

# Immediate Skill Shortage List

This is the revised Immediate Skill Shortage List (ISSL), agreed changes will come into effect on 5 December 2011.

Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
<b>Agriculture and Forestry</b>	Apiarist (121311)	National Certificate in Apiculture Level 3 AND at least two years' relevant experience	All regions
<b>Agriculture and Forestry</b>	Arborist (362212)	Trade Certificate AND/OR National Certificate in Horticulture Arboriculture Level 4 AND a minimum of two years' relevant experience	All regions
<b>Agriculture and Forestry</b>	Beef Cattle Farmer (Assistant Herd Manager) (121312), Dairy Cattle Farmer (Assistant Herd Manager) (121313)	National Certificate in Agriculture (Level 2) or above AND/OR two or more years' relevant experience	All regions
<b>Agriculture and Forestry</b>	Beef Cattle Farmer (Farm Manager) (121312), Dairy Cattle Farmer (Farm Manager) (121313)	National Certificate in Agriculture Level 4 AND minimum of three years' relevant experience	All regions
<b>Agriculture and Forestry</b>	Beef Cattle Farmer (Herd Manager) (121312), Dairy Cattle Farmer (Herd Manager) (121313)	National Certificate in Agriculture (Level 2) or above AND two or more years' relevant experience	All regions
<b>Agriculture and Forestry</b>	Poultry Farmer (Broiler Breeder Farm Manager) (121321), Poultry Farmer (Broiler Farm Manager) (121321)	Diploma in Agriculture (Level 5) or Diploma in Farm Management (Level 6) AND at least three years experience in a management role on chicken broiler/breeder farms OR at least five years' experience in a management role on chicken broiler/breeder farms	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Canterbury/Upper South Island
<b>Agriculture and Forestry</b>	Dairy Cattle Farmer (Assistant Farm Manager) (121313)	National Certificate in Agriculture Level 3 AND three years' relevant experience	All regions
<b>Agriculture and Forestry</b>	Fruit or Nut Grower (Orchard Manager) (121213)	Bachelor's degree majoring in Horticulture OR National Certificate in Horticulture (Advanced) (Level 4) with strands in Fruit Production or Production Horticulture OR Diploma in Horticulture (Level 5) AND three or more years' experience	All regions
<b>Agriculture and Forestry</b>	Logging Plant Operator (Hauler Yarder Operator and Breakouts) (721112)	National Certificate in Forest Operations (Advanced) (Level 4) with the Machine Operations - Hauler Strand	Waikato/Bay of Plenty

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<b>Agriculture and Forestry</b>	Market Gardener (Crop Production/Agronomist Manager) (121221)	Bachelor's degree majoring in Horticulture OR National Certificate in Horticulture (Advanced) (Level 4) with strands in Fruit Production or Production Horticulture OR Diploma in Horticulture (Level 5) AND three or more years' experience	All regions
<b>Agriculture and Forestry</b>	Mixed Crop Farmer (Grower Manager) (121216)	Bachelor's degree majoring in Horticulture OR a related field AND minimum of five years' managerial experience	All regions
<b>Agriculture and Forestry</b>	Pig Farmer (Farm Manager) (121318) Pig Farmer (Stock/Herd Manager) (121318) Pig Farmer (Department/Unit Manager) (121318)	National Certificate in Pork Production – Level 4 AND at least three years' relevant on-farm experience	All regions
<b>Agriculture and Forestry</b>	Winemaker (Viticulturist/Specialist positions – not pickers) (234213)	Bachelor of Viticulture and Oenology OR a minimum of three years relevant work experience	Wellington, Canterbury/Upper South Island
<b>Construction</b>	Building Inspector / Building Surveyor (312113)	National Diploma in Building Control Surveying, Building, Construction Management or Architectural Design/Technology OR Bachelor Degree in Building Surveying or Building Science AND two years experience	All regions
<b>Construction</b>	Construction Project Manager (Foreman) (Roading and Infrastructure) (133111)	At least five years' experience in building or maintaining roads AND Staff management experience AND appropriate drivers licence	All regions
<b>Construction</b>	Surveying Technician (Spatial Science Technician/Hydrographic Technician) (312116)	National Certificate in Surveying (Hydrographic Surveying) Level 4	Auckland/Upper North Island
<b>Construction</b>	Surveying Technician (Spatial Science Technician/Land Surveyor's Technician) (312116)	Bachelor or Diploma of Surveying AND two years' relevant work experience	All regions
<b>Education</b>	Post-Doctoral Fellow (classified under 242111 University Lecturer)	Doctorate	All regions
<b>Engineering</b>	Civil Engineering Draughtsperson (312211), Electrical Engineering Draughtsperson (312311), Electronic Engineering Draughtsperson (312411), Mechanical Engineering Draughtsperson (312511)	National Diploma in Engineering Level 6 OR equivalent	All regions

