



## New Year Message by Noelene Merrey, Chief Executive Officer

New Year Greetings.

May I express my sincere appreciation to all our valued customers, business partners and stakeholders for their ongoing support, trust and utmost confidence in ISA Group over the past year.

Similarly, my appreciation to our staff's contribution for their relentless commitment and dedication in putting ISA Group in a strong position and ensuring continuous success.

The new year promises to bring along much success and progress for ISA Group as we all embark on an expansion drive into the Chinese market to promote business investment and education into Australia.



Our presence in China was inked on 9 December 2014 with ZhiGao ShowMe law firm in Chengdu, China, and through our joint efforts and commitment, we will continue to develop and promote investment opportunities, education and migration into Australia. In addition, our London office will celebrate its first anniversary in April 2015.

Recognising the importance of value-adding to our corporate clients and individuals, ISA Group offers corporate tax/financial advisory services through our alliance with Tony Underhill Chartered accountant.

As specialist in global recruitment for technical operational roles, our recruitment arm continues to provide human resources solutions. ISA Group will have a booth at the 2-day DownUnder Expo from 28 February 2015 in Birmingham, UK to identify the highest calibre candidates for a range of industries with a focus on key skills in manufacturing, resources, hospitality, agriculture, oil and gas and engineering.

As responsible corporate citizens, ISA Group remains committed to support the community in which we operate. Our initiatives are focused in the field of education and training for Aboriginal children via Mila programme where Deductible Gift Receipt (DGR) status has been granted by the Australian Tax Office, facilitating corporates and individuals to embrace the opportunity to make a difference to the Aboriginal community and the children.

In an increasingly competitive economic landscape, ISA Group commits to deliver excellent customer service and to be more innovative in providing superior products and services to meet increasing customer demand, ethically and responsibly.

On this note, we believe communication is highly essential and central for the effective management of our business, so please continue to communicate with us via our social media platforms.

In conclusion, ISA Group will continue to implement its key strategies to expand and grow its business, with firm commitment to excellence amongst all levels of staff with investment in human capital development to enhance our core competencies, productivity and greater competitiveness.

Wishing you the best for the New Year.

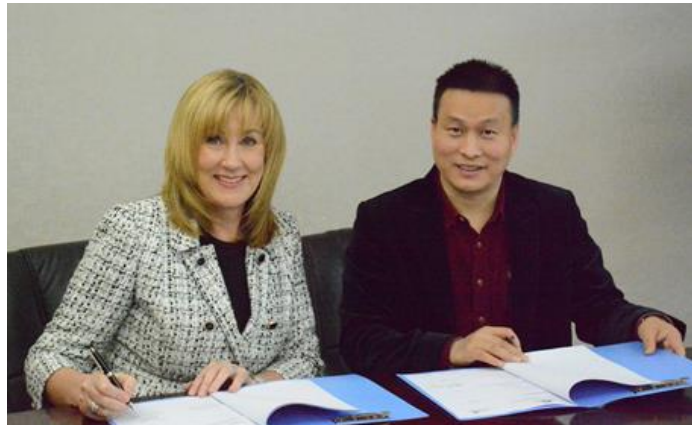


### **ISA Group makes footprints into China**

An exciting new chapter and key milestone in ISA Group's footprint into China was reached on Tuesday, 9 December 2014, with the signing of MOU with ZhiGao ShowMe law firm in Chengdu, China.

Representing ZhiGao ShowMe law firm is Mr Luo Jun, Partner at ZhiGao

ShowMe law firm and Noelene Merrey, Chief Executive Officer, ISA Group Australia.



Mr Luo Jun said, "Australia is an emerging destination for China's business investors who are keen to invest in a stable, prosperous and safe country. Signing of the MOU today, symbolises a partnership which we believe will lead to many new businesses and synergies in the years ahead."

Noelene said, "The MOU further strengthens the strategic alliance and cooperation to promote and develop investment opportunities and migration into Australia. ISA Group will assist to help potential Chinese business investors on projects in Australia, advice on investment approval process and offer comprehensive assistance to help Chinese business investors."

