

31 May 2024



[REDACTED]

To the Migration Institute of Australia's Consultation Team,

Re: Submission to the Department for Immigration Australia to ensure the inclusion of Chefs (ANZSCO 351311) on the skilled migration list as essential

We write on behalf of the hospitality industry with nine hotels across metropolitan and regional South Australia and 450 employees. We have a vested interest in providing this submission and the attached evidence for the purposes of our industry, its success, and its contribution to the local economy and communities it which it operates, without which our social health would dissipate further impacting the current mental health crisis.

We refer in this submission to Chefs, those classified under ANZSCO 351311. We are writing to advocate for the inclusion of chefs on the Skilled Migrant List as a required profession in Australia. This submission aims to highlight the critical role that chefs play in the hospitality industry and therefore the broader economy. We aim to provide evidence supporting the need for skilled chefs to meet the current and future demands of the Australian market.

We highlight below six of the key reasons that Chefs should be considered for the skills shortage list and refer to the data we have attached to this file.

1. CURRENT SHORTAGE OF SKILLED CHEFS

The hospitality industry in Australia has been facing a significant shortage of skilled chefs for several years. According to a report by the Restaurant and Catering Industry Association, there is a shortfall of approximately 38,000 chefs, cooks, and restaurant managers across the country. This shortage is exacerbated by the COVID-19 pandemic, which saw many skilled workers leave the industry. As the economy recovers and tourism resumes, the demand for qualified chefs has surged, highlighting the need for an increased supply of skilled culinary professionals.

Evidence of data applicable to our case is attached, we employ 73 Chefs across our nine hotels and in the last 12 months we have advertised 57 times to fill Chef vacancies. The increased demand for Chefs has surged the wages being offered causing Chefs to 'job-hop' more than ever before. Currently on Seek there are 463 vacancies for Chefs in South Australia.

The screenshot shows the Seek job search interface. At the top, there are navigation links: 'Job search', 'Profile', 'Career advice', and 'Explore companies'. The main search area is dark blue with a white search bar containing 'chef' and a location dropdown set to 'South Australia SA'. Below the search bar are several filter buttons: 'All work types', 'paying \$0', 'to \$350K+', and 'listed any time'. At the bottom of the search area, it indicates '463 jobs' and 'Sorted by relevance'.

Currently Chefs/Cooks are the 9th most needed workers as determined by Seek based on its leading job advertising data.

Australia's **MOST-NEEDED** workers

Most-needed workers	Current rank	Change since Feb
Nursing-All roles	1	0
Warehousing, Storage & Distribution	2	+4
Aged & Disability Support	3	+5
Automotive Trades	4	+3
Administrative Assistants	5	-3
Sales Representatives / Consultants	6	-3
Physiotherapy, OT & Rehabilitation	7	+2
Childcare & Outside School Hours Care	8	+4
Chefs / Cooks	9	-4
Retail Assistants	10	0

Further to the evidence provided is the impact of an under resourced industry on its current employees and prospective domestic candidates. We trust you can appreciate the negative impact that such under resourcing has on staff morale, wellbeing, and the negative perception that flows on to domestic candidates considering their career opportunities.

2. ECONOMIC IMPACT

The hospitality industry is a substantial contributor to the economy. It not only provides employment opportunities but also attracts significant tourism revenue. The Australian Bureau of Statistics reports that the food and beverage services sector alone generate over \$45 billion annually. Skilled chefs are essential to maintaining high standards in this industry, which in turn attracts tourists and supports local economies.

Additionally, the hospitality industry and chefs are integral to supporting smaller local businesses with the hundreds of suppliers supporting Matthews Hospitality to deliver the service we do. These suppliers are integral to our value chain and ability to serve the volume of customers and local communities in which we are involved. Without Chefs the successful delivery of service that hospitality provides would fall apart and the demand for produce from local farms, butchers, producers etc would diminish. Elimination of the local food supply chain further impacts sustainability through reduced biodiversity and increased transportation.

