

**I. GLOBAL TRANSFERS OF HIGHLY SKILLED WORKERS  
INTO NEW ZEALAND**

**II. INVESTOR CATEGORIES**

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## **I. Global Transfers of Highly Skilled Workers into New Zealand**

### **1.0 Introduction**

1.1 The transfer of the highly skilled into New Zealand occurs in the following four ways:

- i. Residence (Skilled Migrant Category).
- ii. Corporate transfers (WS2 work visa policy).
- iii. Employer accreditation (Work-to-Residence policy).
- iv. Essential Skills (market-tested unless in a shortage list occupation).

*Residence: Skilled Migrant (point systems) Category*<sup>1</sup>

1.2 New Zealand's primary residence category remains a point system based category, but is heavily weighted towards those with job offers and in fact selections seldom occur unless a person has a job offer<sup>2</sup> (unless the person has 140 points or more).<sup>3</sup> There is a two-stage process including an Expression of Interest which is electronic which is followed by the Invitation to Apply and the residence application can then be filed. The difficulty is that the process is at least a three to six-month process. Some qualifications also need to be assessed and where there has been work experience this may need to be verified in high-risk markets. The process can in fact be much longer than 3-6 months. The actual job offer or employment will be also verified, and the employer's past compliance will also be confirmed.

*Corporate transfers*<sup>4</sup>

1.3 Corporate transfers are only available for substantial New Zealand companies or a New Zealand subsidiary of an overseas company and for

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<sup>1</sup> INZ (Immigration New Zealand) Operational Manual, SM chapter.

<sup>2</sup> There has been no selection with persons without either a job offer or at least 140 points since April 2013.

<sup>3</sup> For a quick overview of the points calculation, see SM7, INZ Operational Manual.

<sup>4</sup> Specific Purpose or Event Instructions, INZ Operational Manual WS.

senior or specialist business persons on a short term secondment. A job offer and a contract are required.

- 1.4 For multinational companies even where there is no branch in New Zealand, a person can be transferred to New Zealand on a work visa if they are an executive, a senior manager or are specialist personnel and have been in the company for at least 12 months. No job offer or contract is required. For some projects there is some flexibility (WS2(k)). Partners may be granted a work visa and dependent children at primary or secondary school can obtain student visas as domestic students (without the need to pay as overseas students).
- 1.5 Such visas can be for three years and can be rolled over for a second period. In some circumstances it is possible to obtain work visas quite swiftly. Where medicals cannot be obtained in time, then the visa will be for 12 months' duration.
- 1.6 An area of concern is the number of corporates who seem to think that as long as they can roughly describe their activity as "business" they can arrive on a visitor visa and carry out the activity as a "visitor" and do not need a work visa. The business negotiations exception however is narrowly defined: see V3.5, attached. (Asking for a visitor visa at the airport, intending to work as an executive is an invitation to a repatriation interview). Those truly involved in business negotiations and covered by the three-month exemption can however obtain a work visa if they wish to carry on such activity for more than three calendar months. A job offer and local contract will not be required. A specialised activity is clearly *not* business negotiations (or any of the other activities listed in V3.5). See attached the full definition of Business Visitors (Appendix 4 to this paper).

#### *Employer accreditation*

- 1.7 New Zealand companies that are well-established (they need not be substantial) can obtain permission to recruit employees of their own choosing globally, provided that the position supports an income of NZ \$55,000 per annum.<sup>5</sup> This is a Work-to-Residence visa and the applicant can apply for residence after two years. If the applicant wanted to obtain residence more quickly, they can switch to a Skilled Migrant Category application (and most do). There is no English language requirement.

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<sup>5</sup> See WR Work to Residence, INZ OM; also WR1.25, Requirements for accreditation.

## *Essential Skills*

- 1.7 This is our primary work visa category. Please note that where an applicant has the qualification and/or work experience required in one of our shortages lists (we have three) it is not necessary to provide an employer's case with evidence of advertising and a statement as to non-availability of local employees. Where a person does not have a qualification but is characterised as belonging to the same profession that appears in the shortages list, it is sometimes possible to have the market test or employer's case waived, however this is discretionary.
- 1.8 Where the employment is for a position that is not on one of the shortages lists, and the employer does not have accreditation then the employer must present a case before the work visa can be granted. This is done by a submission or evidence from the employer, HR manager or recruitment agents, together with proof that advertising has taken place. In some instances it is important to confirm with the Work and Income (New Zealand's employment registry) nearest the place of employment that no unemployed persons are available. If they are then they must be given preference and at least be interviewed to determine their suitability.

### **2.0 Basic criteria for selection**

- 2.1 Under the Skilled Migrant category, work experience can substitute for formal qualifications in many instances. Otherwise the qualifications that are required are the ones that are suitable for the position. Please note that in fact no formal qualification is required under the Employer Accreditation scheme. The only requirement there, is that there is a base salary of \$55,000.

### **3.0 Significant changes**

- 3.1 Perhaps one of the most significant changes over the last five years has been the way in which the Skilled Migrant category now works. It is no longer possible to obtain residence in most cases without a job offer. All residence is therefore centred around those who have an established role to play (except for perhaps our Investor categories). It is virtually impossible to get residence based on a person's qualification and theoretical employability.

#### **4.0 Employer compliance**

4.1 With regard to the Employer Accreditation scheme, each employer renews it annually and if an employer is non-compliant with immigration or employment law, then there may be some difficulty in obtaining ongoing accreditation. If an employer is non-compliant, then a Skilled Migrant category application for residence based on a job offer from that employer also may well fail. This is very unfair often on the employee who might not be aware of the employer's own non-compliance. They will become aware of it during their residence application however. Non-compliance of employers will also cause difficulty over the granting of work visas under the Essential Skills programme, especially if there has been past exploitation, or employment cases.

#### **5.0 What works and what does not work**

5.1 The processing of a Skilled Migrant residence application based on job offers for those who are overseas does not work. Employers are reluctant to keep a position open for such a long time, forcing applicants to instead apply for work visas to come into the country, and preserve the job offer they get

5.2 Our second area of criticism is the shortages lists which are updated only every six months or 12 months.

5.3 Thirdly, as indicated above, there is confusion over when and where a work visa is required for persons doing business. The business exemption is currently narrow in scope. This is not well understood. The writer of this paper is aware that misadvice occurs regularly concerning the question of whether a "business person" requires a work visa.

#### **6.0 Future**

6.1 New Zealand will continue to protect its own people first and with a relatively high unemployment rate at present (at about 7 to 8 percent) Immigration New Zealand will be cautious to grant work visas. We see an increased use of the Employer Accreditation programme and an increased tendency of immigrant communities to set up businesses in order to recruit their own community members through their businesses.

## **7.0 Changes**

- 7.1 A more efficient Skilled Migrant Category process, electronic filing (which is in the pipeline) and faster processing.

## **II. Investor Categories**

### **1.0 Introduction**

1.1 New Zealand has recently seen a greater uptake in its investor categories, perhaps driven by greater disaffection in some parts of the developed world. In addition some of our older categories are now turning into investor-type categories. Our Parent Category, tier 1, for example, can involve an investment of just \$500,000 (but a sponsor child must have held residence for 3 years (184 days presence per year)). We also have a temporary entry retirement policy for those 66 and over requiring health insurance, a deposit of \$500,000 and a guaranteed income of \$60,000 per annum.

1.2 A distinctive feature of New Zealand's approach to investment is that generally the applicant should be able to provide some evidence as to the bona fides of the fund. Funds that are nominated must be the funds that are later transferred legally through the banking system, though this rule has been relaxed recently with the approval of selected foreign exchange companies now an alternative (but this must not be in contravention of foreign regulations).

### **II.0 Investor 1**

II.1 This has no age limit, no English language requirement, but requires an investment of NZ \$10,000 million. 44 days presence is required in years 2 and 3. After the three-year investment period, no presence or investment is required and the visa that is held is truly indefinite (cf. other jurisdictions where a sunset arises for those not domiciled).

