MINISTRY OF BUSINESS, INNOVATION & EMPLOYMENT
HĪKINA WHAKATUTUKI

19 February 2026

IMMIGRATION NEW ZEALAND INSTRUCTIONS: Amendment Circular No. 2026-01

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

Appendix 7 – Occupations considered as ANZSCO skill level 3 under Accredited Employer instructions

Appendix 20 – National Occupation List (NOL) skill level 1 to 3 occupations recognised for the purposes of WA Accredited Employer instructions

Forty-seven new occupations have been added into instructions at Appendix 20 of the Operational Manual to reflect changes in the National Occupation List (NOL). All new skill level 1 and 3 occupations in Appendix 20, certified in the recent 3 November 2025 update, remain recognised under AEWV instructions.

Three occupations– Pet Groomer, Kennel Hand and Nanny – have also been reclassified from skill level 3 to skill level 4 and removed from Appendix 7 of the Operational Manual

These changes come into effect on 9 March 2026.

Appendix 13 – Green List

E3.26 Varying the conditions of temporary entry class visas

U8.20 Dependent children of work visa holders

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

WA3.20 Labour market test

WA4.10 Determining an Accredited Employer work visa

WF3.1 Who is eligible for a work visa

SR3.10 Summary of requirements

SR3.15 Points Summary

SR3.20 Skilled employment

SR3.25 Skill categories

SR3.35 Skilled work experience in New Zealand

SR4.10 Acceptable employment in a Tier 1 Green List role

SR5.10 Acceptable employment in a Tier 2 Green List role

SR5.15 Requirements for 24 months of work in New Zealand in a Tier 2 Green List role

SR5.20 Work in New Zealand earning at least twice the median wage

SR7.10 Acceptable employment in a Transport Sector role

SR7.15 Skilled Residence: Transport Sector Work to Residence requirements for 24 months of work in New Zealand

Changes have been made to temporary and residence immigration instructions to reflect the annual adjustment to the median wage and the wage thresholds indexed to it.

These changes come into effect on 9 March 2026.

Appendix 1: Amendments to Residence and Temporary Entry instructions effective on and after 9 March 2026

Appendix 7 –Occupations considered as ANZSCO skill level 3 under Accredited Employer instructions

The occupations listed below can be considered as ANZSCO skill level 3 for the purpose of assessing the relevant ANZSCO skill level under Accredited Employer instructions.

Part 1 - Occupations that are to be treated as ANZSCO skill level 3:

- 351411 – Cook
- 452111 – Fitness Instructor
- 821712 – Scaffolder
- 831212 – Slaughterer

Part 2 - Occupations that may be treated as ANZSCO skill level 3 if the skill requirements of the role are equivalent to those of a skill level 3 role:

- 721111 – Agricultural and Horticultural Mobile Plant Operator
- 721214 – Excavator Operator
- 721311 – Forklift Driver
- 721999 – Mobile Plant Operators nec

Appendix 13 – Green List

This Appendix is part of Government immigration instructions as described in section 22 of the Immigration Act 2009 (WA, WD, WF and Skilled Migrant Residence instructions).

Tier 1

Occupational Group	Occupation Occupations are listed by ANZSCO (Australian and New Zealand Standard Classification of Occupations) code	Green List Requirements Qualifications must be comparable to the standard of the New Zealand qualification listed. Also see Note 1 at the end of this list	Registration Qualifications Qualifications required for registration for occupations on the Green List. Also see Note 4 at the end of this list
Business Professionals	221213 External Auditor 221214 Internal Auditor	Remuneration for the employment must be $45.50 per hour or above, or the equivalent annual salary ($94,640 per annum based on a 40 hour week)	
Construction	Construction Project Manager (133111)	One of the following: • Bachelor of Engineering with Honours (NZQCF Level 8) • Bachelor of Engineering Technology (NZQCF Level 7) • Bachelor of Construction (NZQCF Level 7) • A bachelor's degree at NZQCF Level 7, or a higher qualification with the minimum equivalent of 360 credits, which includes the requirements of a New Zealand major in the focus areas of construction management, civil engineering, or highway engineering	

		• A Graduate Diploma at NZQCF Level 7, or a higher qualification which includes the knowledge requirements of a New Zealand Graduate Diploma in the focus areas of construction management, highway engineering, civil engineering or construction project management • A diploma at NZQCF Level 6, or a higher qualification, with the minimum equivalent of 240 credits, which includes the knowledge requirements of a New Zealand Diploma in the focus areas of civil engineering, highway engineering, construction or construction management • A Washington Accord or Sydney Accord accredited undergraduate (initial) engineering degree in Civil Engineering • A qualification at NZQCF Level 7 or higher, with a letter from Engineering New Zealand certifying that the degree and any further learning meet the benchmark requirements towards Chartered Professional Engineer professional status in New Zealand	

		• NZ registration in the field of civil engineering as a Chartered Professional Engineer or an Engineering Technologist by Engineering New Zealand	
	Project Builder (including Building Project Manager and Site Foreman) (133112)	One of the following: • A bachelor's degree at NZQCF Level 7, or a higher qualification with the minimum equivalent of 360 credits, which includes the requirements of a New Zealand major in quantity surveying or construction economics • A Graduate Diploma at NZQCF Level 7, or a higher qualification, which includes the knowledge requirements of a New Zealand Graduate Diploma in the focus areas of construction, construction management or construction project management	

		• A diploma at NZQCF Level 6, or a higher qualification, with the minimum equivalent of 240 credits, which includes the knowledge requirements of a New Zealand Diploma (Level 6) in the focus areas of quantity surveying, construction economics, construction management or building	
	Quantity Surveyor (233213)	One of the following: • A bachelor's degree at NZQCF Level 7, or a higher qualification with the minimum equivalent of 360 credits, which includes the requirements of a New Zealand major in quantity surveying or construction economics • Student or Affiliate Membership, or MNZIQS, of the New Zealand Institute of Quantity Surveyors (with an overseas degree approved by NZIQS)	
	Surveyor (232212)	One of the following: • Bachelor of Surveying (NZQCF Level 7) • Bachelor of Surveying with Honours (NZQCF Level 8)	

		• Registration as a Surveyor (RPSurv) with a Survey and Spatial New Zealand (S+SNA) • Associate Membership of Survey and Spatial New Zealand (S+SNZ)	
Engineering	Chemical Engineer (233111)	One of the following: • A Washington Accord accredited (initial) engineering degree (listed - see Note 2) • A Bachelor of Engineering with Honours (NZQCF Level 8) • A qualification at NZQCF Level 7 or higher, with a letter from Engineering New Zealand certifying that the degree and any further learning meet the benchmark requirements towards Chartered Professional Engineer professional status in New Zealand • NZ registration as a Chartered Professional Engineer by Engineering New Zealand.	
	Materials Engineer (233112)		
	Civil Engineer (233211)		
	Geotechnical Engineer (233212)		
	Structural Engineer (233214)		
	Electrical Engineer (233311)		
	Electronics Engineer (233411)		
	Industrial Engineer (233511)		
	Mechanical Engineer (233512)		
	Production or Plant Engineer (233513)		
	Aeronautical (Aerospace/Avionics/Aviation) Engineer (233911)		
	Environmental Engineer (233915)		
	Naval Architect/Marine Designer (233916)		
	Engineering Professionals nec (233999)		
	Civil Engineering Technician (312212)	One of the following:	

		• Bachelor of Engineering Technology (Civil Engineering) (NZQCF Level 7) • A diploma at NZQCF Level 6, or a higher qualification, with the minimum equivalent of 240 credits, which includes the knowledge requirements of the New Zealand Diploma in Engineering (Civil) (Level 6) • A Washington Accord or Sydney Accord accredited undergraduate (initial) engineering degree in Civil Engineering (listed - see Note 2) • A qualification at NZQCF Level 7 or higher, with a letter from Engineering New Zealand certifying that the degree and any further learning meet the benchmark requirements towards Chartered Professional Engineer status in New Zealand • NZ registration in the field of Civil Engineering as a Chartered Professional Engineer or as an Engineering Technologist by Engineering New Zealand	
	Electrical Engineering Technician (312312)	One of the following:	

		• Bachelor of Engineering with Honours (Electrical and Electronic Engineering) (NZQCF Level 8) • Bachelor of Engineering Technology (Electrical Engineering) (NZQCF Level 7) • Bachelor of Engineering Technology (Electrical and Electronic Engineering) (NZQCF Level 7) • A Washington Accord or Sydney Accord accredited undergraduate (initial) engineering degree in Electrical Engineering (listed - see Note 2) • A qualification at NZQCF Level 7 or higher, with a letter from Engineering New Zealand certifying that the degree and any further learning meet the benchmark requirements towards Chartered Professional Engineer professional status in New Zealand • NZ registration in the field of Electrical Engineering as a Chartered Professional Engineer or as an Engineering Technologist by Engineering New Zealand	
	Electronic Engineering Technician (312412)	One of the following:	

		• A bachelor's degree at NZQCF Level 7, or a higher qualification with the minimum equivalent of 360 credits, which includes the requirements of a New Zealand major in electronics • A diploma at NZQCF Level 6, or a higher qualification, with the minimum equivalent of 240 credits, which includes the credit and knowledge requirements of the New Zealand Diploma in Engineering (Level 6) Electronic Engineering • Bachelor of Engineering Technology (Electronic Engineering) or (Electrical and Electronic Engineering) (NZQCF Level 7) • Bachelor of Engineering with Honours in Electronic Engineering, or Electrical and Electronic Engineering (NZQCF Level 8) • A Washington Accord or a Sydney Accord accredited undergraduate (initial) engineering degree in Electronic Engineering (listed - see Note 2)	

		• A qualification at NZQCF Level 7 or higher, with a letter from Engineering New Zealand certifying that the degree and any further learning meet the benchmark requirements towards Chartered Professional Engineer professional status in New Zealand • NZ registration in the field of Electronic Engineering or Electrical and Electronic Engineering as a Chartered Professional Engineer or an Engineering Technologist by Engineering New Zealand	
	Mechanical Engineering Technician (312512)	One of the following: • Bachelor of Engineering Technology in Mechanical Engineering (NZQCF Level 7) • A diploma at NZQCF Level 6, or a higher qualification, with the minimum equivalent of 240 credits, which includes the knowledge requirements of the New Zealand Diploma in Engineering (Mechanical Engineering) (Level 6)	

