



8 December 2015

~~Nazma Louise DOUGHTY~~
44 Skyline Village
London United Kingdom E14 9TS
UNITED KINGDOM

In reply please quote:

Client Name	Nazma Louise DOUGHTY
Date of Birth	04 October 1991
Date of Visa Application	25 November 2015
Application ID	640507306
Transaction Reference Number	100A1MDRR4
File Number	Doc 2015/3505032
Transmission Method	Email sent to nazma@global-migrate.com

Dear ~~Nazma Louise DOUGHTY~~

Notification of grant of a Working Holiday (Temporary) (class TZ) Working Holiday (subclass 417) visa

I wish to advise that a decision has been made on this application and visas have been granted on 08 December 2015 to the applicant(s) listed in the attached Visa Grant Notice, which contains important information about your visa(s).

Please keep a copy of this letter and the Visa Grant Notice in a safe place for your reference.

Please note: if your application contained multiple applicants, each applicant that has been granted a visa will be sent their own Visa Grant Notice. Any other applicants should not make arrangements to travel to Australia unless they have received their own Visa Grant Notice.

The date on this notification, and the date of visa grant, are according to Australian Eastern Standard Time [UTC +10] (incorporating Daylight Saving Time [UTC +11], if applicable) on the relevant day. Depending on your location, these dates may differ by one day from your local date and may be in the future. Despite this, your Australian visa is already in effect - there is no need to delay travel to Australia until the commencement of the later day.

Questions about this decision

If you have questions about this decision, or the process or information that was taken into account, you may contact us by any of the means listed below.

Changes to your circumstances

Up until the time you arrive in Australia, you are required to tell us about any changes to your circumstances that may affect any answer to a question in your application form including your name, passport, contact details, address or family members as soon as

possible. You are required to do this in writing and can use *Form 1022 Notification of changes in circumstance (Section 104 of the Migration Act 1958)*, which is available at www.border.gov.au/forms/Documents/1022.pdf. Failure to notify the department of your new circumstances can have serious consequences and your visa may be cancelled.

After you arrive in Australia, it is still important that you tell us about any changes to your circumstances as soon as possible. You are required to do this in writing and can use one of the forms available at www.border.gov.au/Lega/Lega/Form/Immi-FAQs/i-have-lodged-my-visa-application-but-things-have-changed-how-do-i-update-my-application

Client service information

We value your compliments, complaints and suggestions. Your compliments let us know where we are performing well and your complaints and suggestions help us improve the services we provide.

Further information on our Client Service Charter and how to make a compliment, complaint or suggestion is available at www.border.gov.au/about/contact/provide-feedback

Contacting this processing office

We prefer contact with this office concerning your application to be electronic via our website. We try to respond to all online enquiries within seven (7) working days.

Please visit our website available at www.border.gov.au/Trav/Visa

Yours sincerely

Department of Immigration and Border Protection



VISA GRANT NOTICE

~~ALISON LOUISE DOUGHERTY~~



Application details

Date of Visa Application 25 November 2015
 Transaction Reference Number (TRN) ~~EG071MBRR4~~
 Application ID ~~640637906~~
 File Number ~~ELI 2015/3305032~~

Applicant Details

Applicant Type	Main Applicant
Applicant Name	ALISON LOUISE DOUGHERTY
Date of Birth	01 OCT 1966 1961
Client ID	40101000407

Grant Details

Visa Class	Working Holiday (Temporary) (class TZ)
Visa Subclass	Working Holiday (subclass 417)
Visa Grant Number	2015001226756
Visa Grant Date	08 December 2015
Travel Document Number	NS0475292
Travel Document Country	IRELAND
Must Make First Entry to Australia Before	08 December 2016
Must Not Arrive After	08 December 2016
Stay Period	12 month(s) from the date of first arrival
Travel Facility	Multiple
Visa Conditions	8547 - EMPLOYER WORK LIMITATION 8548 - STUDY LIMITATION

First entry date

You must make your first entry to Australia before 08 December 2016. It is not possible to change this date.

Visa conditions and entitlements

Your visa has been granted subject to the conditions specified in the table. If you do not comply with these conditions, there may be serious consequences including:

- visa cancellation
- detention
- removal from Australia

More information on visa conditions and entitlements is available at www.border.gov.au/Busi/Visa

Maintaining a valid visa

Your visa allows you multiple entries to Australia until 08 December 2016. You are allowed to stay for a period of 12 month(s) from the date of your first entry.

