

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:

Raelyn Lourie Director Mark Dairies Ltd 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.

Our dairy Farming Business

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

Mark Dairies Ltd

What industry or industries does that group work in?

Dairy Industry

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

Dairy Farm Staff

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)

Three

Farm managers and Assistant Farm Managers classified as ANZSCO level1

Herd Managers and Farm Assisants classified as ANZSCO level4&5

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.

overall we support the proposal to require migrants in ANZSCO levels four and five to earn above the remuneration threshold to be classed highly skilled .This would assist employee's to train and advance to a senior role.

We farm on the Westcoast of the South Island where the geographical location is a disincentive in attracting New Zealand farm staff.Our experience is that the rural isolation,all weather work, are not barriers to migrant workers.

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 DO NOT support the maximum time for lower skilled Essential Skills Visa holders.

This and the other changes proposed seem designed to reinforce the temporary nature of the Essential Skills Visa.

We do not support including dairy workers in the seasonal occupations list.

We have a work pattern on our farm of only six weeks of reduced hours however stock work is undertaken every day of the year.

We could not be continually training new staff each year or providing AG ITO extra training which is undertaken in the slower months .Investment in training and upskilling over a period of years is paid back in productivity .

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.

WE DO NOT SUPPORT the stand down period.

Loss of skills and experience.

No value in supporting training if it is lost to the business.

We believe that Government should allow level 4 &5 migrant workers to have the prospect of moving through the system and ultimately becoming highly skilled.

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.

Not supported dairy farm work is a family focussed business
Migrant families contribute in rural communities and especially local schools.
They add to struggling rural economies .

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.

NOT SUPPORTED
Separating families is unhealthy and may make attracting farm staff very difficult.

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 is less seasonal than years gone by .Animal wefare codes dictate greater care and provision year round and greater staff training and awareness .Environmental codes likewise.With longer milking seasons most intensive staff training is undertaken in the six week dry period on our farm.

Consider the list of seasonal occupations being considered.

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

On farm dairy work should NOT be included

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)?

We do not employ seasonal staff all our staff are permanant .