



 Webinar – 13 March 2026

482 Salary Increases & Market Rate, Travel Issues & Key Impacts for Employers and Sponsors

This webinar will start at 10:00am AEDT & is being recorded

AJURIA
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The information contained in this webinar & document is of a general nature and not intended as legal advice for any specific situation

Acknowledgement to Country

We acknowledge the Traditional Custodians of the land on which we meet today and their ongoing connections to land, sea and community.

We pay our respect to their Elders past and present, and extend that respect to all Aboriginal and Torres Strait Islander peoples here today.

Introductions



Lillian Ajuria
Senior Partner



Navpreet Kanwar
Partner



Raina Bernardez
Partner

Today's discussion

- Increases to relevant income thresholds
- Increase of lodgment fees
- Processing times/delays
- Travel
- Training visas
- Broader developments and emerging trends in Australian immigration
- What employers should be reviewing now to remain compliant and minimise risk

What is changing

482 Skills In Demand visa

Now	From 1 July	Comment
\$250,000 >	TBC	No market rate, no LMT
\$76,515 >	\$79,499 +/- >	<p>The minimum monetary component of the earnings for usual hours of work to be eligible to lodge <u>a nomination</u> for Core Skills Stream after 1 July 2026 - indexed annually</p> <p>Existing visa holders to be reviewed for market rate particularly if a new nomination lodged in the same occupation with a higher salary</p>
\$141,210 >	\$146,717 +/-	The minimum earnings to be eligible for the Specialist Stream
\$76,515 <	\$79,499 +/- <	Only with a Labour Agreement that provides for a lower salary concession
\$96,400 >	TBC	English exempt & no need to advertise salary in LMT (Intracompany transfers)

494 - Regional Sponsored visas

Now	From 1 July	
\$250,000 >	TBC	No market rate evidence
\$76,515 >	\$79,499 +/- >	The minimum monetary component of the earnings for usual hours of work to be eligible to lodge a new nomination for Core Skills Stream .

Employer Nomination Scheme visas - permanent residence

Now	From 1 July	
\$250,000 >	TBC	No market rate
\$183,100 (FWHIT) >	TBC	Age exemption
\$76,515 >	\$79,499 +/-	The minimum monetary component of the earnings for usual hours of work to be eligible to lodge a new nomination for ENS

Who is impacted

1 July 2026

Chef 1

Nom approved - \$77,000

- Pay not less than what was approved
- Pay not less than the market rate

Chef 2

Nom approved - \$80,000

- Pay not less than what was approved
- Pay not less than the market rate

Chef 1 - \$77,000

✓ Pay not less than what was approved

✗ Pay not less than the market rate

- AUD76,515 for Nomination applications lodged on and between 1 July 2025 and 30 June 2026.
- AUD73,150 for Nomination applications lodged on and between 1 July 2024 and 30 June 2025.
- AUD70,000 for Nomination applications lodged on and between 1 July 2023 and 30 June 2024.
- AUD53,900 for Nomination applications lodged on and between 1 July 2013 and 30 June 2023.

Risk

Nominated Salary/ Actual hours worked	Well above award, CSMIT or SSMIT	Just above award, CSMIT or SSMIT	At or close to award, CSMIT or SSMIT
38 hours + no or occasional overtime	VERY LOW	LOW	MODERATE
38 + some regular overtime	LOW	MODERATE	HIGH
38 + a lot of overtime	MODERATE	HIGH	EXTREME

482 processing times – Lodgment to Grant (Government Time)

Median Days

	Ajuria All	Large	Fastest
2025	37	35	1
Last 6 months	88	84	6

Last 6 months

All companies		Department Estimate
All matters	25% within 26 days 50% within 86 days 75% within 119 days 90% within 172 days 10% took longer than 172 days	
Less than \$141,210	25% within 83 days 50% within 104 days 75% within 148 days 90% 192 days 10% took longer than 192 days.	50% 120 days 90% in 210 days
More than \$141,210	25% within 5 days 50% within 13 days 75% within 35 days 90% within 77 days 10% took longer than 77 days.	50% in 14 days

PR (186) Processing Times – Lodge to Grant

The visa processing times guide gives an indication of how long a visa application may take to process. This estimated timeframe is based on how long it has taken to process recently decided applications. It does **not** guarantee that applications will be decided within the timeframe.

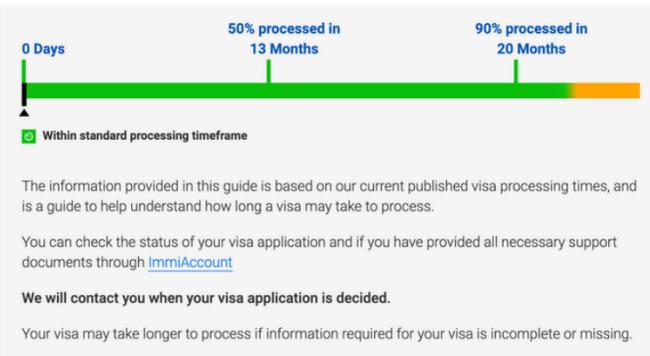
Note:

- the tool does not check specific information relating to your application
- only visas for which there are processing times appear in the dropdown list.

Employer Nomination Scheme (subclass 186) Transition Pathway

We are receiving a high volume of applications in this group which has impacted the timeframe for allocating and assessing applications.

For an indication of the current assessment date of nomination and visa applications, please refer to [Employer Nomination Scheme \(subclass 186\) visa](#).