It is important to take note of these dates. You will need to leave Australia or make alternative arrangements with the department before this date or you will become unlawful. If you think you will not be able to depart Australia by the date your visa expires, you should contact the department as soon as possible.

More information is available at www.border.gov.au/Trav/Ente/Visa/community-status-resolution-service

Checking your visa details

You can check and email your visa details and conditions at any time using the Visa Entitlement Verification Online (VEVO) system. To access VEVO, you can either use the QR Code provided above or visit www.border.gov.au/vevo

You will need to enter the following information:

- Your Visa Grant Number or Transaction Reference Number, and
- Your passport or ImmiCard information.

You can also check and email your visa details through the myVEVO mobile app.

Travelling to and from Australia

You can provide evidence that you have the authority to travel to and enter Australia, and/or remain in Australia by showing your passport or ImmiCard linked to your electronic visa record.

More information is available at www.border.gov.au/aboutyourvisa

Most countries have specific entry, exit and visa requirements. If you are transiting or exiting through another country, it is your responsibility to check with the relevant government authorities. The Australian Government cannot advise on other countries' requirements.

Polio vaccinations

On 5 May 2014, the World Health Organization (WHO) Director General declared the recent international spread of wild type polio virus to be a Public Health Emergency of International Concern under the International Health Regulations (IHR). Nine countries, listed below, have been identified as having suffered recent outbreaks of polio.

If you are from one of the countries listed below, or have spent 28 days or longer in these countries on or after 5 May 2014 we encourage you to have a polio vaccination prior to departing for Australia. Having the vaccination will also assist in eradicating the spread of polio.

To obtain maximum benefit in assisting with the eradication of the spread of polio, it is advisable to have the vaccination at least 4 weeks prior to your travel.

Countries: Afghanistan, Cameroon, Equatorial Guinea, Ethiopia, Iraq, Nigeria, Pakistan, Somalia, Syria

Further information is available from www.border.gov.au/Trav/Visa/Heal/Overview-of-the-health-requirement/Threats-to-public-health

Australian Working Conditions

Overseas workers – know your workplace rights

Pay rates and workplace conditions are set by Australian law. All people working in Australia, including those from overseas, have rights and protections at work. These cannot be taken away by contracts or agreements.

If you have questions about your pay and conditions while in Australia, you can contact the Fair Work Ombudsman for free help.

Visit fairwork.gov.au for information for visa holders and international students. This includes information in 27 languages. There are also a range of helpful videos at www.youtube.com/fairworkgovau about working in Australia in many languages.

You can also contact the Fair Work Ombudsman by phone within Australia on 13 13 94 (Translating and Interpreting Service 13 14 50).

The Fair Work Information Statement which is available in 27 languages also provides important information, www.fairwork.gov.au/employee-entitlements/national-employment-standards/fair-work-information-statement.

What are my minimum rights and conditions at work?

Pay

Your minimum pay rate can come from an award, enterprise agreement or other registered agreement, or the national minimum wage. Employees have to be paid the right pay rate for all hours they work, including time spent:

- training
- in team meetings
- opening and closing the business
- doing a trial shift.

National minimum wage

Certain employees may have different pay entitlements depending on whether they have a reduced work capacity because of disability, if they are under the age of 21 or if they are an apprentice or trainee. You can calculate your correct pay and entitlements using the Pay and Conditions Tool at: www.fairwork.gov.au/pay

Employees that are employed on a casual basis will also receive a “casual loading” on top of their hourly rate in lieu of any annual or sick leave entitlements.

The national minimum wage is reviewed every year and may change.

What is not okay at work?

Every employee has protections at work:

- you should not be bullied or harassed
- you should not be discriminated against
- it is ok to ask your boss, the Fair Work Ombudsman or someone else about your pay and conditions.

You can find more information about discrimination, bullying, harassment and protections at work at www.fairwork.gov.au/employee-entitlements/protections-at-work

Helpful hints when you start working in Australia:

- keep a diary of days and hours worked
- keep copies or records of employment details, pay slips, agreements and superannuation and tax documents.

Remember there are always Government contacts that can help you if you get stuck.

Can I get into trouble for talking to the Fair Work Ombudsman?

No. Your employer cannot treat you differently, terminate you or take away your entitlements for talking to the Fair Work Ombudsman.

Can my employer cancel my visa?

No. Employers cannot cancel visas. Only the Department of Immigration and Border Protection can grant, refuse or cancel visas.

Yours sincerely

Department of Immigration and Border Protection

08 December 2015