

Australia HR salary guide and market report

2022-2023



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Introduction: The great disconnect

Welcome to the 2022-2023 edition of the Frazer Jones HR salary guide and market report for Australia.

Earlier in the year we talked about 'The Great Disconnect' mostly in the context of hiring and salaries and we cover this later on. But what we are seeing, not only from our survey, but from roles we are currently hiring is the disconnect between leaders demanding people back in the office and employees expecting flexibility.

A small handful of organisations are now insisting on employees being in the office five days per week and for those hiring, this means a reduction in the talent pool to 5%. Add in a tricky location or average pay to this equation and you have a real problem.

With the threat of restrictions gone but cases of covid still in the community, a lot of companies are still deciding whether they mandate a return to the office or not. From the companies that have mandated the return, and especially the ones that have been publicised in the media, we have seen them met with resistance. It makes me wonder if those businesses have missed the opportunity to send out a more inspirational message about why they want people back into the office.

This is a great time for CEOs or MDs to engage with the business and articulate what they're trying to achieve and how they see the best way of getting there rather than just telling people what to do. People are more likely to come to the office if they feel inspired by the people around them. Mandating can be a helpful approach but not on its own.

Our survey showed that a large majority of people want to come to the office two to three days a week, and if people come to the office at the same time you get the benefits. When we asked HR professionals if you would like to decide your own working pattern ad-hoc, most said no. What we take from this is that the working structure is needed but people want to have some influence over what flexibility means to them rather than being told. Mandating as part the solution rather than the solution itself.

Moving to salary data, you will see the salary variations across Sydney, Brisbane and Melbourne are minimal. With a number of people moving cities or to more remote locations during covid, the same talent now sits in a different place but remain on



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their Sydney salary but based out of Brisbane (for example). The general assumption is that Melbourne pays slightly less than Sydney and Brisbane pays slightly less than Melbourne, but we aren't seeing so much of that anymore. Where roles are paying less it may be due to sector or the title doesn't necessarily correlate to the level. It's less about the location.

We are seeing roles such as HR Business Partners range from AUD\$110,000 to AUD\$220,000 plus superannuation. And the range on salaries gets larger as you work up the levels. As we know, variation in salary can depend on things such as the HR structure, the sector and size of business.

One of the many reasons as to why there are a lot of roles continuously advertised with limited applications is the disconnect between job title and what the role is doing, coupled with the huge shift in salary expectations for a move.

We have seen a jump in salary expectations all the way from entry level recruitment to Senior HR Business Partners. And we are talking about a 20% to 25% increase, not 2.5%.

So why aren't there more applications?

In a job rich market, there is plenty of choice and Seek, one of Australia's largest online employment marketplaces, have been saying for most of 2022 there is a record breaking number of roles being advertised but also record low applications. People were reading but not applying. We are now seeing that start to shift.

Proactively approaching candidates has been a large part of our work the past 12 months at all levels even for HR Administrators. People might be too busy to apply, they might see a role but want to chat it over rather than send an email but there might be no contact details on the advert. The way it's written is also a huge factor, more so than ever. We often get feedback saying 'oh yes, I saw that role advertised but wasn't sure it was for me as it didn't read like the type of role I'm looking for'.

The contract market has also been under significant pressure. With the lack of 'working holiday visa' candidates in the country, fulfilling those roles has been very difficult. We partner closely with our team in the UK and with conversations already underway with candidates we expect to see a slow return from now onwards.

We aim to provide our clients and candidates with insightful and relevant data with market insights to help organisations with their hiring and to ensure HR and HSE professionals can make informed career decisions.

On behalf of the Frazer Jones team in Australia, thank you to everyone who participated. If you would like to discuss any of the topics in this report, please do reach out to myself or one of the team. We are always available for a confidential discussion and we look forward to hearing from you.



