

LMIASystem/Guidance/PrimaryAgriculture

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LMIA System Directive: Primary Agriculture

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New information is highlighted

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1. Application

This directive applies to the following streams that employers can use to apply for a temporary foreign worker (TFW) in primary agriculture positions:

- Low-wage stream
- High-wage stream
- Seasonal Agricultural Worker Program
- Agricultural stream

Low-wage and high-wage stream applications for agriculture positions that do not meet primary agriculture requirements must be assessed using low/high wage guidance, the information found in this directive does not apply to these applications.

2. Guidelines

This directive provides instructions on how to assess requirements unique to primary agriculture applications. However, it does not provide instructions for the complete assessment of these applications, and other applicable guidance should be consulted (such as, but not limited to Incomplete Applications, Recruitment and Advertising, and Wage Assessment).

3. Primary Agriculture requirements

In order for an employer to hire a TFW in primary agriculture, the work duties must:

- be performed within the boundaries of a farm, nursery or greenhouse; and
- involve at least one of the following activities:
 - the operation of agricultural machinery
 - the boarding, care, breeding, sanitation or other handling of animals, other than fish, for the purpose of obtaining raw animal products for market
 - or activities relating to the collection, handling and assessment of those raw products, or the planting, care, harvesting or preparation of crops, trees, sod or other plants for market; and be consistent with one of the following National Occupation Codes (NOC): 0821, 0822, 8252, 8255, 8431, 8432, 8611.

In addition to meeting the primary agriculture requirements above, the application must meet one of the following stream requirements:

Primary Agriculture Application Streams				
Requirements	SAWP	Agricultural	Low-wage	High-wage
National Commodities List (NCL)	Commodity must be included on the NCL		Commodity must NOT be included on the NCL	
Country of citizenship of the TFW	<ul style="list-style-type: none"> ▪ Mexico ▪ Anguilla 		Any country	

	<ul style="list-style-type: none"> ▪ Antigua and Barbuda ▪ Barbados ▪ Dominica ▪ Grenada ▪ Jamaica ▪ Montserrat ▪ St. Kitts-Nevis ▪ St. Lucia ▪ St. Vincent and the Grenadines ▪ Trinidad and Tobago 		
<p>Prevailing Wage</p>	<p>Employer must offer the higher of:</p> <ul style="list-style-type: none"> ▪ the NCL wage (https://www.canada.ca/en/employment-social-development/services/foreign-workers/agricultural/agricultural-wages.html) * for the specific occupation, commodity and region; or, ▪ the provincial/territorial minimum wage; or, ▪ the wage the employer is paying Canadians and permanent residents performing the same work at the same work location <p>Note: Use the Job Bank median rate if skill level is not on the NCL wage table. i.e. non-livestock high-skilled positions.</p> <p>Consult the Quebec wage tables (http://www.immigration-quebec.gouv.qc.ca/fr/employeurs/embaucher-temporaire/recrutement-travailleurs-agricoles/salaires.html) for positions in Quebec.</p> <p>Consult Directive: Wage Assessment for wage requirements</p>		
<p>Provision of Housing</p>	<p>Employer must provide on-farm or off-farm housing.</p>	<p>Employer must either provide or ensure that suitable and affordable housing is available. See Low-wage stream requirements (https://www.canada.ca/en/employment-social-development/services/foreign-workers/median-wage/low/requirements.html)</p> <p style="text-align: center;">N/A</p>	
<p>Costs of Housing</p>	<p>Allowable charges vary by province and are specified in the employment contract.</p>	<p>Maximum costs unless prov./terr. labour standards specify a lower amount.</p> <p>Pro-rate costs for partial weeks.</p> <p><u>On-farm:</u> \$30 per week</p>	<p>Suitable and affordable. See Low-wage stream requirements (https://www.canada.ca/en/employment-social-development/services/foreign-workers/median-wage/low/requirements.html)</p> <p>Mutually agreed upon arrangement.</p>

