

**IMMIGRATIONS LAWYERS ASSOCIATION OF  
AUSTRALASIA  
11-12 MARCH, 2011 CONFERENCE**

**RECENT TRENDS IN NZ IMMIGRATION POLICY: LESSONS  
FOR AUSTRALIA?**

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## RECENT TRENDS IN NZ IMMIGRATION POLICY: LESSONS FOR AUSTRALIA?

### 1.0 Introduction

- 1.1 Although there will be a discussion in relation to New Zealand's immigration policy development, it will be important to set the scene, particularly for Australian practitioners. A brief description of immigration law in New Zealand with some comments on how it differs from Australia therefore needs to be made.
- 1.2 The Immigration Act 2009 finally came into force after considerable delay, mostly on 29 November 2010. The Legislation is framework legislation. Process requirements are covered by regulations but the rules that govern who may be granted a visa remain the "policy rules" contained within the Operational Manual. They have not changed at all, but are now called Immigration Instructions. They are not regulations.
- 1.3 It is important to note that residency policy is binding on the decision maker.<sup>1</sup> The misapplication of the policy leads to a right of an appeal<sup>2</sup> to the Immigration and Protection Tribunal (IPT) in both offshore and onshore resident class visa applications (unlike Australia) and from the IPT there is a further but limited right of appeal to the High Court<sup>3</sup> (and in certain circumstances there may be subsequent appeals to the Court of Appeal<sup>4</sup> and the Supreme Court).
- 1.4 Three important changes created by the Immigration Act 2009 deserve a mention. First our previous four immigration tribunals dealing separately with refugee appeals, deportation appeals (revocation and post residence criminal offending), removal appeals and residence appeals are now all dealt with by the one Tribunal<sup>5</sup> although in four separate divisions. The intention is to eventually dispose of delays involved in repeated appeals, though different rights of appeal will arrive at different times.
- 1.5 A second change is the dispensing of the visa/permit distinction, finally catching up with the rest of the world. A temporary resident visa has a right to reside indefinitely but not to return indefinitely whereas a

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<sup>1</sup> Section 72, though there is now a power to make a decision out-of-policy by the Minister or an officer with a delegation: s 72(3).

<sup>2</sup> Section 187 Immigration Act 2009.

<sup>3</sup> By leave, and only on a point of law.

<sup>4</sup> By leave, but also where leave is refused by the High Court.

<sup>5</sup> See s 217 Immigration Act.

permanent resident visa is a status that is obtained after the person qualifies for the indefinite right of return, usually achievable after a two-year period. What was previously a permanent residence permit with a 2-year returning resident's visa is now a *temporary* resident visa, and what was the permanent residence permit with an IRRV (indefinite returning resident's visa) is now a *permanent* resident visa. The achievement of an indefinite right of return after just 2 years has of course been a major point of difference with Australia since the mid-1990s (there are six different routes that can be taken to qualify).

- 1.6 The third noteworthy change is the incorporation of complementary protection (Torture Convention, ICCPR, etc) under protection claims alongside refugee claims.<sup>6</sup> Both at first instance (the Refugee Status Branch) and on appeal (the IPT), a determination can therefore be made under any of the international conventions which have express non-refoulement provisions or implied non-refoulement provisions.
- 1.7 Previously, where a refugee claimant was excluded, or where the harm fell outside the quincunx of Refugee Convention reasons, a separate case (relying on the Torture Convention inter alia) had to be lodged either with the Minister or with the Department of Labour (the practice has varied). This is an important step forward and follows the particular role that international convention obligations have in New Zealand domestic law (see discussion below), again a point of difference with Australia.

## **2.0 International Convention Law and Judicial Review**

- 2.1 Although the High Court of Australia on all accounts has got to a similar point *Plaintiff M61/2010 v Commonwealth of Australia* and *Plaintiff M69/2010 v Commonwealth of Australia* [2010] HCA 41, 11 November 2010, the route taken in New Zealand which first crystallised in the decision of Cooke P (later Lord Cooke) in *Tavita v Minister of Immigration* [1994] 2NZLR 257 has been somewhat different.
- 2.2 The position is that international obligations expressed in international conventions and covenants to which New Zealand is a party, are *mandatory relevant* considerations and that this may even fly in the face of statutory provisions which for example provide that there is no duty to consider and no duty to give reasons. In *Tavita*<sup>7</sup> the Court of Appeal accepted that the bearing on domestic law of international human rights and instruments was evolving and drew on the Balliol statement of 1992 as reaffirmed in the Bloemfontein statement of 1993 (of course Kirby J not on the High Court at the time was a participant in the Balliol

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<sup>6</sup> See part 5 Immigration Act 2009.

<sup>7</sup> See also *Ye and Qui v Minister of Immigration* [2009] NZSC 76 para 5, where Elias CJ accepts by implication the role of international obligations.

statement). The different approach found in New Zealand as a result of *Tavita* is discussed in his Honour's dissent in *Al-Kateb*<sup>8</sup> and elsewhere.

