

Guide for  
Working in New Zealand



New Zealand  
*the right choice*

A large, blue-tinted photograph of a diverse group of people in professional business attire, walking and smiling. The image is overlaid with a semi-transparent blue filter.

WORK

To work in New Zealand, you may need to apply for a Work Visa or Permit. This booklet provides you with information on how to apply.

## Contents

Kia Ora – Welcome	3
Objective of Work Visa and Permit Policy	3
Advance Passenger Screening	4
A Work Visa is	4
A Work Permit is	4
Who does not need a Work Visa or Permit to work in New Zealand?	5
What is “employment”?	5
Gain or reward	5
What work is not considered to be employment?	5
Who needs a Work Visa or Permit to work in New Zealand?	6
Could I be refused a Work Visa or Permit?	6
How do I apply for a Work Visa or Permit?	7
Where do I apply for a Work Visa or Permit?	8
What do I have to provide to get a Work Visa or Permit?	9
How long can I stay and work in New Zealand?	10
What rules do employers have to meet?	10
Offers of employment	11
Work Visa and Permit Policies	11
The Skilled Stream	11
The Family Stream	12
The International/Humanitarian Stream	12
Skilled Stream: Work to Residence Policy	13
How do I qualify for a Work Visa or Permit under Work to Residence Policy?	13
How long can I stay under Work to Residence Policy?	16
How do I qualify for residence under Work to Residence Policy?	16
Skilled Stream: General Work Policy	17
Immediate Skill Shortage List <i>formerly Occupational Shortages List (OSL)</i>	18
Occupational Registration	18
General Work Policy: Other Categories	19
Skilled Stream: Specific Purpose or Event Policy	20
Specific Purposes or Events	20
Skilled Stream: Student and Trainee Policy	21
Skilled Stream: Study to Work Policy (including Graduate Job Search Work Permit)	22
The Family Stream	23
The International/Humanitarian Stream	25
Working Holiday Schemes	25
International/Humanitarian Work Policy: Other Categories	26
Medical Insurance	27
Where can I get more information and advice?	27

For more information and application forms, contact the New Zealand Immigration Service, or visit our website at [www.immigration.govt.nz](http://www.immigration.govt.nz).

## KIA ORA - Welcome

New Zealand welcomes many thousands of workers every year – some come for only a short time, others may eventually make New Zealand their home.

Please take time to read this guide carefully and refer to this guide when completing the form, *Application to Work in New Zealand* (NZIS 1015).

**You need to know that it is unlawful to stay in New Zealand for longer than the time specified in your permit.** This means you are responsible for making sure you leave New Zealand before your permit expires – if you do not, the New Zealand Immigration Service has the power to make you leave.

**Your application may not be accepted if you do not answer all the relevant questions or provide all the required documentation at the time you lodge your application.** If you are in New Zealand and applying for a further permit, you need to allow sufficient time for a decision to be made on your application before your current permit expires. Check with your nearest NZIS branch how long it may take to make a decision on your application.

**If your permit does expire, your application for a further permit does not make your stay in New Zealand lawful or give you the right to remain in New Zealand while your application is being considered.**

## Objective of Work Visa and Permit Policy

The objective of Work Visa and Permit policy is to contribute to developing New Zealand's human capability base.

Work Visa and Permit policy seeks to achieve this by:

- facilitating the access of New Zealand employers and New Zealand industry to global skills and knowledge; while
- complementing the Government's education, training, employment and economic development policies.

General Work policy contributes to the overall work policy objective above by allowing New Zealand employers to recruit temporary workers from overseas to meet particular or seasonal worker shortages that cannot be met from within New Zealand while protecting employment opportunities for New Zealand citizens and residents.

## Advance Passenger Screening

New Zealand has implemented a new system, Advance Passenger Screening, designed to enhance the security of New Zealand's borders.

If:

- you do not have an appropriate Visa to enter New Zealand; **or**
- your Visa has expired; **or**
- your Visa has not been transferred to your current/new passport or the passport being used to enter New Zealand,

you may be refused boarding your flight to return to New Zealand.

To minimise any disruption to your travel plans please ensure your travel documents are up-to-date and that you have the appropriate and current Visa. If you have any questions check out [www.immigration.govt.nz](http://www.immigration.govt.nz)

**ELECTRONIC VISAS:** If you have been issued an electronic visa you need to hold, and be able to produce, a printed copy of the visa.

## A Work Visa is

An endorsement in your passport to allow you to enter or re-enter New Zealand. It shows you have permission to travel to New Zealand and may be granted a Work Permit when you arrive. The visa may be single for one journey or multiple for more than one journey.

Some Work Visas are granted electronically and you need to hold a printed copy. A record is retained electronically by the New Zealand Immigration Service and the details can be accessed through your homepage on our website or via the National Contact Centre.

If your employment in New Zealand requires you to leave New Zealand and return during the currency of any Work Permit you are granted then you should apply for a Multiple Work Visa.

## A Work Permit is

An endorsement in your passport which allows you to work in New Zealand. It will state the expiry date of your permit and conditions of your permit. The conditions may include the type of employment, the employer's name and the location in New Zealand you are permitted to work in.

Some Work Permits are granted electronically and you need to hold a printed copy. Records are retained electronically by the New Zealand Immigration Service and details can be accessed through your homepage on our website or via the National Contact Centre.