Present to witness this auspicious occasion from ISA Group were Mr Brett Merrey, Director and Tracy Li, Registered Migration Agent together with associates, business partners of ZhiGao ShowMe law firm.

Caption : Mr Luo Jun, Partner, ZhiGao ShowMe law firm, Chengdu and Noelene Merrey

## Value Add for all Clients - Tax Advisory Services

Recognising the importance of providing our clients with tax and financial advice and services, ISA Group established a strategic alliance with Tony Underhill, Chartered Tax Advisor and registered tax agent.

Noelene Merrey said, “This strategic alliance with Tony provides the ISA Group with a competitive advantage to offer our corporate clients advice and assistance throughout the recruitment and employment process for overseas workers, as well as tax / financial advice to individuals moving to live and work in Australia.”



Tony who runs his own independent specialist practice, provides expatriate tax services to clients of ISA Group includes consultancy services to corporate employers and individual clients.

Tony said, “We are confident this new business alliance will provide an important value add to ISA Group’s clients, as we offer comprehensive specialist tax advice, to meet specific needs with a range of competitive and flexible options to individuals and corporate clients.”

Tony comes with a wealth of experience working in Australia and UK in leading accountancy firms, including the 'Big Four' and brings a new level of expertise and experience to the ISA Group. A Chartered Tax Adviser and member of the Tax Institute of Australia, the Society of Trust and Estate Practitioners and Institute of Public Accountants, Tony specialises in tax matters, international tax planning, expatriate and inpatriate taxation, property investments and the use of trusts in tax and estate planning.

Caption: Ericsson Velayo, a young Chef from Cebu, Philippines who arrived recently to work for Tillbrook Nominees, C Y O'Connor village in Perth together with Tony Underhill (right)



## **New Temporary Work Visa to be Introduced**

Mixed reactions were received on the Australian Government's proposal to introduce Short Term Mobility Visa category which provides a one-year multiple entry visa for skilled foreign workers, which do not require current language and skill assessment and employers do not need to submit evidence of local labour market testing.

The proposed visa scheme would allow companies to fast forward the 457 skilled worker visa by bringing candidates to Australia for up to one year without the effort of submitting an application for 457 employer sponsored visas.

## **Alternative English Language Test**

Effective 1 January 2015, Cambridge Test, an "Advanced Test of English" is now accepted as an alternative English language test which represents another testing alternative to visa applicants.

Earlier in November 2014, English language test scores from Test of English as a Foreign language internet-based test (TOEFL iBT) and Pearson test of English academic (PTE Academic) across Temporary graduate, skilled, former resident and Work and Holiday visa programmes were accepted by Department of Immigration and Border Protection.

<http://www.immi.gov.au/News/Pages/aelt.aspx>



## **Significant Investor Visa**



As at 31 December 2014, Significant Investor Visa (SIV) statistics recorded a total of 595 primary visas granted with Expressions of Interest (EOI) submitted through SkillSelect at 2001.

Effective 1 July 2015, residency requirements for SIV applicants will be revised with no residency requirement for all secondary applicants. Primary applicants are required to reside in Australia for 40 days or the secondary applicant (spouse) for 180 days per year. Residency requirement will be per year, calculated cumulatively over the 4-year period.

<http://www.immi.gov.au/public/Pages/statistics/significant-investor-visa-statistics.aspx>



## Kuya Program in Manila shows Progress

ISA Group's CSR activities via the Kuya Programme in Philippines, achieved its objective of improving the lives of two young men in Manila.

Br. Luc Boudreault, SC said, "I am glad to inform that Wilmer Cabudoc and Jeffrey C Alla are now working. Wilmer is in Tarlac working in welding and is also studying a Bachelor's degree. Jeffrey works in a construction company in Guadalupe and goes home to Litex. His wife is expected to give birth to their second child soon."



Brett Merrey, Recruitment Director of ISA Group said, "We are certainly happy with the progress shown by the two young men and our role to help improve, empower them to develop life skills and values towards a productive life. We like to thank Br Luc for the support and the good relationship we have enjoyed over the years."

In Wilmer's first month living away from home, he shared with his social worker that he felt nervous at the beginning and was struggling to get back into the routine of classes and studying. Although he is quite shy, he is very happy with the opportunity granted to him, whose family has been a great support to him.

