



Australian Government



Andastanim ofa fo waka blo iu

Gaed fo Pasifik an
Timorese wakaman lo
PALM skem

palmscheme.gov.au

Ofa fo waka hem kontrakt blo iu an wakaples blo iu

Hem garem impoten infomason olsem:

- Hu bae iu waka fo
- wat bae peim iu
- aoas fo waka
- didaksons from pei blo iu
- akomodeison an transpot

- wea bae iu stap lo Australia
- Wanem fo expektim taem iu araev lo Australia
- liv an entaetolmen
- wat fo expektim taem iu stat waka
- kondison lo waka blo iu



Wanem bae peim iu

Ofa fo waka blo iu hem bae som smol aoaly pei anda lo reit blo awod o entapraes agrimen an smol aoas mas givim iu

Hem bae inkludim kopi lo sampol pei slip. Taem iu stat waka, bae peim iu wikli o lo fotnaet an bae givim iu wetem pei slip afta wan waka dei lo taem iu tek pei.



Didakson an kost blo living

Fo helpem iu mekem kakam blo iu lo Australia isi, wakaples blo iu hem peim samfala tings fest. Bae iu nid fo peim olketa kost ea bak fo wakaples blo iu.

Ofa fo waka blo iu hem listim estimeit wan-off kost fo taem araev. Exampol blo olketa kost ea nao, visa an kash advans.

Diswan bae didaktim from pei blo iu ova lo minimam 12 wiks, anles iu agri lo nara arenjmen wetem wakaples blo iu.

Bae garem samfala expens wea hem bae kontiniu an wakaples blo iu bae didaktim from pei blo iu fultaem lo kontrakt blo iu.

Fest kost an expens wea bae kontiniu (didaksons) hem bae difren akros Australia, betwin olketa wakaples an iven lo membas blo sem tim, dipen lo situason.

Exampols hem inkludim akomodeison, utilitis (olsem elektrik, an wata), helt insuarens, an transpot.



Wea bae iu stap lo Australia

Wakaples blo iu bae faedem akomodason wea fitim iu fo stap insaed. Iu save stap insaed haos wea searem an searem rum wetem olketa nara PALM skem wakaman. Taon o siti wea lo list insaed ofa fo waka blo iu sud sem sem wetem ples iu bae waka and stap (o kolsap).



Liv an entaetolmen

Bae iu akru (buildim ap) liv lo pro rata reit lo evri 12-manis taem from deit iu stat waka. Diswan hem 10 deis blo pei sik liv an 20 deis fo pei anol liv beis lo odinari oaos blo waka. Diswan hem allaom iu fo rest an rikova gud taem iu siki o tekem holido an stil tekem pei (depen lo akru liv blo iu). Tok wetem wakaples if iu no sua gud lo liv balans blo iu.

Kasol wakaman no save akum anuol liv o tek pei fo deis off, olsem sik liv. Insted, kasol wakaman nao tekem hae aoali reit.

Chekem ofa fo waka blo iu fo lukim if iu waka olsem pat-taem, fultaem, o kasol wakaman.



Tax an supanuason

Iu bae nid fo peim tax taem iu waka an stap lo Australia. Tax hem pasenteij blo gross inkom blo iu an dipen lo hao mas iu tek pei insaet lo finansol yia.

- Long-tem wakaman mas submitim tax riton wetem Australian Tax Ofis.
- Sot-tem wakaman no nid fo submitim tax riton if evri inkam blo iu hem from waka blo iu wetem PALM skem wakaples.

Wakaples blo iu mas peim supanuason wea hem add lo inkom blo iu. Iu save putum kleim fo diswan (aotem tax) taem iu go bak lo kantri blo iu taem visa blo iu hem expaea o kansel.



Kondison lo waka blo iu

Garem olketa ruls raonim waka blo iu, inkludim temineson lo waka, wea bae save garem impact lo job an visa blo iu, an iu sud ridim an andastanim olketa ruls ya – askem wakaples blo iu abaotem if iu no andastanim.

