

Kawenata for RSE Workers 'Kawenata' blong ol RSE Wok mahn

A "Kawenata" is a type of binding agreement that demonstrates a sense of permanence and moral commitment between parties. This "Kawenata" reflects the importance of the relationship between an RSE employer and a RSE worker.

Kawenata long tok ples Niu Zilend i pepa we i soim wanbel namel lo kampani na wokman. Em i soim as blo gat gutpela pasin namel lo RSE boss man na ol RSE workman.

EMPLOYER acknowledges and greatly appreciates RSE workers commitment to EMPLOYER
Kampani wanbel na hamamas gut tru lo hatwok blo ol RSE wokman go long kampani
In return EMPLOYER therefore makes the following commitments:
Lo makim displa hatwok blo ol wokman, kampani i soim hamamas blo m lo wokples:

EMPLOYER Commitment to the RSE Workers that EMPLOYER Employs

Kampani laik wok stron wantaim ol RSE wokman blo em we ol wok aninit long em.

Workplace – EMPLOYER:

- values culture as important and endeavours to learn and appreciate culture in all situations;
igat bigpla laik lo kaltsa osem em wanpla bigpla samting na em igat laik lo lainim na liptimapim kaltsa lo olgeta taim.
- is committed to a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions;
i save wok stron lo ol hap wok ples we i nogat kross pait, bagarapim arapla, putim nem blo narapla igo daun na ino lukaut gut lo ol wokman.
- does not tolerate disrespectful or inappropriate behaviour, harassment or retaliation;
ino save laikim ol pasin blo tok bek or nogut pasin, bagarapim nem blo narapla o pait bek.
- managers will conduct themselves with the utmost fairness, honesty, and responsibility;
ol bigpla boss bai mekim ol pasin I stret olgeta, tru, lo wok blo ol.
- will treat workers with respect and dignity;
bai luk save lo ol wok man blo ol wantaim daun pasin na pasin i stret.
- will not subject workers to any physical, sexual, psychological, or verbal harassment or abuse, or to fines or penalties as a disciplinary measure;
bai i nonap putim bel na tingting blo ol wokman blo ol igo daun, sem pasin or tok ol nogut toktok we bai I bagarapim ol or kalapusim ol lo ol sampla pasin ol wok man i mekim ino stret or nogut lo ol bai luksave lo rong blo ol.
- will not discriminate in recruitment and employment practices;
bai nonap bagarapim nem blo kampani na wok pasin.
- will consider how an employee's cultural practices (such as Tikanga Māori) can be sensitively and reasonably addressed during a disciplinary process (this may require a conversation with the Country Liaison Officer about how this could practicably be done);

bai luksave lo ol pasin kastom blo ol wokman (Kain osem Tikanga Maori) na ken toktok lo ausait ol I ken helpim lo stretim thispla (thispla bai igat nid lo toktok wantaim mausman blo kantri blo yu lo hia, lo ausait ba dispela wok I ken kamap).

- respects workers right to join, form or not to join a trade union without fear of reprisal, intimidation, or harassment;

luksave lo rait blo ol wokman lo fomim o joinim trade union lo laik blo ol na mas ino gat poret lo rausim, bagarapim o makim tok we ino stret lo ol.

- is committed to setting up a constructive dialogue with workers freely chosen representatives where those workers are represented by a legally recognised union;

wok stron lo kamapim wanpela tim wantaim ol mausman blo ol wokman lo soim osem ol thispla wokman I kam lo hap we lo igat luksave.

- discourage personal relationships between **EMPLOYER** personnel or management and RSE workers *ino laikim ol bossman o ol narapla boss lo poro hausait lo wok, wantaim ol RSE wokman.*

- is committed to follow applicable workplace safety, labour and employment laws; and *wok stron lo behainim ol wok ples saiefty, hat wok na lo blo wok, na*

- will, in particular, comply with New Zealand Health and Safety laws providing a safe and clean working environment.

Bai behainim ol Niu Zealand Helt na saeifty los lo mekim kamapim wanpla seif na kiln ples blo wok.

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Employment – EMPLOYER:

- will provide a written employment agreement in the worker's language;
bai givim wanpla wok agreement long tokples blo wok mahn;
- will meet all legal requirements for wages and benefits;
bai behainim olgeta law blo wages na benefits;
- will provide each worker with a statement of wages worked, hours worked, and any deductions made for each pay period;
bai givim ol wok mahn statement blo wages, hours, na deduction long taim blong pay;
- will pay wages equal to or exceed the minimum wage required by law or the prevailing industry wage, whichever is higher;
bai givim pay inapim or abrusim minimum wage blong law;
- will compensate workers for hours at the rate legally specified in the employment contract;
bai bekim hours blong ol wok mahn meri long rate ol e givim long contract;
- will pay wages by electronic funds transfer to a bank account standing in the name of the employee;
bai salim pay long masin I go long wan wan bank account blong ol wok mahn meri;
- will not make any unauthorised deductions all deductions must be agreed and signed by the worker.
bai nonap mekim deduction long laik blong ol yet. Ol wok mahn meri mas tok orait na sign long paper bipo long company e kisim deduction;
- will not take any "cash back" from the worker;
bai nonap kisim moni long ol wok mahn meri;
- will not ask workers, except in extraordinary circumstances, to work more than sixty (60) hours per week including overtime;
Company i ken askim wok mahn meri long wok owa taim inap abrusim sixti (60) pla hour sapos i gat bikpla wok
- will comply with all applicable local laws on data protection and data security standards for the processing and storing of personal data;
bai behainim ol komuniti law long standard blo lukautim data blong ol wok mahn meri;
- will permit the Country Liaison Officer to be present during disciplinary meetings should the RSE worker request representation;
bai tok orait long kantri maus mahn i ken stap long taim blong kot sapos RSE wok mahn meri i laikim
- will not keep any identity documents and/or passports; and
bai nonap holim NID, paspot na bet setifiket bilong yu; na
- will pay all recruitment costs of such workers including visa, transport, and other related costs as stipulated by Immigration New Zealand.
Immigration New Zealand i tok company mas buyim ol fee blong wok mahn meri long sait blong visa, transport na kain.

Accommodation and Pastoral Care – EMPLOYER:

- will fully follow New Zealand Recognized Seasonal Employer worker accommodation standards at a minimum and ensure such standards are always maintained and comply with New Zealand Health and Safety laws;

bai behainim New Zealand Recognized Seasonal Employer wok mahn accommodation standard na ol law bilong safety;

- will not restrict the freedom of movement of workers within the constraints of the worker's visa issued by Immigration New Zealand;

bai nonap stopim wok mahn long raun, imas behainim tasol law blong wok mahn Visa wer New Zealand Immigration i givim;

- without penalty investigate and take appropriate remedial action for any concerns workers raise about their employment, accommodation or pastoral care; and

halivim ol wok mahn sapos ol e gat sampla tingting or askim (koros or laikim) lo wok, ples blong silip or hap blo kisim halivim; na

- will inform the Country Liaison Officer of any complaints raised by RSE worker(s).

bai toksave long Kantri maus mahn blong yu long wanem hevi ol wok mahn long RSE I givim.