	<p>Off-farm low-skill: \$30 per week</p> <p>Off-farm high-skill: 30% of gross monthly income</p> <p>Employer owned, must not exceed market value.</p> <p>If shared, costs must be spilt equally among the tenants.</p>	
<p>Housing Inspection</p>	<p>Employers must obtain a complete housing inspection report for each housing unit. Each inspection report must specify:</p> <ul style="list-style-type: none"> ▪ that the housing has been inspected within the eight month period prior to application receipt*; and ▪ the maximum number of workers permitted per housing unit; and ▪ a clear decision of “pass”, “fail” or “pass with follow-up conditions”. <p>▪ Employers submitting SAWP Direct Replacement and Replacement Transfer applications may continue to use the housing inspection report submitted with the original application, even if completed more than 8 months prior to application receipt, as long as the replacement worker will be living in the same accommodation, filling the same position during the same calendar year.</p> <p>BC only, (in addition to above) the housing inspection report must:</p> <ul style="list-style-type: none"> ▪ use the British Columbia Agriculture Council (BCAC) housing inspection form (https://bcac.ca/wp-content/uploads/2017/10/Sample-2017-TFW-Housing-Inspection-Form.pdf) ; and ▪ be validated and conducted by a BCAC sanctioned inspector (https://bcac.ca/wp-content/uploads/2017/11/Approved-Home-Inspectors-updated-November-10-2017-1.pdf) who is authorized to conduct agriculture inspections. 	<p>N/A</p>

	For all other provinces and territories, the housing inspection report must be prepared by the appropriate provincial/territorial/municipal body or by a certified private inspector authorized by the relevant level of government or by an individual with relevant certification from a recognized institution. (i.e. structural engineer, health inspector, fire marshal)		
Transfer of workers	Transfers must : occur within the same SAWP season		N/A
Replacement of workers	<p>The replacement must meet all of the following conditions:</p> <ul style="list-style-type: none"> ▪ occur within the same SAWP season ▪ not exceed the amount of workers on the initial LMIA ▪ occur within the same economic region ▪ be for the same occupation as the initial LMIA. 	<p>The replacement must meet all of the following conditions:</p> <ul style="list-style-type: none"> ▪ occur within the initial LMIA work duration (Maximum of 2 years), ▪ not exceed the amount of workers on the initial LMIA ▪ occur within the same economic region ▪ be for the same occupation as the initial LMIA. 	N/A

4. Triage Procedures

The triage procedures are specific to the unique requirements of Primary Agriculture LMIA applications, the Incomplete Applications directive should be used as a companion to this information.

4.1 Determine if the LMIA application meets the primary agriculture requirements.

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If	then
all the work duties fall within primary agriculture	proceed to step 4.2.
some or all work duties fall outside of primary agriculture	<p>if the low/high-wage application form was used and the payment was included, proceed with application assessment using low-wage/high-wage guidance. This is not an application for work in primary agriculture.</p> <p>If the payment was not included, deem the application incomplete, consult the Incomplete Applications directive</p> <p style="text-align: center;">-OR-</p> <p>if the SAWP or Agricultural application form was used, deem the application incomplete as it does not meet primary agriculture requirements, consult the Incomplete Applications directive.</p>
the application lists a mixture of NCL and non-NCL commodities	<p>accept the application if the employer applied under low/high-wage stream.</p> <p style="text-align: center;">-OR-</p> <p>deem the application incomplete if the employer applied under SAWP or Agriculture stream.</p> <p>Consult the Incomplete Applications directive for guidance on handling an incomplete application.</p>

4.2 Determine if the employer has provided the required housing inspection report for SAWP and Agriculture stream.

If the housing inspection report	then
<ul style="list-style-type: none"> ▪ was not provided; or ▪ pages or signature ^[1] are missing; or ▪ sections are incomplete without justification; or ▪ did not occur within 8 months prior to receipt of the application by Service Canada *; or ▪ permitted number of occupants is less than the number of workers requested on the LMIA; or ▪ the inspected address differs from the LMIA housing address; or ▪ does not indicate a clear decision (pass, fail, pass with conditions); or ▪ was not prepared by the appropriate provincial/territorial/municipal body or by a certified inspector. <p>* Exception for SAWP Direct Replacement and Replacement Transfer: a positive decision was not issued for the same</p>	<p>Deem the application incomplete, consult the Incomplete Applications directive for guidance on handling an incomplete application.</p>

position and same accommodation and for the same calendar year.

1. ↑ Some municipalities issue an unsigned electronic copy of the housing inspection report.

5. Assessment Procedures

The assessment procedures are specific to the unique requirements of Primary Agriculture LMIA applications, other directives should be used as a companion to this information.

5.1 Select the national LMIA System indicator for low/high-wage applications that meet the definition of primary agriculture.