Moa infomason lo tax, supanuason an didaksons save faedem taem iu faedem olketa terms olsem lo PALM skem websaet risos peij: palm.scheme.gov.au/resources.

Guide fo employment offer blo iu

Disfala employment offer template hem exampol lo template wea wakaples save iusim fo wakem employment offer blo iu. Diswan hem fo helpem iu fo save gud worker guide. Trufala employment offer blo iu hem bae save difren from diswan iu lukim lo hia. Taem iu ridim employment offer blo iu, checkem olketa details lo evri seksons insaet hem stret.

Click or tap to enter a date. ←

Private and confidential
 <Insert employee’s full name>
 <Insert employee’s passport number>
 <Insert employee’s date of birth> ←
 <Insert sending country>

Dear <insert name>

Offer of employment
 Sponsorship TRN - <insert TRN> ←
 Recruitment reference: <insert recruitment reference>

You have been invited to Australia to work under the Pacific Australia Labour Mobility (PALM) scheme.

You will need a Temporary Work (International Relations) Visa (subclass 403) - PALM stream. Your PALM scheme employer is your visa sponsor and will help you apply for this visa. ←

This offer of employment letter gives you important information about where you will work, the type of work you will do and how much you can expect to be paid. It also tells you where you will live while you are in Australia (see Attachment A).

It is important that you understand all the terms and conditions of this offer before you accept it. Please ask for help to understand this letter if you need it.

The terms and conditions of your employment are outlined in the table below and in **Attachment A and Attachment B**.

PALM stream	<Insert PALM short-term stream (seasonal - up to 9 months) OR PALM long-term stream (up to 4 years)> ←
PALM visa type	<Single season, multi season (specify number of years)>
PALM scheme employer and visa sponsor	<Insert PALM scheme employer name>
PALM scheme employer contact details	<Insert name & phone number>
When you will arrive in Australia	Click or tap to enter a date.
When you will start work	Click or tap to enter a date.
When you will leave Australia	Click or tap to enter a date
Length of employment	<Specify length of employment (please observe fixed term contract changes. Link to fixed term contract FAQs in offer of employment guide, e.g. permanent ongoing under Australian law. It will end at expiry of your visa

Deit wea PALM scheme wakaples blo iu sendem ofisol offer fo iu lukluk lo hem bae save updetim if garem eni sens lo employment offer.

Chekem nem an deit wea iu bon hem korekt an sem sem wetem diteils insaed paspot.

Diswan hem sponsa namba blo iu.

Diswan hem taep blo visa blo iu.
 Sot-tem strim: kasem 9 manis.
 Long-tem strim: wan kasem 4 yias

Diswan hem taep blo visa blo iu.
 Sot-tem strim: kasem 9 manis.
 Long-tem strim: wan kasem 4 yias

	as work rights in the PALM scheme are linked to a valid visa)>
Where you will arrive in Australia	<Port of arrival and details of any domestic transfer arrangements>
Who will meet you when you arrive in Australia	<Name of the person meeting worker when they arrive>
Workplace location/details	<Workplace details - address/location and contact details of the worker's workplace, as a minimum (for each placement)>
Who you will report to at work	<e.g. Manager, team leader>
Your job	<e.g. Horticulture worker on a banana and papaya farm>
Your main duties	<Provide description of main duties—such as feeding and watering stock, cleaning etc>
Conditions of work	<Describe the environmental conditions of work—such as temperatures, outdoor/indoor setting, heavy lifting, manual labour, noise, geographic setting>
Days you will work	<Describe the ordinary days of work and any special rostering arrangements such as weekend or holiday work> <e.g. You will generally work X days per week from X to X, though this may change from time to time>
Hours of work	<Describe the ordinary hours of work and any special rostering arrangements such as weekend or holiday hours> <e.g. Usually work will start at X am and finish at X pm, though this may change from time to time>
Rest and meal breaks	<Describe the rest and meal breaks worker will receive>
Your job classification	<Provide details of relevant Fair Work Instrument e.g. Level 1 Casual employee under the Horticulture Award 2010 (MA000028)>
Employment type	<Specify employment type - full-time employee, part-time employee, or casual employee>
Minimum hours of work	<Delete details that do not apply - short-term/long-term> <Short-term stream> <You will be offered at least 120 hours work for every 4 weeks of your placements <Some weeks you might work less than 30 hours and some weeks more than 30 hours depending on things like weather conditions.> <If you are not offered at least 120 hours work over a 4 week period, you will receive a top up payment equivalent to 120 hours over the 4-week period. If you are offered hours but do not work then you will not receive the top up payments <Long-term stream - You will be offered full-time hours of work (38 hours per week).>

