



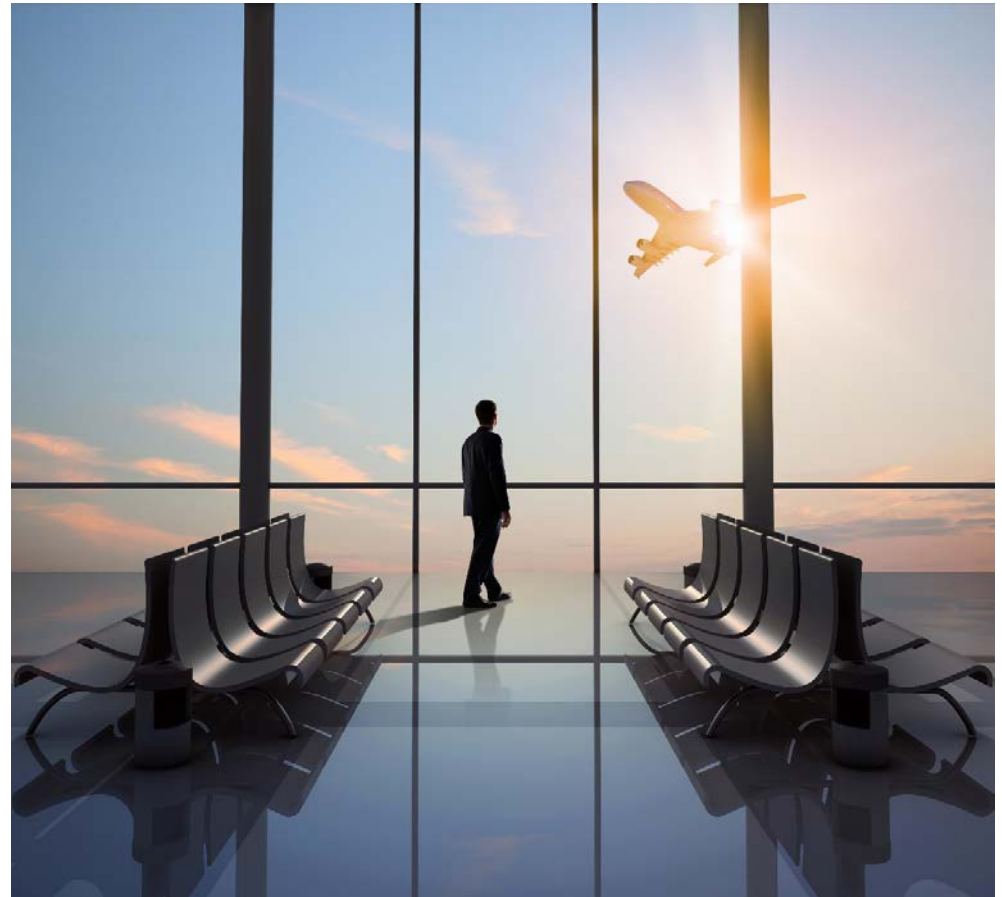
Immigration changes for employers

Overview and insights for planning

24 April 2017

Agenda

1. Motivation for changes
2. Subclass 457 changes
3. ENS and RSMS changes
4. Citizenship changes
5. Tax considerations
6. Questions



Motivation behind changes

- Australian workers given priority for jobs
- Businesses able to temporarily access critical skills if Australian workers are not available
- Extensive consultation with business and industry undertaken
- Maintain integrity of Australia's migration programme

Financial year	Number of primary and secondary visas granted
2012-13	126,348
2013-14	98,571
2014-15	96,084
2015- Mar 2016	62,773

