



Engage a Worker in Your Business Without Sponsorship



HOME
MIGRATION
SERVICES

If you need to hire an employee from Australia or overseas but you do not wish to obtain and maintain your own Standard Business Sponsorship or you may not be able to nominate the employee through your own company ('Host' employer) due to different reasons (i.e: your company is a start-up) , we have a solution for you.

We can provide you the package of on-hire recruitment service and sponsorship so the sponsoring will be done for your preferred people and they will be outsourced to your company to work and fill your job vacancies. Your company will not need to worry about the sponsorship criteria and meet the financial and other requirements. We will do the sponsorship through one of the top recruitment agencies in Australia under On-Hire Labour Agreement('Sponsor') and upon grant of 482 visa, the employee can work for your company.

Sponsorship is available to all occupations under Medium and Long Term and Short Term occupation list.

This will allow your company to access the best talent from overseas, enabling a nominated foreign worker to be an integral part of your business. The 'Sponsor' have sponsored over 600 experienced professionals from more than 45 countries around the world under contracts between 'Sponsor', the 'Host' employer and the nominated TSS subclass-482 visa holder. Once the worker is identified we will utilise your visa process through Home Migration Services to obtain the workers visa under the Labour Agreement and then on-hire to the 'Host' employer while under the care of 'Sponsor' highly regarded contractor management services.

Benefits to the 'Host' employer, we include:

- Management of the employment process including employment agreements, onboarding, payroll, OH&S inductions and On-hire -Labour Agreement obligations with the Department of Home Affairs
- Engaging a worker without the need for your client to arrange a Standard Business Sponsorship (SBS)
- Avoiding complex, time-consuming processes and obligations attached to sponsorship, with easy onboarding and offboarding of workers
- Mitigation of any employment risk by outsourcing all the compliance obligations to us
- Facilitation of a broader talent management and retention program for your business

- Reduced administration in relation to employment and visa compliance
- Carrying out regular performance reviews with the sponsored workers
- Obtaining visa extensions
- Labour Market Testing
- Salary benchmarking
- Regular telephone communication.
- Relocation / travel assistance, accommodation assistance and advice.
- Cultural orientation, including local laws, customs, statutory and taxation requirements.
- At the completion of the assignment, ensuring all personal leave entitlements are paid upon termination and facilitation of repatriation.



About TSS-482 Visa

Employer Sponsorship → Temporary Skill Shortage (TSS) visa (subclass 482)

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

TSS Visa → The Stages

1. Sponsorship Approval

SBS

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.

Accredited Sponsor

If your company annual turnover has been over 4 million dollars in the last 2 years and you have approved at least one nomination for TSS visa in the last 2 years, you may consider applying for Accredited Sponsor.

OBS

Overseas companies must obtain Overseas Business Sponsorship (OBS) approval first before submitting their nomination and visa applications.

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. TSS 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.



TSS Visa → Streams

Medium Term

Applicant can be nominated under MLTSSL occupation list.

Short Term

Applicant can be nominated under STSOL occupation list.

Labour Agreement

Applicant can be nominated in an occupation specified under the terms of labour agreement. Under labour agreement you may nominate worker for the lower skill level occupations not listed on MLTSSL or STSOL occupation lists as well.

TSS Visa → Start-Up Companies

If your company has been established less than 12 months ago, it can be an approved sponsor and nominate a worker under TSS visa. You would need to provide a business plan and more documents to demonstrate the financial capacity of the company to sponsor.

TSS Visa → On-Hire Company

If your company can't be an approved sponsor OR you are not willing to become an approved sponsor OR you do not wish to nominate the applicant under a particular occupation for any reason, however you would like to hire an Australian or overseas worker, we can take care of the sponsorship through a labour agreement and you employ your worker.

Document Checklist

The Applicant

Main

- Qualification certificates (professional and educational).
- Prior Employer References, at least two years of full time work experience in related field. Resume (also known as CV).
- Documents to show your level of English language proficiency (IELTS, OET, PTE).
- IELTS score 4.5 overall 5 for Short Term, and IELTS score 5 in each band for Medium Term.
- Identity documents, passport, birth certificate, national ID card.

Main & Dependents

- 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.

The Business

- Business formation documents (ABN, ASIC)
- Financial reports (profit & 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.
- Employment Contract for the Nominee
- 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).

Recruitment Fee

The recruitment fee the first 12 month assignment where we are sponsoring and on-hiring is \$760 plus GST per fortnight. It is normally amortised over the 12 month period, billed in fortnightly increments, essentially from commencement of work. This covers:

- Labour Hire Licence
- Visa Management
- Recovery of establishment and maintenance of Labour Agreement
- Labour Market Testing
- Payroll management
- MTE contract establishment
- Administration
- OHS & EEO induction
- Onboarding & Management
- Overhead recovery and profit

PRICING

Cost Breakdown For Temporary Skill Shortage – Labour Agreement Stream (Subclass 482)

Please see an outline of our fees below for your review

First Installment (Time of Contract)	\$ XXXX
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Final Installment (Time of Visa Lodgment)	\$ XXXX
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Estimated DHA Charge(s)

Please Contact Us For a Quote

482 Nomination Application Charge (Per Nominee)	\$ 330
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Training Levy (For TWO Years)	\$ 3,600
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Estimated DHA Charge(s)

\$ 3,930

Visa Application Charge (Main Applicant)	\$ 2,770
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Visa Application Charge (Additional Applicant over 18 years of age)	\$ 2,770
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Visa Application Charge (Additional Applicant under 18 years of age)	\$ 695
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1.40% Credit Card Surcharge	\$ TBA
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Goods & Services Tax (GST)

If applicable, GST will be charged on completion of each stage of the contract at 10% of the total contract amount. GST is only payable for Clients who are residing in Australia.

IELTS Requirement

Main Applicant: > General > IELTS 5.0 in each band, overall 5



HOME MIGRATION SERVICES

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