Disfala skson inkludim infomason lo wea bae iu stap an waka insaed Australia, inkludim:

- lokason blo wakaples blo iu
- Hu nao bae maneja o tim lida blo iu
- taep blo waka iu bae duim
- waka kondison olsem deis an namba lo aoas iu bae nid fo waka lo evri wik an olketa main waka dutis.

Employment conditions	<You must include employment conditions—such as minimum pay rates and/or piece rates and other applicable conditions of employment under the relevant Fair Work instrument>
Leave entitlements	<You must include details of paid and/or unpaid leave. Ensure that all relevant leave provisions are included such as when a medical certificate is needed>
Overtime and time-off-in-lieu	<Include any provisions for overtime and/or time-off-in-lieu> <Include if time-off-in-lieu is accrued to make up minimum hours. Ensure the worker understands and agrees to this in Attachment B. Ensure this arrangement is applicable under the Award>
Tax in Australia	<Delete details that don't apply - short-term/long-term> <As a short-term worker you will be taxed 15% of your pay and you do not need to lodge a tax return form. You will not get this money back.> <As a long-term worker you are considered an Australian resident for tax purposes and pay tax at resident tax rates. At the end of the financial year (30 June) we will give you a payment summary showing how much you earned and how much tax was withheld. After 30 June each year you must lodge a tax return with the Australian Taxation Office to determine if enough tax was withheld from your pay. You will receive a refund if too much tax was withheld, or may have an amount to pay if not enough was withheld.>
Amount you will be paid after deductions	You will need to pay for certain things (such as the cost of your airfare). These things are listed in the letter of acceptance (Attachment B). You may pay for these things through deductions from your pay if you agree to. You will always be asked to agree to a new deduction or change to a deduction in writing in accordance with section 324 of the <i>Fair Work Act 2009</i> . The letter of acceptance shows how much you can expect to get paid into your bank account after each pay cycle, after tax and agreed deductions have been taken out.
When you will be paid	You will be paid <weekly/fortnightly/monthly> <If applicable - ensure this aligns with the relevant award or enterprise agreement> on <x day>. You will be given a pay slip within one working day of when you are paid, even if you are not at work.
Your superannuation	Superannuation is compulsory savings paid by your employer on top of your wages. This must be a minimum of 11.5% of your salary. Note: compulsory superannuation rate will change to 12% after 1 July 2025.

Version dated 03 October 2024

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Stetas blo Waka

Liv entaetolmen sekson hem explenim details blo paid an/ o unpaid liv. Kasol wakaman no save buildimap annual liv o getem pei fo olketa dei off, olsem sik liv.

Ful-taem an part-taem wakaman garem raet fo tekem pei liv, inkludim anuol liv, sik liv, an keara's liv. Wakaman akru o buildim ap disfala liv thru lo yia.

Pei an didaksons

Diswan hem som hao mas selen wakaples blo iu bae putum insaet bank akaotum evri wik, afta olketa tekem aot amaont wea utufala agri tugetha fo peim airfare, visa cost an olketa nara didaksons blo iu wea agri lo hem. Wakaples blo iu save tekem aot nomoa amaont iu bin agri lo hem an raetem. Disfala amaont hem mas fitim gut fo mekem iu save stap gud.

Supanuason

Supanuason, o 'supa' hem Australia's retaeamen saving sistem. Wakaples blo iu peim extra amaont lo 11% blo salary insaed supanuason fand fo iu. Iu save klaimim disfala selen (maenasim tax) taem iu go bak hom.

