



# Accredited Employer Work Visa Policy

RELEASED UNDER THE  
OFFICIAL INFORMATION ACT



## Topics

Welcome

Applying for an Accredited Employer Work Visa

Determining an Accredited Employer Work Visa

Requirements the employment offer needs to meet

Calculating minimum income for dependent children

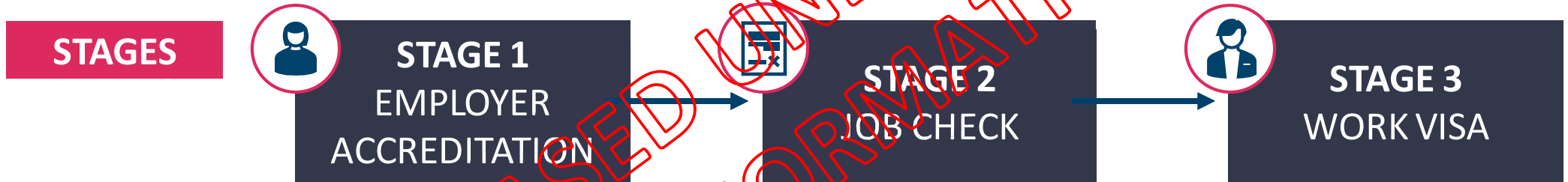
Visa timeframes and conditions

Close

OFFICIAL INFORMATION ACT

# The Accredited Employer Work Visa policy

---



# Work Visa process overview

---

The process includes the requirements that a work visa applicant must meet.



1

Migrant applies and uploads required application evidence. These checks are completed.

- Identity
- Health
- Character
- Relevant qualifications and experience for the approved role

2

The employment offer matches the approved Job Check

3

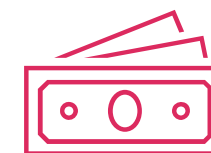
All requirements are met and the AEWV is issued

RELEASED UNDER THE OFFICIAL INFORMATION ACT

# Applying for an AEWV

---

- Applications will apply using a link sent to them by the employer. This link will take them to **Immigration Online**.
- They must include **evidence** demonstrating that they meet the AE Work Visa instructions, including copies of the employment agreement and the signed offer of employment.
- A **fee** must be paid.



# Determining a Work Visa (WA4.10)

An immigration officer may grant an AEWV if they are satisfied the applicant:

- meets the '**generic**' work visa requirements for **applicants** (W2.10.1)
- holds an offer of employment that meets our requirements
- is qualified to do the job they've been offered
- where the pay rate is below the median wage, is not subject to the stand-down period
- is applying with an approved Job Check number that hasn't been used.



*Paraphrased*

# Generic Work Visa requirements (W2.10.1a)

---

All applicants for work visas must:

a) meet the requirements for:

- **lodging an application** for temporary entry [E4](#);
- **bona fide** applicants [E5](#)
- **health** [A4](#) and
- **character** [A5](#).



RELEASED UNDER THE  
OFFICIAL INFORMATION ACT

# Generic Work Visa requirements... (W2.10.1 b&c)

All applicants for work visas must also:

- produce evidence to show that:
  - they are suitably qualified to do the job; **and**
  - they can meet **any** of the necessary requirements to obtain full or provisional New Zealand registration; **or**
  - they have an employment offer and evidence from the New Zealand Medical or Dental Council that they are eligible for registration, subject to an interview; **and**
- They have not held a work visa as a Primary Sector Trainee (W18) in the two years prior to their current work visa application.



*Paraphrased*



# Postponing or declining an application (WA4.10)

IF EVIDENCE SUGGESTS THE ACCREDITATION REQUIREMENTS ARE NO LONGER MET

POSTPONE THE DECISION UNTIL THE EMPLOYER MEETS REQUIREMENTS OR THEIR ACCREDITATION IS REVOKED

IF THE EMPLOYER ACCREDITATION IS SUSPENDED

POSTPONE THE DECISION UNTIL THE SUSPENSION ENDS

IF THE EMPLOYER ACCREDITATION HAS EXPIRED OR IS REVOKED

DECLINE THE WORK VISA



*Paraphrased.*

# Requirements for the employment offered (WA4.10.1)

---

The offer of employment must:



