

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.

General Manager – Sparrow Holdings Ltd T/a The Blue Breeze Inn

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

Sparrow Holdings Ltd

What industry or industries does that group work in?

Hospitality

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

Chefs, Kitchen hands, waiters, Managers, food runners, bartenders

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, Post Study work visa, 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)

28

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 agree in principle to a threshold but the threshold is too high for the hospitality industry.

For the current proposed thresholds the implications would be increased cost to the general public and many businesses closing due to cost.

Kitchen hands, food runners, junior chefs & junior waiters \$15.75 -16.50

Chef de partie, waiter, bartender \$17.00 – \$19.00

Sous Chef, Executive Chef, Cashier, Trainer, Duty Manager, Restaurant Manager \$20.00 - \$35.00

After 3 years then they should be able to apply for residency.

There should be clarification around residency, when is it on the table and when will it not. There are many schools that offer diploma's and is seen by migrants as a direct path to residency after only 2 or 3 years. This is not the case and it should be regulated with the schools. There should be clearer expectations layed out to students. Because the cookery schools are just making money and we are dealing with the aftermath of their expectations. We believe this part of the process needs to be reviewed.

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.

We propose that you issue all lower skilled Essential Skill migrants a minimum of 3 years.

In doing this the business has time to assess, train and upskill the employee to become a Mid to High skilled worker. The employee has time to work towards a higher level of employment.

This could be a kitchen hand that is going to cookery school. He/she has time to apply their learning in a professional environment and upskill to other sections of the kitchen taking on more responsibility.

A food runner could progress from that position to a Waiter, a senior waiter, on to a trainer, obtain their Liquor Controller Qualification and then be in charge of the restaurant with a Duty Managers Certificate.

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.

We do not agree with this . What is the point. If the employee goes there is never any guarantee they will return and we can not leave open a job for 1 year with that risk.

Hospitality industry

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.

We agree. They earn their right to be here. They are not a burden on society or infrastructure and health. They are paying taxes so therefore they are entitled to what we are all entitled to.

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.

There isn't enough information around this question. What age are you proposing to implement this? If both parents can and do work then the children under the age of 17 should have access to schooling. Any children over the age of 17 should get a visa in their own right.



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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.

N/A

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

N/A

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)?

N/A