

# Iscah Migration Newsletter

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Hey Everyone

Happy New Year

Welcome to the latest edition of our monthly newsletter

We gather all the visa news and our articles over the last month and put them into one concise document so that you can catch up with what has happened

If you want backcopies you can find them at [www.iscah.com](http://www.iscah.com)

Also if you want to subscribe or unsubscribe (It is free) just email us to [newsletter@iscah.com](mailto:newsletter@iscah.com) (not the auto email you received the newsletter from)

Ok on to January's news ...



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## 1) Short interesting articles from media sources

<https://www.sbs.com.au/language/english/audio/businesses-visa-applicants-caught-up-in-cash-for-visa-scheme>

AAT backlogs - <https://twitter.com/RizviAbul/status/1219416237215637506>

## 2) Canberra 491/190 Matrix invite results

<http://www.canberrayourfuture.com.au/portal/migrating/article/act-occupation-list>

### 3) Tasmanian 491 refusals

We received a detailed reply from the Tasmanian State government about their high number of recent 491 refusals

Their reasoning and policy is here

#### **Tasmania State Sponsorship update for recent 491 refusals**

We asked the Tasmanian State Government about a high number of recent 491 refusals and received the following detailed reply ...

Hi

Thank you for the opportunity to explain Migration Tasmania's processes and considerations in regard to subclass 491 nomination.

We are currently in a situation where the number of people we expect to seek nomination between now and the end of June 2020 will greatly exceed our remaining nomination quota. This is particularly the case in relation to the Tasmanian Graduate category, where enrolments in one year business and management courses have increased dramatically during the past 18 months and it is very likely that majority of these students will seek Tasmanian nomination upon their graduation. In response, we are carefully managing our quota for the remainder of the year to ensure that we are able to nominate candidates who are best able to contribute to Tasmania's skills needs and economic growth.

This is not a different approach to that which we have employed in the past, the only variation recently being the increased pressure on our quota raising the baseline standard to be competitive and therefore nominated. The Migration Tasmania website has consistently stated that meeting our minimum nomination requirements does not guarantee nomination, and that all eligible applications are assessed according to a range of additional criteria to determine competitiveness for a limited number of places. These include:

- your demonstrated ability and commitment to establishing yourself, and any dependents, in Tasmania with a view to your prospects for long-term settlement in the state

- the demand for your particular skills and expertise, and your ability to find work in Tasmania
- the suitability and transferability of your qualifications, skills and experience – including any specialist capabilities – to the needs of Tasmania's labour market
- the skills and background of dependent family members
- your level of English language competency
- the likelihood of you obtaining a personal income that would meet the minimum taxable income requirement for the subclass 191 Permanent Residence (Skilled Regional) visa (currently AU\$53,900 per year for at least 3 years in the next 5 years)

Applicants who have skills in areas of particular need within the Tasmanian economy will be held in high regard, particularly if living in an area outside of Greater Hobart. These include:

- health
- trades and construction
- engineering
- community services (including aged and disability care)"

In practice, this means that we will immediately decide highly competitive and uncompetitive applications which, according to our moderated benchmarks, would be extremely unlikely to have a different outcome if assessed against a different group of applications. The remaining applications are held for comparative assessment and an outcome determined according to the number of places we have deemed available from our quota at the time. In some borderline cases applications may be held over for assessment against

another group of applications at a later date.

Those applicants that are not successful are advised that while they meet the minimum requirements, they were not sufficiently competitive to be nominated at that time. Unsuccessful applicants are welcome to apply again at any time in the future, however, unless additional information is provided with the new application that increases the competitive strength of the application, in most cases these applicants would be unlikely to achieve a different result.

We have recently updated the Migration Tasmania website with additional information and guidance for international students around our nomination requirements and priorities – we strongly encourage all prospective Tasmanian Graduate category applicants to read this information carefully before applying – <https://www.migration.tas.gov.au/graduates>

Realistically, merely studying a one year course in an area unrelated to Tasmania's skills needs combined with unskilled employment is, on its own, unlikely to result in nomination.

