



8 May 2019

Immigration New Zealand Instruction: Amendment Circular No. 2019/03

To: All Manual Holders

Amendments to the Essential Skills in Demand Lists

Introduction

This circular outlines changes to Long Term Skill Shortage List, the Regional Skill Shortage List (which replaces the Immediate Skill Shortage List), and the Construction and Infrastructure Shortage List. Copies of the amended lists are attached.

All immigration officers dealing with immigration applications should read the amendments and operate in accordance with the amended instructions on and after 27 May 2019.

Note

The amendments to the Long Term Skill Shortage List described in this circular will be published in the Immigration New Zealand Operational Manual in due course. The updated Regional, and Construction and Infrastructure skill shortage lists will be published on the INZ website.

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

Summary of contents

This amendment circular details changes to the Essential Skills in Demand Lists following the 2018/19 review, and contains the following:

- The *Description of changes* section contains a summary of the changes to the Long Term Skill Shortage List (LTSSL), the Regional Skill Shortage List (RSSL), the Construction and Infrastructure Shortage List (CISSL), and the residence instructions relating to the Christchurch Response (2019) Category.
- Appendix 1 contains amended *Residence instructions (Christchurch Response Category (2019))* effective on and after 6 May 2019.
- Appendix 2 contains amended *Temporary Entry instructions (RSSL and CISSL)* effective on and after 27 May 2019
- Appendix 3 contains amended *Residence and Temporary Entry instructions (LTSSL)* effective on and after 27 May 2019

Description of changes

Establishment of the Regional Skill Shortage List

The Immediate Skill Shortage List has been replaced by the Regional Skill Shortage List (RSSL) and the existing six regions have been expanded to a 15-region model.

The 15 new regions and how they relate to the 6 regions used previously in the Immediate Skill Shortage List are set out in the table below. This 15-region model will also be applied to the Construction and Infrastructure Skill Shortage List (CISSL).

Comparison of regions in the skill shortage lists

6 region model (existing)	15 region model (new)
Auckland/Upper North	Northland, Auckland
Canterbury/ Upper South Island	Canterbury, Nelson–Tasman, Marlborough, West Coast
Otago/Southland	Otago, Southland
Wellington	Wellington
Waikato/BOP	Bay of Plenty, Waikato, Gisborne
Central North Island	Taranaki, Whanganui–Manawatu, Hawke’s Bay

Immigration instructions for Essential Skills work visas have been updated to reflect the RSSL. Out-of-date provisions in Essential Skills instructions that reference the Canterbury Skills and Employment Hub have also been removed.

Regional Skill Shortage List: occupations changes

The following occupations have been added to the RSSL:

- Early Childhood (Pre-primary School) Teacher
- Primary School Teacher
- Secondary School Teacher

Listings have been removed from the RSSL where they are duplicated on the CISSL. However, this has only been done where the qualification and work experience requirements on the CISSL are the same or more lenient. Construction Project Manager will also be removed as it is listed on the LTSSL.

Construction and Infrastructure Shortage List

The CISSL has been amended to add Building Associate for all regions.

The requirements for some occupations on the CISSL have also been amended:

- Plumber has been expanded to all regions, and
- Stonemason has been removed for the Canterbury region and retained for Auckland and Northland.

Long Term Skills Shortage List

The LTSSL has been amended to add the Registered Nurse (Aged Care) occupation. No occupations have been removed.

The requirements for some occupations on the LTSSL have also been amended:

- The existing listing of 'Construction Project Manager (Roading and Infrastructure)' has been extended to include building construction
- For ICT occupations, specific level 7 and 8 New Zealand qualifications that meet requirements will be listed so that applicants are clear whether their qualifications meet the standard of the list.
- Listings for Telecommunications Engineer and Telecommunications Network Engineer have been separated from other ICT occupations and added to the 'Engineering' occupation grouping. Engineering New Zealand is now listed as the agency for certifying that an applicant's qualification meets the requirements for Chartered Professional Engineer professional status.

Updates to the notes in the lists

A minor amendment to Note 1 in each skills shortage list to clarify that the List of Qualifications Exempt from Assessment may be used when comparing overseas qualifications to the New Zealand qualifications specified on the skill shortage lists.

Other updates

A minor cross referencing correction has been made in resident visa instructions relating the Christchurch Response (2019) Category.

Appendix 1: Amendments to Residence instructions effective on and after 6 May 2019

RV2.16 Permanent resident visas for residents affected by terrorist attacks on 15 March 2019

- a. A resident visa holder may be granted a permanent resident visa if they meet the requirements at S4.30 (with the exceptions of the health requirements and being invited to apply).
- b. Applications for permanent resident visas made under these instructions must be lodged in the prescribed manner (RV1.10).
- c. Applicants under these instructions must provide evidence they meet requirements for residence described in S4.30, with the exception of the health requirements.
- d. Applications for permanent resident visas made under these instructions must be lodged on or before 23 April 2021.
- e. Despite RV2.20, applicants who apply for a permanent resident visa under these instructions and do not meet the requirements above will not normally be considered for the grant of travel conditions (RV3) or a second or subsequent resident visa (RV4), or a permanent resident visa under other instructions (RV2.5).

Note: The prescribed fee for applications under these instructions has been waived by the Minister of Immigration by special direction.

Appendix 2: Amendments to Temporary entry instructions effective on and after 27 May 2019



Regional Skill Shortage List

This list is effective from **27 May 2019**.

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

Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
Agriculture and Forestry	Apiarist (121311)	Qualifications must be comparable to the standard of the New Zealand qualification listed. Also see Note 1 at the end of this list. A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Apiculture (Level 4) AND a minimum of two years' relevant post-qualification work experience in a commercial environment OR a minimum of five years' work experience as an apiarist in a commercial environment	All regions
Agriculture and Forestry	Arborist (362212)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Arboriculture strand of the New Zealand Certificate in Horticulture Services (Level 4) AND a minimum of two years' relevant post-qualification work experience	All regions
Agriculture and Forestry	Beef Cattle Farmer (Farm Manager) (121312), Dairy Cattle Farmer (Farm Manager) (121313)	One of the following qualifications: - A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Dairy Farming or Livestock Farming strands of the New Zealand Certificate in Agriculture (Level 4) - A diploma at NZQF Level 5, or a higher qualification, in the focus areas of Farm Management, Agriculture or Dairy Technology AND a minimum of three years' relevant work experience	All regions
Agriculture and Forestry	Dairy Cattle Farmer (Assistant Farm Manager) (121313)	One of the following qualifications: - A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Dairy Farming or Livestock Farming strands of the New Zealand Certificate in Agriculture (Level 4) - A diploma at NZQF Level 5, or a higher qualification, in the focus areas of Farm Management, Agriculture or Dairy Technology AND	All regions

