



ICLG

The International Comparative Legal Guide to:

Corporate Immigration 2019

6th Edition

A practical cross-border insight into corporate immigration law

Published by Global Legal Group, with contributions from:

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Published by
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London SE1 3PL, UK
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Fax: +44 20 7407 5255
Email: info@glgroup.co.uk
URL: www.glgroup.co.uk

GLG Cover Design
F&F Studio Design

GLG Cover Image Source
iStockphoto

Printed by
Stephens & George
July 2019

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ISBN 978-1-912509-84-3
ISSN 2054-7579

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New Zealand

Ryken and Associates

David Ryken



1 Introduction

1.1 What are the main sources of immigration law in your jurisdiction?

Immigration law in New Zealand is governed by two primary sources. The first is the Immigration Act 2009 and regulations passed pursuant to that Act. The second primary source is the Operational Manual which has the instructions to immigration officers on how to process applications and what visas can be approved (both temporary entry and residence). Information about who may be approved, what type of visa is primarily found in the Operational Manual subject to certain provisions in the Immigration Act.

1.2 What authorities administer the corporate immigration system in your jurisdiction?

Immigration officers are part of Immigration New Zealand (INZ) (a subsidiary of the Ministry of Business, Innovation and Employment, MBIE) and they make decisions on each application, on a case by case basis. An application must be properly presented in accordance with regulations. Once accepted for filing it will then be scrutinised to see if it comes within the categories in the Operational Manual. Where an application is declined, it can be refiled with further or different information or a complaint can be lodged within the complaint system internal to Immigration New Zealand. The (Associate) Minister of Immigration will accept representations in some circumstances where an application has been declined. There is also a right to judicial review involving temporary entry but only where the application has been lodged onshore.

1.3 Is your jurisdiction part of a multilateral agreement between countries (EU/NAFTA/MERCOSUR) which facilitates the movement of people between countries for employment purposes?

New Zealand is not part of any multinational agreement, though it has a number of free trade agreements which have provisions relating to immigration. However, the Courts regard human rights treaties to which New Zealand is a signatory as a mandatory relevant consideration.

2 Business Visitors

2.1 Can business visitors enter your jurisdiction under a relevant visa waiver programme?

New Zealand's business visitor exemption is express. It is often misunderstood. It is incorrect to suppose that because a visitor is going to do "business" in New Zealand, that a work visa is not required. In this context "business" has a very specific meaning. If a visitor proposes to carry on an activity properly described as work outside of the business visitor rule, they may face repatriation at the border or a very short visit instead. New Zealand has a visa waiver scheme with a number of countries, however that does not entitle a visitor to carry out "business" outside of the definition set out below in breach of the exception to the rule that visitors may not work. The fact that remuneration is in the home country has nothing to do with it. It is not correct to assume the business visitor rule is an open-ended invitation to enter on a visitor visa, and to carry out work of a business nature. Generally, a work visa must be applied for in advance. Rocking up and intending to carry on work outside of what is allowed on the business visitor visa is a frequently made error.

2.2 What is the maximum period for which business visitors can enter your jurisdiction?

A business visitor can enter, in order to carry out an approved business visitor activity, for a maximum of three months in any calendar year. However, a special category work visa can be obtained where it has been established that a longer period of time is needed. Such a work visa does not require a contract with a New Zealand entity, or a sponsor.

2.3 What activities are business visitors able to undertake?

The full text of the business visitor exception (which can be carried out on a visitor visa) is as follows:

Business visitors who are not considered to be undertaking employment include the following:

- i. representatives on official trade missions recognised by the New Zealand Government;
- ii. sales representatives of overseas companies in New Zealand for a period or periods no longer than a total of three months in any one year;

- iii. overseas buyers in New Zealand goods or services for a period or periods no longer than a total of three months in any calendar year; and
- iv. people undertaking business consultations or negotiations in New Zealand on establishing, expanding, or winding up any business enterprise in New Zealand, or carrying on any business in New Zealand, involving the authorised representatives of any overseas company, body or person for a period or periods of no longer than a total of three months in any calendar year.

The categories (i) to (iii) are straightforward. Category (iv) is the area of confusion.

2.4 Are there any special visitor categories which will enable business visitors to undertake work or provide services for a temporary period?

