

**From:** [Emilie Hwang](#)  
**To:** [\\*Immigration – COO – VO - ManukauTT](#)  
**Cc:** [AEWV Christchurch TA](#)  
**Subject:** Manukau Temp TA update - 16/04/2024  
**Date:** Tuesday, 16 April 2024 8:00:18 AM

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Hi all,

Please find the Manukau Temp TA update for this week:

### **AEWV policy change**

There are more requirements for migrant workers who apply for an AEWV [on or after 7 April 2024](#): **Minimum skills threshold:** [3+ years relevant work experience](#) or [NZQCF Level 4 relevant qualification](#) ([WA4.10.6](#))

Furthermore, if their job is assessed as [ANZSCO Level 4 or 5](#) occupation at JC, they must meet: **Minimum standard of English language** ([WA4.12](#)) & **Maximum Continuous Stay: 36 months** ([WA4.10.7](#))

# Out of Scope

Have a great week!

Kind regards,

**Emilie Hwang**

SENIOR TECHNICAL ADVISOR

Manukau Visa Operations

Chief Operating Officer Immigration Branch, Immigration New Zealand (INZ)

Ministry of Business, Innovation & Employment (MBIE)

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**From:** [Emilie Hwang](#)  
**To:** [\\*Immigration – COO – VO - ManukauTT](#)  
**Cc:** [AEWW Christchurch TA](#)  
**Subject:** Manukau Temp TA update - 30/04/2024  
**Date:** Tuesday, 30 April 2024 8:39:27 AM  
**Attachments:**

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Hi all,

Please find the Manukau Temp TA update for this week:

### **AEWW duration**

Please find the attached files developed to assist you to correctly determine AEWV duration. One is for applications submitted prior to the recent policy change and the other is for applications submitted since the change on 7 April 2024.

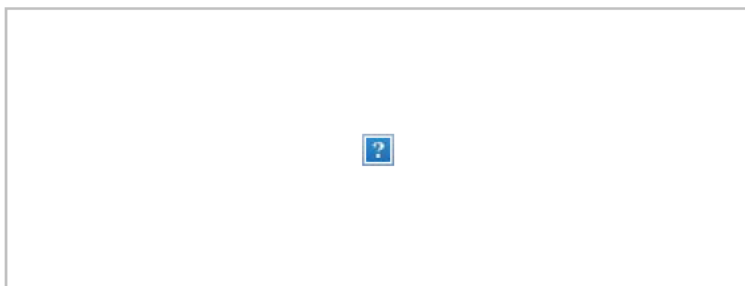
Have a great week!

Kind regards,

**Emilie Hwang**  
SENIOR TECHNICAL ADVISOR

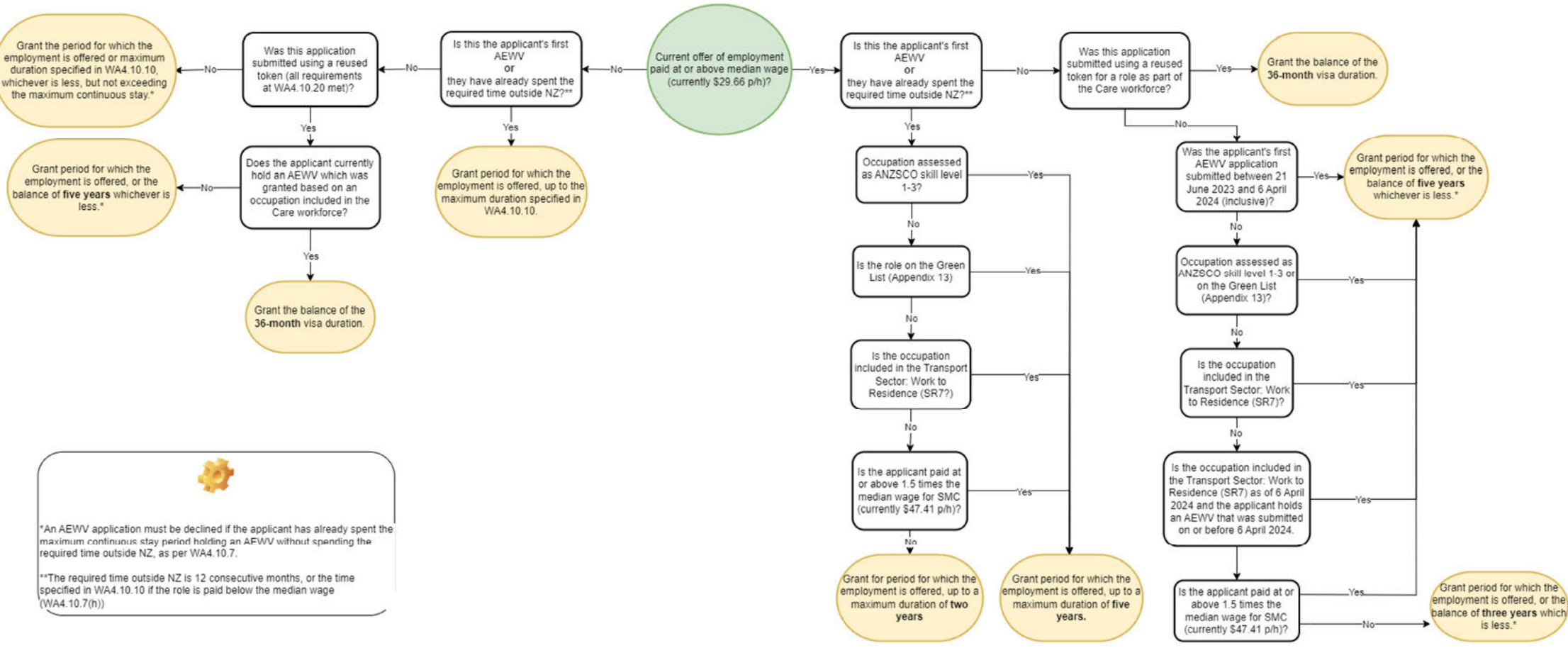
Manukau Visa Operations  
Chief Operating Officer Immigration Branch, Immigration New Zealand (INZ)  
Ministry of Business, Innovation & Employment (MBIE)


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## AEWV Visa duration - application submitted on or after 7 April 2024

Assuming all relevant instructions have been met





\*An AEWV application must be declined if the applicant has already spent the maximum continuous stay period holding an AEWV without spending the required time outside NZ, as per WA4.10.7.

\*\*The required time outside NZ is 12 consecutive months, or the time specified in WA4.10.10 if the role is paid below the median wage (WA4.10.7(h))

**From:** [AEWV Christchurch TA](#)  
**To:** [\\*Immigration - COO - VO - Christchurch Level 6](#)  
**Cc:** [CHCHTA](#); [ManukauTempTA](#)  
**Subject:** re: Genuine job assessment AEWV guidance [IN-CONFIDENCE]  
**Date:** Wednesday, 10 April 2024 7:13:08 PM  
**Attachments:**

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Kia ora tātou,

The AEWV TA Team have create guidance for AEWV processing officers to consider a job's genuineness which is attached.

It covers:

1. Holistic Assessments to consider the big picture for a defensible decision.
2. Consideration factors and mitigating actions for weighing and balancing.
3. Clarification about different instructional lingo.
4. Other bits and pieces including PPI examples and scenarios.

The attached is a living document(until it dies) which will be updated intermittently under Work Visa Gateway (AEWV) > Genuine Job Assessment Guidance in OneNote.

Please note:

If you have a work visa application where you have genuine job concerns, before taking any action please submit a TA consult to ensure that your determination is appropriate. If a PPI letter is required please send this to the TA consult inbox. This does not apply to IOs assessing ringfenced applications as part of a recognised operation.

**Ngā mihi,**

**AEWV Christchurch Work Visa TA Team (*they/them*)**

TECHNICAL ADVISOR, CHRISTCHURCH

Border and Visa Operations – Christchurch, Immigration New Zealand

**From:** [Mark Riddle](#)  
**To:** [Hattie White](#); [Mark Wilson](#); [Hannah Dillon](#); [Katarina McNaught](#); [Neill Rhodes](#); [Jenna Thompson](#); [Brendan Belcher](#); [Jenna Birnie](#); [Mikaela Davidson](#); [Emily Winter](#); [Martin Thomas](#); [James Tennant](#); [Shannon Lordwin](#); [Chloe Farnell](#); [Wondy Asres](#); [Frances Mitchell](#); [Leonardo Corrales Torres](#); [Georgia Bayliss](#)  
**Subject:** RE: AEWV changes  
**Date:** Friday, 12 April 2024 9:50:58 AM

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## Work risks

[Verification Toolkit \(VT\) Issue Date: Enter date.](#)

-----Original Appointment-----

**From:** Mark Riddle

**Sent:** Tuesday, April 9, 2024 8:59 AM

**To:** Mark Riddle; Hattie White; Mark Wilson; Hannah Dillon; Katarina McNaught; Neill Rhodes; Jenna Thompson; Brendan Belcher; Jenna Birnie; Mikaela Davidson; Emily Winter; Martin Thomas; James Tennant; Shannon Lordwin; Chloe Farnell; Wondy Asres; Frances Mitchell; Leonardo Corrales Torres; Georgia Bayliss

**Subject:** AEWV changes

**When:** Friday, 12 April 2024 9:30 am-12:00 pm (UTC+12:00) Auckland, Wellington.

**Where:** Room 6.02

Hi there

Inviting you to learn about the recent changes to AEWV. (This is a pilot, so is a best guess at the duration, and I'm hoping we will finish early!)

