

VISA PAK ISSUE 466 — 16 APRIL 2021

ESSENTIAL SKILLS VISAS: MSD REVIEW OF UNDERSUPPLY AND OVERSUPPLY LISTS

The Ministry of Social Development (MSD) has reviewed the undersupply and oversupply lists which are used in the assessment of Essential Skills work visa applications, for jobs paying below the median wage. The lists have been updated to reflect the current availability of New Zealanders on Job Seeker Support and are treated as advice from Work and Income when determining whether the labour market test is met.

The under and oversupply lists were established in October 2020 as a short term response to COVID-19, to streamline the Skills Match Report (SMR) process following rapid changes in the labour market. The lists were intended to be reviewed regularly to remain fit for purpose.

This review follows and supercedes an earlier review in December 2020 which added occupations to the undersupply list for the Queenstown area (refer Visa Pak 456).

Changes to the undersupply and oversupply lists

The changes to the lists are effective on and after 16 April 2021 and include:

- Replacing the current MSD defined regions with well-established territorial local authority areas. This will also remove the need for the interactive tool on the Work and Income website which was required to identify the undersupply occupations by location.
- Introducing oversupply lists by territorial local authority area. Currently oversupply occupations listed on the Work and Income website apply to the whole of New Zealand (except Queenstown).
- Removing several occupations from the oversupply list for all regions, including:
 - Administration and Call Centre – Admissions Clerk and Personal Assistant
 - Construction – Builder’s labourer, Concreter and Plumber’s Assistant
 - Manufacturing and Warehousing – Food and Drink Factory Workers (not elsewhere covered under ANZSCO) and Storeperson
 - Retail and Hospitality – Cook and Waiter

Note: A SMR will be required to determine the availability of New Zealand citizens or residents for the above occupations if the job is paying below the median wage, unless these occupations have been added to the undersupply list for the region of employment.

- Adding occupations to the undersupply list for some regions, including some occupations that were previously on the oversupply list, for example:
 - Mackenzie District – Cook, Café Worker, Commercial Housekeeper, Fast Food Cook, Kitchenhand, Sales Assistant, Waiter
 - Northland – Concreter
 - Central Otago – Concreter, Builders Labourer and Plumbers Assistant

- Removing a small number of occupations from the undersupply list in some regions. This is not expected to have a significant impact due to the low demand these occupations in these regions.

From 16 April, the changes will impact which occupations MSD will provide SMRs for. The above changes are not exhaustive and the updated over and undersupply lists on the [Work and Income website](#) should be considered for each region when assessing applications from 16 April 2021, including on-hand applications lodged prior to this date.

The table below provides some scenarios and guidelines for assessing Essential Skills applications on and after 16 April 2021, where the job is paying below the median wage:

<p>Scenario 1: Occupation was on the oversupply list and has since been removed.</p>	<p>INZ action: Request SMR for lodgement purposes on or after 16 April 2021 as per WK2.1.d. If application lodged prior to 16 April 2021 assess whether the labour market test has been met (eg has any evidence of engagement with MSD and attempts to recruit NZ jobseekers been provided?). PPI if not satisfied the labour market test has been met.</p>
<p>Scenario 2: Occupation has moved from the oversupply list to the undersupply list.</p>	<p>SMR not provided and not required. INZ action: Assess application using most recent MSD advice (ie that that there are no NZ Jobseekers available as the occupation is now on the undersupply list for the specific region).</p>
<p>Scenario 3: Occupation not on a list previously and is now on the undersupply list.</p>	<p>On and after 16 April, SMR not required for lodgement purposes. INZ action: if SMR has been provided consider whether any NZ job seekers were referred to the employer and reasons for rejecting. If no SMR has been provided, INZ can consider latest MSD advice that there are no NZ jobseekers available since the occupation is now on the undersupply list.</p>
<p>Scenario 4: Occupation has been removed from the undersupply list.</p>	<p>On and after 16 April, SMR is required. For applications lodged prior to 16 April, Immigration Officers do not need to request a SMR. Wider attempts to recruit should be considered as part of the labour market test.</p>



Immigration Officers should continue to match the job being offered to the ANZSCO ([version 1.2](#)) occupations or Dairy Cattle Farmer occupations (ANZSCO code 121313) in [Ariā](#) to consider if the job is on the oversupply or undersupply lists.

Immigration officers should also continue to assess wider advertising and the employer's attempts to recruit suitable New Zealanders.