

Submission
No 14

**INQUIRY INTO MODERN SLAVERY RISKS FACED BY
TEMPORARY MIGRANT WORKERS IN RURAL AND
REGIONAL NEW SOUTH WALES**

Organisation: The Salvation Army Australia

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Modern slavery risks faced by temporary migrant workers in rural and regional New South Wales

February 2025



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Our commitment to inclusion

The Salvation Army Australia acknowledges the Traditional Owners of the land on which we meet and work and pay our respect to Elders, past, present and future.

We value and include people of all cultures, languages, abilities, sexual orientations, gender identities, gender expressions and intersex status. We are committed to providing programs that are fully inclusive. We are committed to the safety and wellbeing of people of all ages, particularly children. Our values are:

- Integrity
- Compassion
- Respect
- Diversity
- Collaboration

The Salvation Army is a worldwide movement known for its acceptance and unconditional love for all people. We love unconditionally, because God first loved us. The Bible says, “God so loves the world” (John 3:16, RGT). As both a church and charity, we believe all people are loved by God and are worthy of having their needs met. Everyone is welcome to find love, hope, and acceptance at The Salvation Army.

The Salvation Army Australia Territory wishes to acknowledge that members of the LGBTIQA+ community have experienced hurt and exclusion because of mixed comments and responses made in the past. The Salvation Army is committed to inclusive practice that recognises and values diversity. We are ensuring our services affirm the right to equality, fairness, and decency for all LGBTIQA+ people, rectifying all forms of discriminatory practice throughout the organisation.

We seek to partner with LGBTIQA+ people and allies to work with us to build an inclusive, accessible, and culturally safe environment in every aspect of Salvation Army organisation and services. Everyone has a right to feel safe and respected.

Learn more about our commitment to inclusion: <salvationarmy.org.au/about-us>

More information about The Salvation Army is at **Appendix A**.





Executive summary

The Salvation Army welcomes the opportunity to provide this submission to the New South Wales (NSW) Government's Modern Slavery Committee (the Committee) in relation to the Inquiry into Modern slavery risks faced by temporary migrant workers in rural and regional New South Wales (the Inquiry).

In this submission, The Salvation Army draws upon our expertise in providing direct support to temporary migrant workers in the Pacific Australia Labour Mobility (PALM) scheme through our Community Connections program, delivered in partnership with the New South Wales Council for Pacific Communities. We also utilise our experience in providing support to people experiencing modern slavery, from the perspectives of our Additional Referral Pathway Program and Trafficking and Slavery Safe House. The Salvation Army's services are described in Appendix B.

This submission responds to the following terms of reference:

- (a) lived experience of temporary migrant workers;
- (d) structural factors making temporary migrant workers vulnerable to exploitation;
- (e) adequacy of regulations governing labour practices;
- (h) support and resources needed by communities and frontline agencies; and
- (i) the impact of visa settings and conditions of employment.

The Australian economy is increasingly dependent on temporary migrant workers to fill labour shortages, in sectors such as agriculture, where the work is often seasonal and there are gaps in domestic labour markets. We recognise that government-to-government schemes such as the PALM scheme aims to fill these gaps in rural and regional Australia by offering employers access to a pool of workers from nine Pacific Islands and Timor-Leste.

To prevent and address modern slavery risks and other forms of worker exploitation amongst temporary migrant workers, and to ensure that adequate support is available, our response identifies the need to:

- Separate experiences of modern slavery from other forms of worker exploitation to avoid 'catch all' responses;
- Ensure that the voices of temporary migrant workers with lived experience of modern slavery or exploitation are proactively captured, with adequate protections available;
- Address power imbalances between temporary migrant workers and employers by enhancing education and dismantling structural vulnerabilities which ties visas to a specific employer; and
- Adequately resource and equip frontline services, local and cultural councils, community leaders and local communities to ensure they can respond to and support temporary migrant workers, when and how they need it.

The Salvation Army has made **7** recommendations for the Committee to consider. A summary of these recommendations follows on the next page.





