

## 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 Amuri Area School as school Principal and BOT representative

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

Amuri Area School

What industry or industries does that group work in?

Education

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

Parents of students or students themselves

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 of the above

**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)

None

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

We provide support letters for families on a regular basis to assist with applications

## 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.

Nothing to contribute here

## 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.

This really depends on what is classed as lower skills. It also depends on what we are trying to achieve i.e. just using workers from overseas for a short period of time or welcoming hardworking people into the country. For our parents who bring children to NZ being removed from education after 3 years is potentially over harming particularly if this happens in the later years of education year 11-13 during NCEA. This could of course be rectified by placing workers such as

Farm Manager – 121313, ANZSCO level 1

Assistant Manager – 121313, ANZSCO level 1

Herd Manager – 841512, ANZSCO level 5

On to the long term skill shortage list. We know they are incredibly difficult to find within NZ and we need to be careful we are not trying to solve the Auckland housing crisis at the expense of rural NZ. If the problem is wholly or partly Auckland then the regulations should be sufficiently flexible to promote and entice rural workers.

*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.

Pointless! Either they are needed and useful or they are not. **What is the value in making them wait a year, uproot children and families when we know we need them right now. Hard to see the value in this in our context but may work in others.**

*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.

Again it comes down to what we are trying to achieve. Good workers who fill gaps that cannot be filled in NZ i.e. Dairy and stay and put their children through NZ schools are contributing, paying tax and their children do incredibly well in education after an initial period of adjustment thus creating a second generation of educated skilled workers for the future. Having families here allows rural communities to be just that, a community and not just a temporary work space for migrant workers. Again being more specific with long term shortage lists may remedy this.

*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 plus:-

**We can provide anonymous data on student achievement to support this if required. These children work hard at school with supportive parents and for the most part do well. It is likely that under these rules our school dux [REDACTED] (highest academic achiever) would not have been in NZ at all. She is now training in advanced science! We can only speak for our community, mainly dairy workers, and these people contribute and if their children stay we will be all the better for it.**

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.

This depends on the nature of the defined seasonal work, may apply well to some industries but not to others and will need to be carefully tailored to meet the needs of each industry and consultation with each type of industry in question will be essential.

Consider the list of seasonal occupations being considered.

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

Ensuring key workers are on the right list will be essential.

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)?**