

Implementing the Cabinet decisions

Removing the median wage threshold and sector agreements

5. Cabinet has agreed to remove the median wage threshold. This change will be reflected through the immigration instructions, including removing exemptions to the median wage for sector agreements. This also includes removing related sector agreement settings including visa durations, maximum continuous stays (MCSs) and caps.
6. The current AEWV median wage (\$29.66 per hour) will still be relevant in certain circumstances:
 - transitional situations e.g. where eligibility for a 5-year MCS is based on the first AEWV granted being at or above this wage, and
 - for highly paid roles earning at least twice the AEWV median wage.
7. If you agree, wage thresholds will also remain for transport and care workforce sector agreements, which provide residence pathways. This is discussed in more detail below.

Changes to SPEV seasonal pathway

8. Cabinet agreed to reduce the wage requirement for the current seasonal pathway under the SPEV to align with the decision to remove the AEWV wage threshold. In line with the new AEWV settings, this will remove the wage threshold for SPEV seasonal visas (i.e. this visa will now rely on the New Zealand minimum wage).
9. Implementation of two new seasonal pathways agreed by Cabinet to account for both higher and lower-skilled seasonal needs is expected in late 2025. To ensure seasonal needs can continue to be met before the establishment of the new pathways, proposed immigration instructions recommend removing the expiry date on the current SPEV seasonal pathway. The SPEV seasonal pathway will be removed when the new pathways go live in late 2025.
10. Temporary visa applications are generally assessed in accordance with the immigration instructions in force at the time the application is made. However, it is proposed that SPEV applications in-progress as at 10 March 2025 are assessed under the new policy. This approach is more facilitative to visa applicants and will remove the need to request additional documents to process applications.

Increase to income threshold for supporting dependents

11. The income threshold for migrants to bring dependent children to New Zealand was established to ensure that children coming to New Zealand would be adequately financially supported by their parents [CAB MIN (04)24/1D and CBC Min (08)20/19]. This was intended to be updated annually, but it has not been updated since 2019 and is currently set at \$43,322.76 (gross) per annum.
12. Cabinet agreed to update this threshold in line with the minimum threshold to support a partnership-based work visa (80 percent of the median wage). This will increase the minimum threshold to \$55,844 (gross) per annum, when the most recent increases to the median wage are factored in. The combined income of both parents can count towards the income threshold only if they both hold Essential Skills work visas, Accredited Employer work visas, or Religious Worker work visas. The changes will apply to dependent children supported by holders of Accredited Employer work visas, Essential Skills work visas, and Religious Worker work visas (in some instances).
13. The income threshold is an annual rate based on the median wage over a 40-hour week. It will be indexed to adjust each year. The new threshold will only apply to new visa applications.

14. Increasing the income threshold to support dependents while removing the median wage threshold will likely result in many AEWV applicants being eligible to be granted a visa themselves, but ineligible to support dependents. AEWV holders and their families who are onshore and fail this new threshold will be required to leave New Zealand. To mitigate this negative transitional impact, we propose that AEWV holders in this circumstance are eligible to continue supporting their dependents for the duration of their current maximum continuous stay.
15. It is proposed that in-progress applications will be assessed based on immigration instructions at the time of application. This ensures that people who have already lodged visa applications with INZ are not unduly surprised and disadvantaged by the change since they would have applied based on the lower threshold.

Changing MSD engagement requirements

16. Immigration instructions for Job Check applications currently require employers to provide evidence of engagement with MSD in the form of confirmation that employers either listed the role for 21 days or that MSD has exempted them due to having no viable candidates.
17. The proposed immigration instructions amend this to a declaration-based requirement. Employers will need to declare in the Job Check that they have advertised the role with MSD and interviewed and genuinely considered suitable candidates for the role. Employers will still be expected to retain evidence that they have engaged with MSD for any jobs they offer to migrants for the duration of their current accreditation period and must be able to provide evidence to Immigration New Zealand if requested.

ANZSCO skill level 4 and 5 eligible for a further year and reusing job checks

18. You have indicated to Cabinet that migrants who are currently on a 2-year AEWV for a ANZSCO skill level 4 or 5 job should be eligible for a further year without re-testing the labour market. Within instructions, this is given effect by allowing an AEWV application to be made for the same role without the employer having to complete a new Job Check – referred to as 'reusing' the Job Check number.
19. We propose that this approach is also taken to several smaller cohorts of people who will have longer MCSs – for example, workers in ANZSCO skill level 1-3 roles who were paid below the median wage as part of a sector agreement. This will make it easier for them to realise that benefit and to help limit the volume of Job Checks being submitted simply to support workers remaining in the same role.
20. However, we also propose an exception to the above approach: a new Job Check would be required for people filling ANZSCO skill level 4 or 5 seasonal roles with a 7-month maximum visa duration (the capped meat and seafood sector agreements and the exception for seasonal snow and adventure tourism roles). These workers were recruited to fill a short-term seasonal need, so it is appropriate for their employers to re-test the labour market by making a new Job Check application.

Reducing the minimum work experience requirement

21. The proposed immigration instructions reduce the minimum skills requirement for all AEWV applicants from 3 years to 2 years of relevant work experience. There are no changes proposed to the level of qualification that may be used to meet minimum skills requirements.
22. It is proposed that the lower 2-year experience requirement will also apply to AEWV applications that are in progress on 10 March 2025. This is more facilitative to visa applicants and will remove the need for processing staff to request additional documents to process applications that have provided evidence of just under three years.

ANZSCO skill level reclassification

23. To ensure particular sectors can retain critical skilled workers, Cabinet authorised you to make small changes to how ANZSCO skill levels for some occupations are recognised in the immigration system. The draft instructions in Appendix 1 do not include amendments for these changes as a decision on the approach you wish to take on this matter is being sought in a separate briefing. Further advice can be provided with your decisions on occupations once these are received.

AEWV holders transitioning to residence

Care workforce and transport sector residence pathways

24. The care workforce and transport sector agreement roles currently have different approaches to visa and MCS durations:
- All AEWV applicants for roles under the transport sector agreement are eligible for a 5-year visa and MCS provided they earn the AEWV median wage (\$29.66 per hour). However, these applicants are not on a pathway to residence until they earn the transport residence wage threshold (\$31.61 per hour).
 - By comparison, all AEWV applicants for care workforce sector agreement roles are only eligible for a 3-year visa and MCS until they earn at or above the care workforce residence wage threshold (\$28.25 per hour). They then receive a 5-year MCS and can apply for a new visa for the remaining two years of their MCS (i.e. they are not entitled to a 5-year visa currently, even if starting at the higher wage rate, and need to retest the labour market to gain the added 2-year visa).
25. We recommend aligning the approach to visa and MCS durations across the remaining sector agreements to make settings simpler and more consistent.
26. To prevent visa holders under the respective sector agreements who do not have a pathway to residence from accessing the longer 5 year visa duration, we also recommend requiring both cohorts to meet the relevant residence pay rates (noted above) to qualify for a 5-year visa if they are in ANZSCO skill level 4 or 5 roles.¹ This will be a less favourable approach than existing settings for transport roles, which will need to be paid \$31.61 per hour (rather than \$29.66) to gain a 5-year visa and MCS, but more favourable for migrants in care roles who will qualify for a 5-year visa if earning above \$28.25 per hour. Deckhands are the only occupation under the transport sector agreement who will be impacted. Of the current 95 AEWVs granted to this occupation, only 5 are earning slightly below \$31.61 an hour. This indicates the proposed approach will have minimal negative impact.
27. We also recommend allowing care and transport workers who hold an AEWV as at 9 March 2025, to reuse an existing Job Check number to effectively extend their visa, once they are eligible for the 5-year visa and MCS duration. They will still be required to pay normal application fees. This approach is recommended to support transitions in most circumstances (unless it runs counter to the purpose of the existing visa as in the case of seasonal sector agreements), as it is facilitative for migrants and employers and provides processing efficiencies for INZ.
28. This does carry some displacement risk, especially where it applies to ANZSCO skill level 4 and 5 roles as there would be no labour market test before a further AEWV could be granted. This has been raised in the context of rising unemployment.

¹ Note, both the care workforce and transport sector agreements cover higher skilled (ANZSCO Level 1-3) and lower skilled roles (ANZSCO Level 4 and 5), meaning those in higher skilled roles will qualify for 5-year visa and MCS durations regardless of pay rate.

29. However, to treat these roles differently would create complexity and additional processing and is not recommended. S9(2)(g)(i) [REDACTED]. It is better to use a labour market test prior to a migrant being employed or identified for a role.

Treatment of in progress applications

Transitional scenarios

30. When the proposed changes take effect, some employers may wish to amend job offers to the lower remuneration level for AEWV or potential AEWV applicants. This could occur during a pending Job Check application, or after the Job Check application has been decided. The following settings are proposed:
- a. **For Job Checks completed before 10 March 2025**, but where the AEWV application is in-progress or has not yet been made: the AEWV will be able to be approved with a lower rate of remuneration than that approved with the Job Check, provided it still meets market rate.
 - b. **For Job Checks in-progress on 10 March 2025**: we propose continuing to apply the existing setting to in-progress applications, to avoid processing delays as applications are updated. However we will be clear in our communications that a lower wage rate can be applied to the AEWV stage so employers know they will not be disadvantaged.
31. Consideration was given to employers being able to revise the hourly rate at the Job Check gateway for in-progress applications. However, this approach would incentivise employers to contact INZ with the new rate part way through processing, creating additional work for both the employer and INZ. This approach would avoid potential uncertainty and double handling at the visa application stage where, if a revised hourly rate was provided at the Job Check stage, the immigration officer would not necessarily know whether a new market rate assessment has been completed at the Job Check stage and thus undertake a further unnecessary market rate assessment. Proposed instructions have been drafted to this effect.
32. It is also proposed that in-progress AEWV applications that were made before 10 March 2025 and remain undecided be assessed based on the new policy settings. The new settings will have a lower experience threshold, longer duration and MCS in some cases (mainly for roles formerly in sector agreements) and, pending your decision on occupations included, more favourable treatment of certain ANZSCO codes.

Aligning and updating settings

AEWV Job Change

33. We have included changes to settings for AEWV holders who wish to vary their conditions (via a 'Job Change') to remove references to median wage and sector agreements to align with the changes to AEWV. The limitations on a Job Change for people seeking to move from a 5-year visa role to a 2-year visa role has also been adjusted to align with the new AEWV settings.

Removal of temporary exemption for Dairy Cattle Farm Workers

34. We also propose deleting transitional provisions for Dairy Cattle Farm Worker who were granted temporary exemptions from suitably qualified and skill requirements. These instructions were put in place for the 2024 calving season, which has now ended.

Proposed amendments to immigration instructions

35. Appendix 1 includes proposed amended immigration instructions for your consideration and approval in principle. If you agree and approve these in principle, officials will provide a further briefing with finalised immigration instructions for your certification in January 2025.
36. If you choose to adjust the proposals or immigration instructions under consideration, we will adjust the immigration instructions accordingly. Significant adjustments may impact on the proposed implementation timeframes. Officials are available to discuss this with you if needed.

Next Steps

37. Once you have completed your review of this briefing and indicated whether you agree-in-principle to the proposals, we will finalise immigration instructions changes for the March implementation. The final instructions are expected to be provided to you in January 2025, with a view to having certification completed by 24 January 2025 to allow time for ICT development to be completed by 10 March 2025.
38. In addition to the AEWV Phase 2 policy announcement (currently scheduled for the week of 16 December 2024), officials will undertake further work on both public and staff communications, guidance and processes, in the lead up to 10 March 2025. Further advice will be provided to your office as appropriate.