		a minimum of two years' relevant work experience	
Agriculture and Forestry	Market Gardener (Crop Production/ Agronomist Manager) (121221)	<p>One of the following qualifications:</p> <ul style="list-style-type: none"> - A bachelor's degree at NZQF 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 Agriculture or Horticulture - A certificate or diploma at NZQF Level 5, or a higher qualification, in the focus areas of Crop Production or Horticulture - A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the strands of the New Zealand Certificate in Horticulture Production (Level 4) <p>AND</p> <p>a minimum of three years' relevant post-qualification work experience</p>	All regions
Agriculture and Forestry	Pig Farmer (Farm Manager or Assistant Farm Manager) (121318)	<p>One of the following qualifications:</p> <ul style="list-style-type: none"> - A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Pork Production (Advanced Husbandry) (NZQF Level 4), or the credit and knowledge requirements of the New Zealand Certificate in Pork Production (Section Management) (NZQF Level 4) - A diploma at NZQF Level 5, or a higher qualification, in the focus area of Farm Management <p>AND</p> <p>a minimum of two years' relevant on-farm work experience</p>	All regions
Agriculture and Forestry	Winemaker (Viticulturist/Specialist positions – not pickers) (234213)	<p>One of the following qualifications:</p> <ul style="list-style-type: none"> - A bachelor's degree at NZQF 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 Viticulture, Oenology, Wine Science or wine making - A Graduate Diploma at NZQF Level 7, or a higher qualification which includes the knowledge requirements of a New Zealand Graduate Diploma in the focus areas of Viticulture, Oenology, Wine Science or wine making <p>OR</p> <p>a minimum of five years' relevant work experience</p>	Nelson–Tasman, Marlborough, Canterbury, West Coast, Otago, Southland
Education	Early Childhood (Pre-primary School) Teacher (241111)	<p>One of the following NZQF level 7 qualifications, or higher, or a comparable qualification at the same level:</p> <ul style="list-style-type: none"> - Graduate Diploma in Teaching (Early Childhood Education) - Bachelor of Education (Teaching) Early Childhood - Bachelor of Teaching (Early Childhood Education) <p>AND</p> <p>NZ registration with the Teaching Council of</p>	All regions

		Aotearoa New Zealand AND a provisional practising certificate AND a minimum of two years' post-qualification work experience with children up to five years of age, including babies and toddlers	
Education	Primary School Teacher (241213)	NZ registration with the Teaching Council of Aotearoa New Zealand AND a provisional practising certificate AND a minimum of two years' relevant post-qualification work experience	All regions
Education	Post-Doctoral Fellow (classified under 242111 University Lecturer)	Doctor of Philosophy or a Doctoral degree at NZQF Level 10 with evidence of a thesis	All regions
Education	Secondary School Teacher (241411)	NZ registration with the Teaching Council of Aotearoa New Zealand AND a provisional practising certificate AND a minimum of two years' relevant post-qualification work experience	All regions
Education	University Lecturer (242111)	A master degree at NZQF Level 9, or a higher qualification, with a minimum equivalent of 240 credits, which includes substantive research, dissertation or a thesis	All regions
Engineering	Mechanical Engineering Draughtsperson (312511)	A diploma at NZQF Level 6, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Diploma in Engineering (Mechanical) (Level 6)	All regions
Engineering	Mechanical Engineering Technician (312512)	One of the following: - Bachelor of Engineering with Honours (Mechanical Engineering) (NZQF Level 8) - Bachelor of Engineering Technology (Mechanical Engineering) (NZQF Level 7) - A Washington Accord or Sydney Accord accredited undergraduate (initial) engineering degree in Mechanical Engineering (listed - see Note 3) - A qualification at NZQF 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 Mechanical Engineering as a Chartered Professional Engineer or as an Engineering Technologist by Engineering New Zealand AND a minimum of three years' relevant post-qualification work experience	Nelson–Tasman, Marlborough, Canterbury, West Coast, Otago, Southland
Finance/ Business	Accountant (221111)	A letter from Chartered Accountants Australia and New Zealand or CPA Australia certifying that the applicant's degree and any further learning	Northland, Auckland, Wellington,

		meet the benchmark requirements towards CAANZ professional status in New Zealand or CPA Australia membership AND a minimum of three years' relevant post-qualification work experience	Nelson–Tasman, Marlborough, Canterbury, West Coast
Health and Social Services	Anaesthetic Technician (311211)	NZ registration in the Anaesthetic Technician scope of practice with the Medical Sciences Council of New Zealand AND a minimum of two years' post-qualification work experience in anaesthesia	All regions
Health and Social Services	Medical Technicians nec (Dialysis Technician) (311299)	NZ registration as a Clinical Physiologist (Dialysis) with the Clinical Physiologist Registration Board AND a minimum of two years' relevant post-qualification work experience	All regions
Health and Social Services	Midwife (254111)	NZ registration in the midwifery scope of practice with the Midwifery Council of New Zealand AND a minimum of three years' relevant post-qualification work experience	All regions
Health and Social Services	Resident Medical Officer (excluding First and Second Year Resident Medical Officers) (253112)	NZ registration within a relevant provisional general, general or special purpose scope of practice with the Medical Council of New Zealand	All regions
Health and Social Services	Specialist Physician (General Medicine) (253311), Cardiologist (253312), Paediatrician (253321), Specialist Physicians nec (253399), Emergency Medicine Specialist (253912), Ophthalmologist (253914), Medical Practitioners nec (253999)	NZ registration within a relevant provisional general, general, provisional vocational, vocational or special purpose scope of practice with the Medical Council of New Zealand	All regions
Recreation, Hospitality and Tourism	Horse Trainer (Stallion Master) (361112)	A minimum of four years' relevant work experience	Waikato, Bay of Plenty, Gisborne
Recreation, Hospitality and Tourism	Horse Trainer (Stud Groom) (361112)	A minimum of three years' relevant work experience, including at least one year's experience as a stud groom and one year's yearling preparation experience	Waikato, Bay of Plenty, Gisborne
Recreation, Hospitality and Tourism	Jockey (452413)	Completed an Apprenticeship under the Rules of Racing in their country of origin AND clearance from that authority	Waikato, Bay of Plenty, Gisborne, Taranaki, Whanganui–Manawatu, Hawke's Bay, Nelson–Tasman, Marlborough,

			Canterbury, West Coast, Otago, Southland
Recreation, Hospitality and Tourism	Jockey (Trackwork Rider) (452413)	Completed an Apprenticeship under the Rules of Racing in their country of origin OR a minimum of three years' relevant work experience	All regions
Recreation, Hospitality and Tourism	Outdoor Adventure Guide (Skydive Tandem Master) (452299)	Tandem Master Rating AND a minimum of 1000 jumps	Northland, Auckland, Taranaki, Whanganui–Manawatu, Hawke's Bay, Nelson–Tasman, Marlborough, Canterbury, West Coast, Otago, Southland
Recreation, Hospitality and Tourism	Snowsport Instructor (452314)	One of the following qualifications: - A certificate at NZQF Level 5, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Advanced Snowschool Instruction (Applied) (Level 5) - PSIA (USA) - CSIA (Canada) Level 1 - NZSIA (Stage I) - equivalent internationally recognised qualification AND a minimum of two years' relevant post-qualification work experience	Taranaki, Whanganui–Manawatu, Hawke's Bay, Nelson–Tasman, Marlborough, Canterbury, West Coast, Otago, Southland
Recreation, Hospitality and Tourism	Snowsport Instructor (including Technicians) (452314)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the strands of the New Zealand Certificate in Snowsport Equipment (Level 4) AND a minimum of two years' relevant post-qualification work experience in a ski/snowboard repair workshop	All regions
Trades	Baker (351111)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Baking (Generalist) or the New Zealand Certificate in Trade Baking (Plant or Craft) (Level 4) AND a minimum of two years' relevant post-qualification work experience	All regions