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In making these commitment **EMPLOYER** recognises the circumstances of the RSE Workers:

Dispela ol tok poromis company I wokim long luksave long wari na laik bilong ol RSE wok mahn, meri:

EMPLOYER'S Understanding of the RSE Workers' Circumstances

Luksave blong company long wari na laik bilong ol RSE wok mahn, meri

- We have asked you to leave your home and family and come and work in a foreign country.
Mipela I askim u long lusim ples na pamili bilong yu long kam wok long longwe ples.
- The NZ Government stipulates you have to work for **EMPLOYER**, live where the NZ Government (Labour Inspectorate) approves and cannot move regions without a visa change issued by the NZ Government.
New Zealand Gavman I givim tok orait long yu wok bilong company na stap slip long hap ples wer ol I givim yu. Ol narapla ples bai tambu turu long silip sapos yu no kisim tok orait long senisim Visa paper wer New Zealand Gavman I givim.

EMPLOYER will therefore do all it can to make your stay in New Zealand profitable and as pleasant as is possible. Company bai wokim gut long yu mas I makim profit na sindaun bilong yu lo New Zealand I mas gutpela.

In return **EMPLOYER** asks its RSE Workers:

Long bekim, Company i askim ol RSE wok mahn meri:

What EMPLOYER asks of its RSE Workers
company I askim ol RSE wok mahn meri...

- Work your allotted hours and follow all reasonable instructions.
Wok pinisim ol hours blong yu na harim tok.
- Behave like adults.
Act osem big mahn meri.
- Respect your accommodation and **EMPLOYER**'s property and not damage it.
Respectim haus bilong silip na property bilong Company. Tambu long causim damage.
- Not commit theft.
Tambu long stil.
- Not commit sexual or other assault.
Tambu tru long wokim sexual na narapla assault.
- Do not enter into personal relations with **EMPLOYER** personnel or management
Tambu long frenim company wok mahn na management
- Not harassment or bullying anyone.
Tambu tru long harassment na bully long narapla.
- Not use of illegal drugs or alcohol.
I tambu tru long smuk drug na drink beer.
- Turn up to work safely without the influence of drugs or alcohol and be fit to work in all respects.
I tambu tru long smuk drug na drink beer long wok ples.
- Agree to be tested for drugs or alcohol following the testing procedures and agree not to tamper with, or try to tamper with, the test or its results.

Tok orait long kisim drug na alcohol test. Tambu tru long giaman na bagarapim test/ results.

- Do anything to damage **EMPLOYER**'s reputation.

Noken tru bagarapim image blo company.

- Not use any social media platform to harass, or bully anyone employed by or related to **EMPLOYER** including any unfounded allegation or comment intended to bring **EMPLOYER** into disrepute.

Tambu tru long usim social media long bagarapim company na harassment/ bully long wok mahn blo company.

- Take all reasonable care at all times when dealing with risks, wear PPE when required and follow **EMPLOYER**'s health and safety policies and use safe and appropriate practices.

Lukautim yu yet long taim nogut na gutpla taim. Usim PPE na behanim ol health na safety rule wer company I givim.

- Comply with **EMPLOYER**'s policies at work and when off-work in the accommodation provided by **EMPLOYER**.

Behanim ol tok lukaut blong company long wok ples na ples blong silip wer company I givim long yu.

EMPLOYER is a member of New Zealand Ethical Employers (NZEE)

Company em wanpla blong New Zealand Ethical Employers (NZEE)

EMPLOYER is committed to NZEE's:

Company I wok strong wantaim NZEE long:

Human Rights Policy

Workplace and Supplier Standards

The policies are found at www.NZEE.NZ

NZEE is founded on internationally recognised Human Rights and Labour Rights and NZEE guides its members to operate ethically, to work sustainably and to conduct themselves with the utmost fairness, honesty, and responsibility in all aspects of their business.

EMERGENCY INFORMATION

In An Emergency You Need To **CALL FREE 111**
An Operator Will Ask Whether You Need **FIRE, AMBULANCE OR POLICE.**

KONTEK LONG TIME BILONG HEVI

Kolim **FREE 111** long taim bilong hevi

Mahn u kolim bai askim sapos halivim u needim em bilong **PAIA, HAUSIK** or **POLIS.**



KOLIM 111

Sapos u lukim simuk or paia na u ting sampla hevi i kamap long ol mahn, meri or samting, askim long 'FIRE' hariap tru.



KOLIM 111

Sapos i gat wanpla sik or bagarap I kamap long body bilong yu, askim long 'AMBULANCE' hariap tru.



KOLIM 111

Sapos yu poret long seifty bilong yu o ol narapla, askim long 'POLICE' hariap tru.

Kolim 105- NON EMERGENCY. Long stil, bagarap o pasin wer ino stret.

**IN AN EARTHQUAKE,
DROP, COVER, HOLD.**

DROP **COVER** **HOLD**

My Home address:

My Language Spoken:

Emergency Contact name:

Phone Number:

FOR SUPPORT SERVICES PLEASE TURN OVER

LONG TAIM BILONG GRAUN GURIA,

PUNDAUN, HAIT, HOLIM STRON.

Ples blong yu:

Tok ples blong yu: TOK PISIN

Nem blong wantok blong yu:

Namba blong wantok blong yu:

Doctors name:	Phone:
School:	Phone:
Neighbours name:	Phone:

Nem blong dokta:.....Namba:.....

Skul:.....Namba:.....

Nem blong mahn silip klostu long haus blong yu:.....Namba:.....

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From: [Lina Pita](#)
To: [Tanya Pouwhare](#)
Subject: RE: For Translation
Date: Wednesday, 29 November 2023 11:38:00 AM
Attachments: [image001.png](#)

Hi Tanya,

I've gone through previous correspondences and you have referenced page two; is this the Kawenata document?

*Page one is the main Fire, Ambulance, Police details - translated
Page two has regional specific services that an RSE worker could go to for help or advice if needed, and includes space for the workers employer, supervisor, team leaders contact details to be added.*

If you can please confirm and so I can send through the right docs to the Liaison officers for translation.

Thank you

Kind Regards

Lina Pita
Senior Advisor INZ
Toso Vaka o Manū Programme

Immigration New Zealand
Ministry of Business, Innovation and Employment

Telephone: +64 928 2080

Mobile: **s 9(2)(a)**

www.immigration.govt.nz

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Tuesday, 14 November 2023 10:38 am
To: Lina Pita <Lina.Pita@mbie.govt.nz>
Cc: Afzal Ali <Afzal.Ali@mbie.govt.nz>; Tricia Kuriwara <Patricia.Kuriwara@mbie.govt.nz>
Subject: RE: For Translation

Hi Lina,

To give you some background on the Fire & Emergency posters – we have created a support page (page 2) for each region, and the front page will be translated into each language. We are working with FENZ and Firebrand, the designer who created our website and all our branding.

The front page of the original CHCH poster, had those same photos as the one you sent me, with services personal wearing masks, as this was done during COVID. FENZ wanted us to change the pictures, and use another logo, which we have.

I'm not sure who did the poster you sent through to me? The support page shows Ashburton

support services.

What we wanted was the translations only for the wording only – and we will pull the posters together.

