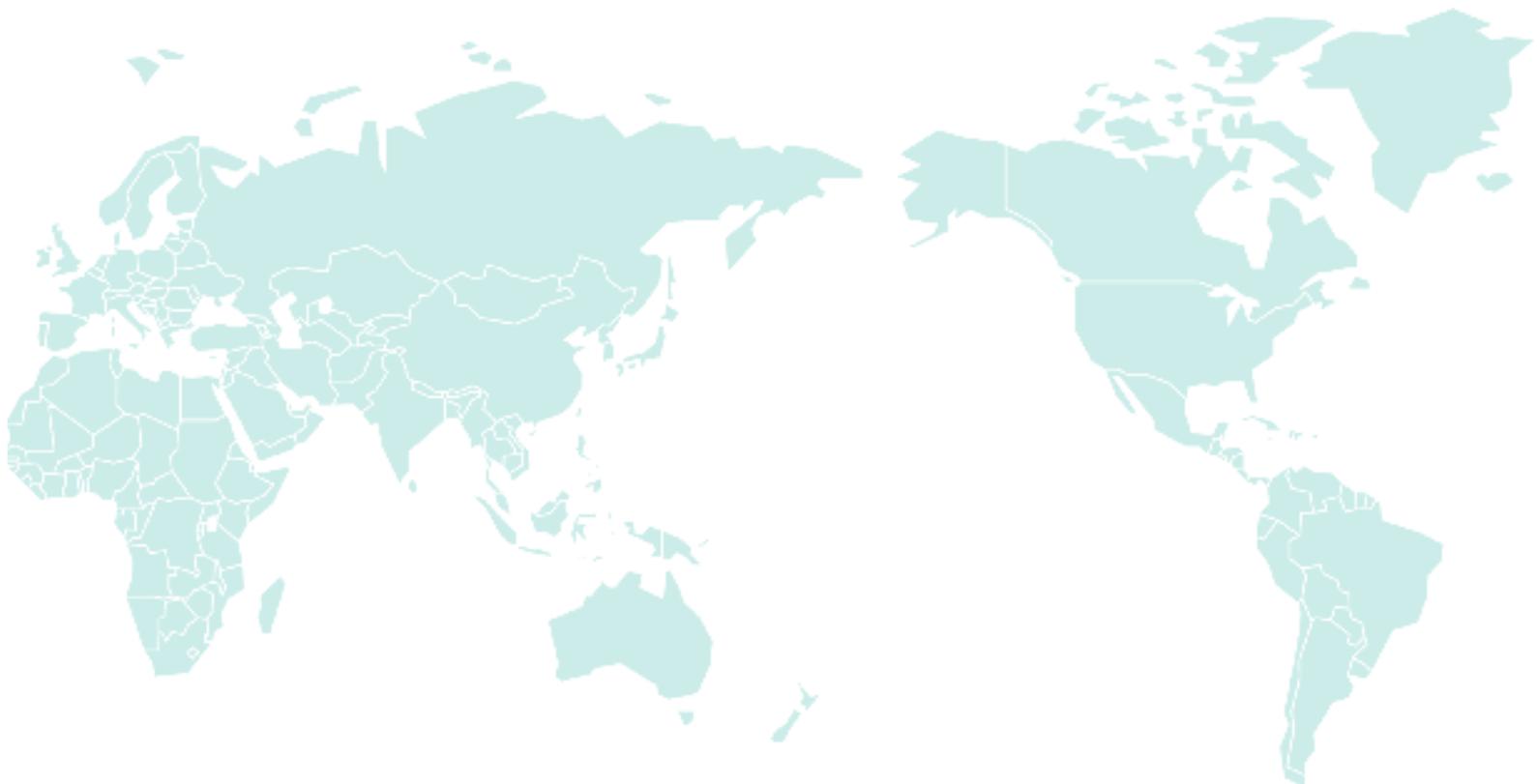


Overseas Recruitment Retainer

ALECTO RECRUITMENT SERVICES



Why are we introducing an overseas recruitment retainer?

Over the last 2 years there have been a lot of regulatory changes that unfortunately have made it harder to recruit GPs from overseas, or to get visa's for GPs that are already in Australia. We are committed to finding simple solutions so that our clients can still access this pool of GPs, but we are now forced to pass on these costs to our clients - particularly with the increased labour market testing requirements.

How has Labour Market Testing become more onerous?

The new skilled working visa, TSS (subclass 482) includes more stringent labour marketing testing (LMT) requirements which need to be met by the sponsoring organisations. To meet the requirements, we must now be able to prove that 2 x job adverts have been completed within 4 months of completing a visa nomination for a GP. The ads must contain very specific information and details about applications received must also be supplied to the immigration department. The department has already made a number of changes to the information they require on the advertising this year, so we are in constant discussion with our migration agents to make sure we have the correct information on all ads.

We have received reports from clients that they have had visas rejected this year, on the grounds that had not met the LMT requirements. In these cases, the nomination and Skilling Australian Fund fee have been lost.

What does the retainer include?

- Alecto will run 2 x adverts per quarter in line with the LMT requirements for each location, so that if at any time you want to recruit a GP, we have the correct LMT evidence ready to go. Please note you will also be able to use this advertising if you happen to recruit a GP through another agency or on your own.
- Phone support regarding 19AA and 19AB, if you have any questions about DWS, Spousal or other 19AB exemptions our registration manager will be able to answer your questions. If you decide to proceed with an application there may be extra charges incurred.
- CV vetting for eligibility for 19AB/19AA exemptions that candidates may be suitable for (max of 20 per quarter).
- 1x quarterly consultation with a senior member of Alecto (on the phone or in person where feasible) which will give you an insight and any updates to the current GP employment market. Also our senior member will offer a detailed discussion about the best recruitment strategies and incentives that your practice can apply to help attract GPs to your practice.

Alecto Australia Recruitment & Consulting
info@alecto.com.au | +61 1800 604 332
alecto.com.au

Melbourne
Suite 401, 7 Jeffcott St
West Melbourne, VIC 3003
+61 403 444 764

Perth
Level 4, 45 St Georges Tce
Perth, WA 6000
+61 405 607 793

What if I have more than one practice?

With the LMT advertising there is a little bit of flexibility with regards to specifying the locations. If you own multiple practices within a 5 km radius, they can be covered under one retainer. However, if your practices are spread across a wider geographical area there would be additional charges. Keep in mind that LMT is only relevant when you are sponsoring someone for a visa, which usually only happens at DWS locations, or those practices that previously held DWS status and you plan to use replacement DWS exemptions for.

What will the retainer cost?

The retainer will operate on a quarterly basis and be paid quarterly. We are able to offer a discount of 10% for direct debit agreement.

Number of locations	1	2	3
Cost per quarter	\$1,800	\$2,400	\$2,900

*contact us for specific quote if you have more than 3 locations

*prices don't include GST

When does it start?

Clients need to decide by February 28th if they want to continue recruiting overseas GPs (or local GPs that need visa) through Alecto, so that advertising can commence from 1st of March.

Next steps

Please advise your recruitment consultant (or email info@alecto.com.au) if you wish to proceed recruiting overseas GPs through Alecto, and we will send through a contract with further details for you to sign.

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