

Accreditation Employer Interim Reporting - Definitions and Caveats

A Dynamics 365 dashboard has been created within the ADEPT system to display the current state of all Employer Accreditation (EA) applications and Accredited Employer Risk Monitoring and Review (AERMR) activity. Pages 2 and 4 provide a current snapshot of the dashboard. Page 3 provides a snapshot of all active investigations by INZ Investigations.

If you would like to request direct access to this live dashboard please contact [Maintenance of the law](#) .

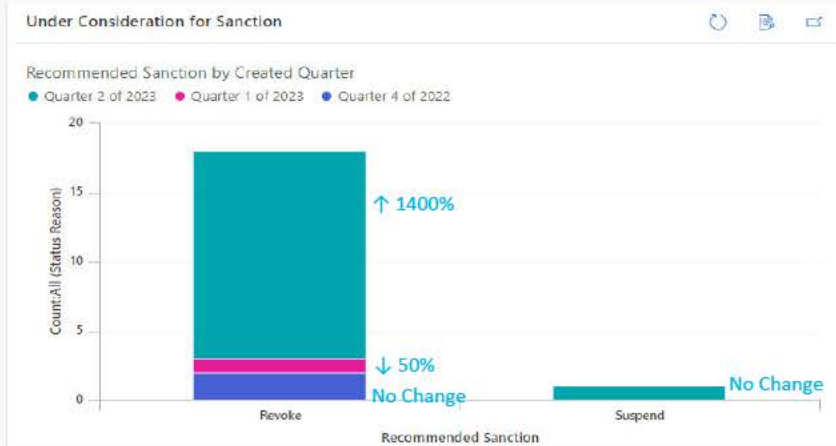
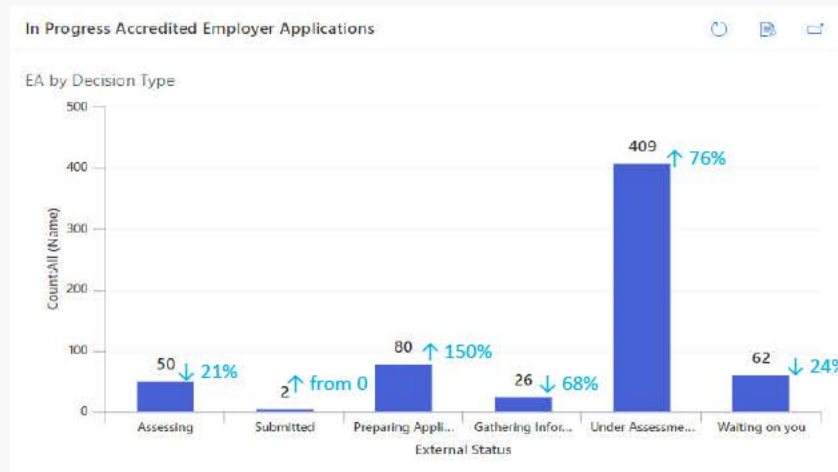
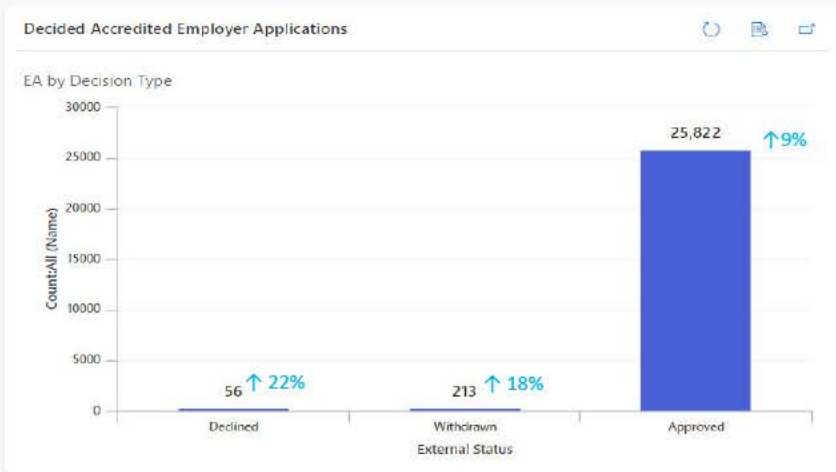
Please note that formatting, colour schemes and the way the data is displayed will be enhanced and more consistent in a finalised report produced by Performance and Reporting / Insights in Power BI.