Angela Franks

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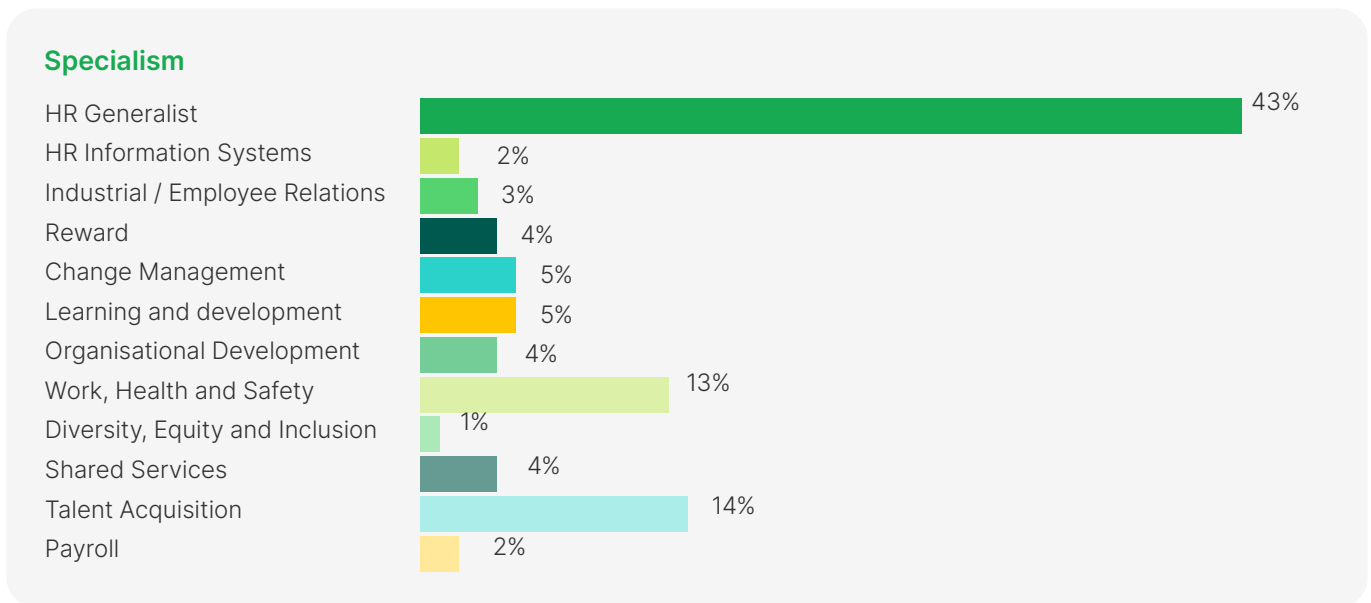
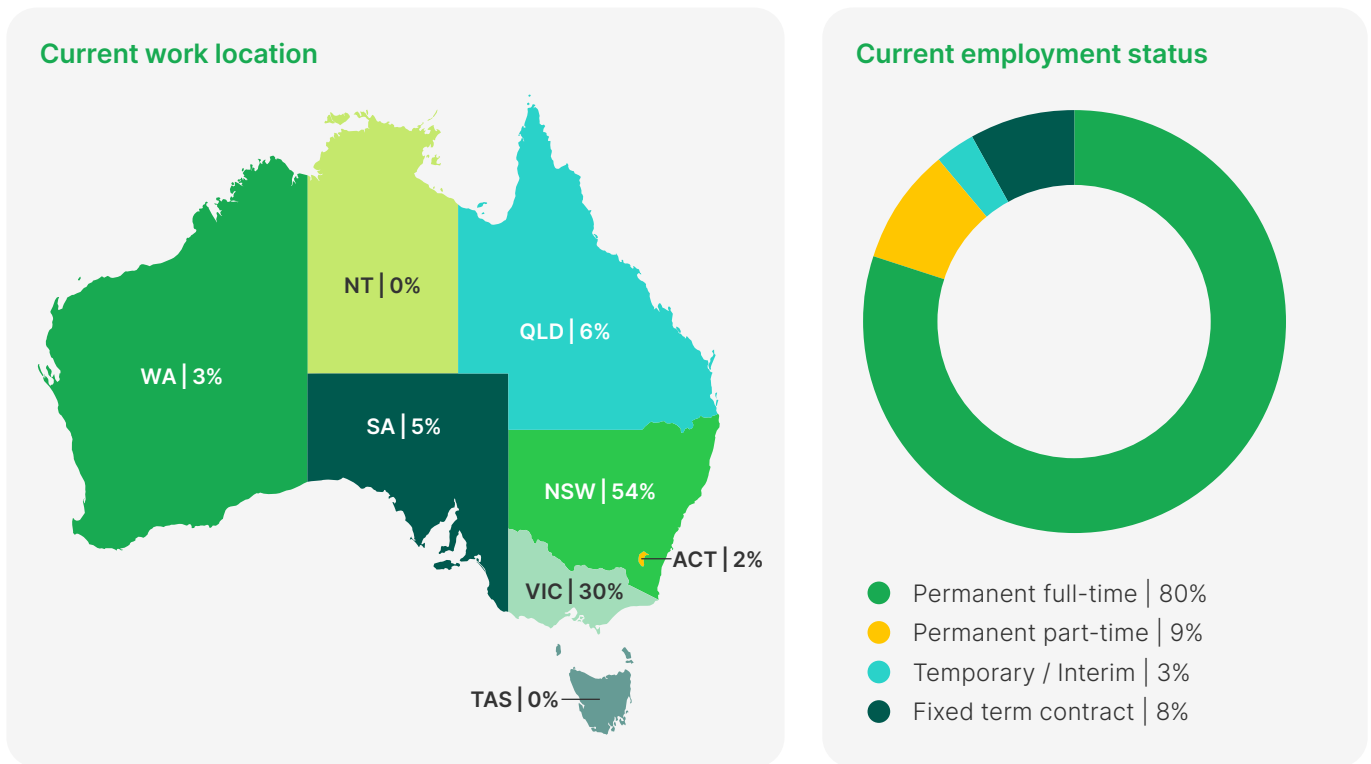
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I About the survey

About the survey

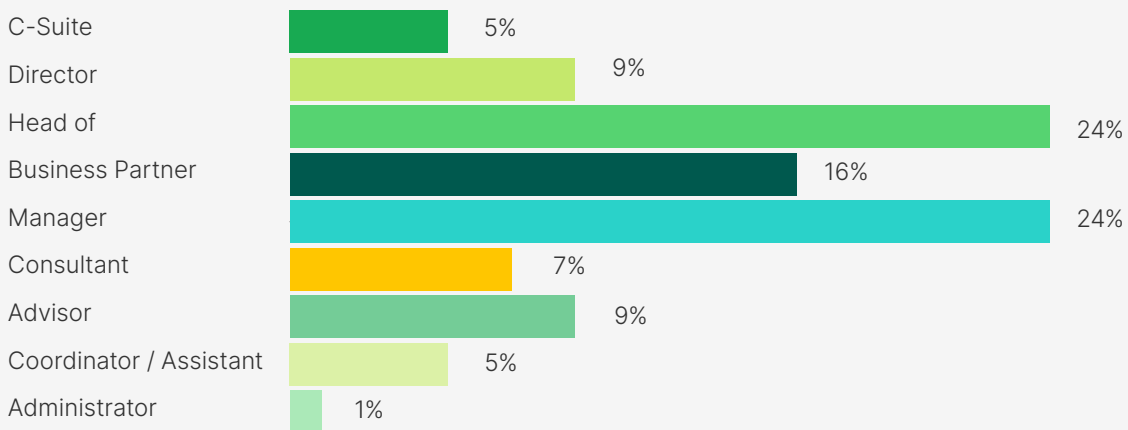
For our 2022-23 Frazer Jones report, we surveyed HR and HSE professionals across Australia for their views on salary, benefits, hiring intentions and recruitment trends, salary expectations and career plans.

