

human connections

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Immigration in the news

Government to boost migrant intake and streamline processes

Welcome to the June 2012 edition of Human Connections.

As part of a number of changes announced in last month's Federal Budget, thousands more migrants will be able to settle in Australia to ease the skills shortage in the mining sector and boost the budget bottom line.

Under pressure from the resources sector, Federal Treasurer Wayne Swan has lifted the annual intake of permanent migrants by 5000.

Employers are the main beneficiaries, with the skilled migration category increased to 129,250 places. This will be the largest permanent migration intake since 1945.

This Budget statement from the Treasurer coincides with Rio Tinto's recent announcement of a massive expansion requiring around 6,000 workers across the country over the next few years.

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Overseas workers are likely to be able to take advantage of Rio Tinto's expansion plans for its iron ore business. Most of these new workers will be needed in Western Australia's Pilbara region and it's likely that many will have to be sourced

from overseas, as Australian workers are reluctant to move to remote mine sites, despite the lure of big wages.

There is support within the Federal Treasury to eventually take the total annual migrant intake to a record 230,000 because of labour shortages in mining and construction.

Budget boost for Permanent Employer Sponsored Program

Also announced in the 2012-13 Federal Budget, the Government will provide \$1.3 million over two years to improve the Permanent Employer Sponsored Program.

This builds on the 2011-12 Budget announcement that the Government would streamline and simplify the pathway to permanent residency for Temporary Business (Long Stay) (Subclass 457) visa holders.

Visa fees to increase

In other Budget news, the Government announced increases to visa charges for a number of optional visa services.

Although some visa fees were increased in January 2012, additional fee increases are expected.

- From 1 July 2012, visa label charges will increase from \$60 to \$70.
- From 1 July 2013, the price of paper lodgement will increase from \$60 to \$80 and the surcharge for subsequent onshore applications will increase from \$600 to \$700.

Currently, family members of the main visa applicant can be included in the application without an additional fee. Under changes proposed in the Budget, these additional visa applicants will soon incur an extra charge.

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ISA Group

Your complete immigration and overseas recruitment service

To meet the demand for skilled labour in some industries, Australian businesses need to find and recruit people from overseas to service existing contracts and secure new projects.

ISA Group helps businesses engage new staff for short to long-term work assignments by providing cost-effective and tailored visa and immigration solutions.

For more information, go to isa.com.au, or call us on **+61 08 9346 8888**.



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ISA Group
 immigration and recruitment

Meet ISA Group's Liaison Officer

To ensure the smooth arrival of skilled workers into Australia, ISA Group offer a comprehensive Meet & Greet service.

Jackson Merrey, our in-house Liaison Officer, makes the initial arrangements for new candidates, such as obtaining clearance for them to work in Australia. He also liaises between the recruiting company and our Filipino office to arrange flight dates and times.

Candidates are met by an ISA Group representative at the international airport and they travel to our head office where they are welcomed by Jackson.

Jackson informs the candidates' future employers of their safe arrival before commencing an induction session. This includes a tailor-made 1 hour presentation covering many things we 'locals' take for granted, such as currency, transport, accommodation, shopping, postal services and more. We also provide a welcome pack and a comprehensive information booklet that includes information on all aspects of Australian culture.

Candidates are encouraged to ask questions and seek advice on anything they're unsure about, even which football team to barrack for! (Just kidding).

We arrange Tax File Numbers for candidates on the day of their arrival. After the initial induction is completed, Jackson is able to help them set up their Australian bank accounts. He then takes all the necessary information to complete their Health Insurance applications.

When all necessary accounts have been set up and information collected, we arrange transport from our head office in Perth to candidates' recruiting company and the start of a whole new life in Australia.



Candidates enjoying an ISA Group induction session

From the front page...

The changes are expected to take effect from 1 July 2012. Please contact us if you need more information.

Budget changes to employer penalties

DIAC will introduce new penalties for employers who employ workers in breach of their visa conditions.

