



Terms and Conditions for HealthX Pathway to Permanent Residency Transfer from TSS 482 to ENS 186 visa.

The following terms and conditions support HealthX (the employer) Pathway to Permanent Residency process, (P2PR) for eligible Registered Nurses (you / the candidate) in partnering healthcare facilities (the facility).

1. To be eligible to apply for the HealthX pathway to permanent residency, you need to meet all Australian Government eligibility requirements for ENS 186 visa, including but not limited to being aged under 45 years from the point of application. You must have minimum two years' experience as a Registered Nurse in a healthcare setting similar to Australia e.g. NZ, UK, Canada, Singapore, Ireland, USA and Hong Kong (or a minimum of two years' experience in hospital in UAE, Oman, KSA, Qatar and Philippines that is accredited by JCI, ACI, or ACHS).
2. To apply for the HealthX pathway to permanent residency, register at <https://healthx.com.au/register-nurse/>.
3. If you are successful in your application, you will be initially sponsored and employed by HealthX under the TSS 482 visa (Labour Agreement Stream). This is a fast route to living and working in Australia.
4. The transition process from HealthX sponsored TSS 482 visa to facility nominated ENS 186 visa will occur after your commencement of employment within the partnering healthcare facility, following a successful performance review at three months.
5. In the unlikely event that you do not pass your three month performance review, your performance will be managed in consultation with HealthX and the facility. You will have another review at six months.
6. The timeframe for transition to facility sponsored ENS 186 is estimated at 12 months, based on the average time for ENS 186 nomination, ANMAC accreditation and migration process. This is an indicative timeframe only and actual timing may vary. HealthX cannot be held responsible for delays in the migration process. Visit <https://immi.homeaffairs.gov.au/visas/getting-a-visa/visa-listing/employer-nomination-scheme-186/direct-entry-stream> for details.
7. Financial incentives up to \$20,000 may be awarded to successful registered nurses after employment commences. The final amount may vary, and timing of payments will be determined by the facility and the location and will be stated in the successful candidates Schedule of Placement (SOP).
8. These terms and conditions are applicable for P2PR contracts only, entered into by the successful candidate, participating healthcare facility and HealthX after August 2023.

August 2023. Errors and omissions excepted.