



12 December 2018

Immigration New Zealand Instructions: Amendment Circular No. 2018/13

To: All Manual Holders

Amendments to the Immigration New Zealand Operational Manual

Introduction

This circular outlines changes to the immigration instructions. A copy of the amended instructions is attached.

All immigration officers dealing with immigration applications should read the amendments and operate in accordance with the amended instructions on and after 17 December 2018.

Note

The amendments described in this circular will be published in the Immigration New Zealand Operational Manual in due course.

Information about these changes is available on our website www.immigration.govt.nz.

Description of changes

The Construction and Infrastructure Skill Shortage List

WK3.10 Determining the availability of New Zealand citizens or residents

Instructions for Essential Skills work visas have been amended to reflect the establishment of the Construction and Infrastructure Skill Shortage List. This list can be used to demonstrate there are no suitably qualified New Zealand citizens or residence class visa holders to undertake work in the occupations specified on the list. Applicants must meet the qualification and/or work experience requirements of the list.

The Construction and Infrastructure Skill Shortage List is included below for ease of reference. This list will not appear in the INZ Operational Manual, but will be available on the Immigration New Zealand website from 17 December 2018.

Reference to the Canterbury Skill Shortage List has been removed from immigration instructions and the list disestablished.

Increasing the Recognised Seasonal Employer scheme cap

WH1.1 Objectives and overview – RSE Instructions

The annual Recognised Seasonal Employer (RSE) cap has been increased from 11,100 to 12,850. The RSE cap determines the maximum number of temporary work visas that can be granted under the RSE scheme for each year ending 30 June.

Appendix 1 - Amendments to Temporary Entry instructions effective on and after 17 December 2018

WH1.1 Objectives and overview – RSE Instructions

WH1.1.1 Objectives

The objectives of the RSE Instructions are to:

- a. allow horticulture and viticulture businesses to supplement their New Zealand workforce with non-New Zealand citizen or residence class visa holder workers when labour demand exceeds the available New Zealand workforce and employers have made reasonable attempts to train and recruit New Zealand citizens and residence class visa holders; and
- b. promote best practice in the horticulture and viticulture industries to support economic growth and productivity of the industry as a whole, while ensuring that the employment conditions of both New Zealand and non-New Zealand citizen or residence class visa holder workers are protected and supported; and
- c. encourage economic development, regional integration and good governance within the Pacific, by allowing preferential access under RSE Instructions to workers who are citizens of eligible Pacific countries; and
- d. ensure workers recruited under these instructions are adequately paid and financially benefit from their time in New Zealand; and
- e. ensure outcomes which promote the integrity, credibility and reputation of the New Zealand immigration and employment relations systems.

WH1.1.5 Meeting the objectives of RSE Instructions

To ensure these objectives are met:

- a. RSE limited visas will only be granted under the RSE Instructions where:
 - i. there are available places for employment in the horticulture and viticulture industries as determined by INZ in consultation with Ministry of Social Development (MSD); and
 - ii. INZ is satisfied the RSE will:
 - iii. continue to have direct responsibility for those workers and their work output (except where [WH1.5.5\(d\)](#) applies); and
 - iv. comply strictly with the requirements for RSE status and Agreements to Recruit (ATRs) under the RSE instructions; and
- b. a high standard of proof is required to satisfy INZ that requirements set out in instructions will be and are being met; and
- c. INZ may consider the compliance history and particular employment or other arrangements (including recruitment practices) of the RSE and other organisations or individuals associated with the RSE; and
- d. permission to use non-New Zealand citizen or resident workers will be withdrawn and further permission refused where there is any breach of requirements other than of a minor nature; and
- e. RSE status will not be granted to employers whose core area of business activity is the facilitation of entry to New Zealand of non-New Zealand citizens and residence class visa holders or who are not engaged directly in the industries to which these instructions apply.