Respondent Demographics

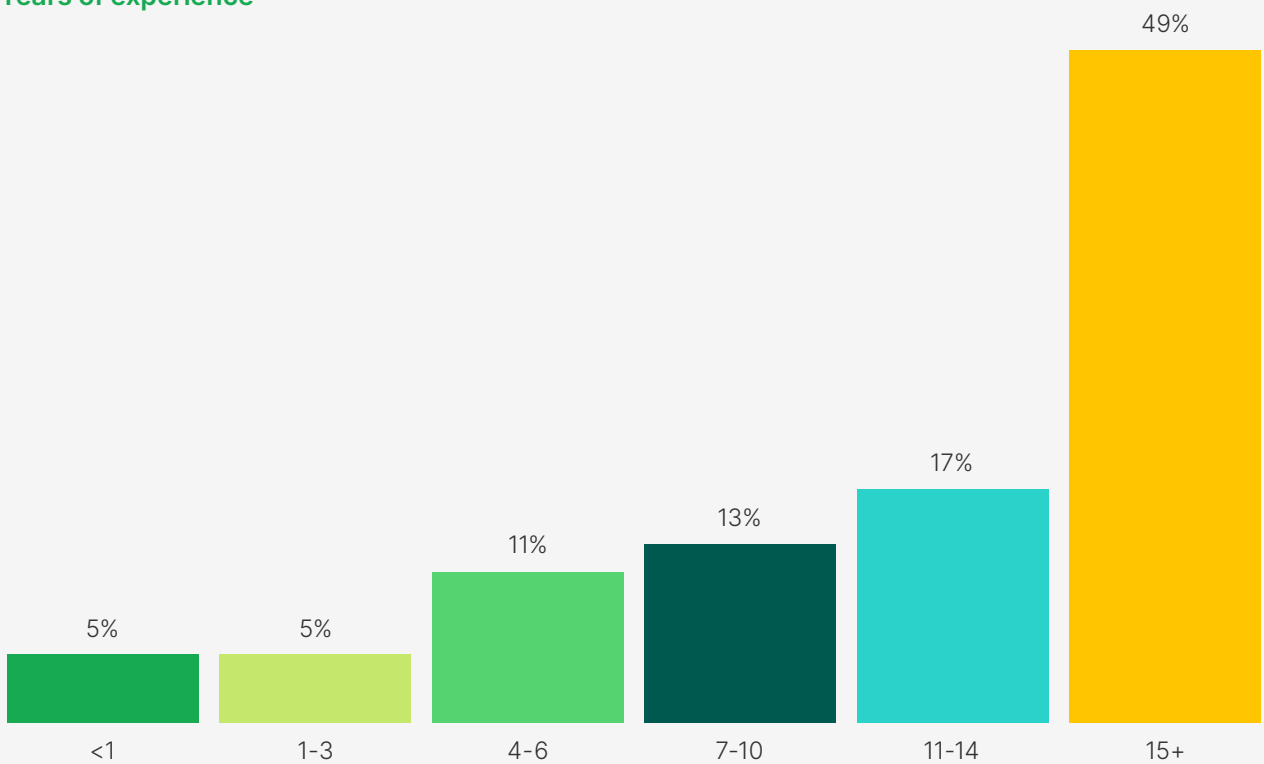


Australia HR salary guide and market report

Level of responsibility



Years of experience



We would like to express our gratitude to all those professionals who completed our survey.

Your contribution allows us to get an in-depth perspective into the market and allows us to add these insights to our own observations and insights into salaries, benefits and recruiting trends.

I Key Findings

Key Findings

Australia’s economy and labour market continues to face complex challenges.

While the unemployment rate is at historic lows, a tight labour market has also brought challenges including widespread skill shortages. Even before COVID-19, wage growth had been weak and real wages had not risen significantly for around a decade. The ongoing effects of COVID-19, high inflation, rising interest rates, and global economic uncertainty further adds to these challenges.

Employers are facing skills shortages and need people to fill these gaps and to prepare for growth within their organisations. Employees are seeking personal value and purpose at work. Not only is a competitive salary necessary, the benefits and culture are now just as important as well as the now expected work-life balance.

We have found through the results of our survey and talking to both our candidates and clients, that because of the market we find ourselves in, the time has come for both employers and employees to come together to find a solution that works for both.

Market outlook

Businesses are still broadly positive about the future with a majority of 62% of businesses expecting ‘good times’ for the Australian economy over the next year, and 82% are optimistic about the wider economic climate over the next 3 to 5 years.

In terms of employment level, almost a third of employing businesses are having difficulty finding suitable staff, stating lack of applicants and applicants not having the required skills, 44% of HR professionals see employment opportunities strengthening within the next 6 to 12 months. Confirming this is the recent ABS statistics showing that the unemployment rate at 3.4%, the second lowest it has ever been.

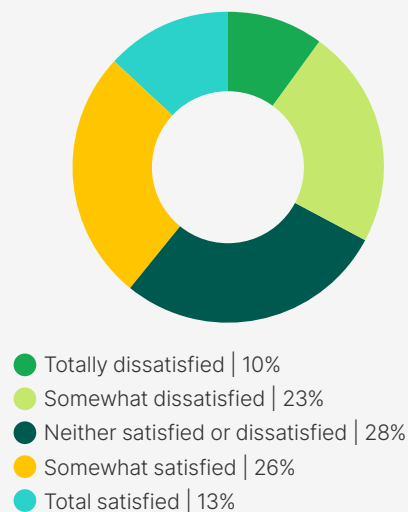
Salaries

A competitive salary offering is one key element in negotiation between employers and employees. In 2021, 64% of organisations ran a salary review, whilst 24% did not. For those who did have a review, 56%

increased by up to 5%, 25% stayed the same.

This year, salaries were expected to climb in response to increasing skills shortages. For 2022, 72% have planned to or had already run a salary review, 17% were unsure whether they would run a review, meaning 11% had not planned to do a review for 2022. For those that will or had run a salary review 55% advised that the increase would be up to 5% and 20% said the increase would be between 5 and 10%.