BE FROM AN  
ACCREDITED  
EMPLOYER



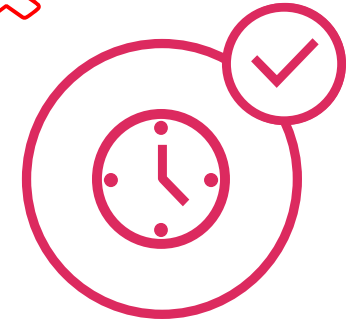
BE GENUINE



HAVE THE  
SAME DETAILS  
AS THE  
APPROVED JOB



HAVE THE SAME  
(or more favourable)  
T&Cs AS THE  
APPROVED JOB



STILL MEET  
'ACCEPTABLE  
EMPLOYMENT'  
REQUIREMENTS

*Requirement titles are paraphrased.*

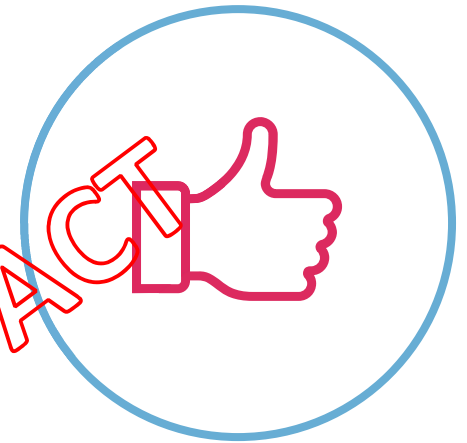
**INZ will decline a work visa application if the employment was offered as a result of payment made or promised by the applicant (or their agent) to the employer (or their agent) in exchange for securing that offer of employment.**

# Offer must be genuine

---

The offer of employment must be genuine and include the following information:

- name, address & phone number of employer
- name & address of person the job is offered to
- a full job description including:
  - job title, address, type of work, duties and responsibilities, details of pay, conditions of employment, hours of work, duration of the job, and how long the job offer is open.



*Paraphrased.*

# Offer must have the same details as the approved job

---

These details of the employment offered must be the same as in the approved job:

- Location and occupation
- Hours of work (the minimum guaranteed hours must not be less, and the maximum must not be more, than the approved job)
- the remuneration must be within the approved range
- the direct employer



# Offer must have the same(or better) T&Cs as approved job

All other terms and conditions of the employment offered must be the same as, or more favourable to the applicant than, those provided as part of the Job Check application.

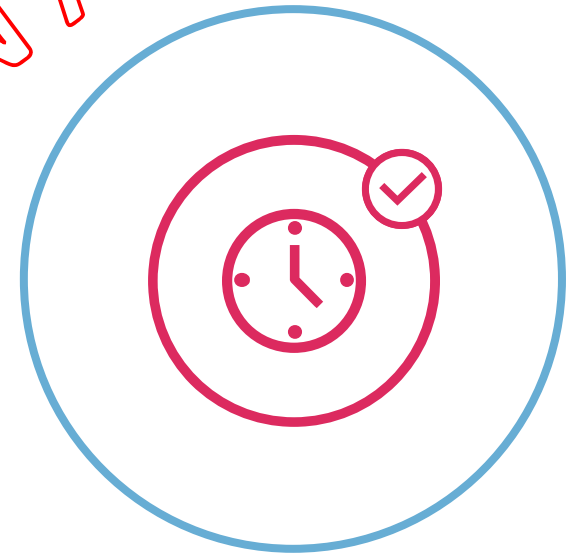
RELEASED UNDER THE  
OFFICIAL INFORMATION ACT



# Still meets 'Acceptable Employment' requirements?

---

The employment must continue to meet all other requirements for acceptable employment as specified at [WA3.15](#), including the remuneration thresholds in effect at the time the Accredited Employer work visa application is made.



RELEASED UNDER THE  
OFFICIAL INFORMATION ACT

# Is the applicant suitably qualified to do the job? (WA4.10.5)

## Chef applications

If the job is as a Chef, they must have:

- a NZQF Level 4 or higher certificate which includes credit and knowledge requirements of a NZ Certificate in Cookery (Level 4).
- a comparable overseas qualification.