Please bring along your charged up laptop, and whatever you use for taking notes. 😊

Cheers,

### Mark Riddle

LEARNING FACILITATOR

Learning Delivery, Immigration New Zealand

Ministry of Business, Innovation & Employment

[x@xx](#) | Telephone: +64 (0)4 896 5383 | s 9(2)(a) | Level 6,  
161 Cashel Street, Christchurch

NZBN 9429000106078

**From:** Hattie White  
**Sent:** Monday, 8 April 2024 8:44 AM  
**To:** \*Immigration - COO - VO - Christchurch Level 6  
**Subject:** FW: Changes to the Accredited Employer Work Visa (AEWV) [UNCLASSIFIED]

Good Morning Everyone

Further to Alison’s email below, the immigration instructions for the AEWV changes have been updated in the Operational Manual. These changes are effective from yesterday (07/04/2024) and apply based on the **lodgement date** of applications. When you are referring to instructions in your assessment or PPI letters please ensure that if the application was **lodged prior to 07/04/2024** that you are referring to the appropriate archived version of the instructions, for example:

IN THIS SECTION	PREVIOUS IMMIGRATION INSTRUCTIONS
<a href="#">WA4.1 Overview</a>	<a href="#">WA4.10 Determining an Accredited Employer work visa (28/02/2024)</a>
<a href="#">WA4.5 Applying for an Accredited Employer work visa</a>	<a href="#">WA4.10 Determining an Accredited Employer work visa (01/01/2024)</a>
<a href="#">WA4.12 English Language Requirements</a>	<a href="#">WA4.10 Determining an Accredited Employer work visa (27/11/2023)</a>
<a href="#">WA4.15 Currency and conditions of Accredited Employer work visas</a>	<a href="#">WA4.10 Determining an Accredited Employer work visa (29/10/2023)</a>

Come and have a chat to one of the TAs if you have any questions 😊

Ngā mihi nui,

**Hattie White**

PRACTICE LEAD , CHRISTCHURCH TWO

Product Responsibility – Job Check; Visitor Visa

Ōtautahi Christchurch 2 Visa Operations

Chief Operating Office Immigration Branch, Immigration New Zealand|Rōpū Manene

[harriet.mandley@mbie.govt.nz](mailto:harriet.mandley@mbie.govt.nz) | Telephone: +64 (0)3 966 6662 | PO Box 22 111, Christchurch, New Zealand

NZBN 9429000106078

Please note I do not work Thursdays

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**From:** Alison McDonald <Alison.McDonald3@mbie.govt.nz>

**Sent:** Sunday, April 7, 2024 1:39 PM

**To:** s 9(2)(g)(ii)

**Cc:** Stacy Smith <Stacy.Smith@mbie.govt.nz>; Abhi Beri <Abhi.Beri@mbie.govt.nz>; Aija Zvidrina <Aija.Zvidrina@mbie.govt.nz>; Alex Ronquest <Alex.Ronquest2@mbie.govt.nz>; Andrew Glover <Andrew.Glover@mbie.govt.nz>; Anjana Abayarathna <Anjana.Abayarathna@mbie.govt.nz>; Annie Brash <Annie.Brash2@mbie.govt.nz>; Annie Kim <Annie.Kim@mbie.govt.nz>; Bradley De Swardt <Bradley.DeSwardt2@mbie.govt.nz>; Carey Lambert <Carey.Lambert@mbie.govt.nz>; Derik Patel <Derik.Patel@mbie.govt.nz>; Garrik Perry <Garrik.Perry@mbie.govt.nz>; Janakan Karunaharan <Janakan.Karunaharan3@mbie.govt.nz>; Jeein Kim <Jeein.Kim@mbie.govt.nz>; Kamal Kumar <Kamal.Kumar@mbie.govt.nz>; Kate Woodward <Kate.Woodward@mbie.govt.nz>; Ksenia Pashkevich <Ksenia.Pashkevich@mbie.govt.nz>; Kylie Hunter <Kylie.Hunter@mbie.govt.nz>; Logan Burrell <Logan.Burrell@mbie.govt.nz>; Mary Ann Castro <MaryAnn.Castro4@mbie.govt.nz>; Priya Madhan Shanmuga Vijaya Kumar <Priya.Madhan@mbie.govt.nz>; Priya Prasad <Priya.Prasad3@mbie.govt.nz>; Quintus De Wet <Quintus.DeWet@mbie.govt.nz>; Richa Taneja <Richa.Taneja4@mbie.govt.nz>; Roger Chandler <Roger.Chandler@mbie.govt.nz>; Sophia Rudd <Sophia.Rudd4@mbie.govt.nz>; Sreeni Ganji <Sreeni.Ganji@mbie.govt.nz>

**Subject:** Changes to the Accredited Employer Work Visa (AEWV) [UNCLASSIFIED]

Kia ora koutou

Today the Minister of Immigration, Hon Erica Stanford, announced changes to the Accredited Employer Work Visa (AEWV). The changes take effect from today and include:

- The duration of the AEWV and Maximum Continuous Stay (MCS) will be reduced for some lower-skilled occupations.
- A minimum skills and work experience threshold will be introduced for the AEWV.
- A minimum English language requirement will be introduced for ANZSCO skill level 4 and 5 roles.

You can view all the changes on the [Immigration New Zealand website](#).

**Why AEWV is changing**



I'm sure you were all expecting changes to AEWV after the Minister's public statements about tightening the AEWV scheme. However, the extent of what's changing may be surprising.

Like many other countries that are attractive to migrants, Aotearoa New Zealand has a duty of care to provide a safe place to live for those migrants, as well as the people who are already here. These changes are part of the Government's efforts to ensure migration levels match our level of infrastructure.

The changes also aim to reduce migrant exploitation, which has generated significant public interest in the last 12 months.

For INZ, these changes support our efforts to be a good regulator and strike the balance between facilitation and protection. I appreciate there have been many changes of late, but I hope you'll agree we'll be better equipped to deliver a robust AEWV system with these changes in place.

### **What it means for you**

These changes will impact many people across INZ and the wider MBIE immigration system, as well as our kiritaki (customers).

The biggest and most immediate impact will be on our engagement partners in our Customer Branch and our client service advisors in the Customer Service Centre in Te Whakatairanga Service Delivery (TWSD), who will no doubt begin receiving calls straight away. I know that there is a virtual stand-up planned for you first thing tomorrow and I thank you for your patience and understanding.

The operational impacts on visa processing may not be felt for a couple of weeks, however there is a lot to come up to speed with. There are virtual stand-ups on Monday morning for Visa Operations kaimahi who process AEWV applications in Ōtautahi Christchurch 1 & 2 and Manukau and also for our Risk and Verification teams onshore and offshore on Monday and Tuesday.

I want to thank you in advance for your patience and assure you the appropriate learning and SOP updates will be available to support you through the transition. We know it won't be perfect from the get-go, there will be a number of manual processes in place, until ADEPT enhancements can be made, and processing may take longer, especially during the implementation period.

There will be support available, regular check-ins, and opportunities to feedback. Please make sure you share your experiences and feedback so we can take everything into consideration in making adjustments where we can.

There will also be significant impacts across our kaimahi in Immigration Compliance and Investigations in TWSD. Many of you will also have meetings with your leaders in the next couple of days to go through the changes and what they mean for you. If you have any questions or doubts about what you need to do, please talk to your people leader first. They can raise the question further as required.

The ADEPT enhancements to support the Customer online form are taking place today.

### **Thank you**

I want to thank the Digital, Data and Insights teams who are working over the weekend to complete the ADEPT updates, as well as Ligs Hoffman and her INZ web team in TWSD for the mahi they are doing today to make sure the INZ website and online forms are updated and ready for our kiritaki.

Many people across the MBIE immigration system have contributed to this mahi in recent weeks, and its success now rests with many more of you. My heartfelt thanks to everyone carrying out this important part of the Government's work programme.

Ngā mihi  
Alison

s 9(2)(a)

Alison McDonald OBE (she/her)  
DEPUTY SECRETARY – IMMIGRATION | Mana Hautu Rōpū Manene  
Immigration New Zealand | Rōpū Manene  
Ministry of Business, Innovation & Employment | Hīkina Whakatutuki  
[Alison.McDonald3@mbie.govt.nz](mailto:Alison.McDonald3@mbie.govt.nz) | DDI: +6449133927 | s 9(2)(a)  
15 Stout Street, PO Box 1473, Wellington 6140 [www.mbie.govt.nz](http://www.mbie.govt.nz)  
NZBN 9429000106078



**From:** [Rhiannon Martin](#)  
**To:** [\\*Immigration - COO - VO - Christchurch Level 6](#)  
**Cc:** [Matt Stansfield](#); [Rana Ghumkhor](#)  
**Subject:** Job check ONLY - re advertising  
**Date:** Monday, 8 April 2024 11:42:16 AM

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Good morning everyone,

For job check applications - from **today**, we will no longer be giving the employer an opportunity to re-advertise as the job advert is required to be closed prior to the Job Check application being submitted.

This is as per Immigration Instruction WA3.20.1(b) which states **'The job advert must have closed prior to the Job Check application being submitted'**

- If the employer does not meet advertisement requirements as set out at WA3.20 then a PPI is to be sent (allowing the usual 5 day PPI timeframe) without the offer of allowing the employer to re advertise. (A waiver *may* be considered taking into account the instructions set out at WA3.5(c)).
- Please no longer use the PPI blurb you have been using for previous applications and continue to use the ADEPT blurb which is automatically generated.
- For applications that have already been PPI'd allowing re-advertising, it is acceptable to assess the re-advertisement as we have already given them the opportunity to re-advertise. This will require a waiver going forward so please send any waivers to the consult inbox for this prior to approval.
- If you have previously PPI'd and not allowed re-advertising and they have provided evidence of re-advertising anyways, then we will consider WA3.20.1(b) as not being met as the advertising has not closed and we would not consider the new advertising.
- For further context, we were previously doing this to take a facilitative approach however, we are applying instructions as written from now - this is not the new instructions, this is just applying the old instructions as they were intended.

