



**NZVA**  
New Zealand Veterinary Association

# BRINGING VETERINARIANS TO NEW ZEALAND Guidance

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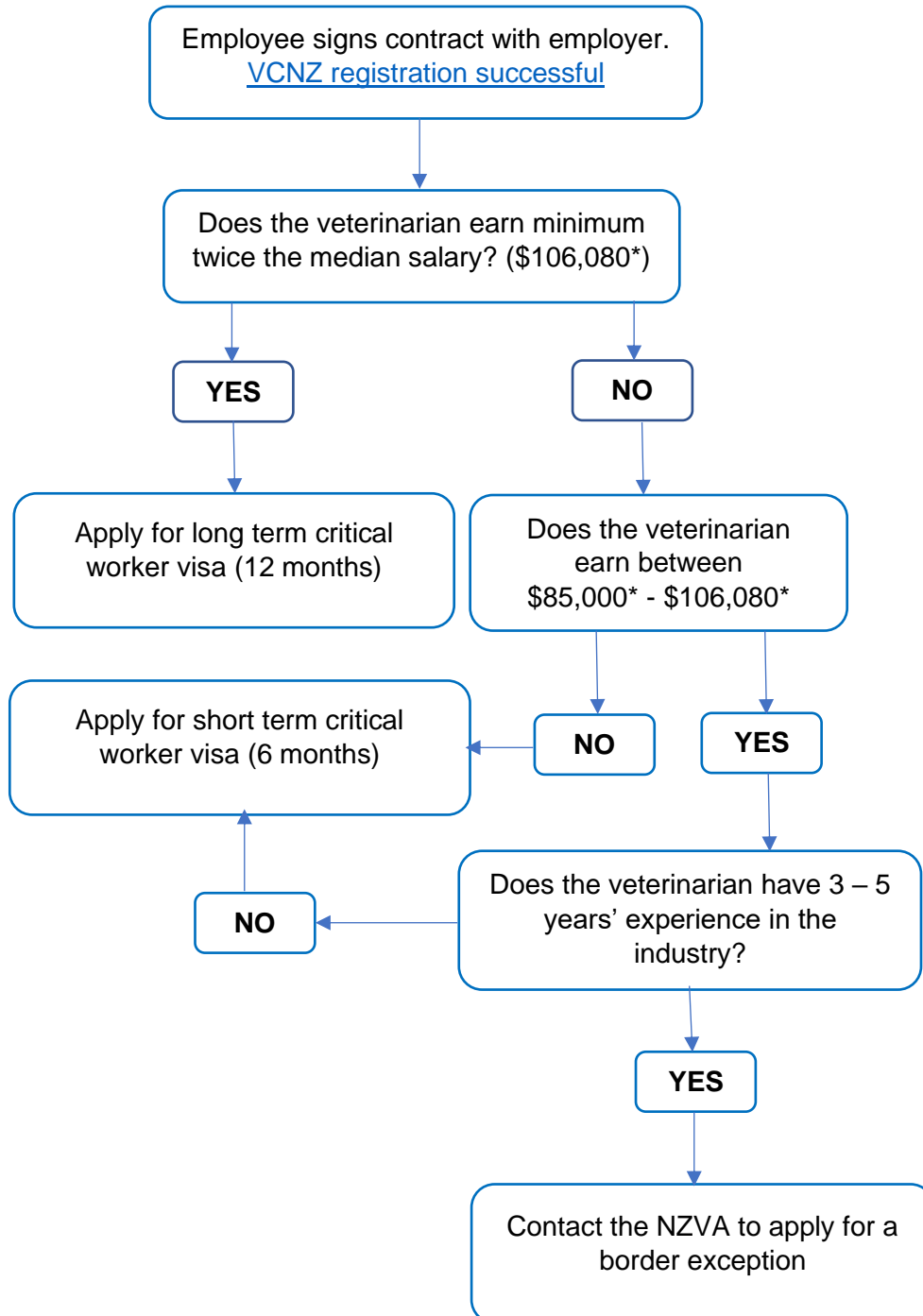
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## 1. CURRENT VISAS AVAILABLE TO VETERINARIANS

