

## **Frequently Asked Questions (FAQ) International Recruitment Project**

### **What type of Employment is available?**

Safe Places in Australia is one of the leading residential providers for Young People in care. The Charity expands across many states in Australia and various Areas within those states. Safe Places has a unique model of care informed by their Integrated Practice Framework. This is Framework solely developed by Safe Places and has the Young People at the centre of all practises. The model that is delivered is based on using a trauma informed approach to support and care for some of the most vulnerable young people in society.

It moves away from an institutionalised environment and towards a family model where Young People can experience less punitive care. Safe Places have a range of staffing to Young people ratios across Australia based on risk assessments and matching processes. They have also identified that through a detailed care plan some Young People thrive more in 1-1 Placements that are bespoke to the needs of young people with potential complex trauma. These Young people need small, consistent teams and quality 1-1 care giving to help achieve positive outcomes. There are a number of placements that are based on a 1:1 model with many success stories over the years.

### **What are the type of shifts that I will need to complete?**

This is a shift based role as with any residential care provider, it is based on supporting the needs of the YP. Shifts within Australia are based on working for a period of 24 hours usually. This will be broken down into a period of 16 hours and 1 sleepover (8 hours), there is a requirement to complete at least 2 sleepover shifts one week and then usually another 3 sleepover shifts on the second week. The reason Safe Places has a sleepover shift is to help with providing consistency to young people. There might be other shifts patterns but this is dependent on the needs of the young people, but a general rule of thumb would be to know that generally shifts are 24 hours (16 hours and 1 sleepover).

### **What visa will I require?**

The quickest and easiest visa is a 417 if you are 35 or under you can apply for a 417, this is applicable to UK and Republic of Ireland citizens that hold a valid passport. Once you have been granted a 417 visa you must enter Australia within 12 months. The visa's period of stay starts on the date you enter Australia.

This is a working holiday visa which has a 12 month limit (can be extended by another 12 months but this will only be acceptable if granted a second working holiday visa). It is easy to apply for a 417 visa and often only take 72 hours to be returned. The Working holiday visa only permits you to work for the same employer for a maximum period of 6 months.

Once in Australia you will be able to apply for a 482 visa, which allows for ongoing employment and can lead to permanent residency. Safe Places Australia will be open to sponsoring staff for their 482 visa prior to them reaching 6 months of employment on their 417 visa. This 482 visa can also be applied for either in or outside of Australia, and will be dependent on your own circumstances.

If you are over 35 you will require a 482 visa. This takes longer to apply for. This visa will also cover yourself and family members, though with this visa you need to be sponsored by Safe Places in Australia and work only for your sponsor. Another criteria for this visa is that you have at least 2 years relevant work experience in your nominate occupation or related field.

### **How much will I have to pay for the VISA?**

A 417 Working Holiday Visa costs £322.35

A 482 Temporary Skill Shortage Visa has various costs associated. Please note that the 482 VISA in a sponsorship and employment with Safe Places in Australia is required. An example of the costs that an applicant will have to pay based on a 2 adults and 2 children would be, £4,540.00. Costs for this visa are based on £1815.00 per an applicant over 18 and £455.00 per an applicant under the age of 18. There are potential additional costs for English language tests, health checks, police certificates and biometrics. Safe Places Australia will also incur a significant cost to sponsor all employees 482 applications.

All people going to Australia are required to cover the cost of their visa application. A copy of the granted visa needs to be provided to the UK co-ordinator or delegated international recruitment team member. This information will be collected within Vevo consent form.

### **Is there an upper age restriction with a 482 Temporary Skills Shortage Visa?**

There is no age restriction, but this will be dependent on the potential to complete and pass a health examination and to have at least 2 years' experience in working within the Residential Industry. There are additional costs per added dependents or others onto the visa applicant as noted above.

### **Who will pay for my flight over to Australia?**

Safe Places Australia will book and pay for the flights to Australia once all documentation has been returned.

### **If I was not suited to the role once I was in Australia could I return back to the UK and who would pay for my flight?**

Safe Places Australia will pay all return flights to the UK once employment has ceased. We strongly recommend giving it a really good attempt, as it might take time to get settled into the Australian way of living.

### **How long is the flight and will there be connecting flights?**

All people that go to Australia will travel economy as Safe Place is a charity. There will be connecting flights but this will all be recorded and documented within the travel itinerary. Flights to Australia will be dependent on the route that has been booked, a total travel time could be anything from 18 hours to 34 hours, and this will be recorded on your itinerary.

### **Where would I live when I arrived in Australia?**

You would be provided accommodation in a 3- or 4-bedroom home (operated by Safe Places Australia) which you may be required to share with other Youth workers also coming to Australia. The house is fully furnished, has two bathrooms and you will have shared access to vehicles.

