

## Your Personal Quick Reference Guide

### Employer Sponsorship → Temporary Work (Skilled) visa (subclass 457)

The 457 Visa allows Australians and Overseas business's obtain visa's for current and potential staff in order to work in Australia.

The Subclass 457 Visa → The Stages

There are three stages in obtaining a Subclass 457 visa:

#### 1. Sponsorship Approval (Standard Business Sponsorship)

A business that is approved as a Standard Business Sponsor (SBS) allows the employer to sponsor skilled works to fill positions within their business. A business is only granted one SBS (Approval) at any time; such approval is valid for up to 5 years (based on a standard business approval). Currently there are no limitations on the number of workers that can be sponsored during the term of the SBS.

#### 2. Nomination

Once a business has been approved, the business must lodge an application to Nominate the position (role) that a skilled worker will fulfil.

#### 3. 457 Visa Application

The Nominated employee must lodge a visa application outlining he/she meets the relevant criteria.

Home Migration Services will facilitate from commencement to completion. We ensure that the relationship between Employer and Employee is not affected by unnecessary requests and involvement.



## COMMON ISSUES

- Demonstrating exceptional circumstances where the applicant is unable to meet the usual criteria.
- Training Benchmark (meeting the criteria, demonstrating training and compliance).
- Employers misunderstanding of their Sponsorship obligations as an Approved Sponsor.

## DOCUMENT CHECKLIST

The following offers a summary of items requested, further documents may be required subject to assessment)

### The Applicant

#### Main:

- ✓ Qualification certificates (professional and educational).
- ✓ Prior Employer References
- ✓ Resume (also known as CV)
- ✓ Documents to show your level of English language proficiency (IELTS, OET, PTE).
- ✓ Identity documents, passport, birth certificate, national ID card.

#### Main and Dependent applicants

- ✓ For all dependent applicants, where applicable copies of full birth certificates and a full marriage certificate.
- ✓ If you are living in a de facto relationship: independent evidence that you are in the relationship
- ✓ Health Examinations (this is completed post visa application), you will receive a HAP ID to allow members to apply for relevant Medical exams.
- ✓ Spouse, English language proficiency (IELTS, OET, PTE), overall score of 4.5, There are exemptions from English language proficiency for example evidence that your spouse has completed 1 year of study in Australia or payment of 2<sup>nd</sup> VAC charge, for a full list of exemptions please call HMS for further details.

### The Business

- ✓ Business formation documents (ABN, ASIC)
- ✓ Financial reports (profit and loss statements, annual report for the most recently concluded financial year).
- ✓ If you are a recently established or small business: business tax returns for the most recently concluded financial year; recent business activity statements (BAS); recent bank statements.
- ✓ Organisation chart
- ✓ Employment Contract for the Nominee
- ✓ Evidence of training Australian Residency and Citizens (if your business does not have any Australian Residency, a donation to a recognised scholarship fund is applicable.
- ✓ Subject to the business entity and structure, further documents will be required.
- ✓ If you are a business wishing to open a business in Australia, you will be required to provide documents to show your intention to set up a business in Australia or that you have a contractual obligation in Australia (Business expansion plan or agreement of joint venture)

If you would like more information and to book a free consult, please contact: SYDNEY t: +61 (0)2 9252 0449, e: enquiries@homemigration.com | PERTH t: +(61 08) 9218 9989, e: info@homemigration.com | TEHRAN t: + 9821 88202045-48, e: tehran@homemigration.com