Visa Type	Criteria	Where to apply
<p><b>Approved border class exception</b> (Limit 50). Entry required prior to June 2022</p>	<ul style="list-style-type: none"> <li>• Veterinarian registered with VCNZ</li> <li>• Signed contract with employer</li> <li>• 3-5 years' relevant work experience</li> <li>• Salary min NZ\$85,000 max NZ\$106,080</li> </ul> <p><i>Please note: The veterinarian must have a minimum of three years' work experience at the time of submitting the visa request.</i></p>	<p>Employers interested in securing a spot should contact the NZVA liaison, Megan Miller, on <a href="mailto:executive@vets.org.nz">executive@vets.org.nz</a> or DDI 04 831 1605.</p> <p>Requests are assessed against the criteria put in place by the New Zealand Government. Permission to travel to New Zealand is granted by Immigration New Zealand (INZ).</p> <p><i>Please note: any application for "an approved class of worker" visa that has not been made via NZVA will be rejected by Immigration NZ.</i></p> <p>Frequently asked questions on the border exception process can be found <a href="#">here</a>.</p> <ol style="list-style-type: none"> <li>1. <b>Stage one</b> - The NZVA checks that all criteria have been met and sends the details of applicants (including any dependents, family members and partners) to MPI for approval.</li> <li>2. MPI approves applicants and names of the approved individuals are given to Immigration NZ.</li> <li>3. <b>Stage two</b> – an <a href="#">"expression of interest" (EOI)</a> is made to Immigration NZ (INZ) by the employer for <i>"an approved class of worker"</i></li> <li>4. INZ matches the expression of interests with the list of approved individuals supplied by MPI. The veterinarian will be contacted by INZ to apply for the visa.</li> </ol>
<p><b>Long term critical work visa</b></p>	<ul style="list-style-type: none"> <li>• Veterinarian registered with VCNZ</li> <li>• Signed contract with employer</li> <li>• Earn at least twice the median salary NZD\$106,080</li> <li>• <a href="#">Immigration NZ Criteria</a></li> </ul>	<ol style="list-style-type: none"> <li>1. Employers complete the <a href="#">EOI form</a> selecting <i>"To get workers with unique experience and technical or specialist skills that are not readily obtainable in NZ"</i>.</li> <li>2. Once the EOI has been approved by Immigration NZ, the veterinarian will be contacted to apply for the visa.</li> </ol>
<p><b>Short term critical work visa</b></p>	<ul style="list-style-type: none"> <li>• Veterinarian registered with VCNZ</li> <li>• Signed contract with employer</li> <li>• A worker needed in NZ for a short term role (less than 6 months)</li> <li>• <a href="#">Immigration NZ Criteria</a></li> </ul>	<ol style="list-style-type: none"> <li>1. Employers complete the <a href="#">EOI form</a> selecting <i>"To get workers with unique experience and technical or specialist skills that are not readily obtainable in NZ"</i>.</li> <li>2. Once the EOI has been approved by Immigration NZ, the veterinarian will be contacted to apply for the visa.</li> </ol>

## 2. VISA OPTION FLOWCHART

\*Salary is \$ amount only, not total remuneration package



### 3. BEFORE YOU HIRE AN OVERSEAS VETERINARIAN

There are a number of factors that an employer should consider before bringing a veterinarian into New Zealand. The process can be time consuming and expensive.

Employers should be prepared for this and read or information carefully before starting the process.

#### **VCNZ Registration**

To practise as or use the title 'veterinarian' in New Zealand, you must be registered with the Veterinary Council of New Zealand (VCNZ) and have a current annual practising certificate (APC). [Learn more here](#). Please note that processing times for VCNZ registration may vary.

#### **Costs**

You need to calculate the costs of bringing someone in from overseas. You should budget for visa applications, flights and managed isolation and quarantine (MIQ) – the total cost of which can exceed \$10,000, substantially more if they are bringing in their family.

#### **Timeframes**

You need to work out your timeframes. Bringing a worker in from overseas can take upwards of three months. This depends on a range of factors, including visa processing timeframes and MIQ availability.

### 4. ADDITIONAL INFORMATION REQUIRED FOR VISA APPLICATIONS

#### **Evidence of experience and salary**

You may be required to include the following information;

- Signed employment agreements with confirmation of salary or wages.
- Evidence to support applicants experience e.g. CV
- Any other associated support letters/documents to meet the requirements of [Column B, under H5.30.20](#) Approved classes of workers - optional.

#### **Evidence of Good Health**

Individuals may be required to provide evidence of good health in order to gain a visa. This can include [medical examinations or chest x-ray](#).

#### **Good Character for Visas**

Applicants for all visas must be able to show they are of [good character](#). When you apply you must tell us about issues or activities in your past that may affect how we assess your character when we process your visa application.

