



32 Bomen Rd Wagga Wagga NSW 2650
02 6931 7699
info@gse.net.au
<https://www.gse.net.au>
ABN 77116988044

EMPLOYMENT CONTRACT

**Great Southern Electrical Pty Ltd
(THE “EMPLOYER”)**

AND


(THE “EMPLOYEE”)

CONTRACT OF EMPLOYMENT

This contract of employment is made effective for all purposes and in all respects as of the Effective Date (as defined below) by and between

Great Southern Electrical Pty Ltd

Address: 32 Bomen Rd, Wagga Wagga, NSW 2650

And Ms. [REDACTED]

Address: [REDACTED] Xiling District, Yichang, Hubei, CHINA
443000

In the position of **Assistant Management Accountant**, on a Permanent Full Time basis for at least two years on going, starting on the date when Ms. [REDACTED] 187 visa is granted.

The contract of employment is subject to the terms and conditions set out below.

1. BASE WAGE/SALARY

Your base salary will be AU\$ 55,000 gross per annum payable in equal fortnightly installments in arrears.

That is a gross figure subject to deductions for PAYG income tax and any other applicable statutory charged or deductions.

2. REPORTING

The position presently reports to the Chief Financial Officer.

3. SUPERANNUATION

Great Southern Electrical Pty Ltd will make contributions to your nominated superannuation account at the rate of 9.50%.

4. DUTIES AND RESPONSIBILITIES

A summary of your duties and responsibilities is set out in the attached Position Description.

5. WORKING HOURS

Your working hours is 8 hours per day. As this is a professional position it is expected that the hours worked will directly relate to the workload. Your fixed remuneration includes payment for all additional hours you are required to work.

6. ANNUAL LEAVE/HOLIDAYS

You will be entitled for four weeks' paid leave per year of service with the company. Annual leave accrues on a pro rata and is cumulative. The time of taking leave needs to fit in with the demands upon the company.

7. LONG SERVICE LEAVE

You are entitled to Long Service Leave in accordance with the Long Service Leave Act. The time of taking leave must fit in with the demands upon the company.

8. PERSONAL LEAVE

You are entitled to 10 days' sick leave in accordance with the relevant legislation. In return, you must contact your manager as early as possible before or at the commencement of leave to advise the cause and likely duration. You are required to provide medical evidence in accordance with the company's policy. Sick leave does not accumulate.

9. ABSENCE

In the event of any unplanned absence (including sick leave), you must inform your supervisor as soon as possible but within 24 hours of your inability to attend work, with the reason for the absence and the expected duration of the absence.

10. TERMINATION OF EMPLOYMENT

In the event of termination of employment, four weeks' notice is required by either party. It is a company prerogative to pay this notice period in lieu.

In a case of serious misconduct, no notice or any payment in lieu will be given. Serious misconduct includes but is not limited to theft, intoxication, assault, harassment, serious neglect of duties, especially OH&S, direct personal mistake which leads to company loss more than \$10,000, failure to obey a lawful and reasonable command and illicit drug use affecting your work. Non-compliance with a company policy or procedure may constitute grounds for dismissal.

11. RETURN OF COMPANY PROPERTY

When you resign or are terminated, you are required to return all company property in good repair and working order.

12. CONFLICTS OF INTEREST AND ETHICAL STANDARDS

You must not act in any way that may create a conflict of interest, material, ethical or otherwise, with the Company or their customers or business partners.

You shall not without the prior written consent of the Company, provide your duties, either directly or indirectly, in any capacity in any trade, business or occupation whatsoever other than to the business of the Company.

13. CONFIDENTIAL INFORMATION

You undertake that you will not, either during your employment or after its termination (howsoever caused) divulge to any person or use any confidential information concerning the business, financial arrangements, intellectual property or position of the company, or any dealing, transactions or affairs of the business of Great Southern Electrical Pty Ltd or of any customers of the company, except in the proper course of your duties or as expressly permitted by the company.

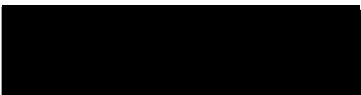
Signature:



Shaun Duffy
Managing Director
Great Southern Electrical Pty Ltd
Date: 06/01/2017

I have read, understand and accept the terms and conditions of employment contained in this contract of employment (including Clause on confidential information) and the policies and procedures of the company and I accept them.

Signature:



Print Name:
Date: 06/01/2017

Statement of Genuine Position and Remuneration

1. GENUINE POSITION

1.1 COMPANY SUMMARY

Great Southern Electrical Pty Ltd (GSE) is a company providing consultancy, design, supply, maintenance and construction of high voltage and low voltage powerlines for Commercial, Industrial and Domestic clients. The company is an Accredited Service Provider (ASP) Level 1, 2 and 3 (rated class A) and authorised to perform Contestable Works within the Essential Energy network (design & construct). Moreover, Great Southern Electrical has accredited AS/NZS4801:2001 - Occupational Health and Safety, ISO14001:2004 - Environmental and ISO 9001:2008 - Quality management systems. At Great Southern Electrical Pty Ltd, our policies and procedures ensure that our management and employees are committed to providing quality services delivered with full consideration for safety and the environment. We also ensure the same high standards from those contractors that undertake work for us.

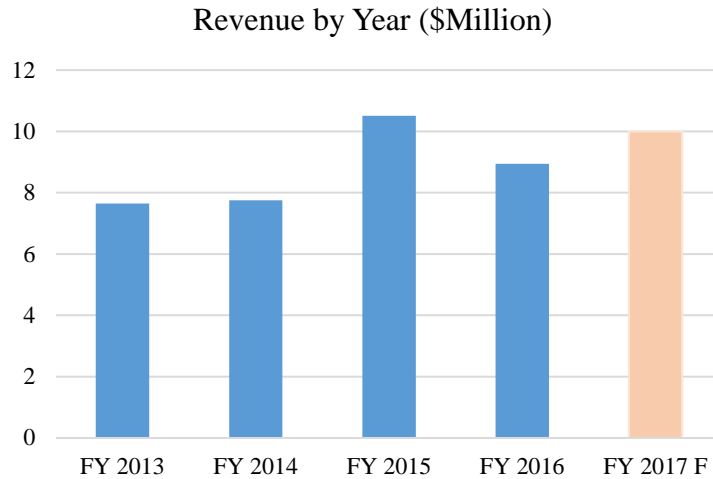
Figure 1. Balanced Scorecard

Balanced Scorecard					
Strategic Goals	Objective	Measure	Target	15/16 Outcomes	2017 Target
Financial					
Improve productivity	Maintain healthy returns	ROA & (ROE)	+10%	+15	
	Maintain healthy margin	Gross profit margin	20%	18%	
	Borrow prudently	Debt/Equity	0.8	0.8	
Customer					
Enhance value for stakeholders	Improve quote success rate	Tenders won/tenders		25%	
Dominate Southern NSW target segment	Improve GSE service <u>eulogised</u>	Net promoter score	+60%	+88%	+60%
Learning & Growth					
Motivate, develop and support employees	Improve employee satisfaction	Net promoter score	+60%	+70%	+60%
Develop customer-centric, compliance culture	Retain quality staff	Employee turnover	<10%	18%	
	Ensure required training		Pass	Pass	Pass
	Maintain licenses		Pass	Pass	Pass

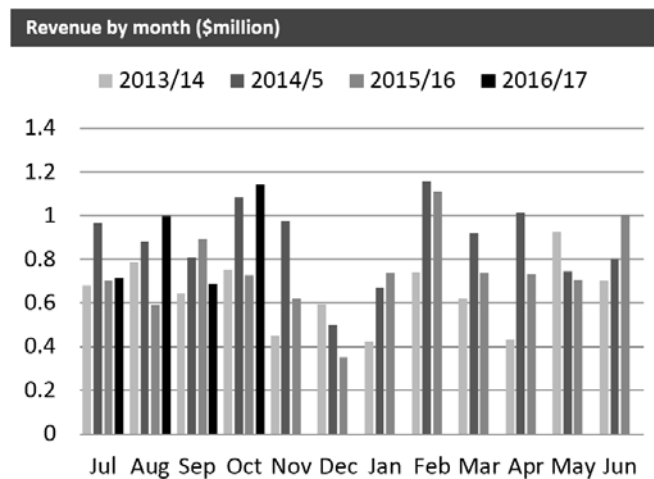
Great Southern Electrical is now showing consistent improvement in operating efficiency. As shown in Figure 1 above, ROA (Return on asset) increased from the previous year, with Gross profit margin and Debt/Equity ratio maintaining the same level as the last financial year. It

indicates an improved productivity and good debt-paying ability. Meanwhile, the data above also displays satisfying results regarding the customer satisfaction and efficient human resource management.

Figure 2. Revenue by Year



As can be seen from the bar charts above, GSE's sales revenue in financial year 2016 was lower than that in the previous financial year, primarily due to rain disruptions, a one-off invoicing issue, skewed stock figures, a one-off bad debt of \$60,000 and Essential Energy holding up the design process through slow certification. However, it cannot be ignored that we have made significant improvements in operations during the year and are well positioned to harness opportunities going forward. Not only has GSE successfully managed the tricky area of succession, but also we have developed more rigorous business practices, formed a board, employed a CFO and acquired D & M Electrical. All these prove our ability to manage incremental and radical change effectively.

Figure 3. Revenue by Month

Meanwhile, the outlook for the local market is sound underpinned by continued strong investment in agricultural projects and ongoing maintenance activity on commercial and industrial premises. In addition, the expected privatisation of the sector will lead to a greater level of business as more and more work is directed away from state-owned organisations towards companies like GSE. As can be seen from Figure 3., the sales revenue of GSE in FY 2017 remains at a high level comparing to other financial years during the same period.

It is estimated that our revenue will increase by over 10% in financial year 2017. The forecast is calculated based on the data shown in Figure 3. We also make the projection based on the promising market, potential projects as well as the prospective on the development of the company including the deduction of expenses, effective marketing programs and enhancement of operating efficiency.

The projected growth of sales revenue and escalated complexity of financial work prompt the management to expand the financial personnel, who will assist in formulating solid business strategies and enhancing the efficiency of our financial work. The management then decides to recruit an Assistant Management Accountant. We made the decision based on the reasons listed below.

1.2 THE NEED FOR POSITION

Firstly, Great Southern Electrical is in a rapidly changing market. The enormous diversification of selections of design, material, craftsmanship and specification results in large amounts of financial transactions regarding procurement, delivery, design, instalment, refund, etc. This then requires reliable financial analysis and planning to minimise financial risks and move the company to the next level. Currently, we have a Chief Financial Officer responsible for providing reasonable assurance against risks such as insolvency, increasing cost and fraud. However, the steady growth of our company leads to an escalated complexity of numerical analysis such as financial forecasts and budget analysis, which places a heavy burden on the Chief Financial Officer. Therefore, in order to have a timely translation of financial data into analytical reports and forecasts, we are in need of an Assistant Management Accountant to provide the necessary financial assistance and share responsibilities with Chief Financial Officer.

Secondly, Essential Energy, which is a NSW Government-owned corporation responsible for building, operating and maintaining Australia's largest electricity network, has changed its substation arrangement, requiring accredited service providers like us to now buy the infrastructure on behalf of our clients, making cash flow management more challenging for GSE, given the price tag of each substation amounting to \$60,000-\$120,000. In this context, we need reliable financial forecasts on a monthly basis to help us identify future revenue and expenditure trends that may have an immediate or long-term influence on our operation. In order to achieve the most optimal results, we are in need of an Assistant Management Accountant who will assist with the timely preparation of cash flow analysis, projected balance sheet and profit & loss statement and facilitate the management's timely understanding and prompt response in regards of financial status of the company.

Thirdly, the Assistant Management Accountant will play a key role in facilitating our pricing strategies and ensuring economic benefit of our services. Specifically, our business incurs a range of costs including rent, staff salary, material cost, and all other fixed and variable costs, etc. The final price charged includes what has been paid to suppliers plus our gross margin, which covers our own cost of doing business and profit margin. The process to determine an appropriate gross margin is getting increasingly complicated, as we vary the margin across each project and service. This then requires us to conduct holistic cost analysis on each project

and make a timely adjustment on prices. An Assistant Management Accountant, in this case, will surely ease our work load and facilitate our cost analysis and pricing strategy. He/she is expected to collect relevant data and analyse and monitor the price fluctuation on the market, so as to help us to make a timely adjustment on our prices for the ever changing market.

Also, in order to achieve operational effectiveness and efficiency and mitigate risks to acceptable level, we have been striving to establish an effective system of internal control, which is a process designed to provide reasonable assurance regarding the achievement of objectives relating to operations, financial reporting, and compliance. The role of Assistant Management Accountant will assist with the improvement of current internal control through completing tasks such as risk assessment, the implementation of key control activities, collection of internal control information and ongoing evaluation. We expect problems occurred during invoices processing, documents storage and orders fulfilment will be detected and solved in a timely manner. Besides, the role will be responsible for overseeing the daily operations and key links of the working procedure and making up loopholes.

In conclusion, the positions of Management Accountant can help to improve the company's pricing strategy, cost management and operational efficiency. Therefore, private companies usually rely on the expertise of Management Accountant to resolve issues in the process of decision-making and financial forecast. Our proposed position of Assistant Management Accountant serves the same function. We expect that the recruitment of an Assistant Management Accountant will facilitate the process of financial forecasting as well as pricing. Meanwhile, as the role of Assistant Management Accountant is strongly future oriented, financial planning and forecasts prepared by the Assistant Management Accountant will surely enhance our flexibility when facing the increasingly competitive market. Therefore, we decide to recruit an Assistant Management Accountant and anticipate tremendous return once the position is fully functional.

2. THE NOMINEE'S SUITABILITY FOR THE POSITION

The ideal candidate should hold at least a Bachelor's degree in accounting and/or relevant work experience in this area. He/she should demonstrate good understanding of accounting standards, budgeting and forecasting, cost accounting and management accounting and be willing and able to work in a demanding, constantly changing environment. Excellent time management skills are essential, as well as great ability in terms of data collecting, analysing and presenting. The candidate is also expected to be equipped with well-developed written communication and oral presentation skills.

As mentioned above, we are looking for a right candidate with appropriate education background and/or relevant working experience. Ms. [REDACTED] is exactly the person to our selection criteria. Ms. [REDACTED] graduated with a Bachelor Degree of Management from the China University of Geosciences in 2003. She also graduated with a Master Degree in Commerce (Professional Accounting) from University of Queensland, Australia in 2007. The education background has equipped her with great English Language skills and solid theoretical knowledge relating to management accounting. Moreover, what makes her outstanding and different from other candidates is her work experience. From 2009 to present, [REDACTED] is employed by CTGU (China Three Gorges University) as a Lecturer teaching courses such as Accounting System, Financial Accounting and Management Accounting at undergraduate level. She also published articles regarding accounting practices and controls. This work equips Ms. [REDACTED] with advanced knowledge of management accounting and makes her the ideal candidate to join our dynamic finance department.

Moreover, Ms. [REDACTED] has demonstrated her great teamwork spirit, good attitude towards work and willingness to work in the rural area. These qualities are highly desirable, as we need the right candidate to fully understand our business and grow together with the company.

Taking all factors into consideration, we have no hesitation to invite Ms. [REDACTED] to fill the vacancy of our full time Assistant Management Accountant.

3. REMUNERATION

We are pleased to offer Ms. [REDACTED] an annual salary rate of \$55,000 plus superannuation for the position. Our offer is based on the current market rate, in compliance with “Banking, Finance and Insurance Award 2010’ (known as Form MA000019)”, the Job Outlook guidelines, and ABS Survey. Moreover, we have taken reference to the updated similar job advertisements as well as the company’s prospect with the candidate’s joining. The remuneration level for the role is also considered according to the required skills as well as responsibilities established for the position. The remuneration will be reviewed annually according to her work performance.

We believe that with her professional knowledge and skills, Ms. [REDACTED] will make significant contribution to our company. We are expecting a more prosperous future with Ms. [REDACTED] joining.

Shaun Duffy



Managing Director

Great Southern Electrical Pty Ltd

10 January 2017



Australian Government
**Department of Immigration
and Border Protection**

11 January 2017

GREAT SOUTHERN ELECTRICAL PTY LTD

In reply please quote:

Name of applicant	GREAT SOUTHERN ELECTRICAL PTY LTD
Application ID	1700596240
Name of Nominee	[REDACTED]
Nomination TRN	EGODIIVVZS
File number	BCC2017/136532

Transmission method Email sent to ausky888@hotmail.com

Dear Applicant

Acknowledgement of nomination application received

Processing the application

This letter confirms that your application has been received for processing.

Nomination Application fee

The nomination application fee which has been paid is for the processing of the application and must be paid regardless of the application outcome. There are only limited circumstances in which refunds can be given.

Processing Standards

The time taken for an application to progress and for us to make a decision varies. Information about processing standards are available on our website at www.border.gov.au/about/access-accountability/service-standards

Providing documents

The Department may make a decision on your application without requesting additional information. You should provide us with all the information you feel is relevant.

If you lodged your application online, you should log in to your ImmiAccount to see the documents required for your application.

The preferred method for providing documents is attaching them to your online application. Ensure that all original documents are scanned in high quality and colour. Note that posting documents relating to your application can cause delays in processing. You should not post documents to the Department unless specifically requested to do so. If you are posting documents to the Department please send them to the following address:

Permanent Employer Sponsored Entry

NSW PESE

OFFICE: 9 Wentworth Street Parramatta NSW 2150

POSTAL: GPO Box 9984 Sydney NSW 2001

PHONE: +61 2 8861 4353 **Email:** nsw.pse@border.gov.au **WEBSITE:** www.border.gov.au

GPO Box 9984

Sydney NSW 2001

Do not send us original documents unless we ask you for them. If you send copies of your documents, ensure that they are certified copies.

If you provide us with fraudulent documents or claims, this may result in processing delays and possibly your application being refused.

Your information – your privacy

Your personal information is protected by law, including the *Privacy Act 1988*. Important information about the collection, use and disclosure of your personal information, including sensitive information, is contained in our Form 1442i *Privacy Notice*.

Form 1442i is available on our website at www.border.gov.au/privacy or at any Departmental office. You should become familiar with this information before providing your personal information to the Department.

Withdrawing your application

You can withdraw your application at any stage during processing. If you wish to withdraw your application, you must advise the Department in writing.

Changes to your circumstances

It is important that you tell us about any changes to your circumstances as soon as possible. You are required to do this in writing. To make it easy to advise us of your changes in circumstance, we have a number of forms which are available on our website at www.border.gov.au or at any of our offices.

It is also important that you notify this office in writing as soon as possible, if:

- you no longer wish to employ the person you have nominated;
- there is any variation in the details of the nomination; or
- the business can no longer provide the employment offered in the nomination.

Client service information

We value your compliments, complaints and suggestions. Your compliments let us know where we are performing well and your complaints help us improve our services.

Further information on our client service charter and how to make a compliment, complaint or suggestion is available at www.border.gov.au/about/contact/provide-feedback

NSW PESE

OFFICE: 9 Wentworth Street Parramatta NSW 2150

POSTAL: GPO Box 9984 Sydney NSW 2001

PHONE: +61 2 8861 4353 **Email:** nsw.pse@border.gov.au **WEBSITE:** www.border.gov.au

- 3 -

Contacting this processing office

We prefer contact with this office concerning your application to be by email. We try to respond to all email enquiries within seven working days.