- 2.3 It should be noted that in New Zealand the prerogative writs although technically still extant, are collapsed into one system of "judicial review". New Zealand did away with the distinction between jurisdictional error and non jurisdictional error in *Bulk Gases*<sup>9</sup>, collapsing everything into reasonableness and fairness. It is important to note that we also have a statutory power to issue declarations, which of course was used in the High Court of Australia in its declaration of unlawfulness recently in Plaintiff *M61/M69*, referred to above.
- 2.4 Although there is a right of appeal to the IPT for a resident class visa applicant who is offshore, there is no right to judicial review generally for offshore visa applicants. It is the writer's view that, although never attempted, declaratory relief may be available to avoid the privative clause in s186 of the 2009 Act just as it was used in the High Court of Australia, above. We watch with intense interest, and undoubtedly New Zealand and Australian lawyers will continue to use each other's arguments.
- 2.5 The laws of fairness and natural justice however are by-and-large also recognised within New Zealand's immigration system, in the Operational Manual,<sup>10</sup> and so of course they therefore become breaches of policy (Immigration and Instructions) and matters for the IPT. For example, just as occurred in your *Saeed v Minister of Immigration and Citizenship* [2010] HCA 23, there is a natural justice requirement for all decision makers to adhere to the natural justice hearing rule and to put adverse information to an applicant before determining a matter. In New Zealand we even have a term for this: the PPI (potentially prejudicial information) letter. Because the natural justice rules are in fact also incorporated within the Operational Manual however, arguably, going directly to the High Court of New Zealand is unnecessary because the IPT ought to rectify any procedural unfairness of that nature (and there is the further right of appeal on a point of law to the High Court etc). Arguably therefore little is lost from the fact that offshore resident visa applications are not amenable to judicial review directly as the IPT will be seized of the point to be made, and from there back to the High Court.
- 2.6 The above is a brief description of the framework in which immigration policy decisions are made and can be challenged. As the policy continues to evolve and to change, the policy that is applicable on residence matters is that at the time of filing (see *NZAMI v Minister of Immigration*<sup>11</sup> etc for

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<sup>8</sup> [2004] HCA 37; 208 ALR 124, per Kirby J at para 185.

<sup>9</sup> *Bulk Gas Users Group v A-G* [1983] NZLR 129 CA.

<sup>10</sup> See s A1 Immigration New Zealand Operational Manual 2009.

<sup>11</sup> *New Zealand Association for Migration and Investment Inc v A-G* [2006] NZAR 45.

a case where the government attempted to alter entry rules that applied to residence applicants retrospectively).

### **3.0 Skilled Migrant Category**

- 3.1 Our Skilled Migrant Category (New Zealand's primary category for skilled entry) is quite different from that in Australia. We also have a work-to-residence policy (2 years) for accredited employers (over \$55k), for cultural and sports persons, and those who have an occupation and the necessary qualifications as defined in the Long Term Skill Shortage List (LTSSL, Appendix 4 of the Operational Manual).
- 3.2 Under the Skilled Migrant Category the process begins by the filing of an Expression of Interest<sup>12</sup>. There is no right of appeal or right of judicial review in relation to the decision not to invite the individual to apply for residence.
- 3.3 Once the person enters into the "pool", if they have sufficient points in the particular pool draw (it operates fortnightly) then they are "invited" to apply. The residence application can then be lodged normally within a three-month time limit (in some cases extendable). The policy that applies is the policy at the time that the application is accepted for consideration and not at the time of the lodgement of the Expression of Interest, or the issuing of the Invitation to Apply.
- 3.4 The way in which the Operational Manual however is set out might mislead some potential applicants to form the notion that if they have 100 points or more then they may well go into the pool. The way in which the pool is however currently drawn is that unless an individual has 140 points or more or a job offer, or has an occupation on the LTSSL, an application is currently unlikely to be successful. To keep track of trends, one needs to look at the fortnightly draws on the Immigration New Zealand's website<sup>13</sup> and to print out the recent results. Persons without a job offer and under 140 points and who do not either have a qualification or work experience in either an occupation in the LTSSL or in an area of Future Growth (IT and creative design etc) have not now been selected for more than two years.
- 3.5 As a result, unless a client has 140 points or are in a shortage occupation area, then they must have a relevant skilled job offer. The focus on a job offer (which of course must be a skilled job offer) if further reinforced by the settlement<sup>14</sup> hurdle for those who file without a job offer or who have studied in New Zealand for 2 years resulting in a certificate or masters or

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<sup>12</sup> See s SM3.1 INZ Operational Manual 2009.

<sup>13</sup> Available at <http://www.immigration.govt.nz/migrant/general/generalinformation/news/>

in a qualification on the LTSSL or an identified future growth (biotechnology, IT, creative industries, architecture, design, music and performing arts, visual arts etc). They are later subjected to a “settlement” assessment. As a result of the settlement interview, if the immigration officer still feels that the applicant may not meet the criteria but there is a risk of not “settling” well, they can issue a job search visa, requiring the person to obtain a job before finalising residence.

#### **4.0 Employment Scrutiny**

4.1 The above however is only a brief framework. The battle is fought in two main areas:

- i. Whether the job description matches the “skilled” category listed in Appendix 6 and as more fully defined in ANZSCO.
- ii. Whether the particular job offer is sustainable and the employer is employment law and otherwise compliant etc.

4.2 What in fact happens, and it can also happen between Expression of Interest and Invitation to Apply, is that officers from a special unit called the Central Verification Unit, conduct an audit into the position and often into the employer’s business. This normally comes as an enormous shock to employers who may have thought that all that was required was a job offer letter.

4.3 It is for this reason that immigration legal advisers need to involve the employer as well as the immigrant as early as possible. Many later decide they no longer wish to continue when they find out about the inevitable intensive scrutiny. Of course financial reports that minimise tax liabilities may need submissions to argue and confirm that the employment is nevertheless sustainable. Cases may include incumbent workers on work visas, but if not in a shortage occupation area it may also be necessary to carefully negotiate and manage a work visa (which may be out-of-policy) pending an enquiry etc. In a case the writer’s firm is currently involved in, an officer has asked for the correspondence between the employer’s accountant and Inland Revenue over an anomaly some years back. The case has turned into a tax audit for the employer who is probably poised to throw in the towel.

