

Information for employers planning to hire migrant workers

The Accredited Employer Work Visa (AEWV) changes the way you hire migrant workers for temporary work. It ensures New Zealanders are first in line for jobs, but where genuine skill or labour shortages exist accredited employers can hire skilled migrant workers for an eligible role. The AEWV process is employer-led and involves three checks.

1 Becoming an accredited employer with Immigration New Zealand

You will need to meet a minimum set of accreditation requirements, including:

- › having a New Zealand Business Number (NZBN)
- › being registered as an employer with Inland Revenue
- › being in a good financial position
- › having no recent history of breaching immigration requirements or employment standards
- › providing migrant workers with work-related settlement information.

Franchisees and employers who place AEWV holders with controlling third parties need to meet additional accreditation requirements.

The employer accreditation process is designed to ensure only good employers can hire migrant workers, and helps prevent migrant exploitation. It also improves certainty and transparency for employers.

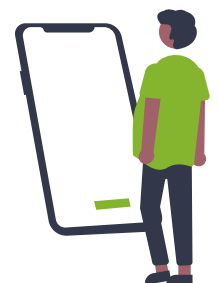
Initial accreditation is for 12 months. At renewal, franchisees and employers that want to place migrants on AEWVs with controlling third parties will be granted accreditation for a further 12 months, and all other employers will be granted accreditation for 24 months.

Passing the job check

2 Once your accreditation is approved, you can apply for a job check. This aims to check that no New Zealanders are available to do the job, and that a genuine skill or labour shortage exists. You need to complete your advertising before you apply for the job check.

The job check confirms:

- › the job pays the market rate and meets any applicable wage threshold. In most cases this will be the median wage
- › the job is for a minimum of 30 hours a week
- › you have advertised the job to New Zealanders, if you need to, including the minimum and maximum expected pay rate and the skills or experience required. If the job is paid at least 200% of the median wage, or is on the green list of occupations, you do not need to provide evidence of advertising the role
- › the location of the job.



- ▼ You need to provide:
 - › specific information about the job
 - › a proposed employment agreement
 - › evidence of advertising, if required (see *Job advertisement guide for accredited employers*)
 - › payment of the job check fee.

Multiple vacancies where the job is the same can be included in the same job check, for example six machinists in a factory.

An approved job check is valid for 6 months, or until your accreditation lapses, whichever is earlier.

3 Applying for the visa

After you've been accredited and passed the job check, you can request a migrant worker to apply for an AEWV to work in this job. A unique link will be emailed to the migrant asking them to 'accept request' to apply for an AEWV.

The migrant worker needs to show they meet Immigration New Zealand's character, identity and health requirements, and that they have the skills and experience the employer told Immigration New Zealand were required in the job check application.



Timeframes and fees

Employers pay the accreditation and job check application fees. Either the employer or the migrant can pay the AEWV fee.

	Application for	Description	Cost	Estimated processing time*
Accreditation	Standard accreditation	Employ up to 5 migrant workers on AEWVs at any one time	NZ\$740	10 working days
	High-volume accreditation	Employ 6 or more migrant workers on AEWVs at any one time	NZ\$1220	10 working days
	Franchisee employer accreditation	No limits to the number of migrant workers employed on AEWVs, subject to meeting specific additional requirements for these employers	NZ\$1980	
	Employers wanting to place AEWV holders with controlling third parties	No limits to the number of migrant workers employed on AEWVs, subject to meeting specific additional requirements for these employers	NZ\$3870	
	Reconsideration	Reconsideration of a declined employer accreditation application	NZ\$240	
Job check	Job check		NZ\$610	10 working days
	Reconsideration	Reconsideration of a declined job check application (employer must apply within 14 calendar days of the decline decision)	NZ\$240	
Visa	Accredited Employer Work Visa	Includes immigration levy of \$210	NZ\$750	20 working days
	Variation of conditions fee		NZ\$210	
	Reconsideration	Reconsideration of a declined visa application	NZ\$250	

* Estimated processing times assume that all information necessary for INZ to make a decision has been provided at the time of application.

Apply using the enhanced Immigration Online system, designed to make it faster and easier to submit applications online and track the status of an application.

For more information, visit immigration.govt.nz/accredited-employer