

Employing Skilled Migrants from the Philippines

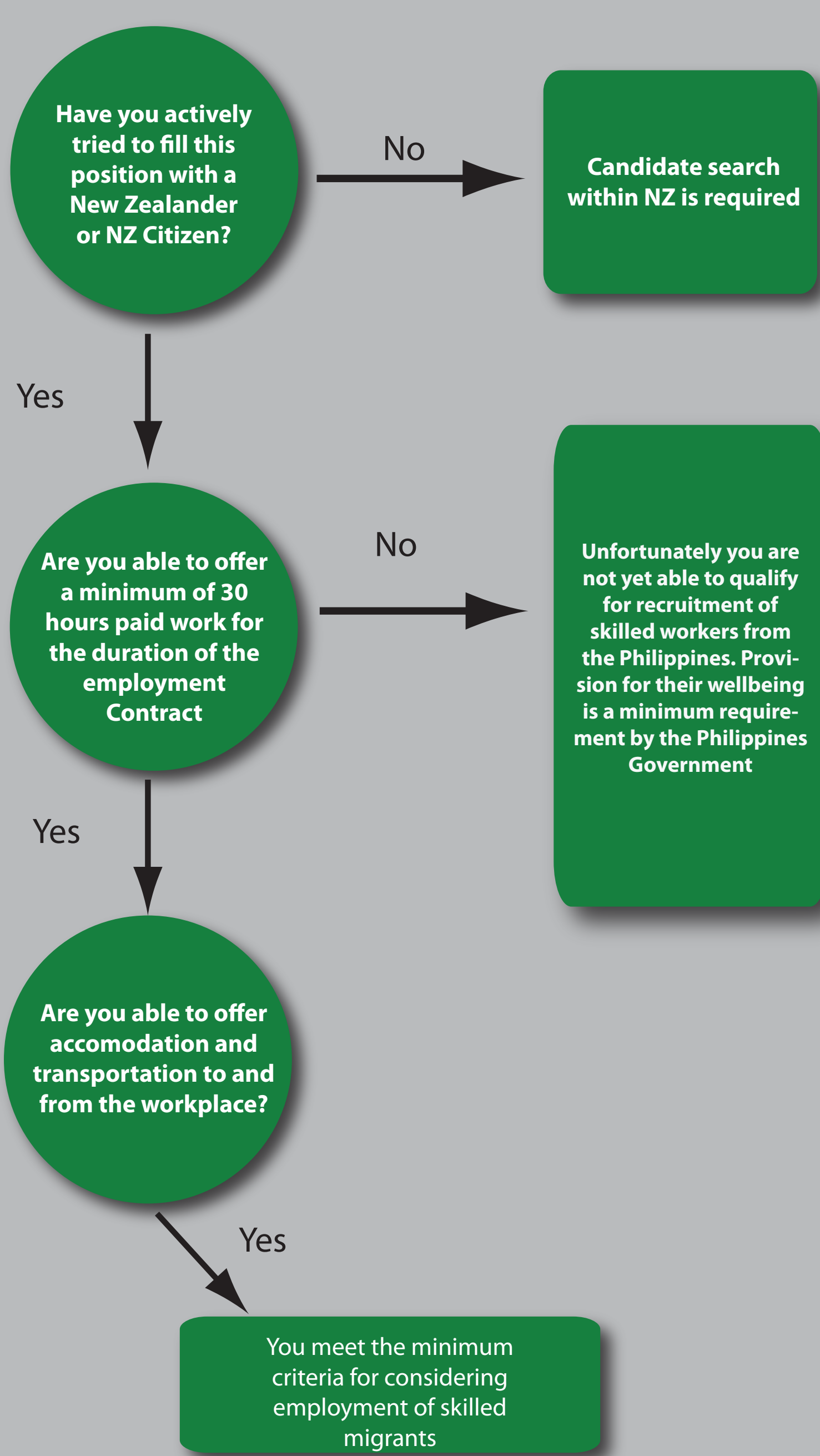
- NZ Employer Guide

What you need to know about employing skilled migrants from the Philippines

Recruiting Skilled employees from the Philippines has evolved into a regulated process to protect both employee and employer. Filipinos are hard working and often highly skilled, but have in the past been taken advantage of. This document is designed to give employers an understanding of how the process works.

All recruitment from the Philippines in New Zealand must go through a Government Authorised Recruitment Service in the Philippines in liaison with recruitment specialists in New Zealand.

The process is involved, but the very basics are laid out below:



Frequently Asked Questions

Q: Does RecruitNZ manage the entire recruitment process?

A: Yes. We will look after the entire process end to end. Full details are included in the Terms Of Trade (please contact us for this).

Q: Does RecruitNZ have a Licensed Immigration Adviser on staff?

Cameron Gray at VisaAide (www.visaaide.co.nz) is an NZ Licensed Immigration Adviser and works out of the the RecruitNZ office and works closely with the RecruitNZ team.

Q: Do migrant workers have the same employment rights as New Zealand workers?

A: It is a legal requirement as part of the agreement between Philippines government and the New Zealand Employment Relations Authority that workers from the Philippines have the same rights as New Zealand employees. In addition to this, there are requirements for minimum hours, assistance with housing and transportation between work and home. All this is discussed in detail with you prior to candidate selection.

Q: Will I have the right to put in place a 90-day trial period?

Yes, exactly the same regulations as a New Zealand worker apply to migrant workers.

Q: What if the employee doesn't work out?

A: We provide a 90-day replacement on all employees, as does our Philippines partner. In the unlikely event that the employee is not capable of undertaking the tasks required we are able to terminate their employment under the 90 Day Trial. This is covered in greater detail in our terms of trade.

Q: What else am I required to do?

You are required to provide accommodation for the first three months of employment. If the accommodation does not suit the employee after that period he or she may relocate. Ideally this accommodation should be near public transport so that they may socialise easily. Filipinos with a valid licence are able to drive in NZ on this licence for up to 12 months. However, as many Filipinos do not drive, you must also provide transport to and from work, and you are responsible for their general wellbeing while in New Zealand. These measures are requirements by the Government of the Philippines.

Q: How do I know that I am following a legally compliant process?

A: RecruitNZ always has the best interests of both employers and employees at heart. In the case of Filipino migrant recruitment we abide by and commit to staying current with POEA legal requirements (Philippines Overseas Employment Authority) as well as NZ Employment Law. The POEA rules and regulations are continuously being updated with the purpose of preventing Filipino workers being taken advantage of, making migrant recruitment from the Philippines an increasingly regulated process between the governments of both countries.

Contact us to learn more.

If you would like more detailed information in recruiting from the Philippines, please contact RecruitNZ on (09) 280-3977 or email us on info@recruit-nz.co.nz