



Australian Government
Department of Home Affairs

Department of Home Affairs
Nomination for a Temporary Skill Shortage Visa

Record of
Responses

Terms and Conditions

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I have read and agree to the terms and conditions
Yes

Application context

All references to 'the applicant' in this form relate to the legal entity that is nominating the worker/ position. Refer to help text for further information.

Select the option which best describes the sponsorship this nomination is being lodged under:

The applicant's sponsorship has been approved, or they have applied to become a sponsor, under the Australian business provisions.

Legal name

Legal name: **USINCH PTY LIMITED**

Related sponsorship

Provide the related sponsorship's identification number.

Reference number type: **Sponsorship Application Transaction Reference Number (TRN)**
Transaction Reference Number (TRN) **EGOVBJO3CU**

International trade agreement

Is the applicant seeking concessions under the provisions of an international trade agreement?
No

Intra-corporate transfer

Is this an intra-corporate transfer?
No

Postcode

Enter the postcode where the nominated person will spend most of their working hours.

Postcode: **2330**

Occupation

Occupation code (ANZSCO) **341111**

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Occupation name (ANZSCO) **Electrician (General)**

Sponsor details

Annual turnover

Give details of the annual turnover of the applicant for the last financial year.

Annual turnover: **50000000AUD**

Range the annual turnover falls into: **AUD 25 million and above**

Adverse information

Is there any adverse information to declare about the applicant or a person associated with the applicant, including any information relating to the contravention of Australian laws, insolvency, sponsorship breaches and/or other circumstances which might reasonably be considered adverse information?

No

Labour hire practices

Is the applicant nominating the position(s) to recruit or hire out overseas workers to an unrelated business?

No

Business contact details

Business contact person

A contact person for the applicant must be nominated to whom departmental enquiries may be directed during the nomination application process.
The address or contact details of the applicant's migration agent or legal practitioner should not be entered on this page.

Family name: **Jones**

Given names: **Ali**

Position in business: **Human Resources Coordinator**

Contact telephone numbers

Enter numbers only with no spaces.

Business phone: **0265747722**

Mobile / Cell phone: **61408111502**

Email address

Email address: **Alij@ecthrosby.com.au**

Postal address

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Country: **AUSTRALIA**
Address: **CNR Golden & New England Highway**
Suburb / Town: **Whittingham**
State / Territory: **New South Wales**
Postcode: **2330**

Nomination contact person

Does the applicant authorise another person to receive written correspondence on their behalf?
This authorises the department to send the authorised person all written correspondence that would otherwise be sent directly to the applicant.

Yes, another person

This person will be referred to as an Authorised recipient.

Authorised recipient contact details

Family name: **Truebody**
Given names: **Cindy**

Postal address

Country: **SOUTH AFRICA**
Address: **Ground Floor Unit B, Nordic Park #2,
17 Boundary Road**
Suburb / Town: **Cape Town**
State or Province: **WESTERN CAPE**
Postal code: **7441**

Contact telephone numbers

Enter numbers only with no spaces.

Business phone: **27210201264**

Mobile / Cell phone:

Electronic communication

The Department prefers to communicate electronically as this provides a faster method of communication.

All correspondence, including notification of the outcome of the application will be sent to:

Email address: **cindy@global-migrate.com**

Note: The holder of this email address may receive a verification email from the Department if the address has not already been verified. If the address holder receives a verification email, they should click on the link to verify their address before this application is submitted.

Nominated position details

Proposed period of employment

Proposed period of employment of the nominee: **Up to 4 years**

Position details

Job title: **Maintenance Electrician**

Describe the position to be undertaken, including responsibilities and main duties.

Note: A reference to supporting documents attached to this application is not appropriate for the completion of these questions. Answers should be provided. In addition, supporting documentation should be considered where appropriate, taking into account the advice provided in the nomination document checklist available on the website.

