



VISA ALERT

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MINIMUM SALARY INCREASE FOR 457 VISA HOLDERS FROM 01.08.08

FINANCIAL PENALTIES FOR BREACH OF OBLIGATIONS

:: TIP

Ensure the new MSL is factored into your salary reviews for FY 2008/09.

:: NOTE

If an industrial award or agreement prescribes a level of salary higher than the MSL, then that is the salary that must be paid.

The Minister for Immigration and Citizenship has announced an increase in the Minimum Salary Level (MSL) for temporary skilled overseas workers (that is, 457 visa holders) on and from 1 August 2008.

The increase is the first in 2 years and will apply to all temporary skilled overseas workers/457 visa holders - both existing 457 visa holders and new employees.

Pending issue of a Gazette Notice clarifying the MSL for employees who work more than 38 hours per week, employers will need to ensure that all such visa holders are paid in accordance with the following MSL Table:

MINIMUM SALARY LEVEL - FROM 1 AUGUST 2008				
HR/WK	GENERAL		ICT*	
	Non-Regional	Regional	Non-Regional	Regional
38	\$ 43,440	\$ 39,100	\$ 59,480	\$ 53,530
39	\$ 44,583	\$ 40,129	\$ 61,045	\$ 54,939
40	\$ 45,726	\$ 41,158	\$ 62,611	\$ 56,347

** Information Communications Technology Professionals*

The Minister has also indicated that legislation will be introduced later this year to expand the range of sanctions that may be imposed on employers who breach their sponsorship obligations by including financial penalties ranging to \$33,000 for a corporation.

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