Summary of recommendations

Recommendation 1

1.5 The Salvation Army recommends that the New South Wales Government ensure the mechanisms that support temporary migrant workers are tailored to individual experiences of modern slavery and other forms of exploitation.

Recommendation 2

1.11 The Salvation Army recommends that the New South Wales Government develop state-based regulatory guidelines for labour hire employers whilst a federal framework does not yet exist. This should enhance and broaden worker protections, provide increased access to impartial grievance mechanisms external to a worker's place of employment, and contain mechanisms that incentivises and enforces business accountability and compliance.

Recommendation 3

1.16 The Salvation Army recommends that the New South Wales Government ensure the views and experiences of victim-survivors are sought proactively, both formally and informally, during the inquiry process and prior to any systemic or policy reform.

Recommendation 4

2.7 The Salvation Army recommends that the New South Wales Government ensure adequate and accessible education in-language is provided to temporary migrant workers prior to, on arrival, and throughout their stay in Australia. This should include information around Australian laws, worker rights and entitlements, visa conditions, remuneration and deductions, and where to access help.

Recommendation 5

2.11 The Salvation Army recommends that the New South Wales Government work with the Commonwealth Government to build employment portability into government schemes, such as PALM, that allows workers to leave exploitative employers more easily, without visa repercussions.

Recommendation 6

3.9 The Salvation Army recommends that the New South Wales Government increases targeted, sustainable funding to better support the needs of temporary migrant workers in regional and rural areas. This should include:

- Targeted services and additional resourcing to support temporary migrant workers within employment schemes in their local area;
- General frontline supports, such as homelessness, legal and health services; and
- Additional resourcing as required to facilitate multiagency networking collaboration.

Recommendation 7

3.13 The Salvation Army recommends that the New South Wales Government work towards additional investment in mechanisms which disseminate information and resources about temporary migrant worker schemes, equipping community leaders and local communities to support fellow community members.



1 Tailoring supports for temporary migrant workers

Characterising exploitative practices

- 1.1 Modern slavery is an umbrella term characterised by relationships rooted in the most serious forms of exploitation. It encompasses circumstances where a person cannot refuse or leave due to threats, violence, deception, coercion or abuse of power.¹ In the case of temporary migrant workers, deceptive and coercive behaviours may include migration-related abuse such as confiscation of identity documents and threats surrounding visa status.
- 1.2 With no universally agreed definition of what constitutes modern slavery, legislation sets out legal concepts recognising a range of exploitative practices as modern slavery.² In this submission we recognise modern slavery as these practices, alongside those recognised within our National Model of Care³ - including human, organ and child trafficking, forced labour, debt bondage, and servitude.
- 1.3 We recognise that where temporary migrant workers are at risk of modern slavery and slavery-like practices, they are also at risk of a multitude of other forms of exploitation within the same context⁴ that do not meet the threshold of modern slavery. Examples may include under-employment, sub-standard accommodation, contractual breaches, and otherwise unethical behaviour.
- 1.4 Attention must be paid to separating experiences of modern slavery from other forms of exploitation to prevent 'catch all' responses that do not adequately support the needs of any victim-survivor.⁵ All responses for temporary migrant workers who have experienced or are experiencing exploitation, must be tailored and targeted to the individual, ensuring a support system which is robust, proactive and sustainable.

Recommendation 1

- 1.5 The Salvation Army recommends that the New South Wales Government ensure the mechanisms that support temporary migrant workers are tailored to individual experiences of modern slavery and other forms of exploitation.**

¹ Walk Free. (Undated). *What is modern slavery?* <https://www.walkfree.org/what-is-modern-slavery/>.

² *Modern Slavery Act 2018* (Cth).

³ The Salvation Army Australia. *National Family Violence Model of Care*.

⁴ David, F. (2010). Labour trafficking. *Australian Institute of Criminology Research and Public Policy Series*. No. 108. Canberra: Australian Institute of Criminology. <https://www.aic.gov.au/sites/default/files/2020-05/rpp108.pdf>.

