



NZ HR Conference & Expo

HR Strategy: The Immigration Piece

Presenters

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Agenda

- The state of the labour market
- Making immigration part of your People strategy
- Making the system work for you
- Top tips
- Policy changes and current trends
- Focus on compliance
- Q & A



The new labour market: where things are at

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- The make up of the New Zealand labour market has changed:
 - Shortage of workers across a range of industries, regions and skill levels
 - Competition for top talent
 - Significant number of migrant workers in the local labour market
 - Unemployment low, but youth unemployment high
 - New coalition Government's approach to employment and immigration issues



Gone are the days...

...of avoiding the immigration system

- Shortage of talent and increased competition means employers have to consider supplementing their NZ workforce with migrant workers
- Employers now need to engage:
 - With considering migrant worker candidates
 - With supporting them in their visa applications
 - With having a programme and policies to support migrant workers



“We need a plan”

Could a migrant worker fill the role we have been constantly advertising for the last six months?

Should we more actively plan to include migrant workers in our recruitment strategies?

What do we need to do as an employer to “make the system work for us”?

Do we know what to do if a candidate needs a visa?

Are we set up to support candidates who may need a visa?



It doesn't have to hurt ... some common misconceptions

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Perception	Reality
It takes too long	<ul style="list-style-type: none">• Anticipate potential visa requirements and set up systems and processes that are compliant from the outset• Make use of alternative visa routes to speed process up• End to end process can be as fast as 4 weeks
It costs too much	<ul style="list-style-type: none">• Shared approach to costs• Claw back provisions
They won't integrate into our team	<ul style="list-style-type: none">• Access the wealth of free support available to help settle migrant workers• Outsource to settlement experts to provide the support
'Too hard' basket	<ul style="list-style-type: none">• Good systems can help simplify the process• Use an expert to manage the process on your behalf



Getting your ducks in a row

- A lot you can do as an employer to get best use from the immigration system:
 - Engage an expert
 - Gain some know-how
 - Understand limitations of the system
 - Get appropriate status (Employer Accreditation/Approval in Principle)
 - Determine your strategy and approach to support success
 - Establish compliance systems and processes



Make or break?

- Assessing potential migrant worker candidates:
 - Immigration assessment: could they qualify for a visa?
 - Settlement assessment: ability to move to New Zealand within desired timeframe and likely to settle into New Zealand life successfully?

If the answer to these two questions is “YES” – with good planning the process can be simple!



Keep the end goal in sight

- Employer's goal:
 - Fill vacancies with best candidates and without significant pain
 - Have people legally able to perform their roles continuously
 - Retention over the long term
- Employee's goal:
 - Key driver is to get residence
- Recent changes make residence harder to get for many employees, but employers can help (especially in Auckland)
- If you can help make that happen: win/win!



Accredited Employer scheme

Employers – requirements to gain Employer Accreditation:

- Sound financial position
- HR policies and processes of a high standard
- Demonstrable commitment to training and employing New Zealand citizens and residents
- Good workplace practices and compliance history

Employees – requirements to gain a Work to Residence visa:

- Employment in core area of business activity
- Employer has direct responsibility for work output
- At least 24 months
- Full-time
- Minimum base salary of \$55,000 p.a. (\$26.44 p/hr)
 - After two years continuous employment on a Work to Residence visa, employee can then apply for Residence from Work



Accredited employer: it's all good...

- Faster preparation and processing times
- Bridges gap between Essential Skills and Skilled Migrant Categories for many employees
- Pathway to residence
- Cheaper than Skilled Migrant Category
- Perception of jobseekers – elite status
- Retention benefits



Approval in Principle

Employer application - Approval in Principle to offer specific roles to migrant workers:

- Labour market test component
- No suitable or readily trainable New Zealand citizens/residents
- Evidence of efforts to recruit and results
- Demonstrate commitment to recruiting and training NZ citizens/residents
- Meet “good employer” criteria
- 5+ roles go to Wellington for sign-off
- Approval gives you a number of ‘tickets’, providing a level of certainty

Employees/candidates – apply for Essential Skills work visas:

- Labour market test already established by AIP
- Application based on applicant’s personal suitability (skills, experience, health and character) only
- Processing time should be sped up as less to assess



Top tips

- Applications should be 'decision-ready'
- Telling the story
- Balance: too much vs. too little information
- Importance of good working relationship with Union(s)
- Industry engagement
- Making sure compliance is 100%
- If you get push back/information requests – get some good advice



Keeping up with policy changes

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- Changes to post study work visas for international students

	Qualification level	Post-study visa	Notes
Existing students	Levels 4 – 10	3 year open	
New students from 2019 onwards (Auckland)	Levels 4 – 6	1 year open	+1 year for professional/trades registration
New students from 2019 onwards (Outside Auckland)	Levels 4 – 6	2 year open	Provided study completed by December 2021
New students from 2019 onwards	Level 7+	3 year open	



Keeping up with policy changes

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- Recent changes to rules on overseas persons buying residential and lifestyle zoned property
 - Basic rule: resident class visa and ordinarily resident (183 days in any 12 month period)
 - Standing order available for new resident arrivals
 - Can lease/rent for terms of up to five years
- Reduced marketability of New Zealand as a settlement destination
- For temporary visa holders: prolonged period of uncertainty



Trends... where are we heading?

