



Sponsoring Overseas Nationals for Temporary Residence

EMPLOYER SPONSORED VISAS

AUSTRALIA

SUBCLASS 457

Four Corners Emigration

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The Subclass 457 scheme involves taking 3 steps:

- The Employer **applying to be a Sponsor**
- The Employer **nominating** the employee and the position that is to be filled
- An **application for Temporary Residence** (a work permit) is made for the prospective employee

Once a positive **nomination** is received, an application for temporary residence can be lodged for the employee. The nomination is valid for 12 months so work permits can be lodged at the most suitable time. This means that an employer can save time by applying to become a sponsor, nominating positions even before the applicant is found.

The subclass 457 visa is a **3 month to 4 year renewable temporary residence visa**. The spouse is also allowed to work on this visa, but the entire family must have **private medical insurance**. In NSW & ACT, school fees apply even at government schools.

The nomination & visa application process will take **approximately 4–6 weeks** once the documentation is collected and the application lodged. Timing is usually very important with employers wanting to have candidates working as soon as possible, so it is important to lodge the application promptly ensuring it is correct as mistakes can cause unnecessary delays. *(This time frame is only an average and some factors can cause delays. For example if an applicant has a criminal record, additional checks may be required. Also DIAC sometimes undertakes additional checks without providing a reason. This can add an extra 4 weeks to the processing. This usually only occurs for certain passport holders e.g. India, China and many African nations.)*

An applicant is only able to work for the sponsoring employer whilst on the 457 visa. This means that the employer retains some control. Once the candidate no longer works for the company they have **28 days in which to leave Australia or apply for a new visa**. If the applicant wishes to change jobs, they must go through the sponsorship process again.

The sponsoring employer must notify Four Corners within 5 days of a candidate ceasing employment with them to allow Four Corners to notify DIAC and cancel their visa. This is a requirement of the sponsorship and must be adhered to.

Chest X-rays are required for all applicants over 11 years of age and full medicals are required if any members of the applicant's family unit will be either attending/working in a school or hospital.