Where a person does *not* fall within the above definition and for example wishes to carry out an activity that does not involve establishing expanding or winding up any business enterprise, etc., and is not the representative of an overseas company, then, with some exceptions, a work visa must be obtained. Other exceptions enabling work whilst on a visitor visa include within certain parameters: visiting media, conference delegates, owners and crew of superyachts, sportspersons associated with a match and/or tournament, travellers associated with a contracting party to the Antarctic Treaty and other Antarctic travellers, crew members joining their vessels or aircraft, partners and dependent children of military visa holders, visiting academics, approved arts or music festival performers, short term live entertainment acts and international tour escorts.

A special application for a work visa is, however, required for those seeking to extend their stay beyond three months to continue to carry out business negotiations, etc. There are additional special categories where there is not necessarily a New Zealand employer: referees or judges of sports events, etc, dance and music examiners, installers or servicers of specialised machinery, sports players etc., entertainment industry sector workers, etc., Philippines nurses seeking entry to obtain New Zealand occupational registration, and in certain circumstances those seeking entry for a specific purpose or event where the granting of a work visa is justified.

2.5 Can business visitors receive short-term training?

A student visa is not required for a visitor as long as the course that they undertake is less than three months duration. Where a longer course is required an application for a student visa must be lodged.

3 Immigration Compliance and Illegal Working

3.1 Do the national authorities in your jurisdiction operate a system of compliance inspections of employers who regularly employ foreign nationals?

MBIE carries out inspections and investigations involving all employers who employ overseas workers. An employer who is found to be non-compliant will not be able to sponsor further work visas. Where the company has immigration accreditation, accreditation can be lost.

3.2 What are the rules on the prevention of illegal working?

The Ministry of Business, Innovation and Employment does have, in certain instances, powers of entry and inspection into work places and work sites. However, it regularly requires further documentation to be provided in the course of a further application for a work visa, from an employer. Typically, a visa officer will uncover irregularities, including irregularities in the contracts that are submitted, the amount of tax that is being paid to Inland Revenue and will then initiate an enquiry. It is vital that companies seeking to employ overseas workers engage immigration and employment law specialists to confirm their compliance.

3.3 What are the penalties for organisations found to be employing foreign nationals without permission to work?

An employer that employs an individual who is not authorised to work (and is not either a New Zealand citizen or resident) may be prosecuted. The worker will face deportation. An employer who allows or continues to allow a person to work in that employer's service knowing that the person is not entitled under the Act to do the work, may be penalised by way of a fine not exceeding NZ \$50,000. If the employer has employed the person without knowing his or her status, the fine will not exceed NZ \$10,000. Where the employer has however, exploited the worker, the penalty is up to seven years in prison and a fine up to NZ \$100,000, or both.

4 Corporate Immigration – General

4.1 Is there a system for registration of employers who wish to hire foreign nationals?

Employers wishing to hire foreign nationals are not currently required to register. At the time of writing however, it is expected that this will change during 2019. However, companies should consider very carefully whether in certain circumstances an application should not be lodged for prior approval to recruit overseas workers. This is referred to as an application for "approval in principle to recruit overseas workers". This will confirm the suitability of the employing company and confirm that there are no New Zealand citizens or residents available to take up the position in the region or area proposed for the employment.

However, established companies should also consider obtaining accreditation (immigration). This enables an employer to recruit a worker from overseas as long as the minimum threshold income is NZ \$55,000 *per annum* (base salary). Where a company is accredited, the position will not be market-tested and the worker will also have a work-to-residence work visa and will be entitled to apply for residence at the end of the two year period (even if they are not able to meet the criteria under the Skilled Migrant Category), subject to certain requirements (there are age restrictions). Employers who are accredited can be included in a list of accredited companies, or this can be kept private.

4.2 Do employers who hire foreign nationals have ongoing duties to ensure immigration compliance?

Employers who hire foreign nationals must ensure that their employees are paid in accordance with the contract provisions and

meet all holiday and wage requirements under New Zealand employment law. Unless the employer has given Immigration New Zealand an undertaking as to repatriation, however, should the worker leave the employ of the sponsoring company, generally there are no further requirements involving the former employee.

4.3 Are employers who hire foreign nationals required to show a commitment to train or up-skill local workers?

In essence, the answer to this question must indeed be yes. There is no fixed requirement, however, if an employer is not involved in training or upskilling local workers Immigration New Zealand may well not approve work visas for overseas workers. Although there is no hard and fast rule, it is unwise for companies not to be involved in a commitment to train or upskill local workers if they wish to hire overseas workers. This is also an important aspect of any application for immigration accreditation, as discussed above. Approval is unlikely where there are no training or recruitment policies. As indicated in question 4.1, there is likely to be a number of changes in this area during 2019.

