

26 September 2025



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To whom it may concern:

**2025 CORE SKILLS OCCUPATIONS LIST (CSOL) CONSULTATIONS**

Thank you for the opportunity to provide comments regarding the 2025 Core Skills Occupations List (CSOL).

West Australian Symphony Orchestra [**WASO**] is a member of Symphony Services Australia [**SSA**], which provides services to Australia's six State symphony orchestras. SSA has made a detailed submission to this consultation process, which we support and we refer you to that submission for additional details and case studies.

In December 2024, when changes were made to the Core Skills Occupation List (CSOL), the code used by Australia's symphony orchestras, code 211213 (Musician: Instrumental) was removed from the CSOL, impacting organisations, like WASO, that rely on that code.

**WASO request that JSA reinstate ANZSCO code 211213 / OSCA code 231633 (Musician: Instrumental) to the Core Skills Occupation List.**

Orchestras are a highly specialised workplace, and changes announced to the CSOL in December 2024 have resulted in consequences that we believe were unintended for the Australian orchestral sector.

The removal of job code 211213 impacts our ability to engage non-Australian musicians in key ongoing roles within the orchestra on the Skills in Demand (SID) visa, on the rare occasions this is required.

WASO engages over 300 musicians a year. Across Australia, orchestras collectively engage nearly 3000 musicians and administrative personnel annually<sup>1</sup>. At present, there are less five employees on 482 visas and a further handful of recruitment processes underway that may result in an international appointment (personnel currently on 408 visas). These international personnel, though extremely small in number, are vital to the success of the Australian symphony orchestras, including WASO.

If the code is not reinstated to CSOL, it is likely that international musicians successful at audition and trial will decline permanent positions in the orchestra. Due to their highly specialised roles and the time needed to develop and maintain a high professional level of performance within a team environment, orchestral musicians tend to maintain long tenure in their roles. International musicians will not be attracted to working with Australian orchestras if their tenure is limited to up to 4 years work using two consecutive two-year terms under the subclass 408 visa, with no pathway to permanent residency.

<sup>1</sup> Including full time, part time and casual employees (taken from Creative Australia reporting, 2024)



The relatively small size of the Australian market and the limited educational systems for developing elite orchestral musicians, means roles within a symphony orchestra requiring highly specific and highly developed skills may not be capable of being filled by musicians within the Australian market.

It is only in cases where a successful candidate isn't identified through the local audition process, that the global market is considered. Given the extensive global musical sector, this generally provides an opportunity to identify an appropriately qualified applicant who is willing to come to Australia, often bringing their family.

SSA's lengthier submission contains details that support our request for job code 211213 to be reinstated to CSOL, and outlines why it is vitally important to the Australia orchestra sector.

Yours sincerely,

A large black rectangular redaction box covering the signature and name of the sender. The box is composed of several overlapping rectangles, creating a stepped effect on the right side.