



COVERSHEET

Minister	Hon Andrew Little	Portfolio	Immigration
Title of Cabinet paper	Immigration Green List Review: Proposed Additions	Date to be published	13 November 2023

List of documents that have been proactively released		
Date	Title	Author
August 2023	Immigration Green List Review: Proposed Additions	Office of the Minister of Immigration
30 August 2023	Immigration Green List Review: Proposed Additions DEV-23-MIN-0199 Minute	Cabinet Office

Information redacted

YES

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Some information has been withheld for the reason of confidential advice to government.

In Confidence

Office of the Minister of Immigration

Cabinet Economic Development Committee

Immigration Green List Review: Proposed additions

Proposal

- 1 This paper seeks agreement to add 17 occupations to the Green List, following a review of the Green List one year after its introduction, as agreed by Cabinet.

Relation to government priorities

- 2 The Green List is a central feature of the Immigration Rebalance, that supports the Government's plan to transition to a more productive and sustainable economy, by better aligning the migrant workforce to address skill gaps in the labour market.

Executive Summary

- 3 The Green List was introduced in May 2022 and offers a clear and streamlined residence pathway for people in specified skilled occupations, to support New Zealand's transition to a more productive and sustainable economy. The original Green List included 85 occupations on either a Straight to Residence (STR) or Work to Residence (WTR) pathway. At the time, Cabinet invited the Minister of Immigration to review the Green List one year after its introduction, and report back to Cabinet with any proposed changes [CAB-22-MIN-0145].
- 4 The review sought to meet a number of objectives, including: to consider potential additions to the Green List, communicate the criteria for which roles should be added, and take account of industry perspectives. Officials consulted stakeholders seeking the nomination of occupations to be considered for addition and conducted analysis which assessed whether the roles were either highly skilled and in demand or considered nationally significant. As a result of that review, I am proposing the addition of 17 occupations to the Green List.
- 5 I am advised that government agencies and social partners are supportive of the proposed additions. While many occupations submitted for consideration are not proposed to be added, a large number already have a pathway to residence through the Skilled Migrant Category (SMC).
- 6 Officials are preparing to implement these changes as soon as possible after Cabinet decisions. However, if these additions are agreed by Cabinet, I am seeking delegated authority to determine the skill thresholds of each

occupation before it is added to the Green List. Given the decisions required on the skill thresholds of added occupations and the significant amount of work on Immigration New Zealand's (INZ) implementation programme, additions to the Green List will likely be completed in early 2024.

- 7 This paper also includes a report back on the duration of accreditation under the Accredited Employer Work Visa. Cabinet agreed to a one-off extension of accreditation duration in December 2022, and the then Minister of Immigration indicated he would seek advice from officials on whether a permanent change to settings was appropriate, and report back to Cabinet [CAB-22-MIN-0569]. I have received further advice from officials and do not propose any further extensions at this time. However, I intend to review accreditation duration when there is enough employer compliance data to better inform risk settings for different types of employers.

Background on the Green List and this review

The Green List was introduced as part of the Immigration Rebalance

- 8 The Immigration Rebalance aims to create a new normal for employers to access migrant labour and skills post COVID-19. Changes were designed to make it easier for employers to attract and hire high-skilled migrants, while supporting some sectors to transition to more productive and resilient ways of operating, instead of relying on large volumes of migrant workers in lower-skilled occupations.
- 9 In March 2022, Cabinet agreed the original Green List (which included 85 occupations on either a STR or WTR pathway). The Green List complements the SMC¹ residence pathway (New Zealand's main residence visa category based on skills and employment) by providing a clear, occupation-based offer of residence where it is particularly important to attract people in the current labour market context – either as an exception or in addition to the SMC skills threshold.

Cabinet agreed to a review of the Green List one year after its introduction

- 10 Cabinet invited the Minister of Immigration to review the Green List one year after its introduction, and report back to Cabinet with any proposed changes. Cabinet also agreed to three-yearly reviews beyond the initial review [CAB-22-MIN-0145]. Since then, Cabinet also agreed to add approximately 40 roles to the Green List in December 2022 and 32 health roles in April 2023 [CAB-22-MIN-0569 and CAB-23-MIN-0126] to address critical workforce pressures primarily across the health sector.

