



Temporary Skill Shortage visa (subclass 482)

About this visa

This is a temporary visa. It allows an approved sponsor to recruit skilled overseas workers where they have been unable to fill the position with an Australian worker.

This visa enables employers to address skilled labour shortages by nominating genuinely skilled overseas workers where suitably qualified Australian workers are not readily available. The visa has three streams:

- Short-term, a visa period up to two years with one onshore extension of two years
- Medium-term, a visa period up to four years
- Labour Agreement, an agreement negotiated between the Australian Government and employers.

Eligibility

While there is no age requirement, applicants must:

- be nominated by an approved sponsor for an occupation listed on the relevant list of eligible skilled occupations and in the stream identified by this list
- work for a nominating employer
- have relevant skills, qualifications and employment background to perform the occupation
- have worked in the nominated occupation or a related field for at least two years
- have a positive skills assessment where required
- meet health and character requirements
- meet the English language requirements for the proposed stream.

Cost

Short-term stream: The cost of the visa is AUD1,265 for the main applicant. There is a charge for each family member who applies for the visa.

Medium-term and Labour Agreement streams: The cost of the visa is AUD2,645 for the main applicant. There is a charge for each family member who applies for the visa.

The sponsoring employer is also required to pay a sponsorship application fee and a nomination fee including the Skilling Australians Fund (SAF) levy. See www.education.gov.au/skilling-australians-fund.

How to apply

There are three stages in the application process. All stages of the process are completed online through ImmiAccount.

Sponsorship stage

A prospective sponsoring employer needs to become an approved sponsor before they are able to nominate any overseas skilled worker for a position. To become a sponsor, evidence must be provided to support each of the following:

- be a legally established and currently operating business
- no adverse information regarding the business
- a strong record, or a demonstrated commitment to employing local labour
- once approved, Sponsorships are valid for five years.

Nomination Stage

Once the Sponsorship is approved, the employer is able to nominate overseas workers.

At the nomination stage, the approved sponsor will need to provide the following evidence:

- labour market testing, recruitment activities that have been conducted in the previous four months
- at least two advertisements published in any of the following media:
 - prominent or professional recruitment website with national reach
 - national print media
 - national radio
- applications must have been accepted for at least four weeks
- sponsors must meet certain salary and employment condition requirements to ensure overseas workers are paid no less than an Australian worker, doing the same work in the same location. This is known as the 'annual market salary rate', and is used to determine the visa program is not being used to undercut the Australian labour market
- an employment contract for the nominee ensuring it meets Australian Employment Standards.

Visa Application Stage

Applicants must provide evidence of the following:

- Proof of identity.
- Skills assessment or proof that one has been arranged. If it is not mandatory to seek a skills assessment, applicants are still required to demonstrate that they have relevant skills, qualifications and employment background to undertake the nominated occupation.
- Proof that the applicant meets the minimum standards of English language proficiency for the occupation and visa stream.
- Proof that the applicant has adequate health insurance for themselves and any secondary applicants.
- Overseas Police certificates from every country, including the applicant's home country, where they have spent a total of 12 months or more in the last 10 years since turning 16 and military service records or discharge papers if they served in the armed forces of any country.
- Documents of any partner or dependants i.e. identity, relationship to principal applicant and character.

More information

More information is available on our website immi.homeaffairs.gov.au. Search for '482'.