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Appendix 1: Proposed amendments to Temporary Entry instructions, effective on and after 10 March 2025

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E3.26 Varying the conditions of temporary entry class visas

See also *Immigration Act 2009 s 52*

- a. Holders of temporary entry class visas should apply for a variation of the conditions of their visa, or a Job Change if they hold an Accredited Employer Work Visa, if:
 - i. they wish to work and do not have a visa that allows work in New Zealand; or
 - ii. they hold a work or visitor visa and wish to undertake a programme of study in New Zealand for longer than 3 months (unless applies); or
 - iii. they hold a work visa limited by conditions and wish to change employers, and/or occupation and/or the location of employment; or
 - iv. they hold a work visa as a partner of an Accredited Employer or Essential Skills work visa holder which is limited by conditions and wish to remove these conditions.
- b. Immigration officers may grant a variation of conditions for cases (a) (i)– (iii) above provided that the applicant completes the relevant application for Variation of Conditions or Job Change and produces:
 - i. the appropriate fee;
 - ii. a valid passport (or a certified copy) or travel document (or a certified copy), if not previously provided;
 - iii. documents which support the requested variation, such as:
 - o an offer of employment that meets [W2.10.10](#), or [WA4.10.1](#); or
 - o an offer of place at a suitable education provider that meets [U3.5](#), and evidence of tuition fee payment or exemption that meets [U3.10](#); and
 - o any other documents or information requested by the immigration officer.
- c. A variation of conditions will only be granted where the varied conditions still meet the objectives of the instructions which the visa was granted under.
- d. A variation of conditions to work for a specific employer (including any person associated with the employer who is able to influence the recruitment, employment or supervision of workers of that employer) will only be granted where the employer meets requirements at [W2.10.5](#), [W2.10.15](#) and [W2.10.20](#) except where E3.26.1.20 applies.

E3.26.1 Varying the conditions of work visas

E3.26.1.1 Varying Essential Skills work visa conditions

- a. Essential skills work visa holders may be granted a variation of conditions to change the conditions of their visa relating to their employer, occupation, location of employment or a combination of these.
- b. Essential skills work visa holders seeking to change their occupation or location of employment will need to meet a labour market test unless:
 - i. their new occupation is listed on an Essential Skills in Demand list and they meet the requirements of the list; or
 - ii. their new occupation is listed on the Green List ([Appendix 13](#)) and they meet the requirements of the list; or
 - iii. they are being paid at least twice the median wage (\$59.32) ([WA3.20\(a\)\(i\)](#)).
- c. The labour market test is met if:
 - i. the employer has advertised the position; and
 - ii. they did not find any suitable and available New Zealand workers for the job.
- d. Essential skills work visa holders seeking to change their occupation need to be suitably qualified by qualification and/or experience for the employment on offer as required by the occupation in the ANZSCO which substantially matches the applicant's proposed employment.
- e. Applicants must provide evidence of their job offer.
- f. Despite the normal requirement that applications must be determined in accordance with the instructions in force at the date an application is made ([E7.10\(a\)\(ii\)](#)), applications made before these instructions came into

effect that had not yet been decided, may be granted under these instructions, even if the instructions on the date they applied specified different requirements.

Note: The 'twice median wage rate' for Variations of Conditions of Essential Skills work visas is \$59.32 and reflects the June 2022 quarter publication of median wage data by Statistics New Zealand.

E3.26.1.5 Varying Specific Purpose or Event visa conditions

Holders of a work visa granted under [WS2](#) as players or professional sports coaches may apply for a variation of conditions of their work visa to undertake additional employment. A variation of conditions may be granted if:

- a. the terms of the existing employment have been met, and will continue to be met; and either
- b. the secondary employment is offered by the sports club or a company involved in the sport and the position is offered solely to this particular player or coach; or
- c. the secondary employment is offered by an employer other than the sports club or a company involved in the sport and an immigration officer is satisfied that there are no New Zealand citizens or residence class visa holders available to be employed in the position (see WK3.10).

E3.26.1.10 Varying Talent (Accredited Employers) work visa conditions

- a. Holders of a work visa granted under WR1 (Talent (Accredited Employers) Work Instructions) may apply for a variation of conditions of their work visa to change employers. Variation of conditions may be granted:
 - i. to undertake employment for another employer who is accredited under [WR1](#) (Talent (Accredited Employers) Work Instructions); or
 - ii. to undertake employment for another employer who is not accredited under [WR1](#) (Talent (Accredited Employers) Work Instructions), if their employment is no longer available due to reasons beyond the visa holder's control. When assessing such applications for a variation of conditions, immigration officers will consider all the circumstances of the applicant and the reasons for which the former accredited employer did not continue employment or the former employer's accreditation was not renewed or rescinded; or
 - iii. to undertake employment for another employer who held accreditation (as defined by [WR1.20](#)) under Talent (Accredited Employer) Work Instructions after 31 March 2021 and accreditation has since expired.
- b. In order to be granted a variation of conditions under (a) above:
 - i. the base salary offered must be no less than the base salary that was required at the time the initial work visa application was made; and
 - ii. the offer of employment must meet the requirements of [WR1.10](#), except [WR1.10\(a\)](#) and
 - iii. employers (including any person associated with the employer who is able to influence the recruitment, employment or supervision of workers of that employer) must meet the requirements under [W2.10.5](#), [W2.10.10](#), [W2.10.15](#), [W2.10.20](#) and [W2.10.25](#).
- c. Despite [E7.10\(a\)\(ii\)](#), immigration officers may apply E3.26.1.10(a)(iii) to an application to vary employer conditions of a Talent (Accredited Employer) work visa that has not been decided and was submitted before the effective date of these instructions.

Notes:

-Where a person fails to continue employment in the circumstances described in (a) and (b) above, they will not be eligible for residence under the Residence Instructions for holders of work visas granted under the Talent (Accredited Employers) Work Instructions.

-For the avoidance of doubt, the base salary in (b) above excludes employment-related allowances (for example overtime, tool or uniform allowances). The base salary is calculated on the basis of 40 hours work per week.

E3.26.1.15 Varying South Island Contribution work visa conditions

- a. Despite [WR7.15\(b\)](#), holders of a work visa granted under WR7 (South Island Contribution work instructions) may apply for a variation of conditions of their work visa to change industries and/or regions.
- b. A variation of conditions may be granted:
 - i. to undertake employment in another industry in the same region; or
 - ii. to undertake employment in the same industry in another South Island region.
- c. In order to be granted a variation of conditions under (a) above the applicant must:
 - i. provide evidence to show they meet the requirements of [WR7.10\(b\)](#)-[WR7.10\(f\)](#); and
 - ii. demonstrate that their employment is no longer available due to reasons beyond their control.
- d. When assessing such applications for a variation of conditions, immigration officers will consider all the circumstances of the applicant and the reasons for which the former employer did not continue employment.
- e. A variation may only be granted once under these instructions.

E3.26.1.20 Job Change for Accredited Employer work visa holders

- a. Accredited Employer work visa holders who apply for a Job Change may be granted a variation of the conditions of their visa relating to their employer, occupation, location of employment or a combination of these.

- b. A variation will only be granted where the employer holds accreditation under Accredited Employer Work instructions (WA2) and the AEWV holder has a valid Job Check number.
- c. A variation will only be granted where the employment offered meets the usual requirements for employment as set out at WA4.10.1, including WA4.10.1.(e) which states that the employment must continue to meet the remuneration thresholds in effect at the time the Accredited Employer work visa application is made, or in this case, the Job Change application.
- d. A variation of visa conditions relating to occupation will only be granted where the applicant is suitably qualified by training and experience to do the job they have been offered (see WA4.10.5).
- e. An application for a Job Change of an AEWV must be made using the approved online form provided by INZ for this purpose.
- f. Accredited employer work visa holders whose visa is based on a type of employment that allows a five-year visa (listed at WA4.15(a)(i)) may not be granted a variation of conditions to work in a role allowing a **three**-year visa (listed at WA4.15(a)(iii)), unless they:
 - i. were paid at or above \$29.66 and their application for an Accredited Employer work visa was submitted on or before 6 April 2024 as per WA4.15(a)(i); and
 - ii. are in an ANZSCO skill level 4-5 occupation.

Note: The requirements to meet the minimum standard of English language (see WA4.12) and minimum skills threshold (see WA4.10.6) do not apply to Job Change applications.

E3.26.1.21 Job Change to vary employer following a business sale or restructure

- a. A Job Change to vary employer may be granted if an Accredited Employer work visa holder's employment moves to another employer as a direct result of a business sale or restructure. In such circumstances, the new employer is not required to be accredited under WA2 or hold a valid Job Check number under WA3 provided the requirements in (b)-(c) below are met.
- b. A variation will only be granted under (a) above if:
 - i. the new employer holds or has applied for accreditation under WA2; and
 - ii. the employer has confirmed that they are re-hiring or transferring the existing work visa holder to the new entity; and
 - iii. the rate of pay, or salary, offered is the same as, or higher than, that currently received for performing the role; and
 - iv. the work visa holder is remaining in the same role and location.
- c. An application under these instructions must be made using the approved online form provided by INZ for this purpose.
- d. Any Accredited Employer work visa holders whose visas are varied in line with these instructions are considered to have jobs associated with the new employer and will therefore count towards the quota for standard accreditation as set out in WA2.15 (if applicable).
- e. Despite [E7.10\(a\)\(ii\)](#) which requires applications to be considered in accordance with the temporary entry instructions in force on the date of application, these instructions (E3.26.1.21) apply to applications to vary an Accredited Employer work visa that were submitted before the effective date of these instructions and had not been decided on, or before, that date.

Note: A Job Check is still required for any new position that a migrant is being hired into, or for any position that a migrant is being moved into, or any other situation that does not meet these instructions.

E3.26.1.25 Varying work visa conditions for partners of Accredited Employer and Essential Skills work visa holders

- a. Holders of a work visa granted under [WF3.1.5](#) (Partners of Accredited Employer and Essential Skills work visa holders) may apply for a variation of conditions to remove conditions on their work visa which state that they must:
 - i. work for an employer accredited under the AEWV scheme; and
 - o in a role paid at or above the median wage; or
 - o in a role earning the relevant wage threshold if a sector agreement is in place for that role; and
 - ii. not work in a role covered by a capped sector agreement
- b. Variation of conditions may be granted to allow the holder to undertake employment in any role for any employer anywhere in New Zealand.
- c. In order to be granted a variation of conditions under (a) above, the applicant's supporting partner must earn at least \$25.29 per hour (80 percent of the median wage).

E3.26.5 Varying the conditions of visitor visas

- a. Holders of visitor visas granted under V3.100 Guardians accompanying students to New Zealand may only be granted a variation of conditions for part time work or part time study between the hours 9:30am and 2:30pm Monday to Friday (inclusive) (see V3.100.35).
- b. Holders of visitor visas may be granted a variation of conditions for a duration of six weeks to undertake seasonal work (planting, maintaining, harvesting and packing crops) in any region where the Ministry of Social Development has identified a shortage of seasonal labour and for any employer in the horticulture or viticulture industries, provided the applicant has not been granted a variation of conditions for this purpose since their most recent entry to New Zealand.
- c. Holders of visitor visas who are aged 18 or older, have left secondary school, and are included as a dependent child in an application for a 2021 Resident Visa may be granted a variation of conditions to allow them to work for up to 20 hours per week.

E3.26.10 Varying the conditions of student visas

Holders of student visas may be granted a variation of conditions to allow them to work in line with the requirements at [U13](#).

