



NORFOLK

ISLAND

## THE GOVERNMENT OF NORFOLK ISLAND

### MEDIA RELEASE

## Advertising of employment vacancies

The Minister for Community Services, Hon John Brown MLA, stated in the Legislative Assembly this week that he had concerns about the manner in which some Norfolk Island employers advertise vacant positions.

Mr Brown said that in his view it was inappropriate for employers to advertise a position including the words “TEP renewal” as this had the effect of discouraging applicants who understood that there was not a genuinely vacant position. He said that if there was to be any such wording in an employment advertisement, it would be better phrased along the lines of “TEP renewal but residents and GEP holders are welcome to apply”.

Mr Brown drew the attention of employers to the provisions of the *Immigration Act 1980* regarding the issue of permits for persons undertaking temporary employment and in particular to the detailed requirements of the Immigration Policy and Guidelines.

In summary, those requirements specify that before a Temporary Entry Permit (TEP) may be issued, the responsible Minister must be satisfied that reasonable steps have been taken by an employer “...to ascertain that no person ordinarily resident in Norfolk Island, of satisfactory skills and relevant qualifications, is reasonably available to enter into the employment specified and is acceptable to the employer”.

The Guidelines set out the type of information required from an employer prior to issue of an employment-related TEP, including:

- Written details of the nature and duties of a job;
- Evidence of at least two public advertisements;
- Evidence of consideration of applicants who are residents and/or General Entry Permit holders; and
- Compliance with employment laws including employment contracts and return air fares.

Mr Brown said that he expected employers to cooperate in ensuring that vacancies were properly advertised and filled in accordance with the detailed provisions. He said that employers should contact the Immigration Office on 22140 if they required further information.

John Brown  
Minister for Community Services

20<sup>th</sup> October 2006