

Your Objective: To comply with migration legislation by ensuring any visa holders engaged by your business hold the rights to work in Australia.



FIRST, KNOW THE TYPES OF VISAS BEST SUITED TO YOUR WORK REQUIREMENTS

All visa holders engaged by your business must hold a visa which permits them to work in Australia.

While some Australian visas have no work limitations, others may have restrictions such as:

- Not being able to work at all
- Only working for a certain employer
- Working for a specific number of hours and/or
- Working for a specific time period
- Working in a specific occupation



Workers sponsored for a 457 visa can work in Australia for a period between one day and four years.

It's worth getting advice on suitable visas for your specific work requirements.



NEXT, CONSIDER WHETHER SPONSORSHIP IS RIGHT FOR YOUR BUSINESS

Some work visas will require your business to provide your worker a letter of instruction, while others such as 457 visas, will require your business to apply for formal sponsorship.

As a sponsor, there are a number of compliance measures a businesses must take, such as honouring market salary rates for 457 visa applications, and other factors which we can advise.



THEN UNDERTAKE ONGOING MONITORING

Ongoing monitoring is needed to ensure your visa holders continue to hold a valid working visa. **Anyone continuing to work under a cancelled or expired visa could place your business at risk of infringements or civil penalties.**

Good database and system management, such as Interstaff's dashboard-style reporting, will help you easily monitor visa expiry dates, and the nature of work allowed by your workers' visa types.

Visa conditions can also change with legislation updates, so it's important to keep on top of migration news.



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