If you have any questions – please approach a JC TA

Thank you,

**Rhiannon Martin**

SENIOR TECHNICAL ADVISOR

Ōtautahi Christchurch 2 Visa Operations

Chief Operating Office Immigration Branch, Immigration New Zealand | Rōpū Manene

Ministry of Business, Innovation & Employment

[xxxxxxxx.xxxxxx@xxxx.xxxx.xx](mailto:xxxxxxxx.xxxxxx@xxxx.xxxx.xx)

PO Box 22 111, Christchurch, New Zealand

## Assessing the genuineness of jobs

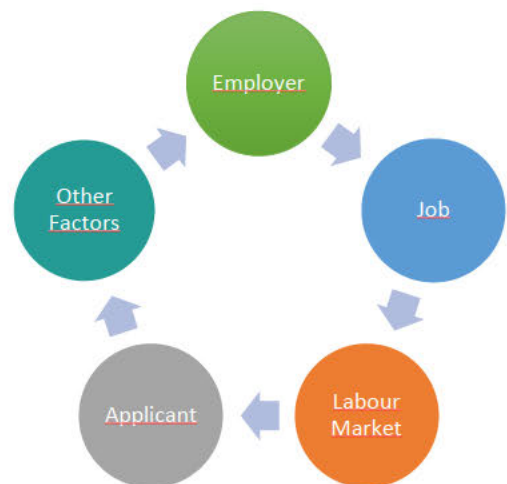
### TA consult required for genuine job concerns

If you have a work visa application where you have genuine job concerns, before taking any action please submit a TA consult to ensure that your determination is appropriate. If a PPI letter is required please send this to the TA consult inbox. Note: This does not apply to IOs assessing ringfenced applications as part of a recognised operation.

### What is a holistic assessment?

Holistic assessments consider the big picture, are more likely to be defensible, and stand up to scrutiny. Placing too much weight on a few factors may make your decision less defensible. Factors you may want to consider:

- The employer - *Reputability, History*
- The job - *Tasks, Duties, Requirements*
- Labour market - *Supply/Demand*
- Applicant – *Bona fides (Lawful purpose, likelihood of breaching conditions)*
- Other factors – *PA, political, economic*



### Jobs must be:

- Consistent with the everyday activities of the business, and;
- Show no evidence of premiums or wage recycling, and;
- Not fake or fraudulent, and ;
- Not offered purely for immigration purposes.

### Factors > Considerations > Actions

After your initial assessment consider factors affecting your concerns around genuineness of the employment presented if any. For these consider:

- What information is available to me about these factors?
- If this is not enough information to mitigate concerns, what further information is needed?
- What guidance is available on how I can get that further information?

Your considerations will help you conclude what actions to take. Sometimes no action is needed and you can rationalise how concerns are mitigated.

### What actions should you take?

Weigh and balance information from your applicant, SIOs, local verification team, and the OneNote guidance. One singular factor, eg Family Member, is unlikely to be a basis for a genuine job concern.

6(c) . Green mitigating factors may outweigh concern factors.

6(c)

Mitigating factors	Examples
Reputable employer	Strong history of compliance and recruiting for genuine roles
AEWV R&V referral or pre assessment indicated no concern	Non-genuine job/Fraudulent document risk was considered by R&V, and documents checked, but no concerns were found.
Roles requiring registration	Doctors, Nurses, Electricians etc

## **Recruitment process concerns post JC and pre/at AEWV**

We may identify concerns from the recruitment process when processing an AEWV, either from an offshore VO's telephone interview or our own findings. Technically, according to WA3.20, the labour market test (to determine whether the employer made genuine attempts to recruit suitable New Zealanders) is assessed at JC stage and it is a requirement for an AEWV.

Hence, a concern on the recruitment process cannot be raised for an AEWV application directly since there is no instruction to be quoted under WA4. Yet the circumstances of the recruitment process may be indirectly and additionally included to make your rationale stronger when you raise a concern on the genuine job offer or bona fide requirement. In general, it is inappropriate to PPI or decline an AEWV application just on findings of the recruitment process.

## **Genuine job offer vs. Genuine intent (Bona Fide) vs. False or misleading info (Character)**

If you are concerned about genuine job offer (**WA4.10.1(a)**), you may also be concerned that the applicant may not be bona fide (**W2.10.1(a)(ii)**) because their genuine intent to stay in New Zealand may not be working since their job offer does not appear to be genuine.

When false or misleading info (FMI) may have been provided, the applicant may not meet **A24** or **A5.45.5(c)**. However, FMI issue does not always also trigger a bona fide concern when the FMI is not relevant to the applicant's intent to stay (On the contrary, they may have provided FMI to desperately work in NZ).

Please note that the **bona fide** requirement has these two elements:

- i) genuine intent: what is the applicant's intention to stay in NZ: visit (for VV), study (for SV) or work (for WV)?
- ii) remain lawfully: how likely are they to not breach conditions and remain in NZ lawfully on a visa?

Genuine information is not part of bona fide requirements. We distinguish it from genuine intent. Therefore, false/misleading information issues cannot directly become a bona fide concern unless it further leads to a concern on applicants' genuine intent or lawful stay.

## **Congrats you reached the end!**

If you want to dig deeper check out:

- Appendix A – Scenarios and actions
- Appendix B – Interview questions
- Appendix C – Example PPIs

## **Appendix A –Scenarios and actions**

### **Bill’s Big Construction Company**

Bill from Bills Big Construction Company Ltd wanted to hire his 70 year old dad Harold to be a construction worker, a role that requires no experience or qualifications. Bill hasn’t hired anyone else yet using a job token. While no experience/qualifications are required, the role appears to be a labour intensive role not everybody can do. There are people in the workforce past retirement age. We need an open minded and judicious approach when assessing the genuineness of the job.

In this scenario it would be highly beneficial to have an interview with Bill and Harold. It’s recommended to talk to your local verification officer when forming questions.

### **Example questions to ask Bill & Harold**

Qs for Bill	Qs for Harold
What lead to the decision to hire Harold over others in the migrant workforce?	When were you last in the workforce? If you are re-entering the workforce, why are you re-entering it?
Can you describe the recruitment process like for the role?	What lead to the decision take the role over others that might be available to you?
What aptitude does Harold have for the role? Do they have relevant experience? Is there evidence of their aptitude for the role?	Can you describe the recruitment process like for the role?
Given the physical demands associated with labour positions, what have you discussed with Harold about ensuring a safe and productive work environment for Harold?	What aptitude do you have for the role? What experience do you have?
Has it been discussed what would happen if Harold is no longer able to perform the role? Would he go home, and if so, where to?	Given the physical demands associated with labour positions, what have you discussed with Bill about how you may have a safe and productive work environment?
What barriers does Harold have in performing the role such as any disability or health conditions?	What would happen if you were no longer able to perform the role? Would you go home, and if so, where to?
What the conditions of the role are expected to be?	Are there any barriers for you performing the role such as any disability or health conditions?
What are the day-to-day activities of the role?	What are the day-to-day activities of the role?
	What the conditions of the role are expected to be?

The above are potential questions, and you are encouraged to use follow up questions to drill into the information provided to you for substance. For instance if Harold claimed construction experience, you could ask what their recollection of their experience was. Follow up questions help ensure the credibility of answers you receive.

Comparing Bill and Harold’s answers will help you check their understanding and if they match. If they do not match, or if their answers lack sufficient credibility, you may need to request information to support any comments they made, or mitigate concerns you have. You should also consider risk factors and which party you want to approach first.

### Jenny's Nail Salon

Jenny from Jenny's Gnarly Nails Ltd wants to hire Melia from Thailand to be a Hair Dresser. Jenny has hired two nail technicians previously, but this is her first time hiring a Hair Dresser. The role requires 3 years of work experience.

To support her application Melia gave these documents:

- 1) Business License for their business called Krabi Green Barber Shop. Date of Establishment: June 13th, 2021. Yet the business noted on this licence was not for hairdressing but for retail.
- 2) Letter of recommendation from a former employer dated January 2011 as the manager of hairstyles in their salon Best Beauty for 10 years.
- 3) Photographs of the applicant allegedly doing hair dressing.

After looking at the information in the AEWV and JC application you note:

- At JC, the employer stated in their advertising that they were going to start offering hair dressing services. Yet their website still does not say they offer this service.
- There is a discrepancy in the location of employment. The IEA, and the JC locations appear to be different, and they are residential addresses.
- Melia has declared Jenny is their niece.

The discrepancies, and given that PA is a family member, it appears further investigation would be warranted.

### **Actions you may want to consider:**

- Asking the employer why their website has not been updated and is that reason credible?
- Is there third-party verifiable evidence of PA's work experience? If not why not? The verification toolkit's country profile may have further information or resources to help.
- While we would not want to rework the JC, we may want to consider what information was in the JC itself. What recruitment was done for the role after advertising? Who applied, and why were they unsuitable? If this information is not available within the JC application, it may be worth requesting it from the employer to substantiate the role's genuineness.
- What due diligence has Jenny undertaken to confirm her aunt is suitable for the role?
- Clarification regarding locations
- Confirmation with evidence what locations are equipped for the proposed role.