E3.26.15 Varying the conditions of Skilled Migrant Category interim visas

For the purposes of meeting E3.26.15 instructions, 'Skilled Migrant Category' (SMC) is defined as those set out in SR3 instructions. SMC interim visa conditions may only be varied in accordance with these (E3.26.15) instructions.

- a. Holders of SMC interim visas with employer-specific work conditions may be granted a variation of conditions to change employer, occupation, location of employment, or a combination of these. A variation of conditions may be granted if:
 - i. the SMC interim visa holder meets the requirements set out in E3.26.1.20; and
 - ii. the employment is paid at or above the median wage (\$29.66).
- b. Holders of SMC interim visas with student conditions may be granted a variation of conditions to allow them to work for up to 20 hours in any given week and full-time in specified vacation periods (see U13.10 and U13.15) if the interim visa holder:
 - i. meets the applicable requirements at U13; and
 - ii. is aged 16 or older; and
 - iii. has written permission from their parents and education provider (if they are enrolled with an education provider) if they are aged 16 or 17 years old; and
 - iv. is included in an SMC resident visa application as a dependent child, if they held a visitor visa directly before being granted an SMC interim visa.
- c. Holders of SMC interim visas with visitor conditions may be granted a variation of conditions to allow them to hold open study conditions and/or work for up to 20 hours in any given week and full-time during specified vacation periods (see [U13.15](#)) if they are:
 - i. aged 18 or older; and
 - ii. included as a dependent child in an application for a Skilled Migrant Category resident visa.

Notes:

- The median wage rate for Variations of Conditions of Skilled Migrant Category interim visa holders is \$29.66 and reflects the June 2022 quarter publication of median wage data by Statistics New Zealand.
- Where the SMC application includes the requirement to have a job or job offer which meets the definition of skilled employment, applicants seeking a variation of conditions will be responsible for ensuring that the planned new employment still meets the SMC application criteria.

U8.20 Dependent children of work visa holders

- a. Dependent children (see E4.1) of work visa holders who wish to study in New Zealand may be granted student visas unless the work visa holder has been granted a work visa under any one of the following categories:
 - i. Foreign crew of fishing vessels (see WJ); or
 - ii. Recognised Seasonal Employer (RSE) Work instructions (see WH1); or
 - iii. Supplementary Seasonal Employment (SSE) instructions (see WH3); or
 - iv. Skilled Migrant Category Job Search Instructions (see WR5); or
 - v. Working Holiday Scheme instructions (see WI2); or
 - vi. domestic staff of diplomatic, consular or official staff (see WI4); or
 - vii. seasonal workers under Specific Purpose Instructions (see [WS2.1.1\(o\)](#)).
- b. Despite (a) above, the eligibility of dependent children of Accredited Employer work visa holders for student visas is set out at U8.20.2 below.
- c. Dependent children of work visa holders as defined in (a) above are regarded as domestic students (see U3.35) for the purpose of all tuition fees at primary and secondary schools for the period of the parent's work visa.
- d. Dependent children (see E4.1) of work visa holders may be granted student visas without the need to produce evidence of enrolment.
- e. Guarantees of accommodation and/or maintenance for dependent children may be waived provided this is covered by the income of the work visa holder parent or by evidence of funds or guarantees submitted with the work visa application of the parent (see W2.15).
- f. Dependent children of people granted work to residence visas must meet health and character requirements for residence class visa applications as set out at A4 and A5.
- g. Despite (a) above, a dependent child of the holder of a Migrant Exploitation Protection work visa (MEPV) may be granted a student visa under these instructions only if, as at the time they apply, the dependent child is in New Zealand on a visa that was granted on the basis of the visa held by the MEPV holder immediately prior to the MEPV holder's current visa. If granted, the visa's duration must be for the same period as the MEPV holder's visa, and will not include multiple entry travel conditions.

U8.20.2 Dependent children of Accredited Employer work visa holders

- a. Dependent children (see [E4.1.10](#)) of an Accredited Employer work visa holder may be granted a student visa if their supporting parent is:
 - i. in a role classified as ANZSCO skill level 1, 2 or 3; or
 - ii. paid at or above 1.5x the Skilled Migrant Category median wage (see SR3.20(a)(ii)); or
 - iii. in a role on the Green List and meets the applicable requirements (see Appendix 13); or
 - iv. in acceptable employment under the Transport Sector or Care Sector Work to Residence policies as defined in [SR6.10](#) or [SR7.10](#) with the exception of the requirement to have completed 24 months of work in New Zealand in that occupation.
- b. Despite the requirement to determine applications for temporary entry in accordance with the instructions in effect at the time an application is made ([E7.10\(a\)\(ii\)](#)), the exception set out at (a)(iv) above applies to any application that was submitted before 6 October 2024 and as of that date had not been decided.
- c. Dependent children of an Accredited Employer work visa holder working in a role at ANZSCO skill level 4 or 5 cannot be granted a student visa as a dependent child, unless:
 - i. on 26 June 2024, they held a visa as a dependent child of the Accredited Employer work visa holder; or
 - ii. on 26 June 2024, they had an application in progress for a visa as a dependent child of the Accredited Employer work visa holder and that application was subsequently granted; or
 - iii. their Accredited Employer work visa holder parent is described in (a)(ii) to (iv) above.
- d. An Accredited Employer work visa holders whose dependent child is applying for a student visa under these instructions must meet the minimum income threshold specified in U8.20.6 below.
- e. Despite (d) dependent children of an AEWV holder may be granted a student visa if:
 - i. on 9 March 2025, they held a visa as a dependent child of an AEWV holder and the maximum continuous stay that applied the AEWV holder on 9 March 2025 has not been reached, and the AEWV holder meets the minimum income threshold that was in place on 9 March 2025 (as per U8.20.6(a)); or
 - ii. on 9 March 2025, they had an application in progress for a dependent child of an AEWV holder and that application was subsequently granted, and the maximum continuous stay that applied to the AEWV holder on 9 March 2025 has not been reached.

U8.20.5 Dependent children of Essential Skill work visa holders

See also *Immigration Act 2009 ss 56, 157*

- a. Dependent children (see [E4.1.10](#)) of holders of work visas granted under the Essential Skills work instructions (WK) after 30 November 2009 will only be granted a student visa if their parent(s) meet a minimum income threshold (see U8.20.6 below).
- b. Despite U8.20.6(a), dependent children of Essential Skills work visa holders whose parents have an application being considered under the Samoan Quota or Pacific Access Category must meet the minimum income requirements of those instructions (see [S1.10.35](#) or [S1.40.35](#)) to be eligible for a student visa under these instructions.
- c. Dependent children are not required to be assessed against the Essential Skills minimum income threshold if their parent(s):
 - i. have held any temporary work visa before 30 November 2009; and
 - ii. have remained on a valid visa from 30 November 2009 until the date of the dependent child's application under U8.20.

U8.20.6 Minimum income threshold

- a. The minimum income threshold is **NZ\$55,844** gross per annum.
- b. The minimum income threshold must be met and maintained wholly by the salary or wages of the parent or parents holding an Accredited Employer work visa or an Essential Skills work visa.
- c. Evidence must be provided of the Accredited Employer work visa or Essential Skills work visa holder's current salary or wages to satisfy an immigration officer that the applicant's parent(s) meet the minimum income threshold.
- d. If a visa application is declined under these instructions and the dependent child becomes unlawful the parent(s) may become liable for deportation.
- e. If the parent(s) do not maintain the minimum income threshold for the duration of their or their dependent child's visa both the parent(s) and child may become liable for deportation.

Note: Where both parents hold Accredited Employer work visas or Essential Skills work visas, their income may be combined to meet the minimum income threshold.

U8.20.10 Dependent children of work visa holders under Religious Worker instructions

See also *Immigration Act 2009 ss 56, 157*

- a. Dependent children of a holder of a work visa under Religious Worker instructions (WM) will only be granted a student visa if the:
 - i. minimum income threshold is met by the Religious Worker visa holder and their partner; or
 - ii. religious organisation sponsoring the principal applicant agrees to sponsor the dependent children.
- b. Under (a)(i) above:
 - i. the minimum income threshold is **NZ\$55,844** gross per annum; and
 - ii. the minimum income threshold must be met and maintained by the salary, wages or a stipend received by the Religious Worker visa holder and their partner; and
 - iii. evidence must be provided of the current salary, wages or stipend of the Religious Worker visa holder and their partner; and
 - iv. if a visa application is declined under these instructions and the dependent child becomes unlawful the parents may become liable for deportation; and
 - v. if the parents do not maintain the minimum income threshold for the duration of their visa or their dependent child's visa, both the child and the parents may become liable for deportation.

Note: The income of both parents may be combined to meet the minimum income threshold.

V3.10 Partners and dependent children of student or work visa holders

Subject to the provisions of [E4.5](#):

- a. Partners (see [E4.1.20](#)) of student or work visa holders may be granted visitor visas if that type of visa is appropriate to their needs for the currency of the partner's visa.
- b. Dependent children (see [E4.1.10](#)) of student or work visa holders may be granted visitor visas if that type of visa is appropriate to their needs for the currency of the parent's visa.
- c. Despite (a) and (b) above, partners and dependent children are not eligible for the grant of a visa under these instructions if the supporting partner or parent was granted a visa under the following instructions:
 - i. Foreign Crew of Fishing Vessels (see [WJ](#)); or
 - ii. Recognised Seasonal Employer (RSE) (see [WH1](#)); or
 - iii. Supplementary Seasonal Employment (SSE) (see [WH3](#)); or
 - iv. Skilled Migrant Category Job Search Instructions (see [WR5](#)); or
 - v. a Working Holiday Scheme (see [W12](#)); or
 - vi. people granted a work visa as a domestic staff member of diplomatic, consular or official staff (see [W14](#)).
 - vii. seasonal workers under Specific Purpose Instructions (see [WS2.1.1\(o\)](#))
- d. Despite (a) and (b) above, the eligibility of partners and dependent children of Accredited Employer work visa holders for visitor visas is set out at V3.10.1 below.
- e. Partners and dependent children of people granted work to residence visas must meet health and character requirements for residence class visa applications as set out at [A4](#) and [A5](#).
- f. Despite (a) and (b) above, a partner or dependent child of the holder of a Migrant Exploitation Protection work visa (MEPV) may be granted a visitor visa under these instructions only if, at the time they apply, the partner or dependent child is in New Zealand on a visa that was granted on the basis of the visa held by the MEPV holder immediately prior to the MEPV holder's current visa. If granted, the visa's duration must be for the same period as the MEPV holder's visa, and will not include multiple entry travel conditions.

