
VISA PATHWAY MAPPING FOR THE HEALTH SECTOR

CURRENT AS AT 1 JULY 2023



PURPOSE OF THIS DOCUMENT

- ▶ This document provides an overview of visa pathways for health professionals and their families.
- ▶ It is intended to provide key information to guide applicants and employers to the best migration pathway according to their circumstances. Further information can be found at WWW.IMMIGRATION.GOV.TZ.
- ▶ Detailed information is contained in the immigration instructions, which Immigration Officers use to determine visa applications: [OPERATIONAL MANUAL](#).

GUIDANCE

PARTNERS AND DEPENDENTS

- ▶ Partners include people in a genuine and stable relationship who are married, in a civil union or in a de facto relationship. [Find information about how partnership is defined](#).
- ▶ Partners of people on an Accredited Employer Work Visa (AEWV) who either have a role on the Green List, meet Green List requirements and earn at least the median wage, or who earn at least twice the median wage, are eligible for an open work visa allowing them to work for any employer with no pay requirements. Partners of people on an AEWV who do not have a role on the Green List and earn at least the median wage but less than twice the median wage may be approved a work visa with conditions. [Find information about bringing family if you have a work visa](#).
- ▶ For Temporary Entry to New Zealand dependent children can be up to and including 19 years of age, single with no children of their own and totally or substantially reliant on the principal applicant and/ or their partner for financial support. Evidence of custody arrangements may apply. Dependent children of AEWV holders are regarded as domestic students for primary and secondary school. Tertiary aged children of AEWV holders are considered international students and liable for international fees. [Find information about fee paying student visas](#).
- ▶ For Residence Visa applications the partner and dependent children up to and including the age of 24 who are single, with no children of their own and totally or substantially reliant on the principal applicant or their partner for financial support can be included. Once residence is granted tertiary aged children are considered domestic students for fee purposes.

VISITING NEW ZEALAND

- ▶ People who wish to visit New Zealand before committing to migrate may obtain a Visitor Visa if required or a NZeTA if travelling on a passport from a country on the list of visa waiver countries and territories. [Find the list of visa waiver countries and territories](#). Visits to New Zealand from people who wish to 'Look, See and Decide' are intended for those who come to evaluate their potential to get work and settle here. This is not intended for people who already have a job offer and/or have already sold their house, given up their job and have otherwise cut their connections to their home country.

WORKING HOLIDAY VISA

- ▶ Working holiday visas allow young people whose primary purpose is to holiday in New Zealand to undertake employment or study during their stay. WHV holders must not undertake permanent employment. This visa category should not be used by people whose intention is to remain in New Zealand on a long-term basis. [Find information about the Working Holiday Visa](#).

SPECIFIC PURPOSE WORK VISA

- ▶ This is a visa option for people coming to New Zealand for a specific purpose or event (for example locum doctors on short-term assignment). It is not intended to be a long-term pathway. [Find information about the Specific Purpose Work Visa](#).

CURRENCY OF INFORMATION

- ▶ Immigration policy is subject to change and amendment. Information contained in this document is current as dated.
- ▶ The Skilled Migrant Category (SMC) is open with the final pool draw scheduled to occur on 16 August 2023. A new simplified points system for SMC will be effective from 9 October 2023. [Find overview of skilled residence pathways](#).
- ▶ Applicants are asked to carefully check visa application requirements and provide all information and documentation required at the time of application.

