

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 experience and qualification do I need to be to get this opportunity?

A minimum 2 years' full-time experience working with challenging behaviours such as verbal and physical aggression preferably in a residential setting, within the last 5 years.

A Degree Level Qualification in Social Work, Youth Work or a Degree in a Relevant Subject Field would be desirable, but essentially the Minimum Qualification Requirement would be a Level 3 Diploma (Within a Relevant Subject Field).

Ability to do shift work (Approx. 5 shifts a fortnight for full time staff), and sleeping sleepovers (All shifts have a sleepover component). Able to obtain the necessary International Police Check and any associated Area Police Check's & Statutory State Check Requirements for the specific state that you will be employed within Australia.

Able to obtain the required VISA requirements before entry into Australia and to have the right to work for Safe Places for Children in Australia.

What are the various stages of the International Recruitment Project?

There are various stages of the International Recruitment Project for all applicants.

Applicants are required to submit their CV for screening, though it is important to note that you need to meet the position requirements such as the qualification and the experience to be Youth Worker.

If your CV is screened successful the international recruitment coordinator will be in contact and will ask you to send through different types of Identifications, Qualification, Health Form and Authority to Transfer Sensitive Personal Information. These will need to be returned prior to a phone interview being conducted with the international recruitment coordinator.

If successful from the phone interview, you will be invited to attend a face to face interview. Please note that the expenses to attend the face to face interview will need to be covered by yourself. Please remember to bring your original documents with you to the interview, such as Identifications and Qualification. The exact information will be shared within an email which will be your invite to the face to face interview.

If successful from the face to face interview, you will be asked to provide some referrer details as these will need to be completed prior to attending the 1 week face to face training within the UK or Ireland, you might be asked for references at your face to face interview. Prior to attending training you will be required to return the zero hour contract and the letter of conditional offer. There will be other documents needed but again this will outlined within the email inviting you to attend training.

You are required to attend the training which will include 4 days of Therapeutic Crisis Intervention, this will need to be passed as there are various assessments. Please note that Safe Places will pay you for attending training, but will not pay for mileage etc. If you live further than 75 miles from the training you will be accommodated within a local hotel, though please note that this is accommodation only.

You are required to attend the full 5 days training.

Upon successful completion of the 1 week face to face training you will be provided with an Employment Agreement, this needs to be sent back with both your signature and a witness. Please note that all documents that are required to be sent back need to be the complete document. Once you have all checks (noted within this FAQ) then flights will be organised, but note that this is dependent on all documents and a copy of Visa being provided to the international recruitment coordinator.

You need to be pass through all stage of the International Recruitment Project prior to confirmation of your employment as a Youth Worker in Australia.

What is 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 short term 482 visa, which allows for ongoing employment and can lead to permanent residency. Safe Places Australia will be open to sponsoring staff for their short term 482 visa prior to them reaching 6 months of employment on their 417 visas. This short term 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 short term 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. Other criteria for this visa are 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?

417 Working Holiday Visa costs £322.35

Short term 482 Temporary Skill Shortage Visa has various costs associated. Please note that the short term 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 2 adults and 2 children would be, £1,920.00. Costs for this visa are based on £765.00 per an applicant over 18 and £195.00 per an applicant under the age of 18. Safe Places Australia will also incur a significant cost to sponsor all employees on short term 482 visa applications.

All 482 visa applications are processed through a company called SIRVA which is based within Australia. SIRVA will provide you (the applicant) with a professional service to help with obtaining and getting your 482 Visa/s granted. Therefore there will be a professional service fee that will need to be paid directly to SIRVA by the applicant as part of using the SIRVA service.

All people going to Australia are required to cover the cost of their visa application as well as other potential associated costs such but not limited to a potential medical, health checks, international police checks, blue card fees, biometrics, skills assessment, English language tests and a professional service fee.

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 and needs to be provided prior to the booking of any flights.

Is there an upper age restriction with a Short Term 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 and all stages of the International Recruitment process has been completed by the applicant.

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?

This document is up to date as from the 13th 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.

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.

You will be issued with a copy of the lease agreement and an Accommodation and Motor Vehicle Agreement Letter; this needs to be signed and returned back to the International Recruitment co-ordinator.

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.

You will be issued with a copy of the lease agreement and an Accommodation and Motor Vehicle Agreement Letter; this needs to be signed and returned back to the International Recruitment co-ordinator.