4.4 Are employers who hire foreign nationals required to pay government charges and fees which contribute towards the training or up-skilling of local workers?

No, there is no such levy. New Zealand companies pay taxes.

4.5 Do the immigration authorities undertake routine inspections of employers who sponsor foreign nationals, to verify immigration compliance?

Immigration authorities in New Zealand regularly make routine inspections of employers to verify immigration compliance. An area of some controversy is whether a contractor is responsible for the compliance of a subcontractor or a sub-subcontractor.

4.6 Do the immigration authorities maintain a list of skilled occupations which may be filled by foreign nationals?

No, but see below occupations which are in short supply. Where a person has a job offer in a skilled occupation, they may apply for residence under the Skilled Migrant Category. An occupation listed on the Immediate Skill Shortage List or the Long Term Skill Shortage List is deemed to have the market test met. There is also a special list for construction and infrastructure shortages.

4.7 Is there a recognition that some occupations may be in short supply and do special exemptions apply to certain sectors and occupations?

New Zealand has shortages lists including a general shortages list (see above) a long term shortages list, and a special shortages list for construction and infrastructure. The applicant comes within the shortages lists if he or she has the appropriate work experience and/or qualification(s), as listed. The employing company must still meet certain criteria, however (financial sustainability and past compliance).

4.8 Are there annual quotas for different types of employment-related work permits or visas?

No. There are annual quotas for seasonal workers who work in the agriculture and horticulture industries.

4.9 Are there restrictions on the number of foreign workers an employer may sponsor, in relation to a maximum percentage of foreign workers in the employer's workforce?

There are no restrictions on the number of foreign workers an employer may sponsor and there is no maximum percentage setting. However, of course an employer that employs a high percentage of foreign workers will be carefully scrutinised by INZ (MBIE), either during compliance checks or during a visa application. The employment must be financially sustainable and so INZ may audit the overall pattern and refuse further visas.

4.10 Are employees who are sponsored to work in your jurisdiction required to demonstrate language proficiency?

There are no language requirements for work visas, however obviously the issue may be relevant in terms of whether or not the employment is genuine or appropriate. Some categories of residence have an English language requirement (not all).

4.11 Are employees who are sponsored to work in your jurisdiction required to undergo medical examinations before being admitted?

For any worker who seeks to work in New Zealand for more than 12 months, full medicals must be obtained. Anyone wanting to be present in New Zealand for three months or more from a high incidence tuberculosis country must complete the chest X-ray process. Workers coming for short stays, for example multinational intra-corporate transferees, or senior executives on a business secondment and who do not intend to remain for more than 12 months, may not need to provide full medicals (unless they want a visa for two years duration or more, depending on the visa type). Short-term intra-corporate transferees may also not need medicals accordingly (unless they come from or have been in a high-incidence tuberculosis country).

4.12 Are employees who are sponsored to work in your jurisdiction required to have medical insurance or are they entitled to any free public medical services?

Public medical services are available to all those who hold work visas of 24 months or more duration. Medical insurance for shorter stays is not always required but advisable.

4.13 Does the work permit system allow employees who hold work permits to be seconded to a client site?

In some circumstances only. Work authorisation under the Essential Skills programme is normally determined on a site-by-site basis and a process called a Variation of Conditions is required if the person is to be transferred to a different site by the same employer. In some circumstances, work visas can be issued relevant to a multiple site arrangement and should be negotiated as part of the work visa authorisation.

With multinational intra-corporate transferees specialised staff can be seconded to a client site, even where there is no local New Zealand subsidiary and the secondment is itself to a client.

5 Highly Skilled Visas

5.1 Is there an immigration category which covers highly skilled individuals?

Senior or specialist business persons on short term secondments who have a job offer either in a substantial New Zealand company or a New Zealand subsidiary of an overseas company, can obtain a work visa for up to 12 months with a possible rollover of a further 12 months.

A multinational company can transfer its own employee to New Zealand without the need for a job offer or contract from a subsidiary or local company. These visas can be for up to three years with a possible further rollover of three years but apply only to an executive, a senior manager, or a specialist personnel.

Some highly skilled individuals who have a job offer to work in a company in New Zealand may obtain their work authorisation through the grant of residence (which authorises work). Such an application would be made under the Skilled Migrant Category and would depend on our points system.