### **3.0 Investor 2**

3.1 Total net worth of \$2.5 million is required with \$1.5 for investment. Principal applicant must have 3.0 IELTS if not from an English-speaking background. There must be business experience of three years (ownership or management of an enterprise with either five or more employees) *or* a turnover of NZ \$1 million per annum. The investment period is four years, but the presence requirement in years two, three and four is 40 percent, i.e. 146 days per annum. After the investment period the

applicant and his family will hold visas without any presence requirement indefinitely (again this can be compared with other jurisdictions where there is a sunset on visas for those who are not domiciled or who do not fly in).

**Appendices:**

- (1) Long Term Skill Shortage List
- (2) Immediate Skill Shortage List
- (3) Canterbury Skill Shortage List
- (4) V3.5 Business Visitors.





# Long Term Skill Shortage List

This Appendix 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).

<b>Occupational Group</b>	<b>Occupation</b> – Occupations are listed by ANZSCO (Australian and New Zealand Standard Classification of Occupations) code.	<b>Long Term Skill Shortage List Requirements</b> – Qualifications must be comparable to the standard of the New Zealand qualification listed. Also see Note 1 at the end of this list.	<b>In order to claim bonus points for qualifications in an area of absolute skill shortage under the Skilled Migrant Category, applicants must meet the following specifications.</b>
<b>Agriculture and Forestry</b>	Forest Scientist (234113)	Bachelor of Forestry Science	Bachelor of Forestry Science
<b>Agriculture and Forestry</b>	Agricultural Scientist (Farm Systems Scientist) (234112) Environmental Research Scientist (Water Quality Analyst) (234313) Biotechnologist (Genetics Scientist) (234514) Life Scientist nec (Animal Scientist or Bioinformatics) (234599) Social Professional nec (Applied Social Scientist) (272499)	PhD in Farm Systems Science OR Water Quality Science OR Quantitative Genetics OR Animal Science OR Bioinformatics OR Applied Social Science AND a minimum of three years postdoctoral research experience in the agricultural sector	PhD in Farm Systems Science OR Water Quality Science OR Quantitative Genetics OR Animal Science OR Bioinformatics OR Applied Social Science AND a minimum of three years postdoctoral research experience in the agricultural sector
<b>Construction</b>	Construction Project Manager (Chip sealing, Asphalt or other Technical Manager) (Roading and Infrastructure) (133111)	Bachelor of Engineering (Level 7) OR Diploma in Engineering (Level 6) and trained in Staff Management AND a minimum of ten years' relevant post-qualification work experience	Bachelor of Engineering (Level 7) OR Diploma in Engineering (Level 6) and trained in Staff Management AND a minimum of ten years' relevant post-qualification work experience
<b>Construction</b>	Construction Project Manager (Roading and Infrastructure) (133111)	Bachelor of Engineering or Diploma of Engineering (Civil) and Project Management qualification AND a minimum of five years' relevant post-qualification work experience	Bachelor of Engineering or Diploma of Engineering (Civil) and Project Management qualification AND a minimum of five years' relevant post-qualification work experience
<b>Construction</b>	Project Builder (including Building Project Manager and Site Foreman) (133112)	National Diploma in Construction Management (Level 6) AND a minimum of three years' relevant post-qualification work experience	National Diploma in Construction Management (Level 6) AND a minimum of three years' relevant post-qualification work experience
<b>Construction</b>	Quantity Surveyor (233213)	Bachelor of Construction (Quantity Surveying) AND a minimum of three years' relevant post-qualification work experience	Bachelor of Construction (Quantity Surveying) AND a minimum of three years' relevant post-qualification work experience
<b>Construction</b>	Surveyor (232212)	Bachelor of Surveying	Bachelor of Surveying



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<b>Construction</b>	Urban and Regional Planner (232611)	Bachelors degree (or higher) in environmental or resource planning	Bachelors degree (or higher) in environmental or resource planning
<b>Education</b>	Special Education Teachers nec (Conductor (Conductive Education Practitioner)) (241599)	Bachelor of Arts (with Honours) Conductive Education or Diploma in Conductive Education (Conductor – Teacher) AND membership of New Zealand Conductors' Association	Bachelor of Arts (with Honours) Conductive Education or Diploma in Conductive Education (Conductor – Teacher) AND membership of New Zealand Conductors' Association
<b>Education</b>	University Lecturer (242111)	Masters Degree (Level 9) or Doctorate (level 10)	Masters Degree (Level 9) or Doctorate (Level 10) AND a minimum of twelve months' work experience as a university lecturer (or a post doctoral fellow)
<b>Engineering</b>	Chemical Engineer (233111), Materials Engineer (233112), Civil Engineer (233211), Geotechnical Engineer (233212), Structural Engineer (233214), Transport Engineer (233215), Electrical Engineer (233311), Electronics Engineer (233411), Industrial Engineer (233511), Mechanical Engineer (233512), Production or Plant Engineer (233513), Mining Engineer (excluding Petroleum) (233611), Petroleum Engineer (233612), Aeronautical Engineer (233911), Agricultural Engineer (233912), Biomedical Engineer (233913), Environmental Engineer (233915), Marine Designer (233916), Engineering Professionals nec (233999)	A Washington Accord accredited engineering degree OR Either a qualification comparable to a: Bachelor of Engineering, or Bachelor of Engineering (with Honours), or Master of Engineering degree OR A qualification at Level 7 or higher with a letter from IPENZ certifying that the degree and any further learning meets the academic requirements for registration as a 'Chartered Professional Engineer' in New Zealand OR NZ registration as a 'Chartered Professional Engineer'	A Washington Accord accredited engineering degree OR Either a qualification comparable to a: Bachelor of Engineering, or Bachelor of Engineering (with Honours), or Master of Engineering degree OR A qualification at Level 7 or higher with a letter from IPENZ certifying that the degree and any further learning meets the academic requirements for registration as a 'Chartered Professional Engineer' in New Zealand OR NZ registration as a 'Chartered Professional Engineer'
<b>Engineering</b>	Civil Engineering Technician (312212)	National Diploma in Civil Engineering (Applied) (Level 6) AND a minimum of three years' work experience including a minimum of 12 months' relevant post-qualification work experience in the past 18 months	National Diploma in Civil Engineering (Applied) (Level 6) AND a minimum of three years' work experience including a minimum of 12 months' relevant post-qualification work experience in the past 18 months
<b>Engineering</b>	Electrical Engineering Technician (312312)	Bachelor's Degree in Engineering (Level 7) majoring in electrical engineering AND a minimum of three years' relevant post-qualification work experience	Bachelor's Degree in Engineering (Level 7) majoring in electrical engineering AND a minimum of three years' relevant post-qualification work experience

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<b>Engineering</b>	Electronic Engineering Technician (312412)	National Diploma in Engineering (Electrotechnology) (Level 6) (Electronics) OR relevant Bachelor Degree (Level 7) qualification (for example, Bachelor of Technology in Electronics, Bachelor of Science or Bachelor of Engineering) AND a minimum of three years' work experience AND a minimum of 12 months' relevant post-qualification work experience in the last 18 months	National Diploma in Engineering (Electrotechnology) (Level 6) (Electronics) OR relevant Bachelor Degree (Level 7) qualification (for example, Bachelor of Technology in Electronics, Bachelor of Science or Bachelor of Engineering) AND a minimum of three years' work experience AND a minimum of 12 months' relevant post-qualification work experience in the last 18 months
<b>Finance / Business</b>	External Auditor (221213), Internal Auditor (221214)	External Auditor: Bachelor Degree (Level 7) qualification majoring in accountancy or Graduate Diploma in Professional Accounting (Level 7) AND membership or provisional membership with the New Zealand Institute of Chartered Accountants AND a minimum of one year's relevant post-qualification work experience.  Internal Auditor: Certified Internal Auditor qualification.	External Auditor: Bachelor Degree (Level 7) qualification majoring in accountancy or Graduate Diploma in Professional Accounting (Level 7) AND membership or provisional membership with the New Zealand Institute of Chartered Accountants AND a minimum of one year's relevant post-qualification work experience.  Internal Auditor: Certified Internal Auditor qualification.
<b>Finance / Business</b>	Supply and Distribution Manager (Procurement Professional) (133611)	A minimum of five years' relevant work experience AND the Chartered Institute of Purchasing and Supply's (CIPS) (Level 6) Graduate Diploma in Purchasing and Supply	A minimum of five years' relevant work experience AND the Chartered Institute of Purchasing and Supply's (CIPS) (Level 6) Graduate Diploma in Purchasing and Supply
<b>Health and Social Services</b>	Anaesthetist (253211)	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: a Bachelor of Medicine and Bachelor of Surgery)	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: a Bachelor of Medicine and Bachelor of Surgery)
<b>Health and Social Services</b>	Anatomist or Physiologist (Clinical Respiratory Physiologist/Scientist) (234512)	Postgraduate qualification in respiratory science and being a Certified Respiratory Function Scientist (credentialed by the Australia and New Zealand Society of Respiratory Scientists) or equivalent	Postgraduate qualification in respiratory science and being a Certified Respiratory Function Scientist (credentialed by the Australia and New Zealand Society of Respiratory Scientists) or equivalent

