

May 15, 2017

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

(a)

To the Ministry of Immigration

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

I am employing total of 22 staff 11 are immigrant under essential skilled workers one of them just granted a residence visa early this year after over 10 years working in NZ. The rest of 10 staff are still holding essential skilled work visa 5 of them have been working more than 5 years in my farm. As an employer we always supporting our staff to learn more and gain knowledge enrolled them in different training association. Help them and support their papers for immigration all the requirements to be process their visa. Not only the immigrants staff also the kiwi we send them to varieties of training and on farm training we are giving fair treatment to all staff. If they need help to take their wife or child to doctor or school activities my wife is always there for them

SOUTH ISLAND CONTRIBUTION VISA, 12 months stand down, Children and Partners

I highly support the new immigration policy pathway to residency you have given the chance and hope for those essential skilled worker who been in NZ close to 5 years or more to continue working and contributing their skilled to our economy especially these people working on the dairy farm.

As an employer I thankful to this new policy of pathways to residency. The impact of this new policy's , I have more confident they will stay and work longer once they have residency and help to build NZ's economy. I am reluctant that they will continue building their contribution towards to our NZ economy. Also building up NZ small population. Most of immigrant kids are really doing well to both academic and sports.

This Maximum 3 years in NZ before the mandatory 12 months stand down.

Being a dairy farmer I am not in favour to consider the propose policy of three years for a maximum duration for lower skilled Essential Skills visas and 1 year stand down period. This will affect the Farming business, Rest Home, Hospitality-Tourism operation and construction business, on my farm we have few staff under essential skilled work visa. This will be their 3rd year on the business. It means I will lose them after 3 years. This will be a big impact to my business. To lose staff due to new immigration policy also heaps of businesses employing immigrant with lower-skilled essential work visa will struggle to fill the gap, somehow there is a shortage on the region of farm worker. I cannot rely to employ the local due of our district had small population. Also some young local were not happy to do the farming job they rather to work in the factory.

I cannot understand why we have to increase that much \$73,299 a year or \$ 35.24/hr salary for Farm Assistant and Herd Manager farming business is not that rich aside the wages expenses we have other expenses to deal. We pay our Farm Assistant(\$44k plus the accommodation worth \$5200 to \$6500 per annum) they works different hours depend on the season winter we start 8.30am till 3pm job at the run off and early calving 7am. After calving season we have an easy job 3 hours break or if they have appointment

in town or training we allow them. In dairy business is not always good news, down turn is always unexpected like low pay out, and weather conditions- draughts, snow and flood it cost us heaps of money. My suggestion wage from \$18 per hour for Farm Asst. and Herd Manager we honour them as part of dairy farming business they contributes a lot to our economy. As saying that still we cannot afford to pay that much \$73,299 pa I have 10 of them on my farm.

Dairying is full time work 12 months a year in every season different activities going on to dairy farming. Staff are schedule when they have to take their holidays most of the immigrants staff they have chance to going back home overseas to see their family for 1 or 2 months depend on farm crews. More of them happened in the winter month which is June and July but one staff at the time to each farm.

How ever there was concern that if these immigrants workers less than five years they were forced to leave after three years, there would be heaps of skills base lost to the industry and we employer will have to train the new staff to fill the gap.

This proposed policy of Not eligible to have children or parents join them unless they have visas on their own right.

I think this policy is not fair for family they used to be dependent from principal applicant to process their visa.

This policy might be difficult for family member to process their own visa How about if they cannot meet the new requirements then the application will decline they have to going back to their country. In this case our essential skilled workers will be alone no support from family this will be the start that the work performance will be affected, staff will become lack of motivation and concentration on the job. The impact to our business might dropping production not able meeting the target also losing good and reliable staff. I wish not to support the propose immigration policy for partner and children.

You can apply this new immigration policy to those immigrant worker at the seasonal job, like; fruit picking and meat worker or family of student visa holder. They are not a long term worker most of their contract is 6 months or 1 year.

Just a suggestion NZ has to tighten up the immigration policy for those holder of permanent residency or become NZ citizen sponsoring their parents over 55 yrs old to become permanent residence. Except if the situation of parents are already in NZ under work visa holder.

Sincerely yours

s 9(2)(g)(i)

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