#### **Partners of Critical Workers**

Under the Critical Worker Visa, individuals may include a spouse or dependents with the application. Individuals may be required to provide proof of your partnership. Under current immigration settings, the only individuals able to work in New Zealand from point of entry are critical workers. Partners of critical workers are not able to work from point of entry but are able to apply for a visa to work once they get into New Zealand. There are a range of visa options which can be found [here](#).

## 5. MANAGED ISOLATION AND QUARANTINE (MIQ)

MIQ is a part of New Zealand's response to COVID-19, requiring all overseas arrivals not coming from a quarantine-free zone to isolate for 14 days in an MIQ facility. You will not be able to board your flight if you do not have a voucher confirming your place in managed isolation.

Managed Isolation and Quarantine (MIQ) can be booked through the [Managed Isolation Allocation System \(MIAS\)](#). MIQ recently introduced a [virtual lobby system](#) for room releases. Room releases will be announced ahead of time, so please keep an eye out and check the MIQ website regularly.

All information on gaining a spot in MIQ can be found on the [MIQ website](#). We suggest fully reading all information.

Please also note that most individuals will be required to undertake [pre departure testing](#) before travelling to New Zealand. Individuals will need to have both your COVID-19 test sample taken and your result returned within 72 hours of the scheduled departure time of your first international departure. There may be cases where individuals are [exempt from pre departure testing](#)

Individual airlines may also place additional travel restrictions on passengers. We recommend that passengers contact their airline before travelling to ensure they meet all requirements. This will ensure that any hold ups at the airport are prevented.

### Time Sensitive Allocation Requests

We recommend that all individuals try to book their MIQ space via MIAS in the first instance. If individuals are struggling to obtain a spot in MIQ the next pathway option would be to complete a Time Sensitive Travel Allocation Request.

***Please note individuals will also need to prove that they have been unsuccessful in booking through the MIAS system. These requests are time consuming, and individuals must be able to prove that the travel to New Zealand is time sensitive and if not granted, there will be significant consequences.***

Allocations are available in two month windows, with applications for each window closing approximately six weeks prior. Once applications have closed, within four weeks you should hear back regarding your allocation request.

Veterinarians will need to have their request endorsed by MPI before applying to MIQ. Please take a look at [MIQ's time sensitive travel allocation information page](#) before proceeding. You will need to familiarise yourself with the application process, allocation criteria, application deadlines, and other requirements.

Applications are made by completing a [Time Sensitive Travel Endorsement Request Form](#) Once this form has been completed you will need to send this to MPI via [MPIBorderExceptions@mpi.govt.nz](mailto:MPIBorderExceptions@mpi.govt.nz)

***Please note that these should be sent to MPI at least five working days before the deadline for applications.***

Further advice on how to complete this refer to Appendix 2

## APPENDIX 1 – Visa Application Tips

To ensure visa applications are successful robust information to support the application must be provided, this may include:

1. why that person is needed to ensure the delivery, continuity or execution of the work or service, and the effect on the work or service if the person was unable to come.
2. the situation of the staff (if any) currently performing the role(s), and whether they can remain or not in the roles.
3. proof that work undertaken by the veterinarian is not currently readily available within New Zealand. Examples may include;
  - 3.1. there are no veterinarians in the country who could perform the role, or
  - 3.2. there is a very limited pool of available veterinarians who could perform the role and they are not available to the employer.

All visa applications, including border exceptions, require the employer to fill out an [Employer request for critical worker exception](#)

**Questions that will be asked (and suggested responses) are as follows:**

**Why does your business or agency need to bring critical workers to New Zealand?**

- If you are completing an application for a **long/short term critical worker visa** you must select, *“To get workers with unique experience and technical or specialist skills that are not readily obtainable in NZ.”*
- If you are completing an application for a **border exception** you must select, *“For an approved class of worker.”*

**Explain the unique experience and technical or specialist skills that you are not able to get in New Zealand?**

- Survey’s undertaken by the New Zealand Veterinary Association indicate approximately 100 veterinary vacancies nationwide. Veterinarians are on the long-term skills shortage in New Zealand.
- Anecdotal reports describe veterinarians having to work seven days a week, be on call 24 hours a day, and increased, unsustainable workloads, including many having to cover large territories that require long periods of driving.

**Explain why it is not possible to re-deploy workers already in New Zealand?**

There are insufficient numbers of qualified veterinarians in New Zealand to fill the gaps and no evidence to suggest there are any untapped pools of unemployed veterinarians in New Zealand seeking work.