- Go to the LMIA Folder
- Select LMIA Indicators
- Check the “Primary Agriculture Low/High-Wage Stream” indicator check box.
- Save

5.2 Determine if the SAWP or Agricultural Stream application is for a Replacement. If so, proceed to Annex C

5.3 Determine if SAWP and Agricultural Stream employers are offering the prevailing wage rate. Refer to the Wage Assessment directive to assess the wage offered for low/high-wage primary agriculture applications.

Step 5.3.1

Review the Job Offer Information section of the SAWP or Agricultural Stream application to identify the commodity, NOC, skill level, and province where the work will be performed.

Step 5.3.2

Refer to the NCL wage table (<https://www.canada.ca/en/employment-social-development/services/foreign-workers/agricultural/agricultural/working-conditions.html>) to identify the wage.

If	then
the NCL wage table does not provide a wage rate for the skill level or NOC, i.e. non-livestock high-skilled positions	use the Job Bank (https://www.canada.ca/en/employment-social-development/services/foreign-workers/agricultural/agricultural/working-conditions.html) median wage for the occupation and economic region.
the LMIA application lists more than one NCL commodity	use the commodity with the highest hourly rate.

Step 5.3.3

Determine if the employer is paying a rate equal to or greater than the prevailing wage rate.

If the employer's wage offer	then
is equal to or greater than the prevailing rate	the employer has met the wage portion of Labour Market Factor (d): Wages and working conditions. Proceed to step 5.4.
is less than the prevailing rate	the employer has failed to meet Labour Market Factor (d) – wages offered to the foreign national are not consistent with the prevailing wage rate for the occupation The employer's wage is considered to have a negative effect on the Canadian labour market. Proceed to step 5.4.

5.4 In the LMIA System proceed to the Labour Market Factor (d) Wages and Working Conditions assessment screen.

Step 5.4.1

Will the wage assessment be conducted by the MIDI? (i.e. the work location is in Quebec and work duration is 30 days or more). Select yes or no from the list. If no, proceed to the next step. If yes, the wage assessment is complete, proceed to step 5.5.

Note: During LMIA System testing this question incorrectly stated: Is this application exempt from wage assessment under the Quebec Facilitated Process? If not changed, please ignore the LMIA System question reply using the question in step 5.4.1.

Step 5.4.2

Document the Economic Region with the highest prevailing wage rate by selecting an option from the drop down list.

Note: On future releases of the LMIA System this question will be removed from SAWP and Agricultural Stream applications.

Step 5.4.3

Document whether the wage offered is consistent with the prevailing wage rate for this occupation by selecting yes or no from the list.

Step 5.4.4

Document the details of the wage assessment in the text box.

- NCL rate for [commodity] for [prov/terr] is [\$XX.XX/hr on [YYYY-MM-DD]].

-OR-

- Posted median wage for NOC [XXXX] on Job Bank for [economic region/province/national] is [\$XX.XX/hr or \$XXX,XXX/year] on [YYYY-MM-DD].
- Job Bank median wage last modified [YYYY-MM-DD] and [has/has not] changed since the LMIA application received, e.g. below or above 10%.
- Wage range at work location for same occupation, skills and years of experience is [\$XX.XX/hr to \$XX.XX/hr]
- Application identifies base salary of [\$XX.XX/hr or \$XXX,XXX/yr].
- If applicable: ER contacted on [YYYY-MM-DD] for clarification. [Hourly or yearly] wage of [\$XX.XX/h or \$XXX,XXX/year] provided in writing.

Any contingent wages offered by the employer on the LMIA application that were not fully documented in the Job Pay and Benefits screen (i.e. lack of characters) should be noted as follows:

- Job offer includes contingent wages of [\$XXXX] in the form of [specify – e.g. tips, performance bonus, housing allowance] for [relevant condition(s)]

5.5 Using the Primary Agriculture Application Streams table on page 2, assess the SAWP and Agricultural Stream housing requirements. Low-wage and high-wage stream applications, including primary agriculture, must adhere to the accommodations requirements specific to those streams.

Step 5.5.1

Determine if the LMIA cost of housing is consistent with the stream requirements. If not consistent, then the employer has failed to meet Labour Market Factor (d) – Working Conditions are not consistent with generally accepted Canadian standards. The employer’s working conditions are considered to have a negative effect on the Canadian labour market. Continue with the assessment.

Step 5.5.2

Using the table below, determine how to proceed based on the outcome of the housing inspection.