You will be provided with accommodation for a period not less than 1 month, at which time you will need to have made other arrangements. During this time, you will be supported to find your own accommodation. You could also look at properties prior to arriving in Australia, however real estate vacancies rates in Australia are quite low and often houses do not remain vacant for more than a few weeks.

**This document is up to date as from the 13<sup>th</sup> of October 2023. This information within this document might change or be updated after the date of the 13.10.2023. SP is not liable for the information.**

**If I had not found any accommodation after the 1 month period, would I have to move out of the home straight away?**

If you are struggling to source accommodation prior to the 1 month period, you will be able to discuss this with your Area Manager who will work with you to come to a resolution.

**Would I have to share with other people if I was with my own family members?**

No, you will have accommodation for yourself and family members only however, the 1 month rule will still apply.

**How much is accommodation to rent?**

Room for rent prices in Australia vary depending on the location and type of accommodation however, roughly around £100-£150 per week for a room within a town house.

For a 3 to 4 bedroom house, it will again depend on the area but would usually be around £300 per week. Rent is paid and when applying there is also a requirement to have several weeks rent as a deposit and also to cover a Bond.

National average of a house rental according to the corelogic rental report states an average across all dwellings at £300 per a week.

We would recommend looking at accommodation pricing by visiting [Realestate](https://www.realestate.com.au/) website.

**Will I have to get a new bank account?**

Yes, there are several banks you can choose from such as Commonwealth bank of Australia, Westpac Banking Corporation, (ANZ) Australia and New Zealand Banking Group and National Australia Bank.

**Can I open a bank account before I go to Australia?**

The simple answer is yes. Not only can you open a bank account in Australia, but you can do it online, several months before you move. The best part is it takes only a few minutes.

**Do I need money in my bank account prior to going to Australia?**

While there is no actual requirement for any amount of money that needs to be in your bank, there might need to be evidence that you have enough funds for a return ticket. It is really recommended that when opening a bank account that you transfer monies to this prior to going to Australia. It is recommended to have around £3000 as this will help with your own accommodation costs and setting up for a new opportunity in Australia.

Australian High Commission, United Kingdom notes "there is no requirement to have a return ticket when you arrive in Australia. However officers at the border need to be satisfied that visitors, working holiday maker and temporary residents are intending to and have the means to depart Australia before their visa expires. While not a mandatory requirement, you may wish to carry a copy of your bank statement to demonstrate you have sufficient funds to purchase an airline ticket to depart Australia".

**How often do we get paid?**

You get paid on a weekly basis.

### **What would happen if I got sick during the first month- Would I still get paid?**

Yes you would still receive your weekly wage. Each week you accrue ... Sick pay hours.

You can also accrue worked hours and sleeps which are then banked and these can then be used if you were not able to complete your shifts. Extra banked hours and sleeps are accrued when you complete extra hours than your rostered hours.

### **What will my pay be?**

Salaries Start from £35,900 (AUD 69,192) up to £46,000 (AUD 88,824) based on experience and qualifications.

### **How much tax will I pay?**

You will be contributing as an Australian tax resident and will be required to pay the below rates for 23/24 according to the Australian Taxation Office:

<b>Taxable Income</b>	<b>Tax on this Income</b>
0-\$18,200	Nil
£18,201 - \$45,000	19c for \$1 over \$18,200
\$45,001 - \$120,00	\$5,092 plus 32.5c for each \$1 for \$45,500
\$18,201 - \$45,000	\$18,201 - \$45,000
19c for each \$1 over \$18,200	19c for each \$1 over \$18,200

### **What does GST mean?**

This stands for Goods and Services Tax.

### **What is the financial/ tax period in Australia?**

The tax period within Australia runs from the 1<sup>st</sup> of July to the 30<sup>th</sup> of June. It is also worth noting that you might need to lodge a tax return based on your earnings as there might be money owed, this can be completed with a registered tax agency as you might be provide a rebate.

### **Will safe Places pay into a pension (superannuation) for me?**

Yes, there are several pension schemes – HESTA, SunSuper but there are lots to choose from and Safe Places are unable to provide specific guidance on your choice of pension scheme, though you can apply for a pension scheme. Within Australia pension is known as Superannuation or super.

### **Can I combine an Australian pension with my UK pension?**

Pensions are transferrable to overseas superannuation pots or funds.

### **Will I have access to a motor vehicle?**

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For the first 4 weeks you will have access to a shared vehicle.

After this period, you need to buy or rent your own car or agree to a shared rental if you are going to share accommodation with a colleague. You will be supported with this.

If you purchase a new or second hand car in Australia, it must be road worthy and registered to drive on the road. There is additional information available on the relevant state websites. [Queensland](#) and [Western Australia](#).