Our email address is nsw.pse@border.gov.au

Yours sincerely

Department of Immigration and Border Protection

The original of this letter including any attachments was sent to:
Yueming HAO
ausky888@hotmail.com

NSW PESE

OFFICE: 9 Wentworth Street Parramatta NSW 2150

POSTAL: GPO Box 9984 Sydney NSW 2001

PHONE: +61 2 8861 4353 **Email:** nsw.pse@border.gov.au **WEBSITE:** www.border.gov.au

NSW PESE

OFFICE: 9 Wentworth Street Parramatta NSW 2150

POSTAL: GPO Box 9984 Sydney NSW 2001

PHONE: +61 2 8861 4353 **Email:** nsw.pse@border.gov.au **WEBSITE:** www.border.gov.au

Shaun Duffy

From: Maggie Sining Wang [REDACTED]
Sent: Wednesday, 25 January 2017 3:56 PM
To: Shaun Duffy
Subject: Fwd: Account letter
Attachments: Letter of Support from Accountant_Sample.pdf

Hi Shaun,

Was nice to catch up again yesterday:-)

Pls find attached sample for accountant letter as discussed.

Thanks very much and wish you a lovely australia day tomorrow!

Cheers

m

Perigee International Pty Ltd
Suite 7, 1-3 Trelawney St Eastwood NSW 2122 Australia
[REDACTED]

This email was scanned by Bitdefender

2 March 2015

To whom it may concern

RE: XXXXXXX Pty Ltd

We advise that we are acting as accountants and tax agents for the above named client.

The business has been in operation since 1985. The company is currently trading at a profit.

If you have any questions please do not hesitate to contact the writer.

Kind regards

XXXXXXXXXXXX Accountants Pty Ltd



XXXX XXXX

Document Ref:146866_1



Monica Yueming HAO
AUSKY Visa Solutions
7/1-3 Trelawney St.
Eastwood NSW 2122
Tel: + 61 2 9874 0729
Email: ausky888@hotmail.com

01 February 2017

Skilled Migration Officer
Regional Development Australia, Riverina Inc.

Dear Sir or Madam,

**Application for Certification of the Position Nomination Under
the Regional Sponsored Migration Scheme**

Nominator: Great Southern Electrical Pty Ltd
Position Nominated: Assistant Management Accountant
(ANZSCO Code 221112)
Nomination TRN: EGODIIVVZS
Nomination File Number: BCC2017/136532

We advise that we act for Great Southern Electrical Pty Ltd (the nominator). We make this certification application under the subclass 187 Regional Sponsored Migration Scheme on behalf of our client.

BACKGROUND

Great Southern Electrical Pty Ltd is a company providing consultancy, design, supply, maintenance and construction of high voltage and low voltage powerlines for Commercial, Industrial and Domestic clients. Great Southern Electrical has been experiencing consistent improvement in debt-paying ability and operational efficiency. The company also sees a sound local market and has developed more rigorous business practices, acquired D&M Electrical and secured a good position in the local

electrical services market. The projected growth of sales revenue and escalated complexity of financial work prompt the company to expand the financial personnel, who will assist in formulating solid business strategies and enhancing the efficiency of financial work.

Ms. [REDACTED] the ideal person for the vacancy. Ms. [REDACTED] has obtained Master of Commerce (Professional Accounting) from the University of Queensland, which equipped her with solid accounting and business knowledge and great English language skills. Moreover, from 2009 to present, she has worked as a Lecturer in China Three Gorges University, teaching courses such as Accounting System, Financial Accounting and Management Accounting at undergraduate level. This work equips Ms. [REDACTED] with advanced knowledge of management accounting. Therefore, Ms. [REDACTED] is now nominated by Great Southern Electrical Pty Ltd to apply for Subclass 187 Regional Sponsored Migration Scheme Visa.

We believe that Great Southern Electrical Pty Ltd has met the requirements for applying for Subclass 187 Regional Sponsored Migration Scheme.

It is submitted that the nominated position has satisfied the requirements for RSMS subclass 187 nomination.

Thanks for your time and consideration in this matter. If you have any queries, please contact our office by 02 9874 0729 / 0433 635 828 or by email: ausky888@hotmail.com.

Yours sincerely,



Monica Yueming Hao

MARN No. 0746350



Australian Government

Department of Immigration
and Border Protection

Advice by a migration agent/exempt person of providing immigration assistance

Please use a pen, and write neatly in English using BLOCK LETTERS.

Tick where applicable

- 1 Are you notifying the department that you have been appointed to provide immigration assistance, or that your appointment has ended?

New appointment **Complete Part A and Part C**
You do not need to complete Part B

Appointment has ended **Complete Part B and Part C**
You do not need to complete Part A.

Part A – New appointment

Migration agent/exempt person's details

- 2 Migration agent/exempt person's details

Title: Mr Mrs Miss Ms Other

Family name

Given names

Exempt person's date of birth

- 3 Organisation name (if applicable)

- 4 Business or residential address

POSTCODE

- 5 Address for correspondence
(If the same as business or residential address, write 'AS ABOVE')

- 6 Telephone numbers

Office hours

Mobile/cell

- 7 Do you agree to the department communicating with you by fax, email or other electronic means?

No

Yes Give details

Fax number

Email address

- 8 In what capacity are you providing assistance?

Registered migration agent

IAAAS **Go to Question 9**

PAIS

Non-registered migration agent outside Australia **Go to Question 11**

Exempt person **Go to Question 12**

- 9 Migration Agent Registration Number (MARN)

0 : 7 4 : 6 : 3 : 5 : 0

- 10 Is there another registered migration agent from your organisation who the department may discuss this case with if you are unavailable?

No **Go to Question 13**

Yes Give details of the other agent

Family name

Given names

Telephone numbers

Office hours

Mobile/cell

Migration Agent Registration Number (MARN)

: : : : :

Go to Question 13

- 11 Offshore Agent ID Number
(if allocated by the department)

Go to Question 13

- 12 Reason you are exempt from registration

Close family member (spouse, child, parent, brother or sister)

Sponsor

Nominator

Member of a diplomatic mission, consular post or international organisation

Member of parliament or their staff

An official whose duties include providing immigration assistance

Part B – Ending appointment**20 Migration agent/exempt person's details**Family name Given names

Organisation name (if applicable)

Telephone numbers

Office hours

COUNTRY CODE	AREA CODE	NUMBER
()	()	

Mobile/cell

If applicable:

Migration Agent Registration Number (MARN)

7 DIGITS						
:	:	:	:	:	:	:

Offshore Agent ID Number **21 Client's details**

Full name (If the client is an organisation, provide the name of the contact person)

Family name Given names Date of birth

DAY	MONTH	YEAR
/	/	

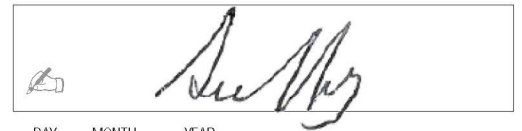
Organisation name (if applicable)

22 Provide at least one of the following numbersDIBP Request ID number (RID) DIBP Transaction Reference Number (TRN) **Part C – Declarations**

E17-0144-AS-02-131-PR-0009

Declaration by migration agent/exempt person**23 Tick one only** **Appointment** – I declare that I have been appointed by the client named in Part A of this form as a migration agent/exempt person and that I will act on the client's behalf as permitted by law. **Ending appointment** – I declare that I am no longer acting on behalf of the client named in Part B and I have advised the client accordingly.**Signature of migration agent/exempt person**

DAY MONTH YEAR

Date **Declaration by client****24 Tick one only** **Appointment** – I declare that I have appointed the migration agent/exempt person named in Part A of this form to provide assistance with matters as indicated on this form. **Ending appointment** – I declare that the migration agent/exempt person named in Part B is no longer acting on my behalf.**Signature of client**

DAY MONTH YEAR

Date



E17-0144-AS-02-131-PR-0009

Department of Immigration and Border Protection
Application for Employer Nomination
for a Permanent Appointment

**Record of
Responses**

Terms and Conditions

[View Terms and Conditions](#) [View Privacy statement](#)

Yes

I have read and agree to the terms and conditions:

Business / organisation

Scheme details

Scheme type: **Regional Sponsored Migration Scheme - visa subclass 187**
Visa application stream: **Direct entry**

Business / organisation details

Legal registered name: **Great Southern Electrical Pty Ltd**
Trading name:
Industry type: **Electricity, Gas, Water and Waste Services**
Date established or commenced trading in Australia: **04 Nov 2005**

Registration identifiers

Give details of all registration identifiers for the business / organisation.

Give details of a registration identifier for the business / organisation.

Business registration type: **Australian Business Number (ABN)**
Business registration ID: **77116988044**

Give details of a registration identifier for the business / organisation.

Business registration type: **Australian Company Number (ACN)**
Business registration ID: **116988044**

OFFICE USE ONLY

This form submitted by
Role(s)
Submitted on

: ausky888@hotmail.com
: Self-registered user
: 11/01/2017 17:05

Work location postcode

Give details of the postcode where the nominated person will be employed.

Postcode: **2650**

Business / organisation address details**Head office address**

Give details of the business / organisation's head office address in Australia.

Note that a street address is required. A post office address cannot be accepted as a business / organisation address.

Country: **AUSTRALIA**
Address: **32 Bomen Rd**
Suburb / Town: **Wagga Wagga**
State / Territory: **New South Wales**
Postcode: **2650**

Postal address

Is the postal address the same as the head office address?

Yes

Contact person**Contact person details**

Give details of the contact person within the business / organisation.

Family name: **Duffy**
Given names: **Shaun**

Postal address

Country: **AUSTRALIA**
Address: **32 Bomen Rd**
Suburb / Town: **Wagga Wagga**
State / Territory: **New South Wales**
Postcode: **2650**

Contact telephone numbers

Business phone: **0269317699**
Mobile / Cell phone:

Email address

Email address: **ausky888@hotmail.com**

Authorised recipient

Does the applicant authorise another person to receive written correspondence on their behalf?
This authorises the department to send the authorised person all written correspondence that would otherwise be sent directly to the applicant.

Yes, a migration agent

This person is referred to as the 'authorised recipient'.

Migration agent contact details**Migration agent**

MARN: **0746350**
Family name: **Hao**
Given names: **Yueming**
Organisation: **Ausky Visa Solutions**

Postal address

Country: **AUSTRALIA**
Address: **7/1-3 Trelawney St**
Suburb / Town: **Eastwood**
State / Territory: **New South Wales**
Postcode: **2122**

Contact telephone numbers

Business phone: **0298740729**
Mobile / Cell phone: **[REDACTED]**

Electronic communication

The Department prefers to communicate electronically.
By providing an email address below, the authorised recipient agrees correspondence will be sent to:

Email address: **ausky888@hotmail.com**

The authorised recipient does not agree to electronic communication:
No

Selecting the check box above means the authorised recipient will not receive correspondence via email and will result in delays to communication, including the outcome of the application.

Position to be filled

Position details

Position: **Assistant Management Accountant**
Occupation (ANZSCO) **Management Accountant**

Address where nominated person will be employed

Country: **AUSTRALIA**
Address: **32 Bomen Rd**
Suburb / Town: **Wagga Wagga**
State / Territory: **New South Wales**
Postcode: **2650**

Terms and conditions that apply to current employees

Do you already have Australian employee(s) in your workplace doing the same work as the nominated person?

No

Terms and conditions that will apply to the nominated person

Base rate of pay per annum: **55000**
Guaranteed annual earnings: **60225**
Give details of how the base pay and guaranteed annual earnings were determined: **We determine our remunerations based mainly on the relevant industrial award, and also consider complying with the related workplace regulations and policies. Our terms and conditions including the remunerations are same applied to all the employees no matter they are Australians or overseas.**

Will you make any deductions from these earnings apart from tax?
No

Will the business / organisation be paying the nominated person's salary?
Yes

Will the terms and conditions of employment of your Australian employee(s) apply to the nominated person?

Yes

Employment and training details

Employment

Of the Australian operations of the business / organisation, what is the total number of:

Australian employees (including Australian citizens and permanent residents)	55
Foreign employees (i.e. non- Australian citizens or non- permanent residents)	0

Of the total number of foreign employees, what is the number of:

Temporary business / organisation entrants:	0
Overseas students:	0
Working holiday makers:	0
Other:	0

Training

What is the total number of Australian citizens or permanent residents employed in the business / organisation as:

Professionals:	7
Tradespersons:	43
Recent Australian university graduates with less than 12 months work experience:	0
Apprentices employed under a training agreement or contract of training:	5
Other trainees employed under a training agreement or contract of training:	0
Gross payroll expenditure of the business / organisation in the past 12 months:	2643832
Gross expenditure on training Australian citizens or	30000

permanent residents in the past 12 months:

Include paid study leave, accredited training courses, reimbursement of study related costs, employment of designated training officers and the cost of in-house training.

Did the business / organisation make any contributions to an industry training fund in the past 12 months?

No

Nominated Person

Are the nominated person details available to be added?

Yes

Nominated person details

Family name: [REDACTED]

Given names: [REDACTED]

Sex: **Female**

Date of birth: [REDACTED]

Passport details

Are the details of a current passport available to be entered for the nominated person?

Yes

Enter the following details as they appear in the nominated person's passport.

Passport number: [REDACTED]

Country of passport: **CHINA - CHN**

Nationality of passport holder: **CHINA - CHN**

Date of issue: **23 Sep 2008**

Date of expiry: **22 Sep 2018**

Place of issue: **HUBEI**

Place of birth

Town / City: **Yichang**

State / Province: **Hubei**

Country of birth: **CHINA**

Residential address

Note that a street address is required. A post office address cannot be accepted as a residential address.

Country: **CHINA**
 Address: [REDACTED]
Xiling District
 Suburb / Town: **Yichang**
 State or Province: **HUBEI**
 Postal code: **443000**

Contact telephone numbers

Business phone:
 Mobile / Cell phone: [REDACTED]

Migrating family members

Are there any migrating family members included in this application?
Yes

Relationship to the nominated **Spouse/De Facto Partner** person:

Family name: [REDACTED]
 Given names: [REDACTED]
 Sex: **Male**
 Date of birth: [REDACTED]

ENS / RSMS Declarations

Warning:

Giving false or misleading information is a serious offence.

The applicants declare that they:

Have the authority to enter into legal commitments for the nominating business / organisation.
Yes

Will provide full-time employment for the visa applicant for at least two years.
Yes

Acknowledge that any resulting visa may be cancelled if holder does not commence work within six months or does not continue to work in the nominated position for at least two years.
Yes

Acknowledge that any non-compliance with Australian agreements, awards and conditions may incur penalties under Australia's industrial relations system and affect future immigration nominations.
Yes

Paying for visa sponsorship

Section 245AR of the Migration Act 1958 prohibits asking for or receiving a benefit in return for the occurrence of a 'sponsorship-related event' as defined by section 245AQ of that Act. Refer to Paying for visa sponsorship - certification requirement for more information.

The applicant certifies that they have not engaged in conduct in relation to this nomination that constitutes a contravention of subsection 245AR(1) of the Migration Act 1958.

Yes

Declarations

Warning:

Giving false or misleading information is a serious offence.

The applicants declare that they:

Have read and understood the information provided to them in this application.

Yes

Have provided complete and correct information in every detail on this form, and on any attachments to it.

Yes

Understand that if any fraudulent documents or false or misleading information has been provided with this application, or if any of the applicants fail to satisfy the Minister of their identity, the application may be refused and the applicant(s), and any member of their family unit, may become unable to be granted a visa for a specified period of time.

Yes

Understand that if documents are found to be fraudulent or information to be incorrect after the grant of a visa, the visa may subsequently be cancelled.

Yes

Understand that if this application is approved, any person not included in this application will not have automatic right of entry to Australia.

Yes

Will inform the Department of Immigration and Border Protection in writing immediately as they become aware of a change in circumstances (including change of address) or if there is any change relating to information they have provided in or with this application, while it is being considered.

Yes

Have read the information contained in the Privacy Notice (Form 1442i) .

Yes

Understand that the department may collect, use and disclose the applicant's personal information (including biometric information and other sensitive information) as outlined in the Privacy Notice (Form 1442i) .

Yes



EMPLOYMENT CONTRACT

**Great Southern Electrical Pty Ltd
(THE “EMPLOYER”)**

AND


(THE “EMPLOYEE”)

CONTRACT OF EMPLOYMENT

This contract of employment is made effective for all purposes and in all respects as of the Effective Date (as defined below) by and between

Great Southern Electrical Pty Ltd

Address: 32 Bomen Rd, Wagga Wagga, NSW 2650

And [REDACTED]

Address: [REDACTED] Xiling District, Yichang, Hubei, CHINA
443000

In the position of **Assistant Management Accountant**, on a Permanent Full Time basis for at least two years on going, starting on the date when Ms. [REDACTED] 187 visa is granted.

The contract of employment is subject to the terms and conditions set out below.

1. BASE WAGE/SALARY

Your base salary will be AU\$ 55,000 gross per annum payable in equal fortnightly installments in arrears.

That is a gross figure subject to deductions for PAYG income tax and any other applicable statutory charged or deductions.

2. REPORTING

The position presently reports to the Chief Financial Officer.

3. SUPERANNUATION

Great Southern Electrical Pty Ltd will make contributions to your nominated superannuation account at the rate of 9.50%.

4. DUTIES AND RESPONSIBILITIES

A summary of your duties and responsibilities is set out in the attached Position Description.

5. WORKING HOURS

Your working hours is 8 hours per day. As this is a professional position it is expected that the hours worked will directly relate to the workload. Your fixed remuneration includes payment for all additional hours you are required to work.

6. ANNUAL LEAVE/HOLIDAYS

You will be entitled for four weeks' paid leave per year of service with the company. Annual leave accrues on a pro rata and is cumulative. The time of taking leave needs to fit in with the demands upon the company.

7. LONG SERVICE LEAVE

You are entitled to Long Service Leave in accordance with the Long Service Leave Act. The time of taking leave must fit in with the demands upon the company.

8. PERSONAL LEAVE

You are entitled to 10 days' sick leave in accordance with the relevant legislation. In return, you must contact your manager as early as possible before or at the commencement of leave to advise the cause and likely duration. You are required to provide medical evidence in accordance with the company's policy. Sick leave does not accumulate.

9. ABSENCE

In the event of any unplanned absence (including sick leave), you must inform your supervisor as soon as possible but within 24 hours of your inability to attend work, with the reason for the absence and the expected duration of the absence.

10. TERMINATION OF EMPLOYMENT

In the event of termination of employment, four weeks' notice is required by either party. It is a company prerogative to pay this notice period in lieu.

In a case of serious misconduct, no notice or any payment in lieu will be given. Serious misconduct includes but is not limited to theft, intoxication, assault, harassment, serious neglect of duties, especially OH&S, direct personal mistake which leads to company loss more than \$10,000, failure to obey a lawful and reasonable command and illicit drug use affecting your work. Non-compliance with a company policy or procedure may constitute grounds for dismissal.

11. RETURN OF COMPANY PROPERTY

When you resign or are terminated, you are required to return all company property in good repair and working order.