The penalties will operate on a 'strict liability' basis. This means that it doesn't have to be proven that a person intended to commit the offence; doing the act is itself enough for a conviction.

Criminal penalties are already in place for employers who employ people illegally. The new penalties are intended to be easier to enforce and are expected to result in more successful prosecutions.

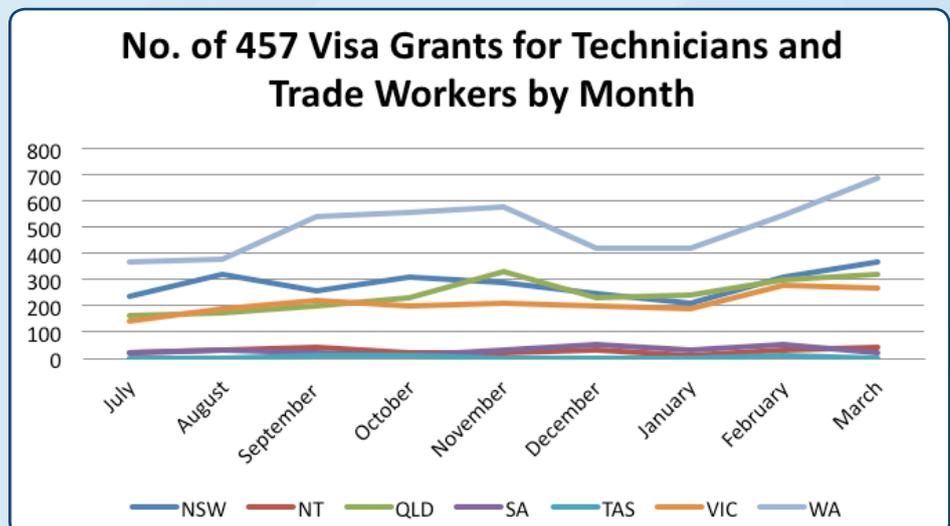
Employer penalties could include a warning, infringement notices, financial penalties, civil penalties, or criminal prosecution for the most serious breaches.

It is expected that the new penalties will be introduced at the end of this year.

WA still topping the charts

ISA Group has been tracking the number of 457 visas granted per state since the start of the 2011/2012 financial year. Most of the activity is unsurprisingly in Western Australia which is currently experiencing a steep increase.

NSW, QLD and Victoria are also trending up, but are still significantly trailing the boom state.



Source: Department of Immigration and Citizenship

Good Korea move for ISA

In another piece of expansion news, ISA Group and JNB Trade Korea have recently entered into a contract to recruit trade skilled workers from South Korea.

JNB Trade Korea is licensed as a labour recruiter by the South Korean Ministry of Employment and Labor, with offices in Seoul, Busan and Daegu.

JNB Trade is focused on developing experienced and qualified metal trades workers in the shipbuilding, automobile, automotive components and steel making industries for the Australian mining and construction labour market.

The CEO of JNB Trade, Dr Wan-shik Hong (pictured), has 27 years



ISA Group Director, Brett Merrey and Business Development Manager, Judith Uren with JNB Trade CEO, Dr Wan-shik Hong

experience in the South Korean Government. As a former Director-General of Transport and Director-General of Culture, Tourism and International Relations for Busan City Government, he has played a major role in developing Busan's transport and tourism infrastructure, including

its subway lines and Busan Football Stadium.

For more information about this exciting development, please contact our International Resourcing and Business Development Manager, Judith Uren on 08 9346 8888, or email judith@isa.com.au.

ISA Group South Africa up and running

As we reported in the last issue of Human Connections, ISA Group has opened an office in Johannesburg, South Africa, enabling us access to an even broader range of candidates with skills being sought by Australian employers.

ISA Group is differentiated by the depth and technical skills of its consultants and by its high-quality candidate base. With an expert understanding of both client and candidate recruitment and training requirements, ISA South Africa adds to this depth and will offer exceptional service delivery.