I attach the translation template, the Bislama translation that ^{s 9(2)(a)} had already completed. And the part completed translation for Tonga and Samoa. If easier – I can reach out to the pacific liaison group and ask if they would mind translating these for us, to get them done?

1. Page one is the main Fire, Ambulance, Police details - translated
2. Page two has regional specific services that an RSE worker could go to for help or advice if needed, and includes space for the workers employer, supervisor, team leaders contact details to be added.

Translations to be done – Fire & Emergency Poster

1. Fijian- Fiji
2. Gilbertese – Kiribati
3. Naruruan – Nauru
4. Tok Pisin - Papua New Guinea
5. Samoan – Samoa – a few lines to be done, see highlighted yellow.
6. Pjin - Solomon Island
7. Tongan – Tonga – need this double checked
8. Tuvaluan – Tuvalu

Translations already done

9. Bislama – Vanuatu
10. Thai – Thailand

Non-Pacific Translation (need alternative service, not TVOM)

11. Hindi - India
12. Javanese – Indonesia
13. Maly – Malaysia
14. Filipino – Philippines

From: Lina Pita <Lina.Pita@mbie.govt.nz>

Sent: Monday, November 13, 2023 4:25 PM

To: Tanya Pouwhare <tanya@nzee.nz>

Cc: Afzal Ali <Afzal.Ali@mbie.govt.nz>; Tricia Kuriwara <Patricia.Kuriwara@mbie.govt.nz>

Subject: RE: For Translation

Good morning Tanya,

Hope the weekend was good to you. Lovely to put a face to the name earlier on

My apologies with the delay in responding back to you, with everything happening of late around the Vanuatu COI it has been a bit hectic. Vanuatu liaison officer kindly sent through the translated Fire and Emergency document (attached). I'm waiting to hear back from our PNG colleagues regarding the documents.

I'll be in touch with you soon.

Thank you

Kind Regards

Lina Pita
Senior Advisor INZ
Toso Vaka o Manū Programme

Immigration New Zealand
Ministry of Business, Innovation and Employment

Telephone: +64 928 2080

Mobile: +64 9(2)(a) [REDACTED]

www.immigration.govt.nz

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Wednesday, 25 October 2023 12:54 pm
To: Lina Pita <Lina.Pita@mbie.govt.nz>
Cc: New Zealand Ethical Employers Inc <chair@nzee.nz>
Subject: RE: For Translation

Thank you so much Lina!!!

T

From: Lina Pita <Lina.Pita@mbie.govt.nz>
Sent: Wednesday, October 25, 2023 12:41 PM
To: Tanya Pouwhare <tanya@nzee.nz>
Subject: RE: For Translation

Hi Tanya,

Hope all is well.

An update with the documents for translation, we are hoping to have these completed by beginning of November.

I'll be in touch with further updates.

Have a good day.

Thank you

Kind Regards

Lina Pita
Senior Advisor INZ
Toso Vaka o Manū Programme

Immigration New Zealand
Ministry of Business, Innovation and Employment

Telephone: +64 928 2080
Mobile: +s 9(2)(a)
www.immigration.govt.nz

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Monday, 16 October 2023 6:01 pm
To: Lina Pita <Lina.Pita@mbie.govt.nz>
Cc: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Subject: RE: For Translation

Thanks Lina,

Yell out if you have any questions.

Take care.

Tanya

Tanya Pouwhare (**she/her)
CEO, New Zealand Ethical Employers Inc
tanya@nzee.nz
0212491919

In office hours 9am – 3pm Monday – Friday
NZEE supports me to work flexibly from home. You may receive an email from me outside of usual working hours.
Please respond at a time that is convenient to you.



**if you're wondering about the use of pronouns she/her on this signature you can find more information about how sharing pronouns can help to create a sense of belonging and respect [here](#)

From: Lina Pita <Lina.Pita@mbie.govt.nz>

Sent: Monday, October 16, 2023 2:57 PM

To: Tanya Pouwhare <tanya@nzee.nz>

Cc: Afzal Ali <Afzal.Ali@mbie.govt.nz>

Subject: FW: For Translation

Hi Tanya,

Hope Monday is treating you well.

Caught up with Afzal with regards to the documentation which requires translation, I endeavour to give you an update by end of the week.

Thank you for your patience.

Kind Regards

Lina Pita

Senior Advisor INZ

Toso Vaka o Manū Programme

Immigration New Zealand

Ministry of Business, Innovation and Employment

Telephone: +64 928 2080

Mobile: s 9(2)(a)

www.immigration.govt.nz

From: Tanya Pouwhare <tanya@nzee.nz>

Sent: Thursday, 17 August 2023 12:59 PM

To: Loua Ward <Loua.Ward@mbie.govt.nz>; Afzal Ali <Afzal.Ali@mbie.govt.nz>

Cc: New Zealand Ethical Employers Inc <chair@nzee.nz>

Subject: For Translation

Hi Loua & Afzal,

Attached

1. Kawaenta (updated)
2. Tenancy Agreement Template (3pg)
3. Fire & Emergency Poster – Canterbury example
4. Fire & Emergency Translation template – Bislama example already done.

KAWENATA

A "Kawenata" is a type of binding agreement that demonstrates a sense of permanence and moral commitment between parties. This "Kawenata" reflects the importance of the relationship

between an RSE employer and a RSE worker who is working away from home. We have worked on this document with His Excellency Jimmy Nipo to make sure the tone and wording correctly reflects the commitment the employer is making to safeguard their workers while in their employ. This is a way to “welcome them into their home”, set the expectations and commitments of the employer to respect the worker, and set clear expectations for the worker also. It is written with a lens of internationally recognised human rights and labour rights.

Translations to be done – Kawenata

1. Fijian- Fiji
2. Gilbertese – Kiribati
3. Naruruan – Nauru
4. Tok Pisin - Papua New Guinea
5. Samoan – Samoa
6. Pjin - Solomon Island
7. Tongan – Tonga
8. Tuvaluan – Tuvalu
9. Bislama – Vanuatu

Non-Pacific Translation (need alternative service, not TVOM)

10. Thai – Thailand
11. Hindi - India
12. Javanese – Indonesia
13. Maly – Malaysia
14. Filipino – Philippines

TENANCY AGREEMENT

NZEE have worked with Tenancy Services & the LI, to make sure all the main points required to be included in the Tenancy Agreement under the RTA and Healthy Homes Regulations have been included. Some requests for changes have not been made including:

- Tenancy Services Request for change : Take out that the rent covers power, water, gas etc – you can only do so if there are meters installed in individual rooms.
 - LI Response : RSE accommodation requires costs inclusive
- Tenancy Services Request for change : restricting alcohol in the accommodation may not be possible to do if not a boarding house
 - NZEE Response : Alcohol restriction in RSE Accommodation provides for the safety and wellbeing of other tenants sharing the accommodation, as requested by workers
- Tenancy Services Request for change : Exemption can be made if main heater was installed before 1st July 2019
 - NZEE Response: We did not add a list of all exemptions - the agreement details the required compliance for each section in Healthy Homes. If the main heater was installed prior 01 July 2019, that would be detailed.
- Tenancy Services Request for change : All the healthy homes standards have certain exemptions but there is no information about those exemptions on this sheet.
 - We did not add a list of all exemptions - the agreement details the required compliance for each section in Healthy Homes. If there is an exemption it will be

included in the agreement

Brief Background

1. The recent amendments made to the Residential Tenancies Act 1986 (RTA) have impacted various aspects of tenancy law. These changes apply to all employers, not just those in the RSE Scheme. It's essential to understand how these changes will affect your business.
2. There are different types of tenancy agreements, each with its own set of rules. We have provided specific details that relate to providing accommodation for RSE workers to NZEE Members. More details found here : [Types of tenancies » Tenancy Services](#)
3. From 1st July 2025, it will be mandatory for all landlords to comply with the Healthy Homes Standards (HHS). This is one of the anticipated changes to be implemented in the RSE Review. Therefore, it is highly recommended that start to incorporate a Tenancy Agreement into your RSE's IEA. More details here : [Residential Tenancies \(Healthy Homes Standards\) Regulations 2019 \(LI 2019/88\) \(as at 26 November 2022\) – New Zealand Legislation](#)
4. Tenancy Agreement Template attached condenses four x 15+ page documents into three pages of common language (where applicable).
 - a. Tenancy Agreement (pg1)
 - b. Insulation statement (pg2)
 - c. Healthy Homes Standards Compliance Statement (pg2)
 - d. Insurance statement (pg3)

There is space for an employer to personalise this agreement for their individual needs. The employer will need to have carried out **a full Healthy Homes Statement for each property**, information found in that statement is required to complete the Tenancy Agreement Template. It is strongly advised the full statement is kept on file for any RTA audit or if a worker wants to see the full statement.

Translations to be done – Tenancy Agreement

1. Fijian- Fiji
2. Gilbertese – Kiribati
3. Naruruan – Nauru
4. Tok Pisin - Papua New Guinea
5. Samoan – Samoa
6. Pjin - Solomon Island
7. Tongan – Tonga
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9. Bislama – Vanuatu

Non-Pacific Translation (need alternative service, not TVOM)

10. Thai – Thailand
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FIRE AND EMERGENCY POSTER

NZEE have been working with Donna Lindsay from Fire & Emergency (Snr Advisor Community Readiness & Recovery, Mid-South Canterbury District) who created a Fire & Emergency poster for migrants in the South-Canterbury area. We have been working with Donna for over a year to get permission (received) to adapt it for RSE Accommodations. The intention is that this poster would go up in every RSE accommodation, translated into the languages that reside in that accommodation.

1. Page one is the main Fire, Ambulance, Police details
2. Page two has regional specific services that an RSE worker could go to for help or advice if needed, and includes space for the workers employer, supervisor, team leaders contact details to be added.

Translations to be done – Fire & Emergency Poster

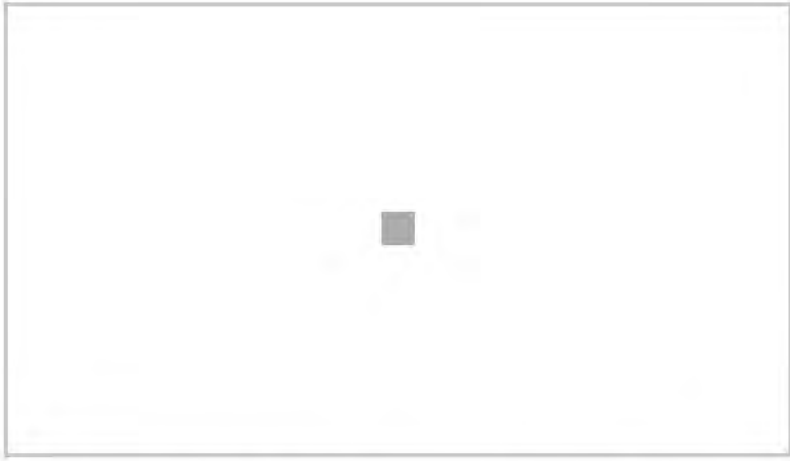
1. Fijian- Fiji
 2. Gilbertese – Kiribati
 3. Naruruan – Nauru
 4. Tok Pisin - Papua New Guinea
 5. Samoan – Samoa
 6. Pjin - Solomon Island
 7. Tongan – Tonga
 8. Tuvaluan – Tuvalu
- Translations already done
9. Bislama – Vanuatu
 10. Thai – Thailand
- Non-Pacific Translation (need alternative service, not TVOM)
11. Hindi - India
 12. Javanese – Indonesia
 13. Maly – Malaysia
 14. Filipino – Philippines

Ngā mihi,

T

Tanya Pouwhare (**she/her)
CEO, New Zealand Ethical Employers Inc
xxxxx@xxxx.xx
0212491919

In office hours 9am – 3pm Monday – Friday
NZEE supports me to work flexibly from home. You may receive an email from me outside of usual working hours.
Please respond at a time that is convenient to you.



**if you're wondering about the use of pronouns she/her on this signature you can find more information about how sharing pronouns can help to create a sense of belonging and respect [here](#)

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From: [Lina Pita](#)
To: [Lindsay, Donna](#); [Tanya Pouwhare](#); s 9(2)(a)
Subject: RE: Fire Safety Training tools - Translation
Date: Monday, 4 December 2023 11:12:00 AM
Attachments: [image001.png](#)
[image002.png](#)

Morning,

Thank you for your email.

I'm just in the process of going through emails received late last week and will send them through to you all by the end of today.

Kind Regards

Lina Pita
Senior Advisor INZ
Toso Vaka o Manū Programme

Immigration New Zealand
Ministry of Business, Innovation and Employment

Telephone: +64 928 2080
Mobile: s 9(2)(a)
www.immigration.govt.nz

From: Lindsay, Donna <Donna.Lindsay@fireandemergency.nz>
Sent: Monday, 4 December 2023 9:58 am
To: Tanya Pouwhare <tanya@nzee.nz>; s 9(2)(a)
Cc: Lina Pita <Lina.Pita@mbie.govt.nz>
Subject: RE: Fire Safety Training tools - Translation

Awesome Mahi by all!!!!

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Thursday, 30 November 2023 9:50 am
To: s 9(2)(a)
Cc: Lina Pita <Lina.Pita@mbie.govt.nz>; Lindsay, Donna <Donna.Lindsay@fireandemergency.nz>
Subject: FW: Fire Safety Training tools - Translation

Hi s 9(2)(a)

Thank you so much for doing up the translation for the fire and emergency poster

We have been working with Donna (who is Amazingly wonderful) and the police for over a year on these. The latest update was that the Police wanted the photo of the officers' wearing masks changed out and St John's wanted a logo added ... Attached is the new page one with the updates – you will see a slight change to the ones we have made for RSE to Donna's one – ours has a space for supervisor's name etc. And attached the new page two (back page) – we added a few bits and changed the layout.

We have been working with the Welcoming Communities that sit inside each of the regional

councils to source the support services for the back page (page 2).

I believe Lina is getting the Pacific collective to translate these for us, so you might hear from her again. Attached again the translation you did for us – thank you so much le='mso-f

FINGERS CROSSED we can get these out before Christmas to all RSE employers, to put up in their accommodations.