4.4 In the early 2000s the NZ SM Category was not so centred around the job offer – which under the Ministership of Lianne Dalziel had become the diving factor by about 2004-2005. Ms Dalziel is known to have stated that she did not want to receive Christmas cards from newly arrived residents with graduate qualifications saying that they could not work

because no one would give them a job, and that they were contemplating returning home as failed immigrants. Accordingly her driving approach was that it was better for people without job offers not to qualify in the first place.

- 4.5 Once there is a genuine job offer however it has always seemed to the writer that this cures the harm. Coupled with the job-in-hand and the underlying qualification and skilled work experience, there is a clear way forward. If the actual position is not yet a senior position then that should not matter. The potential is there. The immigrant is on the way to “settlement.”
- 4.6 The writer’s opinion is that INZ has allowed the search to uncover job offer fraud as the driving factor, and that the balance falls too far to one side driving employers away and making it hard for the newly-employed immigrant to graduate to a position which is skilled enough.

### **Study to residence**

- 4.7 This then does not also bode well for students and the so-called study-to-work-to-residence stream.<sup>14</sup> After tertiary study there is a one-year job search visa (open) and then a two-year graduate visa (which does not have to be “skilled” but it tied to a particular employer). As they approach the end of their second year on their graduate work visa, the reality of the situation begins to strike home, leaving many with the only option of going back to further study. For many the two-year work visa may have not been sufficient to reach the “skilled” level. The dairy herdsman might still be an assistant herdsman. The manager an assistant manager. Worse still, if the employer has not paid the worker properly or is behind in his taxes, the employee who has already poured several years of his life into the job may lose out with a potentially failed residence case, not necessarily rectifiable by the IPT in its special circumstances jurisdiction.
- 4.8 The trend or focus on the specific qualities of the *employer* and the particular job description rather than the bigger picture presented by the immigrant’s employability is well entrenched and needs a careful rethink. In the writer’s view the Australian approach which focuses more particularly on the qualities of the immigrants assessed by a number of independent agencies (Vetasses, Trades Recognition Australia etc) is a far better system. In New Zealand the assessment is conducted by a division of Immigration New Zealand closely linked to Fraud and Investigation and only kicks in as a focus centred around a particular job offer on a particular application. Typically the employer is intimidated.

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<sup>14</sup> See s WD, Study-to-Work Instructions INZ Operational Manual 2009.

- 4.9 It was with some dismay that the writer formed the view that recent changes in Australia were moving in the direction that New Zealand had been treading for some time.
- 4.10 It is difficult to quantify the actual harm that occurs from the way things are done. It does not feature in the caselaw or decisions of the Residence Review Board (now IPT), because once an employer withdraws because he or she is fed up with the intrusive audit, the application comes undone, and the applicant no longer has a job (unless he can get another). An appeal then does not lie. Unfortunately if the matter were a matter for the Ombudsmen's Office to investigate, there is a 24 month log-jam at that office on immigration matters. Operational matters are also, not easily susceptible to judicial review.

## **5.0 Work visas**

- 5.1 It may be of assistance to Australian practitioners to have an introduction to the way work visas are approached. Your subclass 457 category is closest to our Approval in Principle plus Essential Skills categories. First, open work visas are only available to partners (once living together) and protection applicants. A work visa for an employer who has not been accredited (see below) or who does not have an Approval in Principle or come under special event (which includes extra-corporate transfers, corporate secondment or a business negotiations extension), is otherwise market-tested (employer's case).
- 5.2 The market-test for Essential Skills work visas is deemed to be met if there is an unexpired Approval in Principle, or the position is on either the Immediate Skill Shortages List or Appendix 6 (Long Term Skill Shortages List). The ISSL is on the website. Both lists are attached as Appendix A and B to this paper. If there is no Approval in Principle or if the person has a position in either of the shortages lists but does not meet the qualification requirement then an employer's case needs to be made.
- 5.3 When making an employer's case or when applying for pre-approval under an application for Approval in Principle, it is important that there is a willingness to pay the market rate. Evidence of payment to other staff at the market rate should be included. The employer should also have training programmes in place. As in Australia there must be evidence that the proposal does not deprive local unemployed of work opportunities. The legal adviser may need to liaise between Work and Income (WINZ) officials or recruitment agencies and the employer may need to provide evidence of recruitment efforts, advertising which is appropriate, and a statement as to why applicants were not suitable (the employer may need to interview any individuals on the books of the local WINZ office). It is not uncommon for WINZ officials to respond to a general classification

(cooks) when the case requires a specific classification (Indian cuisine cooks). Often the problem lies in the general way the visa officer categorises the position.

- 5.4 The Approval in Principle application for multiple employees will normally involve a Central Verification Unit check. Past immigration or employment law grievances will be relevant. Immigration officials thankfully will look beyond the corporate veil and will look at the persons involved in the business. Once there has been non-compliance this should normally impact negatively on further approvals. It is a factor that undoubtedly drives the settlement of exploitation claims at the Employment Relations Authority for lower-paid workers (chefs, cooks, upholstery and machinists), all who have been in years past on the shortages lists (chefs currently are on the LTSSL) or have featured in work visas and Approvals in Principle.

## **6.0 Corporate “Accreditation”**

- 6.1 Processing time for Approvals in Principle and market-tested Essential Skills applications can be lengthy. Any corporate business which is well established and seeking to transfer employees into New Zealand regularly should consider obtaining Employer Accreditation,<sup>15</sup> for positions commanding \$55k or above. The application process confirms the employer has appropriate HR policies in place. Businesses such as law firms cannot participate if they are involved in immigration work (for that reason multinational law firms wanting to circulate their staff or utilise the work-to-residence policy incentive may choose to specifically not do immigration work). Once accredited, the accreditation must be renewed annually, but that is just a matter of checking compliance.
- 6.2 A work visa application sponsored by an accredited employer must be supported with a base salary of \$55k and the person should be appropriately qualified and the contract enforceable and compliant with New Zealand law. Otherwise the processing is swift. Most workers find they can apply for residence soon after their arrival under the SM category and so hardly anyone works until the two-year period is completed and seek to avoid the risk associated with accreditation renewal refusal, though there are special rules that may allow completion of the two-year period by a non-accredited employer.

