MINISTRY OF BUSINESS, INNOVATION & EMPLOYMENT
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11 November 2025

IMMIGRATION NEW ZEALAND INSTRUCTIONS: Amendment Circular No. 2025-40

AMENDMENTS TO THE IMMIGRATION NEW ZEALAND OPERATIONAL MANUAL

Introduction

This circular outlines changes to immigration instructions. A copy of the amended instructions is attached.

All immigration officers dealing with immigration applications should read the amendments and operate in accordance with the amended instructions from the effective date.

Note

The amendments described in this circular will be published in the Immigration New Zealand Operational Manual in due course.

Information about these changes is available on our website www.immigration.govt.nz.

Description of changes

Changes have been made to immigration instructions to introduce two new seasonal visas as subsets of the Accredited Employer Work Visa (AEWV):

- Global Workforce Seasonal Visa (GWSV)
- Peak Seasonal Visas (PSV).

These visas are available for applicants who meet specific criteria and are offered employment in roles listed on Immigration NZ's *List of Seasonal Occupations*. They replace the previous seasonal option under the *Specific Purpose or Event* work visa pathway. Applicants under both new pathways are not required to meet English Language requirements and cannot support partners or dependents for visas.

The key features of the GWSV are:

- Employers are not required to meet the Labour Market Test when applying for a Job Check
- Applicants must have completed at least three seasons of relevant work experience in the last 6 years
- Eligible applicants may be granted a 3-year visa, based on an upfront employment agreement for 1 season
- Visa holders must spend 3 months outside New Zealand for each year of their visa.

The key features of the PSV are:

- Employers must either engage with Work and Income (W&I) through the standard AEWV process or provide evidence of "PSV endorsement" from W&I when they apply for a Job Check
- Applicants must have completed at least 1 season of relevant work experience within the last 3 years
- Eligible applicants may be granted a visa for up to 7 months
- If the employment offered is for longer than 3 months, applicants must provide proof of having acceptable medical insurance
- After reaching the 7-month limit, visa holders must spend 4 months outside of New Zealand before they can be granted another PSV.

All amendments to immigration instructions take effect from 8 December 2025.

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A4.25 Medical and Chest X-ray Certificates: temporary entry class visa applications

a. Applications for temporary entry class visas from applicants intending a stay in New Zealand of more than 12 months must include a completed Medical Certificate and a Chest X-ray Certificate (see A4.25(k)) which have been issued less than three months before the date the application is made, for every person included in the application, unless (c), (d) or (e) below apply.

b. The Medical Certificates and Chest X-ray Certificate that may be required with a temporary entry visa application include:

   i. General Medical Certificate (INZ 1007)
   ii. Chest X-ray Certificate (INZ 1096)
   iii. Limited Medical Certificate (INZ 1201)

Note: Unless specified otherwise in A4.25(e), applicants should provide the General Medical Certificate (INZ 1007) and the Chest X-ray Certificate (INZ 1096).

c. Unless specifically stated, applicants for a temporary entry class visa do not ordinarily need to provide a Medical Certificate and a Chest X-ray Certificate if:

   i. they have provided a Medical Certificate and a Chest X-ray Certificate with an earlier visa application; and
   ii. they were assessed as having an acceptable standard of health based on those certificates; and
   iii. those certificates were issued less than 36 months prior to the current application.

Note: Despite (c) above, applications for a Parent Boost visitor visa are subject to the requirements under the Parent Boost visitor visa instructions – see V4.5(c) and V4.5.1(ii).

d. Medical Certificates and Chest X-ray Certificates do not need to be provided by the following types of temporary entry class visa applicants:

   i. Applicants for a student visa as a fee paying foreign student (see U4.10) (except for students holding a New Zealand scholarship administered by the Ministry of Foreign Affairs and Trade (see U11), unless (f) below or A4.25.1 applies.
   ii. Applicants for a Working Holidaymaker Extension visa (see WH2).
   iii. Applicants (and their partner and dependent child(ren), if any) who have been recognised as having refugee or protection status in New Zealand and are eligible to apply for a permanent resident visa.
   iv. Applicants (and their partner and dependent child(ren), if any) for a Migrant Exploitation Protection work visa (see WI20).
   v. Applicants (and their partner and dependent child(ren), if any) for an Essential Skills work visa who provided these certificates with a previous visa application and who are in New Zealand at the time they make their application.
   vi. Applicants for a 2022 Special Ukraine Visa.

e. Applicants for a temporary entry class visa who have a claim for refugee or protection status in New Zealand under consideration (and their partner and dependent child(ren)) do not ordinarily need to provide a Medical Certificate with their temporary visa application (see E8.10.1). These applicants must provide a completed Chest X-Ray Certificate.

f. Applicants who must provide a Medical Certificate other than the General Medical Certificate (INZ 1007) are set out below:

   i. Partners of New Zealand citizens and residence class visa holders must provide a Limited Medical Certificate (INZ 1201) and a Chest X-ray Certificate (INZ 1096) if they are intending a stay in New Zealand of more than 12 months, and they meet the criteria for residence under the Partnership Category (see F2.5(a)), unless E7.50 applies.
   ii. Dependent children of New Zealand citizens or residence class visa holders must provide a Limited Medical Certificate (INZ 1201) and a Chest X-ray Certificate (INZ 1096) if they are intending a stay in New Zealand of more than 12 months and they meet the criteria for residence under the Dependent Child Category (see F5.1(a)), unless E7.50 applies.
   iii. Recognised Seasonal Employer limited visa applicants must provide a Chest X-ray Certificate (INZ 1096) where A4.25.1(b) applies. Regardless of the length of intended stay, Recognised Seasonal Employer limited visa applicants are not required to provide a General Medical Certificate.

g. Despite (c), (d)(i), (ii), (iv), (v), (vi), and (f)(iii) above, an immigration officer may require a Medical Certificate and a Chest X-ray Certificate if they consider this is necessary to establish whether the applicant has an acceptable standard of health.

h. Where an application has been made through an online system that does not require a Medical Certificate or Chest X-ray to complete the application, an immigration officer may request one, should it be required to determine that the applicant is of an acceptable standard of health.

i. Risk factors which may indicate that an applicant should be asked to provide a Medical Certificate or Chest X-ray Certificate, where not otherwise required, may include:

   i. the applicant declaring they have a medical condition; or
   ii. INZ having knowledge of an applicant's medical condition; or

iii. a recommendation from an INZ medical assessor that a future application be accompanied by an updated Medical Certificate and a Chest X-ray Certificate; or

iv. where A4.25.1(e) applies.

j. Applicants must provide a Chest X-ray Certificate and specified tests, if:

i. A4.25(a) applies; and

ii. the applicant did not provide a Chest X-ray Certificate or specified tests with a Medical Certificate provided in the past 36 months because of their age, or because they were pregnant; and

iii. their age would now require them to undertake the specified tests or provide a Chest X-ray Certificate, or they are no longer pregnant.

k. Applicants who intend to stay in New Zealand for a total of more than 12 months include those:

i. already in New Zealand for up to 12 months seeking a further visa to be in New Zealand for longer than 12 months; or

ii. applying for visas who indicate their intention is to remain in New Zealand for longer than 12 months; or

iii. applying for student visas and who are defined as domestic students (see U3.35), or who are students holding a New Zealand scholarship administered by the Ministry of Foreign Affairs and Trade (see U11), for a course or courses of study that are longer in total than 12 months; or

iv. applying for Parent Boost visitor visa (see V4).

l. Applicants who intend to stay in New Zealand for more than 12 months are also subject to the provisions of A4.25.1(h) and (i).

m. Parent Boost visitor visa holders, as a condition of their visa, must provide a Medical certificate and a Chest X-ray Certificate that is less than 3 months old when they submit a compliance with conditions form (see V4.35.5).

n. Evidence of completion of a Medical Certificate and Chest X-ray Certificate included a completed Medical Certificate and Chest X-ray Certificate; or

i. an eMedical reference code (NZER); or

ii. confirmation in the applicant's visa application form that a physician is directly submitting the applicant's Medical Certificate and Chest X-ray Certificate to Immigration New Zealand.

Notes:
- Pregnant women and children under 11 years of age are not required to have an X-ray examination.
- The issue date of a Medical Certificate is the date of the declaration by the examining physician concerning the overall findings of the medical examination or the date that the Medical Certificate was submitted to INZ if submitted by the physician electronically.
- The issue date of a Chest X-ray Certificate is the date of the declaration made by the radiologist, or the date that the Chest X-ray Certificate was submitted by the physician electronically.

o. Despite (a), applications for a Global Workforce Seasonal Visa must include a Medical Certificate and a Chest X-ray Certificate which have been issued less than three months before the date the application is made, regardless of their intended length of stay in New Zealand, unless (c) above applies.

p. Despite (l), applicants are also subject to the provisions of A4.25.1(h) and (i) if they are applying for a Global Workforce Seasonal Visa.

A4.25.1 Requirement to undergo screening for tuberculosis for people with risk factors

a. Applicants for temporary entry class visas who intend to be in New Zealand more than six months, and not more than 12 months, and are considered to have risk factors for tuberculosis (TB), must undergo TB screening unless:

i. they are pregnant; or

ii. they are under 11 years of age.

b. Despite (a) above, all Recognised Seasonal Employer limited visa applicants (including those who intend to be in New Zealand for less than six months) who are considered to have risk factors for TB must undergo TB screening unless they are pregnant.

c. Applicants required to undergo TB screening must provide:

i. a completed Immigration New Zealand Chest X-ray Certificate (INZ 1096); and

ii. any associated radiologist report.

d. A Chest X-ray Certificate and the associated report must be less than three months old at the time the application is made unless:

i. the applicant has provided a Chest X-ray Certificate with an earlier visa application; and

ii. they were assessed as having an acceptable standard of health based on that certificate; and

iii. that certificate was issued less than 36 months prior to the current application.

e. Applicants who have spent six consecutive months in any one or more countries not listed in A4.25.10, since their previous Chest X-ray Certificate was issued, must provide a Chest X-ray Certificate which is less than three months old with their application, despite (d) above.

Note: The issue date of a Chest X-ray Certificate is the date of the declaration by the radiologist, or the date that the Chest X-ray Certificate was submitted to INZ if submitted by the physician electronically.

f. Despite (a) and (d) above, an immigration officer may require a Chest X-ray Certificate if they consider this is necessary to establish whether the applicant has an acceptable standard of health.

g. Applicants who intend to stay in New Zealand for a total of more than six months include those:
    i. already in New Zealand for up to six months seeking a further visa to be in New Zealand for longer than six months; or
    ii. applying for visas who indicate their intention is to remain in New Zealand for longer than six months; or
    iii. applying for student visas for a course or courses of study that are longer in total than six months; or
    iv. applying for Parent Boost visitor visas (see V4).

h. Where an applicant in New Zealand has applied for a further temporary entry class visa and is assessed as having TB (excluding latent TB), their application must be declined on the basis that they do not have an acceptable standard of health. A limited visa should be granted for an initial period of one month for the express purpose of undergoing immediate medical treatment to render the disease non-infectious and to travel out of New Zealand. The limited visa should be granted using the delegated power to grant a visa of a different type from that for which an application is made (see A15.5).

i. Pregnant applicants who intend to be in New Zealand for more than six months, and are considered to have risk factors for TB (see A4.25.5) but otherwise meet immigration instructions for the grant of a temporary entry visa, may only be granted a visa within the limitations of E3.10.1.

A4.25.5 Definition of person with risk factors for TB

a. A person is considered to have risk factors for TB if:
    i. they hold a passport issued by a country not listed in A4.25.10; or
    ii. in the five years prior to application they have spent a combined total of three or more months in any one or more countries not listed in A4.25.10.

b. Despite (a)(i) above, if an applicant provides evidence that satisfies an immigration officer they have never lived or spent time in the country that issued their passport, and (a)(ii) does not apply, they will not be considered to have risk factors for TB and the requirement to undergo TB screening and provide a Chest X-ray Certificate will not apply.

A4.25.10 Low TB Incidence Countries, Areas and Territories

The following countries are deemed for the purpose of immigration instructions to be countries with a low incidence of TB.

Aland Islands	France	Occupied Palestinian Territory
Albania	French Guiana	Oman
American Samoa	French Polynesia	Panama
Andorra	Germany	Pitcairn Islands
Anguilla	Gibraltar	Poland
Antarctica	Greece	Portugal
Antigua and Barbuda	Grenada	Puerto Rico
Argentina	Guadeloupe	Qatar
Armenia	Guam	Reunion
Aruba	Guatemala	Saint Barthelemy
Australia	Guernsey	Saint Eustatius & Saba
Austria	Heard and McDonald Islands	Saint Helena, Ascension and Tristan da Cunha
Bahamas	Honduras	Saint Kitts and Nevis
Bahrain	Hungary	Saint Lucia
Barbados	Iceland	Saint Vincent and the Grenadines
Belarus	Iran (Islamic Republic of)	Samoa
Belgium	Iraq	San Marino
Belize	Ireland	Saudi Arabia
Bermuda	Isle of Man	Serbia
Bonaire	Israel	Seychelles
Bosnia and Herzegovina	Italy	Sint Maarten
Bouvet Island	Jamaica	Slovakia
British Indian Ocean Territory	Japan	Slovenia
British Virgin Islands	Jersey	South Georgia and the South Sandwich Islands
Bulgaria	Jordan	Spain
Cabo Verde	Kuwait	Suriname
Canada	Latvia	Svalbard and Jan Mayen
Cayman Islands	Lebanon	Sweden
Chile	Liechtenstein	Switzerland
Christmas Island	Lithuania	Syrian Arab Republic
Cocos (Keeling) Islands	Luxembourg	Togo
Colombia	Maldives	Tonga
Comoros	Malta	Trinidad and Tobago
Cook Islands	Martinique	Tunisia
Costa Rica	Mauritius	Turkey
Croatia	Mayotte	Turks and Caicos
Cuba	Mexico	United Arab Emirates
Curacao	Monaco	

Cyprus	Montenegro	United Kingdom
Czech Republic	Montserrat	United States of America
Denmark	Netherlands	Uruguay
Egypt	New Caledonia	United States Virgin Islands
Estonia	(New Zealand)	Vanuatu
Falkland Islands	Norfolk Island	Vatican City
Faroe Islands	North Macedonia	Wallis and Futuna Islands
Finland	Norway	

E3.26 Varying the conditions of temporary entry class visas

See also Immigration Act 2009 s 52

a. Holders of temporary entry class visas should apply for a variation of the conditions of their visa, or a Job Change if they hold an Accredited Employer Work Visa, if:
   i. they wish to work and do not have a visa that allows work in New Zealand; or
   ii. they hold a work or visitor visa and wish to undertake a programme of study in New Zealand for longer than 3 months (unless U2.5 applies); or
   iii. they hold a work visa limited by conditions and wish to change employers, and/or occupation and/or the location of employment; or
   iv. they hold a work visa as a partner of an Accredited Employer or Essential Skills work visa holder which is limited by conditions and wish to remove these conditions.

b. Immigration officers may grant a variation of conditions for cases (a) (i)−(iii) above provided that the applicant completes the relevant application for Variation of Conditions or Job Change and produces:
   i. the appropriate fee;
   ii. a valid passport (or a certified copy) or travel document (or a certified copy), if not previously provided;
   iii. documents which support the requested variation, such as:
      - an offer of employment that meets W2.10.10, or WA4.10.1; or
      - an offer of place at a suitable education provider that meets U3.5, and evidence of tuition fee payment or exemption that meets U3.10; and
      - any other documents or information requested by the immigration officer.

c. A variation of conditions will only be granted where the varied conditions still meet the objectives of the instructions which the visa was granted under.

d. A variation of conditions to work for a specific employer (including any person associated with the employer who is able to influence the recruitment, employment or supervision of workers of that employer) will only be granted where the employer meets requirements at W2.10.5, W2.10.15 and W2.10.20 except where E3.26.1.20 applies.

E3.26.1 Varying the conditions of work visas

E3.26.1.1 Varying Essential Skills work visa conditions

a. Essential skills work visa holders may be granted a variation of conditions to change the conditions of their visa relating to their employer, occupation, location of employment or a combination of these.

b. Essential skills work visa holders seeking to change their occupation or location of employment will need to meet a labour market test unless:
   i. their new occupation is listed on an Essential Skills in Demand list and they meet the requirements of the list; or
   ii. their new occupation is listed on the Green List (Appendix 13) and they meet the requirements of the list; or
   iii. they are being paid at least twice the median wage ($67.12) (WA3.20(a)(i)).

c. The labour market test is met if:
   i. the employer has advertised the position; and
   ii. they did not find any suitable and available New Zealand workers for the job.

d. Essential skills work visa holders seeking to change their occupation need to be suitably qualified by qualification and/or experience for the employment on offer as required by the occupation in the ANZSCO which substantially matches the applicant's proposed employment.

e. Applicants must provide evidence of their job offer.

f. Despite the normal requirement that applications must be determined in accordance with the instructions in force at the date an application is made (E7.10(a)(ii)), applications made before these instructions came into effect that had not yet been decided, may be granted under these instructions, even if the instructions on the date they applied specified different requirements.