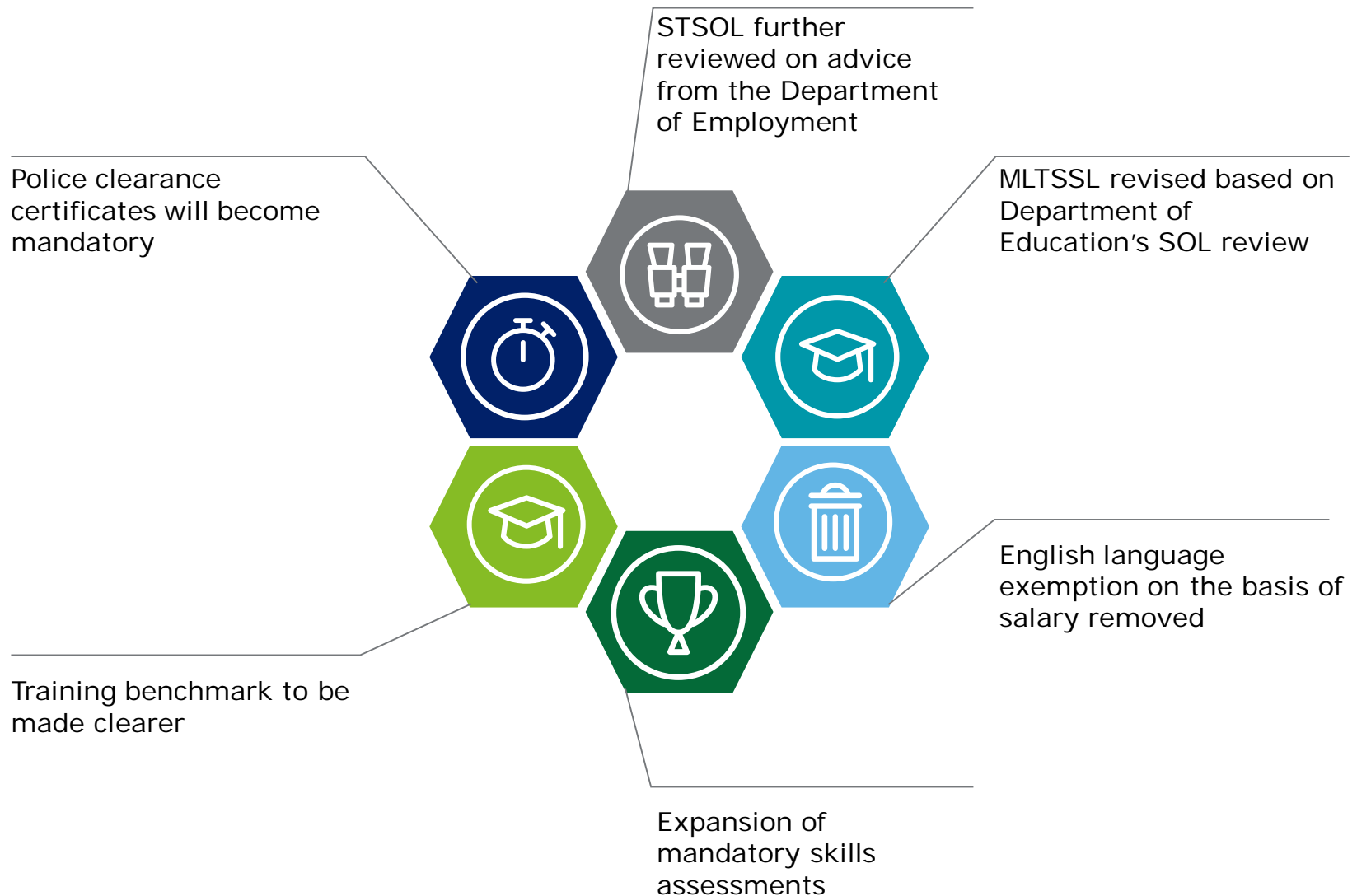
Subclass 457 changes

Effective from 19 April 2017

- Occupation lists renamed Short Term Skilled Occupation List (STSOL) and Medium and Long Term Strategic Skills List (MLTSSL)
- Removal of 216 eligible occupations
- Identification of 24 occupations restricted to regional Australia
- Identification of 59 occupations with caveats
- Creation of three main groups of caveated occupations:
 - Group A – work experience
 - Group B – regional location
 - Group C – occupation specific
- Maximum duration of 457 visa on STSOL is 2 years and MLTSSL is 4 years
- STSOL occupations can only be renewed once

