



## Subclass 400

# Temporary Work (Short Stay Specialist) visa

The Highly Specialised Work stream of this temporary visa lets you do short-term, highly specialised work in Australia. It is suitable if you have specialised skills, knowledge or experience not generally available in Australia.

## Overview

### Stay

We can grant this visa for up to 6 months (depending on the circumstances).

Generally, for a stay period longer than 3 months, a strong business case must be provided with the application.

Your stay period in Australia commences once you arrive and does not restart each time you travel.

You can't apply for this visa in Australia or stay longer by extending this visa.

### Cost

AUD405.00 (except in limited circumstances)

### Processing times

For an indication of processing times for this visa, use the [visa processing time guide tool \(/visas/getting-a-visa/visa-processing-times/global-visa-processing-times\)](/visas/getting-a-visa/visa-processing-times/global-visa-processing-times). This will show the processing times for recently decided applications. It is a guide only and not specific to your application.

### With this visa, you can

- do short-term work in a highly specialised job
- the work or activity must be non-ongoing

[See all conditions \(/visas/already-have-a-visa/check-visa-details-and-conditions/see-your-visa-conditions?product=400\)](/visas/already-have-a-visa/check-visa-details-and-conditions/see-your-visa-conditions?product=400)

[Check your eligibility \(#Eligibility\)](#)

### You must

[Ask a question](#)

- have highly specialised skills, knowledge or experience that can help Australian business and can't reasonably be found in Australia
- only do the work or activities for which your visa was granted

## Help with your visa

If you are getting help with your visa, before you pay someone, read information on [Who can help with your visa application \(/help-support/who-can-help-with-your-application/overview\)](#).

# About this visa

- [With this visa you can \(#aboutVisa-index-0\)](#)
- [How long you can stay \(#aboutVisa-index-1\)](#)
- [Stay longer \(#aboutVisa-index-2\)](#)
- [Include family \(#aboutVisa-index-3\)](#)
- [Cost \(#aboutVisa-index-4\)](#)
- [Apply from \(#aboutVisa-index-5\)](#)
- [Processing times \(#aboutVisa-index-6\)](#)
- [Your obligations \(#aboutVisa-index-7\)](#)
- [Adequate health insurance \(#aboutVisa-index-8\)](#)
- [Travel \(#aboutVisa-index-9\)](#)
- [Visa label \(#aboutVisa-index-10\)](#)

## With this visa you can

- do short-term work in a highly specialised job
- bring family members with you, but they are not allowed to work or study in Australia, except to do a language training program

Employers must provide a contract or letter of offer. See what they have to do in:

- [Learn about employing migrants \(/visas/employing-and-sponsoring-someone/learn-about-employing-migrants\)](#)
- Step by step, Gather documents, Work documents

## How long you can stay

This is a temporary visa. You can stay in Australia for up to 6 months, depending on the circumstances.

You must arrive in Australia within 6 months of the date the visa is granted, or a lesser period specified by the Minister. We will let you know when you must arrive in your visa grant letter.

Your visa stay period as shown on your visa grant letter will start on your first date of arrival in Australia. The stay period will not restart each time you arrive in Australia.

You can check your visa details in the visa grant letter or use [VEVO \(/visas/already-have-a-visa/check-visa-details-and-conditions\)](#).

## Stay longer

You can't stay in Australia longer by extending this visa.

[Explore your visa options \(/visas/getting-a-visa/visa-finder/work\)](#)

## Include family

You can include [Members of the family unit](#) in your application when you apply.

Both you and your family members who apply for the visa must meet our [health requirements \(/help-support/meeting-our-requirements/health\)](#) and [character requirements \(/help-support/meeting-our-requirements/character\)](#).

Any family members included in your application are not permitted to work or study in Australia. You must be able to show that you and your family have enough means to support yourselves while in Australia.

## Cost

The visa costs AUD405.00 for the main applicant.

You will not need to pay this application charge if you are:

- coming to Australia to act as a representative of a foreign government
- listed in a legislative instrument (your inviting organisation will tell you if this applies to you)

There is also a charge for each family member who applies for the visa with you.

You might also have to pay other costs for health checks, police certificates and [biometrics](#).