### Liz's Liquor Store

Liz from Lizzie's Booze Ltd wants to hire Rakesh. Rakesh works for his dad's store in India. Liz has gotten job tokens recently for a retail supervisor to work at her Auckland store. The role requires 1 year of work experience, working 40 hours a week for \$29.70 per hour. Liz got introduced to Rakesh through his friend who recently got a work visa to work for Liz as a manager. You have noted a recent anonymous allegation that Liz is being paid to give jobs to people. Liz also recently hired a worker, who left NZ shortly after arriving where she requested cancellation of that workers visa

To support their application Rakesh gave these documents through his Advisor:

- 1) The mandatory employment agreement and job offer letter.
- 2) Letter of recommendation from Rakesh's dad that he worked at his store.
- 3) Liz's letter of support stating she desperately needs the help at the store.
- 4) His application which confirms he intends to support his partner's visa.

You gave Liz a call to discuss how she met Rakesh. She confirmed:

- She met Rakesh online through his friend.
- Liz did not do any reference checks. Instead she has taken Rakesh's friend's word that Rakesh is suitable for the role at face value.
- Rakesh did not apply using the advert she had on trademe, mentioned in the Job Check application. Instead he was referred to her by his friend who manages the store.  
(Note: word of mouth referrals can be a genuine method of recruitment. Applicants don't need to apply for roles via the JC advertising.)

Your offshore verification officer contacted Rakesh who confirmed:

- The payrate and hours for the role.
- He could not confirm where the job was located but said it was in Auckland.
- He said he paid 350,000 indian rupees for the visa. This is about \$7000 NZD.

The offshore verification officer marked the role as having concerns. What can you do to try and mitigate concerns? Suggestions:

1. Don't fixate on a single point ie the fee, the allegation, that Rakesh allegedly works for his dad. Try to consider the big picture.
2. Did the offshore verification officer have any advice on mitigating concerns? And if not do our local verification officers have advice for you?
3. Ask for a breakdown for the 350,000 payment. EG Application fee, advisor fee, airline fee, any logistic fees to move items.
4. Liz trusts the friends word. You may want to consider why this is.
5. Does Liz know she has an anonymous allegation against her business? What does she think of the allegation? Consider if there will be value or if it's appropriate to inform Liz of the anonymous allegation.
6. It may be worth asking why things did not work out with the previous worker. Was it job related, or were there personal circumstances that made them leave?

## **Appendix B - Interviews**

Interview questions are best discussed with your local verification officer to ensure they are tailored to individual circumstances. In general open questions are better than closed.

*Note: For more information on conducting interviews please see TA Update [20/06/2023](#)*

### **Example questions for employers:**

6(c) of the OIA

If reviewing an employers documents, ask questions about them.

### **Examples questions for PA:**

6(c) of the OIA

## **Appendix C - PPI example (Text in yellow gives commentary)**

### **Genuine job offer – General concern**

#### **//Instructions**

Immigration instruction WA4.10.1(a) states that an Accredited Employer work visa may be granted if your offer of employment is genuine.

#### **// Information of concern**

During your phone interview on 13/04/2023, you submitted that you applied for the position Team Leader on 12/02/2023. During this interview, you were unable to demonstrate your knowledge of the roles and responsibilities of the Team Leader position offered to you, or the nature of your employer's business.

#### **// Any additional events or information of concern**

Additionally, you were unable to demonstrate that you had any knowledge the job application process. You noted that no interview was undertaken because your prospective employer is a good friend of your relative. We acknowledge that recruitment through employee referral is common, but traditionally candidates follow a job application, interview process, and recruitment procedures, including reference checks which may follow.

Further to this, you stated that your prospective employer called you in December and advised you to start the police certificate process. We note that this was before you stated you applied for the position on 12/02/2024.

#### **//Conclusion**

Based on the factors above, we are not satisfied that your offer of employment is genuine, so you may not meet instruction WA4.10.1(a)

<https://www.immigration.govt.nz/opsmanual/#77195.htm>

**// Note: If your concern is based on an interview with the applicant, make sure to include a transcript of that interview at the end of your signature, and mention this.**

A transcript of our interview with you is attached.

**//Given we are not satisfied the job is genuine, this may lead to a concern the applicant has not applied for the visa with a lawful purpose.**

### **Bona fides**

Immigration instruction WA4.10(a)(i) states an immigration officer may grant an Accredited Employer work visa if they are satisfied that the applicant meets the generic work visa requirements for applicants at W2.10.1, and immigration instruction W2.10.1(a)(ii) states that all applicants for work visas must meet the requirements for bona fide applicants. The definition of a bona fide applicant is set out at instruction E5.1, and the factors that should be considered in determining whether an applicant is a bona fide applicant are set out at instruction E5.10.

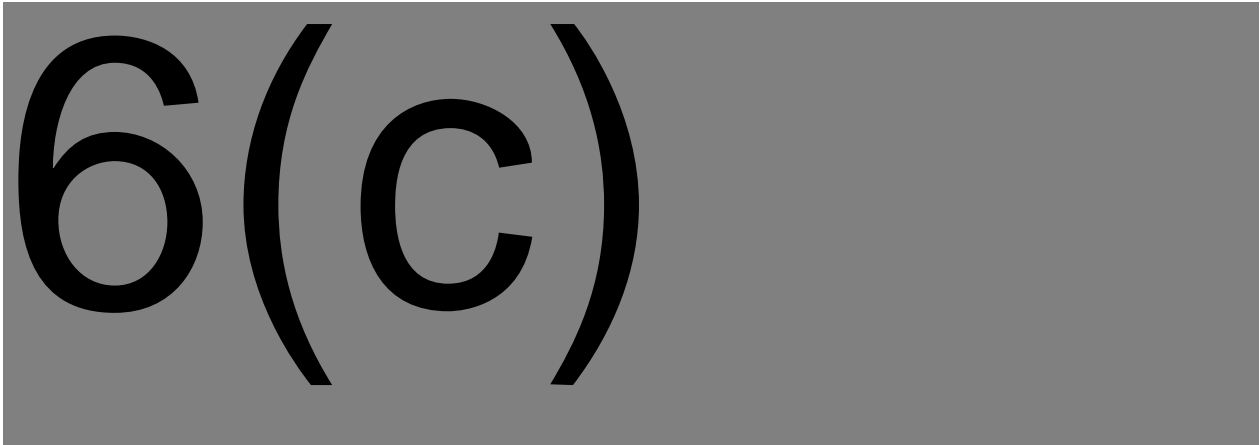
Given we are not satisfied your offer of employment is genuine, we are not satisfied you are a bona fide applicant with a lawful purpose applying for a visa, or that you are unlikely to breach the conditions of any visa granted to you. Therefore, we are not satisfied you meet WA4.10.1(a) and your application may be declined.

<https://www.immigration.govt.nz/opsmanual/#77195.htm>

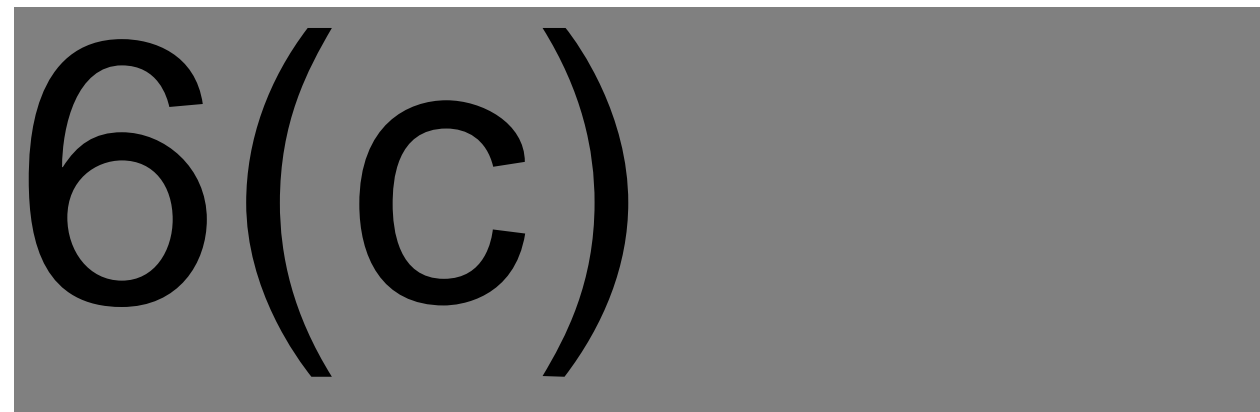
**Genuine job offer – Concern based on visa history and interview combined**

Immigration instruction WA4.10.1(a) states that an Accredited Employer work visa may be granted if your offer of employment is genuine.

Assessing your work visa application, it is noted that INZ have found some concerning factors that may have an impact on your application. It appears your offer of employment may not be genuine, and you may not meet instructions WA4.10.1(a). Here are the below concerns we have found that may affect your application.



//The above concern by itself may not have been sufficient to show the job was not genuine. However when combined with the below concern it created an obvious issue around job genuineness.



6(c) It therefore appears that your offer of employment might not be genuine, so you may not meet instruction WA4.10.1(a).

<https://www.immigration.govt.nz/opsmanual/#77195.htm>

//Given we are not satisfied the job is genuine, this may lead to a concern the applicant has not applied for the visa with a lawful purpose.

**Bona fides**

Immigration instruction WA4.10(a)(i) states an immigration officer may grant an Accredited Employer work visa if they are satisfied that the applicant meets the generic work visa requirements for applicants at W2.10.1, and immigration instruction W2.10.1(a)(ii) states that all applicants for work visas must meet the requirements for bona fide applicants. The definition of a bona fide

applicant is set out at instruction E5.1, and the factors that should be considered in determining whether an applicant is a bona fide applicant are set out at instruction E5.10.

