



## 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 Allied Pickfords- Trading as Sirva Group NZ Limited

We employ around 200 staff through our network.

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

NA

What industry or industries does that group work in?

We work in the Removals Industry but also cut across Logistics, Transport, Warehousing and Storage.

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

Usually drivers and packers.

What visa categories are commonly used by those workers?

Temporary Work Visas which sometimes leads to Residence

i.e. resident visa, Essential Skills work visa, WorktoResidence work visa (under the Talent or Long Term Skill Shortage List categories), PostStudy work visa (open or employer assisted), 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)

Around 3

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

Yes we have assisted 2 staff in recent years.

## 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?

We usually start all staff as packers. This can involve around 3 months of training and assessment to see if they have the skills and ability to move onto Driving and leadership roles. (9)(2)(b)(ii)

We are unlikely to start someone who has not worked in our industry/country (9)(2)(b)(ii) when this is at the higher limit of a proven NZ worker with several years leadership and NZ Truck licences.

We would seldom put a new migrant straight into Truck Driving roles unless they have worked in our industry in countries like Australia or UK/Europe where the driver training standards are similar. We believe that our Drivers are likely to be coming from places like Philippines in the future and as such we would not be allowing these staff to go out on the roads until they had undergone our in house training programme which would take 3-4 months, then they would need to pass a NZ Truck Licence.

Give details of the occupations or sectors and wage or salary levels you are thinking of.

(9)(2)(b)(ii)

## 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

This could work if we were permitted to bring in workers on a staggered basis, IE as 1 group returned , we had others in place. The down side is it takes around 12 months before you

can trust a migrant worker to be able to go off and drive a truck and supervise a team. In effect we get 2 years of good productivity before they return.

Essential Skills visa holders?

N/A to us

Give details of the occupations and industries you are thinking of.

*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 Lowerskilled

This may work but I suspect this could be an issue for the worker to only find 1 years income before being able to return to NZ- we would likely lose them to another country.

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.

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*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

It would be unlikely they would bring their families for a 3 year term.

What impacts or implications do you foresee from these proposed changes?

Give details of the occupations and industries you are thinking of.

*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 lowerskilled 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?

Their children would almost never meet these requirements.

Give details of the occupations and industries you are thinking of.

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**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?

This would not work for us. Drivers not used to NZ Roads could not drive trucks safely within 4 months. The busy season for us is November to February .

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?

Truck Drivers.

The average age of NZ Truck Drivers is now over 58 and shortages are well documented. Young people are not entering the industry and NZ Schools actively discourage their pupils from this sort of work. Many years ago Health & Safety laws effectively prohibited drivers from having their children travel with them during school holidays. This used to be the next generation of drivers who got to see what this life was like and would enter the industry – it does not happen.

Many young people enter the work force without a simple car licence, this prohibits us from being able to start them off as van or small truck drivers.

We advertise almost non stop during the year and get very low responses. The few that do apply often fail simple drug and alcohol testing or wont pass the Police check.

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?

Driving and Packing staff.

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)?

As Above – our busy season is November to February.

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