PALM

Pacific Australia Labour Mobility

Request for Expression of Interest

Economic Impact Analysis of the Pacific Australia Labour Mobility Scheme

26/03/2025

Australian Government

Australian Aid

1. Overview

Palladium and the Pacific Labour Mobility Support Program (PLMSP) are seeking Expressions of Interest (EOI) from qualified consultant firms to deliver economic modelling and analysis on the economic impacts of the Pacific Australia Labour Mobility (PALM) scheme in Australia. The analysis will provide economic analysis and policy insights at the national, sectoral, regional and local scales.

This EOI is the first step in a two-stage process to select a suitable consultancy firm to provide the required services. Where consultants are shortlisted to the next stage, they will be provided with more detail to prepare a full proposal. After the second stage, a preferred consultant will be selected and engaged to undertake the required work. The timeframe for delivery of these services is from the beginning of May to mid-August 2025.

2. Background

The PALM scheme has been an essential component of Australia's immigration policies, fostering labour mobility between Australia and Pacific island countries and Timor-Leste. The scheme enables workers from participating countries to fill labour shortages in various Australian industries, while also contributing to economic development in their home countries through savings, remittances and skills development.

The PALM scheme is administered by the Australian Government's Department of Foreign Affairs and Trade (DFAT) and Department of Employment and Workplace Relations (DEWR) in partnership with the PLMSP. DFAT and DEWR retain responsibility for key program aspects requiring Australian Government oversight, including program integrity and assurance, while working closely with other responsible government agencies including the Department of Home Affairs, Australian Border Force, Attorney General's Department and the Fair Work Ombudsman.

The PLMSP works with DFAT and DEWR to support the administration of the PALM scheme and facilitate opportunities for Australian employers to connect with workers from the Pacific and Timor-Leste. The PLMSP is managed by Palladium.

In 2025 the PLMSP will undertake economic analysis to understand the economic contribution of the PALM scheme to the Australian economy. Analysis will focus on impacts on industries, labour markets, and Australia's regional areas, as well as broader economic outcomes.

3. Consultant deliverables

PLMSP requires the services of a qualified supplier to model the macroeconomic and regional economic impacts of the scheme. This modelling will assist to identify the benefits (and costs) for the Australian economy. Consultants are also invited to include in their expression of interest scope to undertake desktop economic and social profiling of regions. Desktop analysis will be used to support the development of regional case studies undertaken by PLMSP.

Qualified consultancy firms are invited to submit an expression of interest to conduct modelling and analysis for all of the following components:

- **Dynamic computable general equilibrium modelling** to assess the impacts of inward migration from the PALM scheme on the Australian economy including productivity gains, business profits and sectoral growth
- **Regional input-output analysis** to quantify economic impacts at the industry and regional level; and
- **Regional economic and social profiling analysis** (at the local government area, LGA level) to provide a foundation for local and regional case study analysis.

For each of the above components suppliers will deliver a **final report** (of approximately 10-20 pages per component) by **mid-August 2025** with findings and policy insights and easily digestible graphs, tables and diagrams or infographics.

4. Selection process

Applicants will be selected to participate in the Economic Impact Analysis Request for Proposal (RFP) through a three-stage process.

Stage 1: Expression of Interest (EOI)

- This call for EOIs invites qualified applicants to register their interest as **Stage 1** in the process.
- EOI submissions must be lodged as per the terms of this document.
- EOIs will be assessed in accordance with Commonwealth Procurement Rules: https://www.finance.gov.au/government/procurement/commonwealth-procurement-rules .
- **Applications close at 11.55PM (AEST) Thurs 10 April 2025**.
- Submissions will be reviewed by a panel comprised of PLMSP representatives to determine the extent that they meet the EOI requirements.

Stage 2: Request for Proposal (RFP)

- Shortlisted applicants following the EOI will be required to sign a non-disclosure agreement before being invited to participate in Stage 2.
- In Stage 2, short-listed providers will be invited to submit additional information in line with a more detailed RFP.
- There is no limit on the number of applicants that may be selected to participate in the RFP.
- Only providers that are shortlisted will be invited to respond to the RFP.
- The RFP is intended to be released to shortlisted providers. The proposals received by PLMSP will be evaluated against the tender evaluation criteria.

Stage 3: Negotiation

- PLMSP will undertake contract negotiations with one or more preferred tenderers.

Timings

General timings for EOI are outlined in

Table 1. All times are Australian Eastern Standard Time (AEST). PLMSP reserves the right to alter the timeline, with due notice to providers that have registered their interest by submitting an EOI.