Note: The 'twice median wage rate' for Variations of Conditions of Essential Skills work visas is $67.12 and reflects the June 2024 quarter publication of median wage data by Statistics New Zealand.

E3.26.1.5 Varying Specific Purpose or Event visa conditions

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

a. the terms of the existing employment have been met, and will continue to be met; and either

b. the secondary employment is offered by the sports club or a company involved in the sport and the position is offered solely to this particular player or coach; or

c. the secondary employment is offered by an employer other than the sports club or a company involved in the sport and an immigration officer is satisfied that there are no New Zealand citizens or residence class visa holders available to be employed in the position (see WK3.10).

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

a. Holders of a work visa granted under WR1 (Talent (Accredited Employers) Work Instructions) may apply for a variation of conditions of their work visa to change employers. Variation of conditions may be granted:

   i. to undertake employment for another employer who is accredited under WR1 (Talent (Accredited Employers) Work Instructions); or

   ii. to undertake employment for another employer who is not accredited under WR1 (Talent (Accredited Employers) Work Instructions), if their employment is no longer available due to reasons beyond the visa holder's control. When assessing such applications for a variation of conditions, immigration officers will consider all the circumstances of the applicant and the reasons for which the former accredited employer did not continue employment or the former employer's accreditation was not renewed or rescinded; or

   iii. to undertake employment for another employer who held accreditation (as defined by WR1.20) under Talent (Accredited Employer) Work Instructions after 31 March 2021 and accreditation has since expired.

b. In order to be granted a variation of conditions under (a) above:

   i. the base salary offered must be no less than the base salary that was required at the time the initial work visa application was made; and

   ii. the offer of employment must meet the requirements of WR1.10, except WR1.10(a) and

   iii. employers (including any person associated with the employer who is able to influence the recruitment, employment or supervision of workers of that employer) must meet the requirements under W2.10.5, W2.10.10, W2.10.15, W2.10.20 and W2.10.25.

c. Despite E7.10(a)(ii), immigration officers may apply E3.26.1.10(a)(iii) to an application to vary employer conditions of a Talent (Accredited Employer) work visa that has not been decided and was submitted before the effective date of these instructions.

Notes:
-Where a person fails to continue employment in the circumstances described in (a) and (b) above, they will not be eligible for residence under the Residence Instructions for holders of work visas granted under the Talent (Accredited Employers) Work Instructions.
-For the avoidance of doubt, the base salary in (b) above excludes employment-related allowances (for example overtime, tool or uniform allowances). The base salary is calculated on the basis of 40 hours work per week.

E3.26.1.15 Varying South Island Contribution work visa conditions

a. Despite WR7.15(b), holders of a work visa granted under WR7 (South Island Contribution work instructions) may apply for a variation of conditions of their work visa to change industries and/or regions.

b. A variation of conditions may be granted:

   i. to undertake employment in another industry in the same region; or

   ii. to undertake employment in the same industry in another South Island region.

c. In order to be granted a variation of conditions under (a) above the applicant must:

   i. provide evidence to show they meet the requirements of WR7.10(b)-WR7.10(f); and

   ii. demonstrate that their employment is no longer available due to reasons beyond their control.

d. When assessing such applications for a variation of conditions, immigration officers will consider all the circumstances of the applicant and the reasons for which the former employer did not continue employment.

e. A variation may only be granted once under these instructions.

E3.26.1.20 Job Change for Accredited Employer work visa holders

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

b. A variation will only be granted where the employer holds accreditation under Accredited Employer Work instructions (WA2) and the AEWV holder has a valid job token.

c. A variation will only be granted where the employment offered meets the usual requirements for employment as set out at WA4.10.1, including WA4.10.1.(e) which states that the employment must continue to meet the remuneration thresholds in effect at the time the Accredited Employer work visa application is made, or in this case, the Job Change application.

d. A variation of visa conditions relating to occupation will only be granted where the applicant is suitably qualified by training and experience to do the job they have been offered (see WA4.10.5).

e. Accredited Employer work visa holders who apply for a Job Change will only be granted a variation of the conditions if the job token used to apply for the Job Change was approved under the same Accredited Employer work visa pathway (see WA1.10(a)).

f. A variation of conditions relating to occupation will only be granted where the applicant meets the minimum skills threshold (see WA4.10.6) and where the job token used to apply for a Job Change is a Global Workforce Seasonal Visa job token or a Peak Seasonal Visa job token.

g. An application for a Job Change of an AEWV must be made using the approved online form provided by INZ for this purpose.

h. Accredited employer work visa holders whose visa is based on a type of employment that allows a five-year maximum continuous stay (see WA4.11.1) may not be granted a variation of conditions to work in a role allowing a three-year maximum continuous stay (see also WA4.11.1), unless they:

   i. were paid at or above $29.66 and their application for an Accredited Employer work visa was submitted on or before 6 April 2024; and
   ii. are in an ANZSCO skill level 4-5 occupation.

Note:

The requirement to meet the minimum skills threshold (see WA4.10.6) does not apply to Job Change applications where the job token used to apply for a Job Change is a regular AEWV job token.

The requirement to meet the minimum standard of English language (see WA4.12) does not apply to Job Change applications regardless of the pathway the job token was approved under.

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

a. A Job Change to vary employer may be granted if an Accredited Employer work visa holder's employment moves to another employer as a direct result of a business sale or restructure. In such circumstances, the new employer is not required to be accredited under WA2 or hold a valid Job Check number under WA3 provided the requirements in (b)-(c) below are met.

b. A variation will only be granted under (a) above if:

   i. the new employer holds or has applied for accreditation under WA2; and
   ii. the employer has confirmed that they are re-hiring or transferring the existing work visa holder to the new entity; and
   iii. the rate of pay, or salary, offered is the same as, or higher than, that currently received for performing the role; and
   iv. the work visa holder is remaining in the same role and location.

c. An application under these instructions must be made using the approved online form provided by INZ for this purpose.

d. Any Accredited Employer work visa holders whose visas are varied in line with these instructions are considered to have jobs associated with the new employer and will therefore count towards the quota for standard accreditation as set out in WA2.15 (if applicable).

e. Despite E7.10(a)(ii) which requires applications to be considered in accordance with the temporary entry instructions in force on the date of application, these instructions (E3.26.1.21) apply to applications to vary an Accredited Employer work visa that were submitted before the effective date of these instructions and had not been decided on, or before, that date.

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

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

a. Holders of a work visa granted under WF3.1.5 (Partners of Accredited Employer and Essential Skills work visa holders) may apply for a variation of conditions to remove conditions on their work visa which state that they must:

   i. work for an employer accredited under the AEWV scheme; and
      - in a role paid at or above the median wage; or
      - in a role earning the relevant wage threshold if a sector agreement is in place for that role; and
   ii. not work in a role covered by a capped sector agreement

b. Variation of conditions may be granted to allow the holder to undertake employment in any role for any employer anywhere in New Zealand.

c. In order to be granted a variation of conditions under (a) above, the applicant's supporting partner must earn at least $26.85 per hour (80 percent of the median wage).

E3.26.5 Varying the conditions of visitor visas

a. Holders of visitor visas granted under V3.100 Guardians accompanying students to New Zealand may only be granted a variation of conditions for part time work or part time study between the hours 9:30am and 2:30pm Monday to Friday (inclusive) (see V3.100.35).

b. Holders of visitor visas may be granted a variation of conditions for a duration of six weeks to undertake seasonal work (planting, maintaining, harvesting and packing crops) in any region where the Ministry of Social Development has identified a shortage of seasonal labour and for any employer in the horticulture or viticulture industries, provided the applicant has not been granted a variation of conditions for this purpose since their most recent entry to New Zealand.

c. Holders of visitor visas who are aged 18 or older, have left secondary school, and are included as a dependent child in an application for a 2021 Resident Visa may be granted a variation of conditions to allow them to work for up to 25 hours per week.

d. Holders of visitor visas may be granted a variation of conditions to allow them to work for up to 20 hours in any given week and full-time during the summer holiday period (1 December-31 January inclusive annually) where they:

   i. Hold one of the following visitor visas:
      - Child of a New Zealander Visitor Visa (V3.20); or
      - Child of a Worker Visitor Visa (V3.10); or
      - A general visitor visa (V2), provided they previously held a visitor or student visa as a dependent child (U8, V3.10 or V3.20) as the child of a New Zealand citizen or resident, or the primary applicant of a residence application listed below at (v); and
   ii. meet age requirements as a result of being between 17 and 24 years old (inclusive) when they make their application; and
   iii. have provided evidence to satisfy an immigration officer that they have successfully completed year 13 of secondary school (or the overseas equivalent) if they are aged 17 years old when they make their application; and
   iv. have applied for residence under the Dependent Child Resident Visa (F5) category; or
   v. are included as a dependent child in an application for residence under one of the below categories:
      - Partnership Category (F2); or
      - Skilled Migrant Category Resident Visa (SM); or
      - Skilled Migrant Category Visa (SR3); or
      - Green List: Straight to Residence (SR4); or
      - Green List: Work to Residence (SR5); or
      - Care Workforce: Work to Residence (SR6); or
      - Transport Sector: Work to Residence (SR7).

Notes:
-The summer holiday period is defined as running from 1 December to 31 January (inclusive) annually for visitor visa holders with work conditions granted under E3.26.5, V3.10.20 or V3.20.5), which specify that they may undertake full-time work during the summer holiday period. This definition does not apply under student visa instructions, where the summer holiday period is determined by the associated education provider.
-Evidence that a 17-year-old applicant has completed year 13 of secondary school (or the overseas equivalent) may include but is not limited to: a letter from their secondary school, a final school report or a graduation certificate.
-As per R2.1.30(f) where immigration officers are required to assess the financial dependence of children included in a resident application, any part-time work undertaken in accordance with these conditions will not affect that assessment.

E3.26.10 Varying the conditions of student visas

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

b. Student visa holders with conditions specifying they may work for 20 hours a week who want to increase their work entitlement to 25 hours per week must apply using the online form for this purpose.

c. Holders of student visas may be granted a variation of conditions (see U3.40) to allow them to change their programme of study to a programme of study of the same or higher level provided the proposed programme of study is being undertaken at the same education provider specified on their visa.

d. Variations of conditions will not be granted to allow a student visa holder enrol in a lower-level programme of study or to enrol with a different education provider.

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

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

a. Holders of SMC interim visas with employer-specific work conditions may be granted a variation of conditions to change employer, occupation, location of employment, or a combination of these. A variation of conditions may be granted if:
   i. the SMC interim visa holder meets the requirements set out in E3.26.1.20; and
   ii. the employment is paid at or above the median wage ($33.56).

b. Holders of SMC interim visas with student conditions may be granted a variation of conditions to allow them to work for up to 20 hours in any given week and full-time in specified vacation periods (see U13.10 and U13.15) if the interim visa holder:
   i. meets the applicable requirements at U13; and
   ii. is aged 16 or older; and
   iii. has written permission from their parents and education provider (if they are enrolled with an education provider) if they are aged 16 or 17 years old; and
   iv. is included in an SMC resident visa application as a dependent child, if they held a visitor visa directly before being granted an SMC interim visa.

c. Holders of SMC interim visas with visitor conditions may be granted a variation of conditions to allow them to hold open study conditions and/or work for up to 25 hours in any given week and full-time during specified vacation periods (see U13.15) if they are:
   i. aged 18 or older; and
   ii. included as a dependent child in an application for a Skilled Migrant Category resident visa.

Notes:
- The median wage rate for Variations of Conditions of Skilled Migrant Category interim visa holders is $33.56 and reflects the June 2024 quarter publication of median wage data by Statistics New Zealand.
- Where the SMC application includes the requirement to have a job or job offer which meets the definition of skilled employment, applicants seeking a variation of conditions will be responsible for ensuring that the planned new employment still meets the SMC application criteria.

I1.20 Conditions and restrictions of interim visas

I1.20.1 Conditions of interim visas

a. The conditions on each interim visa will depend on the type of temporary visa held by the applicant, and the type of visa applied for.

b. The following table describes the type of interim visa and the conditions of the interim visa that may be granted, according to the visa held and the visa applied for.

	Visa currently held	Visa applied for	Interim visa conditions
i.	Visitor	Visitor	Visitor
ii.	Visitor	Work	Visitor
iii.	Visitor	Student	Student (open)
iv.	Student	Visitor	Visitor
v.	Student (with conditions allowing the holder to work during the academic year – see U13.15)	Accredited Employer Work Visa, Global Workforce Seasonal Visa and Peak Seasonal Visa	Work, with work conditions specified in I1.20.1(h) below (which reflect Accredited Employer Work Visa conditions).
vi.	Student	Work	Visitor
vii.	Student	Student	Student (open)
viii.	Work	Visitor	Visitor
ix.	Work	Student	Student (open)
x.	Work (any type)	Accredited Employer Work Visa, Global Workforce Seasonal Visa and Peak Seasonal Visa	Work, with work conditions specified in I1.20.1(h) below (which reflect Accredited Employer Work Visa conditions).
xi.	Work (employer specific) (where (x) above does not apply)	Work (employer specific - same employer, position and location)	Same work conditions as currently held

xii.	Work (employer specific) (where (x) above does not apply)	Work (employer specific - different employer and/or position and/or location)	Visitor
xiii.	Work (employer specific)	Work (open)	Visitor
xiv.	Work (employer specific)	Work (partnership - any)	Visitor
xv.	Work (partnership - any)	Work (partnership – any)	Work (open)
xvi.	Work (open)	Work (open where same type of open visa)	Work (open)
xvii.	Work (open)	Work (open where different type of open visa)	Visitor
xviii.	Work (open) (where (x) above does not apply)	Work (employer specific)	Visitor
xix.	Work (partnership - any) (where (x) above does not apply)	Work (employer specific)	Visitor
xx.	Work (open but not partnership)	Work (partnership - any)	Visitor
xxi.	Military, Diplomatic, Consular, Official	Same type of diplomatic, official, consular, or military visa as currently held	Same conditions as currently held
xxii.	Military, Diplomatic, Consular, Official	Another type of temporary entry class visa	Visitor

Notes:
- Open work conditions are conditions that allow work in any occupation, for any employer, in any location in New Zealand.
- For the purpose of these instructions, "work (partnership – any)" means any work visa application covered by WF instructions, including partnership, partner of a worker and partner of a student.
- Where conditions at I1.20.1 (b) (x) and any of the conditions at (xi), (xii), (xviii) or (xix) could also be applied, conditions specified at (x) will be applied to the interim visa.

c. Open work visas include several types of applications: asylum seeker, working holiday maker, post-study work visa – open, partnership, partner of a worker, partner of a student, victim of family violence, mass arrival and victim of people trafficking.

d. Open student conditions are conditions that allow study in any programme of study, at any educational institute, in any location in New Zealand.

e. Travel conditions will not be applied to the interim visa.

f. Any variation of conditions on the current temporary visa will be applied to the interim visa if the temporary visa applied for is of the same type as the temporary visa held, except where I1.20.1 (g) below applies.

g. A variation of conditions held on a current temporary visa may not be applied to an interim visa granted with visitor conditions, except where a person holds a current visitor visa that was granted on the basis of guardianship of a student (see V3.100).

h. Student visa holders (with conditions allowing the holder to work during the academic year – see U13.15) and work visa holders who have applied for an Accredited Employer work visa (AEWV), a Global Workforce Seasonal Visa or a Peak Seasonal Visa may be granted an interim visa with work conditions allowing them to take up the job specified in their work visa application (which is connected to an Accredited Employer's Job Check), including that the holder:

   i. may only work for the specified employer; and
   ii. may only work in the specified occupation; and
   iii. may only work in the specified location; and
   iv. must be paid at or above the specified renumeration level; and
   v. must be employed full time (as defined at WA3.15(d)); and
   vi. may not be placed in a triangular employment arrangement with a controlling third party unless the job approved as part of the employer's Job Check application involves the employee being placed in a triangular employment arrangement.

I1.20.5 Restrictions of interim visas

Immigration Act 2009 s 71; 79; 80

The holder of an interim visa may not apply for any visa while the interim visa is current.

U3.40 Students who wish to change their study conditions

See also Immigration Act 2009 ss 49, 52, 56

a. A further student visa or variation of conditions, for the purpose of changing programme of study, education provider and/or study location, will only be granted if an immigration officer is satisfied that:

   i. the applicant meets the student requirements set out at U3.1; and

   ii. the applicant has not breached their visa conditions as set out at E3.20; and

   iii. the original student visa would have been granted for the proposed programme of study, education provider, and/or study location; and

   iv. the applicant remains a bona fide applicant (see E5.1); and

   v. the applicant is not seeking to vary conditions to enable them to enrol in a lower-level programme of study or to enrol with a different education provider (see E3.26.10).

b. Factors that an immigration officer may take into consideration when determining (a)(iii) and (a)(iv) above include, but are not limited to:

   i. the time elapsed since the original visa was granted;

   ii. whether the level and/or subject area of the proposed programme of study are significantly different from the original programme of study; and

   iii. any relevant information held about the previous application(s) including advice from the original issuing branch (see E7.1.1).

c. Applicants who have received New Zealand Scholarship funding within the two years prior to their application to change programme of study and/or education provider being made, must also provide evidence that the Ministry of Foreign Affairs and Trade supports the change of programme of study or education provider and that any scholarship continues.

d. Applicants who wish to change their programme of study and/or education provider may provide evidence of payment of tuition fees after the application has been approved in principle.