### **Further Application**

- 6.3 A feature of New Zealand work immigration policy not understood by the public at large is that each work visa application is a fresh application.

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<sup>15</sup> See s WR1 Talent (Accredited Employers) Work Instructions INZ Operational Manual 2009.

There are no renewals. The market test must again be met, and of course, as many discovered during the 2009-2010 recession, might have a different outcome. For those with a residence application nearing completion, individual officers may stray on the side of caution and allow an incumbent a further work visa as an exception to policy. Obviously a worker who has a residence application lodged that relies on the job for points and who is then refused a further work visa, will be required to stand down unless or until residence is struck, thus causing the employer inconvenience and potentially may result in the withdrawal of the job offer. In its order of priority processing however, SM applications with a New Zealand job offer receive priority over those without.

## **7.0 Conclusion**

- 7.1 Work visa authorisation rules in New Zealand are not well understood in the commercial sector. The writer continues to meet major corporations who have no idea for example, about the employer accreditation process or even its availability. It is not uncommon for corporates, sometimes fuelled by misinformation from the phone-room, to think they can send their Australian work visa staff from head office in Australia to work in New Zealand under the business negotiation exception. It is rather hard to set the clock back later when unexplainable travel is then scrutinised.
- 7.2 Employers regularly think that all they need to do is write a letter of sponsorship as if nothing has happened since 1983 before which entry into New Zealand was pretty much *laissez-faire*. Clearly INZ is a division of the Department of Labour whose first task is to protect workers' rights. There is no special relationship between INZ and employers and so accordingly corporate immigration work needs to begin with establishing a compliant relationship.
- 7.3 In the 2009 Act, ignorance is no longer a defence to the employment of unauthorised workers and there is a special procedure that allows employers to obtain information about a worker's visa status, now online. Working as an overstayer is not an offence for the overstayer who can in fact be self-employed. Contracting out to an overstayer will also however undergo careful scrutiny, as will also contracting out to a company that employs overstayers. Prosecution processes are now far more robust. The penalty can be as high as \$50,000 for employing an overstayer, and 7 years imprisonment or \$100,000 fine or both for exploiting an overstayer.<sup>16</sup>

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<sup>16</sup> Section 357. The exploitation provision is new. The removal of a knowledge defence for employing overstayers is also new: s 351. For those in employment prior to the Act coming into force, the full penalty will apply once the employer is put on notice: s 456.

7.4 Workers who qualify under the Skilled Migrant Category in New Zealand should apply promptly, provided their position can be defined as skilled. It is probably the best kept secret in New Zealand that the success or failure of the application may not depend on the qualities of the immigrant but on the view that INZ takes of the employer. This trend which the writer has observed over the last 5-6 years leads to a highly adversarial approach during processing. There are visa officers who see their role as employment auditors rather than assessing in more general terms the win-win outcomes that arise out of approving highly employable individuals (in spite of the particular characteristics of the job or employer they have ended up with). It is hoped that Australia does not follow New Zealand's lead on this.

**Other points for discussion:**

- i. Trans-Tasman registration of consultants
- ii. IPT out-of-policy jurisdiction
- iii. Ministerials in special cases
- iv. The focus on ANZSCO definitions
- v. Hybrid cases not in ANZSCO
- vi. Regional variation work visas, ISSL and the market test: Queenstown.

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## Immediate Skill Shortage List



This is the revised Immediate Skill Shortage List (ISSL), agreed changes will come into effect on 1 October 2010.

Occupational Group	Occupation and ANZSCO number	Recommended standard for work permit 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	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<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	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<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	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<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	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<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	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Agriculture and Forestry</b>	Dairy Cattle Farmer (Assistant Farm Manager) (121313)	National Certificate in Agriculture Level 3 AND three years' relevant experience	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland

Occupational Group	Occupation and ANZSCO number	Recommended standard for work permit applicants with an offer of employment	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	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<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
<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	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<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	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Agriculture and Forestry</b>	Pig Farmer (Farm Manager or Stock/Herd Manager) (121318)	National Certificate in Pork Production – Level 4 AND at least three years' relevant on-farm experience	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<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	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland

Occupational Group	Occupation and ANZSCO number	Recommended standard for work permit applicants with an offer of employment	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	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Construction</b>	Surveying Technician (Spatial Science Technician/Hydrographic Technician) (312116)	National Certificate in Surveying (Hydrographic Surveying) Level 5	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	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Construction</b>	Urban and Regional Planner (Traffic and Transport Planner) (232611)	Bachelor of Science in Civil Engineering (BSCE)	Auckland/Upper North Island
<b>Education</b>	Early Childhood (Pre-primary School) Teacher (Montessori Teacher) (241111)	Montessori Diploma (ages 0-5) (minimum of Level 5)	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Education</b>	Primary School Teacher (241213)	New Zealand registration AND three years relevant teaching experience	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Education</b>	University Lecturer (Post-Doctoral Fellows) (242111)	PhD or Masters degree	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<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	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Engineering</b>	Electrical Engineer (Instrumentation Engineer) (233311)	Bachelors Degree (Level 7) (Electrical) or (Electrical and Electronic)	Auckland/Upper North Island, Central North Island