Trades	Composite Technician (399999)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Composites (Level 4)	All regions
Trades	Electronic Equipment Trades Worker (342313)	NZ registration as an Electrical Service Technician or Electrical Appliance Serviceperson with the Electrical Workers Registration Board	All regions
Trades	Metal Casting Trades Worker (Foundry Moulder) (322114)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the metal forming strand in the New Zealand Certificate in Mechanical Engineering (Trade) (Level 4) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Metal Fabricator (322311)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand in the New Zealand Certificate in Engineering Fabrication (Trade) (Level 4) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Metal Machinist (First Class) (CNC Machinist) (323214)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Fitting and Machining or the Machining strands in the New Zealand Certificate in Mechanical Engineering (Trade) (Level 4) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Motor Mechanic (General) (321211)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of a New Zealand Certificate in Light Automotive Engineering (Level 4) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Motor Mechanic (General) (Automotive Air Conditioning Technician) (321211)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Automotive Heating, Ventilation or Air Conditioning strands in the National Certificate in Motor Industry (Automotive Specialist Engineering) (Level 4) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Panelbeater (324111)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of a New Zealand Certificate in Collision Repair (Non-structural Repair) (Level 4) AND a minimum of three years' relevant post-	All regions

		qualification work experience	
Trades	Plastics Technician (399916)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Plastics Engineering (Level 4) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Plastics Technician (Plastics Engineer) (399916)	A certificate at NZQF Level 5, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Plastics Engineering Technology (Level 5) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Sheetmetal Trades Worker (322211)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the strands of the New Zealand Certificate in Engineering Fabrication (Trade) (Level 4) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Vehicle Painter (324311)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of a New Zealand Certificate in Automotive Refinishing (Level 4) AND a minimum of three years' relevant post-qualification work experience	All regions

Note 1: Qualifications listed (unless an exception is stated) are New Zealand awarded qualifications on the New Zealand Qualifications Framework (NZQF). 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 3)** an International Qualification Assessment (IQA) from the New Zealand Qualifications Authority stating the comparable NZQF qualification **is required**.

Note 2: Where post-qualification work experience is included as a requirement it applies to all qualifications listed for the occupation (unless otherwise indicated).

Note 3: 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: <http://www.ieagrements.org/Washington-Accord/Accredited.cfm>. 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: <http://www.ieagrements.org/Sydney/signatories.cfm>.

Note 4: A letter, certificate or registration from the I 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.



Construction & Infrastructure Skill Shortage List

This list is effective from **27 May 2019**.

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

See notes at the end of this list.

Occupational Group	Occupation and ANZSCO Number	Required standard for work visa applicants with an offer of employment Qualifications must be comparable to the standard of the New Zealand qualification listed. Also see Note 1 at the end of this list.	Region
Construction	Construction Project Manager (Foreman) (Roading and Infrastructure) (133111)	A minimum of five years' experience in building or maintaining roads AND staff management experience AND appropriate driver licence	All regions
Construction	Project Builder (including Building Project Manager and Site Foreman) (133112)	One of the following qualifications: - A bachelor's degree at NZQF 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 NZQF 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 NZQF 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 AND a minimum of three years' relevant post-qualification work experience	Canterbury*
Construction	Surveyor (232212)	One of the following: - Bachelor of Surveying (NZQF Level 7) - Bachelor of Surveying with Honours (NZQF Level 8) - Registration as a Professional Surveyor with the New Zealand Institute of Surveyors - Professional Associate Membership or an Overseas Member of the New Zealand Institute of Surveyors (with an overseas degree approved by NZIS)	Canterbury*

Engineering	Civil Engineer (233211)	<p>One of the following:</p> <ul style="list-style-type: none"> - A Washington Accord accredited (initial) engineering degree (listed - see Note 3) - A Bachelor of Engineering with Honours (NZQF Level 8) - A qualification at NZQF 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 	Canterbury*
Engineering	Structural Engineer (233214)	<p>One of the following:</p> <ul style="list-style-type: none"> - A Washington Accord accredited (initial) engineering degree (listed - see Note 3) - A Bachelor of Engineering with Honours (NZQF Level 8) - A qualification at NZQF 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. 	Canterbury*
Engineering	Electrical Engineer (233311)	<p>One of the following:</p> <ul style="list-style-type: none"> - A Washington Accord accredited (initial) engineering degree (listed - see Note 3) - A Bachelor of Engineering with Honours (NZQF Level 8) - A qualification at NZQF 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 	Canterbury*
Telecommunications	Telecommunications Engineer (263311)	<p>One of the following:</p> <ul style="list-style-type: none"> - Bachelor of Engineering with Honours (Computer Engineering) or (Computer and Electronic Engineering) or (Computer Systems Engineering) or (Electronic Engineering) or (Electrical and Electronic Engineering) or (Electronics and Communication Engineering) or (Electronics and Computer Engineering) or (Electronic/s and Computer Systems Engineering) or (Network Engineering) (NZQF Level 8) - A Washington Accord or Sydney Accord accredited undergraduate (initial) engineering degree (listed - see note 3) - A qualification at NZQF 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 or as an Engineering Technologist by Engineering New Zealand <p>AND</p>	Canterbury*

		a minimum of three years' relevant post-qualification work experience	
Construction	Building Associate (312112)	New Zealand Certificate of Carpentry (Level 4) or higher AND the New Zealand Certificate in Construction Related Trades (Supervisor) (Level 4) AND a minimum of three years' post-qualification experience.	Northland, Auckland
Construction	Building Inspector / Building Surveyor (312113)	One of the following qualifications: - A bachelor's degree at NZQF 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 NZQF 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 NZQF Level 6, or a higher qualification, which includes the credit and knowledge requirements of a New Zealand Diploma (Level 6) in the focus areas of building surveying, architectural technology, construction management, or quantity surveying AND a minimum of two years' relevant post-qualification work experience	All regions
Construction	Surveying Technician (Spatial Science Technician/Land Surveyor's Technician) (312116)	One of the following: - A New Zealand Bachelor of Surveying (NZQF Level 7) - A New Zealand Bachelor of Surveying with Honours (NZQF Level 8) - A diploma at NZQF Level 6, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Diploma in Surveying (Level 6) - Professional Associate Membership of the New Zealand Institute of Surveyors AND a minimum of two years' relevant post-qualification work experience	All regions
Construction	Surveying or Spatial Science Technician (Building Information Modelling Professional) (312116)	A bachelor's degree at NZQF 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 architecture, construction management or engineering AND a minimum of five years' work experience in the construction industry including at least two years in Building Information Modelling related positions	All regions
Construction	Surveying Technician (Spatial Science Technician/Hydrographic Technician)	One of the following: - A New Zealand Bachelor of Surveying (NZQF Level 7) - A New Zealand Bachelor of Surveying with Honours (NZQF Level 8) - A diploma at NZQF Level 6, or a higher	Northland, Auckland

	(312116)	<p>qualification, which includes the credit and knowledge requirements of the New Zealand Diploma in Surveying (Level 6)</p> <ul style="list-style-type: none"> - Professional Associate Membership of the New Zealand Institute of Surveyors 	
Engineering	Civil Engineering Draughtsperson (312211)	A diploma at NZQF Level 6, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Diploma in Engineering (Civil) (Level 6)	All regions
Engineering	Civil Engineering Technician (312212)	<p>One of the following:</p> <ul style="list-style-type: none"> - Bachelor of Engineering Technology (Civil Engineering) (NZQF Level 7) - A diploma at NZQF 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 3) - A qualification at NZQF 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 <p>AND</p> <p>a minimum of three years' work experience including a minimum of 12 months' relevant post-qualification work experience in the past 18 months</p>	Canterbury*
Engineering	Electrical Engineering Draughtsperson (312311)	A diploma at NZQF Level 6, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Diploma in Engineering (Electrical) (Level 6)	All regions
Engineering	Electrical Engineering Technician (312312)	<p>One of the following:</p> <ul style="list-style-type: none"> - Bachelor's degree in Engineering with Honours (Electrical and Electronic Engineering) (NZQF Level 8) - Bachelor of Engineering Technology (Electrical Engineering) (NZQF Level 7) - Bachelor of Engineering Technology (Electrical and Electronic Engineering) (NZQF Level 7) - A Washington Accord or Sydney Accord accredited undergraduate (initial) engineering degree in Electrical Engineering (listed - see Note 3) - A qualification at NZQF 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 	Canterbury*

