

# Policy – Labour Agreement endorsement

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Authority: C.A. Board of Directors  
Last updated: 14/03/2022  
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## 1. About Labour Agreements:

A Labour Agreement (L.A.) is a formal arrangement between an Australian employer with the Department of Home Affairs to allow approved businesses to bring in skilled overseas workers. Employers are obliged to demonstrate that there is a skill shortage in the Australian labour market for such skills and the standard temporary/permanent visa programs do not cater for such skills.

An L.A. allows an Australian business to negotiate a specified number of positions for overseas workers which directly reflects and responds to the identified and emerging shortages within the Australian labour market.

Refer <https://immi.homeaffairs.gov.au/visas/employing-and-sponsoring-someone/sponsoring-workers/nominating-a-position/labour-agreements/company-specific-labour-agreements>

## 2. Purpose of this policy:

- 2.1. As an 'Industry Body', Composites Australia is increasingly called upon to support, endorse and/or provide 'feedback' on L.A.s to sponsor skilled overseas workers.
- 2.2. The purpose of this policy is to provide a framework for C.A. to support, endorse and/or provide 'feedback' on applications by firms for L.A.'s.
- 2.3. Appeals for support for L.A. applications is an implicit request for endorsement of the execution and results of the proposal outlined in the L.A., all of which carry liability, financial and reputational implications for C.A.
- 2.4. C.A. is not (and cannot be) bound to support, endorse and/or provide 'feedback' on an L.A.

## 3. Appeal/notification to C.A. for L.A.s:

- 3.1. Appeals for support, endorsement and/or to provide 'feedback' on L.A.s to sponsor skilled overseas workers must comply with the relevant conditions published by the Department of Home Affairs (DHA) – <http://www.immi.homeaffairs.gov.au/>
- 3.2. Entities appealing to C.A. for support, endorsement and/or to provide 'feedback' on L.A. applications to sponsor skilled overseas workers should do so by email to the Executive Director of Composites Australia.
- 3.3. C.A. requires an adequate notification time-frame. Last minute appeals are unlikely to be considered.
- 3.4. C.A. requires immediate notification on company letterhead of a successful L.A. to which it has been consulted as a stakeholder, or to which it has contributed.
- 3.5. Industry wide derisive statements and false information manufactured for the purpose of obtaining an L.A. will not be tolerated.

## 4. Response to appeals:

- 4.1. C.A. will only respond to appeals for support, endorsement and/or to provide 'feedback' on a L.A.'s from paid-up members of C.A.

- 4.2. C.A. cannot support any support, endorse and/or to provide 'feedback' on any individual L.A.s. It can however, supply eligible applicants evidence based industry information derived from 'state of the industry' reports.

## 5. Expectation of applicants:

- 5.1. First and foremost, companies appealing for support, endorsement and/or to provide 'feedback' on an L.A. application must comply with the conditions stipulated by DHA and be 'an Australian business with good standing.'
- 5.2. C.A. requires immediate notification on company letterhead of a successful L.A. to which it has been consulted as a stakeholder, or to which it has contributed.
- 5.3. That companies appealing for support, endorsement and/or to provide 'feedback' on an L.A.'s must comply with the training expectations of the L.A. which are to 'provide training for your Australian workforce to reduce your reliance on workers from overseas.' Relevant qualifications for composite trade technicians include:
  - Certificate III in Engineering – Composites Trade (MEM31119)
  - Certificate III in Marine Craft Construction (MEM30719)
  - Certificate III & IV in Polymer Technology (PMB50121)
  - Certificate IV in Aeroskills (Structures) (MEA41318)

Relevant Vocational and Education Training (VET) Providers can be accessed at [www.training.gov.au](http://www.training.gov.au).

## 6. Program Communications:

Note: The formal registration of the C.A. logo as a trademark means that it is an offence for someone to use it without permission. No company has the right to use the CA logo/branding and/or name without CA's written approval.

- 6.1. As custodians of the C.A. brand and corporate identity, C.A. is committed to protecting and enhancing its reputation and that of the Australian composites sector. All content featuring C.A., including written and visual material, must receive C.A.'s approval before publication in any media. Misrepresentation of the Australian composites industry is unacceptable.
- 6.2. C.A. requires immediate notification of any instances where an applicant does not adhere to the reporting requirements stipulated in their contract. Non-compliance will be addressed seriously and may affect future agreements.
- 6.3. C.A. expects companies granted permission to enter into a Labour Agreement (L.A.) to fully comply with all relevant federal and state regulations and statutes throughout the duration of the agreement. This includes adhering to all laws and regulations governing the conduct of participants in the program.

## 7. Responsibilities and Authorities:

- 7.1. The Executive Director of C.A. is responsible for reviewing LA endorsement appeals and monitoring successful projects to promote compliance with the policy.
- 7.2. The decision to endorse grant funding applications rests with the C.A. Board and can only be verified by a written confirmation from the Executive Director.

## 8. Linked Policies

- 8.1. Branding Guidelines
- 8.2. Social Media

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