To work out what your visa will cost use the [Visa Pricing Estimator \(/visas/visa-pricing-estimator?visa=400\)](#). The estimator does not take into account the other costs.

## Apply from

You must be outside Australia when you apply for the visa and when we make a decision on your application.

## Processing times

For an indication of processing times for this visa, use the [visa processing time guide tool \(/visas/getting-a-visa/visa-processing-times/global-visa-processing-times\)](#). This will show the processing times for recently decided applications. It is a guide only and not specific to your application.

Your application can take longer to process if:

- you do not fill it in correctly
- you do not include all the documents we need, or we need more information from you
- it takes us time to verify your information

We can't process your application if you do not pay the correct visa application charge. We will notify you if this is the case.

When applying for your subclass 400 visa, you will need to allow time for the application to be processed, taking into account the date you are intending to travel to Australia.

## Your obligations

You and your family must comply with all visa conditions and Australian laws.

Learn more about [conditions for this visa \(/visas/already-have-a-visa/check-visa-details-and-conditions/see-your-visa-conditions?product=400\)](https://www.homeaffairs.gov.au/visas/already-have-a-visa/check-visa-details-and-conditions/see-your-visa-conditions?product=400).

## Adequate health insurance

### Health insurance

We recommend you take out health insurance to cover any unforeseen medical treatment you might need in Australia. You are personally liable for all your healthcare costs while you are in Australia. Insurance can help limit your financial liability.

See more about [health insurance for overseas visitors \(https://www.privatehealth.gov.au/health\\_insurance/overseas/index.htm\)](https://www.privatehealth.gov.au/health_insurance/overseas/index.htm).

### Reciprocal healthcare agreements

Some countries have a reciprocal healthcare agreement with Australia. Find out more from Services Australia about [reciprocal healthcare agreements \(https://www.humanservices.gov.au/individuals/enablers/rhca-medical-care-visitors-australia\)](https://www.humanservices.gov.au/individuals/enablers/rhca-medical-care-visitors-australia).

## Travel

This is a temporary visa. You will have 6 months from the date the visa is granted to first enter Australia (or a lesser period specified). The period of stay you were granted starts on the date you first enter Australia.

The visa is granted with either:

- single entry – you will only be allowed to enter Australia once. You can't re-enter Australia on the visa. To return to Australia after you leave, you will need to apply for a new visa, or
- multiple entry - you can leave and re-enter Australia as many times as you want during the visa stay period.

Re-entering Australia on a multiple entry visa does not restart the period of stay you were granted.

The time you spend outside Australia does not extend the visa.

# Visa label

We will digitally link your visa to your passport. You will not get a label in your passport.

## Eligibility

### Have highly specialised skills, knowledge or experience

You can apply for this visa if you have specialised skills, knowledge or experience that:

- can assist Australian business
- can't reasonably be found in the Australian labour market
- will be non-ongoing

Non-ongoing work means work that is likely to be completed within 6 months or less, and you do not expect or arrange to stay in Australia after this time for any reason related to that work.

You will need to show that you have the skills, knowledge or experience to do this work. Things you could show us include:

- a copy of your resume
- any licenses or qualifications you have
- a letter from your overseas employer explaining your current position and duties.

The Australian business or overseas employer might need to show that they have tried to find Australian workers to do the work first, as this visa can't be granted if it affects employment or training opportunities for Australian citizens or permanent residents.

---

### Have work, not in the Australian entertainment industry

You will need to provide proof that you have work. To see what you need to provide go to Step by Step, Gather documents.

You can apply for a subclass 400 to:

- direct, produce or have any other role in a production that will not be shown in Australia (you will need to provide a distribution contract or other evidence to support this)
- come to Australia for a promotional activity, for example:
  - an actor visiting Australia for a red carpet premiere
  - a rock band in Australia for a promotional tour but no performances

The subclass 400 visa does not allow a person to:

- perform as an entertainer in Australia or support an entertainer or group of entertainers performing in Australia
- direct, produce or take any other part in a production that will be shown, broadcast or performed in Australia (including theatre, film, television, radio, concert or a recording).

