

**Information Sheet for Hiring Managers as of 7 December 2024**

**International candidates requiring visa sponsorship (Subclass 482 - Temporary Visa or subclass 186 – Permanent Employer Sponsored Visa)**

- 1. All academic positions (A to E)**
- 2. Professional positions - highly specialised (HEO 8 and above) and on the visa [skilled occupation list](#) (please check with the Immigration and Global Mobility Team for an assessment)**

	<b>Temporary Skill Shortage (TSS) Visa</b>	<b>Employer Nomination Scheme (subclass 186) Permanent Resident Visa</b>
<p><b>Pre- Appointment Process</b></p>	<p><b>Labour Market Testing (LMT) Requirement – Mandatory unless exempted:</b></p> <p>LMT is not required where Australia has waived this requirement under its ITOs, including in any of the following circumstances:</p> <ul style="list-style-type: none"> <li>the worker you nominate is applying in one of the LMT exempt categories under these ITOs and is a citizen/national of Brunei, China, Japan, Malaysia, Mexico, Peru, Thailand, Vietnam or is a citizen/national/permanent resident of Canada, Chile, South Korea, New Zealand, Singapore or the United Kingdom.</li> <li>the worker you nominate is a current employee of a business that is an associated entity of your business, and the associated entity is located in an Association of South-East Asian Nations (ASEAN) country (Brunei, Myanmar, Cambodia, Indonesia, Laos, Malaysia, Philippines, Singapore, Thailand or Vietnam), Canada, Chile, China, Japan, Mexico, South Korea, United Kingdom, New Zealand, Peru, Samoa, Tuvalu, Kiribati, Tonga, Solomon Islands, Niue, the Cook Islands or Vanuatu.</li> <li>the worker you nominate is a current employee of an associated entity of your business, and that associated entity operates in a country that is a member of the World Trade Organisation (WTO), and the nominated occupation is an Executive or Senior Manager occupation for the purposes of ITOs, and the nominee will be responsible for the entire or a substantial part of your company's operations in Australia.</li> <li>your business currently operates in a WTO member country or territory, or Tuvalu, Kiribati, Niue, or the Cook Islands, and is seeking to set up a business in Australia, and the nominated occupation is an Executive or Senior Manager occupation for the purposes of ITOs.</li> <li>the worker you nominate is a citizen or an eligible permanent resident* of a WTO member country or territory and has worked for you in the nominated position in Australia on a full-time basis for the last two years.</li> </ul> <p><b>Note:</b> the above ITO exemptions do not apply for nominations lodged under a labour agreement and the Skilled Employer Sponsored Regional (Provisional) visa (subclass 494).</p> <p>*eligible permanent residents in this circumstance include permanent residents of Armenia, Canada, New Zealand or Switzerland.</p> <p>For 482 visa, have at least <b>two (2) advertisements:</b></p> <ol style="list-style-type: none"> <li>1. University recruitment page - open to external candidates</li> <li>2. LinkedIn and/or UniJobs or similar recruitment platform, and</li> <li>3. Demonstrate the position has been advertised in <b>both places</b> for <b>at least 28 days</b> and open to external Australian and permanent resident candidates (this can include foreign nationals).</li> <li>4.</li> </ol> <p><a href="#">Labour market testing</a> must be undertaken <b>within the four months prior</b> to the University lodging the employer nomination, which occurs once the candidate has accepted the offer of employment.</p>	<p><b>Labour Market Testing (LMT) Requirement – recommended</b></p> <p><b>Contract period offered:</b></p> <ul style="list-style-type: none"> <li>Preference – continuing position</li> <li>Fixed term contact may be acceptable for contracts longer than 3 years with possibility of further contract opportunities.</li> </ul>

	Skills in Demand (subclass 482) (SID) Visa	Employer Nomination Scheme (subclass 186) Permanent Resident Visa
<b>Eligible Occupation</b>	<p>The occupation must be on the <a href="#">Core Skills Occupation List</a></p> <p><i>NB: Please note that candidates require at least 1 year relevant work experience. For academic roles, research and teaching as part of the candidates PhD studies can be counted towards the 1 year work experience requirement.</i></p> <p><i>In some instances, a skills assessment from a relevant skill assessing authority may be required. Please check with the Immigration and Global Mobility team.</i></p>	<p>The occupation must be on the <a href="#">Core Skills Occupation List</a></p> <p><i>NB: Please note that the professional roles require a positive skills assessment from a relevant skill assessing authority and a minimum of 2 years work experience to be eligible for the 186 visas under the Direct Entry Stream.</i></p> <p><i>Please check with the Immigration and Global Mobility team for assessment.</i></p> <p><b>Academic positions Level A to E are exempted from skill assessments and age limitation.</b></p>
	Skill in Demand (SID) – Subclass ) Visa	Employer Nomination Scheme (subclass 186) Permanent Resident Visa
<b>Visa duration</b>	<ul style="list-style-type: none"> <li>• Maximum visa period 4 years and can be renewed</li> <li>• Pathway to permanent resident visa sponsorship</li> </ul>	Permanent visa. Visa holders eligible to apply for Australian Citizenship upon meeting the residency and other criteria.
<b>Processing time – Home Affairs Dept.</b>	<p>2-3 months currently <b>subject to all the documents</b> have been submitted with the visa application.</p> <p><b>Recommendation:</b> Migration lawyer is engaged to assist candidates with decision ready applications.</p> <p>Migration lawyer’s professional fee – TBA upon request</p>	<p>4-8 months <b>subject to all the documents</b> have been submitted by the visa application.</p> <p><b>Recommendation:</b> Migration lawyer is engaged to assist candidates with decision ready applications.</p> <p>Migration lawyer’s professional fee – TBA upon request</p>