V3.10.1 Partners and dependent children of Accredited Employer work visa holders

- a. Partners (see [E4.1.20](#)) and dependent children (see [E4.1.10](#)) of an Accredited Employer work visa holder may be granted a visitor visa if their supporting partner or parent is:
 - i. in a role classified as ANZSCO skill level 1, 2 or 3; or
 - ii. paid at or above 1.5x the Skilled Migrant Category median wage (see [SR3.20\(a\)\(ii\)](#)); or
 - iii. in a role on the Green List and the Accredited Employer work visa holder meets the applicable Green List requirements (see Appendix 13); or
 - iv. in acceptable employment under the Transport Sector or Care Sector Work to Residence policies as defined in [SR6.10](#) or [SR7.10](#), with the exception of the requirement to have completed 24 months of work in New Zealand in that occupation.
- b. Despite the requirement to determine applications for temporary entry in accordance with the instructions in effect at the time an application is made ([E7.10\(a\)\(ii\)](#)), the exception set out at (a)(iv) above applies to any application that was submitted before 6 October 2024 and as of that date had not been decided.
- c. Partners and dependent children of an Accredited Employer work visa holder working in a role at ANZSCO skill level 4 or 5 cannot be granted a visitor visa as a partner or dependent child, unless:
 - i. on 26 June 2024, they held a visa as a dependent of the Accredited Employer work visa holder; or
 - ii. on 26 June 2024, they had an application in progress for a visa as a dependent of the Accredited Employer work visa holder and that application was subsequently granted; or
 - iii. the role of their Accredited Employer work visa holder partner or parent is described in (a)(ii) to (iv) above.
- d. An Accredited Employer work visa holder whose dependent child is applying for a visitor visa under these instructions must meet the minimum income threshold specified at [V3.10.10](#) below.
- e. Despite (d) dependent children of an AEWV holder may be granted a visitor visa if:
 - i. on 9 March 2025, they held a visa as a dependent child of an AEWV holder and the maximum continuous stay that applied to the AEWV holder on 9 March 2025 has not been reached, and the AEWV holder meets the minimum income threshold that was in place on 9 March 2025 (as per [V3.10.10](#) (a)); or
 - ii. on 9 March 2025, they had an application in progress for a dependent child of an AEWV holder and that application was subsequently granted, and the maximum continuous stay that applied to the AEWV holder on 9 March 2025 has not been reached.

V3.10.5 Dependent children of Essential Skills work visa holders

- a. A dependent child of a holder of a work visa granted under the Essential Skills work instructions (WK) after 30 November 2009 will only be granted a visitor visa if the minimum income threshold is met.
- b. Despite (a) above, dependent children born in New Zealand after 30 November 2009 will not be tested against the threshold until their parent(s) next applies for an Essential Skills work visa.
- c. Despite (a) and (b) above, the minimum income threshold does not apply if the dependent child's parent(s):
 - i. have held any temporary work visa before 30 November 2009; and
 - ii. have remained on a valid visa from 30 November 2009 until the date of the dependent child's application under V3.10.

V3.10.10 Minimum income threshold

- a. The minimum income threshold is **NZ\$55,844** gross per annum.
- b. The minimum income threshold must be met and maintained wholly by the salary or wages of a parent or parents holding an Accredited Employer work visa or an Essential Skills work visa.
- c. Evidence must be provided of the Accredited Employer work visa or Essential Skills work visa holder's current salary or wages.
- d. Despite (a) above, 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.
- e. If a visa application is declined under these instructions and the dependent child becomes unlawful the parent(s) may become liable for deportation.
- f. If the parent(s) do not maintain the minimum income threshold for the duration of their or their dependent child's visa, both the child and the parent(s) may become liable for deportation.

Notes:

- Where both parents hold Accredited Employer work visas or Essential Skills work visas, their incomes may be combined to meet the minimum income threshold.
- The minimum income threshold excludes employment-related allowances (for example tool or uniform allowances) and must be calculated on the basis of no more than 40 hours' work per week.

V3.10.15 Dependent children of work visa holders under Religious Worker instructions

See also *Immigration Act 2009* ss 56, 157

- a. Dependent children of a holder of a work visa under Religious Worker instructions (WM) will only be granted a visitor visa if:
 - i. the minimum income threshold of **NZ\$55,844** gross per annum is met by the Religious Worker visa holder and their partner; or
 - ii. the religious organisation sponsoring the principal applicant agrees to sponsor the dependent children.
- b. Under (a)(i) above:
 - i. the minimum income threshold must be met and maintained by the salary, wages or a stipend received by the Religious Worker visa holder and their partner; and
 - ii. evidence must be provided of the current salary, wages or stipend of the Religious Worker visa holder and their partner; and
 - iii. if a visa application is declined under these instructions and the dependent child becomes unlawful the parents may become liable for deportation; and
 - iv. if the parents do not maintain the minimum income threshold for the duration of their visa or their dependent child's visa, both the child and the parents may become liable for deportation.

Note: The income of both parents may be combined to meet the minimum income threshold.

V3.10.20 Dependent children awaiting the outcome of a family residence visa application

- a. Dependent children who have made a visitor visa application as a child of a work visa holder (V3.10) may be granted work rights, enabling them to work for up to 20 hours in any given week and full-time during the summer holiday period (1 December-31 January inclusive annually) where they:
 - i. Meet age requirements as a result of being between 17 and 24 years old (inclusive) when they make their application; and
 - ii. have provided evidence to satisfy an immigration officer that they have successfully completed year 13 of secondary school (or the overseas equivalent) if they are aged 17 years old when they make their application; and
 - iii. are included as a dependent child in an application for residence under one of the below categories:
 - o Partnership Category ([F2](#))

- o Skilled Migrant Category Resident Visa (SM); or
- o Skilled Migrant Category Visa ([SR3](#)); or
- o Green List: Straight to Residence ([SR4](#)); or
- o Green List: Work to Residence ([SR5](#)); or
- o Care Workforce: Work to Residence ([SR6](#)); or
- o Transport Sector: Work to Residence ([SR7](#)).

Notes:

-The summer holiday period is defined as running from 1 December to 31 January (inclusive) annually for visitor visa holders with work conditions which specify that they may undertake full-time work during the summer holiday period. This definition does not apply under student visa instructions, where the summer holiday period is determined by the associated education provider.

-Evidence that a 17-year-old applicant has completed year 13 of secondary school (or the overseas equivalent) may include, but is not limited to: a letter from their secondary school, a final school report or a graduation certificate.

-As per R2.1.30(f) where immigration officers are required to assess the financial dependence of children included in a resident application, any part-time work undertaken in accordance with these conditions will not affect that assessment.

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WA1 Objective and Overview of Accredited Employer instructions

WA1.1 Objective

The Accredited Employer instructions contribute to the overall work instructions objective (W1) by:

- a. incentivising employers to employ more New Zealanders to respond to skill and labour shortages over time; and
- b. ensuring that employers only recruit non-New Zealand citizen or residents for genuine shortages, while not displacing New Zealanders from employment opportunities or hindering improvements to wages or working conditions; and
- c. reducing risks around business models and practices that might enable migrant exploitation; and
- d. ensuring that employers are compliant with specific employment, immigration and business standards (WA2.10.10).

WA1.5 Overview of Accredited Employer instructions

- a. There are three steps in the Accredited Employer work visa instructions. These are:
 - i. employer accreditation - the employer must be granted employer accreditation (WA2); then
 - ii. Job Check - the accredited employer must have a Job Check approved by Immigration New Zealand (INZ) for any vacancy the employer needs to fill with a non-New Zealand citizen or resident worker (WA3); then
 - iii. work visa - a non-New Zealand citizen or resident worker must be granted an Accredited Employer work visa (WA4).
- b. Despite (a)(ii) above, an application from an Accredited Employer work visa (AEWV) holder for a further AEWV does not require the employer to have previously had a further Job Check approved, provided the applicant submitted the application for their current AEWV on or before 9 March 2025, is applying for a visa to continue working in the same role and meets the requirements set out at WA4.10.20.

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WA3.5 Applying for a Job Check

- a. A Job Check application must be made by an accredited employer (as defined at WA2.60.1) whose accreditation is not suspended.
- b. Applications must be made using the approved online form provided on the INZ website.
- c. Employers must include evidence demonstrating that they meet the Job Check instructions, including:
 - iv. a detailed job description; and
 - v. a proposed employment agreement; and
 - vi. if a labour market test is required (WA3.20(a)), evidence of advertising the job.
- d. A fee must be paid for a Job Check application.
- e. Multiple jobs may be included in a Job Check application if the following details are the same for all jobs:
 - i. the proposed:
 - o occupation; and
 - o location; and
 - o minimum guaranteed remuneration and maximum remuneration; and
 - o type of agreement (permanent or fixed term); and
 - ii. the minimum qualifications, work experience, skills or other specifications required for the job; and
 - iii. the job description; and
 - iv. the proposed employment agreement included with the application; and
 - v. if a labour market test is required (WA3.20(a)), the jobs are included in the same set of advertising.
- f. When assessing whether a Job Check meets the requirements at (e) above:
 - i. an immigration officer may accept a declaration from the employer or information provided in the Job Check application that confirms that the details are the same for all jobs; and
 - ii. an immigration officer may request and review further evidence if they are not satisfied that these requirements are met; and
 - iii. despite the requirement to determine applications for temporary entry in accordance with the instructions in effect at the time the application is made (E7.10(a)(ii)), a Job Check application may be determined in accordance with the instructions at (f) (i) and (ii) above if the application was made before 20 November 2024 and has not been decided.

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WA3.10 Requirements for a Job Check

An immigration officer may approve an application for a Job Check if they are satisfied that:

- a. the employer continues to meet the requirements of their accreditation as set out in WA2 instructions (WA3.40(a) and (b)); and
- b. the employment is acceptable as set out at [WA3.15](#); and
- c. where required, the job meets the labour market test as set out at WA3.20; and
- d. where the employer holds Standard Accreditation, approval of the Job Check does not result in the employer having more than 5 jobs associated to them, as set out at WA3.25; and
- e. where the employer is using triangular employment arrangements and the Job Check is for a construction occupation specified in WA2.20.15(b), approval of the Job Check will not result in the employer failing to meet the New Zealand citizens and residents employees threshold as set out in WA2.20.15; and
- f. the employer agrees to take reasonable steps to ensure that any Accredited Employer work visa applicant who applies on the basis of the Job Check meets qualification and skill requirements as set out at WA2.10.14.

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WA3.15 Acceptable employment

- a. The employer applying for the Job Check must be:
 - i. an accredited employer; and
 - ii. the direct employer for the proposed employment (as defined at [WA2.60.5](#)).
- b. The remuneration for the proposed employment must be at or above **\$23.15 per hour (the New Zealand minimum wage)**.

Note: The remuneration rate **reflects the New Zealand minimum wage effective from 1 April 2024.**

- c. The proposed employment must be full time (at least 30 guaranteed hours per week for every week worked) for the duration of the employment period.
- d. The terms and conditions specified for the proposed employment must not be less than those of the New Zealand market for that occupation, including **market** rate of pay ([W2.2.15](#)) ([WA3.30](#)) and notice periods.
- e. Payment for the proposed employment must be by wages or salary, except for any goods or services that are specified in the proposed employment agreement and are determined by an immigration officer to be reasonable deductions from the wage or salary as per [WA3.30\(g\)](#).
- f. The pay period for the proposed employment must not be longer than one month.
- g. The proposed employment must not include the employer passing any recruitment, compulsory training or equipment costs or fees to the employee, as per the requirements for employer accreditation set out at [WA2.10.10\(m\)](#).
- h. The proposed employment must be for a single accredited employer only, unless:
 - i. the employment is for a Resident Medical Officer job; and
 - ii. the employers are all New Zealand District Health Boards who hold High Volume Accreditation; and
 - iii. the employment is covered by one proposed employment agreement; and
 - iv. if a labour market test is required, the employment is advertised as one role.
- i. The proposed employment must not involve the employee being placed in a triangular employment arrangement with another organisation, as defined at [WA2.60.15](#), unless the employer holds High Volume Accreditation – Triangular Employment.
- j. The proposed employment must be compliant with all the relevant New Zealand employment laws in force.
- k. The proposed employment must be genuine.
- l. If travel or changing locations is part of the proposed employment (not to take up the employment, but as part of the job, for example an employer requiring a worker to complete a project in another location), the terms and conditions of that travel or change of locations must:
 - i. be set out in the proposed employment agreement; and
 - ii. not have the potential to disadvantage the employee.
- m. Factors an immigration officer may take into account when determining whether there is the potential for disadvantage caused by the terms and conditions of travel or change of locations include, but are not limited to:
 - i. the notice period employees are given when being required to change location; and
 - ii. compensation provided to employees when being required to travel or change location, including for travel and accommodation; and
 - iii. what the process or outcome is when an employee is unable to change locations or undertake the travel.
- n. The proposed employment must not be for:
 - i. self-employment; or
 - ii. planting, maintaining, harvesting, or packing crops in the horticulture or viticulture industries; or
 - iii. foreign crew of fishing vessels ([WJ4.15](#)).

