



COVERSHEET

Minister	Hon Andrew Little	Portfolio	Immigration
Title of briefing	Future of the Skilled Migrant Category	Date to be published	15 January 2024

List of documents that have been proactively released

Date	Title	Author
April 2023	Future of the Skilled Migrant Category – Final Proposals	Office of the Minister of Immigration
5 April 2023	Future of the Skilled Migrant Category – Final Proposals DEV-23-MIN-0049 Minute	Cabinet Office
7 October 2022	Future of the Skilled Migrant Category: Consultation document	MBIE
10 February 2023	Future of the Skilled Migrant Category – Public consultation outcomes and next steps	MBIE
1 March 2023	Future of the Skilled Migrant Category – Final Decisions: Draft Cabinet paper	MBIE
10 March 2023	Future of the Skilled Migrant Category – Final decisions: Cabinet Paper for Ministerial Consultation	MBIE
29 March 2023	Skilled Migrant Category and the Green List: Final Cabinet papers for lodging	MBIE
19 April 2023	Decisions on future use of the LQEA	MBIE

Information redacted

YES

Any information redacted in this document is redacted in accordance with MBIE's and MFAT's policy on Proactive Release and is labelled with the reason for redaction. This may include information that would be redacted if this information was requested under Official Information Act 1982. Where this is the case, the reasons for withholding information are listed below. Where information has been withheld, no public interest has been identified that would outweigh the reasons for withholding it.

Some information has been withheld for reasons of protection of privacy of natural persons, free and frank opinions, and confidential advice to Government.

In Confidence

Office of the Minister of Immigration

Cabinet Economic Development Committee

Future of the Skilled Migrant Category – Final Proposals

Proposal

- 1 This paper seeks your agreement to:
 - proposed changes to the Skilled Migrant Category (SMC), including a simplified points system;
 - implement a maximum continuous stay (stand-down) for holders of an Accredited Employer Work Visa (AEWV) who are not eligible for residence;
 - extend the length of the AEWV from three years to five years.

Relation to government priorities

- 2 The proposals in this paper are consistent with the broader Immigration Rebalance. The Rebalance supports the Government's plan to transition to a more productive and sustainable economy by creating the new normal for access to migrant labour with a now-open border. It builds on the Government's work to seek positive workforce changes through Industry Transformation Plans, labour market system changes and the economic recovery.

Executive Summary

- 3 In September 2022, Cabinet considered proposed changes to the SMC, which has historically been New Zealand's main skilled residence policy. The Skilled Migrant Category focuses on individual skills and targets people who can bring benefits to New Zealand, even if the economy changes.
- 4 The SMC is complemented by new residence pathways introduced under Immigration Rebalance, including the Green List which provides streamlined residence pathways for eligible migrants in specified highly skilled, hard-to-fill occupations. Around 56% of people who gained residence under the SMC in 2019 were in occupations that are now on the Green List. In addition, some occupations that previously had only limited residence pathways are expected to see large numbers of people gain residence under the Green List and Sector Agreements, e.g. Aged Care Assistants, Truck Drivers, Bus Drivers and some of the allied health roles being considered under the Green List. This means the role of the SMC is expected to be significantly smaller under the new settings.
- 5 The key proposal is to move to a simplified points system that sets a clear, fair, and transparent eligibility threshold for skilled residence. This focuses on

granting residence to people who can fill medium- to long-term skill needs that would be hard, or take time, to fill from the domestic labour market, even under the right conditions.

- 6 The way the current SMC points system is structured means there is no clear skill threshold, e.g. it is easier for people already onshore, working outside Auckland, or with skilled partners. This makes it difficult to directly compare settings. In general, the new settings are expected to be more generous than the current SMC skill threshold. Compared to pre-COVID (before the points threshold was increased), the new settings are tighter, meaning we expect to see a reduction in the number of people gaining residence in occupations requiring lower levels of formal training and experience.
- 7 Combined with the Green List and new residence pathways under Sector Agreements, more people are expected to gain residence annually than previously, because of the move to processing to demand (“no caps”). Migrants are also able to work in New Zealand temporarily on an Accredited Employer Work Visa (AEWV), or other temporary work visas, e.g. Student, Post Study Work, Working Holiday, and Specific Purpose visas.
- 8 The Ministry of Business, Innovation and Employment (MBIE) undertook public consultation on the proposed changes from October to November 2022. The key decisions for Ministers are to:
 - 8.1 **confirm the proposed skill threshold.** Many submitters in the consultation called for a “long residence” model, where people who have worked legally in New Zealand for a certain period, e.g. five years, would automatically become eligible for residence. On balance, I continue to recommend a higher skill threshold for residence than for temporary work, to enable greater flexibility to manage impacts on productivity and work conditions, absorptive capacity, and the risks of displacement, particularly in the case of an economic downturn;
 - 8.2 **confirm the simplified points system.** I propose one change to the proposed simplified points system to allow professions with two-year registration pathways to qualify, and to use the Green List and/or Sector Agreements to capture other high-value occupations where a residence pathway is important to attract people. There was some criticism during consultation of what was perceived as a narrow definition of “skilled”, particularly where skills are primarily gained on-the-job or where formal training is shorter than the threshold set. Officials explored other options to recognise a broader range of skills, but most changes would compromise the overall points system – and may not even capture the skilled trades that have been raised. Using the Green List and Sector Agreements will enable tailoring of the relevant skill threshold, without compromising the overall points system. Specific occupations will be proposed for inclusion in the Green List review later in the year;
 - 8.3 **confirm a maximum continuous stay (stand-down) of five years.** In September 2022, Cabinet agreed to implement a stand-down, where

after a maximum of three years on an AEWV, people must leave New Zealand for at least 12 months before being eligible for another AEWV. This proposal aims to reduce the risks to migrants and their families of become well settled in New Zealand without the rights and protections of residence (as “second-class citizens”). Strong feedback was received on the proposal during consultation. On balance, I continue to recommend implementing a maximum continuous stay, but recommend extending it to five years to allow more time for people to work in New Zealand. I also propose that an exception be made for people on a pathway to residence to stay in New Zealand to enable them to complete the required skilled work experience to apply for residence; and

8.4 **agree to extend the maximum length of an AEWV to five years.** Extending the length of the AEWV from the current three years would facilitate operational efficiency and enhance the attractiveness of the AEWV for both migrants and employers.

9 It will take six months to implement the new settings. That means that subject to Cabinet views, the new settings will be implemented in early October. I propose to announce the changes shortly after Cabinet decisions to give migrants and employers certainty about residence pathways.

Background

10 The two visa classes in the New Zealand immigration system are temporary entry and residence class visas:

10.1 A temporary class visa allows a holder to be in New Zealand for the purpose and length of the visa, e.g. for work, study, or holiday/visit; and

10.2 A residence class visa provides the holder with the right to live and work in New Zealand indefinitely, as well as the rights to vote, buy a house, and access social security benefits and subsidised tertiary education.

11 The SMC has historically been New Zealand’s main resident visa category based on skills and employment. It supports economic growth by granting residence to people who have skills to fill long-term needs and who can deploy those skills in New Zealand. Cabinet invited the Minister of Immigration to undertake a review of SMC settings [CAB-21-MIN-0554] to ensure that the SMC was delivering on its objectives, address suboptimal outcomes, and align with the Immigration Rebalance.

The context for the SMC has changed since pre-COVID

12 The Immigration Rebalance, introduced in May 2022, aims to support the Government’s plan to transition to a more productive and sustainable economy by creating the new normal for access to migrant labour and skills now that New Zealand’s border has been reopened. Changes made under the Rebalance mean the context for the SMC has significantly changed:

- 12.1 Following the Immigration Rebalance, the main skilled temporary work visa is the **Accredited Employer Work Visa (AEWV)**, which allows employers to hire migrants on visas for up to three years. Employers must pay market rate and at least the median wage and show that they cannot find a suitable New Zealander first, with limited exceptions¹. As at 8 March, 39,864 AEWVs had been approved since opening on 4 July 2022, and a further 12,021 applications were on hand.
- 12.2 New priority skilled residence pathways introduced under the Immigration Rebalance will cover a large proportion of roles that previously gained residence through the SMC:
- 12.2.1 The **Green List** for eligible migrants in specified highly skilled, hard-to-fill occupations. The Green List covers many roles that would have previously gained residence through the SMC. Further additions announced in December, which will include teachers and more health roles, mean the SMC will play a significantly smaller role than previously anticipated [CAB-22-MIN-0569]. Around 56% of people who gained residence under the SMC in 2019 were in occupations that are now on the Green List.
 - 12.2.2 The **Highly Paid Residence Visa** for migrants earning at least twice median wage (note the proposal in paragraph 56 to bring this into the simplified points system).
 - 12.2.3 The **Care Sector Agreement**, and the new **Transport Sector Agreement** announced in December 2022, include new residence pathways for many people who would not have been eligible previously.
- 13 In addition, the **2021 Resident Visa** will grant residence to over 200,000 people². This is equivalent to more than five years of pre-COVID residence approvals. It includes both people who would have become eligible for the SMC over the next few years and people who would otherwise not have been eligible for residence.

Cabinet agreed the broad direction of the SMC in September 2022

- 14 The proposed future settings aim to:
- 14.1 align with the Immigration Rebalance, which aims to support a higher-productivity, higher-wage economy, while making it easier for employers to attract and hire skilled migrants;

¹ Sector agreements allow sectors that have been traditionally reliant on lower-paid migrants to continue to recruit migrants at rates below the median wage, to provide time to improve working conditions and work on longer-term resourcing.

² 106,048 applications have been received covering 214,428 people (principal applications and their partners/families).

- 14.2 give more certainty to migrant workers and their families, through clearer, fairer and more transparent settings, so migrants can make informed decisions about their immigration options from the beginning;
 - 14.3 improve processing times through simplifying processes where possible; and
 - 14.4 reduce immigration and labour market risks and exploitation, by reducing the drivers of exploitation and poor working conditions.
- 15 In September 2022, Cabinet agreed to the broad direction of change for the SMC [CAB-22-MIN-0411], including:
- 15.1 a simplified SMC points system, with a skill level equivalent to six years of “human capital” (formal training and experience);
 - 15.2 a stand-down where, after a maximum of three years on an AEWV, people would be required to leave New Zealand for 12 months before being eligible to apply for another AEWV. This aims to prevent creating a future cohort of people that are well settled in New Zealand with no realistic pathway to residence; and
 - 15.3 in principle, additional requirements for people in specified occupations to manage potential immigration and labour market risks, subject to consultation and further policy refinement.

Cabinet agreed to public consultation on the proposals

- 16 Cabinet also agreed to public consultation on the proposals. Officials undertook five weeks of public consultation in October and November 2022. In total 309 submissions were received and around ten formal consultation meetings were held with peak bodies, employer groups, unions and migrant representative groups.
- 17 Overall sentiment to the proposed changes and supporting rationale was mixed, but there was generally more support for change than not. Several submitters disagreed with the fundamental principles behind the Immigration Rebalance (shifting to a higher-skilled and productive economy), or rather the evidence of the impact of immigration on these goals. Many preferred alternative ways to reduce immigration risks to the proposed stand-down policy. There was also considerable feedback about the proposed skill level and support for a “long residence” model. Consultation feedback on the specific proposals is discussed below.

Cabinet also agreed to the reopening of the SMC under current settings in the interim

- 18 The SMC had effectively been closed since April 2020 due to COVID. Cabinet agreed to reopen with one draw at 160 points (the same level as pre-COVID), before increasing the points threshold to 180 points:

- 18.1 The first draw from the Expression of Interest (EOI) pool at 160 points was made on 11 November 2022. In this first draw, 6,515 EOIs (covering 14,709 people) were received³. This is more than all SMC applications approved in 2019. The top three nationalities represented in applications were India (2,161), China (1,081), and Sri Lanka (473); and the top three occupations were Early Childhood Education teachers, Personal Care Assistants, and Café and Restaurant Managers. INZ began processing applications in mid-February.
- 18.2 The second EOI draw, at 180 points, was made on 18 January. 2023 and 423 EOIs (covering 1,004 people) were received.⁴ The top four nationalities were India (73), China (53), South Africa and Sri Lanka (42); and the top three occupations were Early Childhood Teachers, Software Engineers, and Secondary School Teachers. The higher points threshold saw some shift towards higher-skilled roles and a higher level of qualifications claimed. The third EOI draw in February saw 243 eligible EOIs received. This relatively low number likely reflects both the number of applications already received and the impact of the higher points threshold.