Moa infomeson lo supanuason save faendem taem lukaotem 'superannuation' lo PALM skem websaet risos peij: palmsscheme.gov.au/resources.

Pei slip

Bae iu pei lo wik o fotnaet an risivim peislip insaed wan woking dei lo peiment. Exampol peislip hem pas wetem ofa blo waka.

	<p><Insert PALM scheme employer name> will make superannuation payments into a superannuation fund of your choice. <Insert PALM scheme employer name> will help you set up your superannuation fund and provide you with the fund name and your member number.</p> <p>The money paid into your superannuation does not come out of your pay.</p> <p>The superannuation payments made on your behalf will be taxed. You will be able to claim the remaining superannuation payments from your fund once you return home.</p>
Health insurance cover	<Fund name, cost, description and details of coverage>
Terminations terms	<p><Insert PALM scheme employer name> can terminate your employment before the end of this employment contract, provided the termination is lawful and fair, in line with the PALM scheme Approved Employer Guidelines and complies with the requirements regarding termination of employment under the Fair Work Act 2009 and any applicable Fair Work Instrument.</p> <p>The notice period that applies to ending this offer of employment is <amount of time required for type of employment as per Fair Work Ombudsman guidelines - e.g. x weeks/no notice required (casual)>.</p> <p>If your employment is terminated <Insert PALM scheme employer name> will arrange for you to return to your home country.</p> <p>If you resign from your employment <Insert PALM scheme employer name> must give you the following information in writing and explain it to you:</p> <ul style="list-style-type: none"> • the details of all outstanding costs that <Insert PALM scheme employer name> would have been permitted to deduct from your wage had you continued in your employment that will need to be repaid, • details of the cessation of your accommodation arrangements (where you live in accommodation provided or arranged by your employer), and • either: the travel arrangements <Insert PALM scheme employer name> have made for your return to your home country, or • where you will be staying in Australia because you have agreed to commence employment with another PALM scheme employer, the details of the arrangements for the commencement of that employment. <p>The Fair Work Ombudsman website provides useful information about termination of employment and notice period requirements.</p>
Support you will receive	<Include information about the support you will provide in accordance with the relevant welfare and wellbeing plan and section 9.6 of the guidelines as well as details of

Helt Insuarens

Afta akseptim OOE blo iu bae wakaples blo iu bae redim helt insurance wea fit fo mitim visa blo iu bifo iu araev lo Australia. Cost blo helt insurans blo iu bae didaktim from pei blo iu an bae listim olsem wanfala lo olketa ongoing didaksons.

Kwestens abaotem employment kondisons

If iu kwestens abaotem employment kondisons, pei rates, o entaetolmens taem lo Australia iu save kolem Fair Work Ombudsman Information laen lo (13 13 94).

Welfea, welbing, an sapot

Disfala sekson hem garem infomeison lo rol blo welfea ofisa inkludim contact diteils blo olketa.

	<p>the welfare and wellbeing support person and welfare and wellbeing meetings (to be held at least fortnightly)></p> <p><If applicable - specific information about what will be provided in the form of a cash advance to assist you settle in, and how this will be recovered through short term deductions></p>
Education and information you will receive	<Provide details of regular education, communications and employment information that will be provided and how this will be delivered.>
Policies	<Include details of your policies such as code of conduct and performance management. Ensure that the worker can understand and agree to the policies in Attachment B>

Skil developmen an trening

Disfala sekson hem garem infomeison lo wat edukason an trening wea hem fit fo provaedem, efektif wei fo komuniket an diteils lo fotnaet mitings wetem welfea an welbing sapot man.

Costs to work and live in Australia

There are costs that you may need to pay to work and live in Australia. <Insert PALM scheme employer name> will arrange and pay for these items. When <Insert PALM scheme employer name> identifies the cost is allowed to be recovered under the *Fair Work Act 2009*, you will need to pay them back once you start earning money. If you agree in writing, money will be taken from your pay to cover these costs. This is a type of deduction.

