

INTERSTAFF

STANDARD BUSINESS SPONSORSHIP

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

Standard Business Sponsorship (SBS) enables your business to employ or engage the services of skilled 457 visa holders for a period of five years. Depending on the nature of your business and whether you have an ongoing need to fill temporary positions, this sponsorship arrangement could assist to meet your business needs. 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)
- Have a commitment to 'non-discriminatory employment practices'
- Undertake to meet sponsorship obligations
- Meet the 'Training Benchmark' for training expenditure on Australian employees and commit to continuing to meet those benchmarks
- Agree to participating in sponsorship monitoring by the Department of Immigration and Border Protection.

Sponsoring employees to work in Australia

Sponsoring an overseas employee to work in your business is most commonly done by securing a Subclass 457 Visa for the individual. 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. A summary of the key requirements for each application is provided below.

NOMINATION

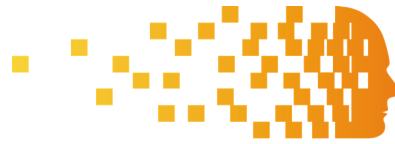
The nomination of a skilled overseas employee involves an assessment of the position offered, including:

- Demonstrating the vacant position in your business matches an occupation on the Department of Immigration's Skilled Occupation Lists
- Outlining the skills and expertise required to fill the position
- In some circumstances, undertaking labour market testing
- Providing evidence that the remuneration package for the nominee is at the 'market salary rate' or is equivalent to the package an Australian is receiving for work in the same role in your business.
- Demonstrate that the position is a genuine position.

SUBCLASS 457 VISA

The visa process involves an assessment of the skills and experience of the visa applicant and family:

- The visa applicant must demonstrate that he or she has the skills and expertise for the position offered
- Meet registration and licencing requirements
- Meet English language requirements
- Obtain a skills assessment if required
- Meet health and character requirements



INTERSTAFF

457 VISA & NOMINATION TIMEFRAMES

The current processing time for a 457 visa is 5 to 10 months, as recent 457 visa changes have caused Government processing delays.

Prior to Government processing, the timeframe schedule on the right shows the length of time it can take to prepare your a Subclass 457 nomination and visa for lodgement. This can depend on the level of documentation and substantive evidence required.

ACCREDITED BUSINESS SPONSORSHIP

Can I expedite Government visa processing?

Australian businesses with an annual turnover of at least AUD \$4 million over the last three years may have the option to apply for priority visa processing as an Accredited Business Sponsor.

Businesses seeking to become an Accredited Business Sponsor must have a history of good dealings with the Immigration Department.

Here are the benefits of becoming an Accredited Business Sponsor:

- Streamlined nomination processing
- Priority visa processing for subclass 457 visa employees
- A 6 year business sponsorship validity period rather than the standard 5 years under Standard Business Sponsorship

Interstaff can advise and assist on the process to become an Accredited Business Sponsor.



INTERSTAFF

Business Migration | Strategic Thinking



THE TEMPORARY SKILLS SHORTAGE (TSS) VISA

In April 2017, the Government announced that the 457 Visa program would be replaced in March 2018 by the Temporary Skills Shortage (TSS) visa. Interstaff recently presented a seminar to advise of the changes for businesses. You can view the slides from our seminar at www.slideshare.net/SheilaWoods1/457-visa-changes-for-hr-business-owners

Further information about how the TSS Visa will be governed is still being confirmed by the Immigration Department. We will communicate further changes on our website at www.interstaff.com/immigration-news. Interstaff's migration agents can advise of how the new TSS program may affect your business and employees.

OTHER VISA OPTIONS

There may be other options to engage skilled overseas employees depending on the nature of the work and the duration they are required to stay in Australia.

Interstaff assists with all work visa options. Our registered migration agents can advise of the most suitable visa for your business needs.

	Purpose of Visit	Duration
BUSINESS VISITOR VISA	Business visits such as conferences, meetings and contract sign offs.	Up to three months at a time.
400 WORK VISA	Highly specialised work such as equipment installations, maintenance and relief work.	Usually up to three months.
457 WORK VISA	Skilled work for a position nominated on a state/territory skills shortage list.	Up to four years with possibilities to transition to a permanent visa.

BUSINESS MIGRATION | STRATEGIC THINKING

Interstaff has three decades of experience in managing sponsorship requirements for businesses. Our registered migration agents advise on your sponsorship, visa and nomination requirements and liaise with the Immigration Department, Australian State or Territory Government Agencies and any regional certifying bodies to manage your applications on your behalf.

We also assist your business to remain compliant with sponsorship obligations in accordance with changing Government regulations. Businesses interested in discussing the requirements to become an approved sponsor are encouraged to contact our Registered Migration Agents on 1800 449 858 or visas@interstaff.com