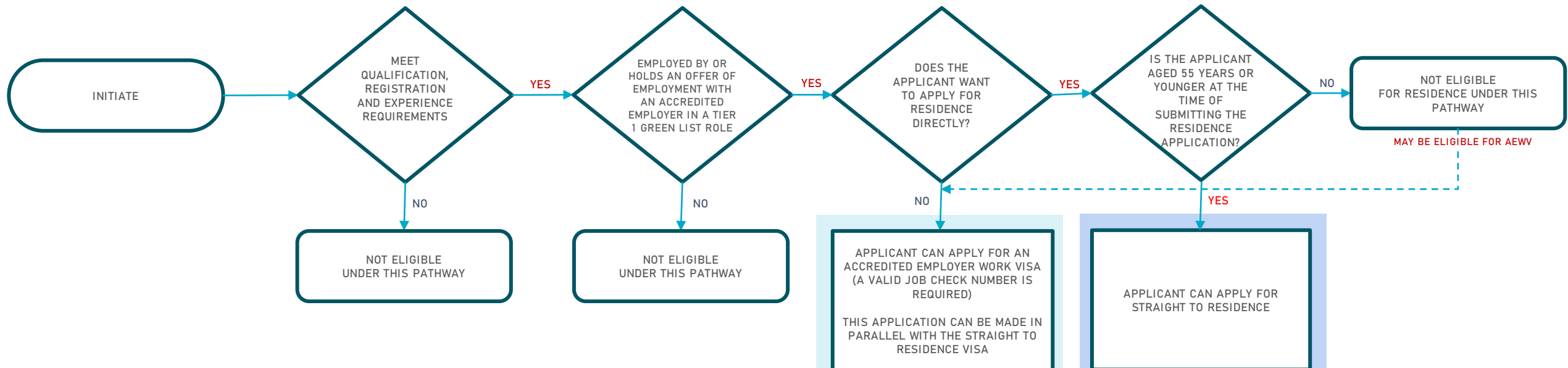
VISA PATHWAYS	REGISTRATION/ QUALIFICATIONS	WORKING IN NEW ZEALAND (ACCREDITED EMPLOYER WORK VISA)			GAINING RESIDENCE IN NEW ZEALAND *FAMILY CAN BE INCLUDED IN ALL RESIDENCE APPLICATIONS		
		MIGRANT	PARTNER	CHILDREN	WORK TO RESIDENCE	STRAIGHT TO RESIDENCE	SKILLED MIGRANT CATEGORY
GREEN LIST (TIER 1) WITH STRAIGHT TO RESIDENCE PATHWAY MORE INFORMATION	RECOMMENDED ▶ Migrant can apply to the relevant registration body for registration / NZQA International Qualification Assessment from overseas if applicable OCCUPATIONAL REGISTRATION	OPTION ▶ Can apply directly for residence (Straight to Residence), but may apply for AEWV pending STR determination	APPLICABLE ▶ Can support 'Partner of a Worker' Work Visa which enables them to work for any employer if the Principal Applicant is paid the median wage or above ▶ Can support 'Partner of a Worker' Visitor Visa	APPLICABLE ▶ Children under school age can apply for a Visitor Visa or Student Visa if the Principal Applicant is earning at least NZD \$43,322.76 a year ▶ Primary and secondary school aged children are regarded as domestic students if the Principal Applicant is earning at least NZD \$43,322.76 a year ▶ Tertiary aged children of AEWV holders who wish to study are considered international students and liable for international fees.	NOT APPLICABLE	RECOMMENDED ▶ Can apply from overseas ▶ Needs to have current employment or job offer from an Accredited Employer along with meeting other visa requirements	OPTION ▶ Subject to meeting the SMC criteria (applicable at the time of application), but may take longer than the recommended pathway SKILLED MIGRANT CATEGORY
GREEN LIST (TIER 2) WITH WORK TO RESIDENCE PATHWAY MORE INFORMATION	RECOMMENDED ▶ Migrant can apply to the relevant registration body for registration / NZQA International Qualification Assessment from overseas if applicable OCCUPATIONAL REGISTRATION	RECOMMENDED ▶ Will need to apply for AEWV to be on the work to residence pathway	APPLICABLE ▶ Can support 'Partner of a Worker' Work Visa which enables them to work for any employer if the Principal Applicant is on the Green List and paid the median wage or above, or paid at least twice the median wage ▶ Can support 'Partner of a Worker' Visitor Visa	APPLICABLE ▶ Children under school age can apply for a Visitor Visa or Student Visa if the Principal Applicant is earning at least NZD \$43,322.76 a year ▶ Primary and secondary school aged children are regarded as domestic students if the Principal Applicant is earning at least NZD \$43,322.76 a year ▶ Tertiary aged children of AEWV holders who wish to study are considered international students and liable for international fees.	RECOMMENDED ▶ Can apply for residence after two years working in Green List Tier 2 occupation in NZ ▶ Earliest application under this category possible September 2023	NOT APPLICABLE	OPTION ▶ Subject to meeting the SMC criteria (applicable at the time of application) SKILLED MIGRANT CATEGORY
NOT ON GREEN LIST PATHWAY MORE INFORMATION	RECOMMENDED ▶ Migrant can apply to the relevant registration body for registration / NZQA International Qualification Assessment from overseas if applicable OCCUPATIONAL REGISTRATION	RECOMMENDED ▶ Will need to apply for AEWV with a job offer at median wage or above which enables a temporary visa of up to three years	APPLICABLE ▶ Can support 'Partner of a Worker' Work Visa which enables them to work for an Accredited Employer paid at the median wage, or an applicable sector agreement role, if the Principal Applicant is paid the median wage or above ▶ Can support 'Partner of a Worker' Visitor Visa	APPLICABLE ▶ Children under school age can apply for a Visitor Visa or Student Visa if the Principal Applicant is earning at least NZD \$43,322.76 a year ▶ Primary and secondary school aged children are regarded as domestic students if the Principal Applicant is earning at least NZD \$43,322.76 a year ▶ Tertiary aged children of AEWV holders who wish to study are considered international students and liable for international fees.	NOT APPLICABLE	NOT APPLICABLE	RECOMMENDED ▶ Subject to meeting the SMC criteria (applicable at the time of application) SKILLED MIGRANT CATEGORY