MBIE officials are working with other agencies to develop a Skilled Migrant Performance Framework

- 19 Before 2020, the number of SMC applications approved was managed within a “planning range” that set a range which INZ would not process over, e.g. in 2019, 8,150 principal applicants were approved under the main skilled residence categories at the time (SMC and Residence from Work). In practice, this system significantly increased wait times when application volumes exceeded the planning range.
- 20 In September, Cabinet agreed to:
- 20.1 “no caps” for the SMC, i.e. to move away from the previous planning range for skilled residence and to instead rely on an appropriately set skill threshold to manage demand from migrants; and
- 20.2 to actively monitor key metrics and investigate the underlying cause and appropriate response when metrics fall outside of pre-set tolerance thresholds.
- 21 MBIE officials are working with other agencies to develop a Skilled Migrant Performance Framework, alongside the work on absorptive capacity considerations in response to the Productivity Commission’s review of the immigration system, and will report back to me on this.

³ 5,625 of these were assessed as meeting the points threshold and were invited to apply.

⁴ 350 of these were assessed as meeting the points threshold and were invited to apply.

Skill threshold

- 22 In September 2022, Cabinet agreed that the SMC should focus on granting residence to people who can fill medium- to long-term skill needs that would be hard, or take time, to fill from the domestic labour market, even under the right conditions. The proposed skill threshold means that there will be a gap between eligibility to work temporarily in New Zealand and eligibility for residence – although it will be smaller than previously, due to the introduction of the median wage threshold for the AEWV.
- 23 During consultation there were cross-cutting calls to introduce a “long residence” model, as well as or instead of a points system, which would grant residence to people who had worked legally in New Zealand for a certain period, e.g. five years. Business NZ’s submission heavily promoted this option, with individual employer submissions expressing support for it.

On balance, I continue to recommend retaining a higher threshold for skilled residence to align with productive goals, help manage absorptive capacity and manage risks of displacement

- 24 I have considered options to grant residence to everyone who works legally in New Zealand over a certain period. A long residence model would effectively rely on the AEWV’s median wage as the key skill threshold and leave the labour market to self-regulate beyond that *Free and frank opinions*. Alternatively, the skill and/or wage threshold for temporary work visas could be raised, but that would make it harder for employers to fill immediate gaps and would not be appropriate in the context of labour shortages.
- 25 There is not enough evidence to categorically determine the impact open residence settings would have on the labour market or the skilled economy. The key trade-offs with facilitating employers’ ability to attract and retain migrants are based on principles about:
- 25.1 *Productivity and work conditions*, i.e. maintaining tensions in the labour market to incentivise employers to lift wages and conditions, to prioritise domestic workforce over recruiting offshore workers, and to invest in productivity-enhancing capital;
- 25.2 *Absorptive capacity*, i.e. the ability to manage permanent population growth so as not to put unsustainable pressure on housing, infrastructure, social services and the environment.
- 25.3 *Risks of displacement*. The Productivity Commission’s report on Immigration⁵ did not find migration led to systematic job displacement, but it noted that concerns about displacement of local labour in the event of a future economic “shock” or cyclical down-turn in the economy are real. According to MBIE analysis, migrant workers, ethnic

⁵ Productivity Commission: *Immigration – Fit for the Future* (April 2022)

minorities, disabled people, Māori and Pacific people are particularly vulnerable to poor labour market outcomes in a recession.⁶

26 The proposed skill threshold offers residence to higher-skilled migrants, while employers retain access to temporary workers through the AEWV and other temporary work visas:

26.1 The permanent nature of residence means it is appropriate to focus on people who will contribute to New Zealand's long-term economic growth and productivity objectives, even when short-term skill and labour shortages or macro-economic indicators like unemployment change. There is evidence that the positive economic impact of migration is greater for high-skilled, high-productivity sectors, both through the direct impact on productivity and contribution to tax, and indirect impact on knowledge, skills and innovation.⁷

26.2 Temporary immigration settings retain more flexibility to respond to economic shifts. Temporary work visas (e.g. AEWV, Post Study Work, Working Holiday and Specific Purpose visas) are generally the most appropriate immigration response to short-term labour market gaps. They are appropriate for current shortages in hospitality and tourism, and "surge needs", e.g. to support disaster recovery efforts and major infrastructure projects. Evidence suggests that the lack of a residence pathway is not a significant barrier to recruiting temporary migrants, with large numbers of migrants coming in to work in a job that has not traditionally had a pathway to residence.⁸

27 We are already in unprecedented territory in terms of managing residence volumes, i.e. no caps and processing to demand. Across the Green List, Sector Agreements and the simplified points system, more people are expected to move from temporary work visas to residence annually than ever before. This is primarily due to the removal of the planning range, which artificially suppressed the number of approvals.

28 If a long residence pathway based on the median wage criteria was implemented, it would potentially drive a further significant increase in volume, and change the composition of migrants, in ways that we do not fully understand. So far, the impact of the median wage threshold on skill levels is unclear. Based on AEWV data since opening on 4 July 2023:

28.1 39,864 AEWVs were issued between 4 July 2022 and 8 March 2023. 35,877 of these were above median wage.

⁶ Workers in the manufacturing sector have consistently experienced the highest rates of displacement. Construction, retail trade, accommodation and food service workers are also more likely to experience displacement than other sectors.

⁷ Productivity Commission: *Immigration by the Numbers* (April 2022)

⁸ For example, from 2017-19, there were almost 60,000 temporary work visas issued for ANSZCO 4 and 5 roles (lower-skilled). This compares to less than 700 who gained skilled residence, of which only around 60 were on the SMC. An analysis of AEWV data since opening in July shows significant volumes of people in roles where previously virtually no one has been eligible for skilled residence, e.g. builder's labourers, scaffolders, meat process workers.

- 28.2 There is a significant clustering at the median wage level. Almost half of all applicants are working in ANZSCO skill level 4-5 (lower-skilled) roles.
- 29 If residence settings prove to be too tight, it is easier to widen eligibility than to take things away. There is also a long lag on immigration settings; the general principle of grandparenting means the “tail” of people eligible for residence would be long.
- 30 As inter-agency work on the relative impact of immigration and absorptive capacity progresses, we could potentially consider rethinking our approach to the further significant change to volumes we want to see coming through residence. This could be progressed through a Government Policy Statement or other population work.

Simplified Points System

- 31 In September, Cabinet agreed to consult on a simplified points system, where applicants must claim at least 6 points, equivalent to six years, based on:
- 31.1 3 to 6 points for New Zealand professional registration, recognised tertiary qualifications at Bachelor’s level or above, or high income; and
- 31.2 for people who meet the skill threshold, 1 point available per year for skilled work in New Zealand, up to a maximum of 3 points.
- 32 The simplified points system that sets a clear, fair, and transparent eligibility threshold for skilled residence. It aims to provide people more certainty about their eligibility, so they can make informed decisions about their immigration options.
- 33 Consistent with targeting medium- to long-term skill needs, the skill threshold means it would take approximately six years for someone in the domestic workforce to gain that level of education, training and/or work experience (human capital). The threshold also aims to attract people who are likely to be able to transfer their skills if the labour market changes.

Table 1: Consultation version of Simplified Points System

Points: **6 points = eligible for SMC**

Simplified Points System (Choose from one column)				
Points	NZ Registration	Qualification	Income	Skilled work in NZ (1 year = 1 point)
6 points	Registration ≥6 years	Doctorate	3 x Median Wage	Straight to Residence
5 points	Registration ≥5 years	Master’s		+ 1 year
4 points	Registration ≥4 years	Honours, PGDip	Highly Paid	+ 2 years
3 points	Registration ≥3 years	Bachelor’s	1.5 x Median Wage	+ 3 years

- 34 In line with the current SMC and other residence visas, applicants must:
- 34.1 have a skilled job or job offer paid at least the median wage;
 - 34.2 have minimum English language ability equivalent to IELTS 6.5; and
 - 34.3 meet standard age, health, character, and national security requirements.
- 35 **Appendix 1** sets out details of the simplified points system, how each of the skill proxies will work and provides examples.
- 36 The way the current SMC points system is structured means there is no clear skill threshold, e.g. it is easier for people already onshore, working outside Auckland, or with skilled partners. It is therefore difficult to directly compare skill thresholds under proposed points system. Overall, the composition of people qualifying for residence under the SMC is expected to change due to the tighter skill threshold and the new residence pathways available. In general:
- 36.1 compared to the pre-COVID (where the points threshold was 160 points), the proposed new settings are tighter. This means that people in roles that require low levels of formal training and experience are unlikely to meet the skill threshold, unless they hold independent qualifications. This will make it harder for people in some occupations that were previously considered disproportionately highly represented under the SMC to gain residence, e.g. Retail Managers, which in 2017-19 had third highest number of SMC approvals (765), and Café or Restaurant Manager, which was the fourth highest occupation (729).⁹ These have among the lowest average incomes across previous Skilled Migrant Category applicants and were considered “easy” pathways to residence;
 - 36.2 compared to the current SMC settings (where the points threshold was raised to 180 points in from January), more people are expected to be eligible under the new settings. This is because the way the points system is structured means that some people with valuable skills will not be eligible, especially those seeking residence directly from offshore.

Consultation feedback focused on recognising a broader range of skills

- 37 Consultation feedback showed broad support for simplification of the system and the goals of providing certainty and clarity. The key criticism was of what was perceived to be a narrow definition of “skilled”, particularly where skills are primarily gained on-the-job and where there is no associated professional registration scheme. Specific proposals to address this focused on

⁹ The top occupation was Registered Nurse (1,755), which is included on the Green List and would have a clear pathway under the proposed points system. The second highest occupation was chef, which is discussed below.

recognising overseas work experience, recognising Level 4-6 (below degree-level) qualifications and lowering the income threshold.

- 38 The proposed points threshold is based on individual skills, meaning any occupation is eligible, but there is a tendency towards professional roles. This is a function of the nature of the skill proxies available – and is also the case with the current SMC points system, where professional and customer service roles have historically dominated the top occupations represented.
- 39 Under the proposed points system, anyone earning 1.5 times median wage is eligible for residence. People holding a recognised registration, e.g. Carpenters and Joiners, Gasfitters, Bricklayers and Roofers, would also have a clear residence pathway. Residence pathways are already available for a range of skilled trades under the Green List, e.g. Motor Mechanics, Electricians, Plumbers, Automotive Electricians, Dairy Cattle Farmers, Crane, Hoist or Lift Operators, Agricultural, Horticultural and Earthmoving Plant and Excavator Operators; and Sector Agreements, e.g. Truck and Bus Drivers. In this way, the design of the immigration system enables the different skilled residence pathways to respond to different skill needs.

I propose to expand the Simplified Points System to include two-year registrations

- 40 Officials considered a range of options to recognise skills primarily gained on-the-job, with a focus on capturing:
- 40.1 people with skills that are not readily trainable; who can deploy their skills in the economy now (rather than training into a role); and who are likely to be able to transfer their skills if the labour market changes; and
- 40.2 occupations where there is an expectation of an ongoing workforce gap; where people are likely to stay on their career paths once they gain residence (i.e. not using residence to address retention issues); and that are not generally filled by New Zealanders vulnerable to displacement.
- 41 Based on that analysis, I propose to retain the proposed points system, with one change to allow two-year registrations to qualify. Regulated registrations provide a high level of robustness. This change would bring in a small number of trades that would otherwise be unlikely to be eligible under the simplified points system, including Line Mechanics,¹⁰ Electrical Engineering Technicians, Electrical Installers, External Plasterers and Cable Jointers.
- 42 The other options considered would likely result in a significant widening of eligibility and may not even capture the skilled trades we are targeting. The options considered included:

¹⁰ This includes traction line mechanics, for which the formal training programme is 21 months, as it is close to the two-year threshold and brings it into line with other line mechanics.

- 42.1 **adding non-degree qualifications as a skill proxy.** Removing recognition of non-degree qualifications is one of the most significant proposed changes to the points system. This proposal is based on both the relative length of time these qualifications take and the issues seen under previous settings. Non-degree qualifications are the key requirement for some skilled occupations, including some occupations already captured under the Registration skill proxy and the Green List. However, there is a large variation in the nature of non-degree qualifications and no obvious way of distinguishing those that would be considered higher value, including those leading to skilled trade and technician roles. Under the previous settings, we saw patterns of behaviour suggesting non-degree qualifications were being used as an “easy route to residence”, rather than reflecting the skill level required for a job.¹¹ Another option explored was to allocate points for specific non-degree qualifications but this would in effect create an occupations list within the simplified points system, duplicating some of the role of the Green List.
- 42.2 **lowering the income threshold e.g. to 1.25 times median wage.** Income as a stand-alone skill proxy aims to capture highly skilled people in occupations that have neither registrations nor degree-level qualifications associated with them. Some occupations where skills are primarily developed on-the-job may see a higher proportion of people gain residence than previously through this skill proxy.¹² Lowering the wage threshold would provide a more “achievable” level for some workers. However, as a stand-alone skill proxy it would represent a relatively low threshold for residence. It is also unlikely to have a significant effect in improving eligibility for people in skilled trades and vocational roles, where there is a strong clustering of wages at or just above the median wage.¹³ There is evidence of lifting of wages to median wage to meet the AEWV criteria, but no strong evidence that employers would respond to an even higher level. A lower wage threshold may lead to a higher level of risk of wage inflation or wage recycling (non-genuine wage payments).
- 42.3 **recognising overseas work experience.** Removing direct recognition of overseas work experience is another key change under the simplified points system. Work experience is an important measure of human capital. However, evidence of overseas work experience is easy to fraudulently obtain and difficult, time-consuming, and costly to verify. It is hard for INZ to assess that work experience is genuine and comparable to work experience gained in New Zealand. Overseas work experience is, however, recognised indirectly under the simplified

¹¹ Patterns of behaviour also suggested international students were entering New Zealand to study non-degree courses with the intention of seeking a pathway to residence, rather than for the educational value. Examples of qualifications that have been disproportionately highly represented in SMC applications include e.g. Diploma of Business and Diploma of Hospitality Management.

