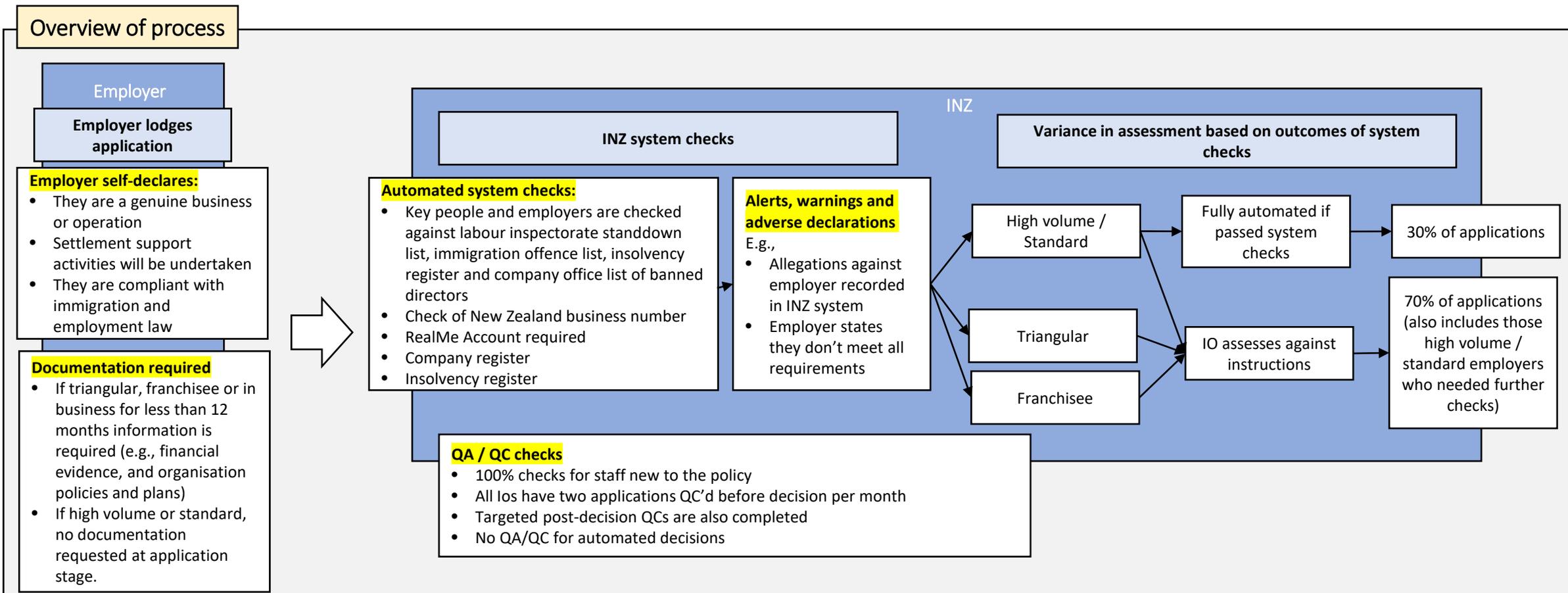


# Employer accreditation

## Purpose

The Employer Accreditation is to ensure that the business is viable, meets immigration and employment standards, and will not exploit migrants that the employer might hire. It is a high trust, and employer led process.

## Overview of process



## Key stats

	Total Submitted	In Progress	Approved	Declined	Withdrawn
Number of Applications	28,797	509	27,958	65	265

