

PALM scheme worker deaths

- The death of any Pacific Australia Labour Mobility (PALM) scheme worker is a tragedy, and the department extends its sympathies to the families, friends, employers and communities.
- The Australian Government takes the welfare and wellbeing of PALM scheme workers seriously and continues to work with PALM scheme employers to promote safety.
- T necessarily related to their employment or engagement in the scheme.
- There have been no PALM worker deaths which have been determined to be the result of a workplace fatality in 2023-24 or 2024-25.
- PALM scheme worker deaths are recorded only for those on-shore in Australia at the time of their death and do not include workers who are off-shore at the time of their death, or workers disengaged from the scheme.
- Figures for the number of PALM scheme worker deaths are unrounded.

Table 1a: PALM scheme worker deaths, by country of origin, from 1 July 2023 to 30 June 2025

Country of Origin	2023-24	2024-25
Fiji	s. 33(a)(iii)	
Kiribati		
Nauru		
Papua New Guinea		
Samoa		
Solomon Islands		
Timor-Leste		
Tonga		
Tuvalu		
Vanuatu		
Total	20	12

Table 1b: PALM scheme worker deaths, by industry of employment, from 1 July 2023 to 30 June 2025

Industry of employment	2023-24	2024-25
Agriculture	12	6
Meat processing	6	6
Other	2	0
Total	20	12

Table 1c: Approved employers of PALM scheme workers who died between 1 July 2023 to 30 June 2025

Approved Employers	ABN	PALM scheme employer type
s. 47E(d),s. 47G(1)(a)		Labour Hire
		Direct Employer
		Labour Hire
		Labour Hire
		Labour Hire
		Labour Hire
		Direct Employer
		Labour Hire
		Direct Employer
		Labour Hire
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		Labour Hire
		Labour Hire
		Labour Hire
		Direct Employer
		Labour Hire
		Direct Employer

Table 1d: PALM scheme worker deaths, by type of Approved Employer, from 1 July 2023 to 30 June 2025

State/territory	2023-24	2024-25
Direct Employers	8	2
Labour Hire	12	10
Total	20	12

Notes: Some employers have experienced more than one death over the reporting period. The data does not represent a unique count of employers.

Table 1e: PALM scheme worker deaths, by state or territory where death occurred,

State/territory	2023-24	2024-25
New South Wales	3	2
Victoria	9	4
Queensland	6	3
South Australia	1	1
Western Australia	0	1
Tasmania	1	1
Northern Territory	0	0
Australian Capital Territory	0	0
Total	20	12

Notes: PALM scheme worker fatalities are recorded based on the state/territory in which the death occurred, which is not necessarily the same as their place of work.

Table 1f: PALM scheme worker deaths, by cause of death, from 1 July 2023 to 30 June 2025

Cause of death	2023-24	2024-25
Drowning	0	1
Medical	9	3
Road fatality	8	4
Under investigation	2	4
Other	1	0
Total	20	12

Notes:

- Medical: includes disease or illness (chronic, underlying and other) and infection.
- Road fatalities: one fatal road crash may result in multiple worker road deaths. In 2023-24, there was one fatal crash which resulted in the death of 4 PALM scheme workers.
- Under investigation: investigation of PALM scheme worker deaths is undertaken by relevant authorities, including police, coroners and work safety regulators as required. The department does not routinely receive updates on the status of police or coroner investigations. While the department does seek updates where these are available, there may be delays in information received. Similarly, privacy provisions may mean that the department is not privy to the details of the investigation.
- The 'Other' category includes a range of causes including, but not limited to, injuries and physical accidents (work and non-work related), assault, homicide, misadventure, suicide, and other external causes.

Table 2: Serious injuries occurring in the workplace, from 1 July 2023 to 30 June 2025

Financial year	Serious injuries that occurred in the workplace
2023-24	20
2024-25	15

Notes:

- 'Serious injuries occurring in the workplace' are Critical incidents, as defined in the PALM scheme deed and guidelines, which involved a serious or life-threatening injury to a PALM scheme worker and that injury occurred in the workplace.
- Confidentiality: to protect individuals' privacy and comply with the department's data confidentiality procedures, all figures have been rounded to the nearest 5.