WH1.1.10 Overview

- a. An employer who wishes to recruit non-New Zealand citizen or residence class visa holder workers to plant, maintain, harvest and pack crops in the horticulture and viticulture industries under these instructions must apply to become an RSE (see [WH1.5](#)).
- b. An employer with RSE status may then apply for an ATR. An ATR allows the recruitment of a set number of non-New Zealand citizen or residence class visa holder workers for each period where demand requires it (see [WH1.10](#)). ATRs will be restricted to recruitment from specified Pacific countries, unless RSEs can satisfy INZ that they:
 - i. have pre-established relationships with workers of other nationalities (see [WH1.10.20](#)); or
 - ii. have made reasonable attempts to recruit from the specified Pacific countries, but were unsuccessful (see [WH1.10.15](#)); or
 - iii. have reasonable grounds for why it is not feasible to recruit from the specified Pacific countries.
- c. An employer with a current ATR may offer seasonal employment to non-New Zealand citizen or residence class visa holder workers.
- d. Workers who hold such an offer of employment may then apply for an RSE limited visa (see [WH1.15](#)) consistent with the terms and conditions of the RSE's ATR.
- e. All visas granted to plant, maintain, harvest and pack crops in the horticulture or viticulture industry for an RSE under the RSE instructions will be granted under the RSE Limited Visa instructions (see [WH1.15](#)).

WH1.1.15 Annual limit to number of visas available under RSE instructions

- a. The number of visas that can be granted under these instructions is limited to **12,850** for each year ending 30 June.

- b. Applications for ATRs or RSE limited visas submitted after this limit has been reached will not be approved for places within that year and the application fee and immigration levy will be refunded.
- c. INZ will take into consideration the following matters when determining whether the annual limit has been reached:
 - i. the number of visas granted in the year ending 30 June; and
 - ii. the number of workers requested in ATRs approved for each year ending 30 June.

WK3.10 Determining the availability of New Zealand citizens or residents

- a. New Zealand citizens or residence class visa holder workers are considered to be 'available' if, as a result of a labour market test (see WK3.10.1), an immigration officer establishes that there are:
 - i. suitable New Zealand citizens or residence class visa holder workers who can take up the work on offer (see WK3.10.10); or
 - ii. suitable New Zealand citizens or residence class visa holder workers who can readily be trained to do the work on offer (see WK3.10.15).
- b. Immigration officers will accept that no suitably qualified New Zealand citizens or residence class visa holders are available where an occupation is included on the current Long Term Skill Shortage List, Immediate Skill Shortage List or **Construction and Infrastructure** Skill Shortage List and the applicant's qualification and/or work experience meets the requirements on the list.
- c. It is not relevant to the determination of availability of New Zealand citizens or residence class visa holder workers whether those New Zealand citizen or residence class visa holder workers are prepared to do the work on the terms and conditions proposed by the employer.

Note: The Essential Skills in Demand Lists are published on the immigration website at <http://skillshortages.immigration.govt.nz/>.

WK3.10.1 Labour market tests

- a. When conducting a labour market test an immigration officer must be satisfied that:
 - i. the employer has made a genuine attempt to attract and recruit suitable New Zealand citizens or residence class visa holder workers (see WK3.10.5); and
 - ii. New Zealand citizens or residence class visa holder workers are not available (WK3.10).
- b. Matters an immigration officer may take into account when determining whether or not a labour market test is satisfied include but are not limited to:
 - i. the employer's case in support of an individual worker's application; and
 - ii. evidence of a genuine attempt (see WK3.10.5) on the part of the employer to recruit New Zealand workers by way of advertising and/or use of other appropriate avenues of recruitment likely to attract New Zealand workers; and
 - iii. advice from Work and Income about the availability of New Zealand citizens or residence class visa holder workers to do the work offered; and
 - iv. advice from relevant stakeholders within the particular industry, including unions.
- c. In any particular case an immigration officer may decide to:
 - i. determine the labour market test is satisfied by one or more of the above; or
 - ii. determine that the labour market test is not satisfied by one or more of the above; or
 - iii. make other inquiries.
- d. Despite (c) above, but subject to (e) below, when determining whether there are New Zealand citizen or residence class visa holder workers available to undertake work in an ANZSCO Skill Level 4 or 5 occupation, immigration officers must consider advice from Work and Income about the availability of New Zealand citizens or residence class visa holder workers to do the work offered.
- e. The requirement in (d) above does not apply:
 - i. for any period of time where Work and Income has advised INZ of a regional absolute labour shortage for a specified occupation or industry, and the work offered is both for that occupation or industry, and in the region specified; or
 - ii. where the role is included in a list of occupations published by Work and Income that are exempt from the Skills Match Report process, and meets any additional requirements of that list (e.g. region of employment).

