

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.

I am providing feedback as an Human Resources Manager.

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

Timothy Farms Limited ("TFL")

What industry or industries does that group work in?

TFL is a family owned farming business situated in Lumsden, Southland. It operates a dairy farm and beef business. It has been operating for 11 years in Southland.

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

Dairy Farm Assistant, Assistant Herd Manager and 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 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)

Five

periods is very unsettling for both us and our employees. There is always the anxiety for them and us of whether they can stay or not. We are on our fourth visa renewal this year. Each time we have advertised a job and labour market tested we have not had one New Zealander apply for any of the positions. In fact, the WINZ case manager looking after our job advertisement and labour market test on the WINZ website openly admitted that they never have anyone who would be able to do a dairy farm position and that they won't find someone.

This shows to us that Southland is different from the rest of the country as there just isn't the unemployment problem potentially shown in other provinces. The problem is that in Southland there just aren't any New Zealand people to fill the dairy farm positions. By INZ imposing all these stringent immigration rules on migrants, who are our only source of labour, it is making life and business unnecessarily difficult for both Southland employers and workers.

We therefore submit that the work visa durations should go back to being for three years without the need to stand down for 12 months. To strip it down to a maximum of three years at a time and then to expect migrants to apply once a year in those three years and be labour market tested is just unrealistic in Southland. Labour market test before the visa is granted and then again if the applicant wishes to renew.

We think INZ should be helping businesses out by making it more attractive to come to NZ to do these jobs that no New Zealanders want to do.

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.

This doesn't affect our dairy business at the moment but it could if we are looking to attract new employees in the future.

Lower skilled Essential Skills migrants equate to migrants on lower paid salaries. To expect migrants to incur the expense of moving themselves and their families to New Zealand for only 3 years and then to have to potentially take their children out of school, leave jobs and incur more expense moving home for 12 months and back again is unrealistic for these lower paid people. The year-long stand down we submit needs to be scrapped. We believe that providing migrants with a three year visa is more appealing and realistic, and the position should be labour market tested at the start of the visa and then again when they apply for a renewal after the three years is up.

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.

9(2)(a)

For our business, this again narrows an already small demographic of people we can employ. Instead of us being able to attract both single and married people we may only be able to attract single workers. Many migrant workers just won't have partners who fit the work visa criteria before they get here, so this means NZ will not be a viable option for a lot of migrants looking to come here to work on dairy farms. Again, there are no New Zealand workers willing or able to take up our positions in Southland on dairy farms.

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

9(2)(a)

I'm not sure what the requirements are for children, but this again is prohibitive in attracting migrant workers to our business. Most people who have partners and children want to live with them as a family. It is unrealistic to expect good migrant workers to come out here and potentially not be able to bring their families with them. Our five Filipino workers struggle to go back to the Philippines once a year to see their extended families. It would be a cruel disincentive to expect them to only see their immediate families once a year too. They probably wouldn't want to work in NZ if this was the case.

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

<p>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.</p> <p>What impacts or implications do you foresee from these options?</p> <p>Give details of the occupations or sectors you think are likely to be affected.</p>
<p>This is not relevant to our business. We employ full time staff members on individual employment agreements.</p>
<p>Consider the list of seasonal occupations being considered.</p> <p>Are there any seasonal occupations that should be added or removed from this list? Why?</p>
<p>N/A</p>
<p>Consider the list of seasonal occupations being considered.</p> <p>If you employ seasonal staff, or represent a sector with seasonal staff:</p> <ul style="list-style-type: none"> • 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)?
<p>N/A</p>