

Hi,

I welcome the proposed changes by Immigration New Zealand. Being a migrant I get better chance to analyse the real issues arising with the excess low skilled people coming from overseas. Our immigration policies have to be reviewed to continue to enable employers to use workers. I don't agree employers have to invest more in training New Zealand residents because low skilled jobs doesn't need any extensive trainings. Moreover basic training is required for any new staff member starting a job. Definitely there is a trend where employers hire migrants to save wage costs, often leading it to migrant exploitation. I have seen New Zealanders struggling to find jobs whereas people from overseas easily get into the workforce.

There are people who are unable to communicate properly in English and still they hold jobs in every sector. Therefore English requirement has to be there for residence.

I would like to talk about **retail sector**, many New Zealanders can work in retail but they can't get into those jobs because they are already occupied with migrant workers.

Moreover, employers are offering "Zero Hour" contracts to save cost they offer low wages and when no local person applies for that job they use it as an excuse that New Zealanders are not skilled enough or interested in their jobs. Why would someone agree to work without any financial and job security?

Employers understand well if no one else someone holding student visa or work visa will work for them.

If there is a genuine need we can welcome people from overseas to come and work in New Zealand but it's high time to maintain the integrity of temporary migration by ensuring settlement expectations are clear for Essential Skills migrants.

We have to make it easier for firms to recruit higher-skilled and higher-paid migrant workers but parameters has to be set to assess the skill set of migrant worker.

Proposes of remuneration thresholds that align with SMC is a great step towards controlling migration but it has to be reviewed. According to current proposal:

Hourly rate of pay \$23.49

Annual rate of pay (30-hour work week) \$36,644

Annual rate of pay (40-hour work week) \$48,859

I think it is slightly higher than average people earn. I work as a Baker which is considered as a Skilled job, my remuneration is \$21.07 per hour which is annually \$43,825 (40-hour work week). I am working more than my contracted 40 working hours and I actually earn about \$50,000 per annum.


"I believe different thresholds can be set for people applying for Essential skills visa and for people applying for residence under skilled migrant category"

For example: In my case it can be \$21.07 per hour to apply for essential skills visa and \$23.49 to apply for residence. It will give employers a chance to hire suitable worker and also a genuine skilled people will get a chance to grow and prove how they are beneficial for New Zealand.

Please feel free to ask any questions. Thank you for your time.

Regards

s 9(2)(g)(i), s 9(2)(a)

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