WK3.10.5 Definition of 'genuine attempts'

- a. For the purpose of these instructions an employer is considered to have made genuine attempts to recruit suitable New Zealand citizens or residence class visa holder workers if:
 - i. any specifications or requirements stipulated in a job description and/or ideal person specification are restricted to those specifications or requirements necessary to perform the work on offer; and
 - ii. the terms and conditions specified for the work on offer are not less than those of the New Zealand market, including payment at the New Zealand market rate; and
 - iii. the extent and nature of advertising or use of other appropriate means of recruitment is such that any suitable New Zealand workers would apply or be likely to apply for the position(s), for example:
 - listing the vacancy with Work and Income;
 - advertising the vacancy in a national newspaper and/or website;
 - contracting a recruitment company appropriate to the industry.
- b. For the purposes of these instructions an employer is not considered to have made genuine attempts to recruit suitable New Zealand citizens or residence class visa holders if:

- i. the employer has advertised the work in such a way that no New Zealand citizen or residence class visa holder will or is likely to apply (e.g. making foreign language skills a requirement when it is not necessary for the performance of the work); or
- ii. an employer has advertised the work at terms and conditions that are less than terms and conditions New Zealand citizens or residence class visa holders typically receive for equivalent work; or
- iii. a Skills Match Report is required by [WK2.1\(d\)](#) and an immigration officer is satisfied the employer has not considered available New Zealand citizens or residence class visa holders referred by Work and Income.

WK3.10.10 Definition of 'suitable New Zealand citizens or residence class visa holder workers who can take up the work on offer'

For the purpose of these instructions a 'suitable New Zealand citizen or residence class visa holder worker who can take up the work on offer' is a New Zealand citizen or residence class visa holder worker who:

- a. has the relevant recognised qualification which is at, or above, the qualification that corresponds to the indicative skill level described for that occupation in the ANZSCO or has the relevant recognised work experience that the ANZSCO indicates may substitute the required qualification; and
- b. has qualifications, work experience or skills identified by the employer as being necessary to perform the role, but which are not listed in the indicative skill level described for that occupation in the ANZSCO, that are determined by an immigration officer to be reasonable; and
- c. has other competencies identified by the employer as necessary for the performance of the work that are determined by an immigration officer to be reasonable including (but not limited to):
 - i. having a driver licence or ability to get one, or
 - ii. being fit enough to do the work or not have any medical or other reasons why they cannot perform the work, especially for physical work, or
 - iii. being able to pass health, drug and criminal checks if required; and
- d. is located in the local region, or is willing and able to move to that region; and
- e. can practically make it to the workplace by having a suitable mode of transport; and
- f. is available for work at the hours required by the employer, noting that the position must be for full-time employment (see [W2.2.10](#)).

Notes:

- Local region is defined based on the regions used by Work and Income.
- At ANZSCO skill level 5, work experience and qualifications are not relevant.
- Where other prerequisites are needed to perform the role an employer must explain why and demonstrate that the remuneration offered reflects those requirements.

WK3.10.15 Definition of 'suitable New Zealand citizens or residence class visa holder workers who can readily be trained to do the work on offer'

For the purpose of these instructions a 'suitable New Zealand citizen or residence class visa holder worker who can readily be trained to do the work on offer' is a New Zealand citizen or residence class visa holder worker who:

- a. with on the job training could do the work on offer, despite not having:
 - i. the relevant recognised qualification which is at, or above, the qualification that corresponds to the indicative skill level described for that occupation in the ANZSCO or the relevant recognised work experience that the ANZSCO indicates may substitute the required qualification; and
 - ii. the qualifications, work experience or skills identified by the employer as being necessary to perform the role, but which are not listed in the indicative skill level described for that occupation in the ANZSCO, that are determined by Immigration New Zealand to be reasonable; and
- b. has other competencies identified by the employer as necessary for the performance of the work that are determined by an immigration officer to be reasonable including (but not limited to):
 - i. having a driver licence or ability to get one, or
 - ii. being fit enough to do the work or not have any medical or other reasons why they cannot perform the work, especially for physical work, or
 - iii. being able to pass health, drug and criminal checks if required; and
- c. is located in the local region, or is willing and able to move to that region; and
- d. can practically make it to the workplace by having a suitable mode of transport; and
- e. is available for work at the hours required by the employer, noting that the position must be for full-time employment (see [W2.2.10](#)).