If you want to do these activities, you should consider applying for the [Temporary Activity visa \(subclass 408\) – Entertainment](https://immi.homeaffairs.gov.au/visas/getting-a-visa/visa-listing/temporary-activity-408) ([/visas/getting-a-visa/visa-listing/temporary-activity-408](https://immi.homeaffairs.gov.au/visas/getting-a-visa/visa-listing/temporary-activity-408)).

---

## Be able to support yourself and any dependants

While you are in Australia, you and your family members must have adequate means to support yourselves.

---

## Meet our health requirement

You and your family members must meet our [health requirement \(/help-support/meeting-our-requirements/health\)](/help-support/meeting-our-requirements/health).

---

## Meet our character requirement

You and family members aged 16 years and over who apply for the visa with you must meet our [character requirement \(/help-support/meeting-our-requirements/character\)](/help-support/meeting-our-requirements/character).

---

## Be a genuine visitor

You must only intend to:

- stay temporarily in Australia
- do the things you are allowed to do on this visa

## Genuine temporary entrant requirement

You can't use our temporary visa program to maintain ongoing residency in Australia.

The genuine temporary entrant (GTE) requirement helps us to make sure that you use temporary visas correctly.

We must be satisfied that you have a genuine intention to stay here temporarily to do the things you are allowed to do on this visa.

When assessing this, we will consider:

- your situation
  - your immigration history
  - previous compliance with visa conditions
  - any other relevant matter
- 

## Have paid back your debt to the Australian government

If you owe the Australian Government money, you must have paid it back or have a formal arrangement to pay it back.

---

# Not had a visa cancelled or an application refused

We will consider your immigration history when we make a decision on your application, which means you might not be eligible for this visa if you have had a visa cancelled or refused.

In some circumstances you may still apply for a permanent visa if you have had a visa cancelled or an application refused see [Limitations on applications in Australia \(/form-listing/forms/1026i.pdf\)](/form-listing/forms/1026i.pdf).

If applying for a visa from outside Australia see [Can I go to Australia \(/entering-and-leaving-australia/entering-australia/can-i-go-to-australia/re-entry-ban\)](/entering-and-leaving-australia/entering-australia/can-i-go-to-australia/re-entry-ban).

If you want immigration assistance, see [Who can help with your visa application \(/help-support/who-can-help-with-your-application/overview\)](/help-support/who-can-help-with-your-application/overview).

---

Meet all these criteria? Check how to apply in our [step by step \(#HowTo\)](#) guide.

## Step by step

### Step 1

## Before you apply

See if you want help with your application or to organise health exams before applying

---

### Organise health exams

You might need to have health examinations. You can complete them before you apply or you can wait until we tell you to have them.

Find out the [health examinations \(/help-support/meeting-our-requirements/health\)](/help-support/meeting-our-requirements/health) you need and how to arrange them if you want to have them before you apply.

---

### Get help with your application

Only some people can help you with your application. If you appoint someone to give you immigration assistance they must be:

- a [registered migration agent \(/help-support/who-can-help-with-your-application/using-a-migration-agent\)](/help-support/who-can-help-with-your-application/using-a-migration-agent)
- a [legal practitioner \(/help-support/who-can-help-with-your-application/using-a-legal-practitioner\)](/help-support/who-can-help-with-your-application/using-a-legal-practitioner), or
- an [exempt person \(/help-support/who-can-help-with-your-application/exempt-person\)](/help-support/who-can-help-with-your-application/exempt-person).

You can appoint anyone to [receive documents \(/help-support/who-can-help-with-your-application/authorised-recipient\)](/help-support/who-can-help-with-your-application/authorised-recipient) on your behalf relating to your visa matter.

---

## Step 2

# Gather your documents

Gather documents to prove your identity and show you have your employer's support, financial support and recommend health insurance. You will need to prepare them to submit online.

---

## Provide accurate information

Provide accurate information. See what happens if [you can't prove your identity or don't provide true information \(/help-support/meeting-our-requirements/providing-accurate-information\)](/help-support/meeting-our-requirements/providing-accurate-information).

---

## Identity documents

Provide the pages of your current passport showing your photo, personal details and passport issue and expiry dates.

