Immigration (Public Service Employment Visa) Regulations 2025

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Immigration (Public Service Employment Visa) Regulations 2025

TABLE OF AMENDMENTS

The Immigration (Public Service Employment Visa) Regulations 2025 No 31 were notified and commenced on 22 June 2025.

Amending Legislation	Notified	Date of Commencement
Constitution (Amendment) (No 2) Act 2026 No 21	12 May 2026	s 5: 12 May 2026

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The Cabinet makes the following Regulations under Section 33 of the *Immigration Act 2014*:

1 Citation

These Regulations may be cited as the *Immigration (Public Service Employment Visa) Regulations 2025*.

2 Commencement

These Regulations commence on the date they are notified in the Gazette.

3 Definitions

In these Regulations:

'Act' means the *Immigration Act 2014*;

'Director' means the Director of Immigration appointed under Section 4 of the Act;

'public service body' includes:

(a) a Department under the *Public Service Act 2016* or a statutory authority under any other written law;
(b) a public enterprise or instrumentality of the Republic; or
(c) a contractor engaged by the Republic to perform functions or provide services for and on behalf of the Republic in the public service;

'public service employment visa' is a class of visa established under these Regulations, which shall only be granted to a person or group of persons, who meet the requirements of Regulation 4;

'Secretary' means the Secretary for Justice and Border Control; and

'visa' refers to a Public Service Employment Visa.

4 Public Service Employment Visa

(1) A Public Service Employment Visa is established as a class of visa.
(2) The Director shall grant a Public Service Employment Visa to a person or group of persons eligible for the visa pursuant to an employment contract or consultancy services contract entered into with a public service body.
(3) The visa granted under subregulation (1) allows the holder of the visa unlimited multiple entry and exit to and from the Republic.

5 Visa application

(1) An application for a visa shall be made to the Director and:
  (a) submitted by the head of a public service body under Regulation 4;
  (b) be in the Form in Schedule 1 or any other form with the prior approval of the Secretary;
  (c) shall be accompanied by a letter providing the terms and other details of employment or a copy of the employment contract or consultancy contract;

(d) shall be accompanied by an authenticated identity or document issued by the requesting public service body;
(e) a medical examination report of the applicant;
(f) a police report of the applicant; and
(g) such other relevant information, which may be reasonably required by the Director.

(2) For the purposes of the visa, the body service body seeking the visa shall provide:
(a) a passport; or
(b) such other form of identity which shall have an authenticated photograph from the requesting public service body available with biodata of the applicant.

6 Visa Fees

There shall be no visa fee applicable to this class of visa.

7 Duration of the visa

The duration of the visa shall be for a minimum period of the term of the employment contract or consultancy contract with the respective public service body.

8 Evidence of visa

(1) A person who is eligible to hold a visa under these Regulations may be granted the visa before or after the arrival of the person.

(2) The Director for Immigration may authorise the entry of a person in subregulation (1) without a visa, by a letter authorising entering into the Republic, which entry will allow the person to enter and remain in Republic for the duration of the visa under these Regulations.

(3) A visa granted to a person arriving or already in the Republic shall be evidenced, in the form in Schedule 2.

9 Change of circumstances

(1) The head or the officer in charge of the public service body, with which the visa holder has an employment or consultancy contract, shall notify the Director in writing about the change in a circumstance in relation to a holder of a visa granted under these Regulations.

(2) A notification under subregulation (1) shall be accompanied by evidence of the change of circumstances of the holder of the visa or such other information which may be required by the Director.

10 Cancellation of visa

The Secretary may at any time cancel a visa, where the visa holder:
(a) abandons employment;
(b) has his or her employment terminated; or
(c) resigns and departs the Republic.

11 Visa may be declined on medical or health grounds

A visa application may be declined for an applicant, if he or she is suffering

from or has a history of contagious disease or any other disease which the Republic may declare that it might cause substantial harm or hardship to the Naoero community.

[reg 11 am Act 21 of 2026 s 5, opn 12 May 2026]

12 Procedure for entry into the Republic

A person, who holds or is eligible to hold a visa arriving in the Republic in an aircraft, shall immediately disembark from the aircraft and comply with the directions of an immigration officer on the process of entering into the Republic.

13 Terms and conditions of the visa

The terms and conditions for the granting of the visa is contained in Schedule 3 to these Regulations.

14 *Immigration Regulations 2014* not to apply to these Regulations

(1) The provision of Regulation 6(4)(g) of the *Immigration Regulations 2014* shall not apply to this class of visa.

