



Migration Newsflash

23 March 2018



New Global Talent Scheme pilot announced

The Australian Government has announced that a new Global Talent Scheme will be piloted from 1 July 2018 to attract highly skilled global talent and deliver innovation to Australia.

The Global Talent Scheme will be a separate visa initiative to the new Temporary Skill Shortage (TSS) visa program (which came into effect from 18 March 2018) and which will specifically target highly skilled global talent.

This edition of our Migration Newsflash analyses the initial settings of the proposed Global Talent Scheme pilot which will run for a period of 12 months.

Global Talent Scheme Pilot

The new Global Talent Scheme is intended to help attract highly skilled foreign talent and deliver innovation to Australia.

Unlike the TSS visa program which is intended to facilitate the entry of foreign workers to fill temporary skill shortages on either a short or medium-term basis, the Global Talent Scheme will specifically target and attract highly skilled global talent to Australia in recognition of the high demand and increased competition for such talent globally.

The Global Talent Scheme will feature two distinct streams, notably, the established business and start-up streams.

Broadly, under the established business stream:

- Employers will need to be able to demonstrate that they already prioritise the employment of Australians;
- The visa outcome which will be delivered under the Global Talent Scheme will result in a transfer of skills to their Australian workforce; and
- The sponsoring business must have a track record of hiring and training Australians.

Under the start-up stream:

- Technology-based and STEM-related start-up businesses will be able to sponsor experienced people with specialised technology skills;
- Startups will need to be recognised by a startup authority and demonstrate that they prioritise the employment of Australians.

Importantly, both streams of the Global Talent Scheme provide the highly skilled foreign individuals with a 4-year temporary visa and affords them a pathway to Australian permanent residence after 3 years of employment in Australia.

The initial settings including key features, business criteria, visa applicant and position criteria for the pilot scheme are summarised below:

Key Features	Established Business stream	Start-up stream
Number of positions	Access up to 20 positions per year (applicant and position criteria must be satisfied on each occasion).	Access up to 5 positions per year (applicant and position criteria must be satisfied on each occasion).
Flexibility in certain visa criteria	Access to 4 year TSS visa. Age cap concessions for PR.	Access to 4 year TSS visa. Age cap concessions for PR.
Eligibility for Australian permanent residence	Transitional pathway to permanent residence after 3 years.	Transitional pathway to permanent residence after 3 years.
Streamlined applications and processing	Simpler applications and faster processing.	Simpler applications and faster processing.
Time limits upon cessation of employment	If the position ceases the visa holder will have 60 days to find a new sponsor and a new visa or depart Australia.	If the position ceases (e.g. the start-up ceases trading) the visa holder will have 60 days to find a new sponsor and a new visa or depart Australia.

Business Criteria	Established Business stream	Start-up stream
Operating industry	Non-specified	STEM related field (including digital, biomedical, agtech)
Labour Market Testing (LMT)	LMT required for specific position.	LMT required for specific position.
Corporate and workplace compliance	<p>Must be a good corporate citizen with no breaches of workplace or immigration law.</p> <p>Employees paid in accordance with an Enterprise Agreement or internal salary table that reflects current market salary rates for all occupations in the business.</p>	<p>Must be a good corporate citizen with no breaches of workplace or immigration law.</p> <p>Employees must be paid in accordance with an Enterprise Agreement or internal salary table that reflects current market salary rates (this can include equity) for all occupations in the business.</p>
Financial requirements	Must be publicly listed or have an annual turnover of at least \$4 million for each of the past 2 years.	Must be endorsed by a 'start-up authority' (entities for this role subject to industry consultation). Financial criteria to be determined in consultation with stakeholders (examples could be a working capital or capital raised threshold).

Visa Applicant and Position Criteria	Established Business stream	Start-up stream
Qualifications	Must be commensurate with the highly skilled role.	Must be commensurate with the highly skilled role.
Employment experience	Minimum 3 years work experience directly relevant to position.	Minimum 3 years work experience directly relevant to position.
Skills transfer	Capacity to pass on skills/develop Australians.	Capacity to pass on skills/develop Australians.
Public Interest Criteria	Must meet health, character and security requirements.	Must meet health, character and security requirements.
No conflict of interest	No familial relationship with directors/shareholders.	No familial relationship with directors/shareholders.
Nominated position	Position must have minimum annual earnings of AUD 180,000.	Minimum annual earnings at the market salary rate (this can include equity, but must have a cash component that is no less than the Temporary Skilled Migration Income Threshold (currently AUD 53,900 per annum)).

What this means for business?

The Global Talent Scheme will provide businesses with an important pathway to transfer highly skilled talent to Australia albeit via an initiative that will be introduced on an initial 12-month trial basis from July 2018 to June 2019.

While it is envisaged that further refinements will be made to the scheme subject to industry stakeholder consultation, the pilot will nevertheless go some way towards alleviating concerns over the limitations of the TSS visa program in attracting highly skilled global talent.

This would be particularly significant for Australian public listed companies sponsoring highly qualified and experienced senior executives with annual earnings of AUD 180,000 and above or for Australian start-up technology companies seeking access to specialised technology personnel.

Contact us

Your KPMG Immigration professional can work with you to help maximise the opportunity out of this upcoming visa and to help navigate you through the legislation, so please do not hesitate to contact us with any queries.

New South Wales and ACT

Belinda Wright

MARN 0429163

+61 2 9335 7031

Victoria, Tasmania, Western Australia, Northern Territory and South Australia

Ivan Hoe

MARN 0318589

+61 8 9263 7181

ihoe@kpmg.com.au

Queensland

Stephen Abbott

MARN 0322627

+61 7 3233 9554

sabbott@kpmg.com.au

[KPMG.com/au/immigration](https://kpmg.com/au/immigration)

KPMG has Immigration Advisory capabilities across our 148 member firms globally. Please contact your Australian representative who will assist in providing the appropriate contact in the country you require.



The information contained in this document is of a general nature and is not intended to address the objectives, financial situation or needs of any particular individual or entity. It is provided for information purposes only and does not constitute, nor should it be regarded in any manner whatsoever, as advice and is not intended to influence a person in making a decision, including, if applicable, in relation to any financial product or an interest in a financial product. Although we endeavour to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

To the extent permissible by law, KPMG and its associated entities shall not be liable for any errors, omissions, defects or misrepresentations in the information or for any loss or damage suffered by persons who use or rely on such information (including for reasons of negligence, negligent misstatement or otherwise).

© 2018 KPMG, an Australian partnership and a member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity. All rights reserved.

The KPMG name and logo and are registered trademarks or trademarks of KPMG International. Liability limited by a scheme approved under Professional Standards Legislation.