U8.20 Dependent children of work visa holders

a. Dependent children (see E4.1) of work visa holders who wish to study in New Zealand may be granted student visas unless the work visa holder has been granted a work visa under any one of the following categories:
   i. Foreign crew of fishing vessels (see WJ); or
   ii. Recognised Seasonal Employer (RSE) Work instructions (see WH1); or
   iii. Supplementary Seasonal Employment (SSE) instructions (see WH3); or
   iv. Skilled Migrant Category Job Search Instructions (see WR5); or
   v. Working Holiday Scheme instructions (see WI2); or
   vi. domestic staff of diplomatic, consular or official staff (see WI4); or
   vii. seasonal workers under Specific Purpose Instructions; or
   viii. seasonal workers under seasonal AEWV pathways (see WA1.10(a)(ii)).

b. Despite (a) above, the eligibility of dependent children of Accredited Employer work visa holders and Specific Purpose work visa holders under the NOL subcategory (see WS2.1.1(o) – instructions effective 8 September 2025) for student visas is set out at U8.20.2 below.

c. Dependent children of work visa holders as defined in (a) above are regarded as domestic students (see U3.35) for the purpose of all tuition fees at primary and secondary schools for the period of the parent's work visa.

d. Dependent children (see E4.1) of work visa holders may be granted student visas without the need to produce evidence of enrolment.

e. Guarantees of accommodation and/or maintenance for dependent children may be waived provided this is covered by the income of the work visa holder parent or by evidence of funds or guarantees submitted with the work visa application of the parent (see W2.15).

f. Dependent children of people granted work to residence visas must meet health and character requirements for residence class visa applications as set out at A4 and A5.

g. Despite (a) above, a dependent child of the holder of a Migrant Exploitation Protection work visa (MEPV) may be granted a student visa under these instructions only if, as at the time they apply, the dependent child is in New Zealand on a visa that was granted on the basis of the visa held by the MEPV holder immediately prior to the MEPV holder's current visa. If granted, the visa's duration must be for the same period as the MEPV holder's visa, and will not include multiple entry travel conditions.

U8.20.2 Dependent children of Accredited Employer work visa holders and certain Specific Purpose work visa holders

a. Dependent children (see E4.1.10) of an Accredited Employer work visa holder or a Specific Purpose work visa holder under the NOL subcategory (see WS2.1.1(o) – instructions effective 8 September 2025) may be granted a student visa if their supporting parent is:
   i. in a role classified as ANZSCO skill level 1, 2 or 3 (including roles treated at a higher skill level under WA3.16(d) at the Job Check); or
   ii. in a role classified as NOL skill level 1, 2 or 3 and listed at Appendix 20; or
   iii. paid at or above 1.5x the Skilled Migrant Category median wage (see SR3.20(a)(ii)); or
   iv. in a role on the Green List and meets the applicable requirements (see Appendix 13); or
   v. in acceptable employment under the Transport Sector or Care Sector Work to Residence policies as defined in SR6.10 or SR7.10 with the exception of the requirement to have completed 24 months of work in New Zealand in that occupation.

b. Despite the requirement to determine applications for temporary entry in accordance with the instructions in effect at the time an application is made (E7.10(a)(ii)), the exception set out at (a)(v) above applies to any application that was submitted before 6 October 2024 and as of that date had not been decided.

c. Dependent children of an Accredited Employer work visa holder working in a role at ANZSCO skill level 4 or 5 cannot be granted a student visa as a dependent child, unless:
   i. on 26 June 2024, they held a visa as a dependent child of the Accredited Employer work visa holder; or
   ii. on 26 June 2024, they had an application in progress for a visa as a dependent child of the Accredited Employer work visa holder and that application was subsequently granted; or
   iii. their Accredited Employer work visa holder parent is described in (a)(iii) to (v) above.

d. An Accredited Employer work visa holder or a Specific Purpose work visa holder under the NOL subcategory (see WS2.1.1(o) – instructions effective 8 September 2025) whose dependent child is applying for a student visa under these instructions must meet the minimum income threshold specified in U8.20.6 below.

e. Despite (d) above, the minimum income threshold does not apply if the supporting work visa holder(s) currently meet the previous income threshold in place on 9 March 2025 (as per U8.20(a)), and on 9 March 2025:
   i. the dependent child held a visa as a dependent child of the AEWV holder, or had applied for a visa as a dependent of the AEWV holder on or before 9 March 2025 and that application has not been completed; and
   ii. the dependent child's parent(s) held an AEWV or Essential Skills work visa, or had applied for an Accredited Employer work visa on or before 9 March 2025 that was subsequently granted; and
   iii. the maximum continuous stay period that applied to their parent on 9 March 2025 has not yet been reached.

U8.20.5 Dependent children of Essential Skill work visa holders

See also Immigration Act 2009 ss 56, 157

a. Dependent children (see E4.1.10) of holders of work visas granted under the Essential Skills work instructions (WK) after 30 November 2009 will only be granted a student visa if their parent(s) meet a minimum income threshold (see U8.20.6 below).

b. Despite U8.20.6(a), dependent children of Essential Skills work visa holders whose parents have an application being considered under the Samoan Quota or Pacific Access Category must meet the minimum income requirements of those instructions (see S1.10.35 or S1.40.35) to be eligible for a student visa under these instructions.

c. Dependent children are not required to be assessed against the Essential Skills minimum income threshold if their parent(s):
   i. have held any temporary work visa before 30 November 2009; and
   ii. have remained on a valid visa from 30 November 2009 until the date of the dependent child's application under U8.20.

U8.20.6 Minimum income threshold

a. The minimum income threshold is NZ$55,844 gross per annum.

b. The minimum income threshold must be met and maintained wholly by the salary or wages of the parent or parents holding an Accredited Employer work visa, Specific Purpose work visa holder under the NOL subcategory (see WS2.1.1(o) – instructions effective 8 September 2025) or an Essential Skills work visa.

c. Evidence must be provided of the supporting work visa holder's current salary or wages to satisfy an immigration officer that the applicant's parent(s) meet the minimum income threshold.

d. If a visa application is declined under these instructions and the dependent child becomes unlawful the parent(s) may become liable for deportation.

e. If the parent(s) do not maintain the minimum income threshold for the duration of their or their dependent child's visa both the parent(s) and child may become liable for deportation.

Note: Where both parents hold Accredited Employer work visas, or Specific Purpose work visas under the NOL subcategory (see WS2.1.1(o) – instructions effective 8 September 2025) or Essential Skills work visas, their income may be combined to meet the minimum income threshold.

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

See also Immigration Act 2009 ss 56, 157

a. Dependent children of a holder of a work visa under Religious Worker instructions (WM) will only be granted a student visa if the:
   i. minimum income threshold is met by the Religious Worker visa holder and their partner; or
   ii. religious organisation sponsoring the principal applicant agrees to sponsor the dependent children.

b. Under (a)(i) above:
   i. the minimum income threshold is NZ$55,844 gross per annum; and
   ii. the minimum income threshold must be met and maintained by the salary, wages or a stipend received by the Religious Worker visa holder and their partner; and
   iii. evidence must be provided of the current salary, wages or stipend of the Religious Worker visa holder and their partner; and
   iv. if a visa application is declined under these instructions and the dependent child becomes unlawful the parents may become liable for deportation; and
   v. if the parents do not maintain the minimum income threshold for the duration of their visa or their dependent child's visa, both the child and the parents may become liable for deportation.

c. Despite (a)(i) above, the minimum income threshold does not apply if the parent(s) currently meet the previous income threshold in place on 9 March 2025 (as per U8.20.6 (a)), and on 9 March 2025:

   i. the dependent child held a visa as a dependent child of the Religious work visa holder, or had applied on or before that date for a visa as a dependent of the Religious work visa holder and that application has not been completed; and

   ii. the dependent child's parent(s) held a Religious Work visa, or had applied on or before that date for a Religious Work visa that was subsequently granted.

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

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

Subject to the provisions of E4.5:

a. Partners (see E4.1.20) of student or work visa holders may be granted visitor visas if that type of visa is appropriate to their needs for the currency of the partner's visa.

b. Dependent children (see E4.1.10) of student or work visa holders may be granted visitor visas if that type of visa is appropriate to their needs for the currency of the parent's visa.

c. Despite (a) and (b) above, partners and dependent children are not eligible for the grant of a visa under these instructions if the supporting partner or parent was granted a visa under the following instructions:

   i. Foreign Crew of Fishing Vessels (see WJ); or
   ii. Recognised Seasonal Employer (RSE) (see WH1); or
   iii. Supplementary Seasonal Employment (SSE) (see WH3); or
   iv. Skilled Migrant Category Job Search Instructions (see WR5); or
   v. a Working Holiday Scheme (see WI2); or
   vi. people granted a work visa as a domestic staff member of diplomatic, consular or official staff (see WI4); or
   vii. seasonal workers under Specific Purpose Instructions; or
   viii. seasonal workers under seasonal AEWV pathways (see WA1.10(a)(ii)).

d. Despite (a) and (b) above, the eligibility of partners and dependent children of Accredited Employer work visa holders and Specific Purpose work visa holders under the NOL subcategory (see WS2.1.1(o) – instructions effective 8 September 2025) for visitor visas is set out at V3.10.1 below.

e. Partners and dependent children of people granted work to residence visas must meet health and character requirements for residence class visa applications as set out at A4 and A5.

f. Despite (a) and (b) above, a partner or dependent child of the holder of a Migrant Exploitation Protection work visa (MEPV) may be granted a visitor visa under these instructions only if, at the time they apply, the partner or dependent child is in New Zealand on a visa that was granted on the basis of the visa held by the MEPV holder immediately prior to the MEPV holder's current visa. If granted, the visa's duration must be for the same period as the MEPV holder's visa, and will not include multiple entry travel conditions.

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

a. Partners (see E4.1.20) and dependent children (see E4.1.10) of an Accredited Employer work visa holder or a Specific Purpose work visa holder under the NOL subcategory (see WS2.1.1(o) – instructions effective 8 September 2025) may be granted a visitor visa if their supporting partner or parent is:

   i. in a role classified as ANZSCO skill level 1, 2 or 3 (including roles treated at a higher skill level under WA3.16(d) at the Job Check; or
   ii. in a role classified as NOL skill level 1, 2 or 3 and listed at Appendix 20; or
   iii. paid at or above 1.5x the Skilled Migrant Category median wage (see SR3.20(a)(ii)); or
   iv. in a role on the Green List and the Accredited Employer work visa holder meets the applicable Green List requirements (see Appendix 13); or
   v. in acceptable employment under the Transport Sector or Care Sector Work to Residence policies as defined in SR6.10 or SR7.10, with the exception of the requirement to have completed 24 months of work in New Zealand in that occupation.

b. Despite the requirement to determine applications for temporary entry in accordance with the instructions in effect at the time an application is made (E7.10(a)(ii)), the exception set out at (a)(v) above applies to any application that was submitted before 6 October 2024 and as of that date had not been decided.

c. Partners and dependent children of an Accredited Employer work visa holder working in a role at ANZSCO skill level 4 or 5 cannot be granted a visitor visa as a partner or dependent child, unless:

   i. on 26 June 2024, they held a visa as a dependent of the Accredited Employer work visa holder; or
   ii. on 26 June 2024, they had an application in progress for a visa as a dependent of the Accredited Employer work visa holder and that application was subsequently granted; or
   iii. the role of their Accredited Employer work visa holder partner or parent is described in (a)(iii) to (v) above.

d. An Accredited Employer work visa holder or a Specific Purpose work visa holder under the NOL subcategory (see WS2.1.1(o) – instructions effective 8 September 2025) whose dependent child is applying for a visitor visa under these instructions must meet the minimum income threshold specified at V3.10.10 below.

e. Despite (d) above, the minimum income threshold does not apply if the supporting work visa holder(s) currently meet the previous income threshold in place on 9 March 2025 (as per V3.10.10), and on 9 March 2025:

i. the dependent child held a visa as a dependent child of the supporting work visa holder, or had applied on or before that date for a visa as a dependent of the supporting work visa holder and that application has not been completed; and

ii. the dependent child's parent(s) held an Accredited Employer work visa or Essential Skills work visa, or had applied on or before that date for an Accredited Employer work visa that was subsequently granted; and

iii. the maximum continuous stay period that applied to their parent on 9 March 2025 has not yet been reached.

V3.10.5 Dependent children of Essential Skills work visa holders

a. A dependent child of a holder of a work visa granted under the Essential Skills work instructions (WK) after 30 November 2009 will only be granted a visitor visa if the minimum income threshold is met.

b. Despite (a) above, dependent children born in New Zealand after 30 November 2009 will not be tested against the threshold until their parent(s) next applies for an Essential Skills work visa.

c. Despite (a) and (b) above, the minimum income threshold does not apply if the dependent child's parent(s):

i. have held any temporary work visa before 30 November 2009; and

ii. have remained on a valid visa from 30 November 2009 until the date of the dependent child's application under V3.10.

V3.10.10 Minimum income threshold

a. The minimum income threshold is NZ$55,844 gross per annum.

b. The minimum income threshold must be met and maintained wholly by the salary or wages of a parent or parents holding an Accredited Employer work visa, Specific Purpose work visa holder under the NOL subcategory (see WS2.1.1(o) – instructions effective 8 September 2025) or an Essential Skills work visa.

c. Evidence must be provided of the supporting work visa holder's current salary or wages.

d. Despite (a) above, if the dependent child is included in a Samoan Quota or Pacific Access Category application, the minimum income threshold is the amount specified in Samoan Quota or Pacific Access Category instructions.

e. If a visa application is declined under these instructions and the dependent child becomes unlawful the parent(s) may become liable for deportation.

f. If the parent(s) do not maintain the minimum income threshold for the duration of their or their dependent child's visa, both the child and the parent(s) may become liable for deportation.

Notes:
- Where both parents hold Accredited Employer work visas, or Specific Purpose work visas under the NOL subcategory (see WS2.1.1(o) – instructions effective 8 September 2025) or Essential Skills work visas, their incomes may be combined to meet the minimum income threshold.
- The minimum income threshold excludes employment-related allowances (for example tool or uniform allowances) and must be calculated on the basis of no more than 40 hours' work per week.

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

See also Immigration Act 2009 ss 56, 157

a. Dependent children of a holder of a work visa under Religious Worker instructions (WM) will only be granted a visitor visa if:

i. the minimum income threshold of NZ$55,844 gross per annum is met by the Religious Worker visa holder and their partner; or

ii. the religious organisation sponsoring the principal applicant agrees to sponsor the dependent children.

b. Under (a)(i) above:

i. the minimum income threshold must be met and maintained by the salary, wages or a stipend received by the Religious Worker visa holder and their partner; and

ii. evidence must be provided of the current salary, wages or stipend of the Religious Worker visa holder and their partner; and

iii. if a visa application is declined under these instructions and the dependent child becomes unlawful the parents may become liable for deportation; and

iv. if the parents do not maintain the applicable minimum income threshold for the duration of their visa or their dependent child's visa, both the child and the parents may become liable for deportation.

c. Despite (a)(i) above, the minimum income threshold does not apply if the parent(s) currently meet the previous income threshold in place on 9 March 2025 (as per V3.10.10 (a)), and on 9 March 2025:

i. the dependent child held a visa as a dependent child of the Religious work visa holder, or had applied on or before that date for a visa as a dependent of the Religious work visa holder and that application had not been completed; and

ii. the dependent child's parent(s) held a Religious Work visa, or had applied on or before that date for a Religious Work visa that was subsequently granted.

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

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

a. Dependent children who have made a visitor visa application as a child of a work visa holder (V3.10) may be granted work rights, enabling them to work for up to 25 hours in any given week and full-time during the summer holiday period (1 December-31 January inclusive annually) where they:

   i. Meet age requirements as a result of being between 17 and 24 years old (inclusive) when they make their application; and

   ii. have provided evidence to satisfy an immigration officer that they have successfully completed year 13 of secondary school (or the overseas equivalent) if they are aged 17 years old when they make their application; and

   iii. are included as a dependent child in an application for residence under one of the below categories:

      - Partnership Category (F2)
      - Skilled Migrant Category Resident Visa (SM); or
      - Skilled Migrant Category Visa (SR3); or
      - Green List: Straight to Residence (SR4); or
      - Green List: Work to Residence (SR5); or
      - Care Workforce: Work to Residence (SR6); or
      - Transport Sector: Work to Residence (SR7).

b. Despite E7.10(a)(ii), immigration officers may apply these instructions to any eligible dependent children awaiting the outcome of a family residence visa application that has not been decided and was submitted before 3 November 2025.