Table 1: Timings (= Indicative timing)**

Group	Element	Due Dates, 2025
Stage 1: EOI	EOI opens	Thurs 27 March
	Last day for respondents to ask questions	Wed 2 April, 4pm
	Last day for PLMSP to reply to questions	Friday 4 April, 4pm
	EOI closes	**Thurs 10 April 11.55pm**
Stage 1: EOI Evaluation	Conformity assessment**	Second week of April
	Evaluation of EOIs**	Second week of April
	Notification of outcome	Tue 15 April 4pm
Stage 2: RFP	PLMSP issues non-disclosure agreement to shortlisted respondents	Tue 15 April
	Last date for shortlisted respondents to submit a proposal	**Fri 2 May 11.55pm**
	Notification of outcome**	Fri 9 May
Stage 3: Negotiation	Contract negotiations and start of services**	Fri 9 May

5. Expression of Interest Requirements

Completing your EOI

Using the response template at Attachment A, please provide your responses to each of the parts below.

Part A – Demonstrated Expertise and Relevant Projects (30%)

Please limit this to 1 page and include information:

- regarding experience in undertaking dynamic CGE and regional input-output modelling, particularly in labour migration impact analysis; and
- examples of past work in national, sectoral, and regional and local economic analyses (and case study desktop reviews).

Part B – Capacity to Deliver and Team Capability (40%)

Please limit this to 2 pages and provide:

- your availability to complete the work within the specified timeframes (early May– Mid Aug 2025);
- evidence of success in adaptively working with clients to deliver within pressing timeframes and changing circumstances; and
- profiles of key personnel, including relevant expertise and CVs (*can be appendices*) for those directly working on the project.

Part C – Technical Approach and Value for Money (30%)

Please limit this to 1 page and include:

- a summary of the proposed methodology and data sources; and
- evidence of being able to provide value for money to clients.

Evaluation of EOIs

EOI submission closes at 11.55PM (AEST) on 10 April 2025.

Following submission of EOIs, eligibility will be assessed by a panel using the weightings for each part and against the elements of each part as summarised in Table 2.

Table 2: Weightings

Part	EOI Requirements	Weighting
A	Demonstrated Expertise and Relevant Projects	30%
B	Capacity to Deliver and Team Capability	40%
C	Technical Approach and Value for Money	30%

Other Parts of the Procurement Process

Due Diligence

If you submit an EOI, PLMSP may undertake due diligence on your organisation.

As a condition of this request for EOI you agree that if asked, you will provide details in the following areas:

- Company ownership structure and facilities;
- Staff structure and capabilities;
- Financial Information (e.g. annual accounts);
- Insurance details (e.g. indemnity levels, public liability);
- Referees; and
- Other information as relevant.

Clarification

PLMSP may, at any time during the procurement process, seek clarification from and enter into discussions with any or all of the respondents in relation to their response to this EOI.

Questions

You can ask us questions up to the date given in Table 1. If you have any questions about this EOI process, please submit your question(s) to procurement@plmsp.com.au. PLMSP will only respond to questions submitted in writing to this email address and the questions and their answers will be posted to AusConnect.

Changes To Our Process/Notifications

If we need to change anything in this request for EOI or need to provide organisations with additional information, we will notify all organisations by posting the relevant information on AusConnect. AusConnect will automatically notify the email addresses used to download this document from AusConnect if and when PLMSP posts notifications.

Lodgement

Responses must be emailed using the response template to procurement@plmsp.com.au by the EOI closing time. If you have any technical difficulties when lodging your response, please contact PLMSP procurement:

- Phone: +61 (0)7 3557 7750 or
- Email: procurement@plmsp.com.au .

Conformity and Compliance Screening

PLMSP will undertake conformity and compliance screening of tenders received to ensure they comply with the Minimum Content and Format Requirements, especially the use of the attached response template and page limits. Tenders that do not comply will be set aside and will not be evaluated.

Minimum Content and Format Requirements

PLMSP will exclude a tender from further consideration if PLMSP considers that the tender does not comply with any one or more of the following requirements:

- The tender is written in English and in a font that is readable when printed in low resolution black and white
- All measurements are in Australian legal units of measurement unless otherwise specified
- The EOI includes substantially completed response template in PDF or Microsoft Word
- The EOI response is within the specified page limits using this template and
- EOI responses are submitted via procurement@plmsp.com.au by the Closing Time.