Also provide:

- a national identity card, if you have one
- proof of change of name

Documents that prove a change of name include:

- a marriage or divorce certificate
  - change of name documents from an Australian Registry of Births, Deaths and Marriages, or the relevant overseas authority, or
  - documents that show other names you have been known by
- 

## Work documents

You should provide a letter of invitation, job offer, employment contract or other document from an Australian organisation confirming they have employed you to work in Australia showing:

- details of your position, duties, or project of work you will undertake
- the duration of your work
- the reason why you are required to work in Australia
- support for your visa application
- your employment conditions and wages
- the Australian workplace standards or Industry Award that applies to your position



Workers in Australia, including visa holders with permission to work, have rights under Australian workplace law. For information on pay rates, shift calculations, leave arrangements and notice and redundancy entitlements see [Fair Work Ombudsman's Pay and Conditions Tool \(PACT\)](https://calculate.fairwork.gov.au/) (<https://calculate.fairwork.gov.au/>).

Some freelance work might be allowed (for example, a freelance journalist/photographer undertaking a media assignment). If you are doing this type of work, you will need to provide a copy of your itinerary and the details of your work assignment.

---

## Financial documents

To prove that you can support yourself and any family you bring to Australia, provide:

- evidence of funds (employment contract, bank statements), or
- a letter from your bank or financial institution stating your financial position

We can also consider allowances, accommodation and other help from your employer.

---

## Character documents

We will tell you if and when you need to provide police certificates.

---

## Partner documents

Provide:

- identity documents
- character documents
- documents about other relationships, if applicable

Provide either:

- your current marriage certificate, or
- enough documents to prove you have been in a de facto relationship with your partner for at least 12 months before you apply

Documents that prove your de facto relationship include:

- joint bank account statements
- billing accounts in joint names
- joint leases or mortgages
- documents that show your partner has lived at the same address as you

## Dependants under 18 documents

For every dependant under 18 years old who is applying with you, provide:

- your child's identity documents
- proof of your relationship with them, like a birth or marriage certificate
- your child's character documents, if applicable

## Parental responsibility documents

You must get consent for the child to come to Australia from anyone who:

- has a legal right to decide where the child lives
- is not coming to Australia with the child

They must complete either:

- [Form 1229 Consent form to grant an Australian visa to a child under the age of 18 years \(276KB PDF\)](#) ([/form-listing/forms/1229.pdf](#)) or
- a [statutory declaration](#) (<https://www.ag.gov.au/Publications/Statutory-declarations/Pages/default.aspx>) giving their consent for the child to visit Australia on this visa

Include a document with the signature and photo of the person who completed the form or declaration, such as a:

- passport, or
- driver's licence

## Tell us you are getting help

To nominate someone to:

- receive your correspondence, use [Form 956A Appointment or withdrawal of an authorised recipient \(301KB PDF\)](#) ([/form-listing/forms/956a.pdf](#))
- provide immigration assistance, use [Form 956 Appointment of a registered migration agent, legal practitioner or exempt person \(308KB PDF\)](#) ([/form-listing/forms/956.pdf](#)).

Upload your written notification or your forms to [ImmiAccount](#) ([/help-support/applying-online-or-on-paper/overview](#)).

## Prepare your documents

Have all non-English documents translated into English.

Translators in Australia must be accredited by the [National Accreditation Authority for Translators and Interpreters](https://www.naati.com.au/) (<https://www.naati.com.au/>).

Translators outside Australia do not have to be accredited. But on each translation, they must include their:

- full name
- address and telephone number
- qualifications and experience in the language they are translating

These details must be in English.

---

### Scan or photograph documents

Scan or photograph all documents (English and non-English) in colour.

The scans and photos must be clear.

If a document is more than one page, save it all as one file

---

## Step 3

# Apply for the visa

You apply for this visa online in ImmiAccount. You and anyone included in your visa application must be outside Australia when you apply and when your visa application is decided.

---

### Provide accurate information

Provide accurate information. See what happens if [you can't prove your identity or don't provide true information](/help-support/meeting-our-requirements/providing-accurate-information) (</help-support/meeting-our-requirements/providing-accurate-information>).