Thanks again ^{s 9(2)(a)} for all your amazing support, you are just superb xx

T

From: Lindsay, Donna <Donna.Lindsay@fireandemergency.nz>
Sent: Wednesday, November 29, 2023 9:17 AM
To: Tanya Pouwhare <tanya@nzee.nz>
Subject: FW: Fire Safety Training tools - Translation

Hi Tanya,
We have it translated now which you are welcome to use. Not sure if its been checked, but may speed up your process...
Donna

From: Brehaut, Leighton <Leighton.Brehaut@fireandemergency.nz>
Sent: Tuesday, 28 November 2023 7:21 am
To: Lindsay, Donna <Donna.Lindsay@fireandemergency.nz>
Subject: FW: Fire Safety Training tools - Translation

How quick was this!!

From: ^{s 9(2)(a)}
Sent: Monday, 27 November 2023 6:18 pm
To: Brehaut, Leighton <Leighton.Brehaut@fireandemergency.nz>; ^{s 9(2)(a)}
Cc: Lindsay, Donna <Donna.Lindsay@fireandemergency.nz>
Subject: Re: Fire Safety Training tools - Translation

Hi Leighton,

I have attached the fire emergency poster as I did this recently for MBIE.

I'll translate the heating poster and get it sent back to you. I've also just corrected one sentence on the kitchen fire safety. It's the last line about calling 111.

Ngā mihi

s 9(2)(a)

Recognised Seasonal Employer (RSE) Programme

s 9(2)(a)

Vanuatu Government - Ministry of Internal Affairs
Department of Labour, Employment Service Unit (ESU)

From: Brehaut, Leighton <Leighton.Brehaut@fireandemergency.nz>

Sent: Monday, November 27, 2023 2:30 PM

To: s 9(2)(a)

Cc: Lindsay, Donna <Donna.Lindsay@fireandemergency.nz>

Subject: RE: Fire Safety Training tools - Translation

Kia ora Koutou,

I have been through our resources online and found some good material that should at least get us started based on our discussion on Friday (Lisa). We already have some resources translated (attached) but some stuff isn't translated yet. We hope to have that updated but it is unlikely to occur in the short term timeline we hope to achieve with MA Orchards.

Leighton Brehaut
Advisor Risk Reduction
Mid-South Canterbury District

Woolcombe Street
P O Box 683
Timaru
7910

M: s 9(2)(a)
P: 03 684 1200
leighton.brehaut@fireandemergency.nz

From: s 9(2)(a)

Sent: Monday, 27 November 2023 11:13 am

To: s 9(2)(a)

Cc: Brehaut, Leighton <Leighton.Brehaut@fireandemergency.nz>

Subject: RE: Fire Safety Training tools - Translation

Hi s 9(2)(a)

85 of our primary employed team and the remainder through joints, some are only with us for a very short time of 3 to 4 weeks.

Leighton has all the material; he will be in contact soon.

Have a great afternoon

Kind Regards

s 9(2)(a)

From: s 9(2)(a)

Sent: Monday, November 27, 2023 10:59 AM

To: s 9(2)(a)

Cc: Brehaut, Leighton <Leighton.Brehaut@fireandemergency.nz>

Subject: Re: Fire Safety Training tools - Translation

Hi s 9(2)(a)

Thank you for the email.

I didn't realise that you received over 200 throughout the year - that's an impressive amount.

I would be happy to review the material and translate it. But first I would need to have a look, are you able to share it with me?

Ngā mihi

s 9(2)(a)

Recognised Seasonal Employer (RSE) Programme

s 9(2)(a)

Vanuatu Government - Ministry of Internal Affairs

Department of Labour, Employment Service Unit (ESU)

From: s 9(2)(a)

Sent: Friday, November 24, 2023 4:53 PM

To: s 9(2)(a)

Cc: Brehaut, Leighton <Leighton.Brehaut@fireandemergency.nz>

Subject: Fire Safety Training tools - Translation

Good afternoon, s 9(2)(a)

I hope all is well and you're having a lovely time in Vanuatu!

Today I met up with Leighton Brehaut from Fire Safety NZ. We are working with Leighton to educate our RSE staff here at M A Orchards on fire safety. I'm not sure if you are aware but our

RSE are predominantly from Vanuatu! We have around 200+ Ni-vans pass through M A Orchards each season.

As well as interactive training there are some really good visual pamphlets and posters available, it would be great if we could have these translated into Bislama. Is this something you could help with? Or do you know someone who could translate? These posters/ pamphlets would be available for anybody/employer in NZ.

I have cc'd Leighton from Fire Emergency to explain with more detail.

Thanks in advance for your help!

Kind Regards

s 9(2)(a)



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If this is a private communication, it does not represent the views of the organisation.

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OFFICIAL INFORMATION ACT

Out of Scope

From: Lina Pita
Sent: Tuesday, 5 December 2023 10:37 AM
To: Tanya Pouwhare
Subject: FW: FW: For Translation

Morning Tanya,

Please find attached translation Samoan from Samoa' PLO.

Thank you

Kind Regards

Lina Pita
Senior Advisor INZ
Toso Vaka o Manū Programme

Immigration New Zealand
Ministry of Business, Innovation and Employment

Telephone: +64 928 2080
Mobile: s 9(2)(a)
www.immigration.govt.nz

From: s 9(2)(a)
Sent: Wednesday, 29 November 2023 10:04 pm
To: Lina Pita <Lina.Pita@mbie.govt.nz>
Subject: Re: FW: For Translation

Talofa Lina,

Revise copy attached with the completion of the missing lines as highlighted

Cheers

s 9(2)(a)

On Wed, Nov 29, 2023 at 2:53 PM Lina Pita <Lina.Pita@mbie.govt.nz> wrote:

Afternoon,

Hope Wednesday is treating you all well.

Wanted to touch base with you all as NZEE industry have requested the following document be translated. I understand there would be different dialects, but if we can ask for the commonly used language. Going forward the documents will be included in the pre departure package/process for all employees and also NZEE will be forwarding the documents out to the employers to have on site when employees arrive.

I understand that this is a very busy time for you all, but would appreciate if the document could be translated and sent back to me by the end of the week.

s 9(2)(a), if you could please look through the document and complete.

s 9(2)(a), Tongan document need to be double checked.

1. *Page one is the main Fire, Ambulance, Police details - translated*

Translations to be done – Fire & Emergency Poster

1. *Fijian- Fiji*
2. *Gilbertese – Kiribati*
3. *Naruruan – Nauru*
4. *Samoan – Samoa – a few lines to be done, see highlighted yellow.*
5. *Pjin - Solomon Island*
6. *Tongan – Tonga – need this double checked*
7. *Tuvaluan – Tuvalu*

Look forward to hearing back from you all soon.

Ma le fa'aaloalo lava.

