

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 the company I work for

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

Heritage Hotel Management

What industry or industries does that group work in?

Hotels

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

Front line hotel staff including front office staff such as receptionists, concierge and duty managers; food & beverage including wait staff and bar staff; kitchen staff including chefs and porters, housekeeping including room attendants and supervisors.

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, post-study work visa, student visa, partnership visa, open work visa, working holiday 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)

123 staff across the group.

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

Yes - 51

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.

This will negatively impact a lot of our migrant workers: approximately 96% would fall below salary threshold of \$48,859. The occupations affected would be front office, housekeeping and food & beverage staff roles.

For staff which the hotel industry generally considers to be 'in-demand' such as Commis and Demi Chefs, and Chef de Partie's, they will often fall under the proposed salary threshold of \$48,859 so will only be eligible for the 'maximum duration, no family and no pathway to residency' option – a serious deterrent when they may be able to take their skills elsewhere. I appreciate the view that the hotel industry should pay more for these skilled staff so they meet the salary threshold, but that is not an easy or quick fix with the ramifications across the business of such pay adjustments.

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.

Many of our migrant workers look to apply for residency within their first couple of years in NZ, so if this were still an option for them the three years maximum duration would not be such an issue as they would have moved onto another visa before this time. However, as it seems unlikely this pathway would be open, the maximum duration could be a deterrent as it

would be quite unlikely they could move through the organisation into a sufficiently highly skilled/ highly paid role within 3 years.

Many of our migrant staff look for longevity for their move: we do have some staff in the South Island who will qualify for the one-off 'pathway to residency' visa option which is great. Perhaps this could be extended nationally (again as a one-off) to recognise the contribution these migrant workers have made to NZ to date, having been here for five years or more already?

However for those working in roles in front office or housekeeping, working in NZ is unlikely to offer a long-term option for them under this proposal.

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.

I would consider it unlikely that migrants would leave for one year and then return. I would think a better option would be to retain the current system of considering the visa application annually and decline it if the skill is no longer required – rather than stipulate the migrant worker leave after three years even if there is still a need for their labour.

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.

Some of our migrant workers have partners working in similar roles so probably would be eligible for their own essential skills visa anyway: however if not this would be a major deterrent if the partner of the principle applicant did not qualify for a work visa and had to remain in NZ on a visitor visa only.

We have migrant staff with partners here or trying to bring partners to NZ currently – if the partner were unable to obtain a work visa the essential skills visa holder may not be able to financially support their partner, so would need to leave NZ. I expect the motivation for many migrant workers is to bring their family with them to the NZ environment – without family support there would be less incentive to come here, or a less stable environment for them once they are here.

I understand that an INZ presentation on 16/05/17 outlines the 'Top 5' ANZSCO 4&5 occupations that are supporting visas for partners and children - and no hospitality roles are featured. Whilst I appreciate this is valid data, I still believe that there are sufficient occupations in our industry such as housekeeping and front office staff for whom an inability

to support partner visas would be a significant change and negative factor.

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 sure what the visa requirement for a child would be? I would assume whilst this is more administration it would be straight-forward for a child to obtain a visa providing they met health checks?

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.

N/A – we employ few seasonal workers and tend to use those on working holiday visas where we do, so this is not an issue for us.

Consider the list of seasonal occupations being considered.

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

N/A

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)?

N/A