

SUBCLASS 482 · TEMPORARY SKILL SHORTAGE

Market Salary Analysis

Prepared in support of a nomination application

SPONSOR	Oceanview Restaurant Pty Ltd
ABN	12 345 678 901
NOMINEE	Mr Rajesh Kumar
OCCUPATION	Sous Chef (ANZSCO 351311)
PROPOSED ANNUAL SALARY	AUD \$76,000 plus superannuation
EMPLOYMENT BASIS	Full-time (38 hours per week)
WORK LOCATION	Coolangatta QLD 4225
DATE OF PREPARATION	July 2025
PREPARED BY	Migration Compliance Team, Oceanview Restaurant Pty Ltd

SECTION 1 — PURPOSE OF THIS DOCUMENT

This Market Salary Analysis has been prepared to demonstrate that the proposed annual salary of \$76,000 plus superannuation offered to Mr Rajesh Kumar is consistent with market salary rates for an equivalent Sous Chef position in Coolangatta, Queensland. This analysis is provided in support of the Subclass 482 Temporary Skill Shortage (TSS) Visa nomination lodged by Oceanview Restaurant Pty Ltd.

The analysis is required to satisfy the legislative criterion that the nominated occupation attracts the same terms and conditions of employment as those that apply, or would apply, to an Australian citizen or permanent resident performing equivalent work in an equivalent location. This requirement is commonly referred to as the Market Salary Rate obligation.

SECTION 2 — REGULATORY FRAMEWORK

The market salary rate obligation for Subclass 482 nominations is governed by the Migration Act 1958 and the Migration Regulations 1994, and is further elaborated in the Department of Home Affairs Policy Advice Manual 3 (PAM3).

PAM3 Paragraph 35.1 provides the foundational requirement. It states that the terms and conditions of employment offered to or applicable to the nominee must be no less favourable than the terms and conditions of employment that apply, or would apply, to an Australian citizen or permanent resident performing equivalent work in the same workplace or location. The delegate must be satisfied that the salary offered reflects genuine market rates applicable to the nominated position, taking into account the nature of the duties, the level of responsibility, the location of employment, and the qualifications and experience ordinarily required for the role.

PAM3 Paragraph 36 provides additional guidance on how to assess whether a proposed salary constitutes a genuine market salary rate. It instructs that decision-makers and sponsors should consider a range of evidence, including but not limited to: industry salary surveys, comparable advertised positions in similar locations, enterprise agreements, awards applicable to the role, and any relevant statistical data published by credible sources. The paragraph further clarifies that it is not sufficient to rely solely on the applicable modern award rate where the market demonstrates that equivalent positions are remunerated at a higher level.

In respect of this nomination, the applicable modern award is the *Restaurant Industry Award 2020* (MA000119). However, as the analysis below demonstrates, the market for qualified and experienced Sous Chefs in the Gold Coast and Coolangatta region exceeds the minimum award rate, and the proposed salary of \$76,000 plus superannuation is consistent with comparable market advertisements and published salary data.

TSMIT COMPLIANCE NOTE

As at the date of preparation of this document, the Temporary Skilled Migration Income Threshold (TSMIT) is \$73,150 per annum. The proposed salary of \$76,000 exceeds this threshold. Where the market salary rate is higher than the TSMIT, the nominee must be paid the higher of the two figures. In this instance, the market salary rate and the proposed salary are consistent with one another and both exceed the TSMIT.

SECTION 3 — COMPARABLE JOB ADVERTISEMENTS

The following four comparable job advertisements have been identified from publicly accessible job platforms, specifically Seek.com.au and Indeed.com.au. These advertisements reflect current labour market conditions for Sous Chef positions in Coolangatta, the Gold Coast region, and comparable regional Queensland coastal locations. All advertisements are illustrative and reflect realistic market conditions as at mid-2025.

Comparable Advertisement 1 — Saltwater Kitchen and Bar

Platform	Seek.com.au
Job Title	Sous Chef
Location	Tweed Heads NSW (≈ 2 km from Coolangatta QLD)
Date Advertised	May 2025
Advertised Salary	\$72,000 – \$78,000 plus superannuation
Employment Type	Full-time, permanent

Saltwater Kitchen and Bar is seeking an experienced and motivated Sous Chef to join our senior kitchen team. The successful candidate will work closely with the Head Chef to manage daily kitchen operations, develop seasonal menus, supervise and mentor junior kitchen staff, maintain compliance with food safety standards, and ensure consistent delivery of high-quality cuisine across lunch and dinner services. The role requires a minimum of three years of experience in a similar senior kitchen position and a recognised culinary trade qualification.

Relevance: Highly comparable to the position offered to Mr Kumar. Location is functionally equivalent given the proximity of Tweed Heads to Coolangatta, and the advertised range of \$72,000–\$78,000 is consistent with the proposed salary of \$76,000.