(Source: Tasmania State Government)

## 4) Visas for Horticultural Industry workers

Joint media release with the Hon Bridget McKenzie - Relief for growers this summer

The Hon Alan Tudge MP is currently acting Minister for Immigration, Citizenship, Migrant Services and Multicultural Affairs

Horticulture farmers around Australia will now receive more support to resolve labour shortages with the signing of a new Horticulture Industry Labour Agreement.

The new agreement means horticulture growers will have access to a skilled and semi-skilled workforce to help deliver the fruit and vegetables enjoyed by all Australians.

Acting Minister for Immigration, Citizenship, Migrant Services and Multicultural Affairs Alan Tudge said the Government is focused on supporting regional economies by providing horticultural employers with access to more workers.

"We have worked with growers and industry representatives to negotiate this agreement as it is vital our farmers maximise their hard work and economic returns," Mr Tudge said.

"Our first priority is always to fill jobs with Australians, but the immigration system can play an important role in helping to address regional skills gaps and grow local economies".

The Horticulture Industry Labour Agreement follows the success of labour agreements in other industries such as the dairy, meat and pork industry.

It also complements existing migration programmes to support regional employers and communities, including the Working Holiday Maker Programme, Seasonal Worker Programme, the Pacific Labour Scheme and Designated Area Migration Agreements (DAMAs).

Minister for Agriculture Senator McKenzie said the new labour agreement is a practical response to the desperate need across regional and rural Australia for greater access to skilled and semi-skilled migrant workers.

"This is about recognising that horticulture is a developed industry and requires a skilled workforce to continue to grow," Ms McKenzie said.

"It is another example of how the Government is improving opportunities for growth and development in regional communities."

From 1 January 2020, horticultural employers will be able to submit an application to the Department of Home Affairs to sponsor a migrant worker to come to Australia and fill one of the 31 approved occupations listed under the Labour Agreement.

Further details are available on the Department of Home Affairs website:

<https://immi.homeaffairs.gov.au/what-we-do/skilled-migration-program/recent-changes>

## 5) New company sponsored 494 WA criteria

<https://migration.wa.gov.au/SiteCollectionDocuments/Current%20documents/SESR%20Checklist%20-%20November%202019%20%282%29.pdf>

## 6) Change in 491 Tasmania visa criteria

Tasmania criteria for 491 Category 1 has changed as per below ...

Category 1 – Tasmanian graduate

To be considered for this category, you must meet all of the following criteria.

- you must have completed and graduated from a CRICOS registered tertiary institution in Tasmania. The course undertaken:
  - must be a degree (bachelor or any higher degree), a diploma (standard, advanced, associate or graduate) or a trade qualification (minimum Cert III level for a skilled occupation in Major Group 3 in ANZSCO)
  - must have a minimum duration of one academic year (40 weeks)
  - must be full time and on site in Tasmania
- you have lived in the state for at least 1 year during your period of study
- you and your dependents are currently living in Tasmania and can provide evidence of your ongoing genuine commitment.

More specific guidance for Tasmanian Graduates can be found on our International Student Graduates page.

**IMPORTANT:** If your study has been in an area that is not related to an occupation on the Tasmanian Skilled Occupation List, you need to explain your CAREER PLAN and how your studies have increased your ability to find skilled work in Tasmania. This may include areas unrelated to your Tasmanian study.

**\*\*Please also note:** Acceptable courses of study include courses above Certificate 3 studied with a CRICOS registered tertiary institution in Tasmania and meet the specific requirements for state nomination categories.

- All courses must be completed full time and on campus
- Study duration must be at least one academic year for the subclass 491 Skilled Work Regional (Provisional) visa. For the subclass 190 Skilled Nominated visa, your study must meet the Australian study requirement
- Graduate Diploma courses are considered eligible
- Graduate Certificate courses are not eligible
- Certificate 3 and 4 study must be related to a trade qualification (minimum Cert III level for a skilled occupation in Major Group 3 in ANZSCO) occupation.