		• A Washington Accord or Sydney Accord accredited undergraduate (initial) engineering degree in Mechanical Engineering • A qualification at NZQCF Level 7 or higher, with a letter from Engineering New Zealand certifying that the degree and further learning meet the benchmark requirements towards Chartered Professional Engineer professional status in New Zealand • NZ registration in the field of Mechanical Engineering as a Chartered Professional Engineer or as an Engineering Technologist by Engineering New Zealand	
	Aircraft Maintenance Engineer (Avionics) (323111)	Hold an Aircraft Maintenance Engineer Licence issued by the Civil Aviation Authority of New Zealand	
	Aircraft Maintenance Engineer (Mechanical) (323112)		
	Aircraft Maintenance Engineer (Structures) (323113)		
	Telecommunications Engineer (263311)	One of the following: • Bachelor of Engineering with Honours (Network Engineering) (NZQCF Level 8) • Bachelor of Engineering (NZQCF Level 7)	
	Telecommunications Network Engineer (263312)		

		• Bachelor of Engineering Technology (NZQCF Level 7) • A Washington Accord or Sydney Accord accredited undergraduate (initial) degree (listed - see Note 2) • A qualification comparable to NZQCF Level 7 or higher, with a letter from Engineering New Zealand certifying that the degree and any further learning meet the benchmark requirements towards Chartered Professional Engineer professional status in New Zealand • NZ registration as a Chartered Professional Engineer by Engineering New Zealand	
Health and Social Services	Clinical Dental Technician (411212) (Dental Prosthetist) Dentist (Dental Practitioner or Dental Surgeon) (252312) Dental Specialist (252311) Dental Technician (411213) Dental Therapist (411214) Endodontist (252311) Oral and Maxillofacial Surgeon (252311) Oral medicine specialist (2523) Oral Pathologist (252311) Oral surgery specialist (2523) Orthodontist (252311) Paedodontist (252311) Periodontist (252311) Prosthodontist (252311) Public health dentistry specialist (2523)	Registration with the Dental Council of New Zealand	One of the following: • Bachelor of Dental Surgery • Bachelor of Dental Technology • Bachelor of Dental Technology with Honours • Bachelor of Health Science (Endorsement in Dental Therapy) • Bachelor of Oral Health • Bachelor of Health Science in Oral Health

	Restorative dentistry specialist (2523) Special needs dentistry specialist (2523) Oral Health Therapist (411214)		
	General Practitioner (253111)	NZ provisional general, general, provisional vocational, vocational or special purpose locum tenens registration with the Medical Council of New Zealand (a letter of eligibility for one of these forms of registration issued by the Medical Council of New Zealand is acceptable)	MBChB: Bachelor of Medicine and Bachelor of Surgery
	Resident Medical Officer (253112)		
	Anaesthetist (253211)	NZ provisional general, general, provisional vocational, vocational or special purpose locum tenens registration with the Medical Council of New Zealand (a letter of eligibility for one of these forms of registration issued by the Medical Council of New Zealand is acceptable)	
	Specialist Physician (General Medicine) (253311)	NZ provisional general, general, provisional vocational, vocational or special purpose locum tenens registration with the Medical Council of New Zealand (a letter of eligibility for one of these forms of registration issued by the Medical Council of New Zealand is acceptable)	
	Cardiologist (253312)		
	Clinical Haematologist (253313)		
	Medical Oncologist (253314)		
	Endocrinologist (253315)		
	Gastroenterologist (253316)		
	Intensive Care Specialist (253317)		
	Neurologist (253318)		
	Paediatrician (253321)		
	Renal Medicine Specialist (253322)		

	Rheumatologist (253323)		
	Thoracic Medicine Specialist (253324)		
	Specialist Physicians nec (253399)		
	Psychiatrist (253411)	NZ provisional general, general, provisional vocational, vocational or special purpose locum tenens registration with the Medical Council of New Zealand (a letter of eligibility for one of these forms of registration issued by the Medical Council of New Zealand is acceptable)	MBChB: Bachelor of Medicine and Bachelor of Surgery
	Surgeon (General) (253511),	NZ provisional general, general, provisional vocational, vocational or special purpose locum tenens registration with the Medical Council of New Zealand (a letter of eligibility for one of these forms of registration issued by the Medical Council of New Zealand is acceptable)	MBChB: Bachelor of Medicine and Bachelor of Surgery
	Cardiothoracic Surgeon (253512)		
	Neurosurgeon (253513)		
	Orthopaedic Surgeon (253514)		
	Otorhinolaryngologist (253515)		
	Paediatric Surgeon (253516)		
	Plastic and Reconstructive Surgeon (253517)		
	Urologist (253518)		
	Vascular Surgeon (253521)		
	Dermatologist (253911)	NZ provisional general, general, provisional vocational, vocational or special purpose locum tenens registration with the Medical Council of New Zealand (a letter of eligibility for one of these forms of registration issued by the Medical Council of New Zealand is acceptable)	MBChB: Bachelor of Medicine and Bachelor of Surgery
	Emergency Medicine Specialist (253912)		
	Obstetrician and Gynaecologist (253913)		
	Ophthalmologist (253914)		

	Pathologist (253915)		
	Diagnostic and Interventional Radiologist (253917)		
	Radiation Oncologist (253918)		
	Medical Practitioners nec (253999)		
	Midwife (254111)	Registration with the Midwifery Council of New Zealand	One of the following: • Bachelor of Midwifery • Bachelor of Health Science (Midwifery)
	Nurse Practitioners (254411)	Registration with the Nursing Council of New Zealand	Bachelor of Nursing
	Registered Nurse (Aged Care) (254412)		
	Registered Nurse (Child and Family Health) (254413)		
	Registered Nurse (Community Health) (254414)		
	Registered Nurse (Critical Care and Emergency) (254415)		
	Registered Nurse (Developmental Disability) (254416)		
	Registered Nurse (Disability and Rehabilitation) (254417)		
	Registered Nurse (Medical) (254418)		
	Registered Nurse (Medical Practice) (254421)		
	Registered Nurse (Mental Health) (254422)		
	Registered Nurse (Perioperative) (254423)		

	Registered Nurse (Surgical) (254424)		
	Registered Nurse (Paediatrics) (254425)		
	Registered Nurses nec (254499)		
	Enrolled Nurse (Nursing Assistant) (411411)		
	Medical Laboratory Scientist (234611)	Registration with the Medical Sciences Council of New Zealand	Medical Laboratory Scientist (one of the following): • Bachelor of Medical Laboratory Science • Bachelor of Medical Laboratory Science with Honours Anaesthetic Technician: • Bachelor of Health Science (Perioperative Practice)
	Anaesthetic Technician (311211)		
	Medical Laboratory Pre-Analytical Technician (311213)		
	Medical Laboratory Technician (311213)		
	Clinical Psychologist (272311)	Registration with the Psychologists Board of Aotearoa New Zealand	Bachelor of Psychology
	Educational Psychologist (272312)		
	Organisational Psychologist (272313)		
	Psychologists nec (272399)		
	Psychotherapist (272314)	NZ registration with the Psychotherapists Board of Aotearoa New Zealand	
	Physicist (Medical) (234914)	One of the following: • Certification by the Australasian College of Physical Scientists and Engineers (ACPSEM) in Medicine as a Medical Physicist	One of the following: • Bachelor of Midwifery • Bachelor of Science

		• Registration or eligibility for registration on the ACPSEM Register of Qualified Medical Physics Specialists • Registration as a Clinical Scientist with the Health and Care Professions Council, United Kingdom and Membership of the Institute of Physics and Engineering Medicine, United Kingdom • Certification as a Medical Physicist by the American Board of Radiology in Medical Physics • Certification of Competence in Clinical Medical Physics as a Member of the Canadian College of Physics in Medicine	• Bachelor of Science in Physics (Medical Physics and Imaging Technology) • Bachelor of Science with Honours in Medical Physics • Bachelor of Applied Science
	Orthoptist (251412)	NZ membership with the New Zealand Orthoptics Society Inc.	
	Veterinarian (234711)	NZ registration with the Veterinary Council of New Zealand	Bachelor of Veterinary Science
	Addiction Practitioner / Alcohol & Drug Clinician (272112) Drug and Alcohol Counsellor (272112)	Registration with Dapaanz – Addiction Practitioner's Association Aotearoa New Zealand	One of the following: • Bachelor of Midwifery • Bachelor of Counselling • Bachelor of Counselling and Addiction Practice • Bachelor of Health Sciences (Mental Health and Addiction)
	Audiometrist (311299)	Membership with the New Zealand Audiological Society	

	Chiropractor (252111)	Registration with the New Zealand Chiropractic Board	Bachelor of Chiropractic
	Clinical Physiologist (234599)	Registration with the Clinical Physiologists Registration Board of New Zealand	
	Careers Counsellor (272111)	Membership with the New Zealand Association of Counsellors	One of the following: • Bachelor of Counselling* • Bachelor of Applied Counselling* • Bachelor of Health Science in Counselling* • Bachelor of Social Services (Counselling)* • Bachelor of Counselling and Addiction Practice* • Bachelor of Psychology • Bachelor of Nursing • Bachelor of Social Work • Bachelor of Education *The degree should be from a New Zealand Association of Counsellors accredited providers.
	Family and Marriage Counsellor (272113)		
	Rehabilitation Counsellor (272114)		
	Student Counsellor (272115)		
	Counsellors NEC (272199)		
	Dietician (251111)	Registration with the Dieticians Board of New Zealand	Bachelor of Science with a major in nutrition, food science or dietetics
	Dispensing Optician (399913)	Registration with the Optometrists and Dispensing Opticians Board of New Zealand	Bachelor of Optometry
	Optometrist (251411)		
	Genetic Counsellor (251999)	New Zealand registration with the Human Genetics Society of Australasia	Bachelor of Science in Genetics
	Orthotic and Prosthetic Technician (311299)	Associate membership with the New Zealand Orthotic and Prosthetic Association	