¹² Examples based on AEWV data include Fitters, Airconditioning and Refrigeration Mechanics and some Technicians and Trades Workers.

¹³ Analysis shows there are some trades where all or almost all migrants are paid below 1.5 times median wage, e.g. Carpenter / Welder (NZ), Metal Machinist (First Class), Fitter-Welder.

points system as part of registration (by registering bodies) and income (by employers).

I propose to use the Green List and/or Sector Agreements to address any critical occupation gaps

- 43 As foreshadowed in September, I propose to use the Green List and/or Sector Agreements to address any critical gaps, where a residence pathway is important to attract people. Using these levers enables tailoring the relevant skill threshold to the occupation, e.g. using a combination of qualifications and/or income, without compromising the overall skill threshold of the simplified points system. If, however, this resulted in bespoke arrangements for many occupations, it may be preferable to reconsider other options.
- 44 I have directed officials to develop the criteria and evidence requirements as part of work on the Green List review (originally planned for July, but delayed due to work on the Green List additions announced in December), but there will still be a judgment required.
- 45 In general, the broad framework for inclusion on the Green List should align with what is already established, i.e. skilled occupations that are:
- 45.1 hard to fill;
 - 45.2 globally in-demand;
 - 45.3 nationally significant, i.e. economically or where there is a significant public good (this means not looking at bespoke arrangements for roles where there might only be a small number people); and
 - 45.4 where a residence pathway is needed to attract people (i.e. cannot be filled by people on temporary work visas).
- 46 Special consideration may be given to occupations within this framework that would not otherwise have a pathway through the simplified points system. In some cases, Sector Agreements may be more appropriate than a Green List pathway (given the Green List is prioritised over the SMC), noting the primary focus of Sector Agreements is on time-limited exceptions to the median-wage threshold for the AEWV, to allow sectors time to adjust.

Officials are exploring a small number of occupations for consideration as part of the Green List review or under Sector Agreements.

- 47 Cabinet decisions in December expanded the number of roles eligible for residence under the Green List, including adding many skilled health and other roles raised in last year's Ministerial consultation on the SMC, e.g. all Registered Teachers, Telecommunications Technicians, Halal Slaughterers and specific construction roles [CAB-22-MIN-0569]. I propose that any further additions to the Green List are made as part of the planned Green List review.

- 48 Officials have undertaken an initial analysis of potential gaps that might be considered for inclusion on the Green List or a Sector Agreement. This focused on occupations where even those at the highest skill levels are unlikely to meet the income threshold, because of structural sector or labour market issues; and where large numbers of people previously had a residence pathway under the SMC, i.e. representing more than 10 per cent of the number of temporary visa holders in those occupations.¹⁴ To support the analysis, officials looked at information on:
- 48.1 the top 100 occupations of people granted AEWVs from 4 July 2022 (opening) to 19 January 2023 (see **Appendix 2**);
 - 48.2 the top 25 occupations represented in SMC applications drawn in November 2022 (the first draw after reopening and the final draw at 160 points) (see **Appendix 3**); and
 - 48.3 all occupations raised during consultation (see **Appendix 4**).
- 49 The key occupations identified as potential candidates for consideration include:
- 49.1 **Chefs:** Chefs were highlighted in September as an occupation that has previously been highly represented under the SMC (763 gained residence in 2017-19), but which has gone to the other extreme with few people expected to be eligible under the proposed settings¹⁵. Officials have opened a discussion with the industry (Hospitality New Zealand and the Restaurant Association) on how we might distinguish highly skilled Chefs for further consideration, noting it has previously been considered a role prone to “job inflation” and an “easy” pathway to residence. **Bakers** might also be considered alongside this. Although volumes of bakers were smaller (213 in 2017-19), this represented 24 per cent of the number people granted temporary work visas as a baker in the same period.
 - 49.2 **Manufacturing and related roles:** A cluster of roles relating to metal manufacturing and related roles are relatively highly represented in the top AEWV occupations, but few people are expected to meet the threshold under the simplified points system, e.g. Metal fabricators, Metal Machinists, Steel Fixers. Some of these roles had modest numbers previously eligible for the SMC, e.g. 10-30 people per year. Fitters and Welders might also be considered. Officials plan to explore further with the Employers and Manufacturing Association if a residence pathway might be appropriate for some skilled roles.

¹⁴ This does not directly represent how many people transfer from one visa type to another: SMC applications include people who were on post study work rights and other visa types.

¹⁵ Based on the July-January AEWV data, only one chef in 820 was earning >1.5 times median wage, and five chefs earning 90 per cent of that. 1,769 Cooks were also granted AEWVs, some of which may be working in Chef roles but wanted to avoid the additional qualification requirement that applied for a short period. Two of these Cooks earned >1.5 times median wage, and four earned 90 per cent of that.

- 50 I do not recommend an exception pathway for other roles which have relatively low training and experience requirements. This includes roles that:
- 50.1 had (disproportionately) large numbers come through the SMC, but were considered roles with higher immigration or labour market risks, e.g. Café or Restaurant Manager and Retail Manager (see from paragraph 51 below);
 - 50.2 have previously had a relatively high proportion come through the SMC (representing at least 10 per cent of the number of people on temporary work visas at the time), but which require relatively low levels of formal training and experience e.g. Painting Trades Workers, Nurserypersons;
 - 50.3 had some people come through the SMC from 2017-19, e.g. Cooks¹⁶ (149 people), Hairdressers (71 people) and Massage Therapists (45 people), but there is not a strong case for creating an exceptional pathway to support recruitment from offshore;
 - 50.4 where no one has previously come through the SMC, e.g. Builders Labourers, Scaffolders, Dairy Farm Workers, Electrical or Telecommunications Trades Assistants, Waiters, Winery Cellar Hands.

I do not recommend implementing special requirements for people in specified occupations under the proposed settings

- 51 In September, Cabinet agreed in principle that, subject to the outcome of public consultation, eligibility for residence should include additional requirements for occupations with higher immigration or labour market risks [CAB-22-MIN-0411 refers].
- 52 Official consulted on applying a higher income threshold of 1.5 times the median wage to three occupations: Café or Restaurant Manager; Hospitality, Retail and Service Managers not elsewhere classified; and Retail Manager (General). The basis for identifying these roles was they should be part of career progression for the New Zealand workforce and they:
- 52.1 are prone to “job/title inflation” and require little to no training
 - 52.2 have historically had the lowest average incomes across previous Skilled Migrant Category applicants
 - 52.3 are at higher risk of poor working conditions and migrant exploitation.
- 53 There was some support for this proposal, with 52 per cent of respondents supporting the proposal and 28 per cent against. Those who disagreed did so strongly and disputed the evidence presented. Many suggested that these immigration risks were better addressed using existing processes, e.g. the Labour Inspectorate.

¹⁶ This role will move to ANZSCO Level 4 (lower skilled) under the new settings.

- 54 At this stage, I do not recommend applying special requirements for specified occupations because:
- 54.1 the tighter skill threshold under the SMC mitigates many of the risks we were looking to address, particularly large cohorts of lower skilled people becoming eligible for SMC. If changes were made to the proposed simplified points system, e.g. to include non-degree qualifications, it would be appropriate to reconsider if special requirements for some occupations are appropriate;
 - 54.2 people at higher skill levels are considered to be less vulnerable to exploitation;
 - 54.3 the AEWV median wage threshold, job check, and post-decision checks help to mitigate some immigration and labour market risks for AEWV holders;
 - 54.4 although anecdotally these roles have a higher risk profile, it is difficult to develop a sufficiently robust evidence base to support this model based on risk.
- 55 Officials will monitor AEWV and SMC trends and consider implementation of a specified occupations list in the future, if immigration and labour market risks become apparent.

I propose to move the Highly Paid Residence Visa into the SMC

- 56 I propose to move the Highly Paid Residence Visa into the simplified points system for simplicity and consistency. The Highly Paid Residence Visa is a new prioritised pathway for people earning twice median wage, which is equivalent to 4 points in the simplified points system. This will have some minor impacts on how skilled work experience for this group is calculated. Some additional benefits apply at the AEWV stage, e.g. open work rights for partners and no requirement for employers to advertise, but these benefits can be retained without affecting the points system. Further consideration will be given to whether it will continue to be prioritised for processing ahead of other SMC applications (including those with higher equivalent points).

I propose to close the SMC Job Search Visa under the simplified points system

- 57 The SMC Job Search Visa currently provides open work rights for 12 months to people who meet the SMC points threshold, but do not have a job or job offer of skilled employment in New Zealand. I propose to close the SMC Job Search Visa because it would have limited application under the simplified points system (i.e. only applying to people with doctorate degrees).¹⁷ Technology and changing recruitment practices have improved the ability for

¹⁷ The income stream requires a job or job offer; people with registration are usually already engaged in the New Zealand system; and people with qualifications below Doctorate level would require skilled work experience in New Zealand to be eligible.

people to job hunt from offshore and other visa options available for those who want or need to come to New Zealand to secure a job.

The SMC will be presented alongside other skilled residence visa pathways

- 58 The consultation process revealed considerable confusion among migrants and employers about the temporary and residence visa options available. The opening of the Green List before the reopening of the SMC appears to have amplified this confusion, with many continuing to see it as the only option for skilled residence.
- 59 To support migrants and employers to understand the range of options available to them, the Green List, Sector Agreements and the simplified points system, will be presented under one banner of “Skilled Residence Visas”. As part of this, officials are considering whether it is appropriate to move away entirely from the name “Skilled Migrant Category”, which is strongly associated with the previous settings.
- 60 The table below provides a summary of the proposed changes alongside the equivalent pathways under the Green List and Sector Agreements.

Table 2: Simplified Points System: Summary of Proposed Changes

Years to Residence:		0 Years	1 Year	2 Years	3 Years	4 Years
Green List						
Job on Straight to Residence list		Residence				
Job on Work to Residence list		Skilled work in New Zealand			Residence	
Care Workforce and Transport Sector Agreements						
Job at specified skill/wage level		Work in New Zealand			Residence	
Skilled Migrant Category						
<ul style="list-style-type: none"> • Registration ≥6 years OR • PhD (or equivalent) OR • Job earning ≥3x Median Wage 	6 points	Residence				
<ul style="list-style-type: none"> • Registration ≥5 years OR • Masters Degree (or equivalent) 	5 points	Skilled work in New Zealand		Residence		
<ul style="list-style-type: none"> • Registration ≥4 years OR • Honours, Post-graduate Diploma (or equivalent) OR • Job earning ≥2x Median Wage 	4 points	Skilled work in New Zealand			Residence	
<ul style="list-style-type: none"> • Registration ≥2 years OR • Bachelor's Degree (or equivalent) OR • Job Earning ≥1.5x Median Wage 	3 points	Skilled work in New Zealand				Residence

Overall residence approvals are expected to increase across residence streams

- 61 Accurately predicting future application volumes for skilled residence across the simplified points system, Green List, and Sector Agreement pathways is challenging. There are significant uncertainties around post-COVID global migration trends, the medium- to long-term impacts of the Rebalance changes

(including the introduction of the AEWV and changes to post-study work visas) on temporary migration flows, and the eligibility and appetite for residence (both among temporary workers and from offshore). There are also limitations in the type of data collected both pre- and post-COVID i.e. information collected with temporary and residence applications is not well-aligned to the skill proxies of the simplified points system.