CARE SECTOR AGREEMENT PATHWAY MORE INFORMATION	RECOMMENDED ▶ Migrant can apply to the NZQA for International Qualification Assessment from overseas if required by employer	RECOMMENDED ▶ If covered by sector agreement at Level 3 (NZ \$26.16ph), the visa duration of 2 years maximum applies (with 1 year stand down period) ▶ If Level 4 (NZ \$28.25) can gain residency after 2 years of working at that level	APPLICABLE ▶ Unable to support 'Partner of a Worker' Work Visa if salary is below median wage ▶ Can support 'Partner of a Worker' Visitor Visa	APPLICABLE ▶ Children under school age can apply for a Visitor Visa or Student Visa if the Principal Applicant is earning at least NZD \$43,322.76 a year ▶ Primary and secondary school aged children are regarded as domestic students if the Principal Applicant is earning at least NZD \$43,322.76 a year ▶ Tertiary aged children of AEWV holders who wish to study are considered international students and liable for international fees.	RECOMMENDED ▶ Allows care workers who are paid NZD \$28.25 per hour (Level 4) of the Support Workers (Pay Equity) Settlements Act 2017 to gain residence after 2 years	NOT APPLICABLE	NOT APPLICABLE
PATHWAYS FOR NURSES WHO NEED TO UNDERTAKE A COMPETENCE ASSESSMENT PROGRAMME (CAP)	Nurses coming to NZ to complete the CAP may be eligible under the following pathways applicable to their particular circumstance.			MIGRANT	PARTNER	CHILDREN	
▶ Occupational Registration Visitor Visa – Allows up to 3 months stay in New Zealand for Internationally Qualified Nurses (IQN) to complete a CAP and gain Nursing Council of New Zealand (NCNZ) registration. The IQN cannot undertake paid work on this visa.	▶ Accredited Employer Work Visa – If intending to work while completing the CAP IQNs must have a job offer to work at least 30 hours per week in a nursing support role such as a Health Care Assistant (ANZSCO Personal Care Assistant) or another role under the Care Sector Agreement and be paid at least \$26.16 per hour (any other role requires payment at the median wage of \$29.66 per hour – see 'Not On Green List Pathway'). The employer may require an International Qualification Assessment . Once the IQN has successfully completed the CAP and gained NCNZ registration they may apply for a new AEWV to work as a Registered Nurse and be on the Green List Straight to Residence pathway. If the IQN is unsuccessful with the CAP course, they may remain as a care worker in occupations listed under the Care Workforce Sector Agreement in which case there is a two-year limit on their stay in New Zealand and an ensuing 12-month stand-down period before they can return to New Zealand on another AEWV. If they progress to the Level 4 pay rate of \$28.25 per hour role under the Care Sector Agreement, they will have a 2-year Work to Residence pathway.			▶ Partner can be included in the application	▶ Dependants can be included in the application		
▶ Specific purpose visa - For Philippines nurses only. The visa holder is able to work for 3 months in a carer or Health Care Assistant role for Te Whatu Ora/ Health New Zealand (formerly District Health Boards) only while they complete the CAP.				▶ Partner needs to obtain work visa in own right	▶ As per conditions noted in pathways above		

