



# The Business Case for Implementing an Immigration Compliance Program Office(r)

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# Presenters



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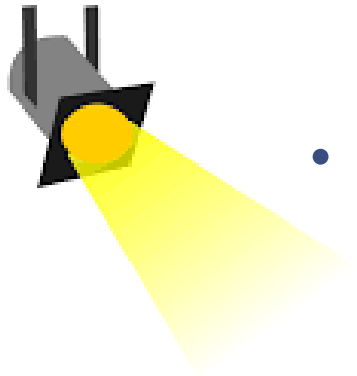
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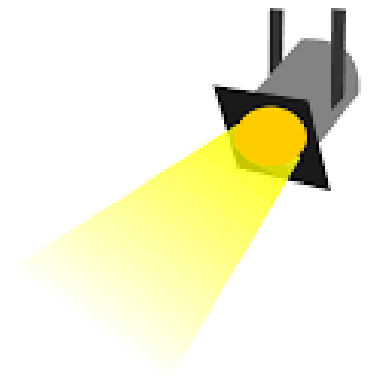
# Agenda

- The immigration landscape
- Consider the risks
- The survey says...
- What questions should organizations ask
- Our recommendations
- The ICPO's high priority tasks

# The Immigration Landscape

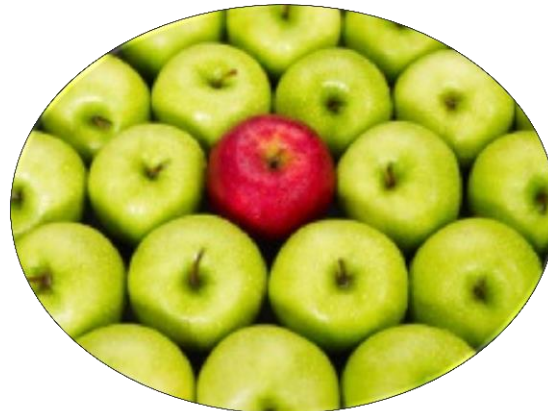


- Compliance is a top priority of the government
  - Result of high profile situations
  - Keeping pace with US, UK, Australia, etc.
- Extensive overhaul of TFW programs since 2010 and PR programs in 2015
  - Increased rates of rejection
- Extensive overhaul of inspection & penalty systems



# Employer Risks

- Exists regardless of organization's size or industry – whether 1 or 1,000 TFWs, same exposure
- Based on CRA number, not location specific
- Does not end with PR status conversion
- Applies beyond immigration legislation – Tax, Privacy, Health & Safety, Employment law

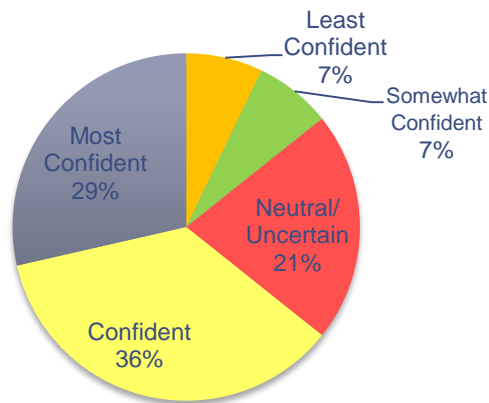


# Employer Risks cont'd...

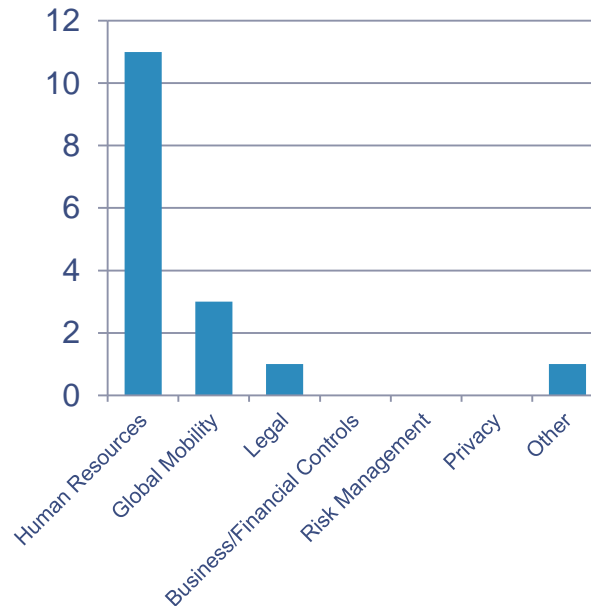
- External image and damage to company name and reputation
  - What is the cost of bad media exposure to your organization?
- Loss of client confidence
- Costs of fines, bans from program
- Legal action by employees
- Revenue and profit impact



