

APPROVAL IN PRINCIPLE

Information for employers



WHAT IS AN APPROVAL IN PRINCIPLE?

An Approval in Principle allows you to employ workers from overseas in occupations that aren't on the Long Term Skill Shortage List (formerly the Priority Occupations List (POL)), or the Immediate Skill Shortage List (formerly the Occupational Shortages List (OSL)). To have your request for an Approval in Principle accepted, you will have to show that there are no New Zealanders available locally who can fill the position (the 'labour market test').

An Approval in Principle may be the best option when you have a number of positions that need to be filled or you don't yet have anyone lined up to fill the position. An Approval in Principle gives you the confidence that, if all the necessary requirements are met by you and your potential employee(s), the employee(s) will be granted a work visa and permit.

CRITERIA

You will need to:

- provide information to the NZIS to confirm that there are no New Zealand citizens or residents available to fill the position
- show you meet New Zealand employment and immigration laws
- confirm whether the employee will need registration.

If you're looking for more than one overseas worker, you'll need to:

- state the number of temporary workers you're looking for
- give the names of the prospective employees (if known) to the NZIS, and
- do the labour market test to show there are no local workers available to fill the position.

HOW TO APPLY

Contact your nearest NZIS branch before the prospective workers apply for their work permits and work visas.

Fill out the form **Approval in Principle to Recruit Overseas Workers** (NZIS 1112) and attach the fee.

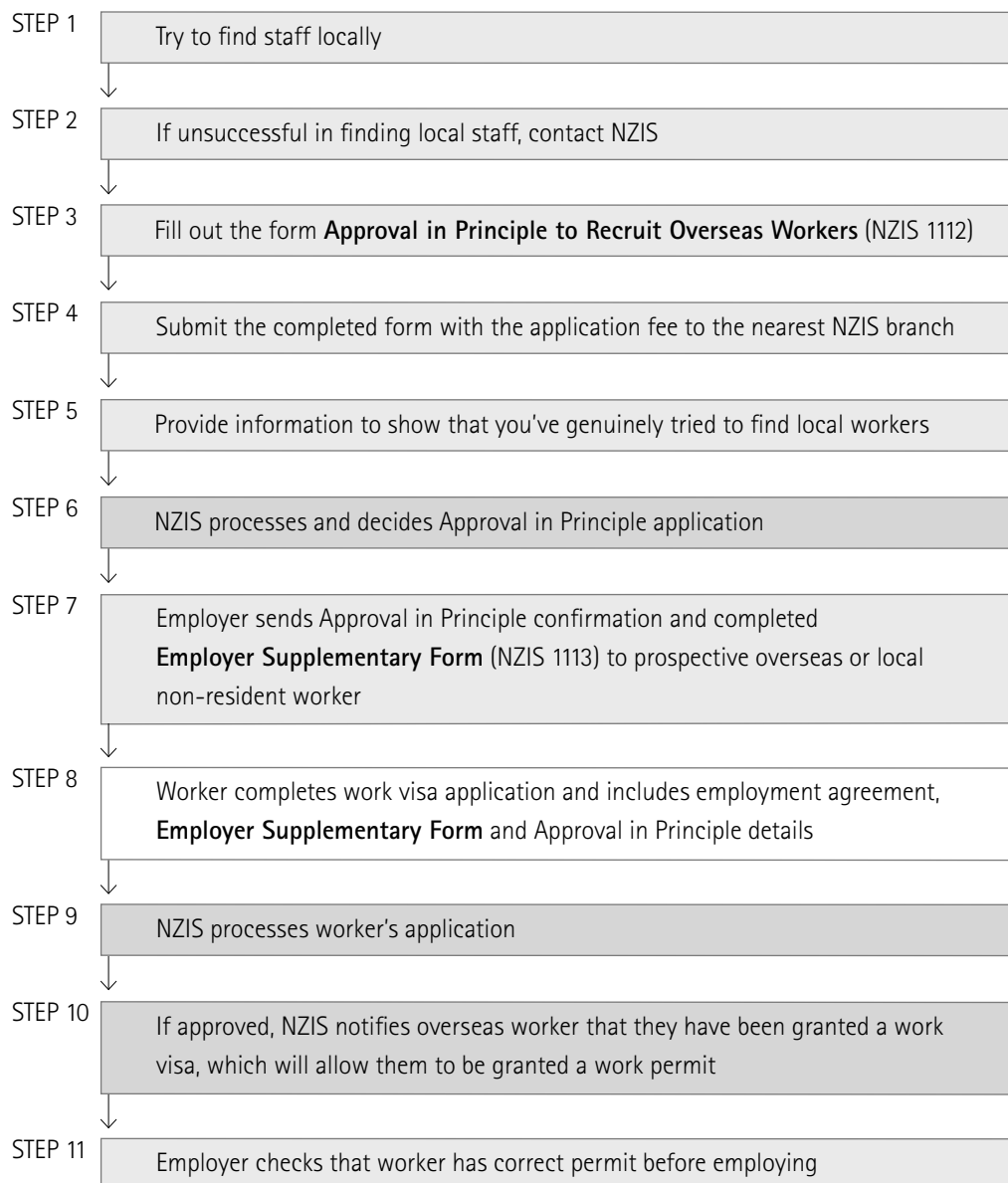
Once you are granted an Approval in Principle:

- Give the details of the approval along with a completed **Employer Supplementary Form** (NZIS 1113) and an employment agreement to the person you wish to employ. The potential employee should include these with their completed application form (**Application to Work in New Zealand** (NZIS 1015)).

HOW LONG CAN I EMPLOY AN OVERSEAS WORKER FOR IF I GET AN APPROVAL IN PRINCIPLE?

The employee could receive a work visa or permit for the time they are needed, up to a maximum of three years from their arrival. If the employee wants to stay longer in New Zealand, they will need to apply for further work permits or permanent residence.

STEPS TO GAINING WORKERS THROUGH AN APPROVAL IN PRINCIPLE



Visit our website www.immigration.govt.nz for:

- all the application forms and guides mentioned in this fact sheet
- the most up-to-date policy and fees information
- application processing statistics, and
- immigration information specifically for employers (www.immigration.govt.nz/community/stream/employ).

For more information, call our National Contact Centre toll free 0508 55 88 55.