6 Investment or Establishment Work Permits

6.1 Is there an immigration category which permits employees to be authorised to work based on investment into, or setting up a subsidiary or corporate presence in, your jurisdiction?

Basically, no. There is no work authorisation available for those that invest in a company and in fact it may be regarded as a form of “job purchase” and illegal. We do have a self-employment visa category, called entrepreneur work and entrepreneur residence. Entrepreneur work involves the individual setting up their own company or purchasing into an existing company and enhancing the existing company. In changes to our rules in the Operational Manual in May 2017 however, entrepreneur work projects must involve business plans that indicate either high-growth, innovative projects, or export/import projects. The programme is now extremely restricted. Once the business is established a residence application (entrepreneur) can be filed.

7 Temporary Work Permits

7.1 Is there an immigration category permitting the hiring of temporary workers for exchanges, career development, internships or other non-economic purposes?

There are no special categories for internships unless part of a course of study through a New Zealand university or tertiary education provider. There is a special category for German tertiary students working as part of their course requirements.

7.2 Are there sector-specific temporary work permit categories which enable foreign workers to perform short-term temporary work?

There are special rules applying to Philippines nurses seeking to enter to obtain New Zealand occupational registration who have a job offer from a District Health Board and who have been accepted for the Nursing Council’s Competence Assessment Programme. There are other special categories mainly as a result of our free trade agreements. There are special programmes also for Philippines farm managers, Philippines engineering professionals, Vietnamese Chefs, Vietnamese engineering professionals, Indonesian chefs, Indonesian Halal slaughterers and Indonesian Bahasa teacher aids. There is also a process enabling employers to make special applications for sector-specific temporary work visas, similar to the above. Short-term work visas where required must be obtained, even if the work is for a day or less. This is often misunderstood and can lead to entry refusal or repatriation. A visa is not normally obtainable at the port of arrival. One area of concern are nannies coming to work on a visitor visa while their employers are on holiday. A work visa must be first obtained.

8 Group or Intra-Company Transfer Work Permits

8.1 Does a specific immigration category exist for inter-company transfers within international groups of companies?

New Zealand immigration rules (instructions) include a special category for “multinational” company intra-corporate transferees involving an executive, senior manager or specialist personnel. A special application can be lodged on a case-by-case basis for individuals outside these categories. The rules only refer to multinational companies and to a group of companies. It would be open for an applicant to argue that an international group is the same as a multinational company.

8.2 What conditions must an employing company or organisation fulfil in order to qualify as part of a group of companies?

There is no definition specifying what is meant by a “multinational company”. The company that employs an individual does not however need to be a New Zealand company under the multinational intra-corporate transferee policy.

8.3 What conditions must the employer fulfil in order to obtain a work permit for an intra-company group employee?

There must be evidence that the individual is a senior manager, executive or specialist personnel. The terms of the secondment including its duration must be submitted and there must be evidence of sufficient funds to show that the employment is sustainable and to cover maintenance and accommodation.

8.4 What is the process for obtaining a work permit for an intra-company group employee?

This process involves various documentation from the multinational

company. In most circumstances the application can now be made online. All supporting documents must be attached and in some circumstances the visa can be an e-visa without needing to submit the passport. Where required, depending on the length of the visa sought, police clearances and medicals may need to also be completed. Medicals must be completed at an approved facility.

8.5 What is the process for the employee to obtain a visa under the intra-company group transfer category?

The application is a single application but essentially is a hybrid instruction (involving both the employer and the employee). The application is lodged on behalf of the employee, but with the company documents attached.

8.6 How long does the process of obtaining the work permit and initial visa take?

Additional documentation can be requested, particularly if the applicant employee holds a passport from a high-risk country. Visa processing time has however reduced. The processing time however should be within three to four weeks, possibly much quicker.

8.7 Is there a maximum period of validity for initial intra company transfer visas, can they be extended and is there a maximum period of stay in this category?

It is incorrect to refer to a visa as being “extended” in a New Zealand immigration context. Instead, a further application can be lodged. At all times full supporting evidence must be filed with the new further application, just as it was provided at the first application. A senior or specialist business person on secondment to a substantial New Zealand company or a New Zealand subsidiary of an overseas company normally has a duration of 12 months, with a further visa for a second 12-month period available if required. Intracorporate transferee visas can be for up to 36 months (but must be accompanied by police clearances and medical documentation). Upon application, a further visa for up to 36 months may be obtained (coming to a total of six years).