12. CONFLICTS OF INTEREST AND ETHICAL STANDARDS

You must not act in any way that may create a conflict of interest, material, ethical or otherwise, with the Company or their customers or business partners.

You shall not without the prior written consent of the Company, provide your duties, either directly or indirectly, in any capacity in any trade, business or occupation whatsoever other than to the business of the Company.

13. CONFIDENTIAL INFORMATION

You undertake that you will not, either during your employment or after its termination (howsoever caused) divulge to any person or use any confidential information concerning the business, financial arrangements, intellectual property or position of the company, or any dealing, transactions or affairs of the business of Great Southern Electrical Pty Ltd or of any customers of the company, except in the proper course of your duties or as expressly permitted by the company.

Signature:

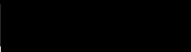


Shaun Duffy
Managing Director
Great Southern Electrical Pty Ltd
Date: 06/01/2017

I have read, understand and accept the terms and conditions of employment contained in this contract of employment (including Clause on confidential information) and the policies and procedures of the company and I accept them.

Signature:



Print Name: 
Date: 06/01/2017



Declaration

This position vacancy (**Assistant Management Accountant**) has existed for more than six months. We have posted the recruiting advertisements for the above mentioned position online via the well-known recruiting websites named INDEED, 3WJOBS and POSTJOBFREE, but we got no response and the position is still available.

We hereby declare that we have attempted to employ an Assistant Management Accountant, however, we haven't recruited a successful candidate (Australian citizen or Australian permanent resident) until now in the local labor market.

Great Southern Electrical Pty Ltd

01 February 2017



Australia

Candidates

- Job search**
- Control Panel
- Upload your CV now!**
- International
- Recruiters directory
- Help
- FAQs

Employers

- Sign up **free**
- Post a job**
- Control Panel
- CV Search**
- Services and pricing
- FAQs

Site info

- Help
- Data privacy
- International
- Contact us
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E17-0144-AS-02-131-PR-0000

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Assistant Management Accountant

Great Southern Electrical Pty Ltd is a company providing consultancy, design, supply, maintenance and construction of high voltage and low voltage powerlines for Commercial, Industrial and Domestic clients.

ABOUT THE ROLE

GSE is seeking an Assistant Management Accountant to join our team in Wagga Wagga. This is an exciting new role in accounting and will offer the successful candidate great opportunities

SKILLS AND EXPERIENCE

- Financial reporting and analysis
- Budgeting, forecasting and variance analysis
- Provide insight critical to decision-making
- Oversee the company's operational activities
- Streamline internal management and control mechanism
- Responsible for the accuracy and reliability of financial information

In order to be successful in this position, applicants must have:

- At least Bachelor's degree in Accounting and/or relevant work experience in this area
- Excellent communication skills
- Excellent analytical and numerical abilities
- Strong attention to details
- Proficient PC skills

GSE offers competitive remuneration and great career development

Agency/Employer: Great Southern Electrical
 Town or City: Wagga Wagga (NSW - Other)
 Sector: Banking and Finance
 Related Job Titles: Assistant Management Accountant
 Permanent/Contract: Permanent, Full time
 Experience: 0 years
 Date: 15-08-2016
 Salary: Not specified

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 Sale - Deadline 31
 Jan. Enrol Now.

Save up to 74%! Get
 Qualified in Training &
 Assessment - \$0 More
 to Pay

inspireeducation.net.au

Night Shift (Hiring)

Earn \$22-\$32 per hour.
 No Experience
 Required.

nightshiftjob.au.myjobhe...

Student Jobs Online

Earn up to \$500 per
 week Online. Filling out
 paid surveys. Sign up!

surveycompare.net

Work At Home Job, \$40/day

You Won't Get Rich,
 But We Do Pay. Join
 Team Free Now And
 Get \$5 Bonus

cashbackresearch.com

Search for: **Jobs** Resumes

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Assistant Management Accountant

Company:

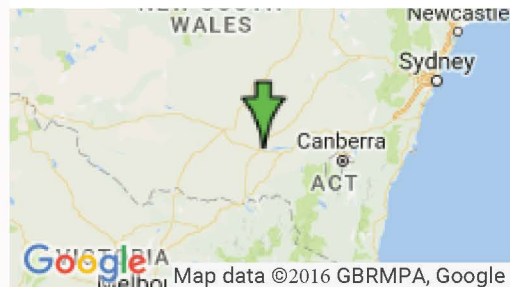
Great Southern Electrical Pty Ltd

Location:

Wagga Wagga, New South Wales, 2650, Australia

Posted:

October 20, 2016

[Apply now](#)

[Report spam](#)

Description:

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GSE offers competitive remuneration and **great** career development

[Apply now](#)

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Assistant Management Accountant

Great Southern Electrical – Wagga Wagga NSW 2650

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36 applications with sponsoring*

6 applications without sponsoring*

* Estimated in the next 4 weeks

Estimates are based on Indeed's past results of similar titles. This is not a guarantee of future performance.

Candidates

0	0	0	0	0	0	0
New	Reviewed	Phone Screened	Interviewed	Offer Made	Hired	Rejected

[View all \(Excluding Rejected\)](#) – [Add Candidate](#)

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- Excellent analytical and numerical abilities
- Strong attention to details
- Proficient PC skills

GSE offers competitive remuneration and great career development

Job Type: Full-time

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Views: 20

Candidates: 0

Status: Open – [pause](#)

Created: 7-Dec

Statement of Genuine Position and Remuneration

1. GENUINE POSITION

1.1 COMPANY SUMMARY

Great Southern Electrical Pty Ltd (GSE) is a company providing consultancy, design, supply, maintenance and construction of high voltage and low voltage powerlines for Commercial, Industrial and Domestic clients. The company is an Accredited Service Provider (ASP) Level 1, 2 and 3 (rated class A) and authorised to perform Contestable Works within the Essential Energy network (design & construct). Moreover, Great Southern Electrical has accredited AS/NZS4801:2001 - Occupational Health and Safety, ISO14001:2004 - Environmental and ISO 9001:2008 - Quality management systems. At Great Southern Electrical Pty Ltd, our policies and procedures ensure that our management and employees are committed to providing quality services delivered with full consideration for safety and the environment. We also ensure the same high standards from those contractors that undertake work for us.

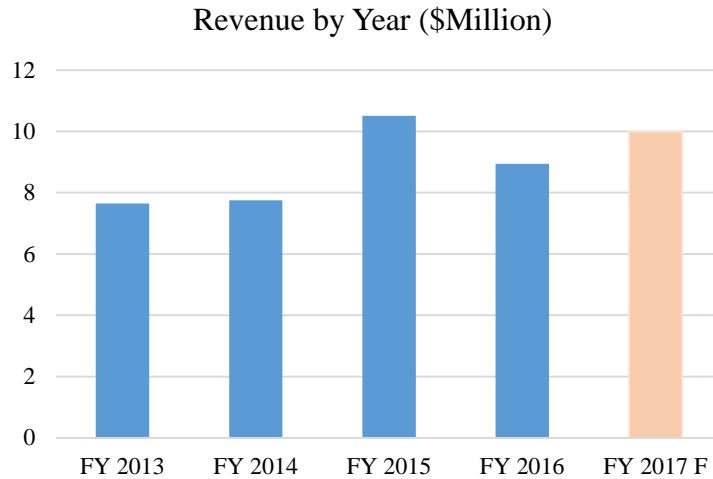
Figure 1. Balanced Scorecard

Balanced Scorecard					
Strategic Goals	Objective	Measure	Target	15/16 Outcomes	2017 Target
Financial					
Improve productivity	Maintain healthy returns	ROA & (ROE)	+10%	+15	
	Maintain healthy margin	Gross profit margin	20%	18%	
	Borrow prudently	Debt/Equity	0.8	0.8	
Customer					
Enhance value for stakeholders	Improve quote success rate	Tenders won/tenders		25%	
Dominate Southern NSW target segment	Improve GSE service <u>eulogised</u>	Net promoter score	+60%	+88%	+60%
Learning & Growth					
Motivate, develop and support employees	Improve employee satisfaction	Net promoter score	+60%	+70%	+60%
	Develop customer-centric, compliance culture	Retain quality staff	Employee turnover	<10%	18%
Ensure required training			Pass	Pass	Pass
Maintain licenses			Pass	Pass	Pass

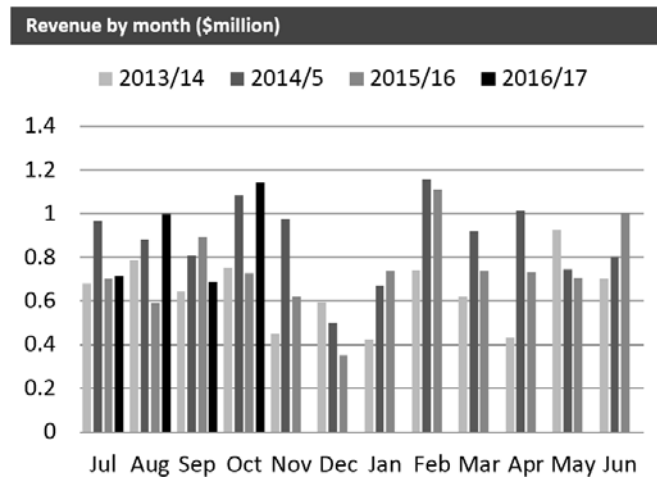
Great Southern Electrical is now showing consistent improvement in operating efficiency. As shown in Figure 1 above, ROA (Return on asset) increased from the previous year, with Gross profit margin and Debt/Equity ratio maintaining the same level as the last financial year. It

indicates an improved productivity and good debt-paying ability. Meanwhile, the data above also displays satisfying results regarding the customer satisfaction and efficient human resource management.

Figure 2. Revenue by Year



As can be seen from the bar charts above, GSE's sales revenue in financial year 2016 was lower than that in the previous financial year, primarily due to rain disruptions, a one-off invoicing issue, skewed stock figures, a one-off bad debt of \$60,000 and Essential Energy holding up the design process through slow certification. However, it cannot be ignored that we have made significant improvements in operations during the year and are well positioned to harness opportunities going forward. Not only has GSE successfully managed the tricky area of succession, but also we have developed more rigorous business practices, formed a board, employed a CFO and acquired D & M Electrical. All these prove our ability to manage incremental and radical change effectively.

Figure 3. Revenue by Month

Meanwhile, the outlook for the local market is sound underpinned by continued strong investment in agricultural projects and ongoing maintenance activity on commercial and industrial premises. In addition, the expected privatisation of the sector will lead to a greater level of business as more and more work is directed away from state-owned organisations towards companies like GSE. As can be seen from Figure 3., the sales revenue of GSE in FY 2017 remains at a high level comparing to other financial years during the same period.

It is estimated that our revenue will increase by over 10% in financial year 2017. The forecast is calculated based on the data shown in Figure 3. We also make the projection based on the promising market, potential projects as well as the prospective on the development of the company including the deduction of expenses, effective marketing programs and enhancement of operating efficiency.

The projected growth of sales revenue and escalated complexity of financial work prompt the management to expand the financial personnel, who will assist in formulating solid business strategies and enhancing the efficiency of our financial work. The management then decides to recruit an Assistant Management Accountant. We made the decision based on the reasons listed below.

1.2 THE NEED FOR POSITION

Firstly, Great Southern Electrical is in a rapidly changing market. The enormous diversification of selections of design, material, craftsmanship and specification results in large amounts of financial transactions regarding procurement, delivery, design, instalment, refund, etc. This then requires reliable financial analysis and planning to minimise financial risks and move the company to the next level. Currently, we have a Chief Financial Officer responsible for providing reasonable assurance against risks such as insolvency, increasing cost and fraud. However, the steady growth of our company leads to an escalated complexity of numerical analysis such as financial forecasts and budget analysis, which places a heavy burden on the Chief Financial Officer. Therefore, in order to have a timely translation of financial data into analytical reports and forecasts, we are in need of an Assistant Management Accountant to provide the necessary financial assistance and share responsibilities with Chief Financial Officer.

Secondly, Essential Energy, which is a NSW Government-owned corporation responsible for building, operating and maintaining Australia's largest electricity network, has changed its substation arrangement, requiring accredited service providers like us to now buy the infrastructure on behalf of our clients, making cash flow management more challenging for GSE, given the price tag of each substation amounting to \$60,000-\$120,000. In this context, we need reliable financial forecasts on a monthly basis to help us identify future revenue and expenditure trends that may have an immediate or long-term influence on our operation. In order to achieve the most optimal results, we are in need of an Assistant Management Accountant who will assist with the timely preparation of cash flow analysis, projected balance sheet and profit & loss statement and facilitate the management's timely understanding and prompt response in regards of financial status of the company.

Thirdly, the Assistant Management Accountant will play a key role in facilitating our pricing strategies and ensuring economic benefit of our services. Specifically, our business incurs a range of costs including rent, staff salary, material cost, and all other fixed and variable costs, etc. The final price charged includes what has been paid to suppliers plus our gross margin, which covers our own cost of doing business and profit margin. The process to determine an appropriate gross margin is getting increasingly complicated, as we vary the margin across each project and service. This then requires us to conduct holistic cost analysis on each project

and make a timely adjustment on prices. An Assistant Management Accountant, in this case, will surely ease our work load and facilitate our cost analysis and pricing strategy. He/she is expected to collect relevant data and analyse and monitor the price fluctuation on the market, so as to help us to make a timely adjustment on our prices for the ever changing market.

Also, in order to achieve operational effectiveness and efficiency and mitigate risks to acceptable level, we have been striving to establish an effective system of internal control, which is a process designed to provide reasonable assurance regarding the achievement of objectives relating to operations, financial reporting, and compliance. The role of Assistant Management Accountant will assist with the improvement of current internal control through completing tasks such as risk assessment, the implementation of key control activities, collection of internal control information and ongoing evaluation. We expect problems occurred during invoices processing, documents storage and orders fulfilment will be detected and solved in a timely manner. Besides, the role will be responsible for overseeing the daily operations and key links of the working procedure and making up loopholes.

In conclusion, the positions of Management Accountant can help to improve the company's pricing strategy, cost management and operational efficiency. Therefore, private companies usually rely on the expertise of Management Accountant to resolve issues in the process of decision-making and financial forecast. Our proposed position of Assistant Management Accountant serves the same function. We expect that the recruitment of an Assistant Management Accountant will facilitate the process of financial forecasting as well as pricing. Meanwhile, as the role of Assistant Management Accountant is strongly future oriented, financial planning and forecasts prepared by the Assistant Management Accountant will surely enhance our flexibility when facing the increasingly competitive market. Therefore, we decide to recruit an Assistant Management Accountant and anticipate tremendous return once the position is fully functional.

2. THE NOMINEE'S SUITABILITY FOR THE POSITION

The ideal candidate should hold at least a Bachelor's degree in accounting and/or relevant work experience in this area. He/she should demonstrate good understanding of accounting standards, budgeting and forecasting, cost accounting and management accounting and be willing and able to work in a demanding, constantly changing environment. Excellent time management skills are essential, as well as great ability in terms of data collecting, analysing and presenting. The candidate is also expected to be equipped with well-developed written communication and oral presentation skills.

As mentioned above, we are looking for a right candidate with appropriate education background and/or relevant working experience. Ms. [REDACTED] is exactly the person to our selection criteria. Ms. [REDACTED] graduated with a Bachelor Degree of Management from the China University of Geosciences in 2003. She also graduated with a Master Degree in Commerce (Professional Accounting) from University of Queensland, Australia in 2007. The education background has equipped her with great English Language skills and solid theoretical knowledge relating to management accounting. Moreover, what makes her outstanding and different from other candidates is her work experience. From 2009 to present, Ms. [REDACTED] is employed by CTGU (China Three Gorges University) as a Lecturer teaching courses such as Accounting System, Financial Accounting and Management Accounting at undergraduate level. She also published articles regarding accounting practices and controls. This work equips Ms. [REDACTED] with advanced knowledge of management accounting and makes her the ideal candidate to join our dynamic finance department.

Moreover, Ms. [REDACTED] has demonstrated her great teamwork spirit, good attitude towards work and willingness to work in the rural area. These qualities are highly desirable, as we need the right candidate to fully understand our business and grow together with the company.

Taking all factors into consideration, we have no hesitation to invite Ms. [REDACTED] to fill the vacancy of our full time Assistant Management Accountant.

3. REMUNERATION

We are pleased to offer Ms. [REDACTED] an annual salary rate of \$55,000 plus superannuation for the position. Our offer is based on the current market rate, in compliance with “Banking, Finance and Insurance Award 2010’ (known as Form MA000019)”, the Job Outlook guidelines, and ABS Survey. Moreover, we have taken reference to the updated similar job advertisements as well as the company’s prospect with the candidate’s joining. The remuneration level for the role is also considered according to the required skills as well as responsibilities established for the position. The remuneration will be reviewed annually according to her work performance.

We believe that with her professional knowledge and skills, Ms. [REDACTED] will make significant contribution to our company. We are expecting a more prosperous future with Ms. [REDACTED] joining.

Shaun Duffy



Managing Director

Great Southern Electrical Pty Ltd

10 January 2017



PO Box 479
Wagga Wagga NSW 2650
Ph: 02 6933 7106
migration@rdariverina.org.au

ABN: 11 527 622 696

21 March 2017

Applicant ID: RDAR1589

Yueming (Monica) Hao
Ausky Visa Solutions
7/1-3 Trelawney Street
EASTWOOD. NSW 2122

Dear Monica

RSMS Application for: Great Southern Electrical Pty Ltd
Nominee: [REDACTED]
TRN: EGODIIVVZS

Attached please find signed RSMS Form 1404 which requires being included with the application for the Employer Nomination when submitting to the Department of Immigration and Border Protection (DIBP).

The nominee should prepare their visa application for submission to DIBP and ensure they have notation of the TRN given to the Application for the Employer Nomination.

I wish you every success with the nomination and would appreciate your kind advice of the outcome.

Yours faithfully

A handwritten signature in black ink that reads "F. Anderson".

Faye Anderson
Riverina Skilled Migration



An Australian Government Initiative



A NSW Government Initiative



Australian Government

Department of Immigration
and Border Protection

E17-0144-AS-02-131-PR-0009

Form

1404

Regional Sponsored Migration Scheme – Regional Certifying Body advice

To be completed by the relevant certifying body for Regional Sponsored Migration Scheme (RSMS) Direct Entry stream nominations only. Nominations for the Temporary Residence Transition stream and the Agreements stream do not require a Regional Certifying Body (RCB) assessment.

The relevant certifying body is one which has coverage of the area in which the proposed nominee will work.

Once this form has been completed please see the *RCB user guide and instruction manual* for information on how to submit this form.

Please use a pen, and write neatly in English using BLOCK LETTERS.

