

4 May 2023

NZEE Induction Compliance Reminders Guide

These reminders need to go into EVERY induction. We are seeing a high number of new RSE, which is why this info is crucial to include each time, to capture new ears. And to remind old ears.

Firstly, a reminder for you – bad behaviour from workers **is not a reflection of bad pastoral care**, and is not a reflection of you as an employer. You cannot be held accountable for the actions of your employees. But it is your role to set expectations of how to behave in NZ and remind them of appropriate behaviour while in your community. Bad behaviour is carried out by a handful of people, making bad choices, but it can reduce the social licence of the RSE the scheme to operate in your community, and casts a dark shadow on RSE workers, the Pacific Islands, employers & our industries.

Please add these reminders to your inductions. They can also be added as reminders to morning briefings & team meetings throughout the season, a few at a time.

If you don't already, your local Community Constable and Prevention Team at the local police station are more than happy to join your Workers Inductions, where these and other messages of safety can be reinforced. If you need help identifying your local reps, please sing out.

SCAMS

1. RSE are being targeted, sometimes via Facebook Marketplace or a buy-sell-swap Facebook page. They may receive a message promising they have either won, or would be able to make, millions of dollars. They are then advised they have get a certificate signed by NZ Government to get the money, but the certificate costs money. Payment is requested for the certificate, in the form of App Store & iTunes card, scratch the back and send the code. Only send money to your family through Western Union or a reliable bank and **do not purchase App cards or iTunes cards as payment for a person.**
2. International scammers pretend to be Kiwi's selling an item like a cell-phone or laptop computer on Facebook Marketplace or a buy-sell-swap Facebook page. The Scammers get the victim to deposit the funds, then the goods never arrive and the seller's identity is removed from the platform.

NZEE Support & Resources

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DRUGS

3. RSE should not be buying or selling drugs in NZ, it is illegal. Some young local drug suppliers are known to target RSE workers in the carparks of supermarkets on pay day, and on the weekends.
4. RSE have historically been targeted by gangs and working girls knowing they have money. If they are approached by anyone regarding buying or selling drugs, say no, and walk away.
5. **From a Country Liaison:**
 1. Using drugs is a direct violation to the Code of Conduct the workers signed between them and their Government. They will be banned from the RSE Program if caught. To be approved on RSE each worker needs to have approval from their Pastor, Village Chief and if in a relationship their Spouses support. This will reflect on the whole Village.
6. **From a High Commissioner:**
 1. This is a very serious case – a crime. Therefore, it should not be condoned. The High Commission and the sending Government confirmed that workers will be sent them home if found to be abusing drugs in NZ.

RUBBISH / LITTERING

7. A lot of locals and councils complain (ongoing) about the discarding of fried chicken bones & other rubbish near money transfer outlets. **This is ongoing – please remind the guys as often as possible please** not to do this.
8. RSE should be respecting their communities by putting all rubbish in bins provided by local councils. Add a rubbish bag or two to your vans, as the street bins can quickly become full (flowing) on common days for money transfer.

CYCLING

9. Local police run road safety campaigns regularly aimed at improving compliance with the wearing of cycle helmets by cyclists. Patrolling police concentrate on cyclists who are not wearing a helmet and in most cases a cyclist not wearing a helmet will be issued with an infringement notice. **The current fine is \$55.00.** Police would far rather see cyclists complying with the law and protecting themselves from potential head-injury by wearing a helmet while riding.
10. RSE are regularly seen whizzing around footpaths on their bicycles. Please add this to your comms to your workers, about how to keep safe (themselves and the public) while using their peddle bikes - [Biking in our towns and cities brochure \(nzta.govt.nz\)](https://nzta.govt.nz)

SAFETY AT NIGHT

11. Groups of RSE Workers are regularly seen roaming the streets very late at night and very early in the morning. This reminder is about keeping the RSE safe, and the communities in which they are living temporarily. And the social licence for the RSE Scheme to operate in our communities. It's good to remind your staff of the benefits of getting good sleep so they are bringing their best selves to work each day and being productive members of the teams in which they work – which

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is the reason they choose to accept your job offer and travel here – to make money for their families and communities. Good sleep is crucial.