**Explain what will happen to the roles if the workers are not admitted into New Zealand. Include any possible alternative working arrangements — for example, working remotely from outside of NZ?**

- Animal health and well-being (companion, large, zoo, and other): When an animal requires medical attention, it is critical that they receive this within appropriate timeframes. The more critical the patient, the more urgent the care. Any impediments to timely provision of care can have unacceptable animal welfare outcomes and undesirable production effects.
- Agriculture (i.e. dairy, meat, and wool), equine and racing industries: A shortage of veterinary care could also have a significant impact on breeding programmes for these sectors.
- Biosecurity surveillance for animal diseases: Compromised biosecurity will negatively affect the productivity of primary industries, and risks our market access arrangement.
- Export certification: Through their contribution to export certification, biosecurity, public health, food safety, and environmental protection, veterinarians play a critical role in safeguarding New Zealand's international reputation as a producer of safe and sustainable food.
- Companion animals: The positive influence of the human-animal bond is well researched. Provision of veterinary services to meet the needs of companion animal guardians, not only improves the health and wellbeing of the animals, but also directly influences human wellbeing.
- Mental health and human welfare: The veterinary profession, despite shortages, continue to respond to clients and animal needs, with significant negative impact on their own wellbeing. This is not tenable long term.

**Upload evidence to support the case for critical workers**

We would recommend that employers upload as much information as possible this may include;

- A letter of offer for the role or employment agreement
- Evidence of experience e.g. CV, and
- Confirmation of VCNZ registration.

Not including this information will likely result in INZ requesting additional information from the employer and will delay the process.



## APPENDIX 2 – Time Sensitive Travel Allocation Request Tips

### Required documentation

Individuals who are not a New Zealand citizen or resident, will need to provide a copy of a visa displaying your ability to enter and work in New Zealand. New Zealand citizens or residents will need to provide a copy of a New Zealand passport or residence visa.

Individuals must have the right to work in New Zealand to apply for a time sensitive travel allocation. This means a valid visa allowing you to work, or New Zealand citizenship/residency. Without the right to work in New Zealand the application will not be considered, even if the visa application is underway but has not yet been issued.

This information must be provided upfront. If you do not you will be asked for it before your application is considered, causing delays.

### Suggested additional documentation:

- Details outlining the tasks that will be undertaken.
- Information that outlines the positive impact that this work will have for New Zealand, and
- Evidence of attempts made to reschedule the work to a date that can be found in the Managed Isolation Allocation System.

### Guidance for completing the Time Sensitive Travel Endorsement Request form:

- Ensure each section of the form is read properly to understand what information is required to enter. Entering the wrong information will lead to delays or will cause confusion later in the process.
- Under criteria 1, the option for which you are applying needs to be selected. Please choose **criteria 1b** as we believe this option provides veterinarians with the strongest argument as to how they meet the allocation criteria.
- Explaining and economic impact is a key component of criteria 2, while supply chains are a key component of criteria 1b (see below for more guidance).

### What makes this work time sensitive, include evidence if possible?

- Include details about the critical time sensitive nature of the work. This is an essential component of meeting the criteria for an allocation.
- Individuals will need to demonstrate how the work is time sensitive by explaining the impacts if this work cannot go ahead promptly. This can include the impacts on animals, businesses (the practice or customer businesses), or other veterinarians and colleagues.
- If the work is seasonal e.g. breeding, then this is a very good way to demonstrate time sensitivity.

### Please describe why your work must commence on the date specified?

- Focus on the impact delays will have on others including animals, workers, supply chains and businesses.

### What efforts have been made to reschedule the work?

- Providing a veterinary service is a 24/7 service required by both the agriculture and animal owning sectors of the community. It is not possible to reschedule this work.

Veterinarians have a legal duty to respond to issues relating to any suspected compromise in animal welfare.

### **What is the consequence if you do not enter New Zealand at the requested time?**

- This section should focus both on the human and animal welfare impacts, but also the economic impacts. This should be one of the primary sections where individuals explain how the case meets the criteria for an allocation.
- Talk about the significant mental health impacts on the **veterinary team** that will be exacerbated through working extra hours to cover ongoing shortages, and increased demands from clients
- The most important thing is to show the impacts on others (individuals, businesses, animals and sectors) and the effect travel will have in a wider context.

### **Why does the Managed Isolation System booking portal not support your travel requirements?**

Give some brief details about the efforts made to book through the MIAS system.

### **Human Impact**

#### **Use the following sections to describe the impact of this task being completed or consequence of this work not being undertaken?**

#### **Describe the impact on these people?**

- Talk about the people the work will impact. This will include other veterinarians and the wider veterinary team, and the impact on clients and others in the supply chain.
- If applicable, this can extend to whether or not a practice might close or how their jobs might be impacted.
- Talk about how this will affect clients. This can be people with pets needing treatments, or the impacts on other businesses and their staff, including farming businesses. What will the work mean for them?