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 chose 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 Approx. (AUD 69,192) up to £46,000 Approx. (AUD 88,824) based on experience and qualifications. The GBP value is also dependent on the current value of the AUD and GBP at the time of conversion.

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:

Taxable Income	Tax on this Income
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

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\$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 1st of July to the 30th 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 providing 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?

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](#).

You will be issued with a copy of the lease agreement and an Accommodation and Motor Vehicle Agreement Letter; this needs to be signed and returned back to the International Recruitment co-ordinator.

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-year driver's licence in Queensland is \$198.35 and a 5-year 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 attended 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 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 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.

We recommend that you should do this as soon as you get to Australia as your current phone provider will not work or will charge you excessive monies.

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.

We recommend that you complete these forms prior to coming to the training, as this will reduce potential delays.

What happens within the one week training within the UK or Ireland?

You will be required to complete all relevant state documents (though ideally this should be completed prior to training). These will be completed on the 1st day of the training. You will be provided with a copy of the FAQ Post IR Training document.

The other 4 days are required to complete the Therapeutic Crisis Intervention (TCI) Training. It is important that you complete pre-reading assignments every night as this will help with the assessments and help with getting you prepared for each day of TCI.

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 (VISA's, Police Checks

etc) to be processed and returned. You will be issued with an Employment Agreement that needs to be signed and returned to International Recruitment co-ordinator. You will also be provided with a Family member flights and Temporary Arrangements for accommodation and motor vehicle letter and a Tenancy agreement.

Once these all documents have been signed and returned we will confirm the date that you will commence employment with Safe places in Australia.

Once all this has been completed then the flights can be booked for you to head to Australia for your new opportunity.

Are 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, Authority to Transfer Personal Information Form and provide copies of your Identification Forms and relevant Qualification. 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). This is to be completed remotely and will allow for you to apply for your blue card (this is needed as a requirement to work within Queensland). The Documentation Requirement Process will explain the process to be followed to submit and post your completed CRN form and associated documents to Australia. You need your Customer Reference Number before applying for your blue card.

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 Citzenships. 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 Phone Interview.

What is VEVO?

VEVO stands for Visa Entitlement Verification Form (VEVO).

The International recruitment coordinator will send you a VEVO consent form after you have been successful after your face to face interview. This needs to be completed by yourself and returned. The VEVO consent form will give us consent to check your visa eligibility as well as providing your details to our Immigration agent at SIRVA.

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 coordinator.

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. 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 regard 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. The international recruitment team will seek confirmation of identifications, qualification, health form and authority to transfer personal information form to be sent prior to the next stage of the process which is a phone screening interview.

After all required documents are returned then the international recruitment team will conduct a phone screening interview and if successful from this, you will be invited to a formal face to face interview. 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 members 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 is a rule within Australia in regard 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?

These 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.

What happens in the first four weeks, when I get to Australia after completing the process with the International Recruitment Project?

The staff member will be given the remainder of this first week of arrival to settle in prior to commencing training on the Monday of the following week.

During the second week of training, the applicant will be provided with time off between their shadow shifts to commence their search for accommodation and complete any state-specific Working with Children forms or checks. The state specific checks will be things like the VIC and NSW WWCC.

Additionally, all international inductees must also submit their overseas qualifications for assessment to the states specific overseas assessment unit. Once the assessment is returned, the outcome must be provided to the area manager and the assessment uploaded to their CIA.

During Training, the Area AO is responsible for ensuring remaining paperwork is completed and uploaded. During the first few weeks, the Area AO and Area Manager will remain available to provide any reasonable assistance for the staff member to find their own accommodation, transport and

After 4 weeks from the commencement of the Australian training taking place, the applicant is expected to vacate the Safe Places staff house and return the Safe Places vehicle. Upon vacating the house, the Area AO is required to inspect the property to ensure it has been left at the standard of the entry condition report.

What happens at the three-month period, if I am on a 417 Working Holiday Visa?

After completing three months of employment, a 3-month probation meeting will occur where, provided the area manager is in agreeance, HR will commence the process of sponsorship for a 482 visa.

The Area AM is to contact HR through visa@safeplaces.com.au and notify them that we wish to commence the 482-sponsorship process. The HR team will then commence this process, where our migration agent will make contact with the employee to support them with the employee's part of these 482 processes.

If the employee is already arriving in Australia on a 482 visa, there is no requirement to contact HR about their ongoing employment.