

Submitter information

Please provide your name and phone number, and preferred email address for contact if it is different from the one used to send this form:

s 9(2)(g)(i)

s 9(2)(a)

In what capacity are you providing feedback?

e.g. on behalf of: your company, the company you work for, an industry organisation, a union, a licensed immigration adviser etc.

I behalf of myself they provide feedback for my own opinion

If you are representing a company or group, what is the name of that group?

What industry or industries does that group work in?

Hospitality

In your company or industry, what are the most common occupations for migrant workers?

Chef, wait-staff

What visa categories are commonly used by those workers?

i.e. resident visa, Essential Skills work visa, Work-to-Residence work visa (under the Talent or Long Term Skill Shortage List categories), Post-Study work visa (open or employer assisted), open work visa.

Essential work visa and open work visa

Only answer the following questions if you directly employ migrant workers:

How many migrant workers do you currently employ? (Refer to the visa categories in the question above)

Have you supported an Essential Skills visa application for any of these workers?

Using wage or salary information to help determine skill level and access to Essential Skills migrants

Proposal 1: Introduction of remuneration thresholds to determine skill levels and associated visa conditions for Essential Skills visas

Consider the proposal of aligning the remuneration thresholds for the Essential Skills visa with the remuneration thresholds for the Skilled Migrant Category.

What impacts or implications do you foresee from defining lower-, mid- and higher-skilled Essential Skills migrants in this way?

Give details of the occupations or sectors and wage or salary levels you are thinking of.

Using wage of salary to determine lower-, mid and higher-skilled essential skills migrants is not completely objective. In my industries, for example chef, the median salary wage is far lower than \$23.49 hourly or \$48,859 annually. This requirement is too high for worker who work in hospitality. The existing worker can not meet the salary, so they are not qualify to apply the skilled migrant category. There are many chefs can not stay in their restaurant. The employer looking for a experienced chef to replace their position. However, the chef shortage is a long term problem in New Zealand. The worst case is many of restaurant will be closed due to labor shortage. It is a huge impact for hospitality.

For my opinion, the salary wage is set too high. It should be set for \$17-19 hourly, if it is necessary to set the requirement in our industry. But I do not think this is necessary requirement.

Reinforcing the temporary nature of the Essential Skills visa and managing the settlement expectations of temporary migrants

Proposal 2a: Introduction of a maximum duration for lower-skilled Essential Skills migrants

Consider the option of a three years for a maximum duration for lower-skilled Essential Skills visas.

What impacts or implications do you foresee from the proposed maximum duration for lower-skilled Essential Skills visa holders?

Give details of the occupations and industries you are thinking of.

It is hard to define lower skilled worker based on their unique skill, such as Japanese chef or pastry chef. These kind of worker can not replace shortly from local or oversea. Also, it is hard to find a local people to replace the vacancy with the specific skill. For the employer, it is difficult to find worker since the duration of visa is short. For the seeker, based on the duration of visa, it is not the first choice for them.

If it is necessary to set a duration for lower skilled essential visa, it should be set above 5 years. It can give worker to gain experience and more time to find their way to stay in the country for

developing their life.

Proposal 2b: Introduction of stand down period for lower-skilled Essential Skills migrants

Consider the option for a year-long stand down period following the maximum duration for lower-skilled Essential Skills visas.

What impacts or implications do you foresee from these proposed changes?

Give details of the occupations and industries you are thinking of.

It is a serious problem for employer to hire worker. First, some of the worker can not easily to replace. Employer can not lose their worker for a year. In the hospitality industry, employer keen to keep their own worker rather than looking for a new worker every 3 years. It is not a health working environment if the restaurant keep to change the staff.

Proposal 3: Require the partners of lower-skilled Essential Skills visa holders to meet the requirements for a visa in their own right

Consider the proposal to require the partners of lower-skilled Essential Skills visa holders to meet the requirements for a visa in their own right.

What impacts or implications do you foresee from these proposed changes?

Give details of the occupations and industries you are thinking of.

This policy may hidden the worker to move this country to work. In my industry, most of the chef have family and children. They want a better environment and education for family, so they move to here to stay and contribute this country. This policy may make them consider to move to this country or not.

Proposal 4: Require the children of lower-skilled Essential Skills visa holders to meet the requirements for a visa in their own right

Consider the proposal to require the children of lower-skilled Essential Skills visa holders to meet the requirements for a visa in their own right.

What impacts or implications do you foresee from these proposed changes?

Give details of the occupations and industries you are thinking of.

As above

Reinforce that Essential Skills visas should only be granted for the period for which the employment is offered

Proposal 5: Make it explicit how the 'period of employment' condition applies to seasonal work

Consider the option to reinforce that Essential Skills visas for seasonal work are only for the length of the season and that the offer of employment must match the length of the season.

What impacts or implications do you foresee from these options?

Give details of the occupations or sectors you think are likely to be affected.

I have no comment on this policy change

Consider the list of seasonal occupations being considered.

Are there any seasonal occupations that should be added or removed from this list? Why?

I have no comment on this policy change

Consider the list of seasonal occupations being considered.

If you employ seasonal staff, or represent a sector with seasonal staff:

- What are the occupations of the seasonal staff within the sector that you are commenting on?
- For each of the occupations that you have identified, what is the typical period that you require seasonal staff to cover (e.g the peak of the season)?

I have no comment on this policy change