8.8 Can employees coming under the intra-company route transfer to a permanent stay visa route and apply for permanent residence?

Yes, but only if he or she qualifies. An application for residence under the Skilled Migrant Category requires a job offer. If a multinational company has a New Zealand subsidiary, then a Skilled Migrant Category application can be lodged, depending on the number of points that the applicant has. A New Zealand company with immigration employer accreditation can instead apply for a work-to-residence visa, and an application, depending on the circumstances, can then be made for residence after two years.

8.9 What are the main government fees associated with this type of visa?

Currently as of 31 March 2018, NZ \$318 for hardcopy applications and NZ \$298 for online applications for a work visa. There are separate fees for dependent partners and children (see below).

9 New Hire Work Permits

9.1 What is the main immigration category used for employers who wish to obtain work permits for new hires?

Intra-corporate visas normally require a senior manager or executive to have worked for the organisation for at least 12 months. There is no longer a 12-month requirement for “specialist personnel” but the individual must possess knowledge of the organisation’s service, research, techniques or management. An application can however be lodged outside of these requirements under the open-ended category WS2.1.1(I) (people who need to come to New Zealand for any other specific purpose or event, where they meet the objective of these instructions and the circumstances justify the grant of a work visa).

Otherwise a New Zealand subsidiary or New Zealand company can apply for a new hire through the Essential Skills programme which will be market tested, unless the employment is for an individual that comes within the definitions on the shortages lists. For those companies with immigration accreditation, a new hire can be chosen (without any market test restrictions) provided that the threshold base salary of NZ \$55,000 is met.

9.2 Is there a requirement for labour market testing, to demonstrate that there are no suitable resident workers, before a work permit can be issued to new hires?

Where the case does not make use of the business secondment or intra-corporate multinational transferees policies discussed above, then the position is market tested under the Essential Skills Category, unless on the shortages list.

9.3 Are there any exemptions to carrying out a resident labour market test?

Yes, if the job offer comes within the job classifications as listed in the shortages lists.

9.4 What is the process for employers obtaining a work permit for a new hire?

An applicant company can apply for Approval in Principle to Recruit Overseas Workers, prior to the application, or where market test advertising has been completed and it can be established that there are no available New Zealanders, the application for a work visa can simply be lodged (and on the application, the labour market test will be scrutinised). Please note that these rules are likely to change during 2019.

9.5 What is the process for the employee to obtain a visa as a new hire?

As above. If the employer has obtained approval in principle, evidence of this should be included with the employee’s work visa application (in some circumstances this can be online). Where approval in principle has not been obtained, the applicant must establish a shortage (advertising and credible supporting evidence).

9.6 How long does the process of obtaining the work permit and initial visa for a new hire take?

An application for Approval in Principle can take two to three months, particularly if the company is new, and if the company's financial capacity needs to be scrutinised. Where there is an Approval in Principle, the processing time on a work visa would be under three to four weeks. Where a work visa application is lodged without an Approval in Principle however, and the market test needs to be scrutinised, the processing time can be in excess of two to three months. Processing times are reducing as INZ sets up a centralised processing system.

9.7 How long are initial visas for new hires granted for and can they be extended?

This depends on the type of work visa. If the position is classed as highly skilled under the Essential Skills rules, a visa for up to five years can be obtained. Those earning above NZ \$37.49 per hour are classed as higher skilled. Mid-skilled earn between NZ \$21.25 and NZ \$37.49 and those earning less than NZ \$21.25 are deemed to be lower-skilled. Those earning less than NZ \$37.49 in certain job classifications, are also classed as lower skilled. A higher skilled work visa can have a visa length for up to five years. A mid-skilled visa can be for up to three years. There is no restriction on further grants. Those classed as lower skilled however can only obtain a work visa for up to one year with two further 12-month work visas, with a maximum of three years and a stand-down period of one year outside of New Zealand. The earning thresholds will be altered in November each year.

9.8 Is labour market testing required when the employee extends their residence?

It is assumed that the term "residence" means "stay". As there is no such thing as an "extension," the same labour market testing rules will apply at the time of the subsequent application. If the individual was on a shortages list at the time of the first application, but no longer is (the lists change annually), then the employer must put forward a case to establish that there is no available New Zealand citizen or resident to take up the position. At the time of the further application then, the current rules (and not the old rules) will apply. There are restrictions as discussed above that apply to lower-skilled positions or lower-remunerated positions.