# The Survey Says

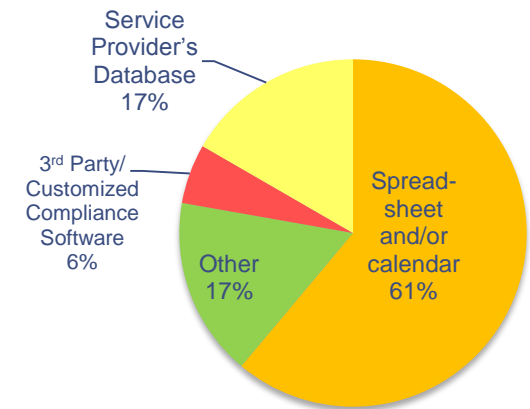


**64%** of respondents are confident or most confident in their organization's current compliance management methods



**88%** of respondents manage their compliance program through HR and/or global mobility departments

No respondents indicated involvement from risk, privacy, or business controls divisions



**84%** of respondents use a calendar, spreadsheet, 3<sup>rd</sup> Party or other/custom software to manage compliance

# The Questions



1. How many TFWs are currently on board and what is their current immigration status?
2. What role do they play in my company – client facing or internal?
3. Where are our records kept – are they easily accessible and readily available for an onsite inspection?
4. How do we track employee records & changes?
5. Which department/function has ultimate responsibility for immigration compliance to bring all the pieces together?

