

# Australia Right-To-Work Monitoring

Immigration laws are aimed at addressing skilled migration needs, adjusting visa allocations, and enhancing the overall integrity of the Australian immigration system.

## WHAT?

### It’s the Law!

The Migration Amendment (Reform of Employer Sanctions) Act 2013 requires employers to:

- ✓ Validate Work Rights of ALL new recruits
- ✓ Monitor ALL temporary visas
- ✓ Create & maintain full audit trail

The Australia Right-to-Work Monitoring helps employers to:

- ✓ Monitor employee’s Right-to-Work status throughout their employment cycle
- ✓ Add efficiency to hiring, onboarding, and on-going visa monitoring processes
- ✓ Maintain compliance with Right-to-Work obligations

### Watch out for:

|                                  |  |
|----------------------------------|--|
| Student Visa Crackdown           | <p>Aimed at curbing student visa misuse</p> <ul style="list-style-type: none"><li>▪ Restricted work hours: 48 hours per fortnight</li><li>▪ Stricter eligibility criteria</li></ul>  |
| Working Holiday Visa Limitations | <p>Mandatory visa condition 8547 reinstated 30 June 2023</p> <ul style="list-style-type: none"><li>▪ Unless an exemption applies, it imposes a 6-month limit on working with a single employer</li></ul>   |
| Bridging Visas                   | <p>Temporary visa granted until main visa is processed</p> <ul style="list-style-type: none"><li>▪ Decision on main visa could come at any time</li><li>▪ If refused, employee may have 35 days to depart</li><li>▪ Continuous monitoring is crucial</li></ul> |

## WHY?

### Non-Compliance is Costly!

All Australian employers – large and small – could be at risk.

#### Fines

- ✓ Infringement Notice
- ✓ Civil Penalty
- ✓ Criminal Proceedings
- ✓ Aggravated Offence<sup>1</sup>





|                             |   |
|-----------------------------|---|
| Reputational & Brand Damage | <ul style="list-style-type: none"><li>▪ Negative PR &amp; media coverage</li><li>▪ May impact key business partnerships</li></ul> |
|-----------------------------|---|

|                              |  |
|------------------------------|--|
| Key Risk for Non-Compliance? | <p>Manual Processes can increase errors, delays, and risks</p> <ul style="list-style-type: none"><li>▪ Inconsistency</li><li>▪ Incomplete or missing paperwork</li><li>▪ Missed deadlines and expiration dates</li><li>▪ Increased fraud potential</li></ul> |
|------------------------------|--|

253,362

Total number of working holiday maker visas (working holiday visas + work and holiday visas) granted 2024-2025 and 31 March 2025 <sup>2</sup>.

 More than 50% of international graduates work in jobs that are in the lowest two skill levels, such as labourers, baristas, and sales assistants.” <sup>4</sup>

 More than half of the people who receive permanent skills visas under our current system arrived in Australia on a student visa.” <sup>3</sup>

**Clare O’Neil**  
Home Affairs Minister

First Advantage can streamline and automate your Right-to-Work Monitoring and offer a better employee experience.  
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