GREEN LIST STRAIGHT TO RESIDENCE PATHWAY

CONTEXT

- ▶ Green List Tier 1 occupations enable migrants to be on a Straight to Residence pathway. Eligible migrants employed in these occupations can apply for residence directly from offshore (indicative processing time 6 – 10 weeks) or may obtain an Accredited Employer Work Visa (AEWV) pending residence determination.

DECISION TREE FOR GREEN LIST WITH STRAIGHT TO RESIDENCE PATHWAY



APPLICANT CAN APPLY FOR AN ACCREDITED EMPLOYER WORK VISA (A VALID JOB CHECK NUMBER IS REQUIRED)

THIS APPLICATION CAN BE MADE IN PARALLEL WITH THE STRAIGHT TO RESIDENCE VISA

Applicant will need to provide

- ▶ Job Offer
- ▶ Qualifications, registration, experience
- ▶ [Temp. Health*](#)
- ▶ [Temp. Character*](#)
- ▶ Evidence of English language proficiency is typically a condition for registration and employment but is not required for AEWV

Family Members

- ▶ Partner eligible for open work visa
- ▶ Dependent children (up to age of 19) can apply for visitor or student visa
- ▶ Partner and dependent children will need to meet character (those aged 17 and over) and health requirements (all ages)

APPLICANT CAN APPLY FOR STRAIGHT TO RESIDENCE

Applicant will need to provide

- ▶ Job Offer
- ▶ Qualifications, registration, experience
- ▶ [Res. Health*](#)
- ▶ [Res. Character*](#)
- ▶ Evidence of English language proficiency can be satisfied by occupational registration

Family Members

- ▶ Partner and dependent children (up to age of 24) can be included in the residence application
- ▶ Partner and children will need to meet English language, character requirements (those aged 17 and over) and health requirements (all ages)

GREEN LIST TIER 1 OCCUPATIONS

The majority of health professional occupations are included in Tier 1

[View Green List](#)

