

SUBCLASS 482 SKILLS IN DEMAND (SID) VISA

Guide for Employers & Skilled Workers

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VISA OVERVIEW 482 SID

Struggling to
find skilled
workers locally?

The Subclass
482 Skills in
Demand (SID)
visa is widely
used by
Australian
businesses to
address
genuine skill
shortages and
access global
talent.

The Subclass 482 Skills in Demand (SID) visa allows employers to sponsor overseas workers to live and work in Australia on a temporary basis. This visa is designed to assist employers who are unable to meet their skilled Australian workforce needs from the local labor market.

This visa is valid for a **maximum of four years** (five years for HK nationals), depending upon the nature of the skilled position. The process involves **three** key stages which can be lodged separately or concurrently, depending on the circumstances:



The Subclass 482 visa currently consists of **three streams**, each designed to address different workforce needs and skill levels:

01 Core Skills Stream	02 Specialist Skills Stream	03 Labour Agreement Stream
For occupations listed on the Core Skills Occupation List (CSOL) subject to caveats. Core Skills Income Threshold (CSIT) - \$79,423.	For occupations within ANZSCO Major Groups 1, 2, 4, 5 or 6, typically involving higher-level or specialised roles. Specialist Skills Income Threshold (SSIT) - \$146,576.	For occupations where the employer has entered into a Labour Agreement with the Australian Government. Allows for tailored arrangements, outside standard visa requirements.



REQUIREMENTS FOR EMPLOYERS

AT A GLANCE

Employers are responsible for first two stages of the 482 visa process - **Standard Business Sponsorship & Nomination**.

This involves establishing eligibility as an approved sponsor and demonstrating a genuine need to fill a skilled position within the business.

A well-prepared sponsorship and nomination is critical, as these stages form the foundation of the visa application and are subject to detailed assessment by the Department.



APPLICATION PROCESS **STAGE 1**

STANDARD BUSINESS SPONSORSHIP

The first stage of the 482 process is for an employer to apply to become an approved **Standard Business Sponsor**.

This involves demonstrating that your business is **actively operating**, **financially viable**, and able to **meet sponsorship obligations** under Australian immigration law. There should also be **no adverse information** against the business or key personnel.

Once approved, your sponsorship is typically valid for **five years**, allowing you to nominate skilled workers as your business needs evolve.

Accredited Sponsorship

Certain established businesses may be eligible for **accredited sponsor status**, which provides access to priority processing for nomination and visa applications.

Accreditation is typically available to businesses that demonstrate a strong history of compliance, a high volume of sponsorship activity, and a stable workforce structure. We can assess whether your business may qualify and advise on the most appropriate strategy.



APPLICATION PROCESS STAGE 1

SPONSORSHIP OBLIGATIONS

Once approved as a Standard Business Sponsor, employers must comply with a range of ongoing obligations when employing sponsored workers.

It is essential that employers understand the obligations associated with becoming a Standard Business Sponsor. These obligations are designed to ensure that overseas workers are treated fairly and that the integrity of Australia's skilled migration program is maintained.

KEY SPONSORSHIP OBLIGATIONS

As a sponsor, you must:

- Ensure the sponsored employee **works only in the nominated role**
- Pay the **approved salary and equivalent employment conditions**
- **Not recover certain costs** from the employee (including the SAF levy)
- Maintaining accurate **records and documentation** relating to employment and sponsorship
- **Notifying the Department** of certain changes (e.g. cessation of employment, changes to business structure, etc)
- Cooperate with any **monitoring or compliance activities**

CONSEQUENCES OF NON-COMPLIANCE

Failure to meet sponsorship obligations may result in serious consequences, including:

- cancellation of sponsorship approval
- infringement notices or civil penalties
- restrictions on sponsoring further overseas workers

Maintaining compliance is critical not only to avoid penalties, but also to ensure ongoing eligibility to sponsor overseas workers. Employers should have appropriate systems and processes in place to manage their sponsorship obligations effectively.



APPLICATION PROCESS STAGE 2

NOMINATION OF A POSITION

The second stage of the 482 process is to nominate a position to be filled by the overseas worker.