### **Economic Impact**

#### **What is the direct economic impact of this work?**

- Include details about the knock-on impacts of your work on other businesses, workers, supply chains, food production etc.
- It's important to explain how the application fits under the allocation criteria. Explaining and economic impact is a key component of criteria 2, while supply chains are a key component of criteria 1b.
- Provide direct costs to the business if the veterinarian is not able to be employed.
- Export certification. Veterinarians play a critical role in safeguarding New Zealand's international reputation as a producer of safe and sustainable food through their contribution to export certification, biosecurity, public health, food safety, and environmental protection.
- Base the argument around the supply of veterinarians and how shortages in some practices can impact practices in other sectors or regions. Will the work have an impact on food production by reducing the supply of production animal or rurally-based veterinarians?

**What would the implications be if this work is not completed on schedule?**

- Include things like the impact on workers and animals as well as businesses. This includes the risk of the practice closing and exacerbating the veterinary shortage, as well as the risk of other businesses you will work with closing if applicable.
- Having sufficient veterinary resource to support the animal agriculture sector is critical to New Zealand's claim of having world-leading animal welfare, and this will impact trade negotiations (e.g. with the UK and the EU currently (animal welfare is on the agenda in these negotiations)).

**What is the alternative that would limit the economic loss of this work not being completed on schedule?**

Include details about alternatives and why they are or are not a viable option.

**Environmental Impact****What is the impact of this work to the natural environment and/or animal welfare?**

- Veterinarians are an essential cog in ensuring that New Zealand has acceptable animal welfare. Veterinarians enhance animal health and welfare and prevent and alleviate suffering.
- When an animal requires medical or surgical attention, it is critical that they receive this within appropriate timeframes. The more critical the patient, the more urgent the care. Any impediments to timely provision of care can have unacceptable animal welfare outcomes and impacts on production, and risk food safety by way of residues and disruption of the production supply chain.
- Include details about the role veterinarians play in disease detection/prevention amongst animals and the impacts this has on New Zealand's wildlife and animal welfare.

**How long will the impact last? i.e. will there be permanent loss of diversity or damage?**

Ongoing until the current gaps are filled.

**Political Impact****How does this proposed work support a local community, regional or national government initiative?**

Points may include:

- The government has recognised the shortage of veterinarians in New Zealand.
- The government has granted border exceptions to allow veterinarians to enter the country, but visa holders cannot get MIQ spots.
- Having sufficient veterinary resource to support the animal agriculture sector is critical to New Zealand's claim of having world-leading animal welfare.

**How does this work support international relations, obligations under international law or national security?**

- Antimicrobial resistance is acknowledged by the [WHO \(2019\)](#) as one of the top 10 issues facing humanity – veterinary input and advice on the use of antimicrobials, preventing residues in food products, and limiting the development of resistance are international expectations.
- Having sufficient veterinary resource to support the animal agriculture sector is critical to New Zealand's claim of having world-leading animal welfare, and this will

impact trade negotiations (e.g. with the UK and the EU currently (animal welfare has been on the agenda in these negotiations)).

**How does this work relate to a prior-approved commitment by local, regional or national government?**

- In total, 80 exceptions for veterinarians to enter the country have been approved since New Zealand's COVID-19 incursion. This indicates that the Government acknowledges the importance of veterinarians in New Zealand, in all the roles in which they contribute (all species and across the wider industry (e.g. veterinarians in veterinary education)).

## APPENDIX 3 – Other Links

[Frequently asked questions and answers about border exceptions](#) Find out more on the frequently asked questions relating to the approved class border exceptions.

[The Immigration New Zealand \(INZ\) Operational Manual](#) contains the immigration instructions that people who want to come to New Zealand permanently or for a short time must follow. It includes the criteria that applicants must meet, the evidence they must produce to show that they meet the criteria, and the processes INZ follow to assess and verify applications.

[Fees decision times and where to apply](#) - find out how much it costs to apply, where to send your application or passport, and how long a decision will take.

[Before you travel to New Zealand](#) make sure you check all visa and passport requirements

[Migrant Worker Employer Toolkit](#) - migrant workers come to New Zealand from a wide range of cultures. People from different cultures value different things from New Zealanders and from one another. These values affect how people think and act in the workplace.

[Workplace communication tips for migrant employees](#) - effective communication tools for new migrants into New Zealand