Notes:

- Local region is defined based on the regions used by Work and Income.
- All positions at ANZSCO skill level 5 are positions which New Zealand citizens and residence class visa holder workers are considered able to 'readily be trained to do the work on offer'

WK3.10.20 Special instructions for labour market tests where the employment is in Canterbury

- a. In addition to the normal requirements of WK3.10.5, an employer requesting approval in principle based on an offer of employment in any occupation in the Canterbury region, or supporting an individual work visa application based on an offer of employment in an ANZSCO Skill Level 3, 4 or 5 occupation in the Canterbury region must provide evidence of the outcome of any engagement with the Canterbury Skills and Employment Hub if:
 - i. the visa application or request for approval in principle was lodged on or before 1 June 2018; or
 - ii. the Canterbury Skills and Employment Hub listed the vacancy prior to 30 June 2018.
- b. Immigration officers may take this engagement and any related evidence into account when determining whether or not a labour market test is satisfied.
- c. Engagement with the Canterbury Skills and Employment Hub is not required if the occupation is included on the current Long Term Skill Shortage List, or Immediate Skill Shortage List or Canterbury Skill Shortage List and the applicant's qualification and/or work experience meets the requirements on the list.

Notes:

- For the purposes of WK3.10.1(b)(iii), advice from the Canterbury Skills and Employment Hub is considered to be advice from Work and Income.
- Employment is in the Canterbury region if the entire or principal place of work is within the territorial authorities of Christchurch City Council, Selwyn District Council or Waimakariri District Council.

Appendix 2 – The Construction and Infrastructure Skill Shortage List

Occupational Group	Occupation and ANZSCO Number	ANZSCO Number	Required standard for work visa applicants with an offer of employment Qualifications must be comparable to the standard of the New Zealand qualification listed. Also see Note 1 at the end of this list.	Region
Construction	Construction Project Manager (Foreman) (Roading and Infrastructure)	133111	A minimum of five years' experience in building or maintaining roads AND staff management experience AND appropriate driver licence	All regions
Construction	Construction Project Manager (Roading and Infrastructure)	133111	One of the following: - Bachelor of Engineering with Honours (Civil Engineering) (NZQF Level 8) - Bachelor of Engineering Technology (Civil Engineering) (NZQF Level 7) - Bachelor of Engineering Technology (Highways Engineering) (NZQF Level 7) - A bachelor's degree at NZQF Level 7, or a higher qualification with the minimum equivalent of 360 credits, which includes the requirements of a New Zealand major in the focus areas of construction management or highway engineering - A Graduate Diploma at NZQF Level 7, or a higher qualification which includes the knowledge requirements of a New Zealand Graduate Diploma in the focus areas of construction management, highway engineering or construction project management - A diploma at NZQF Level 6, or a higher qualification, with the minimum equivalent of 240 credits, which includes the knowledge requirements of a New Zealand Diploma in the focus areas of civil engineering, highway engineering or construction management - A Washington Accord or Sydney Accord accredited undergraduate (initial) engineering degree in Civil	Canterbury*

			<p>Engineering (listed - see Note 3)</p> <ul style="list-style-type: none"> - A qualification at NZQF Level 7 or higher, with a letter from IPENZ certifying that the degree and any further learning meet the benchmark requirements towards Chartered Professional Engineer professional status in New Zealand - NZ registration in the field of civil engineering as a Chartered Professional Engineer or an Engineering Technologist by the Institution of Professional Engineers New Zealand <p>AND</p> <p>a minimum of five years' relevant post-qualification work experience</p>	
Construction	Project Builder (including Building Project Manager and Site Foreman)	133112	<p>One of the following qualifications:</p> <ul style="list-style-type: none"> - A bachelor's degree at NZQF Level 7, or a higher qualification with the minimum equivalent of 360 credits, which includes the requirements of a New Zealand major in quantity surveying or construction economics - A Graduate Diploma at NZQF Level 7, or a higher qualification, which includes the knowledge requirements of a New Zealand Graduate Diploma in the focus areas of construction, construction management or construction project management - A diploma at NZQF Level 6, or a higher qualification, with the minimum equivalent of 240 credits, which includes the knowledge requirements of a New Zealand Diploma (Level 6) in the focus areas of quantity surveying, construction economics, construction management or building <p>AND</p> <p>a minimum of three years' relevant post-qualification work experience</p>	Canterbury*