Responsibilities: **The Maintenance Electrician reports to the Maintenance Supervisor and is responsible for fault finding and proactively repairing machinery as well as preventative maintenance/ installations and special projects which enables the production team to produce high quality products.**

Main tasks: **Preventative maintenance and servicing of all production equipment
Fault finding all equipment including state of the art machinery/ robotics
Responsible for all tools and ensure no tools are left in production areas
Repair of production machinery parts, replacement of production machinery parts
Maintenance of all machinery
Complete preventative maintenance and reactive worksheets from Maintenance Scheduling Program
Stock control of all relevant consumables
Planning and implementation of various maintenance projects
New installations and installations of new equipment
General maintenance of unused machines
In consultation with Production staff, identify equipment and areas requiring attention.
Minimise impacts to production activities and financial profit through ongoing preventative maintenance and reduction of machinery related downtime.
Ensure safety is maintained as a key focus
Report all safety related hazards, risks or concerns to managers
Conduct appropriate risk assessment and mitigation activities for the work being performed**

Comply with WHS Policies and Procedures

Other information about the position, including information about why this position cannot be filled from the local labour market:

We have continually advertised the position with no suitable candidates.

Qualifications for the position

Describe the qualifications, relevant skills, employment experience and registrations/licenses required to be held by the nominee.

Note: A reference to supporting documents attached to this application is not appropriate for the completion of these questions. Answers should be provided. In addition, supporting documentation should be considered where appropriate, taking into account the advice provided in the nomination document checklist available on the website.

Relevant qualifications:

Trade Certificate: Electrician

Relevant skills:

Electrical installations

Preventative maintenance

Maintenance planning

Testing and inspections

Electrical panel building

PLC fault finding

Critical spares management

Automation

Project management

Effective communication

Strategic planning

Time management

Creative problem solving

Overseeing daily and shutdown maintenance operations with meticulous attention to detail

Customer service and liaison, building strong working relationships and effective communication channels with key stakeholders, resolving complaints and enquiries

Supervising, coaching, training, motivating and mentoring personnel, setting clear goals and expectations, providing relevant feedback and discipline as required

Establishing, implementing and overseeing effective systems, processes and controls

Daily preventative maintenance on all mechanical, electrical, pneumatic and robotic equipment

Performing electrical fault finding, testing and repairs to equipment, including VSD drives

Conducting tests and inspections, ensuring the electrical safety of new and existing installations

Performing PLC fault finding on plant related problems with

Mitsubishi, Siemens and Allen Bradley
General maintenance of the entire plant building, lights, socket outlets and appliances
Producing various certificates of compliance, reports, presentations, analyses and correspondence
Handling critical spares
Performing as a strong leader of a cohesive team with strict enforcement of health, safety and statutory regulations, quality standards, governance processes and compliance requirements
Relevant experience: **November 2017- March 2021:Linde & Wiemann - Electrician**
May 2022 - Current: Malachite Mining Services - Senior Electrician

Does the position require the nominee to hold a licence, registration or professional membership?
No

Workforce details

Of the Australian operations of the applicant, what is the total number of:
Australian employees (including Australian citizens and permanent residents)
111
Foreign employees (i.e. non-Australian citizens or non-permanent residents)
11

Australian employment details

What is the total number of Australian citizens or permanent residents employed by the applicant as:
Professionals: **20**
Tradespersons: **13**
Recent Australian university graduates with less than 12 months work experience:
0
Apprentices employed under a training agreement or contract of training:
9
Other trainees employed under a training agreement or contract of training:
0
Other: **69**

Foreign employment details

Of the total number of foreign employees, what is the number of:
Temporary Skill Shortage (subclass 482) visa holders and Temporary Work (Skilled) (subclass 457) visa holders:
7
Skilled Employer Sponsored Regional (Provisional) (subclass 494) visa holders:
0
Other temporary work or temporary activity visa holders:
0

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Overseas students: **0**
Working holiday makers: **2**
Other: **2**

Salary arrangements for an equivalent Australian worker

Give details of salary arrangements for an equivalent Australian worker in the nominated position. Note: Do not include mandatory superannuation payments in amounts provided below. Overtime hours and payments can only be included where guaranteed.