## Who does not need a Work Visa or Permit to work in New Zealand?

You do not need a Work Visa or Work Permit to work in New Zealand if you are:

- a New Zealand citizen or a New Zealand Residence Permit holder (to re-enter you need a current New Zealand Returning Resident's Visa), **or**
- an Australian citizen, or a resident who holds a current Australian resident return visa, **or**
- exempt from the requirement to hold a Permit to be in New Zealand, **or**
- intending to undertake work in New Zealand that is not considered to be employment as set out below under **“What work is not considered to be employment?”**

## What is “employment”?

Employment includes self employment and means any activity undertaken for “gain or reward”, except for those activities described below under **“What work is not considered to be employment?”**

### Gain or reward

“Gain or reward” includes any payment or benefit that can be valued in terms of money, such as board and lodging, goods (e.g. food or clothing) and services (e.g. transport). This applies whether a New Zealand or overseas resident provides the payment or benefit for the activity.

**Note:** No person who holds a temporary permit (including a work permit) or limited purpose permit may provide commercial sexual services or operate or invest in a business which does.

## What work is not considered to be employment?

The activities set out below are not considered to be employment:

- representation on an official trade mission recognised by the New Zealand Government
- employment as a sales representative of an overseas company in New Zealand for a period or periods no longer than a total of 3 months in any calendar year
- activity in New Zealand as an overseas buyer of New Zealand goods or services for a period or periods no longer than a total of 3 months in any calendar year
- official business in the service of any government, or of any inter-governmental or international organisation

that is entitled to any privileges and immunities under the Diplomatic Privileges and Immunities Act 1968

- business consultations or negotiations in New Zealand on establishing, expanding, or winding up any business enterprise in New Zealand, or carrying on any business in New Zealand, involving the authorised representatives of any overseas company, body or person for a period or periods no longer than a total of 3 months in any calendar year
- study or training under a scholarship or other award recognised by the Minister.

You may undertake these activities while holding a Visitor Permit and will only need to obtain a Work Permit if there is a time limit on the activity you are engaged in and you need to be in New Zealand for a longer period.

## Who needs a Work Visa or Permit to work in New Zealand?

If you are:

- one of those persons not exempt from the requirement to hold a Work Visa or Work Permit described above, **and**
- you are not engaged in one of the listed activities which is not considered to be employment, then to undertake employment in New Zealand for gain or reward you will need to obtain a Work Visa or Work Permit.

**If you are in New Zealand on a Visitor or Student Permit and engage in employment without authority, your permit may be revoked and you may be required to leave New Zealand.**

## Could I be refused a Work Visa or Permit?

Yes,

- if you are not of an acceptable standard of health and character, **or**
- if you do not satisfy an immigration officer that you genuinely intend a temporary stay and that you are entering for a lawful purpose, **or**
- if, in the assessment of the visa or immigration officer, you are likely to remain in New Zealand unlawfully or are likely to breach the conditions of your Work Permit, **or**
- if you are a person to whom section 7 of the Immigration Act 1987 applies and you have not been given a special direction authorising entry.

## Section 7 applies to persons who:

- have been convicted and sentenced to imprisonment for 5 years or more (this applies even if any of your offences have later been taken off the record), **or**
- in the past 10 years were convicted and sentenced to imprisonment for 12 months or more, **or**
- are the subject of a current New Zealand removal order, **or**
- have been deported from any country, **or**
- are suspected of being likely to constitute a danger to New Zealand's security or public order, **or**
- are believed to be associated with an organisation or group with criminal objectives and for that or any other reason are considered to be a threat to the public interest or public order, **or**
- are considered likely to commit an offence against the Crimes Act 1961 or Misuse of Drugs Act 1975.

**Note:** Any NZAID supported student, or their partner or dependent children may only be issued with a visa or permit for New Zealand in the 2 year period following completion of the NZAID student's scholarship, with written approval from NZAID (with the exception of a Work Visa or Permit to complete course requirements or a short-term Visitor Visa or Permit).

## How do I apply for a Work Visa or Permit?

You can apply by completing and submitting the *Application to Work in New Zealand* (NZIS 1015) yourself, or you can ask another person to assist you.

If you are in New Zealand, you should apply for a Work Permit at the NZIS branch nearest the place of your proposed employment.

If you are overseas, you should apply for a Work Visa at the NZIS branch, or its agents responsible for receiving applications for Work Visas, in the country in which you live.

You must submit a completed *Employer Supplementary Form* (NZIS 1113) from your employer with your application for a Work Visa or Permit, unless you are applying for a Graduate Job Search Work Visa/Permit or applying under the Family Stream.

**Online checking of applications.** *This service is only available if you are lodging your application at one of our NZIS offices listed in the "More Information and Advice" section of this guide.* You can check the progress of your application online by selecting this option in your application form. If you select this option you will also be advised of the outcome of your application by email.

The NZIS does not require you to have an agent or representative, but if you decide to use the services of an agent or representative you are free to do so.

- Anyone can act as your agent or representative.
- An agent or representative may be a lawyer, a consultant, or any other person, (including a friend) whom you hire or ask to help you apply.
- The NZIS treats all applicants equally and does not provide a preferential service to applicants with agents or representatives.

The NZIS deals with agents or representatives in the following ways:

- You may give your own address or the address of your agent or representative as the point of contact for the NZIS. If you choose to give your agent's or representative's address, all correspondence from the NZIS, including notices of interviews, and the return of original documents, will be sent to your agent or representative.
- If you stop using the services of your agent or representative, you must cancel your authorisation in writing to the NZIS or the NZIS will continue to deal with them. If you hire a new agent or representative, you will need to provide a new authorisation to the NZIS.
- You are responsible for any documents or information that you submit to the NZIS, or that your agent or representative submits on your behalf.
- If you elect an agent to represent you that agent will be provided with the ability to check your application online.

### **Working Holiday Schemes**

If you are applying under a Working Holiday Scheme you need to complete the *Application for a New Zealand Working Holiday* (NZIS 1085) or you may be able to apply online. For further details please refer to our website [www.immigration.govt.nz](http://www.immigration.govt.nz) or enquire at the nearest NZIS branch.

