



INTERSTAFF

SPONSORSHIP OPTIONS | WHAT EMPLOYERS SHOULD CONSIDER

Does your business require people with expertise difficult to obtain in the local labour market?

Standard Business Sponsorship (SBS) provides businesses a five year period in which to sponsor skilled Subclass 482 Visa and Subclass 494 Regional Visa holders. This can be particularly beneficial to businesses with an ongoing need for skilled positions that can be difficult to fill locally. To apply for an SBS, a business must:

- Be **registered and operating in Australia**;
- Demonstrate a **commitment to employing Australians** (Citizens or Permanent Residents);
- Undertake **non-discriminatory** employment practices;
- Agree to meet **sponsorship obligations**;
- Agree to pay contributions towards the **Skilling Australians Fund (SAF)**;
- Agree to participate in **sponsorship monitoring** by the Department of Home Affairs.

Sponsoring employees to work in Australia

Sponsoring an overseas employee to work in your business may be done through the **Subclass 482 Temporary Skills Shortage (TSS) Visa or Subclass 494 Regional Visa** programs. After becoming an approved sponsor, each time you wish to sponsor an overseas employee, there are two parts to the process: a **nomination** application and a **visa** application. Here's a summary of the key requirements.

NOMINATION

The nomination of a skilled overseas employee involves an **assessment of the position** offered. The application is generally assessed based on:

- Whether the vacant position matches an occupation on the relevant skilled occupation list;
- The level of skills and expertise required to fill the position;
- Evidence of Labour Market Testing (LMT) including local advertising;
- Evidence that the remuneration for the nominee is at the 'Annual Market Salary Rate' or the remuneration an Australian is receiving for the same role within your business;
- Whether the position is considered to be genuinely required within your business.

482 AND 494 VISA

The 482 and 494 visa process involve an assessment of the **skills and experience of the visa applicant**. It is assessed based on whether the applicant:

- Has the skills and expertise for the position offered, including the ability to obtain a skills assessment if required;
- Can meet the registration and licencing requirements;
- Can meet the English language requirements;
- Can meet the health and character requirements.



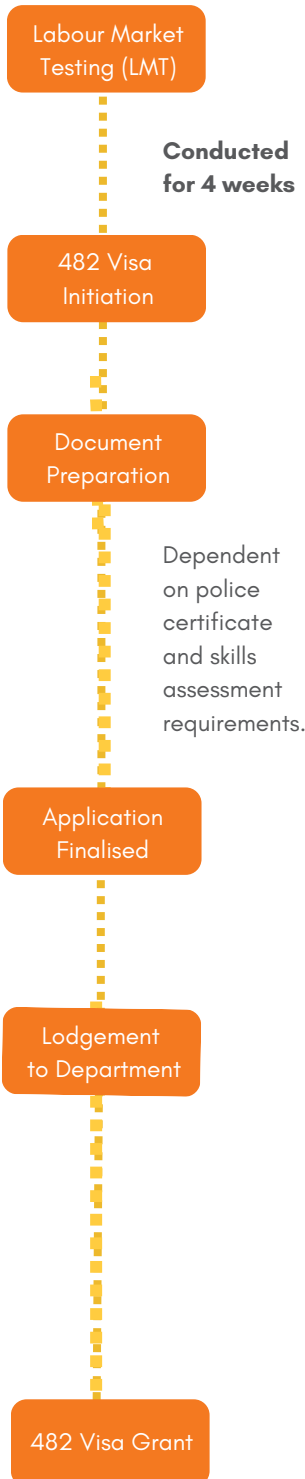
482 & 494 VISA & NOMINATION PROCESS

Here's what you should consider:

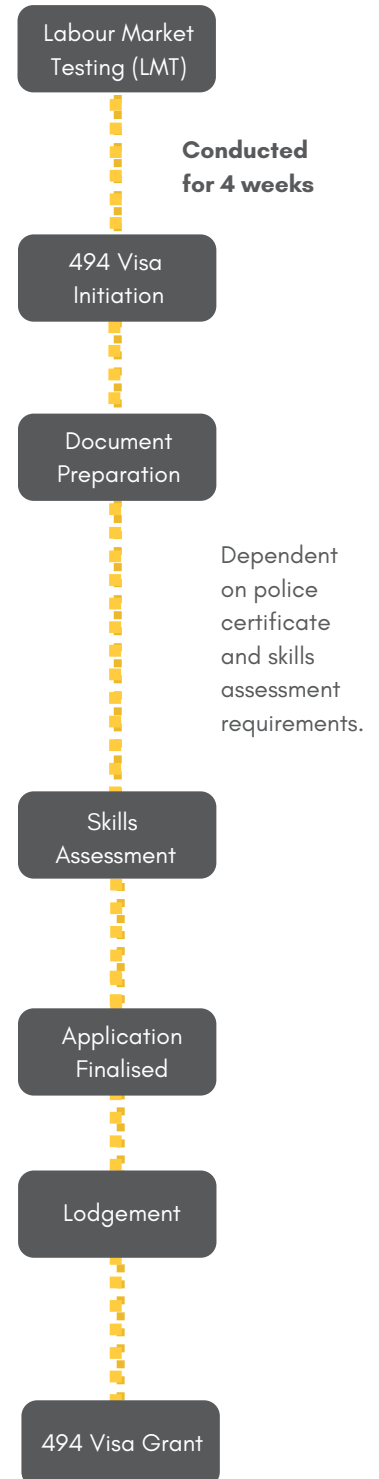
- **Skills Assessments** may be required for some 482 Visa applicants, whereas it is required for almost all Subclass 494 Visa applicants.
- The current Government processing time for a **482 TSS Visa** is **0 to 80 days** for 90% of applications (at 12 September 2023).
- For a **494 Regional Visa**, the current Government processing time is **14 months** for 90% of applications (at 12 September 2023).

Interstaff's Registered Migration Agents can advise which visa option is most suitable based on an assessment of the applicant's eligibility, lead times and Permanent Residence pathways.

482 TSS Visa



494 Regional Visa





ACCREDITED BUSINESS SPONSORSHIP

Can our business access expedited visa processing?

Businesses should also consider if they can apply for Accredited Sponsorship.

Accredited sponsorship enables eligible businesses to upgrade their Standard Business Sponsorship to accredited status.

Benefits include:

- Priority visa and nomination processing – usually within **weeks**.

To apply, your business will need to be a Standard Business Sponsor and either:

- **An Australian Trusted Trader** | An Australian business with at least 75% of its workforce in Australia;
 - **A publicly-listed or private company** with an annual turnover of at least AUD\$4million in the last 2 years. The business must also be an active 457/ 482 TSS sponsor for the past 2 years and have a high percentage of Australian employees in its Australian workforce;
 - **A Commonwealth, State and Territory agency** with at least 75% of Australian workers;
 - **Or a major investor** with at least AUD \$50 million invested in Australian operations.
- Interstaff can assist your business to determine if it meets the requirements for Accredited Sponsorship.

BUSINESS MIGRATION | STRATEGIC THINKING

Established in 1988, **Interstaff** has three decades of business migration experience.

Our Registered Migration Agents liaise with the Department, Australian State or Territory Government Agencies and any regional certifying bodies on your behalf and provide specialist advice each step of the way.

With a focus on compliance with immigration laws and sponsorship obligations, Interstaff provide comprehensive advice to businesses and their employees throughout the Sponsorship, Visa and Nomination processes.