- 62 Officials have undertaken initial analysis of the AEWV and Green List Straight to Residence cohorts for the first eight months (since these visa categories opened). If the same trends continue, it is expected that:
- 62.1 **AEWV:** Up to 78,000 principal applicants becoming eligible for the AEWV (general and Green List)¹⁸ It is unclear whether these volumes are a result of pent-up demand, or if they will continue.
 - 62.2 **Green List:** Up to 15,000 principal applicants (33,000 people¹⁹) on an AEWV could become eligible for residence through the Green List straight to residence and work to residence pathways annually. An additional 2,400 applications would be received directly from offshore via the Green List straight to residence pathway (bypassing the AEWV).
 - 62.3 **Sector Agreements:** Up to 6,300 principal applicants (13,900 people) could become eligible for residence through the Sector Agreement pathway annually
 - 62.4 **SMC:** Eligibility under the simplified points system is harder to predict, as it is based on individual skills and not occupation specific characteristics. Conservatively, an additional 2,300 to 3,900 principal applicants (5,100 – 8,600 people) could become eligible through the simplified points system annually, based on assumptions about the percentage of people working in each of the ANZSCO occupations that would be likely to meet one of the three skill proxies.
- 63 Actual volumes are expected to be lower, as not everyone will meet eligibility criteria, and not everyone who meets eligibility criteria will apply. These figures do not include people who may become eligible for residence from other visa types (i.e. Post Study Work Visas or those still on an Essential Skills Work Visa).
- 64 Residence numbers under the simplified points system and the Green List work to residence pathways are also expected to be lower for the first few years. This is because most temporary work visa holders who were onshore prior to the border closure have already been granted residence via 2021

¹⁸ The volumes assume all people working in Green List occupations meet the eligibility criteria for residence and would choose this pathway ahead of the simplified points system. It also assumes all people earning over the median wage in an occupation that has a residence pathway under a Sector Agreement will meet the eligibility criteria for residence.

¹⁹ The ratio of principal to secondary applicants (partners and children) is approximately 1:1.2)

Resident Visa, and under the new settings, most people will need to work in New Zealand for a period of time before qualifying for residence.

Maximum Continuous Stay (Stand-down)

- 65 In September 2022, Cabinet agreed that a three-year stand-down should apply to everyone on an AEWV, to avoid creating a future cohort of people that are well settled in New Zealand with no realistic pathway to residence [CAB-22-MIN-0411 refers]. The stand-down would mean that after a maximum period of three years on an AEWV, people must spend at least 12 months outside New Zealand.²⁰
- 66 A three-year stand-down policy is already in place for migrants on temporary work visas earning below median wage. In practice, most people who would have been subject to the current stand-down policy would have gained residence through the 2021 Resident Visa, and now most people need to earn median wage to be eligible for the Accredited Employer Work Visa, so the stand-down policy will not apply. Under Sector Agreements, which provide limited exceptions to the median wage requirement for people on AEWVs, stand-down periods will apply to people after a period (up to a maximum of two years).²¹
- 67 The new median wage income threshold for most temporary workers will reduce the proportion of people without a realistic pathway to residence. However, as discussed from paragraph 22 above, there will still be a gap between eligibility for temporary work and residence visas. Migrants who are not eligible for residence cannot stay on a temporary work visa indefinitely (e.g. into retirement), as the temporary work visa depends on a job. The key question is whether it is fairest to set a clear limit, or to allow people to make their own choices if eligibility for residence is clear.
- 68 For future communications, I propose to use the term “maximum continuous stay (on an AEWV)”, as “stand-down” can imply a penalty or punishment (e.g. an employer/student/sport stand-down).

The stand-down proposal received some of the strongest consultation feedback

- 69 The stand-down proposal was opposed by two-thirds of submitters, especially businesses and unions. Individual submitters were more likely to support this proposal than industry or sector bodies and representatives, on the basis that it would increase certainty for migrants about the available immigration pathways available to them from the beginning.
- 70 Many of the submitters who opposed the stand-down did so strenuously. Submitters stated that there would be a significant negative impact on businesses and labour supply, making it harder to attract workers to

²⁰ Time on a Post Study Work Visa or Working Holiday Visa would not count towards the maximum continuous stay.

²¹ Sector Agreements allow sectors traditionally reliant on low-paid migrants time to improve working conditions and work on longer-term resourcing. These sectors are care, construction and infrastructure, meat processing, seafood, seasonal snow, and adventure tourism.

New Zealand and reducing incentives for businesses to invest in their migrant workforce. One industry organisation noted that “the disruption to businesses with large numbers of such staff will be enormous”.

- 71 Some also wrote that the stand-down would not achieve the policy intent. A union submitter noted concern that “the stand-down will structurally reinforce the precarious nature of migrant work”. Others stated that the stand-down would prevent people from feeling well-settled within the three-year period and could have serious negative impacts on families. Most of these submitters did not comment on the potential risks and vulnerabilities of people being able to stay indefinitely as temporary workers, without the rights and benefits of residence.
- 72 Those who agreed with the proposal did so on the basis that it would prevent migrants without a pathway to residence from becoming well-settled and reduce potential vulnerabilities. Some considered a longer period outside New Zealand, or an even shorter stay, would further this intent. Most also noted that requirements would need to be very clear and well communicated.

A maximum continuous stay remains important to avoid the risks to migrants becoming well-settled without a pathway to residence

- 73 I considered a range of options, from maintaining a three-year maximum continuous stay, through to no maximum continuous stay.
- 74 I continue to recommend implementing a maximum continuous stay to avoid the risks to migrants and their families of staying long term without the rights and protections of residence (as “second-class citizens”). These risks include:
- 74.1 limited or no access to the same benefits and government support as New Zealanders, such as the right to vote, own a home, or access most social security benefits;
 - 74.2 having to leave New Zealand if they lose their job, or are injured or ill and no longer able to meet the requirements of their work visa, which can create significant insecurity and vulnerability to exploitation;
 - 74.3 dependent children not having access to subsidised tertiary education or the right to work once they age out of the compulsory education sector (intergenerational impacts).

I propose to extend the length of the maximum continuous stay to five years

- 75 A three-year maximum continuous stay remains a valid option and fits best with the policy driver of reducing vulnerability. However, the risk profile for people earning above median wage is different from those earning below median wage. Three years is a relatively short time, meaning we might miss out on some skilled migrants who genuinely want to stay temporarily. It is also likely to be strongly opposed, especially by businesses and unions.

- 76 On balance, I propose a longer maximum continuous stay of five years. This provides a balance between providing clarity and reducing risks to migrants, while allowing more time for people to work in New Zealand.
- 77 A maximum continuous stay may mean some people choose not to come to New Zealand to work temporarily – the point is they can choose based on clear settings. The 2017 announcement of a stand-down for people earning below median wage had little effect on the numbers entering New Zealand on Essential Skills visas, with numbers rising in the following years. However, it is unclear if it would have had a longer-term impact as it was not implemented.

I propose that the maximum continuous stay should not apply to people “on a pathway to residence”

- 78 I propose that people “on a pathway to residence”, i.e. people that meet one of the three skill proxies and hold a job or job offer that meets skilled employment requirements, be allowed to continue to work on an AEWV without needing to leave New Zealand. In this case, the rationale for making people leave New Zealand does not apply. Allowing this exception would also address some of the consultation feedback around the possible negative impacts on businesses.
- 79 People on a pathway to residence will capture people on an AEWV who:
- 79.1 have an eligible registration or qualification, but have been working in an ANZSCO 4-5 role and move into an ANZSCO Level 1-3 role earning at least median wage (i.e. meeting the definition of “skilled work”); or
 - 79.2 start earning 1.5 times median wage (again meeting the definition of “skilled work”).
- 80 I also considered a “hard stop” given people have five years to meet the eligibility criteria, including a maximum of three years of skilled work. This approach may be more consistent with the general policy approach targeting people who arrive with some level of human capital. However, it would be challenging – and counterintuitive – to make someone leave if they would be eligible for residence with a little more time.
- 81 Implementing an exception for people on a pathway to residence would add some complexity to the system, but will not need to be in place for several years (i.e. until people have spent at least five years on an AEWV). It would be implemented by allowing people who meet the criteria to apply for a further AEWV, up to a maximum of three years, with the following changes:
- 81.1 no requirement to advertise the role or have a job check completed; and
 - 81.2 an assessment as to whether the person is deemed to be on a pathway to residence, i.e. meeting the registration, qualification or income criteria under the simplified points system, and working in a role that meets the definition of skilled work experience.

Extending the length of the AEWV

- 82 If a five-year maximum continuous stay is agreed, I propose to increase the maximum duration of an AEWV for migrants earning at least the median wage from three years to five years to align with it. It would also address the issue of people who need to demonstrate three years of skilled work experience in New Zealand becoming eligible to apply as their three-year AEWV is due to expire.
- 83 This change will create operational efficiencies for implementing the maximum continuous stay and enhance the attractiveness of the AEWV for both migrants and employers. The trade-offs are that it extends the period before employers must undertake a labour market test for New Zealanders available to undertake the work, and it reduces the ability for the immigration system to respond to economic shifts.
- 84 If there is no maximum continuous stay, or a three-year maximum continuous stay, I recommend a shorter extension to three years and six months, to enable people who need to demonstrate three years of skilled work experience sufficient time to apply for residence.

I propose that anyone who already holds an AEWV can apply for a further AEWV to enable them to stay for a total of five years

- 85 I propose that anyone who already holds an AEWV and earns at least median wage should be eligible to apply for a further visa to enable them stay for a maximum of five years from the start of their initial three-year AEWV²². Such a visa would not be labour market tested, providing the person remains in the same role, for the same employer, in the same region. The maximum continuous stay policy would apply to this group at the end of this time. This will ensure a clear, consistent five-year maximum visa duration for all AEWV holders not on a recognised pathway to residence.
- 86 The policy changes will take an estimated five months to implement, i.e. until November, due to the IT changes required and other priority changes that need to be made before the work can begin (e.g. Green List updates). There is a risk that some people may decide to wait to apply and come to work in New Zealand until the five-year maximum is implemented, to avoid the need to apply and pay for an additional visa application for the same total time. However, I consider that these risks are relatively low, given the application cost is a relatively small part of overall costs of recruitment and because of the six-month validity of the labour market test required for most AEWVs.

²² As at 8 March 2023, 39,864 AEWVs had been approved since opening on 4 July 2022, and a further 12,021 applications were on hand.

I propose to implement an interim visa to enable people to remain legally in New Zealand while their residence visa is processed

- 87 For most people who would be eligible for skilled residence, five years will be more than sufficient time to meet the eligibility requirements and have their residence application processed. However, for some people their visa may be due to expire shortly after application, and processing times are out of their control.
- 88 I propose to implement an interim visa to enable people awaiting the outcome of their skilled residence application to remain lawfully in New Zealand while their application is processed. Interim visas would expire when a residence visa is approved (for successful applicants), or within two months of receiving a decline decision or 24 months after application, whichever is sooner. The interim visa would be built into the application process and apply to anyone on a valid New Zealand visa in New Zealand at the time of application. This is new: the 2021 Resident Visa is the only other time an interim visa has been applied to a residence class visa. Travel conditions would be built into the visa from the outset to enable people to travel while awaiting the outcome of their resident visa application.

Implementation

- 89 The proposed new SMC represents a significant change to current policy. Successful implementation requires coordinated people, process and system changes across Immigration New Zealand.
- 90 A six-month implementation timeframe is required to successfully deploy the system changes required and to ensure a positive change experience for INZ's customers. Although planning and preparatory work is well underway, key critical path deliverables are dependent on the final policy design elements in this paper, Immigration Instructions and detailed ICT business requirements being signed off and validated with vendors. Processing these skilled residence applications to demand is also a significant business shift from processing under the previous planning range, and time is required to develop forecasts for expected volumes, processing times, and resource requirements.
- 91 This means that subject to Cabinet decisions in mid-April, the earliest the new settings would be in place is mid-October.

Closing the SMC under current settings

- 92 The current SMC will be closed, with the final EOI draw to take place two months before the new SMC opens. If the new settings are introduced by mid-October, this would mean that the final draw under the current settings would be on 16 August. Closing the current SMC two months before opening under the new settings balances:

- 92.1 minimising the operational and efficiency impacts of having two systems open at once (given SMC applicants currently can submit an application up to four months after having their EOI selected); and
- 92.2 possible negative perceptions around having this skilled residence pathway closed (noting most people eligible for the current SMC at 180 points are expected to be eligible and processed faster under the new settings, so the practical impact of closing for a period may be minimal).

Processing timeframes

- 93 INZ has developed indicative timeframes for processing applications under the simplified points system, using Green List Straight to Residence processing timeframes as a benchmark. The indicative timeframes depend on the nature of the application, the level of associated risk, and applicants providing the right information upfront. These timeframes are based on current information and resourcing assumptions and may change, particularly if resources are reassigned to respond to higher priority work:
 - 93.1 Straightforward applications will be decided within six to eight weeks. These are applications that are “decision-ready”, i.e. the applicant has provided all the information required and no third-party checks are required. This is the same as the publicly-stated timeframe for Green List applications and reflects that applications can be processed quickly where all factors are within INZ’s control.
 - 93.2 Applications requiring additional information are expected to be decided within three to four months, e.g. where additional medical information or police reports are required beyond standard immigration checks. This timeframe depends on the applicant’s responsiveness and the ability to obtain the required information. For example, delays in getting medical specialist reports due to health system pressures in New Zealand or overseas can push out processing times.
 - 93.3 Applications requiring a National Security Check (NSC) are expected to be decided within six to nine months. An estimated 50% of applications may require an NSC check. INZ is engaging with agencies on potential ways to improve timeframes for processing NSCs, but this is an important check for residence and the ability to create efficiencies may be limited.
- 94 INZ intends to publish indicative timeframes to give customers a realistic indication of when their application will be decided. In general, Green List applications are expected to be prioritised where resourcing decisions are required, but officials are considering if e.g. applications with six skills points (Straight to Residence) should also be prioritised. The proposed interim visa means applicants already working in New Zealand at the time of application can continue to work while their application is processed.

