

## Your Personal Quick Reference Guide

### Employer Sponsorship → Employer Nomination Scheme Subclass 186

The Employer Nomination Scheme (ENS) results in a permanent visa for the sponsored employee.

Employer Nomination Scheme → The Stages

#### 1. Nomination

During the nomination process, the business operations are reviewed in addition to the position offered to the employee.

#### 2. Visa Application

Three Application Pathways exist for this visa

**Option 1: Temporary Residence Transition Stream.** Applies to applicants that have held a Subclass 457 or TSS visa and been employed by an Australian organization for a minimum of 3 years. In this instance a skill assessment will not be required and the Nominee will only require an IELTS score of 6.0 in each test band (or equivalent English exam).

**Option 2: Direct Entry Stream.** Allows individuals to apply for Permanent Residency directly regardless of their current employment or visa status. Applicants will be required to provide a formal skills assessment in their nominated occupation, evidence of three years' full time relevant work experience and an IELTS score of 6.0 in each test band (or equivalent English exam).

**Option 3: Agreement Stream.** This only applies if the Business (Employer) has a Labour Agreement



## 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.
- Skills Assessments, understanding the complexities of the Assessing Authority.

## 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 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