This group includes:

- Engineering, ICT and Science Technicians
- Automotive and Engineering Trades Workers
- Construction Trades Workers
- Electrotechnology and Telecommunications Trades Workers
- Food Trades Workers
- Skilled Animal and Horticultural Workers
- Other Technicians and Trades Workers

**\*\* Childcare, Aged Care and Community Care related courses must be at least a Diploma level. However, we will accept Certificate III Early Childcare course if you commenced your course before 1 January 2020.**

(Source: Tasmania State Government)

## 7) Vetassess newsletter

Vetassess skills assessment updates and their newsletter –

<https://mailchi.mp/vetassess/early-birddiscount-problem-accessing-registration-link-1789617?e=8fd7671416&fbclid=IwAR0Yd-CyTFi69RGzxmN-3QGQnSOihJVxDK3oQrYdH5FLHomHEJq7brGll8w>

## 8) People posting fake news items

This happened last month and now we have been advised of a Whatsapp group that has created a FAKE screenshot of an Iscah news item dated 23/12/2019 and saying that the NSW state government are making changes to their 491 and 190 criteria and it will effect 482 visa holders

WE DID NOT POST THIS INFORMATION AND IT IS A FAKE

Please always refer to our official Iscah facebook, webpage or newsletters for our visa updates (it would be much appreciated if you see a fake post that you also publish next to it that is a fake)

Thankyou Steven

## 9) NSW 190 invites for Business/Systems Analyst

NSW 190 invites for Business/Systems Analyst so far this program year -

This FOI document showing invites from 1st July to 21st November 2019

[https://www.iscah.com/wp\\_files/wp-content/uploads/2020/01/fa-191101149-document-released.pdf](https://www.iscah.com/wp_files/wp-content/uploads/2020/01/fa-191101149-document-released.pdf)

## 10) Important change to DHA work experience policy

### Important change to Work Experience points

DHA have changed the way that they will assess work experience points for some occupations.

In the past if a person was assessed by some skills assessment authorities (Vetassess, ACS (offshore) etc) the assessing body would determine a “deeming date”. Any work experience that was undertaken prior to this “deeming date” was unable to be counted as skilled for work points.

DHA have now CHANGED this policy and instead will allow any work experience that takes place after obtaining the qualifications/work experience (as determined by ANZSCO) to count for points.

This is their now policy

When assessing periods of skilled employment for the purpose of awarding points, the following must be taken into account:

the opinion of the relevant skills assessing authority on the period of skilled employment including the date on which they deemed the applicant skilled; and

the Australian and New Zealand Standard Classification of Occupations (ANZSCO) including any pre-requisite qualifications/work experience relevant to the claimed skilled employment; and

any other relevant information (such as employment records and references).

If the skills assessing authority’s opinion would result in the applicant being awarded less points than the applicant claimed in their EOI, then decision makers should consider the information in ANZSCO and apply the more beneficial outcome in determining when the applicant was working at a skilled level.

In most cases this will mean that all work after obtaining the ANZSCO skill level (usually a relevant diploma or degree or in some cases 3-5 years work experience) will count as skilled work experience. If you do not have this skill level directly related to your occupation, you will not benefit from this new policy.

For example if a person has an acceptable degree in Marketing, and works the required 12 months for a Vetassess skills assessment as a Marketing Specialist, DHA would not count this 12 months as skilled work in the past. Now they will as ANZSCO says only an acceptable degree is needed to meet the Australian standards for that occupation.

Similarly if an overseas IT graduate works 5 years as an ICT Security Specialist. The ACS would use the first 2 years to meet their own skills assessment standards, leaving just 3 years counting as skilled for DHA points. Now the whole 5 years will count as skilled for points as ANZSCO requires just a relevant degree for that occupation.

Note that if you want to count work experience from your ACS assessment as an overseas qualified person your ACS assessment needs to confirm that your degree was a MAJOR in IT RELEVANT to your occupation and they only deducted 2 years work from your work history in most cases.

Note if you do not have the ANZSCO skill level for your nominated occupation, you are unable to benefit from this ANZSCO definition change in policy.

This will likely assist many people in claiming work experience to meet any state sponsorship requirements.

As in the past many states copied DHA policy and did not count work obtained prior to a deeming date.

(Note that you still need to meet any work experience required for the skills assessment from Vetassess or ACS, this has not changed for the actual skills assessment stage)

(Source: DHA and Iscah)

## 11) Official state allocations 491/190 for 2019/2020

These are DHAs official allocation of nominations for the 2019/2020 Program year.