Tick where applicable

1 Has the nomination been lodged?

No

Yes Transaction Reference Number (TRN)

EGODIIVVZS

Details of nominating business/organisation

2 Name of nominating business/organisation

GREAT SOUTHERN ELECTRICAL PTY LTD

3 Australian Business Number (ABN)

77 116 988 044

4 Contact address of nominating business/organisation

32 BOMEN RD

WAGGA WAGGA

NSW

POSTCODE 2650

5 Full name of representative of nominating business/organisation
(ie. the signatory)

Family name DUFFY

Given names SHAUN

6 Contact details

Telephone number

(AREA CODE 02) 69317699

Fax number

(AREA CODE)

Email address SDUFFY@GSE.NET.AU

7 ANZSCO Code

2 2 1 1 - 1 2

8 Job title for proposed nominee

ASSISTANT MANAGEMENT ACCOUNTANT

9 Nominated salary level of
the nominated position

AUD 55,000.00

Details of nominee

10 Full name of nominee (if known)

Family name HU

Given names JINGJING

Details of Regional Certifying Body

11 Name of Regional Certifying Body

RDA RIVERINA

12 Contact address of Regional Certifying Body

PO BOX 479

WAGGA WAGGA

NSW

POSTCODE 2650

13 Full name of representative of Regional Certifying Body
(ie. the signatory)

Family name ANDERSON

Given names FAYE EVELYN

14 Contact details

Telephone number

(AREA CODE 02) 69337106

Fax number

(AREA CODE)

Email address

migration@rdariverina.org.au

Declaration

15 As a body approved by the Minister for Immigration and Border Protection (in an instrument in writing) for the purposes of regulation 5.19 (4) I have assessed the nomination referred to in this document against the following requirements:

- there is a need for a paid employee in the nominated position within the business activities of the nominating employer;
- the nominated position cannot be filled by an Australian citizen or Australian permanent resident who is living in the same local area as the nominated position; and
- the terms and conditions of employment that are applicable to the nominated position will be no less favourable than the terms and conditions that are or would be provided to an Australian citizen or Australian permanent resident for performing equivalent work in the same workplace at the same location.

My advice is that the nomination:

satisfies

does not satisfy

the above requirements.

**Signature of
authorised
certifying body
representative**

F. Anderson

Date

DAY	MONTH	YEAR
21	3	2017

Stamp of approval body

**REGIONAL DEVELOPMENT AUSTRALIA -
RIVERINA INC.**
48 Fitzmaurice Street - PO Box 479
Wagga Wagga NSW 2650



Australian Government
Department of Immigration
and Border Protection

Department of Immigration and Border Protection
**Application for Permanent Employer
Sponsored or Nominated Visa**

**Record of
Responses**

Terms and Conditions

[View Terms and Conditions](#) [View Privacy statement](#)

Yes

I have read and agree to the terms and conditions:

Application context

The position that this application relates to must be a position that the applicant has been nominated for by their prospective employer.

This application may be refused if incorrect information is provided relating to the nomination details.

Nomination details

Give details of the related nomination.

Reference number type: **Nomination TRN**
Transaction Reference Number (TRN): **EGODIIVVZS**

Current application

Subclass: **187**
Visa application stream: **Direct entry**

Primary applicant

Information: Entering names incorrectly may result in denial of permission to board an aircraft to Australia, or result in delays in border processing on arrival to Australia, even if the applicant has been granted a visa.

Passport details

Enter the following details as they appear in the applicant's personal passport.

Family name: **[REDACTED]**
Given names: **[REDACTED]**
Sex: **Female**

OFFICE USE ONLY

This form submitted by : ausky888@hotmail.com
Role(s) : Self-registered user
Submitted on : 28/04/2017 10:31

Application for Permanent Employer Sponsored or Nominated Visa

Date of birth: [REDACTED]
Passport number: [REDACTED]
Country of passport: **CHINA - CHN**
Nationality of passport holder: **CHINA - CHN**
Date of issue: **23 Sep 2008**
Date of expiry: **22 Sep 2018**
Place of issue: **HUBEI**

It is strongly recommended that the passport be valid for at least six months.

National identity card

Does this applicant have a national identity card?

Yes

National identity card

Enter details exactly as shown on the national identity card.

Family name: [REDACTED]
Given names: [REDACTED]
Identification number: [REDACTED]
Country of issue: **CHINA**
Date of issue: **13 Oct 2010**
Date of expiry: **13 Oct 2030**

Place of birth

Town / City: **Yichang**
State / Province: **Hubei**
Country of birth: **CHINA**

Relationship status

Relationship status: **Married**
Date of marriage: **15 Aug 2014**

Other names / spellings

Is this applicant currently, or have they ever been known by any other names?

No

Citizenship

Is this applicant a citizen of the country of passport?

Yes

Is this applicant a citizen of any other country?

No

Application for Permanent Employer Sponsored or Nominated Visa

Other passports

Does this applicant have other current passports?

No**Other identity documents**

Does this applicant have other identity documents?

No**Chinese commercial code**

Enter name in Chinese

Commercial Code number (if used)

Health examination

Has this applicant undertaken a health examination for an Australian visa in the last 12 months?

No**Critical data confirmation**

All information provided is important to the processing of this application.

If the information included on this page is incorrect, it may lead to denial of permission to board an aircraft to Australia, even if a visa has been granted.


Confirm that the following information is correct and that it is in the correct fields.

Is the above information correct? **Yes****Migrating family members**

Are there any migrating family members included in this application?

Yes**Migrating family members****Relationship to primary applicant**Relationship to the primary applicant: **Spouse/De Facto Partner****Passport details**

Enter the following details as they appear in the family member's personal passport.

Family name: 

Application for Permanent Employer Sponsored or Nominated Visa

Given names: [REDACTED]
Sex: **Male**
Date of birth: [REDACTED]
Passport number: [REDACTED]
Country of passport: **CHINA - CHN**
Nationality of passport holder: **CHINA - CHN**
Date of issue: **06 May 2014**
Date of expiry: **05 May 2024**
Place of issue: **HUBEI**

It is strongly recommended that the passport be valid for at least six months.

National identity card

Does this family member have a national identity card?

Yes

National identity card

Enter details exactly as shown on the national identity card.

Family name: [REDACTED]
Given names: [REDACTED]
Identification number: [REDACTED]
Country of issue: **CHINA**
Date of issue: **03 Aug 2010**
Date of expiry: **03 Aug 2030**

Place of birth

Town / City: **Yichang**
State / Province: **Hubei**
Country of birth: **CHINA**

Relationship status

Relationship status: **Married**
Date of marriage: **15 Aug 2014**

Other names / spellings

Is this family member currently, or have they ever been known by any other names?

No

Citizenship

Is this family member a citizen of the country of passport?

Yes

Application for Permanent Employer Sponsored or Nominated Visa

Is this family member a citizen of any other country?

No

Other passports

Does this family member have other current passports?

No

Other identity documents

Does this family member have other identity documents?

No

Chinese commercial code

Enter name in Chinese
Commercial Code number (if
used)

Health examination

Has this applicant undertaken a health examination for an Australian visa in the last 12 months?

No

Child custody details

Is this family member a child under 18 years of age?

No

Critical data confirmation**Migrating family members**

All information provided is important to the processing of this application.
If the information included on this page is incorrect, it may lead to denial of permission to board an aircraft to Australia, even if a visa has been granted.
Confirm that the following information is correct and that it is in the correct fields.

Is the above information correct? **Yes**

Contact details**Country of residence**

Usual country of residence: **CHINA**

Residential address

Application for Permanent Employer Sponsored or Nominated Visa

Note that a street address is required. A post office address cannot be accepted as a residential address.

Country: **CHINA**
Address: [REDACTED]
Suburb / Town: **Xiling District, Yichang**
State or Province: **HUBEI**
Postal code: **443000**

Contact telephone numbers

Home phone:
Business phone:
Mobile / Cell phone: [REDACTED]

Postal address

Is the postal address the same as the residential address?

No

Country: **AUSTRALIA**
Address: **7/1-3 Trelawney St**
Suburb / Town: **Eastwood**
State / Territory: **New South Wales**
Postcode: **2122**

Email address

Email address: **ausky888@hotmail.com**

Intended state of residence

Intended state of residence in **New South Wales**
Australia:

Authorised recipient

Does the applicant authorise another person to receive written correspondence on their behalf?
This authorises the department to send the authorised person all written correspondence that would otherwise be sent directly to the applicant.

Yes, a migration agent

This person is referred to as the 'authorised recipient'.

Migration agent contact details

Application for Permanent Employer Sponsored or Nominated Visa

Migration agent

MARN: **0746350**
Family name: **Hao**
Given names: **Yueming**
Organisation: **Ausky Visa Solutions**

Postal address

Country: **AUSTRALIA**
Address: **7/1-3 Trelawney St**
Suburb / Town: **Eastwood**
State / Territory: **New South Wales**
Postcode: **2122**

Contact telephone numbers

Business phone: **0298740729**
Mobile / Cell phone: **0433635828**

Electronic communication

The Department prefers to communicate electronically as this provides a faster method of communication.

All correspondence, including notification of the outcome of the application, will be sent to:

Email address: **ausky888@hotmail.com**

Non-migrating dependent family members

Does the applicant have any dependent family members not travelling to Australia who are not Australian citizens or Australian permanent residents?

No

Skills assessment**Skills assessment details**

Nominated occupation: **Management Accountant**

Does the applicant have a suitable skills assessment from the relevant assessing authority, which is not for a Subclass 485 (Temporary Graduate) visa?

No

Education

Application for Permanent Employer Sponsored or Nominated Visa

Education**Education history**

Highest recognised qualification obtained: **Masters Degree in Science, Business or Technology**

Has the applicant completed, or is currently enrolled in, any studies at secondary level or above?

Yes

Give details of all past and current studies at secondary level and above.

Qualification: **Graduate Diploma**
 Course name: **Graduate Diploma of Management**
 Institution name: **Central Queensland University**
 Country of institution: **AUSTRALIA**
 Campus: **Rockhampton North**
 Postcode of campus: **4702**
 Date from: **12 Nov 2007**
 Date to: **31 Mar 2008**

Give details of all past and current studies at secondary level and above.

Qualification: **Masters Degree in Science, Business or Technology**
 Course name: **Master of Commerce**
 Institution name: **The University of Queensland**
 Country of institution: **AUSTRALIA**
 Campus: **Gatton**
 Postcode of campus: **4072**
 Date from: **01 Feb 2006**
 Date to: **02 Nov 2007**

Give details of all past and current studies at secondary level and above.

Qualification: **Bachelor Degree in Science, Business or Technology**
 Course name: **Bachelor of Management**
 Institution name: **China University of Geosciences**
 Country of institution: **CHINA**
 Date from: **01 Sep 1999**
 Date to: **30 Jun 2003**

Education

Application for Permanent Employer Sponsored or Nominated Visa

Education history

Highest recognised qualification obtained: **Diploma**

Has the applicant completed, or is currently enrolled in, any studies at secondary level or above?
Yes

Give details of all past and current studies at secondary level and above.

Qualification: **Diploma**
 Course name: **Diploma of Accounting**
 Institution name: **Yichang Vocational College**
 Country of institution: **CHINA**
 Date from: **01 Sep 1991**
 Date to: **30 Jun 1994**

Employment**Employment****Employment history**

Has the applicant been employed in the last 10 years?
Yes

Employment history

Give details of employment undertaken in the last 10 years.

Position: **Lecturer**
 Employer name: **China Three Gorges University**
 Country: **CHINA**
 Date from: **01 Feb 2009**
 Date to: **28 Apr 2017**
 Description of duties: **Teaching courses at undergraduate level including Accounting System, Financial Accounting and Management Accounting etc.; Conducting research to improve teaching outcomes; Developing knowledge regarding Accounting; Attending academic symposium to follow the latest trend and changes in accounting.**

Is this employment related to the nominated position?

Application for Permanent Employer Sponsored or Nominated Visa

Employment registration licensing / professional membership

Does the applicant hold employment registration licensing or professional membership (including any obtained in Australia)?

No

Employment -

Employment history

Has the applicant been employed in the last 10 years?

Yes

Employment history

Give details of employment undertaken in the last 10 years.

Position: **Project Manager**
 Employer name: **Sanxia Construction Engineering Co., Ltd**
 Country: **CHINA**
 Date from: **01 Jan 2011**
 Date to: **28 Apr 2017**
 Description of duties: **Plan, direct, coordinate, and lead projects; Determine time frame, funding limitations, procedures for accomplishing project, staffing requirements, and allotment of available resources; Prepare and execute the budget; Establish work plan and staffing and arrange for assignment of project personnel.**

Is this employment related to the nominated position?

Employment history

Give details of employment undertaken in the last 10 years.

Position: **Deputy General Manager**
 Employer name: **Jin Li Mining Co., Ltd**
 Country: **CHINA**
 Date from: **01 Mar 2006**
 Date to: **30 Nov 2010**
 Description of duties: **Manage all accounting operations and finance system of the company; Determine and monitor the budgetary and accounting strategies and policies; Provide financial information and interpret the implications for the business development; Coordinate the preparation of financial reports**

Is this employment related to the nominated position?

Application for Permanent Employer Sponsored or Nominated Visa

Employment registration licensing / professional membership

Does the applicant hold employment registration licensing or professional membership (including any obtained in Australia)?

No

Language**Language****Language ability**

Has the applicant undertaken an English language test within the 36 months immediately before the date of the invitation letter?

Yes

English test details

Give details of the most recent English test.

Name of test: **IELTS**
Date of test: **19 Jul 2014**
Test reference number: **14CN046797HUJ004G**
Country where test was undertaken: **CHINA**
Language ability: **Competent**

Main language

Main language: **Mandarin**

Language**Language ability**

Has the applicant undertaken an English language test within the 36 months immediately before the date of the invitation letter?

No

Does the applicant have at least functional English language ability?

Yes

Main language

Main language: **Mandarin**

Previous countries of residence

Have any of the applicants lived in a country other than the primary applicant's usual country of residence?

Application for Permanent Employer Sponsored or Nominated Visa

Yes

Give details of the last permanent address in this country.

Name: [REDACTED]

Country: **AUSTRALIA**

Address: [REDACTED]

Suburb / Town: [REDACTED]

State / Territory: **Queensland**

Postcode: **4067**

Date from: **01 May 2005**

Date to: **01 Feb 2009**

Character declarations

Has any applicant ever been charged with any offence that is currently awaiting legal action?

No

Has any applicant ever been convicted of an offence in any country (including any conviction which is now removed from official records)?

No

Has any applicant ever been the subject of an arrest warrant or Interpol notice?

No

Has any applicant ever been found guilty of a sexually based offence involving a child (including where no conviction was recorded)?

No

Has any applicant ever been named on a sex offender register?

No

Has any applicant ever been acquitted of any offence on the grounds of unsoundness of mind or insanity?

No

Has any applicant ever been found by a court not fit to plead?

No

Has any applicant ever been directly or indirectly involved in, or associated with, activities which would represent a risk to national security in Australia or any other country?

No

Has any applicant ever been charged with, or indicted for: genocide, war crimes, crimes against humanity, torture, slavery, or any other crime that is otherwise of a serious international concern?

No

Has any applicant ever been associated with a person, group or organisation that has been or is involved in criminal conduct?

No

Application for Permanent Employer Sponsored or Nominated Visa

Has any applicant ever been associated with an organisation engaged in violence or engaged in acts of violence (including war, insurgency, freedom fighting, terrorism, protest) either overseas or in Australia?

No

Has any applicant ever served in a military force, police force, state sponsored / private militia or intelligence agency (including secret police)?

No

Has any applicant ever undergone any military/paramilitary training, been trained in weapons/explosives or in the manufacture of chemical/biological products?

No

Has any applicant ever been involved in people smuggling or people trafficking offences?

No

Has any applicant ever been removed, deported or excluded from any country (including Australia)?

No

Has any applicant ever overstayed a visa in any country (including Australia)?

No

Has any applicant ever had any outstanding debts to the Australian Government or any public authority in Australia?

No

Exemption declarations

Is the primary applicant seeking an exemption based on age, skill and/or language requirements?

No

ENS / RSMS Declarations

Warning:

Giving false or misleading information is a serious offence.

The applicant declares that they:

Understand that visa may be cancelled if the employment is not commenced within six months of arriving in Australia, or six months after the visa is granted in Australia, or if the position is left within two years of commencement of employment with the nominated employer.

Yes

Understand that if the applicant, any family members included in the application or third parties acting on behalf of the applicant, provide (or have provided in a previous application) false or misleading information, or bogus documents either knowingly or otherwise, the visa application will be refused and the applicant subject to three year bar in relation to visas to which the fraud criterion applies. Any visa granted may be cancelled.

Yes

Authorise the Australian Government to make enquiries necessary to determine their eligibility for permanent stay in Australia, and to use any information supplied in this application for that purpose.

Yes

Application for Permanent Employer Sponsored or Nominated Visa

Have declared that the position to which the application relates is a position nominated under regulation 5.19 or in accordance with a labour agreement by providing details in this application of a nomination that has been lodged with the Department of Immigration and Border Protection. (Note: This application will not be valid if the details provided cannot be matched to a nomination that has been lodged with the Department of Immigration and Border Protection.)

Yes

Paying for visa sponsorship

Section 245AS of the Migration Act 1958 prohibits offering to provide or providing a benefit in return for the occurrence of a 'sponsorship-related event' as defined by section 245AQ of that Act. Refer to Paying for visa sponsorship - declaration requirement for more information.

The applicant declares that no persons included in this application have engaged in conduct that constitutes a contravention of subsection 245AS(1) of the Migration Act 1958.

Yes

Declarations

Warning:

Giving false or misleading information is a serious offence.

The applicants declare that they:

Have read and understood the information provided to them in this application.

Yes

Have provided complete and correct information in every detail on this form, and on any attachments to it.

Yes

Understand that if any fraudulent documents or false or misleading information has been provided with this application, or if any of the applicants fail to satisfy the Minister of their identity, the application may be refused and the applicant(s), and any member of their family unit, may become unable to be granted a visa for a specified period of time.

Yes

Understand that if documents are found to be fraudulent or information to be incorrect after the grant of a visa, the visa may subsequently be cancelled.

Yes

Understand that if this application is approved, any person not included in this application will not have automatic right of entry to Australia.

Yes

Will inform the Department of Immigration and Border Protection in writing immediately as they become aware of a change in circumstances (including change of address) or if there is any change relating to information they have provided in or with this application, while it is being considered.

Yes

Have read the information contained in the Privacy Notice (Form 1442i) .

Yes

Application for Permanent Employer Sponsored or Nominated Visa

Understand that the department may collect, use and disclose the applicant's personal information (including biometric information and other sensitive information) as outlined in the Privacy Notice (Form 1442i) .

Yes

Life in Australia - Australian values

The applicant declares that all persons included in this application who are 18 years or over have read, or had explained to them, information provided by the Australian Government on Australian society and values and agrees to the Australian Values statement.

Yes

[Life in Australia booklet link](#) [Australian values statement](#)



13 June 2017

Brendon



Position Number: 60041499

Department of Immigration and Border Protection

Re: Nominated Position – Assistant Management Accountant

Nomination TRN:	EGODIIWVZS
Business Name:	Great Southern Electrical Pty Ltd
Nominated Position:	Assistant Management Accountant
File Number:	BCC2017/136532
Application ID:	1700596240
Nominee's Name:	
Nominee's DOB:	

Dear Brendon,

I refer to your email sent on 07 June 2017 regarding a 187 Nomination Application made by our company for Ms   as an Assistant Management Accountant.

