

# 2025-26 Tasmanian Skilled Migration State Nomination Program

## Details of program changes October 2025

### Website restructure

The Migration Tasmania website has been restructured to make it easier to find key information. This includes:

- Nomination pathway eligibility requirements
- Priority attributes
- Additional information pages

These changes aim to streamline navigation and improve user experience.

### Migration Tasmania Application Gateway

The Application Gateway has been overhauled to simplify and enhance transparency in the Registration of Interest (ROI) process.

Key improvements include:

- Replacement of the previous question-and-answer format with a streamlined checklist of priority attributes
- The checklist aligns directly with the priority attribute tables published on the Migration Tasmania website
- Each candidate will be allocated a total ROI score which will be clearly displayed within the Gateway, helping applicants better understand their competitiveness and eligibility
- When further information is requested by a case officer during assessment, applicants will be able to securely upload the new information to their online application.

These changes are designed to make the nomination process more intuitive, consistent, and user-friendly.

## Changes to priority attributes

All attributes have been reworded in simple terms to aid understanding.

Priority attributes now display an individual score that clearly indicates the weighting of each attribute a candidate claims. This is designed to better reflect Tasmania's nomination priorities and help candidates understand their competitiveness.

A candidate's Registration of Interest (ROI) score is determined by the attributes they meet. This score determines the coloured pass issued upon ROI submission:

- **Gold Pass** – Score of **1,000 or more**
  - Allows the candidate to immediately lodge a nomination application.
- **Green Pass** – Score of **250 or more**
  - Invitation to apply for nomination within the following six months.
- **Orange Pass** – Score **under 250**
  - Invitation to apply may be issued depending on the number of available nomination places and ROIs received.

Some orange priority attributes are designated "Orange plus", scoring 25 points or more. Candidates with one or more of these attributes will be prioritised for an invitation among orange pass holders.

Priority score weightings favour the Graduate and Established Resident pathways, recognising their longer-term residence in Tasmania and the importance of attracting and retaining young people.

All ROIs in the overseas applicant pathways receive a Gold pass

There are no green or gold priority attributes for the Tasmanian Business Operator (TBO) pathway.

## Skilled and lower skilled roles

All references to skilled roles (ANZSCO 1-3) and lower skilled roles (ANZSCO 4-5) in priority attributes have been replaced with an income threshold.

Candidates earning at least \$57,000 per year (or a base rate of \$28.85 per hour) from eligible employment can now claim the highest scoring priority attributes.

Employment that does not meet the National Minimum Wage is not eligible to claim priority attributes.

## Pay and salary attributes

To claim salary-based priority attributes, candidates must meet the specified income threshold **solely through base earnings**. Calculation of salary excludes:

- Overtime
- Penalty rates
- Bonuses
- Casual loading

## Gold pass – employment in health, allied health, or education professions

The “critical roles list” has been restricted to include only health, allied health, or education professions. Only teaching roles in schools will be accepted for the Gold priority attribute.

## Changes to minimum requirements

To improve clarity and accessibility, minimum requirements for all nomination pathways have been rewritten for easier understanding. In addition, several key changes have been introduced:

### **Subclass 190 Tasmanian Skilled Employment (TSE) pathway**

- Applicants must genuinely intend to remain employed in Tasmania in their current industry for at least two years after nomination.
- The Tasmanian Onshore Skilled Occupation List has been replaced with a list of priority roles.
- Candidates with a skills assessment for an occupation listed as a TSE Priority Role, and who are employed in a role within the same ANZSCO 3-digit group, will be eligible for nomination after:
  - 9 months of employment
  - 6 months for roles in health, allied health, or education
- Candidates in all other occupations will be eligible after 15 months of employment in the same ANZSCO 3-digit group.
- To be considered under this pathway, applicants must earn at least 75% of the Temporary Skilled Migration Income Threshold (TSMIT) - currently \$57,000 per year - or the local market rate, whichever is higher.

