



Dear Soheli RANA,

We have granted you a Nomination for a Skills in Demand Labor Agreement (482,651) visa on 31 October 2025.

Application status

Nomination for a Skills in Demand (Subclass 482) : **Granted**

Visa conditions

- 8501 - Maintain health insurance
- 8607 - Approved work only (Business Visitor Subclass 651 Migration to Subclass 482)

The applicant first enters Australia on a Business Employment Visitor Visa (Subclass 651) for orientation and company induction verified through VEVO. After arrival, the applicant transitions under Adecco Group Australia LTD to a Nomination for a Skills in Demand (Subclass 482), linked to TRN: EGP9WWQWSB, viewable in the applicant's Immi Account. This dual-path system enables business entry followed by full-time employment under the approved Labor Agreement stream.

Visa duration and travel

Date of grant	31 October 2025
Must not arrive after	31 October 2029
Length of stay	Up to 4 years
Travel	Multiple entries

Visa summary

Name	Soheli RANA
Date of birth	05 June 1990
Visa	Skills in Demand Labor Agreement (482,651)
Stream	Business Visitor Subclass 651 Migration to Subclass 482
Date of grant	31 October 2025
Visa grant number	2009527039645
Passport (or other travel document) number	A15663540
Passport (or other travel document) country	BANGLADESH
Application ID	910637474
Transaction reference number	EGP9WWQWSB
Sponsor	Adecco Group Australia LTD

Position details

Employment company	Adecco Group Australia LTD
Work Permit SL. Number of employment	AUS 0450450
Nominated occupation	"Packers" (ANZSCO 832113), - Factory Worker 482_651
Employee remuneration salary (monthly)	\$2100,00 USD
Employee Hours of work	8 Hours, As per as Labour Law

Why keep this notice?

- Employers and other government agencies might ask for details in this notice so they can carry out checks using VEVO.
- To access your visa record in VEVO.

This condition means that you must:

Stage 2: Labor Agreement Work Visa (Subclass 482 – Skilled in Demand)

Upon transition from Subclass 651, the applicant begins employment under the Skilled In Demand (Subclass 482) Labor Agreement Stream. The following visa conditions apply

Condition 8501 – Maintain Health Insurance

The visa holder must maintain adequate health insurance coverage during their stay in Australia. Proof of insurance is required at all times.

Condition 8607 – Approved Work Only

The visa holder can only work in the occupation and position approved under the Labor Agreement with Adecco Group Australia LTD. Any change of employer or job role requires Department approval.

- only work in the occupation for which your visa was approved. To work in a different occupation you must apply for and be granted a Subclass 482 – Skilled in Demand
 - only work for the employer who nominated the position you are working in (limited exceptions apply)
 - not cease employment for a period that exceeds 60 consecutive days
 - hold any license, registration or membership that is mandatory to perform the occupation nominated in relation to you
 - comply with each condition or requirement to which the license, registration or membership is subject
 - notify us in writing as soon as practicable if the license, registration or membership ceases to be in force, or is revoked or canceled, or if an application for the license, registration or membership is refused
 - not engage in work that is inconsistent with the license, registration or membership, including any conditions or requirements to which the license, registration or membership is subject.
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If you stop working for the employer who nominated you, within 60 days you must do one of the following:

- find another employer who is willing to nominate you
- be granted another type of visa
- make appropriate arrangements to depart Australia

or you may be in breach of condition 8607 and could have your visa canceled.

Your visa permits you to change employers if they have an approved TSS nomination with you identified as the nominee, and the occupation specified in the nomination is the same as the occupation that was approved for this visa.

Additional conditions relating to work, licensing and registration also apply.

More information: immi.homeaffairs.gov.au/visas/getting-a-visa/visa-listing/temporary-skill-shortage-482

Business Employment Visitor Visa (Subclass 651)

The Subclass 651 Business Visitor visa allows the applicant to:

Enter Australia for short-term business or employment discussions. Attend meetings, orientation, and company briefings. Prepare for formal transition to a Labor Agreement visa. Verify visa status via VEVO (Visa Entitlement Verification Online) at any time.

This visa does not permit full-time paid work but allows the applicant to engage in official company orientation and pre-employment activities.

Pay

Your minimum pay rate can come from an award, enterprise agreement or other registered agreement, or the national minimum wage. Employees have to be paid the right pay rate for all hours they work including training, team meetings, opening and closing the business and doing a trial shift.

National minimum wage

Certain employees may have different pay entitlements depending on whether they have a reduced work capacity because of disability, if they are under the age of 21 or if they are an apprentice or trainee. You can calculate your correct pay and entitlements using the Pay and Conditions Tool at www.fairwork.gov.au/pay

More information on employment in Australia is available on our website:

immi.homeaffairs.gov.au/visas/working-in-australia/work-rights-and-exploitation/work-restrictions and on the website of the Department of Employment, Skills, Small and Family Business www.employment.gov.au

Tax file number

To receive an income in Australia, you need a Tax File Number (TFN). Income includes wages or salary from a job, government payments and income from investments.

For more information or to apply for a TFN Online, go to the Australian Taxation Office website www.ato.gov.au

Verification & Access Process:

1 Log in to ImmiAccount using employer-provided credentials.

2 Access the "Visa Application Status" panel.

3 View both visa records:

- First visa: Business Employment Visitor – **Subclass 651**

- Second visa: Labor Agreement – **Subclass 482** (Skilled in Demand – Labor Agreement Stream) All visa grant details are visible in the applicant's personal Immi Account and also cross-verified through VEVO (Visa Entitlement Verification Online).

Character requirements

Entering or remaining in Australia is a privilege. You must obey the law and not engage in criminal activity.

Your visa may be canceled for a number of reasons, including if you have a substantial criminal record or behave in a way that is a risk to somebody in the Australian community.

More information: immi.homeaffairs.gov.au/help-support/meeting-our-requirements/character

Update us

You are required to tell us about any other changes to your details as soon as possible.

These changes may include your name, passport, contact details, address or family members.

If you do not notify us of your new details, this can have serious consequences for you.

More information: immi.homeaffairs.gov.au/change-in-situation

Useful links

- Check your visa details in VEVO: www.homeaffairs.gov.au/vevo
- Update your details in ImmiAccount: www.homeaffairs.gov.au/immiaccount
- Understand your workplace rights: www.homeaffairs.gov.au/workplace-rights
- Learn about family safety: www.dss.gov.au/family-safety-pack
- Update your details (including passport or if you have a baby): immi.homeaffairs.gov.au/change-in-situation
- More information: www.homeaffairs.gov.au

Yours sincerely

Sheila

Position Number: 60001916

Department of Home Affairs

Sent on: 31 October 2025