Attachment B - letter of acceptance includes a deductions table that shows the proposed deductions from your pay. If there are any changes to the deductions or the amount to be paid due to a change in the costs of items, <Insert PALM scheme employer name> will discuss it with you and, if you agree, ask for you to agree in writing and sign a new letter of acceptance. If you do not want deductions taken from your pay you will need to pay the money back another way.

The letter of acceptance identifies two types of deductions:

- Initial ‘up-front’ deductions, which is to pay for the cost of certain items over a minimum of 12 weeks (e.g., airfares, domestic travel from port of arrival in Australia to worksite or accommodation, visa, necessary personal effects, and cash advance), and
- Ongoing deductions, which is to pay the cost of required and regularly used expenses (e.g., accommodation, transport, and health insurance).

Your initial up-front deductions will be deducted for no less than 12 weeks unless your recruitment is less than 12 weeks or if you request in writing for the deductions to be taken out over a lesser period of time. If you request for the deductions to be taken over a lesser period of time, <Insert PALM scheme employer name> will only agree if your net take home pay after tax and deductions is more than \$200 per week.

Your employment in Australia

Australian customs and laws might be different to those in your country. While you are in Australia you will be an employee of <Insert PALM scheme employer name> and will be expected to act in line with their work policies and practices. If you accept this offer of employment, you:

- agree not to drink alcohol at work or be under the influence of alcohol or illegal drugs while at work
- agree to comply with Australian laws

- understand that if you are involved in illegal activity and charged with criminal offences, this may impact your visa status and your ability to stay in Australia or to return to Australia at a later date
- understand that if you engage in behaviour that results in your employment ending, this may impact your eligibility to remain in Australia to participate in the PALM scheme
- understand that you must comply with Australian work health and safety laws which include an obligation to take reasonable care for the health and safety of yourself and others
- agree to talk to <Insert PALM scheme employer name> if you have any concerns with your work or if there is any reason you cannot do your best work.

To accept this offer of employment please sign the letter of acceptance at **Attachment B** and give it to <[your agent/labour sending unit]>. If you have any questions about anything in this letter you can ask <Insert PALM scheme employer name>.

If there are any changes to this offer of employment or the attachments, <Insert PALM scheme employer name> will discuss it with you and, if you agree, will give you a new letter of acceptance to sign and give you an updated copy to keep. Please bring a copy of this letter with you to Australia so that you can refer to it when you need to.

<Insert PALM scheme employer name> look forward to your arrival and working with you.

Yours sincerely,

<[Insert name]>

<[Insert signature]>

<[Insert position]>

Attachments to the offer of employment

- Travel, living arrangements and community contacts.
- Letter of acceptance, which you need to complete and sign.
- Example and explanation of a pay slip. This will include details that must be displayed under Australian workplace laws (such as deductions, superannuation, tax, gross and net pay, casual loading (if applicable)).
- Privacy Notice and Consent Form
 - This explains how your personal information will be handled in the PALM scheme. It seeks your express consent to the collection of your sensitive information and consent to the disclosure of your personal information overseas. The form will inform you of:
 - o the identity and contact details of DEWR,
 - o the purpose for which DEWR and its agents collect personal information and
 - o the consequences if all or some of their personal information is not collected by DEWR.
- Sample piecework record (only for piecework contract).
- Detailed job description (optional).

Saenim aksept leta blo iu

Bifoa iu sendem acceptance leta blo iu, meksua iu save gut evri tems an kondisons. If iu no andastanim eni sekson, askem tim lida, leba sending unit lo kantri blo iu o wakaples blo iu fo explenim lo iu.

Kipim kopi blo OOE blo iu an eni documents kam wetem fo rekod blo iu. Iu mas tekem olketa documents ya kam wetem iu lo Australia.