The Green List has filled skills and labour shortages, particularly in health, ICT, engineering and construction

- 11 To date, the Green List appears to be facilitating the supply of labour (rather than generating demand) to occupations identified with a skills or labour

¹ Revised settings for the SMC, as a result of a comprehensive review, were publicly announced in June 2023 and implementation is planned for early October 2023 [CAB-23-MIN-0126].

shortage. Migrants working in Green List occupations have a straight to residence and certain pathway to residence with priority allocation once an application is submitted. Some migrants in certain occupations have been offered residence sooner than they would have been under the SMC².

- 12 While currently available data on the Green List is limited³, it is showing that Green List STR applications have been concentrated in a small number of occupations, with high utilisation by some, and minimal uptake by others. From September 2022 to June 2023, 2,986 applications have been received across all occupations. The top 10 occupations command 65 percent of that total share (1,939 applications out of 2,986) and span four sectors: health, ICT, engineering and construction.
- 13 Despite the announcement of the revised SMC in June 2023, planned for implementation in October 2023, stakeholders continue to be interested in the streamlined residence pathway offered by the Green List. This is supported by continued requests for additions by government agencies and sector bodies. Even where the SMC offers a comparable residence pathway, the Green List is seen by industries as an effective attraction tool in a globally competitive market. This is in part due to partners of Green List applicants having open work rights, compared to other visa holders⁴.

While indicators are mixed, New Zealand's current labour market and economic conditions show there is ongoing demand for skills and labour

- 14 Some economic and labour market measures are still indicating near record levels of labour market tightness⁵. However, other indicators appear to show economic conditions weakening.
- 15 Migration flows have rebounded strongly since the border re-opened, passing pre-COVID-19 peaks at the start of 2023, and increasing the labour supply. The most recent data indicates that the positive net migration flows remain strong, but it is not yet clear if migration is past its peak.
- 16 While Gross Domestic Product (GDP) only contracted 0.1 percent in the March 2023 quarter (in line with expectations of weaker economic conditions), cross agency advice continues to caution that the effect of any economic slowdown generally takes time to feed into the labour market. Officials also expect that the increased population from migration flows has helped alleviate

² For example, a construction project manager is on the STR list, whereas they would hypothetically have to work for three years in New Zealand before accruing enough points to apply for SMC (where a bachelor's degree (3 points) and 3 years skilled work experience (3 points) = 6 points).

³ More information about the effects of the Green List will be available once the Green List WTR pathway opens to applications in September 2023.

⁴ Partners of work visa holders can get a Partner of a Worker Visa, which has conditions requiring them to work for an accredited employer paying the median wage only. Partners of work visa holders who are in a Green List occupation are not subject to these conditions (i.e. a visa with open work rights)

⁵ There has been no increase in the unemployment rate for the March 2023 quarter compared to the previous quarter, and wage growth is increasing strongly due to employers needing to match market rates to retain/attract staff.

reported labour shortages, with the increased demand also helping to prevent a steeper fall in GDP.

The Green List review has considered industry perspectives and whether additions to the Green List are needed

- 17 This review has provided an opportunity to consider potential additions to the Green List, communicate the criteria for which roles should be added, and take account of industry perspectives. Given its recent inception and more recent additions, this review has not considered: further changes for the health sector, the removing of any occupations already on the Green List, a restructure of the Green List, or changes to the previously agreed review cycle.
- 18 I consider that it is appropriate to continue relying on the SMC as the immigration tool meeting long-term skills needs, as is intended. However, I acknowledge that there are instances where the SMC cannot cater to occupational skill shortages, and the Green List can fill these gaps, particularly where occupations are considered of national significance⁶. While there is uncertainty about the performance of the labour market under these economic conditions, immigration settings (including the Green List) are designed to be flexible and address immediate and short-term skills shortages.
- 19 The Green List review has been informed by targeted consultation with stakeholders (including private organisations, peak bodies, Regional Skills Leadership Groups, and government agencies) which nominated highly skilled or nationally significant occupations to be considered for addition to the Green List.
- 20 Approximately 100 occupations were nominated for addition to the Green List (some including multiple specialisations). These occupations spanned the transport, education, manufacturing, engineering, hospitality, food services, construction, primary and other sectors. To support the requests, submitters provided information about workforce shortages, training pipelines, and efforts to improve domestic recruitment and retention of the current workforce where available.

