



Fred Taylor
fyi-request-14992-93b4367b@requests.fyi.org.nz

Ref: DOIA 2021 - 1918

Dear Fred Taylor

Thank you for your email of 26 March 2021 requesting the following information under the Official Information Act 1982 (the OIA):

I would like to know how immigration NZ perform the following work: "The content of your job advertisements and offer must not discourage New Zealand workers from applying. Otherwise a work visa application will be declined. Immigration New Zealand will check whether New Zealand workers were unwilling to take up the job because of the terms and conditions of your offer, like pay or hours of work." (From this page <https://www.immigration.govt.nz/employ-migrants/explore-your-options/your-responsibilities-and-obligations/attempts-to-recruit-nzrs>)

Specifically: How does INZ find the pay offer for job listings on websites where the salary is often hidden, like linkedin or seek.co.nz?

How does INZ determine what is appropriate pay for the role? e.g. What salary and income data is used to compare the pay offer to to assess if it's fair?

Our response

How does INZ find the pay offer for job listings on websites where the salary is often hidden, like linkedin or seek.co.nz?

This is not a request for official information. However I can advise that Immigration New Zealand (INZ) considers both the content of the job advertisement and the terms and conditions specified in the employment agreement between the New Zealand employer and the visa applicant when assessing the availability of New Zealand citizens and residents. The relevant immigration instructions can be found at the following link:

[Operational Manual - Immigration New Zealand. Issue Date: 19 April 2021](#)
[Operational Manual - Immigration New Zealand. Issue Date: 22 August 2016](#)

How does INZ determine what is appropriate pay for the role? e.g. What salary and income data is used to compare the pay offer to assess if it's fair?

INZ uses a range of sources to determine the market rate of a specified occupation. More information can be found at the documents below:




<http://thelink/content/inzkit/Documents/market-rate-guide.pdf>

<http://inzkit/publish/visapak/visapak/#63145.htm>

If you wish to discuss any aspect of your request or this response, please contact Dongrui Pang, Operations Support, Immigration New Zealand at Dongrui.Pang@mbie.govt.nz

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Nicola Hogg', is centered on the page. The signature is fluid and cursive.

Nicola Hogg
General Manager – Border and Visa Operations
Immigration New Zealand
Ministry of Business, Innovation and Employment