

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:

§ 9(2)(g)(i) § 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.

My company

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

Chokdee LTD

What industry or industries does that group work in?

Hospitality Thai Restaurant

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

Chefs Managers and Duty managers

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 skills [thai chef]

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)

7

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

yes

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.

We are a Thai Restaurant and our Chefs are Paid about \$40,000 per year, they also receive free accommodation and Food, which would give them another \$15,000 per year, this is what they all ask for, in the future we would need to pay \$55,000 and then charge them for accommodation unless the accommodation was allowed for in the threshold I consider the Thai Chef as highly skilled and hard to find, I would be happy to do this if all restaurants in our area had to do the same including NZ restaurants, I still don't like the Government telling me how to run my business, we will need to increase prices substantially and cut staff numbers

Managers salary \$40,000 plus 1% of turnover \$10,000 = \$50,000 current

Head Chef \$38,000 plus 1% of gross profit = \$6,000 plus free accommodation and food

Thai Chef \$37-\$40,000 plus free accommodation and meals

This is about what I pay and I call them highly skilled and the market dictates what I pay

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.

If you consider a Thai Chef a lower skilled and they had to go back after 3 years it would affect the quality of our product and we find that we have created a good work ethic and a team,

The problem in our industry is not the length of the visa but residency visa being handed out with no requirement to work in the industry I suggest a minimum period of 5 year after a residency visa before PR is granted and that is the same with managers as well

We also find we need to train our managers from within and have great difficulty filling these roles from New Zealand if our trainee managers could receive 3 years it would help

After this announcement, we have had several staff with low morale and are considering leaving as when there 3 years are up there is no hope and we have invested time and money training them and creating a team

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.

I think that it is a very silly idea , for my staff we train build a team they are happy at work our product is good then they have to take a year off and we then have to try and recruit another Chef who we have to retrain and incorporate into our team , the product changes staff Morale drops, we will still have to recruit ,nothing changes to numbers but a lot of head ache and time wasting for Hospitality, it should be made easier for them to stay but need to stay in the industry as suggested residency but need to work in that area for a period of at least 3-5 years

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.

I think it will be harder to recruit staff as they like to have families with them and Nz will be less attractive

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.

NA

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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.

NA

Consider the list of seasonal occupations being considered.
Are there any seasonal occupations that should be added or removed from this list? Why?

NA

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)?

NA