Salary dissatisfaction



People who said they are very satisfied with their remuneration, 66% anticipate a bonus, and 52% expect a pay increase of at least 5% in their next pay review cycle. Of those who said they were satisfied with their salary, 58% also stated they were not looking for a new role.

People who rated that they were the least happy were mostly at Manager levels in local roles. And of these 66% were not expecting a bonus. Had received a pay increase of up to 5% last pay review, and nearly ½ stated they were looking for at least 10-20% increase. 90% of these individuals stated that they were now looking for a new role.

Bonuses

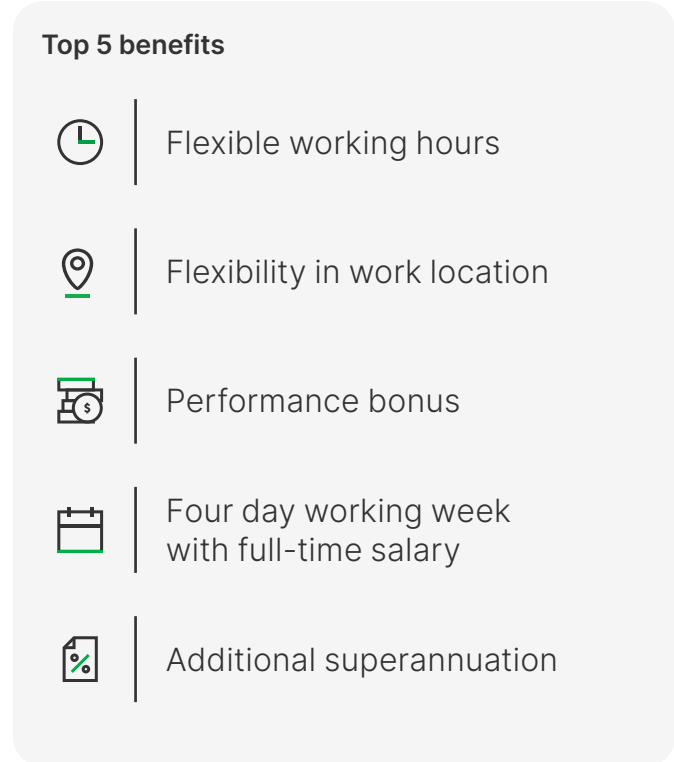
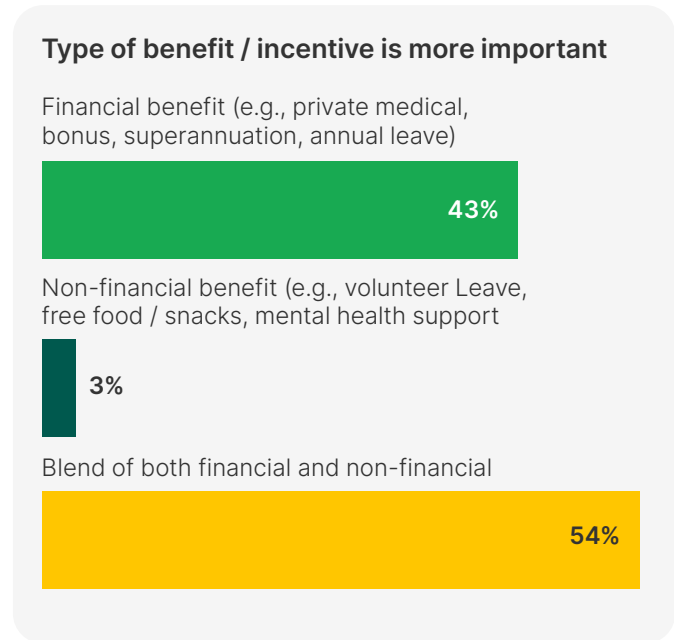
Whilst bonuses are an important part of overall package, the focus for candidates in the job market during 2022 was far more on base salary / cash compensation compared to what we have seen in the past. Getting a higher salary locked in was more important when moving roles.

In last year’s survey, 44% of respondents anticipated they would not get a bonus and 16% were unsure. This year, 50% of people said they anticipate getting a bonus. When you take out people in their role less than 1 year it increases to 55%. When you also take out those on a contract it increases to 58%.



Benefits

As we previously mentioned, salaries are only one element to attracting and retaining employees. Flexible working conditions and locations, performance bonuses and additional superannuation are at the top benefits employees are asking for, along with additional annual leave. Most employers we have spoken to are looking at new ways to introduce better benefits so as to attract new employees and retain their current employees.

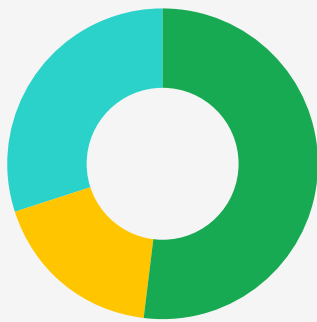


Retention

Over the past 12 months, many organisations have been experiencing high levels of turnover, and according to our data this trend is going to continue, as 52% of our respondents were looking at changing jobs within the next 6 to 12 months.

With the current skills shortage, employees have become more confident in asking for what they want, a pay rise, a promotion, different working conditions, and if they do not get it, are not afraid to look elsewhere.

Employees considering a career move in the next 6-12 months



- Looking to change jobs | 52%
- Currently unsure | 18%
- Remain with current employer | 30%

Looking deeper into the statistics of people considering a move, 82% of people are in permanent work, with 35% have been in their role 3-5 years, 27% 1-2 years, 17% 6-11 months.

We asked people why they were looking at a potential career move, with the majority (42%) stating that they were looking for a salary package increase, of which 52% were looking for an increase of between 10% and 20%. This was followed closely by 21% of respondents looking for career progression.

Top 5 reasons people intend to look for a new role

- 1 | Increase in salary package
- 2 | Career progression
- 3 | Better work culture
- 4 | Better work-life balance
- 5 | Better benefits and incentives

Remote working and flexibility

Over the past two years organisations have proven their agility to pivot and work within completely new operating methods, providing employees with ways to work remotely.

