

## Employer guide

# YOUR LEGAL RESPONSIBILITIES TO WORKERS ON TEMPORARY VISAS AND WITHOUT VALID VISAS

Do you have temporary visa holders working for you or your business? Do you arrange work for temporary visa holders?

YES → Then you have legal obligations.

These obligations apply to:

- Employers
- Labour hire services
- Anyone in the employment chain

## WHAT ARE MY OBLIGATIONS?

**Obligations that apply to all employers:**

- Check the person's work rights to ensure you are not allowing someone to work in breach of their visa conditions or if they do not hold a valid visa.
- Don't force, coerce or pressure a person to:
  - Breach their work-related visa conditions.
  - Work or comply with certain directions by threatening to report them, their visa status or to remove them from Australia.

**Obligations that apply to all sponsors**

- The terms and conditions of the sponsored employee's employment **are the same** as they would be for an Australian citizen or permanent resident.  
For example: Paying temporary visa holders the same amount as Australian citizens for doing the same job.
- You **do not** recover recruitment, sponsorship and nomination costs from the sponsored employee.
- The sponsored employee works in the occupation nominated on their visa.





## SIGN UP FOR FREE INFORMATION SESSIONS AT YOUR WORKPLACE

As part of a national initiative to help employers understand their legal obligations to workers on temporary visas and without valid visas, **free information sessions and workshops** are available.

- Learn about your legal obligations to workers on temporary visas and without valid visas.
- Hear from local union representatives and immigration lawyers.
- Get practical training on how to check someone's work rights.
- In-person sessions at your workplace.
- Opportunity to ask questions and receive personalised guidance.



Scan the QR code to  
book a free session  
at your workplace.



Immigration Advice  
and Rights Centre

[iarc.org.au](http://iarc.org.au)



[unionsnsw.org.au](http://unionsnsw.org.au)

**UNIONS**  
tasmania



Migrant Work  
Rights Hub  
Tasmania

[unionstas.com.au](http://unionstas.com.au)