(2) The operations of the Public Service Employment Visa shall exclusively be governed under these Regulations.

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SCHEDULE 1

FORM

REPUBLIC OF NAOERO

IMMIGRATION ACT 2014

(Regulation 5)

APPLICATION FOR PUBLIC SERVICE EMPLOYMENT VISA

Part A — Personal details

1. Full name of the applicant (as shown on your passport or any other identity document)
   Family name_____
   Given names_____
2. Sex
   □ Male
   □ Female
3. Date of birth (day/month/year)_____
4. Place of Birth_____
   Town/city_____
   Country_____
5. Details of passport or any identity document
   Passport number_____
   Country of passport_____
   Date of issue Passport (day/month/year)_____
   Date of expiry Passport (day/month/year)_____
   Issuing authority_____
   Place of issue_____
6. Country of citizenship?_____
   _____
7. Current marital status
   □ Widowed
   □ Single
   □ In a de facto relationship
   □ Married
8. Email address of applicant or authorised person of the requesting Public Service Body
   _____

9. Speaking language_____

Part B — Health

10. Requesting country to provide all existing health report attached to the application.

Part C — Dependants

11. Details of dependants of the applicant (*if applicable*)

Full Name	Date of Birth	Relationship with the applicant

_____ _____

Signature of applicant Date

We strongly advise that you keep a copy of your application and all attachments for your record.

[Form am Act 21 of 2026 s 5, opn 12 May 2026]

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SCHEDULE 2

(Regulation 8)

EVIDENCE OF VISA

[Sch 2 am Act 21 of 2026 s 5, opn 12 May 2026]

REPUBLIC OF NAOERO

IMMIGRATION ACT 2014

DEPARTMENT OF JUSTICE AND BORDER CONTROL

PUBLIC SERVICE EMPLOYMENT VISA
TO ENTER, DEPART, RETURN OR REMAIN IN THE REPUBLIC OF NAOERO

This is to certify that approval has been granted for your entry to the Republic of Naoero. The following is important information, including your visa grant number. This is the unique number assigned to your visa.

Information required	**Details**
Name	
Date of Birth	
Citizenship	
Passport	
Visa Number	
Visa grant Date	
Visa type	
Visa classification	
Entries	
Visa Expiry Date	
Requesting Public Service Body	
General requirements	

1. This visa is issued to the above-named person to facilitate travel and entry into the Republic of Naoero and the same must be presented to the Immigration Authority, on arrival at the Republic of Naoero's airport or port, point of entry.

2. Take note that you must present this certificate to all concerned authorities and border control agencies, including airline/shipping agents for such authority, agencies or agents to allow you to board the respective flight or ship.
3. It is important that you inform us about any changes to your circumstance including your name, passport or identity document and such other details provided while applying for a visa as soon as possible. You are required to do this in writing.
4. The terms and conditions of the Visa is in accordance with *Immigration (Public Service Employment Visa) Regulations 2025* and Schedule 3 of the Regulations. For more information on visa conditions and entitlements you can contact the Immigration Office through email at visa@naurugov.nr.

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SCHEDULE 3

(Regulation 13)

TERMS AND CONDITIONS OF THE PUBLIC SERVICE EMPLOYMENT VISA

1 The purpose of the visa is to permit a person who holds the visa to remain in the Republic for the period of an employment contract or consultancy services contract which the visa holder has entered or will enter into with a public service body.

2 The holder of the visa shall:

(a) be entitled to freedom and movement permitted under the Constitution;

(b) comply with all the written laws of the Republic;

(c) not while in the Republic behave in a manner that is prejudicial to the peace, order, good governance or morale of the people of the Republic;

(d) not remove from the Republic any chattels, carvings, objects or thing which relate to the history, art, culture, tradition or economy of the Republic;

(e) not engage in any religious vocation, except with the written approval of the Secretary; and

(f) be permitted to depart and re-enter the Republic in accordance with these Regulations or such other written law.

3 The holder of the visa:

(a) is permitted to be employed in the Republic under the employment contract or consultancy services contract for which the visa relates;

(b) shall be provided with appropriate and gender sensitive accommodation including fixture and furnishings suitable for females and males and supporting the cohabitation of the nuclear family; and

(c) shall have access to local transport, health services including telecommunication and telehealth, welfare and education services.

4 The holder of a visa:

(a) may apply for any protection claimed and have those claims accessed in accordance with any international instruments, conventions, treaties or protocols; and

(b) the Republic shall allow the holder of the visa to make an application for protection under the laws of the Republic.

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