<b>Occupational Group</b>	<b>Occupation</b> – <i>Occupations are listed by ANZSCO (Australian and New Zealand Standard Classification of Occupations) code.</i>	<b>Long Term Skill Shortage List Requirements</b> – <i>Qualifications must be comparable to the standard of the New Zealand qualification listed. Also see Note 1 at the end of this list.</i>	<b>In order to claim bonus points for qualifications in an area of absolute skill shortage under the Skilled Migrant Category, applicants must meet the following specifications.</b>
<b>Health and Social Services</b>	Audiologist (252711)	Master of Audiology	Master of Audiology
<b>Health and Social Services</b>	Cardiac Technician (Clinical Cardiac Physiologist including Perfusionist) (311212)	NZ registration. (Qualifications in this area of absolute skill shortage are: a Post Graduate Diploma in Medical Technology or Science (Cardiovascular Perfusion) OR Master of Science (Cardiovascular Perfusion))	NZ registration. (Qualifications in this area of absolute skill shortage are: a Post Graduate Diploma in Medical Technology or Science (Cardiovascular Perfusion) OR Master of Science (Cardiovascular Perfusion))
<b>Health and Social Services</b>	Clinical Psychologist (272311), Educational Psychologist (272312)	NZ registration. (Qualifications in this area of absolute skill shortage are: a Master of Psychology OR Postgraduate Diploma in Psychology)	NZ registration. (Qualifications in this area of absolute skill shortage are: a Master of Psychology OR Postgraduate Diploma in Psychology)
<b>Health and Social Services</b>	Diagnostic and Interventional Radiologist (253917)	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: a Bachelor of Medicine and Bachelor of Surgery)	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: a Bachelor of Medicine and Bachelor of Surgery)
<b>Health and Social Services</b>	Dietitian (251111)	NZ registration. (Qualifications in this area of absolute skill shortage are: a Bachelor of Science OR Bachelor of Consumer and Applied Sciences (majoring in Human Nutrition) AND Postgraduate Diploma in Dietetics)	NZ registration. (Qualifications in this area of absolute skill shortage are: a Bachelor of Science OR Bachelor of Consumer and Applied Sciences (majoring in Human Nutrition) AND Postgraduate Diploma in Dietetics)
<b>Health and Social Services</b>	General Medical Practitioner (253111)	NZ registration within a relevant provisional general, general, provisional vocational or vocational scope of practice with the Medical Council of New Zealand. (Qualifications in this area of absolute skill shortage are: a Bachelor of Medicine and Bachelor of Surgery)	NZ registration within a relevant provisional general, general, provisional vocational or vocational scope of practice with the Medical Council of New Zealand. (Qualifications in this area of absolute skill shortage are: a Bachelor of Medicine and Bachelor of Surgery)
<b>Health and Social Services</b>	Hospital Pharmacist (251511), Industrial Pharmacist (251512), Retail Pharmacist (251513)	NZ registration. (A qualification in this area of absolute skill shortage is: a Bachelor of Pharmacy)	NZ registration. (A qualification in this area of absolute skill shortage is: a Bachelor of Pharmacy)

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<b>Health and Social Services</b>	Intensive Care Specialist (253317)	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: a Bachelor of Medicine and Bachelor of Surgery)	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: a Bachelor of Medicine and Bachelor of Surgery)
<b>Health and Social Services</b>	Medical Diagnostic Radiographer (including Medical Resonance Imaging Technologist) (251211)	NZ registration. (Qualifications in this area of absolute skill shortage are: a Bachelor in Health Science specialising in Medical Radiation Therapy OR specialising in Medical Imaging)	NZ registration. (Qualifications in this area of absolute skill shortage are: a Bachelor in Health Science specialising in Medical Radiation Therapy OR specialising in Medical Imaging)
<b>Health and Social Services</b>	Medical Radiation Therapist (251212)	NZ registration. (Qualifications in this area of absolute skill shortage are: a Bachelor in Health Science specialising in Medical Radiation Therapy OR specialising in Medical Imaging)	NZ registration. (Qualifications in this area of absolute skill shortage are: a Bachelor in Health Science specialising in Medical Radiation Therapy OR specialising in Medical Imaging)
<b>Health and Social Services</b>	Nuclear Medicine Technologist (251213)	NZ registration. (Qualifications in this area of absolute skill shortage are: Bachelor in Health Science specialising in Medical Radiation Therapy OR specialising in Medical Imaging OR Bachelor or Post-Graduate degree in Nuclear Medicine)	NZ registration. (Qualifications in this area of absolute skill shortage are: Bachelor in Health Science specialising in Medical Radiation Therapy OR specialising in Medical Imaging OR Bachelor or Post-Graduate degree in Nuclear Medicine)
<b>Health and Social Services</b>	Medical Laboratory Scientist – including Cytotechnologist (Cytoscientist) (234611)	NZ registration. (A qualification in this area of absolute skill shortage is: a Bachelor of Medical Laboratory Science)	NZ registration. (A qualification in this area of absolute skill shortage is: a Bachelor of Medical Laboratory Science)
<b>Health and Social Services</b>	Medical Oncologist (253314)	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: a Bachelor of Medicine and Bachelor of Surgery)	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: a Bachelor of Medicine and Bachelor of Surgery)
<b>Health and Social Services</b>	Midwife (254111)	NZ registration. (A qualification in this area of absolute skill shortage is: a Bachelor of Midwifery)	NZ registration. (A qualification in this area of absolute skill shortage is: a Bachelor of Midwifery)

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<b>Health and Social Services</b>	Registered Nurse (Aged Care) (254412)	NZ Registration AND three years' experience working as a registered Nurse with adults (Qualifications in this area of absolute skill shortage are a Bachelor of Nursing)	NZ Registration AND three years' experience working as a registered Nurse with adults (Qualifications in this area of absolute skill shortage are a Bachelor of Nursing)
<b>Health and Social Services</b>	Registered Nurse (Critical Care and Emergency) (254415)	NZ Registration AND three years' experience working as a registered Critical/Emergency Nurse (Qualifications in this area of absolute skill shortage are a Bachelor of Nursing)	NZ Registration AND three years' experience working as a registered Critical/Emergency Nurse (Qualifications in this area of absolute skill shortage are a Bachelor of Nursing)
<b>Health and Social Services</b>	Registered Nurse (Medical) (254418)	NZ Registration AND three years' experience working as a registered Medical Nurse (Qualifications in this area of absolute skill shortage are a Bachelor of Nursing)	NZ Registration AND three years' experience working as a registered Medical Nurse (Qualifications in this area of absolute skill shortage are a Bachelor of Nursing)
<b>Health and Social Services</b>	Registered Nurse (Perioperative) (254423)	NZ Registration AND three years' experience working as a registered Perioperative Nurse (Qualifications in this area of absolute skill shortage are a Bachelor of Nursing)	NZ Registration AND three years' experience working as a registered Perioperative Nurse (Qualifications in this area of absolute skill shortage are a Bachelor of Nursing)
<b>Health and Social Services</b>	Obstetrician and Gynaecologist (253913)	NZ registration within a relevant provisional general or general scope of practice with the Medical Council of New Zealand (Qualifications in this area of absolute skill shortage are: a Bachelor of Medicine and Bachelor of Surgery)	NZ registration within a relevant provisional general or general scope of practice with the Medical Council of New Zealand (Qualifications in this area of absolute skill shortage are: a Bachelor of Medicine and Bachelor of Surgery)
<b>Health and Social Services</b>	Occupational Therapists (252411)	NZ registration AND a minimum of two years' relevant post-qualification work experience. (Qualifications in this area of absolute skill shortage are: a Bachelor of Occupational Therapy OR Bachelor of Health Science (Occupational Therapy strand))	NZ registration AND a minimum of two years' relevant post-qualification work experience. (Qualifications in this area of absolute skill shortage are: a Bachelor of Occupational Therapy OR Bachelor of Health Science (Occupational Therapy strand))
<b>Health and Social Services</b>	Osteopath (252112)	NZ registration. (A qualification in this area of absolute skill shortage is: a Master degree in Osteopathy)	NZ registration. (A qualification in this area of absolute skill shortage is: a Master degree in Osteopathy)

