

**Pacific Australia Labour Mobility (PALM) scheme - Notice No. 1**

**Pacific Australia Labour Mobility Scheme – Approved Employer Deed Transition Recruitments – phased implementation of pay parity requirements**

**1 September 2023**

1. The Department of Employment and Workplace Relations (the **Department**) is providing this Notice No. 1 to Approved Employers under clause 71.3 of the Pacific Australia Labour Mobility Scheme – Approved Employer Deed (the **PALM Deed**).
2. Clause 71.3 of the PALM Deed provides that the Department may Notify Approved Employers that one or more of the requirements specified in the PALM Deed, including the Pacific Australia Labour Mobility scheme Approved Employer Guidelines (the **Guidelines**), do not apply in respect of a Transition Recruitment for a specified period of time.
3. Pursuant to clause 71.3 of the PALM Deed, the Department Notifies Approved Employers that the requirements specified in paragraphs 2.3.1 to 2.3.6 (inclusive) (**Pay Parity**) of the Guidelines do not apply in respect of any Transition Recruitment until 1 October 2023. Please note, however, that the requirements specified in paragraphs 2.3.1 to 2.3.6 (inclusive) (**Pay Parity**) of the Guidelines continue to apply in respect of new Approved Recruitments from the Deed Commencement Date.
4. In accordance with clause 71.2(b)(i) of the PALM Deed, all other terms and conditions of the PALM Deed (including the Guidelines) will continue to apply to each Transition Recruitment.
5. Except where otherwise specified, capitalised terms in this Notice have the meaning given to them in the PALM Deed.
6. Please email [PALMconsultations@dewr.gov.au](mailto:PALMconsultations@dewr.gov.au) if you have any questions about this Notice.