

# 457 Visa Sponsorship

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Bayside Personnel Australia Pty. Ltd., part of the Bayside Group, is an approved sub-class 457 visa sponsor of skilled professionals. Under the awarded 'Labour Agreement', Bayside Personnel has the ability to on-hire skilled workers to clients for flexible project-based employment.

Bayside Personnel consultants know how and where to source the best candidates in the international marketplace. We have strong and tested attraction methods to appeal to jobseekers. As a result, Bayside Personnel recruiters are able to deliver quality candidates within a quick timeframe.

## What is a sub-class 457 visa?

Sub-class 457 visas, issued as Temporary Business (Long-Stay) Standard Business Sponsorship, are the most commonly used sponsorship program for employers to bring working overseas professionals to Australia on a temporary basis.

Sponsored professionals can work in Australia for up to four (4) years. They are also eligible to bring dependants (spouse and children) with them to Australia.

## Who is eligible to receive 457 visa sponsorship?

Those who are eligible to receive a 457 visa must be recognised as a specific skilled professional by the Australian Government.

## What are the associated risks for businesses directly sponsoring an overseas skilled worker?

In addition to the risks and obligations of hiring any employee, businesses should be aware of their responsibilities when directly sponsoring and employing an overseas worker:

- » Meeting the cost of return travel for an employee (and accompanying family members) to return them to their home country.
- » Taking on all medical or hospital expenses incurred from treatment in a public hospital for an employee (and accompanying family members).
- » Repaying to the Australian Government any costs as a result of the employee's stay in Australia.
- » Satisfying the minimum salary levels (MSL) as outlined by the Australian Government.
- » Complying with notification and monitoring requirements, including notification of any change in the employee's work status.
- » Complying with all Australian immigration laws.

Bayside Personnel has almost two decades of experience in international recruitment, and will provide the following:

### » **Managed 'risk' solutions**

As a sponsor of overseas skilled workers coming to Australia, Bayside Personnel handles all contractual and immigration issues with the on-hired employee, as well as taking care of accommodation, medical coverage, insurance, and the cost of return travel for the employee. Our clients enjoy the services provided by the overseas skilled workers without taking on these obligations or risks.

### » **Effective sponsorship**

Bayside Personnel has strong relationships with overseas industry associations and educational institutions allowing for the authentication of qualifications and work experience. As an experienced recruiter, we can aptly assess candidate's skills, as well as ensure the authenticity of qualifications and documentation.

### » **Efficient sponsorship**

As an approved sponsor, Bayside Personnel has close working relationships with the Department of Immigration and Citizenship (DIAC), government bodies and industry associations. This means Bayside Personnel enjoys the benefits of efficient visa processing, complying with all government regulations. Clients receive sponsored workers efficiently and hassle-free and as it is done under a 'Labour Agreement' it is usually substantially quicker than a standard 457 visa arrangement.

More than 80% of Bayside Personnel candidates receive 457 visa sponsorship between 1-2 weeks

### » **Support and benefits for candidates**

Bayside Personnel international consultants are available to our candidates 24 hours a day, 7 days a week, helping them better adjust to life in Australia. As part of a candidate's salary package, Bayside Personnel offers eligible candidates 'Living Away from Home Allowance'. This results in a significant tax free portion to their remuneration enabling a more attractive offer without cost to the client.

### » **Flexibility for project based employment**

Bayside Personnel sponsors workers between six (6) months to four (4) years and can on-hire workers to businesses for any length of time. This provides businesses with flexible solutions for project based work or staff shortages. Clients will have access to a greater talent pool without the cost or risk of sponsoring an overseas worker.

Bayside Personnel was granted 457 sponsorship rights based upon its ethical recruitment of skilled professionals and its commitment to recruit professionals to rightfully engage in Australia and its workforce; bringing a higher calibre of skills to mentor, educate and develop the next generation of Australians.

### **For more information please contact:**

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