- 95 The proposal is to move from the current SMC process, where applicants submit an Expression of Interest (EOI) and then, once selected and reviewed by INZ, receive an Invitation to Apply (ITA) separately within four months, to a process where people can move through the process to get to the visa application point in one sitting. MBIE is investigating options for reducing the number of clearly ineligible applications lodged, to prevent individuals from applying and paying a fee when they have no likelihood of being approved. I propose that any decisions on the EOI and ITA process be delegated to the Minister of Immigration. This may require minor regulatory changes prior to implementation.

Financial Implications

- 96 Based on high level requirements, INZ estimates that implementation costs associated with the changes proposed in this paper are in the range of \$1.4 - \$1.8m across the 2022/23 and 2023/24 financial year. These costs will be absorbed within existing baseline funding.
- 97 Immigration is primarily fee funded and any revenue impacts from the proposed changes will be taken into account in the next fee and levy review currently planned for 2024.

Legislative Implications

- 98 There are no legislative implications of these proposals.

Impact Analysis

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

Climate Implications of Policy Assessment

- 100 There are no direct climate implications of these proposals.

Population Implications

- 101 The proposals are intended to ensure that employers are looking to the domestic labour market in the first instance, and training and developing the existing workforce where possible to minimise displacement. The paper also considers the effect of a downturn on population groups that already face unequal labour market outcomes, including Māori, youth, older workers, disabled workers, Pacific peoples, former refugees, recent migrants and ethnic communities, and women. Detailed analysis setting out the impacts of the proposals on each of these population groups can be found in the Cabinet paper *Future of the Skilled Migrant Category* [CAB-22-MIN-0411].
- 102 The Skilled Migrant Performance Framework (as set out from paragraph 19) will consider population impacts in general, and specific groups in particular. As part of the interim response to the Productivity Commission report on the immigration system, I noted that MBIE is committed to greater engagement

with Māori to better reflect Te Tiriti o Waitangi in immigration settings and consider the impacts and opportunities of immigration inflows for Māori [CAB-23-MIN-0025]. MBIE officials are in the process of preparing for early engagement with Māori in March 2023 to build relationships for enduring dialogue as part of the immigration policy development process.

Human Rights

- 103 This paper is consistent with the New Zealand Bill of Rights Act 1990 and the Human Rights Act 1993.

Consultation

- 104 Key feedback from the five-week public consultation in October and November 2022 is reflected in the paper above.
- 105 The following agencies were consulted in the development of proposals: Ministry of Education, Ministry for Ethnic Communities, Ministry of Health, Te Tūāpapa Kura Kāinga Ministry of Housing and Urban Development, New Zealand Qualifications Authority, Ministry for Pacific Peoples, Ministry for Primary Industries, Ministry of Social Development, Te Puni Kōkiri, The Treasury, and Ministry for Women. MBIE teams were also consulted during the policy development: Immigration New Zealand, Regional Skills Leadership Groups, Tourism Policy, Digital Policy, Skills and Employment Policy, Building System Strategy and Performance, Construction Sector Accord, Building Policy, Occupational Regulation, and Corporate Governance.
- 106 Many agencies provided substantive feedback on the earlier Cabinet paper in September 2022 and have been engaged during the policy development, including advising on relevant registrations administered by their agency. Agencies were broadly supportive of the final proposals included in this paper.
- 107 The Ministry of Health (MoH) supports the simplification of the points system, recognising two-year registrations, and the introduction of the five-year AEWV and maximum continuous stay. It raised concerns that self-regulated health professions were not included, and that if these roles are later removed from the Green List there will be no pathway to residence for people in these occupations. MBIE officials recognise that further work may be required to recognise self-regulated registrations in the future and has committed to engaging with the Ministry of Health on this.
- 108 The Ministry of Education (MoE) supports the focus on medium to high-skilled migration, the simplified points system, the maximum continuous stay (and additional visa for those on a pathway to residence), removing the planning range (noting the need for a monitoring system) and the longer AEWV. It also welcomed the pathway to residence through SMC for all teachers, in addition to their recent inclusion on the Green List. The Ministry of Education signalled a desire to work with MBIE on implementation of the registration process.

Communications

- 109 I intend to announce these changes soon after decisions are taken. The information on the simplified points system will be available on the INZ website, to give migrants and employers certainty about residence pathways and enable them to plan before opening in October. Information will also be available to people already on an AEWV on how they can apply to extend it to five years.

Proactive Release

- 110 This paper will be proactively released after announcements are made, subject to redactions as appropriate under the Official Information Act 1982.

Recommendations

The Minister of Immigration recommends that the Committee:

- 1 note that following Cabinet's consideration of proposed changes to the Skilled Migrant Category in September, officials undertook public consultation on the proposals for five weeks in October and November 2022;

Skill threshold

- 2 note that temporary work visas are an appropriate response to immediate labour market needs and residence more appropriately responds to medium- to long-term labour market needs;
- 3 note that the objective of the Skilled Migrant Category is to support New Zealand's economic growth by granting residence to people who can fill medium- to long-term skill needs that would be hard, or take time, to fill from the domestic labour market, even under the right conditions;
- 4 confirm the previous Cabinet decision to retain a gap between eligibility for temporary work and residence, to enable flexibility to manage impacts on productivity, absorptive capacity, and risks of displacement in an economic downturn;

Simplified points system

- 5 confirm the previous Cabinet decision to implement a simplified points system for residence under the Skilled Migrant Category, where applicants must claim at least 6 points, equivalent to six years, based on:
 - 5.1 3 to 6 points for New Zealand regulated professional registrations, recognised qualifications at Bachelor's level or above, or income of at least 1.5 times the median wage; and
 - 5.2 for people who meet the skill threshold, 1 point per year worked in New Zealand in a skilled job, up to a maximum of three years;

- 6 note that there was some criticism of what was perceived as a narrow definition of “skilled”, particularly where skills are primarily gained on-the-job or where formal training is shorter than the threshold set;
- 7 note that I am proposing one change to the proposed simplified points system, to allow two-year registrations to qualify for three points, which will bring in a small number of additional trade roles;
- 8 note that officials explored other options to recognise a broader range of skills, but any changes would result in a significant widening of eligibility, or introduce significant complexity, without necessarily capturing the desired skills;
- 9 agree that, if there are high value skills that are not captured under the simplified points system, the Green List and/or Sector Agreements are the most appropriate mechanisms to provide residence pathways (if limited to a small number of occupations);
- 10 note officials will undertake further work to formalise the criteria and evidence requirements for consideration of roles on the Green List as part of their work on the Green List review;
- 11 agree to not have special conditions for specified occupations, as the proposed skill threshold and other measures are likely to mitigate most immigration and labour market risks;
- 12 note that officials will monitor immigration and labour market trends among Skilled Migrant Category applicants, and reconsider a specified occupations list if risks emerge;
- 13 agree to move the Highly Paid Residence Visa into the simplified points system for simplicity and consistency;
- 14 agree to close the SMC Job Search Visa, as its application under the simplified points system would be limited and other options are available for people to search for jobs in New Zealand;
- 15 note the Green List, Sector Agreements and the simplified points system, will be presented under one banner of “Skilled Residence Visas”, to support migrants and employers to understand the range options available to them;

Maximum Continuous Stay

- 16 confirm the previous Cabinet decision to implement a maximum continuous stay (previously called a “stand-down”), after which people on an AEWV must leave New Zealand for at least 12 months before being eligible for another AEWV, to manage the risks of people becoming well-settled in New Zealand without a realistic pathway to residence;

- 17 agree to extend the maximum continuous stay from three years to five years which balances the goals of providing clarity and reducing risks to migrants while allowing more time for people to work in New Zealand;
- 18 agree that, as an exception to the maximum continuous stay, people who can demonstrate they are on a recognised pathway to residence, e.g. those who have achieved the skill threshold but need more time to complete the skilled work experience, will be eligible to apply for a further AEWV with no labour market test, for a maximum of three years;

Extending the length of the AEWV

- 19 agree to extend the maximum length of an AEWV to

EITHER

- 19.1 five years, if a maximum continuous stay of five years is confirmed, to align the length of stay and enhance the attractiveness of the AEWV for migrants and employers;

OR

- 19.2 three years and six months if there is no maximum continuous stay or a three-year maximum continuous stay, to enable people who need to demonstrate three years of skilled work experience sufficient time to apply for residence;
- 20 agree that, subject to extending the maximum length of an AEWV to five years, anyone currently on an AEWV and earning at least median wage will be eligible to make a further visa application to stay on an AEWV for a total of five years, and that no labour market test will be required for this further visa;
- 21 note that the change to a maximum five-year AEWV, including provisions for existing AEWV holders, will be implemented in November.
- 22 agree to implement an interim visa, with travel conditions imposed, to enable people to remain legally in New Zealand, as well as travel overseas, while their residence application is processed;

Implementation

- 23 note that the implementation of the simplified points system is expected to take at least six months following Cabinet decisions;
- 24 authorise the Minister of Immigration to finalise the criteria for the visa changes contained in this paper and make any subsequent updates in line with the agreed policy approach;
- 25 authorise the Minister of Immigration, where the Minister considers it necessary, to certify immigration instructions for an Expression of Interest and Invitation to Apply process to apply to the new Skilled Migrant Category,

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

and/or to take and implement other decisions related to the application process;

- 26 note that announcements will be made shortly after Cabinet decisions, to provide certainty for employers and migrants;
- 27 note that the final draw of Expressions of Interest under the current Skilled Migrant Category will be two months before the new settings are implemented, and that the category will be formally closed once any resulting applications have been processed.

Authorised for lodgement

Hon Michael Wood

Minister of Immigration

Appendix 1: Simplified Points System: Details and examples

Skill Proxy	Examples
<p>Registration</p> <ul style="list-style-type: none"> • Registration draws on the independent skills assessment that registering bodies provide, which can include recognition of on-the-job skills and overseas experience. • 3-6 points are awarded based on the minimum time to complete the formal training and/or work experience to be registered in New Zealand (1 point per year). • Limited to regulated registrations at this stage, because of the level of robustness regulation provides – regulated registration schemes are scrutinised against legislative requirements and registration bodies are responsible for monitoring and enforcing professional and ethical standards of practice. (Many self-regulated registrations that would meet the skill level already have pathways through the Green List or the qualification proxy under the points system). • Many registrations incorporate points for on-the job training or New Zealand work experience. Applicants relying on the registration skill proxy will therefore only be able to claim points for skilled experience after gaining full registration, to avoid double-counting. • Covers a range of in-demand trades, including e.g. Licensed Building Practitioners (including Carpenters and other building and construction roles) and electrical workers, as well as professional roles such as Chartered Accountants, Architects, Engineering Associates and Licenced Immigration Advisers. • Strong overlap with the Green List, including in-demand trades roles such as Plumbers, Electricians, and Engineers. The additions announced in December 2022, i.e. all Registered Teachers and many allied health roles, meaning the registration skill proxy will play a smaller role under the SMC than previously anticipated (but is relevant if roles are removed from the Green List). 	<p>Chartered Accountant (6 points): Approved Bachelor’s degree or higher (3 years) + 3 years mentored work experience + completion of post graduate training programme = eligible straight away with a skilled job or job offer in New Zealand</p> <p>Certifying Gasfitter (5 points): Level 4 Certificate in Gasfitting (3 years) + 2 years of experience = eligible after one year of skilled work in New Zealand</p> <p>Carpenter (4 points): 4 years’ experience</p> <p>Electrician (3 points): Level 4 Certificate in Electrical Engineering (3 years) = eligible after three years of skilled work in New Zealand</p> <p>The full list of eligible registrations is provided at Appendix 5</p>
<p>Qualification</p> <ul style="list-style-type: none"> • Qualifications provide an objective measure of skill and ability to learn. • 3-6 points are awarded based on the minimum time to complete the qualification in New Zealand (1 point per year). • Captures formal qualifications at Bachelor’s degree (Level 7 on the New Zealand Qualifications Framework (NZQF)) and above, with a minimum number of credits required at each level. • International qualifications will be awarded points based on the New Zealand equivalent, as assessed by the New Zealand Qualifications Authority. 	<p>Doctorate (6 points) = eligible straight away with a skilled job or job offer in New Zealand</p> <p>Master’s (5 points) = eligible after one year of skilled work in New Zealand</p> <p>Honour’s, Post-graduate Diploma (4 points) = eligible after two years of skilled work in New Zealand</p>