//If you have an indication the PA may intend to perform within a different ANZSCO you could mention it here

Given the lack of credible answers given at interview, 6(c) [REDACTED]  
[REDACTED] we are concerned, you may actually be intending to come to New Zealand to work 6(c) [REDACTED] in breach of visa conditions.

Given we are not satisfied your offer of employment is genuine, we are not satisfied you are a bona fide applicant with a lawful purpose applying for a visa, or that you are unlikely to breach the conditions of any visa granted to you.

Therefore, we are not satisfied you meet WA4.10.1(a) and your application may be declined.

<https://www.immigration.govt.nz/opsmanual/#77195.htm>

**From:** [Charlotte Pook](#)  
**To:** [\\*Immigration - COO - VO - Christchurch Level 6](#)  
**Subject:** AEWV E-learning Module Friday, 12 April 2024  
**Date:** 9:37:15 AM

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Hello CHCH2,

The AEWV Policy Implementation e-Learning Module is now available on Learn@MBIE! Link to the module is below:

<https://mbihas.live.kineoplatforms.net/course/view.php?id=1892>

If you are an IO processing EA, JC or WV, please complete the module by Friday 19 April.

If you process VV you are off the hook

Thanks,  
Charlotte

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**From:** Henry Vanwyk  
**Sent:** Monday, 8 April 2024 1:39 PM  
**To:** Lalupe Lolesi; Manhal Yaikoob; Angela O'Brien-Hug; Janet Cho; Shweta Divekar; Sahar Rao; Lava Nofo'akifolau; Anitha Polapelli; Marina Hu; Renee Chand; Celia Moore; Felicia Jeripothula; Manjiri Phatak; Renee Malua; Priya Sharma; Trisha Sila-Mose; Nithya Kumaran; Gregory D'Ath; Nicky Pulu; Upma Samanta; Irene Miranda; Jamshaid Shah; Kishor KC; Ice Chan; Esha Sandevni; Payal Kaur; Aaliyah Gemmell-Sow; Willow McPike-Kapila; Dylan Joffe; Pooja Singh; Jessica Ponifasio; Lalupe Lolesi; Pamela Nofo'akifolau; Trissa Fifita; Stephen Huinga; Nunu Kumdi; Val D'Souza E Almeida; Emma Croker; Jessica Wang; Malia Vaka; Gee Walker; Fidel Delgado Pimentel; Veronica Toniatti; Jamie Wu; Angela Salatielu; Anita John; Buffy Wang; Christine Deocampo; Eve Seo; Gareth White; Kree Mataia; Liz Collins; Narthi Sudha; Ryan Jacob; Ann Khanna; Mario Puliueva; Khushi Sharma; Bismark Asumadu; Eveline Prakash; Priyanka Garg; Matt Stansfield; Nathanael Mackay; Hannah Dillon; La'a Tamarau; Sujata Baurhoo; Archana Chand; Jason Huang; Taufa Waqasokolala; Roya Ghanbari; Peter Thacker; Joelle Lee; Rema Erueti; Joelle Lee; Te Rewa Stewart Williams; Jodie Parsons; Amelia Kim; Reen Bentley; Michael Ryan; Dom Pullen; Renu Malhotra; Leanne Lin; Sumayya Sufi; Joy Deng; Sahil Garg; Joelle Lee; Katarina McNaught; Jazz Luthra  
**Subject:** The week that was [  
**Follow Up Flag:** Follow up  
**Flag Status:** Completed

Tēnā koutou,

Yesterday the Minister of Immigration announced a number of changes to tighten up the AEWV Scheme. The changes came into effect on 07 April 2024. It was a great opportunity to have a meeting with everyone today and to share our operational plan for the next couple of months.

### **What is changing for new AEWV applications**

There are now higher work experience and qualification requirements, a standard of English for people applying to work in roles assessed as ANZSCO skill level 4 and 5, and a shorter stay in New Zealand for those working in specific roles.

#### **New minimum skill requirement**

Applicants applying for a AEWV will need to show evidence of work experience or qualification. This is in addition to the skills and qualification that the employer has identified as necessary for the role. Unless the role is on the Green List and meets the role requirements, or is paid at least twice the median wage, applicants must now have:

- At least 3 years relevant work experience, or
- A relevant qualification at level 4 or above of the New Zealand Qualifications and Credentials Framework.

#### **Minimum standard of English**

- ANZSCO level 4 or 5 roles will need to demonstrate that they meet the minimum English language requirements.

#### **Shorter visa length and stay in New Zealand**

- ANZSCO level 4 or 5 roles paid at or above the required AEWV wage rate, the maximum visa length for AEWV is reduced to 2 years, with the ability to apply for one more year with a new job check.
- The total time applicants can stay in New Zealand (also called maximum continuous stay) on one or more AEWV is reduced to 3 years. When applicants get to the end of their maximum continuous stay, they will need to leave New Zealand for a specified amount of time usually 12 months.

- The length of an AEWV and maximum continuous stay for people in ANZSCO level 1- 3 roles will remain 5 years.

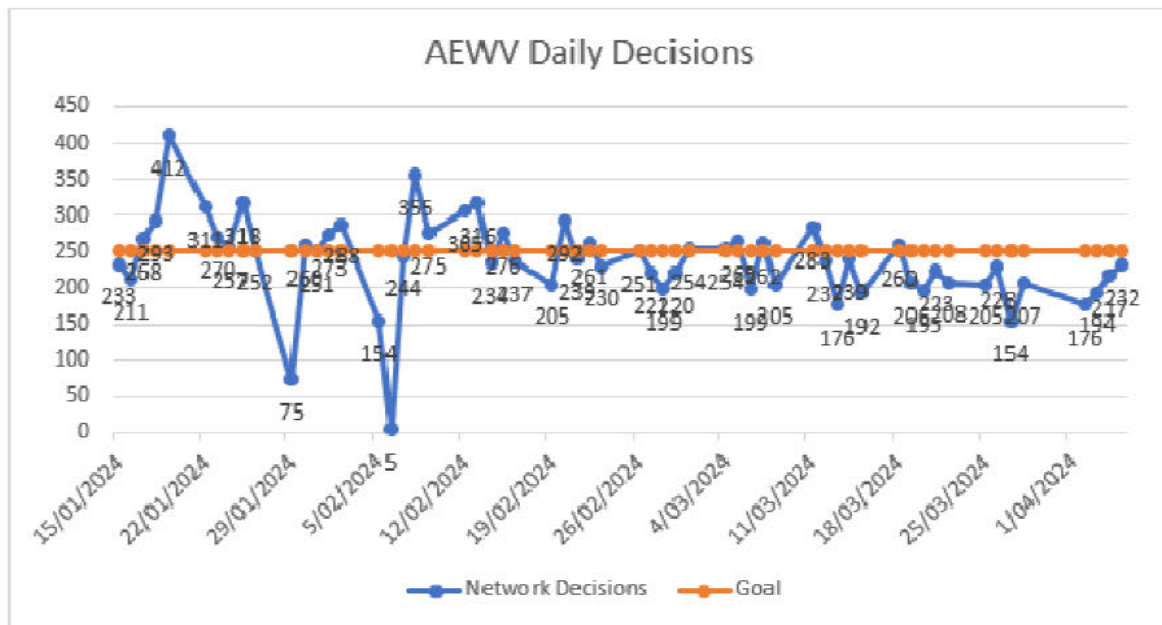
**What is next for us in Manukau**

- Today we had a joint stand-up with our colleagues in Christchurch to get an overview of the changes.
- On Thursday, 11 April we will have a virtual Temp stand-up to discuss what the changes mean for us, here in Manukau.
- I would encourage everyone to take some time to review the information.
- We will be looking to appoint some change champions who can help and support the transition.
- We expect the SOPs to be updated and published shortly.
- A big focus for us is making sure we are actively touching and progressing our current on hand with service standard timeframes.

**The week that was.**

- As a network we decided **819** AEWV applications last week, compared to the week before when we decided **794**.
- Manukau office decided **613** AEWV applications last week, compared to the week before when we decided **565**.
- Manukau office has approximately **2,024** applications in caseloads.
- As a network on average, we made **204** decisions per day last week, compared to the week before when the averaged **198** decisions .
- The goal of 250 decisions per day is calculated based on the number of officers processing AEWV for the week across the network and is based on a minimum of 5 decisions per day.