Our findings revealed that pre-covid 51% worked full-time in the office and did not the option to work remotely or work-from-home (WFH), 10% reported that they worked remotely a couple of times a month, 22% said they were set-up to work 1 day per week remotely and 17% several times a week.

Out of necessity, many organisations adapted their digital technologies to design new ways of working, and now that we are all operating in a post-covid / changed world, 74% have advised that the changes that they made during the pandemic have remained, and they have not returned to their pre-covid format of working.

From the people who used to work five days in the office, 30% have returned to that pattern. In that group, 27% like being 100% office based, and 32% said they would prefer one day from home.

Our research revealed that the preferred working pattern was three days in the office and two days at home (34%) then two office and three home (24%). Only 13% said they'd like to decide week by week.

Preferred working pattern

3 Office + 2 WFH



2 Office + 3 WFH



No set patterns



| HR salaries and | market overview

All salaries are in AUD and are an indication of market averages.

There are anomalies outside of these bandings where exceptional compensation structures apply. If you would like bespoke salary benchmarking, please do get in touch with one of the Frazer Jones Australia team.

HR market overview

The Australian HR recruitment market continued to grow in 2022.

Demand for permanent roles remained high over the course of 2022, however the contract and temporary market still accounted for 40% of opportunities.

Finding candidates available for contract and temporary roles has been very difficult and some organisations had to review the duration of the contract (to be at least 12 months) or offer a completion bonus to attract candidates.

Sadly, we did see some of these opportunities cancelled as talent was so tight made worse by the lack of migration of candidates into Australia.

The mid-market has especially suffered the consequences. Slowly that is starting to shift and as we see the first signs of the market cooling off, it does mean candidates are more open to a conversation.

Never has it been more difficult to predict what the market will do, but we do know that inflation, labour shortage and market conditions globally and locally all put pressure on HR.

Cost savings, or at least staying cost neutral, will certainly be on the HR agenda for 2023, but with the backdrop of increasing wages we will be closely monitoring how organisations react and manage these conflicting pressures.

Predictions for the next 12 months

- The candidate market for contract / temporary HR candidates improving from the start of 2023
- Easing of inflated salary expectations as the market cools off
- Retention of talent will be critical
- Cost constraints in hiring budgets
- Greater demand for HSE advisors to support leaders in cultural change
- Mental health / health sectors to be in even greater demand

Key skill sets that will be needed in 2023

- Leadership and management development
- Talent attraction and retention
- Organisation design and change management
- Workforce planning
- HSE with Psych backgrounds
- Strong HSE systems knowledge
- Policy and Procedure writers for HSE

Most in Demand Roles for 2022-2023

- HR Business Partners
- Talent Acquisition specialists
- Organisation Design and Development
- Change Management
- Mid-level HSE Advisor / Coordinator - health sectors especially
- HSE Coordinators / Document Control
- Mental Health and Well-being managers

Australian Human Resources salaries

HR Generalists

| | Sydney (AUD) | Melbourne (AUD) | Brisbane (AUD) |
|----------------------------|-----------------|-----------------|-----------------|
| Chief People Officer | 300,000-450,000 | 300,000-450,000 | 300,000-450,000 |
| HR Director | 220,000-320,000 | 230,000-320,000 | 220,000-300,000 |
| Head of HR | 180,000-250,000 | 180,000-250,000 | 180,000-250,000 |
| Senior HR Manager | 160,000-220,000 | 160,000-220,000 | 160,000-220,000 |
| Senior HR Business Partner | 160,000-220,000 | 160,000-220,000 | 160,000-220,000 |
| HR Manager | 150,000-200,000 | 150,000-190,000 | 150,000-190,000 |
| HR Business Partner | 120,000-170,000 | 120,000-170,000 | 120,000-170,000 |
| Senior HR Advisor | 100,000-135,000 | 100,000-135,000 | 100,000-135,000 |
| HR Advisor | 80,000-110,000 | 80,000-110,000 | 80,000-110,000 |
| HR Coordinator | 70,000-90,000 | 70,000-90,000 | 70,000-90,000 |
| HR Administrator | 65,000-75,000 | 65,000-75,000 | 65,000-75,000 |

Training Development

| | Sydney (AUD) | Melbourne (AUD) | Brisbane (AUD) |
|--|-----------------|-----------------|-----------------|
| Head of Learning and Development | 200,000-300,000 | 200,000-300,000 | 200,000-300,000 |
| Organisational Development Manager | 150,000-200,000 | 150,000-200,000 | 150,000-200,000 |
| Change Manager | 150,000-220,000 | 140,000-220,000 | 135,000-200,000 |
| Learning and Development Manager | 140,000-180,000 | 140,000-180,000 | 140,000-180,000 |
| Diversity Manager | 130,000-200,000 | 130,000-190,000 | 120,000-150,000 |
| Training Manager | 135,000-150,000 | 135,000-150,000 | 135,000-150,000 |
| Organisational Development Consultant / Specialist | 130,000-160,000 | 130,000-160,000 | 130,000-160,000 |
| Change Management Consultant/Analyst | 100,000-180,000 | 90,000-150,000 | 90,000-150,000 |
| Diversity Advisor | 100,000-150,000 | 90,000-140,000 | 85,000-130,000 |
| Learning and Development Advisor | 90,000-150,000 | 90,000-150,000 | 90,000-150,000 |
| Training Specialist | 85,000-125,000 | 85,000-125,000 | 80,000-100,000 |
| Learning and Development Coordinator | 70,000-90,000 | 70,000-90,000 | 70,000-90,000 |