	Orthotist/Prosthetist (251912)	Membership with the New Zealand Orthotic and Prosthetic Association	
	Osteopath (252112)	Registration with the Osteopathic Council of New Zealand	Bachelor of Musculoskeletal Health
	Ambulance Paramedic (411112)	New Zealand registration with the Paramedic Council	One of the following: • Bachelor of Health Science in Paramedicine • Bachelor of Health Science (Paramedic)
	Perfusionist (cardiac) (311299)	New Zealand membership with the Australian and New Zealand College of Perfusionists	One of the following: • Bachelor of Science • Bachelor of Health Science • Bachelor of Biomedical Science • Bachelor of Engineering (Honours) in Biomedical Engineering
	Hospital Pharmacist (251511)	Registration with the Pharmacy Council of New Zealand	Bachelor of Pharmacy
	Industrial Pharmacist (251512)		
	Retail Pharmacist (251513)		
	Physiotherapist (252511)	Registration with the Physiotherapy Board of New Zealand	One of the following: • Bachelor of Physiotherapy • Bachelor of Health Science (Physiotherapy)
	Play Therapist (hospital) (252299)	Membership with the Hospital Play Specialists Association of Aotearoa New Zealand	One of the following: • Bachelor of Education (Early childhood teaching)

			• Bachelor of Education (Teaching) Early Childhood Education • Bachelor of Teaching and Learning (Early Childhood) • Bachelor of Teaching (Early Childhood Education) • Poutuarongo Whakaakoranga Kōhungahunga (PWK) (Taumata 7 Rumaki Māori Early Childhood) Bachelor of Teaching Early Childhood • Te Tohu Paetahi Whakaako Kohungahunga: Bachelor of Teaching Early Childhood Education
	Speech Language Therapist (252712)	Membership with the New Zealand Speech-Language Therapists' Association	Bachelor's degree in speech and language therapy with Honours
	Sterilisation Technician (711914)	Membership with the New Zealand Sterile Sciences Association	
	Social Worker (272511)	Registration with the Social Workers Registration Board	One of the following: • Bachelor of Social Work • Bachelor of Social Work (Honours) • Bachelor of Applied Social Work • Bachelor of Bicultural Social Work • Bachelor of Social Practice
	Audiologist (252711)	Membership with the New Zealand Audiological Society	

	Medical Imaging Technologist (251211) Magnetic Resonance Imaging Technologist (251211) Medical Radiation Therapist (251212) Nuclear Medicine Technologist (251213) Sonographer (251214)	Registration with the New Zealand Medical Radiation Technologists Board	Medical Imaging Technologist (one of the following): • Bachelor of Medical Imaging • Bachelor of Applied Science (Medical Imaging Technology) • Bachelor of Health Science (Medical Imaging) • Bachelor of Medical Imaging (Honours) Medical Radiation Therapist: • Bachelor of Radiation Therapy
	Occupational Therapist (252411)	Registration with the Occupational Therapy Board of New Zealand	One of the following: • Bachelor of Health Science (Occupational Therapy) • Bachelor of Occupational Therapy (at Otago Polytechnic or Waikato Institute of Technology (Wintec)
	Podiatrist (252611)	Registration with the Podiatrists Board of New Zealand	Bachelor of Health Science (Podiatry)
	Secondary School Teacher (241411) Kaiako Kura Kaupapa Māori (Māori-medium Primary School Teacher) (241211) Pouako Kura Kaupapa Māori (Māori-medium Primary School Senior Teacher) (241212) Primary School Teacher (241213) Middle School Teacher/Intermediate School Teacher (241311)	NZ registration with the Teaching Council of Aotearoa New Zealand and with either a provisional or full practising certificate issued by the Teaching Council of Aotearoa New Zealand	One of the following: • Bachelor of Education • Bachelor of Education (Early Childhood) • Bachelor of Education (Technology) • Bachelor of Teaching

			• Bachelor of Teaching (Early Childhood Education)
Other: (Primary Industries, Science)	Other Spatial Scientist (232214)	A bachelor's degree at NZQCF Level 7, or a higher qualification with the minimum equivalent of 360 credits, which includes the requirements of a New Zealand major in the focus areas of computer science or geography	
Other: (Primary Industries, Science)	Environmental Research Scientist (234313)	A qualification at NZQCF Level 8 or higher in the focus areas of environmental studies, environmental management, or environmental engineering. NZQCF Level 8 qualifications must have either the minimum equivalent of 360 credits which includes the requirements of a New Zealand major in the focus areas, or a minimum equivalent of 120 credits in the focus areas and a relevant underpinning bachelor's degree at NZQCF Level 7.	
	Food Technologist (234212)	One of the following: • Bachelor of Food Technology with Honours (Food Product Technology) or • (Food Process Engineering) (NZQCF Level 8)	

		A qualification at NZQCF Level 7 or higher in the focus areas of nutrition, food science, food technology or food engineering. NZQCF Level 7 qualifications must have a minimum equivalent of 360 credits which includes the requirements of a New Zealand major in the focus areas, and NZQCF Level 8 qualifications must have either the minimum equivalent of 360 credits which includes the requirements of a New Zealand major in the focus areas, or a minimum equivalent of 120 credits in the focus areas and a relevant underpinning bachelor's degree at NZQCF Level 7.	
ICT, Electronics and Telecommunications	Chief Information Officer (135111)	Remuneration for the employment must be $72.80 per hour or above, or the equivalent annual salary. For Straight to Residence only, where the employment or offer of employment is based on a contract for services, the remuneration must be $109.20 per hour or above, or the equivalent annual salary and a minimum of 10 years' work in a relevant role is required.	
	ICT Project Manager (135112)		
	ICT Managers nec (135199)		
	Analyst Programmer (261311)		
	Developer Programmer (261312)		
	Software Engineer (261313)		
	Software Tester (261314)		
	ICT Security Specialist (262112)		
	Software and Applications Programmers nec (261399)		
	Database Administrator (262111)	Remuneration for the employment must be $70.00 per hour or above, or the equivalent annual salary ($145,600 per annum based on a 40 hour week)	

		For Straight to Residence only, where the employment or offer of employment is based on a contract for services, the remuneration must be $87.50 per hour or above, or the equivalent annual salary ($182,000 per annum based on a 40 hour work week) and a minimum of 10 years' work in a relevant role is required.	
	Systems Administrator (262113)	Remuneration for the employment must be $70.00 per hour or above, or the equivalent annual salary ($145,600 per annum based on a 40 hour work week) For Straight to Residence only, where the employment or offer of employment is based on a contract for services, the remuneration must be $87.50 per hour or above, or the equivalent annual salary ($182,000 per annum based on a 40 hour work week) and a minimum of 10 years' work in a relevant role is required.	
	Multimedia Specialist (261211)	Remuneration for the employment must be $57.75 per hour or above, or the equivalent annual salary. For Straight to Residence only, where the employment or offer of employment is based on a contract for services, the remuneration must be $86.45 per hour or above, or the equivalent annual salary and a minimum of 10 years work in a relevant role is required.	

Tier 2

Occupational Group	Occupation Occupations are listed by ANZSCO (Australian and New Zealand Standard Classification of Occupations) code	Green List Requirements Qualifications must be comparable to the standard of the New Zealand qualification listed. Also see Note 1 at the end of this list	Registration Qualifications Qualifications required for registration for occupations on the Green List. Also see Note 4 at the end of this list

Construction	Building Associate (312112) (Building Construction supervisor)	Remuneration for the employment over the 24-month qualifying period must be paid at least 1.5x the median hourly wage as set out in the table at SR5.15.1 Common examples of job titles for this role are site supervisor, site manager, site foreman, build supervisor, build manager, civil project manager.	
	Crane, Hoist or Lifter Operator (712111)	Role offered must be as a Crane Operator only. Remuneration for the employment over the 24-month qualifying period must be paid at least 1.3x the median hourly wage as set out in the table at SR5.15.1 The applicant must also have a New Zealand Level 3 Certificate in Cranes with at least one Level 4 specialisation (or overseas equivalent) at the time of application for residence.	
Factory Process Worker	Slaughterer (831212)	Role offered must be as a Halal Slaughterer. Working in a role with an employer and at a site listed on the 'New Zealand approved animal products halal premises (excluding dairy) under the Animal Products Notice' (administered by the Ministry for Primary Industries).	
Health and Social Services	School Principal (134311) Special Needs Teacher (241511) Teacher of the Hearing Impaired (241512) Teacher of the Sight Impaired (241513) Special Education Teachers nec (241599)	NZ registration with the Teaching Council of Aotearoa New Zealand and with either a provisional or full practising certificate issued by the Teaching Council of Aotearoa New Zealand. Teacher of English to Speakers of Other Languages must be working in a primary, intermediate, or secondary school	One of the following: • Bachelor of Education • Bachelor of Education (Early Childhood) • Bachelor of Education (Technology) • Bachelor of Teaching • Bachelor of Teaching (Early Childhood Education)

	Teacher of English to Speakers of Other Languages (249311)		
	Early Childhood (Pre-primary School) Teacher – registered (241111)		
ICT, Electronics and Telecommunications	Telecommunications Technician (342414)	One of the following: • Remuneration for the employment over the 24-month qualifying period must be paid at least 1.15x the median hourly wage as set out in the table at SR5.15 or • New Zealand Certificate in Telecommunications (Level 3) at the time of application for residence	
Civil Machinery Operators	Earthmoving Plant Operator (General) (721211)	Remuneration for the employment over the 24-month qualifying period must be paid at least 1.15x the median hourly wage as set out in the table at SR5.15.1	
	Backhoe Operator (721212)		
	Bulldozer Operator (721213)		
	Excavator Operator (721214)		
	Grader Operator (721215)		
	Loader Operator (721216)		
	Paving Plant Operator (721913)		
Protective Service Workers	Corrections Officer (442111)	At the time of application for residence, has • Completed the Corrections Officer Development Pathway (CODP); AND	

