

## INZ Definition of “Suitable and Available NZ Workers”

As with all roles, NZ citizens and residents are to be given priority, and migrants should only be hired when there are no suitable or available NZ workers. Immigration NZ have introduced a definition to this, and it includes:

- ✓ Workers who are qualified to take up the work on offer
  - Have the qualifications or experience necessary to do the role
  - Have other competencies the employer requires to do the job, such as having a driver licence, or ability to get one, being able to pass drug and criminal checks.
  
- ✓ Worker who can be readily trained to do the work on offer
  - Could do the job with training
  - Have other competencies the employer requires to do the job, such as having a driver licence, or ability to get one, being able to pass drug and criminal checks.
  
- ✓ Workers who are available to do the work on offer
  - Reside or are willing to move to the location of the role
  - Can get to the workplace with a suitable mode of transport
  - Are available for work at the hours required by the employer

The *Job Check* also now includes a declaration from Employers that they did not find any suitable/available NZ workers, and a declaration about the reasons they were not ‘suitable or available’ to undertake the work.