



Minister of Religion labour agreement

About this document

This document provides information specific to requesting a minister of religion labour agreement and should be read in conjunction with the information guide (*Labour Agreements: Information about requesting a labour agreement*).

What is a minister of religion labour agreement?

The minister of religion labour agreement is an agreement for religious organisations seeking to sponsor ministers of religion either through permanent or temporary pathways.

The key settings of this agreement are being trialled until 30 December 2015.

Minister of religion labour agreement: key settings

Visa subclasses	Employer Nomination Scheme visa (subclass 186): <ul style="list-style-type: none">• either direct; or• after two years as a subclass 457 visa holder Temporary Work (Skilled) visa (subclass 457)
Religious organisations	Defined as per Regulation 1.03 of the Migration Regulations 1994: <ul style="list-style-type: none">(a) the activities reflect that it is a body instituted for the promotion of a religious object; <u>and</u>(b) the beliefs and practices of the members of which constitute a religion due to those members:<ul style="list-style-type: none">(i) believing in a supernatural being, thing or principle; <u>and</u>(ii) accepting the canons of conduct that give effect to that belief, but that do not offend against the ordinary laws; <u>and</u>(c) meet the requirements of section 50-50 of the Income Tax Assessment Act 1997; <u>and</u>(d) their income must be exempt from income tax under section 50-1 of that Act. Religious organisations must provide with their request a detailed organisational structure.

<p>English language</p>	<p>A concession to the English language proficiency requirement applies. Visa applicants must:</p> <ul style="list-style-type: none"> • demonstrate an average test score of at least 5.0 in an International English Language Testing System (IELTS); or • be a current passport holder of a passport of any of the following countries: <ul style="list-style-type: none"> ○ Canada ○ New Zealand ○ The Republic of Ireland ○ The United Kingdom ○ The United States of America; or • have completed at least five (5) cumulative years of full-time study in a secondary or higher education institution where instruction was conducted in English; or • the visa holder will be directly serving the needs of an ethnic group and interaction within the wide Australian society will be limited – for example they are working in a cloistered or monastic environment. <p>Other alternative English language proficiency requirements continue to apply as per the standard business stream of subclass 457 programme and the direct entry and the temporary residence transition streams of subclass 186.</p>
<p>Occupation</p>	<p>May only nominate the following occupation:</p> <ul style="list-style-type: none"> • Minister of Religion (Skill level 1 - ANZSCO 272211) <p>Religious organisations must provide, with their request, the following supporting information:</p> <ul style="list-style-type: none"> • title of position within their faith tradition • duty statement for the position • a copy of an employment contract.
<p>Skills, qualifications and experience</p>	<p>Ministers of Religion must have:</p> <ul style="list-style-type: none"> • been 'ordained' as a minister of religion (or equivalent accreditation process within the faith tradition); <u>and</u> • minimum qualifications equivalent to an appropriate Australian Qualification Framework (AQF) bachelor degree; or • undertaken at least five years of relevant structured training or instruction. <p>Religious organisations must provide, with their request, details of the ordination process, training structure and minimum qualifications for the role of Minister of Religion.</p>
<p>Age</p>	<p>Visa applicants must be no more than 60 years of age at time of visa application.</p> <p>Further concessions may be considered where there is not a tradition of retirement within the faith tradition and where the needs of aged religious workers continue to be met by the religious organisation without recourse to the aged pension.</p>

<p>Salary</p>	<p>Overseas ministers of religion must receive terms and conditions of employment that are no less favourable than that provided to an Australian minister of religion working in the same role in the same location.</p> <p>The minimum salary (for both subclasses 457 and 186) must be:</p> <ul style="list-style-type: none"> • no less than the temporary skilled migration income threshold (TSMIT) - monetary or non-monetary benefits may be considered in the calculation of TSMIT; or • where a vow of poverty is required by the wider religious organisation for the occupation, the sponsor attests that overseas workers will be provided equivalent terms and conditions to that of Australians in the same occupation in the sponsoring organisation and will provide all living needs, including board and lodging, health, education, welfare and any other costs incurred by the minister of religion. <p>Religious organisations must provide evidence of remuneration that is paid to, or would be paid to, an Australian in the same role and location.</p>
<p>Other</p>	<p>Employers will not be required to:</p> <ul style="list-style-type: none"> • undertake stakeholder consultation when requesting a labour agreement; or • provide evidence of meeting training benchmark requirements and obligations; or • provide evidence of domestic recruitment efforts. <p>Please annotate as “not applicable” relevant questions on the Labour Agreement Business Case Proforma at Attachment A of the information guide.</p>

How do I request a minister of religion labour agreement?

You may request a labour agreement for the occupation of minister of religion once you have determined that you meet the requirements - refer to the labour agreement information guide (*Labour Agreements: Information about requesting a labour agreement*) for details.

The department requires that you make your request by completing the *Labour Agreement Business Case Proforma* at Attachment A of the information guide.

If you have any questions about a labour agreement, please email the department at: labour.agreement.section@border.gov.au