



# Seasonal Workers Health Management Plan Direction —seasonal workers and temporary visa holders FAQs

The public health direction—[Seasonal Workers Health Management Plan Direction](#)—is effective 12:01 am on Tuesday 5 May 2020 until the end of the declared public health emergency in relation to coronavirus (COVID-19).

## 1. How will the new requirements protect regional communities from the spread of COVID-19?

This framework allows agribusiness and commercial fishing to access the seasonal workforce necessary to maintain production, while also protecting regional communities and workers from the spread of COVID-19. The five elements of the framework are:

- Stronger border protections—requiring workers from COVID-19 hotspots to self-quarantine for 14 days before starting work
- Mandatory health management plans—agribusinesses, accommodation facilities and transport service providers for seasonal workers must have a health management plan to manage preventing the transmission of COVID-19 among workers and the community
- Complying with health obligations—everyone has an obligation to keep Queensland as safe as possible by following the public health directions
- Stronger compliance—additional officers are being authorised under the *Public Health Act 2005* to undertake compliance
- Locally-led solutions—working with Local Disaster Management Groups to develop local solutions to address accommodation, transport and workforce supply issues.

## 2. Do all seasonal workers coming into Queensland need to self-quarantine?

If you are an agribusiness or commercial fishing employee and you have been in a declared [COVID-19 hotspot](#) in the last 14 days, you must self-quarantine for 14 days prior to commencing work. You can self-quarantine in Queensland or before you enter, as long as you can provide documentation from an interstate health authority. Agribusiness workers who have not been in a COVID-19 hotspot do not need to self-quarantine when coming into Queensland.

There are additional [restrictions in place for entry to remote communities](#) in Australia.

## 3. Why have special arrangements for temporary visa holders and seasonal workers been introduced in Queensland?

Everyone living in or entering Queensland has a general obligation to help keep themselves, their neighbours and their community as safe as possible from coronavirus (COVID-19). Temporary visa holders and seasonal workers must follow [Queensland's Public Health Directions for COVID-19](#) if they wish to work in Queensland.

Employers of temporary visa holders and seasonal workers must have a [workplace health management plan](#) that demonstrates compliance with COVID-19 Public Health Directions and describes the measures that can be implemented to minimise risks of transmission of COVID-19.

## 4. How can temporary visa holders and people looking for seasonal work secure employment?

You must secure employment before moving from your current location. You must not visit farms to request work. Job matching services through [Jobs Finder Queensland](#) and [Harvest Trail](#) provide important services to connect seasonal and local job seekers with agricultural work while limiting unnecessary travel.



You must provide your employer with a record of your work history and accommodation details for the 14 days prior to commencing work with a new business (including quarantine compliance if relevant).

## 5. What do workers coming from interstate need to enter Queensland?

If you want to work in agribusiness or commercial fishing in Queensland during COVID-19, you must:

- observe the latest travel and health advice from the [Australian Government](#) and stay up to date on [border closures and visa information](#)
- comply with Queensland's state [border closures](#), travel restrictions and self-quarantine requirements in place due to the COVID-19 pandemic. We urge you to stay up-to-date on [health advice](#)
- not travel to or within Queensland without first obtaining employment and ensuring you have appropriate accommodation.
- provide a record of your previous work and residence in the last 14 days.

If you are currently interstate, to enter Queensland to begin work you will require the following documentation:

- a completed [Queensland border pass](#)
- a letter/email your employer proving that you have secured work, including your start date and period of employment
- accommodation details proving you have accommodation organised in Queensland
- a record of your work and residence in the last 14 days.

If you have been in a declared [COVID-19 hotspot](#) at any time within the past 14 days, you will be required to [self-quarantine](#) at your own expense for 14 days on arrival prior to commencing work. You may choose to self-quarantine prior to entering Queensland, however you must provide documentation from the interstate health authority at the border crossing.

If you cannot provide this evidence, you may be refused entry to Queensland. You do not need a copy of your employer's workplace health management plan. However, your employer's letter/email of employment confirmation should state they have submitted a workplace health management plan with Queensland Health.

Additional restrictions are in place for entry to remote communities in Queensland. To travel to a remote community for work, you must first obtain a [Remote Community Pass](#) and provide the following documentation at the border control point:

- individual proof of identity
- a completed General Biosecurity Plan or Risk Management Plan
- a workplace letter of employment stating your commencement date.

## 6. What visa classifications are able to enter Queensland for seasonal agriculture work?

The Australian Government has amended visa requirements for certain working visa classifications to ensure the agriculture sector retains access to sufficient temporary labour during peak times such as planting and harvesting.

If you have one of the following temporary visa classifications, you are able to enter Queensland as an 'exempt person' if you have secured work with a Queensland agribusiness or commercial fishing operator:

- Temporary Work (International Relations) visa (subclass 403) Pacific Labour scheme stream
- Temporary Work (International Relations) visa (subclass 403) Seasonal Worker Program stream
- Working Holiday (subclass 417) visa
- Work and Holiday (subclass 462) visa
- Temporary Activity (subclass 408) visa in the Australian Government Endorsed Event (AGEE) stream.



## 7. What accommodation arrangements are in place for seasonal workers?

Before travelling to Queensland for work, you must find employment and accommodation. If you cannot find accommodation you may not be able to take up the employment. You are encouraged to talk to your employer to see if there's anything they can do to assist you with finding accommodation. You will need to provide a record of the locations you have visited and your accommodation details for the 14 days prior to accessing new accommodation. When travelling into or around Queensland, you should plan ahead and secure overnight accommodation before starting your journey.

National park campgrounds in Queensland are currently closed and staying overnight in public areas, such as carparks, parks, beachfronts and riversides, is not permitted.

## 8. What self-quarantine requirements do temporary visa holders and seasonal workers have to follow?

If you are a temporary visa holder or seasonal worker entering Queensland from interstate and you have been in a declared COVID-19 hotspot at any time within the past 14 days, you must self-quarantine at your own expense for 14 days on arrival prior to commencing work, or provide evidence of self-quarantine prior to crossing the border. Self-quarantine means staying in your hotel room or provided accommodation and not going to public places or accepting visitors even if you do not feel sick.

You will also be required to self-quarantine if you have been in close contact with a person diagnosed with COVID-19. Workers suspected of having breached self-quarantine requirements may have their visa cancelled, receive fines of up to \$13,345 and incur other penalties.

- Find out about [COVID-19 hotspots](#)
- Find out about [self-quarantine requirements](#)

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The information in this factsheet was accurate at time of publication. While every care is taken to maintain the accuracy of this information, the Department of Agriculture and Fisheries does not invite reliance upon it, nor accept responsibility for any loss or damage caused by actions based on it.