Talent Acquisition and Workforce Planning

| | Sydney (AUD) | Melbourne (AUD) | Brisbane (AUD) |
|---------------------------------------|-----------------|-----------------|-----------------|
| Director Talent Acquisition | 200,000-240,000 | 210,000-240,000 | 195,000-240,000 |
| Head of Talent Acquisition | 180,000-220,000 | 185,000-220,000 | 180,000-220,000 |
| Talent Acquisition Manager | 150,000-180,000 | 150,000-180,000 | 150,000-180,000 |
| Workforce Planning Manager | 140,000-180,000 | 140,000-180,000 | 140,000-180,000 |
| Recruitment Manager | 130,000-180,000 | 140,000-190,000 | 100,000-155,000 |
| HR Project Manager | 125,000-190,000 | 110,000-160,000 | 100,000-155,000 |
| Payroll Manager | 100,000-180,000 | 100,000-180,000 | 100,000-170,000 |
| HRIS Manager | 110,000-170,000 | 105,000-170,000 | 103,000-168,000 |
| Talent Acquisition Partner | 120,000-160,000 | 120,000-160,000 | 120,000-160,000 |
| Workforce Planning Consultant/Advisor | 95,000-140,000 | 110,000-140,000 | 85,000-120,000 |
| Talent Acquisition Consultant/Advisor | 80,000-120,000 | 80,000-120,000 | 80,000-120,000 |
| Recruitment Consultant/Advisor | 90,000-135,000 | 80,000-130,000 | 80,000-110,000 |
| HRIS Advisor | 90,000-125,000 | 85,000-120,000 | 80,000-105,000 |
| Payroll Officer | 85,000-95,000 | 80,000-95,000 | 75,000-85,000 |
| Talent Acquisition Coordinator | 70,000-90,000 | 75,000-90,000 | 65,000-85,000 |
| Recruitment Coordinator | 75,000-90,000 | 70,000-90,000 | 60,000-85,000 |
| Payroll Coordinator | 70,000-85,000 | 70,000-85,000 | 60,000-75,000 |

Remuneration Benefits

| | Sydney (AUD) | Melbourne (AUD) | Brisbane (AUD) |
|--|-----------------|-----------------|-----------------|
| Head of/Director Remuneration and Benefits | 165,000-300,000 | 160,000-280,000 | 155,000-225,000 |
| Remuneration and Benefits Manager | 140,000-210,000 | 130,000-180,000 | 95,000-155,000 |
| Remuneration and Benefits Specialist/Analyst | 120,000-170,000 | 100,000-160,000 | 85,000-135,000 |
| Remuneration and Benefits Consultant/Advisor | 95,000-125,000 | 85,000-120,000 | 80,00-100,000 |

Employee / Industrial (ER / IR) Relations

| | Sydney (AUD) | Melbourne (AUD) | Brisbane (AUD) |
|--------------------|-----------------|-----------------|-----------------|
| IR Manager | 155,000-200,000 | 160,000-210,000 | 165,000-205,000 |
| ER Manager | 150,000-200,000 | 160,000-210,000 | 165,000-205,000 |
| ER / IR Specialist | 130,000-160,000 | 130,000-160,000 | 130,000-160,000 |
| ER Advisor | 105,000-125,000 | 110,000-135,000 | 110,000-135,000 |
| IR Advisor | 110,000-130,000 | 115,000-140,000 | 115,000-145,000 |

Health, Safety Environment (HSE)

| | Sydney (AUD) | Melbourne (AUD) | Brisbane (AUD) |
|-------------------------------|-----------------|-----------------|-----------------|
| Head of/Director WHS | 180,000-260,000 | 200,000-280,000 | 180,000-250,000 |
| National WHS Manager | 170,000-200,000 | 160,000-200,000 | 150,000-180,000 |
| WHS Manager | 125,000-185,000 | 130,000-190,000 | 120,000-155,000 |
| Health and Well-being Manager | 110,000-175,000 | 100,000-170,000 | 90,000-150,000 |
| Safety Manager | 110,000-175,000 | 100,000-170,000 | 90,000-150,000 |
| RTW Manager | 110,000-145,000 | 100,000-120,000 | 90,000-130,000 |
| WHS Advisor/Consultant | 100,000-130,000 | 90,000-120,000 | 80,000-120,000 |
| Health and Well-being Advisor | 100,000-130,000 | 90,000-120,000 | 85,000-120,000 |
| Safety Advisor/Consultant | 95,000-125,000 | 85,000-115,000 | 80,000-120,000 |
| RTW Advisor/Consultant | 90,000-120,000 | 80,000-110,000 | 75,000-100,000 |
| WHS Officer/Coordinator | 80,000-100,000 | 70,000-90,000 | 70,000-90,000 |
| RTW Coordinator | 80,000-100,000 | 65,000-85,000 | 65,000-95,000 |

Hybrid work: Why this work anomaly is here to stay!

The words ‘unprecedented’ and ‘pivot’ may make many people flinch after almost two years working and living in lockdowns with COVID-19, yet the mention of hybrid working is not at all an alien concept anymore and can actually yield rave reviews.

During the pandemic, many companies shifted to working from home, offering employees the flexibility of remote working and the liberty of working from their preferred place. It was convenient for both employers and employees, and in some cases productivity actually skyrocketed.

However, with working from home becoming the new norm, senior HR leaders are actively encouraging employees to return to the workplace and are offering employees a mix of both onsite and remote work. Many companies are implementing a return to the office strategy, and with new future of work model based on the hybrid workplace.

A survey for the Chartered Institute of Management (CMI) found that more than 80% of firms had adopted hybrid working - most since the pandemic, and many are now embracing hybrid work as “best practice”.