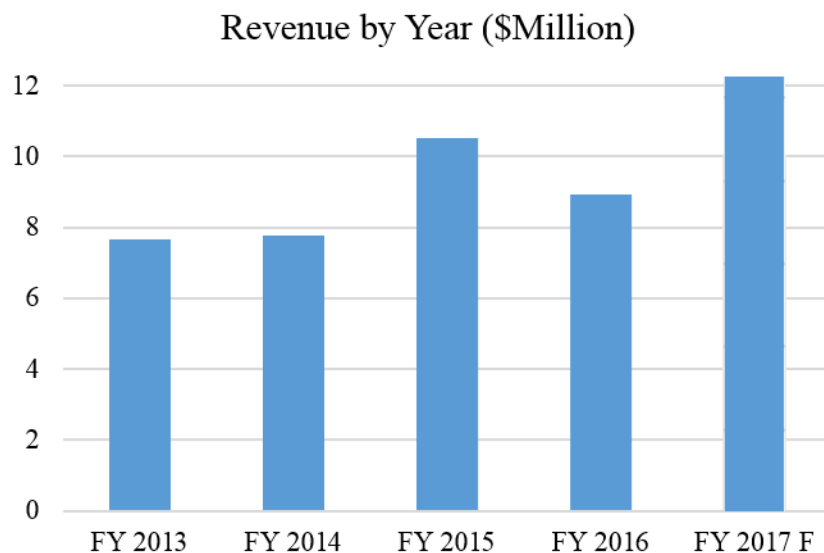
Need for a paid employee

Great Southern Electrical Pty Ltd (GSE) is a company providing consultancy, design, supply, maintenance and construction of high voltage and low voltage powerlines for Commercial, Industrial and Domestic clients. Through years of development, GSE have secured a preponderant position in the market and been experiencing a stable favourable growth. GSE is now the largest privately owned Accredited Service Provider (ASP) for Essential Energy¹ in Southern NSW, with an estimated market share of 50% (in value). The company has decided to expand the personnel to meet the requirement of further development. The decision is based on three main reasons.

¹ **Essential Energy** is a NSW Government-owned corporation, with responsibility for building, operating and maintaining Australia's largest electricity network - delivering essential network services to more than 800,000 homes and businesses across 95 per cent of NSW and parts of southern Queensland (www.essentialenergy.com.au).

Firstly, as our business had been growing steadily over the recent year, it was estimated that GSE's revenue in 2017 would increase substantially, even if our sales revenue in financial year 2016 was lower than that in the previous financial year primarily due to rain disruptions and some other issues. Currently, the outlook for the local market is sound underpinned by continued strong investment in agricultural projects and ongoing maintenance activity on commercial and industrial premises. The projected growth of sales revenue and expected growing burden of financial workload prompts the management to expand the financial personnel. The financial result at the end of May 2017 proves our estimation and strengthens our faith to implement our personnel expansion strategy.

Figure 1. Revenue by Year



GSE sees a substantial sales growth in FY 2017. BAS (please refer to the attachment *BAS July 2016 – May 2017*) shows that at the end of May 2017, the sales revenue of GSE has come to \$11,594,855, which has surpassed \$10,514,117 in FY 2015, the highest sales revenue in the last five years. Without adding the sales data of June 2017, the sales revenue in FY 2017 has been 29.6% higher than that in FY 2016. The increasing sales revenue is expected to lead to a subsequent rise in the accounting and financial tasks and will generate an urgent need of the long-term financial planning in order to move our company to the next level.

Secondly, GSE has opened a new branch located at Ulladulla, which was planned as early as 2015 (Please refer to the attached *Lease Agreement for the New Branch_GSE* for more details). The new branch proves our ability to manage incremental and radical change effectively and prompts the management to recruit an Assistant Management Accountant to help with budgets analysis and financial forecasts of the new branch. Currently, we have a Chief Financial Officer responsible for such tasks. However, the opening of the new branch and the company's steady growth leads to an escalated complexity of numerical analysis, which places a heavy burden on the Chief Financial Officer. Therefore, in order to have a timely translation of financial data into analytical reports and forecasts, we are in need of an Assistant Management Accountant to provide the necessary financial assistance and share responsibilities with Chief Financial Officer.

Thirdly, Essential Energy, which is a NSW Government-owned corporation responsible for building, operating and maintaining Australia's largest electricity network, has changed its substation arrangement, requiring accredited service providers like us to now buy the infrastructure on behalf of our clients, making cash flow management more challenging for GSE, given the price tag of each substation amounting to \$60,000-\$120,000. Please refer to the chart below for the information of prices. Please note that the prices provided are indicative only. Actual prices may vary from the indicative prices displayed for a variety of reasons, including but not limited to, variations in the cost of materials, specific customer requirements, labour costs and changes in government regulations.

Cost Data of Different Substations

Item	Substation (Incl GST) (\$)
11kV 315kVA RTRR CB 1250 + F	\$62,898
11kV 315kVA RTRR CB 1250 + FF	\$64,906
11kV 315kVA RTRR CB 1250	\$61,952
11kV 315kVA RTRR FFIFF CAT 1	\$60,336
11kV 315kVA RTRR FFIFF CAT 2	\$63,105
11kV 315kVA RTRR FIF CAT 2	\$61,902
11kV 315kVA RTR CB 1250 + F	\$53,641
11kV 315kVA RTR CB 1250 + FF	\$55,649
11kV 315kVA RTR CB 1250	\$52,695

11kV 315kVA RTR FFIFF CAT 1	\$51,079
11kV 315kVA RTR FFIFF CAT 2	\$53,847
11kV 315kVA RTR FIF CAT 2	\$52,645
11kV 315kVA RT CB 1250 + F	\$48,286
11kV 315kVA RT CB 1250 + FF	\$50,295
11kV 315kVA RT CB 1250	\$47,341
11kV 315kVA RT FFIFF CAT 1	\$45,724
11kV 315kVA RT FFIFF CAT 2	\$48,493
11kV 315kVA RT FIF CAT 2	\$47,290
22kV 315kVA RTR CAT 1	\$51,793
22kV 315kVA RTRR CAT 1	\$63,077
22kV 315kVA RTR CB 1250	\$53,443
22kV 315kVA RTRR CB 1250	\$64,727
22kV 500kVA RTRR CAT 1	\$64,268
22kV 500kVA RTR CB 1250	\$56,661
22kV 500kVA RTRR CB 1250	\$65,918
11kV 1000kVA RTRR CB 2500 + F	\$80,834
11kV 1000kVA RTRR CB 2500 + FF	\$82,838
11kV 1000kVA RTRR CB 2500A	\$79,893
11kV 1000kVA RTR CB 2500 + F	\$71,573
11kV 1000kVA RTR CB 2500 + FF	\$73,577
11kV 1000kVA RTR CB 2500A	\$70,632
11kV 1000kVA RT CB 2500 + F	\$66,215
11kV 1000kVA RT CB 2500 + FF	\$68,220
11kV 1000kVA RT CB 2500A	\$65,278

As GSE is the largest privately owned Accredited Service Provider (ASP) for Essential Energy in Southern NSW, with an estimated market share of 50% (in value), the change has imposed a great influence on our way of financial management. We now need reliable financial forecasts on a monthly basis to help us identify future revenue and expenditure trends that may have an immediate or long-term influence on our cash flow. In order to achieve the most optimal results, we are in need of an Assistant Management Accountant who will assist with the timely preparation of cash flow analysis, projected balance sheet and profit & loss statement and facilitate the management's timely understanding and prompt response in regards of financial status of the company.

□ Vacancy

- A breakdown of the organisational structure

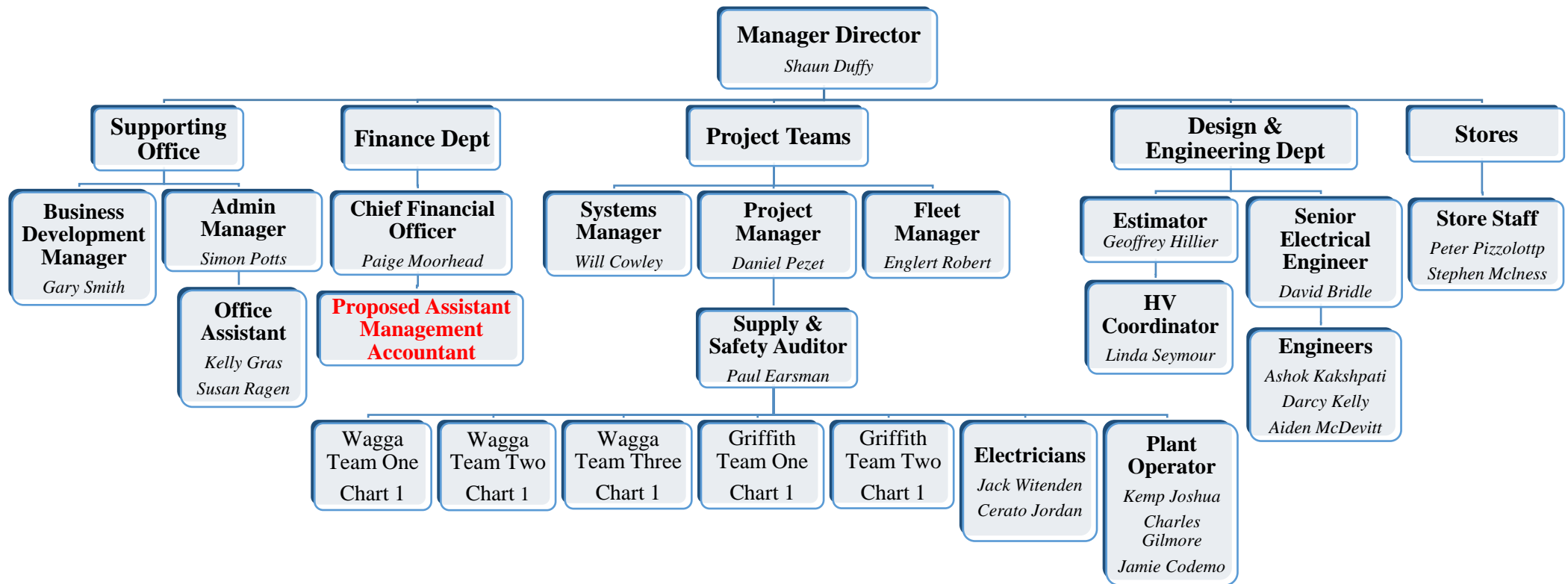


Chart 1



- **How the position fits into the business activity**

As you can see from the organisation chart, it includes all our current employees who are employed on a permanent basis. During busy seasons, the total number of our employees including employees on permanent basis and extra casual staff can amount to approximate 60. As shown in the organisation chart, the Chief Financial Officer is currently the only professional in the Finance Department and will be the leader of the Assistant Management Accountant. The nominated position will help the Chief Financial Officer with financial reports

preparation, financial analysis and forecasting and internal control. As GSE requires different teams conducting various projects at the same time and each project requires different crew rates, with varying degrees of skills, experience and hourly compensation, we are in need of an accounting professional to properly integrate and analyse financial information including budget, expenses and profitability of each project. The recruitment of the Assistant Management Accountant will surely ease the pressure of financial workload and help the company to clarify the job duties and lower the error rate during financial works. The position will also be an essential link of the internal control for the working procedure.

- **Outline of services produced by the business**

Great Southern Electrical performs a wide variety of tasks in the electrical distribution industry. This includes electrical overhead High voltage and Low voltage line construction, installation of overhead and pad mount transformers, underground and overhead reticulation for urban and rural subdivisions and all types of metering installations. Our services include (but are not limited to):

- Power for Sub-Divisions/Building Blocks
- Poles, Powerlines & Transformers
- Street Lighting
- Consultancy and Design
- CT Metering
- EWP & Plant Labour Hire
- Power to new blocks for Houses, Pumps & Sheds
- 24 hour HV Network Maintenance
- Power for Irrigation Projects
- Lighting and Maintenance for Sportsgrounds, Carparks, Tennis Courts
- Alternative energy (solar and wind)
- Energy Savings (reduce power bill)

Essential Energy Accreditation

Great Southern Electrical is accredited for:

Level 1 - High & Low Voltage Power Line Construction

- Extending High Voltage and Low Voltage overhead and underground electrical networks.
- Increase capacity of existing electrical networks (amount of electricity that can be safely supplied)

Level 2 - Metering Connection to Essential Energy Network

- Disconnecting premises from the network
- Installing underground and overhead services line to connect your premises

Level 3 - Design of Level 1 and Level 2 works

Plant & Equipment

Our fleet of Plant and Equipment is second to none in the region. A comprehensive fleet allows us to effectively and efficiently deliver projects with the highest quality and on time. Some of our fleet includes:

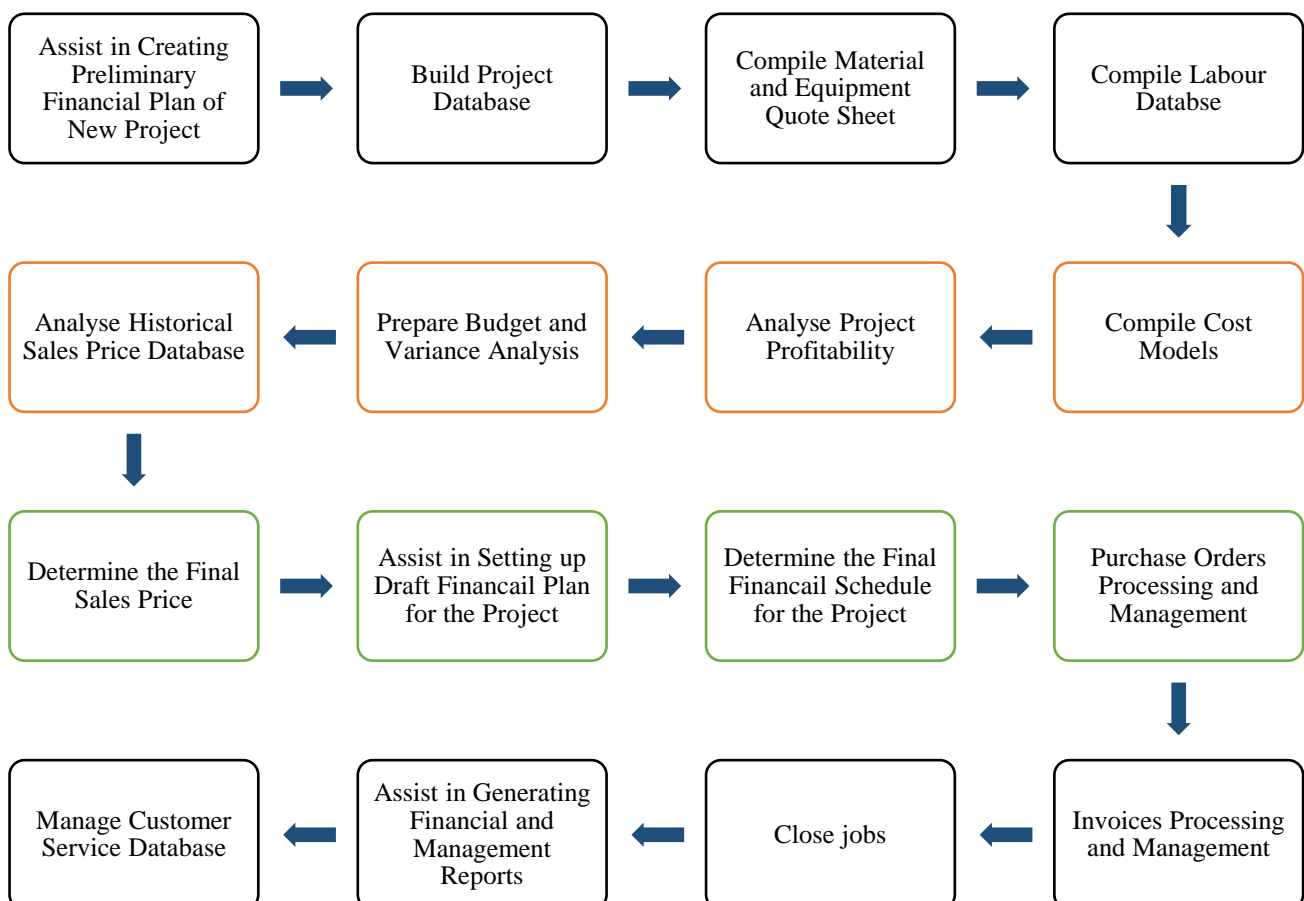
- Elevated Work Platforms (EWP's) up to 20 meters
- Crane Borer Trucks
- Dingo & Telehandler
- Pole Trailers
- Cable Trailers
- Over 15 light vehicles



- **The way that the position contributes to maintaining and enhancing the volume/quality of outputs**

Great Southern Electrical is in a rapidly changing market. The enormous diversification of selections of design, material, equipment, craftsmanship and specification results in large amounts of financial transactions regarding purchase, design and instalment, etc. This then requires reliable financial analysis and planning to minimise financial risks and move the company to the next level. Please refer to the financial workflow below.

Flowchart of Financial Work of Assistant Management Accountant

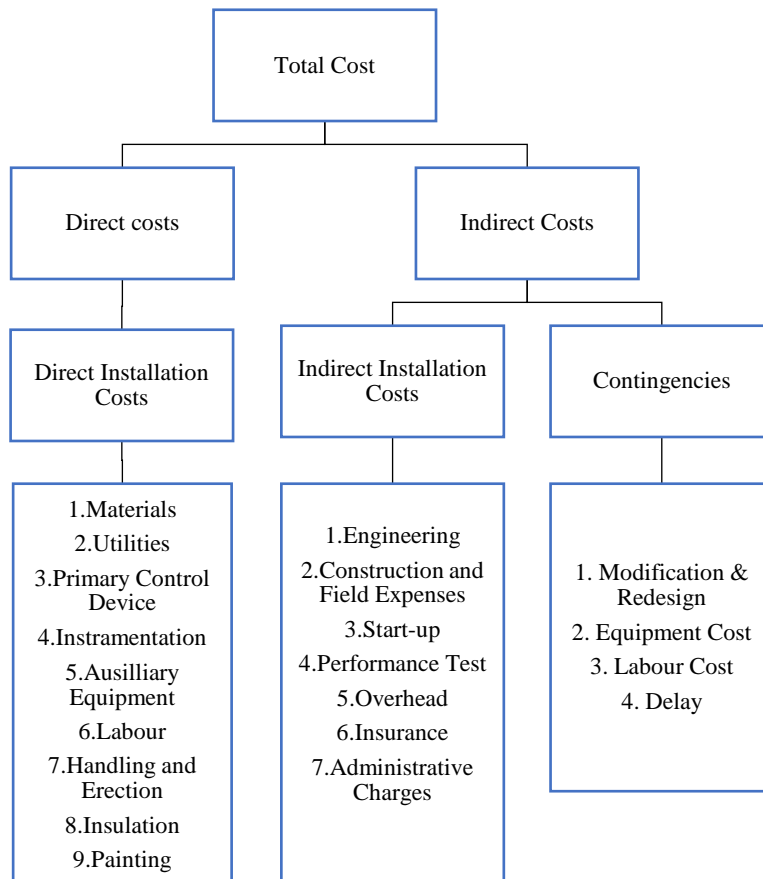


As you can see from the flowchart, the Assistant Management Accountant will participate in all essential links of our financial work. The details are listed below:

- Cost benefit analysis requires an Assistant Management Accountant

To begin with, the total costs of our projects and services include all costs required to purchase equipment needed for the project (purchased equipment costs), the costs of labour and materials for installing that equipment (direct installation costs), costs for site preparation, and certain other costs (indirect installation costs). Direct installation costs include costs for labour and supports, erecting and handling the equipment and insulation, etc. Indirect installation costs include costs such as engineering costs; costs for construction supervisory personnel and office personnel; start-up and performance test costs which are costs generated when getting a facility running and verifying that it meets performance guarantees and contingencies. Contingencies covers unforeseen costs that may arise, such as possible redesign and modification of equipment, escalation increases in cost of equipment, increases in field labour costs, and delays encountered in start-up.

