

■ WORKING AND LIVING TEMPORARILY IN NEW ZEALAND

Working Temporarily

> Work to Residence

Working Holidays

Study to Work (International Students)

WORK TO RESIDENCE

■ WHAT IS WORK TO RESIDENCE POLICY?

Work to Residence Policy allows people with the skills and talents New Zealand needs to work here, and provides a pathway to residence by working in New Zealand for a period of time.

There are several options if you are considering applying under Work to Residence Policy.

- Talent (Accredited Employers) Work Policy – for people with a job offer from an employer who has been accredited by Immigration New Zealand.
- Long Term Skill Shortage List Work Policy – for people with a job offer in an occupation on our Long Term Skill Shortage List (LTSSL).
- Long-term Business Visa/Permit Policy – for people wanting to start a business in New Zealand. For more information see the [Application for Long Term Business Visa and Permit \(NZIS 1058\)](#), and the [Guide to Applying for Long Term Business Visa and Permit \(NZIS 1059\)](#).

After two years, if you meet the requirements, you will be able to apply for permanent residence under the Residence from Work category. You must be in New Zealand when you submit the application for residence. You may also be able to apply for a further work permit.

■ AGE

You should be under 55 years of age when you apply for a work visa or permit under Talent (Accredited Employer) Work to Residence policy. You can be up to 57 years of age at the time you apply for residence after working for two years.

You should be under 53 years of age when you apply for a work visa or permit under LTSSL Work to Residence policy. This is because you have to be under 56 years of age to be eligible for residence after two years. If you are over 53 years of age, you can still be granted a temporary work permit but it will not be a Work to Residence permit.

■ IS A FULLTIME (MINIMUM 30 HOURS PER WEEK) JOB OFFER REQUIRED?

Yes, you will need a full-time job. There are different options as outlined above, but you will need either:

1. A genuine offer of employment from an accredited employer, in a job that is:
 - full-time (on average, at least 30 hours a week)
 - for at least two years
 - with an annual base salary of at least NZ\$55,000 (gross), or

DID YOU KNOW



- Your partner can apply for a work permit and/or visa if they would like to work. There is no requirement for your partner to have a job offer as they apply under the [Family Stream Work policy](#).
- Your primary and secondary aged dependent children can go to school as 'domestic' fee paying students, however, tertiary aged students must pay international fees. This is important to note when planning your family's move to New Zealand. If your children will be attending tertiary studies before you are eligible for permanent residence it may be necessary to establish potential costs for international fee paying students.
- When you apply for residence you can include dependent children aged up to 24 years who are single and who have no children of their own. They do not have to live with you but must at least rely mainly on an adult such as you or your partner for financial support.

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2. A genuine offer of employment in an occupation on the LTSSL, in a job that is:

- full-time (on average, at least 30 hours a week)
- for a term of at least two years.

■ HOW LONG CAN I STAY?

If you are successful in applying under Talent (Accredited Employers) Work Policy, or Long Term Skill Shortage List Work Policy, we will issue you with a multiple entry work visa and you will be able to work for 30 months. To meet Residence from Work category requirements you must work within the Work to Residence requirements for at least two years, though at any time you may choose to apply for permanent residence under a different permanent residence category, such as Skilled Migrant Category, if you meet the requirements of that category.

■ WHAT TYPE OF WORK CAN I DO?

The conditions of your visa and/or permit specify your position, employer and location of employment. As a temporary worker you can only work within the conditions of your visa and/or permit.

If you wish to change employers or the place of employment you can apply to us for permission to do so. It is important to note that if you are applying under the Talent (Accredited Employers) policy you will only qualify for Residence from Work if you continue working for *accredited employers*. For those working in an occupation on the Long Term Skill Shortage List, you will only qualify for Residence from Work if you remain an occupation specified on the shortage list.

■ DO I NEED TO SHOW THAT I AM QUALIFIED FOR THE JOB?

The Long Term Skill Shortage List specifies the qualifications and work experience required for each occupation on the list. You will need to show that you meet those requirements. As with all work applications you must be a genuine worker and be able to do the job you have been recruited for.

- If you want to work in a position where occupational registration is required in New Zealand, we will also want to see evidence of your occupational registration here. This could be *full* or *provisional occupational registration* depending on your occupation.

■ WHAT ELSE MUST I DO?

