

Case Study:

Employer Nomination for Nursing Occupations in Regional Australia

Background

Our team, specialising in immigration and visa services, was engaged by a Government healthcare client based in regional Australia to assist in the preparation and lodging of employer nomination applications for more than 110 nursing positions.

In summary

The successful execution of this project underscores our team's expertise in managing employer nomination applications for healthcare workers in regional Australia.

By leveraging our comprehensive understanding of immigration processes and maintaining close collaboration with the client's HR staff and recruiters, we were able to deliver timely and effective outcomes. This case highlights our commitment to supporting regional employers in overcoming Australian medical staffing challenges and contributing to the sustainability of essential healthcare services.

Objective

- 1 Ensure a seamless and efficient nomination process
- 2 Collaborative effectively with the client's HR staff, outsourced third-party recruiters and candidates
- 3 Facilitate successful visa applications for nominated candidates, particularly for the Employer Nomination Scheme (subclass 186 visa)



Approach



Visa Application Support

Candidate Guidance:

Provided detailed instructions and support to nominated candidates on submitting their own visa applications.

Subclass 186 Visa Applications:

- Offered end-to-end service for visa applicant candidates, ensuring all personal and professional documents were in order.
- Assisted in front loading medical assessments, police checks, and English language proficiency tests as required.



Collaboration & Communication

Liaison with HR and Recruiters:

Established regular communication channels with the client's HR and recruitment personnel to streamline the flow of information.

Documentation and Evidence Gathering:

Assisted HR staff in compiling the necessary documentation, including position descriptions, employment contracts, and evidence of labour market testing (LMT) where applicable.

Nomination Application Process

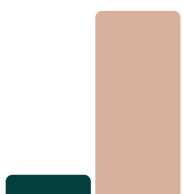
Preparation of Nomination Applications:

- Position Descriptions: Crafted detailed and compliant position descriptions highlighting the necessity and criticality of each role.
- LMT Compliance: Ensured that all LMT requirements were met, including advertising positions in approved channels and retaining evidence of the recruitment process.
- Employer Documents: Compiled necessary documents from the employer, such as financial statements, organizational charts, and business registration documents.

Lodging the Nominations:

Submitted the complete nomination applications to the Department of Home Affairs, ensuring all information was accurate and met regulatory standards.

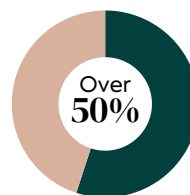
Outcomes



Average visa approvals took

39 days

versus standard processing times of 3-12 months for the same application types.



We assisted

over half

of all introduced nominees candidates to submit their personal visa application.



Successful Nominations:

Achieved on average two-day approval of employer nominations from the date of lodgment.



Efficient Processing:

Streamlined the nomination process, reducing the typical processing time and ensuring a faster onboarding of candidates.



Enhanced Collaboration:

Built a strong working relationship with the client's HR team and third-party recruiters, facilitating ongoing support.



Satisfied Candidates:

Assisted numerous candidates in securing their subclass 186 visas for themselves and immediate family members, enabling them to commence employment promptly and contributing positively to the client's workforce stability.