## **Where do I apply for a Work Visa or Permit?**

Information on where you should lodge your Work Visa or Work Permit application and the fees payable can be found on the NZIS website at [www.immigration.govt.nz](http://www.immigration.govt.nz). If you do not have access to the internet then see “**Where can I get more information and advice?**” at the end of this guide.

### **If you are overseas**

If you are overseas and have already arranged employment in New Zealand, or if you know you will be engaged in an activity considered to be employment while you are in New Zealand, you should apply for and obtain a Work Visa prior to your arrival in New Zealand.

## If you are in New Zealand

If you are in New Zealand you should apply for and obtain a Work Permit before you commence employment. Your application should be lodged at the NZIS branch nearest to your place of proposed employment in New Zealand. Special arrangements are available for Student Permit holders who may need to undertake employment. For further information obtain the *Guide for Studying in New Zealand* (NZIS 1013).

## What do I have to provide to get a Work Visa or Permit?

The Work Visa and Permit lodgement requirements are found in the form *Application to Work in New Zealand* (NZIS 1015). There may be additional special requirements depending on which Work Visa and Permit policy you are applying under. Details on available policies and their requirements are provided later in this guide. To find the policy relevant to your application see the list of contents at the front of this guide.

All applicants under Work Visa and Permit policy must be bona fide applicants, be of good character and of an acceptable standard of health.

A bona fide applicant is a person who can show they genuinely intend a temporary stay in New Zealand for a lawful purpose. Evidence of genuine intent and lawful purpose may include, but is not limited to, the following:

- any information or submissions showing you have a legitimate need to spend time in New Zealand for a specific period, **and**
- any documents or submissions showing you meet the policy provisions relevant to the Work Visa or Permit policy you are applying under.

### Health requirements

If you intend to be in New Zealand for more than six months you may need to provide the following:

- A completed *Temporary Entry X-ray Certificate* (NZIS 1096); **or**
- A completed *Medical and X-ray Certificate* (NZIS 1007).

Please read the *Health Requirements Leaflet* (NZIS 1121) for full details of the health information you will need to submit with your application.

### Character requirements

If you are aged 17 years or over and intend being in New Zealand for longer than 24 months, or are required by a specific policy or a visa or immigration officer to provide evidence of your character, you must provide the following:

- police certificates from your country of citizenship (unless you can provide satisfactory evidence that you have never lived there) and from any country in which you have lived for five or more years since attaining the age of 17 years.

**Note:** All Police Certificates must be less than 6 months old at the time you make your application.

## How long can I stay and work in New Zealand?

Some Work Visa and Permit policies specify the maximum stay allowed so see the policy relevant to your application later in this guide.

If no maximum stay is specified, and you obtain a Work Visa *before* your arrival in New Zealand, your total stay may be up to three years from the date of your arrival.

If no maximum stay is specified, and you are *already in* New Zealand as a visitor then obtain a Work Permit, you may be allowed a total stay of up to three years from your date of arrival as a visitor depending on the length of time your offer of employment is for.

There is no limit on the number of further Work Permits or Work Visas you may obtain. Further Work Permits or Work Visas may be obtained for the period for which any further employment is offered, up to a maximum of 3 years each time. For each period of employment the applicant must meet all Work Visa and Permit policy requirements.

## What rules do employers have to meet?

All employers wishing to employ foreign workers or students to work in New Zealand must comply with relevant employment, and immigration law. Compliance generally includes:

- paying employees no less than the appropriate adult or youth minimum wage or other contracted industry standard
- meeting holiday and special leave requirements or other minimum statutory criteria e.g. occupational safety and health obligations
- only employing people who have authority to work in New Zealand (employers have a defence to a charge of employing someone who is not entitled to work if they retain a tax declaration form on which the employee has declared their entitlement to undertake work for that employer. This must be received no later than the day employment commenced).

**Note:** There may be slight departures from the above under a small number of Work Permit and Visa policies.

**Note:** An employer may not employ a person who holds a temporary permit or limited purpose permit to provide commercial sexual services.

## Offers of employment

People applying under the Skilled Stream General Work policy and the Work to Residence Long Term Skill Shortage List *formerly Priority Occupations List (POL)* policy must submit a completed **Employer Supplementary Form** (NZIS 1113) from their employer, with their application. The **Employer Supplementary Form** contains all of the information that is needed to decide an application under these policy categories.

Other policy categories may also require an offer of employment and where the policy does not specify the type of information the offer of employment must contain, any offer of employment from a New Zealand employer to a non-New Zealand worker must be in writing and must contain the following information:

- name, address, telephone and/or fax number of the employer, **and**
- name and address of the person to whom the job is offered, **and**
- a full job description including:
  - the job title or designation, **and**
  - the address of the place of employment if different from that in the paragraph above, **and**
  - the type of work, duties and responsibilities involved, **and**
  - details of pay and conditions of employment, **and**
  - any qualifications, experience or training required, **and**
  - confirmation of whether or not registration in New Zealand is required, **and**
  - the duration of the job, **and**
  - how long the offer of employment is open.

Employers can find more detailed information on requirements they must meet in the information leaflet *Guide for Employers in New Zealand* (NZIS 1031).

## WORK VISA AND PERMIT POLICIES

There are three streams within Work Visa and Permit policy:

### The Skilled Stream

The Skilled Stream consists of four broad policies and a small group of other categories under which New Zealand facilitates the entry of skilled people to work in New Zealand:

- **Work to Residence** policy facilitates the entry of people whose skills or talents are in demand and provides them with a pathway to residence.
- **General Work** policy facilitates the entry of people required on a temporary basis to fill shortages where New Zealanders are either not available or cannot be readily trained to do the work.