## System adjustments

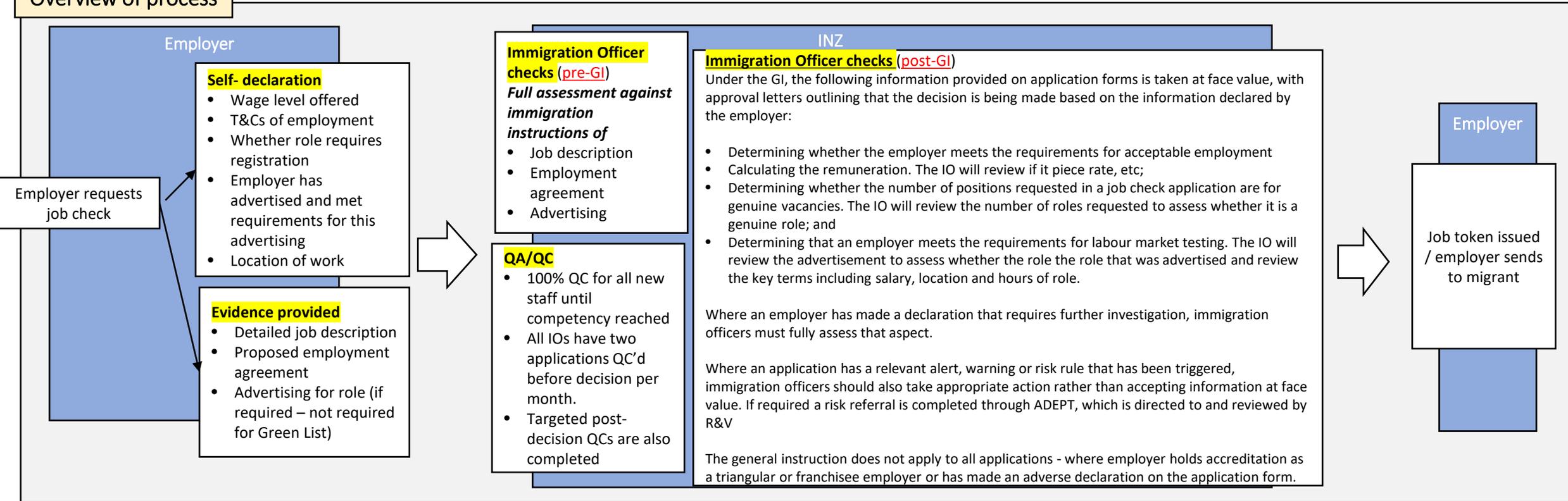
No changes to this stage of the process since policy opened

# Job Check

## Purpose

The purpose of the job check is to ensure there are no New Zealanders available to do a job. This aims to support local employment opportunities, and ensure employers are offering attractive wages to New Zealanders, before they look to recruit migrants. The job check will also help ensure migrants recruited into New Zealand on an AEVV are mostly filling higher-skilled roles.

## Overview of process



## Key stats

	Submitted	In Progress	Approved	Declined	Withdrawn
# of applications	46,654	1,384	44,656	65	549
# of positions	229,084	5,550	218,264	779	4,491

