



How we run your sponsored workforce

Skyline Migration Lawyers | For employers and HR, finance and operations managers

WHO WE ACT FOR	The business and each sponsored worker, in the same matter, with the written consent of both
VISAS	Skills in Demand 482, Skilled Employer Sponsored Regional 494, Employer Nomination Scheme 186
AGREEMENTS	DAMAs, industry labour agreements, company specific agreements and standard business sponsorship
EXPERIENCE	Our lawyers have worked on the Northern Territory and Far North Queensland DAMAs and the Horticulture and Meat Industry Labour Agreements
LAWYERS	Deepika Khurana, Principal Lawyer, and Sam Kanjo, Migration Lawyer. Australian legal practitioners

The seven stages

- 1 **Workforce plan.** Roles, sites, pay and numbers for five years. You receive a written plan, a fixed fee and dates.
- 2 **Endorsement.** The application to the regional representative, with the case for each concession.
- 3 **Labour agreement.** The request to the Department, and a line by line check before you sign. No Department charge for the request.
- 4 **Nomination.** Position, salary and recruitment evidence. The nomination charge and the levy are paid here, by the business.
- 5 **Visa.** The worker's application and their family's, prepared and lodged by us, in the worker's own private folder.
- 6 **Arrival.** Visa verified, obligations register opened, notices lodged on time.
- 7 **Compliance and permanent residence.** Check ins on a fixed cycle. Every date watched. The permanent stage prepared early.

What you can expect from us

One tracker for the whole programme: every worker's stage, next step, owner and due date.

One update a week while anything is moving, and same day news of any Department letter.

Private folders. The business never sees a worker's health, police or family records. The worker never sees company financials.



Fixed fees, itemised, agreed in writing before work starts. Government and regional charges are paid by you directly and never pass through our account.

Sponsor compliance handled: the 28 day notices, the records, and a file that is ready for a monitoring visit.

Changing adviser costs you no time. A free file review, a written status report, one signature each, and nothing lodged is lost.

Government charges, checked 21 September 2026

482 NOMINATION	\$330 for each worker
LEVY, 482	\$1,200 a year under \$10 million turnover, \$1,800 a year at or above
LEVY, 494 AND 186	\$3,000 or \$5,000, once
VISA CHARGES	482 \$4,015. 494 and 186 \$6,140. Family members are extra
INCOME THRESHOLD	\$79,423 excluding superannuation, from 1 July 2026. The market rate also applies
FROM 2026	The Department supports one variation to a labour agreement each year, and none in the first six months

By law the business pays the nomination charge, the levy and the professional fees for the sponsorship and nomination work. These cannot be passed on to the worker.

Full detail, the cost estimator and a guide to every DAMA:
skylinemigrationlawyers.com.au/employer-sponsorship-how-we-work | 03 8108 8748 |
info@skylinemigrationlawyers.com.au

General information only, not legal advice. Charges and thresholds from the Department of Home Affairs website on the date shown. They usually change each 1 July.