		• Holds a NZ Certificate Level 3, or a higher qualification, which includes the knowledge and credit requirements of the NZ Certificate in Offender Management (NZCOM) Level 3	
Trades	Automotive Electrician (321111)	A certificate at NZQCF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the strands of the New Zealand Certificate in Automotive Electrical Engineering (NZQCF Level 4)	
	Diesel Motor Mechanic (including Heavy Vehicle Inspector) (321212)	A certificate at NZQCF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Heavy Automotive Engineering (NZQCF Level 4); OR Appointment as a vehicle inspector by NZ Transport Agency Waka Kotahi for certificate of fitness service delivery	
	Motor Mechanic (General) (321211) Motorcycle Mechanic (321213)	A certificate at NZQCF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the following qualifications: • New Zealand Certificate in Heavy Automotive Engineering (Level 4) • New Zealand Certificate in Light Automotive Engineering (Level 4) • New Zealand Certificate in Motorcycle Engineering (Level 4); OR Appointment as a vehicle inspector by NZ Transport Agency Waka Kotahi for warrant of fitness and/or certificate of fitness service delivery	

	Electrician (General) (341111)	NZ registration as an electrician or a Limited Certificate (excluding a Trainee Limited Certificate) as an electrician from the Electrical Workers Registration Board	
	Plumber (General) (334111)	Registration as either a certifying plumber, tradesman plumber; or journeyman plumber with the New Zealand Plumbers, Gasfitters and Drainlayers Board (12 months on a provisional licence will be accepted toward the duration and for AEWV purposes, provided registration is complete on application for the residence visa)	
	Drainlayer (334113)	Registration as either a certifying, tradesman, or journeyman Drainlayer with the New Zealand Plumbers, Gasfitters and Drainlayers Board (12 months on a provisional licence will be accepted toward the overall 24 months duration and for AEWV purposes, provided registration is complete on application for the residence visa)	
	Gasfitter (334114)	Registration as either a certifying, tradesman, or journeyman Gasfitter with the New Zealand Plumbers, Gasfitters and Drainlayers Board (12 months on a provisional licence will be accepted toward the overall 24 months duration and for AEWV purposes, provided registration is complete on application for the residence visa)	
	Panel Beater (324111)	Remuneration for the employment over the 24-month qualifying period must be paid at least 1.15x the median hourly wage as set out in the table at SR5.15.1	
	Vehicle Painter (324311)		
	Metal Fabricator (322311)		
	Pressure Welder (322312)		

	Welder (322313)	Remuneration for the employment over the 24-month qualifying period must be paid at least 1.3x the median hourly wage as set out in the table at SR5.15.1	
	Fitter (General) (323211)		
	Fitter and Turner (323212)		
	Fitter-Welder (323213)		
	Metal Machinist (First Class) (323214)		
Agriculture	Dairy Cattle Farmer (Dairy Cattle Farm Manager) (121313) including Dairy Farm Manager, Assistant Dairy Farm Manager and Dairy Herd Manager	A minimum of three years' experience working on a commercial farm in a relevant role	

Note 1: Qualifications listed (unless an exception is stated) are New Zealand awarded qualifications on the New Zealand Qualifications and Credentials Framework (NZQCF). Overseas qualifications must be comparable to the standard of the New Zealand qualification listed. Unless an overseas qualification is listed on the Immigration New Zealand List of Qualifications Exempt from Assessment (Appendix 17), an International Qualification Assessment (IQA) from the New Zealand Qualifications Authority stating the comparable NZQCF qualification is required.

Note 2: Where a Washington Accord accredited undergraduate engineering degree is a requirement, the engineering degree has to be awarded from or after the date the country became a signatory, and must be on the list of accredited programmes of the signatory country. To determine if an engineering degree awarded is Washington Accord accredited, please refer to the links from the International Engineering Alliance on their website: www.ieagreements.org/accords/washington/signatories/.

Where a Sydney Accord accredited undergraduate engineering degree is a requirement, the engineering technology degree has to be awarded from or after the date the country became a signatory and must be on the list of accredited programmes of the signatory country. To determine if an engineering technology degree awarded is Sydney Accord accredited, please refer to the links from the International Engineering Alliance on their website: www.ieagreements.org/accords/washington/signatories/.

Note 3: A letter, certificate or registration from the Institution of Professional Engineers New Zealand Incorporated (IPENZ), as Engineering New Zealand was formerly known, may be used to meet the requirement for a letter, certificate or registration from Engineering New Zealand. A letter from IPENZ may also be used to meet an applicable requirement instead of a letter from IT Professionals New Zealand. IPENZ's name changed to Engineering New Zealand in October 2017.

Note 4: Only Level 7 and Level 8 Bachelor degrees not already listed as Green List requirements are listed as qualifications required for registration for occupations on the Green List.

Qualifications Eligible for a Post-Study Work Visa

The qualifications listed below include non-degree level 7 qualifications or below that are eligible for a Post-Study work visa under immigration instructions WD3. Applicants must meet the requirements of both column one and (where applicable) column two to meet the requirements of the list.

Non-degree qualification pathways	Knowledge requirements (focus area)	Occupation in visa conditions

	These are knowledge requirements or focus areas that must be included in the qualification.	
A Graduate Diploma at NZQCF Level 7	Highway engineering or civil engineering	Construction Project Manager
	Construction management or construction project management	Construction Project Manager or Project Builder
	Construction	Project Builder
A Graduate Diploma in Construction at NZQCF Level 7	Quantity Surveying	Quantity Surveyor
A Graduate Diploma in Quantity Surveying at NZQCF Level 7	N/A	Quantity Surveyor
A Graduate Diploma acceptable to the Teaching Council of Aotearoa New Zealand for registration AND The applicant meets all the Council's other requirements for teacher registration and certification	N/A	Primary, Intermediate or Secondary School Teacher
Graduate Diploma in Teaching (Early Childhood Education) or comparable qualification that is acceptable to the Teaching Council of Aotearoa New Zealand for registration AND The applicant meets all the Council's other requirements for teacher registration and certification	N/A	Early Childhood Teacher
A qualification at NZQCF Level 7, with a letter from Engineering New Zealand certifying that the qualification and any further learning meet the benchmark requirements towards Chartered Professional Engineer professional status in New Zealand	N/A	Engineer or Civil, Electrical, Electronic, Mechanical Engineering Technician
A Diploma at NZQCF Level 6 or higher with a minimum of 240 credits	Highway engineering, construction or construction management	Construction Project Manager or Project Builder
	Civil engineering	Construction Project Manager or Civil Engineering Technician or Project Builder
New Zealand Diploma in Engineering (Level 6) with a strand in Civil Engineering, 240 credits	N/A	Construction Project Manager or Civil Engineering Technician
New Zealand Diploma in Construction (Quantity Surveying) Level 6 or higher	N/A	Quantity Surveyor or Project Builder

New Zealand Diploma in Construction (Level 6 or higher) with a strand in Quantity Surveying, 240 credits	N/A	Quantity Surveyor or Project Builder
New Zealand Diploma in Construction (Level 6 or higher) with a strand in Construction Economics, Construction Management or Building, 240 credits	N/A	Project Builder
New Zealand Diploma in Engineering (Level 6) with a strand in Electrical Engineering, 240 credits	N/A	Telecommunications, Telecommunications Network Engineer or Electrical Engineering Technician
New Zealand Diploma in Engineering (Level 6) with a strand in Mechanical Engineering	N/A	Mechanical Engineering Technician
New Zealand Diploma in Engineering (Level 6) with a strand in Electronics Engineering, 240 credits	N/A	Electronic Engineering Technician
A diploma at NZQCF Level 5 or higher	Farm management, agriculture or dairy technology	Dairy Cattle Farmer
A certificate at NZQCF Level 4 or higher	New Zealand Certificate in Automotive Electrical Engineering (NZQCF Level 4)	Automotive Electrician
	New Zealand Certificate in Heavy Automotive Engineering (NZQCF Level 4)	Diesel Motor Mechanic
	Dairy Farming or Livestock Farming strands of the New Zealand Certificate in Agriculture (Level 4)	Dairy Cattle Farmer
New Zealand Certificate in Automotive Electrical Engineering (Level 4)	N/A	Automotive Electrician
New Zealand Certificate in Heavy Automotive Engineering (NZQCF Level 4)	N/A	Diesel Motor Mechanic
New Zealand Certificate in Agriculture (Level 4) with a strand in Dairy Farming or Livestock Farming	N/A	Dairy Cattle Farmer

Appendix 20 – National Occupation List (NOL) skill level 1 to 3 occupations recognised for the purposes of WA Accredited Employer instructions

The NOL occupations listed below can only be considered for the purpose of assessing the relevant occupation and skill level under Accredited Employer instructions if an immigration officer is satisfied that the chosen occupation is a substantial match to the corresponding NOL occupation listed below.