Glossary of Terms

Table 3: Terms

Term	Definition
Addendum (or Addenda)	Information, clarification or amendment of this EOI or answers to Respondent questions published by PLMSP on the website at AusConnect
Business Day	Any day that is not a Saturday, Sunday, public holiday or bank holiday in Brisbane, Australia
Closing Time	The closing time and date for lodgement of Responses under this EOI as listed in the EOI. The Closing Time is Brisbane local time unless specified otherwise.
Conflict of Interest	A situation in which a Respondent, its Personnel or Referees have a private interest which may or do improperly influence the performance of their duties and responsibilities. Conflicts of interest can arise in relation to financial interests such as shareholdings, employment opportunities, real estate and trusts, as well as private interests such as relationships and other interests that can conflict with duties and responsibilities. Conflicts can include not only the interests of individual employees and contractors, but also the interests of their immediate family (such as spouses, children or other dependents) and the interests of their business partners or associates. Further information is online in DFAT's Ethics, Integrity and Professional Standards Policy Manual.
Contact Mailbox	The only contact point for all enquiries regarding this EOI.
CPRs	The Commonwealth Procurement Rules.
Department	The Commonwealth of Australia, represented by DFAT.
Dates and Times	The dates and times specified in Table 1 of this EOI.
DFAT	Department of Foreign Affairs and Trade, Australia
EOI	Expression of Interest. This document and any Attachments and Forms, together with any Addenda to this EOI issued by PLMSP and published on the AusConnect website.
Evaluation Committee (EC)	The Committee appointed by PLMSP to evaluate Responses against the Evaluation Criteria for this EOI.
Evaluation Criteria	The evaluation criteria against which Respondents will be evaluated as outlined in this EOI and the Response Template.
Expression of Interest (EOI)	This document and any Attachments and Forms, together with any Addenda to this EOI issued by PLMSP and published on the AusConnect website.
Former DFAT Employee	Upon termination of employment, former DFAT/PLMSP officers are restricted from working on or advising in relation to a contract or grant agreement to which DFAT/PLMSP is, or is proposed to be, a party and ○ in which they were substantially involved in the design, preparation, appraisal, review, and or daily management while at DFAT/PLMSP; or ○ which substantially involves any employee of DFAT/PLMSP with whom they had significant contact or connection in the course of their employment within the 12 months prior to their separation from DFAT/PLMSP, for a period of nine (9) months after their separation from DFAT/PLMSP, unless DFAT's/PLMSP's Chief People Officer has approved the engagement.
GST	A Goods and Services Tax levied on the supply of Goods and Services under the A New Tax System (Goods and Services) Tax Act 1999 (Cth).
Minimum Content and Format Requirements	The minimum requirements that a Respondent must meet for it to be considered for evaluation.
PLMSP	Pacific Labour Mobility Support Program

Term	Definition
PALM	Pacific Australia Labour Mobility scheme – scheme that allows for 9 Pacific Island countries and Timor Leste people to work in Australia in areas where local labour supply is short.
Relevant Employer	Has the meaning given to the term in the Workplace Gender Equality Act 2012 (Cth) ('WGE Act').
Relevant List	Any similar list to the World Bank List maintained by any other donor of development funding.
Respondent	A person or entity that submits a Response to this EOI.
Response	A Response submitted to this EOI, using the response template of this EOI.
Services	The Services required by DFAT to be provided under the terms and conditions of any resultant contract.
Statement of Tax Record	A statement of tax record issued by the Australian Taxation Office following an application made in accordance with the process set out at: https://www.ato.gov.au/Business/Bus/Statement-of-taxrecord/?page=1#Requesting_an_STR.
Standard	A document approved by a recognised body such as Standards Australia, the International Organisation for Standardisation, the International Electrotechnical Commission or the International Telecommunication Union, that provides, for common and repeated use, rules, guidelines or characteristics for goods or services, or related processes and production methods, with which compliance is not mandatory, unless the goods or services are subject to regulation by government.
World Bank List	A list of organisations maintained by the World Bank in its "Listing of Ineligible Firms and Individuals".

Terms and Conditions

1. Proposal Conditions
By submitting a proposal, potential suppliers are bound by these terms and conditions. Potential suppliers must submit EOI's with all details provided in English and with prices quoted in a single currency.

2. Proposal Lodgement
The Company may grant extensions to the Closing Time at its discretion. The Company will not consider any responses received after the Closing Time specified in the EOI unless the Company determines to do so otherwise at its sole discretion.

3. Evaluation
The Company may review all proposal to confirm compliance with this EOI and to determine the best proposal in the circumstances.

4. Alterations
The Company may decline to consider a proposal in which there are alterations, erasures, illegibility, ambiguity or incomplete details.

5. The Company's Rights
The Company may, at its discretion, discontinue the EOI; decline to accept any proposal; terminate, extend or vary its selection process; decline to issue any contract; seek information or negotiate with any potential supplier that has not been invited to submit a proposal; satisfy its requirement separately from the EOI process; terminate negotiations at any time and commence negotiations with any other potential supplier; evaluate proposals as the Company sees appropriate (including with reference to information provided by the prospective supplier or from a third party); and negotiate with any one or more potential suppliers.