Total Cost Structure



The escalated complexity of costs, therefore, prompts GSE to recruit an Assistant management accountant to conduct comprehensive cost analysis and profitability analysis so as to control costs and measure the value of all costs and benefits that are expected to result from a project.

In specific, Assistant Management Accountant will firstly assist in establishing a database of the cost of materials and equipment for each project according to purchases or previous quotations. He/she should survey the largest possible group of vendors to determine an industry average price for each cost component so as the management can the optimal buying decisions. In many cases, this involves contacting with hundreds of vendors and the assimilation of large amounts of data. Also, as the database differentiates between materials and equipment for different projects, this database should include the unit price of each item, including the cost of shipment, the total amounts for each purchase and projection of cost which should be estimated by using inflation rate.

In terms of labour cost management, it is a critical part for our project. Our competent team consists of qualified staff and apprentices. In GSE, each project requires different crew rates, with varying degrees of skills, experience and hourly compensation. In order to achieve operating efficiency, the Assistant Management Accountant is required to maintain a database for the cost of labour. The costs on this database must be disaggregated by construction unit and to be able to differentiate lines with different features. To apply historical costs to future projects, the Assistant Management Accountant has to apply an inflation rate.

In regards to profitability analysis, it is a necessary tool for performing and analysing profit generated by the various categories of services and projects and helps in identifying the most productive category of services during a certain period. Revenues earned and costs incurred to earn those revenues will be identified and analysed by the Assistant Management Accountant. The analysis also requires the Assistant Management Accountant to identify profitability variations among different projects, quantify financial impacts of changes on price of services and gather information on viability of new services. By using information from the analysis such as profit margins and different costs associated with various project groups, the management will be able to focus on the most profitable areas, keep abreast of the changing market and identify the optimal service fee.

➤ Internal control calls for an Assistant Management Accountant

In order to achieve operational effectiveness and efficiency and mitigate risks to acceptable level, we have been striving to establish an effective system of internal control, which is a process designed to provide reasonable assurance regarding the achievement of objectives relating to operations, financial reporting, and compliance. The role of Assistant Management Accountant will assist with the improvement of current internal control through completing tasks such as risk assessment, the implementation of key control activities, collection of internal control information and ongoing evaluation. We expect problems occurred during invoices processing, financial preparation and orders fulfilment will be detected and solved in a timely manner. Please refer to the chart below.

Areas	Description
Authorisation	to provide reasonable assurance that all transactions have been authorised by the appropriate personnel.
Review and approval	to provide reasonable assurance that transactions have been reviewed for accuracy and completeness by appropriate personnel.
Verification	to provide reasonable assurance that all accounting information has been correctly captured.
Reconciliation	to provide reasonable assurance of the accuracy of financial records through the periodic comparison of source documents to data recorded in accounting information systems.
Physical security over assets	to provide reasonable assurance that assets are safeguarded and protected from loss or damage due to accident, negligence or intentional acts of fraud.
Financial data evaluation	to identify unexpected results or unusual spending data which requires further investigation and/or corrective actions.

In conclusion, the Assistant Management Accountant will provide necessary financial analysis and financial assurance against risks such as insolvency, redundancy and fraud. As the business of GSE will generate large amounts of financial transactions, the Assistant Management Accountant will surely release the burden of translating financial data into analytical reports and forecasts such as financial forecasts and budget analysis, and provide reasonable assurance against risks such as insolvency and increasing cost. Also, given the complexity of our financial

transactions, the position of Assistant Management Accountant will play a key role in facilitating our pricing strategies and analysing economic benefits of all our services. He/she will be able to help us to decide whether the labour expense is a reasonable proportion of turnover and make timely adjustment on products' prices. Meanwhile, with the help of the Assistant Management Accountant, we will be able to achieve operational effectiveness and efficiency and mitigate risks to acceptable level through establishing an effective system of internal control. Therefore, we decide to recruit an Assistant Management Accountant and anticipate tremendous return once the position is fully functional.

- **Evidence of an increase in business activity**

Please find Business Expansion Evidence_New Contracts Won_GSE as a separate PDF file attached. We believe that the new contracts show the authenticity of our business expansion and our determination as well as potential for the further growth of the company.

- **Diversification**

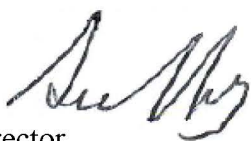
GSE have secured a preponderant position in the market and been experiencing a stable favourable growth through years' development. However, GSE has NO plan to diversify our business at the moment. GSE, the largest privately owned Accredited Service Provider (ASP) for Essential Energy in Southern NSW, will continue to focus on our current business including consultancy, design, supply, maintenance and construction of High voltage and low voltage powerlines for Commercial, Industrial and Domestic clients.

- **Recruiting Activities**

An attempt has been made to fill the nominated position locally however there was no suitable local candidates. Please refer to the attached *Recruiting Ads & Responses_GSE*.

Should you have any further questions, please do not hesitate to contact me.

Shaun Duffy



Managing Director

Great Southern Electrical Pty Ltd



Australian Government
**Department of Immigration
 and Border Protection**

3 October 2017

██████████
 7/1-3 Trelawney St
 Eastwood NSW 2122

Dear ██████████

Notification of grant of a Regional Employer Nomination (subclass 187) visa

A decision has been made on this application and visa(s) have been granted on 03 October 2017 to the applicant(s) listed in the attached visa grant notice.

Keep a copy of this letter and the visa grant notice in a safe place for your reference. Your visa grant notice contains useful information that you will need when accessing your electronic visa record through our digital systems. The information may also assist organisations and airlines when undertaking checks.

Yours sincerely

Department of Immigration and Border Protection

In reply please quote:

Client name	██████████
Date of birth	██████████
Date of visa application	28 April 2017
Application ID	1775600054
Transaction reference number	EGOEAKEGHZ
File number	BCC2017/1535111
Visa Application Charge Receipt Number	9004359271
Transmission method	Email sent to ausky888@hotmail.com

The original of this letter including any attachments was sent to:
 Yueming HAO
 ausky888@hotmail.com

VIC PESE

OFFICE: Casselden Place Melbourne VIC 3000

POSTAL: GPO Box 9984 Sydney NSW 2001

PHONE: 03 9235 3802 EMAIL: nsw.pse@border.gov.au WEBSITE: www.border.gov.au

VIC PESE

OFFICE: Casselden Place Melbourne VIC 3000

POSTAL: GPO Box 9984 Sydney NSW 2001

PHONE: 03 9235 3802 **EMAIL:** nsw.pse@border.gov.au **WEBSITE:** www.border.gov.au



Australian Government
Department of Immigration
and Border Protection

VISA GRANT NOTICE



Application details

Date of visa application 28 April 2017
Transaction reference number (TRN) EGOEAKEGHZ
Application ID 1775600054
File number BCC2017/1535111

Applicant Details

Applicant Type	Main Applicant
Applicant Name	[REDACTED]
Date of Birth	[REDACTED]
Client ID	43445050198

Grant Details

Visa Class	Regional Employer Nomination (class RN)
Visa Subclass	Regional Employer Nomination (subclass 187)
Visa Subclass Stream	Direct Entry
Visa Grant Number	0039516044316
Visa Grant Date	03 October 2017
Travel Document Number	[REDACTED]
Travel Document Country	CHINA
Must Make First Entry to Australia Before	14 March 2018
Must Not Arrive After	03 October 2022
Stay Period	Indefinite from the date of each arrival
Travel Facility	Multiple
Visa Conditions	NIL

Nomination Details

Business Name	GREAT SOUTHERN ELECTRICAL PTY LTD
----------------------	-----------------------------------

Yours sincerely
Kelly

VIC PESE

OFFICE: Casselden Place Melbourne VIC 3000

POSTAL: GPO Box 9984 Sydney NSW 2001

PHONE: 03 9235 3802 EMAIL: nsw.pse@border.gov.au WEBSITE: www.border.gov.au

Position Number: 00003095
Department of Immigration and Border Protection
03 October 2017

VIC PESE

OFFICE: Casselden Place Melbourne VIC 3000

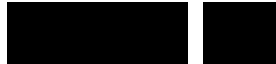
POSTAL: GPO Box 9984 Sydney NSW 2001

PHONE: 03 9235 3802 **EMAIL:** nsw.pse@border.gov.au **WEBSITE:** www.border.gov.au



Australian Government
Department of Immigration
and Border Protection

Visa Grant Fact Sheet



This information will help you understand your visa.

Checking your visa details

You can check and email your visa details and conditions at any time using the Visa Entitlement Verification Online (VEVO) system. To access VEVO, you can use the QR Code provided in the grant notice or visit www.border.gov.au/vevo

You will need to enter the following information:

- your Visa Grant Number or Transaction Reference Number
- your passport or ImmiCard information.

You can also check and email your visa details through the myVEVO mobile app.

Maintaining a valid visa

You have been granted an Australian visa. You must maintain your visa status and not breach your obligations while you are in Australia. You must hold a visa which has not expired to maintain your status as a lawful non-citizen in Australia.

Your visa has been granted for a specific stay period. The stay period is the period of time that you are permitted to stay in Australia. The period is between the date that you are legally entitled to enter Australia and the date that your visa expires. On or before the visa expiry date you will need to leave Australia or make other arrangements with us before this date. Failure to do this will mean your stay will become unlawful. If you think you will not be able to depart Australia by the date your visa expires, you should contact us as soon as possible.

For specific information about whether you are permitted single or multiple entries into Australia, the date of arrival and date of visa expiry, refer to your visa grant notice.

More information about the Community Status Resolution Service (CSRS) is available on our website at www.border.gov.au/csrs

First entry date

You must make your first entry to Australia before 14 March 2018. It is not possible to change this date.

- Your visa has been granted subject to you commencing employment within six months of arriving in Australia as the visa holder or the grant of your visa if you are already in Australia. It is a requirement that you remain employed in the nominated position in the regional area for at least two years.

Note that your visa may be cancelled if you do not make a genuine effort to comply with these obligations. If you have any enquiries about your obligations you can contact the Permanent Employer Sponsored Entry Centre of Excellence nearest you.

For more information go to our website at www.border.gov.au

Australian working conditions

Workplace rights

Pay rates and workplace conditions are set by Australian law. All people working in Australia, including those from overseas, have rights and protections at work. These cannot be taken away by contracts or agreements.

If you have questions about your pay and conditions while in Australia, you can contact the Fair Work Ombudsman for free information, resources and advice.

Visit www.fairwork.gov.au for information for visa holders and international students. This includes information in 27 languages. There are also a range of helpful videos at www.youtube.com/fairworkgovau about working in Australia in many languages.

You can also contact the Fair Work Ombudsman by phone within Australia on 13 13 94 (Translating and Interpreting Service 13 14 50).

Pay

Your minimum pay rate can come from an award, enterprise agreement or other registered agreement, or the national minimum wage. Employees have to be paid the right pay rate for all hours they work including training, team meetings, opening and closing the business and doing a trial shift.

National minimum wage

Certain employees may have different pay entitlements depending on whether they have a reduced work capacity because of disability, if they are under the age of 21 or if they are an apprentice or trainee. You can calculate your correct pay and entitlements using the Pay and Conditions Tool at www.fairwork.gov.au/pay

More information on employment in Australia is available on our website at www.border.gov.au and on the website of the Department of Employment at www.employment.gov.au

Tax file number

To receive an income in Australia, you need a Tax File Number (TFN). Income includes wages or salary from a job, government payments and income from investments.

For more information or to apply for a TFN online, go to the Australian Taxation Office website at www.ato.gov.au

Information pack on domestic and family violence, sexual assault and forced marriage

The Australian Government has developed a family safety pack with information on Australia's laws regarding domestic and family violence, sexual assault and forced marriage. The family safety pack also includes important information about essential services and emergency contacts in Australia. This information can be found at www.dss.gov.au/familysafetypack.

Polio vaccinations

On 5 May 2014, the World Health Organization (WHO) Director General declared the recent international spread of wild type polio virus to be a Public Health Emergency of International Concern under the International Health Regulations (IHR). Nine countries, listed below, have been identified as having suffered recent outbreaks of polio.

If you are from one of the countries listed below, or have spent 28 days or longer in these countries on or after 5 May 2014 we encourage you to have a polio vaccination before departing for Australia. Having the vaccination will also assist in eradicating the spread of polio.

To obtain maximum benefit in assisting with the eradication of the spread of polio, it is advisable to have the vaccination at least four weeks before your travel.

Countries: Afghanistan, Cameroon, Equatorial Guinea, Ethiopia, Iraq, Nigeria, Pakistan, Somalia, Syria

More information is available from www.border.gov.au/Trav/Visa/Heal/Overview-of-the-health-requirement/Threats-to-public-health

Character requirements

Entering or remaining in Australia is a privilege. You must obey the law and not engage in criminal activity.

Your visa may be cancelled for a number of reasons, including if you have a criminal record or behave in a way that is a risk to somebody in the Australian community.

More information is available at www.border.gov.au/about/corporate/information/fact-sheets/79character

Free English language classes

You may be eligible to access free English language classes through the Commonwealth Government's Adult Migrant English Program (AMEP). You must register for the program within six months of your visa commencement date or the date you arrive in Australia. For more information or to find your local AMEP service provider visit www.education.gov.au/amep or phone 13 38 73.

Travelling to and from Australia

You must provide evidence that you have the authority to travel to and enter Australia, and/or remain in Australia by showing your passport or ImmiCard linked to your electronic visa record.

More information is available at www.border.gov.au/aboutyourvisa

Most countries have specific entry, exit and visa requirements. If you are transiting or exiting through another country, it is your responsibility to check with the relevant government authorities. The Australian Government cannot advise on other countries' requirements.

Living in Australia

You may wish to learn more about living in Australia. For more information about living in Australia, including the 'Life in Australia' booklet visit our website at www.border.gov.au/Trav/Life/Aust/Life-in-Australia-book

Update us

You are required to tell us about any changes to your details as soon as possible.

These changes may include your name, passport, contact details, address or family members.

If you do not notify us of your new details, this can have serious consequences for you.

You must do this in writing and can use Form 1022 *Notification of changes in circumstances* (Section 104 of the *Migration Act 1958*), which is available at www.border.gov.au/allforms

For more information about when you need to update us, visit our website at www.border.gov.au/about/corporate/information/faqs/i-have-lodged-my-visa-application-but-things-have-changed-how-do-i-update-my-application

More Information

If you have any enquiries about conditions of service for specific occupations, please contact Unions Australia on 1300 486 466 or visit their website at www.unionsaustralia.com.au

If you have any enquiries about payment of wages or treatment within the workplace, please contact Fair Work Australia on 131 394 or visit their website at www.fairwork.gov.au

If you have any enquiries about a migration agent or to provide feedback regarding the services of a migration agent, please contact Office of the MARA on 1300 226 272 or visit their website at www.mara.gov.au

If you need an interpreter when contacting these organisations, please phone the Translation and Interpreting Service on 131 450.



Australian Government
**Department of Immigration
 and Border Protection**

3 October 2017

██████████

Dear ██████████

Notification of grant of a Regional Employer Nomination (subclass 187) visa

A decision has been made on this application and visa(s) have been granted on 03 October 2017 to the applicant(s) listed in the attached visa grant notice.

Keep a copy of this letter and the visa grant notice in a safe place for your reference. Your visa grant notice contains useful information that you will need when accessing your electronic visa record through our digital systems. The information may also assist organisations and airlines when undertaking checks.

If your application contained multiple applicants, each applicant who has been granted a visa will be sent their own visa grant notice. Any other applicants should not make arrangements to travel to Australia unless they have received their own visa grant notice.

Yours sincerely

Department of Immigration and Border Protection

In reply please quote:

Client name	██████████
Date of birth	██████████
Date of visa application	28 April 2017
Application ID	1775600054
Transaction reference number	EGOEAKEGHZ
File number	BCC2017/1535111
Visa Application Charge Receipt Number	9004359271
Transmission method	Email sent to ausky888@hotmail.com

The original of this letter including any attachments was sent to:
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 ausky888@hotmail.com

VIC PESE

OFFICE: Casselden Place Melbourne VIC 3000

POSTAL: GPO Box 9984 Sydney NSW 2001

PHONE: 03 9235 3802 EMAIL: nsw.pse@border.gov.au WEBSITE: www.border.gov.au

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PHONE: 03 9235 3802 **EMAIL:** nsw.pse@border.gov.au **WEBSITE:** www.border.gov.au



Australian Government
Department of Immigration
and Border Protection

VISA GRANT NOTICE



Application details

Date of visa application 28 April 2017
Transaction reference number (TRN) EGOEAKEGHZ
Application ID 1775600054
File number BCC2017/1535111

Applicant Details

Applicant Type	Dependant Applicant
Applicant Name	[REDACTED]
Date of Birth	[REDACTED]
Client ID	44699467659

Grant Details

Visa Class	Regional Employer Nomination (class RN)
Visa Subclass	Regional Employer Nomination (subclass 187)
Visa Grant Number	0039516044317
Visa Grant Date	03 October 2017
Travel Document Number	[REDACTED]
Travel Document Country	CHINA
Must Make First Entry to Australia Before	14 March 2018
Must Not Arrive After	03 October 2022
Stay Period	Indefinite from the date of each arrival
Travel Facility	Multiple
Visa Conditions	NIL

Nomination Details

Business Name	GREAT SOUTHERN ELECTRICAL PTY LTD
----------------------	-----------------------------------

Yours sincerely
Kelly
Position Number: 00003095
Department of Immigration and Border Protection

VIC PESE

OFFICE: Casselden Place Melbourne VIC 3000

POSTAL: GPO Box 9984 Sydney NSW 2001

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03 October 2017

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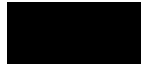
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Australian Government
Department of Immigration
and Border Protection

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Update us

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These changes may include your name, passport, contact details, address or family members.

If you do not notify us of your new details, this can have serious consequences for you.

You must do this in writing and can use Form 1022 *Notification of changes in circumstances* (Section 104 of the *Migration Act 1958*), which is available at www.border.gov.au/allforms

For more information about when you need to update us, visit our website at www.border.gov.au/about/corporate/information/faqs/i-have-lodged-my-visa-application-but-things-have-changed-how-do-i-update-my-application

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If you have any enquiries about payment of wages or treatment within the workplace, please contact Fair Work Australia on 131 394 or visit their website at www.fairwork.gov.au

If you have any enquiries about a migration agent or to provide feedback regarding the services of a migration agent, please contact Office of the MARA on 1300 226 272 or visit their website at www.mara.gov.au

If you need an interpreter when contacting these organisations, please phone the Translation and Interpreting Service on 131 450.