The nomination stage focuses on the **position itself**, rather than the individual applicant. The Department will assess whether the position is **genuinely required by the business** and whether the business has the **financial capacity to support the role**.

This includes demonstrating that:

- 01** The position is genuine, full-time, and required for the ongoing operations of your business
- 02** The nominated role must closely align with an eligible occupation*
- 03** The proposed salary meets both the minimum income thresholds and the Annual Market Salary Rate (AMSR)
- 04** Labor Market Testing (LMT) has been conducted, unless an exemption applies
- 05** The business is financially able to support the position for the duration of the sponsorship period

Typically, the nomination stage is the most challenging part of the 482 process — it forms the foundation of the application and is where most refusals occur due to the level of scrutiny involved.

**Some occupations are subject to specific limitations (“caveats”), which may affect eligibility based on factors such as the nature of the role, business size & structure, or remuneration.*



SALARY REQUIREMENTS CSIT, SSIT & AMSR



Core Skills Income Threshold (CSIT)

For nominations lodged under the Core Skills Stream, the current income threshold is **\$79,423**.

Indexation of salary thresholds: Income thresholds are indexed annually to ensure fair remuneration for overseas skilled workers. Salary indexation changes apply from 1 July each year. If you lodge a sponsorship or nomination application on or after this date, you must meet the relevant income threshold for that year.

Specialist Skills Income Threshold (SSIT)

For nominations lodged under the Specialist Skills Stream, the current income threshold is **\$146,576**.

The Annual Market Salary Rate (AMSR)

The Annual Market Salary Rate (AMSR) refers to the salary that an Australian worker would be paid for performing the same role, at the same level, and in the same location.

The purpose of AMSR is to ensure that sponsored workers are paid fairly and in line with the Australian labor market.

To determine AMSR, the Department may consider:

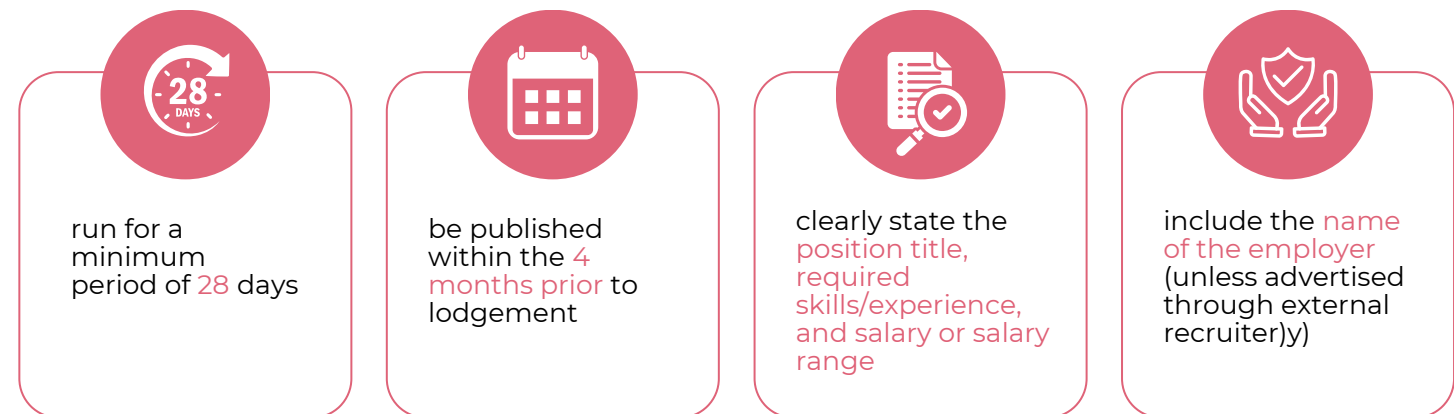
- salaries for equivalent roles within the business (if available)
- external market data, such as industry benchmarks, salary surveys, job advertisements for similar roles for the last 6 months in the same location
- enterprise agreements or industrial awards

The proposed salary must be consistent with this market rate.

Labor Market Testing (LMT)

Employers are generally required to demonstrate that genuine efforts have been made to recruit an Australian worker before nominating an overseas worker, in accordance with the **Labor Market Testing (LMT)** requirements.

