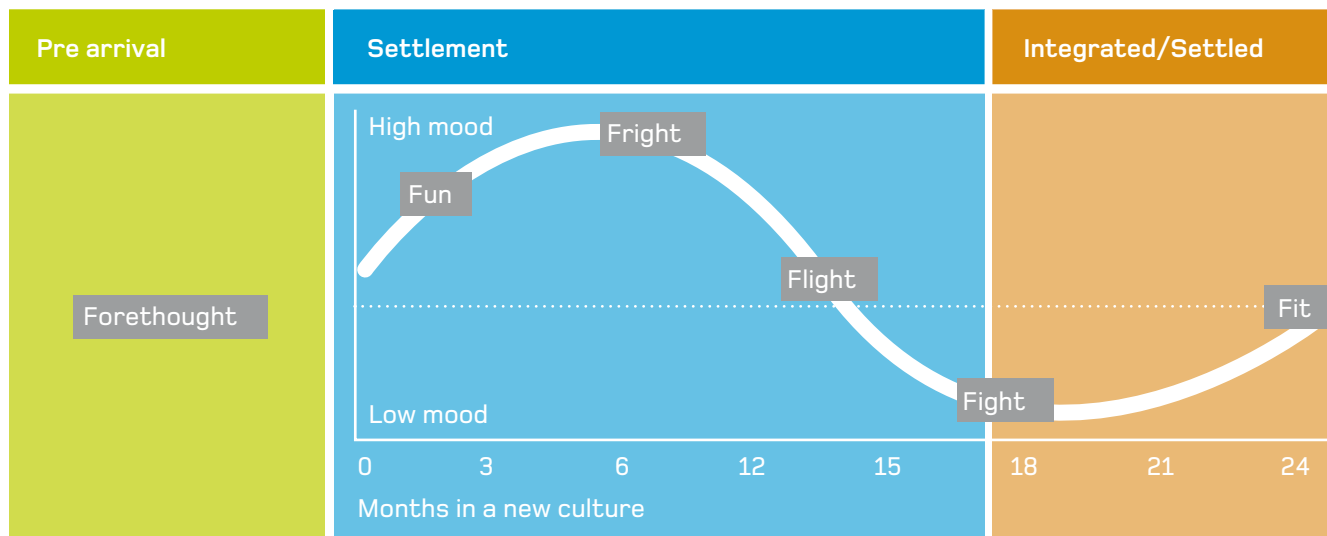


The Settlement Curve



All new migrants go through the settlement stages shown on this curve. It helps if both migrants and their employers understand that going through the highs and lows of settlement is normal.

FUN – excitement with the move to a new life in a new country.

FRIGHT – a bad experience, small or large, can trigger dissatisfaction and negative feelings.

FLIGHT – having second thoughts – maybe wanting to go home or actually leaving.

FIGHT – decision to battle with negative feelings and make the most of the opportunities available.

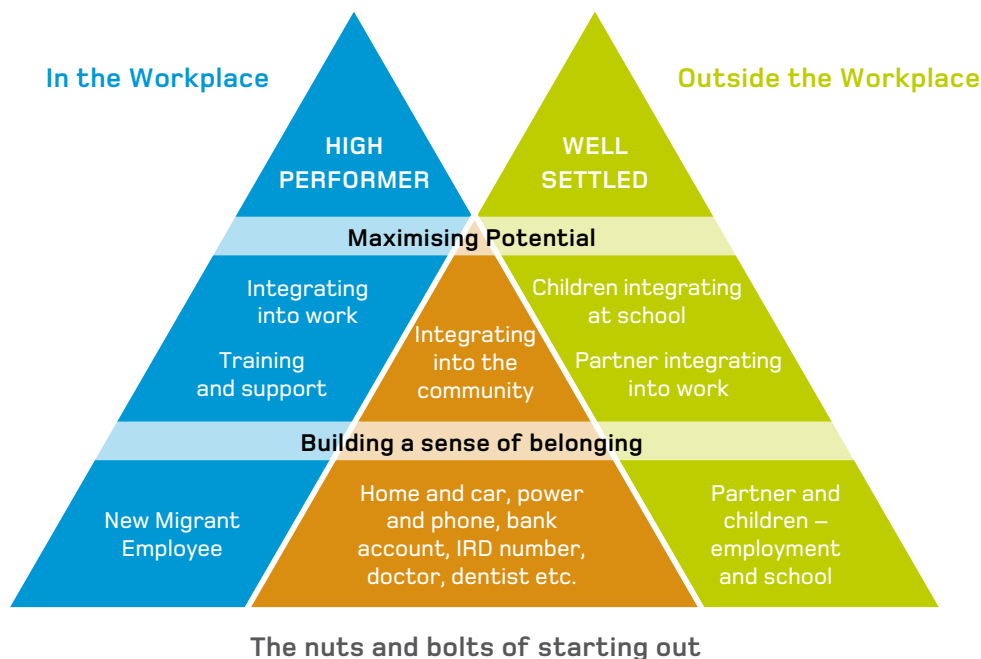
FIT – adjustment to new life, feeling ‘settled’. The time it takes to feel ‘settled’ can vary for each individual, some achieve this faster than others.

Tip: Offer support to your new migrant employees and their families during the low period – it can make all the difference to their work and their decision to stay.

FORETHOUGHT – the key to good settlement. Migrants need to have realistic expectations about living and working in New Zealand before they arrive. Have you checked their expectations and those of their partner? Have you provided them with relevant, helpful information?

Tip: Show new migrants this Settlement Curve and ask them to talk about it with their partner and family.

The Workplace Settlement Model



All new employees require integrating into your workplace, but new migrant employees are also trying to get to grips with integrating into New Zealand. To get the best from them it's worth supporting their efforts to integrate into the community as well as your workplace.

Many migrant employees have partners and families and they need time at the beginning to organise the nuts and bolts of starting their new life in New Zealand – finding a house and a car, organising a bank account, a phone, a power supply, an IRD number as well as finding a doctor and a dentist, a school for the children etc.

For a new migrant integration into the community is as important as integration into the workplace. Building a sense of belonging for all the family will lead to a happy, well-settled, high-performing employee.

As an employer you can help by maintaining an interest in how your new migrant employee and their family are settling in. One of the main reasons that new migrant staff leave is because their partner or family are unhappy. So, supporting the whole family while they settle is in the interests of your business.

Tips:

- › Organise some staff family days to get everyone together.
- › Encourage your existing staff to include the new migrant and family in social activities.
- › Larger companies can try setting up a partners' network so the partners can meet and support each other.

Your local **Settlement Support New Zealand (SSNZ)** can advise you about other help available in your area.

0800 SSNZ4U (0800 776 948) | www.ssnz.govt.nz

