

Employer Accreditation

Employers seeking to hire migrant workers under the Accredited Employer Work Visa (AEWV) scheme must first obtain accreditation with Immigration New Zealand (INZ). The AEWV scheme is New Zealand's main employment-based work visa process.

Accreditation is also necessary to enable employees to obtain residence through their employment.

Types of employer accreditation

There are three main types of accreditation:

- **Standard:** For businesses hiring up to five migrant workers at any one time.
- **High-Volume:** For businesses intending to hire six or more migrant workers.
- **Triangular:** For businesses providing labour hire services or placing employees with third parties.

What are the criteria?

The business must:

- ☐ Be registered and operating legally in New Zealand;
- ☐ Have "Key Persons" (including owners, directors, and senior management) who are compliant with immigration and employment laws;
- ☐ Be compliant with immigration and employment laws;
- ☐ Be financially viable; and
- ☐ Provide migrant workers with advice and support to help them settle in New Zealand.

The accreditation application process

Applying for employer accreditation is a straightforward process, but attention to detail is essential.

Step 1: Prepare Required Documentation

Before beginning your application, gather key documents.

Step 2: Create an Online Account

All applications are submitted via INZ's online portal. Employers need to hold or set up a RealMe account.

Step 3: Complete the Accreditation Application Form

The online form requires detailed information about business structure, ownership, and compliance history.

Step 4: Pay the Application Fee

A non-refundable application fee applies. The fee amount depends on the type of accreditation you are seeking. Payment is made during the online application process.

Step 5: Submit and Track Your Application

After submitting your application, you can track its progress via the online portal.

Step 6: Assessment and Decision

INZ will assess your application against the eligibility criteria. Once approved, you'll receive confirmation of accreditation and guidance on next steps.

Step 7: Maintaining Accreditation

Accreditation is initially valid for 12 months. It must be renewed for the business to recruit further migrant workers or support existing migrants to obtain residence or further AEWVs.

Ongoing responsibilities of accredited employers

Once accredited, your business must meet ongoing obligations. These include:

- Providing stipulated information to help AEWV workers settle, including language resources and access to community services.
- Notifying INZ of significant changes to the business.
- Ensuring continued compliance with New Zealand's employment and immigration laws. For example, employers holding triangular accreditation need to ensure that AEWV migrants are only placed with compliant employers.

Conclusion

Obtaining accreditation with INZ is a crucial step for accessing global talent and utilising the Accredited Employer Work Visa process.

If you have questions about the employer accreditation process, or require assistance with your application, Duncan Cotterill's immigration team is available to guide you every step of the way.

Contact our immigration team today for expert advice tailored to your situation.

Contact us



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