If the housing inspection	then
decision is “pass”	this requirement is deemed met, the applicant’s housing is consistent with generally accepted Canadian standards.
-OR-	
For British Columbia Agriculture Council (BCAC) approved	

<p>inspection, all "yes" responses</p>	
<p>decision is "fail"</p>	<p>the applicant's housing is not consistent with generally accepted Canadian standards.</p> <p>The employer has failed to meet Labour Market Factor (d) –Working Conditions.</p> <p>The employer's working conditions are considered to have a negative effect on the Canadian labour market.</p> <p>Refer the employer to ISB using the ISB Referral Form (file:\\hrdc-drhc.net\nc_common-commun\$\POB-DGOP\YOD-DOJ\TFWPO\RESTRICTED\ServiceWiki\Guidance-EN\Integrity\ISBReferralForm-POB-TFWP-EN.docx) . Cc [REDACTED]</p> <p>[REDACTED] on ISB communication related to failed housing inspections.</p>
<p>decision is "pass with follow-up conditions"</p> <p>-OR-</p> <p>BCAC approved inspection, any "no" responses</p>	<p>contact the employer to inquire about the follow-up conditions. Advise that the LMIA decision will held for up to 60 days (from the date the application was received) to allow the employer time to:</p> <ul style="list-style-type: none"> ▪ fix the follow-up items; and ▪ submit an attestation detailing the actions taken to address each of the follow-up items as well as invoices, receipts or photos to substantiate the attestation. <p>At the officer's discretion and, with justification from the employer, extensions may be granted.</p> <p>If the attestation is received and the follow-up issues have been fixed, then this requirement is deemed met. The applicant's housing is consistent with generally accepted Canadian standards.</p> <p>-OR-</p> <p>If not received, or if all issues were not fixed within the specified timeline, then close the LMIA, the application is incomplete.</p> <p>Do not process any pending LMIAs housing workers in the same housing unit.</p> <p>Refer the employer to ISB using the ISB Referral Form (file:\\hrdc-drhc.net\nc_common-commun\$\POB-DGOP\YOD-DOJ\TFWPO\RESTRICTED\ServiceWiki\Guidance-EN\Integrity\ISBReferralForm-POB-TFWP-EN.docx) . Cc [REDACTED]</p> <p>[REDACTED] on ISB communication related to failed housing inspections.</p>

5.6 Proceed to the Labour Market Factor (d) Wages and Working Conditions in the LMIA System.

Step 5.6.1

Do the accommodations provided by the employer meet Program requirements? Select yes or no.

Step 5.6.2

Use the Assessment of Working Conditions text box to document the details of the housing assessment. At minimum include the following information:

- Low-wage only, a statement indicating that the employer [will provide housing] or [will ensure suitable accommodations are available] and if applicable any other details considered during the assessment.
- SAWP and Agricultural Stream only: the type of housing provided.
- All streams: A statement indicating that the cost of housing [is or is not] consistent with stream requirements and the details of this assessment.

Step 5.6.3

SAWP and Agricultural Stream only: Include the following housing inspection information:

- A statement indicating that the housing inspection [was or was not] conducted within the 8 month period prior to application receipt. Include the date the application was received and the date of the inspection was conducted. If this is a SAWP Direct Transfer or Replacement Transfer application, then provide the LMIA # for the original application, the date of the inspection and confirm that the foreign national will live in the same accommodation, fill the same position and will perform work during the same calendar year.
- The outcome of the inspection report and any communication with the employer regarding the report.
- Confirmation that the inspected accommodation address is consistent with the housing address on the LMIA application.
- Confirmation that the occupancy of the inspected accommodation is sufficient to house the number of foreign nationals requested on the LMIA.
- Confirmation that the inspection report was prepared and signed by an individual that met the stream requirements.

Step 5.6.4

Complete the wage assessment by using the Overall Assessment Wages and Working Conditions text box located at the bottom of the screen. When both elements have been assessed, use the decision buttons to finalize the assessment of factor (d).

- Although a positive LMIA will rarely be issued when factor (d) has been assessed as negative, the other Labour Market Factors of the LMIA must still be assessed.

6 Annexes

6.1 Annex A – Definitions

Animal products: animal meat for consumption, animal parts such as wool, animal products such as milk, honey or sperm, or the whole animal itself.

Crops: Examples include mushrooms, fruit, vegetables, grain, cotton, rice, hay, wheat, soybeans, tobacco and canola.

