



INTERSTAFF

SPONSORSHIP OPTIONS | WHAT EMPLOYERS NEED TO CONSIDER

Does your business require people with skills and experience difficult to obtain in the local market?

Standard Business Sponsorship (SBS) provides your business a five year period in which it can sponsor skilled Subclass 482 Visa holders as required. Sponsorship can be particularly beneficial for businesses with an ongoing need for temporary skilled positions that can be difficult to fill locally. To apply for Standard Business Sponsorship, 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
- Pay a contribution towards the Skilling Australians Fund (SAF)
- Agree to participating in sponsorship monitoring by the Department of Home Affairs

Sponsoring employees to work in Australia

Sponsoring an overseas employee to work in your business is done through the Subclass 482 Visa program. After becoming an approved Standard Business 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 for each application.

SUBCLASS 482 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 including local advertising
- Evidence that the remuneration package for the nominee is at the 'Annual Market Salary Rate' or equivalent to the package an Australian is receiving for work in the same role within your business.
- Whether the position is considered to be genuinely required within your business.

SUBCLASS 482 VISA

The visa process involves an assessment of the skills and experience of the visa applicant and migrating family members. It is assessed based on whether the applicant:

- Has the skills and expertise for the position offered, including the ability to sit 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 VISA & NOMINATION TIMEFRAMES

The current Government processing time for a Subclass 482 visa is two to three months. This is in contrast to 2014/15 when Government processing time for the previous employer-sponsored program, 457 visas, used to take a few weeks.

The timeline on the right shows the time it can take to prepare a Subclass 482 nomination and visa application. This can depend on the level of documentation and substantive evidence required.

ACCREDITED BUSINESS SPONSORSHIP

Can I expedite Government visa processing?

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

Benefits include:

- Priority visa and nomination processing within **2 weeks**
- An extended sponsorship validity period of 6 years rather than 5 years under Standard Business Sponsorship

To apply, your business will need to be 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/TSS sponsor with a non-approval rate of less than 3% and a particular percentage of Australian workers.
- **A Commonwealth, State and Territory agency** with at least 75% of Australian workers.

Interstaff can assist your business to determine if it meets the requirements for Accredited Sponsorship and prepare and manage the application process on your behalf.

BUSINESS MIGRATION | STRATEGIC THINKING

Established in 1988, Interstaff has three decades of experience in managing business sponsorship requirements. Our migration agents liaise with the Department, Australian State or Territory Government Agencies and any regional certifying bodies on your behalf and provide professional advice each step of the way.