NOL code	Occupation	Skill level
132314	Chief Remote Officer	1
132418	Chief Sustainability Officer	1
141113	Head Chef/Executive Chef	1
223312	Organic Conservation Specialist	1
232114	Building Information Modeller	1
232416	Accessible Format Specialist	1
253115	Physician Associate	1
261214	Virtual Reality (VR) Specialist	1
261215	Augmented Reality (AR) Specialist	1
261331	Enterprise Architect	1
272126	Consumer Advisor	3
311113	Irrigation Technician	3
311115	Wine Laboratory Technician	2
311417	Calibration Technician	3
311418	Drug and Alcohol Tester	3
312914	CAD draftsperson	2
312915	Biomedical Technician	2
312916	Environmental Engineering Technician	2
312917	Wind Turbine Technician	3
312918	Geothermal Technician	3
312921	Non Destructive Testing Technician	3
312922	Irrigation Performance Assessor	3
312923	Reinforcing/Structural Steel Detailer	2
312924	Cabinetry CAD Drawer	3
312925	Joinery Detailer	3
312926	Lifting Equipment Technician	3
313114	Digital Imaging Technician	2
311423	Environmental Technician	2
321112	Electric Vehicle Mechanic or Technician	3
321215	Bicycle Technician	3
323114	Vehicle Integration Technician	3
323115	Launch Technician - Mechanical	3
323216	Agricultural Equipment Technician	3
323217	Heavy Equipment Technician	3
323218	CNC Programmer - Solid Timber Joinery	3
323221	Senior Fleet Tyre Technician	3
331113	Concreter (Commercial)	3
312117	Energy Assessor	2
331215	Joinery Site Joiner	3
331217	Joinery Installer	3
333312	Waterproofer	3
351311	Other Chef	3
351313	Demi Chef de Partie	3
351314	Chef de Partie	2

351315	Sous Chef	2
361116	Animal Trainer	3
362215	Urban Forester	2
362412	Nursery Production Leading Hand	2
393214	Milliner	3
394112	Cabinetry Installer	3
394215	Joinery Machinist	3
394216	Joinery Technician	3
394217	Joinery Practitioner - Generalist	3
394218	Joinery Finisher	3
399518	Performing Arts, Entertainment and Events Technician	3
399521	Videographer	2
399522	Foley Artist	2
399921	Fibre Composite Technician	3
399922	Electronic Security System and Alarm Technician	3
399923	Snowsport Equipment Technician	3
411115	Emergency Medical Technician (EMT)	2
411717	Aged Care Coordinator	2
411718	Dementia Navigator	3
423124	Dementia Homeshare Coordinator	3
423125	Support Worker (Mental Health and Addiction)	3
423126	Health Coach	3
423127	Peer Support Worker	3
431312	Senior Gaming Worker	3
431413	Concierge	3
431914	Winery Senior Cellar Hand	3
451312	Embalmer	2
451313	Crematorium Technician	3
452114	Personal Trainer	3
452218	Adventure Tourism Operator	3
452221	Skydiving Instructor (Solo)	2
452222	Tandem Skydiving Master/Instructor	2
452326	Tennis Coach - Performance	3
452415	Athlete	3
452416	Ski Patroller	3
511113	Joinery Manager	1
511114	Joinery Project Manager	1
512112	Chief of Staff	1
512113	Executive Assistant (CEO/Board Level)	1
512114	Administrative Professional	2
512212	Accounting Practice Manager	2
512213	Legal Practice Manager	2
711115	Production Supervisor, Clay, Concrete, Glass and Stone Processing	3
711315	Production Supervisor, Paper, Pulp and Wood Processing	3
711316	Timber Machinist	3

711517	Production Supervisor, Plastics and Rubber Production	3
711717	Production Supervisor, Textile and Footwear Production	3
711915	Hazardous Materials Removalist	3
712214	Horizontal Direction Drilling Worker	3
712312	CNC Operator - Solid Timber Joinery	3
712925	Senior Timber Treatment Plant Operator	3
721113	Agrichemical Spraying Operator	3
721114	Groundspread Nutrient Applicator	3
721115	Advanced Agricultural and Horticultural Mobile Plant Operator	3
731113	Oversize Load Pilot Escort	3
811212	Power Wash Technician	3
821413	Solar Installer	3
821715	Rope Access Technician	3
821716	Load Lifting Rigger (Rope Fabrication)	3
831122	Production Supervisor, Food and Drink Processing	3
831123	Ice Cream (Process Control) Machine Operator	3
831215	Meat Boner/Meat Cutter	3
831314	Production Supervisor, Meat Processing	3
831315	Production Supervisor, Poultry Processing	3
831316	Production Supervisor, Seafood Processing	3
832116	Horticulture Post-Harvest Supervisor	3
832117	Horticulture Post-Harvest Leading Hand	1
841112	Aquaculture Farm Supervisor	3
841218	Field Crop Farm Supervisor	3
841221	Outdoor Crop Production Supervisor	3
841222	Fruit Production Supervisor	3
841223	Indoor Crop Production Supervisor	3
841224	Vineyard Supervisor	3
841226	Mixed Crop Farm Supervisor	3
841227	Fruit Production Leading Hand	1
841228	Indoor Crop Production Leading Hand	1
841231	Outdoor Crop Leading Hand	1
841314	Forestry Supervisor	3
841317	Silviculture Operator	3
841413	Nursery Production Supervisor	3
841521	Mixed Livestock Farm Supervisor	3
841526	Beef Cattle Farm Supervisor	3
841527	Sheep Farm Supervisor	3
841531	Other Livestock Farm Supervisor	3
841532	Poultry Farm Supervisor	3
841533	Senior Piggery Stockperson	3
841612	Mixed Crop and Livestock Farm Supervisor	3
841918	Irrigation Manager	3
899416	Senior Tyre Technician	3
899924	Site Traffic Management Supervisor (STMS)	3

Appendix 2: Amendments to Temporary Entry instructions effective on and after 9 March 2026

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 ($70.00) (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 $70.00 and reflects the June 2025 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 if:

   i. the new employer holds or has applied for accreditation under WA2; and

   ii. the employer has confirmed that they are 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.

b. An immigration officer may postpone making a decision on the application if there is information that indicates the employer will likely no longer (in cases where the employer holds accreditation), or will likely not (in cases where an employer who currently holds, or has an accreditation application in progress), meet the requirements of their accreditation, until the employer is determined to meet the requirements.

c. If the employer's accreditation is subsequently declined or revoked while a decision has been postponed under (b), the Job Change application must be declined, and the application will not be further postponed to await the outcome of any new accreditation application submitted by the employer.

d. For the purposes of an immigration officer's discretion in (b) above, the officer may consider postponing a decision if:

   i. the accreditation of the employer — or, in the case of a restructure, the employer named on the applicant's current visa — was revoked within the 12 months prior to the date the Job Change application was submitted (provided that E.26.1.21(a)(ii) does not apply); or

   ii. there is information on INZ's systems that the employer or any of its key persons fails to meet requirements related to compliance with specific employment, immigration and business standards as set out at WA2.10.10(a), (b), (g), (h), or (j); or

   iii. the employer or, in the case of restructure, the employer named on the applicant's current visa is being prosecuted for non-compliance (see WA2.10.10(l)).

e. With regard to other instances of potential employer non-compliance (including but not limited to WA2.10.10(c) to (f), (m), (n) and (p)) an immigration officer's discretion to postpone making a decision under (b) above may depend on factors such as:

   i. the nature and seriousness of the alleged or proven non-compliance; and

   ii. the number of instances of alleged or proven non-compliance; and

   iii. the extent of certainty that these instances took place; and

   iv. how long ago these instances occurred; and

   v. whether any mitigation of proven instances has taken place (see for example WA2.10.10(e) and (i)).

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

g. 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).

Notes:
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. In these situations, the applicant must apply for a Job Change under E3.26.1.20 above or submit a new AEWV application.
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.

E3.26.1.25 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 $28.00 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 ($35.00).

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 $35.00 and reflects the June 2025 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.

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$58,240 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$58,240 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$58,240 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$58,240 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.

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 $70.00 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).

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 evidence provided with the application must include the following information:
   i. name of the employer; and
   ii. name of the person to whom the job is offered; and
   iii. details of the job including:
      - the job title or designation; and
      - the location of employment; 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.

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.

l. When determining whether the offer of employment is genuine (see WA4.10.1(a) and WA3.30.1), an immigration officer may request and review further information such as (but not limited to) evidence showing how long the job offer is open.

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 ($70.00) 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.

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 $28.00 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 $52.50 per hour for any role; or
   ii. paid at least $35.00 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 $28.00 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 $35.00 per hour used for the above instructions reflects the June 2025 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 2025 ($28.00 per hour) and 150 percent of the median wage published in June 2025 ($52.50 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 2025 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 $28.00 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.

Appendix 3: Amendments to Residence instructions effective on and after 9 March 2026

SR3.10 Summary of requirements

a. To be granted a resident visa under the Skilled Migrant Category, all applicants must:
   i. meet health and character requirements for residence (see A4 and A5); and
   ii. meet the applicable minimum standard of English or, where instructions allow, pre-purchase English for Speakers of other Languages (ESOL) tuition (see SR2.10).

b. In addition, the principal applicant must:
   i. be aged 55 or younger at the time the residence application is made; and
   ii. meet the skilled employment requirements (see SR3.20), including holding current employment or an offer of employment in New Zealand with an accredited employer (see WA2) which pays at least the equivalent of:
      - the median wage (currently ($35.00 per hour) if their occupation is listed at ANZSCO skill level 1-3; or
      - 1.5 times the median wage (currently $52.50 per hour) if their occupation is listed at ANZSCO skill level 4-5, or not included in ANZSCO; and
   iii. qualify for the 6 points, from:
      - one skill category (income, qualification, or New Zealand registration, see SR3.25); or
      - a combination of one skill category and their skilled work experience in New Zealand (see SR3.35).

c. An applicant may be considered to meet the income thresholds for skilled employment and points if they meet the income thresholds that were the basis for them being invited to apply for residence.

d. Despite R5.7, where the Skilled Migrant Category instructions under SR2 refer to ANZSCO, any assessment must be based on the immigration view of version 1.3 of the ANZSCO.

Notes:
- The median wage rate of $35.00 for the Skilled Migrant Category reflects the June 2025 publication of median wage data by Statistics New Zealand.
- The Immigration view of version 1.3 of the ANZSCO provided by Statistics New Zealand is available here: Aria Stats NZ - ANZSCO

SR3.10.1 Evidence

a. An immigration officer may consider evidence and information provided in previous visa applications and submissions to Immigration New Zealand to determine whether the applicant meets the requirements for a Skilled Migrant Category visa.

b. In cases where any relevant details have changed since an applicant's most recent visa application, the applicant must include evidence of these changes (for example, their remuneration has changed, and they are relying on work in New Zealand in a role paid at least twice the median wage).

c. Where an immigration officer is not satisfied that sufficient information has been provided, further evidence may be requested (for example, full bank statements showing salary payment, or payslips).

