

Release to Work

*a guide
for employers*



Almost all people in prison will be released into the community at some point

People who have stable employment are less likely to re-offend. We work with people in prison to prepare them for work through training, qualifications and on-the-job experience.

“We are a waste collection and recycling company based in Auckland, and heavily rely on our staff attending work every day. The RTW programme ticks all the boxes for us, and the Corrections staff are great to deal with.”

Craig Stuart
Operations Manager
Pink Bin Company Ltd



What is Release to Work?

Our Release to Work programme gives people who are near release the opportunity to maintain, develop or re-establish work skills and habits necessary for stable employment by temporarily releasing them during the day to work.

Release to Work employees receive the same rate as other employees with similar skills and experience, and use their wages to pay board to Corrections, any fines or reparation to victims and save for their release.

People on the Release to Work programme are assessed by an advisory panel and will have shown that they can be trusted and have a desire to be productive members of their communities.

Release to Work employees are monitored with the use of GPS ankle bracelets where possible. If GPS coverage is not available, Corrections works with employers to design an appropriate monitoring system.

Safety

Public safety is Corrections absolute priority

“Attracting and engaging good workers is getting increasingly difficult. Corrections is a valuable partner in us achieving our staffing needs. We have been working with Corrections for several years now and we have employed over 36 people in a number of different skilled roles through our employment partnership with Corrections.”

Gary Williams,
Senior Adviser Employment
Relations and Resourcing,
Silver Fern Farms



We have the skills and experience you need now

Our workers cover a wide range of industries and skill sets, and are available now.

Manufacturing, Technology and Engineering	Construction	Service	Farming, Forestry and Horticulture
Automotive engineering	Brick and block laying	Bakery	Contract work parties
Furniture making and upholstery	Carpentry	Barista skills	Farming: sheep, dairy, pig and dry stock
Light engineering	Crane operation	Catering operations	Forestry crews
Mechanical engineering	Devanning	Distribution	Forklift operations
Printing and Design	Electrical work	Food preparation, safety and delivery	Grounds maintenance
Sheet metal work	Painting and decorating	Kitchen duties	Horticulture
Small motors	Plastering	Laundry operations	Nursery and organic market gardens
Textiles, sewing and overlocking	Plumbing, gas fitting and drain laying	Operation of trolleys and forklifts	
Timber processing and joinery	Precast concreting	Warehousing and devanning	
Use of industrial machinery	Refurbishment		
Welding			

Not all industry skills are taught at every prison. Check with your regional Offender Recruitment Consultant to see if we have employees that match the skills you need.



"Corrections' employment services and its Offender Recruitment Consultants provide an excellent service, which includes an understanding of our business needs, the criteria, as well as the matching process and profiling of prospective employees. CNI Forest Management Ltd has found the employment relationship with the Department of Corrections to be of great assistance and support in fulfilling our staffing requirements."

Stewart Hyde
Managing Director, CNI
Forest Management Ltd

"We have a successful ongoing partnership with Corrections to find staff for our Labour Hire division. Several candidates sent by Corrections have absolutely flourished in their work environments. We also have several examples of candidates put forward by Corrections gaining full time roles with our clients after proving themselves as 'great team players' and 'diligent and studious workers'. We are definitely happy to continue to be a part of what we feel is a successful programme and partnership."

Roydon Shaw
Senior Consultant,
RobLawMax Labour Hire

Don't just take our word for it

"Crasborn Fresh Harvest has been working in partnership with the Department of Corrections for over seven years. Corrections' employment service provides suitable and capable employees and we have had nothing but good experience and great satisfaction with the employment programme. Communication from the Corrections team has been outstanding and any matters are dealt with very promptly and efficiently. The Department of Corrections has, and will continue to be a very successful source of employees for our company. We believe that with the help of Corrections and its Offender Recruitment team we will continue to offer a second chance in the working world."

Ross Howard
HR Manager, Crasborn Fresh Harvest

"Corrections found us a staff member for a position which we had been struggling to fill. Corrections' Offender Recruitment Consultant listened to our requirements and job description, and then with clear communication, we knew more about the applicant than we do under usual circumstances and he fitted the bill perfectly. He has been nominated for our peer award named 'Good Bugger' 5 times! Great staff member, great fit and well done, Corrections."

Ruth Surrey
HR Manager, Goodmans

Frequently Asked Questions

Do I get a say in who is sent to work for me?

Yes. After meeting with you to build a picture of your workplace and the type of person you are looking for, a case manager selects one or more people who have the right skills and attitude. You then get the opportunity to interview the candidates for the role.

What if the person is not a good fit for my team?

This can happen with any employee. In the first instance we will support you to help the person fit in. If this doesn't work we will place the employee in a new role and work with you to find a new employee.

What happens if there are any problems?

If you have any problems or are feeling uncomfortable, you can contact the case manager assigned to work with you and your employee. Corrections staff are trained to deal with many different situations.

Will employing an offender impact negatively on my business?

Anecdotal evidence from employers we work with does not show this to be the case. Some employers choose not to promote their relationship with Corrections, while others are proud to be seen as doing their part to make their community safer while giving someone a second chance.





What does hiring a Release to Work employee cost?

Release to Work employees are paid the same rate as other workers doing the same job at the same skill level; this must be at least the minimum wage. They are also entitled to the same benefits, work or shift payments as other employees.

What if I only need someone for a few days a week or a short term contract?

The Release to Work programme is designed to fit in with your recruitment needs. Employees are available at short notice and for any length of time you require, from one day to full time.

Can the employee stay with me once they are released?

Yes, in fact over 50% of Release to Work employees stay with their employer once released.

Who can I talk to if I want to know more about Release to Work?

Contact your local Release to Work broker to find out more about our Release to Work programme.

See overleaf for contact details.

Contact Details



For more information visit
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