ISA South Africa believes that employees can easily enhance or undermine the success of an organisation – it follows that the sourcing, placement and training of true talent within an organisation is a specialist service and one that's crucial to long-term success.

Meet Kenneth Tommy

Kenneth Tommy (Kenny) is our new Manager in South Africa. Kenny is a seasoned recruitment specialist with experience gained from a leading consultancy in South Africa. He also has exposure to recruitment in the financial sector. Kenny brings with him a wealth of client relationship management skills and world-class recruitment methodologies.

Kenny is passionate about both his clients and candidates and is looking forward to contributing to the advancement of ISA Group's objectives, while overseeing the career growth of his local candidates. His technical knowledge and relationship management skills ensure he'll provide



ISA South Africa Manager Kenneth Tommy oversees a skill assessment for a welding candidate.

the kind of service delivery we expect at ISA Group.

For more information about ISA South Africa, please contact ISA Group Director, Brett Merrey on 08 9346 8888, or email brett@isa.com.au.

Staying on top of our game

Continuing Professional Development (CPD) is a mandatory annual training program for all registered migration agents in Australia.

CPD benefits are significant. ISA Group has seen its profitability and competitiveness increase as a consequence of participation in CPD. We've benefitted from the advantages provided by a more efficient workforce who are motivated, loyal and committed.

The opportunity to continue to learn on the job motivates our agents to do the best job they can. CPD ensures they have access to new legislation and raises awareness about the constant changes being implemented by the Department of Immigration and Citizenship.

Benefits for our clients

Speaking after the recent 2-day seminar at ISA Group's head office, co-presenter and migration law specialist, Peter Bollard said, "These seminars provide migration agents with information on the fast-changing migration rules so that they can present clients with the best possible visa options."

Mr Bollard added that, "They (seminars) allow migration agents and the presenters to share experiences and ideas regarding solutions to issues facing clients."

By having a thorough knowledge of breaking news in the migration world, ISA Group agents can better manage their visa cases and are more able to provide solutions to difficult visa scenarios.

Migration agents will work harder to improve their performance, delivery times and relationship with you.

As a customer of ISA Group, the benefits of a program like CPD are simple; you are guaranteed a higher quality, consistent and reliable service.

Migration agents will work harder to improve their performance, delivery times and relationship with you. We're turning good practice into best practice.

The completion of CPD ensures a positive reputation for our company which in turn attracts and retains the best migration agents to work with you.

Welcome to our new starters

Stephanie Beard – Migration Consultant & Legal Practitioner



In May 2012, ISA Group welcomed Stephanie Beard to our team of skilled migration agents.

Stephanie has in excess of 14 years experience as a migration agent, combined with more than 20 years working in the legal profession. Her extensive knowledge of migration and strong background in the provision of advice and services to the corporate sector ensures clients will receive a high level of professional expertise in relation to the management of business visa requirements.

In addition, Stephanie has occupied several management positions during her career and these have included responsibility for developing and maintaining client relationships, meeting team financial objectives and business development.

Stephanie has previously worked for ISA Group and is pleased to be back, saying: "The business has really expanded in both the visa processing and recruitment areas and I'm excited to be able to make a contribution to ISA Group's future in this vibrant industry."

Rachel Choo – Trainee Migration Consultant



Rachel was a Consultant Assistant for a migration agency in Perth before joining ISA Group. She holds a degree in Public Relations and Marketing. Her past employment has equipped her with experience in student recruitment, enrolment and student visa applications.

Rachel has managed Orientation programs for International students at Edith Cowan University and provided administrative support for the International Office. She is also multilingual, with proficiency in English, Chinese, Bahasa and Cantonese languages.

Says Rachel, "I look forward to completing my training and becoming a registered migration agent in the near future."

But wait, there's more...

Four ladies have joined our head office in Osborne Park, Perth:

Rachelle Frame – Processing & Document Officer

Jodie Connell – Receptionist and Support Services Administrator

Meg O'Hanlon – Marketing Officer

Leia Houareau – Processing & Document Officer