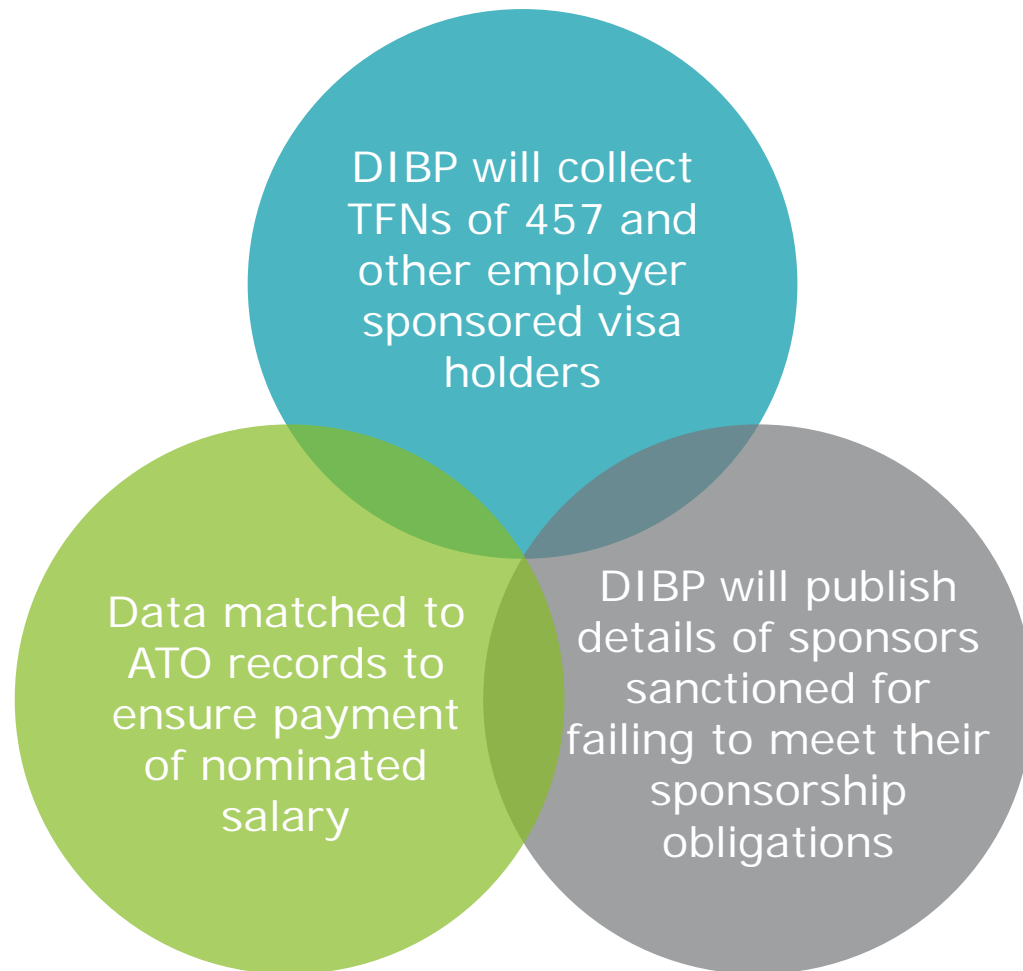
Subclass 457 changes

Effective from 1 July 2017



Subclass 457 changes

Effective before 31 December 2017



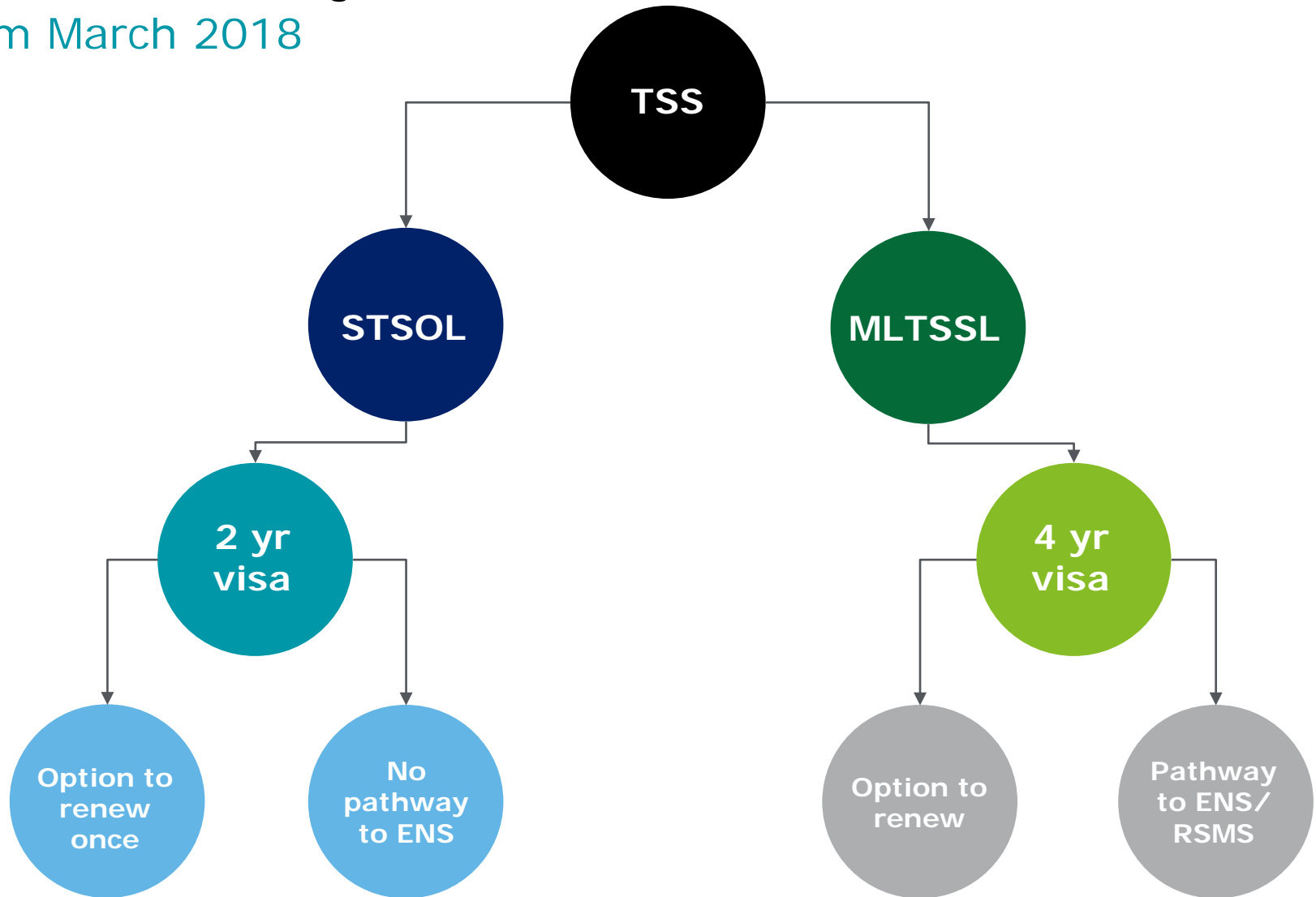
Subclass 457 changes

General eligibility criteria

- Two years relevant work experience
- Labour market testing will be mandatory, unless an international obligation applies
- Temporary Skilled Migration Income Threshold requirements
- Employers must pay the Australian market salary rate
- Police clearance certificates mandatory
- Non-discriminatory workforce test
- Strengthened training requirements

