

## 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.

On behalf of the company

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

Jaedon Enterprises Ltd

What industry or industries does that group work in?

Clothing Manufacture

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

Swing machinists

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.

Work Visas

**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)

Almost all of our staff are migrants. Most are now NZ citizens.

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

No

## 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.

The clothing industry in New Zealand is now about 5% of the size it was 30 years ago.

The kiwis working in the industry at the time of the biggest collapse due to cheap imports no longer work in the industry.

Although sewing machinists are very skilled they are paid a similar rate to low skilled workers.

While this may seem unfair it would be impossible to maintain higher wages and still compete in the current marketplace. We currently have 20 machinists who are paid an average of \$16.50 per hour. The proposal of aligning remuneration thresholds for the Essential Skills visa with the remuneration thresholds for the Skilled Migrant Category suggests that the minimum wage would be \$23.50 per hour. At a \$7.00 per hour increase this would cost us \$291,200.00 per annum which is considerably more than the company makes. To increase our prices to cover this cost would price us out of the market and the company would cease to operate. At present we only have 2 machinists on temporary work visas. They are very highly skilled but the above calculation shows that we are unable to increase their wages to keep them here. We often advertise for machinists. The response to that advertising usually runs to 5 migrant applications to every 1 from a NZ resident. 1 in 30 of those NZ residents will have been born here. Of those born in NZ we have managed to keep 1 in 20 years. So we are very much dependant on migrants if we are to continue having a clothing industry in this country. Kiwis simply do not want to do this work. This makes it incredibly difficult to fulfil the requirement that we attempt to train a Kiwi. None apply to begin with.

If lower paid but harder to find workers are excluded because of this proposed legislation, it will be the last nail in the coffin of a once booming industry in this country.

## 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.

*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.

*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.

*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.

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

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*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.

Consider the list of seasonal occupations being considered.

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

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)?