<ul style="list-style-type: none"> No requirement for the qualification to be relevant to the job or job offer, which recognises that a person can often transfer skills gained through higher-level qualifications across a range of occupations. 	<p>Bachelor’s Degree (3 points) = eligible after three years of skilled work in New Zealand</p>
<p>Income</p> <ul style="list-style-type: none"> Income reflects an employer’s assessment of the relative value a person can bring to a role, incorporating both formal training and relevant work experience. 3 points is awarded at the lowest eligible level, and 6 points at the highest level. Provides a residence pathway for anyone in a role where neither eligible registrations nor degree-level qualifications are relevant, including skilled trades and vocational roles, and ANZSCO Level 4-5 (lower-skilled) occupations. The full period of skilled work experience must be served at the relevant income threshold (consistent with the current requirements for the Highly Paid Residence Visa), because income alone is being used as evidence of skill, and it reduces the risks of wage inflation. 	<p>3 x median wage (6 points) = eligible straight away with a job or job offer paying at least \$89.98 per hour/equivalent to \$185,078 annually (2023 rates). The job must be ongoing and sustainable (permanent or fixed term of at least 12 months).</p> <p>2 x median wage (4 points) = eligible after two years working at the relevant rate, currently \$59.32 per hour/equivalent to \$123,386 annually. <i>Note this is currently captured as a separate Highly Paid Residence Visa category.</i></p> <p>1.5 x median wage (3 points) = eligible after three years working at the relevant rate, currently \$44.49 per hour/equivalent to \$92,539 annually</p>
<p>Skilled work in New Zealand</p> <ul style="list-style-type: none"> Skilled work in New Zealand demonstrates the ability to deploy skills in the labour market. It is defined as employment in a genuine job that pays: <ul style="list-style-type: none"> at least median wage for occupations classified as skilled (ANZSCO Level 1-3); and at least 1.5 times the median wage for other occupations (ANZSCO Level 4-5).¹ <p>The same wage thresholds are used for a skilled job or job offer under the current SMC.</p> Skilled work that meets the criteria can be on any visa type, e.g. Post Study Work and Working Holiday Schemes, but the job or job offer must be with an accredited employer (which matches the job/job offer criteria for AEWVs and Green List roles). Skilled work experience must be completed within a certain period, e.g. three years in the last five years. Standard leave provisions apply, e.g. for sickness, parental leave and ACC leave. 	

¹ ANZSCO (Australian and New Zealand Standard Classification of Occupations) classifies occupations into five skill levels. The skill level is based on the amount of formal education and training, work experience or on-the-job-training that is required to competently perform the tasks of the occupation.

SMC occupations - analysis of top 100 AEWV occupations July 2022 - January 2023

Number	Top 100 occupations on AEWV (4 Jul 2022 - 19 Jan 2023)	Count	ANZSCO Skill level	Residence via GL STR, WTR or Sector Agreement	GL STR Applications received (as at 26 Jan 2023)	Registration	Qualification	1.5x Median Wage	% Residence via 1.5x Median Wage	1.35x Median Wage	% Residence via 1.35x Median Wage	1.25x Median Wage	% residence via 1.25x Median Wage	Residence through SMC 2017-2019	Essential Skills/Talent (2017-2019)	Residence through SMC as % of Essential Skills/Talent (2017-2019)
1	Builder's Labourer	4,312	5	N		N	N	-	0%	-	0%	1	0%	0	1,320	0%
2	Carpenter	2,616	3	N		Y	N	3	0%	16	1%	39	1%	221	6,382	3%
3	Cook	1,769	4	N		N	N	2	0%	4	0%	7	0%	149	2,660	6%
4	Truck Driver (General)	846	4	Y		N	N	-	0%	2	0%	5	1%	2	2,297	0%
5	Chef	820	2	N		N	N	1	0%	5	1%	10	1%	763	6,448	12%
6	Personal Care Assistant	726	4	Y		N	N	1	0%	1	0%	3	0%	0	1,787	0%
7	Scaffolder	612	4	N		N	N	-	0%	1	0%	5	1%	1	1,989	0%
8	Meat Process Worker	611	5	N		N	N	-	0%	1	0%	1	0%	0	566	0%
9	Metal Fabricator	610	3	N		N	N	1	0%	4	1%	14	2%	80	2,003	4%
10	Carpenter and Joiner	544	3	N		Y	N	1	0%	4	1%	6	1%	67	644	10%
11	Painting Trades Worker	540	3	N		N	N	-	0%	-	0%	2	0%	98	897	11%
12	Steel Fixer	492	4	N		N	N	-	0%	-	0%	-	0%	0	1,402	0%
13	Dairy Cattle Farm Worker	490	5	N		N	N	-	0%	1	0%	2	0%	7	8,814	0%
14	Aged or Disabled Carer	472	4	Y		N	N	1	0%	2	0%	2	0%	0	2,688	0%
15	Welder (First Class)	468	3	N		N	N	1	0%	2	0%	8	2%	57	887	6%
16	Commercial Housekeeper	461	5	N		N	N	-	0%	-	0%	-	0%	0	1,665	0%
17	Fast Food Cook	428	5	N		N	N	-	0%	1	0%	2	0%	0	373	0%
18	Software Engineer	398	1	Y	108	N	Y	372	93%	385	97%	389	98%	597	786	76%
19	Early Childhood (Pre-primary School) Teacher	390	1	Y		Y	Y	-	0%	-	0%	1	0%	604	438	138%
20	Massage Therapist	367	2	N		N	N	1	0%	2	1%	2	1%	45	870	5%
21	Diesel Motor Mechanic	364	3	Y		N	N	21	6%	82	23%	180	49%	105	1,412	7%
22	Registered Nurse (Medical)	357	1	Y	39	Y	Y	31	9%	305	85%	316	89%	26	384	57%
23	Beauty Therapist	349	3	N		N	N	-	0%	-	0%	1	0%	0	339	0%
24	Fitter-Welder	345	3	N		N	N	2	1%	6	2%	23	7%	51	736	7%
25	Meat Boner and Slicer	320	4	N		N	N	-	0%	-	0%	-	0%	0	126	0%
26	Retail Supervisor	317	4	N		N	N	-	0%	-	0%	-	0%	8	5,768	0%
27	Waiter	313	4	N		N	N	1	0%	1	0%	1	0%	0	1,423	0%
28	Electrician (General)	303	3	Y		N	N	9	3%	42	14%	83	27%	372	558	67%
29	Kitchenhand	301	5	N		N	N	-	0%	-	0%	-	0%	0	714	0%
30	Motor Mechanic (General)	295	3	Y		N	N	3	1%	14	5%	40	14%	135	1,428	9%
31	Electrical or Telecommunications Trades Assistant	263	5	N		N	N	-	0%	-	0%	-	0%	0	271	0%
32	Earthmoving Plant Operator (General)	256	4	Y		N	N	-	0%	2	1%	7	3%	0	849	0%
33	Resident Medical Officer	254	1	Y	40	Y	Y	167	66%	197	78%	217	85%	291	1,199	24%
34	Fibrous Plasterer	252	3	N		N	N	-	0%	1	0%	2	1%	23	848	3%
35	Cafe or Restaurant Manager	239	2	N		N	N	1	0%	3	1%	6	3%	758	3,134	24%
36	Hairdresser	217	3	N		N	N	-	0%	-	0%	-	0%	71	789	9%
37	Retail Manager (General)	214	2	N		N	N	3	1%	5	2%	6	3%	783	3,101	25%
38	Winery Cellar Hand	211	4	N		N	N	1	0%	1	0%	4	2%	0	371	0%
39	External Auditor	207	1	Y		Y	Y	128	62%	168	81%	185	89%	81	308	26%
40	Bus Driver	196	4	Y		N	N	-	0%	-	0%	-	0%	0	242	0%
41	Airconditioning and Refrigeration Mechanic	184	3	N		N	N	7	4%	34	18%	52	28%	60	516	12%
42	Food Trades Assistants nec	179	5	N		N	N	-	0%	-	0%	-	0%	0	288	0%
43	Technicians and Trades Workers nec	178	3	N		N	N	4	2%	20	11%	36	20%	52	911	6%
44	Concreter	177	5	N		N	N	-	0%	-	0%	2	1%	0	665	0%
45	Forestry Worker	176	4	N		N	N	-	0%	-	0%	-	0%	0	533	0%
46	Civil Engineer	172	1	Y	76	Y	Y	129	75%	147	85%	155	90%	281	601	47%
47	Commercial Cleaner	171	4	N		N	N	1	1%	1	1%	1	1%	0	907	0%
48	Registered Nurse (Critical Care and Emergency)	171	1	Y	24	Y	Y	26	15%	154	90%	158	92%	163	275	59%
49	Excavator Operator	170	4	Y		N	N	-	0%	1	1%	5	3%	0	435	0%
50	Panelbeater	169	3	N		N	N	1	1%	3	2%	19	11%	16	728	2%
51	Registered Nurse (Aged Care)	168	1	Y	38	Y	Y	13	8%	126	75%	150	89%	1797	2,180	82%
52	Farm, Forestry and Garden Workers nec	162	5	N		N	N	-	0%	-	0%	-	0%	0	464	0%
53	Fitter (General)	157	3	N		N	N	9	6%	18	11%	32	20%	35	527	7%
54	Wall and Floor Tiler	148	3	N		N	N	-	0%	2	1%	4	3%	29	597	5%
55	Secondary School Teacher	146	1	Y		Y	Y	52	36%	82	56%	87	60%	228	567	40%
56	Baker	145	3	N		N	N	-	0%	1	1%	1	1%	213	883	24%
57	Plumber (General)	143	3	Y		Y	N	3	2%	8	6%	15	10%	97	637	15%
58	Vehicle Painter	141	3	N		N	N	1	1%	1	1%	7	5%	18	556	3%
59	Telecommunications Technician	136	3	Y		N	N	-	0%	2	1%	2	1%	182	1,046	17%
60	Dairy Cattle Farmer	131	1	Y		N	N	2	2%	3	2%	6	5%	123	1,876	7%

61	Sheetmetal Trades Worker	128	3	N		N	N	-	0%	-	0%	-	0%	27	520	5%
62	Solid Plasterer	124	3	N		Y	N	-	0%	-	0%	-	0%	44	432	10%
63	Registered Nurse (Surgical)	121	1	Y	13	Y	Y	16	13%	102	84%	103	85%	125	196	64%
64	Nursing Support Worker	114	4	Y		N	N	-	0%	2	2%	2	2%	2	699	0%
65	Construction Project Manager	114	1	Y	42	N	Y	86	75%	94	82%	99	87%	198	717	28%
66	Developer Programmer	111	1	Y	19	N	Y	100	90%	105	95%	106	95%	520	783	66%
67	Slaughterer	109	4	N		N	N	-	0%	-	0%	-	0%	0	116	0%
68	Hospitality Workers nec	108	5	N		N	N	-	0%	-	0%	-	0%	0	156	0%
69	Software Tester	105	1	Y	5	N	Y	101	96%	105	100%	105	100%	199	205	97%
70	Cabinetmaker	96	3	N		N	N	2	2%	2	2%	5	5%	17	238	7%
71	Mechanical Engineering Technician	94	2	N		Y	N	9	10%	22	23%	35	37%	63	211	30%
72	Cafe Worker	93	5	N		N	N	-	0%	-	0%	-	0%	0	118	0%
73	Metal Machinist (First Class)	93	3	N		N	N	1	1%	5	5%	11	12%	65	396	16%
74	Automotive Electrician	93	3	Y		N	N	3	3%	11	12%	23	25%	29	330	9%
75	Butcher or Smallgoods Maker	93	3	N		N	N	-	0%	-	0%	-	0%	10	162	6%
76	Machine Operators nec	90	4	N		N	N	-	0%	1	1%	2	2%	0	447	0%
77	General Practitioner	89	1	Y	11	N	Y	88	99%	88	99%	88	99%	100	454	22%
78	Mechanical Engineer	87	1	Y	45	Y	Y	54	62%	64	74%	67	77%	205	329	62%
79	Quantity Surveyor	87	1	Y	87	N	Y	58	67%	66	76%	71	82%	163	297	55%
80	Roof Tiler	86	3	N		Y	N	1	1%	2	2%	4	5%	8	311	3%
81	Bricklayer	84	3	N		Y	N	-	0%	1	1%	1	1%	21	381	6%
82	Registered Nurse (Perioperative)	83	1	Y	16	Y	Y	20	24%	79	95%	81	98%	189	248	76%
83	Delivery Driver	82	4	N		N	N	-	0%	-	0%	-	0%	0	139	0%
84	Bar Attendant	82	4	N		N	N	-	0%	-	0%	-	0%	0	366	0%
85	ICT Business Analyst	80	1	N		N	Y	76	95%	80	100%	80	100%	274	483	57%
86	Sales Assistant (General)	79	5	N		N	N	1	1%	1	1%	1	1%	1	216	0%
87	Industrial Spraypainter	79	3	N		N	N	1	1%	2	3%	2	3%	1	1,543	0%
88	Electrical Linesworker	78	3	N		Y	N	1	1%	7	9%	32	41%	52	243	21%
89	Shearer (seasonal work)	77	3	N		N	N	52	68%	59	77%	59	77%	1	163	1%
90	Nurseryperson	73	3	N		N	N	1	1%	1	1%	1	1%	60	268	22%
91	Civil Engineering Technician	73	2	Y	113	N	N	34	47%	44	60%	51	70%	95	201	47%
92	Agricultural and Horticultural Mobile Plant Operator	72	4	Y		N	N	-	0%	1	1%	1	1%	0	510	0%
93	Electronic Equipment Trades Worker	72	3	N		N	N	1	1%	2	3%	7	10%	73	377	19%
94	Floor Finisher	72	3	N		N	N	1	1%	4	6%	6	8%	14	290	5%
95	Crane, Hoist or Lift Operator	72	3	Y		N	N	3	4%	8	11%	12	17%	1	128	1%
96	Storeperson	69	4	N		N	N	-	0%	2	3%	2	3%	0	480	0%
97	Glazier	68	3	N		N	N	-	0%	-	0%	1	1%	7	232	3%
98	Plumber's Assistant	67	5	N		N	N	-	0%	-	0%	1	1%	0	32	0%
99	Wood and Wood Products Factory Worker	67	4	N		N	N	-	0%	-	0%	-	0%	0	170	0%
100	Building Insulation Installer	65	4	N		N	N	-	0%	-	0%	-	0%	0	112	0%