Construction	Surveyor	232212	<p>One of the following:</p> <ul style="list-style-type: none"> - Bachelor of Surveying (NZQF Level 7) - Bachelor of Surveying with Honours (NZQF Level 8) - Registration as a Professional Surveyor with the New Zealand Institute of Surveyors - Professional Associate Membership or an Overseas Member of the New Zealand Institute of Surveyors (with an overseas degree approved by NZIS) 	Canterbury*
Engineering	Civil Engineer	233211	<p>One of the following:</p> <ul style="list-style-type: none"> - A Washington Accord accredited (initial) engineering degree (listed - see Note 3) - A Bachelor of Engineering with Honours (NZQF Level 8) - A qualification at NZQF Level 7 or higher, with a letter from IPENZ certifying that the degree and any further learning meet the benchmark requirements towards Chartered Professional Engineer professional status in New Zealand - NZ registration as a Chartered Professional Engineer by the Institution of Professional Engineers New Zealand. 	Canterbury*
Engineering	Structural Engineer	233214	<p>One of the following:</p> <ul style="list-style-type: none"> - A Washington Accord accredited (initial) engineering degree (listed - see Note 3) - A Bachelor of Engineering with Honours (NZQF Level 8) - A qualification at NZQF Level 7 or higher, with a letter from IPENZ certifying that the degree and any further learning meet the benchmark requirements towards Chartered Professional Engineer professional status in New Zealand - NZ registration as a Chartered Professional Engineer by the Institution of Professional Engineers New Zealand. 	Canterbury*

Engineering	Electrical Engineer	233311	<p>One of the following:</p> <ul style="list-style-type: none"> - A Washington Accord accredited (initial) engineering degree (listed - see Note 3) - A Bachelor of Engineering with Honours (NZQF Level 8) - A qualification at NZQF Level 7 or higher, with a letter from IPENZ certifying that the degree and any further learning meet the benchmark requirements towards Chartered Professional Engineer professional status in New Zealand - NZ registration as a Chartered Professional Engineer by the Institution of Professional Engineers New Zealand. 	Canterbury*
Telecommunications	Telecommunications Engineer	263311	<p>One of the following:</p> <ul style="list-style-type: none"> - Bachelor of Engineering with Honours (Computer Engineering) or (Computer and Electronic Engineering) or (Computer Systems Engineering) or (Electronic Engineering) or (Electrical and Electronic Engineering) or (Electronics and Communication Engineering) or (Electronics and Computer Engineering) or (Electronic/s and Computer Systems Engineering) or (Network Engineering) (NZQF Level 8) - A Washington Accord or Sydney Accord accredited undergraduate (initial) engineering degree (listed - see note 3) - A qualification at NZQF Level 7 or higher, with a letter from IPENZ certifying that the degree and any further learning meet the benchmark requirements towards Chartered Professional Engineer professional status in New Zealand - NZ registration as a Chartered Professional Engineer or as an Engineering Technologist by the Institution of Professional Engineers New Zealand <p>AND</p> <p>a minimum of three years' relevant post-qualification work experience</p>	Canterbury*

Construction	Building Inspector / Building Surveyor	312113	<p>One of the following qualifications:</p> <ul style="list-style-type: none"> - A bachelor's degree at NZQF Level 7, or a higher qualification with the minimum equivalent of 360 credits, which includes the requirements of a New Zealand major in quantity surveying or construction economics - A Graduate Diploma at NZQF Level 7, or a higher qualification, which includes the knowledge requirements of a New Zealand Graduate Diploma in the focus areas of construction, construction management, or construction project management - A diploma at NZQF Level 6, or a higher qualification, which includes the credit and knowledge requirements of a New Zealand Diploma (Level 6) in the focus areas of building surveying, architectural technology, construction management, or quantity surveying <p>AND</p> <p>a minimum of two years' relevant post-qualification work experience</p>	All regions
Construction	Surveying Technician (Spatial Science Technician/Land Surveyor's Technician)	312116	<p>One of the following:</p> <ul style="list-style-type: none"> - A New Zealand Bachelor of Surveying (NZQF Level 7) - A New Zealand Bachelor of Surveying with Honours (NZQF Level 8) - A diploma at NZQF Level 6, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Diploma in Surveying (Level 6) - Professional Associate Membership of the New Zealand Institute of Surveyors <p>AND</p> <p>a minimum of two years' relevant post-qualification work experience</p>	All regions
Construction	Surveying or Spatial Science Technician (Building Information Modelling Professional)	312116	<p>A bachelor's degree at NZQF Level 7, or a higher qualification with the minimum equivalent of 360 credits, which includes the requirements of a New Zealand major in the focus areas of architecture, construction management or engineering</p> <p>AND</p> <p>a minimum of five years' work experience in the</p>	All regions