Date	25/03/2024	26/03/2024	27/03/2024	28/03/2024	2/04/2024	3/04/2024	4/04/2024
Network Decisions	205	228	154	207	176	194	217
Manukau Decisions	135	173	112	145	126	148	164



Kind regards

Henry van Wyk  
 VISA OPERATIONS MANAGER  
 Manukau Visa Operations  
 Chief Operating Officer Immigration Branch, Immigration New Zealand



Mon	Tues	Wed	Thurs	Fri
✓	✓	✓	✓	🏠

✓ = In the office

🏠 = Working from home

✗ = Not working

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**From:** Jodie Parsons  
**Sent:** Friday, 17 May 2024 9:20 AM  
**To:** Neill Rhodes  
**Subject:** FW: Changes to the Accredited Employer Work Visa (AEWV) [UNCLASSIFIED]

For OIA request

Ngā mihi

**Jodie Parsons (she/her)**

[Jodie.Parsons@mbie.govt.nz](mailto:Jodie.Parsons@mbie.govt.nz)

IMMIGRATION MANAGER, CHRISTCHURCH

Ōtautahi Christchurch 2 Visa Operations

Chief Operating Officer Immigration Branch, Immigration New Zealand | Rōpū Manene

Ministry of Business, Innovation & Employment | Hīkina Whakatutuki



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**From:** Alison McDonald <Alison.McDonald3@mbie.govt.nz>

**Sent:** Sunday, April 7, 2024 1:39 PM

**To:** s 9(2)(g)(ii)

**Cc:** Stacy Smith <Stacy.Smith@mbie.govt.nz>; Abhi Beri <Abhi.Beri@mbie.govt.nz>; Aija Zvidrina <Aija.Zvidrina@mbie.govt.nz>; Alex Ronquest <Alex.Ronquest2@mbie.govt.nz>; Andrew Glover <Andrew.Glover@mbie.govt.nz>; Anjana Abayarathna <Anjana.Abayarathna@mbie.govt.nz>; Annie Brash <Annie.Brash2@mbie.govt.nz>; Annie Kim <Annie.Kim@mbie.govt.nz>; Bradley De Swardt <Bradley.DeSwardt2@mbie.govt.nz>; Carey Lambert <Carey.Lambert@mbie.govt.nz>; Derik Patel <Derik.Patel@mbie.govt.nz>; Garrik Perry <Garrik.Perry@mbie.govt.nz>; Janakan Karunaharan <Janakan.Karunaharan3@mbie.govt.nz>; Jeein Kim <Jeein.Kim@mbie.govt.nz>; Kamal Kumar <Kamal.Kumar@mbie.govt.nz>; Kate Woodward <Kate.Woodward@mbie.govt.nz>; Ksenia Pashkevich <Ksenia.Pashkevich@mbie.govt.nz>; Kylie Hunter <Kylie.Hunter@mbie.govt.nz>; Logan Burrell <Logan.Burrell@mbie.govt.nz>; Mary Ann Castro <MaryAnn.Castro4@mbie.govt.nz>; Priya Madhan Shanmuga Vijaya Kumar <Priya.Madhan@mbie.govt.nz>; Priya Prasad <Priya.Prasad3@mbie.govt.nz>; Quintus De Wet <Quintus.DeWet@mbie.govt.nz>; Richa Taneja <Richa.Taneja4@mbie.govt.nz>; Roger Chandler <Roger.Chandler@mbie.govt.nz>; Sophia Rudd <Sophia.Rudd4@mbie.govt.nz>; Sreeni Ganji <Sreeni.Ganji@mbie.govt.nz>

**Subject:** Changes to the Accredited Employer Work Visa (AEWV) [UNCLASSIFIED]

Kia ora koutou

Today the Minister of Immigration, Hon Erica Stanford, announced changes to the Accredited Employer Work Visa (AEWV). The changes take effect from today and include:

- The duration of the AEWV and Maximum Continuous Stay (MCS) will be reduced for some lower-skilled occupations.
- A minimum skills and work experience threshold will be introduced for the AEWV.
- A minimum English language requirement will be introduced for ANZSCO skill level 4 and 5 roles.

You can view all the changes on the [Immigration New Zealand website](#).

## **Why AEWV is changing**

I'm sure you were all expecting changes to AEWV after the Minister's public statements about tightening the AEWV scheme. However, the extent of what's changing may be surprising.

Like many other countries that are attractive to migrants, Aotearoa New Zealand has a duty of care to provide a safe place to live for those migrants, as well as the people who are already here. These changes are part of the Government's efforts to ensure migration levels match our level of infrastructure.

The changes also aim to reduce migrant exploitation, which has generated significant public interest in the last 12 months.

For INZ, these changes support our efforts to be a good regulator and strike the balance between facilitation and protection. I appreciate there have been many changes of late, but I hope you'll agree we'll be better equipped to deliver a robust AEWV system with these changes in place.

## **What it means for you**

These changes will impact many people across INZ and the wider MBIE immigration system, as well as our kiritaki (customers).

The biggest and most immediate impact will be on our engagement partners in our Customer Branch and our client service advisors in the Customer Service Centre in Te Whakatairanga Service Delivery (TWSD), who will no doubt begin receiving calls straight away. I know that there is a virtual stand-up planned for you first thing tomorrow and I thank you for your patience and understanding.

The operational impacts on visa processing may not be felt for a couple of weeks, however there is a lot to come up to speed with. There are virtual stand-ups on Monday morning for Visa Operations kaimahi who process AEWV applications in Ōtautahi Christchurch 1 & 2 and Manukau and also for our Risk and Verification teams onshore and offshore on Monday and Tuesday.

I want to thank you in advance for your patience and assure you the appropriate learning and SOP updates will be available to support you through the transition. We know it won't be perfect from the get-go, there will be a number of manual processes in place, until ADEPT enhancements can be made, and processing may take longer, especially during the implementation period.

There will be support available, regular check-ins, and opportunities to feedback. Please make sure you share your experiences and feedback so we can take everything into consideration in making adjustments where we can.

There will also be significant impacts across our kaimahi in Immigration Compliance and Investigations in TWSD. Many of you will also have meetings with your leaders in the next couple of days to go through the

changes and what they mean for you. If you have any questions or doubts about what you need to do, please talk to you people leader first. They can raise the question further as required.

The ADEPT enhancements to support the Customer online form are taking place today.

**Thank you**

I want to thank the Digital, Data and Insights teams who are working over the weekend to complete the ADEPT updates, as well as Ligs Hoffman and her INZ web team in TWSD for the mahi they are doing today to make sure the INZ website and online forms are updated and ready for our kiritaki.

Many people across the MBIE immigration system have contributed to this mahi in recent weeks, and its success now rests with many more of you. My heartfelt thanks to everyone carrying out this important part of the Government’s work programme.

Ngā mihi  
Alison

s 9(2)(a)

Alison McDonald OBE (she/her)  
DEPUTY SECRETARY – IMMIGRATION | Mana Hautu Rōpū Manene  
Immigration New Zealand | Rōpū Manene  
Ministry of Business, Innovation & Employment | Hīkina Whakatutuki  
[Alison.McDonald3@mbie.govt.nz](mailto:Alison.McDonald3@mbie.govt.nz) | DDI: +6449133927 | s 9(2)(a)  
15 Stout Street, PO Box 1473, Wellington 6140 [www.mbie.govt.nz](http://www.mbie.govt.nz)  
NZBN 9429000106078



**From:** [Brendan Belcher](#)  
**To:** [Martin Thomas](#); [James Tennant](#); [Shannon Lordwin](#); [Chloe Farnell](#); [Wondy Asres](#); [Frances Mitchell](#); [Leonardo Corrales Torres](#); [Georgia Bayliss](#); [Jenna Birnie](#)  
**Cc:** [Emily Winter](#); [Mikaela Davidson](#)  
**Subject:** AEWV webinar Q&As [IN-CONFIDENCE]  
**Date:** Wednesday, 24 April 2024 11:22:40 AM  
**Attachments:**

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Hello

Attached are some AEWV change Q&As that are being circulated to LIAs/Lawyers. I thought it might be useful for you guys to see.

Please don't share it externally.

[@Mikaela Davidson](#) [@Emily Winter](#) unsure if this is suitable for the newbies as it's quite technical, feel free to share if you think it's appropriate and useful at this stage.

Any questions please let me know

**Brendan Belcher**

SENIOR TECHNICAL ADVISOR

Ōtautahi Christchurch 2 Visa Operations  
Chief Operating Officer Immigration Branch, Immigration New Zealand | Rōpū Manene  
Ministry of Business, Innovation & Employment | Hīkina Whakatutuki

[brendan.belcher@mbie.govt.nz](mailto:brendan.belcher@mbie.govt.nz)

Christchurch | Ōtautahi

NZBN 9429000106078

## AEWV Changes (and related announcement) Q&As for Immigration Professionals

*As at 19.04.2024*

Question	Answer	Date added
Why are only those who applied for a visa between 21 June 2023 and 7 April 2024 eligible for a five-year AEWV?	The Government has decided that those who applied for an AEWV on or after the date on which the five-year visa was announced will continue to be eligible for a five-year visa because they had a reasonable expectation when they came to New Zealand that they would be able to remain in NZ on an AEWV for up to five years.	17.04.2024
When the employer advertises the role to New Zealanders, does it need to be advertised as requiring the new minimum skills level of the AEWV?	Employers are not required to apply the new skill threshold to New Zealand applicants. The role can be advertised with a lower skill threshold when testing the domestic labour market and it's ok for the advertising submitted at the job check to reflect this	17.04.2024
What can employers and migrants do to ensure their applications are not held up?	<p>The most important thing employers and migrants can do to ensure efficient processing with minimal delays is to submit complete applications.</p> <p>For employers making job check applications, it's really important to identify if a role is a level 4-5 role or a level 1-3 role, as this will determine what needs to be submitted with the application, in particular the duration of the advertising required and whether Work and Income needs to be engaged. If INZ finds that a role is skill level 4 or 5 and the employer has not advertised for 21 days or engaged with Work and Income, it's likely that the application will be declined.</p>	17.04.2024

