

EMPLOYMENT VISA COMPARISON TABLE

Element / Criterion	457	ENS	RSMS
Visa duration	Up to 4 years	Permanent visa Position must be available for two years	Permanent visa Position must be available for two years
Location	Anywhere in Australia	Anywhere in Australia	Regional Australia
No adverse business background	✓	✓	✓
Compliance with Australian immigration and workplace laws	✓	✓	✓
Training benchmark	✓	✓	x
Need for paid employee in active and lawful business in Australia	✓	✓	✓
Occupation	MLTSSL or STSOL https://www.border.gov.au/Trav/Work/Work/Skills-assessment-and-assessing-authorities/skilled-occupations-lists/combined-stsol-mltssl	MLTSSL or STSOL https://www.border.gov.au/Trav/Work/Work/Skills-assessment-and-assessing-authorities/skilled-occupations-lists/combined-stsol-mltssl	ANZSCO levels 1, 2 3 https://www.legislation.gov.au/Details/F2017L00847
Labour Market Testing	Trades, nurses, engineers unless trade agreement applies	x	✓
Equivalent terms and conditions to Australian employees	✓	✓	✓
Minimum salary level	\$53 900	n/a	n/a
Age	No limit	Up to 45 years unless exception	Up to 45 years unless exception
English language	Vocational English OR English education OR gazetted passport holder	Competent English OR English education OR gazetted passport holder	Competent English OR English education OR gazetted passport holder
Skills assessment	Some trades / some nationalities	Direct entry - yes	Direct entry – trade occupations where no relevant Australian qualification held
Public interest criteria	✓	✓	✓