Notes:
-The summer holiday period is defined as running from 1 December to 31 January (inclusive) annually for visitor visa holders with work conditions which specify that they may undertake full-time work during the summer holiday period. This definition does not apply under student visa instructions, where the summer holiday period is determined by the associated education provider.
-Evidence that a 17-year-old applicant has completed year 13 of secondary school (or the overseas equivalent) may include, but is not limited to: a letter from their secondary school, a final school report or a graduation certificate.
-As per R2.1.30(f) where immigration officers are required to assess the financial dependence of children included in a resident application, any part-time work undertaken in accordance with these conditions will not affect that assessment.

WA1 Objective and Overview of Accredited Employer instructions

WA1.1 Objective

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

a. incentivising employers to employ more New Zealanders to respond to skill and labour shortages over time; and

b. ensuring that employers only recruit non-New Zealand citizen or residents for genuine shortages, while not displacing New Zealanders from employment opportunities or hindering improvements to wages or working conditions; and

c. reducing risks around business models and practices that might enable migrant exploitation; and

d. ensuring that employers are compliant with specific employment, immigration and business standards (WA2.10.10).

WA1.5 Overview of Accredited Employer instructions

a. There are three steps in the grant of an Accredited Employer work visa. These are:
   i. employer accreditation - the employer must be granted employer accreditation (WA2); then
   ii. Job Check - the accredited employer must have a Job Check approved by Immigration New Zealand (INZ) for any vacancy the employer needs to fill with a non-New Zealand citizen or resident worker (WA3); then
   iii. work visa - a non-New Zealand citizen or resident worker is granted an Accredited Employer work visa to fill the vacancy for the accredited employer, if the instructions at WA4 are met.

b. Despite (a)(ii) above, an application from an Accredited Employer work visa (AEWV) holder for a further AEWV does not require the employer to have had a further Job Check approved, provided the applicant submitted the application for their current AEWV on or before 9 March 2025, they are applying for a visa to continue working in the same role with the same employer for whom they hold their current AEWV, and the application meets the requirements set out at WA4.10.20.

WA1.10 Accredited Employer work visa pathways

a. The Accredited Employer instructions allow applicants to be granted a work visa under these pathways:
   i. A regular AEWV; or
   ii. A seasonal AEWV, which includes:
      - A Global Workforce Seasonal Visa; or
      - A Peak Seasonal Visa.

WA2.1 Overview

a. There are two types of employer accreditation:
   i. Standard Accreditation; and
   ii. High Volume Accreditation.

b. All employers must meet the generic requirements for employer accreditation set out at WA2.10 and the requirements for subsequent accreditation set out at WA2.30. These include requirements for the employer as an entity, as well as for key people (as defined at WA2.60.10) within the employer's organisation.

c. Employers who place Accredited Employer work visa holders in triangular employment arrangements (as defined at WA2.60.15), including labour hire employers, must meet the additional requirements set out at WA2.20.

d. All other employers who want to have more than 5 jobs associated to them (WA3.35.1) at any one time, must apply for High Volume Accreditation.

Note: If an employer accreditation application is approved for employers specified in (c) and (d), they will be granted High Volume Accreditation.

WA2.1.5 Automated processing and granting

a. An automated electronic system may determine whether an employer meets one or more of the requirements for employer accreditation or extension (see WA2.45(c)) under these instructions.

b. An automated electronic system may grant employer accreditation to an employer who meets the requirements under these instructions.

c. Where a decision is made by way of an automated electronic system that decision must for all purposes be treated as a decision of an immigration officer who is authorised to make the decision under the Immigration Act 2009.

WA2.35 Processing and verification requirements

a. Employers must advise INZ within 10 working days:
   i. of any changes to their key persons or business structure (including changes to the employer's legal entity, such as changing from a partnership to a limited company, or merging or amalgamating with another entity); and
   ii. if a regular Accredited Employer Work Visa or Peak Seasonal Visa holder's employment ends more than a month before their visa expires; or
   iii. if a Global Workforce Seasonal Visa holder's employment ends more than a month before the end date or period specified in the employment agreement provided with the work visa application.

b. Where a change to an accredited employer's business structure results in a change to the legal entity (and NZBN) employing Accredited Employer work visa holders (such as changing from a partnership to a limited company, or merging or amalgamating with another entity), that legal entity must apply for accreditation in its own right under that legal entity (and associated NZBN).

Notes:
- An employer's accreditation status cannot be transferred to another legal entity, with a separate NZBN. Accreditation cannot be acquired by a non-accredited employer entity amalgamating or merging with an accredited employer.
- The obligation to inform INZ if an AEWV holder's employment ends as per (a)(ii) above is an accreditation requirement that will take effect at the point the employer is accredited (or has accreditation renewed or updated) while these requirements are in place.

c. As part of assessing an employer accreditation application, INZ may, where necessary:
   i. take steps to verify whether information, including evidence provided as part of an application for accreditation, is genuine, true and accurate, including conducting interviews or site visits to the employer's premises; and
   ii. request evidence and additional information that is not specified in these instructions from employers, organisations that an Accredited Employer work visa holder is placed in a triangular employment arrangement with, employees, members of the public and other relevant parties such as other parts of the Ministry of Business, Innovation and Employment, WorkSafe, the Labour Inspectorate, the Companies Office, the Inland Revenue Department or other government agencies to:
      - determine whether an employer meets the requirements for employer accreditation; and
      - determine whether an organisation that an Accredited Employer work visa holder is placed in a triangular employment arrangement with meets the requirements as set out at WA2.20.1; and
      - confirm the identity of key persons within an organisation and their role with an employer; and
   iii. take into account information in addition to that collected from the parties detailed above or from interviews or site visits, including:
      - information supplied by an employee to INZ at any time; and
      - information about the employer held by INZ from their current or previous accreditation or Job Check application(s) or from other interactions the employer has had with INZ (e.g. visa applications they have supported); and
      - publicly available information about the employer.

d. An employer accreditation renewal application may be declined if an employer has failed to advise INZ of any changes outlined in (a) or (b) above within the required timeframe.

e. An employer accreditation application may be declined if the employer refuses INZ entry to conduct a site visit without reasonable justification, where this results in the immigration officer not being satisfied that the employer meets the accreditation requirements set out in these instructions.

f. An employer accreditation application may be declined where an employer does not give consent for INZ to disclose relevant information. Before disclosing information to third parties, such as other government agencies, for the purposes of assessing an accreditation application or carrying out verification, INZ will seek the consent of the employer for the disclosure of information that is:
   i. identified by the employer as commercially sensitive; and
   ii. provided in confidence to INZ; and
   iii. considered by INZ as necessary to disclose for the determination of an application.

WA2.35.1 Processing and verification requirements for employers who use triangular employment arrangements

a. INZ may, where necessary, directly verify information with the employer, the organisation that an Accredited Employer work visa holder is placed with, or employees in relation to the requirements for accreditation set out in these instructions, including by carrying out site visits.

b. If the organisation that an Accredited Employer work visa holder is placed with refuses INZ entry to conduct a site visit without reasonable justification, and an immigration officer is not satisfied that the employer meets the requirements in these instructions, Accredited Employer work visa holders may not be placed with that organisation.

WA3 Job Check instructions

WA3.1 Overview

a. Employers who are accredited may make a Job Check application and if it is approved:

   i. The approved job(s) will be associated to the employer.

   ii. On the approval of a Job Check, an employer is granted one or more tokens, which allow the employer to support a work visa application for a non-New Zealand citizen or resident visa holder under the specific AEWV pathway the Job Check was granted under (WA1.10(a)).

   iii. The token(s) granted will be either:

      - a regular AEWV job token(s),; or
      - a Global Workforce Seasonal Visa job token(s); or
      - a Peak Seasonal Visa job token(s).

   iv. Employers with Standard Accreditation can have a maximum of 5 jobs associated to them at any one time (see WA3.30.20 for the definition of jobs associated to an employer). There is no maximum number of jobs that can be associated to employers holding High Volume Accreditation.

Note: For avoidance of doubt, a job token is counted towards the maximum number of jobs associated to an employer regardless of the AEWV pathway it is granted under.

b. Despite E7.7, where these instructions refer to the ANZSCO, any assessment must be based on the Immigration view of version 1.3 of the ANZSCO provided by Statistics New Zealand in their Aria classification management system.

WA3.5 Applying for a Job Check

a. A Job Check application must be made by an accredited employer (as defined at WA2.60.1) whose accreditation is not suspended.

b. Applications must be made using the approved online form provided on the INZ website.

c. Employers must include evidence demonstrating that they meet the Job Check instructions, including:
   i. a detailed job description; and
   ii. if a labour market test is required (WA3.20(a)), evidence of advertising the job.

d. A fee must be paid for a Job Check application.

e. Multiple proposed jobs may be included in a Job Check application if the following details are the same for all proposed jobs:
   i. occupation; and
   ii. location(s); and
   iii. minimum guaranteed remuneration and maximum remuneration; and
   iv. type of employment (permanent or fixed term); and
   v. the minimum qualifications, work experience, skills or other specifications required for the job; and
   vi. the job description; and
   vii. the terms and conditions of the employment (WA3.15.10); and
   viii. if a labour market test is required (WA3.20(a)), the jobs are included in the same set of advertising.

f. Where the occupation is included on the List of Seasonal Occupations (Appendix 19), employers must indicate which of the following AEWV pathways they are offering the job under:
   i. regular AEWV; or
   ii. Global Workforce Seasonal Visa; or
   iii. Peak Seasonal Visa.

WA3.10 Requirements for a Job Check

WA3.10.1 Summary of requirements

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

a. the employer continues to meet the requirements of their accreditation as set out in WA2 instructions (WA2.10, WA3.10.5(c)); and

b. the employment is acceptable as set out at WA3.15; and

c. where required, the job meets the labour market test as set out at WA3.20; and

d. where the employer holds Standard Accreditation, approval of the Job Check does not result in the employer having more than 5 jobs associated to them, and

e. the employer agrees to take reasonable steps to ensure that any Accredited Employer work visa applicant who applies on the basis of the Job Check meets qualification and skill requirements as set out at WA2.10.14.

WA3.10.3 Jobs offered under seasonal visa pathways

An immigration officer may approve an application for a Job Check under the Global Workforce Seasonal Visa pathway or Peak Seasonal Visa pathway where:

a. the occupation is included on the relevant list of seasonal occupations and the specific requirements for the job offered are met (Appendix 19); and

b. the immigration officer is satisfied the application meets:
   i. the requirements for a Job Check set out at WA3.10.1; and
   ii. any requirements that are specific to the relevant seasonal visa pathway, including:
      - the requirement for the proposed employment to be genuinely seasonal (WA3.15.10); and
      - any specific Labour Market Test requirements (WA3.20)

WA3.10.5 Processing and verification requirements

a. When assessing an application for a Job Check, an immigration officer may:
   i. be satisfied that the requirements to be granted a Job Check are met on the basis of declarations or information provided by the employer; or
   ii. take steps necessary to verify information that is provided as part of an application for a Job Check is genuine, accurate and true; or
   iii. request evidence (including additional information not specified in these instructions) from employers, migrant employees and other parties, such as other parts of the Ministry of Business, Innovation and Employment and other government agencies, to determine whether an employer meets the requirements for a Job Check and/or the requirements of their accreditation (WA2.10).

b. Information that is provided as part of an application for a Job Check must be genuine, accurate and true. An immigration officer may decline an application for a Job Check if they are satisfied that an employer:
   i. provided false or misleading information in support of the Job Check application; or
   ii. withheld relevant information that was prejudicial to approval of the Job Check application.

c. If there is information that indicates an employer may no longer meet the requirements of their accreditation (as set out in WA2 instructions), an immigration officer may:
   i. Request additional information from the employer or other parties in line with WA3.10.5(a)(iii) above for the purposes of undertaking verification (WA2.50).
   ii. Postpone making a decision on the application while the employer's accreditation is being considered (or has been referred) for suspension and/or revocation (WA2.55).

d. If the employer's accreditation is expired, an immigration officer may decline the Job Check application (as per WA3.10.10(c)).

e. Despite (d) above, an immigration officer may consider postponing a decision on the Job Check application if the employer has made a new application for employer accreditation that is undecided.

f. If an employer's accreditation is suspended, an immigration officer must postpone any decision to approve a Job Check application until the suspension ends.

g. If an employer's accreditation is revoked, an immigration officer will decline the Job Check application as per WA3.10.10(c).

WA3.10.10 Considering a Job Check application

a. In accordance with the principles of fairness and natural justice set out at A1, employers submitting a Job Check application will be given the opportunity to comment before a decision to decline an application is made on the basis of any potentially prejudicial information (PPI).

b. For the purpose of assessing a Job Check application, PPI is factual information or material that:
   i. will or may adversely affect the outcome of the application; and
   ii. the employer has not had an opportunity to comment on.

c. For the avoidance of doubt, Job Check applications may be declined without seeking further comment from the employer where an employer no longer holds current accreditation due to their accreditation being expired or revoked.

d. If an application fails to meet the requirements of the Job Check instructions, immigration officers may consider if a waiver of specific requirements in these instructions is appropriate, taking into account:

   i. all the circumstances of the application; and

   ii. the objectives of the instructions; and

   iii. the situation of the employer.

e. Any decision to waive specific requirements in these instructions must be approved by an Immigration Manager or higher.

WA3.10.20 Automated processing and approval

a. An automated electronic system may determine whether an employer meets one or more of the requirements for a Job Check under these instructions.

b. An automated electronic system may approve a Job Check for an employer who meets the requirements under these instructions.

c. Where a decision is made by way of an automated electronic system, that decision must for all purposes be treated as a decision of an immigration officer who is authorised to make the decision under the Immigration Act 2009.

WA3.15 Acceptable employment

WA3.15.1 Employer requirements

a. The employer making a Job Check application must be:
   i. an accredited employer whose accreditation is not suspended; and
   ii. the direct employer for the proposed employment (as defined at WA2.60.5).

b. The employer must provide a declaration that their employment agreement for the proposed job(s) will:
   i. include all mandatory clauses required by employment law; and
   ii. include details about paid leave entitlements; and
   iii. only include clauses that comply with employment law; and
   iv. include the maximum number of hours that the employee may be asked to work before being paid additional overtime rates, and details of the overtime rate of pay; and
   v. include the maximum number of hours that the employee may be asked to work; and
   vi. include the pay period; and
   vii. not include a trial provision as defined in section 67A (2) of the Employment Relations Act 2000.

Note: Direct employer does not exclude triangular employer arrangements as defined in WA2.60.15.

WA3.15.5 Remuneration requirements

a. The remuneration for the proposed employment must be at or above the New Zealand adult minimum wage.

b. An immigration officer must be satisfied that the rate of pay is not less than the market rate for that occupation (see W2.2.15 and WA3.25).

c. Payment for the proposed employment must be by wages or salary, except for any goods or services that are specified in the proposed employment agreement and are determined by an immigration officer to be reasonable deductions from the wage or salary as per WA3.25(g).

d. The pay period for the proposed employment must not be longer than one month.

e. When determining whether the market rate requirement at (b) above is met, an immigration officer may consider factors such as (but not limited to):
   i. What a New Zealand citizen or resident would be paid to do that job, or a similar job.
   ii. Any collective agreements for the industry the job is in.
   iii. The job description.
   iv. The location of the job.
   v. How long the job is for.
   vi. Any other terms and conditions of the job, for example hours of work.
   vii. What training and experience is needed to do the job.
   viii. Available industry salary guides.

WA3.15.10 Acceptable terms and conditions of employment

a. The proposed employment must be for a single accredited employer only, and:
   i. must be genuine (as defined at WA3.30.1); and
   ii. must be full time (at least 30 guaranteed hours per week for every week worked) for the duration of the employment period; and
   iii. must be compliant with all the relevant New Zealand employment laws in force; and
   iv. must not include terms and conditions that are less favourable than those of the New Zealand market, including notice periods; and
   v. must not involve the employee being placed in a triangular employment arrangement with another organisation, as defined at WA2.60.15, unless the employer holds High Volume Accreditation – Triangular Employment; and
   vi. must not include the employer passing any recruitment, compulsory training or equipment costs or fees to the employee, as per the requirements for employer accreditation set out WA2.10.10(m).

b. The proposed employment under a seasonal visa pathway must also:
   i. be for an occupation included on the relevant list of seasonal occupations (Appendix 19) and where specified, meet the specifications or requirements for the job offered; and
   ii. be genuinely seasonal.

c. Factors an immigration officer may consider when determining whether the job is genuinely seasonal include but is not limited to whether the job is offered for the part of the year during peak activity for the industry.

d. If travel or changing locations is part of the proposed employment (not to take up the employment, but as part of the job, for example an employer requiring a worker to complete a project in another location), the terms and conditions of that travel or change of locations must:
   i. be set out in the employment agreement; and

ii. not have the potential to disadvantage the employee.

e. Factors an immigration officer may take into account when determining whether there is the potential for disadvantage caused by the terms and conditions of travel or change of locations include, but are not limited to:

i. the notice period employees are given when being required to change location; and

ii. compensation provided to employees when being required to travel or change location, including for travel and accommodation; and

iii. what the process or outcome is when an employee is unable to change locations or undertake the travel.

f. The proposed employment must not be for:

i. self-employment; or

ii. planting, maintaining, harvesting, or packing crops in the horticulture or viticulture industries; or

iii. foreign crew of fishing vessels (WJ4.15).

g. When assessing whether the employment is acceptable an immigration officer may request and review further evidence, including the proposed employment agreement if they are not satisfied that these requirements are met.