Category/Term used	Definition
Declined	INZ has completed the application and the application is declined
Withdrawn	INZ has completed the application and the application is withdrawn
Approved	INZ has completed the application and the application is approved
Assessing	INZ is currently assessing the application
Submitted	Application is submitted
Preparing Application	INZ has accepted the application and is determining what additional information may be required
Gathering Information	INZ is gathering the necessary information from other systems (e.g. health information)
Waiting on you	Applicant must provide further information
Under Assessment	INZ has gathered all necessary information and is assessing the information on hand
Withdrawal Requested	Applicant has requested a withdrawal
Assigned	The task has been assigned to a Verification Officer
Unassigned	The task has not yet been assigned to a Verification Officer
In progress	A Verification Officer is actively working on the task
On Hold	The task is not currently being worked on

Data Caveats:

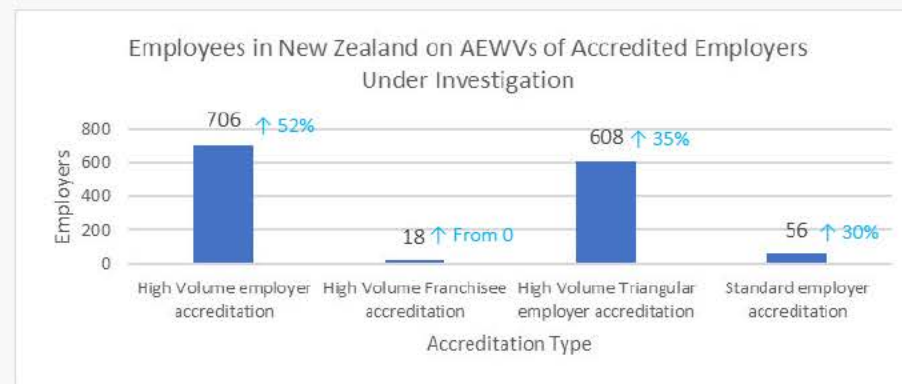
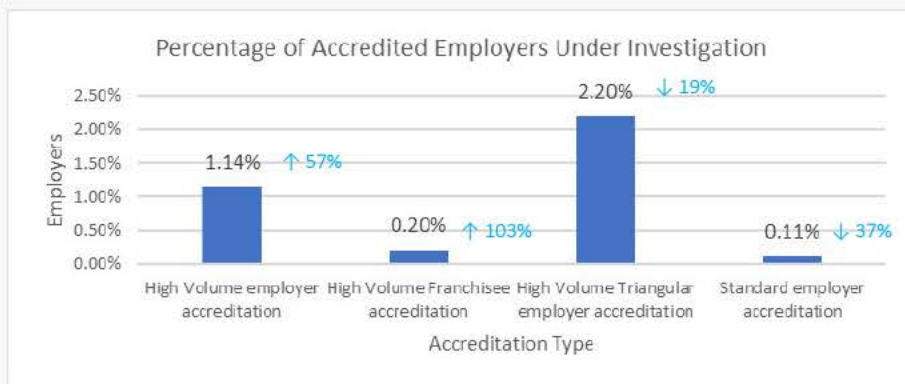
- Employer Accreditation data is sourced directly from ADEPT and reflects current live state when last refreshed. The data may therefore vary slightly compared to reporting data sourced from the Data Warehouse. Applications with an “inactive” status have been excluded from the presented data.
- “Approved Employer Sanction” includes Employer Accreditations that, following assessment by BVO, have been either revoked or suspended.
- Arrows and percentages reflect increases or decreases from the May 2023 report.