ATTACHMENT A

Travel, accommodation and community contacts

Flights, domestic transfers, and road travel

<Specific details about what flight, time of arrival and departure, any further flights or other travel. Instructions on who will meet them, what to do and where to go once the plane lands that the worker will find helpful.>

Accommodation

<Insert PALM scheme employer name> has arranged a place for you to live with other workers at the following address:

Address	<Address of accommodation>	<Other accommodation address if applicable - <[employer to insert] [columns and rows can be added or removed as required - refer to offer of employment guide for instructions to turn off restricted editing if needed]>
Type of accommodation	<e.g. House, donga, caravan>	<e.g., House, donga, caravan>
Duration of stay	Click or tap to enter a date. to Click or tap to enter a date. <Delete details that don't apply> Short-term workers: Accommodation will be made available for the duration of your placement. Long-term workers: Accommodation will be made available for the first 12 months of your placement.	Click or tap to enter a date. to Click or tap to enter a date. <Delete details that don't apply> Short-term workers: Accommodation will be made available for the duration of your placement. Long-term workers: Accommodation will be made available for the first 12 months of your placement.
Number of bathrooms	< >	< >
Number of bedrooms	< >	< >
Maximum people per bedroom	< >	< >

Attachmen A aotlaenem main infomason abaotem flaet, akomodason an living lo Australia, an iusful kontakt deteils fo taem iu nidim help o sapot.

Sot-taem wakaman bae garem riten flaet an transfa bae arenjim fo olketa.

Long-taem wakaman bae garem wan-we intanasinol flaet an transfas bae arenjim fo olketa.

What is provided	<e.g., linen, Wi-Fi >	<e.g., linen, Wi-Fi >
Notice period (if applicable)	<If applicable - include the notice period required when moving out of accommodation>	<If applicable - include the notice period required when moving out of accommodation>
Details of facilities	<e.g. Has living space with TV, pool table>	<e.g. Has living space with TV, pool table>
Rental bond Where required under an Australian rental law, you shall be required to pay an amount as contribution to a rental bond, that shall be apportioned in accordance with the size and type of accommodation - in particular the number of shared tenants.	< \$ - > <Include a breakdown of the cost i.e. number of weeks and purpose of the security deposit (include amount and arrangements for refunding/withholding the bond)>	< \$ - > <Include a breakdown of the cost i.e. number of weeks and purpose of the security deposit (include amount and arrangements for refunding/withholding the bond)>
Cost of accommodation		
<ul style="list-style-type: none"> i. The cost of your accommodation will have regard to the prevailing market rates on a like for like basis. ii. Where the cost of cleaning or catering is included as part of the accommodation costs, these charges will be represented separately in any deductions paid by you. 		
Rent	< \$ - >	< \$ - >
Additional costs	<e.g., laundry, internet, gas/electricity, gardening (include a total break down of the costs>	<e.g., laundry, internet, gas/electricity, gardening (include a total break down of the costs>
Additional information	<e.g. Mixed accommodation or single-sex, information about access to the property, who to call if there are any questions about the accommodation>	<e.g. Mixed accommodation or single-sex, information about access to the property, who to call if there are any questions about the accommodation>
Accommodation rules	<Include any rules that apply to the	<Include any rules that apply to the

	accommodation (e.g. a dry site)>	accommodation (e.g. a dry site)>
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Arranging your own accommodation

In some locations in Australia, you can choose to arrange your own accommodation. This may not be possible in remote regions. If you choose to arrange your own accommodation, you will have to organise and pay for your accommodation yourself. Costs for accommodation you arrange may include rent, electricity and other bills (your employer can help you understand your accommodation rights and responsibilities). Your employer will help facilitate your transport to and from work, if you chose to arrange transport yourself away from your employer, you will be responsible for making these payments yourself. You must talk to <Insert PALM scheme employer name> if you want to arrange your own accommodation.

Transport

<Relevant details from Transport Plan including cost of the transport arrangements to and from work unless otherwise agreed with the worker. Include advice on what to do if the worker would like to make alternative transportation arrangements. Ensure all relevant information is included. Consider details of transport to and from the worksite and access to private employers supplied motor vehicles.>