	For migrants, it will be important to check whether an English language test is required and if so, provide this with the application, and to understand what they need to provide to show they meet the minimum skills threshold.	
Regarding people who have made recruitment decisions about AEWV holders or applicants in the past, but do not anticipate making any more, are they required to do the Employment New Zealand online employer modules?	If they made recruitment decisions about AEWV holders or applicants during the accreditation period, they are required to do the modules within that accreditation period, even if they will not be making further recruitment decisions about AEWV holders or applicants within that period.	17.04.2024
Will applicants who now need to meet English language requirements by taking an English test be eligible for an alternative visa if they don't have time to do this before their current visa expires or the applicable job token is nearing expiry, such as a Visitor Visa?	<p>INZ is working through how applications of this kind will be treated and will provide further details when they are available.</p> <p>In general, INZ is not able to provide immigration advice to applicants about which visa they should apply for. Applicants need to consider their options and carefully consider whether the right approach is to apply for a different visa to remain in NZ or to remain outside of NZ in the interim. If the client decides to apply for a Visitor Visa they will need to demonstrate how they meet the requirements for that visa when they make their application. The fact that someone is waiting to take an English test, in itself, does not mean that a visitor visa application will be approved. INZ will assess every application on a case-by-case basis. Visitor visa requirements are available on the INZ website.</p>	17.04.2024
Do migrants who want to submit a Job Change application need to meet these new requirements?	No, they do not.	17.04.2024
Are the minimum skills and suitably qualified thresholds required to be met	Yes. Subsequent Accredited Employer work visa applications applied for using a	17.04.2024

when a migrant applies for the balance of their AEWV even if they didn't need to be met for their current AEWV?	re-used Job Check number as per WA4.10.20 must meet the requirements at WA4 at the time of the application.	
Where Bachelor's degrees or higher can be considered relevant to any employment (so for example a holder of degree in information technology meets the minimum skills for healthcare or farm positions), does this contradict WA3.16 which states that an IO will assess the occupation and skill level in a certain manner?	No. The instruction that allows Bachelor's degrees or higher to be considered relevant to any employment offered, is only used when determining whether an applicant meets the minimum skills threshold. Instructions for determining the occupation and skill level of the job are set out separately at WA3.16.	17.04.2024
Regarding checking candidates offshore work experience, will a record of verbal references generally be acceptable rather than written references?	No. An employer taking reasonable steps to ensure a migrant's work experience meets the minimum skills threshold must sight evidence not written by the migrant worker themselves. While an employer may choose to contact the migrant worker's references verbally for an additional level of assurance in their recruitment processes, they still must also sight documentation.	17.04.2024
Does the change mean that Health Care Workers who currently meet the requirements of the Health Care Workers Pay Equity Agreement by holding a Level 3 qualification and Level 3 pay rate will now require a Level 4 qualification?	The changes to minimum skills and experience requirements will apply to applicants under the Care Workforce sector agreement. Therefore, they will need to either hold a Level 4 qualification or demonstrate three years of work experience.	17.04.2024
By 'readily trainable', is this defined as the period of relevant experience listed in the ANZSCO for the role?	Readily trainable means being able to be trained on the job within a reasonable period of time. There is no exactly defined period, but we'd generally consider people who could be trained on the job within about six months to be 'readily trainable'.	17.04.2024
Do all AEWV applicants relying on overseas-comparable level 4 - 6 qualifications need an IQA?	IQAs must be provided for qualifications which are below a Bachelor's degree and from outside New Zealand.	17.04.2024



Are there any changes regarding interim visas for visa applicants under the AEWV?	No, there are no changes.	17.04.2024
What should employers do if they have a Job Check they now can't use in time due to a planned candidate not meeting the new minimum required skill threshold?	Job Checks already in progress at the date of the announcement are still able to be used, but any migrants who submit AEWVs on or after the date of the announcement will need to meet the new minimum skills threshold requirement. If employers are not able to find a suitable migrant prior to the Job Check expiring but still require a Job Check, they will need to submit a new one.	17.04.2024
For someone who has completed a course but hasn't graduated yet, does this meet the qualification requirement?	Instructions require that a copy of the qualification certificate awarded to the applicant specifying the qualification type and awarding institution be provided as evidence. However, there may be instances where an applicant cannot provide the certificate at the time of submitting the application. If the person provides evidence of completing the course and undertakes to submit the completed qualification as soon as possible, this may be taken into consideration by the Immigration officer.	17.04.2024
Does a new Job Check need to be conducted reflecting the new requirements even if the existing Job Check is still valid?	No. Employers can still use existing Job Checks, but should be aware candidate will have to meet new requirements when they apply for a visa.	17.04.2024
Have Work and Income made any commitments to process listings within a certain timeframe?	Work and Income have committed to getting back to employers about their listings within five working days.	17.04.2024
Regarding these changes, what does 'relevance' mean in terms of qualifications and work experience?	A qualification or work experience can be considered relevant if it is in the same field or industry as the job offered.  This definition of relevance allows experience within different roles to be considered relevant – for example	17.04.2024

	<p>experience as a kitchenhand could be considered relevant to a role as a chef because they are both in the same industry.</p> <p>Qualifications that are Bachelor's degrees or higher can be considered relevant to any employment offered.</p>	
<p>In terms of the maximum period of stay, it appears that if someone came to New Zealand on a Level 4 or 5 role before June 2023 (paying at or above the median wage), and now applies for an AEWV for a Level 1-3 role, their maximum duration of stay would still be three years (WA4.10.7.d.vi). Is this correct or an oversight?</p>	<p>Where they make an application for a further AEWV for an ANZSCO Level 1-3 they will be eligible for a MCS of 5 years. Further visa will be granted for the balance of the 5 years.</p> <p>NOTE: The instruction referred to in the question is incorrect. WA4.10.7.d.i is the correct one.</p>	19.04.2024
<p>Can I use my bachelor's qualification despite it not being relevant to my job offer?</p>	<p>Qualifications that are bachelor's degrees or higher can be considered relevant to any employment offered as per WA4.10.6</p>	19.04.2024
<p>In what situations will INZ require IQA tests for Bachelor-level qualifications or higher?</p>	<p>It is not required in order to make the application. INZ may ask for an IQA if there are concerns with the authenticity of the document.</p>	19.04.2024
<p>Is the <a href="#">guidance on the INZ website</a> relating to the six roles recognised as a higher ANZSCO skill level for SMC, AEWV, and all temporary work visas still applicable under the new AEWV changes?</p>	<p>Yes, the guidance on the INZ website is still applicable under the new changes.</p>	19.04.2024
<p>WA2.10.14(b)(iii) - the employer having to "reasonably believe" a qualification to be at least NZQCF Level 4, how will this be interpreted? How is this related to the fact that WA4.10.6 (e)(ii) the IQA is in fact required?</p>	<p>As long as the employer has seen a qualification and they're satisfied that the person has the skills roughly equivalent to a NZQCF Level 4, they have met their obligations.</p> <p>Migrants who are relying on an overseas qualification will need to provide an IQA with their AEWV application, if their qualification is not a Bachelor's</p>	19.04.2024

	<p>degree or higher. But the employer does not need to see the IQA at the Job Check stage.</p> <p>Employers who want to be absolutely sure that their candidate has a comparable qualification can ask for an IQA. But we recognise that this is not practical for a lot of employers during the recruitment process.</p>	
<p>Regarding Level 4 &amp; 5 ANZSCO, it seems that for the AEWV process, candidates need to show the same level of work experience or qualification as Level 1 - 3, e.g. three-year work experience or NZQA Level 4 and above qualification - How is this going to work in practice when employers engage with WINZ for lower-skilled occupations that do not require this level of experience or qualifications i.e. can employers ask WINZ to ensure the 3 year or level 4 &amp; above qual requirement is met?</p>	<p>Employers should make sure that their New Zealand advertising including engagement with Work and Income only includes qualifications and skill requirements that are genuinely required for the role. This will allow Work and Income to provide candidates for the role.</p> <p>Also, employers are not required to apply the new skill threshold to New Zealand applicants. The role can be advertised with a lower skill threshold when testing the domestic labour market and it's ok for the advertising submitted at the job check to reflect this.</p>	19.04.2024
<p>For Level 4 and 5 roles, would employers always need to specify in their advertisements that they require either a minimum of 3 year's relevant work experience or level 4 qualification?</p>	<p>No, as this is a requirement for the migrant and not for any New Zealander who applies. The advertising needs to list the requirements of the role the employer is trying to fill.</p>	19.04.2024
<p>Will INZ determine the ANZSCO match in the course of the job check, or the AEWV Application, or both?</p>	<p>Primarily at Job Check. There generally will not be a requirement to check ANZSCO for AEWV.</p>	19.04.2024
<p>What happens if the job check accepts the ANZSCO match as skilled (i.e.; ANZSCO 1,2 or 3) however in the AEWV assessment the new Immigration Officer takes a different view?</p>	<p>Instructions require the ANZSCO level to be determined at the Job Check level. Where employers are consistently inflating jobs it may impact the assessment of job checks for them in the future.</p>	19.04.2024
<p>For a Job Check for a Level 4 or 5 role that was approved before 7 April, is it</p>	<p>Yes this is correct. If the Job Check was submitted before the 7th of April, the</p>	19.04.2024

<p>correct that a) the job token can still be used if the applicant can satisfy the new requirements and b) engagement with Work and Income does not need to occur?</p>	<p>employer does not need to go back and complete further advertising to make up 21 days and they do not need to engage with WINZ. And yes, the AEWV applicant needs to meet the English language and other requirements if they are applying for their visa on or after the 7th of April.</p>	
<p>WA4.10.6(f)(ii) refers to “twice the median wage or higher”. Where the employment offer is for twice the AEWV median wage the employer is deemed to have taken reasonable steps to ascertain suitability/qualification for the role where either the employee is asked to undertake a practical test, or interviewed, or has relevant occupation registration. Is it therefore correct that there is no requirement for these roles to show any qualification or experience in the AEWV application?</p>	<p>They do not need to meet the minimum skills threshold but they still need to meet the requirements of the role set by the employer.</p>	19.04.2024
<p>WA4.10.6(c) says "Qualifications that are bachelor’s degrees or higher can be considered relevant to any employment offered.", does this mean for AEWV application, candidates who hold Bachelor of Arts can apply for a job to work as a chef (for example), and the suitably qualified requirements will be met?</p>	<p>Qualifications that are bachelor's degrees or higher can be considered relevant to any employment offered as per WA4.10.6.</p>	19.04.2024
<p>Do applicants need to meet English and skills requirements to now qualify for the balance (if they previously qualified)?</p>	<p>Yes as they are technically a new application, the Note under WA4.10.20 states: Note: Subsequent Accredited Employer work visa applications applied for using a re-used Job Check number as per WA4.10.20, must meet the requirements at WA4 at the time of the applications.</p>	19.04.2024
<p>Are English language requirements required for migrants doing a Job Change?</p>	<p>There is nothing in instructions at E3.26.20 that indicates they will need to meet English language requirements, as this isn't a new visa application.</p>	19.04.2024