		AND a minimum of three years' relevant post-qualification work experience	
Trades	Metal Fabricator (322311)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the New Zealand Certificate in Engineering Fabrication (Trade) (Level 4) OR a minimum of three years' relevant work experience	Canterbury*
Trades	Welder (322313)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the New Zealand Certificate in Engineering Fabrication (Trade) (Level 4) OR a minimum of three years' relevant work experience	Canterbury*
Trades	Fitter-Welder (323213)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the New Zealand Certificate in Engineering Fabrication (Trade) (Level 4) OR a minimum of three years' relevant work experience	Canterbury*
Trades	Bricklayer (331111)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Brick and Block Laying strand of the New Zealand Certificate in Trowel Trades (Level 4) AND Licensed Building Practitioner (LBP) licence to do Restricted Building Work (RBW) within the scope of the Bricklaying and Blocklaying Licence Class, EXCEPT IF the work will be done under the supervision of an appropriately LBP who is licensed to supervise RBW done within the scope of a Bricklaying and Blocklaying Licence Class OR the duties of the Bricklayer will not include RBW <i>Note for employment where the entire or principal place of work is within the territorial authorities of Christchurch City Council, Selwyn District Council or Waimakariri District Council:</i> A minimum of three years' relevant work experience, including at least 12 months' relevant work experience in New Zealand may be accepted in place of a certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Brick and Block Laying strand of the New Zealand Certificate in Trowel Trades (Level 4).	Northland, Auckland, Canterbury*

Trades	Stonemason (331112)	<p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the strands of the New Zealand Certificate in Stonemasonry (Level 4)</p> <p><i>Note for employment where the entire or principal place of work is within the territorial authorities of Christchurch City Council, Selwyn District Council or Waimakariri District Council:</i></p> <p>A minimum of three years' relevant work experience, including at least 12 months' relevant work experience in New Zealand may be accepted in place of certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the strands of the New Zealand Certificate in Stonemasonry (Level 4).</p>	Northland, Auckland
Trades	Carpenter and Joiner (331211)	<p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Carpentry (NZQF Level 4)</p> <p>AND</p> <p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the New Zealand Certificate in Joinery (Level 4)</p> <p>AND</p> <p>Licensed Building Practitioner (LBP) licence to do Restricted Building Work (RBW) within the scope of the Carpentry Licence Class, EXCEPT IF the work will be done under the supervision of an appropriately LBP who is licensed to supervise RBW work done within the scope of the Carpentry Licence Class OR the duties of the Carpenter will not include RBW</p> <p><i>Note for employment where the entire or principal place of work is within the territorial authorities of Christchurch City Council, Selwyn District Council or Waimakariri District Council:</i></p> <p>A minimum of three years' relevant work experience, including at least 12 months' relevant work experience in New Zealand may be accepted in place of having the two qualifications referred to above.</p>	All regions
Trades	Carpenter (331212)	<p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Carpentry (Level 4)</p> <p>AND</p> <p>Licensed Building Practitioner (LBP) licence to do Restricted Building Work (RBW) within the scope of the Carpentry Licence Class, EXCEPT IF the work will be done under the supervision of an appropriately LBP who is licensed to supervise RBW work done within the scope of the Carpentry Licence Class OR the duties of the Carpenter will not include RBW</p> <p><i>Note for employment where the entire or principal place of work is within the territorial authorities of</i></p>	All regions

		<p><i>Christchurch City Council, Selwyn District Council or Waimakariri District Council:</i></p> <p>A minimum of three years' relevant work experience, including at least 12 months' relevant work experience in New Zealand may be accepted in place of having a certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Carpentry (Level 4)</p>	
Trades	Joiner (331213)	<p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the New Zealand Certificate in Joinery (Level 4)</p> <p>OR</p> <p>a minimum of three years' relevant work experience, including at least 12 months' relevant work experience in New Zealand</p>	All regions
Trades	Floor Finisher (332111)	<p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the National Certificate in Flooring (Level 4)</p> <p>OR</p> <p>a minimum of three years relevant work experience, including at least 12 months' relevant work experience in New Zealand</p>	Northland, Auckland, Waikato, Bay of Plenty, Gisborne, Canterbury*
Trades	Glazier (333111)	<p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand in the New Zealand Certificate in Glazing (Level 4)</p> <p>AND</p> <p>a minimum of two years' relevant post-qualification work experience</p> <p>AND</p> <p>Licensed Building Practitioner (LBP) licence to do relevant Restricted Building Work (RBW), EXCEPT IF the work will be done under the supervision of an appropriately LBP who is licensed to supervise relevant RBW, OR the duties of the Glazier will not include RBW</p> <p><i>Note for employment where the entire or principal place of work is within the territorial authorities of Christchurch City Council, Selwyn District Council or Waimakariri District Council:</i></p> <p>A minimum of three years' relevant work experience may be accepted in place of the requirement of a certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand in the New Zealand Certificate in Glazing (Level 4) and the minimum of two years' relevant post-qualification work experience</p>	Northland, Auckland, Nelson-Tasman, Marlborough, West Coast, Canterbury

Trades	Fibrous Plasterer (333211)	<p>A minimum of three years' relevant work experience AND Licensed Building Practitioner (LBP) licence to do Restricted Building Work (RBW) within the scope of the External Plastering Licence Class, EXCEPT IF the work will be done under the supervision of an appropriately LBP who is licensed to supervise RBW work done within the scope of the External Plastering Licence Class OR the duties of the Fibrous Plasterer will not include RBW</p> <p><i>Note for employment where the entire or principal place of work is within the territorial authorities of Christchurch City Council, Selwyn District Council or Waimakariri District Council the following is required instead of the above:</i> A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Fibrous Plaster Installation strand of the New Zealand Certificate in Interior Linings Installation (Level 4) OR a minimum of three years' relevant work experience, including at least 12 months' relevant work experience in New Zealand AND Licensed Building Practitioner (LBP) licence to do Restricted Building Work (RBW) within the scope of the External Plastering Licence Class, EXCEPT IF the work will be done under the supervision of an appropriately LBP who is licensed to supervise RBW work done within the scope of a External Plastering Licence Class OR the duties of the Fibrous Plasterer will not include RBW</p>	All regions
Trades	Solid Plasterer (333212)	<p>A minimum of three years' relevant work experience AND Licensed Building Practitioner (LBP) licence to do Restricted Building Work (RBW) within the scope of the External Plastering Licence Class, EXCEPT IF the work will be done under the supervision of an appropriately LBP who is licensed to supervise RBW work done within the scope of the External Plastering Licence Class OR the duties of the Solid Plasterer will not include RBW</p> <p><i>Note for employment where the entire or principal place of work is within the territorial authorities of Christchurch City Council, Selwyn District Council or Waimakariri District Council the following is required instead of the above:</i> A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Solid Plastering strand of the New Zealand Certificate in Trowel Trades (Level 4) OR a minimum of three years' relevant work experience, including at least 12 months' relevant work experience in New Zealand AND Licensed Building Practitioner (LBP) licence to do Restricted Building Work (RBW) within the scope of the External Plastering Licence Class, EXCEPT IF</p>	All regions