			construction industry including at least two years in Building Information Modelling related positions	
Construction	Surveying Technician (Spatial Science Technician/ Hydrographic Technician)	312116	One of the following: - A New Zealand Bachelor of Surveying (NZQF Level 7) - A New Zealand Bachelor of Surveying with Honours (NZQF Level 8) - A diploma at NZQF Level 6, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Diploma in Surveying (Level 6) - Professional Associate Membership of the New Zealand Institute of Surveyors	Auckland/ Upper North Island
Engineering	Civil Engineering Draughtsperson	312211	A diploma at NZQF Level 6, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Diploma in Engineering (Civil) (Level 6)	All regions
Engineering	Civil Engineering Technician	312212	One of the following: - Bachelor of Engineering Technology (Civil Engineering) (NZQF Level 7) - A diploma at NZQF Level 6, or a higher qualification, with the minimum equivalent of 240 credits, which includes the knowledge requirements of the New Zealand Diploma in Engineering (Civil) (Level 6) - A Washington Accord or Sydney Accord accredited undergraduate (initial) engineering degree in Civil Engineering (listed - see Note 3) - A qualification at NZQF Level 7 or higher, with a letter from IPENZ certifying that the degree and any further learning meet the benchmark requirements towards Chartered Professional Engineer status in New Zealand - NZ registration in the field of Civil Engineering as a Chartered Professional Engineer or as an Engineering Technologist by the Institution of Professional Engineers New Zealand AND a minimum of three years' work experience including a minimum of 12 months' relevant post-qualification work experience in the past 18 months	Canterbury*

Engineering	Electrical Engineering Draughtsperson	312311	A diploma at NZQF Level 6, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Diploma in Engineering (Electrical) (Level 6)	All regions
Engineering	Electrical Engineering Technician	312312	<p>One of the following:</p> <ul style="list-style-type: none"> - Bachelor's degree in Engineering with Honours (Electrical and Electronic Engineering) (NZQF Level 8) - Bachelor of Engineering Technology (Electrical Engineering) (NZQF Level 7) - Bachelor of Engineering Technology (Electrical and Electronic Engineering) (NZQF Level 7) - A Washington Accord or Sydney Accord accredited undergraduate (initial) engineering degree in Electrical Engineering (listed - see Note 3) - A qualification at NZQF Level 7 or higher, with a letter from IPENZ certifying that the degree and any further learning meet the benchmark requirements towards Chartered Professional Engineer professional status in New Zealand - NZ registration in the field of Electrical Engineering as a Chartered Professional Engineer or as an Engineering Technologist by the Institution of Professional Engineers New Zealand <p>AND a minimum of three years' relevant post-qualification work experience</p>	Canterbury*
Trades	Metal Fabricator	322311	<p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the New Zealand Certificate in Engineering Fabrication (Trade) (Level 4)</p> <p>OR</p> <p>a minimum of three years' relevant work experience</p>	Canterbury*
Trades	Welder	322313	<p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the New Zealand Certificate in Engineering Fabrication (Trade) (Level 4)</p> <p>OR</p>	Canterbury*

			a minimum of three years' relevant work experience	
Trades	Fitter-Welder	323213	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the New Zealand Certificate in Engineering Fabrication (Trade) (Level 4) OR a minimum of three years' relevant work experience	Canterbury*
Trades	Bricklayer	331111	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Brick and Block Laying strand of the New Zealand Certificate in Trowel Trades (Level 4) 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 done within the scope of a Bricklaying and Blocklaying Licence Class OR the duties of the Bricklayer will not include RBW <i>Note for employment where the entire or principal place of work is within the territorial authorities of Christchurch City Council, Selwyn District Council or Waimakariri District Council:</i> A minimum of three years' relevant work experience, including at least 12 months' relevant work experience in New Zealand may be accepted in place of a certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Brick and Block Laying strand of the New Zealand Certificate in Trowel Trades (Level 4).	Auckland/ Upper North Island, Canterbury*