Criteria to inform whether occupations should be added to the Green List

- 21 In considering additions, my approach has been to balance maintaining the Green List's function as an attraction, retention and prioritisation mechanism and avoiding an overly restrictive approach to adding occupations.
- 22 In light of this approach, I have proposed that an occupation is added to the Green List where evidence has been supplied or identified that is an indicator of shortage, and the occupation meets one of the following criteria:

⁶ Where an occupation is important to the health and wellbeing of New Zealanders (e.g. pharmacists), pivotal to an established value chain (e.g. truck drivers), or critical to a strategic government objective (e.g. civil machine operators).

- 22.1 the occupation will qualify for the SMC and is also high volume (200+ applications) in the immigration system;
- 22.2 the occupation is unlikely to qualify for the SMC but is considered to be nationally significant; or
- 22.3 where an occupation is part of an occupational group that is already on the Green List, to maintain consistency of the list.
- 23 I am not recommending an occupation is added to the Green List where the occupation did not meet one of the criteria above, or the job is either too broad or too granular to categorise. There are also a small number of occupations 'not recommended for addition' where the occupation is captured by an ANZSCO code already on the Green List. Instead, a technical clarification is required to confirm their inclusion under that occupational classification⁷.
- 24 There is also a decision about whether to include occupations on either the WTR or STR pathway on the Green List. I propose that an occupation is added to the:
- 24.1 STR pathway where the role already qualifies for the SMC, as this is likely to offer a quicker pathway to residence.
- 24.2 WTR pathway where it is unlikely to qualify for the SMC.
- 25 This approach is consistent with the original Green List framework, which recommended WTR for mid-skilled roles where there is a slightly higher risk that migrants will not be retained in the role. Requiring two years of work in an occupation ensures the skill shortage is addressed for at least that period.

I propose 17 occupations be added to the Green List

- 26 For the occupations that would be eligible for SMC and are high volume⁸, I propose that the following occupations are added to the straight to residence pathway:
- Aviation Engineer (Avionics, Aeronautical, Aerospace Engineer)
 - Naval Architects (aka Marine Designer)
 - Mechanical Engineering Technician
- 27 For the occupations that are unlikely to be eligible for SMC but are considered nationally significant, I propose that the following occupations are added to the work to residence pathway:
- Aircraft Maintenance Engineer
 - Road Roller Operator

⁷ For example, motorman is equivalent to motor mechanics, second electrical officer is equivalent to electricians, and radio surveyor is equivalent to telecommunications technicians.

⁸ All Engineering occupations are grouped together for this purpose.

- Paving Plant Operator
- Corrections Officer
- Metal Fabricator
- Pressure Welder
- Welder
- Fitter (General)
- Fitter and Turner
- Fitter-Welder
- Metal Machinist (First Class)⁹
- Panel Beater
- Vehicle Painter

28 I also propose, consistent with the inclusive approach taken for ICT roles in the original Green List work, to add the following occupation to the straight to residence pathway:

- ICT Database and System Administrator

Risks

Limitations of this review

29 It is important to note that there are limitations to the advice on which occupations should and should not be added to the Green List. These limitations are primarily due to uncertain current labour market indicators, limited data available (due to tight timeframes for the review, variability of information provided by submitters and forecast skills shortages), and a reliance on high level indicators (e.g. sector level growth). Information detailing the occupational analysis and working assumptions can be found in Annex One.

Managing oversupply of workers

30 While many labour market shortages are in sectors with known and persistent shortages which have been exacerbated by COVID-19, adding occupations has the potential to diminish the Green List's effectiveness as a priority pathway. This could result in unintended outcomes (like a sharp increase of applications for an occupation, leading to an oversupply of workers in that area, or affecting INZ's ability to prioritise processing for all Green List applications). Previous mitigations have included the use of a skill threshold within an occupation, and/or a WTR pathway (as opposed to STR) offered to certain occupations. These mechanisms will also be used for the proposed additions where relevant.

⁹ Winery engineer job description & requirements appear analogous to Metal Machinist so it is possible some migrants in Winery Engineering occupations would have a residence pathway through this ANZSCO code.

Monitoring implications on the labour market

- 31 As I have noted, the effect of the Green List on the labour market is unclear based on available data. The currently available evidence suggests that we are not going to see significant negative labour market consequences as a result of further additions (e.g., increasing unemployment or displacement in particular occupations and sectors as a result of an oversupply of migrants in those areas).
- 32 MBIE officials are developing a skilled worker performance framework that will include the Green List. This work will support medium-to long-term assessment of trends and inform future advice on changes to immigration settings, including changes to occupations on the Green List. However, officials consider it may always be challenging to clearly isolate the effects of immigration settings on the labour market.
- 33 The next review of the Green List is planned for three years from now, by which time we would expect more comprehensive data and insights to be available regarding the Green List's impact on the labour market and skill shortages. This future review could consider but would not be limited to: the purpose and scope of the list, the removal of roles from the list, and whether the list is having its intended effect.