9.9 Can employees coming as new hires apply for permanent residence?

Yes, provided that they have a sufficient number of points under the Skilled Migrant Category. Where the employer is immigration-accredited, the residence application can be lodged after two years of successful employment.

9.10 What are the main government fees associated with this type of visa?

As of 31 March 2018, filing fees are NZ \$318 for hardcopy work visa applications and NZ \$298 for online applications.

10 Conditions of Stay for Work Permit Holders

10.1 What are the conditions of stay of those who obtain work permits and are resident on this basis?

Those who hold work visas for two years or more have access to New Zealand's universal healthcare system. Correct taxes must be paid and the worker must remain of good character. The employer must also remain immigration and employment law compliant, otherwise a further visa will be declined. Employer requirements are due to change during 2019 as discussed above.

10.2 Are work permit holders required to register with municipal authorities or the police after their arrival?

No, they are not required to register with municipal authorities or the police after their arrival.

11 Dependants

11.1 Who qualifies as a dependant of a person coming to work on a sponsored basis?

A dependent spouse or *de facto* partner (including same-sex) can normally obtain a spouse or work visa where the application involves short term secondment or multinational intra-corporate transferees. The partner's work visa will normally be an open work visa allowing employment with any employer. Dependent children will be able to obtain a domestic student visa, but only for primary and secondary (not for tertiary).

With regard to Essential Skills work visas, for those assessed as lower skilled, they may not sponsor partners and children unless they obtain visas in their own right (essentially for children this will mean a student visa as an overseas fee-paying student). Dependent children can be classified as dependent up to and including the age of 19, unless they are in employment, or in a married or *de facto* partnership, or have children.

11.2 Do civil/unmarried or same-sex partners qualify as family members?

Yes. The full test for applicants is whether or not the couple have lived together for 12 months in a genuine and stable relationship (whether married, *de facto*, same sex or opposite sex). The same rule fits all. Where a partner has lived together with his or her sponsor for less than 12 months a work visa can be issued.

11.3 Do spouses and partners have access to the labour market when they are admitted as dependants?

Yes, as above, in some circumstances (except where employment is defined as lower skilled under the Essential Skills policy) an open work visa will be issued.

11.4 Do children have access to the labour market?

No. Once a child is working they are no longer dependent and cannot have a work visa, unless in their own right. Part time work authorisation can be obtained in some circumstances for children at secondary school.

12 Permanent Residence

12.1 What are the conditions for obtaining permanent residence?

Space does not permit to describe in detail an answer to this question. The primary routes to residence are through the Skilled Migrant Category, the Investor Categories, and the work-to-residence categories (employer accredited and long-term shortage list). An intra-corporate transferee can shift to permanent residence should they have the requisite number of points through a job offer and/or work experience in New Zealand. For the work-to-residence programme the work visa must be a work-to-residence work visa.

12.2 Is it possible to switch from a temporary work visa to a work visa which leads to permanent residence?

Where a Skilled Migrant Category application is lodged, any existing work visa may lead to residence. Where an individual comes into the country under a transferee visa or an Essential Skills

work visa, and wishes to later make use of the work-to-residence (employer-accredited) programme, or the Long Term Skills Shortages List, there needs to be an application to switch from one type of work visa to the other.

13 Bars to Admission

13.1 What are the main bars to admission for work?

In practice, the main areas which operate to prevent the granting of work visas are good character issues, medical issues, medical issues involving dependent children or a spouse, and from the employer's point of view, financial sustainability of the employment (where the company is not clearly able to sustain the worker).

13.2 Are criminal convictions a bar to obtaining work permission or a visa?

In many instances, criminal convictions are a bar; however a waiver can be obtained depending on the circumstances including how serious the offending was, how long ago and the importance of the employment to the ongoing work of the employer or company.

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David Ryken is recognised as a leading immigration lawyer in New Zealand. He founded and manages one of New Zealand's largest teams of legal professionals providing a full range of immigration services to corporates and individuals. David's personal practice includes corporate and investor category visas, including secondments for multinational companies.

Since 2000, David has been a member of the Immigration Committee of the International Bar Association. He regularly presents papers at local and global conferences on business investor and other immigration issues, and is often asked to give evidence as an immigration expert in matters before the courts.

David also appears regularly in New Zealand's courts on a wide range of matters including appeals and judicial reviews of immigration decisions, and in our criminal courts in cases involving immigration compliance and deportation. David has also contributed to a number of textbooks on New Zealand immigration law.



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