⁵ Good Shepherd Australia New Zealand., The Salvation Army Australia. (2020). *Response to the National Action Plan to Combat Modern Slavery 2020-24: Public Consultation Paper*. <https://www.homeaffairs.gov.au/reports-and-pubs/files/national-action-plan-2020-24/nap-2020-24-submission-good-shepherd-anz-salvation-army-australia.pdf>.





Developing holistic and coordinated responses

- 1.6 The Salvation Army recognises that, whilst Australia has taken some necessary and beneficial steps in addressing modern slavery, there remain gaps in support systems for victim-survivors. A robust whole-of-system response is necessary to ensure a safety net is available and accessible to temporary migrant workers at risk of, or who have experienced modern slavery and other forms of workplace exploitation.
- 1.7 Research from the Australian Institute of Criminology suggests that the incentives for the exploitation of temporary migrant workers are high (such as increased profits), and a difficult reporting environment minimises the risks to an exploitative employer. Barriers to reporting – including migration status challenges, language barriers, and individual worker’s awareness of and capacity to invoke their rights – creates an environment where exploitative conduct, whether rising to the threshold of slavery or not, is readily repeatable and in some cases, enticing.⁶
- 1.8 An effective, high-quality and well-resourced system responding to exploitation should be responsive to the holistic needs of the victim-survivor, be easily navigable, and provide wraparound, integrated supports in a timely manner to ensure best outcomes. Wherever able, support must be made available in-language or with access to an interpreter, and without having to navigate multiple complex systems. Responses must be culturally safe and appropriate and prioritise the choice, autonomy, and unique experience of the victim-survivor.

Labour hire guidelines

- 1.9 The development of a coordinated safety net must include a more tightly regulated environment for labour hire companies to ensure businesses have clear minimum standards, thereby reducing the opportunity for exploitative conduct to occur. Whilst we support commitment to a nationally consistent framework for labour hire licensing and regulation, we caution that a delay in its implementation leaves room for exploitation to continue indefinitely and with limited accountability.
- 1.10 In the interim, we suggest that there is an opportunity for the NSW Government to implement clear best practice guidelines appropriate to the local context. Developing a state-based framework to regulate labour hire companies will provide immediate accountability mechanisms to prevent and address exploitation, and bring NSW in-line with other jurisdictions.⁷

⁶ David, F. (2010). Labour trafficking. *Australian Institute of Criminology Research and Public Policy Series*. No. 108. Canberra: Australian Institute of Criminology. <https://www.aic.gov.au/sites/default/files/2020-05/rpp108.pdf>.

⁷ *Labour Hire Licensing Act 2017* (SA) and *Labour Hire Licensing Regulation 2018* (SA); *Labour Hire Licensing Act 2017* (Qld) and *Labour Hire Licensing Regulation 2018* (Qld); *Labour Hire Licensing Act 2018* (Vic) and *Labour Hire Licensing Regulation 2018* (Vic).





Recommendation 2

1.11 The Salvation Army recommends that the New South Wales Government develop state-based regulatory guidelines for labour hire employers whilst a federal framework does not yet exist. This should enhance and broaden worker protections, provide increased access to impartial grievance mechanisms external to a worker's place of employment, and contain mechanisms that incentivises and enforces business accountability and compliance.

Capturing the voices of victim-survivors

- 1.12 Listening to the voices of people with a lived experience is critical to improving service and policy responses. Voices of lived experience must be cemented in any decision regarding systemic reform, policy, and legislative responses, and this must extend to direct service delivery.
- 1.13 Robust safeguards are required to facilitate effective participation in the inquiry process amongst workers who have lived experiences of modern slavery or worker exploitation. The Salvation Army draws to the Committee's attention the need to ensure that victim-survivors can provide feedback without potential repercussions from a current or previous employer.
- 1.14 The nature of exploitation creates an environment of fear and control which may act as a barrier for victim-survivors to come forward. We acknowledge the existing inquiry mechanisms in place and emphasise the critical need to guarantee anonymity and access to additional supports as needed for victim-survivors.
- 1.15 Survivor Leadership is a key mechanism to ensure that the wisdom of victim-survivors is considered and integrated into systems. The Salvation Army's Lived Experience Engagement Program (LEEP), described in Appendix B, is an example of this survivor leadership and provides a template for how valuable lived experience insight can be gathered.