This currently involves placing at least **two advertisements nationally**, which must:



Exemptions (Waivers)

In certain circumstances, Labor Market Testing may be waived. This may apply where:

- the position is covered under an international trade obligation
- the nominee is an intra-company transfer
- the role falls within specific high-income or specialised categories
- other limited exemptions apply under current migration regulations

As LMT exemptions are strictly assessed and subject to change, it is important to confirm eligibility before relying on a waiver.



Skilling Australians Fund (SAF) Levy

As part of the nomination process, employers are required to pay the **Skilling Australians Fund (SAF) levy** for each nomination lodged.

The levy amount depends on the **business turnover** and the **proposed period of employment** and must be paid upfront at the time of nomination. The proposed period also determines the **visa grant duration**.

Importantly, the SAF levy cannot be passed on to the employee.

The table below sets out the applicable SAF levy based on business turnover and nomination period.

Nominated Visa Period	Business Turnover < \$10 million	Business Turnover > \$10 million
1 Year	\$1,200	\$1,800
2 Years	\$2,400	\$3,600
3 Years	\$3,600	\$5,400
4 Years	\$4,800	\$7,200



KEY DOCUMENTS **SBS**

- 01 Business Registration & ASIC Details
- 02 Financial evidence demonstrating operational viability, eg., financials, BAS statements
- 03 Evidence of operations, eg., lease agreement, website, marketing materials
- 04 Organizational Chart