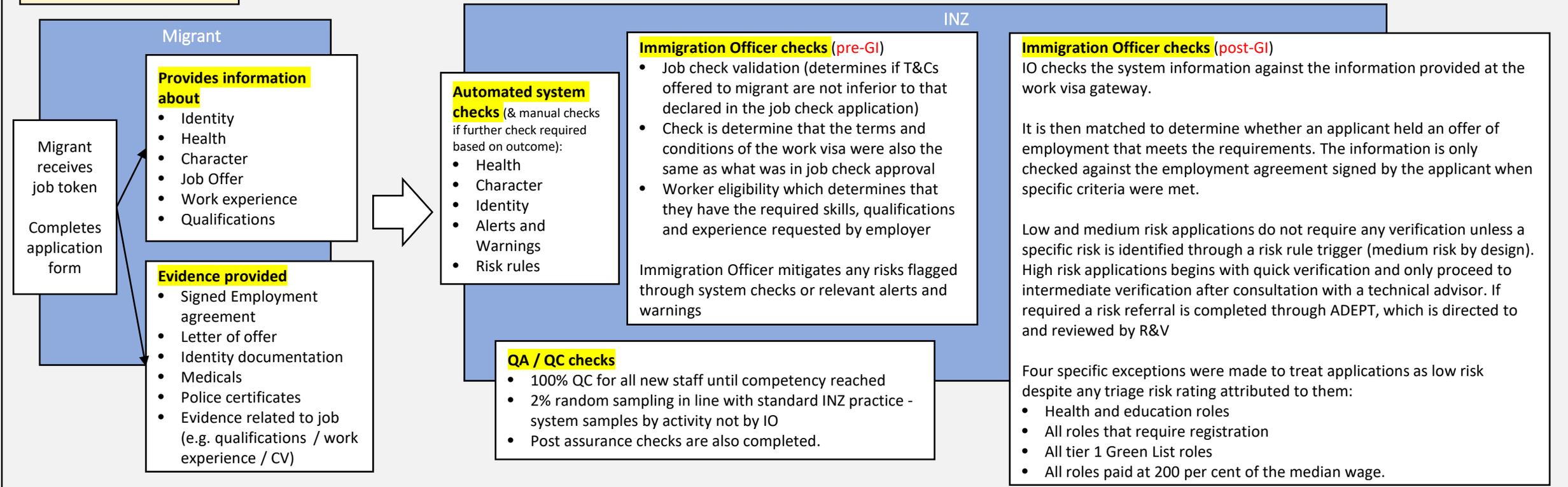
## System adjustments

- At the time the job check general instruction was introduced (28 July 2022), the job check gateway had been available for just over five weeks – 2,896 job check applications had been received, and 329 (11 per cent) had been completed.
- As at 22 February 2023, when the general instructions were renewed, 25,247 job checks had been received with 24,072 (95 per cent) processed. Of those completed, 73 per cent had been completed in ten days.
- As at 26 June 2023, 40,142 job checks had been received, with 39,177 (97.5 per cent) processed. Of those completed, 77.68 per cent had been completed in ten days.

# Work Visa

**Purpose** The purpose of the migrant-led work visa gateway is to ensure that non-New Zealand citizen or resident workers with an offer of employment to work in New Zealand for an accredited employer are of good character and health, and that they are suitably qualified to do the job offered.

## Overview of process



## Key stats

	Total Submitted	In Progress	Approved	Declined	Withdrawn
Number of Applications	90,337	6,684	81,203	926	1,519

## System adjustments

- At the time the work visa general instruction was introduced (17 August 2022), the work visa gateway had been open for just over seven weeks. In that time, 2,284 work visa applications had been received, and 139 (six per cent) had been completed.
- As at 22 February 2023, when the general instructions were renewed, 47,477 work visas had been received and 36,040 (76 per cent) of these had been processed. Of those completed, 52 per cent had been completed in 20 days.
- As at 26 June 2023, 78,885 work visas had been received, with 69,560 processed. Of those, 58.38 per cent per cent had been completed in 20 days.

# Post accreditation

## Purpose

The AEWV system is a 'learning' system; as INZ gathers further information about employers and risk factors, bad faith actors are removed through a suite of controls, including assessment practices, revocation, suspension and infringements. The policy was designed to gather information about employers over time whilst also supporting efficient processing. The policy places greater emphasis on re-accreditation and post-decision checks as an opportunity for verification, and assumes targeting of assessment scrutiny on higher risk applications.

## Overview of each stage

### AERMR

- As part of the accreditation application process, employers are advised that there may be follow-up checks to ensure that the undertakings and declarations they make during the application are correct and they are a good migrant employer.
- INZ has developed a system, known as the Accredited Employer Risk Monitoring and Review (AERMR), for checking employers after they have successfully passed through the AEWV application process and obtained accreditation. These checks can occur at any time post-accreditation.
- This process is outlined below.

### Suspensions and revocations

- If INZ believes an employer is not meeting their obligations, we will undertake further investigation and engagement with the employer and possibly other agencies such as the Labour Inspectorate and NZ Police.
- If an issue is minor, we may give suggestions for improvement. Major issues can result in a stand-down, fines, or a permanent ban from supporting migrants on work visas.
- Where there is an active investigation or case pending for potential non-compliance, INZ may suspend an employer's accreditation for up to 3 months at a time.
- Where there is a prosecution underway for potential non-compliance, INZ will suspend an employer's accreditation until the outcome of the prosecution.
- INZ will revoke an employer's accreditation where it is determined that the employer no longer meets the requirements of employer accreditation.
- So far five employers have had their accreditation revoked and four have had their accreditation suspended.

### Re-accreditation

- All accredited employers' initial accreditation lasts for 12 months (although a one-off extension was granted meaning any employer who applied for accreditation before 4 July 2023 would receive a 24 month first accreditation).
- When accreditation is due to expire, an employer must apply to renew it.
- Once renewed, an accreditation will last for:
  - 24 months for standard businesses, as long as it had not lapsed for 12 or more months; or
  - 12 months for franchisees and triangular employers.
- When an employer applies to renew their accreditation INZ may ask for evidence they have completed activities they committed to do during the previous accreditation period.

### ACCREDITED EMPLOYER RISK MONITORING AND REVIEW PROGRAMME: PROCESS FLOW