Australian Government
**Department of Immigration
 and Border Protection**

3 October 2017

[REDACTED]

Dear [REDACTED]

Notification of grant of a Regional Employer Nomination (subclass 187) visa

A decision has been made on this application and visa(s) have been granted on 03 October 2017 to the applicant(s) listed in the attached visa grant notice.

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Yours sincerely

Department of Immigration and Border Protection

In reply please quote:

Client name	[REDACTED]
Date of birth	[REDACTED]
Date of visa application	28 April 2017
Application ID	1775600054
Transaction reference number	EGOEAKEGHZ
File number	BCC2017/1535111
Visa Application Charge Receipt Number	9004359271
Transmission method	Email sent to ausky888@hotmail.com

The original of this letter including any attachments was sent to:
 Yueming HAO
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VIC PESE

OFFICE: Casselden Place Melbourne VIC 3000

POSTAL: GPO Box 9984 Sydney NSW 2001

PHONE: 03 9235 3802 EMAIL: nsw.pse@border.gov.au WEBSITE: www.border.gov.au

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PHONE: 03 9235 3802 **EMAIL:** nsw.pse@border.gov.au **WEBSITE:** www.border.gov.au



Australian Government
Department of Immigration
and Border Protection

VISA GRANT NOTICE



Application details

Date of visa application 28 April 2017
Transaction reference number (TRN) EGOEAKEGHZ
Application ID 1775600054
File number BCC2017/1535111

Applicant Details

Applicant Type	Dependant Applicant
Applicant Name	[REDACTED]
Date of Birth	[REDACTED]
Client ID	36548514409

Grant Details

Visa Class	Regional Employer Nomination (class RN)
Visa Subclass	Regional Employer Nomination (subclass 187)
Visa Grant Number	0039516044318
Visa Grant Date	03 October 2017
Travel Document Number	[REDACTED]
Travel Document Country	CHINA
Must Make First Entry to Australia Before	14 March 2018
Must Not Arrive After	03 October 2022
Stay Period	Indefinite from the date of each arrival
Travel Facility	Multiple
Visa Conditions	NIL

Nomination Details

Business Name	GREAT SOUTHERN ELECTRICAL PTY LTD
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Yours sincerely
Kelly
Position Number: 00003095
Department of Immigration and Border Protection

VIC PESE

OFFICE: Casselden Place Melbourne VIC 3000

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PHONE: 03 9235 3802 EMAIL: nsw.pse@border.gov.au WEBSITE: www.border.gov.au

03 October 2017

VIC PESE

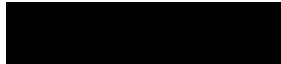
OFFICE: Casselden Place Melbourne VIC 3000

POSTAL: GPO Box 9984 Sydney NSW 2001

PHONE: 03 9235 3802 **EMAIL:** nsw.pse@border.gov.au **WEBSITE:** www.border.gov.au



Visa Grant Fact Sheet



This information will help you understand your visa.

Checking your visa details

You can check and email your visa details and conditions at any time using the Visa Entitlement Verification Online (VEVO) system. To access VEVO, you can use the QR Code provided in the grant notice or visit www.border.gov.au/vevo

You will need to enter the following information:

- your Visa Grant Number or Transaction Reference Number
- your passport or ImmiCard information.

You can also check and email your visa details through the myVEVO mobile app.

Maintaining a valid visa

You have been granted an Australian visa. You must maintain your visa status and not breach your obligations while you are in Australia. You must hold a visa which has not expired to maintain your status as a lawful non-citizen in Australia.

Your visa has been granted for a specific stay period. The stay period is the period of time that you are permitted to stay in Australia. The period is between the date that you are legally entitled to enter Australia and the date that your visa expires. On or before the visa expiry date you will need to leave Australia or make other arrangements with us before this date. Failure to do this will mean your stay will become unlawful. If you think you will not be able to depart Australia by the date your visa expires, you should contact us as soon as possible.

For specific information about whether you are permitted single or multiple entries into Australia, the date of arrival and date of visa expiry, refer to your visa grant notice.

More information about the Community Status Resolution Service (CSRS) is available on our website at www.border.gov.au/csrs

First entry date

You must make your first entry to Australia before 14 March 2018. It is not possible to change this date.

Australian working conditions

Workplace rights

Pay rates and workplace conditions are set by Australian law. All people working in Australia, including those from overseas, have rights and protections at work. These cannot be taken away by contracts or agreements.

If you have questions about your pay and conditions while in Australia, you can contact the Fair Work Ombudsman for free information, resources and advice.

Visit www.fairwork.gov.au for information for visa holders and international students. This includes information in 27 languages. There are also a range of helpful videos at www.youtube.com/fairworkgovau about working in Australia in many languages.

You can also contact the Fair Work Ombudsman by phone within Australia on 13 13 94 (Translating and Interpreting Service 13 14 50).

Pay

Your minimum pay rate can come from an award, enterprise agreement or other registered agreement, or the national minimum wage. Employees have to be paid the right pay rate for all hours they work including training, team meetings, opening and closing the business and doing a trial shift.

National minimum wage

Certain employees may have different pay entitlements depending on whether they have a reduced work capacity because of disability, if they are under the age of 21 or if they are an apprentice or trainee. You can calculate your correct pay and entitlements using the Pay and Conditions Tool at www.fairwork.gov.au/pay

More information on employment in Australia is available on our website at www.border.gov.au and on the website of the Department of Employment at www.employment.gov.au

Tax file number

To receive an income in Australia, you need a Tax File Number (TFN). Income includes wages or salary from a job, government payments and income from investments.

For more information or to apply for a TFN online, go to the Australian Taxation Office website at www.ato.gov.au

Information pack on domestic and family violence, sexual assault and forced marriage

The Australian Government has developed a family safety pack with information on Australia's laws regarding domestic and family violence, sexual assault and forced marriage. The family safety pack also includes important information about essential services and emergency contacts in Australia. This information can be found at www.dss.gov.au/familysafetypack.

Polio vaccinations

On 5 May 2014, the World Health Organization (WHO) Director General declared the recent international spread of wild type polio virus to be a Public Health Emergency of International Concern under the International Health Regulations (IHR). Nine countries, listed below, have been identified as having suffered recent outbreaks of polio.

If you are from one of the countries listed below, or have spent 28 days or longer in these countries on or after 5 May 2014 we encourage you to have a polio vaccination before departing for Australia. Having the vaccination will also assist in eradicating the spread of polio.

To obtain maximum benefit in assisting with the eradication of the spread of polio, it is advisable to have the vaccination at least four weeks before your travel.

Countries: Afghanistan, Cameroon, Equatorial Guinea, Ethiopia, Iraq, Nigeria, Pakistan, Somalia, Syria

More information is available from www.border.gov.au/Trav/Visa/Heal/Overview-of-the-health-requirement/Threats-to-public-health

Character requirements

Entering or remaining in Australia is a privilege. You must obey the law and not engage in criminal activity.

Your visa may be cancelled for a number of reasons, including if you have a criminal record or behave in a way that is a risk to somebody in the Australian community.

More information is available at www.border.gov.au/about/corporate/information/fact-sheets/79character

Free English language classes

You may be eligible to access free English language classes through the Commonwealth Government's Adult Migrant English Program (AMEP). You must register for the program within six months of your visa commencement date or the date you arrive in Australia. For more information or to find your local AMEP service provider visit www.education.gov.au/amep or phone 13 38 73.

Travelling to and from Australia

You must provide evidence that you have the authority to travel to and enter Australia, and/or remain in Australia by showing your passport or ImmiCard linked to your electronic visa record.

More information is available at www.border.gov.au/aboutyourvisa

Most countries have specific entry, exit and visa requirements. If you are transiting or exiting through another country, it is your responsibility to check with the relevant government authorities. The Australian Government cannot advise on other countries' requirements.

Living in Australia

You may wish to learn more about living in Australia. For more information about living in Australia, including the 'Life in Australia' booklet visit our website at www.border.gov.au/Trav/Life/Aust/Life-in-Australia-book

Update us

You are required to tell us about any changes to your details as soon as possible.

These changes may include your name, passport, contact details, address or family members.

If you do not notify us of your new details, this can have serious consequences for you.

You must do this in writing and can use Form 1022 *Notification of changes in circumstances* (Section 104 of the *Migration Act 1958*), which is available at www.border.gov.au/allforms

For more information about when you need to update us, visit our website at www.border.gov.au/about/corporate/information/faqs/i-have-lodged-my-visa-application-but-things-have-changed-how-do-i-update-my-application

More Information

If you have any enquiries about conditions of service for specific occupations, please contact Unions Australia on 1300 486 466 or visit their website at www.unionsaustralia.com.au

If you have any enquiries about payment of wages or treatment within the workplace, please contact Fair Work Australia on 131 394 or visit their website at www.fairwork.gov.au

If you have any enquiries about a migration agent or to provide feedback regarding the services of a migration agent, please contact Office of the MARA on 1300 226 272 or visit their website at www.mara.gov.au

If you need an interpreter when contacting these organisations, please phone the Translation and Interpreting Service on 131 450.

Solpak Pty Ltd
 7/1-3 Trelawney St
 EASTWOOD NSW 2122
 Australia
 Phone: +612 98740729
 ABN: 11 111 420 083



Invoice: IV00001822

Tax Invoice

Invoice date: 23/10/2017

Bill to:



Due:

28/02/2018

ITEM	DESCRIPTION		UNITS	UNIT PRICE (inc GST)	TAX TYPE	AMOUNT (inc GST)
	Service fee for 187 visa	Qty	1	20,000.00	GST Free	20,000.00

GST: \$0.00
 Total (inc GST): \$20,000.00
 Amount Paid: \$20,000.00
AMOUNT DUE: \$0.00

Notes

How to Pay Due 28/02/2018

Bank Deposit via EFT

Bank: Commonwealth Bank of
 Australia
 Name: Solpak Pty Ltd
 BSB: 
 AC#: 
 Ref#: IV00001822

Mail

Cheques payable to:
 Ausky Visa Solutions

Mail to:
 7/1-3 Trelawney St
 EASTWOOD NSW 2122

Created: 7/02/2019 10:21 AM

Great Southern Electrical Pty Ltd

Payroll Advice

2/07/2018 To 31/10/2018

32 Bomen Road
Wagga Wagga NSW 2650

ABN: 77 116 988 044
Email: info@gse.net.au

Great Southern Electrical Pty Ltd
A.B.N.: 77 116 988 044

Cheque No: 423179
Payment Date: 10/07/2018

██████████ (Amber) ██████████
Pay Frequency: Weekly
Pay Period: 2/07/2018 to 8/07/2018
Annual Salary: \$55,000.00
Hourly Rate: \$27.83
Employment Classification:
Superannuation Fund:

Card ID ██████████01

Gross Pay: \$1,057.69
Net Pay: \$855.65

Administration Assistant
BT Funds Management Limited

Description	Hours	Calc. Rate	Amount	YTD	Type
Base Hourly	38	\$27.833947	\$1,057.69	\$1,057.69	Wages
PAYG Withholding			-\$202.04	-\$202.04	Tax
Holiday Leave Accrual	2.923			-8.77	Entitlements
Superannuation Guarantee			\$100.48	\$100.48	Superannuation Expenses

Great Southern Electrical Pty Ltd
A.B.N.: 77 116 988 044

Cheque No: 423218
Payment Date: 17/07/2018

██████████ (Amber) ██████████
Pay Frequency: Weekly
Pay Period: 9/07/2018 to 15/07/2018
Annual Salary: \$55,000.00
Hourly Rate: \$27.83
Employment Classification:
Superannuation Fund:

Card ID ██████████01

Gross Pay: \$1,057.69
Net Pay: \$855.65

Administration Assistant
BT Funds Management Limited

Description	Hours	Calc. Rate	Amount	YTD	Type
Base Hourly	38	\$27.833947	\$1,057.69	\$2,115.38	Wages
PAYG Withholding			-\$202.04	-\$404.08	Tax
Holiday Leave Accrual	2.923			-5.85	Entitlements
Superannuation Guarantee			\$100.48	\$200.96	Superannuation Expenses

Created: 7/02/2019 10:21 AM

Great Southern Electrical Pty Ltd

32 Bomen Road
Wagga Wagga NSW 2650

ABN: 77 116 988 044
Email: info@gse.net.au

Payroll Advice

2/07/2018 To 31/10/2018

Great Southern Electrical Pty Ltd
A.B.N.: 77 116 988 044

Cheque No: 423257
Payment Date: 24/07/2018

██████████ (Amber) ██████████
Pay Frequency: Weekly
Pay Period: 16/07/2018 to 22/07/2018
Annual Salary: \$55,000.00
Hourly Rate: \$27.83
Employment Classification:
Superannuation Fund:

Card ID: ██████████01

Gross Pay: \$1,057.69
Net Pay: \$855.65

Administration Assistant
BT Funds Management Limited

Description	Hours	Calc. Rate	Amount	YTD	Type
Base Hourly	38	\$27.833947	\$1,057.69	\$3,173.07	Wages
PAYG Withholding			-\$202.04	-\$606.12	Tax
Holiday Leave Accrual	2.923			-2.92	Entitlements
Superannuation Guarantee			\$100.48	\$301.44	Superannuation Expenses

Great Southern Electrical Pty Ltd
A.B.N.: 77 116 988 044

Cheque No: 423312
Payment Date: 31/07/2018

██████████ (Amber) ██████████
Pay Frequency: Weekly
Pay Period: 23/07/2018 to 29/07/2018
Annual Salary: \$55,000.00
Hourly Rate: \$27.83
Employment Classification:
Superannuation Fund:

Card ID: ██████████01

Gross Pay: \$1,057.69
Net Pay: \$855.65

Administration Assistant
BT Funds Management Limited

Description	Hours	Calc. Rate	Amount	YTD	Type
Base Hourly	38	\$27.833947	\$1,057.69	\$4,230.76	Wages
PAYG Withholding			-\$202.04	-\$808.16	Tax
Holiday Leave Accrual	2.923			0.00	Entitlements
Superannuation Guarantee			\$100.48	\$401.92	Superannuation Expenses

Created: 7/02/2019 10:21 AM

Great Southern Electrical Pty Ltd

32 Bomen Road
Wagga Wagga NSW 2650

ABN: 77 116 988 044
Email: info@gse.net.au

Payroll Advice

2/07/2018 To 31/10/2018

Great Southern Electrical Pty Ltd
A.B.N.: 77 116 988 044

Cheque No: 423363
Payment Date: 7/08/2018

██████████ (Amber) ██████████
Pay Frequency: Weekly
Pay Period: 30/07/2018 to 5/08/2018
Annual Salary: \$55,000.00
Hourly Rate: \$27.83
Employment Classification:
Superannuation Fund:

Card ID: ██████████01

Gross Pay: \$1,057.69
Net Pay: \$855.65

Administration Assistant
BT Funds Management Limited

Description	Hours	Calc. Rate	Amount	YTD	Type
Base Hourly	38	\$27.833947	\$1,057.69	\$5,288.45	Wages
PAYG Withholding			-\$202.04	-\$1,010.20	Tax
Holiday Leave Accrual	2.923			-8.77	Entitlements
Superannuation Guarantee			\$100.48	\$502.40	Superannuation Expenses

Great Southern Electrical Pty Ltd
A.B.N.: 77 116 988 044

Cheque No: 423406
Payment Date: 14/08/2018

██████████ (Amber) ██████████
Pay Frequency: Weekly
Pay Period: 6/08/2018 to 12/08/2018
Annual Salary: \$55,000.00
Hourly Rate: \$27.83
Employment Classification:
Superannuation Fund:

Card ID: ██████████01

Gross Pay: \$1,057.69
Net Pay: \$855.65

Administration Assistant
BT Funds Management Limited

Description	Hours	Calc. Rate	Amount	YTD	Type
Base Hourly	38	\$27.833947	\$1,057.69	\$6,346.14	Wages
PAYG Withholding			-\$202.04	-\$1,212.24	Tax
Holiday Leave Accrual	2.923			-5.85	Entitlements
Superannuation Guarantee			\$100.48	\$602.88	Superannuation Expenses

Created: 7/02/2019 10:21 AM

Great Southern Electrical Pty Ltd

32 Bomen Road
Wagga Wagga NSW 2650

ABN: 77 116 988 044
Email: info@gse.net.au

Payroll Advice

2/07/2018 To 31/10/2018

Great Southern Electrical Pty Ltd
A.B.N.: 77 116 988 044

Cheque No: 423451
Payment Date: 21/08/2018

██████████ (Amber) ██████████
Pay Frequency: Weekly
Pay Period: 13/08/2018 to 19/08/2018
Annual Salary: \$55,000.00
Hourly Rate: \$27.83
Employment Classification:
Superannuation Fund:

Card ID: ██████████01

Gross Pay: \$1,057.69
Net Pay: \$855.65

Administration Assistant
BT Funds Management Limited

Description	Hours	Calc. Rate	Amount	YTD	Type
Base Hourly	38	\$27.833947	\$1,057.69	\$7,403.83	Wages
PAYG Withholding			-\$202.04	-\$1,414.28	Tax
Holiday Leave Accrual	2.923			-2.92	Entitlements
Superannuation Guarantee			\$100.48	\$703.36	Superannuation Expenses

Great Southern Electrical Pty Ltd
A.B.N.: 77 116 988 044

Cheque No: 423507
Payment Date: 28/08/2018

██████████ (Amber) ██████████
Pay Frequency: Weekly
Pay Period: 20/08/2018 to 26/08/2018
Annual Salary: \$55,000.00
Hourly Rate: \$27.83
Employment Classification:
Superannuation Fund:

Card ID: ██████████01

Gross Pay: \$1,057.69
Net Pay: \$855.65

Administration Assistant
BT Funds Management Limited

Description	Hours	Calc. Rate	Amount	YTD	Type
Base Hourly	38	\$27.833947	\$1,057.69	\$8,461.52	Wages
PAYG Withholding			-\$202.04	-\$1,616.32	Tax
Holiday Leave Accrual	2.923			0.00	Entitlements
Superannuation Guarantee			\$100.48	\$803.84	Superannuation Expenses

Created: 7/02/2019 10:21 AM

Great Southern Electrical Pty Ltd

Payroll Advice

2/07/2018 To 31/10/2018

32 Bomen Road
Wagga Wagga NSW 2650

ABN: 77 116 988 044

Email: info@gse.net.au

Great Southern Electrical Pty Ltd
A.B.N.: 77 116 988 044Cheque No: 423562
Payment Date: 4/09/2018

██████████ (Amber) ██████████
 Pay Frequency: Weekly
 Pay Period: 27/08/2018 to 2/09/2018
 Annual Salary: \$55,000.00
 Hourly Rate: \$27.83
 Employment Classification:
 Superannuation Fund:

Card ID: ██████████01

Gross Pay: \$1,057.69
Net Pay: \$855.65Administration Assistant
BT Funds Management Limited

Description	Hours	Calc. Rate	Amount	YTD	Type
Base Hourly	38	\$27.833947	\$1,057.69	\$9,519.21	Wages
PAYG Withholding			-\$202.04	-\$1,818.36	Tax
Holiday Leave Accrual	2.923			-8.77	Entitlements
Superannuation Guarantee			\$100.48	\$904.32	Superannuation Expenses