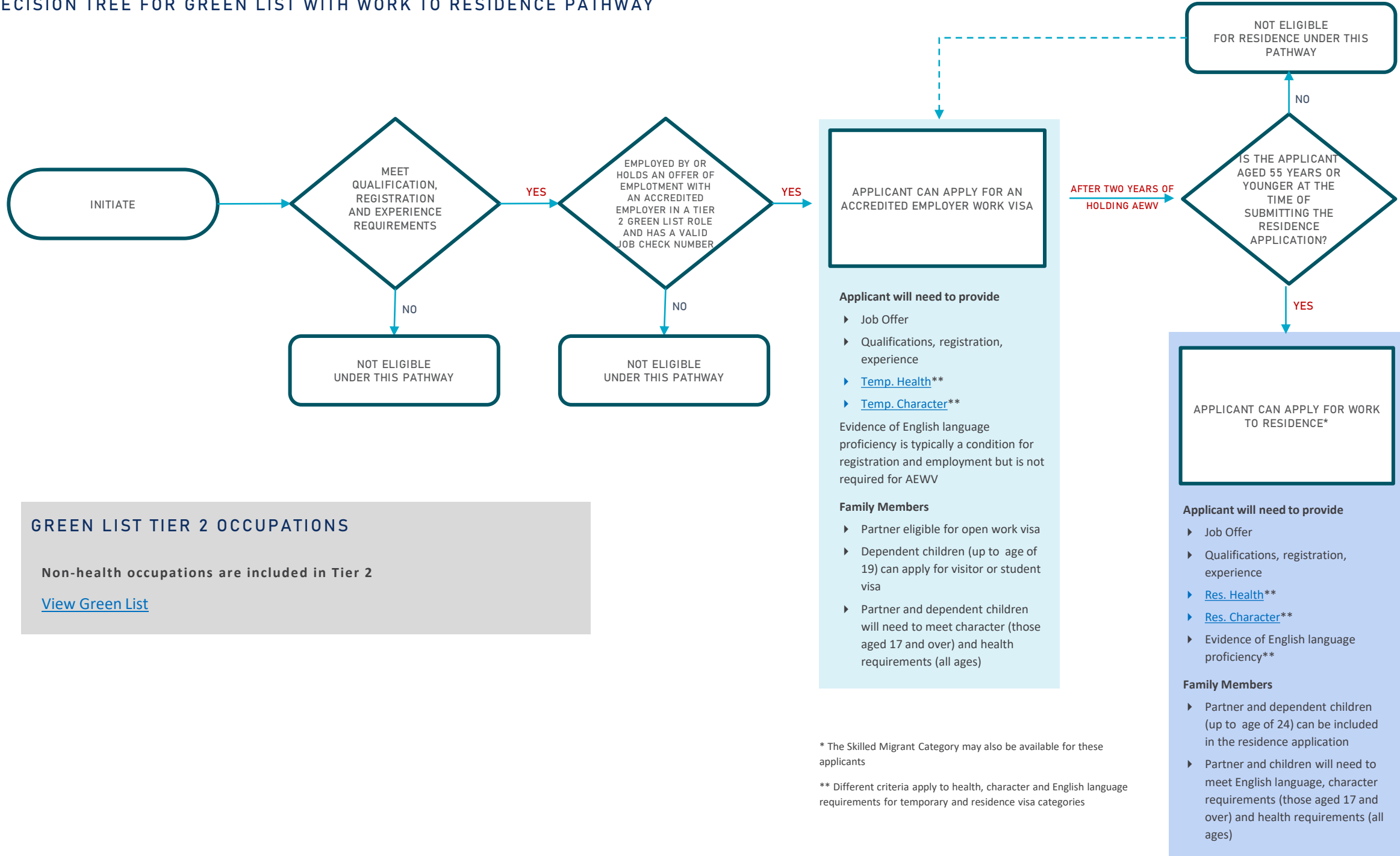
* Different criteria apply to health, character and English language requirements for temporary and residence visa categories

GREEN LIST WORK TO RESIDENCE PATHWAY

CONTEXT

▶ Green List Tier 2 occupations enable migrants to obtain residence in New Zealand after holding an Accredited Employer Work Visa (AEWV) for two years.

DECISION TREE FOR GREEN LIST WITH WORK TO RESIDENCE PATHWAY



GREEN LIST TIER 2 OCCUPATIONS

Non-health occupations are included in Tier 2

[View Green List](#)