Employer Accreditation Applications Snapshot – 23 May 2022 to 03 July 2023



- Although the percentage change in declined accreditation applications appears significant, it reflects change in a small sample size. Monitoring change over a longer period is more likely to provide actionable insights in decline trends.
- The first 2 sanctions have been approved, one employer accreditation has been revoked and one and been suspended. INZ has initiated the process of revocation for a further 14 employers, and four employers whose accreditation is currently being considered for suspension. The majority of these are currently with the NSFS group for review, after which time further actions will be taken.
- The concerns around employer revocation relate to employers being: added to the Employer Stand Down list, undergoing liquidation, and failure to comply with Immigration Law. The proposed suspensions all pertain to employers who are currently under investigation for migrant exploitation.
- The disproportionate changes in the In Progress Accredited Employer Applications outcome is a result of a small initial sample size, and should not be read as an indicator of change. There is a five percent total decrease in the In Progress Applications compared to May 2023.

Accredited Employers under Investigation – 23 May 2022 to 03 July 2023



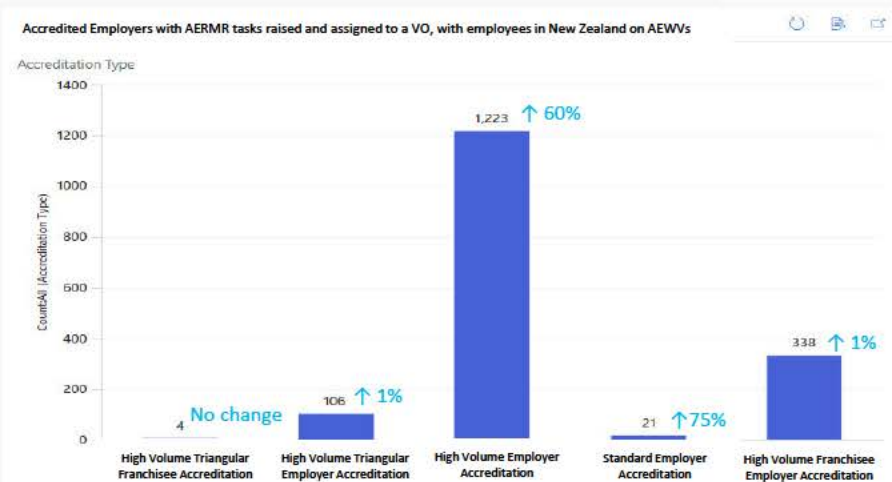
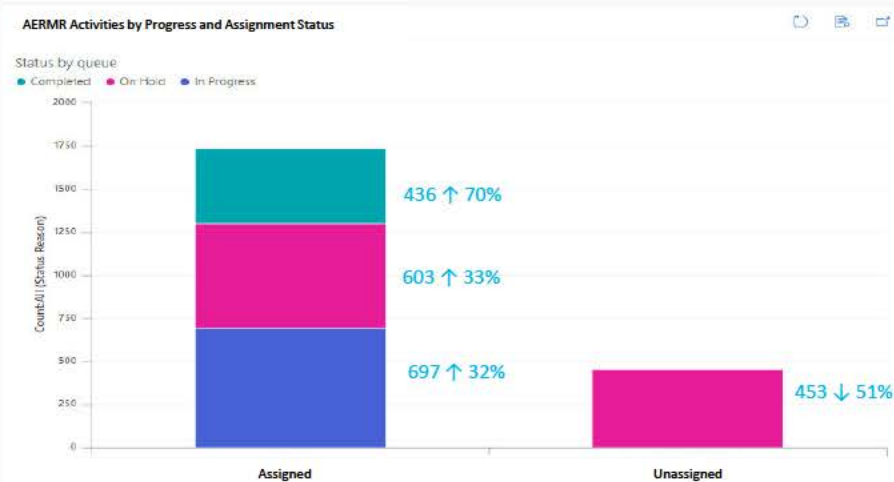
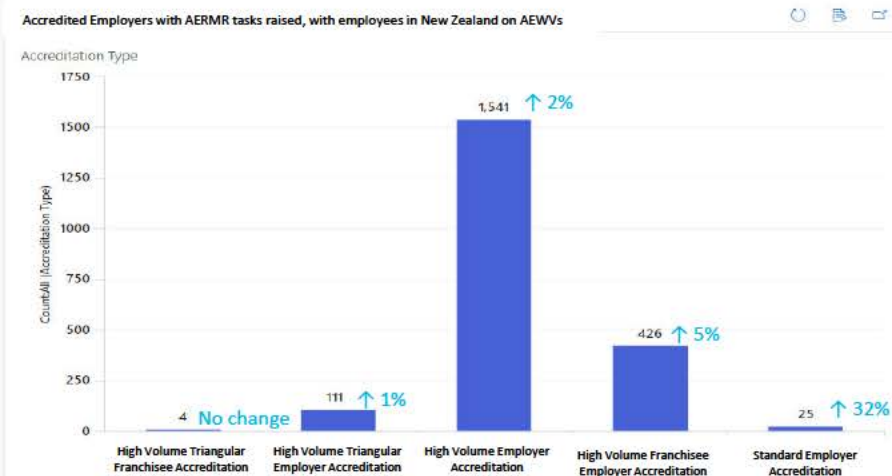
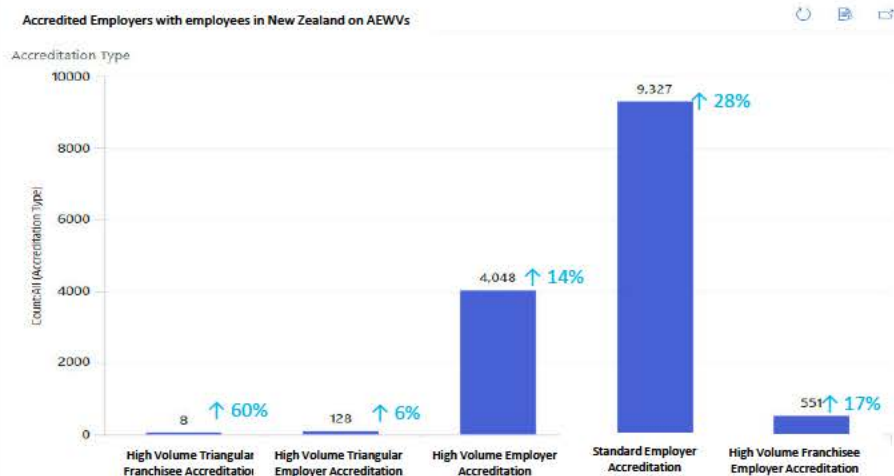
• The current primary focus of Investigations is **Maintenance of the law**

