



TEMPORARY SKILL SHORTAGE 482 VISA (3 STAGE PROCESS)

3 Stage Process



Step 1

STANDARD BUSINESS SPONSORSHIP (SBS) APPROVAL

- Business must be trading and operating - no minimum time required;
- Start-ups or long-standing businesses accepted;
- No limitation on business size, turnover or profit: numbers must however make sense and business must be sustainable, while being able to take on expenses related to employing sponsored workers in the future;
- Once approved, businesses can sponsor workers for the next 5 years (each application to be assessed on its own merits).



Step 2

APPROVAL OF NOMINATION (position being offered)

- Position must be on STSOL or MLTSSL (occupation lists). If position is on STSOL, the nomination can be up to 2 years (with a possibility of renewal for further 2 years). If position is on MLTSSL, the nomination can be up to 4 years (with a possibility of permanent employer nomination);
- Position must be essential to the business operations and must fit within the nature, scope and scale of the business. If business is small there is more scrutiny into this requirement;
- The position must be genuine within Immigration's context;
- Position must be in line with worker's background;
- Employer must attempt to recruit an Australian for the role before offering it to a foreigner (Labour Market Testing). Employers must show evidence that they have posted at least 2 job ads, which stayed "live" for a minimum of 28 days before lodging the nomination application. The ad has to meet certain specifications;
- The salary package being offered must meet Market Salary Rates – either what an Australian is earning in the same role in the business or what they would be earning in the work force;
- The salary package must also be above the minimum salary (TSMIT) which is currently \$53,900 + super;
- Caveats are applicable to some occupations (it can be related to minimum number of employees, business turnover, job position, location and minimum salary);
- Employers must meet the Training Requirement: at the time of lodging a nomination application, employers must make a monetary contribution into the Skilling Australians Fund. The contribution must be paid upfront and is calculated according to the size of the business and how many years of visa are being proposed:
 - If the business turns over less than \$10 million a year, the contribution must be \$1,200 for each year of the proposed TSS visa;
 - If the business turns over more than \$10 million a year, the contribution must be \$1,800 for each year of the proposed TSS visa.

Step 3

APPROVAL OF THE 482 TEMPORARY SKILL SHORTAGE VISA

- Applicants must demonstrate they have the minimum skills required for the role but all applicants must have at least 2 years of full time work experience in the position being offered. At least part of the experience is expected to be recent and at the right skilled level;
- Depending on their Country of Citizenship and nomination occupation, some applicants are required to be assessed by the relevant assessing authority (skills assessment);
- If applicant is not from an English-speaking country: must take a test and have Intermediate English proficiency;
- Applicants can include immediate family in the visa application but only if employer agrees;
- After approval, applicants are subject to conditions limiting them to work only for the approved business, in the role approved by Immigration.





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