

Employer Sponsored Visas

Sponsor obligations

As part of the application to become a Standard Business Sponsor, the company / entity must agree to abide by the following sponsorship undertakings or commitments, namely:

- employ local labour (i.e. Australian citizens and permanent residents)
- fully embrace non-discriminatory labour practices
- train Australian citizens and Australian permanent residents for each year the Standard Business Sponsorship is in place. The minimum requirements are as follows:
 - the business must be able to evidence that they have spent at least 1% of gross payroll on training Australian Citizen or permanent resident employees; or
 - the business has made a payment of 2% of gross payroll into an approved industry-training fund.
- provide no less favourable terms and conditions of employment to the sponsored employee than they would be paid to an equivalent Australian in the sponsor's workplace at the same location. (This is known as the 'market salary rate'. In essence, if the market salary rates in your industry increase, 457 visa holder must be paid at rates which keep up with their Australian employee counterparts)
- keep records of wages, taxation, business financials and evidence of compliance with the other obligations (i.e. notifications to the Department, payment of travel costs, etc.), and be able to provide these on request
- not to seek to recover all or part of the costs (including migration agent costs) that relate specifically to the recruitment of the primary sponsored employee or of costs, which are associated with becoming a "sponsor". This includes fees associated with the sponsorship and nomination applications.
- to provide evidence that the company has continued to meet the above commitment/s if you decide to apply to renew or extend your Standard Business Sponsorship, or sponsor another employee for permanent residency in the future.

QUEENSLAND

L1, 4/19 Aaron Place, Indooroopilly
QLD Australia, 4068
Tel: +61 7 3878 4252
joan@laticemigration.com

SOUTH AFRICA

Jacques du Toit - Block B Library Office Park
14 Payne Rd, Johannesburg, 2191, South Africa
Tel: +27 11 021 5760
Jacques@laticemigration.com

The Standard Business Sponsor is **obliged to notify the Department within 28 calendar days** of the following circumstances:

- If the sponsored person's employment ceases
- A change to the work duties;
- There is a change to the information provided to the Department - per the sponsorship application such as contact details
- The Standard Business Sponsor has paid the return travel costs
- The sponsor has become insolvent; or
- The sponsor directors' change etc.

Upon cessation of employment, the Standard Business Sponsor must pay reasonable and necessary travel costs to enable the sponsored persons to leave Australia (if the payment of those costs has been requested by the sponsored employee in writing AND in the event the sponsored employee becomes unlawful (i.e. their visa expires or is cancelled and they do not depart from Australia), the Standard Business Sponsor must pay costs incurred by the Commonwealth in locating and/or removing the sponsored person/s from Australia, if the Department makes that request.

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