3. CULTURAL DIVERSITY AND INNOVATION

Australia is renowned for its multicultural society, which is reflected in its diverse culinary landscape. Skilled chefs from various cultural backgrounds bring unique culinary skills and knowledge, fostering innovation and enriching the dining experience. This cultural diversity is a significant drawcard for both locals and international visitors, enhancing Australia's reputation as a global food destination. These influences support us to continue to deliver great food and continue to evolve our offering.

4. TRAINING AND DEVELOPMENT

While there are training programs available within Australia, the time required to train chefs to a high standard means that relying solely on domestic training is insufficient to meet immediate needs. Skilled migrants bring valuable experience and expertise that can also benefit the training of local chefs, fostering a knowledge exchange that strengthens the industry.

5. REGIONAL NEEDS

The shortage of skilled chefs is particularly acute in regional and rural areas, where attracting and retaining qualified staff is increasingly challenging. Including chefs on the Skilled Migrant List helps address these regional disparities, supporting local businesses and communities that rely heavily on tourism and hospitality.

6. GLOBAL COMPETITIVENESS

To remain competitive on a global scale, Australia must ensure it has a workforce capable of delivering world-class culinary experiences. Skilled chefs are integral to maintaining and enhancing the quality of service that meets international standards, helping Australia to compete with other major tourism destinations.

Conclusion

Given the current and projected demands, the inclusion of chefs on the Skilled Migrant List is not just beneficial but necessary for the sustained growth and prosperity of the Australian hospitality industry. Skilled chefs contribute significantly to the economy, cultural diversity, and global competitiveness of Australia in tourism. By addressing the shortage through skilled migration, Australia can ensure the continued success and development of this vital sector.

We respectfully urge the Immigration Department to recognise the importance of skilled chefs and to include this profession on the Skilled Migrant List as a matter of priority. People need to eat!

Should you require any additional information case or data based, please do not hesitate to contact me directly.

Thank you for your consideration.

Sincerely yours,

[Redacted signature block]