Managing industry expectations

- 34 I am also cognisant of industry expectations regarding occupations they have nominated for addition to the Green List that will not be added. For some of these occupations a residence pathway is available through the SMC but there will be others that will continue to be without a residence pathway.
- 35 Industry expectations will need to be actively managed through public communications. The rationale for additions to the Green List, the ability for further reviews (if there is a significant change in labour market conditions [CAB-22-MIN-0145]), and the work focussed on ongoing monitoring of the Green List and its effect on the labour market will be clearly communicated to the public and industry representatives once final decisions have been taken.

Other levers to address skill and labour shortages

- 36 Immigration settings are one lever to address skill and labour shortages. While the Green List additions will facilitate worker attraction in certain occupations, other factors like pay and conditions and investment in training also have a strong influence on addressing skills shortages and retaining staff. Work is ongoing to better coordinate across government, workforce planning and development entities and to embed recent reforms designed to support employers access to people with the skills they need now and in the future.
- 37 Immigration policy officials are also working with groups undertaking workforce planning including Regional Skills Leadership Groups and the Sector Workforce Engagement Programme, to ensure that where skill and

labour shortages are identified, relevant training for New Zealanders is accounted for in future advice to decision makers.

Decisions on how residence applications should be prioritised

- 38 In 2022, Cabinet agreed that all Green List applications would be prioritised for processing above other skilled residence applications [CAB-22-MIN-0145]. The revised SMC settings, combined with recent and proposed changes to the Green List and the opening of the WTR pathway in September 2023¹⁰, mean that it is timely to reconsider the current priority processing rules.
- 39 INZ consider that the anticipated increase in overall Green List application volumes (as a result of the WTR application pathway opening and the expansion of occupations on the Green List) will affect their ability to both prioritise the applications identified, and also meet processing targets for other residence pathways (e.g. the SMC). This could result in situations such as a drainlayer who applies under WTR being prioritised for allocation over a cardiologist who applies under SMC.
- 40 A different approach to prioritisation of skilled residence application processing is needed. Currently, a general instruction¹¹ gives effect to the prioritisation of Green List applicants agreed by Cabinet. I recommend that, moving forward, decisions on the prioritisation of skilled residence application processing be made by INZ through general instructions, and am seeking Cabinet's agreement that INZ can make changes that mean not all Green List applications are prioritised for processing above other skilled residence applications. Any changes in approach to prioritisation would remain subject to regular reporting by INZ, to myself as the Minister of Immigration.
- 41 This approach, compared to having the decision rest with the Minister of Immigration or Cabinet, will be more dynamic to emerging labour market needs. It also mitigates the processing risks identified by INZ, provides sufficient flexibility for INZ to adjust prioritisation settings as visa volumes evolve, and ensures the prioritisation rules remain fit for purpose across the skilled residence visa categories.

Report back on duration of accreditation under the Accredited Employer Work Visa

- 42 In December 2022, Cabinet agreed to extend all initial employer accreditation periods under the AEWV applied for before 4 July 2023 by 12 months, to support employers while they are adjusting to the new system [CAB-22-MIN-0569].
- 43 The accreditation system has been designed so that most employers have a shorter first accreditation (12 months), with renewals every 24 months after that, reflecting that INZ has limited information about an employer's

¹⁰ This is expected to increase Green List residence application volumes significantly over time, as this includes a number of high-volume occupations like teachers, electricians and halal slaughterers.

¹¹ The Immigration Act 2009 allows the Chief Executive (or their delegate) to give a general instruction to immigration officers on the order of visa processing.

compliance at their first accreditation. Some employers (franchisees and those using triangular employment arrangements) must renew their accreditation every 12 months, reflecting the higher risk of migrant exploitation associated with these business models.

- 44 The extension agreed in December 2022 effectively gave all employers who applied for accreditation by 4 July 2023 a 24-month first accreditation. This was agreed as a one-off extension, but the previous Minister of Immigration noted that he would seek advice from officials about whether a permanent change in settings is appropriate, and report back to Cabinet in the first half of 2023.
- 45 I have received advice from officials and do not propose any further extensions to accreditation duration at this time. I intend to review the duration of accreditation again when there is enough employer compliance data to better inform risk settings. If data indicates higher than expected compliance rates for certain groups, this would support consideration of extending accreditation duration for those groups.