<p>In determining minimum skills threshold of relevant three years' work experience, does the experience need to be consecutive?</p> <p>For example, a migrant may have accumulated 24 months' experience, took a career break for 12 months, and returned to the workforce and accumulated another 12 months.</p>	<p>No, this does not need to be consecutive.</p>	<p>19.04.2024</p>
<p>Will employers still need to undertake 'reasonable steps' to ensure the applicant is 'suitably qualified' and meets the 'minimum skills threshold' requirement if the role they're offering pays at least twice the median wage and/or on the green list?</p>	<p>Where the job is on the Green List (and the employer has ensured that the migrant meets those requirements) OR if the job pays twice the median wage or higher and the employer has taken steps to ensure they're suitably qualified, then the employer will be considered to have taken 'reasonable steps' to ensure that the applicant meets the minimum skills threshold and is suitably qualified to do the work on offer (WA2.10.14d)</p> <p>To ensure that a migrant is 'suitably qualified', the employer must either -</p> <ul style="list-style-type: none"> <li>-require a practical test of the person, OR</li> <li>-require the person to demonstrate their knowledge through a job interview, OR</li> <li>-sight evidence that they hold occupational registration for the job.</li> </ul>	<p>19.04.2024</p>
<p>Would INZ recommend to migrants who wish to apply for an AEWV based on their non-degree level qualification, to obtain an IQA as soon as possible and send this to INZ to save on their file to avoid delays?</p>	<p>We will require both the qualification and the associated IQA when the person applies for their AEWV. We require AEWVs to have complete documentation and will generally not hold applications open while people collect documents such as IQAs or Police Certificates.</p>	<p>19.04.2024</p>
<p>WA4.10.6 g. If a previous AEWV application was assessed showing one year of experience; for the next application for the same role will we need to show three years, a further two years, or will the previous assessment</p>	<p>We can consider work experience that was supplied as part of previous applications without having to sight it again.</p>	<p>19.04.2024</p>

suffice (i.e. as demonstrated suitably qualified with one year previously, do we now need to prove three years?)		
WA4.10.6. Can part-time experience be counted towards proving the required 3 years' experience? E.g. 15 hours a week pro-rated so two years would be equivalent to one year full time?	Yes.	19.04.2024
WA4.10.6 c. Is the Level 7 bachelor's degree referred to at WA4.10.6 c. any bachelor's degree from any country, or does it need to be recognised on Appendix 3, or NZQA assessed?	It can be any Bachelor's degree from any country, although INZ reserves the right to request an IQA if there are any concerns about the degree.	19.04.2024
For Level 4 & 5 roles recognised as a higher skill level (such as Aged or Disabled Carer; Driller & Bicycle Mechanic) would employers need to go through W&I and advertise for 21 days?	For the six roles that are recognised as a higher skill level, employers would not need to go through W&I or advertise for 21 days.	19.04.2024
How would the minimum skills threshold and suitably qualified requirement be assessed for the six Level 4 & 5 roles 'recognised as a higher skill level'?	<p>Minimum skills thresholds apply regardless of ANZSCO skill level of the role, the only carve outs are for occupations on the Green List or earning twice the median wage.</p> <p>To be suitably qualified, an employer must be satisfied that a person meets the criteria for their role. In the case of those occupations, to be recognised as a higher skill level, the requirements of the role must be consistent with the ANZSCO skill level 3 version of that occupation. ANZSCO skill level 3 also requires three years of work experience or a level 4 qualification.</p> <p>So for these occupations, the minimum skills threshold and suitably qualified for the role criteria both require the same thing.</p>	19.04.2024
Can the advertising period for lower-skilled roles be considered non-	Yes. However, employers must ensure the job check is submitted within 90 days	19.04.2024

<p>consecutive before submitting a job check application?</p> <p>For example, if the employer has already advertised for 14 days and was ready to submit a job check application before the changes, can they do a further advertisement for another 14 days and advertise with W&amp;I?</p>	<p>of the periods of advertisements, including if the role needed to be advertised with W&amp;I.</p>	
<p>For <b>approved</b> Level 4 and 5 job checks, if the employer did not engage with W&amp;I, must they now go back to WINZ now?</p>	<p>No.</p>	<p>19.04.2024</p>
<p>Would the holder of a five-year AEWV working in a Level 4 or 5 role lose their five year MCS if they got a job change?</p>	<p>No, visa duration cannot be affected by a job change.</p>	<p>19.04.2024</p>
<p>If an applicant is currently on a two or three-year Work Visa (e.g. skill level 4-5) and they get a new job offer at a higher level (1-3) can their visa based on that new role be granted to the full five years (including time already spent on their previous level 4 or 5 role)?</p> <p>Similarly, if they reach the maximum amount of time on a lower-skilled visa, and depart the country, can they return based on a higher-level job offer or does the no-return period apply to any further AEWV no matter the skill level?</p>	<p>Where they make an application for a further AEWV for and ANZSCO Level 1-3 they will be eligible for a MCS of 5 years. Further visa will be granted for the balance of the 5 years.</p> <p>If they leave New Zealand but do not stay outside of New Zealand for more than 12 months they can return on a AEWV with a skill level 1-3 for the balance of the 5 years.</p>	<p>19.04.2024</p>

**From:** [Brendan Belcher](#)  
**To:** [Martin Thomas](#); [James Tennant](#); [Shannon Lordwin](#); [Chloe Farnell](#); [Wondy Asres](#); [Frances Mitchell](#); [Leonardo Corrales Torres](#); [Georgia Bayliss](#)  
**Cc:** [Jenna Birnie](#); [Emily Winter](#); [Mikaela Davidson](#)  
**Subject:** FW: MSD Engagement Check Document [IN-CONFIDENCE]  
**Date:** Thursday, 18 April 2024 7:15:40 AM  
**Attachments:**

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Here is the final MSD engagement check doc

Emily/Mikaela feel free to share with the newbies if that would be useful for them

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**From:** Hannah Dillon <[Hannah.Dillon@mbie.govt.nz](mailto:Hannah.Dillon@mbie.govt.nz)>  
**Sent:** Wednesday, April 17, 2024 12:06 PM  
**To:** Brendan Belcher <[Brendan.Belcher@mbie.govt.nz](mailto:Brendan.Belcher@mbie.govt.nz)>; Hattie White <[Hattie.White@mbie.govt.nz](mailto:Hattie.White@mbie.govt.nz)>  
**Subject:** FW: MSD Engagement Check Document [IN-CONFIDENCE]

Here is what the MSD doc will look like Happy for your to share with the team or TAs.

Cheers,

**Hannah Dillon (*she/her*)**

VISA OPERATIONS MANAGER

Ōtautahi Christchurch 2 Visa Operations

Chief Operating Officer Immigration Branch, Immigration New Zealand | Rōpū Manene

Ministry of Business, Innovation & Employment | Hīkina Whakatutuki

[Hannah.Dillon@mbie.govt.nz](mailto:Hannah.Dillon@mbie.govt.nz) |

Ōtautahi | Christchurch

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**From:** Rahool Raja <[Rahool.Raja003@msd.govt.nz](mailto:Rahool.Raja003@msd.govt.nz)>  
**Sent:** Wednesday, April 17, 2024 11:53 AM  
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**Subject:** RE: MSD Engagement Check Document

IN-CONFIDENCE

Take 2, attached above

Ngā mihi maioha,

Rahool Raja – REGIONAL LABOUR MARKET ADVISOR

Early Response Team – TĀMAKI MAKAURAU AUCKLAND

Ministry of Social Development

s 9(2)(a) | s 9(2)(a)

EMAIL: [Rahool.Raja003@msd.govt.nz](mailto:Rahool.Raja003@msd.govt.nz)





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**From:** Rahool Raja  
**Sent:** Wednesday, April 17, 2024 11:52 AM  
**To:** Hannah Dillon <[Hannah.Dillon@mbie.govt.nz](mailto:Hannah.Dillon@mbie.govt.nz)>; Henry Vanwyk <[Henry.VanWyk@mbie.govt.nz](mailto:Henry.VanWyk@mbie.govt.nz)>  
**Subject:** MSD Engagement Check Document

Good morning guys,

Sorry for the late one here, had a few days off around the weekend and just got back.

Because of the delay on my end, you may have already received a template / completed reports already.

But just in case, I've attached how they will be from day 1. I know the report is subject to change based on feedback between our departments.

Ngā mihi maioha,  
Rahool Raja – REGIONAL LABOUR MARKET ADVISOR  
Early Response Team – TĀMAKI MAKAURAU AUCKLAND  
Ministry of Social Development  
s 9(2)(a) | s 9(2)(a)  
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## MSD Engagement Check

ANZSCO Code

Opportunity ID

### Contact Details

Business name

Trading name

Contact person

Phone number

Email

Physical address

Sector / Industry

NZBN

### Job Details

Job title

Hours of work

Number of positions

Job location

Start date

Rate of pay

Job description (max 590 characters)

Skills / Qualification required (max 235 characters)

### Candidate Details

Candidates referred

Y

N

Hired

Number of candidates referred

Unsuccessful

Date vacancy listed

Date vacancy closed

Attach this document as verification to support your application