Key	
	Colour graded based on the ANZSCO skill level for that occupation
	Residence pathway for this occupation either via Green list or SMC (noting that assumptions have been made about applicants holding degrees in specified occupations)
	Residence pathway for this occupation via a Sector Agreement
	Colour graded based on the number or percentage of people who may gain residence based on the specified wage threshold. People earning 90% of the wage threshold (1.35 x median wage) are considered to be within reach of meeting the wage threshold within a few years
	Occupations where more people now may have a residence pathway than previously, based on income
	Occupations where a reasonable proportion of applicants gained residence in the past (i.e. more than 10 per cent of the number of temporary visa holders in those occupations over the same period*), but are unlikely to have a residence pathway unless they hold a degree-level qualification

*This does not directly represent how many people transfer from one visa type to another: SMC applications include people who were on post study work rights and other visa types.

Number	Top 25 occupations from Nov 11 2022 SMC draw (160 points)	Number of applications	ANZSCO Skill Level	Residence via GL STR, WTR or Sector Agreement	Registration	Qualification	1.5x Median Wage	% Paid at 1.5x Median Wage	1.35x Median Wage	% Paid at 1.35x Median Wage	1.25x Median Wage	% Paid at 1.25x Median Wage
1	Early Childhood (Pre-primary School) Teacher	336	1	Y	Y	Y	0	0%	0	0%	1	0%
2	Personal Care Assistant	194	4	Y	N	N	0	0%	0	0%	0	0%
3	Cafe or Restaurant Manager	158	2	N	N	N	0	0%	0	0%	0	0%
4	Retail Manager (General)	119	2	N	N	N	2	2%	3	3%	6	5%
5	Marketing Specialist	108	1	N	N	Y	6	6%	13	12%	17	16%
6	Software Engineer	98	1	Y	N	Y	33	34%	41	42%	46	47%
7	Bookkeeper	96	4	N	N	N	1	1%	5	5%	7	7%
8	Developer Programmer	88	1	Y	N	Y	21	24%	27	31%	35	40%
9	Program or Project Administrator	82	2	N	N	N	6	7%	11	13%	16	20%
10	ICT Business Analyst	82	1	N	N	Y	41	50%	48	59%	60	73%
11	Accountant (General)	79	1	N	Y	Y	15	19%	18	23%	21	27%
12	Chef	76	2	N	N	N	0	0%	0	0%	0	0%
13	Hotel or Motel Manager*	74	2	N	N	N	3	4%	3	4%	3	4%
14	Aged or Disabled Carer	73	4	Y	N	N	0	0%	0	0%	0	0%
15	ICT Customer Support Officer	69	2	N	N	N	2	3%	3	4%	6	9%
16	Registered Nurse (Aged Care)	64	1	Y	Y	Y	2	3%	22	34%	34	53%
17	University Lecturer	54	1	N	N	Y	29	54%	38	70%	42	78%
18	Hotel Service Manager	50	3	N	N	N	0	0%	0	0%	1	2%
19	Sales and Marketing Manager	50	1	N	N	Y	14	28%	15	30%	17	34%
20	Secondary School Teacher	46	1	Y	Y	Y	12	26%	17	37%	19	41%
21	Personal Assistant	43	2	N	N	N	3	7%	3	7%	4	9%
22	ICT Support Technicians nec	41	2	N	N	N	0	0%	0	0%	2	5%
23	External Auditor	38	1	Y	Y	Y	1	3%	2	5%	6	16%
24	Software Tester	35	1	Y	N	Y	8	23%	12	34%	13	37%
25	Office Manager*	34	2	N	N	N	1	3%	2	6%	2	6%

Key	
	Colour graded based on the ANZSCO skill level for that occupation
	Residence pathway for this occupation either via Green list or SMC (noting that assumptions have been made about applicants holding degrees in specified occupations)
	Residence pathway for this occupation via a Sector Agreement
	Colour graded based on the number or percentage of people who may gain residence based on the specified wage threshold. People earning 90% of the wage threshold (1.35 x median wage) are considered to be within reach of meeting the wage threshold within a
	Occupations where more people now may have a residence pathway than previously, based on income

*Applicants in these roles may have degrees (in which case they would be able to claim Qualification points under the SMC)

Number	Occupations raised in public consultation process	Count of AEWV (4 Jul 2022 - 19 Jan 2023)	ANZSCO Skill Level	Residence via Green List STR or WTR, or Sector Agreement	SMC Registration	SMC Qualification	1.5x Median Wage	% Residence via 1.5x Median Wage	1.35x Median Wage	% Residence via 1.35x Median Wage	1.25x Median Wage	% residence via 1.25x Median Wage	Residence through SMC (2017-2019)	Essential Skills/Talent (2017-2020)	Residence through SMC as % of Essential Skills/Talent (2017-2019)
Automotive															
1	Automotive Technician	311					3	1%	14	5%	40	13%	135	1489	9%
2	Bicycle Mechanic	16	5	N	N	N	0	0%	0	0%	0	0%	0	61	0%
3	Motor Mechanic (General)	295	3	Y	N	N	3	1%	14	5%	40	14%	135	1428	9%
4	Collision Repairer	1207					1	0%	5	0%	24	2%	18	3267	1%
5	Panelbeater	169	3	N	N	N	1	1%	3	2%	19	11%	16	728	2%
6	Bus Driver	195	4	Y	N	N	0	0%	0	0%	0	0%	0	242	0%
7	Truck Driver (General)	843	4	Y	N	N	0	0%	2	0%	5	1%	2	2297	0%
Agricultural															
8	Agricultural Technician	11	2	N	N	N	0	0%	2	18%	3	27%	10	85	12%
9	Agricultural Consultant	1	1	N	N	Y	1	100%	1	100%	1	100%	3	9	33%
10	Wine Maker	4	1	N	N	Y	1	25%	1	25%	1	25%	9	152	6%
11	Crop Farm Manager	3					0	0%	0	0%	0	0%	1	11	9%
12	Crop Farmer nec	1	1	N	N	Y	0	0%	0	0%	0	0%	0	0	0%
13	Mixed Crop Farmer	2	1	N	N	Y	0	0%	0	0%	0	0%	1	11	9%
Construction															
14	General Builder	3196					4	0%	20	1%	46	1%	311	7312	4%
15	Carpenter	2615	3	N	Y	N	3	0%	16	1%	39	1%	221	6382	3%
16	Carpenter and Joiner	544	3	N	Y	N	1	0%	4	1%	6	1%	67	644	10%
17	Joiner	37	3	N	N	N	0	0%	0	0%	1	3%	23	286	8%
18	Tiler	148					0	0%	2	1%	4	3%	29	597	5%
19	Wall and Floor Tiler	148	3	N	N	N	0	0%	2	1%	4	3%	29	597	5%
20	Roofer	86					1	1%	2	2%	4	5%	8	311	3%
21	Roof Tiler	86	3	N	Y	N	1	1%	2	2%	4	5%	8	311	3%
Engineering															
22	Engineering Technologist	9	1	N	N	Y	7	78%	7	78%	7	78%	12	42	29%
23	Building Inspector	8	2	N	N	Y	4	50%	5	63%	7	88%	38	95	40%
24	Building and Engineering Technicians nec	33	2	N	N	N	6	18%	16	48%	24	73%	13	83	16%
25	BIM Technician	56					17	30%	31	55%	36	64%	132	324	41%
26	Civil Engineering Draftsperson	31	2	N	N	N	9	29%	19	61%	23	74%	70	175	40%
27	Electrical Engineering Draftsperson	11	2	N	N	N	6	55%	9	82%	9	82%	14	37	38%
28	Mechanical Engineering Draftsperson	14	2	N	N	N	2	14%	3	21%	4	29%	48	112	43%
29	GIS Analyst	6					4	67%	5	83%	5	83%	19	40	48%
30	Other Spatial Scientist	6	1	Y	N	Y	4	67%	5	83%	5	83%	19	40	48%
31	Engineering Technician	208					55	26%	84	40%	106	51%	267	610	44%
32	Civil Engineering Technician	73	2	Y	N	N	34	47%	44	60%	51	70%	95	201	47%
33	Electrical Engineering Technician	25	2	Y	N	N	6	24%	11	44%	11	44%	51	97	53%
34	Electronic Engineering Technician	16	2	Y	N	N	6	38%	7	44%	9	56%	58	101	57%
35	Mechanical Engineering Technician	94	2	N	N	N	9	10%	22	23%	35	37%	63	211	30%
Hospitality, Retail and Services															
36	Chef	819	2	N	N	N	1	0%	5	1%	10	1%	763	6448	12%
37	Cook	1767	4	N	N	N	2	0%	4	0%	7	0%	149	2660	6%
38	Retail Manager (General)	214	2	N	N	N	3	1%	5	2%	6	3%	783	3101	25%
39	Artisanal Baker	145					0	0%	1	1%	1	1%	213	883	24%
40	Baker	145	3	N	N	N	0	0%	1	1%	1	1%	213	883	24%
41	Butcher	93					0	0%	0	0%	0	0%	10	162	6%
42	Butcher or Smallgoods Maker	93	3	N	N	N	0	0%	0	0%	0	0%	10	162	6%
43	Hairdressers and Barbers	217					0	0%	0	0%	0	0%	71	789	9%
44	Hairdresser	217	3	N	N	N	0	0%	0	0%	0	0%	71	789	9%
45	Beauty Spa Manager	4					0	0%	0	0%	0	0%	13	130	10%
46	Hair or Beauty Salon Manager	4	2	N	N	N	0	0%	0	0%	0	0%	13	130	10%
47	Tourism workers (hotel and restaurant workers)	1717					8	0%	25	1%	33	2%	1182	8687	14%
48	Accommodation and Hospitality Managers nec	41	2	N	N	N	0	0%	13	32%	14	34%	24	204	12%
49	Bar Attendant	81	4	N	N	N	0	0%	0	0%	0	0%	0	366	0%
50	Barista	39	4	N	N	N	0	0%	0	0%	0	0%	0	381	0%