### **Can I use my UK licence?**

Yes you can however, only for the first 3 months. You will then have to apply for a state specific Licence. It is best not to hand in your own licence as well. For additional Information for a Drivers Licence in [Queensland](#) or within [Western Australia](#). Worth noting that within Australia they drive on the same side of the road as the UK and ROI.

### **What are the fees for drivers licence, Registration (Car Registration) and Car Insurance in Australia?**

Drivers licence costs will vary depending on the length of the drivers licence and the state that you will be. A 5 years driver's licence in Queensland is \$198.35 and a 5 years driver's licence in Western Australia is \$163.50.

Registration will again be based on each state, within Queensland it will vary based on various factors such as either it being a new registration or a renewal, more information can be located in [Queensland Government](#). Within Western Australia it will vary based on various factors, more information can be located from [Western Australia Department of Transport](#).

Car Insurance will also be state specific, within Queensland information can be found from [Allianz](#). Within Western Australia information can be found from [AAMI](#). It is worth noting that both states require at least basic cover of Compulsory Third Party, this needs to be attend before getting a car registered.

### **Can I access medical care?**

Yes, you can access free public care as Australia and the United Kingdom & the Republic of Ireland have a reciprocal health service (Medicare). Some people choose to go private if they are staying longer than 6 months. If you pay for private health, your tax reduces, we would advise seeking specialist taxation advice.

### **Do I need any vaccinations?**

No

### **Will I need to change my mobile phone number?**

Yes, you will be required to get a new sim for your phone. You will to have some form of identification when getting this from a store in Australia, they will usually accept your passport. The phone sim can only be purchased when you enter Australia.

### **What forms do I need to complete to work for Safe Places Australia?**

You will need to complete various forms as part of the employment opportunity with Safe Places Australia these include but not limited to just your Visa.

Each state has different requirements, which are listed on the state specific forms we have put together called the (STATE) Documentation Requirements Process. These process forms will outline some of the mandatory state specific forms in addition to the standard forms we require.

### **What happens after I complete the week training with Safe Places in the UK?**

Once you have completed and successfully passed the induction training within the UK or Republic of Ireland, we will be required to wait for all documents to be processed and returned. Once these have been finalised the flights can be booked for you to head to Australia for your new opportunity. From that point on, Inductees will not be employed by Safe Places UK as the training is based on a zero hour contract and it is recommended that you take leave from your current employer to attend unless all relevant checks are completed & returned.

### **Is there any forms that I can complete prior to attending Australia to help speed up the process?**

The (STATE) Documentation Requirements Process forms detail the forms required to be completed once you know which state you will be relocating to. You are encouraged to be proactive in trying to have these forms completed as soon as possible to help speed up your employment process.

### **What police checks will I need to undertake to work with YP in Australia?**

These will be required for each state however are slightly different dependant on which state you are going to.

Some states allow you to complete all the processes prior to your arrival to Australia or require you to have all the checks returned prior to working with children however, other states require you to arrive and then complete the forms but can work immediately upon the form being submitted.

### **What identification documents do I need to provide during the recruitment process?**

You will be asked to complete a Health Declaration Form and provide copies of your passport. There might be other documents that you will be asked for, but the international recruitment co-ordinator will be in contact based on each individual circumstances.

### **Who needs a copy of my qualification to ensure that it meets the criteria in Australia?**

You will be asked to provide a copy of all relevant qualifications from the international recruitment co-ordinator. These will be needed so that it supports the criteria that you meet the requirements for the position. You might also need to complete a [Skills Assessment](#) with regards to your qualification but this will be dependent on your Visa and other requirements. Support can be provided around this from the international recruitment co-ordinator.

You will also be required to take your original qualification documents to Australia with you, as these are later certified and submitted as part of an overseas qualification assessment. These must be the original qualifications as they must be certified from within Australia, we recommend taking your original qualifications with you.

### **What is a TFN Declaration Form and can this be completed prior to Australia?**



This relates to a Tax File Notification and this needs to be obtained for paying tax and contributions on your wages in Australia. According to the Australian Tax Office Foreign passport holders, permanent migrants and temporary visitors can apply for a tax file number (TFN) online. To be eligible to use this service to apply for a TFN, you must be in Australia and have a valid: Permanent migrant visa. Visa with working rights.

### **What is a New Customer Reference Number Application Form?**

This document will help applicants who cannot attend a Department of Transport and Main Roads (TMR) customer service centre to get a Customer Reference Number (CRN), photo or signature for their blue card application. This can be completed remotely and will allow for the application of the blue card within Australia.

### **Is this only opened to UK and Irish Citizens?**

Due to the relationship that both the Republic of Ireland and the United Kingdom have with Australia this employment opportunity can only be provided to applicants that have UK or Irish Citizenships. A current Irish or British Passport will be required.