* The Skilled Migrant Category may also be available for these applicants

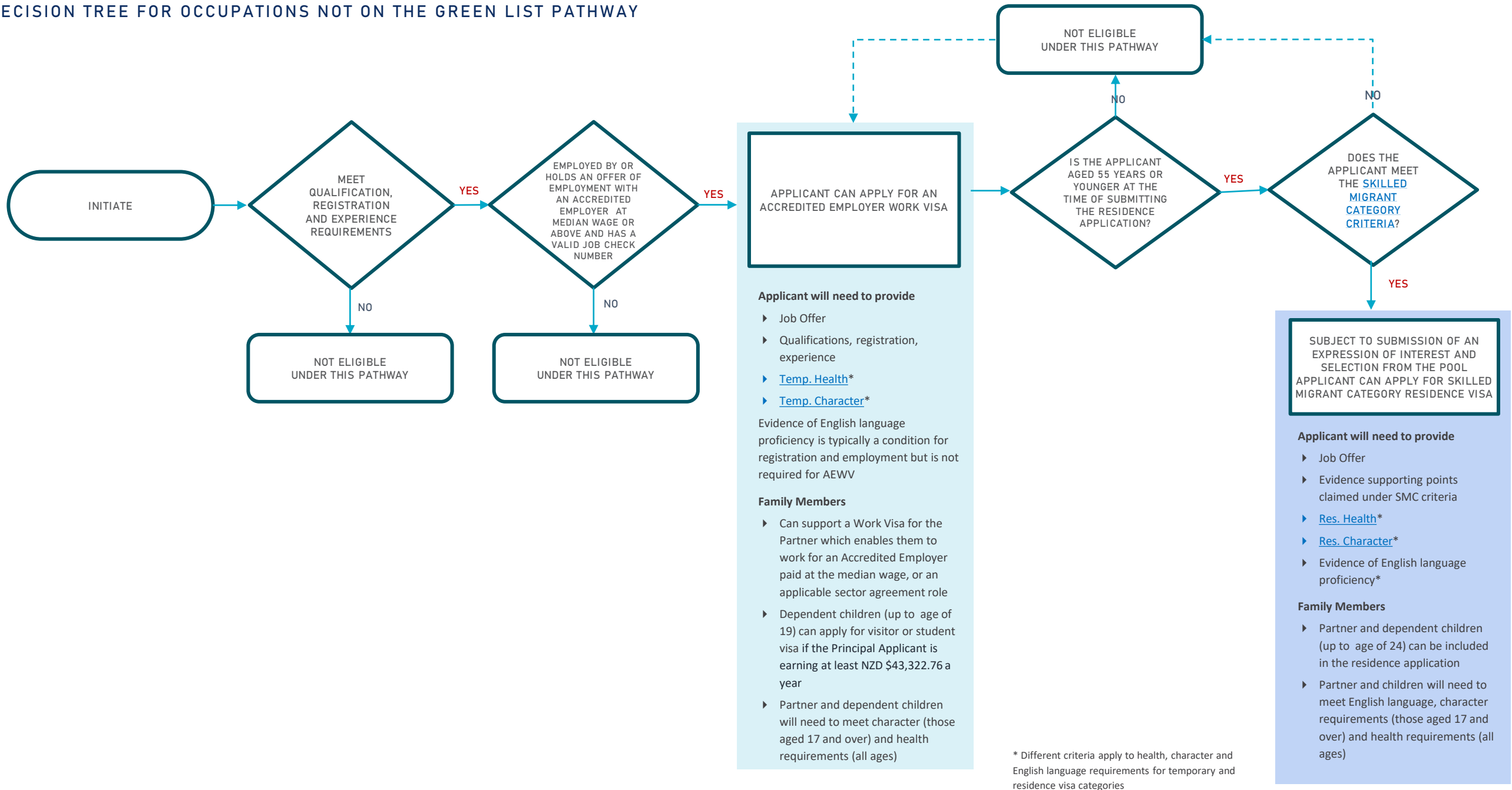
** Different criteria apply to health, character and English language requirements for temporary and residence visa categories

OCCUPATIONS NOT ON THE GREEN LIST PATHWAY

CONTEXT

- ▶ In order to obtain an Accredited Employer Work Visa (AEWV) an applicant needs to be paid at or above the median wage unless an exemption applies (see Care Workforce sector occupations).
- ▶ An AEWV may be granted for a period of up to 3 years.

