







On-Hire Labour Agreement: MIGRATION SERVICES OVERVIEW





The Service

Entity Solutions is one of very few businesses in Australia with authority from the Australian government to offer a 482 On Hire Labour Agreement (OHLA). It provides businesses a hassle-free way of engaging global talent by taking advantage of our capacity and experience in fulfilling sponsorship obligations. You may be surprised at how Entity Solutions can simplify the process.

The Benefits

-  Select talent from anywhere in the world to connect people to projects
-  Covers over 400 pre-approved skill sets
-  Avoid complex, time-consuming processes attached to sponsorship
-  Mitigate the risk and compliance of the regulatory environment surrounding a 482 Visa

How We Help

-  We manage the entire process - one manager for successful connection of a person to a project
-  Engage overseas workers and outsource the engagement, mobility, financial and repatriation requirements to us
-  Easy onboarding and offboarding of workers
-  We can facilitate a talent management and retention program for your business

Visa Services

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



+61 3 9600 0333



EntityMigration@entitysolutions.com.au



www.entitysolutionsgroup.com

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

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

1 week or less if candidate is diligent in submitting documents

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

4-6 Weeks

* Guide only and subject to DOHA workload.

05

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