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<b>Health and Social Services</b>	Pathologist (253915)	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: a Bachelor of Medicine and Bachelor of Surgery)	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: a Bachelor of Medicine and Bachelor of Surgery)
<b>Health and Social Services</b>	Physicist (Medical) (234914)	Masters degree in Medical Physics	Masters degree in Medical Physics
<b>Health and Social Services</b>	Physiotherapist (252511)	NZ registration. (A qualification in this area of absolute skill shortage is: a Bachelor of Physiotherapy)	NZ registration. (A qualification in this area of absolute skill shortage is: a Bachelor of Physiotherapy)
<b>Health and Social Services</b>	Psychiatrist (253411)	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: a Bachelor of Medicine and Bachelor of Surgery)	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: a Bachelor of Medicine and Bachelor of Surgery)
<b>Health and Social Services</b>	Radiation Oncologist (253918)	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: a Bachelor of Medicine and Bachelor of Surgery)	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: a Bachelor of Medicine and Bachelor of Surgery)
<b>Health and Social Services</b>	Renal Medicine Specialist (253322)	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: a Bachelor of Medicine and Bachelor of Surgery)	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: a Bachelor of Medicine and Bachelor of Surgery)
<b>Health and Social Services</b>	Social Worker (272511)	Bachelor Degree (specialising in Social Work) OR Graduate Diploma (specialising in Social Work) OR Post Graduate Diploma (specialising in Social Work) OR Masters (specialising in Social Work) OR an equivalent qualification as assessed by the Social Workers Registration Board	Bachelor Degree (specialising in Social Work) OR Graduate Diploma (specialising in Social Work) OR Post Graduate Diploma (specialising in Social Work) OR Masters (specialising in Social Work) OR an equivalent qualification as assessed by the Social Workers Registration Board

<b>Occupational Group</b>	<b>Occupation</b> – <i>Occupations are listed by ANZSCO (Australian and New Zealand Standard Classification of Occupations) code.</i>	<b>Long Term Skill Shortage List Requirements</b> – <i>Qualifications must be comparable to the standard of the New Zealand qualification listed. Also see Note 1 at the end of this list.</i>	<b>In order to claim bonus points for qualifications in an area of absolute skill shortage under the Skilled Migrant Category, applicants must meet the following specifications.</b>
<b>Health and Social Services</b>	Sonographer (251214)	NZ registration. (A qualification in this area of absolute skill shortage is: a Graduate Diploma in Medical Ultra Sonography)	NZ registration. (A qualification in this area of absolute skill shortage is: a Graduate Diploma in Medical Ultra Sonography)
<b>Health and Social Services</b>	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: a Bachelor of Medicine and Bachelor of Surgery)	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: a Bachelor of Medicine and Bachelor of Surgery)
<b>Health and Social Services</b>	Speech Language Therapist (252712)	Bachelor of Speech and Language Therapy OR Master of Speech and Language Therapy Practice	Bachelor of Speech and Language Therapy OR Master of Speech and Language Therapy Practice
<b>Health and Social Services</b>	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: a Bachelor of Medicine and Bachelor of Surgery)	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: a Bachelor of Medicine and Bachelor of Surgery)
<b>Health and Social Services</b>	Veterinarian (234711)	NZ registration. (A qualification in this area of absolute skill shortage is: a Bachelor of Veterinary Science OR equivalent, approved by the Veterinary Council of New Zealand)	NZ registration. (A qualification in this area of absolute skill shortage is: a Bachelor of Veterinary Science OR equivalent, approved by the Veterinary Council of New Zealand)
<b>ICT, Electronics and Telecommunications</b>	Multimedia Designer (Film Animator) (232413)	Minimum of three years specialist work experience in film animation in Maya, Soft Image/ XSI, 3D Studio Max, Combustion, After Effects, Unix, Linux, C, C++, Perl, GUI, CGI	Bachelor of Computer Graphic Design (Level 7) OR Postgraduate Diploma of Computer Graphic Design (Level 8) OR Bachelor degree (Level 7) specialising in Information Technology (Computer Science, Information Systems or other Information Technology) OR Bachelor degree (Level 7) specialising in Electrical and Electronic Engineering and Technology AND minimum of three years specialist work experience in film animation



<b>Occupational Group</b>	<b>Occupation</b> – <i>Occupations are listed by ANZSCO (Australian and New Zealand Standard Classification of Occupations) code.</i>	<b>Long Term Skill Shortage List Requirements</b> – <i>Qualifications must be comparable to the standard of the New Zealand qualification listed. Also see Note 1 at the end of this list.</i>	<b>In order to claim bonus points for qualifications in an area of absolute skill shortage under the Skilled Migrant Category, applicants must meet the following specifications.</b>
<b>ICT, Electronics and Telecommunications</b>	Specialist Managers nec (Management & Project Management staff) (135112)	Bachelor of Applied Science (Level 7) specialising in Telecommunications OR Bachelor of Electronic Commerce (Level 7) OR Bachelor of Engineering (Level 7) (specialising in Electrical Engineering and/or Electronic Engineering) OR Bachelor Degree (Level 7) specialising in Information Technology (Computer Science or Information Systems) AND a minimum of three years' relevant post-qualification work experience with at least 12 months relevant work experience in the past 18 months	Bachelor of Applied Science (Level 7) specialising in Telecommunications OR Bachelor of Electronic Commerce (Level 7) OR Bachelor of Engineering (Level 7) (specialising in Electrical Engineering and/or Electronic Engineering) OR Bachelor Degree (Level 7) specialising in Information Technology (Computer Science or Information Systems) AND a minimum of three years' relevant post-qualification work experience with a minimum of 12 months' relevant work experience in the past 18 months
<b>ICT, Electronics and Telecommunications</b>	ICT Project Manager (135112), Organisation and Methods Analyst (224712), ICT Business Analyst (261111), Systems Analyst (261112), Multimedia Analyst (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 Systems Engineer (263111), Network Administrator (263112), Network Analyst (263113), 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 (Technical advice and Consultancy) (313112)	Bachelor degree (Level 7) specialising in Information Technology (Computer Science, Information Systems or other Information Technology) OR Bachelor degree (Level 7) specialising in Electrical and Electronic Engineering and Technology AND a minimum of three years' relevant post-qualification work experience.	Bachelor degree (Level 7) specialising in Information Technology (Computer Science, Information Systems or other Information Technology) OR Bachelor degree (Level 7) specialising in Electrical and Electronic Engineering and Technology AND a minimum of three years' relevant post-qualification work experience.

