

# Skilled visas for working in Tasmania



## State nominated skilled visas – Category 2

The Tasmanian Government supports businesses by attracting skilled workers to our state. The government delivers a program to attract skilled migrants and their families. The program involves an extensive work, language and skills assessment processes undertaken by the Australian and Tasmanian governments and a commitment by the skilled migrant to live and work in Tasmania.

Skilled migrants who meet the requirements of the program are nominated by the Tasmanian Government for either a permanent subclass 190 Skilled Nominated visa or a provisional subclass 491 Skilled Work Regional visa.

### Subclass 190 Skilled Nominated visa

People who hold this visa have full work rights, can live and work anywhere in Tasmania, and are protected under the same workplace laws that protect all Australian workers.

### Subclass 491 Skilled Work Regional visa

This is a provisional visa, valid for 5 years. It leads to permanent residency through the Subclass 191 visa. They also have full work rights and Australian workplace law protections.

## What do employers need to do?

Potential skilled migrants may be eligible for nomination after working with a Tasmanian employer for 6 months. The employee can then apply to Migration Tasmania for nomination. Employment must be skilled (equivalent to [ANZSCO 1 – 3](#)), however lower skilled employment may be eligible where there is a genuine severe recruitment difficulty and where there is a reasonable prospect for progress to employment at a higher skill level.

Formal employer sponsorship is not required, however applicants will need to provide the following supporting information from their employer:

1. Six months of payslips and bank statements showing evidence of salary payments and deposits.
2. A copy of a minimum 12 month contract, with at least 3 months remaining at the time of application, showing position, duties, location and conditions which comply with Fair Work Ombudsman's [National Employment Standards](#)
3. Evidence that pay is equivalent to the [market salary rate](#)\*. This can be demonstrated by:
  - o reference to an industrial award or enterprise agreement
  - o [job outlook](#) information
  - o market salary survey data such as [Hays Salary guides](#)
  - o advertisements from the last six months for equivalent positions in the same location (eg Seek, Indeed, CareerOne)
  - o remuneration surveys completed by a reputable organisation, or
  - o written advice from unions or employer associations.
4. If the employment is for a position at [ANZSCO skill level 4 or 5](#):
  - o evidence that the employment is ongoing for at least 6 months beyond the application date, and
  - o plausible information to demonstrate prospects for progression to more skilled employment in the industry.

**\*\* Point 4 is not required if associated with aged care and individual support (ANZSCO Unit Group 4233 Nursing Support and Personal Care Workers)**

5. Evidence that the employment is in an area in which there is a genuine severe labour recruitment difficulty **or** the position involves specialist skills that are not available in the local community. This can include:
  - o ongoing, repeated attempts to recruit from the local area with conditions consistent with market salary and [National Employment Standards](#)
  - o efforts and investment made to train locals and upskill existing employees
  - o a plausible and compelling description of the specialist skills or experience needed for the position and why this is not readily available locally. This could include:
    - reference to published (within last 3 years) industry workforce development plans
    - ongoing recruitment activity reports showing inability to recruit qualified staff
    - reference to recent government or independent research publications

Detailed eligibility requirements are on the Migration Tasmania website at [migration.tas.gov.au](http://migration.tas.gov.au)

If you would like to know more, contact Migration Tasmania at [skilled@migration.tas.gov.au](mailto:skilled@migration.tas.gov.au)

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