

# 482 WORK VISA

## Temporary Skills Shortage

JULY 2022



MARN 1805594

The following information is general in nature and should not be considered legal advice.  
Please consult a MARA agent before lodging an application.



# Steps

This is the **classic temporary work visa**. The applicant must have at least **2 years of relevant experience**

The occupation offered **must be on the 482 list**: <https://www.legislation.gov.au/Details/F2019C00265>

If the occupation is in **HIGH DEMAND**, the employee can get a **4-year visa**

If the occupation is in **LOW DEMAND**, the employee can get a **2-year visa**

## 1. THE COMPANY BECOMES AN APPROVED SPONSOR

The company shows it is a trading entity with a physical presence in Australia and asks for permission to sponsor foreign citizens on a full time basis. Here you show the company's financials, lease and organisational chart.

## 2. THE COMPANY NOMINATES THE POSITION

**Depending** on the employee's nationality, the company lodges **ads for 28** days publishing the job on offer. Here you show the contract, the position description, the salary and evidence of the ads going live for 28 days.

## 3. THE APPLICANT LODGES THE VISA APPLICATION **AFTER** 28 DAYS OF ADS

The applicant shows the 2 years relevant full time experience prior to application with reference letters and, if necessary, a skills assessment. The applicant shows they meet the English, character and health requirement as well as presents information about their family if necessary.

# Costs

## PAYABLE BY THE COMPANY

By law the company must pay their costs

### 1. SPONSORSHIP SET UP (SBS)

Government: \$420 (last for 5 years)

Agent fees: \$1,500

### 2. NOMINATION (per employee nominated)

Government: \$330

Government levy: Varies per company size

if turnover is <\$10M: \$1,200 (per year) OR

if turnover is >\$10M: \$1,800 (per year)

Agent fees: \$2,200

## PAYABLE BY THE EMPLOYEE

Either employee or sponsor can pay

### 3. VISA APPLICATION

If the occupation is on the **HIGH** demand list  
e.g. Accountant, Engineer, Chef, Carpenter

Government: \$2,770

Agent fees: \$1,700

If family: \$2,650 spouse and \$650 child

If occupation is on the **LOW** demand list e.g.  
Marketing, Cook, Hairdresser, Designer

Government: \$1,330

Agent fees: \$1,700

If family: \$1,330 spouse and \$335 child

**Add \$700 STAC per person (if applies)**

# Documents

## FROM THE COMPANY SIDE

*List is only general in nature*

1. ABN
2. ASIC
3. Evidence of financial capacity
4. Organisational chart
5. Business plan  
*(if company is less than 1 year old)*
6. Position description
7. Job offer
8. Evidence employee will be paid market rate
9. *If necessary - Evidence position was advertised for 28 days*
10. Information about the company's services
11. Evidence that it makes sense for the company to sponsor that occupation
12. Genuine position statement

## FROM THE EMPLOYEE SIDE

*List is only general in nature*

1. Passport
2. Facial image
3. Police clearances
4. English test
5. Reference letters
6. *Depending on nationality and occupation the employee may need a skills assessment*
7. Insurance or Medicare (if eligible)
8. Qualifications
9. *Depending on the occupation the employee may need relevant industry registration*
10. Evidence applicant is a genuine temporary entrant
11. *If including family then show evidence of family unit composition*

# Key points

## MARKET SALARY

Each time we need to look at what Australians get paid in the same position and determine whether the applicant will be paid the same.

Here is a list of **INDICATIVE** salary ranges:

Chefs: \$55,000 - \$65,000 plus super

Engineers: \$70,000 - \$85,000 plus super

IT professionals: \$65,000 - \$100,000 plus super

Tradies: \$60,000 - \$75,000 plus super

Accountants: \$60,000 - \$80,000 plus super

Marketing specialist: \$65,000 - \$80,000 plus super

Management consultant: \$90,000+ plus super

## MUST MAKE SENSE

A cleaning company **cannot** sponsor a mechanic. A take away shop **cannot** sponsor a chef or restaurant manager.

If in doubt, use the '**common sense**' test.

## OCCUPATION MUST BE ON THE LIST

Occupations like cleaner, cleaner supervisor, caulker, concreter, operations manager, labourer, caulker, sales representative and secretary are **NOT approved**. See the list:

<https://www.legislation.gov.au/Details/F2019C00265>

## NO RELEVANT EXPERIENCE = NO SPONSORSHIP

The applicant **MUST have at least 2 years FULL TIME experience POST qualification** in relevant jobs. The experience can be accrued in Australia or overseas. The employment needs to be evidenced by letters.



# Work visas at a glance

## MOST COMMON TYPES

- 1) **482 Visa (Temporary Skills Shortage)**: The classic work visa option for occupations in low and high demand. Employee must have **2 years full time** of experience.
- 2) **186 Visa - Permanent (Direct Entry or Temporary Resident Transition)**: Permanent visa for occupations in **HIGH** demand. Employee must have **3 years full time** of experience.
- 3) **494 Visa (Regional)**: Semi-permanent visa for occupations in **LOW** demand. The position must be in **REGIONAL** area. The employee must have **3 years full time** of experience.

## LESS COMMON TYPES

- 4) **407 Training visa**: Usually used to buy time so the applicant can move up to 482 visa or to get registration. Employee must have **1 year full time** experience **IN THE LAST 2 YEARS**.
- 5) **408 Temporary Activity**: Usually for entertainers, sportspersons and religious workers.
- 6) **400 Short-Term specialist**: For special projects & contracts lasting around **3 - 6 months**.





# Let's talk.

Contact us via [www.gamba.com.au](http://www.gamba.com.au)

Over the years our registered migration agent Jorge Gamba (MARN 1805594) has helped companies such as Onepoint Australia, Elysian Energy, Benzina Cantina, Ready2Ship, Sitesee Artificial Technology, Via Condotti Restaurant and Surefoot Concreting sponsor foreign employees in occupations such as management consultant, software engineer, civil engineer, accountant, marketing specialist, chef, motor mechanic and many others.