

VISA PAK ISSUE 605 — 8 NOVEMBER 2024

SUBSTANTIAL ANZSCO MATCH ASSESSMENTS

As part of policy changes for the Accredited Employer Work Visa (AEWV) introduced in April 2024, part of the assessment required for job check applications is to determine the occupation and skill level of the role as set out in the Australian and New Zealand Standard Classification of Occupations (ANZSCO) [ANZSCO version 1.3](#) as per Immigration Instructions under [WA3.16](#).

This Visa Pak is to provide further guidance for immigration officers in line with [Visa Pak 346](#) when undertaking substantial match assessments relating to a job check for AEWV to determine the occupation and skill level of a proposed role.

To assess the occupation and skill level of the proposed role declared in the application using ANZSCO, an IO will first determine whether the proposed role is substantially consistent with the overarching ANZSCO (6-digit classification) occupation level job title and description for that occupation. If an immigration officer is not satisfied the occupation and skill level is substantially consistent, they may undertake a substantial match assessment as defined under [WA3.16.1](#).

A substantial match assessment is undertaken to determine if the immigration officer is satisfied that the role advertised/requested is a substantial match to the ANZSCO classification provided by the employer. To establish this, the job check application needs to match the details of the job provided in the proposed employment details, including the job check application, job description, job advertisement and any other information provided by the employer about the job (this may include considering minimum qualifications, work experience and skills listed as required).

As stated in [Visa Pak 346](#), a substantial match is not achieved by simply ticking off a list of the actual tasks against a particular ANZSCO classification. It is a holistic assessment of the actual tasks to be undertaken by a potential worker, the nature of the employment and the context in which the employment takes place. Where an ANZSCO Unit Group contains a number of occupations, only the core tasks, or parts of a core task, that are relevant to a specific occupation should be taken into account when assessing whether there is a substantial match.