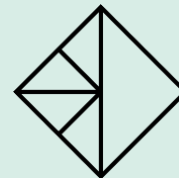


Employment & Immigration Compliance Services

Workplace Law from Lane Neave



With a 150-year history, Lane Neave is one of New Zealand's largest and most highly regarded full-service law firms.

Thanks for your interest in the workplace compliance support Lane Neave offers. Compliance issues need not be 'scary' - the best way to tackle them is head on. Our firm provides a full range of legal support, including compliance training, audits of your HR systems and representation 'on the day'.

Why is compliance important?

The New Zealand Government's "Migrant Work Exploitation Programme" has resulted in a raft of changes to make it easier for allegations of workplace non-compliance to be reported, and employers penalised. Increases in funding and resources for tackling migrant exploitation mean that an investigation of your workplace is more likely.

Information we have received under the Official Information Act 1982 confirms that in the six months to 31 July 2023, there has been a 120% increase in Labour Inspectorate investigations and a 32% increase in the number of site visits Immigration New Zealand conducted, compared with the six months prior. We expect that this number will ramp up as instances of migrant exploitation continue to receive media attention; and INZ move from light-touch (speedy) visa processing to a slower quality/risk based assessment strategy, to rebuild integrity in the system.

Penalties

Noncompliance can have big consequences for your business's operations and reputation. Penalties include:

- Up to 7 years in prison or a \$100,000 fine for the most serious of breaches.
- \$3000 fine per relevant employee if a low-level immigration or employment breach is found. For example, if one of your employees is temporarily working in a location or role that is different from what is on their visa.
- Your company's name on a published register of 'non-compliant employers'.
- Standdown period from hiring migrants.
- Loss of your Employer Accreditation status.

Compliance Services

- FREE Site Visit briefing note: easy-to-read guide for non-legal staff
- Review and feedback on Employer Accreditation compliance
- Compliance Training
 - Key personnel: including HR, team leaders and management
 - C-suite / Board specific training
- Comprehensive HR audit and report
- On the ground' support and representation during a site visit
- Post-site visit support and representation to the regulator
- Ad hoc commercial support when drafting contracts for service

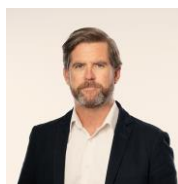


Need help? Meet our Workplace Law Team

We have a dedicated Workplace Law team (immigration and employment) in most major centres in New Zealand. If you have any questions, call us.



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