# **Hospitality Migration Guide**

### Helping Restaurant Owners Navigate Employer-Sponsored Visas

## Why This Guide?

As a restaurant owner, finding and keeping skilled staff is one of the biggest challenges in Australia’s hospitality industry. Employer-sponsored visas are one way to address this skills shortage—allowing you to bring experienced chefs, cooks, and hospitality professionals into your business.

This guide gives you an overview of:

1. The **Subclass 482 – Skills in Demand Visa** (your primary option)
2. The **Subclass 186 – Employer Nomination Scheme** (for permanent residency pathways)

Key steps and requirements to help you prepare.

## Subclass 482 – Skills in Demand Visa (SID)

On 7 December 2024, the Department of Home Affairs introduced major changes to the employer-sponsored program. The former Temporary Skill Shortage (TSS) visa has now been replaced with the **Skills in Demand (SID) Visa**—a more flexible and streamlined option for employers.

This is the visa most restaurant owners will use to sponsor skilled overseas workers like **chefs** or **cooks**.

### Key Features of the 482 (SID) Visa

* **Flexible eligibility** – only 1 year of relevant work experience needed (reduced from 2 years).
* **Up to 4 years stay** – employers can nominate workers for a visa of up to 4 years.
* **Pathway to PR** – time spent on the 482 can now count toward permanent residency under the Subclass 186 visa.
* **Job security for workers** – employees have more time to find a new sponsor if their employment ends.

### The Core Skills Pathway – For Restaurants

For hospitality businesses, the **Core Skills Pathway** is the relevant stream under the SID program.

**Requirements for Employers**

1. Your nominated occupation must be on the **Consolidated Sponsored Occupations List (CSOL)** – Chefs and Cooks are included.
2. Offer a **minimum salary** of AUD $73,150 + 11.5% superannuation (subject to annual updates).
3. Undertake **Labour Market Testing (LMT)** – advertise the position for 28 days on at least two national job platforms (Seek, Indeed, LinkedIn, CareerOne).
4. Demonstrate the position is **genuine and necessary** for your business.
5. Pay the **Skilling Australians Fund (SAF) levy**:
* $1,200 per year (business turnover under $10M)
* $1,800 per year (business turnover over $10M)

**Requirements for Employees**

1. Minimum of 1 year’s full-time work experience in the nominated role.
2. Meet English language requirements (IELTS overall 5.0, no band less than 5, or equivalent).
3. Pass health and character checks.

### 3 Steps to the 482 Visa

1️⃣ **Sponsorship Approval**
Your business must be approved as a Standard Business Sponsor (valid for 5 years).

2️⃣ **Nomination**
You nominate the role (Chef/Cook) and demonstrate why it’s essential for your operations.

3️⃣ **Visa Application**
The overseas worker applies for their visa, providing evidence of skills, qualifications, and English proficiency.

## Subclass 186 – Employer Nomination Scheme (ENS)

A pathway to permanent residence for your staff

Many employees sponsored on a 482 visa will want to transition to permanent residency. The **Subclass 186 Employer Nomination Scheme (ENS)** allows this.

For most restaurants, the **Temporary Residence Transition (TRT) stream** applies.

### Key Points for Employers

* Nominate the same position the worker held under their 482 visa.
* Demonstrate your business is operating and can support the employee’s ongoing role.
* Meet AMSR salary requirements ($73,150+ annually).
* Pay the SAF levy again ($3,000 for turnover under $10M; $5,000 if over $10M).

### Key Points for Employees

* Held a 482 visa for at least 2 years.
* Under 45 years of age (some exemptions apply).
* English language proficiency: IELTS 6.0 in each band or equivalent.

This visa grants **Australian permanent residency**, allowing employees to work, study, access Medicare, and eventually apply for citizenship.

## Why Use Employer-Sponsored Visas?

* Access skilled staff in a tight labour market
* Build long-term staff loyalty with a pathway to PR
* Support your business growth with qualified professionals

## Need Help?

Employer sponsorship visas are complex, with strict compliance requirements for businesses. Our team of registered migration experts can:

* Guide you step by step through sponsorship, nomination, and visa processes.
* Ensure all legal requirements are met to avoid delays or refusals.
* Assist in planning long-term staffing strategies, including permanent residency options.

We will guide you through every step of the way, providing tailored support and unmatched know-how grounded in irreplaceable experience and knowledge, to ensure a seamless process and the best opportunity for a successful outcome. Please contact us and speak with Ian, Eileen or Kathy at 02 9411 6000 or email: info@australiamigrate.com