



Dear Sharlin KURUSAYYAN

We have granted you a Temporary Skill Shortage (subclass 482) visa on 09 November 2020.

*****Important information on travel to Australia*****

The Australian Government has implemented a number of arrangements in response to the COVID-19 pandemic. These include:

- Travel ban for all non-residents and non-Australian citizens coming to Australia. Exemptions from this travel ban are in place for Australian citizens, permanent residents and their immediate family members (spouses, dependent children and legal guardians).
- All travellers to Australia are required to self-isolate for a specified period.

The Department of Home Affairs website has further information including exemptions:
covid19.homeaffairs.gov.au

Application status

Temporary Skill Shortage (subclass 482): **Granted**

Visa conditions

8501 - Maintain health insurance
8607 - Approved work only

An explanation of each condition of this Temporary Skill Shortage (subclass 482) visa is provided below.

You can check these conditions at any time by using the Visa Entitlement Verification Online (VEVO) service. The four-digit number presented next to each condition above is used in VEVO to identify each condition that applies to this Temporary Skill Shortage (subclass 482) visa.

Visa duration and travel

Date of grant	09 November 2020
Must not arrive after	09 November 2022
Length of stay	09 November 2022
Travel	Multiple entries

Visa summary

Name	Sharlin KURUSAYYAN
------	--------------------

Date of birth	30 March 1981
Visa	Temporary Skill Shortage (subclass 482)
Stream	Medium Term
Date of grant	09 November 2020
Visa grant number	1859547739452
Passport (or other travel document) number	T6979514
Passport (or other travel document) country	INDIA
Application ID	870640028
Transaction reference number	EGOPMTN6PB
Sponsor	HCL Australia Services Pty Limited

Position details

Nominated occupation	Software Engineer - 261313
Postcode of proposed employment	2060
Nominee total remuneration	\$85,003
Nominee salary - monetary component	\$85,003
Nominee hours per week	38

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.

Temporary Skill Shortage (subclass 482) visa conditions **Maintain health insurance (visa condition 8501)**

This condition means that you must maintain adequate health insurance while you are in Australia. Reciprocal health arrangements may not be adequate.

More information: immi.homeaffairs.gov.au/help-support/meeting-our-requirements/health/adequate-health-insurance

Approved work only (visa condition 8607)

This condition means that you must:

- 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 new TSS visa
- 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 licence, registration or membership that is mandatory to perform the occupation nominated in relation to you
- comply with each condition or requirement to which the licence, registration or membership is subject
- notify us in writing as soon as practicable if the licence, registration or membership ceases to be in force, or is revoked or cancelled, or if an application for the licence, registration or membership is refused
- not engage in work that is inconsistent with the licence, registration or membership, including any conditions or requirements to which the licence, registration or membership is subject.

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 cancelled.

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 commencing work, licencing and registration also apply.

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

Australian working conditions

Workplace rights

Pay rates and workplace conditions are set by Australian law. All people working in Australia, including those from overseas, have rights and protections at work. These cannot be taken away by contracts or agreements.

If you have questions about your pay and conditions while in Australia, you can contact the Fair Work Ombudsman for free information, resources and advice.

Visit www.fairwork.gov.au for information for visa holders and international students. This includes information in 41 languages.

You can also contact the Fair Work Ombudsman by phone within Australia on 13 13 94 (Translating and Interpreting Service 13 14 50).

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

Information pack on domestic and family violence, sexual assault and forced marriage

The Australian Government has developed a family safety pack with information on Australia's laws regarding domestic and family violence, sexual assault and forced marriage. The family safety pack also includes important information about essential services and emergency contacts in Australia. This information can be found at www.dss.gov.au/familysafetypack

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 cancelled 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

Renato
Position Number: 00001076
Department of Home Affairs

Sent to: hcl.aus@fragomen.com

Sent on: 9 November 2020