<b>Occupational Group</b>	<b>Occupation</b> – <i>Occupations are listed by ANZSCO (Australian and New Zealand Standard Classification of Occupations) code.</i>	<b>Long Term Skill Shortage List Requirements</b> – <i>Qualifications must be comparable to the standard of the New Zealand qualification listed. Also see Note 1 at the end of this list.</i>	<b>In order to claim bonus points for qualifications in an area of absolute skill shortage under the Skilled Migrant Category, applicants must meet the following specifications.</b>
<b>Recreation, Hospitality and Tourism</b>	Chef (351311)	Either National Certificate in Hospitality (Professional Cookery) Level 4 OR National Certificate in Hospitality (Cookery) Level 4 OR a Level 5 Diploma (specialising in the area of professional cookery) AND 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)	Either National Certificate in Hospitality (Professional Cookery) Level 4 OR National Certificate in Hospitality (Cookery) Level 4 OR a Level 5 Diploma (specialising in the area of professional cookery) AND 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)
<b>Science</b>	<i>Other Spatial Scientist (232214)</i>	<i>Bachelor degree specialising in Geography or Computer Science AND 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)</i>	<i>Bachelor degree specialising in Geography or Computer Science AND 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)</i>
<b>Science</b>	Environmental Research Scientist (234313)	Bachelor of Science specialising in Environmental Studies or Bachelor of Applied Science specialising in Environmental Studies AND a minimum of one years' relevant post-qualification work experience	Bachelor of Science specialising in Environmental Studies or Bachelor of Applied Science specialising in Environmental Studies AND a minimum of one years' relevant post-qualification work experience
<b>Science</b>	Food Technologist (234212)	Bachelor of Science (Food Science) OR Bachelor of Technology (Food Science) OR Bachelor of Engineering (Food Engineering) AND a minimum of three years' relevant post-qualification work experience in the industry	Bachelor of Science (Food Science) OR Bachelor of Technology (Food Science) OR Bachelor of Engineering (Food Engineering) AND a minimum of three years' relevant post-qualification work experience in the industry

<b>Occupational Group</b>	<b>Occupation</b> – <i>Occupations are listed by ANZSCO (Australian and New Zealand Standard Classification of Occupations) code.</i>	<b>Long Term Skill Shortage List Requirements</b> – <i>Qualifications must be comparable to the standard of the New Zealand qualification listed. Also see Note 1 at the end of this list.</i>	<b>In order to claim bonus points for qualifications in an area of absolute skill shortage under the Skilled Migrant Category, applicants must meet the following specifications.</b>
<b>Science</b>	Life Scientist (Regulatory Toxicologist) (234599)	Bachelor degree in toxicology or ecotoxicology OR bachelor degree in a related science (such as chemistry, biology or pharmacology) and a post graduate toxicology or ecotoxicology qualification	Bachelor degree in toxicology or ecotoxicology OR bachelor degree in a related science (such as chemistry, biology or pharmacology) and a post graduate toxicology or ecotoxicology qualification
<b>Science</b>	Statistician (Fisheries Modeller) (224113)	Masters or PhD in Science or Statistics AND a minimum of one year's relevant post-qualification work experience	Masters or PhD in Science or Statistics AND a minimum of one year's relevant post-qualification work experience
<b>Trades</b>	Automotive Electrician (321111)	National Certificate in Automotive Engineering (Level 4) OR National Certificate in Motor Industry (Automotive Electrical Engineering) (Level 4)	National Certificate in Automotive Engineering (Level 4) OR National Certificate in Motor Industry (Automotive Electrical Engineering) (Level 4)
<b>Trades</b>	Diesel Motor Mechanic (including Heavy Vehicle Inspector) (321212)	National Certificate in Motor Industry (Automotive Heavy Engineering) (Level 4) AND a minimum of three years' relevant post-qualification work experience	National Certificate in Motor Industry (Automotive Heavy Engineering) (Level 4) AND a minimum of three years' relevant post-qualification work experience
<b>Trades</b>	Electrician (General) (341111)	New Zealand Electrical Registration	New Zealand Electrical Registration
<b>Trades</b>	Electric Line Mechanic (342211)	NZ registration as a line mechanic with the Electrical Workers Registration Board (qualifications in this area of absolute skill shortage are: National Certificate in Electricity Supply (Line Mechanic Distribution) (Level 4) or National Certificate in Electricity Supply (Line Mechanic Transmission) (Level 4))	NZ registration as a line mechanic with the Electrical Workers Registration Board (qualifications in this area of absolute skill shortage are: National Certificate in Electricity Supply (Line Mechanic Distribution) (Level 4) or National Certificate in Electricity Supply (Line Mechanic Transmission) (Level 4))
<b>Transport</b>	Ship's Officer (231214)	Officer in Charge of a Navigational Watch (on ships of 500 gross tonnage or more) Certificate of Competency (issued in accordance with Regulation II/1 of the International Convention on Standards of Training Certification and Watchkeeping for Seafarers (STCW78 as amended) and subject to recognition by Maritime New Zealand AND a minimum one year's relevant post-certification work experience	No bonus points available via this column

<b>Occupational Group</b>	<b>Occupation</b> – <i>Occupations are listed by ANZSCO (Australian and New Zealand Standard Classification of Occupations) code.</i>	<b>Long Term Skill Shortage List Requirements</b> – <i>Qualifications must be comparable to the standard of the New Zealand qualification listed. Also see Note 1 at the end of this list.</i>	<b>In order to claim bonus points for qualifications in an area of absolute skill shortage under the Skilled Migrant Category, applicants must meet the following specifications.</b>
<b>Transport</b>	Ship's Engineer (231212)	Marine Engineer Class 3 (Officer in Charge of an Engineering Watch on ships of 750 kilowatts or more) Certificate of Competency (issued in accordance with Regulation III/1 of the International Convention on Standards of Training Certification and Watchkeeping for Seafarers (STCW78 as amended) and subject to recognition by Maritime New Zealand) AND a minimum three years' relevant post-certification work experience	No bonus points available via this column
<b>Transport</b>	Ship's Master (231213)	Master of a Foreign Going Ship (Master on ships of 3,000 gross tonnage or more) Certificate of Competency (issued in accordance with Regulation II/2 of the International Convention on Standards of Training Certification and Watchkeeping for Seafarers (STCW78 as amended) and subject to recognition by Maritime New Zealand) AND a minimum three years' relevant post-certification work experience	No bonus points available via this column

\* Specialisations refer to categories within the New Zealand Standard Classification of Education (NZSCED).

- Note 1:** Overseas qualifications must be comparable to the standard of the New Zealand qualification listed or a qualification listed in the NZSCED category.
- Note 2:** Where work experience is included as a requirement it applies to all qualifications listed for the occupation (unless otherwise indicated).
- Note 3:** Qualifications held by applicants claiming points based on this list under the Skilled Migrant Category must be recognised under Skilled Migrant Category.
- Note 4:** 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 5:** A “New Zealand Certificate” or “New Zealand Diploma” is deemed to be equivalent to a particular National Certificate or Diploma if the levels stated are the same.

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# Immediate Skill Shortage List

This is the revised Immediate Skill Shortage List (ISSL), agreed changes will come into effect on 5 December 2011.

Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
<b>Agriculture and Forestry</b>	Apiarist (121311)	National Certificate in Apiculture Level 3 AND at least two years' relevant experience	All regions
<b>Agriculture and Forestry</b>	Arborist (362212)	Trade Certificate AND/OR National Certificate in Horticulture Arboriculture Level 4 AND a minimum of two years' relevant experience	All regions
<b>Agriculture and Forestry</b>	Beef Cattle Farmer (Assistant Herd Manager) (121312), Dairy Cattle Farmer (Assistant Herd Manager) (121313)	National Certificate in Agriculture (Level 2) or above AND/OR two or more years' relevant experience	All regions
<b>Agriculture and Forestry</b>	Beef Cattle Farmer (Farm Manager) (121312), Dairy Cattle Farmer (Farm Manager) (121313)	National Certificate in Agriculture Level 4 AND minimum of three years' relevant experience	All regions
<b>Agriculture and Forestry</b>	Beef Cattle Farmer (Herd Manager) (121312), Dairy Cattle Farmer (Herd Manager) (121313)	National Certificate in Agriculture (Level 2) or above AND two or more years' relevant experience	All regions
<b>Agriculture and Forestry</b>	Poultry Farmer (Broiler Breeder Farm Manager) (121321), Poultry Farmer (Broiler Farm Manager) (121321)	Diploma in Agriculture (Level 5) or Diploma in Farm Management (Level 6) AND at least three years experience in a management role on chicken broiler/breeder farms OR at least five years' experience in a management role on chicken broiler/breeder farms	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Canterbury/Upper South Island
<b>Agriculture and Forestry</b>	Dairy Cattle Farmer (Assistant Farm Manager) (121313)	National Certificate in Agriculture Level 3 AND three years' relevant experience	All regions
<b>Agriculture and Forestry</b>	Fruit or Nut Grower (Orchard Manager) (121213)	Bachelor's degree majoring in Horticulture OR National Certificate in Horticulture (Advanced) (Level 4) with strands in Fruit Production or Production Horticulture OR Diploma in Horticulture (Level 5) AND three or more years' experience	All regions
<b>Agriculture and Forestry</b>	Logging Plant Operator (Hauler Yarder Operator and Breakouts) (721112)	National Certificate in Forest Operations (Advanced) (Level 4) with the Machine Operations - Hauler Strand	Waikato/Bay of Plenty

# Immediate Skill Shortage List

Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
<b>Agriculture and Forestry</b>	Market Gardener (Crop Production/Agronomist Manager) (121221)	Bachelor's degree majoring in Horticulture OR National Certificate in Horticulture (Advanced) (Level 4) with strands in Fruit Production or Production Horticulture OR Diploma in Horticulture (Level 5) AND three or more years' experience	All regions
<b>Agriculture and Forestry</b>	Mixed Crop Farmer (Grower Manager) (121216)	Bachelor's degree majoring in Horticulture OR a related field AND minimum of five years' managerial experience	All regions
<b>Agriculture and Forestry</b>	Pig Farmer (Farm Manager) (121318) Pig Farmer (Stock/Herd Manager) (121318) Pig Farmer (Department/Unit Manager) (121318)	National Certificate in Pork Production – Level 4 AND at least three years' relevant on-farm experience	All regions
<b>Agriculture and Forestry</b>	Winemaker (Viticulturist/Specialist positions – not pickers) (234213)	Bachelor of Viticulture and Oenology OR a minimum of three years relevant work experience	Wellington, Canterbury/Upper South Island
<b>Construction</b>	Building Inspector / Building Surveyor (312113)	National Diploma in Building Control Surveying, Building, Construction Management or Architectural Design/Technology OR Bachelor Degree in Building Surveying or Building Science AND two years experience	All regions
<b>Construction</b>	Construction Project Manager (Foreman) (Roading and Infrastructure) (133111)	At least five years' experience in building or maintaining roads AND Staff management experience AND appropriate drivers licence	All regions
<b>Construction</b>	Surveying Technician (Spatial Science Technician/Hydrographic Technician) (312116)	National Certificate in Surveying (Hydrographic Surveying) Level 4	Auckland/Upper North Island
<b>Construction</b>	Surveying Technician (Spatial Science Technician/Land Surveyor's Technician) (312116)	Bachelor or Diploma of Surveying AND two years' relevant work experience	All regions
<b>Education</b>	Post-Doctoral Fellow (classified under 242111 University Lecturer)	Doctorate	All regions
<b>Engineering</b>	Civil Engineering Draughtsperson (312211), Electrical Engineering Draughtsperson (312311), Electronic Engineering Draughtsperson (312411), Mechanical Engineering Draughtsperson (312511)	National Diploma in Engineering Level 6 OR equivalent	All regions

# Immediate Skill Shortage List

Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
<b>Engineering</b>	Engineering Professionals nec (Instrument Control Technician) (342315)	National Certificate in Industrial Measurement and Control Level 4	Auckland/Upper North Island, Central North Island
<b>Engineering</b>	Mechanical Engineering Technician (312512)	Bachelor's Degree in Engineering AND three years' relevant experience	Canterbury/Upper South Island, Otago/Southland
<b>Finance / Business</b>	Accountant (Chartered - Senior positions only) (221111)	Qualifications recognised by the New Zealand Institute of Chartered Accountants AND/OR completion of the Chartered Accountant examinations AND three years' relevant experience	All regions
<b>Finance / Business</b>	External Auditor (221213), Internal Auditor (221214)	Degree level (Level 7) qualification majoring in accounting	All regions
<b>Health and Social Services</b>	Ambulance Officer (Basic Life Support) (411111)	National Diploma in Ambulance Practice (Level 5) AND two years work experience in this role.	All regions
<b>Health and Social Services</b>	Anaesthetic Technician (311211)	City and Guilds 752, Operating Department Assistant (UK qualification) or NVQ Level 3 Operating Department Practitioner (UK qualification) or Diploma of Higher Education in Operating Department Practice or Diploma in Applied Science for Anaesthetic Technicians (Level 5) AND at least two years post qualification experience in anaesthesia.	All regions
<b>Health and Social Services</b>	Biotechnologist (234514)	Bachelor's Degree in Nursing OR Health Science related field AND minimum two years' experience as a biotechnologist	All regions
<b>Health and Social Services</b>	Clinical Coder (599915)	Bachelor Degree in Health Information Management with a major in Clinical Coding or Classification OR Registration as a Health Information Technician OR Certification/Accreditation as a Clinical Coder AND a minimum of three years' coding experience in an acute hospital setting	All regions
<b>Health and Social Services</b>	Dental Technician (411213)	Diploma in Dental Technology AND NZ registration	All regions

# Immediate Skill Shortage List

Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
Health and Social Services	Dental Therapist (411214)	Bachelor of Health Science specialising in Dental Therapy AND NZ registration AND two years work experience	All regions
Health and Social Services	Dentist (252312)	Bachelor of Dental Surgery AND NZ registration	Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
Health and Social Services	Dispensing Optician (399913)	OTEN/TAFE Optical Dispensing Certificate IV (Australia) OR FBDO (UK) OR Optical Dispensing Examination approved and registered by the Optometrists and Dispensing Opticians Board	All regions
Health and Social Services	Medical Laboratory Technician (Phlebotomy and Histology Technicians) (311213)	Minimum two year medical qualification as recognised by the Medical Laboratory Scientists Board as suitable for registration as a medical laboratory technician AND at least 12 months experience in medical laboratory or blood donor centre	All regions
Health and Social Services	Medical Practitioners (excluding First Year Resident Medical Officers) Resident Medical Officer (253112), Specialist Physician (General Medicine) (253311), Cardiologist (253312), Clinical Haematologist (253313), Endocrinologist (253315), Gastroenterologist (253316), Neurologist (253318), Paediatrician (253321), Rheumatologist (253323), Thoracic Medicine Specialist (253324), Specialist Physicians nec (253399), Cardiothoracic Surgeon (253512), Neurosurgeon (253513), Orthopaedic Surgeon (253514), Otorhinolaryngologist (253515), Paediatric Surgeon (253516), Plastic and Reconstructive Surgeon (253517), Urologist (253518), Vascular Surgeon (253521), Dermatologist (253911), Emergency Medicine Specialist (253912), Ophthalmologist (253914), Medical Practitioners nec (253999)	Bachelor of Medicine and Bachelor of Surgery AND NZ registration	All regions