Employer association: a regional organization that provides services to agricultural employers, particularly those using the SAWP, and represents the interests of member employers (e.g., FARMS, FERME, BCAC).

Employment agreement: a contract signed by the worker and the employer that sets out the terms and conditions of employment and certain roles and responsibilities of the parties. For the SAWP only, the employment agreement is also signed by the government agent.

Farm, nursery or greenhouse: the legal boundaries or physical location where at least one raw agricultural product is produced for market. Statistics Canada defines the term “farm” as an agricultural operation that produces at least one of the following products intended for sale: crops (hay, field crops, tree fruits or nuts, berries or grapes, vegetables, seed); livestock (cattle, pigs, sheep, horses, game animals, other livestock); poultry (hens, chickens, turkeys, chicks, game birds, other poultry); animal products (milk or cream, eggs, wool, furs, meat); or other agricultural products (Christmas trees, greenhouse or nursery products, mushrooms, sod, honey, maple syrup products).

Food processing: processing raw agricultural products, through physical or chemical means such as mincing and macerating, liquefaction, cooking (including blanching, boiling, broiling, frying, or grilling), and/or pasteurization, into value-added products.

For market: the raw agricultural product is intended to be sold or offered for sale.

Government agent (SAWP only): a representative of the government of the worker’s home country. Under the bilateral agreements between Canada and the participating countries, foreign governments:

- recruit and select TFWs;
- ensure workers have the necessary documents;
- maintain a pool of qualified workers;
- appoint representatives to assist workers in Canada; and,
- ensure that workers meet all the requirements of the SAWP, including being:
 - experienced in farming;
 - at least 18 years of age;
 - a citizen of one of the participating countries; and,
 - able to satisfy Canadian immigration laws and the laws of the worker’s home country.

Note: the Government of Canada has no authority to enforce the roles and responsibilities of foreign governments. They are included in this policy for information purposes only.

North American Industry Classification (NAICS): Generally the employer’s business activities should be classified under the two broad NAICS categories, however this should not be a steadfast requirement.

- 111 Crop Production (Farming)
- 112 Animal Production

National Commodity List Wage Table: A table of wage rates based on farm production crops and livestock. The wage table is a tool used to determine the prevailing wage rate for SAWP and Agricultural Stream employers.

Prevailing Wage: The prevailing wage for Low and High-wage positions is defined as the higher of:

- the regional median hourly wage posted on Job Bank's Wage Report;
- the wage as defined by other publically available labour market information that is considered a reliable source; or
- the wage the employer is paying current employees working in the same occupation and same work location with the same skills and years of experience.

The prevailing wage for SAWP and the Agricultural stream is defined as the higher of:

- the National Commodity List wage for the specified occupation, commodity and region (or in Quebec, the Quebec wage tables);
- the provincial/territorial minimum wage; or,
- the wage the employer is paying Canadians and permanent residents performing the same type of work at the same work location.

Primary Agriculture: For the purpose of the TFWP, work in the primary agriculture sector is as work that is performed within the boundaries of a farm, nursery or greenhouse, involving at least one of the following:

- the operation of agricultural machinery;
- the boarding, care, breeding, sanitation or other handling of animals, other than fish, for the purpose of obtaining animal products for market;
- or activities relating to the collection, handling and assessment of those products, or the planting, care, harvesting or preparation of crops, trees, sod or other plants for market.

Raw agricultural products: animals (excluding fish), animal products, crops, trees, sod or other plants that have not been modified other than being harvested.

Source Country: The TFW's country of origin must be considered with assessing a SAWP application. SAWP TFWs must be a citizen of one of the following countries:

Mexico, Anguilla, Antigua and Barbuda, Barbados, Dominica, Grenada, Jamaica, Montserrat, St. Kitts-Nevis, St. Lucia, St. Vincent and the Grenadines, Trinidad and Tobago

6.2 Annex B - National Commodity List (NCL)

The National Commodity List (NCL) is an administrative tool to help determine eligibility for the Seasonal Agricultural Worker Program (SAWP) and the Agricultural Stream. The NCL is a list of farm production crops and livestock.

It is helpful to note the difference between the NCL and work in the primary agricultural sector. Some commodities may meet the definition of primary agriculture and do not appear on the NCL. Conversely, a commodity can be on the NCL and not meet the definition of primary agricultural sector. For example, grains are a crop for the purposes of determining whether work is in the primary agriculture sector, but are not listed on the NCL.

