

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)

9(2)(a)

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 my employer.

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

Thermosash Commercial Ltd

and 100% owned subsidiary companies – Woods Glass(NZ) Ltd, Insite Façades Ltd and Stile Aluminium Solutions Ltd.

What industry or industries does that group work in?

Design, manufacturing and contracting

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

Aluminium fabricators and aluminium fabricator/installers

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

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)

116

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.

9(2)(b)(ii)

[Empty box]

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 currently work to a 3 year visa renewal expectation for the majority of our Essential Skills visa holders. As they are predominantly Level 3 skilled workers the proposed reduction to a 1 year visa duration has the potential for great disruption to our ability to plan and coordinate both manufacturing and installation programmes .

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.

Please refer to my answer for proposal 1 in which I suggest that a 1 year stand down period would impact on our ability to fulfil our obligations contractually.

I do not see a pathway for them to improve their skill level to a ANZSCO 1-2 level category.

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 see no problems with this proposal. As most of our Essential Skills migrant workers are Filipinos many are used to the concept of leaving partners and families in their homeland as

they take on contracts in the Middle East.

From my observations most of the partners are skill level 4-5 and I do have concerns of their limited contributions to our overall skill levels and their displacement of local workers.

That being said, we struggle to recruit level 3 workers from the local market and those who apply for advertised roles either do not turn up to arranged interviews or find the daily commute to difficult. In this respect the partners of our Filipino workers would be hardworking, dependable and reliable whereas New Zealanders do not all have the same work ethic.

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.

From my conversations and interactions with our migrant workforce they are overwhelmingly of the view that our offer of employment has provided them with an opportunity for betterment, not only for them but for their family. Their children get student visas and would come to NZ for mainly primary – secondary school education as domestic students as long as their parent meets an Essential Skills income threshold. If thresholds change there may be a flow on effect.

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?

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)?