- **Other Categories** policy facilitates the entry of:
  - Applicants with specialist skills identified as contributing to New Zealand's economic development for whom any special policy provisions exist. [Currently there are none.]
  - Ministers of religion, missionaries, and members of religious orders
  - Interpreters from Japan
  - Thai Chefs
  - Crew of chartered foreign fishing vessels
- **Specific Purpose or Event** policy facilitates the entry of people whose skills, attributes or expertise are needed for a specific purpose or event likely to benefit New Zealand, where their employment in New Zealand does not put employment opportunities for New Zealanders at risk.
- **Students and Trainees** policy facilitates the entry of certain overseas students and trainees to gain practical work experience in New Zealand as part of their studies.
- **Study to Work** policy facilitates the entry of certain overseas students, who have completed a qualification in New Zealand that would qualify for points under the Skilled Migrant Category for Residence Policy or who have completed a course with a minimum completion time of 3 years, to undertake employment after their studies so they can:
  - obtain practical experience suitable to their qualification, **or**
  - transition from study, to work, to residence.

Specific requirements must be met if you are applying as one of the above.

## The Family Stream

The Family Stream policies enable the following people to undertake temporary employment in New Zealand:

- The partners of New Zealand citizens or residents, and partners of Long Term Business Visa/Permit holders, whose ultimate intention is likely to be residence.
- The partners of holders of work visas and permits.
- The partners of holders of student visas and/or permits, who meet specific requirements.

## The International/Humanitarian Stream

The International/Humanitarian Stream enables:

- Young people from other countries to be granted permission to work in New Zealand on a reciprocal basis under Working Holiday Schemes.
- New Zealand to meet its international and humanitarian obligations to the following groups of people:
  - Dependants of United States Government personnel
  - Domestic staff of diplomatic and consular personnel

- Domestic staff of seconded senior executives
- Refugee status claimants
- Victims of domestic violence.
- The partners of holders of student visas and/or permits, who meet specific requirements.

Specific requirements must be met if you are applying as one of the above.

## Skilled Stream: Work to Residence Policy

Work to Residence policy has four options that provide a pathway to gaining residence in New Zealand:

- Talent policy – employment with accredited employers
- Talent policy – for people with exceptional talent in a field of art, culture or sport
- Long Term Skill Shortage List *formerly Priority Occupations List (POL)* policy - employment in an occupation on the Long Term Skill Shortage List *formerly Priority Occupations List (POL)*
- Business policy - Long-term Business Visa/Permit category

## How do I qualify for a Work Visa or Permit under Work to Residence Policy?

All applicants under Work to Residence policy must meet lodgement, bona fide applicant, and health and character requirements. The key requirements under each of the Work to Residence policies are set out on the next page:

### Talent (Accredited Employers) Work Policy

You may be eligible under this policy if you:

- are aged 55 years or under, **and**
- have an offer of employment in New Zealand for at least 24 months **with** an accredited employer and a minimum base salary of NZ\$45,000 per annum (the salary amount may be waived if you provide evidence to show you have exceptional talent in a field of art, culture or sport – *see below*) **and**
- have met, or are able to meet, any of the necessary New Zealand registration requirements if these are required to take up the offer.

Offers of employment from accredited employers must be:

- for employment in New Zealand in the accredited employer's core area of business activity and where the accredited employer will have direct responsibility for their output, **and**

- for a period of at least 24 months, **and**
- for full-time employment, (that is, it amounts to, on average, at least 30 hours per week), **and**
- current at the time the NZIS assesses your application and at the time of issue of the visa and/or grant of the permit, **and**
- genuine, **and**
- for a position with a minimum base salary of NZ\$45,000 per annum, **and**
- accompanied by evidence of full or provisional registration, or eligibility for such registration, if full or provisional registration is required by law to take up the offer, **and**
- compliant with all relevant employment law in force in New Zealand.

For details of the requirements for employer accreditation see our form *Application for Employer Accreditation* (NZIS 1090).

## Talent (Arts, Culture and Sports) Work Policy

You may be eligible under this policy if you:

- are aged 55 years or under, **and**
- satisfy the NZIS you have exceptional talent in a declared field of art, culture or sport as described below, **and**
- are sponsored by a New Zealand organisation of national repute in your declared field.

### What is considered to be ‘exceptional talent in a field of art, culture or sport’?

You will be considered to have exceptional talent in a field of art, culture or sport if you can satisfy the NZIS:

- you have an international reputation and record of excellence in your declared field, **and**
- you are still prominent in that field, **and**
- that your presence in New Zealand will enhance the quality of New Zealand’s accomplishments and participation in that field of art, culture or sport.

### What is considered to be an ‘organisation of national repute’?

A ‘New Zealand organisation of national repute’ is:

- a New Zealand organisation that has a nationally recognised record of excellence in a field of art, culture or sport, **or**
- a New Zealand organisation that has a nationally recognised record of excellence in fostering exceptional talent in a field of art, culture or sport.

For details of the requirements for sponsorship under this policy by an organisation of national repute see our form *Talent (Arts, Culture and Sports) Sponsorship Form* (NZIS 1091).

## Long Term Skill Shortage List *formerly Priority Occupations List (POL)* Work Policy

You may be eligible under this policy if you:

- have an offer of employment in New Zealand in an occupation that is included on the Long Term Skill Shortage List *formerly Priority Occupations List (POL)* that meets the specifications for that occupation, **and**
- are suitably qualified by training and/or experience to undertake your offer of employment as well as meeting any specific requirements set out in the Long Term Skill Shortage List, **and**
- have met or are able to meet any of the necessary New Zealand registration requirements if these are required to take up the offer.