		the work will be done under the supervision of an appropriately LBP who is licensed to supervise RBW work done within the scope of a External Plastering Licence Class OR the duties of the Solid Plasterer will not include RBW	
Trades	Roof Tiler (333311)	<p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the New Zealand Certificate in Roofing (Installation) (Level 4)</p> <p>AND</p> <p>a minimum of three years' relevant work experience</p> <p>AND</p> <p>Licensed Building Practitioner (LBP) licence to do Restricted Building Work (RBW) within the scope of the Roofing Licence Class, EXCEPT IF the work will be done under the supervision of an appropriately LBP who is licensed to supervise RBW work done within the scope of the Roofing Licence Class OR the duties of the Roof Tiler will not include RBW</p> <p><i>Note for employment where the entire or principal place of work is within the territorial authorities of Christchurch City Council, Selwyn District Council or Waimakariri District Council:</i></p> <p>A minimum of three years' relevant work experience, including at least 12 months' relevant work experience in New Zealand may be accepted in place of having a certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the New Zealand Certificate in Roofing (Installation) (Level 4)</p>	<p>Northland,</p> <p>Auckland,</p> <p>Waikato, Bay of Plenty, Gisborne, Nelson–Tasman, Marlborough, West Coast,</p> <p>Canterbury, Otago, Southland</p>
Trades	Wall and Floor Tiler (333411)	<p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Floor and Wall Tiling strand of the New Zealand Certificate in Trowel Trades (Level 4)</p> <p>OR</p> <p>a minimum of three years' relevant work experience, including at least 12 months' relevant work experience in New Zealand</p>	Canterbury*
Trades	Plumber (General) (334111)	<p>Licensed or authorised as a Plumber (not including a limited certificate holder) by the Plumbers, Gasfitters and Drainlayers Board</p> <p>AND</p> <p>at least 12 months' relevant work experience in New Zealand</p>	All regions
Trades	Drainlayer (334113)	<p>Licensed or authorised as a Drainlayer (not including a limited certificate holder) by the Plumbers, Gasfitters and Drainlayers Board</p> <p>AND</p> <p>at least 12 months' relevant work experience in New Zealand</p>	Canterbury*

Trades	Roof Plumber (334115)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the New Zealand Certificate in Roofing (Installation) (Level 4) AND a minimum of three years' relevant work experience AND Licensed Building Practitioner (LBP) licence to do Restricted Building Work (RBW) within the scope of the Roofing Licence Class, EXCEPT IF the work will be done under the supervision of an appropriately LBP who is licensed to supervise RBW work done within the scope of the Roofing Licence Class OR the duties of the Roof Tiler will not include RBW	Northland, Auckland, Waikato, Bay of Plenty, Gisborne, Nelson–Tasman, Marlborough, West Coast, Canterbury, Otago, Southland
Trades	Airconditioning and Refrigeration Mechanic (342111)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Refrigeration and Air Conditioning (Trade) (Level 4) AND at least 12 months' relevant work experience in New Zealand	Canterbury*
Trades	Electric Line Mechanic (342211)	NZ registration as a line mechanic or a limited certificate as a line mechanic from the Electrical Workers Registration Board	Canterbury*
ICT, Electronics and Telecommunications	Cabler (Data and Telecommunications) (342411)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the strands of the New Zealand Certificate in Telecommunications (Level 4)	All regions
ICT, Electronics and Telecommunications	Telecommunications Cable Joiner (342412)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the strands of the New Zealand Certificate in Telecommunications (Level 4)	All regions
ICT, Electronics and Telecommunications	Telecommunications Technician (342414)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the strands of the New Zealand Certificate in Telecommunications (Level 4)	All regions
Transport	Truck Driver (General) (733111)	NZ recognised Full Class 4 or 5 Driver Licence AND a minimum of three years' experience driving heavy rigid (gross laden weight of more than 18,000kg) or heavy combination (gross combined weight of more than 25,000kg) vehicles, including at least 12 months' relevant work experience in New Zealand	Canterbury*
Trades	Scaffolder (821712)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Scaffolding (Level 4) AND a minimum of two years' relevant post-qualification work experience	All regions

* For this occupation, Canterbury is defined as the area within the territorial authorities of Christchurch City Council, Selwyn District Council or Waimakariri District Council

Note 1: Qualifications listed (unless an exception is stated) are New Zealand awarded qualifications on the New Zealand Qualifications Framework (NZQF). 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 3) an International Qualification Assessment (IQA) from the New Zealand Qualifications Authority stating the comparable NZQF qualification is required.

Note 2: Where post-qualification work experience is included as a requirement it applies to all qualifications listed for the occupation (unless otherwise indicated).

WK3.10 Determining the availability of New Zealand citizens or residents

- a. New Zealand citizens or residence class visa holder workers are considered to be 'available' if, as a result of a labour market test (see WK3.10.1), an immigration officer establishes that there are:
 - i. suitable New Zealand citizens or residence class visa holder workers who can take up the work on offer (see WK3.10.10); or
 - ii. suitable New Zealand citizens or residence class visa holder workers who can readily be trained to do the work on offer (see WK3.10.15).
- b. Immigration officers will accept that no suitably qualified New Zealand citizens or residence class visa holders are available where an occupation is included on the current Long Term Skill Shortage List, **Regional** Skill Shortage List or Construction and Infrastructure Skill Shortage List and the applicant's qualification and/or work experience meets the requirements on the list.
- c. It is not relevant to the determination of availability of New Zealand citizens or residence class visa holder workers whether those New Zealand citizen or residence class visa holder workers are prepared to do the work on the terms and conditions proposed by the employer.

Note: The Essential Skills in Demand Lists are published on the immigration website at <http://skillshortages.immigration.govt.nz/>.

WK3.10.1 Labour market tests

- d. When conducting a labour market test an immigration officer must be satisfied that:
 - i. the employer has made a genuine attempt to attract and recruit suitable New Zealand citizens or residence class visa holder workers (see WK3.10.5); and
 - ii. New Zealand citizens or residence class visa holder workers are not available (WK3.10).
- e. Matters an immigration officer may take into account when determining whether or not a labour market test is satisfied include but are not limited to:
 - i. the employer's case in support of an individual worker's application; and
 - ii. evidence of a genuine attempt (see WK3.10.5) on the part of the employer to recruit New Zealand workers by way of advertising and/or use of other appropriate avenues of recruitment likely to attract New Zealand workers; and
 - iii. advice from Work and Income about the availability of New Zealand citizens or residence class visa holder workers to do the work offered; and
 - iv. advice from relevant stakeholders within the particular industry, including unions.
- f. In any particular case an immigration officer may decide to:
 - i. determine the labour market test is satisfied by one or more of the above; or
 - ii. determine that the labour market test is not satisfied by one or more of the above; or
 - iii. make other inquiries.
- g. Despite (c) above, but subject to (e) below, when determining whether there are New Zealand citizen or residence class visa holder workers available to undertake work in an ANZSCO Skill Level 4 or 5 occupation, immigration officers must consider advice from Work and Income about the availability of New Zealand citizens or residence class visa holder workers to do the work offered.
- h. The requirement in (d) above does not apply:
 - i. for any period of time where Work and Income has advised INZ of a regional absolute labour shortage for a specified occupation or industry, and the work offered is both for that occupation or industry, and in the region specified; or
 - ii. where the role is included in a list of occupations published by Work and Income that are exempt from the Skills Match Report process, and meets any additional requirements of that list (e.g. region of employment).

