

On-Hire Labour Agreement Migration Services Overview

The Service

Entity Solutions 482 On-Hire Labour Agreement (OHLA), enables the Client to:

- Connect people to projects with urgency
- Select talent from anywhere in the world
- Engage overseas contractors and outsource the engagement, mobility, financial and repatriation requirements
- Mitigate the risk and compliance of regulatory environment for 482 Visa

The Benefits

- ✓ Productivity from not managing complex processes
- ✓ Speed and process free access to global talent
- ✓ Compliance assurance - no employment risk for the Client
- ✓ No SBS cost, compliance and management for the Client
- ✓ No need for the Client to meet training budgets

How We Help

- ✓ Our OHLA provides over 400 pre-approved skill sets
- ⚙️ We manage the entire process - one manager for successful connection of a person to a project
- ✉️ Easy on-boarding and off-boarding - no repatriation obligation
- 🌐 We can also manage the pathway for the 482 to Permanent Residency

Contact us

We can facilitate 482 sponsorship on our On Hire Labour Agreement (OHLA) and provide a fast option for those requiring specific skills that cannot be sourced in Australia. Contact us to find out more.



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Visa Requirements



Engagement **Migrant Workers:**

- are engaged as full time employees with a standard working week of 38 hrs plus reasonable additional hours
- are entitled to leave according to National Employment Standards (NES)
- can only be engaged in the occupation they are nominated for
- can only work for sponsoring organisation
- must maintain their own private health insurance while in Australia
- Labour Market Testing mandatory for all applications, including Visa transfers



Key Requirements: **Migrant Workers:**

- must demonstrate that they meet the skills sufficient to perform services in Australia
- may need to meet professional licencing or registration requirements
- must be paid a minimum base salary of \$65,000 per annum
- must meet the English Language Requirements
- Police checks for all countries the visa applicants have resided in for 12 months or more over the last 10 years

Application Process

Entity Solutions

01

Initial Review

- Entity Solutions review the role against OHLA occupations list:
 - CV review
 - Position offered
 - Review of job offer
- Rate calculation provided to the Client
- Client acceptance

Initial assessment and application preparation

1 week or less

02

Offer of Employment

- Entity Solutions makes offer to the candidate based on information agreed with the Client
- Candidate offered and accepts role in writing

03

Visa Application Commences

- Labour Market Testing requirements:
- Additional documentation requested from the candidate
- Confirmation of Entity Solutions' terms and conditions for processing of the VISA
- Questionnaire
- Police checks
- Form 956 - Authority to provide immigration assistance
- Proof of education, work experience and English language requirements
- Candidate can undergo a Chest X-ray and complete a Health Declaration
- Labour Marketing Testing

Department of Home Affairs (DOHA)

04

Visa Application Submitted

- Entity Solutions completes the VISA process upon receipt of all requested documentation and submits to DOHA
- DOHA reviews application
- Additional requirements may be requested on a case by case basis if insufficient evidence is provided or DOHA isn't satisfied with the information provided

Once submitted to DOHA application process

2-4 Weeks

* Guide only and subject to DOHA workload.

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Visa Approved

- DOHA will notify Entity Solutions in writing that the VISA has been approved
- Candidate will be notified by Entity Solutions of approval
- Entity Solutions and the Client will confirm the official start date
- If Mobility Services selected, candidate will be contacted by Entity Solutions mobility partner to commence this process

Commencement Period

06

Candidate Travels to Australia

- Upon confirmation of a start date Entity Solutions will agree on invoicing and payroll cycle with the Client
- Entity Solutions will provide guidance to the candidate on key requirements for working in Australia such as the need for:
 - Tax File Number (TFN)
 - Local Bank Account
- Candidate will commence process of getting setup to work in Australia and travel as agreed

Dependent on agreed start date with Client and candidate