- Apiary products;
- Fruits, vegetables (including canning/processing of these products if grown on the farm);
- Mushrooms;
- Flowers;
- Nursery-grown trees including Christmas trees, greenhouses/nurseries;
- Pedigreed canola seed;
- Sod;
- Tobacco;
- Bovine;

- Dairy;
- Duck;
- Horse;
- Mink;
- Poultry;
- Sheep; and,
- Swine.

Apiary products can include bees and all products related to bees, such as honey.

Fruits, vegetables includes all fruits and vegetables including canning/processing of these products if grown on the farm

Flowers can include ornamental flowers such as bedding plants or bulbs, as well as flowering plants such as hops or marijuana and flowers grown for their products, such as seeds.

Nursery-grown trees including Christmas trees, greenhouses/nurseries can include all trees grown in a nursery and should be interpreted broadly to include all plants produced within a greenhouse or nursery. For example, a non-flowering ornamental plant grown in a nursery is considered to be on the NCL. To determine whether an agricultural operation is a greenhouse or nursery, see the definitions in the Work in the Agricultural Sector policy.

Sod can include peat and turf.

Bovine, dairy, duck, horse, mink, poultry, sheep, and swine can include the whole animal, parts of the animal (e.g., meat, wool) or animal products such as milk or eggs.

The above examples are not an exhaustive list. Program officers assessing LMIA applications must be satisfied that a commodity identified by an employer meets the general criteria identified above.

Find below precisions on crop/livestock included under the NCL:

Crop/Livestock	Commodity
Sunflower Seeds	Flowers
Lentils	Fruits and Vegetables
Marijuana (including hemp)	Flowers
Geese, turkeys, wild turkeys, pheasants, partridges, ostriches quails and squabs	Poultry
Asparagus (Harvesting of asparagus for the production of asparagus seeds)	Fruits and Vegetables
Bison	Bovine
Goats	Sheep

Find below precisions on crop/livestock NOT included under the NCL:

Crop/Livestock	Rationale
Elks	Considered members of the deer family which is not a category included under the NCL

6.3 Annex C - Processing a Transfer Application (SAWP) or a Replacement Application (SAWP or Agricultural Stream)

Step 6.3.1

Review section 10 of the LMIA form and determine if the employer selected:

- If SAWP, one of the following request types on the LMIA SAWP application form: “Double Transfer”
 “Replacement Transfer”, “Transfer”, “Direct Replacement”.

Or

- If Agricultural Stream, “yes” to the question pertaining to replacements.

Step 6.3.2

See box XXX of the form for the previously approved or Initial LMIA number.

Review that the following elements have not changed between the Initial/previously approved and the current LMIA:

- the employer
- the work location
- the occupation (NOC)
- the Salary
- the Working condition
- the Housing conditions
- Employment end date

if	then
all the elements remain the same	proceed to step 6.3.3.
one or more of the elements have changed NOTE: If the change is made in order to comply with a Provincial/Territorial/Federal requirement then the replacement is acceptable, proceed to step 6.3.3.	Consider the application incomplete, as recruitment should have been provided with the application. Proceed to the Incomplete Applications directive as the employer did not provide all the documents required for the application.

Step 6.3.3

Determine that the current application is for less than or equal to the amount of workers on the initial application. To do this, take the figure presented in the replacement details box.

If the number of workers on the current application added to the number of workers currently employed	then
Does not exceed the number of workers granted on the initial LMIA.	proceed to step 6.3.4.
exceeds the number of workers granted on the initial LMIA.	Consider the application incomplete, as recruitment should have been provided with the application. Proceed to the Incomplete Applications directive as the employer did not provide all the documents required for the application.

Step 6.3.4

The LMIA System assessment screens should be populated with the same assessment information as the initial application updating only what has changed (I.E. arrival date). The duration of the LMIA should not surpass the current SAWP season or the remaining duration of the initial LMIA in Ag Stream (remainder of the maximum two years). The employment end date should be identical to the initial LMIA.

Formula:

Work duration = initial LMIA work duration – Time remaining on the initial LMIA when the decision is rendered (rounding to the following month).

Step 6.3.5

Include replacement workers updated job duration in an IRCC note. Stating the employment ends no later than XX-XX-XXXX.

For example:

- 6 workers quit or did not show up.
- ER sends replacement application for 6 workers.
- Replacement request is received and processed in November 2018.
- Officer assesses the application and determines a positive outcome.