	<b>190</b>	<b>489/491</b>	<b>Total</b>
<b>ACT</b>	1200	200	1400
<b>NSW</b>	3000	2745	5745
<b>NT</b>	400	600	1000
<b>QLD</b>	1000	1000	2000
<b>SA</b>	1250	3750	5000
<b>TAS</b>	1200	1800	3000
<b>VIC</b>	2500	1043	3543
<b>WA</b>	2250	250	2500
<b>TOTAL</b>	12800	11388	24188

Source: DHA

# 12) Unofficial Skill Select results January 2020

Unofficial Skill Select results 10th January 2020 – 189s and 491s

Looks like around 800-1200 invites for the 189 visas.

Also a big round for 491s and again some pro rata occupations slipped into the invites for that category. This is against DHA policy to give invites to 189s first in each of those occupations, but lucky for some.

You will see from the results table that we have also been able to show what are the oldest EOIs waiting at the lower scores of 75, 80, 85 and 90 points. Those dates that are older than December 2017 will of course have also expired but we have shown these just as a reference point.

To produce our results we collect data from our own clients, online forums, other online sources, and feedback from our FB and newsletter followers. As well as using mathematical logical assumptions we know in the past to be correct.

If you aware of any more recent invites for any of these occupations please email us at [query@iscah.com](mailto:query@iscah.com) with some details so that we can see if this table can be updated over the next 24-48 hours.

SO COME BACK AND CHECK for updates

(Please note it is highly likely there are more recent invites we are unaware of ... this is just the best we know so far)

Iscah estimated invitation dates after SA effect round of:	EOI points score						EOI effect date where invites will start when the score required drops to this level	FAST Best DHA date
10th January 2020	75 points	80 points	85 points @ Iscah 2019	90 points	95 points	100 points	Without Wasted invites	
2211 Accountants	8/10/2015	24/10/2016	18/10/2017	24/08/2018	22/01/2019*	09/01/2020*		
2212 Auditors @ Iscah 2020	27/07/2015	26/11/2016	26/09/2017	19/07/2018	05/10/2019*	05/01/2020*		
2334 Electronics Engineer	18/09/2017	13/12/2017	7/12/2018	19/08/2019*	09/01/2020*	09/01/2020*		
2335 Ind. Mech. Prod Engineers	27/04/2017	2/07/2018	24/02/2019	24/09/2019*	05/01/2020*	05/01/2020*		
2339 Other Engineer Profs (no invites seen)	3/01/2017	30/10/2017	6/11/2018	23/08/2019*	09/01/2020*	09/01/2020*		
2611 ICT Business Analysts	11/08/2016	13/09/2017	9/10/2018	01/09/2019*	05/01/2020*	05/01/2020*		
2613 Software Applications Programmer @ Iscah 2020	18/04/2017	23/01/2018	13/02/2019	23/09/2019*	05/01/2020*	05/01/2020*		
2611 Computer Network Prof	4/03/2017	6/09/2018	8/03/2019	19/09/2019*	05/01/2020*	05/01/2020*		
ALL the other NON-pro rata occupations	28/09/2017	8/12/2018	8/03/2019	23/09/2019	09/01/2020*	09/01/2020*		

Assumptions - Approximately 800 invitations (Split 60% Pro Rata and 40% Non Pro Rata)  
 \* Iscah estimates of CHANGED DATES from the latest round have an asterisk next to them \* and are in dark GREEN

<https://www.iscah.com/unofficial-skill-select-results-10th-january-2020-189s-491s>

The lowest 491 (family sponsored) points total and EOI effect date we have seen is 90 points (EOI effect date 5th December 2019)

(Source: Iscah)

# 13) When will you get your 189 Invite - January Estimates

The 10th January 2020 round looks around 800 invitations for the 189 visas.

We have estimated around 800 invites as an AVERAGE over the rest of the program year last month and so our predictions have not changed a lot. Other than people can breathe a sigh of relief that it has risen above the paltry 250 invites from December 2019.