Offers of employment under the Long Term Skill Shortage List work/residence policy must be:

- made on the *Employer Supplementary Form* (NZIS 1113), **and**
- for employment in New Zealand, **and**
- for a period of at least 24 months, **and**
- for full-time employment, (that is, it amounts to, on average, at least 30 hours per week), **and**
- current at the time the NZIS assesses your application and at the time of issue of the Visa and/or grant of the Permit, **and**
- genuine, **and**
- accompanied by evidence of full or provisional registration, or eligibility for such registration, if full or provisional registration is required by law to take up the offer, **and**
- compliant with all relevant employment law in force in New Zealand.

*Please note: if you wish to qualify for residence under the Long Term Skill Shortage List work/residence policy you will need to be aged 55 or under at the time you apply for residence.*

## Business Policy - Long-Term Business Visa and Permit Category

You may be eligible under this policy if you:

- satisfy the NZIS you are genuinely interested in establishing a business in New Zealand, **and**
- have a satisfactory business plan, **and**
- have investment capital, and sufficient funds for the maintenance and accommodation of any spouse or partner or dependent children included in your application.

For more information on this policy see the *Guide to Applying for Long Term Business Visa and Permit* (NZIS 1059).

## How long can I stay under Work to Residence Policy?

If you are successful in applying under a **Work to Residence** policy you will be issued with a multiple Work Visa allowing the grant of a Work Permit current for the periods set out below:

Talent (Accredited Employers) Work Policy	30 months
Talent (Arts, Culture and Sports) Work Policy	30 months
Long Term Skill Shortage List <i>formerly</i> <i>Priority Occupations List (POL)</i> Work Policy	30 months
Business policy	
- Long-term Business Visa/Permit Category	36 months

## How do I qualify for residence under the Work to Residence Policy?

You may be able to qualify for residence if you are the holder of a work visa and permit approved under one of the Work to Residence Policies and can also meet normal residence policy requirements. The key requirements are set out below:

### Talent (Accredited Employers) Work Visa/Permit Holders

You may be eligible for residence if you:

- have held a Work Visa and Permit under this policy for at least 24 months, **and**
- have been employed in New Zealand throughout a period of at least 24 months by:
  - any accredited employer, **or**
  - any other employer you obtained approval from the NZIS to work for, **and**
- have employment in New Zealand with a minimum base salary of at least NZ\$45,000 per annum.

### Talent (Arts, Culture and Sports) Work Visa/Permit Holders

You may be eligible for residence if you:

- have held a Work Visa and Permit under this policy for at least 24 months, **and**
- have been actively engaged in your declared field of art, culture or sport, **and**
- are still prominent in that field of art, culture or sport, **and**
- have sponsorship by an organisation of national repute in your declared field, see “**What is considered to be an ‘organisation of national repute’?**”, **and**
- have not since the grant of your permit under this policy applied for, or been granted, welfare assistance under the New Zealand Social Security Act 1964.

## Long Term Skill Shortage List *formerly Priority Occupations List (POL)* Work Visa/ Permit Holders

You may be eligible for residence if you:

- are aged 55 years or under, **and**
- have held a Work Visa and Permit under this policy for at least 24 months, **and**
- have been employed in New Zealand in an occupation included on the Long Term Skill Shortage List *formerly Priority Occupations List (POL)* throughout a period of at least 24 months, **and**
- have employment in New Zealand with a minimum base salary of at least NZ\$45,000 per annum that is either:
  - in the same occupation that enabled you to obtain a work visa and permit under this policy, **or**
  - in an occupation on the Long Term Skill Shortage List current at the time you apply for residence.

To find out which occupations are included on the current Long Term Skill Shortage List see “**Where can I get more information and advice?**” at the end of this guide.

## Business Policy - Long-Term Business Visa/Permit Holders

If you are the holder of a Long-Term Business Visa or Permit and you can demonstrate that:

- you have established a business in New Zealand, **and**
  - your business is benefiting New Zealand in some way
- you may be eligible for residence under the Entrepreneur Category.

**Note:** These are only the key requirements for residence. For full details of the requirements for each policy, see the *Self Assessment Guide for Residence in New Zealand* (NZIS 1003).

## Skilled Stream: General Work Policy

You may be eligible for a Work Visa or Permit under General Work Policy if you have an offer of employment for which you are suitably qualified and experienced, **and:**

- your offer of employment is in an occupation that is included on the current Immediate Skill Shortage List *formerly Occupational Shortages List (OSL)* issued by the NZIS, **or**
- your offer of employment is from an employer who has a current approval in principle from the NZIS for your recruitment, **or**
- the NZIS is satisfied there are no suitable New Zealanders available, or no New Zealanders readily able to be trained to do the job, **or**
- you can meet the requirements of one of the other approved categories.

**Note:** Offers of employment must be made on the form *Employer Supplementary Form* (NZIS 1113) and submitted with the work permit or visa application.

## Immediate Skill Shortage List *formerly Occupational Shortages List* (OSL)

The Immediate Skill Shortage List *formerly Occupational Shortages List (OSL)* is a list of identified occupations for which there is a shortage of skilled workers in New Zealand. It is centrally maintained and issued bi-annually by the NZIS. In compiling the list the NZIS uses a range of information sources and takes into account regional variations where appropriate. The current Immediate Skill Shortage List is published on the NZIS website at [www.immigration.govt.nz](http://www.immigration.govt.nz).

If an applicant produces an offer of employment in an occupation that is included on the current Immediate Skill Shortage List the NZIS will accept that no suitably qualified New Zealand citizens or residents are available.