- Increased focus on employers' commitment to recruiting and upskilling Kiwis:
 - Creating opportunities through apprenticeships/internships
 - Investment in training through all levels
 - Commitment to the industry (ITO, sector-wide initiatives)
 - MSD/Work & Income engagement
 - Good working relationship with unions
 - Focus especially around youth access to employment



Trends... where are we heading?

- Labour market test – intensification
- Accredited Employers/Talent visa:
 - To reposition it for “gold standard” employers and truly “talented” candidates
 - Increase to \$55,000 p.a. minimum salary
- Stakeholder consultations



Compliance: don't make a whopper of a mistake!

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- Recent news of Burger King and Pizza Hut “bans” highlight the importance of compliance
- Growing number of instances of non-compliance in the market:
 - Employers making more mistakes
 - INZ/Labour Inspectorate more sophisticated
- Policies give wide-ranging power to review employer's current and historical compliance with employment and immigration law:
 - List of non-compliant employers
 - Mandatory stand-down from supporting visa applications
 - Audit powers
 - Labour Inspectorate/compliance activity
 - Revocation of accredited employer status



Ticking the boxes

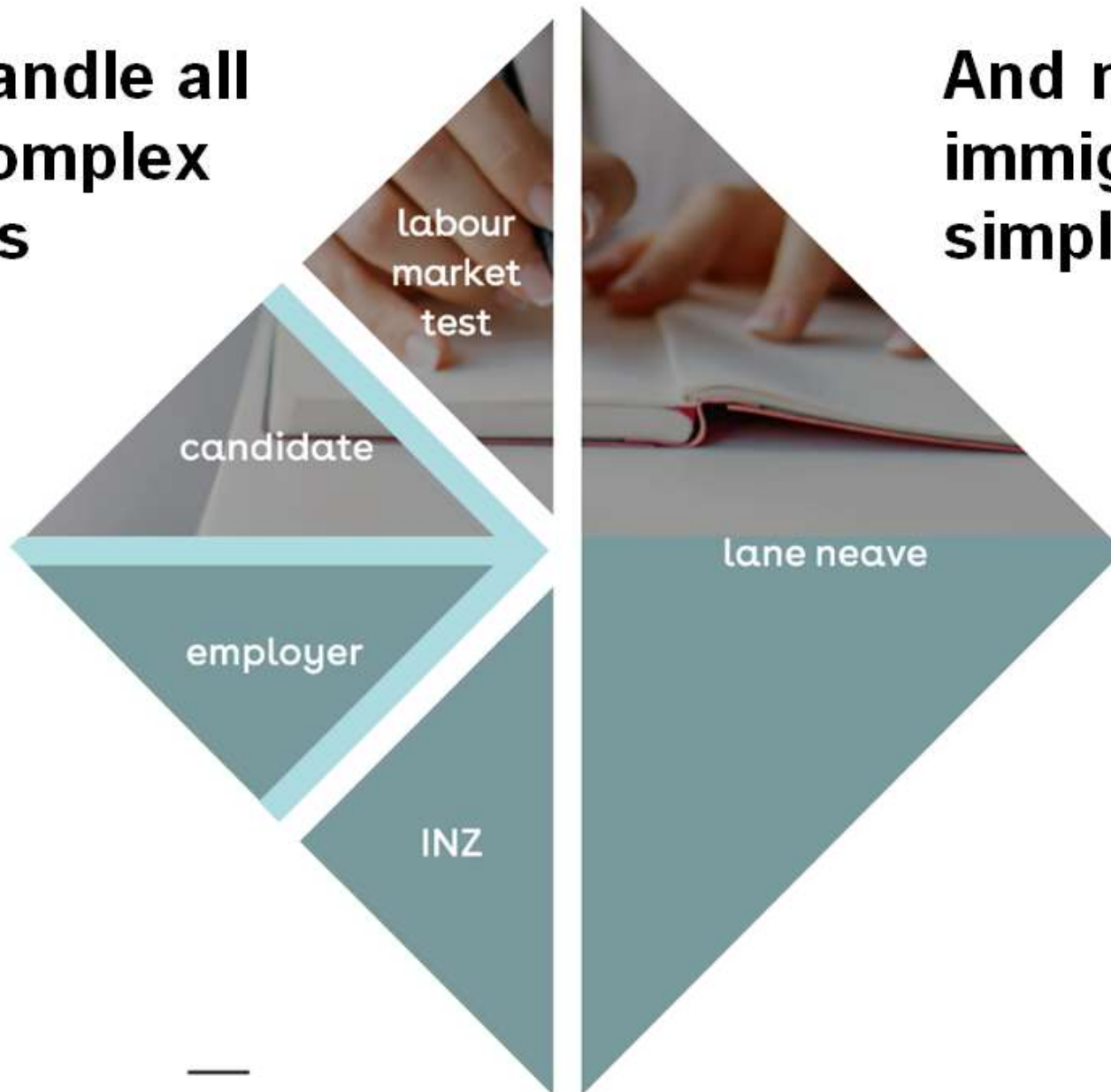
- Ensure good systems and processes for managing compliance in the following areas:
 - Recruitment
 - Checking for and maintaining right to work (due diligence)
 - Providing immigration advice
 - Storage of information
 - Tracking changes to terms and conditions of employment
 - Tracking expiry dates (visas and passports)
- Tougher stance from INZ on HR Managers giving unlicensed immigration guidance to employees



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**We handle all
the complex
issues**



**And make
immigration
simple**





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