

**HON Michael Wood
MINISTER OF IMMIGRATION**





**MINISTRY OF BUSINESS, INNOVATION AND EMPLOYMENT
OFFICIALS' MEETING**

Monday 1 August 2022

Executive Wing 5.1, Parliament Building
5.15pm-6.00pm

AGENDA

Attendees: Carolyn Tremain, Alison McDonald, Chris Bunny, Ruth Isaac, Stephen Vaughan, Stephen Dunstan

Item	Topic	Person	Purpose	Oral/Paper
1.	ADEPT, Reconnecting NZ and INZ Operational update	Stephen Vaughan	Update	Oral
2.	2022 Special Ukraine Policy	Ruth Isaac	Discussion	 2223-0208 - Further advice on the 2022   2223-0208 - Annex Two - Draft respons
3.	Weekly Report	Stephen Vaughan	Discussion	 2223-0263 Weekly Report to the Minis1
4.	Any other business - Cabinet papers	Hon Michael Wood /Officials	Update	Oral
5.	Closed Session	Hon Michael Wood /Officials	Update	Oral

This page and the following 22 pages contain information unrelated to the review of AEWV and therefore have been marked out of scope.



Weekly Report to the Minister of Immigration and Associate Minister of Immigration For the period from 21 to 26 July 2022

Date:	27 July 2022	Priority:	Medium
Security classification:	In confidence	Tracking number:	2223-0263

	Action sought	Deadline
Hon Michael Wood Minister of Immigration	Discuss at the next immigration portfolio meeting	N/A
Hon Phil Twyford Associate Minister of Immigration	For information	N/A

Contact for telephone discussion (if required)			
Name	Position	Telephone	
Alison McDonald	Deputy Secretary Immigration		Privacy of natural persons
Stephen Dunstan	General Manager Enablement Immigration New Zealand	04 896 5460	Privacy of natural persons
Kirsty Hutchison	Manager (Border and Funding) Immigration Policy	04 901 4131	Privacy of natural persons

Privacy of natural persons

Stephen Dunstan
General Manager
Enablement
Immigration New Zealand
Ministry of Business, Innovation and Employment

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OUT OF SCOPE

3.2 Accredited Employer Work Visa

*Stephen Vaughan
Chief Operating Officer
027 245 0694*

The AEWV is a new temporary work visa designed to ensure New Zealanders are first in line for jobs and reduce the risk of migrant exploitation. Where genuine skill or labour shortages exist, accredited employers can hire skilled migrant workers.

Employer accreditation

As at 26 July 2022, 7,821 accreditation applications have been received, and of these, 7,032 applications have been completed. Out of the 7,032 completed applications, 5,699 (81 per cent) have been completed in 10 days.

Job check

The front-end job check form went live at 10am on 20 June 2022. To allow system testing of the back-end functionality, the applications were held until 27 June 2022 when processing was able to begin.

At 10pm on 26 July 2022		
	Total Job Checks	Total roles included
Applications received	2,896	19,181
Applications approved	329	2,193
Applications declined	1	10

There are currently 75 immigration officers processing job check applications. This includes 25 new immigration officers who began processing on Monday 25 July 2022. INZ processing staff are building their capability in the new policy and on the new online system.

In addition, the AEWV policy is an employer-led work visa approach, which is new to employers and requires different behaviours. As we work our way through assessing job check applications, there are some common errors being made, which are impacting our ability to process these applications. Approximately 50 per cent of job check applications assessed to date have required INZ to seek further information from the employer. Based on an initial sample of these job check applications that have required further information, 75 per cent of the issues identified with the application related to the employment agreement provided.

To assist employers as they adjust to the new AEWV policy, and recognising the current unprecedented labour market conditions, INZ has been looking at options to educate employers during the initial stages of policy implementation.

To help smooth the transition to the new AEWV policy, INZ will be taking a facilitative approach when assessing job check applications. This means we will be focusing on educating employers about requirements rather than enforcing them through a decline decision. This will include increased information and education products for employers and stakeholders on job check requirements through a variety of channels. Where further information is needed, INZ is taking a pragmatic approach which includes outward calling to employers to help speed up the process.

This educative approach in the initial stages of policy implementation will allow job check applications to be assessed and decided faster, while also providing employers an opportunity to remediate any issues with their employment agreements prior to prospective employees making work visa applications.

As with any new technology, there have been a range of issues requiring remediation. These are often resolved quickly and have limited impact on processing staff and stakeholders. One current issue is preventing approved job check applications being able to progress to decision. INZ works to identify and resolve issues such as this as they arise.

Work visa

Given the border restrictions in place over the past two years, many staff are new to processing applications from offshore applicants. Training for staff across the network is being delivered this week on offshore risk and market knowledge.

The front-end work visa form went live on 4 July 2022. This enables migrants to apply for their work visa online through the enhanced Immigration Online system.

