

## IMMIGRATION NEW ZEALAND (INZ) ACCREDITATION

On Tuesday 17 September 2019 the Minister of Immigration announced details regarding changes to the Employer assisted temporary work visa system. These changes will take some time to work through with most of the changes taking place from mid 2020 through 2021. Eventually all employers wishing to hire immigrants will need to be accredited.

When an employer achieves accreditation, they then become a 'trusted partner' of INZ. Immigration New Zealand is creating a framework, to streamline the work visa application process. This is called the "Gateway Framework", and looks at three factors.

### The Employer Gateway

Is the employer accredited to INZ? Immigration New Zealand has assessed the employer for having good quality workplace practices and procedures; that it complies with labour and employment laws; that it is committed to upskilling its workers; and that it is financially stable.

### The Job Gateway

This will assess whether the job is genuine and has terms and conditions consistent with New Zealand Standards.

### The Migrant Gateway

This is the application process the applicant must go through. In this stage, the applicant's health, character, identity and capability (i.e., training and experience) will be checked.

There are three levels of accreditation. One example is "standard accreditation" which is for employers who employ between 1-5 migrant employees annually. INZ would assess that the employer is genuinely operating a financially viable business, and they have no recent history of regulatory non-compliance, and take steps to minimise exploitation.

The first changes come into play on 7 October 2019 with the changes to the Work to Residence – Talent (Accredited Employers) visa category. The main change is the increase in base salary from \$55,000 to \$79,560. If you are an existing accredited employer, you and your employees will have until 6 October to file work to residence temporary visa applications at the lower amount.

Other changes will be implemented through 2020 and 2021.

Later in 2020 INZ will confirm how and when you need to be accredited and how much it will cost.

Click on the link to read INZ "What does this mean for employers guide"

<https://www.immigration.govt.nz/documents/about-us/changes-employer-assisted-temporary-work-visas-employers.pdf>

The team at Star People HR and Recruitment can assist you to implement or improve quality workplace practices and procedures, to ensure you meet the standards required as part of the Gateway process. Call us for help with any "People" systems and processes in your business.

For a free HR audit - contact us now - <http://www.starpeople.nz/contact-kapiti.php>