Notes:

- Applications for work visas to plant, maintain, harvest, or pack crops in the horticulture or viticulture industries must be made under the Recognised Seasonal Employer (RSE) Instructions (WH1) or the Supplementary Seasonal Employment Instructions ([WH3](#)).

- Applications for work visas for foreign crew of fishing vessels ([WJ4.15](#)) must be made under the Foreign Crew of Fishing Vessels Instructions (WJ).

- If a Job Check application is made and can be approved before a wage increase (indexed to the **minimum wage**) takes effect in immigration instructions, then the Job Check may be approved without requiring re-advertisement of the role at the new rate. Any associated work visa applications must meet the wage threshold in place on the date the work visa application is made.

- o. Evidence that the employment is acceptable must include, but is not limited to:
 - i. a proposed employment agreement (see (q) below); and
 - ii. information about the minimum qualifications, work experience, skills, or other specifications required for

- the job; and
 - iii. any declarations provided with the Job Check.
- p. The proposed employment agreement must:
- i. include all mandatory clauses required by employment law, such as:
 - o the name of the employer; and
 - o the job title; and
 - o a detailed job description; and
 - o the hours of work; and
 - o the duration and type of agreement (fixed term or permanent); and
 - o details of pay and conditions of employment; and
 - o the place of work; and
 - ii. include details about paid leave entitlements; and
 - iii. only include clauses that comply with employment law; and
 - iv. include the maximum number of hours that the employee may be asked to work before being paid additional overtime rates, and details of the overtime rate of pay; and
 - v. include the maximum number of hours that the employee may be asked to work, including any hours paid at overtime rates; and
 - vi. include the pay period; and
 - vii. not include a trial provision as defined in section 67A (2) of the Employment Relations Act 2000.

Note: Accredited Employer work visa applicants must have the qualifications, work experience, skills, or other specifications that the employer has specified, as part of the Job Check application, as the minimum requirements for the job.

- q. Despite the requirement to determine applications for temporary entry in accordance with the instructions in effect at the time the application is made (see [E7.10\(a\)\(iii\)](#)), the above requirements apply to any Job Check application that was submitted before 29 October 2023 and has not been decided.
- r. When assessing whether the employment is acceptable:
- i. an immigration officer may accept a declaration from the employer or information provided in the Job Check application that confirms that they meet the requirements of these instructions; and
 - ii. an immigration officer may request and review further evidence if they are not satisfied that these requirements are met; and
 - iii. despite the requirement to determine applications for temporary entry in accordance with the instructions in effect at the time the application is made (E7.10(a)(ii)), a Job Check application may be determined in accordance with the instructions at (t)(i) and (ii) above if the application was made before 20 November 2024 and has not been decided.

WA3.20 Labour market test

- a. The labour market test must be met for all jobs to approve a Job Check, except where:
 - i. the remuneration for the proposed employment is \$59.32 per hour or above, or the equivalent annual salary (WA3.30); or
 - ii. the proposed employment is for an occupation included on the Green List, and the minimum requirements for the job include the requirements on the list for that occupation ([Appendix 13](#)).
- b. The labour market test is met if:
 - i. the employer has made genuine attempts to attract and recruit suitable New Zealand workers by advertising the job (WA3.20.1); and
 - ii. the employer did not find suitable and available New Zealand workers for the job.
- c. Evidence that the labour market test is met must include:
 - i. evidence of the advertising required by WA3.20.1 below including the content, dates, duration and platform of the advert(s); and
 - ii. a declaration from the employer about whether they found any suitable and available New Zealand workers for the job (WA3.20.10); and
 - iii. in the case of an ANZSCO 4 or 5 role, a declaration from the employer that they
 - o have genuinely engaged with Work and Income and interviewed suitable referred candidates; and
 - o did not find any suitable and available New Zealand workers for the job from either Work and Income or other advertising, along with a declaration about the reason(s) the New Zealand candidate(s) who applied for the role (if any), was or were not suitable or available, as defined at WA3.20.10.

WA3.20.1 Genuine attempts to attract and recruit suitable New Zealand workers by advertising

- a. The job must have been advertised:
 - i. on a general national job listing website where suitable New Zealand citizen or resident class visa workers are likely to apply; or
 - ii. by other means, if those means are more likely to attract suitable New Zealand citizen or resident workers, for example on an industry-specific job listing website.
- b. The job advert must have closed prior to the Job Check application being submitted and been listed for:
 - i. at least 14 calendar days where the role is classified as ANZSCO 1 – 3; or
 - ii. at least 21 calendar days where the role is classified as ANZSCO 4 and 5
- c. The end date of the advertising must be within the 90 days prior to the Job Check application being submitted.
- d. The advert must include:
 - i. a job description detailing the key tasks and responsibilities; and
 - ii. the key terms and conditions of the employment, which are consistent with the proposed employment agreement and other information included with the Job Check application, including:
 - o the minimum and maximum rate of pay or salary; and
 - o where a significant portion of the actual earnings are not guaranteed, the estimated actual earnings (for example what the piece rates or commission rates are, or what the average bonuses are); and
 - o the minimum guaranteed hours of work; and
 - o the location of the job; and
 - iii. the minimum qualifications, work experience, skills or other specifications required for the job (see (e) below).
- e. The minimum qualifications, work experience, skills or other specifications required for the job must:
 - i. only include those necessary to perform the work on offer (WA3.20.5); and
 - ii. be the same as those stated in the application form.
- f. When determining whether the advert meets the requirements at (d) above:
 - i. an immigration officer may accept a declaration from the employer or information provided in the Job Check application that confirms that the contents of the employment agreement is consistent with the job advert for the purposes of meeting the requirements at (d)(ii); and
 - ii. an immigration officer may request and review further evidence if they are not satisfied that these requirements are met; and
 - iii. despite the requirement to determine applications for temporary entry in accordance with the instructions in effect at the time the application is made (E7.10(a)(ii)), a Job Check application may be determined in accordance with the instructions at (f)(i) and (ii) above if the application was made before 20 November 2024 and has not been decided.

WA3.20.3 Requirement to genuinely engage with Work and Income for roles that are classified as ANZSCO Skill Levels 4 and 5

- a. Before submitting a Job Check application for a role which is classified as ANZSCO Skill Level 4 or 5, the employer must have genuinely engaged with Work and Income and interviewed suitable candidates referred.
- b. Employers must retain evidence of their genuine engagement with Work and Income for any jobs they offer to migrants for at least the duration of their current accreditation period as they may be asked to provide this by Immigration New Zealand.
- c. When advertising with Work and Income:
 - i. the person engaging with Work and Income must be responsible for making hiring decisions (for example the hiring manager, business owner, a human resource adviser) or engaged by the employer to provide specific recruitment advice (such as a recruitment agent); and
 - ii. where the person engaging with Work and Income is external to the employer (such as a recruitment agent), the employer must not use the same person or any person from the same organisation to assist or provide advice in their Job Check application.
- d. Regardless of their engagement with Work and Income, the employer must also advertise their role independently to meet the requirements at WA3.20.1.
- e. The employer must have completed their engagement with Work and Income within the 90 days prior to the Job Check application being submitted.

WA3.20.5 Determining whether the minimum requirements for the job are necessary to perform the work on offer

- a. To determine whether the minimum qualifications, work experience, skills or other specifications identified by the employer as requirements for the job are necessary to perform the work on offer, an immigration officer may refer to the qualifications described for the closest matching occupation in the Australian and New Zealand Standard Classification of Occupations (ANZSCO), or the work experience that the ANZSCO indicates may substitute the required qualification.
- b. For qualifications, work experience, skills or other specification that are not described in the ANZSCO for the matching occupation, an immigration officer may make an assessment of whether the requirement is reasonably necessary to perform the work on offer, taking into account such factors as:
 - i. the roles and responsibilities of the job; and
 - ii. whether the specification is likely to result in suitable and available New Zealand citizens or residents not applying for the job.

Note: As an example, requiring foreign language skills for a café or restaurant worker job is unlikely to be acceptable, but requiring foreign language skills for a job as a tour guide catering for non-English speakers may be acceptable, as the skills are necessary to perform the work on offer.

WA3.20.10 Suitable and available New Zealand worker

A person is considered to be a 'suitable and available New Zealand worker' if they are:

- a. a New Zealand citizen or residence class visa holder; and
- b. suitable, that is, 'qualified to take up the work on offer' (see WA3.20.10.5) or can 'readily be trained to do the work on offer' (see WA3.20.10.10); and
- c. 'available to do the work on offer' (see WA3.20.10.15).

WA3.20.10.5 Definition of 'qualified to take up the work on offer'

A person who is 'qualified to take up the work on offer' is a person who:

- a. has qualifications, work experience or skills identified by the employer as being necessary to perform the role, and that are determined by an immigration officer to be reasonable; and
- b. has other competencies identified by the employer as necessary for the performance of the work that are determined by an immigration officer to be reasonable including (but not limited to):
 - i. having a driver licence or ability to get one if required; or
 - ii. being fit enough to do the work or not have any medical or other reasons why they cannot perform the work, especially for physical work; or
 - iii. being able to pass health, drug and criminal checks if required.

WA3.20.10.10 Definition of 'can readily be trained to do the work on offer'

A person who 'can readily be trained to do the work on offer' is a person who:

- a. with on-the-job training could do the work on offer, despite not having the qualifications, work experience or skills identified by the employer as being necessary to perform the role; and
- b. has other competencies identified by the employer as necessary for the performance of the work that are determined by an immigration officer to be reasonable including (but not limited to):

- i. having a driver licence or ability to get one; or
- ii. being fit enough to do the work or not have any medical or other reasons why they cannot perform the work, especially for physical work; or
- iii. being able to pass health, drug and criminal checks if required.

WA3.20.10.15 Definition of 'available to do the work on offer'

A person who is 'available to do the work on offer' is a person who:

- a. resides in the 'location of the job' ([WA3.35](#)), or is willing and able to move to that location; and
- b. can practically make it to the workplace by having a suitable mode of transport; and
- c. is available for work at the hours required by the employer, noting that the position must be for full-time employment (see [WA3.15\(d\)](#)).

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WA3.50 Currency and approval specifications of a Job Check

- a. A Job Check may be approved for a duration of 6 months.
- b. An approved Job Check will expire after 6 months, or when the employer's accreditation lapses or is revoked, whichever occurs first.
- c. Throughout any period that the employer's accreditation is suspended, any current Job Checks the employer holds will be unable to be used to support an application for an Accredited Employer work visa or application for a Job Change.
- d. An approved Job Check will specify:
 - i. the occupation; and
 - ii. the minimum and maximum remuneration for the employment; and
 - iii. the location of the employment; and
 - iv. the number of jobs approved; and
 - v. the Job Check start date; and
 - vi. the Job Check expiry date.
- e. If an employer applies for a Job Check for multiple jobs, an immigration officer may approve the Job Check for the same or fewer number of jobs requested, depending on whether the requirements set out at WA3.10 are met.

