



SPONSORSHIP OBLIGATIONS | TSS VISA

As part of mandatory obligations under Standard Business Sponsorship (SBS), employers must **notify** the Department of Home Affairs of any changes to their sponsorship details. Here's Interstaff's guide on when to notify the Department of changes in your business and what to consider during times of change in your business.

Employment and role changes

Business Changes

- Changes in sponsored person's duties
- Cessation of employment of sponsored person
- Sponsored person did not commence employment

Implications

Changes to the duties of the sponsored person could result in a breach of sponsorship and visa obligations if the duties are no longer relevant to the nominated occupation.

The employer may also need to pay for travel costs for the visa applicant to return to their home country.

Business structure and ownership changes

- Legal entity changes
- Trading name
- Registration details/business structure
- Owners/Directors/Principals/Partners/Contact persons

If a change in your business structure results in a new legal entity being created (for example, a sole trader to a company), the new entity may need to apply to become a Standard Business Sponsor and new nominations for your visa holders may be required.

Changing your business structure may also impact your ability to sponsor your visa holders for permanent residence.

Financial changes

- Significant financial changes in annual turnover or status eg, liquidation, insolvency or appointment of administration

Financial changes may impact your business' eligibility for priority visa and nomination processing under Accredited Sponsorship.

Employers could face infringements or civil penalties if they fail to meet their obligations as a sponsor. The above information is a brief summary of changes to be notified to the Department but it is not an exhaustive list. A number of factors may impact your obligations therefore we encourage you to contact us for professional advice.

Interstaff can assist your business to remain compliant with sponsorship obligations and liaise on your behalf with the Department regarding changes to sponsorship details.



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