Occupational Group	Occupation and ANZSCO number	Recommended standard for work permit applicants with an offer of employment	Regions
<b>Engineering</b>	Electrical Engineer (Power Systems Engineer) (233311)	Bachelors Degree (Level 7) (Electrical) or (Electrical and Electronic) OR National Certificate Electricity Supply (Power Technician) Level 5 OR National Diploma Electricity Supply (Level 5)	Auckland/Upper North Island, Wellington, Canterbury/Upper South Island
<b>Engineering</b>	Electrician (Electrical Mechanic/Fitter) (341111)	Bachelor's Degree in Engineering AND three years' relevant experience	Canterbury/Upper South Island, Otago/Southland
<b>Engineering</b>	Electronic Engineering Technician (Radio Frequency) (312412)	National Certificate in Telecommunications Level 4 OR National Diploma in Engineering (Telecommunications) Level 6	Auckland/Upper North Island, Canterbury/Upper South Island
<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>Engineering</b>	Mining Engineer (233611)	Bachelor's Degree in Engineering AND three years' relevant post graduate work experience	Waikato/Bay of Plenty, Canterbury/Upper South Island, Otago/Southland
<b>Engineering</b>	Petroleum Engineer (including Petroleum Industry Specialist) (233612)	Bachelor of Engineering, with majors in energy engineering OR chemical engineering	Auckland/Upper North Island, Central North Island
<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	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Finance / Business</b>	External Auditor (221213), Internal Auditor (221214)	Degree level (Level 7) qualification majoring in accounting	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland

Occupational Group	Occupation and ANZSCO number	Recommended standard for work permit applicants with an offer of employment	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.	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Health and Social Services</b>	Anaesthetic Technician (311211)	City and Guilds 752, Operating Department Assistant (UK qualification) or NVO Level 3 Operating Department Practitioner (UK qualification) or Diploma of Higher Education (DipHE) in Operating Department Practice AND at least two years post qualification experience in anaesthesia.	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<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	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Health and Social Services</b>	Dental Technician (411213)	Diploma in Dental Technology AND NZ registration	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Health and Social Services</b>	Dental Therapist (411214)	Bachelor of Health Science specialising in Dental Therapy AND NZ registration	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Health and Social Services</b>	Dentist (252312)	Bachelor of Dental Surgery AND NZ registration	Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Health and Social Services</b>	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	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland

Occupational Group	Occupation and ANZSCO number	Recommended standard for work permit applicants with an offer of employment	Regions
<b>Health and Social Services</b>	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	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Health and Social Services</b>	Medical Practitioners (excluding First Year Resident Medical Officers) General Medical Practitioner (253111), Resident Medical Officer (253112), Anaesthetist (253211), Specialist Physician (General Medicine) (253311), Cardiologist (253312), Clinical Haematologist (253313), Medical Oncologist (253314), Endocrinologist (253315), Gastroenterologist (253316), Intensive Care Specialist (253317), Neurologist (253318), Paediatrician (253321), Renal Medicine Specialist (253322), Rheumatologist (253323), Thoracic Medicine Specialist (253324), Specialist Physicians nec (253399), Psychiatrist (253411), Surgeon (General) (253511), 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), Obstetrician and Gynaecologist (253913), Ophthalmologist (253914), Pathologist (253915), Diagnostic and Interventional Radiologist (253917), Radiation Oncologist (253918), Medical Practitioners nec (253919)	Bachelor of Medicine and Bachelor of Surgery AND NZ registration	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Health and Social Services</b>	Optometrist (251411)	Optometry Qualification Certificate AND registered by the Optometrists and Dispensing Opticians Board	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland

Occupational Group	Occupation and ANZSCO number	Recommended standard for work permit applicants with an offer of employment	Regions
<b>Health and Social Services</b>	Pharmacy Technician (Hospital) (311215)	National Certificate in Pharmacy (Technician) with strands in Hospital and Community Level 5	Auckland/Upper North Island, Wellington
<b>Health and Social Services</b>	Photographer (Medical Photographer - Health Services) (211311)	Relevant Bachelors degree OR post graduate degree AND relevant work experience	Auckland/Upper North Island
<b>Oil and Gas</b>	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
<b>Oil and Gas</b>	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
<b>Oil and Gas</b>	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
<b>Oil and Gas</b>	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
<b>Oil and Gas</b>	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
<b>Oil and Gas</b>	Maintenance Planner (312911)	Bachelor of Engineering AND a minimum of five years experience in the oil and gas industry	Central North Island, Wellington
<b>Oil and Gas</b>	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

Occupational Group	Occupation and ANZSCO number	Recommended standard for work permit applicants with an offer of employment	Regions
<b>Oil and Gas</b>	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
<b>Oil and Gas</b>	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
<b>Recreation, Hospitality and Tourism</b>	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	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Recreation, Hospitality and Tourism</b>	Flying Instructor (Glider Pilot Instructor) (231113)	NZ Gliding Association "B" Category Instructors Rating	Otago/Southland
<b>Recreation, Hospitality and Tourism</b>	Horse Trainer (Stallion Master) (361112)	Minimum of two years' relevant work experience	Waikato/Bay of Plenty
<b>Recreation, Hospitality and Tourism</b>	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
<b>Recreation, Hospitality and Tourism</b>	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
<b>Recreation, Hospitality and Tourism</b>	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
<b>Recreation, Hospitality and Tourism</b>	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

