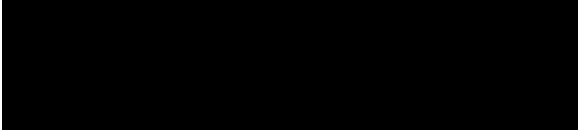



23 January 2026

C206587



Tēnā koe 

Thank you for your email of 17 November 2025 to the Department of Corrections – Ara Poutama Aotearoa, requesting information about staff who have been recruited from overseas. Your request has been considered under the Official Information Act 1982 (OIA).

Corrections is an accredited employer with Immigration New Zealand and complies with the Accredited Employer Work Visa scheme, which requires New Zealanders to be considered before overseas applicants. Overseas applicants must meet work experience and/or qualification requirements and show they can speak and understand English to be granted a visa by Immigration New Zealand. In addition, our recruitment teams lead a rigorous, competency-based process to ensure all candidates for frontline roles demonstrate strong communication skills (written and verbal). Communication is assessed up to six times across the process. New Corrections Officers must also pass mandatory Tactical communications training.

Like many large employers, Corrections has staff from a wide variety of cultures and has a range of initiatives and support networks for staff from other cultures in place to create a positive, inclusive and welcoming work environment.

Corrections is actively recruiting more frontline staff. We launched our current recruitment campaign at the beginning of January 2026, which includes advertisements on New Zealand-based digital media.

You requested:

- 1. Has Corrections recruited staff from overseas? YES/NO*
- 2. Please provide a breakdown of how many staff Corrections has recruited from overseas including but not restricted to the country of origin and which prison they are working at?*

We have interpreted your request to relate to recruitment of staff to frontline, prison-based roles.

Yes, Corrections has recruited staff from overseas. Although we are not advertising overseas or actively targeting international candidates, we regularly receive applications from candidates for roles from a number of countries.

Please refer to the following table, which provides the number of staff Corrections recruited from overseas between December 2024 to November 2025, broken down by country of origin and the prison where they commenced their employment. During the same period, we recruited a total of 915 frontline prison-based staff nationwide.

Number of staff	Country of origin	Prison
2	Fiji	Auckland Prison
1	Samoa	Mt Eden Corrections Facility
1	Tonga	Northland Region Corrections Facility
1	Fiji	Spring Hill Corrections Facility
18	South Africa	Waikeria Prison
14	Fiji	Waikeria Prison
3	India	Waikeria Prison
2	Philippines	Waikeria Prison
1	Canada	Waikeria Prison
1	Tonga	Waikeria Prison
1	China	Waikeria Prison
1	United States	Waikeria Prison
1	South Africa	Hawke's Bay Regional Prison
2	Fiji	Hawke's Bay Regional Prison
3	United States	Rimutaka Prison
2	South Africa	Rimutaka Prison
19	Fiji	Rimutaka Prison
1	Netherlands	Rimutaka Prison
1	Sri Lanka	Rimutaka Prison
1	Philippines	Rimutaka Prison
9	South Africa	Rimutaka Prison
2	Kenya	Rimutaka Prison
5	India	Rimutaka Prison
1	Samoa	Rimutaka Prison
1	Zimbabwe	Rimutaka Prison
2	United Kingdom	Rimutaka Prison
1	Lesotho	Rimutaka Prison
4	South Africa	Arohata Prison
1	Nigeria	Arohata Prison
1	Argentina	Whanganui Prison
1	Brazil	Otago Corrections Facility
8	South Africa	Otago Corrections Facility
1	Kenya	Otago Corrections Facility
2	Philippines	Otago Corrections Facility
2	Fiji	Otago Corrections Facility
1	United Kingdom	Otago Corrections Facility
1	Russia	Otago Corrections Facility

1	United States	Otago Corrections Facility
1	United Kingdom	Invercargill Prison
1	United States	Christchurch Men's Prison

3. How much money is Corrections paying each new staff member to relocate from overseas to New Zealand?

The only role that Corrections pays a relocation allowance for is a Registered Psychologist. Between 1 December 2024 to 28 November 2025, we hired three Psychologists from overseas. These candidates must work for Corrections for a minimum of 12 months.

Details of Corrections' international relocation package for Psychologists are as follows:

The Department shall reimburse the Employee for payment of relocation costs upon production receipts for the cost of travel to New Zealand and various expenses associated with the removal of personal effects as follows:

1. **Freight Forward:** Assistance for the relocation of personal effects from your home to New Zealand to a maximum value of NZD \$10,000 (including GST).
2. **Airfares:** A one-way economy travel fare from your origin to New Zealand for yourself, your partner, and children under the age of 19 who live with you and are travelling with you on the same flight(s). This includes one night's accommodation enroute if travel requires transit in another country and one flight is longer than 12 hours duration.
3. **Airport Transfer:** Airport transfer from arrival airport to your accommodation up to a maximum value of NZD\$300.
4. **Accommodation:** Up to four weeks accommodation upon arrival in New Zealand.
5. **Rental Vehicle:** Up to four weeks use of a rental vehicle to a maximum value of NZD\$5,000 if required. Please note fuel costs are not included.

Please note that this response may be published on Corrections' website. Typically, responses are published quarterly or as otherwise determined. Your personal information including name and contact details will be removed for publication.

I hope this information is helpful. I encourage you to raise any concerns about this response with Corrections. Alternatively, you are advised of your right to raise any concerns with the Office of the Ombudsman. Contact details are: Office of the Ombudsman, PO Box 10152, Wellington 6143.

Ngā mihi



Rebecca Powell
Deputy Chief Executive
People and Capability