



COVERSHEET

Minister	Hon Andrew Little	Portfolio	Immigration
Title of Cabinet paper	Outcomes of the Recognised Seasonal Employer policy review	Date to be published	24 October 2023

List of documents that have been proactively released

Date	Title	Author
14/09/23	Outcomes of the Recognised Seasonal Employer policy review	Office of the Minister of Immigration
18/09/23	CAB-23-MIN-0442 Minute	Cabinet Office
14/08/23	Recognised Seasonal Employer policy review, Summary of Submissions	MBIE
14/09/23	Diagram of proposed RSE system	MBIE

Information redacted

YES

Any information redacted in this document is redacted in accordance with MBIE's policy on Proactive Release and is labelled with the reason for redaction. This may include information that would be redacted if this information was requested under Official Information Act 1982. Where this is the case, the reasons for withholding information are listed below. Where information has been withheld, no public interest has been identified that would outweigh the reasons for withholding it.

Information has been redacted on the following grounds:

Confidential advice to Government

International relations

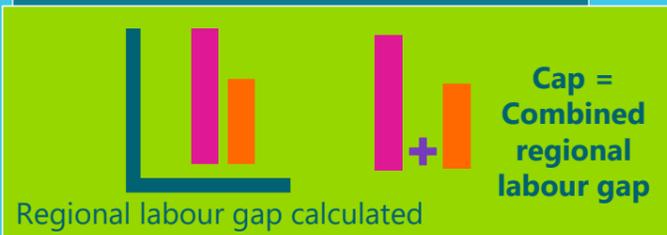
Privacy of natural persons

Administrative System

Worker Cap / Allocation



3 Year supply / demand model



Cap = Combined regional labour gap

Regional labour gap calculated



Regional allocation confirmed



Worker allocation to Employers within regions
Co-Design Necessary

Employer Accreditation



Approved Pastoral Care Plan



Inspected / Approved Accommodation

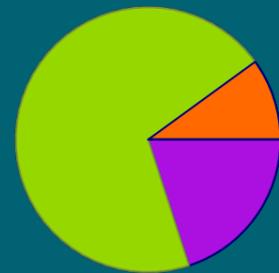


Approved Labour Market Plan

Employer Obligations

- Ongoing engagement with MSD – **level to be determined**
- Advertise available roles to New Zealanders
- Follow approved planning documents

Incentives Regime



Performance-based allocation and additional incentives regime for high performing employers. A % of Employer allocation can be added or withdrawn as necessary.
Co-Design Necessary

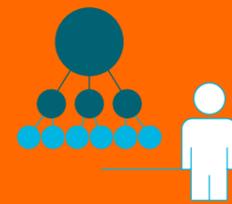
Worker Wellbeing

Compliance Framework

Risk based audits :



- Pastoral Care Plan
- Accommodation
- Labour Market Plan Performance
- Ongoing Advertising Requirement
- MSD Engagement



Increased Worker Voice / Exploitation Reporting



Enhanced inspection regime



Clarification of processes and expected employer behaviour



Improved worker transfer process and flexibility improvements



Improved Accommodation Standards



Reinforced Pastoral Care Requirements



Improved Health Insurance and Employer guidance



Improved pre-departure information and guidance



Improved pay for team leaders and worker access to superannuation

Suggested three-year Cycle

Employer Accreditation:

- Verify Labour Market Plan
- Verify Accommodation
- Verify Pastoral Care Plan

Employer Allocation:

- Employers receive 3 year allocation

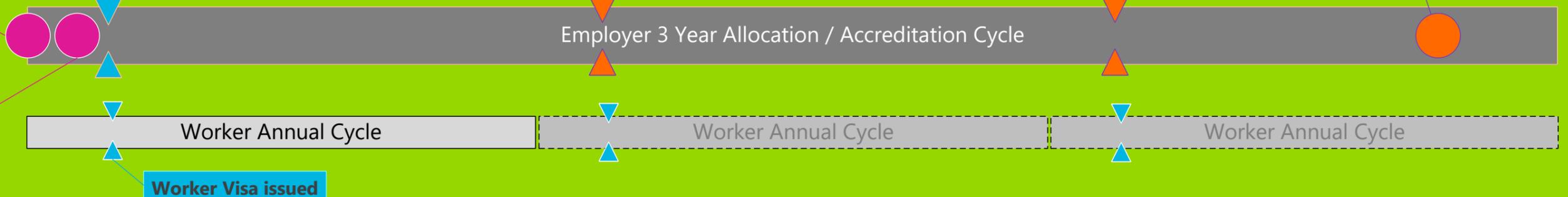
Employer Annual Declaration on:

- Labour Market plan
- Pastoral Care plan
- Accommodation
- Employment Agreement check

Risk based audits (throughout)

Data Model Run

- Regional allocation confirmed
- Cap confirmed



Worker Visa issued