

Horticulture Industry Labour Agreement

Key Takeaways & Application Process (27.02.2025)

The Horticulture Industry Labour Agreement (HILA) allows Australian employers to:

1. **Sponsor Overseas Workers for [Skill In Demand Visa \(SID\) \(Subclass 482\)](#)** - Employers can sponsor overseas workers for a total of **31 approved occupations**. (see Appendix A below)
2. **Sponsor Overseas Workers for Permanent Residency**
 1. Under the [Skilled Employer Sponsored Regional \(SESR\) Visa \(Subclass 494\)](#) program, which provides a permanent pathway to the permanent residence (PR) [Skilled Regional Visa \(Subclass 191\)](#) after 3 years.
 2. Under the [Employer Nomination Scheme \(ENS\) Visa \(Subclass 186\)](#) program, which allows for a transition to permanent residency after a three or four-year period on a SID Subclass 482 visa (three years for approved Skill Level 1-3 occupations and four years for approved Skill Level 4-5 occupations).
3. **Access Concessions to Standard Skilled Visa Requirements**
 1. A discount of up to **10% on the [Temporary Skill Migration Income Threshold \(TSMIT\)](#)** if it can be demonstrated that equivalent Australian workers do not earn at least TSMIT.
 2. A broader range of monetary payments (e.g., regularized overtime) and non-monetary benefits (e.g., accommodation) can be counted as guaranteed earnings.
4. **English Language Requirements**
 1. For the TSS visa, overseas workers must score at least **IELTS 5.0** overall, with at least **IELTS 4.0** in each individual component.
 2. For the ENS and SESR visas, overseas workers must score at least **IELTS 5.0** overall, with at least **IELTS 4.5** in each individual component.
5. **Age Flexibility** - Overseas workers can be up to **50 years of age** when applying for an ENS or SESR visa.

How Can I Apply for a HILA Labour Agreement?

Horticultural industry employers can submit an application to the Department of Home Affairs. **The HILA application process** includes:

1. **Accessing Online Forms:** Employers can find online labour agreement request forms available in website of Department of Home Affairs (DOHA)
2. **Completing the Application:** Fill out the necessary details and provide supporting documentation as required.
3. **Submitting the Application:** Submit the completed application through the DOHA ImmiAccount portal.

For further assistance, employers may wish to consult with experienced migration professionals lawyers like Dojo Legal Australia directly.

Appendix A HILA Terms, Occupations and Concessions

Approved occupation	ANZSCO Code or nearest equivalent	ANZSCO Skill Level	Positive Skills Assessment	CSIT/TSMIT Concession	English Concession	Permanent Pathway
Irrigation Designer/ Manager	234111*	1	Yes	Yes	Yes	Yes
Agronomist	234112	1	Yes	Yes	Yes	Yes
Entomologist	234518*	1	Yes	Yes	Yes	Yes
Horticulture Grower	070499*	1	Yes	Yes	Yes	Yes
Protected Cropping Grower	070499*	1	Yes	Yes	Yes	Yes
Horticulture Research & Development Officer	132511*	1	Yes	Yes	Yes	Yes
Mechanical Engineer	233512	1	Yes	Yes	Yes	Yes
Horticulture Farm Manager	070499*	1	Yes	Yes	Yes	Yes

Quality Assurance Manager	139914	1	Yes	Yes	Yes	Yes
Biosecurity Officer	311399*	2	Yes	Yes	Yes	Yes
Facility Plant Manager	149913*	2	Yes	Yes	Yes	Yes
Facility Supervisor	070499*	2	Yes	Yes	Yes	Yes
Maintenance Electrician	341111*	3	Yes	Yes	Yes	Yes
Fitter and Welder	323213	3	Yes	Yes	Yes	Yes
Agriculture Technician	321212*	3	Yes	Yes	Yes	Yes
Mechanic	321211*	3	Yes	Yes	Yes	Yes
Senior Nurseryperson	362411	3	Yes	Yes	Yes	Yes
Nurseryperson	362411	3	Yes	Yes	Yes	Yes
Nursery Supervisor	362411	3	Yes	Yes	Yes	Yes
Truck Driver	733111	4	Yes^	Yes	Yes	Yes
Mobile Plant Operator	721111	4	Yes^	Yes	Yes	Yes
Fork Lift Driver	721311	4	Yes^	Yes	Yes	Yes
Irrigationist	841999	5	Yes^	Yes	Yes	Yes
Irrigationist Assistant	841999	5	Yes^	Yes	Yes	Yes
Horticulture Section Manager	070499*	5	Yes^	Yes	Yes	Yes
Section Supervisor	070499*	4	Yes^	Yes	Yes	Yes
Production Horticulture Supervisor	070499*	4	Yes^	Yes	Yes	Yes

Production Horticulturist	070499*	3	Yes^	Yes	Yes	Yes
Machinery Manager	149913 or 149999*	4	Yes	Yes	Yes	Yes
Machinery Supervisor	149999*	4	Yes	Yes	Yes	Yes
Cold Storage Manager	149999*	3	Yes	Yes	Yes	Yes

Note: Labour market testing requirements for the standard SID and SESR visa programs will need to be met.

* **Where an occupation in the table above does not exist in ANZSCO**, the closest equivalent occupation available under ANZSCO has been utilised. Where no close equivalent exists, code 070499 is used with the relevant skills/qualifications specified under the terms of each Labour Agreement.

^ **Skill and qualification requirements will differ from those stipulated in ANZSCO** and will be specified under the terms of each Labour Agreement.

THANK YOU!



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