	EMPLOYMENT		HOURLY	PREFERRE	EMPLOYM	DEFAULT LOCATION	DEFAULT
	START DATE	SALARY	RATE	D HOURS	ENT BASIS	NAME	DEPARTMENT
							NAME
1	14/09/2019	90000	0	43	full_time	Mount Gambier Hotel	Head Chef
2	6/05/2024	0	26.18	0	full_time	Mount Gambier Hotel	Chef
3	3/06/2022	85000	0	43	casual	Mount Gambier Hotel	Chef
4	27/11/2019	75000	0	43		Park Hotel	Head Chef
5	16/07/2021	0	22.61	0		Park Hotel	Chef
6	25/07/2022	0	27.83	0		Park Hotel	Chef
7	26/04/2023	0	26.18	0	casual	Mount Gambier Hotel	Chef
8	16/01/2023	90000	0	43		South Eastern Hotel	Chef
9	8/10/2022	0	27.83	0		South Eastern Hotel	Chef
10	14/03/2022	0	27.83	0		South Eastern Hotel	Chef
11	20/06/2020	0	26.18	0		South Eastern Hotel	Chef
12	18/04/2023	0	22.77			South Eastern Hotel	Head Chef
13	10/05/2023	0	24.87	0	full_time	Mount Gambier Hotel	Chef
14	2/06/2023	0	24.87	0	casual	Park Hotel	Chef
15	16/06/2023	0	27.83	0	casual	South Eastern Hotel	Chef
16	4/07/2022	90000	0	43		Feathers Hotel	Head Chef (Hotel)
17	8/11/2021	0	26.18	0	casual	Feathers Hotel	Hotel Chef
18	18/06/2022	0	26.18	38		Feathers Hotel	Pavilion Chef
19	1/11/2022	110000	0	43		Maylands Hotel	Executive Chef
20	18/11/2022	0	26.18	0		Feathers Hotel	Hotel Chef
21	9/01/2023	0	26.18	0		Feathers Hotel	Hotel Chef
22	21/01/2023	0	26.18	0		Feathers Hotel	Pavilion Chef
23	30/01/2023	0	26.18	38		Feathers Hotel	Pavilion Chef
24	7/02/2023	80000	0	43		Feathers Hotel	Head Chef (Pav)
25	2/04/2023	70700	0	43		Feathers Hotel	Pavilion Chef
26	6/06/2023	0	26.18	0		Feathers Hotel	Pavilion Chef
27	30/05/2023	0	26.18	0		Feathers Hotel	Hotel Chef
28	1/06/2023	0	26.18	0		Feathers Hotel	Hotel Chef
29	3/06/2023	0	26.18	0		Feathers Hotel	Hotel Chef
30	5/09/2022	0	27.83	0		Sussex Hotel	Chef
31	19/08/2022	0	27.83	38		Maylands Hotel	Chef
32	5/09/2022	95000	0	43		Sussex Hotel	Head Chef
33	1/10/2021	0	24.88	0		Maylands Hotel	Chef
34	21/04/2022	0	27.83	0		Maylands Hotel	Chef
35	2/04/2023	0	26.18	0		Maylands Hotel	Chef
36	25/10/2021	0	17.02	20	casual	Bentleys Hotel	Apprentice Chef
37	24/08/2020	0	24.08	0		Bentleys Hotel	Chef
38	31/01/2022	75000	0	43		Bentleys Hotel	Chef
39	18/11/2022	0	24.87	38		Bentleys Hotel	Chef
40	2/08/2023	0	26.18	0	full_time	Bentleys Hotel	Chef
41	28/04/2023	0	23.23			Maylands Hotel	Chef
42	4/08/2023	0	26.18	0	casual	Feathers Hotel	Hotel Chef
43	13/08/2023	85000	0	43	full_time	Salisbury Hotel	Head Chef
44	27/11/2023	0	26.18	0	casual	Salisbury Hotel	Chef
45	20/11/2023	0	24.08	0	casual	Park Hotel	Chef
46	8/07/2017	85000	0	43		Eyre Hotel	Head Chef
47	28/03/2022	70700	0	43		Eyre Hotel	Chef
48	28/06/2022	70700	0	43		Eyre Hotel	Chef
49	30/08/2022	70700	0	43		Eyre Hotel	Chef
50	14/03/2023	0	27.83	38		Eyre Hotel	Chef
51	29/03/2023	0	27.83	38		Eyre Hotel	Chef
52	4/12/2023	80000	0	43	full_time	Bentleys Hotel	Head Chef
53	1/01/2024	70700	0	43	full_time	Salisbury Hotel	Chef
54	4/01/2024	70700	0	43	casual	Bentleys Hotel	Chef
55	15/01/2024	0	20.95	0	casual	Salisbury Hotel	Apprentice Chef
56	5/02/2024	0	24.87	0	casual	Salisbury Hotel	Chef
57	1/02/2024	0	26.18	0	casual	Sussex Hotel	Chef
58	12/02/2024	90000	0	43	full_time	Maylands Hotel	Head Chef
59	19/02/2024	0	26.18	38	part_time	Eyre Hotel	Chef
60	8/02/2024	0	26.18	0	casual	South Eastern Hotel	Chef
61	22/02/2024	0	26.18	0	casual	Sussex Hotel	Chef
62	24/02/2024	0	24.87	0	full_time	Maylands Hotel	Chef
63	21/03/2024	0	26.18	0	casual	Feathers Hotel	Pavilion Chef
64	13/03/2024	0	26.18	0	casual	Feathers Hotel	Pavilion Chef
65	14/03/2024	0	26.18	0	part_time	Maylands Hotel	Chef
66	24/03/2024	0	26.18	0	casual	South Eastern Hotel	Chef
67	27/03/2024	0	24.87	0	casual	Mount Gambier Hotel	Chef

68	22/03/2024	0	23.23			Maylands Hotel	Executive Chef
69	26/04/2024	0	26.18	0	casual	Eyre Hotel	Chef
70	29/04/2024	0	26.18	0	casual	Maylands Hotel	Chef
71	2/05/2024	0	24.87	0	casual	Feathers Hotel	Hotel Chef
72	4/05/2024	0	27.83	0	full_time	Feathers Hotel	Sous Chef (Hotel)
73	15/05/2024	0	24.87	0	casual	Sussex Hotel	Chef