Enter the salary that would be paid to an Australian worker to do the equivalent work for one year (full-time hours).

Market salary rate: **70000AUD**

Enter the number of full-time hours per week used to calculate this rate.

Number of hours per week: **40**

Monetary components of the market salary rate

Give details of the monetary components that make up the market salary rate.

Monetary component details of the market salary rate

Salary component: **Annualised salary**

Amount: **70000AUD**

Total monetary components: **70000AUD**

Non-monetary components of market salary rate

Are there any non-monetary components of the market salary rate?

No

Method of calculating the market salary rate

Does the applicant already have Australian employee(s) doing the same work as the nominated person?

No

The applicant declares that the market salary rate provided reflects the salary package that would be provided to the equivalent Australian employee(s).

Yes

Give details of the evidence the applicant used to determine the market salary rate.

Evidence to determine market salary rate

Evidence type: **Enterprise Agreement**

Give details:

EC THROSBY PTY LTD MAINTENANCE TEAM Enterprise Agreement 2022

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Give details of how the applicant used this information to determine the market salary rate. Include the monetary and non-monetary components, and why a particular salary amount was selected. Note: if there is a difference between the market salary rate determined and the proposed salary of the nominee, the applicant must explain why.

Give details:

**Enterprise Agreement - EC THROSBY PTY LTD MAINTENANCE
TEAM Enterprise Agreement 2022**

Salary details of nominated position

Give details of salary arrangements that the applicant proposes will apply to the nominee in the nominated position.

Note: Do not include mandatory superannuation payments in amounts provided below. Overtime hours and payments can only be included where guaranteed.

Guaranteed annual earnings: **70000AUD**

Number of hours per week: **40**

Monetary components of the nominee's salary

Monetary component details

Salary component: **Annualised salary**

Amount: **70000AUD**

Total monetary components: **70000AUD**

Non-monetary components of the nominee's salary

Are there any non-monetary components of the nominee's salary?

No

Other details

Will the business / organisation be paying the nominated person's salary?

Yes

Has the nominated person agreed to pay the employer or the employer's agent for any purpose whatsoever included, but not limited to, recruitment, travel, visa application or agent fees?

No

Will the applicant make any deductions from these earnings apart from tax?

No

Will the terms and conditions of employment of the applicant's Australian employee(s) apply to the nominated person?

Yes

Location of the nominated position

Give details of the main location where the nominated person will be working.

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Business name at this location: **E.C. THROSBY PTY LTD**
Business web site / URL: **<https://www.ecthosby.com.au/>**
Country: **AUSTRALIA**
Address: **CNR Golden & New England Highway**
Suburb / Town: **Whittingham**
State / Territory: **New South Wales**
Postcode: **2330**
Hours per week at this location: **40**

Business contact person at this location

Family name: **Jones**
Given names: **Ali**
Position in business: **Human Resources Coordinator**

Contact telephone numbers

Enter numbers only with no spaces.

Business phone: **0265747722**
Mobile / Cell phone: **61408111502**

Email address

Email address: **Alij@ecthosby.com.au**

Alternative locations

Will the nominated person be working in any other location?
No

Labour market testing

Was Labour Market Testing required for this position?
Yes

Is the applicant permitted to provide flexible evidence as an alternative to specific advertising details?
No

The applicant declares that Labour Market Testing has been conducted in accordance with current Labour Market Testing requirements.
Yes

Review the Department's website for details of Labour Market Testing requirements. If this application is lodged without having advertised the position in accordance with these requirements, it will not be able to be approved.

Commenced date: **20 Feb 2024**

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Length of Labour Market Testing: **28 days to 3 months**

Advertisements for the position

Provide the details of all advertisements for the position.