### **Subclass 491 Tasmanian Skilled Employment (TSE) pathway**

- Applicants must genuinely intend to remain employed in Tasmania in their current industry for at least two years after nomination.
- Candidates working in a role that pays at least \$57,000 per year or \$28.85 per hour, must have been working in Tasmania for at least nine months.
- The three-month exemption period previously applied to occupations on the Tasmanian Onshore Skilled Occupation List has been removed
- If the job is not directly related to the candidate's nominated skills assessment, they must hold relevant qualifications or experience that align with the [Occupational Standards Classification for Australia](#) (OSCA) definition for the role.
- Candidates earning less than \$57,000 per year (but at least the national minimum wage) must have worked in Tasmania for at least 12 months
  - If the role is not related to their skills assessment, they must have relevant qualifications or experience aligned with the OSCA definition for the role.

### **Subclass 190 Tasmanian Established Resident (TER) pathway**

- Employment-Based Eligibility changes
  - Applicants must have either:
    - Worked for 12 of the last 18 months in a role that pays at least \$57,000 per year (excluding overtime, penalties, bonuses, or casual loading), or the local market rate, whichever is higher. OR
    - Worked for 18 months within the last three years in a role that pays at least the National Minimum Wage.
- Business-based eligibility changes
  - Applicants must have operated an eligible business in Tasmania for at least the past two years
  - The business must generate a minimum personal income equal to the Temporary Skilled Migration Income Threshold (TSMIT), currently \$76,515 per year
  - The business must also achieve a net profit of at least \$76,515 per year after paying that income
- New Remote Work Eligibility
  - Applicants who have lived in Tasmania for at least three years and have worked remotely for an interstate employer or clients for the past 12 months may be eligible.
  - The remote role must pay at least \$57,000 per year or \$28.85 per hour.

This acknowledges the evolving nature of work and supports residents who are long term residents contributing to Tasmania's economy while working remotely.

### **Subclass 491 Tasmanian Established Resident (TER) pathway**

- Employment-Based Eligibility changes
  - Applicants must have either:
    - Worked for 6 of last 12 months in a role that pays at least \$57,000 per year (excluding overtime, penalties, bonuses, or casual loading), or the local market rate, whichever is higher. OR
    - Worked for at least 12 out of last 18 months in a role that pays at least the National Minimum Wage.

### **Subclass 491 Tasmanian Business Operator (TBO) pathway**

- Updated Personal Earnings Threshold: Applicants must now demonstrate personal earnings of at least \$65,037 per year, which represents 85% of the updated Temporary Skilled Migration Income Threshold (TSMIT).
- Business Sustainability Requirement: The applicant's business must remain financially viable and profitable after paying the applicant's salary.

### **Subclass 190 Overseas Applicant (Health or Education Sector Job Offer only) (OJO) pathway**

This pathway has now been extended to include education related occupations. To be considered for this pathway the candidate must meet the following requirements,

Applicants must:

- Hold a valid skills assessment in a health, allied health, or education-related occupation, listed within one of the relevant 3-digit ANZSCO codes.
- Have received a job offer for a position in Tasmania that closely aligns with the occupation for which the skills assessment was granted.
  - This means the role must fall within the same ANZSCO 3-digit group as the assessed occupation.
- For School Teachers, the job offer must be for a position within a Tasmanian school.

### **Subclass 491 Overseas Applicant (Job Offer) pathway closure**

This pathway is no longer available. This is due to extensive fraud in the pathway and prolonged visa processing times for visa applications made outside Australia.

### **Subclass 491 and 190 Tasmanian Skilled Graduate (TSG) pathway**

There are no changes to the subclass 190 TSG pathway minimum requirements.

## Requests for review of decisions – time limit

Request to review the outcome of a nomination must be made within 30 days of the applicant being notified of the nomination decision.

## Changes to Additional Information, Exclusions and Definitions

All program guidance has been thoroughly reviewed and rewritten to improve clarity, consistency, and accessibility for applicants.

Key improvements include:

- Simplified language to make requirements easier to understand
- Clearer structure and formatting across all pathways and policy sections
- Expanded examples to help applicants interpret criteria and apply them correctly
- Enhanced definitions and exclusions to reduce ambiguity and support accurate self-assessment

Other changes include:

### **Excluded employment**

Restrictions on employment in supermarkets, service stations, mobile phone repair businesses, and limited/fast food restaurants have been removed. Remaining exclusions are

- unpaid internships, scholarships, stipends and volunteer work
- taxi, ride-share, food and alcohol delivery driving
- massage therapists without a recognised skills assessment and a health fund provider number

Employment reliant on the Tasmanian Skilled Migration State Nomination Program, such as those in registered training organisations or the migration industry, remains a low priority and will only be considered in relation to salary attributes.