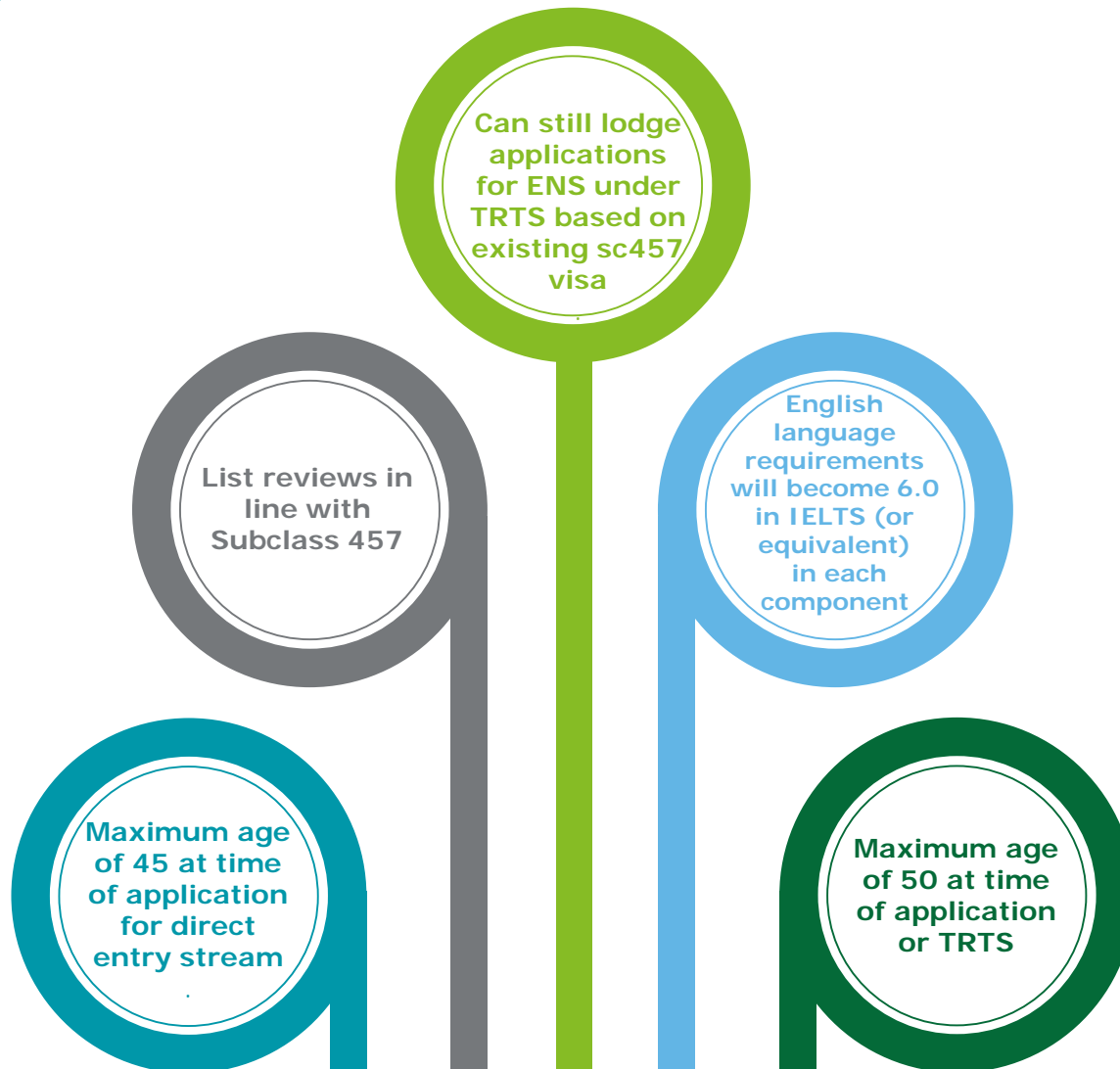
Subclass 457 changes

From March 2018



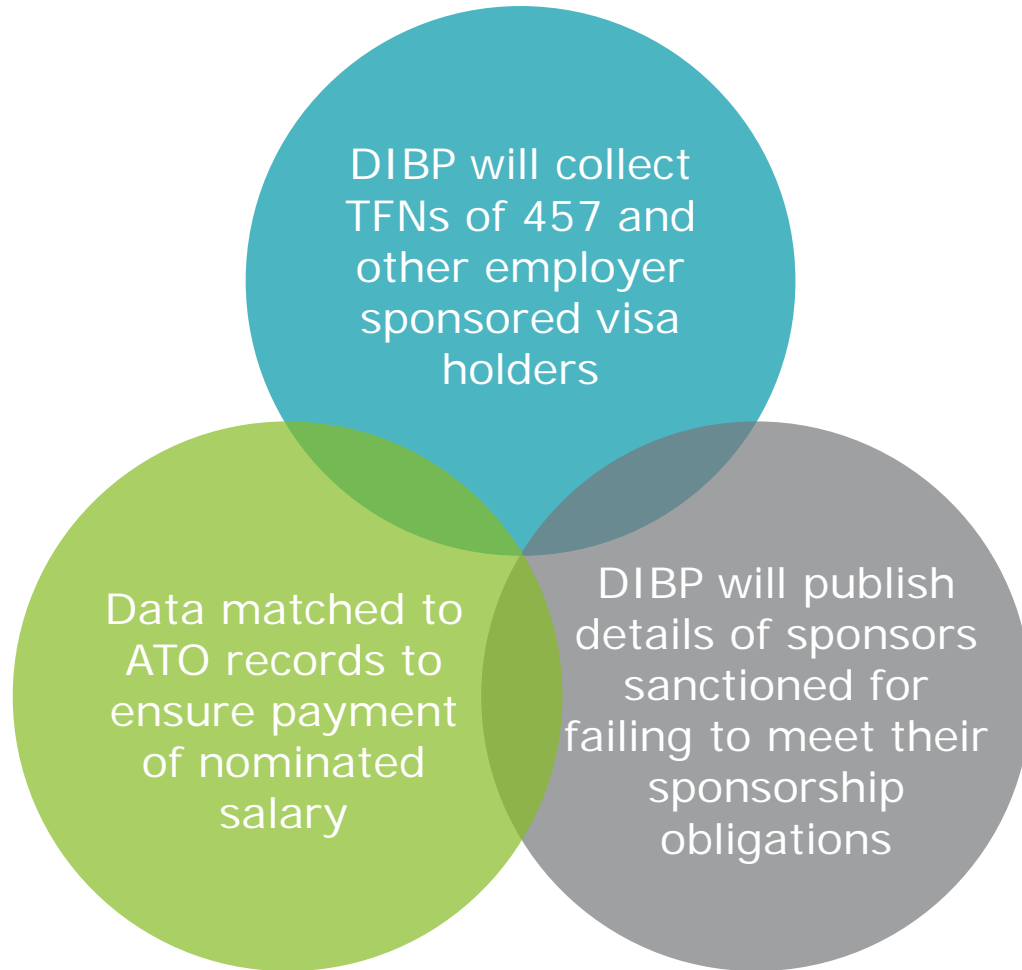
ENS and RSMS

From 1 July 2017



ENS and RSMS

Before 31 December 2017



ENS and RSMS

From March 2018

- The MLTSSSL will apply
- Additional occupations to support regional employers of RSMS
- Employers must pay the Australian market salary rate
- Temporary skilled migration income threshold requirements
- Eligibility period will increase from two years to three years
- Minimum of three years relevant work experience
- All applicants must be under 45 at time of application
- Strengthened training requirements

Citizenship

- Strengthened requirements to become an Australian citizen
- Increasing the general residence requirement
- Introducing an English language test
- Strengthening the test for Australian citizenship
- Introducing a requirement for applicants to demonstrate their integration into the Australian community
- Strengthening the pledge of commitment
- No proposed changes to current dual citizenship arrangements
- New citizenship legislation introduced into Parliament by the end of 2017
- Opportunity to provide input to Government on changes to values and other citizenship test questions until 1 June 2017
- Package of reforms will apply to applications received on or after 20 April 2017



Tax considerations



Increased data matching between ATO and DIBP



Tax process changes



Cost savings through the use of 400 visas

Considerations for business

- Lodged Subclass 457 visa applications
- Offers of employment to foreign nationals who require a Subclass 457 visa
- Audit of current Subclass 457 visa population
- Current and potential applications for permanent residence under ENS or RSMS
- Immigration process and documentary requirements
- Partnering with recruitment team
- Tax and immigration reporting
- Global mobility policies



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