---

### Apply for the visa online in ImmiAccount

1. Create an account or login to [ImmiAccount](/help-support/applying-online-or-on-paper/online) (</help-support/applying-online-or-on-paper/online>)
2. [Attach documents](/help-support/applying-online-or-on-paper/online) (</help-support/applying-online-or-on-paper/online>)
3. [Have family applications processed together](/help-support/applying-online-or-on-paper/online) (</help-support/applying-online-or-on-paper/online>)
4. [Pay the application fee](/help-support/applying-online-or-on-paper/online/how-to-pay) (</help-support/applying-online-or-on-paper/online/how-to-pay>)
5. Note the transaction reference number (TRN)

We will not process your application until you pay the charge.

Each family member must have their application charge paid and documents attached to their application.

#### Step 4

## After you apply

You can track and manage your application through [ImmiAccount \(/help-support/applying-online-or-on-paper/online\)](/help-support/applying-online-or-on-paper/online).

### What will happen after you apply

We will let you know when we have received your application and documents

### Status updates

We can't give updates on applications within the standard processing time.

You can check if we need more information from you in [ImmiAccount \(/help-support/applying-online-or-on-paper/online\)](/help-support/applying-online-or-on-paper/online).

### Travel after you apply

Do not arrange to travel to Australia until we let you know, in writing, that we have granted you the visa.

### Health exams

If you did not have [health examinations \(/help-support/meeting-our-requirements/health\)](/help-support/meeting-our-requirements/health) before you applied, we will let you know if we need them.

### Biometrics

We might ask for biometrics (fingerprints and photo). We will let you know if you need to provide them.

---

## Attach more information

If you did not attach all documents when you applied attach them as soon as you can in [ImmiAccount \(/help-support/applying-online-or-on-paper/online\)](/help-support/applying-online-or-on-paper/online).

We might also ask you to provide more information.

---

## Stay lawful

If you travel to Australia on a different visa and that visa ends, you can't get a bridging visa to stay in Australia. This is because you must be outside Australia when we make a decision on your application.

---

## Add family

You can add family members to your application at any time before we decide on your application.

For this visa your family members are:

- your partner
  - your dependent child and stepchild
  - your partner's dependent children and stepchildren
- 

## Newborn children

Find out what to do [if your child is born after you apply \(/change-in-situation/had-a-baby\)](/change-in-situation/had-a-baby).

---

## Mistakes on your application

Let us know as soon as you can.

Complete [Form 1023 Notification of incorrect answers \(168KB PDF\) \(/form-listing/forms/1023.pdf\)](/form-listing/forms/1023.pdf) and attach it in [ImmiAccount \(/help-support/applying-online-or-on-paper/online\)](/help-support/applying-online-or-on-paper/online).

---

## Help with your application

Let us know if you no longer want someone to:

- receive your correspondence - complete [Form 956A Appointment or withdrawal of an authorised recipient \(301KB PDF\)](#) (*/form-listing/forms/956a.pdf*)
- provide immigration advice - complete [Form 956 Appointment of a registered migration agent, legal practitioner or exempt person \(308KB PDF\)](#) (*/form-listing/forms/956.pdf*).

Upload your written notification or your forms to [ImmiAccount](#) (*/help-support/applying-online-or-on-paper/overview*).

For more information see [Who can help you with your application](#) (*/help-support/who-can-help-with-your-application/overview*).

---

## Tell us if things change

Things you need to let us know about after you have applied include:

- changes to your phone number, email, address or passport
- changes to your marital or de facto status
- the birth of a child
- you want to withdraw your application

See how to tell us if your [situation changes](#) (*/change-in-situation*).

---

## Step 5

# Visa outcome

We will let you know our decision by email.

If we grant your visa, we will tell you:

- your visa grant number
- the date your visa starts
- your visa conditions

Keep a copy of the email with you when in Australia.

If we refuse your visa, we will tell you why we refused the visa.

We will not refund the application charge if we refuse your application.

# When you have this visa

- [Coming to Australia \(#haveThisVisa-index-0\)](#)
  - [In Australia \(#haveThisVisa-index-1\)](#)
  - [Leaving Australia \(#haveThisVisa-index-2\)](#)
- 

## Coming to Australia

### Before you leave

#### Check your travel documents

You must have:

- a valid visa to enter Australia
- a valid passport or other travel document

### At the Border

#### Completing an Incoming Passenger Card

All people arriving in Australia must complete the Incoming Passenger Card ([https://www.abf.gov.au/entering-and-leaving-australia/crossing-the-border/at-the-border/incoming-passenger-card-\(ipc\)](https://www.abf.gov.au/entering-and-leaving-australia/crossing-the-border/at-the-border/incoming-passenger-card-(ipc))). You will get the card on board.