Comparable Advertisement 2 — The Headland Brasserie

Platform	Indeed.com.au
Job Title	Sous Chef, Fine Dining
Location	Burleigh Heads QLD (≈ 25 km north of Coolangatta)
Date Advertised	April 2025
Advertised Salary	\$75,000 – \$80,000 plus superannuation
Employment Type	Full-time

The Headland Brasserie is a well-established fine dining venue located on the Gold Coast. We are currently seeking a skilled Sous Chef with demonstrated experience in high-volume, quality-focused kitchen environments. Key responsibilities include menu planning and development, stock management and ordering, supervision of up to eight kitchen staff, implementation of HACCP procedures, and support to the Executive Chef in all operational matters. Candidates must hold a Certificate III or IV in Commercial Cookery or equivalent overseas qualification and have a minimum of four years of relevant post-qualification experience.

Relevance: Slightly higher salary band within the same general market range. Duties are substantively identical. Midpoint of \$77,500 is consistent with the proposed salary of \$76,000.

Comparable Advertisement 3 — Horizon Bar and Grill

Platform	Seek.com.au
Job Title	Second Chef / Sous Chef
Location	Coolangatta QLD
Date Advertised	June 2025
Advertised Salary	\$74,000 – \$77,000 plus superannuation
Employment Type	Full-time, permanent

Horizon Bar and Grill, a well-regarded dining destination in the Coolangatta area, is recruiting for an experienced Second Chef or Sous Chef to support our Head Chef. The successful applicant will assist with the design and execution of our seasonal menu, lead kitchen service in the Head Chef's absence, manage kitchen hygiene and safety compliance, and contribute to training and development of kitchen team members. Trade qualification required. Interstate and international applicants welcome.

Relevance: The most directly comparable of the four, as it is located in the same suburb as Oceanview Restaurant. The \$74,000–\$77,000 range sits squarely around the proposed salary of \$76,000.

Comparable Advertisement 4 — Blue Anchor Seafood and Grill

Platform	Indeed.com.au
Job Title	Sous Chef, Coastal Venue
Location	Kingscliff NSW (≈ 15 km from Coolangatta)
Date Advertised	May 2025
Advertised Salary	\$75,500 per annum plus superannuation
Employment Type	Full-time

Blue Anchor Seafood and Grill is a popular coastal dining venue seeking a Sous Chef to lead kitchen operations. Duties include assisting with menu design, overseeing kitchen staff of up to ten persons, maintaining food cost controls, managing kitchen cleaning and safety protocols, and deputising for the Head Chef as required. Certificate III in Commercial Cookery or higher required. Minimum three years of experience in a supervisory kitchen role essential.

Relevance: A fixed salary offer of \$75,500 for an essentially equivalent role in a geographically adjacent area. Closely aligned with the proposed salary of \$76,000 for Mr Kumar.

SECTION 4 — PAYSACLE SALARY DATA REFERENCE

In addition to the comparable job advertisements above, reference has been made to PayScale salary data for the role of Sous Chef in Australia, with specific reference to Queensland and regional coastal locations. PayScale Australia reports the following indicative salary ranges for Sous Chef positions as at mid-2025:

MARKET SEGMENT	INDICATIVE RANGE (AUD P.A.)
National median — Sous Chef	\$68,000 – \$74,000
Queensland median — Sous Chef	\$66,000 – \$76,000
Gold Coast & Coolangatta regional market	\$70,000 – \$79,000

PayScale further notes that salaries in regional tourist and hospitality destinations, including the Gold Coast corridor, tend to be positioned toward the upper end of the Queensland range due to the high volume of hospitality activity, the competitive demand for skilled kitchen professionals, and the elevated cost of living in coastal resort areas. The proposed salary of \$76,000 sits comfortably within the upper-mid range of the Gold Coast regional market identified by PayScale, confirming that it reflects a genuine market rate for this occupation in this location.

SECTION 5 — SALARY CALCULATION AND MATHEMATICAL ANALYSIS

The following calculation sets out the hourly rate equivalent of the proposed annual salary and cross-references it against the comparable advertisement midpoints to confirm that the proposed salary is consistent with the market.

Proposed annual salary (exclusive of superannuation)	\$76,000.00
Standard full-time hours per week	38 hours
Working weeks per year	52 weeks

1 Calculate the weekly salary equivalent

$$\$76,000 \div 52 \text{ weeks} = \mathbf{\$1,461.54 \text{ per week}}$$

2 Calculate the hourly rate equivalent

$$\$1,461.54 \div 38 \text{ hours} = \mathbf{\$38.46 \text{ per hour}}$$

3 Calculate annual superannuation at 11.5%

$$\$76,000 \times 0.115 = \mathbf{\$8,740 \text{ per annum}}$$

4 Calculate total remuneration package

$$\$76,000 + \$8,740 = \mathbf{\$84,740 \text{ per annum}}$$
 (total cost to employer, inclusive of superannuation)