ALCOHOL

12. Excessive drinking can impair your judgment, making you vulnerable to committing an offence or becoming a victim of crime.
13. Most towns and cities have liquor bans in designated public places such as the central business district or around sports stadiums. An alcohol ban means it's an offence to drink, carry or bring opened alcohol in those public places. This means you can only drink alcohol in a building, licensed premises or on your own property. Police enforce alcohol bans and will issue a fine for a breach of an alcohol ban. **The maximum fine is \$250.**
14. Please check your regional council website for the ban areas in your region, and make sure this is communicated to your RSE
15. Licensed premises such as clubs and pubs must close at 4am. Supermarkets and bottle shops can only sell alcohol from 7am – 11pm.

TRESSPASSING

16. Motels and homes are private property and uninvited visitors are trespassing if they enter. While some places may have had working girls at some stage, they book in clients by phone and will brief workers on a room number or address, and an appointment time – workers should not drop in. The risk to the workers is that they will knock on the wrong door and could receive an earful (or worse) from an upset guest/owner.
17. Extensive camera systems operate at most of these addresses to keep the women safe – pictures of trespassers may be sent to the Police for follow up.

SOLICITING

18. Solicitation is the act of offering or attempting to purchase goods and/or services.
19. It is illegal to solicit people, especially young girls, in New Zealand. All RSE must follow the laws in NZ or they could be arrested and charged for those things, and possibly end their opportunity of coming back to NZ to work.

LIMITED VISA

20. The RSE visa granted to workers is classed as a **Limited Visa**. Under New Zealand immigration law a limited visa is a lot more restrictive than a normal temporary visa which means while working in New Zealand, RSE workers don't have the legal right to be able to apply for a visa of a different type or class, request a special direction or bring any appeal against their visa. There have been instances in the past where workers' circumstances have changed after they arrive in NZ and they have then received incorrect immigration advice from friends or family. RSE workers need to be aware that in no circumstance will they be able to:
 1. stay behind after they complete their work, and their limited visa has expired, to go on holiday,
 2. work for another employer who is not part of the RSE scheme, or
 3. stay in NZ based on a new relationship/marriage/pregnancy

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Should their circumstances change and they want to obtain a different or new visa that is not a Limited Visa, under NZ law they need to leave NZ and apply for the different visa from their home country

WHO TO CALL *(See our translated resource that can go up in all accommodations that covers Fire & Emergency and regional support services)*

- Call one-one-one (111) when you need an immediate emergency response from Police, Fire, or Ambulance
- Call ten-five (105) to report things that don't need urgent police assistance (theft, damage, or threatening behaviour)
- Call star-triple-five (*555) to report road incidents which are urgent but not life threatening
- Call 0800 555 111 to report a crime anonymously

SUMMARY OF MAIN POINTS

Please add these reminders to your inductions. They can also be added as reminders to morning briefings & team meetings throughout the season:

1. don't buy anything offered to them on the street
2. be wary when they purchase anything off Facebook Marketplace or a buy-sell-swap Facebook pages
3. be wary of who they befriend and invite back to their accommodation, including gangs or working girls
4. keep their wits about them when using the ATM and withdrawing money
5. reminder to not wander around particularly at night, if they are out, to go out at least in pairs
6. don't buy or sell drugs
7. don't biff your food scraps or rubbish on the street
8. always wear a bicycle helmet and don't peddle on the footpaths, you will be fined if caught (\$55)
9. don't go onto property that you haven't been invited into, or have an appointment to be there
10. do not drink alcohol in alcohol banned areas, you will be fined if caught (up to \$250)
11. do not solicit anyone for services
12. conditions of their Limited visa require them to stay in INZ approved accommodation and work for RSE Accredited employers only
13. if they get into a relationship, they will need to go home first and then apply for a different visa, they cannot change their Limited Visa while in NZ
14. report anything suspicious such as people just lurking around the area - if they feel safe to do so, take photo/video with their phone
15. contact 105 (non-emergency) if they have concerns about theft, damage, or threatening behaviour

Remind your RSE that they can call their pastoral care manager or you, their employer (if that person is different), if they feel unsafe **at any time**. Encourage them to report anything suspicious to you, and then follow that up with a report to the police.

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