

# EMPLOYMENT NEW ZEALAND



MINISTRY OF BUSINESS,  
INNOVATION & EMPLOYMENT  
HIKINA WHAKATUTUKI



Welcome to the Employment New Zealand newsletter. Here you will find the latest news and information about employment rights and responsibilities.



## **Need to employ migrants? Get accredited now**

Applications are now open for the Accredited Employer Work Visa (AEWV). The AEWV is a new temporary work visa that replaces six temporary work visas, including the Essential Skills Work Visa and Talent (Accredited Employer) Work Visa.

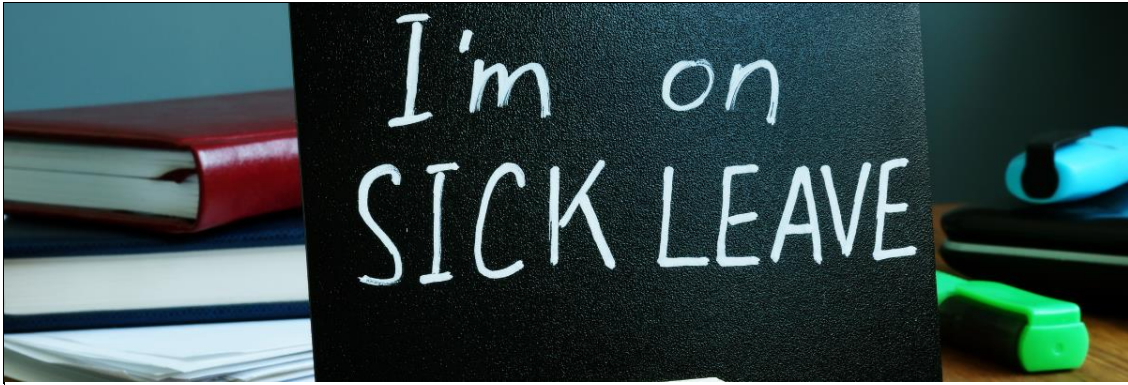
The AEWV is designed to ensure New Zealanders are first in line for jobs. Where genuine skills shortages exist, accredited employers can hire skilled migrant workers. The AEWV will reduce the risk of migrant exploitation and give more certainty to migrants about the role they're applying for.

As part of the new AEWV, employers must be accredited and have completed a job check before they are able to hire a temporary migrant worker.

There are three checks before an employer can hire a migrant worker:

1. Employer check – estimated processing time of 10 working days
2. Job check – estimated processing time of 10 working days
3. Migrant worker visa – estimated processing time of 20 working days.

**FIND OUT MORE**



### **Stop the spread of illness this winter**

New Zealand is seeing a rise in COVID-19, seasonal colds, flu and other respiratory illnesses in our communities and workplaces. To protect your staff from the spread of infections this winter, it's important to follow recognised prevention measures and support your staff to do the same. These include accessing free masks and rapid antigen tests, keeping spaces ventilated, and staying at home when sick.

These measures don't just keep people safe, they help to reduce the number of employees likely to be away from work at any one time.

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### **Working things out in the workplace**

Employment Mediation Services – part of the Ministry of Business, Innovation and Employment (MBIE) – provides a free mediation service to any employee or employer with an employment relationship problem. Mediation involves both parties to a dispute working voluntarily to resolve their workplace issues. Our mediators provide a variety of processes to meet the needs of those involved.

We can provide mediation using a number of different modes:

- in-person mediation at one of our mediation offices or circuit locations
- video conferencing (zoom)
- telephone mediation.

We also aim to provide a service that is culturally responsive to the needs of our diverse communities in Aotearoa.

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### **Skills shortage having an impact on your team?**

Many people leaders are struggling to recruit talent and retain staff. Older workers bring valuable experience, skills, insights, and knowledge to the table; and retaining them has become more important than ever.

Our colleagues at [business.govt.nz](https://business.govt.nz) have developed a practical toolkit to help you hire, develop and retain mature workers. Its tools and resources include tips on leading and working with older staff, case studies and more.

[FIND OUT MORE](#)



## Compulsory KiwiSaver contributions and the minimum wage

If a remuneration package includes the employer's compulsory KiwiSaver contribution, the employee must be paid at least the minimum wage *plus* the compulsory contribution.

An employer's compulsory KiwiSaver contribution must never be deducted from the employee's salary or wages. If this occurs, it is unlawful – and the employer may be liable to penalties.

Find out more about the [Minimum wage](#)

Find out more about [Deductions](#)



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