Kind Regards

Lina Pita

Senior Advisor INZ

Toso Vaka o Manū Programme

Immigration New Zealand

Ministry of Business, Innovation and Employment

Telephone: +64 928 2080

Mobile: s 9(2)(a)

s 9(2)(a)

Ministry of Commerce Industry and Labour

Phone # - s 9(2)(a)

Email - s 9(2)(a)

<http://www.mcil.gov.ws>



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English	Translation	Notes
Page One		
Emergency Information	FA'AMATALAGA I TAIMI O FALAVELAVE FA'AFUASEI	
In an emergency you need to call FIRE 111, An operator will ask whether you need,	So'o se fa'alavelave fa'afuasei, Vili 111 ona e fesili lea mo se	
FIRE	TAAVALE TINEIMU (FIRE),	
AMBULANCE	TA'AVALE a le FALEMAI (AMBULANCE),	
POLICE	TAVALA LEOLEO (POLICE)	
Call 111	Vili 111	
If you see smoke or fire and believe there is a risk to people or property ask FIRE immediately	A fai e te va'aia se asu po'o se afi, ma e te talitonu e ono lamatia ai tagata poo ni meatotino vili vave le ofisa TINEIMU (FIRE)	
If there is a medical or health emergency ask for AMBULANCE immediately	A fai e tupu se fa'alavelave fa'afuasei o se ma'l po o se fa'alesoifua maloloina, vili vave le tavale a le falemai (AMBULANCE)	
If you are afraid for your safety or others, ask of POLICE immediately	A fai e te popole mo lou saogalemu po'o lou malu puipuia, vili vave le ofisa o leoleo (POLICE)	
Call 105 - NON EMERGENCY	Vili le 105 - mo faalavelave e le masani e le ni faalavelave faafuasei	
About theft, damage or threatening behaviour	I tulaga o le faomea ma le gaoli, faaleagaina o meatotino ma amioga faamata'u	
In an Earthquake Drop, Cover, Hold	Pe a oso se mafuie - faapau i lalo, affiri lou tino, ma taofi aua e te minoi	
For Support Services please turn over	Mo auanaga fesoasoani fa'amolemole susue le laupepa	
FENZ SPECIFIC PAGE ONE		
My Home Address	Tuatusi o lou fale	
My language spoken	O lau gagana tautala	
Emergency contact name	Igoa fa'aleso'ota'i taimi fa'afuase'i	
Phone Number	Numera o le Telefoni	
NZEE SPECIFIC PAGE ONE		
Supervisors Name	Suafa o lau pule i le fale faigaluega	
Employers Name	O le igoa o lau kamupani faigaluega	
Team Leader Name	O le igoa o le taitai le tou vaeaga	
Page Two		
Doctors Name	Igoa lau fomai	
School	Aoga	
Neighbours House	Igoa o lou tuaoi	
Phone	Telefoni	

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 OFFICIAL INFORMATION ACT

Out of Scope

From: Lina Pita
Sent: Tuesday, 5 December 2023 10:26 AM
To: Tanya Pouwhare
Subject: FW: FW: For Translation

Morning Tanya,

Please see attached translation from Tonga PLO.

Kind Regards

Lina Pita
Senior Advisor INZ
Toso Vaka o Manū Programme

Immigration New Zealand
Ministry of Business, Innovation and Employment

Telephone: +64 928 2080
Mobile: s 9(2)(a)
www.immigration.govt.nz

From: s 9(2)(a)
Sent: Wednesday, 29 November 2023 9:48 pm
To: Lina Pita <Lina.Pita@mbie.govt.nz>
Cc: s 9(2)(a)
Subject: Re: FW: For Translation

Malo Lina,

Please find attached a copy of the amended translation.

Kind Regards

s 9(2)(a)

On Wed, Nov 29, 2023 at 3:03 PM Lina Pita <Lina.Pita@mbie.govt.nz> wrote:

From: Lina Pita
Sent: Wednesday, 29 November 2023 2:53 pm
To: s 9(2)(a)



Cc: Afzal Ali <xxxxx.xxx@xxxx.xxxx.xx>; Lafaele Lupo <Lafaele.Lupo@mbie.govt.nz>; Oikoumene Maualaivao-Chan Tung <oiko.mchantung@mbie.govt.nz>; Tricia Kuriwara <Patricia.Kxxxxxxx@xxxx.xxxx.xx >

Subject: FW: For Translation

Importance: High

Afternoon,

Hope Wednesday is treating you all well.

Wanted to touch base with you all as NZEE industry have requested the following document be translated. I understand there would be different dialects, but if we can ask for the commonly used language. Going forward the documents will be included in the pre departure package/process for all employees and also NZEE will be forwarding the documents out to the employers to have on site when employees arrive.

I understand that this is a very busy time for you all, but would appreciate if the document could be translated and sent back to me by the end of the week.

s 9(2)(a), if you could please look through the document and complete.

s 9(2)(a), Tongan document need to be double checked.

1. *Page one is the main Fire, Ambulance, Police details - translated*

Translations to be done – Fire & Emergency Poster

1. *Fijian- Fiji*
2. *Gilbertese – Kiribati*
3. *Naruruan – Nauru*
4. *Samoan – Samoa – a few lines to be done, see highlighted yellow.*
5. *Pjin - Solomon Island*
6. *Tongan – Tonga – need this double checked*
7. *Tuvaluan – Tuvalu*

Look forward to hearing back from you all soon.

Ma le fa'aaloalo lava.

Kind Regards

Lina Pita

Senior Advisor INZ

Toso Vaka o Manū Programme

Immigration New Zealand

Ministry of Business, Innovation and Employment

Telephone: +64 928 2080

Mobile: s 9(2)(a)

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English	Translation	Notes
Page One		
Emergency Information	FAKATOKANGA I HA FAKATAMAKI	
In an emergency you need to call FIRE 111, An operator will ask whether you need,	Ka hoko ha fakatamaki fakatu'upake telefoni ki he 111 talaange 'oku ke fiema'u 'a e tamate afi	
FIRE	tamate afi FIRE	
AMBULANCE	AMBULANCE	
POLICE	pe ko e polisi POLICE.	
Call 111	Telefoni ki he 111	
If you see smoke or fire and believe there is a risk to people or property ask FIRE immediately	Kapau teke sio ki ha kohu pe vela 'oku kovi, fetu'utaki ki he 111 pea kole ke ke lea ki he tamate afi (FIRE) 'i he vave taha.	
If there is a medical or health emergency ask for AMBULANCE immediately	Kapau 'oku iai ha tuunga fakatu'utamaki felave'i mo ha moui. Pea kole leva ke ke lea ki he ambulance (AMBULANCE) 'i he vave taha.	
If you are afraid for your safety or others, ask of POLICE immediately	Kapau 'oku ke onogo'i 'oku 'ikai ke malu a ho'o mo'ui pe ko ha mo'ui ha tokotaha kehe. Pea kole leva ke ke lea ki he polisi (POLICE) 'i he vave taha.	
Call 105 - NON EMERGENCY	TELEFONI KI HE 105	
About theft, damage or threatening behaviour	Kapau 'oku ikai koha fakatu'utamaki ki ha mo'ui	
In an Earthquake Drop, Cover, Hold	Tu'ulutui, Totolo 'o toi, Piki ma'u. Drop – Tu'ulutui Cover – Totolo 'o toi Hold – Piki ma'u	
For Support Services please turn over	Ngaahi sevesi tokoni, vakai ki he peesi hoko.	
FENZ SPECIFIC PAGE ONE		
My Home Address	Tu'asila ho 'api nofoanga	
My language spoken	Lea 'oku ngaueaki i'api	
Emergency contact name	Tokotaha fetu'utaki ofi ka hoko ha fakatamaki	
Phone Number	Fika telefoni	
NZEE SPECIFIC PAGE ONE		
Supervisors Name	Hingoa Supavaisa	
Employers Name	Hingoa Kautaha	
Team Leader Name	Hingoa Taki Kulupu	
	Page Two	
Doctors Name	Toketa fakafamili	
School	'Api ako	
Neighbours House	Hingoa ho 'kaunga'api	
Phone	Fika telefoni	

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From: [Lina Pita](#)
To: [Tanya Pouwhare](#)
Subject: FW: FW: For Translation
Date: Tuesday, 5 December 2023 3:50:00 PM
Attachments: [Fire & Emergency - Translation Template \(1\).xlsx](#)

Afternoon Tanya,

Please find attached translation from Kiribati PLO.