Details of position advertisement

Describe where and how the applicant advertised the position:

<https://www.seek.com.au/expiredjob/73780299>

Date advertisement published: **16 Feb 2024**

Length of time advertisement published: **4 weeks**

Contents of position advertisement

Position title of the job advertised: **Electrician**

Language the advertisement was published in: **English**

Was the salary being offered included in the advertisement?
Yes

Advertised salary: **70000AUD**

Was the position advertised as being full-time?
Yes

Outcome of position advertisement

Number of applications received: **8**

Number of applicants offered a position (not including nominee) **0**

Provide reasons why other applicants were deemed not to be suitable:

Unsuccessful due to not meeting the selection criteria

Details of position advertisement

Describe where and how the applicant advertised the position:

<https://au.jora.com/job/aa-79c6999ee5081670e55a6dbd0973a08a>

Date advertisement published: **16 Feb 2024**

Length of time advertisement published: **4 weeks**

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Contents of position advertisement

Position title of the job advertised: **Electrician**

Language the advertisement was published in: **English**

Was the salary being offered included in the advertisement?
Yes

Advertised salary: **70000AUD**

Was the position advertised as being full-time?
Yes

Outcome of position advertisement

Number of applications received: **8**

Number of applicants offered a position (not including nominee) **0**

Provide reasons why other applicants were deemed not to be suitable:
Unsuccessful due to not meeting the selection criteria

Other details

Has the applicant retrenched any Australian citizens or Australian permanent residents in the nominated occupation, or made their positions redundant, in the last four months?
No

Does the applicant operate in the Agricultural sector?
No

Is the nominated person the holder of a Subclass 417 (Working Holiday) visa, or a Subclass 462 (Work and Holiday) visa who is currently employed by the applicant?
No

Nominee's details

Nominee's personal details

Family name: **Strydom**

Given names: **Johan Adriann**

Sex: **Male**

Date of birth: **08 Feb 1984**

Nominee's Australian immigration history

Does the nominee already hold a primary subclass 457 or 482 visa?
No

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Is the nominee currently in Australia?

No

Has the nominee ever applied for, or held a visa to come to Australia?

No

Place of birth

Town / City: **Witbank**
State / Province: **Mpumalanga**
Country of birth: **SOUTH AFRICA**

Passport details

Enter the following details as they appear in the applicant's passport.

Family name: **Strydom**
Given names: **Johan Adriann**
Sex: **Male**
Date of birth: **08 Feb 1984**
Passport number: **A08310485**
Country of passport: **SOUTH AFRICA - ZAF**
Nationality of passport holder: **SOUTH AFRICA - ZAF**
Date of issue: **05 Feb 2019**
Date of expiry: **04 Feb 2029**
Place of issue / issuing authority: **DEPT OF HOME AFFAIRS**

Nominee's contact details

Are current contact details available to be entered for the nominated person?

Yes

Residential address

Note that a street address is required. A post office address cannot be accepted as a residential address.

Country: **SOUTH AFRICA**
Address: **69 Scoonspruit, Boardwalk Meander Estate
4 Valley Close, Faerie Glen**
Suburb / Town: **Pretoria**
State or Province: **GAUTENG**
Postal code: **0043**

Contact telephone numbers

Enter numbers only with no spaces.

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Home phone:
Business phone:
Mobile / Cell phone: **27848091104**

Nominee's relationship to the applicant

Is the nominee an owner, director, principal or partner of the applicant?
No

Does the nominee have an existing relationship with any of the owners, directors, principals or partners of the applicant?
No

Nominee's accompanying members of the family unit

Will the nominee be accompanied by any members of their family unit?
Yes

Accompanying member of the family unit

Family name: **Strydom**
Given names: **Esmeralda**
Sex: **Female**
Date of birth: **30 Dec 1993**

Place of birth

Are the details of the accompanying family member's place of birth available to be entered?
Yes

Town / City: **Oudtshoorn**
State / Province: **Western Cape**
Country of birth: **SOUTH AFRICA**

Passport details

Are all the details of a current passport available to be entered for the accompanying family member?
Yes

Enter the following details as they appear in the applicant's passport.

Family name: **Strydom**
Given names: **Esmeralda**
Sex: **Female**
Date of birth: **30 Dec 1993**
Passport number: **A10924639**
Country of passport: **SOUTH AFRICA - ZAF**
Nationality of passport holder: **SOUTH AFRICA - ZAF**
Date of issue: **03 Dec 2023**

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Date of expiry: **02 Dec 2033**
Place of issue / issuing authority: **DEPT OF HOME AFFAIRS**

Secondary sponsored applicants

Does the applicant agree to include the accompanying family member as a secondary sponsored applicant?