### **Do I need to complete a Health Declaration Form with this job?**

The Health Declaration Form will need to be completed by all successful applicants, the Health Declaration Form will be sent to applicants that have been shortlisted after the phone screening has been completed. The Health Declaration Form needs to be returned prior to the face to face interview.

### **What is VEVO?**

VEVO stands for Visa Entitlement Verification Form (VEVO). Safe Places will provide a copy of this to the successful applicant, this form needs to be completed after your Visa has been granted. International recruitment co-ordinator will be issue this after training.

### **What is the Safe Places Enterprise Agreement that I will working under?**

Successful applicants will be required to work under Safe Places Enterprise Agreement, this will be provided to all successful applicants by the international recruitment co-ordinator.

### **What is the Authority to transfer personal information form?**

The authority to transfer personal information form will be issued after the phone screening, this form is be completed by all applicants as it allows consent from the data subject for us with Safe Places in the UK to share information with Safe Places Australia as your potential new employer.

### **What area can I work in within Australia?**

Currently we are seeking appointments for positions within Western Australia and Queensland (Townsville and Cairns). All of our other areas will require staff also however WA and QLD are currently in high demand and are priority areas at present. You will be asked what area you would like to work in and an information sheet will be sent in regards to the specific area. However, if there is a greater need for staff in one specific area there will be an offer for you to attend that area or alternatively you might need to wait longer for your preferred area.

### **What do I need to apply for the opportunity to work with Safe Places Australia?**

You will need to submit a CV that shows you have the relevant qualification (minimum Level 3 Diploma in a child related course) and experience in working with challenging

behaviours. There will be a phone screening section and formal face to face interviews. There is also an expectation that successful applicants complete training and all aspects of meeting the criteria in each state. A letter of employment offer will be issued after successfully completing training.

### **How will I find about education for my children?**

Within Australia there are many education options and depending on the area as this will be state specific, to access additional information please click on the relevant links, [Western Australia](#) and [Queensland](#).

### **Will I be able to get childcare for my children (Costs Etc?)**

Childcare can be obtained and sought when in Australia, the costs associated with this will be based on each area and state. Information can be sought from [Care for Kids in Australia](#). Additional information can be sought from Services in Australia that is published on the Australian Government, this being the [family benefit](#).

### **What is salary sacrificing (Salary Packaging)?**

Salary sacrificing is a formal arrangement between Safe Places Australia and you. Part of the process is that you agree to forgo part of your salary or wages in return for benefits of a similar value, such as more super or a car. Salary sacrificing is sometimes called salary packaging.

### **How much sick pay do I accrue?**

The yearly entitlement is based on an employee's ordinary hours of work and is 10 days for full-time employees, and pro-rata for part-time employees. This can be calculated as 1/26 of an employee's ordinary hours of work in a year.

### **How much Annual Leave will I accrue?**

Staff member get 6 weeks leave a year, though please note that this accumulated on a pro rata basis, this is not all issued at time of appointment.

### **I want to take my dogs over, how long it will take, what I have to do, how much will it cost.**

There are rules within Australia in regards to bringing pets, such as dogs and cats. You can only bring your cat or dog into Australia under strict import conditions. These safeguard our agriculture, environment, native and domestic animals, and our people. They are based on rigorous scientific analyses to manage biosecurity risks. Information has been published by the [Australian Government Department of Agriculture, Fisheries and Forestry](#).

### **Who will collect me from the Airport?**

There will be someone that will meet you at the airport, this will be someone from the area that you will be working. This could be the Area Manager, Admin Officer or other team member. Though this will be agreed before you depart.

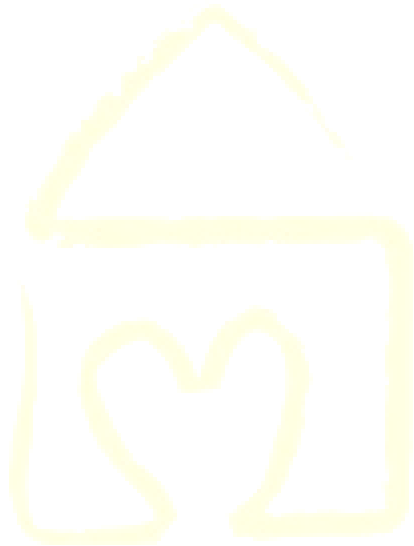
### **What is the time difference?**

This changes depending on the day light savings. Currently at the time of developing this FAQ document, in Brisbane, Queensland, Australia they are 9 hours ahead of the UK and ROI. Currently in Western Australia they are 7 hours ahead. Though these will each increase by an hour when the day light savings change in the UK and ROI.



**Will I get any information about the Area?**

We understand that there will be cultural differences and have developed an Area specific information sheet that we will provide to any successful applicants. This will help with learning more about the area that you will be working and living within, we hope that this information proves to be helpful.



Safe Places  
for Children