

## 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 filipino dairy workers

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

FILIPINO DAIRY WORKERS IN NEW ZEALAND INC. (FDWNZ)

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?

Assistant Herd Manager/Dairy Assistant, Herd Manager, 2IC/Assistant Manager, Farm 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 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)

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

[Redacted]

## 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.

Dairy Industry

Based on our independent survey (n=21), currently an Assistant Herd Manager who has already spent 2 years working in a dairy farm has a gross salary of \$45k-\$53k (ave.\$49k)

Herd Manager: \$50k-\$57k, ave.\$53k

2IC: \$53k-\$68k, ave.\$60k

Farm Manager: \$61k-\$74k, ave.\$68k

The figures are the annual rate of pay in a 50-hour work week in average. Although a small number of dairy workers surveyed, this is a reflection of their current gross salary per annum.

According to the proposal, for the lower-skilled dairy workers to be considered higher-skilled, they would either 1) remain in the same position but has to have \$35.24+ per hour or 2) move directly to ANZSCO Skill level 1 – Farm Manager or 2IC- with remuneration of \$23.49 to \$35.24+ in 3 years. This is a tough call and will put too much pressure to the Employers, especially those who have employed migrants currently that are already part of the team and has specific roles in the farm. Employers will be forced to let go of their employees who have already been part of their team. Introducing a mid-skill where the lower-skilled dairy workers (Assistant Herd Manager and Herd Manager) who earn \$23.49+ would be beneficial.

## 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.

Dairy Industry

Imposing a maximum duration for lower-skilled migrants to ensure settlement expectations are clear is not necessary. Inability to bring their family would be enough. Many Filipinos, if not allowed to bring their family would just be as happy as long as they will be given the opportunity to have a work and send money and save for their family in the Philippines. The option of a three year maximum duration would hinder many Filipinos to come to New Zealand considering the costs leaving Philippines entail and the difficult work that awaits them.

*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.

Should the stand down period be introduced, a Filipino migrant will most unlikely to have work. Unlike other jobs (nursing, etc.), we go home and no job in a dairy farm is waiting for us. The Filipino migrant, together with his family will suffer.

There will be unnecessary loss of skills and experience to dairy industry. If having gone through the Labour Market Test, officials find there are no New Zealand citizens or residents suitable for the job, a visa holder of 3 years must still leave the country only to have that job filled by a new migrant. This may incentivise reduced investment in training, lowering the average skills within the industry, lessen the incentive to increase remuneration and consequently have spill over effects for New Zealand.

*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.

*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.

For the new applications, this would be fair enough because there would be a prior warning. For those whose family who have already been here and who would still be deemed lower-skilled after 3 years because of a lack of mid-skill option for ANZSCO Skill level 4&5, will result to disruption of families. It might be fair if there will also be adjustment with taxation if this

take effect.

## 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.**

Consider the list of seasonal occupations being considered.

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

Dairy farming should not be included in the list of seasonal occupations.

It is an occupation where activities all year round are interconnected and one should have a knowledge on or should monitor all of them. What happens on a certain part of the season affects what will happen on the next part of the season.

There are also dairy farms who do winter milking where the production is all 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)?**

Dairy sector.

Peak season is calving to mating which is August to November.