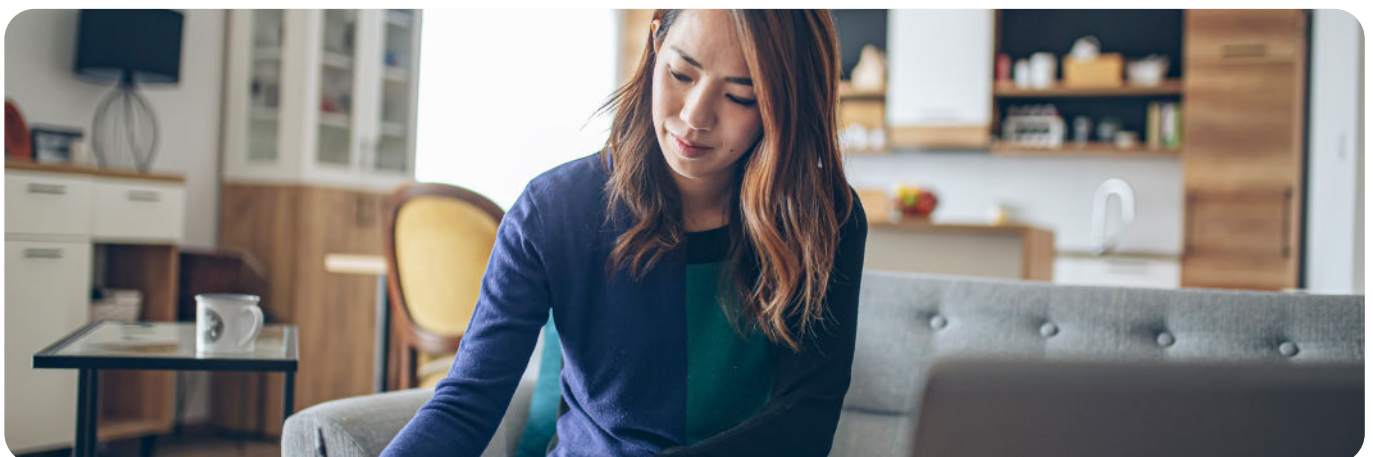
As our professional lives continue to evolve from the learnings of lockdown life and work, HR executives have revolutionised what a hybrid work model means, how it functions, and dispelled the myths to show

how hybrid work is a driver of commercial success and people goals.

The idea of the hybrid work model is to provide the best of both worlds. In the process, it eliminates the challenges that come with both on-site and remote work.

Twitter was the first organization to announce a hybrid model for its employees, introducing a “remote-first” workplace model to remain fully operational during the pandemic. The hybrid model was initially adopted as an experiment. However, the arrangement is now shifting towards a more permanent system

As businesses return to the office, hybrid workplaces have become a testimony to the flexible setting. And the new generation is wildly attracted to such a setting. The hybrid workplace model cuts down the operational cost for businesses. It provides flexibility to the employees. Hybrid workplaces do not refer to changing the location of work or the way you work. It is about providing flexibility to work from anywhere.





Flexibility is one of the biggest draws of a hybrid workplace. This is followed by less commute time, more face-to-face interaction with colleagues, and increased productivity. One of the most sought-after advantages of a hybrid workplace is the balance it offers. With increased productivity and happiness, satisfaction also increases.

It would be very short sighted of employers not to see some correlation in the shift in the working world, and the move towards hybrid working.

The solution is not that everyone should work from home 100% of the time, however, to create some sort of blend as best practice, so that when employees do go into the office, things that are more difficult to accomplish remotely, like team collaboration, can be done.

However, it has also been noted that whilst there has been a huge demand from employees to have the option to work from home, they were also “missing the human connection. It is therefore necessary to find a “framework of flexibility” to work with each individual or team in a company to find the “sweet spot”, the perfect combination of home and remote work.

Here are several reasons for the hybrid workplace to stay.

1 | Enhances productivity

With no commute required, employees can focus on their work. By choosing their work hours, they can work when they are most productive. So, if someone is highly productive during the night, they can adjust the routine accordingly.

2 | Nurtures happy employees

A hybrid work environment has eliminated many stressors in a traditional work model of the workplace. From the freedom to work from a preferred location to eliminating the pressure of traveling every day to the office and dedicating late-night hours in the office. While working in such a work environment, employees can work more comfortably and, to an extent, also can manage the household, childcare, child’s home-school, feeding the pets, etc. All of these promote well-being amongst employees and nurtures happiness. Full-time remote work can have its advantages, but it can cause isolation. The hybrid system can mitigate this difference. With the balance, employees can retain flexibility, while being happy.

3 | Reduces overall operational cost

In the hybrid office setup, companies can manage their real estate and get creative with office space. Concepts like hot desking and collaborative hubs can reduce costs.

4 | Increases candidate pool

Many companies are now hiring employees from remote locations and giving them an opportunity of expanding their careers without leaving their native place and community. This not only helps employees work for the big city companies from regional / remote home locations, but also give companies access to a larger talent pool across the country.

5 | Time saving on meetings

The in-person meetings require extensive traveling, but in the hybrid mode of working, meetings are done on Zoom and other smart virtual meeting software. So, this saves a lot of time on the meetings.

6 | Improves relationships and collaboration

Compared to 100% remote working, a hybrid work culture frequently allows face-to-face collaboration and communication. This is conducive to a healthy team-building initiative.

Whilst there are a lot of advantages to hybrid work in terms of culture, there are also some disadvantages. The most glaring of these, is workplace inclusivity. Employees who choose to go into the office to work can gather for snack breaks, host happy hours, or grab coffee together. But employees who elect to work from home can't participate in those spontaneous social encounters or events. If leaders aren't proactively making sure every one of their employees is a part of their team's culture, people will slip through the cracks.

Lunch outings and happy hours are fun, but if they're your only culture building activities, you could be inadvertently excluding members of your team. As a whole, leaders at hybrid companies need to be thinking about how they're cultivating a culture where everyone feels welcome.

Before the pandemic and the transition to hybrid working that many companies had to make, it was the norm for employees to separate their personal lives from their professional ones, however now those lines are a little bit blurry.

Now more than ever employees and employers are looking for new creative ways to be together, and to connect.

Whilst building a healthy hybrid work culture can be challenging, it can be very rewarding for both employee and employer. Companies that think strategically about how to support their employees and create an environment that enables them to be their best selves, will succeed. And in the long run employees that have more freedom to choose how they work and who are given the choice to figure out their own work-life balance, will be a lot happier, healthier, and more productive.



Reducing international barriers to employment – Q&A with Josie Marr on Australian immigration

In September this year, the Australian Government held the ‘Jobs and Skills Summit’ in Canberra, which amongst other things focused on addressing skills shortages including improving migration settings to support higher productivity and wages.

