

## 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) Dreamt Ltd)

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

What industry or industries does that group work in?

Dairy

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

Farm Assistant; Herd Manager

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 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)

3

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

Yes, all of them

## 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.

## 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.

Impact of Immigrant:

- Annual cost on visa application
  - Uncertainty on whether they will be renewed/granted
  - Not lucrative to pursue as a career on the long term for migrants
  - With stand down no guarantee that they will be able to step back into the industry again
  - Without their immediate family (spouse / children) will be difficult to manage their day to day activities with their farming responsibilities – no non work related support structures in place for workers (especially during calving / mating season could be good to know that you have support at home – which does correlate with our New Zealand philosophy “family first”)
- If there is no future, why would any immigrant be interested to come to New Zealand in the first place.

Impact on Employer (me as a New Zealander/Dairy Farmer):

- Less workers to enter the industry
- Advertised nationally (Fencepost) and NO NEW ZEALAND RESIDENCE OR CITIZENSHIP APPLY???

*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.

Having a year-long stand down will discourage migrant workers – why would you risk the cost to get to New Zealand; the risk settling in New Zealand; making a new start if no certainty that you can stay?

Training immigrant or anyone else does have a cost - and offering AgITO training does cost the country. Why do that if you know you are going to send them back for a year – will they apply again; can they afford to apply again

**Totally appose and does not make sense**

The dairy industry need people who wants to work, not those who get forced to work - health and safety risk to force people to do a work they don't want to do – our experience is that the immigrant more likely wants to work and they deserve the support they need

*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.

- There must be support/ something attractive for the partner/spouse – why would people pay the amount they have to; risk a future, without a family if there is no future in New Zealand?

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*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 must be support/ something attractive for the children – why would a family risk a future if there is no future?

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## 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)?