Notes:
- Applications for work visas to plant, maintain, harvest, or pack crops in the horticulture or viticulture industries must be made under the Recognised Seasonal Employer (RSE) Instructions (WH1) or the Supplementary Seasonal Employment Instructions (WH3).
- Applications for work visas for foreign crew of fishing vessels (WJ4.15) must be made under the Foreign Crew of Fishing Vessels Instructions (WJ).

WA3.16 Occupation and skill level

a. An immigration officer will assess the job offered to determine the occupation and skill level of the role as set out in:

   i. the Australian and New Zealand Standard Classification of Occupations (ANZSCO); or

   ii. if the occupation is listed in Appendix 20, the National Occupation List (NOL). For the avoidance of doubt, NOL occupations not expressly listed in Appendix 20 do not meet the requirements of the WA3 Job Check instructions.

b. To assess the occupation and skill level of the proposed role using the ANZSCO or, for those occupations listed in Appendix 20, the NOL, an immigration officer:

   i. will determine whether the proposed role is substantially consistent with the ANZSCO or, for those occupations listed in Appendix 20, NOL (6 digit) level job title and description for that occupation; and

   ii. may undertake a substantial match assessment (WA3.16.1).

c. Where an employer has declared that the job offered is at ANZSCO or, for those occupations listed in Appendix 20, NOL skill level 1-3, however, an immigration officer determines that the job is at ANZSCO skill level 4-5, the Job Check will be assessed according to instructions that apply to skill level 4 and 5 occupations.

d. A job in an occupation classified in ANZSCO as skill level 4 or 5 may be treated as skill level 1-3 for the purposes of the Accredited Employer instructions at WA3 and WA4 if:

   i. the occupation is listed in Part 1 of Appendix 7, in which case the job will be treated as a skill level 3 role; or

   ii. the occupation is listed in Part 2 of Appendix 7 and the employer has specified skill requirements for the role that are consistent with skill level 3 or higher (i.e. at least 3 years of work experience or an NZQCF Level 4 qualification) – in which case the job will be treated as a skill level 3 role; or

   iii. the ANZSCO definition for the occupation states that some roles in the occupation are a higher skill level and the employer has specified qualifications and/or work experience requirements for the role that are consistent with the higher skill level, in which case the job will be treated as a role of the higher skill level specified in ANZSCO.

e. Despite the requirement to determine applications for temporary entry in accordance with the instructions in effect at the time the application is made (E7.10(a)(ii)), any application described below submitted but not decided as at 9 March 2025 should be assessed using the criteria for ANZSCO skill level 3 roles if the role in question is described in (d)(i) and (ii) above. This will be applicable for determining:

   i. applications for work or visitor visas for partners, and applications for student or visitor visas for dependants of an AEWV holder (see WF3.1.5, V3.10.1 and U8.20.10 where ANZSCO skill level of the AEWV holder determines eligibility); and

   ii. applications for a Job Check (see WA3.20 where ANZSCO skill level determines labour market test requirements); and

   iii. applications for an Accredited Employer work visa (see WA4.12 where ANZSCO skill level determines whether English language requirements must be met and WA4.11.1 where ANZSCO skill level determines maximum continuous stay).

WA3.16.1 Substantial match assessment

a. The assessment of a substantial match involves a determination of whether the employment is substantially consistent with the ANZSCO or, for those occupations listed in Appendix 20, NOL description of the:

   i. occupation (6-digit) level; and

   ii. tasks listed at the ANZSCO or, for those occupations listed in Appendix 20, NOL Unit Group (4-digit) level for that occupational group, excluding any tasks which are not relevant to the occupation description.

b. To be considered a substantial match to an occupation, the tasks relevant to the ANZSCO or, for those occupations listed in Appendix 20, NOL occupation description must comprise most of the role.

c. When determining the occupation and skill level of the proposed employment, an immigration officer may also consider factors including (but not limited to):

   i. the circumstances of the employer, including the scope and scale of the employer's organisation and operation (the size of the operation, the number of staff and managers, and whether management functions are centralised at a head office or undertaken by other managers); and

   ii. the qualifications and work experience required for the job; and

   iii. the remuneration offered.

Note: Where no description is stated at the ANZSCO or NOL occupation (6-digit) level, an immigration officer should refer to the ANZSCO or NOL Unit Group (4-digit) description or the higher ANZSCO or NOL group (3-digit or 2-digit) level as necessary to determine a substantial match with the stated occupation. Similarly, where no ANZSCO or NOL core tasks are listed at the ANZSCO or NOL Unit Group (4-digit) level, an immigration officer should refer to a higher ANZSCO or NOL group (3-digit or 2-digit) level as necessary to locate the core tasks that ANZSCO or NOL (for those occupations listed in Appendix 20) associates with the stated occupation.

WA3.20 Labour market test

a. The labour market test must be met for any jobs that are approved as part of a Job Check, except where:
   i. the remuneration for the proposed employment is $67.12 per hour or above, or the equivalent annual salary (WA3.25); or
   ii. the proposed employment is for an occupation included on the Green List, and the minimum requirements for the job include the requirements on the list for that occupation (Appendix 13); or
   iii. the Job Check is for a Global Workforce Seasonal Visa job token.

b. The labour market test is met if:
   i. the employer has made genuine attempts to attract and recruit suitable New Zealand workers by advertising the job (WA3.20.1); and
   ii. the employer did not find suitable and available New Zealand workers for the job.

c. Evidence that the labour market test is met must include:
   i. evidence of the advertising required by WA3.20.1 below; and
   ii. a declaration from the employer about whether they found any suitable and available New Zealand workers for the job (WA3.20.10); and
   iii. in the case of an ANZSCO skill level 4 or 5 role (excluding roles treated at a higher skill level under WA3.16 (d)), a declaration from the employer that they:
      - have engaged with Work and Income in good faith as set out at WA3.20.3; and
      - did not find any suitable and available New Zealand workers for the job from either Work and Income or other advertising, along with a declaration about the reason(s) the New Zealand candidate(s) who applied for the role (if any), was or were not suitable or available, as defined at WA3.20.10.

d. If the Job Check is for a Peak Seasonal Visa job token, the employer may either provide evidence that meets WA3.20(c)(iii) or evidence that they have Peak Seasonal Visa endorsement from Work and Income at the time of making a job check application.

e. An immigration officer may accept a declaration from the employer that they have Peak Seasonal Visa endorsement from Work and Income where an immigration officer has already assessed that they have Peak Seasonal Visa endorsement from Work and Income as part of a previous Job Check application, and the endorsement is still valid.

f. Where the proposed work is required to be carried out in multiple locations (as per WA3.20.15(b)), evidence of advertising that meets the requirements of WA3.20.1 below must be provided for each location.

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

a. The job must have been advertised:
   i. on a general national job listing website where suitable New Zealand citizen or resident class visa workers are likely to apply; or
   ii. by other means, if those means are more likely to attract suitable New Zealand citizen or resident workers, for example on an industry-specific job listing website.

b. The job advert must have closed prior to the Job Check application being submitted and been listed for:
   i. at least 14 calendar days where the role is classified as ANZSCO or, for those occupations listed in Appendix 20, NOL skill level 1 – 3; or
   ii. at least 21 calendar days where the role is classified as ANZSCO skill level 4 or 5 (excluding roles treated at a higher skill level under WA3.16 (d) which come under WA3.20.1 (b) (i)).

c. The end date of the advertising must be within the 90 days prior to the Job Check application being submitted.

d. The advert must include:
   i. a job description detailing the key tasks and responsibilities; and
   ii. the key terms and conditions of the employment, which are consistent with the information included with the Job Check application, including:
      - the minimum and maximum rate of pay or salary; and
      - where a significant portion of the actual earnings are not guaranteed, the estimated actual earnings (for example what the piece rates or commission rates are, or what the average bonuses are); and
      - the minimum guaranteed hours of work; and
      - the location of the job; and

iii. the minimum qualifications, work experience, skills or other specifications required for the job (see (e) below).

e. The minimum qualifications, work experience, skills or other specifications required for the job must:

i. only include those necessary to perform the work on offer (WA3.20.5); and

ii. be substantially consistent with those stated in the application form

Note: Advertising submitted with Job Check applications does not have to specify an exact qualification or the minimum months or years of work experience required for a job to meet immigration instructions. For example, 'relevant qualifications', or 'relevant experience' may be accepted where an immigration officer is satisfied these are part of a genuine attempt to attract and recruit suitable New Zealand workers and establish, in a broad sense, the minimum qualifications or work experience required even if these are not quantified exactly.

WA3.20.3 Work and Income engagement for roles that are assessed as ANZSCO skill levels 4 and 5

a. Before submitting a Job Check application for a role which is assessed as ANZSCO skill level 4 or 5 (see WA3.20(c)(iii)), the employer must have engaged with Work and Income, which requires the employer to:

i. list the role with Work and Income, unless Work and Income advise that there is no supply of workers available; and

ii. interview candidates referred that the employer deems suitable (see WA3.20.10); and

iii. act in good faith at all times when engaging with Work and Income to recruit any suitable Work and Income candidates for the role, and when interviewing any suitable candidates.

b. Employers must retain sufficient evidence of their good faith engagement with Work and Income for any jobs they offer to migrants for at least the duration of their current accreditation period and may be asked to provide this by Immigration New Zealand.

c. When engaging with Work and Income:

i. the person engaging with Work and Income must be responsible for making hiring decisions (for example the hiring manager, business owner, a human resource adviser) or engaged by the employer to provide specific recruitment advice (such as a recruitment agent); and

ii. where the person engaging with Work and Income is external to the employer (such as a recruitment agent), the employer must not use the same person or any person from the same organisation to assist or provide advice in their Job Check application.

d. Where the employer lists a role with Work and Income, the employer must retain evidence that this listing is consistent with the advertising undertaken in WA3.20.1(d).

e. Regardless of their engagement with Work and Income, the employer must also advertise their role independently to meet the requirements at WA3.20.1.

f. The employer must have completed their engagement with Work and Income within the 90 days prior to the Job Check application being submitted.

g. When determining whether the Work and Income engagement meets the requirements above:

i. an immigration officer may accept a declaration from the employer provided in the Job Check application; or

ii. if an immigration officer has adverse information to indicate the employer may not have acted in good faith in engaging with Work and Income or referred candidates, an immigration officer may request and review evidence from the employer if they are not satisfied that these requirements are met.

h. An employer that has submitted a Job Check application for a Peak Seasonal Visa job token is not required to meet WA3.20.3(a) if they provide evidence of having Peak Seasonal Visa endorsement from Work and Income at the time of making the application, or if they have provided evidence of having Peak Seasonal Visa endorsement from Work and Income with a previous Job Check application, and the endorsement is still valid.

i. Regardless of a Peak Seasonal Visa endorsement from Work and Income, the employer must also advertise their role independently to meet the requirements at WA3.20.1.

Note: The decision to grant or revoke Peak Seasonal Visa endorsement lies solely with Work and Income.

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

a. To determine whether the minimum qualifications, work experience, skills or other specifications identified by the employer as requirements for the job are necessary to perform the work on offer, an immigration officer may refer to the qualifications described for the closest matching occupation in the Australian and New Zealand Standard Classification of Occupations (ANZSCO) or the closest matching occupation listed in

Appendix 20 , or the work experience that the ANZSCO or, for those occupations listed in Appendix 20, the NOL indicates may substitute the required qualification.

b. For qualifications, work experience, skills or other specification that are not described in the ANZSCO or, for those occupations listed in Appendix 20, the NOL for the matching occupation, an immigration officer may make an assessment of whether the requirement is reasonably necessary to perform the work on offer, taking into account such factors as:
    i. the roles and responsibilities of the job; and
    ii. whether the specification is likely to result in suitable and available New Zealand citizens or residents not applying for the job.

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

WA3.20.10 Suitable and available New Zealand worker

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

a. a New Zealand citizen or residence class visa holder; and

b. suitable, that is, 'qualified to take up the work on offer' (see WA3.30.5) or can 'readily be trained to do the work on offer' (see WA3.30.10); and

c. 'available to do the work on offer' (see WA3.30.15).

WA3.20.15 Determining the location of the job

a. For the purpose of these instructions the location of the job is the place where the work is entirely or principally carried out or based, as per the information provided in the Job Check application.

b. If the work is proposed to be carried out or based in more than one location, an immigration officer may determine that the job is located in multiple locations.

c. Regions are based on regional council boundaries and cities are based on city council boundaries.

d. An immigration officer may request further evidence to determine where the job is located.

e. Factors an immigration officer may take into account when determining whether a job is located in multiple locations may include (but are not limited to):
    i. The nature of the role
    ii. The reasons they are working in a different location
    iii. The work that will be done
    iv. How much work in each location is required.

Note: The location of the proposed employment is relevant to determining whether a labour market test is met (WA3.20), and the conditions of a corresponding Accredited Employer work visa (WA4.15).

WA3.35 Currency and approval specifications of a Job Check

a. When a Job Check is approved, the job tokens granted to the employer may have a validity of 6 months.

b. An approved job token will expire after 6 months, or when the employer's accreditation lapses or is revoked, whichever occurs first.

c. Throughout any period that the employer's accreditation is suspended, any current job tokens the employer holds will be unable to be used to support an application for an Accredited Employer work visa or application for a Job Change.

d. An approved Job Check will specify:
   i. the occupation; and
   ii. the minimum and maximum remuneration for the employment; and
   iii. the location of the employment; and
   iv. the number of job tokens approved; and
   v. the token's start date; and
   vi. the token's expiry date.

e. If an employer applies for a Job Check for multiple jobs, an immigration officer may approve the Job Check for the same or fewer number of jobs requested, depending on whether the requirements set out at WA3.10 are met.

f. A job token associated to an approved Job Check application may be cancelled where:
   i. an employer informs INZ that they no longer require the token; or
   ii. an immigration officer determines that the employment is not genuine (as per WA3.30.1) or acceptable (as per WA3.15); or
   iii. the job token was granted in error.

WA3.35.1 Using a job token to support an Accredited Employer work visa

a. When a job is approved as part of a Job Check application, a non-New Zealand citizen or resident visa holder can use the approved job token to apply for an Accredited Employer work visa or Job Change.

b. The job token may only be used to apply for an Accredited Employer work visa or Job Change while the relevant Job Check is current.

c. The job token may only be used to apply for one Accredited Employer work visa or Job Change, except where (d) below applies.

d. While the job token is current, it can be used to apply for another Accredited Employer work visa or Job Change if:
   i. the previous application for an Accredited Employer work visa or Job Change that was made on the basis of the job token has not been decided, and the employer notifies INZ that the previous offer of employment has been withdrawn; or
   ii. the previous application for an Accredited Employer work visa or Job Change that was made on the basis of the job token is withdrawn; or
   iii. the previous application for a Job Change that was made on the basis of the job token is declined; or
   iv. the previous application for an Accredited Employer work visa that was made on the basis of the job token is declined, and either:
      - a subsequent application for reconsideration is withdrawn or declined; or
      - it has been more than 14 days since the applicant received notice of the decision to decline the application and a subsequent application for reconsideration has not been received; or
      - the employer notifies INZ that the previous offer of employment has been withdrawn.

e. A job token may only be used to apply for an Accredited Employer work visa or Job Change under the pathway for which the job token was granted (see WA3.1(a)(ii)).

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

WA4.1 Overview

a. The Accredited Employer work visa instructions provide for the grant of work visas to non-New Zealand citizen or resident workers with an offer of employment to work in New Zealand for an accredited employer.

b. The minimum guaranteed remuneration for the employment determines the ability of an Accredited Employer work visa holder to support temporary visas for family members (WA4.10.15, U8.20, WF3.1 and V3.10), unless stated otherwise.

c. A person granted a visa under these instructions may be eligible for either:

   i. a regular Accredited Employer Work Visa if they are applying using a regular AEWV job token; or

   ii. if they have been offered employment in an occupation on the list of seasonal occupations and the specific requirements for the job offered are met (Appendix 19):

      - a Global Workforce Seasonal Visa if they are applying using a Global Workforce Seasonal Visa job token; or
      - a Peak Seasonal Visa if they are applying using a Peak Seasonal Visa job token.

WA4.5 Applying for an Accredited Employer work visa

a. An Accredited Employer work visa application must be made using the approved online form provided on the INZ website.

b. Applicants must include evidence demonstrating that they meet the Accredited Employer work visa instructions, including:

   i. a copy of the employment agreement; and

   ii. a copy of the signed offer of employment; and

   iii. a job token (a number referring to a job that has been approved as part of a Job Check application) from the accredited employer that has offered them employment, that meets the requirements at WA3.40.5; and

   iv. evidence that they hold acceptable medical insurance that covers the period of employment offered, if their application is for a Peak Seasonal Visa based on an offer of employment for a period of more than 3 months (see WA4.13).