Recommendation 3

1.16 The Salvation Army recommends that the New South Wales Government ensure the views and experiences of victim-survivors are sought proactively, both formally and informally, during the inquiry process and prior to any systemic or policy reform.

2 Addressing power imbalances between employers and temporary migrant workers

- 2.1 Temporary visa holders disproportionately experience exploitation and wage theft.⁸ As discussed in our joint submission with the Uniting Church to the *Inquiry into the impact temporary migration has on the Australian economy, wages and jobs, social cohesion and workplace rights and conditions*, the act of migration itself is not the root cause of an increased risk of exploitation.⁹ Structural factors and vulnerabilities within employment systems often result in power imbalances between employers and temporary migrant workers, creating conditions which facilitate exploitation.
- 2.2 Government-to-government schemes such as PALM generally do not allow workers the option to easily and freely change employer, and visa conditions foster reliance on potentially unscrupulous employers. Whilst existing mechanisms allow PALM scheme workers to lodge a grievance with the Department¹⁰ who may then consider redeployment, our experience sees that there is a need to ensure workers can play a more active role in changing their place of employment.
- 2.3 Where migrant workers within these schemes do leave an employer without being formally redeployed, they face losing entitlements such as Medicare or having their visa invalidated, putting them at greater risk of additional exploitation. Workers may therefore be reluctant to voice issues or concerns directly with their employer, or seek broader or external support, for fear of repercussions.
- 2.4 Better education and information for workers – in country, on arrival, and at regular follow up intervals – alongside enhancing employment portability and ensuring grievance mechanisms are readily accessible – is essential to mitigate the impacts of workplace power imbalance.

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“If they [temporary migrant workers] have an issue with an employer, how are they supposed to talk to about it? They're reluctant to talk to the employer because there may be repercussions for that. The second option is to talk to their country liaison officer. But in a government-to-government scheme, they may not want to talk to country liaison officer either.”

”

- Staff Member, The Salvation Army

⁸ International Labour Organisation. (2014) *Rules of the Game. An introduction to international labour standards*. Geneva: International Labour Office.

https://www.ilo.org/sites/default/files/wcmsp5/groups/public/%40ed_norm/%40normes/documents/publication/wcms_318141.pdf; Productivity Commission. (2015). *Workplace Relations Framework. Productivity Commission Inquiry Final Report*. No. 76. Canberra. <https://www.pc.gov.au/inquiries/completed/workplace-relations/report>.

⁹ Uniting Church., The Salvation Army. (2020). *Joint Submission: Inquiry into the impact of temporary migration on the Australian economy, wages and jobs, social cohesion and workplace rights and conditions*. Submission 32.

https://www.aph.gov.au/Parliamentary_Business/Committees/Senate/Temporary_Migration/TemporaryMigration/Submissions.

¹⁰ Australian Department of Employment and Workplace Relations. <https://www.dewr.gov.au/>.



Enhancing education for workers

- 2.5 The Salvation Army welcomes all endeavours to increase education and awareness as a key component to prevent and address the exploitation of temporary migrant workers in employment settings. A focus should be placed on education exploring Australian laws, visa conditions and entitlements, remuneration and deductions, and should prioritise helping temporary migrant workers to understand their rights in the workplace and in the community.
- 2.6 Education must be made available in-language or with access to an interpreter, be accessible to people of all ages and cognitive abilities, and include where and how to access support. Alongside the use of easy read guides and resources, information should be multimodal, including being delivered visually or through storytelling. We emphasise the critical need for this information to be provided impartially and accurately to all temporary migrant workers. Workers should be directed to a central source of information, such as the Fair Work Ombudsman,¹¹ to ensure that guidance is consistent.

“

“You can always provide more education, but the education needs to be from trusted sources who understand the PALM scheme and visa conditions...it [education] also needs to be culturally relevant and in-language.”

”

- Staff Member, The Salvation Army

“

“We need to deliver material that they understand. And that might be visually, that might be storytelling...We need to help them to really understand what that means, what does safe work mean.”

