

## Hospitality Migration Guide

### Helping Restaurant Owners Navigate Employer-Sponsored Visas

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## 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.

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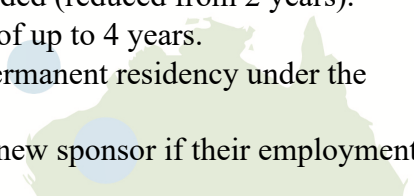
## Subclass 482 – Skills in Demand Visa (SID)

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**.

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### 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.
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## 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.

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## 3 Steps to the 482 Visa

### 1 Sponsorship Approval

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

### 2 Nomination

You nominate the role (Chef/Cook) and demonstrate why it's essential for your operations.

### 3 Visa Application

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

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## 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.

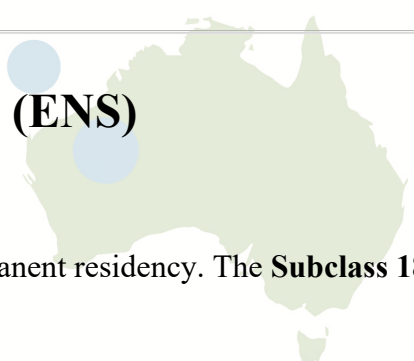
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For most restaurants, the **Temporary Residence Transition (TRT) stream** applies.

### 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.

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## 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

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## 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](mailto:info@australiamigrate.com)

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