

**Hammond Taylor** a migration law firm

A photograph of Uluru, a large sandstone rock formation in Australia, during sunset. The sky is a gradient of blue and orange, and the foreground is a grassy plain.

# **Global Talent Employer Sponsored (GTES) program.**

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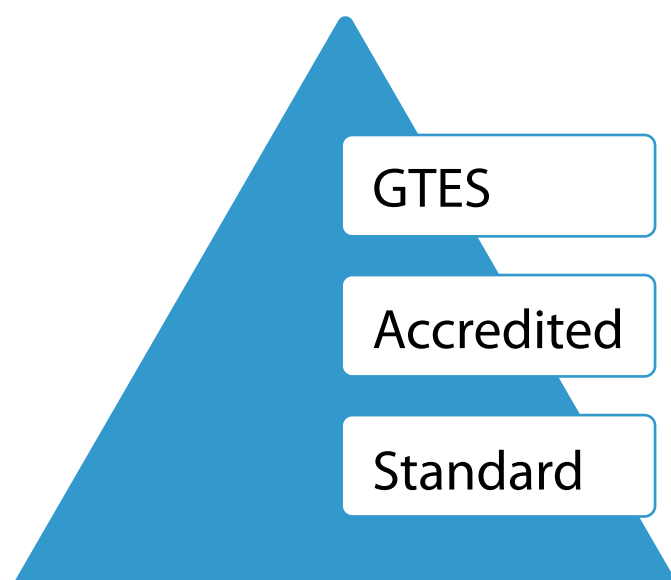
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specialises  
in corporate  
immigration  
services.

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## The program

The GTES is a stream within the existing Temporary Skill Shortage ('TSS') 482 Visa Program which empowers organisations seeking to hire individuals with a global profile or for skills in global demand. It aims to bring globally mobile, highly-skilled and specialised individuals to Australia who can act as 'job multipliers' in Australian organisations, helping them to hire more local staff and fill critical areas of need. The main benefit of the GTES program over the standard TSS program is that occupations don't need to meet all of the standard criteria for the 482 and provides a guaranteed pathway to Permanent Residency.

The GTES is the highest level of sponsorship – above the Standard Business Sponsorship and Accredited Sponsorship.



## The benefits

1. Faster processing times for GTES 482 nomination and Visa applications
2. 4-year initial visas for any occupation regardless of occupation list grouping
3. Variation of eligibility requirements for the GTES visa
4. Permanent residency pathways for occupations which aren't on the Medium and Long term skills list (MLTSSL)
5. Flexibility with the standard 45 year age requirement for subsequent permanent residency applications
6. Simpler agreement applications and faster processing of agreements

An aerial photograph of a beach. The top half of the image shows the ocean with white, foamy waves crashing onto the shore. The bottom half shows the golden-brown sand of the beach. In the lower right corner, two small figures of people are walking on the sand. The overall scene is bright and vibrant, with a mix of blues, greens, and oranges.

**Visa support**  
for all employee  
mobility needs.

## The key steps

1. Become a TSS Accredited sponsor, or for start-ups, be endorsed by Independent startup advisory panel for startups
2. Apply for GTES Labour agreement
3. Sign approved agreement with DHA
4. Nominate overseas workers using unique GTES code
5. Apply for 482 TSS visa for nominee and their family

## Employer criteria

Established businesses with a turnover of \$4 million can apply for up to 20 visas for foreign workers annually, while startups in the science, technology, engineering and mathematics field can apply for five.

- Established business should be endorsed as a TSS accredited sponsor
- Startups must be endorsed by Independent startup advisory panel
- Established businesses must be publicly listed or have an annual turnover of at least AUD \$4 million for each of the past 2 years
- Demonstrate that access to the GTES will support job opportunities and skills transfer for Australians
- Labour market testing evidence for the specific positions as part of requesting a GTES agreement
- The employer must be in good standing with relevant regulatory agencies, including compliance with immigration and workplace laws

## Applicant and position criteria

- Positions within established businesses must have minimum annual earnings equivalent to the Fair Work High Income Threshold, currently indexed at \$153,600
- Positions nominated by startups must have a minimum annual earnings of AUD 80,000 and must be proven to be at the market rate for the role. Earnings can include equity, but must have a cash component that is no less than the Temporary Skilled Migration Income Threshold, currently \$53,900
- No familial relationship with directors/shareholders
- Qualifications must be commensurate with the highly skilled role
- At least 3 years work experience directly relevant to position
- Capacity to pass on skills/develop Australians

## Our services

Hammond Taylor can assist your organisation to:

- Understand your organisation's requirements
- Assess your eligibility for the GTES
- Assist you to prepare the application, including the business case and supporting documents
- Lodge the application and liaise with Home Affairs until an outcome
- Assist you to prepare the nomination and visa applications on an ongoing basis
- Provide compliance and risk mitigation training, advice and services

## Next steps

For further information, [contact Hammond Taylor](#) to discuss how the GTES can benefit your organisation and how we can assist your organisation to prepare a GTES application.

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