Note: The signed offer of employment does not have to be a separate document to the employment agreement, as long as it is signed by the applicant and employer and includes all information required by WA4.10.1.

c. An Accredited Employer work visa application must be made using a job token that has been granted under the same AEWV pathway (see WA1.10(a)).

WA4.10 Determining an Accredited Employer work visa

a. An immigration officer may grant an Accredited Employer work visa if they are satisfied that the applicant:
   i. meets the generic work visa requirements for applicants at W2.10.1; and
   ii. holds an offer of employment that meets the requirements at WA4.10.1; and
   iii. is suitably qualified by training and experience to do the job they have been offered, as set out at WA4.10.5 and meet the minimum skills threshold as set out at WA4.10.6; and
   iv. has not exceeded a maximum continuous stay period as set out at WA4.11.1; and
   v. has a job token that has not been used to approve another Accredited Employer work visa application, unless that work visa has been varied to allow the visa holder to work for a different employer or the job token has been reused as set out at WA4.10.20; and
   vi. meets a minimum standard of English language at WA4.12 for roles assessed at the Job Check as ANZSCO level 4 or 5, unless the application is for a Global Workforce Seasonal Visa or a Peak Seasonal Visa.

b. If there is information that indicates the employer may no longer meet the requirements of their accreditation, an immigration officer may postpone making a decision on the application until the employer is determined to meet the requirements, or until the employer's accreditation is revoked (WA2.55).

c. If the employer's accreditation is suspended, an immigration officer may postpone making a decision on the application until the suspension ends.

d. If the employer's accreditation expires or is revoked, an immigration officer may decline the application.

e. Applicants who hold a work visa with remuneration as a condition of that visa, may be required to provide evidence of their remuneration payment, such as an Inland Revenue income summary and bank statements.

f. If the application is for a Global Workforce Seasonal Visa or a Peak Seasonal Visa, an immigration officer must be satisfied that the applicant meets:
   i. the requirements for an Accredited Employer work visa set out at WA4.10(a) to (e) above; and
   ii. any requirements that are specific to the relevant seasonal visa applied for, including any specific requirements for:
      - employment offered (WA4.10.1); and
      - the applicant to be suitably qualified (WA4.10.5) where relevant; and
      - the minimum skills threshold (WA4.10.6); and
      - the maximum continuous stay period (WA4.11.2); and
      - health and character (WA4.13.1); and
      - medical insurance (WA4.13.2) where relevant.

WA4.10.1 Requirements for the employment offered

a. The offer of employment must be genuine (refer to WA3.30.1). and include the following information:
   i. name, address, telephone number of the employer; and
   ii. name and address of the person to whom the job is offered; and
   iii. a full job description including:
      - the job title or designation; and
      - the address of the place of employment if different from that in (i) above; and
      - the type of work, duties and responsibilities involved; and
      - details of pay and conditions of employment; and
      - the hours of work; and
      - the duration of the job; and
      - how long the job offer is open.

b. The offer of employment must be from an accredited employer (as defined at WA2.60.1).

c. The following details of the employment offered must be the same as those approved as part of the Job Check application:
   i. the location of the job; and
   ii. the occupation; and
   iii. the hours of work (the minimum guaranteed hours of work must not be less, and the maximum hours must not be more, than those approved as part of the Job Check application); and
   iv. the remuneration (the remuneration must be within the range approved as part of the Job Check application unless an exception under WA4.10.3 below applies); and
   v. the direct employer (as defined at WA2.60.5).

d. All other terms and conditions of the employment offered (for example leave entitlements, notice periods and absence of a trial provision) must be the same as, or more favourable to the applicant than, those declared or provided (if applicable) as part of the Job Check application.

e. The employment must continue to meet all other requirements for acceptable employment as specified at WA3.15.5 and WA3.15.10, in effect at the time the Accredited Employer work visa application is made.

f. INZ will decline an application for a work visa where it considers that the employment was offered as a result of payment made or promised by the applicant (or their agent) to the employer (or their agent) in exchange for securing that offer of employment.

g. When assessing whether the employment offered meets the requirements at (d) and (f) above:

   i. an immigration officer may accept the declaration or other information provided in the Job Check application; and

   ii. an immigration officer may request and review further evidence if they are not satisfied that these requirements are met; and

   iii. despite the requirement to determine applications for temporary entry in accordance with the instructions in effect at the time the application is made (E7.10(a)(ii)), an Accredited Employer work visa application may be determined in accordance with the instructions at (g)(i) and (ii) above if the application was made before 20 November 2024 and has not been decided.

h. Despite WA4.10.1(d), an immigration officer may approve an application where the duration of employment offered differs from the length of employment declared or provided (if applicable) in the Job Check application, if the application is for a Global Workforce Seasonal Visa or a Peak Seasonal Visa.

i. The offer of employment must cover at least one season of employment for the first season if the application is for a Global Workforce Seasonal Visa.

j. An immigration officer must be satisfied that the employment offered is genuinely seasonal if the application is for a Global Workforce Seasonal Visa or a Peak Seasonal Visa.

k. When determining whether the employment offered is genuinely seasonal, an immigration officer may consider whether the period of employment offered is for the part of the year during peak activity for the industry.

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

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

a. less than the remuneration approved at Job Check stage and:

   i. the Job Check was submitted on or before 9 March 2025; and

   ii. the remuneration offered is not less than the New Zealand market rate for that occupation as required by WA3.15.5(b); or

b. more than the remuneration approved at Job Check stage because the current minimum wage is higher than the rate advertised at the time of the Job Check; or

c. more than the remuneration approved at the Job Check stage and the applicant is re-using a Job Check number as described in WA4.10.20.

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

a. An applicant is suitably qualified to do the job they have been offered if they have the qualifications, work experience, skills and other specifications that were listed by the employer, in the Job Check application, as the minimum requirements for the job.

b. If the employment offered is for an occupation that is on the Green List, an applicant is suitably qualified if:

   i. they meet (a) above; or

   ii. they meet the current requirements on the list for that occupation (Appendix 13).

c. If the application is for a Global Workforce Seasonal Visa, an applicant is suitably qualified if they meet WA4.10.6(b) below.

d. Despite W2.10.1(b)(i), an immigration officer may accept that an applicant has the minimum qualifications, work experience, skills or other specifications required for the job, without the applicant providing evidence of those specifications, where:

   i. an immigration officer has already assessed and accepted them as part of a previous application; or

   ii. the applicant holds evidence of full or provisional occupational registration for the job they have been offered, where the specifications were required to obtain that registration.

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

a. An applicant who is applying for a regular AEWV meets the minimum skills threshold if an immigration officer is satisfied that they:

   i. can demonstrate two years or more of relevant work experience with sufficient evidence from a third party; or

   ii. have a relevant qualification at Level 4 or higher on the New Zealand Qualifications and Credentials Framework (NZQCF).

b. An applicant who is applying for a Global Workforce Seasonal Visa meets the minimum skills threshold if an immigration officer is satisfied that they can demonstrate three seasons or more of relevant work experience which was gained in the six years immediately before the date the application is made.

c. An applicant who is applying for a Peak Seasonal Visa meets the minimum skills threshold if an immigration officer is satisfied that they can demonstrate one season or more of relevant work experience which was gained in the three years immediately before the date the application is made.

d. For the purposes of WA4.10.6(b) and (c), a season of relevant work experience refers to time spent across one or multiple years to equal a full period of the season duration for the industry.

e. Despite the requirement to determine applications for temporary entry in accordance with the instructions in effect at the time the application is made (E7.10(a)(ii)), an AEWV application submitted but undecided as at 9 March 2025 should be assessed in accordance with WA4.10.6(a)(i) above, rather than the instruction that was in effect when the application was made.

f. A qualification or work experience can be considered to be relevant if it is in the same field or industry as the job offered.

g. Qualifications that are Bachelor's degrees or higher can be considered relevant to any employment offered.

h. Evidence of relevant work experience from a third party may include, but is not limited to:
   i. letters of reference from an employer; or
   ii. certificates of employment; or
   iii. payslips; or
   iv. tax certificates.

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

i. Evidence of a qualification at Level 4 or higher on the NZQCF must include:
   i. a copy of the qualification certificate awarded to the applicant specifying the qualification type and awarding institution; and
   ii. an NZQA assessment (International Qualification Assessment (IQA)) provided with the application, if the qualification was gained outside of New Zealand and is not a Level 7 Bachelor's degree or higher.

j. Despite WA4.10.6(a), (b), and (c) an applicant can be considered to meet the minimum skills threshold if:
   i. the employment offered is for an occupation that is on the Green List and they meet the current requirements on the list for that occupation (Appendix 13); or
   ii. the employment offered has a proposed remuneration of twice the median wage ($67.12) or higher.

k. An immigration officer may accept that the applicant meets the minimum skills threshold, without the applicant providing evidence, where:
   i. an immigration officer has already assessed and accepted them as part of a previous application; or
   ii. the applicant holds evidence of full or provisional occupational registration for the job they have been offered, where the specifications were required to obtain that registration.

l. An applicant is exempt from meeting the minimum skills threshold if an immigration officer is satisfied that:
   i. the applicant holds a valid Accredited Employer work visa in a tourism and hospitality occupation listed under appendix 14 that expires on or before 31 March 2025 and is applying for a further visa for the same role; or
   ii. the applicant holds a valid Accredited Employer work visa under the care workforce sector agreement (see Appendix 14) that was granted between 4 July 2022 and 23 November 2023 (inclusive) in a role that was paid at least $26.16 per hour and is applying for a further one-year duration visa for the same role.

Note: For the purpose of the instructions under (l)(i) and (l)(ii) directly above, employment in the 'same role' allows for employment with a different employer and/or in a different location.

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

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

a. Accredited Employer work visa holders who wish to support their partner's visa application must meet the requirements specified in:
   i. WF3.1.5 for a special work visa, or
   ii. V3.10.1 for a visitor visa.

b. Accredited Employer work visa holders who wish to support their dependent child's visa application must meet the requirements specified in:
   i. U8.20.2 for a student visa, or
   ii. V3.10.1 for a visitor visa.

c. Accredited Employer work visa holders who wish to support their dependent child's visitor or student visa application must meet the minimum income threshold. The visa holder's dependent child will be assessed against criteria set out in U8.20.6 or V3.10.10.

d. Parents holding Accredited Employer work visas may be liable for deportation if the dependent child's visa application is declined under these instructions and the dependent child becomes unlawful.

e. It will be a condition of the dependent child's visa and the parent/s visa(s) that the parent/s must maintain the minimum income threshold for the duration of their dependent child's visa. If the threshold is not maintained the parent/s and child may be liable for deportation.

f. Global Workforce Seasonal Visa and Peak Seasonal Visa holders are not eligible to support an application for their partner or dependent child.

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

WA4.10.20 Subsequent applications re-using a job token

a. A subsequent application for an Accredited Employer work visa (AEWV) from an AEWV holder can be granted if it is made on the basis of the job token they most recently used (whether the job token was used for an AEWV application or for a Job Change application) and if the application for the AEWV the applicant currently holds was made on or before 9 March 2025.

b. Despite (a), a subsequent application for an AEWV made on the basis of the most recently used Job Check number cannot be granted where the application for the AEWV the applicant currently holds was for one of the following occupations and where the rate of pay was below $29.66:

   i. Meat process worker (831311)
   ii. Seafood process worker (831313)
   iii. Snowsport Instructor (452314)
   iv. Mountain or Glacier Guide (452214)
   v. Snow Groomer (721999)
   vi. Outdoor Adventure Instructor (452215)
   vii. Outdoor Adventure Guides nec (452299)
   viii. Whitewater Rafting Guide (452217)
   ix. Parachute Rigger (399999)
   x. Ski Technician (399999)
   xi. Snow Maker (712999)

c. A subsequent Accredited Employer work visa may only be granted under these instructions if the offer of employment is made by an accredited employer and the following details of the employment offered in the current application are the same as the conditions of employment upon which the applicant's current Accredited Employer work visa was based:

   i. the location of the job; and
   ii. the occupation; and
   iii. the remuneration (the remuneration must be no less than the remuneration specified in the conditions); and
   iv. the direct employer (as defined at WA2.60.5).

d. Despite the requirement to determine applications for temporary entry in accordance with the instructions in effect at the time an application is made (E7.10(a)(ii)), the requirements at (a) to (c) above apply to any subsequent AEWV application that was submitted on or before 9 March 2025 and not decided by that date.

Note: For the avoidance of doubt, a subsequent application for an Accredited Employer work visa with a re-used job token must meet the requirements at WA4.10 in effect at the time the application is made.

WA4.11 Maximum Continuous Stay

a. Holders of a regular Accredited Employer work visa (AEWV) can hold an AEWV for a maximum period of time, referred to as 'a maximum continuous stay period'. If a holder reaches the end of their maximum continuous stay period, they must be outside New Zealand for a minimum of 12 consecutive months before they are eligible to be granted a further first AEWV (see note below).

b. An application for a further AEWV must be declined if the applicant is in New Zealand and has reached the end of their maximum continuous stay period.

c. An application for an AEWV from a previous AEWV holder who has reached the end of their maximum continuous stay period and who has not spent 12 consecutive months outside New Zealand, cannot be approved. For the avoidance of doubt, a previous AEWV holder outside New Zealand can apply for an AEWV before the expiry of the 12 months, but cannot be granted that AEWV if it will allow travel to New Zealand before the expiry of the 12 months.

d. Where an applicant is outside New Zealand when the first AEWV is granted, the maximum continuous stay period must be counted from the first date of entry to New Zealand after the grant of the visa.

e. A person who has held an AEWV and who, since that AEWV was granted, has spent 12 consecutive months outside New Zealand can be granted an AEWV for the duration allowed by WA4.15.1 (whether or not they held an AEWV during part of or all of the 12 months, and whether or not they had reached the end of their maximum continuous stay period during or before those 12 months).

Notes:

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

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

The time spent holding an AEWV (or AEWVs) counts towards a person's maximum continuous stay period, whether that time is spent while the person is in New Zealand or not.

The maximum continuous stay period excludes any time spent on any other temporary or work visa (e.g. a student or visitor visa, or Specific Purpose work visa with the exception of WS2.1.1 (o) – instructions effective 8 September 2025). The maximum continuous stay period also excludes any time spent on a Global Workforce Seasonal Visa or Peak Seasonal Visa.

Certain interim visas as set out at WA4.11.5 below may count towards the maximum continuous stay period.

WA4.11.1 Determining Maximum Continuous Stay period

The maximum continuous stay period for an AEWV holder is either:

a. five years if the holder's application for their first AEWV was made between 21 June 2023 and 6 April 2024 (inclusive), and the role approved was paid at or above $29.66 at the time of approval; or

b. if the holder is not described in (a) above, as stated in the table below.

Current offer of employment assessed as	Maximum Continuous Stay
i. ANZSCO skill level 1-3 (including those classified as ANZSCO skill level 1-3 under WA3.16 (d)); or	60 months (5 years)
ii. NOL skill level 1-3 (a NOL skill level 1-3 occupation expressly listed in Appendix 20); or	
iii. on the Green List (Appendix 13); or	
iv. included in the Transport Sector: Work to Residence (SR7) and meets the remuneration threshold required for residence as specified in SR7.10; or	
v. included in the Transport Sector: Work to Residence (SR7) as of 6 April 2024, where the holder holds an AEWV, and the application for that AEWV was submitted on or before 6 April 2024 (this provision covers various bus and truck driver roles removed on 6 April 2024); or	

vi. included in the Care Workforce sector (Appendix 14) and meets and meets the remuneration threshold required for residence as specified in SR6.10; or	
vii. paid at or above 1.5 times the median wage in the Skilled Migrant Category (SR3.10(b)); or	
viii. ANZSCO Skill Level 4 or 5 (where the employment is not otherwise assessed as meeting (b)(i) to (vii) above, or where the holder is not otherwise described in (a) above)	36 months (3 years)

Note: For the purposes of WA4.11.1(b)(iii), the current offer of employment is considered to be on the Green List if the occupation appears on the Green List (Appendix 13 of the INZ Operational Manual). The migrant does not need to meet the "Green List Requirements" or "Registration Qualifications" listed in the third and fourth columns of the Green List tables.

WA4.11.2 Maximum Continuous Stay for the Peak Seasonal Visa

a. Holders of a Peak Seasonal Visa (PSV) can hold a PSV for a maximum period of 7 months. If a holder reaches the end of their maximum continuous stay period, they must be outside New Zealand for a minimum of 4 consecutive months before they are eligible to be granted a further first PSV (see note below).

b. An application for a further PSV must be declined if the applicant is in New Zealand and has reached the end of their maximum continuous stay period.

c. An application for a PSV from a previous PSV holder who has reached the end of their maximum continuous stay period and who has not spent 4 consecutive months outside New Zealand, cannot be approved. For the avoidance of doubt, a previous PSV holder outside New Zealand can apply for a PSV before the expiry of the 4 months, but cannot be granted that PSV if it will allow travel to New Zealand before the expiry of the 4 months.

d. Where an applicant is outside New Zealand when the first PSV is granted, the maximum continuous stay period must be counted from the first date of entry to New Zealand after the grant of the visa.

e. A person who has held a PSV and who, since that PSV was granted, has spent 4 consecutive months outside New Zealand can be granted a PSV for the duration allowed by WA4.15.3 (whether or not they held a PSV during part of or all of the 4 months, and whether or not they had reached the end of their maximum continuous stay period during or before those 4 months).