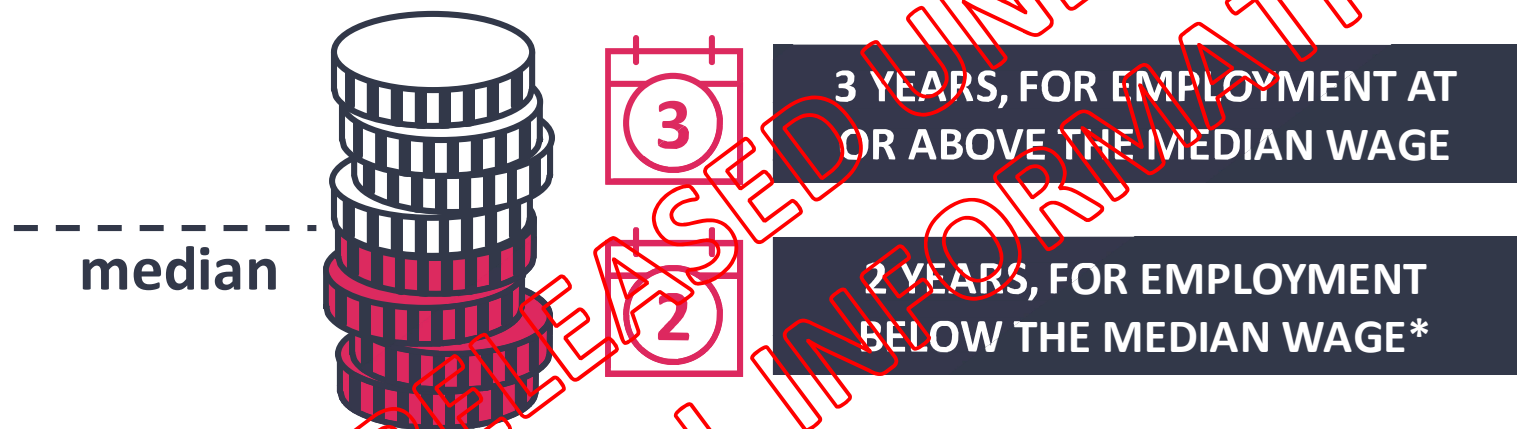


For comparable overseas qualifications, an International Qualification Assessment from NZQA stating the comparable NZQF qualification is required, unless an overseas qualification is listed on the [List of Qualifications Exempt from Assessment](#).

# AEWV timeframes/currency (WA4.15a&b)

---

An Accredited Employer Work Visa may be granted for the offered employment period, up to a maximum of:



*\*unless a 2 year visa would exceed the maximum allowed period for applicants who are subject to a 'stand-down period' under WA4.10.10. In which case the visa can be granted for the remainder of the 2 year period.*



# Applicants subject to a stand-down period (WA4.10.10)

- A person may hold AEWVs for employment paid **below the median wage** for a maximum of 2 years.
- Then, they are subject to a stand-down period of 12 consecutive months outside New Zealand.
- Then, they are eligible for an AEWV again, if they meet other requirements.



# Activity - Determining AEWV timeframes

---

Read this scenario and answer the question

It is now July 24, 2023. Pablo has been working in New Zealand on an AEWV for exactly one year. He is paid the Construction sector minimum hourly rate, which is under the median wage.

He submits an AEWV application for a different job, with an accredited employer, still paying under the median wage. You receive his application. He meets all the requirements for the Visa.

**Can you grant him an AEWV? If so, for how long?**



## Minimum income requirement for dependent children (WA4.10.15)

---

- Accredited Employer work visa holders who wish to support their dependent child's visitor or student visa application, must meet a **minimum income threshold**. See [V3.10.10](#) or [U8.20](#).
- The dependent child will be assessed against criteria in [V3.10/U8.20](#).
- Parents holding AEWVs may be liable for deportation if the dependent child's visa application is declined under these instructions and the dependent child becomes unlawful.
- It will be a condition of the dependent child and parent/s visa(s) that the parent/s must maintain the minimum income threshold for the **duration of their child's visa**. If the threshold is not maintained the parent/s and child may be liable for deportation.

Where both parents hold AEWVs (or AEWV and Essential Skills work visas), their incomes may be combined to meet the minimum income threshold (which excludes employment-related allowances) and must be calculated using no more than 40 hours' work per week.

# Activity - Treasure hunt, Minimum income

## Answers

- NZ\$43,322.76 gross per annum.
- If the dependent child is included in a Samoan Quota or Pacific Access Category application, the minimum income threshold is the amount specified in Samoan Quota or Pacific Access Category instructions.
- The minimum income threshold must be **met and maintained wholly** by the salary or wages of a parent or parents holding an Essential Skills work visa.

*Note - Use of the term 'Essential Skills Visa' relates to the context.*

# Go figure - Calculate if income meets the minimum

MUSIC TEACHER	Calculation	Running total
Base salary	\$54,571	\$54,571
<i>Uniform allowance (not counted) \$520. \$10 per week x 52 weeks</i>		
FARM WORKER	Calculation	Running total
Wages	\$27.76 p/h x 30 hours x 52 weeks	\$43,305.60
Overtime	N.A. as this was not guaranteed. An upper limit was imposed, but some weeks could be no hours.	
Annual leave	<i>This is accounted for because we have included in the 52 weeks in wages line.</i>	
<i>Tool allowance (not counted) \$1,040. \$20 per week x 52 weeks</i>		
<b>Policy states NZ \$43,322.76 gross per annum. This is for one or many dependant children.</b>		

# AEWV Conditions (WA4.15c&d)

---

When granted, the AEWV holder must:

- work in a specified **occupation** and **location**, for a specified **employer**
- be paid **at or above a specified remuneration** level
- provide **evidence of the payment** of remuneration, if requested by INZ
- **not be placed in a triangular employment arrangement** unless the approved job specifies that.

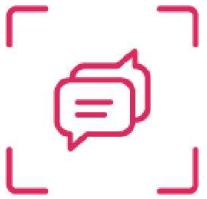
*Paraphrased*



RELEASED UNDER THE OFFICIAL INFORMATION ACT

# Close

---



Key take-outs?

Questions?

RELEASED UNDER THE  
OFFICIAL INFORMATION ACT