”

- Diaspora Representative, Pacific Communities

Recommendation 4

- 2.7 The Salvation Army recommends that the New South Wales Government ensure adequate and accessible education in-language is provided to temporary migrant workers prior to, on arrival, and throughout their stay in Australia. This should include information around Australian laws, worker rights and entitlements, visa conditions, remuneration and deductions, and where to access help.**

¹¹ Fair Work Ombudsman. (Undated). *Pacific Australia Labour Mobility scheme and Vietnam Labour Mobility Arrangement*. <https://www.fairwork.gov.au/find-help-for/visa-holders-migrants/pacific-australia-labour-mobility-scheme-and-vietnam-labour-mobility-arrangement>.





Embedding employment portability

- 2.8 It is The Salvation Army's experience that a lack of workplace portability can increase a worker's risk of being exploited or prolong experiences of exploitation. Current visa settings means that temporary migrant workers may be dependent on a specific workplace or employer to ensure their visa remains valid. The impacts of this are threefold:
- **Magnifies power imbalances** between a worker and their employer;
 - **Facilitates or permits** coercive behaviours from exploitative employers; and
 - **Limits or delays** a worker's ability to escape exploitation through seeking alternative employment and impacting their ability to seek justice.
- 2.9 Providing workers with a greater sense of agency to change employers at their discretion, especially in the case of exploitation, would reduce the power imbalance between the worker and their employer. Although employee turnover would not directly address the conduct of the employer, empowering workers to leave an exploitative workplace without penalty would create positive pressure and incentivise employers to foster safe working environments.
- 2.10 The Salvation Army sees a need to embed greater employment portability – which allows temporary migrant workers to move to alternative approved employers more easily, without having their visa impacted – as a protective mechanism.

"[If a temporary migrant leaves a workplace] ...they don't have a valid visa and there's no reasonable access to another visa that could allow them to seek employment...it's a highway for further exploitation."

- Program Manager, The Salvation Army's Trafficking and Slavery Safehouse

"I think it [employment portability] would help because it gives [temporary migrant workers] a little bit more power in terms of decision-making."

- Program Manager, The Salvation Army's Additional Referral Pathway

Recommendation 5

- 2.11 The Salvation Army recommends that the New South Wales Government work with the Commonwealth Government to build employment portability into government schemes, such as PALM, that allows workers to leave exploitative employers more easily, without visa repercussions.**

3 Equipping communities and frontline services

Increasing resource allocation in regional and rural areas

- 3.1 The Salvation Army recognises that for any frontline responses to be effective, significant and targeted investment into support services is needed to strengthen the frontline service system's capacity to respond.
- 3.2 Regional and rural areas experience additional challenges with resourcing, including a lack of available services and limited-service capacity, impacting what supports can be accessed. In regional communities, frontline support services are relied upon to provide material aid and support across various life domains, to meet the many and diverse needs of migrant workers who have left exploitative workplaces. Temporary migrant workers have limited options for support other than these frontline support services which include community services and homelessness responses. It is essential that these services are appropriately resourced.
- 3.3 Greater investment is also needed in support services that assist workers who remain engaged in temporary migrant work programs, such as the PALM scheme. This would enable workers in the scheme to be equipped with sufficient community support external to their workplace, so that they can remain safely engaged in employment and receive guidance to access supplementary supports where they are concerned about the conduct of their employer.
- 3.4 The Salvation Army's Community Connections Program, described in Appendix B, is a service directly geared to support PALM workers. The program employs two regional coordinators in NSW from the Council for Pacific Communities and supports approximately 7,000 seasonal workers. The ability to provide wraparound care and support to PALM workers is limited when staff have high caseloads and resources are stretched. Increasing resource allocation for programs such as this will enhance capacity to provide specialised and culturally responsive support to temporary migrant workers.

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“The needs on the ground don't always match up with the support services [available] on the ground or the number of workers [that need support].”