Comparative midpoint analysis — four comparable advertisements

ADVERTISEMENT	RANGE (P.A.)	MIDPOINT (P.A.)
1. Saltwater Kitchen and Bar (Tweed Heads NSW)	\$72,000 – \$78,000	\$75,000
2. The Headland Brasserie (Burleigh Heads QLD)	\$75,000 – \$80,000	\$77,500
3. Horizon Bar and Grill (Coolangatta QLD)	\$74,000 – \$77,000	\$75,500
4. Blue Anchor Seafood and Grill (Kingscliff NSW)	\$75,500 (fixed)	\$75,500
Average midpoint across comparable advertisements	—	\$75,875

Proposed salary	\$76,000
Average comparable midpoint	\$75,875
Variance (proposed – average)	+\$125 (< 0.2%)

The proposed salary of \$76,000 exceeds the average comparable midpoint by \$125, representing a variance of less than 0.2 percent. This negligible positive variance confirms that the proposed salary is precisely aligned with current market conditions.

SECTION 6 — TSMIT COMPLIANCE COMPARISON

The Temporary Skilled Migration Income Threshold (TSMIT) is a mandatory minimum salary floor applicable to all Subclass 482 nominations. As at 1 July 2024, the TSMIT is \$73,150 per annum.

Proposed annual salary	\$76,000.00
TSMIT (as at 1 July 2024)	\$73,150.00
Difference (proposed – TSMIT)	+\$2,850.00
Percentage above TSMIT	+3.90%

The proposed salary of \$76,000 per annum exceeds the TSMIT by \$2,850, or approximately 3.90 percent. The nomination therefore satisfies the TSMIT requirement.

Furthermore, as established by the comparable advertisement analysis above, the market salary rate for an equivalent Sous Chef position in Coolangatta and the surrounding Gold Coast region is approximately \$75,875 per annum based on the averaged midpoints of the four comparable advertisements. The proposed salary of \$76,000 satisfies both the TSMIT and the market salary rate obligations simultaneously.

Where a market salary rate exceeds the TSMIT, the higher figure must be paid. In this case, the market salary rate of approximately \$75,875 to \$76,000 is the higher figure, and the proposed salary of \$76,000 meets this requirement.

It is also confirmed that the nominee, Mr Rajesh Kumar, will not receive any salary or conditions of employment less favourable than those that would apply to an Australian citizen or permanent resident performing equivalent work at Oceanview Restaurant Pty Ltd or in an equivalent position elsewhere in the Coolangatta labour market, in accordance with the obligation set out in PAM3 at paragraphs 35.1 and 36.

SECTION 7 — CONCLUSION

This Market Salary Analysis has been prepared by Oceanview Restaurant Pty Ltd in support of its Subclass 482 Temporary Skill Shortage Visa nomination for Mr Rajesh Kumar in the nominated occupation of Sous Chef (ANZSCO 351311). The analysis demonstrates the following:

First, that four comparable job advertisements for Sous Chef positions in Coolangatta, the Gold Coast region, and the adjacent Tweed Heads and Kingscliff markets confirm that annual salaries for equivalent positions currently range from approximately \$72,000 to \$80,000 plus superannuation, with an average midpoint across the four advertisements of approximately \$75,875 per annum.

Second, that PayScale salary data for Queensland and the Gold Coast coastal region places the market range for Sous Chef positions at approximately \$70,000 to \$79,000 per annum, consistent with the advertised salary evidence.

Third, that the proposed salary of \$76,000 per annum plus superannuation at 11.5 percent equates to an hourly rate of \$38.46 and a total remuneration package of \$84,740 per annum inclusive of superannuation contributions, and is consistent with the market rate evidenced by the comparable advertisements.

Fourth, that the proposed salary of \$76,000 exceeds the current TSMIT of \$73,150 by \$2,850, or approximately 3.90 percent, and therefore satisfies the mandatory minimum salary requirement for the nomination.

Fifth, that the terms and conditions of employment to be offered to Mr Rajesh Kumar are consistent with those that apply or would apply to an Australian citizen or permanent resident performing equivalent work in the same location, in accordance with the requirements of PAM3 paragraphs 35.1 and 36.

On the basis of the evidence and analysis contained in this document, Oceanview Restaurant Pty Ltd submits that the proposed salary of \$76,000 plus superannuation constitutes a genuine market salary rate for the nominated occupation of Sous Chef in Coolangatta, Queensland, and that the nomination satisfies the applicable market salary rate and TSMIT obligations under the Subclass 482 visa framework.

SECTION 8 — DECLARATION

This Market Salary Analysis has been prepared honestly and in good faith by the authorised representative of Oceanview Restaurant Pty Ltd. The salary data, comparable advertisements, and calculations contained herein are presented to the best of the sponsor's knowledge and belief and are consistent with current market conditions as at July 2025.

Authorised Signatory

Director / HR Manager

Oceanview Restaurant Pty Ltd · ABN 12 345 678 901

Date: July 2025

WIDEN MIGRATION EXPERTS

Dynamic Consultancy Pty Ltd · MARN 1576536
widen.com.au

CONFIDENTIAL

Prepared for Oceanview Restaurant Pty Ltd
Document 2 of 3 · Market Salary Analysis