Visa processing times guide

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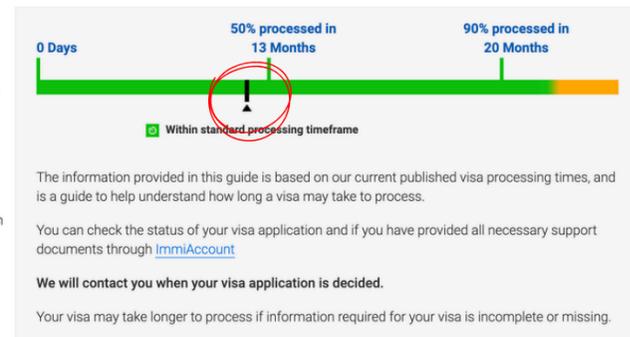
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Last 6 months

All companies	Department Estimate
25% within 344 days	
50% within 370 days	
75% within 416 days	
90% 539 days	90% in 600 days
10% took longer than 539 days.	

Subclass 407 - Training Visa Changes

For all applications lodged after **11 March 2026**

To lodge a 407

- an approved temporary activities sponsor, and
- current, approved nomination for a program of occupational training

Will affect visa holders with imminent expiry dates as won't be able to make a valid application and obtain a BV without an approved sponsorship and nomination

Travel Issues

- Disruption with international flights – what if a visa cannot enter by the ‘must enter date’
- Arrival Control Determination – Proposed Reform
 - New legislation under consideration by the Australian Parliament affecting how arrivals to Australia may be controlled or managed
 - Would give the Minister expanded powers to suspend or restrict arrival pathways in certain circumstances – This is a blanket power not exercised on a case by case basis
 - Will affect all temporary visa holders including 408, 400, 482s etc. There are some exemptions

What do we do?

Look to sponsor now to avoid fee increases on 1 July

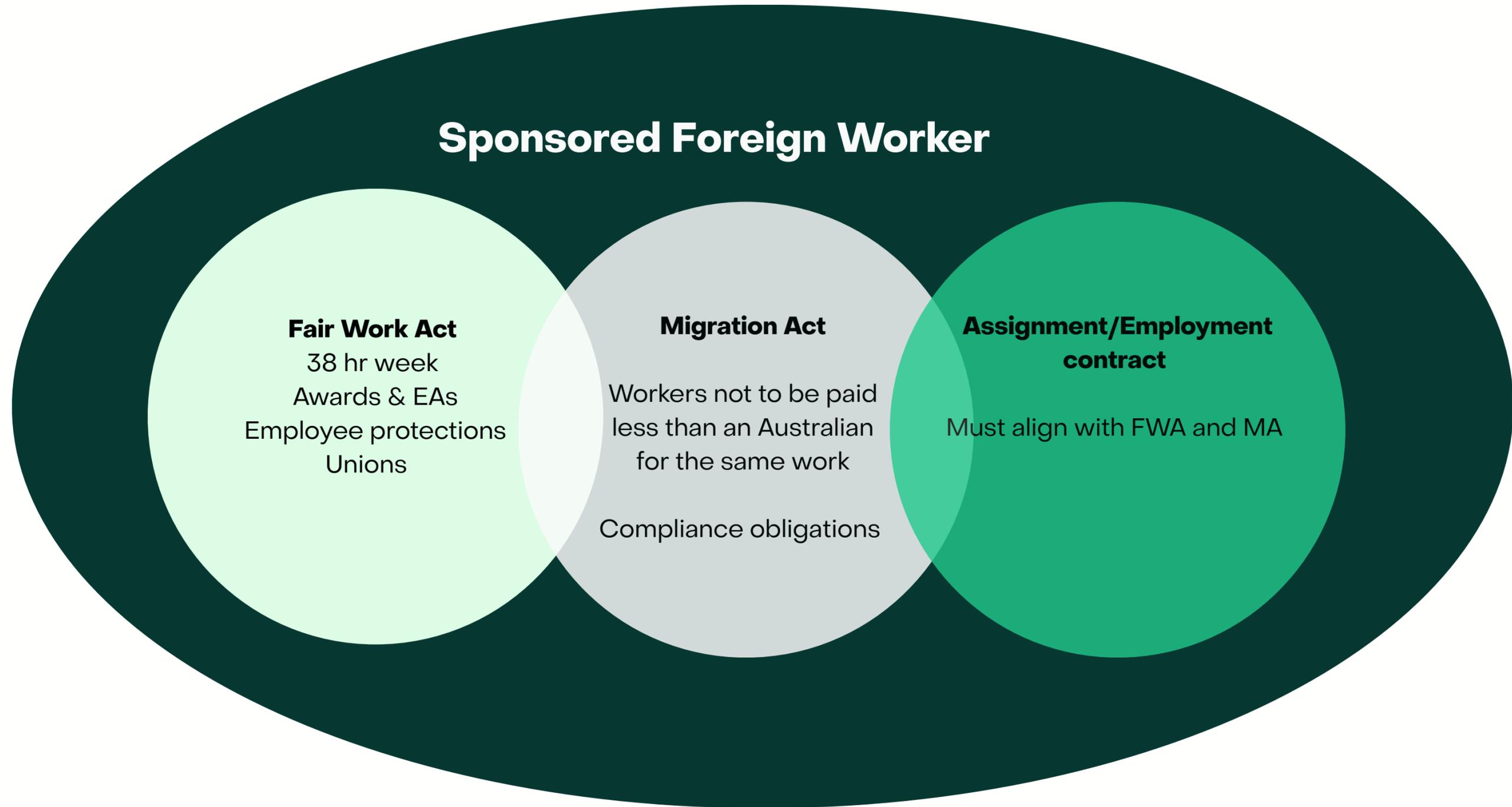
Support permanent residence where available to avoid temp visa holder situation

VEVO checks & record keeping

Review market rate

Compliance

Foreign workers are protected by Australian law



Q & A

AJURIA LAWYERS

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