Yes

Accompanying member of the family unit

Family name: **Strydom**
Given names: **Olivia Johanela**
Sex: **Female**
Date of birth: **02 Aug 2021**

Place of birth

Are the details of the accompanying family member's place of birth available to be entered?

Yes

Town / City: **East London**
State / Province: **Eastern Cape**
Country of birth: **SOUTH AFRICA**

Passport details

Are all the details of a current passport available to be entered for the accompanying family member?

Yes

Enter the following details as they appear in the applicant's passport.

Family name: **Strydom**
Given names: **Olivia Johanela**
Sex: **Female**
Date of birth: **02 Aug 2021**
Passport number: **A07877150**
Country of passport: **SOUTH AFRICA - ZAF**
Nationality of passport holder: **SOUTH AFRICA - ZAF**
Date of issue: **02 Dec 2023**
Date of expiry: **01 Dec 2028**
Place of issue / issuing authority: **DEPT OF HOME AFFAIRS**

Secondary sponsored applicants

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Does the applicant agree to include the accompanying family member as a secondary sponsored applicant?

Yes

Nomination withdrawal

If the associated sponsorship application is refused or withdrawn, does the applicant want to withdraw this nomination application?

Yes

If the nomination application is withdrawn, does the applicant want to seek a refund of the associated nomination fees?

Yes

Certifications

The applicant certifies that:

The applicant has the authority to enter into legal commitments for the nominating business/organisation.

Yes

The tasks of the position include a significant majority of the tasks of the nominated occupation as listed in the ANZSCO Dictionary, Legislative Instrument or Labour Agreement, and the position is not excluded by a caveat.

Yes

The qualifications and experience of the nominee are commensurate with the qualifications and experience specified for the nominated occupation in the ANZSCO Dictionary, Legislative Instrument or Labour Agreement.

Yes

The nominated occupation is a position with the applicant, or an associated entity of the applicant, or the nominated occupation is specified in the relevant Legislative Instrument.

Yes

The nominated position has not been created solely to secure a migration outcome for the nominee.

Yes

The nominated occupation fits within the nature, size and scope of the applicant.

Yes

The proposed salary for the nominated position is the market salary rate for positions in the nominated occupation in the location where the applicant operates.

Yes

The applicant will be engaging the nominee as an employee under a written contract of employment.

Yes

The written contract of employment will comply with all requirements imposed by Commonwealth, State or territory law relating to employment including, if applicable, the National Employment Standards.

Yes

Paying for visa sponsorship

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Section 245AR of the Migration Act 1958 prohibits asking for or receiving a benefit in return for the occurrence of a 'sponsorship-related event' as defined by section 245AQ of that Act. Refer to [Paying for visa sponsorship - certification requirement](#) for more information.

The applicant certifies that they have not engaged in conduct in relation to this nomination that constitutes a contravention of subsection 245AR(1) of the Migration Act 1958.

Yes

Declarations

Warning:

Giving false or misleading information is a serious offence.

The applicant declares that they:

Have read and understood the information provided to them in this application.

Yes

Have provided complete and correct information in every detail on this form, and on any attachments to it.

Yes

Will inform the Department in writing immediately as they become aware of a change in circumstances (including change of address) or if there is any change relating to information they have provided in or with this application, while it is being considered.

Yes

Have read the information contained in the Privacy Notice([Form 1442i](#)).

Yes

Understand that the department may collect, use and disclose the applicant's personal information (including biometric information and other sensitive information) as outlined in the Privacy Notice([Form 1442i](#)).

Yes

Have read and understand the sponsorship obligations and other sponsorship requirements and understand that they or the organisation is bound by the sponsorship obligations and other sponsorship requirements with respect to all primary and secondary persons that they or the organisation consents to sponsor in writing.

Yes