Implementation of Green List additions

- 46 Officials are preparing to implement these changes as soon as possible after Cabinet decisions. Given the significant amount of work on INZ's implementation programme, additions to the Green List will likely be completed in early 2024.

I seek delegated authority to agree the skill threshold for eligibility for added occupations

- 47 Decisions are also required on the skill threshold and other eligibility requirements for each added occupation. These include skill or qualification level (or proxy, such as salary amount), Australian and New Zealand Standard Classification of Occupations (ANZSCO) and specialisations, or registration requirements. These thresholds ensure migrants coming to New Zealand to work in these roles and who will be eligible for residence are being attracted at the appropriate skill level for the identified shortage in that occupation.
- 48 I propose that Cabinet delegates decision making powers to the Minister of Immigration to determine the skill thresholds once final decisions on additions have been made. This approach is consistent with the process followed for the December 2022 additions to the Green List and allows officials to consult industry experts and stakeholders on the appropriate threshold for each occupation.

Cost-of-living Implications

- 49 This paper has no direct cost of living implications. As immigration fees apply for these residence applications, there is a cost to applicants of \$4,290 per application, in line with other skilled residence application fees. I do not expect this proposal to have cost of living implications for other New Zealanders.

Financial Implications

50 There are no direct financial implications for these proposals.

Legislative Implications

51 There are no legislative implications of these proposals. However, the proposals in this paper require amendments to immigration instructions.

52 Immigration instructions are the rules and criteria for the grant of visas and entry permission to New Zealand and are set out in the Immigration New Zealand Operational Manual. Section 22 of the Immigration Act 2009 authorises the Minister of Immigration to certify immigration instructions. Subject to Cabinet's agreement, I will certify new immigration instructions in line with the decisions taken.

Impact Analysis

Regulatory Impact Statement

53 This paper does not require a Regulatory Impact Assessment as it has no direct legislative implications.

Climate Implications of Policy Assessment

54 There are no direct climate implications of these proposals.

Population Implications

55 The proposals in this paper are intended to supplement employers looking to the domestic labour market, and training and developing the existing workforce where possible, to minimise displacement.

Human Rights

56 Officials consider that this paper is consistent with the New Zealand Bill of Rights Act 1990 and the Human Rights Act 1993.

Use of External Resources

57 One contractor on a six-month contract provided policy analysis and specialist support to the Green List review project team from April 2023 to July 2023. The contractor was engaged primarily for project work unrelated to the Green List review but also provided essential surge support, necessary during the scoping, submissions analysis and advice development stages of this review.

58 The implementation of these proposals may use some external resources where expertise such as IT needs to be outsourced. The scale of this will be confirmed as this work is planned.

Consultation

- 59 During the review, officials reached out to a targeted group of stakeholders for the nomination of occupations to be considered for addition to the Green List. The group included: Business New Zealand, the Employers and Manufacturers Association, Hospitality New Zealand, the Restaurant Association, the Department of Corrections, the Motor Transport Association, KiwiRail, Air New Zealand, the Ministry for Primary Industries, Statistics New Zealand, Chartered Accountants New Zealand, Civil Contractors New Zealand, Education New Zealand, Auckland Airport, NZTech and IT Professionals. Business New Zealand also shared this email with their membership.
- 60 Officials also briefed the New Zealand Council of Trade Unions (CTU) and Business New Zealand about the overall direction of the review. The CTU affirmed their ongoing position that they support the use of immigration to fill genuine long-term skills gaps. Business New Zealand reported that they continue to see persistent skill shortages and a need to address this through immigration settings.
- 61 This paper was prepared by the Ministry of Business, Innovation and Employment. The following departments and agencies were consulted: The Treasury, the Ministries of Social Development, Health and Transport, the Ministry for Primary Industries, and the Department of Corrections. The following areas of the Ministry of Business, Innovation and Employment (MBIE) were also consulted: Regional Skills Leadership Groups, Sector Workforce Engagement Programme, Immigration New Zealand, Industry Policy, and Digital and Communications Policy. The Ministry for the Environment, Prime Minister and Cabinet (Policy Advisory Group), and MBIE's Labour Market Policy, Tourism Policy, Skills and Employment Policy, and the Construction Sector Accord were advised of this work.

