

EMPLOYMENT & IMMIGRATION

UPDATE JUNE 2022

With the introduction of new Immigration Policy by the Government, the following is a paper that briefly encapsulates the different scenarios that may be facing trainers.

NEW IMMIGRANT WORKERS

If they are not Working Holiday Visa holders or Apprentices, they come in under the new Accredited Employer Work Visa (AEWV). Borders Opening 4 July

To bring in new immigrant workers employers must:

- Go through an accreditation process – applications can be lodged now
- Lodge a Job Check – can apply from 20 June - this involves a full Employment Agreement, Job Description ...
- Advertise for 2 weeks on national sites such as Seek or Trade Me Jobs
- Migrant Check needs to be carried out once an immigrant is selected for the position
- Pay new immigrant workers the median wage of \$27.76 per hour

APPRENTICES

Come in under the Training Student/Trainee Work Visa for immigrants. Accreditation and median wage rates do not apply. However they do have to pay an international apprentice fee via NZTR. Details [here](#):

There are a number of interested immigrants from Mauritius and India on the NZTA website.

Promotion will be undertaken to attract NZ based apprentices where the training is free. The NZ Equine Academy is also running block courses and is a good place to direct students and those new to the industry.

The Apprenticeship Boost for Employers has been extended employers of NZ resident apprentices - For information on eligibility criteria for Apprenticeship Boost and how employers can apply, go to [Apprenticeship Boost - workandincome.govt.nz](https://www.workandincome.govt.nz/apprenticeship-boost)

WORKING HOLIDAY VISAS

Accreditation and median wage rates do not apply.

Working Holiday Visa holders offshore have been unable to enter New Zealand due to border restrictions.

New Working Holiday Visas have been granted to about 19,500 people who:

- were granted a Working Holiday Visa on or after 20 March 2019, and
- are offshore and have been unable to enter New Zealand, and
- have not subsequently been granted a new visa under a different category.

Also, first entry dates for valid Working Holiday Visas have been extended for those who are offshore and have been unable to enter New Zealand.

Those who wish to travel to New Zealand on their newly granted or extended Working Holiday Visas can enter until 13 September 2022.

Visas are valid for 12 months from the date of first entry.

This means that from today - anyone who qualifies for a Working Holiday Visa from the following countries can apply:

- Belgium, Canada, Denmark, Finland, France, Germany, Ireland, Italy, Netherlands, Norway, Sweden, United Kingdom, USA, Japan.

(All Working Holiday schemes will be open in July 2022)

MIGRANT WORKERS ALREADY IN NZ

If you have currently have migrant employees on an Essential Skills visa –they may be able to apply for residency under the 2021 Residency Scheme [Click here for the detail and criteria.](#) - under 2021 Residency Visas

Or

If they do not qualify for the 2021 Residency Visa, they can apply for another Essential Skills visa before 4 July 2022 (even if their current Essential Skills Visa does not run out in 2022).

This means they would not have to be paid the new Median wage and the employer would not need be Accredited for this application.

AUTHORISED IMMIGRATION ADVISORS

The Trainers' Association recommend trainers utilise the services of a Licensed Immigration Advisor. Karen Russell from Leading HR & Immigration is available to offer her services to the racing industry and has offered special industry rates for trainers. [Link here to their special services and rates.](#)

EMPLOYMENT AGREEMENTS & DOCUMENTS REQUIRED FOR COMPLIANCE

These are required for both local and immigrant workers. The templates are currently being updated by Leading HR & Immigration and will be available on the Trainers' Association website.

NZTA WEBSITE

Link [here](#) for listings that are updated on a regular basis and include :

- Trainers looking for workers - this is a source of valuable information for those looking for work.
- Local and immigrant workers who are looking to work in the industry.

Templates (many being updated) and helpful information on minimum wage increases and the effect on trainers. Link [Employment page](#)