## Occupational Registration

In New Zealand registration is required by law in order to undertake employment as one of the following:

- Architect
- Barrister or solicitor
- Cadastral (Land Title) Surveyor
- Chiropractor
- Clinical dental technician
- Clinical dental therapist
- Dental hygienist
- Dental technician
- Dental therapist
- Dentist
- Dietitian
- Dispensing optician
- Electrician
- Electrical service technician
- Enrolled nurse
- Line mechanic
- Medical laboratory scientist/technologist
- Medical laboratory technician
- Medical practitioner
- Medical radiation technologist
- Nurses and midwives
- Occupational therapist
- Optometrist
- Osteopath
- Pharmacist
- Physiotherapist
- Plumber, gasfitter or drainlayer
- Podiatrist
- Psychologist (*see note below*)\*
- Real estate agent
- Teacher
- Veterinarian

\*Note: This applies only if the principal applicant will be employed in the state services or in an institution licensed under the Mental Health Act 1992.

People from overseas intending to work in one of these occupations in New Zealand must provide evidence they can meet the relevant registration requirements before a work permit or visa will be issued.

Dental or medical professionals who hold confirmation in writing from the New Zealand Dental or Medical Councils that they meet New Zealand registration requirements subject *only* to attending an interview with a representative of the Council immediately after arrival may be granted work permits or visas.

## General Work Policy: Other Categories

### **Ministers of Religion, Missionaries, and Members of Religious Orders**

You may apply for a Work Visa or Work Permit if you are a minister of religion, missionary or member of a religious order belonging to a religious denomination or group specifically recognised under immigration policy, coming to New Zealand for a short-term or a long-term engagement.

### **Interpreters from Japan**

You may be eligible if recruited by a New Zealand employer in a tourism-related industry who can satisfy the NZIS they are unable to obtain suitably qualified New Zealanders.

### **Thai Chefs**

You may qualify for a Work Visa or a Permit if you have a job offer as a Thai Chef from a New Zealand employer and can provide evidence of having completed a relevant qualification and work experience.

### **Crew of Chartered Foreign Fishing Vessels**

You may apply for a Work Visa with evidence you hold a contract to work on a vessel in New Zealand. The normal maximum stay is two years and for several crew travelling together a ***Group Visa Form for New Zealand*** (NZIS 1021) may be used. Your New Zealand agent will need to contact the local office of the NZIS, and obtain approval for your entry before you travel to New Zealand.

### **Exchange Schemes**

You may apply for a Work Visa to come to New Zealand as part of an approved exchange scheme. These may be Government to Government, established formal exchanges, or private exchanges arranged for once only situations. An online application service is in place for some approved government exchange schemes. Details are available on our website at [www.immigration.govt.nz](http://www.immigration.govt.nz) or can be obtained at the nearest NZIS branch. To arrange an exchange scheme contact the local office of the NZIS.

### **Part Time Work**

If you are a visitor in New Zealand and wish to work part time, you may apply for a Variation of Conditions. You must pay

a fee, see *New Zealand Immigration's Guide to Fees* (NZIS 1028) and provide an offer of employment, which is checked to see if suitable New Zealanders are available. The Variation of Conditions changes the conditions of your present permit to allow you to work.

## Skilled Stream: Specific Purpose or Event Policy

You may apply for a Work Visa or Work Permit under this policy if:

- you are coming to New Zealand for a specific purpose or event for a particular period, **and**
- you have demonstrated skills, attributes or expertise in areas relevant to that specific purpose or event that are likely to benefit New Zealand, **and**
- your employment in New Zealand is not likely to harm employment opportunities for New Zealanders.

## Specific Purposes or Events

People who may be approved to come to New Zealand for a specific purpose or event may include the following:

- **Senior or specialist business people on short-term secondments** (you must have an offer of employment either in a substantial New Zealand company or a New Zealand subsidiary of an overseas company.)
- **People seconded to New Zealand as an intra-corporate transferee** (you must be taking up a position in a multi-national company as a chief executive or senior staff member or specialist staff member.)
- **People wishing to undertake business activities in New Zealand for a period exceeding 3 months in one year** (you must be able to satisfy a visa or immigration officer that you have genuine reasons for a longer stay, and documented evidence of these reasons will be required.)
- **Business Investor Category principal applicants** (you must be a Business Investor Category principal applicant who lodged an application for residence under the Business Investor Category before 4 July 2005 who is investigating direct investment opportunities and making direct investments in New Zealand.)
- **Sports referees, show, display or exhibition judges** (you must produce a written invitation to referee sports events or judge shows, displays, or exhibitions or a schedule of events from an organisation in New Zealand.)
- **Dance and music examiners of recognised international teaching institutions** (you must have

a written invitation or offer of employment to conduct examinations in New Zealand.)

- **Pastors and lay missionaries** (you must have a written guarantee of accommodation, maintenance and repatriation from a sponsoring body in New Zealand.)
- **Installers or servicers of specialised machinery or equipment supplied by an overseas company** (you must provide evidence that installing or servicing the equipment in New Zealand is a condition of purchase.)
- **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. Before you apply for a Work Visa, your promoter, agent or producer will need to provide the local office of the NZIS with evidence that the agreement of the appropriate New Zealand Union or Professional Association has been obtained for your entry. Details of the relevant unions and associations and points of contact can be found on the NZIS website at [www.immigration.govt.nz](http://www.immigration.govt.nz).
- **Sports players and professional sports coaches** (you must be taking up a paid position in a New Zealand sports club and have a written offer of employment from that club.)
- **Other** (you must be able to show that you need to come to New Zealand for some other specific purpose or event and that the circumstances justify the issue of a Work Visa or grant of a Work Permit under this policy.)