WK3.10.5 Definition of 'genuine attempts'

- i. For the purpose of these instructions an employer is considered to have made genuine attempts to recruit suitable New Zealand citizens or residence class visa holder workers if:
 - i. any specifications or requirements stipulated in a job description and/or ideal person specification are restricted to those specifications or requirements necessary to perform the work on offer; and
 - ii. the terms and conditions specified for the work on offer are not less than those of the New Zealand market, including payment at the New Zealand market rate; and
 - iii. the extent and nature of advertising or use of other appropriate means of recruitment is such that any suitable New Zealand workers would apply or be likely to apply for the position(s), for example:
 - listing the vacancy with Work and Income;
 - advertising the vacancy in a national newspaper and/or website;
 - contracting a recruitment company appropriate to the industry.
- j. For the purposes of these instructions an employer is not considered to have made genuine attempts to recruit suitable New Zealand citizens or residence class visa holders if:

- i. the employer has advertised the work in such a way that no New Zealand citizen or residence class visa holder will or is likely to apply (e.g. making foreign language skills a requirement when it is not necessary for the performance of the work); or
- ii. an employer has advertised the work at terms and conditions that are less than terms and conditions New Zealand citizens or residence class visa holders typically receive for equivalent work; or
- iii. a Skills Match Report is required by [WK2.1\(d\)](#) and an immigration officer is satisfied the employer has not considered available New Zealand citizens or residence class visa holders referred by Work and Income.

WK3.10.10 Definition of 'suitable New Zealand citizens or residence class visa holder workers who can take up the work on offer'

For the purpose of these instructions a 'suitable New Zealand citizen or residence class visa holder worker who can take up the work on offer' is a New Zealand citizen or residence class visa holder worker who:

- k. has the relevant recognised qualification which is at, or above, the qualification that corresponds to the indicative skill level described for that occupation in the ANZSCO or has the relevant recognised work experience that the ANZSCO indicates may substitute the required qualification; and
- l. has qualifications, work experience or skills identified by the employer as being necessary to perform the role, but which are not listed in the indicative skill level described for that occupation in the ANZSCO, that are determined by an immigration officer to be reasonable; and
- m. has other competencies identified by the employer as necessary for the performance of the work that are determined by an immigration officer to be reasonable including (but not limited to):
 - i. having a driver licence or ability to get one, or
 - ii. being fit enough to do the work or not have any medical or other reasons why they cannot perform the work, especially for physical work, or
 - iii. being able to pass health, drug and criminal checks if required; and
- n. is located in the local region, or is willing and able to move to that region; and
- o. can practically make it to the workplace by having a suitable mode of transport; and
- p. is available for work at the hours required by the employer, noting that the position must be for full-time employment (see [W2.2.10](#)).

Notes:

- Local region is defined based on the regions used by Work and Income.
- At ANZSCO skill level 5, work experience and qualifications are not relevant.
- Where other prerequisites are needed to perform the role an employer must explain why and demonstrate that the remuneration offered reflects those requirements.

WK3.10.15 Definition of 'suitable New Zealand citizens or residence class visa holder workers who can readily be trained to do the work on offer'

For the purpose of these instructions a 'suitable New Zealand citizen or residence class visa holder worker who can readily be trained to do the work on offer' is a New Zealand citizen or residence class visa holder worker who:

- q. with on the job training could do the work on offer, despite not having:
 - i. the relevant recognised qualification which is at, or above, the qualification that corresponds to the indicative skill level described for that occupation in the ANZSCO or the relevant recognised work experience that the ANZSCO indicates may substitute the required qualification; and
 - ii. the qualifications, work experience or skills identified by the employer as being necessary to perform the role, but which are not listed in the indicative skill level described for that occupation in the ANZSCO, that are determined by Immigration New Zealand to be reasonable; and
- r. has other competencies identified by the employer as necessary for the performance of the work that are determined by an immigration officer to be reasonable including (but not limited to):
 - i. having a driver licence or ability to get one, or
 - ii. being fit enough to do the work or not have any medical or other reasons why they cannot perform the work, especially for physical work, or
 - iii. being able to pass health, drug and criminal checks if required; and
- s. is located in the local region, or is willing and able to move to that region; and
- t. can practically make it to the workplace by having a suitable mode of transport; and
- u. is available for work at the hours required by the employer, noting that the position must be for full-time employment (see [W2.2.10](#)).

Notes:

- Local region is defined based on the regions used by Work and Income.
- All positions at ANZSCO skill level 5 are positions which New Zealand citizens and residence class visa holder workers are considered able to 'readily be trained to do the work on offer'

Appendix 3: Amendments to Residence and temporary entry instructions effective on and after 27 May 2019

Appendix 4 - Long Term Skill Shortage List



Long Term Skill Shortage List

This is the revised Long Term Skill Shortage List, effective from **27 May 2019**.

This list is part of Government immigration instructions as described in section 22 of the Immigration Act 2009 (see WR3.10.1) and Government residence instructions as described in sections 22 and 23 of the Immigration Act 2009 (see RW4).

Occupational Group	Occupation Occupations are listed by ANZSCO (Australian and New Zealand Standard Classification of Occupations) code.	Long Term Skill Shortage List Requirements Qualifications must be comparable to the standard of the New Zealand qualification listed. Unless otherwise stated all qualifications listed are New Zealand qualifications (see Note 1 at the end of this list).
Construction	Construction Project Manager (133111)	One of the following: <ul style="list-style-type: none"> - Bachelor of Engineering with Honours (NZQF Level 8) - Bachelor of Engineering Technology (NZQF Level 7) - Bachelor of Construction (NZQF Level 7) - A bachelor's degree at NZQF 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 NZQF 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 NZQF 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 (listed - see Note 3) - A qualification at NZQF 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 AND a minimum of five years' relevant post-qualification work experience
Construction	Project Builder (including Building Project Manager and Site Foreman) (133112)	One of the following qualifications: <ul style="list-style-type: none"> - A bachelor's degree at NZQF 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 NZQF 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 NZQF 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 AND a minimum of three years' relevant post-qualification work experience

Construction	Quantity Surveyor (233213)	<p>One of the following:</p> <ul style="list-style-type: none"> - A bachelor's degree at NZQF 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) <p>AND</p> <p>a minimum of three years' relevant post-qualification work experience</p>
Construction	Surveyor (232212)	<p>One of the following:</p> <ul style="list-style-type: none"> - Bachelor of Surveying (NZQF Level 7) - Bachelor of Surveying with Honours (NZQF Level 8) - Registration as a Professional Surveyor with the New Zealand Institute of Surveyors - Professional Associate Membership or an Overseas Member of the New Zealand Institute of Surveyors (with an overseas degree approved by NZIS)
Engineering	Chemical Engineer (233111), 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), Environmental Engineer (233915), Engineering Professionals nec (233999)	<p>One of the following:</p> <ul style="list-style-type: none"> - A Washington Accord accredited (initial) engineering degree (listed - see Note 3) - A Bachelor of Engineering with Honours (NZQF Level 8) - A qualification at NZQF 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.
Engineering	Civil Engineering Technician (312212)	<p>One of the following:</p> <ul style="list-style-type: none"> - Bachelor of Engineering Technology (Civil Engineering) (NZQF Level 7) - A diploma at NZQF 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 3) - A qualification at NZQF 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 <p>AND</p> <p>a minimum of three years' work experience including a minimum of 12 months' relevant post-qualification work experience in the past 18 months</p>