As the back-end functionality will not be available in ADEPT until 27 August 2022, INZ is operating a hybrid processing model with migrants submitting applications through the

enhanced Immigration Online system but visa processing being completed in INZ's existing Application Management System. There are processing challenges with this approach, but it provides the best experience for applicants.

As at 26 July 2022, INZ has received 134 applications and one work visa had been approved. Approximately half of the applications received have been assessed and more than half of those are now waiting on the applicant to provide further information to the immigration officer and/or provide their passport to a visa application centre.

OUT OF SCOPE

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4. MEDIA UPDATE AND UPCOMING EVENTS AND MEETINGS

4.1 INZ Communications and Engagement

Yvette McKinley

Manager

Engagement and Communications INZ

Privacy of natural persons

The INZ Communications and Engagement team have been finalising and delivering stakeholder communications relating to the closure of the 2021 Resident Visa category, Reconnecting New Zealand, and AEWV.

Communications and engagement activity was completed to support the Ministerial announcement of changes to the Investor Category visa. The communication and engagement plan for the border fully reopening at the end of July was implemented, which included communication being sent to stakeholders and updates to the INZ website.

Work continues to communicate the job check stage of the AEWV policy. This includes communications to educate employers about the requirements and what they need to do to ensure their job check applications are processed quickly.

The communications and engagement plan for the announcement of the Green List residence pathways has been finalised and shared with the Minister's office.

A communications and engagement plan is being drafted for the changes to the RSE scheme to align with the publication of the immigration instructions. This will be shared with the Minister's Office once finalised.

Media

Media queries continue to remain steady. There has been significant media attention recently on the Investor category and the number of applications received under each stage of the AEWV policy opened. Media queries have also focused on the 2022 Special Ukraine Visa and the number of applications received, as well as how many 2021 Resident Visa applications have been received and approved.

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APPENDIX TWO: VISA PROCESSING WORKFORCE PLAN

Immigration officer recruitment continues to compete with high attrition predominately driven through internal INZ recruitment (transfers). Since the beginning of the last financial year, 246.0 FTE have been recruited, of which 127.8 have solely been for replacing attrition, leading to a growth in FTE of 118.2 FTE.

INZ is forecast to recruit 498.0 FTE of immigration officers between July 2021 and December 2022. Factoring expected attrition, INZ intends to end the 2022 calendar year with a visa-processing workforce 286.5 FTE larger than at the beginning of FY 21/22.

While recruitment has been very successful in such a competitive labour market, it does bring challenges. Almost a third of the visa-processing workforce has been employed in the previous six months which suppresses the productivity of the workforce as they continue to develop their competencies and gain experience.

Forecast as at 6 July 2022:

Workforce Allocation by Product								
Total Visa Processing				Preliminary Planning				
Product	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22
Total			697.0	726.0	742.0	752.0	752.0	741.0
AEWV			115.0	115.0	95.0	95.0	95.0	95.0
Border Exceptions			60.0	10.0				
Business			19.0	19.0	19.0	19.0	19.0	19.0
Essential Skills			40.0	25.0	5.0	5.0	5.0	5.0
PAC/SQ PR			4.0	4.0	4.0	4.0	4.0	4.0
Partnership - Work			45.0	50.0	60.0	60.0	60.0	60.0
PRV			16.0	16.0	16.0	16.0	16.0	16.0
Refugee Family Support			8.0	8.0	4.0	4.0	4.0	4.0
2021 Residence			97.0	101.0	111.0	111.0	111.0	100.0
Residence Family			53.0	88.0	108.0	108.0	108.0	108.0
RSE			20.0	20.0	20.0	20.0	20.0	20.0
SAT			12.0	12.0	12.0	12.0	12.0	12.0
Section 61			6.0	6.0	6.0	6.0	6.0	6.0
SMC			30.0	30.0	50.0	60.0	60.0	60.0
Specific Purpose			10.0	10.0	10.0	10.0	10.0	10.0
Students			50.0	55.0	65.0	65.0	65.0	65.0
Other/Ukraine			32.0	32.0	32.0	32.0	32.0	32.0
Variation of Conditions			15.0	15.0	15.0	15.0	15.0	15.0
Visitors			39.0	84.0	84.0	84.0	84.0	84.0
WD			6.0	6.0	6.0	6.0	6.0	6.0
Work to Residence			10.0	10.0	10.0	10.0	10.0	10.0
Working Holiday			10.0	10.0	10.0	10.0	10.0	10.0

Above table sets out total FTE allocated. This does not reflect actual output FTE (for instance, time to competency impacts on the output capacity of the FTE allocated to a certain product). This is reflected in the requirement and allocation variance graph on the first page. Output FTE is to be included moving forward to better reflect, at a product level allocation vs output FTE.

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