Trades	Stonemason	331112	<p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the strands of the New Zealand Certificate in Stonemasonry (Level 4)</p> <p><i>Note for employment where the entire or principal place of work is within the territorial authorities of Christchurch City Council, Selwyn District Council or Waimakariri District Council:</i></p> <p>A minimum of three years' relevant work experience, including at least 12 months' relevant work experience in New Zealand may be accepted in place of certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the strands of the New Zealand Certificate in Stonemasonry (Level 4).</p>	Auckland/ Upper North Island, Canterbury*
Trades	Carpenter and Joiner	331211	<p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Carpentry (NZQF Level 4)</p> <p>AND</p> <p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the New Zealand Certificate in Joinery (Level 4)</p> <p>AND</p> <p>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 the Carpentry Licence Class OR the duties of the Carpenter will not include RBW</p> <p><i>Note for employment where the entire or principal place of work is within the territorial authorities of Christchurch City Council, Selwyn District Council or Waimakariri</i></p>	All regions

			<p><i>District Council:</i> A minimum of three years' relevant work experience, including at least 12 months' relevant work experience in New Zealand may be accepted in place of having the two qualifications referred to above.</p>	
Trades	Carpenter	331212	<p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Carpentry (Level 4) 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 the Carpentry Licence Class OR the duties of the Carpenter will not include RBW</p> <p><i>Note for employment where the entire or principal place of work is within the territorial authorities of Christchurch City Council, Selwyn District Council or Waimakariri District Council:</i> A minimum of three years' relevant work experience, including at least 12 months' relevant work experience in New Zealand may be accepted in place of having a certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Carpentry (Level 4)</p>	All regions
Trades	Joiner	331213	<p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the New Zealand Certificate in Joinery (Level 4) OR a minimum of three years' relevant work experience, including at least 12 months' relevant work experience in New Zealand</p>	All regions

Trades	Floor Finisher	332111	<p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the National Certificate in Flooring (Level 4)</p> <p>OR</p> <p>a minimum of three years relevant work experience, including at least 12 months' relevant work experience in New Zealand</p>	Auckland/ Upper North Island, Waikato/ Bay of Plenty, Canterbury*
Trades	Glazier	333111	<p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand in the New Zealand Certificate in Glazing (Level 4)</p> <p>AND</p> <p>a minimum of two years' relevant post-qualification work experience</p> <p>AND</p> <p>Licensed Building Practitioner (LBP) licence to do relevant Restricted Building Work (RBW), EXCEPT IF the work will be done under the supervision of an appropriately LBP who is licensed to supervise relevant RBW, OR the duties of the Glazier will not include RBW</p> <p><i>Note for employment where the entire or principal place of work is within the territorial authorities of Christchurch City Council, Selwyn District Council or Waimakariri District Council:</i></p> <p>A minimum of three years' relevant work experience may be accepted in place of the requirement of a certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand in the New Zealand Certificate in Glazing (Level 4) and the minimum of two years' relevant post-qualification work experience</p>	Auckland/ Upper North Island, Canterbury/ Upper South Island

Trades	Fibrous Plasterer	333211	<p>A minimum of three years' relevant work experience 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 the External Plastering Licence Class OR the duties of the Fibrous Plasterer will not include RBW</p> <p><i>Note for employment where the entire or principal place of work is within the territorial authorities of Christchurch City Council, Selwyn District Council or Waimakariri District Council the following is required instead of the above:</i></p> <p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Fibrous Plaster Installation strand of the New Zealand Certificate in Interior Linings Installation (Level 4) OR a minimum of three years' relevant work experience, including at least 12 months' relevant work experience in New Zealand</p> <p>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</p>	All regions
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Trades	Solid Plasterer	333212	<p>A minimum of three years' relevant work experience 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 the External Plastering Licence Class OR the duties of the Solid Plasterer will not include RBW</p> <p><i>Note for employment where the entire or principal place of work is within the territorial authorities of Christchurch City Council, Selwyn District Council or Waimakariri District Council the following is required instead of the above:</i></p> <p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Solid Plastering strand of the New Zealand Certificate in Trowel Trades (Level 4) OR a minimum of three years' relevant work experience, including at least 12 months' relevant work experience in New Zealand 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</p>	All regions
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Trades	Roof Tiler	333311	<p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the New Zealand Certificate in Roofing (Installation) (Level 4)</p> <p>AND</p> <p>a minimum of three years' relevant work experience</p> <p>AND</p> <p>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 the Roofing Licence Class OR the duties of the Roof Tiler will not include RBW</p> <p><i>Note for employment where the entire or principal place of work is within the territorial authorities of Christchurch City Council, Selwyn District Council or Waimakariri District Council:</i></p> <p>A minimum of three years' relevant work experience, including at least 12 months' relevant work experience in New Zealand may be accepted in place of having a certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the New Zealand Certificate in Roofing (Installation) (Level 4)</p>	Auckland/ Upper North Island, Waikato/ Bay of Plenty, Canterbury/ Upper South Island, Otago/ Southland
Trades	Wall and Floor Tiler	333411	<p>A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Floor and Wall Tiling strand of the New Zealand Certificate in Trowel Trades (Level 4)</p> <p>OR</p> <p>a minimum of three years' relevant work experience, including at least 12 months' relevant work experience in New Zealand</p>	Canterbury*

