

Temporary Business (Long Stay) - Standard Business Sponsorship (Subclass 457)

Employee Obligations

The employee must notify the department of any change in their circumstances.

If the sponsor ceases the employee's employment, the employee must do one of the following:

- find another employer who is willing to sponsor them and apply for another visa
- apply for another type of substantive visa
- leave Australia within 28 days.

Visa conditions

If the visa application for a temporary visa is approved, the following work condition will be applied to the employee.

The employee must not:

- stop working for the employer who sponsored them (that is, become unemployed or change employer)
- work in a different position other than the position that was nominated in the visa application
- work for another person or for themselves while working for the sponsor.

If an employee wishes to change employer, a new sponsorship and visa application will be required.

Conditions attached to regional concessions

If the visa was granted for a position which has been certified by a Regional Certifying Body, the employee must remain in regional Australia. If the employee is found to be living or working in a non-regional location then their visa may be cancelled.

Temporary Business (Long Stay) - Standard Business Sponsorship (Subclass 457)

Employer Obligations

There are a number of obligations that employers must be willing and able to meet. These obligations apply to applications lodged on or after 1 July 2004.

The department must be satisfied that the employer is able to meet these sponsorship obligations for both the employee and their accompanying family members.

Employer	Obligations
	ensure that the cost of return travel for an employee (and accompanying family member) is met to return them to their home country
	pay all medical or hospital expenses for an employee (and accompanying family member) for treatment in a public hospital (other than expenses that are met by health insurance or reciprocal health care arrangements)
Must be responsible for costs	this undertaking continues until all expenses are paid repay the Australian Government for money it spends as a result of the employee's stay in Australia these costs may include those relating to locating and detaining the employee (and accompanying family member) if they become unlawful, removing them from Australia and processing any application that they make for a protection visa this undertaking continues until all costs are paid.
Must comply with immigration laws	comply with responsibilities under Australian immigration laws not employ a person who would be breaking Australian immigration laws by being

employed

ensure that the employee is paid at least the minimum salary level that applies at the time the decision is made on their visa.

See: [Nomination Eligibility](#) > Minimum Salary Level

notify the department within 5 working days after a sponsored employee ceases to work for the sponsoring employer

notify the department of:

any change in circumstances that may affect the employer's capacity to honour its sponsorship undertakings

or

any change to the information that contributed to the employer's ability to be approved as a sponsor or the approval of a nomination

Must cooperate with the department

cooperate with the department's monitoring of the business or of any sponsored employees. This undertaking continues until the earlier of the following.

when the employee leaves Australia and their visa ceases, or when the employee is granted another substantive visa

when the sponsoring employer ceases to be an approved sponsor of the employee.

Must comply with the terms of the nomination

notify the department of any change in the employee's work location (if the approval of the nomination is granted on the condition that the employee must be working in a particular location).

Must comply with workplace relations laws

comply with all relevant laws relating to workplace relations and any workplace agreements that have been put in place for the employee

ensure that the employee holds any licence, registration or membership that is mandatory for the performance of their work

make superannuation contributions required for employees while they are

employed by the business
deduct tax instalments and make
payments of tax for the employee while they
are employed by the business.

Results of non-compliance

Penalties may be sanctioned if the business does not comply with these obligations.

See: [Monitoring of Business Sponsors](#)

Note: These obligations apply to applications lodged on or after 1 July 2004.

Before lodging an application, please read all related obligation requirements.

See: [Other obligations](#)