WA3.50.1 Associating a job to an employer

- a. A job is associated to an employer when it is approved as part of a Job Check application or the associated Job Check number has been re-used in line with requirements set out at [WA4.10.20](#) (the details of the employment offered continue to meet the employment conditions of their current Accredited Employer work visa).
- b. The job remains associated to the employer until:
 - i. in the case of an Accredited Employer work visa or Job Change being granted on the basis of the approved Job Check, that work visa:
 - expires; or
 - is cancelled; or
 - is varied to allow the visa holder to work for a different employer; or
 - ii. in the case of the approved Job Check not being used to support an application for an Accredited Employer work visa or Job Change, or the work visa or Job Change application being decided without being approved, the approved Job Check:
 - expires; or
 - is cancelled.
- c. If b(i) or (ii) above occurs, the job is no longer associated to the employer.

WA3.50.5 Using a Job Check to support an Accredited Employer work visa

- a. When a job is approved as part of a Job Check application and is associated to the employer, a non-New Zealand citizen or resident visa holder can use it to apply for an Accredited Employer work visa or Job Change.
- b. The approved job may only be used to apply for an Accredited Employer work visa or Job Change while the relevant Job Check is current.
- c. The approved job may only be used to apply for one Accredited Employer work visa or Job Change, except where (d) below applies.
- d. While the Job Check is still current, the approved job can be used to apply for another Accredited Employer work visa or Job Change if:
 - i. the previous application for an Accredited Employer work visa or Job Change that was made on the basis of the approved job has not been decided, and the employer notifies INZ that the previous offer of employment has been withdrawn; or
 - ii. the previous application for an Accredited Employer work visa or Job Change that was made on the basis of the approved job is withdrawn; or
 - iii. the previous application for a Job Change that was made on the basis of the approved job is declined; or
 - iv. the previous application for an Accredited Employer work visa that was made on the basis of the approved job is declined, and either:
 - a subsequent application for reconsideration is withdrawn or declined; or
 - it has been more than 14 days since the applicant received notice of the decision to decline the application and a subsequent application for reconsideration has not been received; or
 - the employer notifies INZ that the previous offer of employment has been withdrawn.

- e. Despite anything else in Accredited Employer instructions, a Job Check number may be reused to support an application for an Accredited Employer work visa where the applicant holds an Accredited Employer work visa and the application for that visa was submitted on or before 9 March 2025, the applicant is applying for a visa to continue working in the same role as shown on their current visa, and they meet the requirements set out at WA4.10.20. A Job Check number being re-used in this way is considered to be current and has no expiry date.

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WA4.1 Overview

- a. The Accredited Employer work visa instructions provide for the grant of work visas to non-New Zealand citizen or resident workers with an offer of employment to work in New Zealand for an accredited employer.
- b. The minimum guaranteed remuneration for the employment determines the ability of an Accredited Employer work visa holder to support temporary visas for family members ([WA4.10.15](#), [U8.20](#), [WF3.1](#) and [V3.10](#)).

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WA4.10 Determining an Accredited Employer work visa

- a. An immigration officer may grant an Accredited Employer work visa if they are satisfied that the applicant:
 - i. meets the generic work visa requirements for applicants at [W2.10.1](#); and
 - ii. holds an offer of employment that meets the requirements at WA4.10.1; and
 - iii. is suitably qualified by training and experience to do the job they have been offered, as set out at WA4.10.5 and meet the minimum skills threshold as set out at WA4.10.6; and
 - iv. has not exceeded a maximum continuous stay period as set out at WA4.10.7¹; and
 - v. has a Job Check number (a number referring to a job that has been approved as part of a Job Check application) that has not been used to approve another Accredited Employer work visa application, unless that work visa has been varied to allow the visa holder to work for a different employer or the Job check number has been reused as set out at WA4.10.20; and
 - vi. meets a minimum standard of English language at [WA4.12](#) for roles assessed at the Job Check as ANZSCO level 4 or 5.
- b. If there is information that indicates the employer may no longer meet the requirements of their accreditation, an immigration officer may postpone making a decision on the application until the employer is determined to meet the requirements, or until the employer's accreditation is revoked ([WA2.55](#)).
- c. If the employer's accreditation is suspended, an immigration officer may postpone making a decision on the application until the suspension ends.
- d. If the employer's accreditation expires or is revoked, an immigration officer may decline the application.
- e. Applicants who hold a work visa with remuneration as a condition of that visa, may be required to provide evidence of their remuneration payment, such as an Inland Revenue income summary and bank statements.

WA4.10.1 Requirements for the employment offered

- a. The offer of employment must be genuine and include the following information:
 - i. name, address, telephone number of the employer; and
 - ii. name and address of the person to whom the job is offered; and
 - iii. a full job description including:
 - o the job title or designation; and
 - o the address of the place of employment if different from that in (i) above; and
 - o the type of work, duties and responsibilities involved; and
 - o details of pay and conditions of employment; and
 - o the hours of work; and
 - o the duration of the job; and
 - o how long the job offer is open.
- b. The offer of employment must be from an accredited employer (as defined at [WA2.60.1](#)).
- c. The following details of the employment offered must be the same as those approved as part of the Job Check application:
 - i. the location of the job; and
 - ii. the occupation; and
 - iii. the hours of work (the minimum guaranteed hours of work must not be less, and the maximum hours must not be more, than those approved as part of the Job Check application); and
 - iv. the remuneration (the remuneration must be within the range approved as part of the Job Check application unless an exception under WA4.10.3 below applies); and
 - v. the direct employer (as defined at WA2.60.5).
- d. All other terms and conditions of the employment offered (for example leave entitlements, notice periods and absence of a trial provision (as set out in WA3.15^(p)(vii)) must be the same as, or more favourable to the applicant than, those provided as part of the Job Check application.
- e. 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.
- f. INZ will decline an application for a work visa where it considers that 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.
- g. When assessing whether the employment offered meets the requirements at (d) and (e) above:
 - i. an immigration officer may accept the declaration or other information provided in the Job Check application; and

- ii. an immigration officer may request and review further evidence if they are not satisfied that these requirements are met; and
- iii. despite the requirement to determine applications for temporary entry in accordance with the instructions in effect at the time the application is made (E7.10(a)(ii)), an Accredited Employer work visa application may be determined in accordance with the instructions at (g)(i) and (ii) above if the application was made before 20 November 2024 and has not been decided.

WA4.10.3 When the remuneration in the job offer may differ from the remuneration approved in the Job Check

Despite WA4.10.1(c)(iv), an immigration officer may approve an application when the remuneration in the employment offered is not the same as the Job Check application if:

- a. the remuneration in the employment offered is less than the remuneration approved at Job Check stage and:
 - i. the Job Check was submitted on or before 9 March 2025; and
 - ii. the remuneration offered meets the Accredited Employer remuneration threshold specified in WA3.15(b); and
 - iii. the remuneration offered is not less than the New Zealand market rate for that occupation as required by WA3.15(d); or
- b. the remuneration in the employment offered is more than the remuneration approved at Job Check stage and:
 - i. the Job Check application was approved before an increase in the Accredited Employer remuneration threshold (WA3.15(b)) took effect in immigration instructions and the advertised range does not meet the new threshold; and
 - ii. the remuneration offered meets the threshold in place on the date the work visa application is made.

WA4.10.5 Determining whether an applicant is suitably qualified to do the job they have been offered

- a. An applicant is suitably qualified to do the job they have been offered if they have the qualifications, work experience, skills and other specifications that were listed by the employer, in the Job Check application, as the minimum requirements for the job.
- b. If the employment offered is for an occupation that is on the Green List, an applicant is suitably qualified if:
 - i. they meet (a) above; or
 - ii. they meet the current requirements on the list for that occupation ([Appendix 13](#)).
- c. Despite [W2.10.1\(b\)\(i\)](#), an immigration officer may accept that an applicant has the minimum qualifications, work experience, skills or other specifications required for the job, without the applicant providing evidence of those specifications, where:
 - i. an immigration officer has already assessed and accepted them as part of a previous application; or
 - ii. the applicant holds evidence of full or provisional occupational registration for the job they have been offered, where the specifications were required to obtain that registration.

WA4.10.6 Determining whether an applicant meets the minimum skills threshold

- a. An applicant meets the minimum skills threshold if an immigration officer is satisfied that they:
 - i. can demonstrate **two** years or more of relevant work experience with sufficient evidence from a third party; or
 - ii. have a relevant qualification at Level 4 or higher on the New Zealand Qualifications and Credentials Framework (NZQCF).
- b. Despite E7.10(a)(ii) AEWV applications submitted but undecided on 9 March 2025, should be assessed under the instructions in force at the time of assessment for WA4.10.6(a)(i)
- c. A qualification or work experience can be considered to be relevant if it is in the same field or industry as the job offered.
- d. Qualifications that are Bachelor's degrees or higher can be considered relevant to any employment offered.
- e. Evidence of relevant work experience from a third party may include, but is not limited to:
 - i. letters of reference from an employer; or
 - ii. certificates of employment; or
 - iii. payslips; or
 - iv. tax certificates.

Note: For the avoidance of doubt, a curriculum vitae is not sufficient unless it is provided with supporting documentation not written by the applicant that satisfies an immigration officer.

- f. Evidence of a qualification at Level 4 or higher on the NZQCF must include:

- i. a copy of the qualification certificate awarded to the applicant specifying the qualification type and awarding institution; and
 - ii. an NZQA assessment (International Qualification Assessment (IQA)) provided with the application, if the qualification was gained outside of New Zealand and is not a Level 7 Bachelor's degree or higher.
- g. Despite WA4.10.6(a), an applicant can be considered to meet the minimum skills threshold if:
- i. the employment offered is for an occupation that is on the Green List and they meet the current requirements on the list for that occupation ([Appendix 13](#)); or
 - ii. the employment offered has a proposed remuneration of twice the median wage (**\$59.32**) or higher.
- h. An immigration officer may accept that the applicant meets the minimum skills threshold, without the applicant providing evidence, where:
- i. an immigration officer has already assessed and accepted them as part of a previous application; or
 - ii. the applicant holds evidence of full or provisional occupational registration for the job they have been offered, where the specifications were required to obtain that registration.
- i. An applicant is exempt from meeting the minimum skills threshold if an immigration officer is satisfied that:
- i. **their** employment has been offered **as a meat process worker (831311)** under the 2024/25 season (31 August 2024 to 31 August 2025); or
 - ii. **their** employment has been offered **as a seafood process worker (831313)** under the 2024/25 season (31 October 2024 to 31 October 2025); or
 - iii. the applicant holds a valid Accredited Employer work visa in **a tourism and hospitality occupation listed under appendix 14** tourism and hospitality wage exemption that expires on or before 31 March 2025 and is applying for a further visa for the same role; or
 - iv. the applicant holds a valid Accredited Employer work visa under the care workforce sector agreement (see Appendix 14) that was granted between 4 July 2022 and 23 November 2023 (inclusive) in a role that was paid at least \$26.16 per hour and is applying for a further one-year duration visa for the same role.

Note: For the purpose of the instructions under WA4.10.6 (iii) and (iv), employment in the 'same role' allows for employment with a different employer and/or in a different location.