DECISION TREE FOR OCCUPATIONS NOT ON THE GREEN LIST PATHWAY



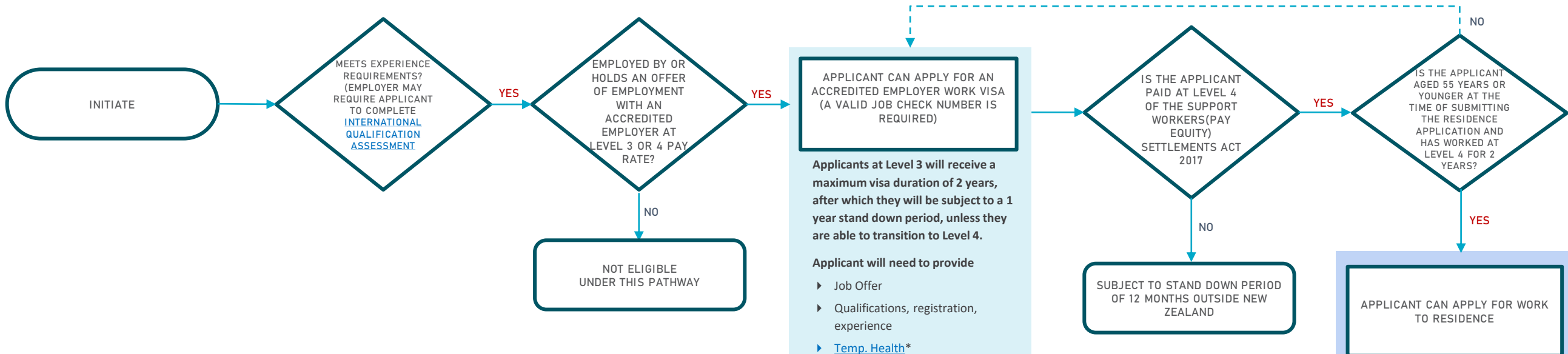
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CARE WORKFORCE WORK VISA & WORK TO RESIDENCE

CONTEXT

- ▶ The Care Workforce Sector Agreement settings provide limited exemptions to the median wage requirement for hiring migrant workers on an Accredited Employer Work Visa (AEWV).
- ▶ Applicants need to be employed or have an offer of employment in an occupation that is on the Care Workforce sector occupations list.

DECISION TREE FOR CARE WORKFORCE WORK VISA & WORK TO RESIDENCE



LIST OF CARE WORKFORCE SECTOR OCCUPATIONS

- ▶ Kaiāwhina (Hauora) (Māori Health Assistant)
- ▶ Disabilities Services Officer
- ▶ Residential Care Officer
- ▶ Aged and Disabled Carers
- ▶ Nursing Support Worker
- ▶ Personal Care Assistant
- ▶ Therapy Aide
- ▶ Child or Youth Residential Care Assistant
- ▶ Diversional Therapist

[VIEW EXEMPTIONS TO THE MEDIAN WAGE THRESHOLD](#)

APPLICANT CAN APPLY FOR AN ACCREDITED EMPLOYER WORK VISA (A VALID JOB CHECK NUMBER IS REQUIRED)

Applicants at Level 3 will receive a maximum visa duration of 2 years, after which they will be subject to a 1 year stand down period, unless they are able to transition to Level 4.

Applicant will need to provide

- ▶ Job Offer
- ▶ Qualifications, registration, experience
- ▶ [Temp. Health*](#)
- ▶ [Temp. Character*](#)

Evidence of English language proficiency is typically a condition for employment but is not required for AEWV

Family Members

- ▶ Unable to support 'Partner of a Worker' Work Visa if salary is below median wage
- ▶ Dependent children (up to age of 19) can apply for visitor or student visa if the Principal Applicant is earning at least NZD \$43,322.76 a year
- ▶ Partner and dependent children will need to meet character (those aged 17 and over) and health requirements (all ages)

SUBJECT TO STAND DOWN PERIOD OF 12 MONTHS OUTSIDE NEW ZEALAND

APPLICANT CAN APPLY FOR WORK TO RESIDENCE

Applicant will need to provide

- ▶ Job Offer
- ▶ Qualifications, registration, experience
- ▶ Evidence of 2 years working at Level 4 or above
- ▶ [Res. Health*](#)
- ▶ [Res. Character*](#)
- ▶ [Evidence of English language proficiency*](#)

Family Members

- ▶ Partner and dependent children (up to age of 24) can be included in the residence application
- ▶ Partner and children will need to meet English language, character requirements (those aged 17 and over) and health requirements (all ages)