Communications

- 62 I intend to announce these changes soon after decisions are taken. The information on occupations added to the Green List will be available on the INZ website, to give migrants and employers certainty about residence pathways and enable them to plan accordingly.

Proactive Release

- 63 This paper will be proactively released in line with the Cabinet Office circular Proactive Release of Cabinet Material: Updated Requirements [CO (18) 4].

Recommendations

The Minister of Immigration recommends that the Committee:

- 1 Note that the Green List was introduced in May 2022 as part of the Immigration Rebalance, to offer a prioritised residence pathway for people in specified skilled occupations [CAB-22-MIN-0145];
- 2 Note that Cabinet invited the Minister of Immigration to review the Green List one year after its introduction, and report back to Cabinet with any proposed changes [CAB-22-MIN-0145];
- 3 Note that to date, the Green List appears to be facilitating the supply of labour (rather than generating demand), filling skills and labour shortages particularly in health, ICT, engineering and construction;
- 4 Note the Green List review has been informed by industry and social partner perspectives on occupations that should be on the Green List;
- 5 Note I have recommended occupations be added where there is an indicator of shortage and: the occupation will either qualify for the SMC and is also high volume; is unlikely to qualify for the SMC but is considered to be nationally significant; or is part of an occupational group that is already on the Green List;
- 6 Agree that the following occupations are added to the Green List based on:
 - 6.1 Being eligible for the Skilled Migrant Category and high volume (straight to residence pathway):
 - Aviation Engineer (see Avionics, Aeronautical, Aerospace Engineer)
 - Naval Architects (aka Marine Designer)
 - Mechanical Engineering Technician;
 - 6.2 Being ineligible for Skilled Migrant Category, but considered nationally significant (work to residence pathway):
 - Aircraft Maintenance Engineer
 - Road Roller Operator
 - Paving Plant Operator
 - Corrections Officer
 - Metal Fabricator
 - Pressure Welder
 - Welder
 - Fitter (General)
 - Fitter and Turner
 - Fitter-Welder
 - Metal Machinist (First Class
 - Panel Beater

Vehicle Painter;

- 6.3 Taking a consistent with the inclusive approach taken for ICT roles in the original Green List work (straight to residence pathway):

ICT Database and System Administrator

- 7 Note that officials will continue to monitor and report on Green List uptake and labour market conditions to reduce the risk that the domestic labour market is affected;
- 8 Note in 2022 Cabinet agreed that all Green List applications would be prioritised for processing above other skilled residence applications [CAB-22-MIN-0145];
- 9 Note that it is timely to reconsider the current priority processing rules, taking into account revised Skilled Migrant Category settings, with recent and proposed changes to the Green List and the opening of the Work to Residence pathway in September 2023;
- 10 Agree that, to maintain processing times and respond to emerging labour market needs, Immigration New Zealand will take decisions relating to the prioritisation of skilled residence application processing, even if this means not all Green List applications are prioritised;
- 11 Note that any changes to the prioritisation of skilled residence application processing will be reported to the Minister of Immigration;
- 12 Note that in December 2022, Cabinet agreed to extend all employer accreditations under the AEWV applied for before 4 July 2023 by 12 months, to support employers while they are adjusting to the new system, and the previous Minister of Immigration noted that he would seek advice from officials about whether a permanent change in settings is appropriate, and report back to Cabinet in the first half of 2023 [CAB-22-MIN-0569];
- 13 Note that I have received further advice from officials on accreditation duration and do not propose any further extensions at this time, but intend to review accreditation duration when there is enough employer compliance data to better inform risk settings;
- 14 Agree to delegate decision making powers to the Minister of Immigration to determine the skill thresholds of the added occupations once final decisions on additions have been made;
- 15 Note officials are preparing to implement this change as soon as possible after Cabinet decisions, but given decisions required on the skill thresholds of added occupations and the significant amount of work on INZ's implementation programme, any additions to the Green List will likely be implemented in early 2024;

I N C O N F I D E N C E

- 16 Note that the Minister of Immigration will certify new immigration instructions under Section 22 of the Immigration Act 2009 to give effect to the decisions in this paper;
- 17 Note that the Minister of Immigration will announce these changes soon after decisions are taken.