Kind Regards

Lina Pita
Senior Advisor INZ
Toso Vaka o Manū Programme

Immigration New Zealand
Ministry of Business, Innovation and Employment

Telephone: +64 928 2080
Mobile: s 9(2)(a)
www.immigration.govt.nz

From: s 9(2)(a)
Sent: Tuesday, 5 December 2023 12:21 pm
To: Lina Pita <Lina.Pita@mbie.govt.nz>
Subject: Re: FW: For Translation

Mauri Lina,

Thank you for your earlier call today and for resending the template.

Please find attached my Kiribati translation of the Fire & Emergency information.

Ko rabwa

s 9(2)(a)

On Tue, 5 Dec 2023 at 11:22, Lina Pita <Lina.Pita@mbie.govt.nz> wrote:

Taeao manuia s 9(2)(a),

Thank you for taking my call earlier.
Please find attached translation template for completion.

Kind Regards

Lina Pita
Senior Advisor INZ
Toso Vaka o Manū Programme

Immigration New Zealand
Ministry of Business, Innovation and Employment.

Telephone: +64 928 2080
Mobile: s 9(2)(a)
www.immigration.govt.nz

From: s 9(2)(a)
Sent: Thursday, 30 November 2023 10:32 pm
To: Lina Pita <Lina.Pita@mbie.govt.nz>
Cc: -s 9(2)(a)

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] Afzal Ali <Afzal.Ali@mbie.govt.nz>; Lafaele Lupo
<Lafaele.Lupo@mbie.govt.nz>; Oikoumene Maualaivao-Chan Tung
<oiko.mchantung@mbie.govt.nz>; Tricia Kuriwara <Patricia.Kuriwara@mbie.govt.nz>
Subject: Re: FW: For Translation

Talofa Lina,

Could you please check the Translation Template that you sent. It seems different from the version used for other languages if you go row by row, e.g. Bislama versions rows 5 - 8 have different information if you compare with the same rows in the Translation Template.

Please confirm if this is the correct one.

Regards

s 9(2)(a)

On Wed, 29 Nov 2023 at 14:53, Lina Pita <Lina.Pita@mbie.govt.nz> wrote:

Afternoon,

Hope Wednesday is treating you all well.

Wanted to touch base with you all as NZEE industry have requested the following document be translated. I understand there would be different dialects, but if we can ask for the commonly used language. Going forward the documents will be included in the pre departure package/process for all employees and also NZEE will be forwarding the documents out to the employers to have on site when employees arrive.

I understand that this is a very busy time for you all, but would appreciate if the document could be translated and sent back to me by the end of the week.

s 9(2)(a) if you could please look through the document and complete.

s 9(2)(a), Tongan document need to be double checked.

1. *Page one is the main Fire, Ambulance, Police details - translated*

Translations to be done – Fire & Emergency Poster

1. *Fijian- Fiji*
2. *Gilbertese – Kiribati*
3. *Naruruan – Nauru*
4. *Samoan – Samoa – a few lines to be done, see highlighted yellow.*
5. *Pjin - Solomon Island*
6. *Tongan – Tonga – need this double checked*
7. *Tuvaluan – Tuvalu*

Look forward to hearing back from you all soon.

Ma le fa'aaloalo lava.

Kind Regards

Lina Pita
Senior Advisor INZ
Toso Vaka o Manū Programme

Immigration New Zealand
Ministry of Business, Innovation and Employment

Telephone: +64 928 2080

Mobile: s 9(2)(a)

www.immigration.govt.nz

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English	Translation	No
Page One		
Emergency Information	Bwaa! Aika Kakawaki n tain te Kabuanibwai	
In an emergency you need to call FIRE 111	N tain te Kabuanibwai ao tarebonia FIRE 111	is FIRE 111 a number that can be dialed on the pho
An operator will ask whether you need.	Ane ko na kaeaki bwa tera ae ko kainanomia	
Call 111	Tarebonia 111	
If you see smoke or fire and believe there is a risk to people or property ask FIRE immediately	Ngkana ko nora te bubu ke te ai ao kakooua bwa lai te kabuanibwai ae na reke nakon maluia aomata ke e na urarake te auti ao tuatua FIRE bwa e na roko te tai ae waekoa	why call 111 again when you have already done so?
If there is a medicl or health emergency ask for AMBULANCE immediately	Ngkana lai te kabuanibwai nakon te aomata ke e kainanoa buokana n te tai ae waekoa ao tuatua te AMBULANCE bwa e na roko n te tai ae waekoa	
If you are afraid for your safety or others, ask of POLICE immediately	Ngkana lai te kabuanibwai ae na reke nakon malum ke maluia tabeman, ao tuatua POLICE bwa e na roko n te tai ae waekoa.	
Call 105 - NON EMERGENCY	Tarebonia 105 - NGKANA TIAKI TE KABUANIBWAI	
About theft, damage or threatening behaviour	N aron te ira, te urubwai ke te mwakuri ni lowawa	
In an Earthquake Drop, Cover, Hold	N tain te mwaeiei (earthquake), wene, kamanoko, ao tai kakamwakuri	more instructions are needed here like go down on
Support Services	Rabwata ni Buubuuki	
FENZ SPECIFIC PAGE ONE		
My Home Address	Au address	
My language spoken	Taeae Aika i Oota lai	
Emergency contact name	Aran ma ana address te aomata are e na reitaki te aba ma ngala ngkana e riki te kabuanibwai nakolu	
Phone Number	Nambwan te tarebon	Whose phone number?
NZEE SPECIFIC PAGE ONE		
Supervisors Name	Aran Au Mataniwi (Supervisor)	
Employer's Name	Aran Au Tia Kamwakuri (Employer)	
Team Leader Name	Aran Ara Tia Kairiri n ara tim (Team Leader)	
Page Two		
Doctors Name	Aran te Doctor	
School	Te reirei	
Neighbours House	Taani Maeke n Auti Ake Irarikiu	
Phone	Tareboon	

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Out of Scope

From: Lina Pita
Sent: Friday, 8 December 2023 3:52 PM
To: Tanya Pouwhare
Subject: FW: FW: For Translation
Attachments: Fire Emergency - Translation (Fijian).xlsx

Hi Tanya,

Please find attached translation document from the PLO from Fiji.

Have a good weekend.