Occupational Group	Occupation and ANZSCO number	Recommended standard for work permit applicants with an offer of employment	Regions
<b>Recreation, Hospitality and Tourism</b>	Snowsport Instructor (452314)	The National Certificate in Snowsport (Snowschool) Level 5 OR PSIA (USA) OR CSIA (Canada) Level 1 OR NZSIA (Stage I) OR equivalent internationally recognised qualification AND Two years' relevant experience	Central North Island, Canterbury/Upper South Island, Otago/Southland
<b>Recreation, Hospitality and Tourism</b>	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	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Recreation, Hospitality and Tourism</b>	Trackwork Rider (452413)	Completed an Apprenticeship under the Rules of Racing OR at least two years relevant work experience	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Science</b>	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
<b>Science</b>	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
<b>Trades</b>	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
<b>Trades</b>	Motor Mechanic (General) (Automotive Technician (Motor Mechanic) / Automotive Air Conditioning Technician) (321211)	National Certificate (Level 4) in Automotive Engineering or the equivalent to a NZ Trade Certificate, National A-Grade or NZ Advanced Trade Certificate AND Three years' relevant experience	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland

Occupational Group	Occupation and ANZSCO number	Recommended standard for work permit applicants with an offer of employment	Regions
<b>Trades</b>	Plastics Technician (399916)	National Certificate in Plastics Processing or Plastics Technology Level 4 or Diploma Level 5 AND three years' relevant experience	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Trades</b>	Plastics Technician (Plastics Engineer) (399916)	National Diploma in Plastics Processing Technology Level 5 AND three years' relevant experience	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Trades</b>	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	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Trades</b>	Upholsterer (393311)	National Certificate in Furniture (Restoration and Recovery Upholstery) Level 4 AND two years' relevant work experience	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
<b>Transport</b>	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	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland

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).

## APPENDIX 4 - 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 Groups</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>Agriculture and Forestry</b>	Forest Scientist (234113)	Bachelor of Forestry Science	Bachelor of Forestry Science
<b>Construction</b>	Construction Project Manager (Chip sealing, Asphalt or other Technical Manager) (Roading and Infrastructure) (133111)	Tertiary qualified or Diploma of Engineering and trained in Staff Management AND ten years' relevant practical experience	Tertiary qualified or Diploma of Engineering and trained in Staff Management AND ten years' relevant practical experience
<b>Construction</b>	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	Bachelor or Diploma of Engineering or equivalent and Project Management qualification AND a minimum of five years' relevant experience AND staff management experience
<b>Construction</b>	Project Builder (including Building Project Manager and Site Foreman) (133112)	National Diploma in Construction Management (Level 6) AND three years' relevant post qualification experience	National Diploma in Construction Management (Level 6)
<b>Construction</b>	Quantity Surveyor (233213)	Bachelor of Construction (Quantity Surveying) AND three years' relevant post qualification experience	Bachelor of Construction (Quantity Surveying)
<b>Construction</b>	Surveyor (232212)	Bachelor of Surveying	Bachelor of Surveying
<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>	Early Childhood (Pre-primary School Teacher) (241111)	A qualification in Early Childhood Education (ages 0-5) at a minimum of Level 7, which is approved by the New Zealand Teachers Council AND NZ registration	A qualification in Early Childhood Education (ages 0-5) at a minimum of Level 7, which is approved by the New Zealand Teachers Council AND NZ registration
<b>Education</b>	Secondary School Teacher (241411)	Bachelors degree (or equivalent) with a major in a NZ teaching subject AND a secondary teaching qualification recognised for registration purposes by the New Zealand Teachers Council OR a four year Bachelor of Education/Teaching (Secondary) with a major in a NZ teaching subject	Bachelors degree (or equivalent) with a major in a NZ teaching subject AND a secondary teaching qualification recognised for registration purposes by the New Zealand Teachers Council OR a four year Bachelor of Education/Teaching (Secondary) with a major in a NZ teaching subject
<b>Education</b>	Special Education Teachers nec (Conductor (Conductive Education Practitioner)) (241599)	Trained Conductors Diploma (assessed as comparable to a Level 7 degree and a Diploma of Teaching) AND New Zealand registration	Trained Conductors Diploma (assessed as comparable to a Level 7 degree and a Diploma of Teaching) AND New Zealand registration
<b>Education</b>	University Lecturer (242111)	Masters degree or PhD	Masters Degree or PhD (Level 9 or 10) AND at least twelve months work experience as a university lecturer (or a post doctoral fellow)
<b>Engineering</b>	Chemical Engineer (233111), Materials	Bachelor Degree (level 7) qualification and registered on	A Washington Accord accredited engineering degree

	<p>Engineer (233112), Civil Engineer (233211), Geotechnical Engineer (233212), Quantity Surveyor (233213), 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), Engineering Technologist (233914), Environmental Engineer (233915), Marine Designer (233916), Engineering Professionals nec (233999)</p> <p>Telecommunications Engineer (263311), Telecommunications Network Engineer (263312)</p>	<p>the International Professional Engineers Register or Asia Pacific Economic Co-operation (APEC) Engineers Register OR a Washington Accord accredited engineering degree</p>	
<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	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 Technician (312312)	Bachelor's Degree in Engineering (Level 7) majoring in electrical engineering AND three years' relevant experience	Bachelor's Degree in Engineering (Level 7) majoring in electrical engineering
<b>Engineering</b>	Electronic Engineering Technician (312412)	National Diploma in Engineering (Level 6) (Electronics), OR relevant Bachelor Degree (Level 7) qualification (for example, BTech in Electronics, BSc or BE) AND three years work experience AND at least 12 months relevant work experience in the past 18 months	National Diploma in Engineering (Level 6) (Electronics), OR relevant Bachelor Degree (Level 7) qualification (for example, BTech in Electronics, BSc or BE)
<b>Finance / Business</b>	External Auditor (221213) Internal Auditor (221214)	External Auditor: Bachelor Degree (Level 7) qualification majoring in accountancy and membership or provisional membership with the New Zealand Institute of Chartered Accountants (NZICA) AND at least one year's relevant experience. OR Internal Auditor: Certified Internal Auditor qualification.	External Auditor: Bachelor Degree (Level 7) qualification majoring in accountancy and membership or provisional membership with the New Zealand Institute of Chartered Accountants (NZICA) AND at least one year's relevant experience. OR Internal Auditor: Certified Internal Auditor qualification.
<b>Finance / Business</b>	Supply and Distribution Manager (Procurement Professional) (133611)	Minimum of five years relevant experience AND professional certification by	Minimum of five years relevant experience AND professional certification by the Chartered