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<b>Engineering</b>	Engineering Professionals nec (Instrument Control Technician) (342315)	National Certificate in Industrial Measurement and Control Level 4	Auckland/Upper North Island, Central North Island
<b>Engineering</b>	Mechanical Engineering Technician (312512)	Bachelor's Degree in Engineering AND three years' relevant experience	Canterbury/Upper South Island, Otago/Southland
<b>Finance / Business</b>	Accountant (Chartered - Senior positions only) (221111)	Qualifications recognised by the New Zealand Institute of Chartered Accountants AND/OR completion of the Chartered Accountant examinations AND three years' relevant experience	All regions
<b>Finance / Business</b>	External Auditor (221213), Internal Auditor (221214)	Degree level (Level 7) qualification majoring in accounting	All regions
<b>Health and Social Services</b>	Ambulance Officer (Basic Life Support) (411111)	National Diploma in Ambulance Practice (Level 5) AND two years work experience in this role.	All regions
<b>Health and Social Services</b>	Anaesthetic Technician (311211)	City and Guilds 752, Operating Department Assistant (UK qualification) or NVQ Level 3 Operating Department Practitioner (UK qualification) or Diploma of Higher Education in Operating Department Practice or Diploma in Applied Science for Anaesthetic Technicians (Level 5) AND at least two years post qualification experience in anaesthesia.	All regions
<b>Health and Social Services</b>	Biotechnologist (234514)	Bachelor's Degree in Nursing OR Health Science related field AND minimum two years' experience as a biotechnologist	All regions
<b>Health and Social Services</b>	Clinical Coder (599915)	Bachelor Degree in Health Information Management with a major in Clinical Coding or Classification OR Registration as a Health Information Technician OR Certification/Accreditation as a Clinical Coder AND a minimum of three years' coding experience in an acute hospital setting	All regions
<b>Health and Social Services</b>	Dental Technician (411213)	Diploma in Dental Technology AND NZ registration	All regions

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Health and Social Services	Dental Therapist (411214)	Bachelor of Health Science specialising in Dental Therapy AND NZ registration AND two years work experience	All regions
Health and Social Services	Dentist (252312)	Bachelor of Dental Surgery AND NZ registration	Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
Health and Social Services	Dispensing Optician (399913)	OTEN/TAFE Optical Dispensing Certificate IV (Australia) OR FBDO (UK) OR Optical Dispensing Examination approved and registered by the Optometrists and Dispensing Opticians Board	All regions
Health and Social Services	Medical Laboratory Technician (Phlebotomy and Histology Technicians) (311213)	Minimum two year medical qualification as recognised by the Medical Laboratory Scientists Board as suitable for registration as a medical laboratory technician AND at least 12 months experience in medical laboratory or blood donor centre	All regions
Health and Social Services	Medical Practitioners (excluding First Year Resident Medical Officers) Resident Medical Officer (253112), Specialist Physician (General Medicine) (253311), Cardiologist (253312), Clinical Haematologist (253313), Endocrinologist (253315), Gastroenterologist (253316), Neurologist (253318), Paediatrician (253321), Rheumatologist (253323), Thoracic Medicine Specialist (253324), Specialist Physicians nec (253399), Cardiothoracic Surgeon (253512), Neurosurgeon (253513), Orthopaedic Surgeon (253514), Otorhinolaryngologist (253515), Paediatric Surgeon (253516), Plastic and Reconstructive Surgeon (253517), Urologist (253518), Vascular Surgeon (253521), Dermatologist (253911), Emergency Medicine Specialist (253912), Ophthalmologist (253914), Medical Practitioners nec (253999)	Bachelor of Medicine and Bachelor of Surgery AND NZ registration	All regions