Jeffrey learnt a lot about welding. His family have been a rock of support and Jeffrey appreciates that the chance he has been given is very rare which opens up huge opportunities for him and his family.

Kuya program was supported by ISA Group in 2012, with the aim of contributing towards the community in Manila, and is designed to provide opportunities for young men from disadvantaged families to learn practical trade skills along with personal development.

ISA Group has been active in successfully recruiting and obtaining Australian visas for many Filipino nationals to move and work in Australia.

## Corporate Social Responsibility – Mila Program Kick-Starts

An exciting new chapter and key milestone in ISA Group's Corporate Social Responsibility (CSR) strategy was achieved during the last quarter with two MoUs signed to strengthen collaboration efforts and commitment in the field of education and training of Aboriginal children.

One of the MOU's signed was between ISA Group and Collie Senior High School, which cements the partnership between the school and ISA Group's Mila Program.

Domenic Camera, Principal, Collie Senior High School, Brett Merrey, Director, ISA Group together with Julie Hillier, Taylor Hayward and Karen Jetta, Bilya Moorditjabin Training Services, were present at the signing ceremony.



Mr Camera said, "It is absolutely fantastic to have this opportunity."

Julie Hillier, Senior Consultant and coach for Mila Program said, "We will be focussed and align all of our efforts to achieve the objectives of the program for Aboriginal children in Collie, the South-West Region and nationally."

Mr Brett Merrey said, "Our goal at ISA Group is to work closely with Aboriginal people to develop ideas from the youth and build long-term relationships with communities. We embarked on this initiative in Collie, as we grew up in this town and firmly believe the Mila program is sustainable in building a solid foundation for a successful future for the Aboriginal children."

Australian Taxation Office has granted Deductible Gift Receipt (DGR) status to Mila program where corporates and individuals can support and embrace the opportunity to make a difference to the Aboriginal children and community.

The second MOU signed was with Outback Academy Ltd and Woolkabunning Kiaka Inc, to collaborate and drive programs dedicated to Aboriginal children and most importantly, lay solid foundations for them in pursuance of a brighter and successful future. Clare O' Kelly, Executive Director, Outback Academy and Les Wallam, Executive Officer, Woolkabunning Kiaka Inc were present.

Ms O' Kelly said, "I am glad to say that this partnership with ISA Group will in the future, form a real foundation for Aboriginal students' success."

Taylor Hayward, Aboriginal Liaison Officer with ISA said, "It's great to be able to give back to a community that gave me so much. We started this program to help students be the best they can be, really set them up for a successful future. I was lucky enough to have a great support network but some students don't have that."

Caption: Domenic Camera, Principal, Collie Senior High School and Julie Hillier Senior Consultant and coach for Mila Program



## **Birmingham UK Exposition**

### **Come and Visit Us !**

Come and meet the ISA Group team at Down Under Live 2015. If you need to start a new life in Australia, and need to get the latest advice on making the move, then we'd love to see you at the show. We provide free visa and skills assessment on site.

## **Establishment of Business Alliances**

In line with providing excellent services, business alliances were established with Phoenix Academy and JobShop.

Phoenix Academy is one of Australia's largest specialist training centre for English as a second language in Perth, Western Australia. Established in 1989, the motto "We Care" remains a guiding philosophy, differentiating Phoenix Academy from most of its competitors.

<http://www.phoenix.wa.edu.au/aboutus>

An award winning fully licensed employment agency, JobShop places around 3,000 people to work annually in agriculture, administration, trades and labour for casual, medium term and permanent roles

<http://www.thejobshop.com.au/contact-us/>



**Ho Ho Ho ! Matilda Bay**



Our annual staff Christmas gathering on 9 November 2014 was a very special and memorable event. It was held at Matilda Bay reserve, a grassy parkland overlooking the Swan River, a perfect location to spend Sunday morning amongst staff and family members against a backdrop of graceful black swans paddling in the river and Perth's skyline.

Glorious sunshine and cool breeze together with delicious food and interesting games, promised everyone a happy and fun filled day.