## Skilled Stream: Student and Trainee Policy

You may apply for a Work Visa or Work Permit under this policy if you are a:

- **Medical or dental trainee** wishing to fulfil a compulsory training requirement by undertaking practical training in New Zealand. You must:
  - be appropriately qualified and experienced, **and**
  - have a letter of acceptance from a New Zealand hospital, **and**
  - not hold a Student or Visitor Permit.
- **Student** in your home country wishing to fulfil a course requirement by undertaking practical work experience in New Zealand. You must have:
  - the support of your educational institution, **and**
  - an offer of work from a New Zealand educational institution or employer.
- **Jockey** aged 16 or over wishing to undertake an apprenticeship in New Zealand. You must have:

- an offer of employment from a New Zealand trainer, **and**
- a guarantee of maintenance and accommodation from the New Zealand Racing Conference, **and**
- a guarantee of repatriation from your New Zealand trainer should you not continue the apprenticeship.

## Skilled Stream: Study to Work Policy (including Graduate Job Search Work Permit)

- **A student, with an offer of employment** relevant to their qualification who:
  - successfully completed a course in New Zealand that had a minimum completion time of 3 years, **or**
  - successfully completed a qualification in New Zealand that would qualify for points under the Skilled Migrant Category of Residence Policy,
 may apply for a Work Visa/Permit for a maximum of 2 years to obtain practical experience suitable to their qualification under this policy. You must apply for the Work Visa/Permit no later than 3 months after the end date of your student permit for that course or qualification, or provide evidence that you are the holder of a Graduate Job Search Work Permit.

You will need to provide:

- a completed *Application to Work in New Zealand* (NZIS 1015) form, **and**
- an application fee (New Zealand Immigration's *Guide to Fees* (NZIS 1028) or visit our website at [www.immigration.govt.nz](http://www.immigration.govt.nz)), **and**
- evidence of an offer of employment relevant to your qualification, **and**
- evidence that you have completed a qualification that would qualify for points under the Skilled Migrant Category for Residence Policy, **or**
- evidence that you have completed a course with a minimum completion time of 3 years. You will also need to provide evidence that your application is being made no later than 3 months after the end date of your Student Permit for that course or qualification, **or**
- evidence that you are a holder of a Graduate Job Search Permit.

**Note:** Offers of employment must be made on the form *Employer Supplementary Form* (NZIS 1113) and submitted with the work permit or visa application.

- **A student, without an offer of employment**, who successfully completed a qualification in New Zealand that would qualify for points under the Skilled Migrant Category

of Residence Policy, may apply for a Graduate Job Search Work Visa/Permit for a maximum of 6 months, to transition from study, to work, under this policy. You must apply for the Work Visa/Permit no later than 3 months after the end date of your student permit for that qualification.

You will need to provide:

- a completed *Application to Work in New Zealand* (NZIS 1015) form, **and**
- an application fee (*New Zealand Immigration's Guide to Fees* (NZIS 1028) or visit our website at [www.immigration.govt.nz](http://www.immigration.govt.nz)), **and**
- evidence that you have completed a qualification that would qualify for points under the Skilled Migrant Category for Residence Policy, **and**
- evidence that you have a minimum of \$2,100 in funds available to maintain yourself during your 6 month stay in New Zealand (travellers' cheques or bank documents in your name are acceptable), **and**
- evidence that your application is being made no later than 3 months after the end date of your student permit for that course or qualification.

**Note:** This policy does not apply to holders of Limited Purpose Permits.

## THE FAMILY STREAM

You may apply for a Work Visa or Work Permit under these policies if you are one of the following:

### **Partners of New Zealand citizens and residents**

A partner (in relation to an applicant, means either legally married, or in a civil union, or in a de facto relationship (whether opposite or same sex)) of a New Zealander can apply for a Work Visa or Permit for a maximum stay of two years from the date of your first arrival. You do not need to provide an offer of employment.

You must be living in a genuine and stable partnership, and meet the minimum requirements for recognition of partnership. The minimum requirements for recognition of a partnership are that you:

- are both 18 years or older (or can provide evidence of parental/guardian/other consent if either of you are 16 or 17 years of age), **and**
- have met prior to this application being made, **and**
- are not close relatives

**Please note:** You may be asked by the NZIS to provide evidence confirming the ability of your New Zealand partner to sponsor you for residence on the basis of your relationship. If it is your

intention to apply for residence on the basis of your partnership, we recommend that you check the sponsorship requirements under the New Zealand Residence - Partnership Policy. If your partner is not eligible to sponsor under Government Residence Policy your application may be refused. For details see the *Self Assessment Guide for Residence in New Zealand* (NZIS 1003).

You will also need to supply evidence that demonstrates you are living together with your partner in a genuine and stable partnership at the time your application is made as well as evidence of the duration of your relationship.

This evidence may include:

- A marriage certificate (where applicable)
- A civil union certificate (where applicable)
- Evidence of shared accommodation, such as ownership or tenancy documents.
- Documents indicating public recognition of your relationship.
- Evidence of financial interdependence, such as joint bank accounts, joint assets, joint liabilities (such as loans or credit to purchase real estate, cars, major home appliances) and/or joint utilities accounts.
- Evidence of time spent together.

You will also need to supply a letter of support from your partner.

### **Partners of holders of Work Visas and Work Permits**

A partner of a person holding a Work Visa or Work Permit allowing a stay in New Zealand of more than six months may apply for and be granted an open Work Visa and Work Permit for the same period as their partner. You do not need to provide an offer of employment.

*Please note: Partners of people who obtained their Work Permits or Work Visas under any of the following immigration policies:*

- *Special Work Permits for Refugee Status Claimants*
- *October 2000 Transitional Policy*
- *Crew of Chartered Foreign Fishing Vessels*
- *Working Holiday Schemes*

*are not eligible for an open Work Visa or Work Permit under this special category but may apply and be considered for Work Visas and Work Permits under General Work Policy.*

### **Partners of holders of Student Visas and/or Permits**

A partner (either opposite or same sex) of a person holding a Student Visa and/or Permit to study towards:

- qualifications in areas of absolute skill shortage as specified in the Long Term Skill Shortage List, **or**
- postgraduate qualifications

may apply for and be issued a multiple entry Work Visa and/or granted a Work Permit for the same period as the Student

Visa and Permit held by their partner. You do not need to provide an offer of employment.