**COMPLIANCE: TSS sponsorship and visa obligations**

Categories	Visa conditions and/or obligations
<p><b>Employer obligations</b></p>	<p>Please refer to the following link for full details:  <a href="https://immi.homeaffairs.gov.au/visas/employing-and-sponsoring-someone/existing-sponsors/standard-business-accredited-obligations">https://immi.homeaffairs.gov.au/visas/employing-and-sponsoring-someone/existing-sponsors/standard-business-accredited-obligations</a></p> <p><b><u>Key obligations:</u></b></p> <p><b>Notify the Department of Home Affairs when certain events occur</b></p> <p>Notify the Department of Home Affairs when certain event occurs regarding the sponsored 482 visa holder within 28 calendar days, such as:</p> <ul style="list-style-type: none"> <li>• non-commencement of employment within 90 days upon entry into Australia</li> <li>• cessation of employment</li> <li>• changes in duties or work activities including hours or reduction in salary</li> <li>• payment by the University of the return travel costs of a sponsored visa holder or any of their family members in accordance with the obligation to pay return travel costs.</li> </ul> <p><b>Costs:</b></p> <p><u>Visa costs</u></p> <p>Cost associated with the sponsorship and nomination of subclass 482 visas including the Skilling Australian Fund (SAF) cannot be passed on to the staff member and will be the hiring area's cost.</p> <p><b>Important note:</b> the staff member will be responsible for their personal visa application cost unless relocation support is provided which includes visa support.</p> <p><u>Travel costs to return to country of residence</u></p> <p>If requested in writing either by the sponsored visa holder or the Department of Home Affairs, the hiring area must within 30 days, arrange or pay economy class air travel or the reasonable equivalent to the sponsored visa holder and their accompanied family members to return them to their country of passport.</p> <p><u>Pay costs to locate and remove an unlawful non-citizen</u></p> <p>If the sponsored visa holder or their family become unlawful, as a visa sponsor the cost of relocating and removing them from Australia may be transferred to the hiring area.</p>

<b>Primary visa holder (sponsored staff member)</b>	<p>While holding a <i>primary</i> Subclass 482 visa, the primary visa holder is subject to <u>Condition 8607: Approved Work Only</u>, which means that they must:</p> <ul style="list-style-type: none"> <li>• only work in the occupation for which their visa was approved. To work in a different occupation, they must apply for and be granted a new TSS visa;</li> <li>• only work only for The University of Sydney and they cannot undertake secondary work or work for themselves, including work as a contractor;</li> <li>• commence work within 90 days of arriving in Australia (or if already in Australia, within 90 days of the granting of their visa);</li> <li>• not engage in work that is inconsistent with the licence, registration or membership and comply with any conditions or requirements to which that licence, registration or membership is subject; and</li> <li>• after ceasing employment, within 180 days or before their TSS visa expires, whichever is the earliest, make arrangements: <ul style="list-style-type: none"> <li>a) to depart Australia,</li> <li>b) be nominated by another sponsor to transfer their visa sponsorship, or</li> <li>c) apply for another visa to remain in Australia.</li> </ul> </li> </ul>
<b>Secondary sponsored family member</b>	Their secondary sponsored family members are not subject to condition 8607, which means that they can work or study unrestricted in Australia.
<b>All visa holders (primary and secondary)</b>	<p><u>Condition 8501: Maintain Health Insurance</u>  You and your dependent family members must maintain adequate arrangements for health insurance for the duration of your stay in Australia. Passport holders from eligible countries may apply for Medicare which is considered adequate health insurance.</p>

**Notify the HR Operations – Immigration and Global Mobility team immediately**

Staff members who currently hold a Subclass 482 visa sponsored by the University must inform the Immigration and Global Mobility Team of any change in their visa status or type, and circumstances including:

- obtaining Australian permanent residency or citizenship
- a change in their personal circumstances
- a change to their work position such as changes in duties, reduction in hours, leave without pay and reduction in salary
- resignation from the University.