



An Australian Government Initiative



Large Business Case Study

XYZ Aged Care has a workforce of about 150 staff. Recently they have experienced high staff turnover due to factors beyond their control and are struggling to maintain the staff-resident ratios required by law. After advertising consistently and filling a few positions with Australians, but not all of the necessary positions, they request access to the Pilbara DAMA for 10 Aged Carers, a Cook, and an Office Manager. They have requested age concessions to expand the potential pool of overseas workers and to attract experienced people who can aid in skills transfer.

After a week, the endorsement is approved by RDA Pilbara, and they submit a Pilbara DAMA labour agreement request with the Department of Home Affairs. The following week, they have identified two experienced and qualified Aged Carers in Melbourne and Perth whose visas are expiring soon, and one of whom is just past the age of 45 (cut-off age for standard skilled migration). XYZ Aged Care immediately nominates the two individuals while waiting for the labour agreement to be approved.

A few weeks later the Pilbara DAMA labour agreement is approved. While still trying to source from the Australian labour market, the pre-approved positions with age concessions in the Pilbara DAMA labour agreement have attracted a broad range of prospective overseas workers to fill the skill shortage gap. Within 12 months XYZ Aged Care has filled all the positions approved in the labour agreement, which has assisted their business to remain viable and to provide the service standard required.

XYZ Aged Care then requests endorsement for a further 12 positions across five different occupations to meet their needs in the following year, planning ahead for expected staff attrition.

Meanwhile, each of the overseas workers recruited under the Pilbara DAMA may have access to a permanent visa pathway after three years with XYZ Aged Care.