		the Chartered Institute of Purchasing and Supply Australasia (MCIPS)	Institute of Purchasing and Supply Australasia (MCIPS)
<b>Health and Social Services</b>	Ambulance Paramedic (Advanced Life Support) (411112)	Bachelor of Health Science (Paramedic) (Level 7) AND two years experience in this role	Bachelor of Health Science (Paramedic) (Level 7) AND two years experience in this role
<b>Health and Social Services</b>	Ambulance Paramedic (Intermediate Life Support) (411112)	National Diploma in Ambulance (Paramedic) (Level 6) AND two years experience in this role	National Diploma in Ambulance (Paramedic) (Level 6) AND two years experience in this role
<b>Health and Social Services</b>	Anaesthetic Technician (311211)	Diploma in Applied Science for Anaesthetics Technicians (Level 5)	Diploma in Applied Science for Anaesthetics Technicians (Level 5)
<b>Health and Social Services</b>	Anaesthetist (253211)	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope of practice with the Medical Council of New Zealand (MCNZ)	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope of practice with MCNZ
<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 (ANZSRS)) 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 (ANZSRS)) or equivalent
<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) (311212)	Post Graduate Diploma in Medical Technology AND two years' relevant work experience AND NZ registration	Post Graduate Diploma in Medical Technology AND two years' relevant work experience
<b>Health and Social Services</b>	Clinical Psychologist (272311), Educational Psychologist (272312)	Master of Psychology OR Postgraduate Diploma in Psychology AND NZ registration	Master of Psychology OR Postgraduate Diploma in Psychology AND NZ registration
<b>Health and Social Services</b>	Diagnostic and Interventional Radiologist (253917)	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope of practice with MCNZ	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope of practice with MCNZ
<b>Health and Social Services</b>	Dietitian (251111)	Bachelor of Science OR Bachelor of Consumer and Applied Sciences (majoring in Human Nutrition), AND Postgraduate Diploma in Dietetics AND NZ registration	Bachelor of Science OR Bachelor of Consumer and Applied Sciences (majoring in Human Nutrition), AND Postgraduate Diploma in Dietetics AND NZ registration
<b>Health and Social Services</b>	General Medical Practitioner (253111)	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional general, general, provisional vocational or vocational scope of practice with MCNZ	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope of practice with MCNZ
<b>Health and Social Services</b>	Hospital Pharmacist (251511) Industrial Pharmacist (251512) Retail Pharmacist (251513)	Bachelor of Pharmacy AND NZ registration	Bachelor of Pharmacy AND NZ registration
<b>Health and Social Services</b>	Intensive Care Specialist (253317)	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope

		of practice with MCNZ	scope of practice with MCNZ
<b>Health and Social Services</b>	Medical Diagnostic Radiographer (251211), Medical Radiation Therapist (251212), Nuclear Medicine Technologist (251213)	Bachelor in Health Science specialising in Medical Radiation Therapy OR specialising in Medical Imaging AND NZ registration	Bachelor in Health Science specialising in Medical Radiation Therapy OR specialising in Medical Imaging AND NZ registration
<b>Health and Social Services</b>	Medical laboratory Scientist – including cytotechnologist (cytoscientist) (234611)	Bachelor of Medical Laboratory Science AND NZ registration	Bachelor of Medical Laboratory Science AND NZ registration
<b>Health and Social Services</b>	Medical Oncologist (253314)	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope of practice with MCNZ	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope of practice with MCNZ
<b>Health and Social Services</b>	Midwife (254111)	Bachelor of Midwifery AND NZ registration	Bachelor of Midwifery AND NZ registration
<b>Health and Social Services</b>	Nurse Researcher (254212), Nurse Manager (254311), Nurse Practitioner (254411), Registered Nurse (Aged Care) (254412), Registered Nurse (Child and Family Health) (254413), Registered Nurse (Community Health) (254414), Registered Nurse (Critical Care and Emergency) (254415), Registered Nurse (Developmental Disability) (254416), Registered Nurse (Disability and Rehabilitation) (254417), Registered Nurse (Medical) (254418), Registered Nurse (Medical Practice) (254421), Registered Nurse (Mental Health) (254422), Registered Nurse (Perioperative) (254423), Registered Nurse (Surgical) (254424), Registered Nurses nec (254499)	Bachelor of Nursing OR Diploma in Comprehensive Nursing, diploma or hospital based certificate AND NZ registration	Bachelor of Nursing OR Diploma in Comprehensive Nursing, diploma or hospital based certificate AND NZ registration
<b>Health and Social Services</b>	Obstetrician and Gynaecologist (253913)	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional general or general scope of practice with MCNZ	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional general or general scope of practice with MCNZ
<b>Health and Social Services</b>	Occupational Therapists (252411)	Bachelor of Occupational Therapy OR Bachelor of Health Science (Occupational Therapy strand) AND NZ registration	Bachelor of Occupational Therapy OR Bachelor of Health Science (Occupational Therapy strand) AND NZ registration
<b>Health and Social Services</b>	Osteopath (252112)	Masters degree in Osteopathy AND NZ registration	Masters degree in Osteopathy AND NZ registration
<b>Health and Social Services</b>	Pathologist (253915)	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope of practice with MCNZ	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope of practice with MCNZ
<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)	Bachelor of Physiotherapy AND NZ registration	Bachelor of Physiotherapy AND NZ registration