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Health and Social Services	Medical Technicians nec (Clinical Dialysis Technician) (311299)	Diploma or Bachelor Degree in Dialysis Therapy OR Dialysis Technology AND a minimum of two years' experience AND New Zealand registration	All regions
Health and Social Services	Pharmacy Technician (Hospital) (311215)	National Certificate in Pharmacy (Technician) with strands in Hospital and Community Level 5	Auckland/Upper North Island, Wellington
Health and Social Services	Photographer (Medical Photographer - Health Services) (211311)	Relevant Bachelors degree OR post graduate degree AND relevant work experience	Auckland/Upper North Island
Oil and Gas	Chemical Plant Operator (399211)	National Certificate (level 4) in Energy and Chemical Plant (Process Operations) AND a minimum of five years experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Earth Science Technician (311412)	Bachelor of Science majoring in Earth Science AND a minimum of five years experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Gas or Petroleum Operator (399212)	National Certificate (level 4) in Energy and Chemical Plant (Process Operations) AND a minimum of five years experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Geologist (234411)	Bachelor of Science with Honours majoring in Geology AND a minimum of five years experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Geophysicist and Petrophysicist (234412)	Bachelor of Science with Honours in Geology OR Master of Science with Honours in Mathematics AND a minimum of three years experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Maintenance Planner (312911)	Bachelor of Engineering AND a minimum of five years experience in the oil and gas industry	Central North Island, Wellington

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Oil and Gas	Occupational Health and Safety Advisor (251312)	National Certificate in Occupational Health and Safety (level 4) AND a minimum of five years experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Production Manager (133512)	Bachelor of Science or Engineering AND a minimum of five years experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Safety Inspector (312611)	National Certificate in Occupational Health and Safety (level 4) OR Bachelor of Engineering AND a minimum of five years experience in the oil and gas industry	Central North Island, Wellington
Recreation, Hospitality and Tourism	Café and Restaurant Manager (including Bar Manager) (141111)	National Certificate in Hospitality (Operations Supervision) Level 4 AND a minimum of four years' combined experience in hospitality establishments WITH a minimum of two years at supervisory level or higher	All regions
Recreation, Hospitality and Tourism	Flying Instructor (Glider Pilot Instructor) (231113)	NZ Gliding Association "B" Category Instructors Rating	Otago/Southland
Recreation, Hospitality and Tourism	Horse Trainer (Stallion Master) (361112)	Minimum of two years' relevant work experience	Waikato/Bay of Plenty
Recreation, Hospitality and Tourism	Horse Trainer (Stud Groom) (361112)	Minimum of one year's experience as a stud groom AND at least one year's yearling preparation experience	Waikato/Bay of Plenty
Recreation, Hospitality and Tourism	Jockey (452413)	Completed an Apprenticeship under the Rules of Racing in their country of origin AND must have clearance from that authority	Waikato/Bay of Plenty, Central North Island, Canterbury/Upper South Island, Otago/Southland
Recreation, Hospitality and Tourism	Other Sports Coach or Instructor (Skydive Instructor) (452317)	Skydive Instructor Rating AND a minimum of 1000 jumps	Auckland/Upper North Island, Central North Island, Canterbury/Upper South Island, Otago/Southland