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WA4.10.7 Maximum continuous stay

- a. Holders of an Accredited Employer work visa (AEWV) have a maximum continuous stay period, after which they must be outside New Zealand for a minimum of 12 consecutive months before they are eligible to be granted a further 'first AEWV' (see Note below).
- b. An application for a further AEWV must be declined if the applicant is in New Zealand and has completed their maximum continuous stay period on an AEWV.
- c. An application from a previous AEWV holder who is outside New Zealand and who has not spent 12 consecutive months outside New Zealand cannot be approved. For the avoidance of doubt, a previous AEWV holder outside New Zealand can apply for a new 'first AEWV' prior to the expiry of the 12 months, but cannot be granted an AEWV with travel conditions that allow for first time travel to New Zealand before that expiry.
- d. Where an applicant is outside New Zealand when the 'first AEWV' is granted, the maximum continuous stay period must be counted from the first date of entry to New Zealand after the grant of the visa.
- e. A person who has spent the required time outside New Zealand can be granted an AEWV for the duration allowed by [WA4.15](#). Once they reach the maximum continuous stay period again, they must once again spend the required time outside of New Zealand.

Notes:

A person's 'first AEWV' refers only to the first such visa in any particular period of maximum continuous stay.

Following the expiry of a person's 'first AEWV', they may remain in New Zealand and hold another type of visa (e.g. a visitor visa or a Working Holiday visa) but this will not count towards the 12 months required to be outside of New Zealand.

The maximum continuous stay period excludes any time spent on an interim visa between Accredited Employer work visas or any other temporary or work visa (i.e. a student or visitor visa, or Essential Skills work visa).

WA4.10.7.1 Determining Maximum Continuous Stay period

The maximum continuous stay period for AEWVs is as follows:

- a. 5 years if the applicant's application for their first AEWV was made between 21 June 2023 and 6 April 2024 (inclusive), and the role approved was paid at or above \$29.66 at the time of approval; or
- b. As stated in the table below if:
 - i. the application for the 'first AEWV' was made between 21 June 2023 and 6 April 2024 (inclusive) and the applicant's role was paid below \$29.66 in effect at the time of the approval; or
 - ii. the applicant's application for their 'first AEWV' was made on or before 20 June 2023 or on or after 7 April 2024.

Current offer of employment assessed as	Maximum Continuous Stay
i. ANZSCO Skill Level 1-3; or	60 months (5 years)
ii. on the Green List (Appendix 13); or	
iii. included in the Transport Sector: Work to Residence (SR7) and meets the remuneration threshold required for residence as specified in SR7.10 ; or	
iv. included in the Transport Sector: Work to Residence (SR7) as of 6 April 2024 and they hold an AEWV that was submitted on or before 6 April 2024; or	
v. included in the Care Workforce sector (Appendix 14) and meets and meets the remuneration threshold required for residence as specified in SR6.10 ;	
vi. paid at or above 1.5 times the median wage in the Skilled Migrant Category (SR3.10(b) (currently \$47.41 per hour)); or	36 months (3 years)
vii. ANZSCO Skill Level 4 or 5 (where the employment is not otherwise assessed as meeting (d)(i) to (vi) above)	

WA4.10.15 Requirements for dependents of Accredited Employer work visa holders

See also *Immigration Act 2009 s 49(1)(b)*

- a. Accredited Employer work visa holders who wish to support their partner's visa application must meet the requirements specified in:
 - i. [WF3.1.5](#) for a special work visa, or
 - ii. [V3.10.1](#) for a visitor visa.
- b. Accredited Employer work visa holders who wish to support their dependent child's visa application must meet the requirements specified in:
 - i. [U8.20.2](#) for a student visa, or
 - ii. [V3.10.1](#) for a visitor visa.
- c. Accredited Employer work visa holders who wish to support their dependent child's visitor or student visa application must meet the minimum income threshold. The visa holder's dependent child will be assessed against criteria set out in [U8.20.6](#) or [V3.10.10](#).
- d. Parents holding Accredited Employer work visas may be liable for deportation if the dependent child's visa application is declined under these instructions and the dependent child becomes unlawful.
- e. It will be a condition of the dependent child's visa and the parent/s visa(s) that the parent/s must maintain the minimum income threshold for the duration of their dependent child's visa. If the threshold is not maintained the parent/s and child may be liable for deportation.

Notes:

- Where both parents hold Accredited Employer work visas (or Accredited Employer and Essential Skills work visas), their incomes may be combined to meet the minimum income threshold.
- The minimum income threshold excludes employment-related allowances (for example tool or uniform allowances) and must be calculated on the basis of no more than 40 hours' work per week

WA4.10.20 Subsequent applications re-using a Job Check number

- a. An application for an Accredited Employer work visa can be granted if it is made on the basis of a previously used Job Check number, provided the applicant holds an Accredited Employer work visa and the application for that visa:
- was made on the basis of that Job Check number; and
 - was made on or before 9 March 2025; and
 - is not for one or the following occupations where the rate of pay is below \$29.66:
 - Meat process worker (831311)
 - Seafood process worker (831313)
 - Snowsport Instructor (452314)
 - Mountain or Glacier Guide (452214)
 - Snow Groomer (721999)
 - Outdoor Adventure Instructor (452215)
 - Outdoor Adventure Guides nec (452299)
 - Whitewater Rafting Guide (452217)
 - Parachute Rigger (399999)
 - Ski Technician (399999)
 - Snow Maker (712999)
- b. A subsequent Accredited Employer work visa may only be granted under these instructions if the offer of employment is made by an accredited employer and the following details of the employment offered in the current application are the same as the conditions of employment upon which the applicant's current Accredited Employer work visa was based:
- the location of the job; and
 - the occupation; and
 - the remuneration (the remuneration must be no less than the remuneration offered at the time their current visa was granted); and
 - the direct employer (as defined at [WA2.60.5](#)).

Note: Subsequent Accredited Employer work visa applications applied for using a re-used Job Check number as per WA4.10.20, must meet the requirements at WA4 at the time of the application.

WA4.15 Currency and conditions of Accredited Employer work visas

- a. An Accredited Employer work visa may be granted for the period for which the employment is offered, up to a maximum of:
- i. five years for
 - o an occupation that has been assessed at the Job Check as ANZSCO skill level 1-3, or as a Green List role ([Appendix 13](#))
 - o a role paid at or above \$28.25 and the occupation is part of the Care workforce sector ([Appendix 14](#)) and the occupation has been assessed at Job check as ANZSCO skill level 4 or 5; or
 - o a role paid at or above \$31.66 and the occupation is included in the Transport Sector: Work to Residence (SR7); or
 - o a role offered at 1.5 times the median wage in the Skilled Migrant Category at SR3.10(b) (currently \$47.41 per hour)
 - ii. the balance of five years, where the applicant holds an Accredited Employer work visa, the application for it was made on or before 6 April 2024 and the Job Check number is being re-used as set out at [WA4.10.20](#); or
 - iii. three years for a role assessed at the Job Check as ANZSCO skill level 4 or 5; or
- b. Despite (a), where the grant of a visa would result in the holder exceeding the maximum continuous stay period allowed under [WA4.10.7.1](#) or [WA4.10.10](#), the visa must only be granted for the remainder of the maximum continuous stay period.
- c. Despite the requirement to determine applications for temporary entry in accordance with the instructions in effect at the time the application is made ([E7.10\(a\)\(ii\)](#)), the currency of a visa granted on or after 10 March 2025 under these instructions must be in accordance with (a) and (b) above, regardless of when the application was made.
- d. Accredited Employer work visas will be subject to conditions that the holder:
- i. may only work in a specified occupation; and
 - ii. may only work for a specified employer; and
 - iii. may only work in a specified location; and
 - iv. must be employed full time (as defined at [WA3.15\(d\)](#)); and
 - v. must be paid at or above a specified remuneration level; and
 - vi. must provide evidence of the payment of remuneration if requested by an immigration officer; and
 - vii. unless (e) below applies, may not be placed in a triangular employment arrangement with a controlling third party ([WA2.60.15](#)).
- e. An Accredited Employer work visa holder may be placed with a controlling third party if the job approved as part of the employer's Job Check application involved the employee being placed in a triangular employment arrangement.

WS2.1 Who is eligible for a Specific Purpose or Event work visa

- a. Applicants may be granted a work visa and entry permission under specific purpose or event instructions, if an immigration officer is satisfied:
 - i. the applicant will be in New Zealand to complete a specific purpose or event described in Column A of the table at WS2.1.1; and
 - ii. the applicant has demonstrated they meet the work visa requirements set out in Column B of the table at WS2.1.1 by providing the evidence specified; and
 - iii. the work is time-bound (not open-ended or permanent), except for persons holding a Critical Purpose Visitor Visa (see WS2.1.1(m)); and
 - iv. the applicant is suitably qualified to undertake the work; and
 - v. the applicant meets health and character requirements as specified at A4 and A5.
- b. The currency of a specific purpose or event visa must be consistent with the time required for the holder to complete the specific purpose or event, up to the maximum duration indicated in Column C and total stay (if any) indicated in Column D. Note: Where Column D refers to 'total stay' this includes the duration of the initial Specific Purpose or Event work visa.
- c. Applications for a further Specific Purpose or Event work visa by a person holding a Specific Purpose or Event work visa must be declined, unless:
 - i. a further Specific Purpose or Event visa is allowed for by Column D of WS2.1.1; and
 - ii. the immigration officer is satisfied that the grant of a further visa is necessary in order to complete the original specific purpose or event.
- d. Applications for work visas made under this category from applicants who currently hold a visitor visa granted under V3.100 (Guardians accompanying students to New Zealand) must not be approved (see V3.100.35).
- e. Seasonal activity as outlined in WS2.1.1(o) is defined as work:
 - i. undertaken during a peak of activity for an industry, that occurs in response and is impacted by weather or climate changes and at a specific time in the year; and
 - ii. only taking place during part of the year, for a period of less than nine months, and
 - iii. excluding:
 - o roles related to the planting, maintaining, harvesting and packing of crops in the horticulture and viticulture industries; and
 - o roles not directly related to the seasonal activity (for example, a barista or waitperson working in a ski field restaurant); and
 - o people who come into New Zealand to fill permanent roles even if that is prompted by a seasonal peak (for example, dairy farm workers who enter New Zealand ahead of the calving season); and
 - o foreign crew of fishing vessels.
- f. Despite the requirement to determine applications for temporary entry in accordance with the instructions in effect at the time an application is made (E7.10(a)(ii)), the wage rate set out in WS2.1.1(o) applies to applications made:
 - i. for the specific purpose of seasonal activity as defined in WS2.1(e) above; and
 - ii. on or before 9 March 2025, and as at that date had not been decided.

Note: The activity must be in response to and directly impacted by weather-related events. For example:

- rural contractors who are required for harvest seasons as the timing of harvests is weather dependent,
- ski instructors and snow groomers who are required once there is sufficient snow for the ski season to open,
- wine makers who are required once grapes are ready for harvest,
- tree planting as there is a narrow time window for successful planting that is weather dependent, or
- jet boat or bungee operators who only operate in warmer seasons.

