

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:

Arjan van't Klooster 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.

Director of Bosterra Limited – A dairy farming company

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

Bosterra Limited

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?

Farm Assistant, Assistant Herd Manager, Herd Manager, Assistant 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 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)

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.

- I agree that the level of wages is a good indication of the skill level required to perform various tasks as it signifies different levels of training and competency.
- In regards to dairy farmers, there is no mid-range level of skill doesn't truly represent the level of skills required. I agree at the entry level of farming there is little to no skills required. I also agree that a Sharemilker or Farm Manager has a high level of skill (ANZSCO 1). However there is a large mid range of skills such as herd manager that requires many years of experience and various levels of training which is still categorised as unskilled (ANZSCO 5). The wages of these people are often above the \$24/hour which represents the skills and experience they have.
- As a result, I propose that the 'Mid-skilled' section of the proposed changes includes ANZSCO level 4 and 5 on this higher wage level (\$23.49 - \$35.24), or add an ANZSCO level 3 positions for some dairy farming positions that reflect this higher skill set. I have staff that have more than 4 years experience and are currently completing their level 4 Primary ITO training that would be categorised as lower-skilled.
- The larger level of responsibility that is now put upon staff with Health and Safety rules in place also represents the level of skills that are required. They also become responsible for large fines and charges because of these larger responsibilities.

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.

- I believe the 3 year limit penalises employers more than it discourages migrant workers from coming to New Zealand.
- In the dairy industry I think it will discourage farmers from training anyone to become

skilled knowing that they have to leave in 3 years. This is because under the current ANZSCO skill rating, it is not possible to become "mid-skilled", and "higher skilled" takes a lot longer to achieve.

- I think that if there was a "mid-skilled" level for dairy farmers without the 3 year maximum, this would allow an opportunity for people to be trained if they didn't have to leave after 3 years. After all, these employees are here because there is people shortage, not because of an unwillingness to employ Kiwi's. This will already have been identified through the 'skills match report'.
- Should there no longer be a people shortage for mid-skilled or lower skilled positions, this would be evident in the skills match report and migrants would not get these employment contracts.
- Perhaps for migrants that have not progressed their skills any further, the 3 year cap could still apply as it demonstrates unwilling people. However to deport migrants that have developed skills and are then asked to leave and take their skills with them, feels like it penalises employers to start over again with a new employee.
- Having a continual turnover of staff does not promote a stable workplace that is likely to impede productivity and performance targets that the government has envisioned for the primary industry sector to achieve.

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.

As above (2a)

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.

- I agree not to give partners an open term visa, particularly in a 'low-skilled' position. This reiterates the temporary nature of the position and also keeps the job opportunities open for kiwis which their partners are taking.
- I do however think that their partners and families should be allowed to stay with them, providing that they can support them. This would encourage them to spend their money on their family here in New Zealand rather than sending it all back to their

home country. This would help support New Zealand's economy. However should their partners want to work, this should be in their own right to apply for an essential skills visa.

- People that have their families with them as support reduces antisocial behaviour that can be detrimental to the community and society that they are in.

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.

- Similar to that as above.
- If the visa holder can support their family financially at full tuition rates, this encourages spending within New Zealand and will support the economy rather than sending it overseas.

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.

- I agree to jobs where there is a clear seasonal work pattern of perhaps shorter than 6 or 9 months.
- For longer duration jobs, many become full time anyway by the time holidays and annual leave are taken into consideration

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 be removed.
- Although there is a clear busy period during spring time. Many other jobs and maintenance is postponed during this period. As a result the employment becomes full time. During the winter period there is plenty of jobs in preparation for the spring time also.
- Many farms are now going to a split calving system where calving happens twice or even multiple times throughout the year, this creates a year round busy schedule.
- I employ eight staff whom are employed full time throughout the year. If a large scale business like mine can't lay off staff during any 'downtime' that may occur, I'm sure smaller farms can't do it either.

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)?

- I employ 8 staff in varying positions on a dairy farm. None of which are unemployed during the year as it is not a seasonal job.
- There is a people shortage for these positions all year round