



THE UNIVERSITY OF
SYDNEY

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Mark Welch
Account Director, Global Employer Services
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Dear Mark,

Re: Appreciation for your support for the Business School's educational mission

I am writing to you on behalf of the Business School to express our gratitude to you for your recent contribution to our students' learning experience in WORK6108 International Dimensions of HRM. I understand from the unit coordinator, Susan McGrath-Champ, the insights and ideas that you shared with the class during your presentation added immeasurably to the students' appreciation of the subject matter and was extremely well received.

Whilst I know that Susan has already thanked you personally for your outstanding contribution, on behalf of the Business School let me also express our appreciation for your generous and valuable contribution to our educational mission. We see our guest speakers as vital members of our learning community and as key contributors to our engagement with industry and the wider community.

We do hope that you will continue your association with us and we look forward to being able to reciprocate in the near future.

Warmest best wishes,

Professor John Shields
Associate Dean Postgraduate Coursework

Visa Aspects of International Assignments



1 April 2011

Agenda

- overview of Australian corporate immigration visas
- key business sponsorship undertakings
- current immigration environment
 - monitoring & Compliance
 - DIAC Policy
 - business/project pressures
 - internal factors
- general immigration considerations
- questions

overview of Australian corporate immigration visas

Business Long Stay - Subclass 457 visa

- For company to employ non-Australian individuals for up to 4 years

1) Sponsorship application – 3 years validity

2) Nomination application

- Role/Position in Australia
- Market Rate Salary

3) Visa application

- Qualifications / Employment Experience / English language ability
- Health assessment / Character assessment / Skills Assessment

• Business ETA, eVisitor & 456 visas

- No or limited work rights

Key business sponsorship undertakings



current immigration environment

monitoring & compliance

- increased activity
- in-appropriate use of visas
- high risk industries & nationalities
- ATO & DIAC co-operation
- investigations, bans, Cancellations, fines
- significant business & operating costs

current immigration environment

DIAC policy & industry pressure

- General Skilled Migration
- Trend towards employer sponsored migration
 - Processing priority
 - Reduced occupation list
- General Skilled Migration
- Media
- Unions/Industry Groups

current immigration environment

business /project pressures

- bid/tender process
- start & completion pressures
- Visa processing times
- Hidden costs
- Trade occupations (infrastructure/construction industry)
- Occupation registration

current immigration environment

Internal pressures

- increasing global markets and opportunities
- increased cross-border travel for work or projects
- increased focus on immigration compliance
- increased focus on tax compliance globally
- employers wanting to contain costs
- risk management needs
- Talent management

General immigration considerations

- what country
- in house or external management of the immigration process
- assessing eligibility and best visa options
- applying for the visa – documentation & visa processing times
- visa conditions (work rights for spouse, education etc)
- on arrival requirements/departure requirements
- compliance issues for employers

Question time