6. Amendments and Queries
The Company may amend, or clarify any aspect of the EOI prior to the EOI Closing Time by issuing an amendment to the EOI in the same manner as the original EOI was distributed. Such amendments or clarifications will, as far as is practicable be issued simultaneously to all parties.
Any queries regarding this EOI should be directed to the Contact Person identified in this EOI.

7. Clarification
The Company may, at any time prior to execution of a contract, seek clarification or additional information from, and enter into discussions and negotiations with, any or all potential suppliers in relation to their proposals. In doing so, the Company will not allow any potential supplier to substantially tailor or amend their proposal.

8. Confidentiality
In their proposal, potential suppliers must identify any aspects of their proposal that they consider should be kept confidential, with reasons. Potential suppliers should note that the Company will only agree to treat information as confidential in cases that it considers appropriate. In the absence of such an agreement, potential suppliers acknowledge that the Company has the right to disclose the information contained in their proposal.
The potential supplier acknowledges that in the course of this EOI, it may become acquainted with or have access to the Company's Confidential Information. It agrees to maintain the confidence of the Confidential Information and to prevent its unauthorised disclosure to any other person. If the potential supplier is required to disclose Confidential Information due to a relevant law or legal proceedings, it will provide reasonable notice of such disclosure to the Company. The parties agree that this obligation applies during the EOI and after the completion of the process.

9. Alternatives
Potential suppliers may submit proposals for alternative methods of addressing the Company's requirement described in the EOI where the option to do so was stated in the EOI or agreed in writing with the Company prior to the EOI Closing Time. Potential suppliers are responsible for providing a sufficient level of detail about the alternative solution to enable its evaluation.

10. Reference Material
If the EOI references any other materials including, but not limited to, reports, plans, drawings, samples or other reference material, the potential supplier is responsible for obtaining the referenced material and considering it in framing their proposal. And provide it to the Company upon request.

11. Price/Cost Basis
Prices or costs quoted must show the tax exclusive price, the tax component and the tax inclusive price.
The contract price, which must include any and all taxes, supplier charges and costs, will be the maximum price payable by the Company for the Goods and/or Services.

12. Financial information
If requested by the Company, potential suppliers must be able to demonstrate their financial stability and ability to remain viable as a provider of the Goods and/or Services over the term of any agreement.
If requested by the Company, the potential supplier must promptly provide the Company with such information or documentation as the Company reasonably requires in order to evaluate the potential supplier's financial stability.

13. Referees
The Company reserves the right to contact the potential supplier's referees, or any other person, directly and without notifying the potential supplier.

14. Conflict of interest
Potential suppliers must notify the Company immediately if any actual, potential or perceived conflict of interest arises (a perceived conflict of interest is one in which a reasonable person would think that the person's judgement and/or actions are likely to be compromised, whether due to a financial or personal interest (including those of family members) in the procurement or the Company).

15. Inconsistencies
If there is inconsistency between any of the parts of the EOI the following order of precedence shall apply:
(a) these Terms and Conditions;
(b) the first page of this EOI; and
(c) the Schedule
so that the provision in the higher ranked document will prevail to the extent of the inconsistency.

16. Collusion and Unlawful Inducements
Potential suppliers and their officers, employees, agents and advisors must not engage in any collusive, anti-competitive conduct or any other similar conduct with any other potential supplier or person or quote any unlawful inducements in relation to their proposal or the EOI process.
Potential suppliers must disclose where proposals have been compiled with the assistance of current or former the Company employees (within the previous 9 months and who was substantially involved in the design, preparation, appraisal, review, and or daily management of this activity) and should note that this may exclude their proposal from consideration.
Potential suppliers warrant that they have not provided or offered any payment, gift, item, hospitality or any other benefit to the Company, its employees, consultants, agents, subcontractors (or any other person involved in the decision-making process relating to this EOI) which could give arise to a perception of bribery or corruption in relation to the EOI or any other dealings between the parties.

17. Jurisdiction
This EOI shall be subject to the laws of Queensland, Australia. The language of the arbitration will be English.
The Potential Supplier and the Company will use their best efforts to settle amicably any dispute, controversy, or claim arising out of, or relating to this EOI or the breach, termination, or invalidity thereof. Any dispute, controversy, or claim arising out of, relating to or in connection with this EOI shall be resolved by mediation in accordance with the Australian Centre for International Commercial Mediation Rules. The mediation shall take place in Australia and be administered by the Australian Centre for International Commercial Arbitration (ACICA).
If the dispute has not been settled pursuant to the said rules within 60 days following the written invitation to mediate or within such other period as the Parties may agree in writing, the dispute shall be resolved by the arbitration in accordance with the ACICA Arbitration Rules. The seat of arbitration shall be as per Governing law and jurisdiction of the courts of Queensland, Australia.