You will be required to provide a fully completed *Medical Certificate for New Zealand*, an *X-ray Certificate for New Zealand* (except in the case of a pregnant woman) and any associated medical or laboratory reports required for the medical or X-ray certificates. Note that these must be less than 3 months old at the time the application is made.

Police certificates are also required from country of citizenship and from any country in which you have lived for 5 or more years since attaining the age of 17 years. Police certificates must be no more than 6 months old when the application is lodged.

■ WHAT ABOUT MY PARTNER AND DEPENDENT CHILDREN?

Your *partner* or *dependent children* will need to apply for their own visitor, student or work visa or permit to come to New Zealand with you. They will also need to complete full medical certificates and, if aged 17 and over, police clearances.

DID YOU KNOW



- If you would like to sponsor your adult children for permanent residence there is an *Adult Child policy* under Family Category, however, there are requirements to meet, such as:
 - a. you must have held residence for at least 3 years (and have spent half of each of those years living in New Zealand)
 - b. they must be the last remaining family member in their home country
 - c. they must have a job offer in New Zealand that meets the minimum income requirements.
- You can apply for a permit of another type at any time if you meet the requirements for that permit.

A TALENT (ACCREDITED EMPLOYERS) WORK

B LONG TERM SKILL SHORTAGE LIST WORK

1	Employer finds a qualified and experienced non-New Zealand resident or worker and offers the position must for a period of at least 24 months.	
2	<p>Worker checks if they:</p> <ul style="list-style-type: none"> • need to hold occupational registration to undertake employment • will be aged 55 or under at the time they apply for a work visa or permit • have job offer with an accredited employer, and • can show that they have the training and experience required by the employer • have a minimum base salary of NZ\$55,000 per annum. 	<p>Worker checks if they:</p> <ul style="list-style-type: none"> • need to hold occupational registration to undertake employment • will be aged 55 or under when they later apply for residence • have a job offer in an occupation on the LTSSL, and • can show that they are qualified by training and/or experience to undertake the offer of employment (including any specific requirements set out on the LTSSL)
3	Worker reads the <i>Work Visa and Permit Guide (INZ 1016)</i> for advice on what additional information is required and how to complete the <i>Application to Work in New Zealand (INZ 1015)</i> form	
4	Employer shows they are accredited. For more information see the form <i>Application for Employer Accreditation (NZIS 1090)</i>	Employer provides a completed <i>Employer Supplementary Form (INZ 1113)</i>
5	Worker submits an application for a work visa/permit to their local INZ branch* and provides the information and documentation set out in the <i>Application to Work in New Zealand (INZ 1015)</i> .	
6	INZ processes the application Note: If INZ has concerns about the application they will contact the worker. The worker and/or employer will then have the opportunity to provide further information or comment	
7	If approved, INZ will issue the worker a multiple entry work visa and a work permit current for 30 months.	
8	Before the work permit expires the worker can either apply for a new permit or leave New Zealand***	
9	After 24 months the worker can apply for Residence from work providing they:	
	<ul style="list-style-type: none"> • are aged 55 or under • have worked for an accredited employer for at least 24 months • meet the minimum base salary requirement 	<ul style="list-style-type: none"> • have worked in an occupation on the LTSSL for a minimum of 24 months
10	Employer provides confirmation that the worker meets the Residence from Work requirements.	
11	Worker submits application for Residence from Work to their local INZ branch* and includes the documentation as set out on the application form <i>Application for Residence in New Zealand (NZIS 1000) PDF [183KB]</i> and <i>Guide to Applying for Residence in New Zealand (NZIS 1002) PDF [1.2MB]</i> .	
12	INZ processes the application	
13	If the application is approved, the worker receives a Residence permit and visa, and can remain in New Zealand indefinitely.	If the application is declined, the worker may still work in New Zealand if they apply for a temporary work visa/permit and it is approved

* Local INZ Branch is the INZ office responsible for receiving work visa applications from the country in which the applicant currently lives

**A worker can apply for residence under a different category at any time while on a work to residence temporary work permit

*** It is recommended that you check application processing times. You will need to allow sufficient time for a decision to be made on your application before your current permit expires. If your current 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.

Note: There is no guarantee that subsequent visas and permits will be approved. Should you wish to remain in New Zealand long term it is recommended that you check our permanent residence policy options.