



## SPONSORSHIP OBLIGATIONS | TSS 482 AND 494 VISA

As part of mandatory obligations under Standard Business Sponsorship (SBS), employers of TSS 482 and 494 Regional Visa holders must notify the Department of Home Affairs of any changes to their sponsorship details. Here's Interstaff's summary of key events that require notification to the Department and what to consider to remain compliant during times of change.

### Employment and role changes

#### Changes

- Changes in sponsored person's duties
- Cessation of employment of sponsored person
- Sponsored person did not commence employment

#### Implications

Changes to the duties of the sponsored person could result in a breach of sponsorship and visa obligations if the duties are no longer relevant to the approved nominated occupation.

If requested by the visa holder, the employer is obliged to pay for travel costs for them to return to their home country and notify the Department of this.

### Business structure and ownership changes

- Legal entity changes
- Change of address
- Trading name change
- Registration details/business structure change
- Change of Director(s)

If a change in your business structure results in a new legal entity being created (for example, a sole trader to a company), the new entity may need to apply to become a Standard Business Sponsor and new nominations for your visa holders may be required.

Changing your business structure may also impact your ability to sponsor your visa holders for permanent residence.

### Financial changes

- Significant financial changes – eg, liquidation, insolvency or appointment of administration

Financial changes may impact your business' eligibility for priority visa and nomination processing.

Employers could face infringements or civil penalties if they fail to meet sponsorship obligations. **The above information is a brief summary of events to be notified to the Department but is not an exhaustive list - several factors may impact your obligations and we encourage you to [contact us](#) for professional advice for your circumstances.** Interstaff can assist your business to remain compliant with sponsorship obligations and liaise on your behalf with the Department regarding changes to sponsorship details.