



# Changes to Immigration Policy in the Cards

**If you're an employer who relies on a largely migrant workforce, you could encounter additional obstacles after a controversial immigration change was announced in April. There are a number of amendments which will have a significant impact on employers and employees across the country.**

Under the proposed rules, low-skilled migrants will only be able to stay in New Zealand for a maximum of **3 years**. After that, they would need to go through a “**stand-down period**” before being eligible for another work visa.

Remuneration thresholds are also on the cards as anyone who earns less than **\$49,000** will no longer be considered as highly-skilled, regardless of what their job may have been classified as at the time of employment.

A second threshold will be set at **\$73,000**. Anyone who earns above that amount will automatically be classified as highly skilled.

If adopted, the changes will also affect partners and children as they will no longer be allowed automatic entry with work and student visas – instead, they will have to enter the country as visitors and will have to meet visa requirements in their own right.

Seasonal occupations are also set to take a hit under the new rules and will be issued visas for the duration of the season, rather than for 12 months which is presently the case.

Under **Immigration Act 2009**, an employer must not employ a foreign national who is not entitled to work in the country. As an employer, you are obliged to and must take reasonable steps to determine whether an employee is entitled to work in New Zealand.

## Penalties for employing an illegal worker:

- The maximum penalty for employing a foreign national who is not entitled to work in New Zealand is a fine of **\$10,000**.
- The maximum penalty for allowing or continuing to allow a foreign national to work while knowing that person is not entitled to work is a fine of **\$50,000**.
- The maximum penalty for exploiting a foreign national who the employer has allowed to work, while knowing that person was not entitled to work, is imprisonment for **7 years** or a fine of **\$100,000**, or both.

Here at Datacom, we can assist employers with keeping on top of their obligations with the Immigration Act.

DataHR can be used to set-up a form that will capture and store the information that you should be holding regarding your employees' work permit status. This system will automatically notify you in advance of an expiring work permit and ensure that you can produce the information when required.

For more information simply call us on **0800 72 97 97** and save yourself from hefty fines or worse...prison time.

## Changes to Parental Leave Payments

**A law change means new rules for parental leave from June 2017. Changes include when a new parent can take parental leave payments, and what happens if a baby is born prematurely.**

**When:** 1 June 2017

**What:** Parents who want to get parental leave payments can choose to first use other types of paid leave they're entitled to, e.g.:

- Annual leave
- Alternative days
- Special leave
- Time off in lieu

They can choose to start their **18-week** parental leave payment period once they have taken other types of paid leave — even if this is after the child's arrival.

Previously the parental leave payment period couldn't start later than the child's arrival.

**Reference:**  
<https://www.business.govt.nz/news/changes-to-parental-leave-payments/>

# DataPay Learning Educational Series

## KEEP GROWING

We're pleased to present DataPay Learning, an educational series providing you 3 practical, and interactive workshops to take your DataPay knowledge to the next level! Start applying the insights and learnings while they're still fresh for actionable takeaways to implement back at the office.

We present you 3 carefully curated work-shops, to infuse new ideas and inspiration for attendees:



### DataPay Foundations

An interactive **1-day** workshop designed specifically for people who are new to using **DataPay** or might need a refresher. Attendees will learn to navigate DataPay and learn the essentials required for processing a payroll and reviewing employee details. Other day-to-day tasks such as adding new employees and generating historical reports are also covered to ensure users have the skillset needed to use DataPay with confidence.



### DataPay Advanced

This **1-day** workshop will focus on the **advanced functionality** of **DataPay** and is designed for payroll professionals who are already familiar with using DataPay for day-to-day payroll processing. If you are looking to self-manage the creation of components, employee groups, and timesheets to improve efficiencies in your payroll processes this course is for you! Delve into advanced techniques which you can implement back in the office.



### DataPay Report Writer

Datacom offers an extensive library of standard reports, but often you will need unique reports specific to your organisation. This **1-day** workshop will show you how to utilise **DataPay's Custom Report Writer** to create customised reports exclusive for your company. This workshop covers it all...from building basic reports to more advanced functions of the Custom Report Writer, attendees will have the knowledge to access all available payroll data.

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