

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

### **What does Safe Places for Children do?**

Safe Places in Australia is one of the leading residential providers for Young People in care. The organisation expands across many states in Australia and various Areas within those states. Safe Places has a unique model of care informed by their CARE framework. 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.

Whilst many young people may require intense 1:1 support, most placements see young people supported in 2:1 models where they are placed siblings or with another child. Often young people are brought into care along with their siblings, resulting in a requirement to support multiple siblings within the home.

Safe Places, as well as other services, will collaborate to ensure appropriate matching and safety planning occurs to ensure that such co-tenancy models are able to succeed and ensure the large number of children in out of home care can receive the much needed supports they deserve.

The role of the youth worker is to provide direct support to the young people, provide emotional support, role model, facilitation of routines and a range of documentation requirements just to name a few.

### **What experience and qualifications are required to apply?**

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).

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?**

Applicants are required to submit for screening their CV, health details form, and an authority to transfer this information to Safe Places Australian recruitment team.

If your CV and health details form are screened successful, including that you meet the position requirements (eg, required qualifications and experience), the international recruitment coordinator will ask you to send through different types of Identification documents. These must be provided prior to a phone interview being conducted.

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 identification and qualifications. The exact information required 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 references prior to attending 1-day training in the UK or Ireland. Prior to attending training, you will be required to return a signed letter of conditional offer of employment. There will be other documents needed but again this will be outlined within the email inviting you to attend training.

You are compulsorily required to attend the full 1-day training, either face-to-face or we can arrange for you to do the training online.

Upon successful completion of the training, you will be provided with an Employment Agreement which needs to be returned with both your signature and a witness. Please note that all documents that are required to be returned 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 your Visa being provided to the international recruitment coordinator.

You need to 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 predominately based on working for a period of 24 hours. This will be broken down into a period of 16 hours and 1 sleepover (8 hours).

The standard rostering will aim to achieve an average of 38 hours a week, which will usually see a breakdown of 5 x 24 hours shifts a fortnight. This is averaged over an 84 day period. This means over the 12 week (84 days) you would expect to see an average of 38 hours worked a week.

There are support shifts required in some houses, which will be dependent on the needs of the young people and the house routines. These support shifts can range from anything up to 12 hours.

Whilst we aim to provide all staff with an average of 5 x 24 hours shifts a fortnight, to meet their 38 hours a week requirement, due to the needs of the young people and models of care it may be necessary to complete shorter shifts.

Additional shifts may also be available at times, where there are options to cash some of these hours in for extra wages or they may also be used to supplement a reduced shift requirement in the following weeks (time off in leu)

### **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 approx. £354.00.

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 approx. £2,000.00. Costs for this visa are based on £790.00 per an applicant over 18 and £198.00 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. Current professional fee with SIRVA is approx. £480.00.

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. It is worth noting that there are currently no pathway for Permanent Residency (PR) for any people over the age of 45, there might still be the continued option of Safe Places in Australia continue to provide ongoing 2 year sponsorships.

### **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?**

For 482 visa holders, Safe Places is obligated to pay the reasonable and necessary travel costs for the sponsored employee and their sponsored family members to leave Australia.

For the avoidance of doubt, Safe Places is only required to pay travel costs once. If, after paying travel costs, the sponsored employee returns to Australia holding the 482 visa Safe Places sponsored, Safe Places will not pay travel costs again.

The following costs are considered reasonable and necessary:

- travel from the employee's usual place of residence in Australia to their departure point from Australia;
- travel from Australia to the country for which the employee holds a passport and intends to travel to;
- economy class air travel or reasonable equivalent; and
- any other costs Safe Places considers reasonable and necessary at Safe Places sole discretion.

In order for travel costs to be paid, Safe Places must receive a written request by:

1. the 482 sponsored employee; or
2. the Department of Home Affairs on behalf of the sponsored employee.

417 Working Holiday visa holders are not eligible for payment of return travel costs.

For all other visa holders, Safe Places will consider payment of travel costs at its sole discretion.

### **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.

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. Extensions maybe possible if made in writing to the Area Manager.

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

If you are travelling to Australia and accompanied by your children, you will not be required to share accommodation with other traveling staff however, you may be required to share with other traveling employees if you are travelling just with another adult family member.

**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](#) 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?**

Each week you accrue 1.46 sick leave (personal leave) hours and 4.38 annual leave hours. In the event you became unwell, you would be able to utilise any personal leave entitlements you may have accrued, up until that point. In addition to this, you are also able to utilise your hours bank to supplement any deficiency you may have in your leave accruals.