WS2.1.1 Acceptable specific purposes and events, evidence and maximum visa durations

	Column A: People who are considered to be undertaking a specific purpose or event	Column B: Evidence required	Column C: Initial visa duration that may be granted	Column D: Further visa duration that may be granted
a.	Senior or specialist business people on	Evidence of a job offer that meets the requirements	Up to 12 months	Further Specific Purpose or

	<p>short-term secondments who have a job offer either in a substantial New Zealand company or a New Zealand subsidiary of an overseas company.</p>	<p>of W2.10.10 and W2.10.15 from the New Zealand company or subsidiary; and</p> <p>A completed Employer Supplementary Form (INZ 1113); and</p> <p>Evidence the applicant is senior manager or specialist personnel (see WS2.5); and</p> <p>Terms of the secondment, including duration; and</p> <p>Evidence of funds as required by W2.15</p>		<p>Event visas allowing a total stay of up to 24 months (inclusive of the duration of the initial visa granted under column C).</p>
b.	<p>A business person seconded to New Zealand as an intra-corporate transferee to take up a position in a multinational company as:</p> <ul style="list-style-type: none"> -an executive; or -a senior manager; or -specialist personnel 	<p>Evidence the applicant is a senior manager, executive or specialist personnel (see WS2.5); and</p> <p>Terms of the secondment, including duration; and</p> <p>Evidence of funds as required by W2.15</p>	Up to 36 months	<p>Further Specific Purpose or Event visas allowing a total stay of up to 72 months (inclusive of the duration of the initial visa granted under column C).</p>
c.	<p>Business people wishing to undertake business activities in New Zealand who can satisfy an immigration officer that they have genuine reasons to be in New Zealand for a period or periods exceeding 3 months in any one year.</p>	<p>Evidence of the amount of time the applicant needs to be in New Zealand; and</p> <p>Evidence of the applicant's business activities in New Zealand. Business activities are described in V3.5 Business Visitors.</p>	Up to 12 months	<p>No further Specific Purpose or Event visa if applicant currently holds a Specific Purpose or Event visa</p>
d.	<p>Principal applicants under the Migrant investment instructions</p>	<p>No additional evidence required</p>	12 months	<p>Further Specific Purpose or Event visas</p>

	<p>or the Parent Retirement Category who have been approved in principle and are investigating investment opportunities and making direct investments in New Zealand (see BJ7.40 and F3.25)</p>			<p>allowing a total stay of up to 24 months (inclusive of the duration of the initial visa granted under column C) for Investor 1 applicants; or</p> <p>Further Specific Purpose or Event visas allowing a total stay of up to 18 months (inclusive of the duration of the initial visa granted under column C) for Investor 2 applicants</p>
e.	<p>Principal applicants under the Active Investor Plus visa category who have been approved in principle and are arranging transfer and/or investment of funds in New Zealand (see BN8.35)</p>	<p>No additional evidence required</p>	<p>12 months</p>	<p>No further Specific Purpose or Event visa if applicant currently holds a Specific Purpose or Event visa.</p>
f.	<p>Referees or judges of sports events, shows, displays or exhibitions</p>	<p>Invitation, or schedule of events setting out the duration the applicant is required to be in New Zealand; and</p> <p>Evidence of funds as required by W2.15</p>	<p>For the period of their engagement, not normally more than 6 months</p>	<p>No further Specific Purpose or Event visa if applicant currently holds a Specific</p>

				Purpose or Event visa
g.	Dance and music examiners of recognised international teaching institutions	Invitation, or schedule of events setting out the duration the applicant is required to be in New Zealand; and Evidence of funds as required by W2.15	For the period of their engagement, not normally more than 6 months.	No further Specific Purpose or Event visa if applicant currently holds a Specific Purpose or Event visa
h.	Installers or servicers of specialised machinery or equipment supplied by an overseas company where installing or servicing the equipment in New Zealand is a condition of purchase.	Evidence that installing or servicing the equipment in New Zealand is a condition of the purchase of the machinery or equipment; and Evidence of funds as required by W2.15	Up to 3 months in any 12 month period	No subsequent Specific Purpose or Event visa within a 12 month period
i.	Sports players and professional sports coaches taking up a paid position in a New Zealand sports club	Evidence of a job offer that meets the requirements of W2.10.10 and W2.10.15 from the New Zealand club, if the applicant is professional player or coach; and A completed Employer Supplementary Form (INZ 1113); and Evidence of the terms of the engagement with the club, if the applicant is not a professional player; and Evidence of funds as required by W2.15	For the period of their job offer or engagement, up to: 12 months for players; or 36 months in the case of coaches employed at national or regional level	No further Specific Purpose or Event visa if applicant currently holds a Specific Purpose or Event visa

j.	Entertainment industry sector workers (entertainers, performing artists, film and video production crew, and associated support personnel), who intend to engage in any form of private or public performance in New Zealand or work on any film or video production in New Zealand.	Evidence required by WS3.	For the period of their engagement	Further Specific Purpose or Event visas can be granted for the period required if the engagement is extended.
k.	Philippines nurses seeking entry to obtain New Zealand occupational registration who have a job offer from a District Health Board and have been accepted for the Nursing Council's Competence Assessment Programme	Evidence of a job offer that meets the requirements of W2.10.10 , and W2.10.15 from a District Health Board; and A completed Employer Supplementary Form (INZ 1113); and Evidence of acceptance for the Nursing Council's Competence Assessment Programme; and Evidence of funds as required by W2.15	3 months	No further Specific Purpose or Event visa if applicant currently holds a Specific Purpose or Event visa
l.	Principal applicants for residence under the Entrepreneur Residence Visa Category instructions who currently hold a valid visa granted under the Entrepreneur Work Visa Category or Long Term Business Visa Category instructions (see BH8).	No additional evidence required	9 months	No further Specific Purpose or Event visa if applicant currently holds a Specific Purpose or Event visa

<p>m.</p>	<p>People who hold a 12 month Critical Purpose Visitor Visa granted on the basis of being a critical health worker (see H5.30.1) or another critical worker (see H5.30.5) and were assessed as being paid at or above the median wage, excluding deepwater fishing crew, deep sea fishing crew, and seafarer approved class of workers (see H5.30.20(a), (m), (o), (p), and (y)).</p>	<p>Evidence that satisfies an immigration officer that the employment offer is ongoing with the same (or better conditions) as those approved in the Critical Purpose Visitor Visa application.</p>	<p>The visa may be granted with an end date up to 36 months after the start date of the Critical Purpose Visitor Visa</p>	<p>No further Specific Purpose or Event visa if applicant currently holds a Specific Purpose or Event visa.</p>
<p>n.</p>	<p>Workers who hold a Recovery Visa granted under WS2.2.1(n) and who are in New Zealand on 23 September 2023 who require a further three-month visa. To be eligible for a three-month further visa, applicants must be undertaking a short-term role that supports the North Island response to and short-term recovery from the extreme weather events in January and February 2023, by: -Providing emergency response -Immediate clean-up</p>	<p>A Recovery Visa - Employer Supplementary Form (INZ1377) Evidence of genuine employment Evidence that this employment supports the response to and short term recovery from the extreme weather events in January and February 2023 Evidence of funds as required by W2.15</p>	<p>For three months, for a total period of up to 9 months in New Zealand on a specific purpose work visa.</p>	<p>No further Specific Purpose or Event visa for this purpose if applicant has already been granted a three-month further Specific Purpose or Event visa.</p>

	<p>-Assessing risk or loss</p> <p>-Infrastructure, building and housing stabilisation and / or repair (including planning functions)</p> <p>This includes people working both on the recovery and in roles that directly support the recovery (e.g., producing relevant materials for road rebuild, transport drivers).</p>			
o.	<p>People who come to New Zealand to fill a role for an employer who holds current accreditation under the Accredited Employer Work Visa (AEWV) instructions and that role meets the definition of seasonal activity set out under WS2.1(e).</p> <p>To be eligible, the role must:</p> <ul style="list-style-type: none"> • be paid at least \$23.15 per hour; and • be for at least 30 hours per week. 	<p>Evidence:</p> <ul style="list-style-type: none"> • of the employer's current accreditation under the AEWV instructions; and • of the role the person will be undertaking in New Zealand that meets the definition of seasonal activity set out under WS2.1(e) and the requirements set out in column A of W2.1.1(o); and • of at least four months work experience in a role with the same tasks or responsibilities as the role applied for; and • that the employer has advertised the role for at least 2 weeks on a general national job listing prior to the application being lodged; and • of a job offer that meets the requirements of W2.10.10, and W2.10.15; and • of a completed Employer Supplementary Form (INZ 1113) 	Maximum of 9 months	No further Specific Purpose or Event visa if applicant currently holds a Specific Purpose or Event visa.
p.	<p>People who need to come to New Zealand for any other specific purpose or event where they meet the objective of these instructions (WS1) and</p>	<p>Evidence of the specific purpose or event that the person will be undertaking in New Zealand; and</p> <p>Evidence that satisfies an immigration officer that the nature of the work or the</p>	For the period of their engagement	Further Specific Purpose or Event visas can be granted for the period required if the

	<p>the circumstances justify the grant of a work visa.</p>	<p>circumstances surrounding the work are such that it is not possible and/or appropriate for a New Zealand citizen or resident to take up the work (see note 1 below); and</p> <p>Evidence of funds as required by W2.15; and</p> <p>If the person will be employed in New Zealand:</p> <p>Evidence of a job offer that meets the requirements of W2.10.10 and W2.10.15; and</p> <p>A completed Employer Supplementary Form (INZ 1113)</p>		<p>engagement is extended.</p>
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Note:

1. The factors an immigration officer may take into account in determining whether it would be possible and/or appropriate for New Zealand citizens or residents to take up the work at WS2.1.1 (p) include, but are not limited to, whether the work:

- requires a person to be primarily based in New Zealand on a long-term or permanent basis,
- will be for a New Zealand employer and be covered by a New Zealand employment agreement,
- requires attributes that automatically exclude New Zealand citizens or residents (for example, the requirement for foreign security clearance, or a special programme only offered to nationals of certain countries).

2. It is not relevant whether the employer has been unable to recruit New Zealanders to take up the work. If it is appropriate for a New Zealand citizen or resident to take up the work but the employer has not been able to find a suitable New Zealander, an application may be made under the Accredited Employer work visa instructions (WA4).

3. Provisions WS2.1.1 (a),(b),(c),(g), and (j) reflect New Zealand's trade commitments with respect to immigration (see E9).

Visas granted under (n) above are known as Recovery Visas

4. For WS2.1.1(o), work experience can include experience gathered in junior positions in the same field where there is an overlap of tasks and responsibilities (for example, experience as an assistant winemaker can be used to support a role as a winemaker).

Appendix 14 – List of care workforce sector and tourism and hospitality occupations

This Appendix is part of Government immigration instructions as described in section 22 of the Immigration Act 2009

Sector	Occupation <i>Occupations are listed by ANZSCO (Australian and New Zealand Standard Classification of Occupations) code</i>
Care Workforce	Kaiawhina (Hauora) (Maori Health Assistant) (411512)
	Disabilities Services Officer (411712)
	Residential Care Officer (411715)
	Aged or Disabled Carer (423111)
	Nursing Support Worker (423312)
	Personal Care Assistant (423313)
	Therapy Aide (423314)
	Child or Youth Residential Care Assistant (423411)
	Diversional Therapist (411311)
Tourism and Hospitality	Hotel Service Manager (431411)
	Hotel or Motel Manager (141311)
	Accommodation and Hospitality Managers nec (141999)
	Licensed Club Manager (141411)
	Conference and Event Organiser (149311)
	Travel Consultant (451612)
	Travel Agency Manager (142116)
	Tour Guide (451412)
	Caravan Park and Camping Ground Manager (141211)
	Diving Instructor (Open Water) (452311)
	Hunting Guide (452213)
	Gallery or Museum Technician (399311)
	Trekking Guide (452216)
	Waiter (431511)
	Commercial Housekeeper (811411)

	Kitchenhand (851311)
	Barista (431112)
	Hotel or Motel Receptionist (542113)
	Bar Attendant (431111)
	Fast Food Cook (851111)
	Food Trades Assistants nec (851299)
	Hospitality Workers nec (431999)
	Cafe Worker (431211)
	Pastrycook's Assistant (851211)
	Doorperson or Luggage Porter (431912)
	Gaming Worker (431311)
	Travel Attendants nec (451799)

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