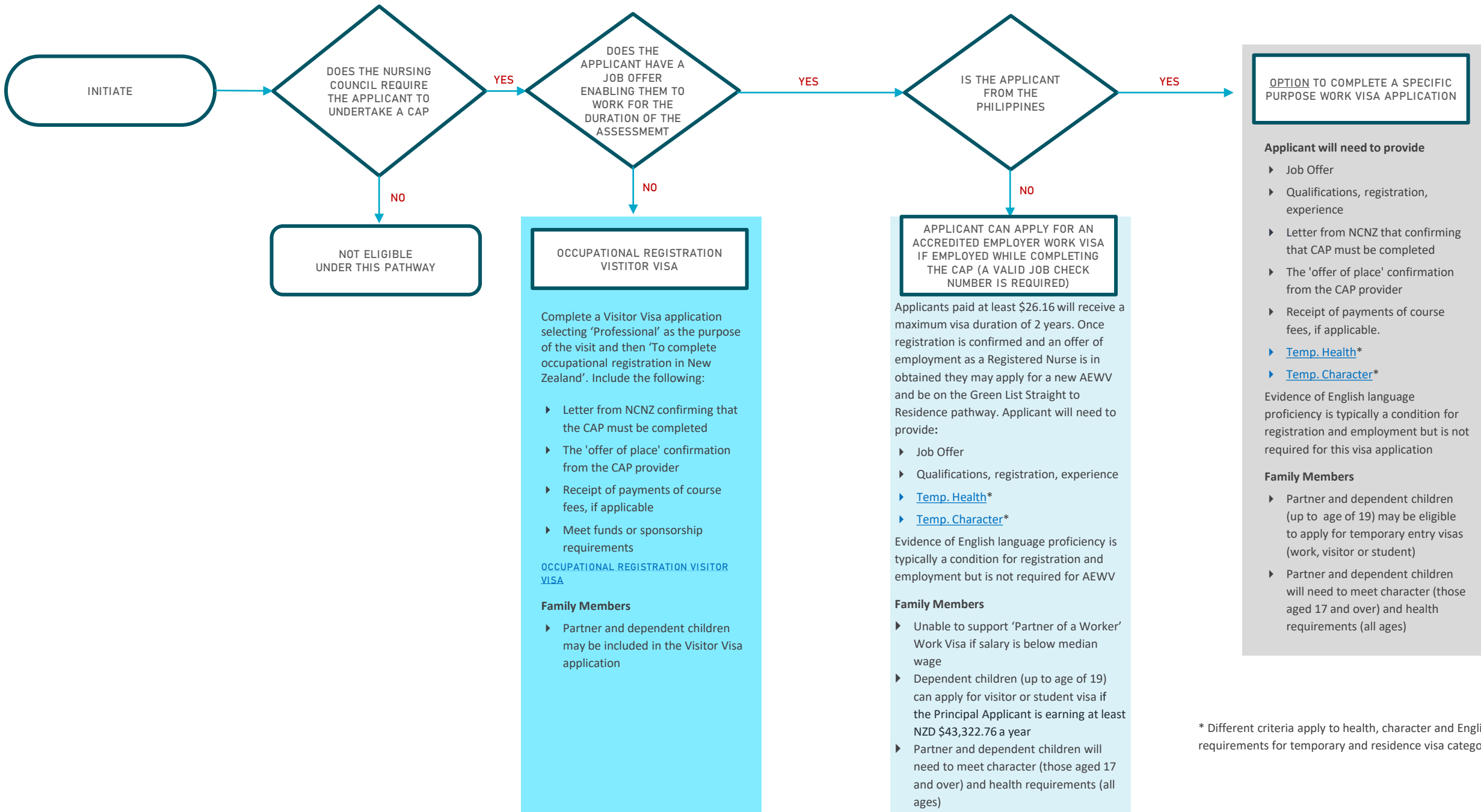
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NURSES WHO NEED TO UNDERTAKE A COMPETENCE ASSESSMENT PROGRAMME (CAP)

CONTEXT

- ▶ These pathways enable Internal Qualified Nurses (IQNs) to obtain New Zealand nursing registration. Once registration has been obtained from the Nursing Council of New Zealand the applicant is able to apply for an Accredited Employer Work Visa (AEWV) and be on the Green List Work to Residence pathway.
- ▶ [PATHWAY FOR HEALTH PROFESSIONALS TO NURSING JOBS IN NEW ZEALAND | IMMIGRATION NEW ZEALAND](#)

OPTIONS FOR CAP NURSES



* Different criteria apply to health, character and English language requirements for temporary and residence visa categories