Engineering	Electrical Engineering Technician (312312)	<p>One of the following:</p> <ul style="list-style-type: none"> - Bachelor of Engineering with Honours (Electrical and Electronic Engineering) (NZQF Level 8) - Bachelor of Engineering Technology (Electrical Engineering) (NZQF Level 7) Bachelor of Engineering Technology (Electrical and Electronic Engineering) (NZQF Level 7) - A Washington Accord or Sydney Accord accredited undergraduate (initial) engineering degree in Electrical Engineering (listed - see Note 3) - A qualification at NZQF 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 <p>AND</p> <p>a minimum of three years' relevant post-qualification work experience</p>
Engineering	Electronic Engineering Technician (312412)	<p>One of the following:</p> <ul style="list-style-type: none"> - A bachelor's degree at NZQF 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 NZQF 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) (NZQF Level 7) - Bachelor of Engineering with Honours in Electronic Engineering, or Electrical and Electronic Engineering (NZQF Level 8) - A Washington Accord or a Sydney Accord accredited undergraduate (initial) engineering degree in Electronic Engineering (listed - see Note 3) - A qualification at NZQF 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 <p>AND</p> <p>a minimum of three years' work experience</p> <p>AND</p> <p>a minimum of 12 months' relevant post-qualification work experience in the last 18 months</p>
Engineering	Telecommunications Engineer (263311), Telecommunications Network Engineer (263312)	<p>One of the following:</p> <ul style="list-style-type: none"> - Bachelor of Engineering with Honours (Network Engineering) (NZQF Level 8) - Bachelor of Engineering (NZQF Level 7) Bachelor of Engineering Technology (NZQF Level 7) - A Washington Accord or Sydney Accord accredited undergraduate (initial) degree (listed – see Note 3) - A qualification comparable to NZQF 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 <p>AND</p> <p>a minimum of three years' relevant post-qualification work experience</p>
Finance / Business	Procurement Manager (133612)	<p>One of the following, awarded by the United Kingdom Chartered Institute of Purchasing & Supply (CIPS):</p> <ul style="list-style-type: none"> - CIPS Level 6 Graduate Diploma in Purchasing and Supply (Professional

		<p>Stage)</p> <ul style="list-style-type: none"> - CIPS Level 6 Graduate Diploma in Purchasing and Supply - CIPS Level 6 Professional Diploma in Procurement and Supply <p>AND</p> <p>a minimum of five years' relevant work experience</p>
Health and Social Services	Clinical Psychologist (272311)	<p>NZ registration with the New Zealand Psychologists Board</p> <p>(Qualifications in this area of absolute skill shortage are: Post Graduate Diploma, Master degree or Doctor of Clinical Psychology; Master of Clinical Psychology (NZQF Level 9); Master of Applied Psychology (NZQF Level 9); or Postgraduate Diploma in Applied Psychology (NZQF Level 8) – see Note 5)</p>
Health and Social Services	Diagnostic and Interventional Radiologist (253917)	<p>NZ registration within a relevant provisional vocational or vocational scope of practice with the Medical Council of New Zealand</p> <p>(Qualifications in this area of absolute skill shortage are: Bachelor of Medicine and Bachelor of Surgery (NZQF Level 7) – see Note 5)</p>
Health and Social Services	General Practitioner (253111)	<p>NZ registration within a relevant provisional general, general, provisional vocational or vocational scope of practice with the Medical Council of New Zealand</p> <p>(Qualifications in this area of absolute skill shortage are: Bachelor of Medicine and Bachelor of Surgery (NZQF Level 7) – see Note 5)</p>
Health and Social Services	Medical Radiation Therapist (251212)	<p>NZ registration in the scope of practice as a Radiation Therapist with the Medical Radiation Technologists Board</p> <p>(Qualifications in this area of absolute skill shortage are: a bachelor's degree at NZQF Level 7, or higher qualification, which includes the requirements of a major in Medical Imaging or Radiation Therapy – see Note 5)</p>
Health and Social Services	Medical Laboratory Scientist – including Cytotechnologist (Cytoscientist) (234611)	<p>NZ registration in the scope of practice as a Medical Laboratory Scientist by the Medical Sciences Council of New Zealand</p> <p>(A qualification in this area of absolute skill shortage is: Bachelor of Medical Laboratory Science (NZQF Level 7) – see Note 5)</p>
Health and Social Services	Obstetrician and Gynaecologist (253913)	<p>NZ registration within a relevant provisional general or general scope of practice with the Medical Council of New Zealand</p> <p>(Qualifications in this area of absolute skill shortage are: Bachelor of Medicine and Bachelor of Surgery (NZQF Level 7) – see Note 5)</p>
Health and Social Services	Physicist (Medical) (234914)	<p>One of the following:</p> <ul style="list-style-type: none"> - Certification by the Australasian College of Physical Scientists and Engineers (ACPSEM) in Medicine as a Medical Physicist - 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
Health and Social Services	Physiotherapist (252511)	<p>NZ registration as a physiotherapist in the general scope of practice or the specialist scope of practice with the Physiotherapy Board of New Zealand</p> <p>(Qualifications in this area of absolute skill shortage are: a bachelor's degree at NZQF Level 7, or higher qualification, which includes the requirements of a major in – see Note 5)</p>
Health and Social Services	Psychiatrist (253411)	<p>NZ registration within a relevant provisional vocational or vocational scope of practice with the Medical Council of New Zealand</p> <p>(Qualifications in this area of absolute skill shortage are: Bachelor of</p>