Authorised for lodgement

Hon Andrew Little

Minister of Immigration

Appendix One: Complete list of occupations submitted for addition to the Green List

Occupation	ANZSCO code	Recommendation	REASON FOR INCLUSION					REASON FOR EXCLUSION				
			Eligible for SMC and high volume	Not eligible for SMC but nationally significant			STR / WTR	Low entry requirements	Mid skilled but not nationally significant	Eligible for SMC and low volume	Other	
				Health, safety and wellbeing of NZers	Pivotal to value chain	High strategic government priority						Other
Clinical Nurse Manager	254311	No						N/A			x	Registered Nurses eligible
Aeroplane Pilot	231111	No						N/A		x		
Licensed Aircraft Maintenance Engineer / Aircraft Maintenance Engineer	3231	Yes			x			WTR				SMC registration pathway for Licensed Aircraft Maintenance Engineer
Flying Instructor	231113	No						N/A		x		
Aviation Engineer (see Avionics, Aeronautical, Aerospace, Aircraft Engineer)	233911	Yes	x				Clarification of policy intent for engineers	STR				
Road Roller Operator	721915	Yes			x	x		WTR				
Paving Plant Operator	721913	Yes			x	x		WTR				
Drainage, Sewerage and Stormwater Labourer	821112	No						N/A	x			
Earthmoving Labourer	821113	No						N/A	x			
Road Traffic Controller	899923	No						N/A	x			
Truck Driver (General)	733111	No						N/A				Has residence pathway under Transport Sector Agreement
Mobile Plant Operator NEC	721999	No						N/A	x			Miscellaneous roles too broad to include
Facility Manager	149913	No						N/A		x	x	Manager roles too broad to include
Sustainability Manager	N/A	No						N/A		x	x	Manager roles too broad to include
Commercial Cleaning Site Specialist – specialising in carpets, windows resealing hard floors, high dusting	811611	No						N/A	x			
Building exterior Cleaner	811699	No						N/A	x			
Window Cleaner	811612	No						N/A	x			
Hard floor resealing specialist – does solely hard floors	811699	No						N/A	x			
Commercial Cleaning Site Supervisor – for large sites	N/A	No						N/A	x			
Commercial Cleaning Night supervisor – for large sites	N/A	No						N/A	x			
Mobile Commercial Cleaning supervisor – for multiple sites	N/A	No						N/A	x			
Corrections Officer	442111	Yes		x				WTR				
Metal Fabricator	322311	Yes				x		WTR				
Pressure Welder	322312	Yes				x		WTR				
Welder	322313	Yes				x		WTR				
Fitter (General)	323211	Yes				x		WTR				
Fitter and Turner	323212	Yes				x		WTR				May also capture winery maintenance engineers
Fitter-Welder	323213	Yes				x		WTR				May also capture winery maintenance engineers
Metal Machinist (First Class)	323214	Yes				x		WTR				
Steel Fixer	821713	No						N/A	x			Construction not manufacturing role; residence pathway not requested by construction industry
Meat Boner, Slicer and Trimmer	8312	No						N/A	x			
Dairy Cattle Farm Worker	841512	No						N/A	x			Dairy farmers and managers on Green List
Meat, Poultry and Seafood Process Worker	8313	No						N/A	x			
Class 5 Driver	733111	No						N/A				Has residence pathway under Transport Sector Agreement
Quarry Manager	133513	No						N/A		x		Manager roles too broad to classify