- Team Leader, The Salvation Army's Additional Referral Pathway

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Interagency networks and collaboration

- 3.5 Multi-agency collaborative relationships, where organisations work together to address problems and achieve shared goals, combine and amplify expertise, effort, and professional networks; produces greater benefits for community members.¹²

¹² Community Door. (Undated). *Collaboration*. <https://communitydoor.org.au/resources/collaboration>.

- 3.6 Appropriate resourcing of services in regional and rural NSW will ensure that staff have the capacity to engage in proactive cross-sector collaboration.
- 3.7 By sharing information, knowledge and insight, services and communities will also have a greater understanding of the scale and trends of workplace exploitation incidences. These networks will ensure the needs of those experiencing exploitation are met, including physical, emotional and cultural needs, and that there are multiple accessible entry-points where victim-survivors can initiate and access support.
- 3.8 Beneficial collaborators could include frontline community services, emergency services and first responders, health services, government entities such as local councils and Multicultural NSW, local diaspora and cultural councils, community groups and sporting clubs.

“Local Councils need to be engaged. They [local councils] need to know who the communities in the area are. They [temporary migrant workers] live within your local council. A recommended solution is a person to work specifically with [temporary migrant] workers as a representative of council. That’s a solution right there.”

- Diaspora Representative, Pacific Communities

“We made an effort to make sure we worked with The Council for Pacific Communities because they’re the peak body for the Pacific Islander community.”

- Staff Member, The Salvation Army

Recommendation 6

- 3.9 The Salvation Army recommends that the New South Wales Government increases targeted, sustainable funding to better support the needs of temporary migrant workers in regional and rural areas. This should include:
- Targeted services and additional resourcing to support temporary migrant workers within employment schemes in their local area;
 - General frontline supports, such as homelessness, legal and health services; and
 - Additional resourcing as required to facilitate multiagency networking collaboration.



Strengthening tapestries of social and community support

- 3.10 Trusting local community networks and relationships are a vital information source and support for temporary migrant workers. These networks enhance the integration of workers into Australian communities, promote social cohesion and act as a protective factor by ensuring that workers are well connected within their community should they need help.
- 3.11 Ensuring that local communities and diaspora have access to accurate information and guidance around temporary migrant work programs, including PALM, will equip communities and leaders to provide support if needed. Our experience shows that with increased funding and resource allocation, specialist programs supporting temporary migrant workers could disseminate more information, community education and resources about these schemes to local communities and community leaders.
- 3.12 By equipping community members, leaders and groups with information and resources, these established systems can determine how to best deliver support their community, utilising their local knowledge and expertise. This would facilitate improved community support in the form of pointing a worker to a central source of information, connecting them with to someone to speak to for further information, or providing insight into where and how to access help.

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“The [temporary migrant] workers go to the communities [to seek information and support] because it’s probably someone they know, or their family knows. From my perspective, we’re a people culture. It’s not a go to this website and here’s the brochure [culture].”

”

- Staff Member, The Salvation Army

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“You gather people in their religious spaces...in the footy club...you know where people are going, and you take the information to them. We need to go to the people.”

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- Diaspora Representative, Pacific Communities

Recommendation 7

- 3.13 The Salvation Army recommends that the New South Wales Government work towards additional investment in mechanisms which disseminate information and resources about temporary migrant worker schemes, equipping community leaders and local communities to support fellow community members.**

4 Conclusion

- 4.1 The Salvation Army thanks the Committee for the opportunity to provide a written submission.
- 4.2 The Salvation Army would welcome the opportunity to discuss the content of this submission should any further information be of assistance. Further information can be sought from

The Salvation Army Australia Territory

February 2025





Appendix A About The Salvation Army

The Salvation Army is an international Christian movement with a presence in more than 130 countries. Operating in Australia since 1880, The Salvation Army is one of the largest providers of social services and programs for people experiencing hardship, injustice and social exclusion.

The Salvation Army Australia provides more than 1,000 social programs and activities through networks of social support services, community centres and churches across the country.