Community contacts/ services

Community contact/service	Phone	Email/or other details/address
<[Employer to insert] [more rows can be added as required - refer to offer of employment guide for instructions to turn off restricted editing if needed]>	<[Employer to insert]>	<[Employer to insert]>
<[Employer to insert]>	<[Employer to insert]>	<[Employer to insert]>
<[Employer to insert]>	<[Employer to insert]>	<[Employer to insert]>
<[Employer to insert]>	<[Employer to insert]>	<[Employer to insert]>
Welfare and wellbeing support person	<[Employer to insert]>	<[Employer to insert]>
Medical centre	<[Employer to insert]>	<[Employer to insert]>
<Town/city name> police	<[Employer to insert]>	<[Employer to insert]>
24/7 PALM scheme support service line	1800 51 51 31	palm@dewr.gov.au
Emergency (police, fire, ambulance)	000	

Komuniti Kontakts
 Diswan listim nems an kontakt deteils so dat save isi fo faendem help an sapot taem iu lo Australia, if iu nidim.

ATTACHMENT B

Letter of acceptance of offer of employment

If you wish to accept the offer of employment you need to complete and sign this letter of acceptance.

Visa conditions

Please tick to agree that you understand that:

- this offer is subject to the approval of a Temporary Work (International Relations) Visa (subclass 403) - Pacific Australia Labour Mobility (PALM) stream <(short-term) or (long-term) [delete stream that does not apply]>.
- <if you are granted a multi-year visa, this does not mean that you are guaranteed work in Australia in the future [delete info that does not apply - refer to offer of employment guide for instructions to turn of restricted editing if needed]>
- <you can be employed in a contract of short-term work for up to 9 months [delete info that does not apply - refer to offer of employment guide for instructions to turn of restricted editing if needed]>.
- <Insert PALM scheme employer name> is your visa sponsor.
- while you are employed by <Insert PALM scheme employer name> you cannot work for anyone else in Australia.
- your employment will terminate when your visa expires or cancels, even if you are considered permanent and ongoing (this is because your right to work in Australia ends when you no longer have a valid visa).
- you must return to your home country before your visa expires.

Working conditions

Please tick to agree that you understand that:

- you will be offered hours of work as stated in the *minimum hours of work* section on page 2 of your offer of employment.
- your employment could end early and that notice periods may apply in line with requirements regarding termination of employment under the *Fair Work Act 2009* and any applicable Fair Work Instrument.

Deductions from my pay

- I understand and agree to the deductions I have placed a tick (✓) next to in the below deductions table.
- I understand that any changes to deductions will be discussed with me and if I agree to the changes, it will be in writing by signing a new letter of acceptance.
- I understand that if I do not want the deductions taken from my pay, I may need to pay the money back another way.
- I understand that if I want the initial up-front deductions to be taken over less than 12 weeks, I must request this in writing and it may change the amount of pay I receive after tax and deductions.

Other conditions

- <[Employer specific conditions - e.g. alcohol policy/notice period when vacating accommodation]/not applicable>
- <[Employer specific conditions - e.g. I understand and agree to the performance management policy/code of conduct]>
- <[Employer specific conditions/not applicable]>

Tikim box if iu agri wetem olketa points ea. If iu no andastanim eni lo olketa tings olketa listim, askem wakaples blo iu o leba unit sendem iu kam fo explainim olketa.



Please complete:

Who <Insert PALM scheme employer name> can contact if there is an emergency

Emergency contact name:	
Emergency contact phone:	
Emergency contact email:	
Relationship to you e.g. wife, mother, brother	
Additional information:	

Acceptance and agreement to terms and conditions

I have read and understood the offer of employment letter from <Insert PALM scheme employer name> and accept the terms and conditions set out in the offer of employment letter and this letter of acceptance. In signing this offer of employment, I agree and understand that these terms and conditions become legally binding.