SR3.15 Points Summary

a. The principal applicant may qualify for the following points from one skill category (income, qualification, or New Zealand registration):

Income (SR3.25.1)	Points
At least 3 times the median wage (currently $105 per hour)	6
At least 2 times the median wage (currently $70.00 per hour)	4
At least 1.5 times the median wage (currently $52.50 per hour)	3

or

Qualification Equivalent under the New Zealand Qualifications Framework* (SR3.25.5)	Points
Level 10 Doctoral Degree	6
Level 9 Master's Degree	5
Level 8 Bachelor Honours Degree or Postgraduate Diploma	4
Level 8 Postgraduate Certificate Level 7 Bachelor's degree	3

*If the principal applicant provides an International Qualifications Assessment that does not specify a listed qualification type, they may qualify for the points listed at SR3.25.5(b).

or

New Zealand registration, licensing, or certification (SR3.25.10, SR3.30)	Points
A registration, license, or certification must be listed at SR3.30, which defines the requirements and number of points awarded for each.	6
	5
	4
	3

b. In addition to one skill category, applicants may qualify for the following points for their skilled work experience in New Zealand:

Skilled work experience in New Zealand (SR3.35)	Points
3 years	3
2 years	2
1 year	1

SR3.20 Skilled employment

a. The principal applicant must have current employment or an offer of employment in New Zealand that pays at least the equivalent of:
   i. the median wage (currently $35.00 per hour) if their occupation is listed at ANZSCO skill level 1-3; or
   ii. 1.5 times the median wage (currently $52.50 per hour) if their occupation listed at ANZSCO skill level 4-5, or not included in the ANZSCO.

Note: The median wage rate of $35.00 for the Skilled Migrant Category reflects the June 2025 publication of median wage data by Statistics New Zealand.

b. The principal applicant's employment or offer of employment must be:
   i. full-time (employment is full-time if it amounts to at least 30 guaranteed hours per week for every week worked); and
   ii. with an employer who is accredited (and their accreditation is not suspended) at the time the residence application is either made or decided; and
   iii. permanent or for a fixed term of at least 12 months; and
   iv. genuine and not offered as the result of payment (see SR2.1.5); and

c. A contract for services will be acceptable where:
   i. the applicant meets the requirements for at least 12 months of skilled work experience in New Zealand (see SR3.35); and
   ii. the applicant has a consistent history of contract work; and
   iii. the applicant has a current contract or contracts totalling at least 6 months duration; and
   iv. an immigration officer is satisfied that such contract work is likely to be sustained.

d. As evidence of current skilled employment, applicants must provide an employment agreement and job description specifying the occupation, hours and remuneration of the employment.

e. For independent midwife practitioners, a letter of authority to claim under the Maternity Notice pursuant to section 94 of the Pae Ora (Healthy Futures) Act 2022, and evidence of registration with the Midwifery Council is sufficient to meet the requirements at SR3.20(b)(i) and (iii), and SR3.20(c)(ii) to (iv).

SR3.20.1 Determining skilled employment

In determining the ANZSCO skill level of an applicant's employment or offer of employment, an immigration officer:

a. will determine whether the applicant's employment is substantially consistent with the ANZSCO occupation (6-digit) level job title and description for that occupation; and

b. may undertake a substantial match assessment (see SR2.1.1) and/or a suitably qualified assessment (see SR3.20.5).

SR3.20.5 Suitably qualified

a. An applicant will be assessed as being suitably qualified if they:
   i. have a relevant qualification meeting the requirements at SR3.25.5(b) that is at, or above, the qualification level on the New Zealand Qualifications and Credentials Framework (NZQCF) that corresponds to the indicative skill level described for their occupation in the ANZSCO; or
   ii. have the relevant work experience that the ANZSCO indicates may substitute for the required qualification; or
   iii. are in a skill level 1 occupation and have five years of relevant work experience; or
   iv. are in a skill level 2 or 3 occupation and have three years of relevant work experience; or
   v. have current registration for their employment listed at SR3.30 or Appendix 16.

b. Qualifications are relevant to employment if the major subject area of the principal applicant's recognised qualification is directly applicable to the employment, or an immigration officer is satisfied that the qualification was a key factor in the employer's decision to employ the principal applicant in that position.

c. Work experience is relevant to employment if the employer considers, and an immigration officer is satisfied, that the work experience is directly applicable to the employment, or the offer of employment could not reasonably have been made, or the employment could not reasonably have been undertaken, if the principal applicant did not have that work experience.

d. Where their skilled employment is in an occupation that requires registration by law (see Appendix 16), the principal applicant must have the required full or provisional registration for that occupation in New Zealand (or a letter of eligibility from the New Zealand Medical or Dental Council) to be suitably qualified.

SR3.25 Skill categories

SR3.25.1 Income

a. When claiming points for income, the principal applicant must have full-time employment or an offer of full-time employment in New Zealand (employment is full-time if it amounts to at least 30 guaranteed hours per week for every week worked) which pays at least the equivalent of:
   i. 3 times the median wage (currently $105.00 per hour) to qualify for 6 points; or
   ii. 2 times the median wage (currently $70.00 per hour) to qualify for 4 points; or
   iii. 1.5 times the median wage (currently $52.50 per hour) to qualify for 3 points.

b. As evidence of income, applicants must provide an employment agreement and job description specifying the occupation, hours and remuneration of the employment.

SR3.25.5 Qualification

a. When claiming points for a qualification, the principal applicant must hold a qualification recognised on the New Zealand Qualifications and Credentials Framework (NZQCF) as a:
   i. level 10 Doctoral degree to qualify for 6 points; or
   ii. level 9 Master's degree to qualify for 5 points; or
   iii. level 8 Bachelor honours degree or Postgraduate Diploma to qualify for 4 points; or
   iv. level 7 Bachelor's degree or level 8 Postgraduate Certificate to qualify for 3 points.

b. As evidence of qualifications, applicants must provide their qualification certificate and if the qualification is from outside New Zealand:
   i. an International Qualifications Assessment (IQA) from the NZQA; or
   ii. the qualification must be included on the List of Qualifications Exempt from Assessment (Appendix 17).

c. If the principal applicant provides an IQA and it does not confirm their qualification is equivalent to a specific New Zealand qualification type listed at (a) above, their IQA must recognise the qualification on the NZQCF as:
   i. a level 10 qualification to qualify for 5 points; or
   ii. a level 9 qualification to qualify for 4 points; or
   iii. a level 8 qualification to qualify for 3 points.

d. Despite the requirements in (a) above to hold the qualification, when claiming points for a level 10 Doctoral degree from a New Zealand University an applicant may instead provide evidence they have met all the requirements to graduate with a Doctoral degree to qualify for 6 points.

e. As evidence of meeting requirements in (d) above, the applicant may provide a 'letter of eligibility to graduate' from their New Zealand University stating that they have met all the requirements to graduate with a Doctoral degree.

Note: An IQA:
- assesses an overseas qualification (or group of qualifications) by stating the learning outcomes of the closest equivalent New Zealand qualification; and
- states the NZQCF level and qualification type of that equivalent qualification; and
- refers to any verification of the applicant's qualifications undertaken by the NZQA.

SR3.25.10 New Zealand registration, licensing, or certification

a. When claiming points for New Zealand registration, licencing, or certification, the principal applicant must hold a recognised New Zealand registration, license or certification and meet the requirements listed in the table at SR3.30, to qualify for the points listed at SR3.30.

b. Unless specified at SR3.30, any form of provisional, trainee, intern, or limited registration, license, certification or scope of practice does not qualify for points.

c. As evidence of New Zealand registration, licensing or certification, principal applicants must provide documentation confirming:
   i. the registration, licensing, or certification body; and
   ii. the name of their registration, license, or certification and/or scope of practice; and
   iii. any other requirements listed at SR3.30 to be awarded points.

SR3.35 Skilled work experience in New Zealand

a. When claiming points for skilled work experience in New Zealand, immediately prior to submitting the residence application, the principal applicant must have completed skilled work experience in New Zealand for:
   i. 36 months in the prior 60 months to qualify for 3 points; or
   ii. 24 months in the prior 48 months to qualify for 2 points; or
   iii. 12 months in the prior 24 months to qualify for 1 point.

Note: Skilled work experience in New Zealand does not have to be completed consecutively and can be a total of different periods, for example two 12-month periods with a gap of six months in between.

b. Skilled work experience in New Zealand is time that the applicant worked in full-time employment (employment is full-time if it amounts to at least 30 guaranteed hours per week for every week worked) in New Zealand where they earned at least the equivalent of:
   i. the median wage if their occupation is listed at ANZSCO skill level 1-3; or
   ii. 1.5 times the median wage if their occupation is listed at ANZSCO skill level 4-5, or not included in ANZSCO; or
   iii. the wage required by SR3.25.1 if they have claimed points for income.

c. The median wage in effect for the Skilled Migrant Category across time is:

Date range	Median wage	1.5 times median wage	2 times median wage
15 January 2018 – 25 November 2018	$24.29	$36.44	$48.58
26 November 2018 – 23 February 2020	$25.00	$37.50	$50.00
24 February 2020 – 18 July 2021	$25.50	$38.25	$51.00
19 July 2021 – 23 October 2022	$27.00	$40.50	$54.00
24 October 2022 – 26 February 2023	$27.76	$41.64	$55.52
27 February 2023 - 27 February 2024	$29.66	$44.49	$59.32
28 February 2024 – 17 August 2025	$31.61	$47.41	$63.22
18 August 2025 - 8 March 2026	$33.56	$50.34	$67.12
From 9 March 2026	$35.00	$52.50	$70.00

d. For applicants claiming points for New Zealand registration, licensing or certification, skilled work experience in New Zealand must have been completed after gaining that registration, license or certification.

e. Skilled work experience must have been lawfully obtained and will not be counted if the principal applicant was unlawfully in New Zealand or required authority to undertake employment but did not have such authority.

f. The principal applicant's employment during skilled work experience in New Zealand must be genuine and not offered as the result of payment (see SR2.1.5).

g. For skilled work experience in New Zealand, work on a contract for services is acceptable.

h. As evidence of skilled work experience in New Zealand, applicants must provide:
   i. employment agreements and job descriptions (previous and current), specifying the occupation, hours and remuneration of any employment; and
   ii. a summary of earnings or tax statement (for work on a contract for services) from the Inland Revenue confirming the period of work and income over any period of work.

i. Despite SR3.35(b)(iii), for applicants claiming points for income of at least 2 times the median wage, skilled work experience in New Zealand is also acceptable if it was completed:
   i. on or after 29 September 2021 and before 9 October 2023; and
   ii. in an occupation listed in Tier 2 of Appendix 13 while meeting the requirements listed in Tier 2 of Appendix 13 for that occupation.

