

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.

9(2)(a)

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

What industry or industries does that group work in?

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

We work with English Language learners with all types of visa- many on work permits

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.

All visa types

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.

Someone with no experience of living/working in New Zealand is unlikely to walk straight into a highly paid job- having a salary threshold will cut out people with potentially strong skills who need to get used to working in New Zealand and get used to using English in a workplace context. Starting on over \$49,000 could adversely affect those in hospitality e.g. chefs, and good ethnic chefs are much needed, and farm workers.

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.

Someone with great work skills may not have perfect English and learning a language takes time. This proposed limit might cause potentially great contributors to New Zealand communities and businesses to have to leave the country just before reaching their full potential to contribute. E.g., overseas nurses who need to upskill in English; dairy farm and other agricultural workers; building and construction workers; chefs; overseas teachers and other professionals who have English as an additional language e.g. building and construction workers. This seems to be aimed at reducing the number of people who come from other language backgrounds and not allowing people the right to develop their language and cultural skills.

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.

People who could contribute in areas like agriculture or building and construction or hospitality may not then be in a position to return if they have to leave for a year and the employer may not be able to find anyone else to do that job. Or they may not be able to keep a person who is building up good skills, especially language skills, so they will employ a series of unskilled migrant for a short time and so not be able to develop depth in the capacity of their workforce. Useful people could be lost to New Zealand's work force and economy.

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.

Many skilled migrants would not be able to bring their partners under this rule, so the migrants would not come. Many partners have plenty to contribute but may take time to gain work-related language skills. This is across all skill areas. Seems to be aimed at cutting out those who need to learn English, which would also reduce the diversity of our communities.

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.

How many lower skilled people are wealthy enough for their children to pay International fees at school? Are there enough New Zealanders to do all the lower skilled jobs? The children of migrants often learn quickly and can develop into strong contributors to society, building a better future of New Zealand across many skill areas.

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.

In an are such as farming, a migrant could be employed for the carving season but prove to be a useful worker after that season is finished. The farmer may struggle to find a replacement worker and their business could suffer as a result.

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)?**