<b>Health and Social Services</b>	Psychiatrist (253411)	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope of practice with MCNZ	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope of practice with MCNZ
<b>Health and Social Services</b>	Radiation Oncologist (253918)	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope of practice with MCNZ	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope of practice with MCNZ
<b>Health and Social Services</b>	Renal Medicine Specialist (253322)	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope of practice with MCNZ	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope of practice with MCNZ
<b>Health and Social Services</b>	Social Worker (272511)	Bachelor of Social Work OR Graduate Diploma of Social Work	Bachelor of Social Work OR Graduate Diploma of Social Work
<b>Health and Social Services</b>	Sonographer (251214)	Graduate Diploma in Medical Ultra Sonography	Graduate Diploma in Medical Ultra Sonography
<b>Health and Social Services</b>	Specialist Physician in Palliative Medicine (253399)	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope of practice with MCNZ	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope of practice with MCNZ
<b>Health and Social Services</b>	Speech Language Therapist (252712)	Bachelor of Speech and Language Therapy OR Masters of Speech and Language Therapy	Bachelor of Speech and Language Therapy OR Masters of Speech and Language Therapy
<b>Health and Social Services</b>	Surgeon (General) (253511)	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope of practice with MCNZ	Bachelor of Medicine and Bachelor of Surgery AND registered within a provisional vocational or vocational scope of practice with MCNZ
<b>Health and Social Services</b>	Veterinarian (234711)	Bachelor of Veterinary Science OR equivalent, approved by the Veterinary Council of New Zealand AND registration with the New Zealand Veterinary Council	Bachelor of Veterinary Science OR equivalent, approved by the Veterinary Council of New Zealand AND registration with the New Zealand Veterinary Council
<b>ICT, Electronics and Telecommunications</b>	Electronics Engineer (Design Engineer - Electronics/Product Engineer) (233411)	Bachelor Degree (Level 7) qualification majoring in electronics, computer science or telecommunications AND three years of work experience with at least 12 months relevant work experience in the past 18 months	Bachelor Degree (Level 7) qualification majoring in electronics, computer science or telecommunications
<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 Degree (Level 7) qualification majoring in multimedia, computer graphics, digital design, computer programming or software development AND minimum of three years specialist work experience in film animation
<b>ICT, Electronics and Telecommunications</b>	Specialist Manager nec (Management & Project Management staff) (139999)	Bachelor Degree (Level 7) qualification majoring in electronics, computer science, or telecommunications AND three years of work experience with at least 12 months relevant work experience in the past 18 months	Bachelor Degree (Level 7) qualification majoring in electronics, computer science, or telecommunications

<b>ICT, Electronics and Telecommunications</b>	<p>ICT Project Manager (135112), Organisation and Methods Analyst (224712), ICT Business Analyst (261111), Systems Analyst (261112), Multimedia Analyst (261211)</p> <p>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)</p> <p>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)</p>	Bachelor Degree (Level 7) qualification majoring in computer science, information science or information technology AND three years of relevant work experience	Bachelor Degree (Level 7) qualification majoring in computer science, information science or information technology
<b>Recreation, Hospitality and Tourism</b>	Chef (351311)	Either National Certificate in Hospitality (Professional Cookery) Level 4 OR a Level 5 Diploma in 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 a Level 5 Diploma in 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>	Environmental Research Scientist (234313)	Bachelor of Science or Applied Science in environmental studies	Bachelor of Science or Applied Science in environmental studies
<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 work experience in the industry	Bachelor of Science (Food Science) OR Bachelor of Technology (Food Science) OR Bachelor of Engineering (Food Engineering)
<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>Trades</b>	Automotive Electrician (321111)	National Certificate in Automotive Engineering Level 4 OR National Certificate in	National Certificate in Automotive Engineering Level 4 OR National Certificate in Motor Industry

		Motor Industry (Automotive Electrical Engineering) Level 4	(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 minimum of three years relevant work experience	National Certificate in Motor Industry (Automotive Heavy Engineering) Level 4 AND minimum of three years relevant work experience
<b>Trades</b>	Electric Line Mechanic (342211)	National Certificate in Electricity Supply (Line Mechanic Distribution) (Level 4) or National Certificate in Electricity Supply (Line Mechanic Transmission) (Level 4) and NZ Registration as a line mechanic with the Electrical Workers Registration Board	National Certificate in Electricity Supply (Line Mechanic Distribution) (Level 4) or National Certificate in Electricity Supply (Line Mechanic Transmission) (Level 4) and NZ Registration as a line mechanic with the Electrical Workers Registration Board
<b>Trades</b>	Electrician (General) (341111)	New Zealand Electrical Registration	New Zealand Electrical Registration
<b>Transport</b>	Ship's Officer (231214)	2nd Mate Foreign Going STCW Certificate or higher and minimum ten years' relevant experience	2nd Mate Foreign Going STCW Certificate or higher and minimum ten years' relevant experience
<b>Transport</b>	Ship's Engineer (231212)	Class 3 Engineering STCW Certificate or higher and minimum ten years' relevant experience.	Class 3 Engineering STCW Certificate or higher and minimum ten years' relevant experience.
<b>Transport</b>	Ship's Master (231213)	Master STCW Certificate and minimum ten years' relevant experience	Master STCW Certificate and minimum 10 years' relevant experience

**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:** Qualifications held by applicants claiming points based on this list under the Skilled Migrant Category must be recognised under Skilled Migrant Category.

**Effective 29/11/2010**