Great Southern Electrical Pty Ltd
A.B.N.: 77 116 988 044Cheque No: 423618
Payment Date: 11/09/2018

██████████ (Amber) ██████████
 Pay Frequency: Weekly
 Pay Period: 3/09/2018 to 9/09/2018
 Annual Salary: \$55,000.00
 Hourly Rate: \$27.83
 Employment Classification:
 Superannuation Fund:

Card ID: ██████████01

Gross Pay: \$1,057.69
Net Pay: \$855.65Administration Assistant
BT Funds Management Limited

Description	Hours	Calc. Rate	Amount	YTD	Type
Base Hourly	38	\$27.833947	\$1,057.69	\$10,576.90	Wages
PAYG Withholding			-\$202.04	-\$2,020.40	Tax
Holiday Leave Accrual	2.923			-5.85	Entitlements
Superannuation Guarantee			\$100.48	\$1,004.80	Superannuation Expenses

Created: 7/02/2019 10:21 AM

Great Southern Electrical Pty Ltd

32 Bomen Road
Wagga Wagga NSW 2650

ABN: 77 116 988 044
Email: info@gse.net.au

Payroll Advice

2/07/2018 To 31/10/2018

Great Southern Electrical Pty Ltd
A.B.N.: 77 116 988 044

Cheque No: 423669
Payment Date: 18/09/2018

██████ (Amber) ██████
Pay Frequency: Weekly
Pay Period: 10/09/2018 to 16/09/2018
Annual Salary: \$55,000.00
Hourly Rate: \$27.83
Employment Classification:
Superannuation Fund:

Card ID: ██████01

Gross Pay: \$1,057.69
Net Pay: \$855.65

Administration Assistant
BT Funds Management Limited

Description	Hours	Calc. Rate	Amount	YTD	Type
Base Hourly	38	\$27.833947	\$1,057.69	\$11,634.59	Wages
PAYG Withholding			-\$202.04	-\$2,222.44	Tax
Holiday Leave Accrual	2.923			-2.92	Entitlements
Superannuation Guarantee			\$100.48	\$1,105.28	Superannuation Expenses

Great Southern Electrical Pty Ltd
A.B.N.: 77 116 988 044

Cheque No: 423730
Payment Date: 25/09/2018

██████ (Amber) ██████
Pay Frequency: Weekly
Pay Period: 17/09/2018 to 23/09/2018
Annual Salary: \$55,000.00
Hourly Rate: \$27.83
Employment Classification:
Superannuation Fund:

Card ID: ██████01

Gross Pay: \$1,057.69
Net Pay: \$855.65

Administration Assistant
BT Funds Management Limited

Description	Hours	Calc. Rate	Amount	YTD	Type
Base Hourly	38	\$27.833947	\$1,057.69	\$12,692.28	Wages
PAYG Withholding			-\$202.04	-\$2,424.48	Tax
Holiday Leave Accrual	2.923			0.00	Entitlements
Superannuation Guarantee			\$100.48	\$1,205.76	Superannuation Expenses

Created: 7/02/2019 10:21 AM

Great Southern Electrical Pty Ltd

32 Bomen Road
Wagga Wagga NSW 2650

ABN: 77 116 988 044
Email: info@gse.net.au

Payroll Advice

2/07/2018 To 31/10/2018

Great Southern Electrical Pty Ltd
A.B.N.: 77 116 988 044

Cheque No: 423780
Payment Date: 2/10/2018

██████████ (Amber) ██████████
Pay Frequency: Weekly
Pay Period: 24/09/2018 to 30/09/2018
Annual Salary: \$55,000.00
Hourly Rate: \$27.83
Employment Classification:
Superannuation Fund:

Card ID: ██████████01

Gross Pay: \$1,057.69
Net Pay: \$855.65

Administration Assistant
BT Funds Management Limited

Description	Hours	Calc. Rate	Amount	YTD	Type
Base Hourly	38	\$27.833947	\$1,057.69	\$13,749.97	Wages
PAYG Withholding			-\$202.04	-\$2,626.52	Tax
Holiday Leave Accrual	2.923			-5.85	Entitlements
Superannuation Guarantee			\$100.48	\$1,306.24	Superannuation Expenses

Great Southern Electrical Pty Ltd
A.B.N.: 77 116 988 044

Cheque No: 423830
Payment Date: 9/10/2018

██████████ (Amber) ██████████
Pay Frequency: Weekly
Pay Period: 1/10/2018 to 7/10/2018
Annual Salary: \$55,000.00
Hourly Rate: \$27.83
Employment Classification:
Superannuation Fund:

Card ID: ██████████01

Gross Pay: \$1,057.69
Net Pay: \$855.65

Administration Assistant
BT Funds Management Limited

Description	Hours	Calc. Rate	Amount	YTD	Type
Base Hourly	38	\$27.833947	\$1,057.69	\$14,807.66	Wages
PAYG Withholding			-\$202.04	-\$2,828.56	Tax
Holiday Leave Accrual	2.923			-2.92	Entitlements
Superannuation Guarantee			\$100.48	\$1,406.72	Superannuation Expenses

Created: 7/02/2019 10:21 AM

Great Southern Electrical Pty Ltd

32 Bomen Road
Wagga Wagga NSW 2650

ABN: 77 116 988 044

Email: info@gse.net.au

Payroll Advice

2/07/2018 To 31/10/2018

Great Southern Electrical Pty Ltd
A.B.N.: 77 116 988 044

Cheque No: 423877
Payment Date: 16/10/2018

██████████ (Amber) ██████████
Pay Frequency: Weekly
Pay Period: 8/10/2018 to 14/10/2018
Annual Salary: \$55,000.00
Hourly Rate: \$27.83
Employment Classification:
Superannuation Fund:

Card ID ██████████01

Gross Pay: \$1,057.69
Net Pay: \$855.65

Administration Assistant
BT Funds Management Limited

Description	Hours	Calc. Rate	Amount	YTD	Type
Base Hourly	38	\$27.833947	\$1,057.69	\$15,865.35	Wages
PAYG Withholding			-\$202.04	-\$3,030.60	Tax
Holiday Leave Accrual	2.923			0.00	Entitlements
Superannuation Guarantee			\$100.48	\$1,507.20	Superannuation Expenses



DECLARATION

I have read, understood and intend to be bound by the Great Southern Electrical Policy Handbook.

Signed:	[REDACTED]
Date:	05/07/2018
Name in full:	[REDACTED]
Address:	Unit 5 65 Crampton Street Wagga Wagga, NSW, 2650
Position title:	Assistant Management Accountant
Witnessed by:	
Witness name in full:	
Witness address:	

21. HEALTH DECLARATION FORM

I, [REDACTED], understand the physical requirements, as specified below, for the position of: Assistant Management Accountant.

JOB ANALYSIS

The boxes ticked indicate those activities which will be routinely performed within the position specified. Where necessary additional comments are supplied.

Please indicate that you have acknowledged the physical requirements for the specified position and any subsequent training or testing needed by initialling next to the nominated activities.

Part 1 - Information and training

Tick	Physical position requirements	Additional comments	Action	Initial
✓	Working with computers		Ergonomics module	
	Outdoor work		Protective clothing module and skin cancer module	
	Working in isolation		Keeping in touch module	
	Working with forklifts or other specified machinery		Verification of relevant licences or permits	
	Exposure to hot/cold/wet environments		Protective clothing module	
✓	Prolonged sitting/standing		Ergonomics module	
	Heaving lifting/handling		Safe manual handling module	
	Working in confined space		Ergonomics module	
	Working on ladders/working with height		Safe climbing module	
✓	Repetitive work		Ergonomics module	
	Driving on company business		Verification of current driving licence	
	Use of protective equipment (masks, gloves, head protection)		Protective clothing module	

Part 2 - Medical testing and surveillance

Tick	Physical position requirements	Additional comments	Action	Initial
	Close eye work		Sight testing and surveillance	
	Distinguishing colour codes/ electrical work		Colour blindness testing and surveillance	
	Exposure to dust		Relevant medical testing and surveillance	
	Exposure to gas/chemicals		Relevant medical testing and surveillance	
	Exposure to noise in excess of or not exceeding decibels		Hearing assessment and surveillance	
	Potential exposure to blood borne pathogens		Relevant medical testing	

Subsequent to acknowledging the physical requirements specified in the job analysis above, I am not aware of any health condition which might interfere with my ability to perform the duties of this position, or which might lead to foreseeable injury of myself or others in the normal course of my work.

I agree to participate in any subsequent training modules or further medical testing necessary to ensure my ability to safely perform the inherent requirements of the position.

I am aware that misleading statements may threaten my appointment or continued employment with this Company.

[REDACTED]
Applicant's/Employee's name

[REDACTED]
Applicant's/Employee's signature

05/07/2018
Date

Authorised Officer's name

Authorised Officer's signature

Date

EMPLOYEE INDUCTION CHECKLIST

Name: .

Site Address: .

Items covered	Yes	No	N/A
INDUCTION			
Nature and structure of the business			
Roles of key people in organisation			
Site orientation tour			
Employment Conditions			
Have received job description and responsibilities			
Explained work times and meal breaks			
Time recording procedures			
Leave entitlements			
Notification of sick leave or absences			
Completed Staff information Form 001			
Work Environment			
Wash and toilet facilities			
Phone calls – Use of mobiles			
Car parking			
Social Club			
Payroll			
Rate of pay and allowances			
Pay arrangements			
Taxation (completing of required forms)			
Superannuation			
Received Fair Work Information Sheet			
Health and Safety			
HS policy and procedures			
Roles and responsibilities for health and safety			
Health and safety consultative and communication processes			
Incident reporting procedures			
Emergency procedures including exists and equipment			
Location of first aid facilities such as the first aid box			
Location of emergency exists/assembly points and fire extinguishers			
Personal protective equipment supplied			

I [REDACTED], have a well developed understanding of all induction components and I have received a copy of the OHS induction handbook, policy handbook & NECA safety guide for employees. I understand and intend to be bound by these policies and procedures

Inductee Name: [REDACTED]Signature: [REDACTED]

Date:

05/07/2018

Inducted By:

Signature:

Date:

Great Southern Electrical Pty Ltd

SAFETY INDUCTION COURSE QUESTIONNAIRE

Employee Name: _____ Signature: _____

Date: 05/07/2018 Trainer: _____

Company: _____

Please complete all of the questions by placing a tick in the box beside the most suitable answer or completing the question when asked.

If you're not sure - ask!

1. Where will you find a copy of the Company OHS&R Policy?

2. Are you permitted to smoke in Great Southern Electrical Pty Ltd offices or cars?

- Yes
 No

3. If you arrive at work under the influence of drugs or alcohol, what will happen?

- You will be dismissed?
 You will be sent to the Medical Centre?
 You will not be allowed to start work, and will receive a warning?

4. What may happen if you don't follow safety rules?

- Be given a warning from your supervisor?
 Be counselled and receive a written warning?
 If a serious offence, possibly be dismissed with or without notice?
 Any of the above?

5. If you see a safety problem you cannot fix yourself, who should you first notify?

- Your Friend?
 The Health and Safety Committee?
 Your Supervisor?

6. Workplace safety is the responsibility of:

- Project Manager?
 Supervisor?
 Health and Safety Representative?
 Everyone?

7. People commit unsafe acts because:

- They don't understand?
 Lack of supervision?
 Poor work methods?
 All of the above?

8. Unsafe Conditions can exist because of:

- Poor Housekeeping?
 Lack of inspections?
 Unsuitable plant or equipment?
 All of the above?

9. If you are injured at work do you need to report it to your supervisor?

- Yes
 No

10. What is just one of the functions of the Workplace Health and Safety Committee?

11. If machinery/plant is unsafe to operate, do you:

- Keep working but tell your supervisor later?
 Notify your supervisor immediately?

12. Where is your emergency evacuation assembly area?

13. When can you leave the Assembly Area?

- When emergency appears over?
 When directed by supervisor?

14. All electrical tools and leads must have inspection tags attached.

- True
 False

15. If you find a damaged electrical lead, who is responsible for reporting it?

- The electrician?
 You?
 Your supervisor?

16. What do the letters MSDS stand for?

17. List at least three items of personal protective equipment you will be expected to use in your work.

(i) _____

(ii) _____

(iii) _____

18. The ALL RED fire extinguisher should NOT be used on electrical fires.

- True
 False

19. Exposure to hazardous substances may cause:

- Damage to lungs?
 Skin irritation?
 Cancer?
 All the above?



YOU HAVE NOW COMPLETED YOUR INITIAL WORKPLACE INDUCTION.

This confirmation of induction knowledge is to be kept by the OHS Coordinator

PRE - EMPLOYMENT QUESTIONNAIRE

The aim of this Pre-Employment Questionnaire is to ensure that applicants physical and other related abilities are matched to the medical and fitness standards as well as duties for the particular job.

Pre-Employment Questionnaires are necessary to determine that:

- ③ There is no risk of aggravating a pre-existing medical condition
- ③ The applicant is able to productively carry out the duties of the position safely
- ③ The applicant should not, because of a medical condition, increase risk to other workers, equipment, products or the general public.

CONFIDENTIALITY

The Pre-Employment Questionnaire is treated as a confidential document and access is limited to a 'need to know' basis. In the event of you being employed, Great Southern Electrical will retain this form on a confidential file and reserve the right to refer to the information in the event of an accident, sickness, injury or claim for worker's compensation. The information may also be used for other purposes, if so required by law.

IMPORTANT NOTICE

To assist Great Southern Electrical in assessing your medical fitness for employment, you must answer the questions contained in this questionnaire truthfully and to the best of your knowledge.

Failure to disclose any relevant matter may result in your not being employed by the employer and, if already employed by the employer, your employment may be affected and rights to workplace compensation compromised.

Surname: [REDACTED]	Given name: [REDACTED]
Address: [REDACTED] <i>Wagga Wagga</i>	
Postcode: <i>2650</i>	State: <i>NSW</i>
Telephone: (H) _____	Mobile: [REDACTED] Other: _____
Position applying for: <i>Assistant Management Accountant</i>	
Age: <i>36</i>	Date of Birth: [REDACTED] Sex: M/F <i>F</i>
<p>HAVE YOU LOST ANY TIME FROM WORK IN THE LAST 12 MONTHS DUE TO ILLNESS OR INJURY? YES <input checked="" type="radio"/> NO</p> <p>If yes, please state for what reasons: _____</p>	
<p>DO YOU HAVE ANY KNOWN ALLERGIES? IF YES, PLEASE STATE: YES <input checked="" type="radio"/> NO</p> <p>_____</p>	
<p>ARE YOU TAKING OR DO YOU NEED TO TAKE ANY MEDICATIONS FOR THE KNOWN ALLERGY? YES <input checked="" type="radio"/> NO</p> <p>_____</p>	
<p>HOW MANY HOURS AT A TIME CAN YOU STAND AND / OR WALK FOR AT A TIME? (CIRCLE ANSWER)</p>	<p>Less than 1 hour at a time / 1 - 2 hours / 2 - 4 hours / 4 - 6 hours / 6 - 8 hours / <u>more than 8 hours at a time</u></p>

	DO YOU HAVE OR HAVE YOU HAD ANY OF THE FOLLOWING CONDITIONS? IF YES FOR ANY QUESTION YOU WILL NEED TO PROVIDE FURTHER DETAILS IN THE "COMMENTS" TABLE BELOW:	YES	NO
1	Asthma, Bronchitis, Pleurisy, Coughing, Breathlessness, Tuberculosis (TB) or other lung complaints		✓
3	Hay fever, sinusitis, severe headaches		✓
4	Heart disease, heart attack, heart complaint		✓
5	Blood pressure, heart irregularities, rheumatic fever		✓
6	Anaemia, bleeding disorders, other disorders of the blood		✓
7	Vascular or other blood vessel disorders		✓
8	Arthritis		✓
9	Bone or joint problems		✓
10	Broken bones, fractures or dislocations		✓
11	Any joint pain or injury		✓
12	Muscle, tendon or ligament problems		✓
13	Pains, aches, numbness or weakness in the neck, shoulders, arms, hands or fingers		✓
14	Feet, ankle, knee problems		✓
15	Back complaint / back injury		✓
16	Hernia, rupture		✓
17	Stomach or duodenal ulcers		✓
18	Intestinal or bowel trouble		✓
19	Hepatitis		✓
20	Diabetes, thyroid problems, gallbladder problems or other gland problems		✓
21	Head injury		✓
22	Epilepsy, fainting, fits, blackouts or dizzy spells		✓
23	Chronic headaches or migraines		✓
24	Vision problems that cannot be corrected by prescription glasses		✓
25	Ear conditions, hearing loss, deafness or tinnitus (ringing in ears)		✓
26	Any sporting, vehicle or work-related illness or injury		✓
27	Have you worked in any noisy conditions		✓
28	Do you have a fear of heights or confined spaces		✓
29	Other illness, injury, condition or operation not mentioned that might affect employment		✓

FOR ANY QUESTION ABOVE ANSWERED WITH YES, COMPLETE THE TABLE BELOW. IF YOU NEED MORE SPACE THAN IS PROVIDED HERE, PLEASE WRITE ON THE BACK OF THIS PAGE.

#	DURATION AND DATES OF CONDITION	CURRENT STATUS

Have you had any previous Workers Comp Claims	Yes/ <u>No</u>
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Do you have any fines pending	Yes/ <u>No</u>
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If yes to either of the above please provide details

.....


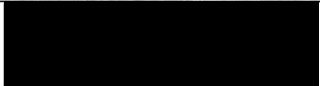
LIFESTYLE HABITS:											
Are you a current smoker?	Y	N									
Are you involved in any sporting activities or hobbies If yes, please list:									Y	N	
DO YOU HAVE ANY CONDITION OR PROBLEM THAT MAY IMPACT UPON YOUR ABILITY TO PERFORM YOUR JOB? PLEASE PROVIDE DETAILS, BELOW.										Y	N

CURRENT MEDICAL PRACTITIONER / FAMILY DOCTOR - 1 (PLEASE PRINT)	
Clinic Name and Address _____	
Telephone _____	Doctor _____

DECLARATION

I hereby declare that:

- ③ I have read and understood the conditions on this form
- ③ I understand that, if employed, the information I provide will be retained on my employee file and that the employer reserves the right to access and use the information, in the event of an accident, injury, sickness or claim for workers' compensation or for any other reasonable purposes, if so required by law.
- ③ I consent to Great Southern Electrical and its medical representatives obtaining or exchanging further medical information from my treating doctors or other health practitioners, if required for the purposes of this assessment.
- ③ My answers, relating to my medical and employment history, are true and complete to the best of my knowledge. Furthermore there is nothing else regarding my health, well being or ability to carry out the potential role which Great Southern Electrical may need to know to assess me for the position(s) I have applied.
- ③ I am fully aware that if I fail to disclose any relevant mater relating to my health, which renders me incapable of properly fulfilling the duties of the position, Great Southern Electrical may not employ me and if already employed, my employment may be summarily terminated.
- ③ I understand and agree that this report and any related health information provided may be supplied to Great Southern Electrical and its medical advisors.

	
Full Name of Applicant (please print)	Signature of Applicant
Date: 05/07/2018.	