The national skills shortage was one of the central topics discussed in the summit. Amongst the solutions discussed, was the strengthening of Australia’s migration system with the main aim to bring thousands more skilled workers to Australia, by increasing the permanent migration intake from 160,000 to 195,000 this year, extending visas, and relaxing work restrictions on international students.

The summit produced immediate and long-term initiatives that could shape the future direction of Australian immigration.

Angela Franks, Head of Frazer Jones Australia, spoke with Josie Marr, Founder and Principal of Astra Australia Immigration, to gain insights into the current state of Australia’s immigration setting, and changes that are now taking place.

Here is a summary of the conversation.

1 | What are the biggest misconceptions about working rights in Australia?

Visa Processing Times

- The last 2 years have seen unusually long processing times. A vast difference to anyone’s experience from at least 3 years ago
- At the Jobs and Skills Summit, the Government pledged to employ more staff to help clear the backlog and reduce processing times. That said, processing times are always subject to change.

TSS Visa Holders Work for the One Employer

- Employers can hire existing primary TSS visa holders only once they have been approved to transfer that visa across. In some instances, a new TSS visa is required
- The same process does not apply to partners / spouses who are the secondary TSS visa holder.



Employers and Visa Holders - Bridging Visas

- There are 9 bridging visas with different functions, entitlements and conditions attached to them. The commonly used bridging visas ("BV") are BVA, BVB, BVC, BVE
- Applying for another visa in Australia while holding a bridging visa (in effect) generally causes a Bridging Visa C (BVC) to immediately override it. A BVC has no work rights
- BVC holders can return to work once Immigration approves a formal request, or the pending visa application is granted with work rights and processing times may be lengthy.



2 | What pitfalls should employers watch out for?

"Genuine Position" for TSS 482 and Employer Nominated 186 nomination applications

Amongst others, the Department want to ensure the nominated position falls within the scope of the business for example, a recruitment consultant working for a recruitment company.

Examples of when businesses will need expert advice and guidance can be when, for example, businesses not operating in the accounting space are wanting to sponsor accountants to work for them. Similarly, companies not operating in the advertising or marketing sector may need help in sponsoring a marketing specialist.

Changing the terms of conditions for sponsored 457 or TSS 482 employees

This includes reducing hours, reducing salary, and changing position description. Depending on the situation, a new nomination may be required.

Notifying Immigration when a sponsored 457 or TSS 482 visa ceases employment

The business is required to notify Immigration within 28 days of the last date of employment. Often, the business' registered migration agent will do this on their behalf and provide them with copies of correspondence for their records.

Employer Sanctions Legislation

The Employer Sanctions Legislation puts the onus on employers to ensure work rights of all their staff are checked before and during employment, to ensure workers are employed legally. This applies to employers and recruitment organisations referring people to another for work and captures the following examples:

- Business restructures and the possible impact on sponsored TSS 482 or 457 visa holders.
- Employing temporary visa holders who seek independent pathways to remain in Australia longer e.g., via family sponsorship or the general skilled migration program.

3 | Are processing times getting better or worse?

In September 2022, the Australian government committed to spending AUD\$36 billion on clearing the backlog of pending visa applications for the remainder of the financial year.

We are starting to see movement on these lodged applications however, many professionals have reported on questionable requests for further supporting information which means the application returns to the 'processing pool' until another case officer is available to revisit it.

4 | Do you think we'll see more people coming to Australia in the next 6 months?

Yes – the Government recently announced the numbers for the Migration Program Year ending 2023, has increased from 160,000 to 195,000 with allocations growing in the Employer Sponsorship and General Skilled Migration programs.

We have already seen a number of invitations issued to cases in the Skill Select system which is a significant movement from the last 2 years.

5 | What have been the major changes in 2022?

Relaxing of visa conditions and announcements to expand the skilled migration program.

Visa Conditions

In an effort to help Australian employers and the economy, the Government relaxed a number of visa restrictions and requirements for example:

- Work and Holiday 462 and Working Holiday 417 visa holders are currently permitted to work for one employer for more than a maximum of 6 months
- International student 500 visa holders are currently able to work more than the required 40 hours per fortnight. At the recent Jobs and Skills Summit, it was announced this will continue.

Post Study Work 485 Visa

485 visa holders have always had full work rights for the duration of their visa but, International Students continue to be one of the biggest winners from the Jobs and Skills Summit with the announcement that their subsequent 485 visas may be extended by 2 years if completing a degree in a skill shortage such as nursing, teaching, IT or engineering.

TSS 482 Visa to Permanent Residence

- Short-term stream visa holders who were in Australia for at least 12 months between 1 February 2020 and 14 December 2020, and
- Worked for their nominating employer for at least 3 years while holding their TSS visa.

6 | Were there any temporary measures on visa conditions (put in place due to covid for example) that will end in 2022 or 2023?

Throughout the last 2 years the previous government warned us to expect to see some changes toward the end of 2022 or the official end of the pandemic. These are not official but, examples include:

- Working Holiday visas – the relaxed work rights are set to end on 31 December 2022 but, this is under review and subject to change in either direction
- Ceasing Covid-19 as one of the Australian Government Endorsed Event (“AGEE”) for the purpose of obtaining a Temporary Activity 408 visa. This event was introduced when our international borders closed and people were stuck in Australia on expiring visas, unable to depart. At this stage, it is unclear what the new Government’s position is on this.



Josie Marr
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Josie is a Registered Migration Agent with a degree in Australian Immigration Practice from ANU and for more than 15 years, she has been working in the Australian immigration space helping clients with their immigration needs while delivering continuous professional development (CPD) workshops to other immigration lawyers and registered migration agents.

Prior to establishing Astra Australia Immigration, Josie was the Director of Acacia Immigration, Branch Secretary for the Migration Institute of Australia (NSW / ACT) and had worked as a consultant for firms such as EY, Stirling Henry Associates and Christopher Levingston Associates.

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