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Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
Recreation, Hospitality and Tourism	Other Sports Coach or Instructor (Skydive Tandem Master) (452317)	Tandem Master Rating AND a minimum of 1000 jumps	Auckland/Upper North Island, Central North Island, Canterbury/Upper South Island, Otago/Southland
Recreation, Hospitality and Tourism	Snowsport Instructor (452314)	The National Certificate in Snowsport (Snowschool) Level 5 OR PSIA (USA) OR CSIA (Canada) Level 1 OR NZSIA (Stage 1) OR equivalent internationally recognised qualification AND two years' relevant experience	Central North Island, Canterbury/Upper South Island, Otago/Southland
Recreation, Hospitality and Tourism	Snowsport Instructor (including Technicians) (452314)	National Certificate in Snowsport Equipment Level 4 AND minimum of two years' experience working in a ski/snowboard repair workshop	All regions
Recreation, Hospitality and Tourism	Trackwork Rider (452413)	Completed an Apprenticeship under the Rules of Racing OR at least two years relevant work experience	All regions
Science	Chemist (including Analytical Chemist) (234211)	Bachelor of Science (major in Chemistry) AND minimum of two years' experience in an analytical laboratory	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington
Science	Microbiologist (234517)	Bachelor of Science in Microbiology AND two years' relevant experience in a laboratory	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington
Trades	Baker (351111)	National Certificate in Baking (Craft Baking) (Level 4) OR National Certificate in Baking (Inshore/Franchise) (Level 4)	All regions
Trades	Electronic Equipment Trades Worker (342313)	National Diploma in Engineering (Electrotechnology) (Level 6) AND New Zealand registration with the Electrical Workers Registration Board	All regions

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Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
Trades	Flat Weaving Specialist/Technologist (311499)	National Certificate in Textiles Manufacture (Advanced Operations) Level 3 OR equivalent AND/OR five years' relevant practical work experience with management or technical oversight of fabric manufacturing or finishing	Auckland/Upper North Island, Otago/Southland
Trades	Motor Mechanic (General) (Automotive Technician) (321211)	National Certificate in Motor Industry (Automotive Electrical and Mechanical Engineering) (Level 4) with strand in Light Vehicle OR National Certificate in Motor Industry (Automotive Engineering) (Level 4) OR NZ Trade Certificate in Automotive Engineering OR NZ Trade Certificate in Motor Mechanics AND three years' relevant experience	All regions
Trades	Motor Mechanic (General) (Automotive Air Conditioning Technician) (321211)	National Certificate in Motor Industry (Automotive Specialist Engineering) (Level 4) with strand in Heating, Ventilation and Air Conditioning OR National Certificate in Motor Industry (Automotive Air Conditioning) (Level 4) AND three years' relevant experience	All regions
Trades	Motorcycle Mechanic (321213)	National Certificate in Motor Industry (Automotive Electrical and Mechanical Engineering) (Level 4) with strand in Motorcycle OR National Certificate in Motor Industry (Motorcycle Engineering) (Level 4) OR NZ Trade Certificate in Motorcycle Engineering AND at least three years' experience	All regions
Trades	Metal Casting Trades Worker (Foundry Moulder) (322114)	National Certificate in Metal Casting (Technology) (Level 4) AND at least three years' experience	All regions
Trades	Metal Machinist (First Class) (CNC Machinist) (323214)	National Certificate in Mechanical Engineering (Level 4) AND at least three years' experience	All regions



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Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
Trades	Plastics Technician (399916)	National Certificate in Plastics Processing or Plastics Technology Level 4 or Diploma Level 5 AND three years' relevant experience	All regions
Trades	Plastics Technician (Plastics Engineer) (399916)	National Diploma in Plastics Processing Technology Level 5 AND three years' relevant experience	All regions
Trades	Scaffolder (Advanced) (821712)	National Certificate in Scaffolding (Level 4) with strands in Advanced Scaffolding and at least five years experience since obtaining the Level 4 Certificate	All regions
Trades	Upholsterer (393311)	National Certificate in Furniture with strand in Advanced Upholstery (Level 4) AND two years' relevant work experience	All regions
Transport	Truck Driver (General) (733111)	NZ recognised Full Class 5 Driver Licence and three years experience driving heavy combination vehicles with a gross combined weight of more than 25,000kg	All regions

Notes:

Note 1: Qualifications must be comparable to the standard of the New Zealand qualification listed.

Note 2: Where work experience is included as a requirement it applies to all qualifications listed for the occupation (unless otherwise indicated).

Note 3: A "New Zealand Certificate" or "New Zealand Diploma" is deemed to be equivalent to a particular National Certificate or Diploma if the levels stated are the same.