

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.

My own share milking company

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

J D Enterprises 2013 Ltd

What industry or industries does that group work in?

Dairy Farming

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

Herd Managers, Assistant Herd Managers, Farm Assistants

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, open 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

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.

A Farm Managers in my business will earn the 'lower skilled' threshold of \$35.24 per hour. An Assistant manager in my business will earn the 'mid skilled' threshold of \$23.49. Both of these roles have significant differences of responsibility yet are categorised the same salary wise. This will cap potential salary increases and become a disincentive for employers to pay more to attract New Zealanders to these roles. A career in the New Zealand dairy industry takes a number of years to accumulate knowledge and skills to be able to progress. On average a Farm Management role will take 3-5 years of training. Even people who come into the dairy industry are highly skilled (university educated for example) must start at a Farm Assistant or Herd Manager position in order to gain these skills to become a productive team member. A \$35.24 wage is unrealistic for Herd Managers and Farm Assistants to earn in order to earn residency points. This will discourage a large group of people from entering the NZ dairy industry who see it as a long term career. The low skilled category should be at a lower rate for a limited time while the applicant gains skills and knowledge (applicable to the NZ dairy industry only) to be able to progress. If progression is not made, then the applicant should then be subject to a higher rate and limited time for their work visa.

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.

For applicants to get into the 'mid category' they must train and work for at least 3 years and possibly 5 years in my experience in Canterbury because of the scale and complexities of our business. At 3 years they are becoming productive members of the team and at that point they (and their family) are being asked to leave NZ for one year. If and when they return they will be less likely to return to our business for the same or better role. This cause large disruption

to them and my business.

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.

See above question

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.

If the applicant has children then the partner is restricted to the role of care giver obviously very important in regard to the applicant. This will restrict the potential quality of the people who will apply for these roles

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.

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.

Dairy Farming in Canterbury is not a seasonal job. We require a full team of people right throughout the year to run our farm. In my business we have 5 permanent roles that are paid a salary for a full years work.

Consider the list of seasonal occupations being considered

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

Dairying in Canterbury has no season the work extends right throughout the year.

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)?

Please see above question