Print your name	
Your signature	
Date - day/month/year	

Deductions table - Note: Initial deductions are typically taken over a minimum of 12 weeks

Place a tick (✓) in the box below if you agree to the deduction coming out of your pay. Cross (×) or leave blank if you do not agree .	Total cost to be repaid	Amount to be deducted per week	Duration of deduction
<input type="checkbox"/> International airfare	< \$ - >	< \$ - >	<(Min. 12 weeks)>
<input type="checkbox"/> Domestic airport transfer	< \$ - >	< \$ - >	<(Min. 12 weeks)>
<input type="checkbox"/> Visa	< \$ - >	< \$ - >	<(Min. 12 weeks)>
<input type="checkbox"/> Cash advance or loan	< \$ - >	< \$ - >	<(Min. 12 weeks)>
<input type="checkbox"/> Medical	< \$ - >	< \$ - >	<(Min. 12 weeks)>
<input type="checkbox"/> Police checks	< \$ - >	< \$ - >	<(Min. 12 weeks)>
<input type="checkbox"/> Sim card (optional)	< \$ - >	< \$ - >	<(Min. 12 weeks)>
<input type="checkbox"/> Accommodation bond (if applicable)	< \$ - >	< \$ - >	<(Min. 12 weeks)>
<input type="checkbox"/> Other	< \$ - >	< \$ - >	<(Min. 12 weeks)>

Adim nem an kontakt diteils blo samwan wea bae save kontaktim lo eni emejensi keis. Diswan hem save wantok blo iu o klos fren lo Australia o lo hom kantri blo iu.

Hem impoten fo iu save gud wanem iu saenim. If iu no save eniting insaet olketa documents ya, plis kontaktim leba unit sendem iu kam o askem wakaples blo iu fo explenim bifo saenim.

Fest didaksons

Disfala sekson som nao estimeit wan-off kost taem araev wea bae didaktim. Exampol lo olketa tings ea na flaets, visa, cash advans. Olketa ya nao bae didaktim from pei blo iu ovam minimam 12 tu 16 wik period.

Teknot: olketa kosts ya hem estimet nomoa an save chenj dipen lo deit lo taem fo go. Faenol kost bae explenim lo iu bifo iu stat waka lo Australia.

Wakaples blo iu save onli mekem didaksons wea iu agri lo hem lo raeting an hem risonabol. Bae no fosim iu fo agri lo eni didakson.

Teknot: If didakson estimeit hem sens lo OOE blo iu, bae olketa askem iu fo saenem new OOE o variation leta wetem niu amaont.

Total up-front costs		< \$ - >	< \$ - > per week	<(Min. 12 weeks)>
<input type="checkbox"/>	Accommodation	< \$ - >	< \$ - >	Ongoing
<input type="checkbox"/>	Health insurance	< \$ - >	< \$ - >	Ongoing
<input type="checkbox"/>	Transport	< \$ - >	< \$ - >	Ongoing
<input type="checkbox"/>	Meals (optional)	< \$ - >	< \$ - >	Ongoing
<input type="checkbox"/>	Other	< \$ - >	< \$ - >	Ongoing
Ongoing deductions sub-total		< \$ - >	< \$ - > per week	Ongoing
Total deductions (minimum 12 weeks deductions)		< \$ - >	< \$ - > per week	<(Min. 12 weeks)>
Note: ongoing costs are for the life of the employment contract				
Your estimated pay after tax & deductions			< \$ - > for <(min. 12)> weeks	< \$ - > ongoing
You will also need to pay some of your flight costs. It will be no more than < \$ - > for your return international airfare and transfers to and from the airport.				
Who you can contact for information about your pay and deductions				
<(Name of payroll contact, position and contact details)>				

Kost wea bae kontiniu

Garem olketa kost wea bae kontiniu dat wakaples blo iu bae didaktim from evri pei taem iu lo PALM skem lo Australia. Olketa kost ea hem save difren from wakaples an nara wakaples an save difren from memba lo tim blo iu, Exampol blo olketa kaen didaksons ya nao akomodeison, helt insuarens an transpot. Details blo didaksons save lukim lo payslip blo iu an hem sud stap lo OOE blo iu lo Attachment A.

Impoten: If iu no andastanim o garem eni kwesten abaotem didaksons, iu sud tok wetem wakaples blo iu.

Diswan hem estimeit amaont iu bae risivim insaed bank akaont blo iu afta tax an olketa didakson wea agri lo hem bin aot finis.

If iu laekem samfala moa infomason abaotem pei blo iu an didaksons wea olketa bin aotem, iu save kontaktim payroll tim lo wakaples blo iu.