Our unofficial invitation results for 10th January 2020 are here –

Our Assumptions are on the table below

Remember that these predictions are based on statistics from DHA and current policy settings. If DHA change from 100 to 1500 to 250 invites like they have in recent months it has an effect on invitation estimates too. Hence why we take an average (800 over each of the next 5 months)

**Assumptions**  
 DHA have a budget target of 16,800 grants less 4000 for NZ citizens. DHA have a backlog of 13000 points for applicants. To keep at that level we need 6,328 more invites before July 20. Factor in 25% wastage in 1894 invites. Each EOI averages 2.0 people but most invites will be single people so 1.4 average per EOI = 9028 potential invites. 900 per month allows a backlog reduction, split as 50% Pro rata and 40% NZC per table.  
 High Estimated waiting period for an EOI invite: 189 visa

as of 11 January 2020	Invites EOI (2019/20)	Estimated (17/12/19)	Estimated (18/01/20)	Estimated (19/02/20)	Estimated (20/03/20)	Copyright Iscah 2019
<b>4221 Accountants</b>	100 points	11/02/2020	invited	invited	invited	invited
	95 points	not before Jan 2021	11/11/2020	11/07/2020	11/04/2020	invited
	90 points	EOI expires before invite				
	85 points	EOI expires before invite				
	80 points	EOI expires before invite				
	75 points	EOI expires before invite				
	70 points	EOI expires before invite				
	65 points	EOI expires before invite				
<b>ID Search</b>						
<b>4222 Auditors</b>	100 points	11/02/2020	invited	invited	invited	invited
	95 points	11/02/2020	invited	invited	invited	invited
	90 points	EOI expires before invite				
	85 points	EOI expires before invite				
	80 points	EOI expires before invite				
	75 points	EOI expires before invite				
	70 points	EOI expires before invite				
	65 points	EOI expires before invite				
<b>ID</b>						
<b>4236 Electronics Engineer</b>	100 points	11/02/2020	invited	invited	invited	invited
	95 points	11/02/2020	invited	invited	invited	invited
	90 points	11/04/2020	invited	invited	invited	invited
	85 points	not before Jan 2021	11/01/2020			
	80 points	EOI expires before invite				
	75 points	EOI expires before invite				
	70 points	EOI expires before invite				
	65 points	EOI expires before invite				
<b>ID</b>						
<b>4238 Ind., Mech., Production Engineers</b>	100 points	11/02/2020	invited	invited	invited	invited
	95 points	11/02/2020	invited	invited	invited	invited
	90 points	11/04/2020	invited	invited	invited	invited
	85 points	not before Jan 2021	11/04/2020			
	80 points	EOI expires before invite				
	75 points	EOI expires before invite				
	70 points	EOI expires before invite				
	65 points	EOI expires before invite				
<b>ID Search</b>						
<b>4239 Other Engineering Professionals</b>	100 points	11/02/2020	invited	invited	invited	invited
	95 points	11/02/2020	invited	invited	invited	invited
	90 points	11/01/2020	invited	invited	invited	invited
	85 points	not before Jan 2021	11/12/2020			
	80 points	EOI expires before invite				
	75 points	EOI expires before invite				
	70 points	EOI expires before invite				
	65 points	EOI expires before invite				
<b>ID</b>						
<b>4241 ICT Business Analysts</b>	100 points	11/02/2020	invited	invited	invited	invited
	95 points	invited	invited	invited	invited	invited
	90 points	11/04/2020	invited	invited	invited	invited
	85 points	EOI expires before invite				
	80 points	EOI expires before invite				
	75 points	EOI expires before invite				
	70 points	EOI expires before invite				
	65 points	EOI expires before invite				
<b>ID</b>						
<b>4243 Software Applications Programmer</b>	100 points	11/02/2020	invited	invited	invited	invited
	95 points	11/02/2020	invited	invited	invited	invited
	90 points	11/04/2020	invited	invited	invited	invited
	85 points	not before Jan 2021	invited			
	80 points	EOI expires before invite				
	75 points	EOI expires before invite				
	70 points	EOI expires before invite				
	65 points	EOI expires before invite				
<b>ID</b>						
<b>4245 Computer Network Professionals</b>	100 points	11/02/2020	invited	invited	invited	invited
	95 points	11/02/2020	invited	invited	invited	invited
	90 points	11/04/2020	invited	invited	invited	invited
	85 points	not before Jan 2021	11/12/2020			
	80 points	EOI expires before invite				
	75 points	EOI expires before invite				
	70 points	EOI expires before invite				
	65 points	EOI expires before invite				
<b>ID</b>						
<b>All other NZC pro rata occupations *</b>	100 points	11/02/2020	invited	invited	invited	invited
	95 points	11/02/2020	invited	invited	invited	invited
	90 points	11/01/2020	invited	invited	invited	invited
	85 points	not before Jan 2021	11/04/2020			
	80 points	EOI expires before invite				
	75 points	EOI expires before invite				
	70 points	EOI expires before invite				
	65 points	EOI expires before invite				