#### Leaving the airport faster

We have an automated process that uses facial recognition technology and your ePassport. You might be able to leave the airport faster if you use [SmartGate](http://www.abf.gov.au/smartgates) (<http://www.abf.gov.au/smartgates>).

## In Australia

### What you can do when you have this visa

- work in a temporary, short-term, highly specialised job
- bring family members who were granted a visa with you

To see your specific conditions and work entitlements use [VEVO](/visas/already-have-a-visa/check-visa-details-and-conditions) (</visas/already-have-a-visa/check-visa-details-and-conditions>).

### What you must do on this visa (your obligations)

You and your family members must meet all visa conditions and obey Australian laws.

See your conditions in [VEVO](/visas/already-have-a-visa/check-visa-details-and-conditions) (</visas/already-have-a-visa/check-visa-details-and-conditions>).

### Tell us if things change

Things you need to let us know about when you have this visa include:

- changes to your phone number, address or passport
- the birth of a child

See what to do if your [situation changes \(/change-in-situation\)](#).

## See how long you can stay

The visa stay period starts on the date you enter Australia.

You can check your visa stay period in your visa grant letter or use [VEVO \(/visas/already-have-a-visa/check-visa-details-and-conditions\)](#).

To see when you must leave, use [VEVO \(/visas/already-have-a-visa/check-visa-details-and-conditions\)](#).

## Staying longer

You can't stay in Australia longer by extending this visa. You can't apply for this visa from within Australia.

You must apply for a different visa if you want to stay longer. [See your options \(/visas/getting-a-visa/visa-finder\)](#).

## Travelling on your visa

You must arrive in Australia within 6 months of the date the visa is granted, or a lesser period specified in the grant letter.

The visa stay period starts on the date you enter Australia. Your visa stay period is on your visa grant letter.

If you are granted a single entry visa, you will only be allowed to enter Australia once. To return to Australia after you leave, you will need to apply for a new visa.

If you are granted a multiple entry visa, you can leave and re-enter Australia as many times as you want during the visa stay period. The visa stay period does not restart each time you enter Australia.

Time spent outside Australia does not extend the visa.

See your visa details and conditions in [VEVO \(/visas/already-have-a-visa/check-visa-details-and-conditions\)](#).

## Proving you have a visa

To prove you have a visa and show your conditions to someone, use [VEVO \(/visas/already-have-a-visa/check-visa-details-and-conditions\)](#).

## Working

To see your conditions for work, use [VEVO \(/visas/already-have-a-visa/check-visa-details-and-conditions\)](#).

You are protected by Australian workplace law. [See your workplace rights and entitlements \(https://www.fairwork.gov.au/how-we-will-help/templates-and-guides/fact-sheets/rights-and-obligations/visa-holders-and-migrant-workers-workplace-rights-and-entitlements\)](#).

Family members who come with you are not allowed to work.



# Leaving Australia

## Before you leave

### Check your travel documents

You must have a valid passport or other travel document to leave Australia.

### Ensure your visa is still valid

See what to do if your [visa has expired or is about to expire \(/visas/visa-about-to-expire\)](/visas/visa-about-to-expire).

## At the border

### Leaving the airport faster

We have an automated process that uses facial recognition technology and your ePassport. You might be able to leave the airport faster if you use SmartGate (<https://www.abf.gov.au/smartgates>).

## After you leave

### Get your superannuation

You are likely to have some money in a superannuation fund if you worked in Australia and you are:

- 18 years old or older
- paid AUD450 or more before tax in a month

See [how to access your super \(/entering-and-leaving-australia/leaving-australia\)](/entering-and-leaving-australia/leaving-australia).

### To prove you have been to Australia

[Request your international movement records \(https://immi.homeaffairs.gov.au/entering-and-leaving-australia/request-movement-records\)](https://immi.homeaffairs.gov.au/entering-and-leaving-australia/request-movement-records) to get proof of your travel in and out of Australia.

Last updated:  
7 December 2023