• **Maintenance of the law**

Data Caveats:

- Investigations data is sourced from TIKA and only reflects active investigations held by INZ Investigations. No data on investigations by INZ Compliance or other branches is included. TIKA data is reliant on manual entry; it is possible that errors have occurred, and/or that investigations have mistakenly been recorded as active. Analysis is based on available data. The existence of an investigation does not necessarily imply migrant exploitation.
- INZ Investigations data based on a TIKA case number beginning "IF". Some TIKA data is under an Operation name only or does not include a New Zealand Business Number ("NZBN"); where an employer name is recorded with no NZBN the data has been matched to Accredited Employers by manually checking the business name shown in TIKA. Some active investigations into employers were commenced before the start of AEWV, and not all of the investigations shown above are investigations into the accreditation process.

Accredited Employer Risk Monitoring & Review – 23 May 2022 to 03 July 2023



The total number of Accredited employers with employees in NZ has increased by 17 per cent since 20 May 2023; the ratio of accreditation types remains similar. The total of AERMR activities increased by three per cent since 20 May 2023; the majority of this increase was the result of an increased number of High Volume employer AERMR tasks being generated and referred to R&V. There are currently 436 completed AERMR activities, all of which have resulted in no concerns. This is not an indication of an overarching lack of concerns; it is a result of the low-concern activities being faster to complete. Finalising readiness for information requests is near completion. Phone conversation training developed by the ICC has been delivered, all systems and processes for employer responses to requests for information have been approved and development of employer education resource is progressing with support from I&E including an interim viable solution being near finalisation. A decision will be made next week to go-live on employer engagements. Work has commenced on field work testing. A small number of employers have been selected for initial visits to test processes and readiness. Field work on a small scale will occur in July, increasing once results have informed final processes and any broader training required across R&V. 15 percent of all employers (accredited in the first year) will be looked at post decision via the AERMR in the first 12 months. 100 percent of Franchisee and Triangular employers will be checked alongside a sample of accredited employers across the spectrum of accreditation types.