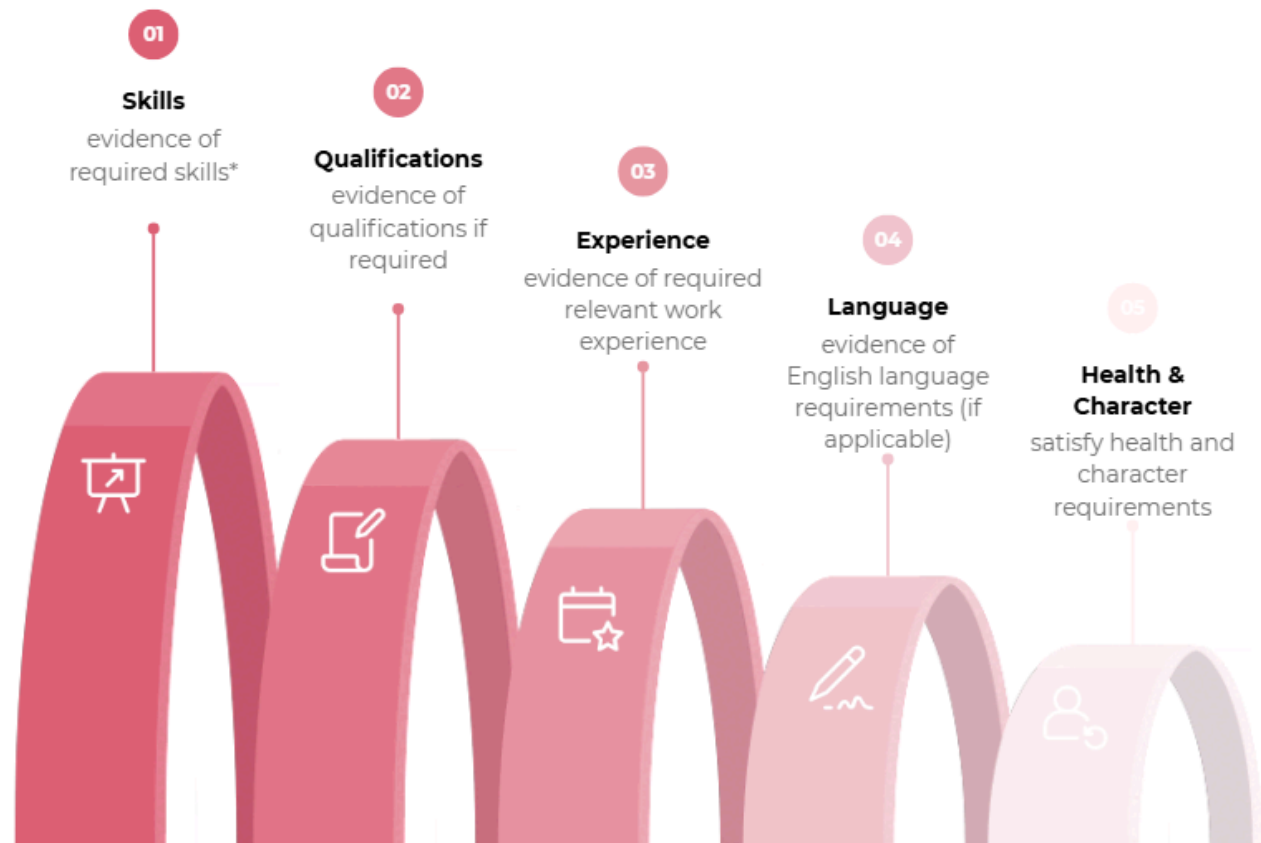
KEY DOCUMENTS **NOMINATION**

- 01 Signed Employment Contract
- 02 Job Description
- 03 Evidence of Labor Market Testing if applicable
- 04 Evidence of financial capacity to support the nominated role
- 05 Evidence of Annual Market Salary
- 06 Evidence of Labor Market Testing if applicable
- 07 Evidence supporting employer's genuine requirement for the nominated role

APPLICATION PROCESS **STAGE 3**

VISA APPLICATION

The third and final stage of the 482 process is the visa application, where the applicant must show they meet all eligibility requirements, including skills, experience, English, and health and character criteria.



The visa application is assessed in conjunction with the approved nomination. Any inconsistencies between the nomination and the applicant's details may lead to delays or refusal.

**In some cases, a formal skills assessment may be required.*



KEY DOCUMENTS VISA APPLICATION

01 Passport and identify documents

02 Qualifications

03 Professional license/registration (if required)

04 English Language Result (if applicable)

05 Resume

06 Employment References

07 Skills Assessment - if required

01 Police Clearances from relevant countries

02 Health examinations (if required)

03 Dependant documentation if including family members

04 Marriage certificate or evidence of a de facto relationship

05 Birth certificates for dependent children

06 Passports and identity documents for all family members



GOVERNMENT CHARGES

* Employers are required to pay the Skilling Australians Fund (SAF) levy for each Subclass 482 nomination lodged.

An additional \$700 may be charged to applicants who is in Australia at the time of application and has previously applied for a certain temporary visa in Australia.

ALL government fees and charges are subject to change.

An online payment surcharge of 1.4% applies to card payments made to the Department of Home Affairs.

Standard Business Sponsorship Application

SBS Application Fee

\$420

Nomination Application

Nomination Application Fee

\$330

SAF Levy*

\$1,200 or \$1,800 per year

Visa Application

Main Applicant

\$4,015

Secondary Applicant 18+ | 18-

\$4,015 | \$1,005

Subsequent Temporary Application Fee#

\$700

Sponsorship and nomination associated fees must be paid by the sponsoring employer, including any government charges and professional service fees.

Visa related fees can be paid by either the visa applicant or employer.



PATHWAYS TO PERMANENT RESIDENCY

The Subclass 482 Skills in Demand (SID) visa provides a clear pathway to Australian permanent residency for eligible sponsored workers and their families. The most common pathway is through the Subclass 186 Employer Nomination Scheme (ENS) visa via one of the 3 streams:



Professional advice can assist in mapping a clear and compliant pathway to Australian permanent residency.

Planning for Permanent Residency

Not all Subclass 482 visa holders will automatically qualify for permanent residency. Factors such as age, occupation, salary levels, compliance history, and timing all affect eligibility. Early planning helps employers and sponsored workers:

- Confirm eligibility for the 186 pathway
- Align employment arrangements with PR requirements
- Avoid delays or missed opportunities



BUILT ON EXPERIENCE. GROUNDED IN EXPERTISE.

Southern Stone Migration assists employers and visa applicants in navigating the Subclass 482 process across a wide range of industries.

From small businesses to multinational corporations and ASX-listed companies, we provide clear, strategic, end-to-end support, from initial eligibility assessment through to sponsorship, nomination and visa lodgement, ensuring every stage of the process is carefully aligned to maximise the prospects of a successful outcome.





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