Trades	Plumber (General)	334111	Licensed or authorised as a Plumber (not including a limited certificate holder) by the Plumbers, Gasfitters and Drainlayers Board AND at least 12 months' relevant work experience in New Zealand	Canterbury*
Trades	Drainlayer	334113	Licensed or authorised as a Drainlayer (not including a limited certificate holder) by the Plumbers, Gasfitters and Drainlayers Board AND at least 12 months' relevant work experience in New Zealand	Canterbury*
Trades	Roof Plumber	334115	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the New Zealand Certificate in Roofing (Installation) (Level 4) AND a minimum of three years' relevant work experience 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 the Roofing Licence Class OR the duties of the Roof Tiler will not include RBW	Auckland/ Upper North Island, Waikato/ Bay of Plenty, Canterbury/ Upper South Island, Otago/ Southland
Trades	Airconditioning and Refrigeration Mechanic	342111	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Refrigeration and Air Conditioning (Trade) (Level 4) AND at least 12 months' relevant work experience in New Zealand	Canterbury*
Trades	Electric Line Mechanic	342211	NZ registration as a line mechanic or a limited certificate as a line mechanic from the Electrical Workers Registration Board	Canterbury*

ICT, Electronics and Telecommunications	Cabler (Data and Telecommunications)	342411	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the strands of the New Zealand Certificate in Telecommunications (Level 4)	All regions
ICT, Electronics and Telecommunications	Telecommunications Cable Joiner	342412	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the strands of the New Zealand Certificate in Telecommunications (Level 4)	All regions
ICT, Electronics and Telecommunications	Telecommunications Technician	342414	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the strands of the New Zealand Certificate in Telecommunications (Level 4)	All regions
Transport	Truck Driver (General)	733111	NZ recognised Full Class 4 or 5 Driver Licence AND a minimum of three years' experience driving heavy rigid (gross laden weight of more than 18,000kg) or heavy combination (gross combined weight of more than 25,000kg) vehicles, including at least 12 months' relevant work experience in New Zealand	Canterbury*
Trades	Scaffolder	821712	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Scaffolding (Level 4) AND a minimum of two years' relevant post-qualification work experience	All regions

* For this occupation Canterbury is defined as the area within the territorial authorities of Christchurch City Council, Selwyn District Council or Waimakariri District Council

Note 1: Qualifications listed (unless an exception is stated) are New Zealand awarded qualifications on the New Zealand Qualifications Framework (NZQF). Overseas qualifications must be comparable to the standard of the New Zealand qualification listed. Overseas qualifications therefore require an International Qualification Assessment (IQA) from the New Zealand Qualifications Authority stating the comparable NZQF qualification.

Note 2: Where post-qualification work experience is included as a requirement it applies to all qualifications listed for the occupation (unless

otherwise indicated).

Note 3: Where a Washington Accord accredited undergraduate engineering degree is a requirement, the engineering degree has to be awarded from or after the date the country became a signatory, and must be on the list of accredited programmes of the signatory country. To determine if an engineering degree awarded is Washington Accord accredited, please refer to the links from the International Engineering Alliance on their website: <http://www.ieagrements.org/Washington-Accord/Accredited.cfm>.

Where a Sydney Accord accredited undergraduate engineering degree is a requirement, the engineering technology degree has to be awarded from or after the date the country became a signatory, and must be on the list of accredited programmes of the signatory country. To determine if an engineering technology degree awarded is Sydney Accord accredited, please refer to the links from the International Engineering Alliance on their website: <http://www.ieagrements.org/Sydney/signatories.cfm>.

Note 4: A letter, certificate or registration from the Institution of Professional Engineers New Zealand Incorporated (IPENZ), as Engineering New Zealand was formerly known, may be used to meet the requirement for a letter, certificate or registration from Engineering New Zealand. A letter from IPENZ may also be used to meet an applicable requirement instead of a letter from IT Professionals New Zealand. IPENZ's name changed to Engineering New Zealand in October 2017.