### **Well-established business**

All claims relating to employment and salary must be with a well-established business.

A well-established business must now have been operating *under the same ownership* for at least 12 months (or a longer period if required by the relevant occupational caveat). This includes additional outlets or franchises of the same business – the place where an applicant works must have operated for the minimum time.

## **Contractors**

Migration Tasmania has introduced a clearer definition of what constitutes a contractor:

An independent contractor is an individual who provides services to another business or an individual client under a contract and is not directly employed by that business or individual client.

A subcontractor is hired by an independent contractor. A subcontractor works under the direction of the independent contractor, not the original business or individual client.

For the purposes of Tasmania's Skilled Migration program contractors are not classified as business operators and cannot make business operator claims.

### *Contractor eligibility*

Applicants working as a contractor may make employment claims, not business operator claims.

Contractors are eligible for both the Skilled Employment and the Established Resident Pathways minimum requirements where they,

- have a related skills assessment,
- can demonstrate at least 12 months of activity in Tasmania and,
- can provide evidence of ongoing contractual agreements of at least 3 months as at the time of application.

For all other pathways, contractors can claim employment related priority attributes where they have at least two years prior Australian experience in a similar role as either an employee or subcontractor, or if they have a related skills assessment and have evidence of ongoing contracting agreements.

## **Pay and salary priority attributes**

To meet pay or salary priority attributes, the relevant income threshold must have been met for at least the last three months prior to submitting a Registration of Interest (ROI) and have continued until application lodgement.

Only base salary is considered when calculating eligibility. It no longer includes penalties for weekends, public holidays, or work outside regular hours and commissions.

## **Employment related to skills assessment**

Where employment must be related to a candidate's skills assessment to meet minimum requirements or claim priority attributes, the role must be in the same three-digit ANZSCO group as the skills assessment.

### **Job interviews related to skills assessment or Tasmanian study**

To claim priority attributes on their ROI for job interviews related to skills assessment or Tasmanian study, a candidate must not currently earn more than \$57,000 per year or \$28.85 per hour. They must also provide evidence of individual interviews with two Tasmanian businesses that have operated locally for at least three years. Acceptable proof includes written correspondence confirming the date and time of each interview. Group interviews and online assessments are not considered valid.

### **Employment in same industry as skills assessment or Tasmanian study**

Updated guidance of what is accepted as being the same industry has been included.

This requires the applicant to demonstrate the type of work being undertaken is connected to the same field they were trained in, or have a skills assessment in, even if the role is lower-skilled or entry-level.

Applicants must submit a concise written explanation, together with supporting documents, that details their duties and tasks and demonstrates how these correspond to the same general field as the assessed occupation or study.

Roles that occur in the same setting but do not require relevant training or skills will not be considered related.

### **Working outside skills assessment area**

Working outside skills assessment: Applicants seeking nomination under the Tasmanian Skilled Employment or Established Resident pathways who are employed outside their skills assessment area must hold relevant qualifications or experience, as defined by the Occupational Skills Classification Australia (OSCA).

### **Business owners claiming pay and salary attributes**

Business operators can use the income they are drawing from the business to meet the pay and salary priority attributes. The income must be demonstrated for a minimum of 12 months.

The amount claimed must be the actual personal income drawn from the business and be demonstrated through Australian Tax Office Personal Income Statement, payslips and personal bank statements showing personal income.

Total sales or business turnover cannot be used to meet pay and salary claims.



Business owners must provide the following as supporting evidence:

- most recent Australian Tax Office Income Statement
- payslips demonstrating regular salary amounts
- Australian Tax Office payment summaries
- personal bank statement showing personal income entries.

## Changes to Required Documents

Required supporting documents have been reviewed and updated changes include:

- Removal of unnecessary mandatory documents - applicants no longer need to attach a "blank pdf" to meet system requirements
- Income evidence - Australian Taxation Office Income Statements are now required instead of a Notice of Assessment
- Bank statements must show day to day transactions in Tasmania as well as salary deposits
- More detail regarding information required to demonstrate that pay and conditions are consistent with local market rates

Details of supporting documents required with an application for nomination are listed on the Migration Tasmania website and in the online application.