

Guide for
Working in New Zealand



New Zealand
the right choice



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.

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For more information and application forms, contact the New Zealand Immigration Service, or visit our website at 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

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.

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.

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 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, 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.

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.

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.

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. 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), under “The Worker’s Guide”. 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 or “**What Work Visa and Permit policies are available?**”

All applicants under Work Visa and Permit policy must be bona fide applicants, and meet health and character requirements.

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.

If you intend to stay 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 health and character, you must provide the following:

Health:

- a fully completed NZIS Medical Certificate for New Zealand, **and**
- an NZIS X-ray Certificate for New Zealand (except in the case of a pregnant woman or child under the age of 12), **and**
- any associated medical or laboratory reports required for the medical or X-ray certificates.

Note: All medical and X-ray certificates and associated reports must be less than 3 months old at the time you make your application.

Character:

- 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 5 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

If the policy relevant to your application requires an offer of employment, but does not specify what that offer of employment must contain, any offer of employment you submit to the NZIS with your application for a Work Visa or Permit must provide 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
- 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.

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 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.

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
- Priority Occupations List policy - employment in an occupation on the Priority Occupations List
- 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 below:

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 New Zealand \$45,000 per annum (the salary amount may be waived if 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).

Priority Occupations List 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 Priority Occupations List 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 Priority Occupations 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 Priority Occupations List Work policy must be:

- 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 Priority Occupations List 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
Priority Occupations List Work Policy	30 months
Business policy	
- Long-term Business Visa/Permit Category	36 months

How do I qualify for residence under Residence from Work 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.

Priority Occupations List 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 Priority Occupations List 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 Priority Occupations List current at the time you apply for residence.

To find out which occupations are included on the current Priority Occupations 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*** (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 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 contain the information set out under “**Offers of Employment**”.

Occupational Shortages List (OSL)

The 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 OSL is published on the NZIS website at www.immigration.govt.nz.

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

Approval in Principle

If you are overseas and the job a New Zealand employer wants to offer you is not for an occupation on the Occupational Shortages List, your employer can request an Approval in Principle. Requests for Approval in Principle should be made to the NZIS branch responsible for processing applications in the employer’s geographic area in New Zealand. New Zealand employers requesting approval to employ foreign workers must provide:

- confirmation of whether or not the worker requires New Zealand registration, **and**

- if more than one, the number of temporary workers sought, **and**
- the names of suitable applicants (if known), **and**
- evidence of genuine attempts to attract and recruit staff from within New Zealand, and the reasons why New Zealand applicants were:
 - not suitable, **or**
 - refused to perform the work, **or**
 - unable to be readily trained to do the work, **and**
- if required, evidence of past and future compliance with employment, and immigration law.

An application fee is payable. The fee covers the cost of processing the Approval in Principle and is non-refundable.

The NZIS will write directly to the New Zealand employer advising the result of their application for an Approval in Principle.

You will need to apply for and obtain a Work Visa before you enter New Zealand. If a spouse, de facto partner or dependent children accompany you, they should apply for a Visitor or Student Visa, depending upon their situation.

What if there is no Approval in Principle?

If the job a New Zealand employer wants to offer you is not for an occupation on the Occupational Shortages List you may still apply for a Work Visa or Permit under General Work policy.

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 an offer of employment and the same information from your employer as set out under “**Approval in Principle**” with your application for a Work Visa or Permit.

Occupational Registration

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

- Architect
- Barrister or solicitor
- Chiropractor
- Clinical dental technician
- Dental technician
- Dentist
- Dietitian
- Dispensing optician
- Electrician
- Electrical service technician
- Enrolled nurse
- Line mechanic
- Medical laboratory technologist
- Medical radiation technologist
- Medical practitioner
- Nurse or midwife
- Occupational therapist
- Optometrist
- Pharmacist
- Physiotherapist
- Plumber, gasfitter or drainlayer
- Podiatrist
- Psychologist (*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*)
- Real estate agent
- Cadastral (Land Title) Surveyor
- Teacher
- Veterinarian

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.

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 in Principle 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. 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

Specific Purpose or Events may include the following:

- **Senior or specialist businesspersons 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.)
- **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.
- **Business Investor Category principal applicants** (you must be a Business Investor Category principal applicant investigating direct investment opportunities and/or making direct investments in New Zealand.)
- **Chief executives or senior staff members of a multinational company** (you must be an employee of a multinational company for which similar applications have been approved.)
- **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.

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 (either heterosexual 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 aged 18 years or older (or evidence of parental/guardian/other consent if aged between 16 years and 19 years), 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. For details see the ***Self Assessment Guide for Residence*** (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 and evidence which indicates the duration of your relationship with your partner as well as 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.*

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 several 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 may apply for a Working Holiday Scheme Work Visa under one of the following schemes:

- Argentina/New Zealand Working Holiday Scheme
- Canada/New Zealand Working Holiday Scheme
- Chile/New Zealand Working Holiday Scheme
- Denmark/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
- Netherlands/New Zealand Working Holiday Scheme
- Singapore/New Zealand Work Exchange Programme
- Sweden/New Zealand Working Holiday Scheme
- Taiwan/New Zealand Working Holiday Scheme
- United Kingdom/New Zealand Working Holiday Scheme
- Uruguay/New Zealand Working Holiday Scheme.

Citizens of Canada, The Netherlands, Malaysia and Singapore who are in New Zealand may also apply for a Working Holiday Scheme Work Permit under the schemes for their countries. For all other schemes you will need to be resident in your home country at the time of application.

To apply for a Visa under a Working Holiday Scheme, use our form ***Application for a New Zealand Working Holiday*** (NZIS 1085).

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, dependents 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 **“Where can I get more information and advice?”** at the end of this guide.

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

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, 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**.