

Information for Migrant Workers from the Philippines

A guide to work and work rights in New Zealand



Who is this guide for?

This guide is for nationals of the Philippines who have received a New Zealand visa and intend to work during their time in New Zealand.

The guide provides information on what to do once you have received your New Zealand visa and explains your minimum employment rights in New Zealand. It also provides advice on what to do and where to go if you need further information or assistance while you are in New Zealand.

You have the right to be paid no less than the minimum wage, which is an hourly pay rate set by the Government, or at a rate which is above the minimum wage as agreed by you and your employer. You have the right to paid days off work for public holidays, annual holidays, sick leave, parental leave and bereavement leave. You also have the right to be safe in your workplace and to refuse unsafe work.

You also have the right to join a union, which is an organisation run by employees who seek to protect and improve wages and working conditions. Unions can help you with any problems or questions you have regarding your workplace and your employment rights.

What to do before you leave the Philippines

Before you make any decisions about working in New Zealand, carefully research the industry you will be working in. Some good ways of gaining information are to talk to others who have worked in New Zealand, contact support agencies, and visit the websites of organisations in your industry. Being fully informed will help you to know what to expect in New Zealand and will make your experience more enjoyable. Details of some helpful organisations are listed at the end of this guide.

If you will be working in New Zealand, before you leave the Philippines you are required to attend a pre-departure orientation seminar. The seminars are run by the Philippine Overseas Employment Administration (POEA).

What are your minimum employment rights in New Zealand?

New Zealand has employment law in place to protect all workers from being treated unfairly at work.

As an employee in New Zealand you have the right to be free from any form of bullying, harassment or discrimination based on colour, race, ethnicity, age, disability, religion, political affiliation, employment status, sexual orientation and marital or family status.

What should you do if you believe your minimum employment rights have not been met?

There are many different government and non-government not-for-profit organisations in New Zealand who provide information and support to migrants and workers. These organisations do not charge for their services.

If you feel that you are being treated unfairly in your workplace, you could contact any of the organisations listed on page 2 of this guide for advice. The best place to start is the Department of Labour freephone 0800 20 90 20.

What should you do if your employment is terminated while you are in New Zealand?

If your employment is terminated while you are in New Zealand you should approach your local Immigration New Zealand (INZ) office as soon as possible to advise us of your situation and apply for a new temporary permit. If you believe that your termination is unfair you should also approach the Department of Labour. The contact details for the Department of Labour and our Immigration Contact Centre are listed on page 2.

Will your employer find out if you talk to one of the groups listed in this guide?

No. What you discuss with any of the New Zealand groups listed in this leaflet is private and confidential. It **will not** be discussed with your employer without your permission.

For more information

It is important that you know where to go in New Zealand if you need help, support or advice. The staff at the Immigration Contact Centre can answer your immigration questions and advise you of your nearest INZ branch for further information.

Contact our Immigration Contact Centre by phone

LOCATION	TELEPHONE NUMBER
If you wish to call us from outside of New Zealand phone:	+64 9 914 4100
If you wish to call us within New Zealand but outside of Auckland, phone:	freephone 0508 558 855
If you wish to call us from Auckland, phone:	09 914 4100

Contact details for helpful organisations in New Zealand

Below are the contact details for other organisations which are there to help you if you experience difficulties while working in New Zealand.

ORGANISATION	CONTACT DETAILS	WHEN TO CALL
Department of Labour	www.dol.govt.nz Freephone 0800 20 90 20	The Department of Labour is a government agency. Among other things the department provides information and support to employers, employees, unions and workplaces on employment relations matters and workplace health and safety. It also helps employers and employees to resolve employment problems in the workplace.
Citizens Advice Bureau (CAB)	www.cab.org.nz Freephone 0800 FOR CAB (0800 367 222)	Your local Citizens Advice Bureau (CAB) is a great place to go for free information. There are more than 90 CABs in New Zealand. The staff at the CAB can help you find information and services that you need. CAB staff might not always have the answers, but they'll usually know where to find them. Some of the things the CAB can help you with include: <ul style="list-style-type: none"> • interpreting and translation services • free legal services • employment rights • housing and tenancy issues • health and welfare issues • personal and family issues • community groups • national/ethnic associations.
Community Law Centre	www.communitylaw.org.nz This website has contact details for all centres across New Zealand	Community law centres provide a range of community legal services including legal advice, legal assistance and representation, legal information, legal education and law reform activities.
New Zealand Council of Trade Unions (CTU)	www.union.org.nz Calling from within New Zealand: (04) 385 1335	The CTU has 40 affiliated unions including (among others) the New Zealand Nursing Organisation (NZNO) for nurses and caregivers, and the Amalgamated Workers Union for New Zealand for agricultural workers and labourers. The unions represent over 350,000 union members. The CTU can put you in contact with the appropriate union for your industry. The unions can help you with any difficulties you are having in your workplace by providing advice and representation.
Philippine Embassy	www.philembassy.org.nz 50 Hobson Street Thorndon Wellington New Zealand 6011 Calling from within New Zealand: (04) 472 9921	The Philippine Embassy in New Zealand may be able to help and advise you on any difficulties you may be experiencing.
Inland Revenue Department (IRD)	www.ird.govt.nz Calling from within New Zealand: 0800 227 774 Calling from outside New Zealand: +64 4 978 0779 Calling hours are: 8.00am to 8.00pm Monday to Friday 9.00am to 1.00pm Saturday	The IRD can give you information regarding your tax obligations in New Zealand.