		Medicine and Bachelor of Surgery (NZQF Level 7) – see Note 5)
Health and Social Services	Registered Nurse (Aged Care) (254412)	NZ Registration in the scope of practice as a Registered Nurse with the Nursing Council of New Zealand AND a minimum of three years' work experience in adult hospital care
Health and Social Services	Sonographer (251214)	NZ registration in the scope of practice as a Sonographer with the Medical Radiation Technologists Board (Qualifications in this area of absolute skill shortage are: a bachelor's degree at NZQF Level 7, or higher qualification, which includes the requirements of a major in Medical Imaging or Radiation Therapy – see Note 5)
Health and Social Services	Specialist Physician in Palliative Medicine (253399)	NZ registration within a relevant provisional vocational or vocational scope of practice with the Medical Council of New Zealand (Qualifications in this area of absolute skill shortage are: Bachelor of Medicine and Bachelor of Surgery (NZQF Level 7) – see Note 5)
Health and Social Services	Surgeon (General) (253511)	NZ registration within a relevant provisional vocational or vocational scope of practice with the Medical Council of New Zealand (Qualifications in this area of absolute skill shortage are: Bachelor of Medicine and Bachelor of Surgery (NZQF Level 7) – see Note 5)
Health and Social Services	Veterinarian (234711)	NZ registration with the Veterinary Council of New Zealand. (A qualification in this area of absolute skill shortage is: Bachelor of Veterinary Science (NZQF Level 7) – see Note 5)
ICT, Electronics and Telecommunications	Multimedia Specialist (Film Animator) (261211)	A minimum of five years specialist work experience in film animation using Maya and/or at least one of the following - Soft Image/ XSI, 3D Studio Max, Photoshop, NUKE, MARI, Python, PyQT, or Unity; including at least three years using Maya
ICT, Electronics and Telecommunications	ICT Project Manager (135112), Organisation and Methods Analyst (224712), ICT Business Analyst (261111), Systems Analyst (261112), Multimedia Specialist (261211), Web Developer (261212), Analyst Programmer (261311), Developer Programmer (261312), Software Engineer (261313), Software Tester (261314), Software and Applications Programmers nec (261399), Database Administrator (262111), ICT Security Specialist (262112), Systems Administrator (262113), Computer Network and	One of the following: - Bachelor of Engineering with Honours (Computer Engineering) or (Computer and Electronic Engineering) or (Computer Systems Engineering) or (Electronic Engineering) or (Electrical and Electronic Engineering) or (Electronics and Communication Engineering) or (Electronics and Computer Engineering) or (Electronic/s and Computer Systems Engineering) or (Network Engineering) or (Software Engineering) (NZQF Level 8) - Bachelor of Computer and Information Sciences (Honours) (NZQF Level 8) - Bachelor of Computing and Mathematical Sciences with Honours (NZQF Level 8) - Bachelor of Electronic Commerce with Honours (NZQF Level 8) - Bachelor of Information Sciences with Honours (NZQF Level 8) - Bachelor of Software and Information Technology with Honours (NZQF Level 8) - Bachelor in Computer Generated Imagery (NZQF Level 7) - Bachelor of Animation (NZQF Level 7) - Bachelor of Applied Information Systems (NZQF Level 7) - Bachelor of Applied Information Technology (NZQF Level 7) - Bachelor of Applied Management - Bachelor of Applied Science and Bachelor of Computer and Information Services (NZQF Level 7) - Bachelor of Computer and Information Sciences (NZQF Level 7) - Bachelor of Computing (NZQF Level 7) - Bachelor of Computing and Mathematical Sciences (NZQF Level 7) - Bachelor of Computing Systems (NZQF Level 7) - Bachelor of Computing, Communications and Technology (NZQF Level 7) - Bachelor of Creative Software (NZQF Level 7)

	Systems Engineer (263111), Network Administrator (263112), ICT Quality Assurance Engineer (263211), ICT Support Engineer (263212), ICT Systems Test Engineer (263213), ICT Support and Test Engineers nec (263299), Telecommunications Engineer (263311), Telecommunications Network Engineer (263312), ICT Customer Support Officer (313112)	<ul style="list-style-type: none"> - Bachelor of Digital Technologies (NZQF Level 7) - Bachelor of Electronic Commerce (NZQF Level 7) - Bachelor of Information & Communication Technologies (NZQF Level 7) - Bachelor of Information Sciences (NZQF Level 7) - Bachelor of Information Technology (NZQF Level 7) - Bachelor of Software and Information Technology (NZQF Level 7) - Bachelor of Software Engineering (Game Programming) (NZQF Level 7) <p>- A bachelor's degree at NZQF Level 7, or a higher qualification with a minimum equivalent of 360 credits, which includes the requirements of a New Zealand major in one of the following focus areas: Business Information Systems, Computational Intelligence, Computational Modelling, Computer and Electronic Engineering, Computer and Information Science, Computer and Mobile Systems Engineering, Computer Engineering, Computer Networks, Computer Science, Computer Systems, Database Architecture, Electrical and Electronic Engineering, Electronics, Electronics and Communication Engineering, Electronics and Computer Engineering, Electronics and Computer Systems, Electronic Engineering, Information and Communications Technology, Information Management, Information Science, Information Security, Information Systems, Information Technology, Internet Technology, IT Service Science, Multi-Media, Multi-Media and Web Development, Networks, Network and Communication Engineering, Networks and Security, Network Engineering, Programming, Software and Information Technology, Software Development, Software Engineering, Systems Design, Systems Development, or Telecommunications</p> <p>- A Seoul Accord accredited undergraduate (initial) degree (listed - see Note 3)</p> <p>- A qualification comparable to NZQF Level 7 or higher, with a letter from IT Professionals New Zealand certifying that the applicant's degree and any further learning meet the educational requirements towards Chartered IT Professional New Zealand status</p> <p>AND</p> <p>a minimum of three years' relevant post-qualification work experience.</p>
Recreation, Hospitality and Tourism	Chef (Chef de Partie or higher) (351311)	<p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of a New Zealand Certificate in Cookery (Level 4)</p> <p>AND</p> <p>a minimum of five years' combined experience in establishments offering a la carte/ banqueting or commercial catering, with a minimum of two years at Chef de Partie (Section Leader) level or higher</p>
Science	Other Spatial Scientist (232214)	<p>A bachelor's degree at NZQF 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</p> <p>AND</p> <p>a minimum of two years' relevant post-qualification work experience in GIS applications (Key Application/ Systems include: ESRI – ARC/GIS; ARC/INFO ARC/SDE; Intergraph GeoMedia; Pitney Bowes MapInfo; GE Smallworld; Oracle Spatial; PostGIS/Postgres; MS SQL Server 2008; Bentley Maps, Geographic; Erdas; Geoserver; Safe FME)</p>
Science	Environmental Research Scientist (234313)	<p>A bachelor's degree at NZQF 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 environmental studies, environmental management, or environmental engineering</p> <p>AND</p> <p>a minimum of one year's relevant post-qualification work experience</p>
Science	Food Technologist (234212)	<p>One of the following qualifications:</p> <ul style="list-style-type: none"> - Bachelor of Food Technology with Honours (Food Product Technology) or (Food Process Engineering) (NZQF Level 8) - A bachelor's degree at NZQF 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 nutrition or food science <p>AND</p>

		a minimum of three years' relevant post-qualification work experience in the industry
Trades	Automotive Electrician (321111)	A certificate at NZQF 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 (NZQF Level 4)
Trades	Diesel Motor Mechanic (including Heavy Vehicle Inspector) (321212)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Heavy Automotive Engineering (NZQF Level 4) AND a minimum of three years' relevant post-qualification work experience
Trades	Electrician (General) (341111)	NZ registration as an electrician or a limited certificate as an electrician from the Electrical Workers Registration Board
Trades	Electric Line Mechanic (342211)	NZ registration as a line mechanic or a limited certificate as a line mechanic from the Electrical Workers Registration Board

Note 1: Qualifications listed (unless an exception is stated) are New Zealand awarded qualifications on the New Zealand Qualifications Framework (NZQF). 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 3) an International Qualification Assessment (IQA) from the New Zealand Qualifications Authority stating the comparable NZQF qualification is required.

Note 2: Where post-qualification work experience is included as a requirement it applies to all qualifications listed for the occupation (unless otherwise indicated).

Note 3: 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:

<http://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:

<http://www.ieagreements.org/accords/sydney/signatories/>.

Where a Seoul Accord accredited undergraduate IT degree is a requirement, the IT 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 IT degree awarded is Seoul Accord accredited, please refer to the following link:

<http://www.seoulaccord.org/signatories.php>.

Note 4: Qualifications held by applicants claiming points based on this list under the Skilled Migrant Category must be recognised under the Skilled Migrant Category.

Note 5: Where New Zealand registration is specified as a requirement and states "a qualification(s) in this area of absolute skill shortage is/are", a person only needs to hold the particular New Zealand registration and to have undertaken any necessary work experience in order to meet the requirements of the List. In these cases, qualifications are listed only for the purposes of people applying for work visas under WF4.1.

Note 6: 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.

