

Your Personal Quick Reference Guide

Employer Sponsorship → Employer Nomination Scheme Subclass 186

The Employer Nomination Scheme (ENS) results in a permanent visa for the sponsored employee.

Employer Nomination Scheme → The Stages

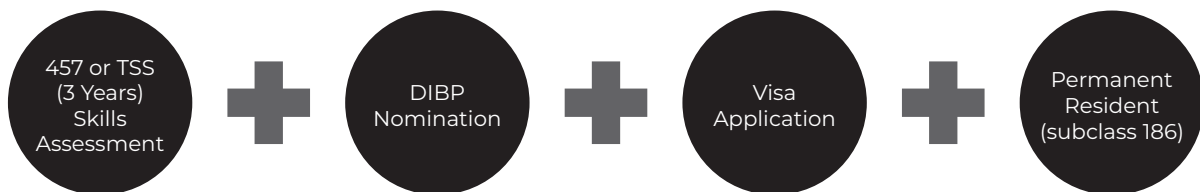
1. Nomination

During the nomination process, the business operations are reviewed in addition to the position offered to the employee.

2. Visa Application

Three Application Pathways exist for this visa

- Option 1:** Temporary Residence Transition Stream, Applies to applicants that have held a Subclass 457 or TSS visa and been employed by an Australian organization for a minimum of 3 years. In this instance a skill assessment will not be required and the Nominee will only require an IELTS score of 6.0 in each test band (or equivalent English exam).
- Option 2:** Direct Entry Stream. Allows individuals to apply for Permanent Residency directly regardless of their current employment or visa status. Applicants will be required to provide a formal skills assessment in their nominated occupation, evidence of three years' full time relevant work experience and an IELTS score of 6.0 in each test band (or equivalent English exam).
- Option 3:** Agreement Stream. This only applies if the Business (Employer) has a Labour Agreement



COMMON ISSUES

- Demonstrating exceptional circumstances where the applicant is unable to meet the usual criteria.
- Training Benchmark (meeting the criteria, demonstrating training and compliance).
- Employers misunderstanding of their Sponsorship obligations as an Approved Sponsor.
- Skills Assessments, understanding the complexities of the Assessing Authority.

DOCUMENT CHECKLIST

(The following offers a summary of items requested, further documents may be required subject to assessment)

THE APPLICANT

Main:

- ✓ Qualification certificates (professional and educational).
- ✓ Prior Employer References
- ✓ Resume (also known as CV)
- ✓ Documents to show your level of English language proficiency (IELTS, OET, PTE).
- ✓ Identity documents, passport, birth certificate, national ID card.

Main and Dependent Applicants

- ✓ 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.
- ✓ Spouse, English language proficiency (IELTS, OET, PTE), overall score of 4.5, There are exemptions from English language proficiency for example evidence that your spouse has completed 1 year of study in Australia or payment of 2nd VAC charge, for a full list of exemptions please call HMS for further details.

THE BUSINESS

- ✓ Business formation documents (ABN, ASIC)
- ✓ Financial reports (profit and 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.
- ✓ Organisation chart
- ✓ Employment Contract for the Nominee
- ✓ Evidence of training Australian Residency and Citizens (if your business does not have any Australian Residency, a donation to a recognised scholarship fund is applicable).
- ✓ Subject to the business entity and structure, further documents will be required.

If you would like more information and to book a free consult, please contact:

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