SR3.35.1 Determining skilled work experience in New Zealand

a. In determining the ANZSCO skill level of an applicant's employment an immigration officer:
   i. will determine whether the applicant's employment is substantially consistent with the ANZSCO 'Occupation' (6-digit) level job title and description for that occupation; and
   ii. may undertake a substantial match assessment (see SR2.1.1).

b. Skilled work experience in New Zealand will start being counted when the applicant earns at least the wage required by SR3.35(b) at that time.

c. Skilled work experience in New Zealand will stop being counted if the applicant changes employment or their income decreases, and their new income is below the wage required by SR3.35(b) at that time.

Note: Skilled work experience will not stop being counted if the median wage in immigration instructions (and wage thresholds based on this median wage) increases, as long as the applicant's income does not decrease to below the new wage threshold, and they have not changed employment.

For example, if a principal applicant was required to earn at least the median wage for their skilled work experience, work could be counted from 24 February 2020 if the applicant was earning the median wage of $25.50 in effect at that time. When the median wage in effect increases to $27 an hour on 19 July 2021, they can keep counting their income if they are still in that same job earning that same amount.

If a principal applicant who earned $30 an hour on 24 February 2020 started a new job earning $27 an hour on 19 July 2021, they can keep counting their work experience as it was at least equivalent to the median wage at that time. If they started a new job earning $26.50 on this date, work experience in their new job could not be counted.

d. Any leave consistent with the definition in section 16 of the Holidays Act 2003 (including parental leave and ACC leave) taken during a period of skilled work experience in New Zealand can be counted if the applicant was earning the wage required by SR3.35(b) immediately before the period of leave.

SR4.10 Acceptable employment in a Tier 1 Green List role

a. Acceptable employment in a Tier 1 Green List occupation is employment where the immigration officer is satisfied that:
   i. the principal applicant holds current employment or an offer of employment for an occupation listed in Tier 1 of Appendix 13; and
   ii. the requirements of that occupation specified in Tier 1 of Appendix 13 are met; and
   iii. the remuneration for the employment or offer of employment is either:
      - at or above the hourly rate specified in Tier 1 of Appendix 13 where an occupation has remuneration requirements; or
      - at or above the median wage of $35.00; and
   iv. the employment or offer of employment is with an employer who is accredited (and their accreditation is not suspended) at the time the residence application is either made or decided; and
   v. the employment is full-time (employment is full-time if it amounts to at least 30 guaranteed hours per week for every week worked); and
   vi. the employment is permanent or for a fixed term of at least 12 months from when the application is made; and
   vii. the employment is genuine and is not offered as a result of payment (see SR2.1.5).

b. For the purpose of the acceptable employment instructions, a contract for services will be considered acceptable employment:
   i. where the applicant has a current contract or contracts for services totalling at least 6 months duration; and
   ii. where a wage threshold and relevant work experience is specified for an occupation in Tier 1 of Appendix 13, the applicant meets the requirements specified for contract for service arrangements for that occupation.

c. For independent midwife practitioners, a letter of authority to claim under the Maternity Notice pursuant to section 94 of the Pae Ora (Healthy Futures) Act 2022 and evidence of registration with the Midwifery Council is sufficient to meet the requirements at (b)(i).

d. For roles that do not require occupational registration, an immigration officer may be required to assess whether the employment matches the Green List occupation. In determining whether employment is for a role on the Green List an immigration officer may undertake a substantial match assessment (see SR2.1.1).

Notes:
- The median wage of $35.00 for Green List Tier 1 reflects the June 2025 publication of median wage data by Statistics New Zealand.
- For the purposes of undertaking a substantial match assessment, immigration officers must make an assessment based on Version 1.2 of the ANZSCO is available at www.immigration.govt.nz/anzsco.

SR5.10 Acceptable employment in a Tier 2 Green List role

a. Acceptable employment in a Tier 2 Green List role is employment where the immigration officer is satisfied that:
   i. the principal applicant holds current employment or an offer of employment for an occupation listed in Tier 2 of Appendix 13; and
   ii. the requirements of the principal applicant's occupation specified in Tier 2 of Appendix 13 are met; and
   iii. the remuneration for the employment or offer of employment is either:
      - at or above the hourly rate specified in Tier 2 of Appendix 13 where an occupation has remuneration requirements; or
      - at or above the median wage of $35.00; and
   iv. the employment or offer of employment is with an employer who is accredited (and their accreditation is not suspended) at the time the residence application is either made or decided; and
   v. the employment is full-time (employment is full-time if it amounts to at least 30 guaranteed hours per week for every week worked); and
   vi. the employment is permanent or for a fixed term of at least 12 months from when the application is made; and
   vii. the employment is genuine and is not offered as a result of payment (see SR2.1.5).

b. Despite (a)(i) above, acceptable employment also includes current employment in an occupation that was previously listed on the Green List at some point in the applicant's 24 month period, and the applicant has completed 24 months work in New Zealand in that occupation (see SR5.15).

c. For roles that do not require occupational registration, an immigration officer may be required to assess whether the employment matches the Green List occupation. In determining whether employment is for a role on the Green List an immigration officer may undertake a substantial match assessment (see SR2.1.1).

Notes:
- For the purposes of undertaking a substantial match assessment, immigration officers must make an assessment based on Version 1.2 of the ANZSCO, which is available at www.immigration.govt.nz/anzsco.
- The median wage rate of $35.00 for Green List Tier 2 reflects the June 2025 publication of median wage data by Statistics New Zealand.

SR5.15 Requirements for 24 months of work in New Zealand in a Tier 2 Green List role

a. Applicants must have worked for at least 24 months in New Zealand in an occupation on Tier 2 of the Green List, on and after 29 September 2021.

b. To be considered as having worked in a Tier 2 Green List occupation, applicants must have met the requirements for their occupation as specified in the Green List for the duration of the 24 month period.

c. For the 24 months of work in New Zealand, applicants must have been working full-time (at least 30 hours a week) in a Tier 2 Green List occupation and held one of the following visas:
   i. any work visa; or
   ii. a critical purpose visitor visa with work conditions; or
   iii. an interim visa granted while the applicant held a work visa or a critical purpose visitor visa with work conditions and had applied for a further work visa.

d. The 24 months of work must be gained during the 30-month period immediately before the date the residence application is made.

e. Where an occupation has remuneration requirements, the work period will start to be counted when the applicant's remuneration reaches the hourly rate specified in Tier 2 of Appendix 13 for that occupation at that time (provided they hold a visa described in (c) above).

f. Where an occupation does not have remuneration requirements, the work period will start to be counted when the applicant's remuneration is at or above the median wage at that time (SR5.15.1) (provided they hold a visa described in (c) above).

g. The work period (while earning the specified hourly rate) will stop being counted if:
   i. the applicant ceases to hold one of the visas listed in (c) above; or
   ii. the applicant changes employment and their new income is below:
      - the median wage (SR5.15.1) at that time; or
      - the hourly rate specified in Tier 2 of Appendix 13 for that occupation at that time; or
   iii. the applicant's remuneration decreases, and the new rate is below:
      - the median wage (SR5.15.1) at that time; or
      - the hourly rate specified in Tier 2 of Appendix 13 for that occupation at that time.

h. A table showing the median wage rate and the wage rates for Green List Tier 2 occupations (Appendix 13) with remuneration requirements in effect across time is set out under SR5.15.1.

Note: Where remuneration requirements apply, work in New Zealand will not stop being counted if the specified hourly rate in immigration instructions increases as long as the applicant's income does not decrease and they have not changed employment.
For example, a crane operator must be paid an hourly rate of 1.3 times the median wage. An applicant can start counting work experience from 29 September 2021 if they earn $35.10 an hour (1.3 times the median wage in effect at the time). When the wage requirement increases to $35.96 an hour on 4 July 2022, they can keep counting their work if they are still in the same job earning $35.10 an hour.

i. Despite (f) and (g) above, where an occupation does not have remuneration requirements, applicants who hold or held a visa that was applied for before 29 September 2023 are not required to be paid at or above the median wage for any work in New Zealand gained on and after 29 September 2021 for the period they spent holding a visa described in (c) above.

j. For the purposes of these instructions, any leave consistent with section 16 of the Holidays Act 2003 (including parental leave and ACC leave) taken during a period of work in New Zealand in a Tier 2 Green List role can be counted.

k. Despite (a) above, where an occupation is removed from the Tier 2 Green List after the applicant has started to count work in New Zealand towards the 24 months required, the work can continue to be counted if:
   i. the applicant remains in the occupation; and
   ii. continues to meet the requirements of the Green List as they were listed for the duration of the 24 month period.

l. If an applicant has worked in New Zealand for at least 24 months in the last 30 month period but has not maintained a role in a Green List Tier 2 occupation for the full 24 months, they can still been considered for the grant of residence if they meet the requirements set out for work in New Zealand earning at least twice the median wage (see SR5.20) for the balance of the 24 months.

Note: The 24 months of work in New Zealand does not have to be gained consecutively and can be a total of different periods, for example two 12-month periods with a gap of six months between. Additionally, it can be made up of different types of work in New Zealand, for example 18 months in a Tier 2 Green List role and six months in a role paid twice the median wage.

SR5.15.1 Wage rates for Green List Tier 2 occupations with remuneration requirements (Appendix 13)

Date range	Median hourly wage	Median hourly wage plus 15% (Telecommunications Technician, Civil Machinery Operators, Panel Beater, Vehicle Painter)	Median hourly wage plus 30% (Crane Operator, Metal Fabricator, Pressure Welder, Welder, Fitter (General), Fitter and Turner, Fitter-Welder, Metal Machinist (First Class))	Median hourly wage plus 50% (Building Associate)
29 September 2021 - 3 July 2022	$27.00	$31.05	$35.10	$40.50
4 July 2022 - 26 February 2023	$27.76	$31.96	$35.96	$41.49
27 February 2023 - 27 February 2024	$29.66	$34.11	$38.56	$44.49
28 February 2024 – 17 August 2025	$31.61	$36.35	$41.09	$47.41
18 August 2025 - 8 March 2026	$33.56	$38.59	$43.63	$50.34
From 9 March 2026	$35.00	$40.25	$45.50	$52.50

Note: The median wage rate of $35.00 (from 9 March 2026) for Green List Tier 2 reflects the June 2025 publication of median wage data by Statistics New Zealand.