When you work additional hours, this builds up your accrued hours bank entitlements which can be either cashed out or used for such instances as above.

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

Salary is £46,816 Approx. (AUD 92,155 + super) 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 24/25 according to the Australian Taxation Office:

<b>Taxable Income</b>	<b>Tax on this Income</b>
0-\$18,200	Nil
\$18,201 - \$45,000	16c for each \$1 over \$18,200
\$45,001 - \$135,00	\$4,288 plus 30c for each \$1 over \$45,000

### **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 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. You will need to discuss this with your current pension fund.

### **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.

### **What are the requirements when purchasing a vehicle in Australia?**

Some states do differ with the naming of the different forms required however essentially it is as follows:

- All vehicles sold will require the owner to provide you with a Road Worthy Certificate.

- This is evidence the vehicle has been inspected and is safe to drive on the road.
- Vehicles sold without a road worthy generally require works to be completed on them in order to make them road worthy. (Same as MOT in UK)

All vehicles in Australia need to be registered to drive on the road and a registration is linked to the vehicles number plate. (Same as Tax disc in the UK)

All registration renewals last for either 6 or 12 months, so most vehicles will be sold still with registration on the vehicle.

At the time of purchase, you will be required to transfer the vehicle into your name, which can be easily done online or via a paper form. The purchase price of the vehicle will determine how much the vehicle costs to transfer into your name. This is called stamp duty.

All registered vehicles have compulsory third party (CTP) insurance included as part of the registration. This covers drivers from being financially responsible if they injure someone in an accident. This does not cover damages to either vehicle.

Whilst vehicle insurance is not compulsory, it is highly recommended to purchase vehicle insurance to cover you in case you are at fault in an accident. This will then cover damages to both vehicles if you are at fault. Costs for insurance will vary depending on a range of different options.

### **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 forms do I need to complete prior to my flights being booked to work for Safe Places Australia?**



You will need to complete various forms as part of this employment opportunity with Safe Places Australia these include but not limited to the following;

- Visa granted and a copy of the Visa granted provided to the International Recruitment coordinator. Visa granted is for both the 482 Visa and 417 Visa.
- Review the Employment Agreement that has been issued and sign a complete return copy of this to the international recruitment coordinator, this requires the witness signature to be included within the Employment Agreement.
- You have been issued with an Accommodation and Motor Vehicle Agreement Letter, this needs to be reviewed and signed and returned to the international recruitment coordinator.
- Each state has different requirements, which are listed on the state-specific forms we have put together called the (STATE) Documentation Requirements Process. These need to be completed and outcomes obtained prior to booking flights. The below relates to the state-specific requirements for Queensland and Western Australia;
  - **For working within Queensland** you will need to complete and post the Customer Reference Number Application. You will need your CRN number for when you apply for your Blue Card. You need to send the email confirmation that your Blue Card has been granted to the International Recruitment coordinator.
  - You are responsible for completing the **LCS2** document and providing this to the international recruitment coordinator. The international recruitment coordinator will review the LCS2 and if completed correctly, this will be sent to the AO in Queensland, who will then send to the screening unit. There needs to be an outcome provided to Safe Places in Australia.
  - **For working within Western Australia** you will need to complete a 395 Form, provide associated certified identifications, and an international police certificate for each country that you have resided within the last years. This will be reviewed and sent to the AO in Western Australia who will then send to the screening unit. There needs to be an outcome provided to Safe Places in Australia.

### **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 1<sup>st</sup> 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 ( including transcripts) 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, so it is a requirement that you take your original qualifications with you, to submit within the first 2 weeks to the relevant assessment unit.

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

This relates to paying tax 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. During your first week of

training in Australia, you will be provided with a Tax Declaration form to complete. This will indicate to the finance team that you have either applied for a TFN or you are now in possession of one.

This generally only takes around 7 days to receive. Provided you apply for a tax file number, you will pay the standard tax rate for 28 days, at which time you will go to the highest tax bracket if you don't provide the tax file number to your employer. Once received, you can then complete a new declaration form, providing your tax file number, to our finance team.

### **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 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 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 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. 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. For novated leasing of cars this is only applicable to people that are on a 482 Visa.

### **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 and transport.

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, subject to your performance to-date, you have secured your own accommodation

and you have had your overseas qualifications assessed by the Safe Places Australia recruitment team, HR will commence the process of sponsorship for a 482 visa.

The Area AM is to contact HR through [visa@safeplaces.com.au](mailto: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 you to support you with your part of the 482 visa process.



Safe Places  
for Children