You must be living in a genuine and stable partnership, and meet the minimum requirements for recognition of a partnership. You will also need to provide evidence to demonstrate that you are living together with your partner in a genuine and stable partnership at the time your application is made as well as evidence of the duration of your relationship. You will also need to supply a letter of support from your partner.

**Note:** Partners of a person holding a NZAID supported Student Permit must have an offer of employment and written approval from NZAID. Partners may be granted a Work Permit valid for the duration of the offer of employment, but for no longer than the duration of their partner's NZAID scholarship. Evidence of an offer of employment is required but is not subject to a labour market test.

## THE INTERNATIONAL / HUMANITARIAN STREAM

If you need detailed information on International/ Humanitarian work policies see “**Where can I get more information and advice?**” at the end of this guide.

### Working Holiday Schemes

New Zealand has Working Holiday Schemes with a number of countries. If you are a citizen of one of the countries listed below, are aged 18 to 30, and want to have a working holiday in New Zealand, you could apply for a Work Visa or Work Permit under one of the following schemes:

- Argentina/New Zealand Working Holiday Scheme
- Belgium/New Zealand Working Holiday Scheme
- Canada/New Zealand Working Holiday Scheme
- Chile/New Zealand Working Holiday Scheme
- Czech/New Zealand Working Holiday Scheme
- Denmark/New Zealand Working Holiday Scheme
- Finland/New Zealand Working Holiday Scheme
- France/New Zealand Working Holiday Scheme
- Germany/New Zealand Working Holiday Scheme
- Hong Kong/New Zealand Working Holiday Scheme
- Ireland/New Zealand Working Holiday Scheme
- Italy/New Zealand Working Holiday Scheme
- Japan/New Zealand Working Holiday Scheme
- Korea/New Zealand Working Holiday Scheme
- Malaysia/New Zealand Working Holiday Scheme
- Malta/New Zealand Working Holiday Scheme
- Netherlands/New Zealand Working Holiday Scheme
- Norway/New Zealand Working Holiday Scheme

- Singapore/New Zealand Work Exchange Programme
- Sweden/New Zealand Working Holiday Scheme
- Taiwan/New Zealand Working Holiday Scheme
- Thailand/New Zealand Working Holiday Scheme
- United Kingdom/New Zealand Working Holiday Scheme
- United States Working Holiday Scheme
- Uruguay/New Zealand Working Holiday Scheme.

You can apply from either outside or inside New Zealand by completing the form *Application for a New Zealand Working Holiday* (NZIS 1085) or you may be able to apply online. Please refer to our website [www.immigration.govt.nz](http://www.immigration.govt.nz) for further details or enquire at the nearest NZIS branch.

*Please note: Once in New Zealand, Working Holiday Scheme Permit holders are permitted to change their status to that of a long term temporary worker, student, or resident if they can meet the relevant requirements.*

## International / Humanitarian Work Policy: Other Categories

### Operation Deep Freeze

You will need to apply for a Work Visa before travelling to New Zealand if you intend to work on the mainland of New Zealand. Those working on the Ross Dependency are exempt from the requirement to hold a Permit. They will, however, need to meet visitor requirements to travel to New Zealand. Any military personnel with orders to be in New Zealand are exempt from the requirement to hold a Visa or Permit.

### Partners and children of US Government Personnel

You may apply for a Work Visa if your partner or parent is working for the US Government in New Zealand. Under this agreement, dependants are defined as partners, dependent children under 21 years of age who are not in a partnership, dependent children under 25 years of age who are not in a partnership and who are full time post-secondary school students, and physically or mentally disabled children who are not in a partnership.

### Victims of Domestic Violence

#### Refugee Status Claimants

Special Work Permits are available for these categories. If you need detailed information on the requirements for these policies see the section “**Where can I get more information and advice?**”.

## Medical Insurance

Residents and people holding work permits for a stay of two years or more (and their dependent children) are eligible for publicly funded health and disability services. Other work permit holders, students, and visitor permit holders generally are not eligible. People covered by New Zealand's Reciprocal Health Agreements with Australia and the UK are entitled to publicly funded health care for immediately necessary medical treatment only. We therefore strongly recommend that you have comprehensive health insurance for the duration of your visit. For more information visit the Ministry of Health website at [www.moh.govt.nz](http://www.moh.govt.nz)

## Where can I get more information and advice?

You can get more information about Work Visas or Permits from:

- any of our NZIS branch offices overseas. We have overseas offices in Apia, Bangkok, Beijing, Hong Kong, Jakarta, London, Moscow, New Delhi, Nuku'alofa, Shanghai, Singapore, Suva, Sydney, Taipei and The Hague.
- any of our NZIS branch offices, which are located in Auckland, Henderson, Manukau, Hamilton, Palmerston North, Wellington, Christchurch and Dunedin.
- New Zealand diplomatic and consular offices.
- All NZIS forms, leaflets and information can be downloaded from our website at: [www.immigration.govt.nz](http://www.immigration.govt.nz).
- Customers in New Zealand can call our National Contact Centre. Call toll free on 0508 55 88 55 from 7.00am to 7.00pm (NZT), Monday to Friday, excluding New Zealand public holidays.
- Overseas customers can call +64 9 914 4100 (international toll charges apply).
- Information about making online applications is available on our website [www.immigration.govt.nz](http://www.immigration.govt.nz) or by enquiring at the nearest NZIS branch.



# New Zealand

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