Programs include:

- Financial counselling, financial literacy and microfinance
- Emergency relief and related services
- Homelessness services
- Youth services
- Family and domestic violence services
- Alcohol, drugs and other addictions
- Chaplaincy
- Emergency and disaster response
- Aged care
- Employment services

As a mission-driven organisation, The Salvation Army seeks to reduce social disadvantage and create a fair and harmonious society through holistic and person-centred approaches that reflect our mission to share the love of Jesus by:

- Caring for people
- Creating faith pathways
- Building healthy communities
- Working for justice

We commit ourselves in prayer and practice to this land of Australia and its people, seeking reconciliation, unity and equity.

Further information about The Salvation Army can be accessed at: <

<https://www.salvationarmy.org.au/>>





Appendix B The Salvation Army's services

The Salvation Army's Lived Experience Engagement Program

The Salvation Army's Lived Experience Engagement Program (LEEP) empowers victim-survivors of criminal labour exploitation by providing them with a platform to inform and advise the Australian Government during the implementation of the National Action Plan to Combat Modern Slavery 2020-2025.

The program is guided by principles including empowerment, equity and equality, diversity and inclusion, visibility, transparency, safety, respect and trust, and support. These principles are collected from the wisdom of survivors of modern slavery, from family, domestic and sexual violence and mental health advisory work.

Good practices in LEEP are informed by continuous opportunities for people to give feedback and direction, as well as involvement in formal monitoring and evaluation using participatory methods. We identify that engagement with victim-survivors both in consultation processes prior to reform, and in system responses which result from reform, must embed opportunities for survivor leadership.

The Salvation Army's Community Connections Program

The Community Connections Program is a Salvation Army partnership initiative which provides support to workers who are employed in Australia under the Pacific Australia Labour Mobility (PALM) Scheme.

The PALM scheme aims to fill labour gaps in rural and regional Australia by providing pathways for eligible businesses to recruit workers from the Pacific and Timor-Leste for agriculture and related food product manufacturing positions.

The Community Connections Program delivers on the Australian Government's commitment to PALM scheme worker welfare, wellbeing, and social inclusion in Australia. The Salvation Army and its partner networks engage with local community stakeholders and PALM scheme employers and workers to plan events and activities for workers and communities to come together through social, cultural, faith-based, sporting, and other activities. The Salvation Army also administers funding support, to provide workers engaged in the program with short-term emergency assistance, where all avenues of support have been exhausted.

The program aims to:

- Builds positive relationships between PALM scheme workers and their local communities, helping workers settle into life and work in Australia; and
- Support and encourage workers employed under the PALM scheme to connect to their local community and get to know the areas they are living and working in.





The Salvation Army's Trafficking and Slavery Safe House

The Salvation Army established the Trafficking and Slavery Safe House in 2008, Australia's first and only accommodation service in Australia specifically for adult women who have experienced human trafficking, slavery and slavery-like practices. The Safe House supports approximately 30 to 35 survivors and their dependents each year with flexible and holistic case management, either through its supported accommodation service (for adult cisgender and transgender women), transitional housing or non-residential support (for all ages and genders).

Located in Sydney, the Safe House accepts nation-wide referrals from a range of sources including health, education, law enforcement, legal services and community-based organisations. Safe House residents' experiences of exploitation vary widely across the spectrum of modern slavery offences.

The majority of the people the Safe House assists are migrants, including temporary visa holders, international students, asylum seekers and refugees. Australian permanent residents and citizens are also represented in the cohort the Safe House supports, particularly those who have experienced or are at risk of forced marriage, and people who have experienced sexual exploitation and domestic sex trafficking. Linking with other services, the Safe House supports survivors to meet their immediate and long-term needs, in order for them to become independent and seek justice.

The Salvation Army's Additional Referral Pathway Program

The Additional Referral Pathway (ARP) Program is a Salvation Army pilot program designed to assist people who are experiencing modern slavery in Australia. The program offers a non-law enforcement pathways for victim-survivors to access the Support for Trafficked People (STPP) program.

The ARP program provides access to the following supports:

- Free and confidential support including information about rights, options and choices (with access to interpreter).
- Safety planning. Short term casework interventions and addressing immediate welfare needs.
- Legal and migration advice, including addressing immediate legal needs.
- Referral to the Support for Trafficked People Program for eligible victim survivors or other supports as needed.