Notes:

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

Following the expiry of a person's first PSV, they may remain in New Zealand and hold another type of visa (e.g. a visitor visa or a Working Holiday visa) including a regular AEWV but this will not count towards the 4 months they are required to be outside of New Zealand.

The time spent holding a PSV (or PSVs) counts towards a person's maximum continuous stay period, whether that time is spent while the person is in New Zealand or not.

The maximum continuous stay period excludes any time spent on any other temporary or work visa (e.g. a student or visitor visa, or Specific Purpose work visa). The maximum continuous stay period of a PSV excludes any time spent on a non-seasonal AEWV or a GWSV.

Certain interim visas as set out at WA4.11.5 below may count towards the maximum continuous stay period.

There is no maximum period a person may hold a Global Workforce Seasonal Visa for before they are eligible to be granted another Global Workforce Seasonal Visa.

WA4.11.5 Time in New Zealand on an interim visa with work rights

a. The time spent on an interim visa with work conditions specified in I1.20.1(h) (which reflect AEWV conditions) will count towards:
   i. A person's maximum continuous stay as set out in WA4.11 where the person held a regular AEWV immediately before the interim visa; or
   ii. A person's maximum continuous stay as set out in WA4.11.2 where the person held a PSV immediately before the interim visa.

b. For the avoidance of doubt, the maximum continuous stay period excludes time spent on an interim visa:
   i. with work conditions other than those applied under I1.20.1(h); and
   ii. that was granted before the applicant's first AEWV (see note under WA4.11 above), even if the conditions of that interim visa were those specified in I1.20.1(h).

WA4.12 English Language Requirements

WA4.12.1 Minimum standard of English language for Accredited Employer work visa

a. Applicants for a regular Accredited Employer work visa, where their employment has been assessed at the Job Check as ANZSCO skill level 4 or 5 (excluding roles treated at a higher skill level under WA3.16 (d)) are considered to meet the minimum standard of English if they provide acceptable English language test results no more than two years old at the time the application is lodged, as set out at WA4.12.5, obtained by sitting the test in person at a test centre (tests taken remotely outside of a test centre, including 'at home' tests, are not acceptable).

b. Other evidence that an applicant meets the minimum standard of English is:

   i. citizenship of Canada, the Republic of Ireland, the United Kingdom or the United States of America, provided the applicant has spent at least five years in work or education in one or more of those countries or Australia or New Zealand; or

   ii. a qualification comparable to a New Zealand level 7 bachelor's degree and gained in Australia, Canada, New Zealand, the Republic of Ireland, the United Kingdom or the United States of America as a result of study undertaken for at least two academic years in one or more of those countries; or

   iii. a qualification comparable to a New Zealand qualification at level 8 or above and gained in Australia, Canada, New Zealand, the Republic of Ireland, the United Kingdom or the United States of America as a result of study undertaken for at least one academic year in one or more of those countries.

c. In any case, an immigration officer may require an applicant to provide an English language test result in terms of paragraph WA4.12.1(a). In such cases, the English language test result will be used to determine whether the applicant meets the minimum standard of English.

d. Accredited Employer work visa applications for a role assessed at the Job Check as ANZSCO skill level 4 or 5 must be declined if the applicant has not met the minimum standard of English.

e. Despite WA4.12.1 (a), an immigration officer may accept that an applicant meets the minimum standard of English where an immigration officer has already assessed that they meet the minimum standard of English as part of a previous application.

Note: For the avoidance of doubt, applicants who are applying for a Global Workforce Seasonal Visa or a Peak Seasonal Visa are not required to meet the minimum standard of English.

WA4.12.5 Acceptable English language test results

The following English language test results are acceptable:

Test	Minimum score required
International English Language Testing System (IELTS) - General or Academic Module	Overall score of 4 or more
Test of English as a Foreign Language Internet-based Test (TOEFL iBT)	Overall score of 31 or more
Pearson Test of English Academic (PTE Academic)	Overall score of 29 or more
B2 First (First Certificate in English) (formerly Cambridge English: First (FCE)) or B2 First for Schools (First Certificate in English) (formerly Cambridge English: First (FCE) for Schools)	Overall score of 142 or more
Occupational English Test (OET)	Grade D or higher in all four skills (Listening, Reading, Writing and Speaking)*

*A score of Grade D or higher in all four skills is required for the OET as there is no overall grade for this test.

WA4.13 Requirements for acceptable medical insurance for Peak Seasonal Visa applications

WA4.13.1 Minimum requirements for acceptable medical insurance for Peak Seasonal Visa applications

An applicant who has applied for a Peak Seasonal Visa based on an offer of employment for a period of more than 3 months must hold medical insurance which:

a. is provided by a company with
   i. experience in medical and/or travel insurance business; and
   ii. a credit rating of no lower than A from Standard and Poors or B+ from AM Best.

b. guarantees to cover the full costs of:
   i. all medical expenses including diagnosis and treatment, prescribed medicines, ambulance, hospital and post hospital discharge care, home nursing care; and
   ii. emergency dental care, including provision of antibiotics and treatment for the relief of sudden and acute pain; and
   iii. evacuation/return home in the event of serious illness or disability; and
   iv. return of remains to the country of origin in the event of death under any circumstances.

Note(s)

WA4.13.1(b)(iv) must include the cost of repatriation of mortal remains for all causes of death, including those caused by pre-existing medical conditions, suicide or incidents involving the influence of drugs or alcohol.

Regardless of the period of employment offered, applicants under the Peak Seasonal Visa pathway are still required to meet the health requirements outlined at A4.

WA4.13.2 Allowable exclusions for acceptable medical insurance for Peak Seasonal Visa applications

Despite WA4.13.1(b) above, acceptable medical insurance under Peak Seasonal Visa instructions, unless relating to the repatriation of remains, may exclude costs related to:

a. suicide, attempted suicide; and

b. any situation or action when under the influence of alcohol or non-prescribed drugs; and

c. Human Immunodeficiency Virus (HIV) and/or HIV− related illness including Acquired Immune Deficiency Syndrome (AIDS); and

d. childbirth or pregnancy unless they arise from medical complications that occur before the end of the 24th week of pregnancy; and

e. pre-existing conditions.

WA4.13.3 Evidence of acceptable medical insurance for Peak Seasonal Visa applications

An applicant who has applied for a Peak Seasonal Visa based on an offer of employment for a period of more than 3 months must provide evidence of:

a. holding acceptable medical insurance before a visa is granted under these instructions; and

b. the insurance policy must cover the period of employment offered.

WA4.15 Currency and conditions of Accredited Employer work visas

WA4.15.1 Regular Accredited Employer work visa

a. An Accredited Employer work visa may be granted for the period for which the employment is offered, up to a maximum of:
   i. five years for a role described in the table at WA4.11.1(b), where the maximum continuous stay for that role is set at five years; or
   ii. three years for a role described in the table at WA4.11.1(b), where the maximum continuous stay for that role is set at three years; or
   iii. the balance of five years if the applicant is or has been an AEWV holder, their application for their first AEWV was made between 21 June 2023 and 6 April 2024 (inclusive), and the role approved was paid at or above $29.66 at the time of approval.

b. Despite (a), where the grant of a visa would result in the holder exceeding the maximum continuous stay period allowed under WA4.11.1, the visa must only be granted for the remainder of the maximum continuous stay period.

c. Despite the requirement to determine applications for temporary entry in accordance with the instructions in effect at the time the application is made (E7.10(a)(ii)), the currency of a visa granted on or after 10 March 2025 under these instructions must be in accordance with (a), and (b) above, regardless of when the application was made.

d. Accredited Employer work visas will be subject to conditions that the holder:
   i. may only work in a specified occupation; and
   ii. may only work for a specified employer; and
   iii. may only work in a specified location; and
   iv. must be employed full time (as defined at WA3.15(10(a)(ii)); and
   v. must be paid at or above a specified remuneration level; and
   vi. must provide evidence of the payment of remuneration if requested by an immigration officer; and
   vii. unless (e) below applies, may not be placed in a triangular employment arrangement with a controlling third party (WA2.60.15).

e. An Accredited Employer work visa holder may be placed with a controlling third party if the job approved as part of the employer's Job Check application involved the employee being placed in a triangular employment arrangement.

WA4.15.2 Global Workforce Seasonal Visa

a. A Global Workforce Seasonal Visa will be granted for three years.

b. Global Workforce Seasonal Visas will be subject to conditions that the holder:
   i. may only work in a specified occupation; and
   ii. may only work for a specified employer; and
   iii. may only work in a specified location; and
   iv. must be employed full time (as defined at WA3.15.10(a)(ii)); and
   v. must be paid at or above a specified remuneration level; and
   vi. must provide evidence of the payment of remuneration if requested by an immigration officer; and
   vii. unless (c) below applies, may not be placed in a triangular employment arrangement with a controlling third party (WA2.60.15).
   viii. must not spend more than nine months in New Zealand in any 12-month period

c. A Global Workforce Seasonal Visa holder may be placed with a controlling third party if the job approved as part of the employer's Job Check application involved the employee being placed in a triangular employment arrangement.

WA4.15.3 Peak Seasonal Visa

a. A Peak Seasonal Visa may be granted for the period for which the employment is offered, up to a maximum of 7 months.

b. Peak Seasonal Visas will be subject to conditions that the holder:
   i. may only work in a specified occupation; and
   ii. may only work for a specified employer; and
   iii. may only work in a specified location; and
   iv. must be employed full time (as defined at WA3.15(10(a)(ii)); and
   v. must be paid at or above a specified remuneration level; and
   vi. must provide evidence of the payment of remuneration if requested by an immigration officer; and
   vii. unless (c) below applies, may not be placed in a triangular employment arrangement with a controlling third party (WA2.60.15).

c. A Peak Seasonal Visa holder may be placed with a controlling third party if the job approved as part of the employer's Job Check application involved the employee being placed in a triangular employment arrangement.

WF3.1 Who is eligible for a work visa

a. Partners (see E4.1.20) of people granted work visas allowing a stay in New Zealand of more than six months may apply for, and be granted, a multiple entry work visa under these instructions, unless their partner has been granted a work visa under any one of the following instructions:
   i. Essential Skills where the employment is paid below $25.29 per hour, or lower-skilled if the visa application was made before 27 July 2020; or
   ii. Foreign crew of fishing vessels (see WJ); or
   iii. a Working Holiday Scheme (see WI2); or
   iv. Recognised Seasonal Employer (RSE) Work Instructions (see WH1); or
   v. Supplementary Seasonal Employer (SSE) Instructions (see WH3); or
   vi. Skilled Migrant Category Job Search Instructions (see WR5); or
   vii. domestic staff of diplomatic, consular, or official staff (see WI4); or
   viii. seasonal workers under Specific Purpose Instructions; or
   ix. seasonal workers under seasonal AEWV pathways (see WA1.10(a)(ii)).

b. Despite (a) above, the eligibility of partners of Accredited Employer Work Visa holders and Specific Purpose work visa holders under the NOL subcategory (see WS2.1.1(o) – instructions effective 8 September 2025) for work visas are set out at WF3.1.5 below.

c. Despite (a) above, a partner of the holder of a Migrant Exploitation Protection work visa (MEPV) may be granted a work visa under these instructions only if, as at the time they apply, the partner is in New Zealand on a visa that was granted on the basis of the visa held by the MEPV holder immediately prior to the MEPV holder's current visa. If granted, the visa's duration must be for the same period as the MEPV holder's visa, will allow work for any employer (without the requirement of full-time employment), and will not include multiple entry travel conditions.

d. Work visas will be granted for the same period as the work visa held by the applicant's partner subject to the generic requirements at E4.5 being met.

e. Partners of people granted work to residence visas must meet health and character requirements for residence class visa applications as set out at A4 and A5.

f. Any work visas granted under these instructions may be endorsed with conditions that allow work for any employer and do not require full-time employment.

g. Despite the requirement to determine applications for temporary entry in accordance with the instructions in effect at the time an application is made (E7.10(a)(ii)), any application for a visa under WF3.1.5 below that was submitted before 2 December and as of 2 December had not been decided, may be granted with a visa endorsed with conditions that allow work for any employer and do not require full-time employment, despite instructions in effect at the time stating that a work visa may only be granted with employment restriction conditions.

WF3.1.5 Partners of certain work visa holders

a. A work visa may be granted to an applicant who is the partner of an Accredited Employer work visa (AEWV) holder or a Specific Purpose work visa holder under the NOL subcategory (see WS2.1.1(o) – instructions effective 8 September 2025) in a role that is classified as ANZSCO skill level 1, 2 or 3 (including AEWV roles treated at a higher skill level under WA3.16(d) at the Job Check) or classified as NOL skill level 1, 2 or 3 and listed at Appendix 20 and paid at least $26.85 per hour.

b. A work visa may also be granted to an applicant who is the partner of an Accredited Employer work visa holder or a Specific Purpose work visa holder under the NOL subcategory (see WS2.1.1(o) – instructions effective 8 September 2025) who is:
   i. paid at least $50.34 per hour for any role; or
   ii. paid at least $33.56 per hour in a role on the Green List and the work visa holder meets the applicable requirements (see Appendix 13); or
   iii. in acceptable employment under the Transport Sector or Care Sector Work to Residence policies as defined in SR6.10 or SR7.10 and paid at least $26.85 per hour (or the wage requirement specified in the sector agreement, whichever is higher), with the exception of the requirement to have completed 24 months of work in New Zealand in that occupation.

Note: The median wage of $33.56 per hour used for the above instructions reflects the June 2024 publication of median wage data by Statistics New Zealand. The other rates used in these instructions are 80 percent of the median wage published in June 2024 ($26.85 per hour) and 150 percent of the median wage published in June 2024 ($50.34 per hour).

c. Despite the requirement to determine applications for temporary entry in accordance with the instructions in effect at the time an application is made (E7.10(a)(ii)), the exception set out at (b)(iii) above applies to any application that was submitted before 6 October and as of that date had not been decided.

d. Despite (a) and (b) above, a work visa may be granted to an applicant who is the partner of an Accredited Employer work visa holder in an ANZSCO skill level 4 or 5 role, or an applicant who is the partner of an

Essential Skills work visa holder, where the supporting partner is paid at least $26.85 per hour, if on 26 June 2024 the applicant:

i. held a relationship-based visa supported by the Accredited Employer work visa holder; or

ii. had an application in progress for a relationship-based visa supported by the Accredited Employer work visa holder and that application was subsequently granted.

e. A work visa may be granted to an applicant who is the partner of an Essential Skills work visa holder paid at least $26.85 per hour.

WF3.1.5.1 Determining the supporting partner's remuneration

a. Where the supporting partner holds an Accredited Employer work visa, Specific Purpose work visa under the NOL subcategory (see WS2.1.1(o) – instructions effective 8 September 2025) or Essential Skills work visa, the evidence and information provided with their work visa application may be sufficient for an immigration officer to be satisfied their remuneration meets the requirements for the applicant to be granted a work visa.

b. Where the supporting partner's remuneration has increased since the grant of their visa, evidence must be provided with the application to satisfy an immigration officer. Suitable evidence includes an employment agreement or letter from the employer confirming the new remuneration rate along with one or more of the following:

i. full bank statements showing salary payment; or

ii. summary of income details from Inland Revenue; or

iii. payslips.

c. In addition to (b) above, an immigration officer may request any additional evidence as necessary to determine the supporting partner's remuneration.

Note: The supporting work visa holder's remuneration may be assessed as meeting a median wage threshold in place at the time their work visa was granted or when their partner makes their work visa application, whichever is more beneficial for the applicant.

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

a. Applicants may be granted a work visa and entry permission under specific purpose or event instructions, if an immigration officer is satisfied:
   i. the applicant will be in New Zealand to complete a specific purpose or event described in Column A of the table at WS2.1.1; and
   ii. the applicant has demonstrated they meet the work visa requirements set out in Column B of the table at WS2.1.1 by providing the evidence specified; and
   iii. the work is time-bound (not open-ended or permanent); and
   iv. the applicant is suitably qualified to undertake the work; and
   v. the applicant meets health and character requirements as specified at A4 and A5.

b. The currency of a specific purpose or event visa must be consistent with the time required for the holder to complete the specific purpose or event, up to the maximum duration indicated in Column C and total stay (if any) indicated in Column D.

Note: Where Column D refers to 'total stay' this includes the duration of the initial Specific Purpose or Event work visa

c. Applications for a further Specific Purpose or Event work visa by a person holding a Specific Purpose or Event work visa must be declined, unless:
   i. a further Specific Purpose or Event visa is allowed for by Column D of WS2.1.1; and
   ii. the immigration officer is satisfied that the grant of a further visa is necessary in order to complete the original specific purpose or event.

d. Applications for work visas made under this category from applicants who currently hold a visitor visa granted under V3.100 (Guardians accompanying students to New Zealand) must not be approved (see V3.100.35).