Occupation	ANZSCO code	Recommendation	REASON FOR INCLUSION					REASON FOR EXCLUSION			
			Eligible for SMC and high volume	Not eligible for SMC but nationally significant			STR / WTR	Low entry requirements	Mid skilled but not nationally significant	Eligible for SMC and low volume	Other
				Health, safety and wellbeing of NZers	Pivotal to value chain	High strategic government priority					
Certified Plant Manager	133512	No					N/A		x		Manager roles too broad to classify
Butcher	351211	No					N/A		x		
Baker	351111	No					N/A		x		
Able bodied seafarer (deckhand) / fishing crew	899211	No					N/A	x			Has residence pathway under Transport Sector Agreement
Mechanical Engineer (Marine)	233512	No					N/A				Mechanical Engineer is already on Green List
Ship's Master / Maritime Pilot / Ship's Pilot	231213	No					N/A			x	Has residence pathway under Transport Sector Agreement
Naval Architect (Marine Designer)	233916	Yes	x				Clarification of policy intent for engineers	STR			
Motorman (including Engine Room Watch Rating)	321211	No						N/A			Motor Mechanic already on Green List
Electro Technical Officer	231214	No						N/A		x	Registered marine transport professionals eligible under SMC; Electricians already on Green List
Second Officer Electrical	341112 / 341111	No						N/A			Electricians already on Green List
Compass Adjuster	N/A	No						N/A			Too specific to classify
Radio Surveyor	342414	No						N/A			Telecommunications Technician already on Green List
IT Technology / System / Analyst resource	N/A	No						N/A			ICT roles addressed elsewhere
Finance resource (Accountant)	2211	No						N/A		x	Accounting roles considered recently
Asset Management	N/A	No						N/A			Manager roles too broad to classify
Truck driver (Class 5 Operator)	733111	No						N/A			Has residence pathway under Transport Sector Agreement
Crane Operator	712111	No						N/A			Already on Green List
Civil Engineer	233211	No						N/A			Already on Green List
Structural Engineer	233214	No						N/A			Already on Green List
Meat Inspector	311312	No						N/A	x		
Department Supervisor / Abattoir Manager	149999	No						N/A			Manager roles too broad to classify
Slaughterfloor worker / Butcher	831212	No						N/A	x		
Plant Accountant	221111	No						N/A		x	Accounting roles considered recently
Mechanical Engineering Technician	312512	Yes	x				Clarification of policy intent for engineering associates	STR			
Automotive Electrician	321111	No						N/A			Already on Green List
Panelbeater	324111	Yes		x				WTR			

Occupation	ANZSCO code	Recommendation	REASON FOR INCLUSION					REASON FOR EXCLUSION				
			Eligible for SMC and high volume	Not eligible for SMC but nationally significant			STR / WTR	Low entry requirements	Mid skilled but not nationally significant	Eligible for SMC and low volume	Other	
				Health, safety and wellbeing of NZers	Pivotal to value chain	High strategic government priority						Other
Vehicle Painter	324311	Yes		x				WTR				
Skipper (fishing)	N/A	No						N/A			x	Already eligible under SMC and Transport Sector Agreement
Natural and Physical Science Professionals (including Bioinformatician and Forest Scientist)	234	No						N/A			x	
Science Technicians	311	No						N/A			x	
Climate Change Mitigation and Adaptation Specialists (including those specialising in greenhouse gas mitigation and adaptation in agriculture)	N/A	No						N/A			x	Too broad to classify
Paper and Wood Processing Machine Operator	7311	No						N/A	x	x		
Rural Contractor in agriculture & horticulture	N/A	No						N/A				Seasonal workforce
Viticulture Labour Supervisor / Manager	363117 / 841216	No						N/A				Manager roles too broad to classify
Viticulture Machine Operator	831115	No						N/A	x			
Vineyard operator	121215	No						N/A		x	x	
Winery engineer	712311 / 322311	No						N/A				Formally qualified role holders may be captured under Metal Machinist or Fitter and Turner
Winery cellarhand / Cellar supervisor	831118	No						N/A	x			
Security Technician	342313	No						N/A		x		
Pig Farmer (Pig Farm Manager)	121318	No						N/A		x		
Livestock Farm Worker NEC (Piggery Worker)	841599	No						N/A	x			
Senior Pig Stockperson	363214 / 841599	No						N/A		x		
IT Manager, IT Security, Programmer, Software Engineer, Software Tester and Multimedia Specialist	N/A	No						N/A				
Digital Marketing Specialist	225115	No						N/A			x	Not captured in ANZSCO 1.2 or 1.3
ICT Database and System Administrator	262111 / 262113	Yes					Clarification of policy intent for ICT professionals	STR				
Pharmacy Technician	311215	No						N/A				Health sector roles out of scope
Aged and Disabled Carer	4231	No						N/A	x			Health sector roles out of scope
Chef	351311	No						N/A		x		
University Lecturer (PhD only)	242111	No						N/A			x	
Line Mechanic	342211	No						N/A			x	
Cable Jainter	342212	No						N/A			x	
Power Technician / Electrical Technician	399999 / 3423	No						N/A	x			Too broad to identify an industry-specific occupational shortage
Arborist	362212	No						N/A		x		
Electrical Fitter	341111	No						N/A				Electricians already on Green List
Store Manager	142111	No						N/A		x		Manager roles too broad to classify
Data Engineer	N/A	No						N/A				Database Designer and Systems Architect already on Green List
Data Architect	N/A	No						N/A				Database Designer and Systems Architect already on Green List
Economist	224311	No						N/A			x	
Management Consultant (commercialisation / technology transfer)	224713	No						N/A			x	Manager roles too broad to classify