51	Cafe or Restaurant Manager	239	2	N	N	N	1	0%	3	1%	6	3%	758	3134	24%	
52	Cafe Worker	93	5	N	N	N	0	0%	0	0%	0	0%	0	118	0%	
53	Commercial Cleaner	171	4	N	N	N	1	1%	1	1%	1	1%	0	907	0%	
54	Fast Food Cook	428	5	N	N	N	0	0%	1	0%	2	0%	0	373	0%	
55	Hospitality Workers nec	108	5	N	N	N	0	0%	0	0%	0	0%	0	156	0%	
56	Hospitality, Retail and Service Managers nec	59	2	N	N	N	0	0%	1	2%	2	3%	60	425	14%	
57	Hotel or Motel Manager	51	2	N	N	N	5	10%	5	10%	5	10%	129	328	39%	
58	Hotel or Motel Receptionist	58	4	N	N	N	0	0%	0	0%	0	0%	0	633	0%	
59	Hotel Service Manager	45	2	N	N	N	1	2%	1	2%	3	7%	211	835	25%	
60	Kitchenhand	301	5	N	N	N	0	0%	0	0%	0	0%	0	714	0%	
61	Mountain or Glacier Guide	3	2	N	N	N	0	0%	0	0%	0	0%	0	113	0%	
Healthcare																
62	Dental Technician	3	1	N	N	Y	0	0%	1	33%	1	33%	12	26	46%	
63	Pharmacy Technician	7	2	N	N	N	0	0%	0	0%	0	0%	33	62	53%	
64	Enrolled Nurse	4	2	N	N	N	0	0%	0	0%	0	0%	15	25	60%	
65	Sonographer	10	1	Y	N	Y	10	100%	10	100%	10	100%	14	38	37%	
66	Aged Care Worker	472					1	0%	2	0%	2	0%	0	0	0%	
67	Aged or Disabled Carer	472	4	Y	N	N	1	0%	2	0%	2	0%	0	2688	0%	
68	Radiologist	6					6	100%	6	100%	6	100%	21	60	35%	
69	Diagnostic and Interventional Radiologist	6	1	Y	N	Y	6	100%	6	100%	6	100%	21	60	35%	
Manufacturing																
70	Metal Machinist (First Class)	93	3	N	N	N	1	1%	5	5%	11	12%	65	396	16%	
71	Wood Machinist	31	3	N	N	N	0	0%	0	0%	0	0%	48	266	18%	
72	Upholsterer	11	3	N	N	N	0	0%	0	0%	0	0%	8	84	10%	
73	Jeweller	6	3	N	N	N	0	0%	0	0%	0	0%	3	18	17%	
74	Science Technician nec	2	2	N	N	N	0	0%	0	0%	0	0%	0	0	0%	
75	Fitter-Welder	970					12	1%	26	3%	63	6%	143	2150	7%	
76	Fitter-Welder	345	3	N	N	N	2	1%	6	2%	23	7%	51	736	7%	
77	Welder (First Class)	468	3	N	N	N	1	0%	2	0%	8	2%	57	887	6%	
78	Fitter (General)	157	3	N	N	N	9	6%	18	11%	32	20%	35	527	7%	
79	Hosiery Technician	3					0	0%	0	0%	0	0%	4	28	14%	
80	Clothing Trades Workers nec	3	3	N	N	N	0	0%	0	0%	0	0%	4	28	14%	
81	Air Conditioning Technician	184					7	4%	34	18%	52	28%	60	516	12%	
82	Airconditioning and Refrigeration Mechanic	184	3	N	N	N	7	4%	34	18%	52	28%	60	516	12%	
83	Electronic Trades Workers	90					2	2%	7	8%	12	13%	105	504	21%	
84	Business Machine Mechanic	2	3	N	N	N	0	0%	0	0%	0	0%	11	29	38%	
85	Communications Operator	1	3	N	N	N	1	100%	1	100%	1	100%	0	1	0%	
86	Electronic Equipment Trades Worker	72	3	N	N	N	1	1%	2	3%	7	10%	73	377	19%	
87	Electronic Instrument Trades Worker (General)	2	3	N	N	N	0	0%	2	100%	2	100%	13	58	22%	
88	Electronic Instrument Trades Worker (Special Class)	13	3	N	N	N	0	0%	2	15%	2	15%	8	39	21%	
Other																
89	Teacher	586					56	10%	95	16%	102	17%	999	1526	65%	
90	Early Childhood (Pre-primary School) Teacher	390	1	Y	Y	Y	0	0%	0	0%	1	0%	604	438	138%	
91	Primary School Teacher	50	1	Y	Y	Y	4	8%	13	26%	14	28%	167	521	32%	
92	Secondary School Teacher	146	1	Y	Y	Y	52	36%	82	56%	87	60%	228	567	40%	
93	Corrections Officer	3					0	0%	0	0%	0	0%	13	93	14%	
94	Prison Officer	3	4	N	N	N	0	0%	0	0%	0	0%	13	93	14%	
95	Marine Diesel Technician	541					25	5%	102	19%	215	40%	157	2323	7%	
96	Diesel Motor Mechanic	363	3	Y	N	N	21	6%	82	23%	179	49%	105	1412	7%	
97	Technicians and Trades Workers nec	178	3	N	N	N	4	2%	20	11%	36	20%	52	911	6%	
98	Airline Staff	15					10	67%	15	100%	15	100%	26	135	19%	
99	Pilot	0	1	N	N	N							0	0	0%	
100	Flight Attendant	0	3	N	N	N							0	0	0%	
101	Air Traffic Controller	1	1	N	N	N	1	100%	1	100%	1	100%	1	17	6%	
102	Air Transport Professionals nec	2	1	N	N	Y	2	100%	2	100%	2	100%	7	20	35%	
103	Aircraft Maintenance Engineer (Avionics)	5	3	N	N	N	3	60%	5	100%	5	100%	6	25	24%	
104	Aircraft Maintenance Engineer (Mechanical)	7	3	N	N	N	4	57%	7	100%	7	100%	12	73	16%	

Key	
	Colour graded based on the ANZSCO skill level for that occupation
	Residence pathway for this occupation either via Green list or SMC (noting that assumptions have been made about applicants holding degrees in specified occupations)
	Residence pathway for this occupation via a Sector Agreement
	Colour graded based on the number or percentage of people who may gain residence based on the specified wage threshold. People earning 90% of the wage threshold (1.35 x median wage) are considered to be within reach of meeting the wage threshold within a few years
	Occupations where more people now may have a residence pathway than previously, based on income
	Occupations where a reasonable proportion of applicants gained residence in the past (i.e. more than 10 per cent of the number of temporary visa holders in those occupations over the same period*), but are unlikely to have a residence pathway unless they hold a degree-level qualification

*This does not directly represent how many people transfer from one visa type to another: SMC applications include people who were on post study work rights and other visa types.

6 POINTS			5 POINTS			4 POINTS			3 POINTS		
		Minimum standard to register equivalent to:			Minimum standard to register equivalent to:			Minimum standard to register equivalent to:			Minimum standard to register equivalent to:
Registration type	Qualification	Experience	Registration type	Qualification	Experience	Registration type	Qualification	Experience	Registration type	Qualification	Experience
Certifying Plumber**	4 years (L4)	2 years	Certifying Gasfitter***	3 years (L4)	2 years	Design Licence (Building Practitioner)		4 years	Site Licence (Building Practitioner)		3 years
Chartered Professional Engineer**	4 years (L8)	4 years	Registered Teacher**	3 years (L7)	2 years	Carpentry Licence		4 years	External Plastering Licence		2 years
Registered Engineering Associate	1 year (L4)	9 years	Chiropractor***	5 years (L7)		Certifying Drainlayer***	2 years (L4)	2 years	Brick and Block Laying Licence		3 years
Registered Architect	5 years (L9)	2 years	Dentist***	5 years (L7)		Tradesman Plumber**	4 years (L4)		Roofing Licence		3 years
Chartered Accountant	3 years (L7)	3 years	Dietitian***	5 years (L9)		Electrician (Endorsed Mining)**	3 years (L4)	1 year	Tradesman Gasfitter***	3 years (L4)	
Licensed Immigration Adviser	4 years (L7)	2 years	Optometrist***	5 years (L7)		Licensed Agent (real estate)	1 year (L6)	3 years	Tradesman Drainlayer***	2 years (L4)	
Barrister sole	4 years (L7)	3 years	Osteopath (Western Medical Acupuncture and Related Needling Techniques)***	5 years (L9)		Certificate of Fitness A vehicle inspector***	4 years (L4)		Electrical Engineer	1 year (L6)	1 year
Licensed Cadastral Surveyor**	4 years (L7)	2 years	Osteopath (Gerontology)***	5 years (L9)		Warrant of Fitness vehicle inspector***	4 years (L7)		Electrical Installer		2 years
Certificate of Fitness B Vehicle Inspector***	4 years (L4)	3 years	Osteopath (Pain management)***	5 years (L9)		Barrister and Solicitor	4 years (L7)		Electrician**	3 years (L4)	
Medical Practitioner – General or vocational registration**	6 years (L7)	0.5 years	Osteopath (Child and Adolescent Health)***	5 years (L9)		Veterinarian**	4 years (L7)		Substation maintainer	2 years (L4)	
Oral Surgery Specialist***	8 years (L10)		Pharmacist***	4 years (L7)	1 year	Social worker***	4 years (L7)		Transmission Line Mechanic	2 years (L4)	
Endodontic Specialist***	7 years (L9)		Child and Adolescent Psychotherapist Specialist**	5 years (L9)		Midwife**	4 years (L7)		Distribution Line Mechanic	2 years (L4)	
Oral and Maxillofacial Surgery Specialist***	7 years (L9)		Psychotherapist**	5 years (L9)		Medical Laboratory Scientist**	4 years (L7)		Traction Line Mechanic	1.75 years (L4)	
Oral Medicine Specialist***	7 years (L9)		Chief Mate	3 years (L7)	2 years	Anaesthetic Technician**	1 year (L5)	3 years	Cable Joints	2 years (L4)	
Oral Pathology Specialist***	7 years (L9)		Marine engineer class 1	2.75 years (L7)	3 years	Osteopath (Special Purpose)***	4 years (L8)		Licensed Branch Manager (real estate)	<1 year (L5)	3 years
Orthodontic Specialist***	7 years (L9)		Marine engineer class 2	3.5 years (L7)	2 years	Osteopath (General)***	4 years (L8)		Registered Nurse**	3 years (L7)	
Paediatric Dentistry Specialist***	7 years (L9)		Marine engineer class 2 endorsed Chief engineer	<3.5 years (L7)	2 years	Physiotherapist***	4 years (L7)		Dental technology***	3 years (L7)	
Periodontic Specialist***	7 years (L9)		Marine engineer class 2 <3000KW	<3.5 years (L7)	2 years	Podiatric surgeon**	4 years (L7)		Orthodontic auxiliary***	3 years (L7)	
Prosthodontic Specialist***	7 years (L9)					Clinical Dental Technology***	4 years (L8)		Dental hygiene***	3 years (L7)	
Public Health Dentistry (or Community Dentistry) Specialist***	7 years (L9)					Chief Mate <3000GT	3 years (L6)	1 year	Dental therapy***	3 years (L7)	
Special Needs Dentistry Specialist***	7 years (L9)					Master Yacht <500GT	>1 year (L6)	3 years	Oral health therapy***	3 years (L7)	
Specialist Optometrist***	5 years (L7)	3 years				Master Yacht	>1 year (L6)	3 years	Medical laboratory technician**		2 years
Advanced Practice Physiotherapist***	6 years (L9)	5 years				Electro-technical officer	3 years (L6)	1 year	Medical laboratory pre-analytical technician***		2 years
Physiotherapy Specialist***	6 years (L9)								Radiation therapist***	3 years (L7)	
Psychologist**	5 years (L9)	1 year							Medical Imaging Technologist***	3 years (L7)	
Clinical Psychologist**	6 years (L9)	1 year							Occupational Therapist***	3 years (L7)	
Counselling Psychologist**	6 years (L9)	1 year							Podiatric Radiographic Imager***	3 years (L7)	
Educational Psychologist**	6 years (L9)	1 year							Dispensing optician***	1.5 years (L4)	0.5 years
Neuropsychologist**	6 years (L9)	1 year							Paramedic***	3 years (L4)	
Nursing Practitioner***	5 years (L9)	4 years							Skipper restricted limits 500GT endorsement***	0.5 years (L4)	1.5 years
Magnetic Resonance Imaging Technologist***	4 years (L8)	2 years							Skipper restricted limits 3000GT endorsement***	0.5 years (L4)	>1.5 years
Nuclear Medicine Technologist***	4 years (L8)	2 years							Skipper coastal/offshore	1 year (L4)	1.5 years
Sonographer**	4 years (L8)	2 years							Marine engineer class 4	2.5 years (L6)	1 year
Pharmacy Prescriber***	5 years (L8)	1 year							Integrated rating	>0.5 years (L4)	1.5 years
Master <500GT	3 years (L6)	4 years							Master <500GT Near Coastal***	1 year (L5)	2 years
Master <3000GT	3 years (L7)	3 years							Watchkeeper deck	2 years (L6)	1 year
Master	3 years (L7)	3 years							Chief Mate Yacht	1 year (L6)	2 years
									Marine engineer class 3	2.5 years (L6)	1 year
									Skipper fishing vessel – limited	1 year (L5)	2 years
									Mate fishing vessel – unlimited	0.5 years (L6)	2 years
									Skipper fishing vessel – unlimited	>0.75 years (L6)	3 years

**Green List occupation

*** Likely to be added to Green List or Sector Agreement residence pathway

Health and social services
Building and Construction
Professional and other trades