SR5.20 Work in New Zealand earning at least twice the median wage

a. Evidence that the applicant has earned twice the median wage can be demonstrated by:
   i. an employment agreement specifying their remuneration is at least twice the median wage (SR5.20(f)); or
   ii. a summary of earnings from Inland Revenue.

b. For the 24 months of work in New Zealand, applicants must have been earning twice the median wage (SR5.20(f)) while in full-time employment (at least 30 hours per week) and held one of the following visas:
   i. any work visa; or
   ii. a critical purpose visitor visa with work conditions; or
   iii. an interim visa granted while the applicant held a work visa or a critical purpose visitor visa with work conditions and had applied for a further work visa.

c. The 24 months of work must be gained during the 30-month period immediately before the date the residence application is made.

d. Highly paid work will start to be counted when the applicant's remuneration reaches at least twice the median hourly rate in place at that time as specified in the immigration instructions (SR5.20(f)) (provided they hold a visa described in (c) above).

e. Work gained while earning at least twice the median wage will stop being counted if:
   i. the applicant ceases to hold one of the visas listed in (c) above, or
   ii. the applicant's remuneration decreases and the new rate is below twice the median wage ($70.00).

f. Twice the median wage rates in effect across time are:

Date range	Twice median hourly rate
29 September 2021 – 3 July 2022	$54.00
4 July 2022 – 26 February 2023	$55.52
27 February 2023 - 27 February 2024	$59.32
28 February 2024 – 17 August 2025	$63.22
From 18 August 2025 – 8 March 2026	$67.12
From 9 March 2026	$70.00

g. For the purpose of these instructions, any leave consistent with the definition in section 16 of the Holidays Act 2003 (including parental leave and ACC leave) taken during a period of work in New Zealand earning at least twice the median wage can be counted.

Notes:
- The twice median wage rate of $70.00 (from 9 March 2026) for SR5.20 instructions reflects the June 2025 publication of median wage data by Statistics New Zealand.
- The 24 months of work in New Zealand does not have to be completed consecutively and can be a total of different periods, for example two 12-month periods with a gap of six months between. Additionally, it can be made up of different types of work in New Zealand, for example 6 months in a Tier 2 Green List role and 18 months in a role paid twice the median wage.

SR7.10 Acceptable employment in a Transport Sector role

a. Acceptable employment in a Transport Sector occupation is employment where the immigration officer is satisfied that:

   i. the principal applicant holds current employment or an offer of employment for one of the following occupations and meets the requirements for that occupation as specified in the table below:

Transport Sector occupation and ANZSCO code	Transport Sector Requirements
Ship's Master (231213)	Must be paid at the least the median wage ($35.00), and either hold: ▪ the Skipper Restricted Limits Certificate of Competency (CoC) with 500GT or 3000GT endorsement; or ▪ a Standards of Training, Certification and Watchkeeping for Seafarers (STCW) Certificate of Competency (CoC) that entitles the holder to perform the duties of a Ship's Master on a vessel that is 500 gross tonnes or more (as recognised by Maritime New Zealand).
Deck Hand (899211)	Must be paid at the least the median wage ($35.00), and either hold a: ▪ Qualified Deck Crew Certificate of Proficiency (CoP); or ▪ Deck Watch Rating (DWR) Certificate of Proficiency (CoP) that entitles the holder to perform the duties of Deck Hand (as recognised by Maritime New Zealand).

Notes:
-The median wage rate of $35.00 for SR7.10 reflects the June 2025 quarter publication of median wage data by Statistics New Zealand.
-The licencing and qualifications requirements specified above are not required to begin accruing the required 24 months of work in New Zealand (see SR7.15).

   ii. the employment or offer of employment is with an employer who is accredited at the time of the application (whose accreditation is not suspended); and

   iii. the employment is full-time (employment is full-time if it amounts to at least 30 guaranteed hours per week for every week worked); an

   iv. the employment is permanent or for a fixed term of at least 12 months from when the application is made; and

   v. the employment is genuine and is not offered as a result of payment (see SR2.1.5).

b. Despite (a)(i) above, acceptable employment also includes current employment in an acceptable occupation that was previously listed above at some point in the applicant's 24 month period, and the applicant has completed 24 months of work in New Zealand in that occupation (see SR7.15).

c. For roles that do not require occupational registration, an immigration officer may be required to assess whether the employment is substantially consistent with the ANZSCO 'Occupation' (6-digit) level description for that occupation and with the tasks listed at the ANZSCO 'Unit Group' (4-digit) level description for that occupational group, excluding any tasks which are not relevant to the 'Occupation' description (see SR5.10).

Note: To be considered a substantial match to an occupation, the tasks that are relevant to the applicant's employment must comprise most of that role.

SR7.15 Skilled Residence: Transport Sector Work to Residence requirements for 24 months of work in New Zealand

a. Applicants must have worked for at least 24 months in New Zealand in a Transport Sector occupation or occupations, on and after 29 September 2021.

b. To be considered as having worked in a Transport Sector occupation or occupations, applicants must have met the requirements for their occupation or occupations for the duration of the 24 month period as specified in the following table:

Transport Sector occupation and ANZSCO code	Transport Sector work in New Zealand requirements
Bus Driver (731211)	Be paid at least $28 per hour and have employment: • with an employer who has signed the Waka Kotahi (New Zealand Transport Authority) 'All Parties Memorandum of Understanding on Improving Driver Terms and Conditions' for the region they are working in; or • as a school bus driver on a Ministry of Education-funded school bus service (list of operators provided by Ministry of Education); or • as a school bus driver on a service directly contracted to a school.
Truck Driver (733111), Aircraft Refueller (733112), Furniture Removalist (733113), Tanker Driver (733114), Tow Truck Driver (733115)	Be employed to drive class four or five vehicles and paid at the least the median wage (SR7.15(k)); and Hold either a New Zealand or overseas equivalent class four or five drivers' licence.
Ship's Master (231213)	Be employed as a Ship's Master paid at the least the median wage (SR7.15(k)).
Deck Hand (899211)	Be employed as a Deck Hand and paid at the least the median wage (SR7.15(k)).

Note: The 24 months of work in New Zealand can be made up of different types of work within one of the four Transport Sector occupations, for example 6 months in a Deckhand role and 18 months as a Ship's Master.

c. For the 24 months of work in New Zealand, applicants must have been working full-time (at least 30 hours per week) in a Transport Sector occupation listed under SR7.10(a)(i) and have held one of the following visas:
   i. any work visa; or
   ii. a critical purpose visitor visa with work conditions; or
   iii. an interim visa granted while the applicant held a work visa or a critical purpose visitor visa with work conditions and had applied for a further work visa.

d. The 24 months of work must be gained during the 30 month period immediately before the date the residence application is made.

e. The 24 month period will start to be counted when the applicant's remuneration is at the rate specified in (k) below (provided they hold a visa described (c) above).

f. The 24 month period (while earning the specified hourly rate) will stop being counted if:
   i. the applicant ceases to hold one of the visas listed in (c) above; or
   ii. the applicant changes employment and their new income is below the rate specified in (b) above; or
   iii. the applicant's remuneration decreases, and the new rate is below the rate specified in (b) above.

g. For the avoidance of doubt, work experience for Transport Sector will continue being counted if the specified hourly wage rate in immigration instructions increases as long as the applicant's income does not decrease below the hourly rate that applied when their visa was granted and they have not changed employment.

Note: For SR7.15 (g), for example, a Deck Hand must be paid an hourly rate of $35.00. An applicant can start counting work experience from 25 October 2022 if they earn $27.76 an hour (the wage rate in effect at the time).

When the wage requirement increased to $29.66 an hour on 27 February 2023, they can keep counting their work if they are still in the same job earning $27.76 an hour.

h. For the purposes of these instructions, any leave consistent with section 16 of the Holidays Act 2003 (including parental leave and ACC leave) taken during a period of work in New Zealand in a Transport sector role can be counted.

i. Despite (a) above, where an occupation is removed from the Transport sector occupation list under SR7.10(a)(i), the applicant may count work in New Zealand towards the 24 months required after the date the occupation was removed from the list if the applicant had:
   i. started to count work before the date the occupation was removed from the list (see (e) above); or
   ii. applied for an AEWV to work in that occupation on or before 6 April 2024: or
   iii. held a non-AEWV work visa (or had applied for a non-AEWV visa that was subsequently granted); and
      - on or before 6 April 2024, had an offer of employment or a signed employment agreement to work in that occupation; and
      - started work (in that occupation) within four weeks of signing the employment agreement or being granted the visa.

j. If an applicant has worked in New Zealand for at least 24 months in the last 30 month period but has not maintained a role in a Transport Sector occupation (see SR7.10(a)(i) for the full 24 months, they can still be considered for the grant of residence if they meet the acceptable work in New Zealand requirements for the balance of the 24 months in one or more of the following:
   i. the Green List Work to Residence visa (SR5.15);
   ii. the Care Workforce Work to Residence visa (SR6.15); or
   iii. work in New Zealand earning at least twice the median wage (SR5.20).

Note:
The 24 months of work in New Zealand does not have to be gained consecutively and can be totalled by combining different periods, for example two 12-month periods with a gap of six months in between. Additionally, it can be made up of different types of work in New Zealand, for example 18 months in an eligible Transport sector role and six months in a role paid twice the median wage.

k. The median wage in effect for the Transport Sector Work to Residence across time is:

Date range	Median wage
19 July 2021 – 23 October 2022	$27.00
24 October 2022 – 26 February 2023	$27.76
27 February 2023 – 27 February 2024	$29.66
28 February 2024 – 17 August 2025	$31.61
From 18 August 2025 to 8 March 2026	$33.56
From 9 March 2026	$35.00

Note: The median wage rate of $35.00 (from 9 March 2026) for SR7.15 reflects the June 2025 quarter publication of median wage data by Statistics New Zealand.