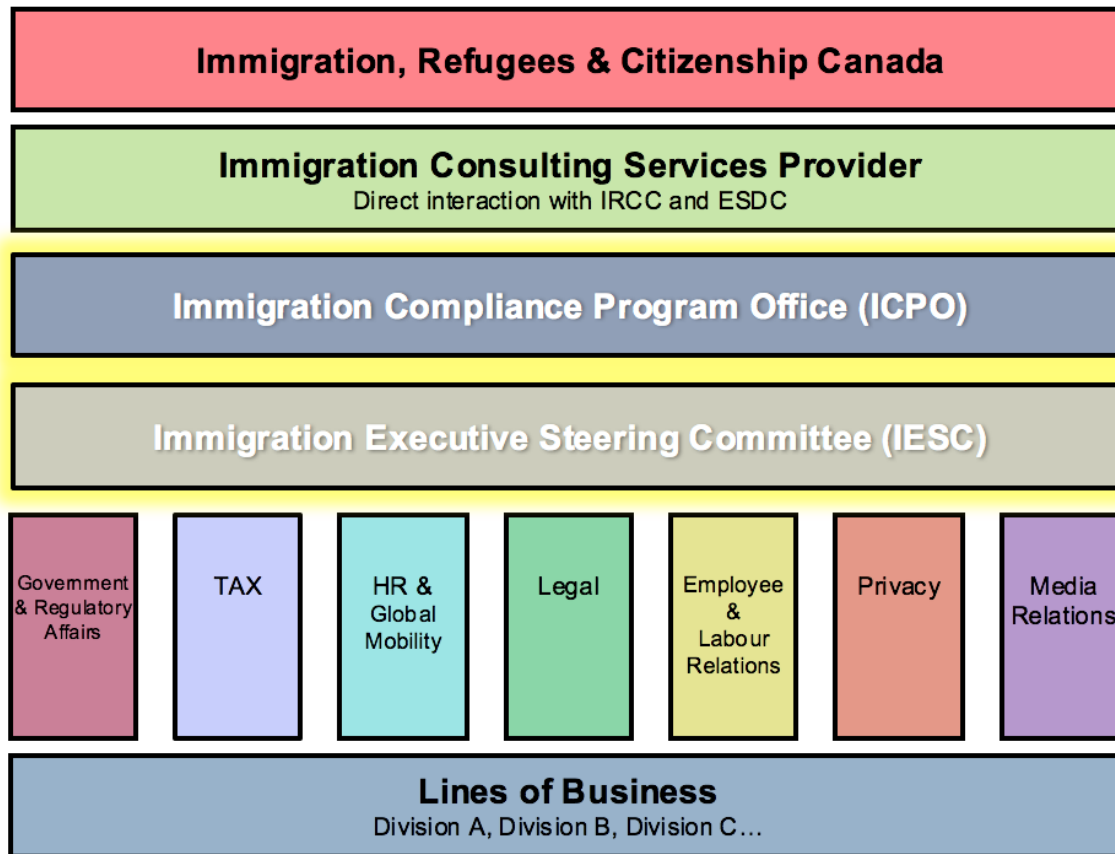


# The Recommendations

- ✓ Establish the ICPO's internal and external relationships

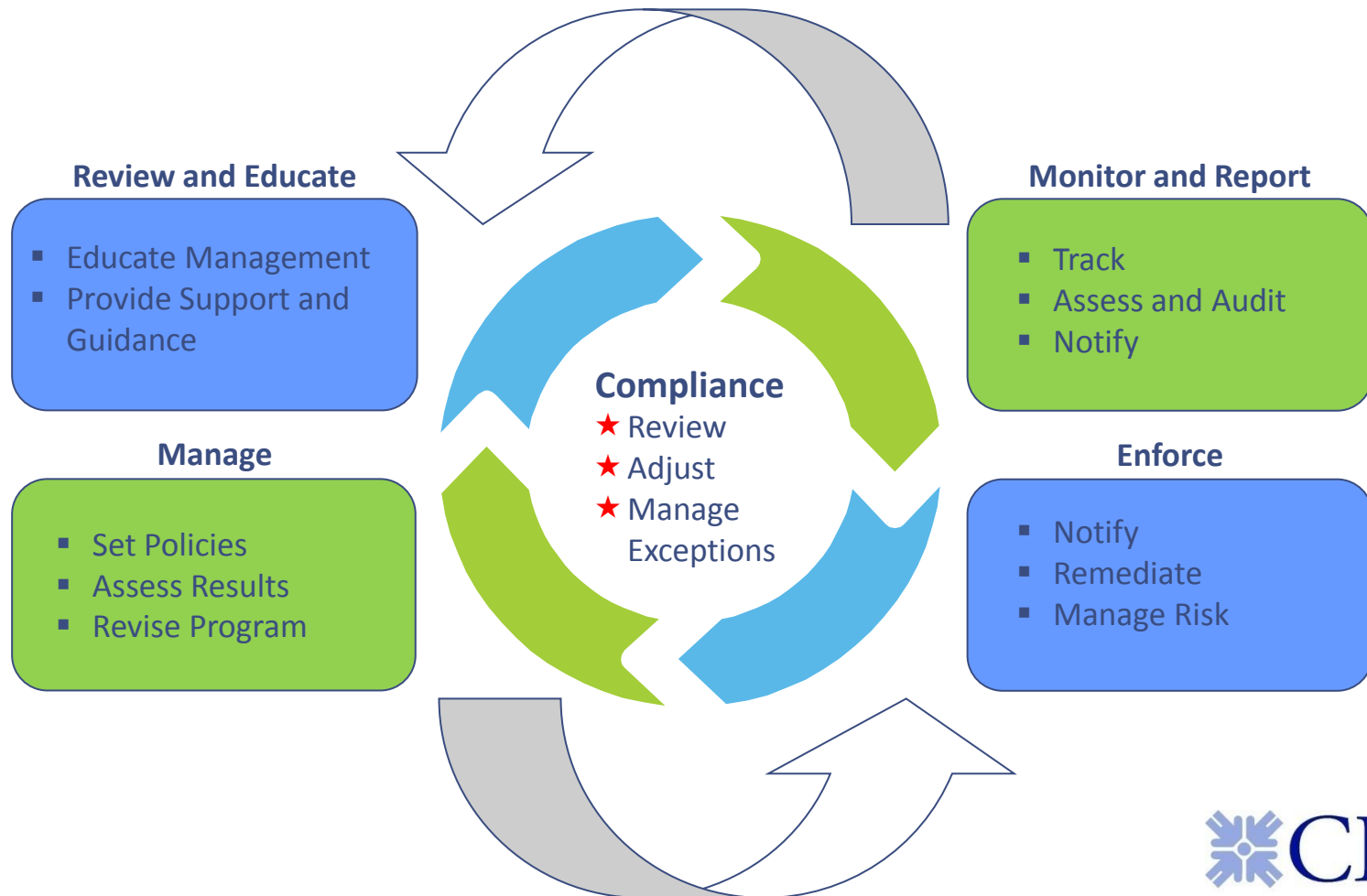


# The Recommendations



- Identify and budget for an ICPO
  - Staffing
  - Software
  - Education / travel
  - Legal counsel
  - Communications
- Establish reporting structure

# The Recommendations



# The Recommendations

- Establish scope for ICPO responsibilities & duties
- Establish governance and management system for reviews with Steering Committee & Service Provider
- Budget for education of ICPO, employees & managers related to compliance and procedure for inspections
- Identify & implement an appropriate record keeping system



# The ICPO's High Priority Tasks

1. Determine metrics to be measured & reported
2. Self-audit according to ESDC's guidelines
3. Create & implement awareness training programs for staff/managers/executives
4. Add clause to TFWs' contracts: *"If you at any point become ineligible to work in Canada, you will have voluntarily resigned"*
5. Update employee resources (i.e. handbook, manual, policies) to ensure compliance with H&S and Employment law standards

# Questions?



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