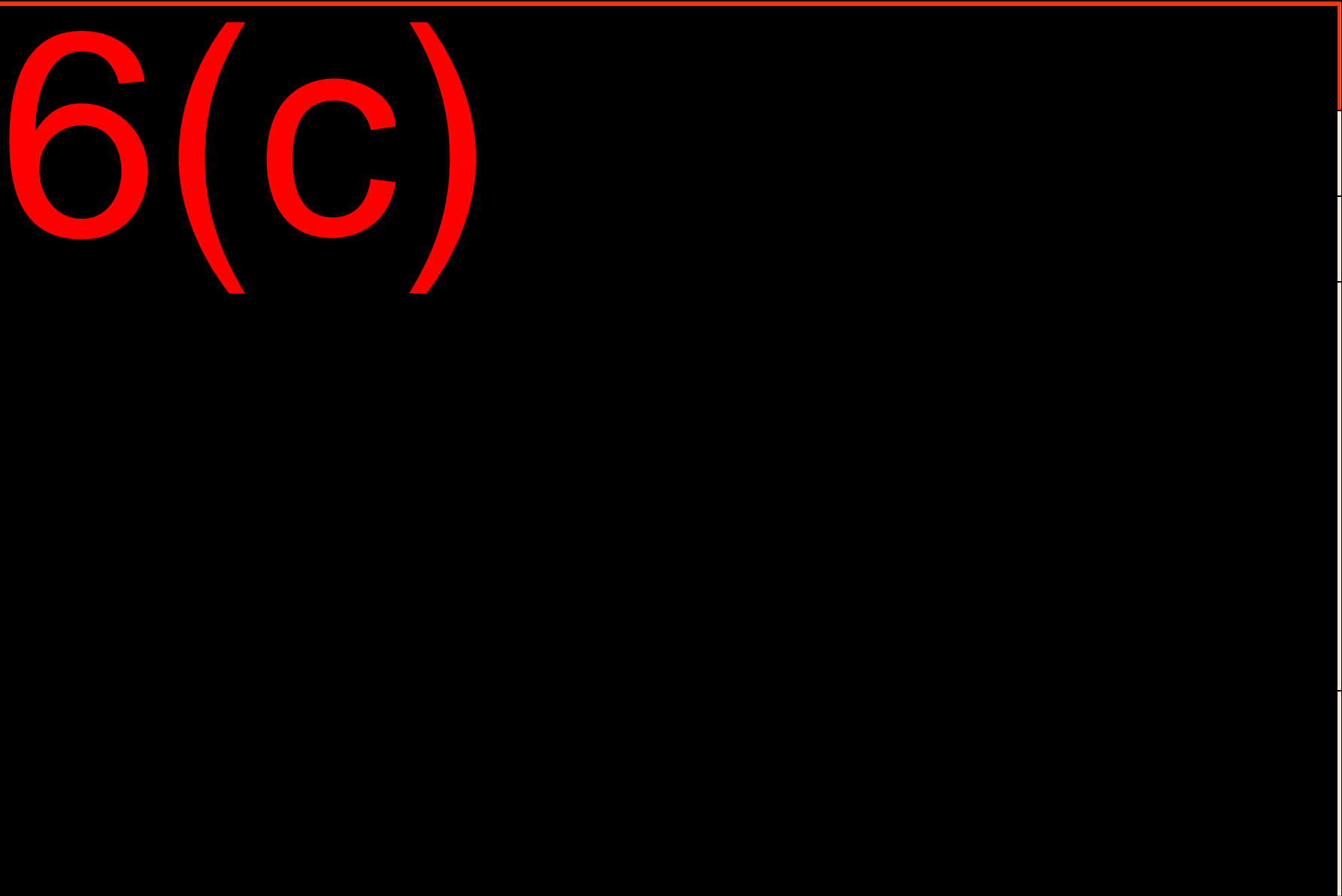


Lower risk <i>Applications that are paid the median wage or higher that tend to meet the below may not necessarily require any verification of the salary.</i>
Industry/Occupation is generally lower risk <i>Such as; registered occupations</i>
Passes the “smell” test
Makes commercial sense/Appears sustainable
Paid within market rate



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Slow, incremental, reasonable increase of pay over time

An increase of a couple of dollars would not warrant verification.

6(c) [Redacted]

Staff appear to be paid similar for similar roles

Remember: Other staff may be paid lower, and it is the discretion of the employer/negotiations of the applicant to haggle the salary. However, this may undermine the credibility regarding statements that the applicant will be paid a particular rate.

6(c) [Redacted]

Hours remain the same

6(c) [Redacted]

All overtime is paid at the hourly rate required to meet the median wage

6(c) [Redacted]

Relevant immigration instructions

... and how to use them!

Determining the remuneration level of employment- WK3.5.1 and WK3.5.5

- (b)(c) [Redacted]
- [Redacted]
- [Redacted]

Genuine attempts to recruit New Zealanders (LMT)- WK3.10 and WK3.10.5(a)(ii)

- (b)(c) [Redacted]
- [Redacted]

Bona fides- E5

- (b)(c) [Redacted]

Compliance with employment and immigration law- W2.10.5(a)

- (b)(c) [Redacted]

Genuine offer of employment- WK3.5(a)(ii)

- (b)(c) [Redacted]
- [Redacted]

Sustainability- WK3.5(a)(ii)

- (b)(c) [Redacted]

Many of these instructions interlink and may need to be used in conjunction.

(b)(c) [Redacted]

Useful links:

Median Wage assessment modules (Wage Manipulation)

- <https://mbihas.live.kineoplatforms.net/course/view.php?id=1464>

6(c)

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Assessing new companies

- <http://inzkit/publish/vt/#72050.htm>

6(c)

■

Guide on what documents to request to assess sustainability

- <http://inzkit/documents/Crism/Industries/Sustainability%20and%20financial%20documents.pdf>

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