# Immediate Skill Shortage List

Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
Health and Social Services	Medical Technicians nec (Clinical Dialysis Technician) (311299)	Diploma or Bachelor Degree in Dialysis Therapy OR Dialysis Technology AND a minimum of two years' experience AND New Zealand registration	All regions
Health and Social Services	Pharmacy Technician (Hospital) (311215)	National Certificate in Pharmacy (Technician) with strands in Hospital and Community Level 5	Auckland/Upper North Island, Wellington
Health and Social Services	Photographer (Medical Photographer - Health Services) (211311)	Relevant Bachelors degree OR post graduate degree AND relevant work experience	Auckland/Upper North Island
Oil and Gas	Chemical Plant Operator (399211)	National Certificate (level 4) in Energy and Chemical Plant (Process Operations) AND a minimum of five years experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Earth Science Technician (311412)	Bachelor of Science majoring in Earth Science AND a minimum of five years experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Gas or Petroleum Operator (399212)	National Certificate (level 4) in Energy and Chemical Plant (Process Operations) AND a minimum of five years experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Geologist (234411)	Bachelor of Science with Honours majoring in Geology AND a minimum of five years experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Geophysicist and Petrophysicist (234412)	Bachelor of Science with Honours in Geology OR Master of Science with Honours in Mathematics AND a minimum of three years experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Maintenance Planner (312911)	Bachelor of Engineering AND a minimum of five years experience in the oil and gas industry	Central North Island, Wellington

# Immediate Skill Shortage List

Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
Oil and Gas	Occupational Health and Safety Advisor (251312)	National Certificate in Occupational Health and Safety (level 4) AND a minimum of five years experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Production Manager (133512)	Bachelor of Science or Engineering AND a minimum of five years experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Safety Inspector (312611)	National Certificate in Occupational Health and Safety (level 4) OR Bachelor of Engineering AND a minimum of five years experience in the oil and gas industry	Central North Island, Wellington
Recreation, Hospitality and Tourism	Café and Restaurant Manager (including Bar Manager) (141111)	National Certificate in Hospitality (Operations Supervision) Level 4 AND a minimum of four years' combined experience in hospitality establishments WITH a minimum of two years at supervisory level or higher	All regions
Recreation, Hospitality and Tourism	Flying Instructor (Glider Pilot Instructor) (231113)	NZ Gliding Association "B" Category Instructors Rating	Otago/Southland
Recreation, Hospitality and Tourism	Horse Trainer (Stallion Master) (361112)	Minimum of two years' relevant work experience	Waikato/Bay of Plenty
Recreation, Hospitality and Tourism	Horse Trainer (Stud Groom) (361112)	Minimum of one year's experience as a stud groom AND at least one year's yearling preparation experience	Waikato/Bay of Plenty
Recreation, Hospitality and Tourism	Jockey (452413)	Completed an Apprenticeship under the Rules of Racing in their country of origin AND must have clearance from that authority	Waikato/Bay of Plenty, Central North Island, Canterbury/Upper South Island, Otago/Southland
Recreation, Hospitality and Tourism	Other Sports Coach or Instructor (Skydive Instructor) (452317)	Skydive Instructor Rating AND a minimum of 1000 jumps	Auckland/Upper North Island, Central North Island, Canterbury/Upper South Island, Otago/Southland

# Immediate Skill Shortage List

Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
Recreation, Hospitality and Tourism	Other Sports Coach or Instructor (Skydive Tandem Master) (452317)	Tandem Master Rating AND a minimum of 1000 jumps	Auckland/Upper North Island, Central North Island, Canterbury/Upper South Island, Otago/Southland
Recreation, Hospitality and Tourism	Snowsport Instructor (452314)	The National Certificate in Snowsport (Snowschool) Level 5 OR PSIA (USA) OR CSIA (Canada) Level 1 OR NZSIA (Stage 1) OR equivalent internationally recognised qualification AND two years' relevant experience	Central North Island, Canterbury/Upper South Island, Otago/Southland
Recreation, Hospitality and Tourism	Snowsport Instructor (including Technicians) (452314)	National Certificate in Snowsport Equipment Level 4 AND minimum of two years' experience working in a ski/snowboard repair workshop	All regions
Recreation, Hospitality and Tourism	Trackwork Rider (452413)	Completed an Apprenticeship under the Rules of Racing OR at least two years relevant work experience	All regions
Science	Chemist (including Analytical Chemist) (234211)	Bachelor of Science (major in Chemistry) AND minimum of two years' experience in an analytical laboratory	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington
Science	Microbiologist (234517)	Bachelor of Science in Microbiology AND two years' relevant experience in a laboratory	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington
Trades	Baker (351111)	National Certificate in Baking (Craft Baking) (Level 4) OR National Certificate in Baking (Inshore/Franchise) (Level 4)	All regions
Trades	Electronic Equipment Trades Worker (342313)	National Diploma in Engineering (Electrotechnology) (Level 6) AND New Zealand registration with the Electrical Workers Registration Board	All regions

# Immediate Skill Shortage List

Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
Trades	Flat Weaving Specialist/Technologist (311499)	National Certificate in Textiles Manufacture (Advanced Operations) Level 3 OR equivalent AND/OR five years' relevant practical work experience with management or technical oversight of fabric manufacturing or finishing	Auckland/Upper North Island, Otago/Southland
Trades	Motor Mechanic (General) (Automotive Technician) (321211)	National Certificate in Motor Industry (Automotive Electrical and Mechanical Engineering) (Level 4) with strand in Light Vehicle OR National Certificate in Motor Industry (Automotive Engineering) (Level 4) OR NZ Trade Certificate in Automotive Engineering OR NZ Trade Certificate in Motor Mechanics AND three years' relevant experience	All regions
Trades	Motor Mechanic (General) (Automotive Air Conditioning Technician) (321211)	National Certificate in Motor Industry (Automotive Specialist Engineering) (Level 4) with strand in Heating, Ventilation and Air Conditioning OR National Certificate in Motor Industry (Automotive Air Conditioning) (Level 4) AND three years' relevant experience	All regions
Trades	Motorcycle Mechanic (321213)	National Certificate in Motor Industry (Automotive Electrical and Mechanical Engineering) (Level 4) with strand in Motorcycle OR National Certificate in Motor Industry (Motorcycle Engineering) (Level 4) OR NZ Trade Certificate in Motorcycle Engineering AND at least three years' experience	All regions
Trades	Metal Casting Trades Worker (Foundry Moulder) (322114)	National Certificate in Metal Casting (Technology) (Level 4) AND at least three years' experience	All regions
Trades	Metal Machinist (First Class) (CNC Machinist) (323214)	National Certificate in Mechanical Engineering (Level 4) AND at least three years' experience	All regions

# Immediate Skill Shortage List

Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
Trades	Plastics Technician (399916)	National Certificate in Plastics Processing or Plastics Technology Level 4 or Diploma Level 5 AND three years' relevant experience	All regions
Trades	Plastics Technician (Plastics Engineer) (399916)	National Diploma in Plastics Processing Technology Level 5 AND three years' relevant experience	All regions
Trades	Scaffolder (Advanced) (821712)	National Certificate in Scaffolding (Level 4) with strands in Advanced Scaffolding and at least five years experience since obtaining the Level 4 Certificate	All regions
Trades	Upholsterer (393311)	National Certificate in Furniture with strand in Advanced Upholstery (Level 4) AND two years' relevant work experience	All regions
Transport	Truck Driver (General) (733111)	NZ recognised Full Class 5 Driver Licence and three years experience driving heavy combination vehicles with a gross combined weight of more than 25,000kg	All regions

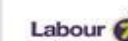
Notes:

Note 1: Qualifications must be comparable to the standard of the New Zealand qualification listed.

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

Note 3: A "New Zealand Certificate" or "New Zealand Diploma" is deemed to be equivalent to a particular National Certificate or Diploma if the levels stated are the same.

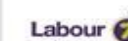
## Canterbury Skill Shortage List



This is the revised Canterbury Skill Shortage List (CSSL). Agreed changes will come into effect on 15 November 2012.