Note the assumptions that we listed at the top of the spreadsheet. These predictions will change if DHA change their current selection path for

<https://www.iscah.com/will-get-189-invitation-january-2020-estimates>

For the 491 (family sponsored) visa DHA have limited themselves to only inviting MLTSSL occupations that are non pro rata in most cases. However there is the possibility for some Pro Rata occupations to get an invite if the 189 round does not use all the places for that occupation in that round (this can sometimes happen). As a result of this limited number of eligible applicants the 491 invite score dropped from 95 to 90 points. We expect this trend to continue and for 85 point applicants (70+15 for sponsor) to get an invite in February 2020. Especially if you are not a pro rata occupation.

(Source: Iscah)

## 14) WA 491/190 invite results for January 2020

We are trying to find out why the WA government are taking so long to release their state 491/190 invite results. The last published results were October 2019

FYI the lowest ranked invites we received for the 17/01/2020 190/491 round were

University level occupations -

105 points (including state points)

Bachelor degree (which means all masters and honours degrees got invites)

EOI effect date of 26/09/2018

Vocational level occupations -

80 points (including state points)

Diploma (which means all Advanced Diplomas got invites)

EOI effect date of 11/12/2019

(Source: Iscah)

## 15) AAT Tribunal Processing Priorities

This document explains which AAT appeal cases have priority and how you can demonstrate compelling reasons to shorten your processing time

<https://www.aat.gov.au/AAT/media/AAT/Files/Direc-tions%20and%20guides/Presidents-Direction-Prioritising-Cases-in-Migration-Refugee-Division.pdf>

## 16) PTE English scores verification to DHA

Does your client have a PTE Academic test result? For visa applications to the Department of Home Affairs (DHA) the fastest and easiest way for your clients result to be verified is to provide the Score Report Code (SRC) from a client's test result.

The SRC is 10 digits long and is a combination of letters and numbers, and was introduced in 2019 to replace the use of the Registration ID. The SRC can be found at the top of the test taker's score report, underneath their name.

The introduction of the SRC is part of the recent upgrade to PTE Academic's Score Report Website. As per previous communications, the new Score Report Website has eliminated the need for your client's to assign their scores to DHA, and other recognising institutions and professional bodies.

If your client's test result does not have a SRC, they can simply log back into their PTE Academic account and re-download their score report. The SRC is featured underneath the client's name as per the image below.

Please note; If this code is not provided to the Department of Home Affairs, your visa application may experience delays in being processed.

If you have any questions or difficulty in generating a Score Report Code they can contact our

<https://pearson.tfaforms.net/243>

(Source: MIA/PTE)

