pay/minimum-wages/default) and [Piece rates \(www.fairwork.gov.au/Pay/Minimum-wages/piece-rates-and-commission-payments\)](http://www.fairwork.gov.au/Pay/Minimum-wages/piece-rates-and-commission-payments)
- Use our [Pay Calculator \(http://calculate.fairwork.gov.au/FindYourAward\)](http://calculate.fairwork.gov.au/FindYourAward) to calculate minimum pay rates in your industry
- Check the [National Employment Standards \(www.fairwork.gov.au/Employee-entitlements/National-Employment-Standards/default\)](http://www.fairwork.gov.au/Employee-entitlements/National-Employment-Standards/default)

Help for small business

- Find tools, resources and information you might need on our [Small business page \(www.fairwork.gov.au/Find-help-for/Small-business/default\)](http://www.fairwork.gov.au/Find-help-for/Small-business/default) .

You might also be interested in

- [Language help \(www.fairwork.gov.au/language-help/default\)](http://www.fairwork.gov.au/language-help/default)
- [Deducting pay and overpayments \(www.fairwork.gov.au/Pay/deducting-pay-and-overpayments\)](http://www.fairwork.gov.au/Pay/deducting-pay-and-overpayments)
- Our [Record keeping and pay slip \(www.fairwork.gov.au/how-we-will-help/templates-and-guides/fact-sheets/rights-and-obligations/record-keeping-pay-slips\)](http://www.fairwork.gov.au/how-we-will-help/templates-and-guides/fact-sheets/rights-and-obligations/record-keeping-pay-slips) fact sheet

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Contact us

Fair Work Online: www.fairwork.gov.au

Fair Work Infoline: 13 13 94

Need language help?

Contact the Translating and Interpreting Service (TIS) on 13 14 50

Hearing & speech assistance

Call through the National Relay Service (NRS):

For TTY: 13 36 77. Ask for the Fair Work Infoline 13 13 94

Speak & Listen: 1300 555 727. Ask for the Fair Work Infoline 13 13 94

The Fair Work Ombudsman is committed to providing advice that you can rely on. The information contained on this website is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional. Visitors are warned that this site may inadvertently contain names or pictures of Aboriginal and Torres Strait Islander people who have recently died.