Occupational group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment
Construction	Construction Project Manager (Chip sealing, Asphalt or other Technical Manager) (Roading and Infrastructure) (133111)	Bachelor of Engineering (Level 7) OR Diploma in Engineering (Level 6) and trained in Staff Management AND ten years relevant practical experience
Construction	Construction Project Manager (Foreman) (Roading and Infrastructure) (133111)	At least five years' experience in building or maintaining roads AND Staff management experience AND appropriate drivers licence
Construction	Construction Project Manager (Roading and Infrastructure) (133111)	Bachelor or Diploma of Engineering or equivalent and Project Management qualification AND a minimum of five years' relevant experience AND staff management experience
Construction	Project Builder (including Building Project Manager and Site Foreman) (133112)	National Diploma in Construction Management (Level 6) AND three years' relevant post qualification experience
Construction	Surveyor (232212)	Bachelor of Surveying
Construction	Urban and Regional Planner (232611)	Bachelors degree (or higher) in environmental or resource planning
Construction	Quantity Surveyor (233213)	Bachelor of Construction (Quantity Surveying) AND three years' relevant post qualification experience
Construction	Building Inspector / Building Surveyor (312113)	National Diploma in Building Control Surveying, Building, Construction Management or Architectural Design/Technology OR Bachelor Degree in Building Surveying or Building Science AND two years experience
Construction	Surveying Technician (Spatial Science Technician/Land Surveyor's Technician) (312116)	Bachelor or Diploma of Surveying AND two years' relevant work experience
Engineering	Civil Engineer (233211)	A Washington Accord accredited engineering degree OR Either a qualification specifically recognised by NZQA as comparable to a: <ul style="list-style-type: none"> <li>• Bachelor of Engineering, or</li> <li>• Bachelor of Engineering (with Honours), or</li> <li>• Master of Engineering degree</li> </ul> OR A bachelor degree (Level 7) or higher with a letter from IPENZ certifying that the degree and any further learning meets the academic requirements for registration as a 'Chartered Professional Engineer' in New Zealand OR NZ registration as a 'Chartered Professional Engineer'

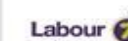
## Canterbury Skill Shortage List



This is the revised Canterbury Skill Shortage List (CSSL). Agreed changes will come into effect on 15 November 2012.

Occupational group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment
<b>Engineering</b>	Structural Engineer (233214)	A Washington Accord accredited engineering degree OR Either a qualification specifically recognised by NZQA as comparable to a: <ul style="list-style-type: none"> <li>• Bachelor of Engineering, or</li> <li>• Bachelor of Engineering (with Honours), or</li> <li>• Master of Engineering degree</li> </ul> OR A bachelor degree (Level 7) or higher with a letter from IPENZ certifying that the degree and any further learning meets the academic requirements for registration as a 'Chartered Professional Engineer' in New Zealand OR NZ registration as a 'Chartered Professional Engineer'
<b>Engineering</b>	Electrical Engineer (233311)	A Washington Accord accredited engineering degree OR Either a qualification specifically recognised by NZQA as comparable to a: <ul style="list-style-type: none"> <li>• Bachelor of Engineering, or</li> <li>• Bachelor of Engineering (with Honours), or</li> <li>• Master of Engineering degree</li> </ul> OR A bachelor degree (Level 7) or higher with a letter from IPENZ certifying that the degree and any further learning meets the academic requirements for registration as a 'Chartered Professional Engineer' in New Zealand OR NZ registration as a 'Chartered Professional Engineer'
<b>Engineering</b>	Civil Engineering Draughtsperson (312211)	National Diploma in Engineering Level 6 OR equivalent
<b>Engineering</b>	Civil Engineering Technician (312212)	National Diploma in Civil Engineering (Level 6) or Level 6 Diploma in Civil Engineering and at least three years work experience including at least 12 months relevant work experience in the past 18 months
<b>Engineering</b>	Electrical Engineering Draughtsperson (312311)	National Diploma in Engineering Level 6 OR equivalent
<b>Engineering</b>	Electrical Engineering Technician (312312)	Bachelor's Degree in Engineering (Level 7) majoring in electrical engineering AND three years' relevant experience
<b>Telecommunications</b>	Telecommunications Engineer (263311)	Bachelor Degree (Level 7) qualification majoring in computer science, information science or information technology AND three years of relevant work experience

## Canterbury Skill Shortage List

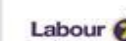


This is the revised Canterbury Skill Shortage List (CSSL). Agreed changes will come into effect on 15 November 2012.

Occupational group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment
Trades	Bricklayer (331111)	The level of skill required for New Zealand in the Australian and New Zealand Standard Classification of Occupations 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 work done within the scope of a Bricklaying and Blocklaying Licence Class OR the duties of the Bricklayer will not include RBW
Trades	Stonemason (331112)	The level of skill required for New Zealand in the Australian and New Zealand Standard Classification of Occupations
Trades	Carpenter and Joiner (331211)	The level of skill required for New Zealand in the Australian and New Zealand Standard Classification of Occupations
Trades	Carpenter (331212)	The level of skill required for New Zealand in the Australian and New Zealand Standard Classification of Occupations AND 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 a Carpentry Licence Class OR the duties of the Carpenter will not include RBW
Trades	Joiner (331213)	The level of skill required for New Zealand in the Australian and New Zealand Standard Classification of Occupations
Trades	Floor Finisher (332111)	The level of skill required for New Zealand in the Australian and New Zealand Standard Classification of Occupations
Trades	Painting Trades Worker (332211)	The level of skill required for New Zealand in the Australian and New Zealand Standard Classification of Occupations
Trades	Glazier (333111)	The level of skill required for New Zealand in the Australian and New Zealand Standard Classification of Occupations AND evidence that the work will be done under the supervision of an appropriately Licensed Building Practitioner (LBP) who is licensed to supervise relevant Restricted Building Work (RBW) OR that the duties of the Glazier will not include RBW
Trades	Fibrous Plasterer (333211)	The level of skill required for New Zealand in the Australian and New Zealand Standard Classification of Occupations 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



## Canterbury Skill Shortage List



This is the revised Canterbury Skill Shortage List (CSSL). Agreed changes will come into effect on 15 November 2012.

Occupational group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment
Trades	Solid Plasterer (333212)	The level of skill required for New Zealand in the Australian and New Zealand Standard Classification of Occupations 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 Solid Plasterer will not include RBW
Trades	Roof Tiler (333311)	The level of skill required for New Zealand in the Australian and New Zealand Standard Classification of Occupations 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 a Roofing Licence Class OR the duties of the Roof Tiler will not include RBW
Trades	Wall and Floor Tiler (333411)	The level of skill required for New Zealand in the Australian and New Zealand Standard Classification of Occupations
Trades	Drainlayer (334113)	The level of skill required for New Zealand in the Australian and New Zealand Standard Classification of Occupations
Trades	Electrician (General) (341111)	New Zealand Electrical Registration
Trades	Electric Line Mechanic (342211)	NZ registration as a line mechanic with the Electrical Workers Registration Board (qualifications in this area of absolute skill shortage are: National Certificate in Electricity Supply (Line Mechanic Distribution) (Level 4) or National Certificate in Electricity Supply (Line Mechanic Transmission) (Level 4))
Trades	Upholsterer (393311)	National Certificate in Furniture with strand in Advanced Upholstery (Level 4) AND two years' relevant work experience
Trades	Scaffolder (Advanced) (821712)	National Certificate in Scaffolding (Level 4) with strands in Advanced Scaffolding and at least five years experience since obtaining the Level 4 Certificate

### Notes:

Note 1: Overseas qualifications must be comparable to the standard of the New Zealand qualification listed or a qualification listed in the New Zealand Standard Classification of Education.

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

Note 3: 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 requirement of the list. In these cases, qualifications are listed only for the purpose of people applying for work visas under WF4.1.

Note 4: A "New Zealand Certificate" or "New Zealand Diploma" is deemed to be equivalent to a particular National Certificate or Diploma if the levels stated are the same.

### **V3.5 Business visitors**

- a. Business visitors who are not considered to be undertaking employment (see W2.2.1) may be granted a visitor visa, provided that they intend a stay in New Zealand for no longer than 3 months in any one year.
- b. 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 3 months in any calendar year;
  - iii. overseas buyers of New Zealand goods or services for a period or periods no longer than a total of 3 months in any calendar year;
  - 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 no longer than a total of 3 months in any calendar year.
- c. Business visitors who need to be in New Zealand for longer than 3 months in any one year, and all other business visitors, must apply for a work visa (see WS2).