## 17) Official Skill Select results for 11th December 2019

### Current round

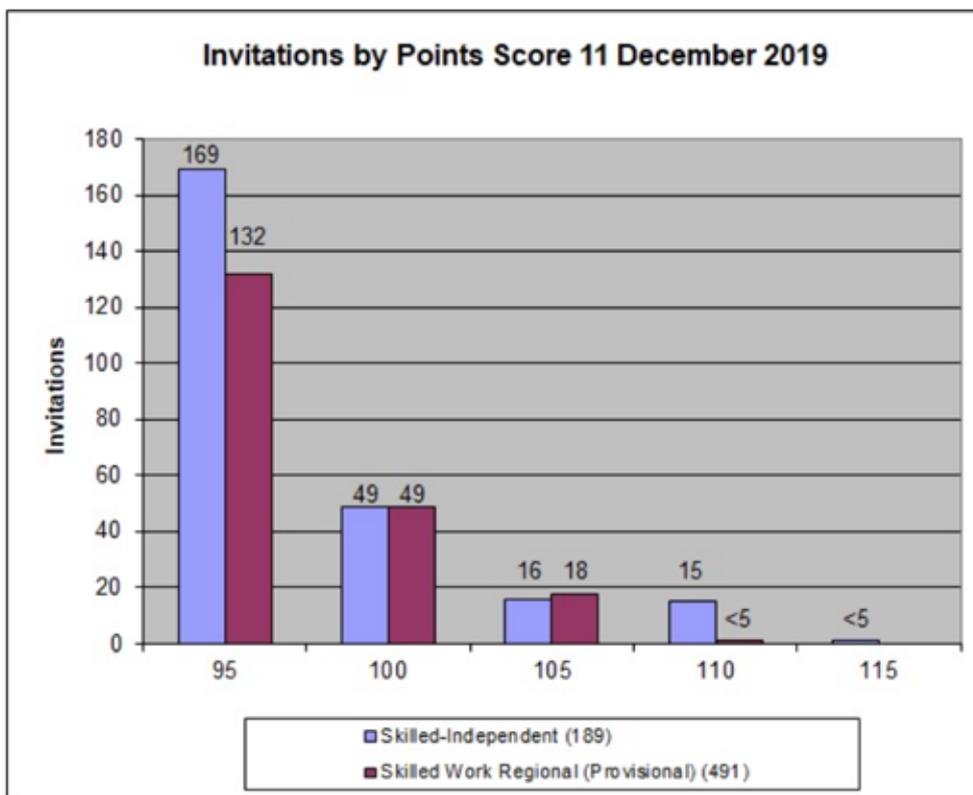
#### Invitations issued on 11 November 2019

The table below shows the number of invitations issued in the SkillSelect invitation round on 11 November 2019.

Visa subclass	Number
Skilled Independent visa (subclass 189)	250
Skilled Regional (provisional) visa (subclass 489)	200

During 2019-20 program year the following numbers of invitations have been issued:  
11 December 2019 results

The following graph shows the points for clients who were invited to apply in the 11 December 2019 round.



### Invitation process and cut off points

The highest ranked clients by points score are invited to apply for the relevant visa. For clients who have equal points scores, the time at which they reached their points score for that subclass (referred to as the date of effect) determines their order of invitation. Expressions of Interest with earlier dates of effect are invited before later dates.

Visa subclass	Min Points Score	Date of effect
Skilled - Independent (subclass 189)	95	30/11/2019 2:57pm
Skilled - Regional Provisional (subclass 489)	95	4/12/2019 2:59pm

### Point scores and the dates of effect cut off for the pro rata occupations in the 11 December 2019 invitation round.

Due to high levels of demand, and in keeping with previous years, the below occupation groups will be subject to pro rata arrangements to ensure availability of invitations across the program year.

SkillSelect first allocates available places to Skilled – Independent visas (subclass 189) and then the remaining to Skilled – Regional (Provisional) visas (subclass 489). If all places are taken up by subclass 189 visas then there will be no invitations issued for subclass 489 visas in these occupations.

Subclass	ID	Description	Points score	Date of effect
189	2211	Accountants	100	19/11/2019 9:53pm
189	2212	Auditors, Company Secretaries and Corporate Treasurers	95	27/05/2019 4:07pm
189	2334	Electronics Engineer	95	30/11/2019 1:27am
491	2334	Electronics Engineer	100	4/12/2019 3:32pm
189	2335	Industrial, Mechanical and Production Engineers	95	29/09/2019 4:36pm
189	2339	Other Engineering Professionals	95	18/11/2019 10:50am
189	2611	ICT Business and System Analysts	95	27/11/2019 3:23pm
491	2611	ICT Business and System Analysts	95	18/11/2019 6:20pm
189	2613	Software and Applications Programmers	95	30/11/2019 1:27am
491	2613	Software and Applications Programmers	95	29/11/2019 10:10pm
189	2631	Computer Network Professionals	95	29/11/2019 9:55am
491	2631	Computer Network Professionals	95	2/12/2019 7:18pm

(Source: Iscah)

Ok folks,  
That's all for the last month  
Keep well and see you all on Monday  
17th February 2020.

And please give a short prayer for my  
awesome mum atm. Luvya mum



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