

Factors in work-related suicide

In 2022 WorkSafe completed a project to collect data and increase understanding about work-related suicide. The research report is now [available](#) on their website.

The report discusses:

- the difference between potential and actual work-related suicides
- work design, social factors, work environment, and other psychosocial factors that contribute to work-related suicide
- a process for exploring whether work-related stressors significantly contribute to a suicide
- recommendations for future research and prevention of work-related suicide
- data by industry, ethnicity, and gender.

Key findings include –

- Approximately 12% of suicides were work-related.
- 86% of work-related suicides involved stressors related to work.
- 22% of work-related suicides used means related to work.
- 10% of work-related suicides occurred in the deceased person’s workplace.

Source: [WorksafeNZ](#)

Immigration changes

The Government [announced](#) major changes to the Accredited Employer Work Visa (AEWV) scheme in April.

Immigration Minister Erica Stanford says “I am bringing in a suite of changes that will improve the AEWV scheme and ensure we are better testing the local labour market and reducing the risks of putting New Zealanders out of work. Many of these are not new, but rather a return to pre-pandemic settings that better balanced the needs of business with the wider interests of New Zealand”.

“It is important that the AEWV settings facilitate the right mix of skilled temporary migrants to address genuine skill and labour shortages, support rebuilding the economy, and to help manage numbers and pressures on core infrastructure, such as schools, housing, and the health system.”

This suite of changes includes:

- Introducing an English language requirement for migrants applying for low skilled level 4 and 5 roles
- A minimum skills and work experience threshold for most AEWV roles.
- For roles that fall into the level 4 and 5, employers will need to engage with Work and Income before approval to bring in migrants will be granted
- Reducing the maximum continuous stay for most level 4 and 5 roles from 5 years to three years
- The franchisee accreditation category will be disestablished and these businesses will be to apply to bring in workers from overseas through the standard, high-volume, or triangular employment accreditation.

“These steps improve the scheme’s integrity and will help to prevent migrant exploitation, following recommendations from the recent Bestwick review, which found serious issues with the AEWV processes,” the Minister says.

“By having an English language requirement migrants will be better able to understand their rights or raise concerns about an employer early.”

The Government also announced that they would not be progressing plans to add 11 roles to the Green List.

For more details see [Immigration.govt.nz](#)

New tools for Immigration law enforcement

Starting 11 April 2024 Immigration New Zealand (INZ) will be able to issue infringement notices to employers with the aim of addressing lower-level immigration non-compliance and deter those who take advantage of migrant workers.

Infringement penalties can include: a minimum fine of \$1,000, loss of accredited employer or Recognised Seasonal Employer status, and being banned (stood-down) from supporting further visas for migrant workers for a period of time depending on the number of infringement notices the employer receives. More serious breaches may result in criminal charges.

Being stood-down means employers cannot get their accreditation back or support visa applications during the stand-down period. Stand-down periods include: 6-month stand-down for a single infringement notice, an extra 6-month stand-down for each subsequent infringement notice and a 12-month maximum stand-down for multiple notices issued at one time.

Employers can hire migrants on open work visas while on the stand-down list. When the stand-down ends the employer must show they have rectified the matter and done what is needed to stop it happening again before they can get accredited again under the AEWV.

Stephanie Greathead, National Manager Immigration Compliance says the majority of employers do the right thing and the employment situation works well for both employer and the migrant worker. However, Immigration sees a small number of employers who aren't following the rules.

"In the past the only real significant deterrent option available to Immigration was prosecuting employers through the criminal court system, while that is still something we will continue to do, being able to issue employers with infringement penalties allows us to take immediate action against employers who aren't complying."

"We will be publishing a stand down list on the Immigration website naming those employers who have been penalised and stood down, this adds a layer of transparency," Greathead says.

Infringements can be issued for employing people in breach of their visa conditions, employing a person unlawfully in New Zealand, or failing to comply with a 10-day information request.

"Non-compliance with these 3 requirements now has immediate consequences. The new tools make it easier to stop employers who have committed immigration offences from accessing migrant workers in the future. It also ensures we have strong systems in place to enforce employment and immigration standards, which will help create a fair and level playing field for all employers in New Zealand," Greathead says.

Source: [Immigration.govt.nz](https://www.immigration.govt.nz)

Woman sentenced in false refugee claims case

A migrant has been sentenced in the Auckland District Court to 11 months home detention for her role in an immigration fraud scheme where she filed false refugee claims on behalf of other migrants already in New Zealand.

Nurul Syahirah Binti Noor Azman was found guilty in November 2022 on 5 charges of supplying false or misleading information under section 342(1)(b) of the Immigration Act 2009. She was sentenced on 23 February 2024.

Azman's offending occurred in 2020 and saw her involved in the submission of false refugee claims with Immigration New Zealand (INZ). Azman's offending was detected following an INZ operation in the Bay of Plenty looking into allegations of migrant worker exploitation in the horticulture industry.

Immigration investigators discovered migrant workers were being encouraged to falsely claim refugee status to obtain work visas. Azman charged workers up to \$600 each to facilitate these fake applications.

Statements obtained from workers interviewed revealed an individual was responsible for creating a 'story' which would then be used to make the refugee claim and be submitted to INZ.

National Manager Immigration Investigations Jason Perry says the sentence holds Azman accountable in what was a planned attempt to manipulate the immigration system while concurrently making additional income for herself.

"This sentence sends a message to people that this sort of cynical and devious behaviour will not be tolerated and will be uncovered by INZ. When cases such as this one appear we will take all steps available to us to criminally prosecute the individual."

"Filing, and supporting the filing of, fraudulent refugee claims is an egregious abuse of the immigration system and it diverts time and effort away from processing valid refugee claims," Perry says.

INZ encourages anyone who knows of immigration offending to report it immediately. Cases can be reported to MBIE's contact centre on 0800 20 90 20. Alternatively, they can be reported to New Zealand Police or anonymously to Crimestoppers on 0800 555 111.

Source: [Immigration.govt.nz](https://www.immigration.govt.nz)

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