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

	Column A: People who are considered to be undertaking a specific purpose or event	Column B: Evidence required	Column C: Initial visa duration that may be granted	Column D: Further visa duration that may be granted
a.	Senior or specialist business people on short-term secondments who have a job offer either in a substantial New Zealand company or a New Zealand subsidiary of an overseas company.	Evidence of a job offer that meets the requirements of W2.10.10 and W2.10.15 fro m the New Zealand company or subsidiary; and A completed Employer Supplementary Form (INZ 1113); and Evidence the applicant is senior manager or specialist personnel (see WS2.5); and Terms of the secondment, including duration; and Evidence of funds as required by W2.15	Up to 12 months	Further Specific Purpose or Event visas allowing a total stay of up to 24 months (inclusive of the duration of the initial visa granted under column C).
b.	A business person seconded to New Zealand as an intra-corporate transferee to take up a position in a multinational company as: -an executive; or -a senior manager; or -specialist personnel	Evidence the applicant is a senior manager, executive or specialist personnel (see WS2.5); and Terms of the secondment, including duration; and Evidence of funds as required by W2.15	Up to 36 months	Further Specific Purpose or Event visas allowing a total stay of up to 72 months (inclusive of the duration of the initial visa granted under column C).
c.	Business people wishing to undertake business activities in New Zealand who can satisfy an immigration officer that they have genuine reasons to be in New Zealand for a period or periods exceeding 3 months in any one year.	Evidence of the amount of time the applicant needs to be in New Zealand; and Evidence of the applicant's business activities in New Zealand. Business activities are described in V3.5 Business Visitors.	Up to 12 months	No further Specific Purpose or Event visa if applicant currently holds a Specific Purpose or Event visa

d.	Principal applicants under the Migrant investment instructions or the Parent Retirement Category who have been approved in principle and are investigating investment opportunities and making direct investments in New Zealand (see BJ7.40 and F3.25)	No additional evidence required	12 months	Further Specific Purpose or Event visas allowing a total stay of up to 24 months (inclusive of the duration of the initial visa granted under column C) for Investor 1 applicants; or Further Specific Purpose or Event visas allowing a total stay of up to 18 months (inclusive of the duration of the initial visa granted under column C) for Investor 2 applicants
e.	Principal applicants under the Active Investor Plus visa category who have been approved in principle and are arranging transfer and/or investment of funds in New Zealand (see BN8.35)	No additional evidence required	12 months	No further Specific Purpose or Event visa if applicant currently holds a Specific Purpose or Event visa.
f.	Referees or judges of sports events, shows, displays or exhibitions	Invitation, or schedule of events setting out the duration the applicant is required to be in New Zealand; and Evidence of funds as required by W2.15	For the period of their engagement, not normally more than 6 months	No further Specific Purpose or Event visa if applicant currently holds a Specific Purpose or Event visa
g.	Dance and music examiners of recognised international teaching institutions	Invitation, or schedule of events setting out the duration the applicant is required to be in New Zealand; and Evidence of funds as required by W2.15	For the period of their engagement, not normally more than 6 months.	No further Specific Purpose or Event visa if applicant currently holds a Specific Purpose or Event visa
h.	Installers or servicers of specialised machinery or equipment supplied by an overseas company where installing or servicing the equipment in New Zealand is a condition of purchase.	Evidence that installing or servicing the equipment in New Zealand is a condition of the purchase of the machinery or equipment; and Evidence of funds as required by W2.15	Up to 3 months in any 12 month period	No subsequent Specific Purpose or Event visa within a 12 month period

i.	Sports players and professional sports coaches taking up a paid position in a New Zealand sports club	Evidence of a job offer that meets the requirements of W2.10.10 and W2.10.15 from the New Zealand club, if the applicant is professional player or coach (see WS2.5); and A completed Employer Supplementary Form (INZ 1113); and Evidence of the terms of the engagement with the club, if the applicant is not a professional player; and Evidence of funds as required by W2.15	For the period of their job offer or engagement, up to: 36 months for: • professional players employed at national or regional level (WS2.5); or • professional sports coaches employed at national or regional level (WS2.5) 12 months for: • players who do not meet the definitions of a professional sports player employed at national or regional level at WS2.5; or • professional sports coaches not employed at national or regional level	Further Specific Purpose or Event visas allowing a total stay of up to 36 months (inclusive of the duration of the initial visa granted) if applicant currently holds a Specific Purpose or Event visa as a player or coach where Column C sets a maximum initial visa duration of 36 months; or No further Specific Purpose or Event visa if applicant currently holds a Specific Purpose or Event visa as a player or coach where Column C sets a maximum initial visa duration of 12 months.
j.	Entertainment industry sector workers (entertainers, performing artists, film and video production crew, and associated support personnel), who intend to engage in any form of private or public performance in New Zealand or work on any film or video production in New Zealand.	Evidence required by WS3.	For the period of their engagement	Further Specific Purpose or Event visas can be granted for the period required if the engagement is extended.

k.	Philippines nurses seeking entry to obtain New Zealand occupational registration who have a job offer from a District Health Board and have been accepted for the Nursing Council's Competence Assessment Programme	Evidence of a job offer that meets the requirements of W2.10.10, and W2.10.15 from a District Health Board; and A completed Employer Supplementary Form (INZ 1113); and Evidence of acceptance for the Nursing Council's Competence Assessment Programme; and Evidence of funds as required by W2.15	3 months	No further Specific Purpose or Event visa if applicant currently holds a Specific Purpose or Event visa
l.	Principal applicants for residence under the Entrepreneur Residence Visa Category instructions who currently hold a valid visa granted under the Entrepreneur Work Visa Category or Long Term Business Visa Category instructions (see BH8).	No additional evidence required	9 months	No further Specific Purpose or Event visa if applicant currently holds a Specific Purpose or Event visa
m.	Principal applicants for residence under the Business Investor Visa resident visa instructions (see BI) who currently hold a valid Business Investor work visa	No additional evidence required	9 months	No further Specific Purpose or Event visa if applicant currently holds a Specific Purpose or Event visa
n.	People who need to come to New Zealand for any other specific purpose or event where they meet the objective of these instructions (WS1) and the circumstances justify the grant of a work visa.	Evidence of the specific purpose or event that the person will be undertaking in New Zealand; and Evidence that satisfies an immigration officer that the nature of the work or the circumstances surrounding the work are such that it is not possible and/or appropriate for a New Zealand citizen or resident to take up the work (see note 1 below); and Evidence of funds as required by W2.15; and If the person will be employed in New Zealand: Evidence of a job offer that meets the requirements of W2.10.10 and W2.10.15; and A completed Employer Supplementary Form (INZ 1113)	For the period of their engagement	Further Specific Purpose or Event visas can be granted for the period required if the engagement is extended.

Note:
1. The factors an immigration officer may take into account in determining whether it would be possible and/or appropriate for New Zealand citizens or residents to take up the work at WS2.1.1 (n) include, but are not limited to, whether the work:
- requires a person to be primarily based in New Zealand on a long-term or permanent basis,
- will be for a New Zealand employer and be covered by a New Zealand employment agreement,
- requires attributes that automatically exclude New Zealand citizens or residents (for example, the requirement for foreign security clearance, or a special programme only offered to nationals of certain countries).
2. It is not relevant whether the employer has been unable to recruit New Zealanders to take up the work. If it is appropriate for a New Zealand citizen or resident to take up the work but the employer has not been able to find a suitable New Zealander, an application may be made under the Accredited Employer work visa instructions (WA4).
3. Provisions WS2.1.1 (a),(b),(c),(g), and (j) reflect New Zealand's trade commitments with respect to immigration (see E9).

Appendix 19 – List of seasonal occupations

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

The list of seasonal occupations is made up of two lists.

- Global Workforce Seasonal Visa list
- Peak Seasonal Visa list

Global Workforce Seasonal Visa

Occupation Occupations are listed by ANZSCO (Australian and New Zealand Standard Classification of Occupations) and NOL (National Occupation List) code	Specifications and/or requirements for the job offered
Agricultural Technician (311111)	
Agricultural and Horticultural Mobile Plant Operator (721111)	
Shearers (361211)	
Wine Makers (234213)	
Winery Senior Cellar Hand (431914)	
Flower grower (121212) – Tulip Growers only	Tulip Growers only Eligibility is limited to jobs that are for: • a three-month period running from approximately December to February; and • large-scale, commercial tulip growers.
Mountain or Glacier Guide (452214)	
Whitewater Rafting Guide (452217)	
Outdoor Adventure Instructor (452215)	
Mobile Plant Operators NEC (721999) – Snow Groomer only	
Technicians and Trades workers NEC (399999) –	

Ski Technician and Surfboard Maker only	
Snow Sports Instructor (452314)	
Primary Products Inspectors NEC (311399)	
Crane, Hoist or Lift Operator (712111) – Chairlift Operator	
Stationary Plant Operators NEC (712999) – Snow Maker only	
Horse Trainer (361112) – Thoroughbred Yearling Preparer only	Thoroughbred Yearling Preparer Eligibility is limited to jobs that: • run from approximately August to March; and • are employed by registered New Zealand thoroughbred breeders, as noted on the list of recognised breeding operations provided by the New Zealand Thoroughbred Breeders Association; and • are for the purpose of training young horses for the New Zealand Bloodstock's Karaka Yearling Sales.
Slaughterer (831212)	

Peak Seasonal Visa

Occupation Occupations are listed by ANZSCO (Australian and New Zealand Standard Classification of Occupations) code	Specifications or requirements for the job offered
Meat Process Worker (831311)	
Seafood Process Worker (831313)	
Winery Cellar Hand (831118)	

Wool Handler (841517)	
Forestry Worker (841311)	
Dairy Farm Cattle worker (841512) – Calf Rearer and Relief Milker only	Calf Rearer Eligibility is limited to jobs that mainly require tasks relating to assisting with daily calf rearing to be performed. This may include: • feeding • administering mineral treatments • moving and handling animals safely and preparation for transport. Relief Milker Eligibility is limited to jobs that: • are on a dairy farm; and • are for the purpose of providing respite or relief to dairy farmers, or cover for dairy cattle farm workers who are on leave or injured; and • involve routine tasks on a dairy farm such as herding and milking cattle
Meat Boner and Slicer (831211)	
Aquaculture Worker (841111) – Mussel Oyster Farm Worker only	

Appendix 2: Amendments to Residence and Temporary Entry instructions, effective on and after 8 December 2025

A4.5 Overview of health instructions

a. All applicants for visas must have an acceptable standard of health unless:
   i. they are entering New Zealand for specific medical treatment and have been granted a visa for this purpose; or
   ii. they are applying for a further residence class visa under RV2 or RV4.

b. A person has an acceptable standard of health if they are:
   i. unlikely to be a danger to public health; and
   ii. unlikely to impose significant costs or demands on New Zealand's health services or special education services; and
   iii. able to undertake the work or study on the basis of which they are applying for a visa, or which is a requirement for the grant of the visa.

c. For the purposes of these instructions, 'Health services' includes all health and disability support services funded through Vote Health.

d. Applicants for residence class visas and applicants for temporary entry class visas are assessed to determine whether they have an acceptable standard of health using separate sets of criteria. Assessment of whether a temporary entry class visa applicant has an acceptable standard of health takes into account their length of intended stay in New Zealand (see A4.10 and A4.15).

e. Applicants are required to provide evidence of their health status as follows:
   i. applicants for temporary entry class visas intending a stay in New Zealand of more than six months and who have risk factors for tuberculosis must provide a Chest X-ray Certificate (see A4.25.1);
   ii. applicants for residence class visas (other than those specified in A4.5(a)), and applicants for temporary entry class visas intending a stay in New Zealand of more than 12 months must provide a Medical Certificate and a Chest X-ray Certificate (unless A4.25(d) applies) (see A4.20 and A4.25);
   iii. applicants for a permanent resident visa under the Afghan Emergency Resettlement Category must provide a Chest X-ray Certificate (see RV2.17, S4.35);
   iv. applicants for a Global Workforce Seasonal Visa must provide a Medical Certificate and a Chest X-ray Certificate, regardless of their intended length of stay in New Zealand (see A4.25).

Note: Pregnant women and children under 11 years of age are not required to have an X-ray examination.

f. An immigration officer may however, request a Chest X-ray Certificate or a Medical Certificate regardless of the period of intended stay in New Zealand, if they consider this is necessary to establish whether the applicant has an acceptable standard of health.

g. Generally, an applicant's Chest X-ray Certificate or Medical Certificate will be valid for any temporary entry class or residence class visa application they make within 36 months of the certificate(s) having been completed by the radiologist and physician respectively (see A4.25(c) and A4.20(d)).

h. Some applicants who are assessed as having an unacceptable standard of health may be granted a medical waiver (see A4.60 and A4.65).

i. If any person included in the application fails to meet the necessary health requirements and does not qualify for a medical waiver, the application may be declined.

A5.5 Character checks

See also Immigration (Visa, Entry Permission, and Related Matters) Regulations 2010 Regs 5(2)(d)(iii), 6(2)(d)(iv),10(2)(e)(iii)

a. Character checks must be carried out for the following categories of applicant:
   i. those aged 17 and over applying for residence class visas; and
   ii. those aged 17 and over applying for temporary entry class visas who intend to stay in New Zealand for 24 months or longer; and
   iii. other applicants for temporary entry class visas who warrant a character check if the immigration officer decides it is necessary; and
   iv. those aged 17 and over applying for a Global Workforce Seasonal Visa, regardless of their intended length of stay in New Zealand.

Note: the 24-month period in A5.5(a)(ii) above includes time already spent in New Zealand prior to the application being made.

b. It is a mandatory requirement (see R2.40) for first time applicants for a residence class visa aged 17 and over to obtain a police or similar certificate from:
   i. the applicant's country of citizenship; and
   ii. each country in which the applicant has lived for 12 months or more (whether on one visit or intermittently) in the last 10 years (but see A5.10.1).

   Applicants for a further residence class visa under RV2 or RV4 will not usually need to submit a police or similar certificate, unless specifically asked to by an immigration officer. Applicants for a further residence class visa applying under any other category are required to submit a police or similar certificate as if they were applying for residence for the first time.

Note: the requirement in A5.5(b) above does not apply to Australian citizens, holders of a current Australian permanent residence visa and holders of a current Australian resident return visa, applying for a resident visa at an immigration control area.

c. If required, applicants aged 17 and over applying for a temporary entry class visa must obtain a police or similar certificate from:
   i. their country of citizenship; and
   ii. from any country in which they have lived for five or more years (whether on one visit or intermittently) since attaining the age of 17 years.

d. Despite (c) above, student visa applicants do not have to provide a police or similar certificate until they are aged 20 or over if they:
   i. held a student visa when they turned 17; and
   ii. have held consecutive student visas (or interim visas with study conditions) since the date they turned 17; and
   iii. are applying for a further student visa.

e. Despite (c) above, applicants for the following temporary entry class visas do not need to provide a police or similar certificate:
   i. applicants (and their partner and dependent child(ren), if any) for a Migrant Exploitation Protection work visa (see WI20);
   ii. applicants (and their partner and dependent child(ren), if any) for an Essential Skills work visa who provided a certificate with a previous visa application;
   iii. applicants for a 2022 Special Ukraine Visa.

f. Despite (b) above, applicants for an Afghan Emergency Resettlement Category permanent resident visa (see S4.35) do not need to provide a police or similar certificate if they are unable to obtain the required document.

g. Despite (b) above, applicants aged 17 and over applying for residence under the 2021 Resident Visa Category (S6) are not required to provide a police certificate or similar from their country of citizenship or any country they have lived in 12 months or more (whether on one visit or intermittently) in the last 10 years, except for a New Zealand Police Check. This will be required regardless of the duration they have lived in New Zealand. INZ will request this from the New Zealand Police on the applicant's behalf.

h. Despite (d), (e), (f) and (g) above, a police or similar certificate is required if an immigration officer decides it is necessary.

A5.5.1 Impact of the Criminal Records (Clean Slate) Act 2004

a. When assessing whether a person meets an applicable character requirement, an immigration officer must be aware that New Zealand convictions may be covered by the Criminal Records (Clean Slate) Act 2004 (Clean Slate Scheme) and that if so, an eligible individual is not required to declare New Zealand convictions.

b. If Immigration New Zealand (INZ) holds any information that a person has these New Zealand convictions, and that person is an eligible individual under the Clean Slate Scheme, this information cannot be used when assessing whether the person meets the applicable character requirements.

c. The information referred to in (b), above, includes any prior police certificates, any information INZ holds in its records (including its Application Management System), and any other information which may have been gathered from a public source.

d. If a person is an eligible individual under the Clean Slate Scheme, immigration officers cannot, under any circumstances, request or require that an individual disregard the effect of the Clean Slate Scheme when answering questions about his or her New Zealand criminal record, or disregard the effect of the Clean Slate Scheme and disclose, or give consent to the disclosure of, his or her criminal record. Doing so is an offence under the Criminal Records (Clean Slate) Act 2004. However, if the persons voluntarily declares criminal convictions that are subject to the Clean Slate Scheme, this information can be used to assess whether the person meets the applicable character requirements.