Kind Regards

Lina Pita
Senior Advisor INZ
Toso Vaka o Manū Programme

Immigration New Zealand
Ministry of Business, Innovation and Employment

Telephone: +64 928 2080
Mobile: s 9(2)(a)
www.immigration.govt.nz

From: s 9(2)(a)
Sent: Friday, 8 December 2023 3:01 pm
To: Lina Pita <Lina.Pita@mbie.govt.nz>
Cc: s 9(2)(a)

Afzal Ali <Afxxx.xxx@xxxx.xxxx.xx>;
Lafaele Lupo <xxxxxxx.xxx@xxxx.xxxx.xx>; Oikoumene Maualaivao-Chan Tung <oiko.mchantung@mbie.govt.nz>;
Tricia Kuriwara <xxxxxxx.xxxxxxxx@xxxx.xxxx.xx>
Subject: Re: FW: For Translation

Hi Lina,

As discussed, I attach below Fijian translation.

vinaka,
s 9(2)(a)

On Wed, Nov 29, 2023 at 2:53 PM Lina Pita <Lina.Pita@mbie.govt.nz> wrote:

Afternoon,

Hope Wednesday is treating you all well.

Wanted to touch base with you all as NZEE industry have requested the following document be translated. I understand there would be different dialects, but if we can ask for the commonly used language. Going forward the documents will be included in the pre departure package/process for all employees and also NZEE will be forwarding the documents out to the employers to have on site when employees arrive.

I understand that this is a very busy time for you all, but would appreciate if the document could be translated and sent back to me by the end of the week.

s 9(2)(a) if you could please look through the document and complete.

s 9(2)(a), Tongan document need to be double checked.

1. *Page one is the main Fire, Ambulance, Police details - translated*

Translations to be done – Fire & Emergency Poster

1. *Fijian- Fiji*
2. *Gilbertese – Kiribati*
3. *Naruruan – Nauru*
4. *Samoaan – Samoa – a few lines to be done, see highlighted yellow.*
5. *Pjin - Solomon Island*
6. *Tongan – Tonga – need this double checked*
7. *Tuvaluan – Tuvalu*

Look forward to hearing back from you all soon.

Ma le fa'aaloalo lava.

Kind Regards

Lina Pita

Senior Advisor INZ

Toso Vaka o Manū Programme

Immigration New Zealand

Ministry of Business, Innovation and Employment

Telephone: +64 928 2080

Mobile: s 9(2)(a)

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English	Translation	Notes
Page One		
Emergency Information	Tukutuku ni leqa tubukoso	
In an emergency you need to call FIRE 111	Kevaka e dua na leqa tubukoso, mo qirita na Tabana ni Bokobuka ena 111	
An operator will ask whether you need,	Oni na tarogi se cava oni gadreva	
Call 111	Qirita na 111	
If you see smoke or fire and believe there is a risk to people or property ask FIRE immediately	Kevaka o raica na kubou se yameyame ni buka ka oni vakabauta ni na rawa ni vakavu leqa ni veitaratara sara vakatotolo vei ratou na Tabana ni Bokobuka	
If there is a medical or health emergency ask for AMBULANCE immediately	Kevaka e tiko e dua e vinakata vakatotolo na veiqaravi vakavuniwai mo qirita na kena tolii vakarautaki	
If you are afraid for your safety or others, ask of POLICE immediately	Kevaka o rere se tuburi iko na ririko mo gole vua na OVISA	
Call 105 - NON EMERGENCY	Qirita na 105 - SEGA NI GADREVI TOTOLU NA VEIVUKE	
About theft, damage or threatening behaviour	Me baleta na butako, itovo kaukaua se rawa ni vakavu mavoa	
In an Earthquake Drop, Cover, Hold	Ke vakilai na uneune; Davo, Vuni, Wawa	
Support Services	Veivuke	
FENZ SPECIFIC PAGE ONE		
My Home Address	Noqu iTikitiko	
My language spoken	Noqu vosa	
Emergency contact name	Yaca ni veitaratara ena gauna ni leqa tubukoso	
Phone Number	Naba ni Talevoni	
NZEE SPECIFIC PAGE ONE		
Supervisors Name	Liulu Vakacacaka	
Employers Name	iTaukei ni Cakacaka	
Team Leader Name	Liulu ni Timi	
Page Two		
Doctors Name	Yaca ni Vuniwai	
School	Koronivuli	
Neighbours House	Vale ni Neiba	
Phone	Naba ni Talevoni	

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From: [Lina Pita](#)
To: [Tanya Pouwhare](#)
Subject: FW: For Translation
Date: Tuesday, 5 December 2023 3:51:00 PM
Attachments: [Copy of Fire & Emergency - Tok Pijin Translation .xlsx](#)

Good afternoon Tanya,

Please find attached translation from the Solomon Islands PLO.

Kind Regards

Lina Pita
Senior Advisor INZ
Toso Vaka o Manū Programme

Immigration New Zealand
Ministry of Business, Innovation and Employment

Telephone: +64 928 2080
Mobile: s 9(2)(a)
www.immigration.govt.nz

From: s 9(2)(a)
Sent: Tuesday, 5 December 2023 2:19 pm
To: Lina Pita <Lina.Pita@mbie.govt.nz>
Cc: Lafaele Lupo <Lafaele.Lupo@mbie.govt.nz>
Subject: Re: For Translation

Hi Lina,

Please see attached copy of the document, with tok pijin translation for SI.

Let me know if this will suffice.

Kind regards,
s 9(2)(a)

From: Lina Pita <Lina.Pita@mbie.govt.nz>
Date: Tuesday, 5 December 2023 at 11:40
To: s 9(2)(a)
Cc: Lafaele Lupo <Lafaele.Lupo@mbie.govt.nz>
Subject: FW: For Translation

Taeao manuia,

I am following up on the translation document to be actioned as soon as possible.

If you can please send the translated document back to me by end of the week, would be

appreciated.

Thank you

Kind Regards

Lina Pita
Senior Advisor INZ
Toso Vaka o Manū Programme

Immigration New Zealand
Ministry of Business, Innovation and Employment

Telephone: +64 928 2080
Mobile: s 9(2)(a)
www.immigration.govt.nz

From: Lina Pita

Sent: Wednesday, 29 November 2023 2:53 pm

To: s 9(2)(a)

[Redacted]

Cc: Afzal Ali <Afzal.Ali@mbie.govt.nz>; Lafaele Lupo <Lafaele.Lupo@mbie.govt.nz>; Oikoumene Maualaivao-Chan Tung <oiko.mchantung@mbie.govt.nz>; Tricia Kuriwara <Patricia.Kuriwara@mbie.govt.nz>

Subject: FW: For Translation

Importance: High

Afternoon,

Hope Wednesday is treating you all well.

Wanted to touch base with you all as NZEE industry have requested the following document be translated. I understand there would be different dialects, but if we can ask for the commonly used language. Going forward the documents will be included in the pre departure package/process for all employees and also NZEE will be forwarding the documents out to the employers to have on site when employees arrive.

I understand that this is a very busy time for you all, but would appreciate if the document could be translated and sent back to me by the end of the week.

s 9(2)(a), if you could please look through the document and complete.

s 9(2)(a), Tongan document need to be double checked.

1. Page one is the main Fire, Ambulance, Police details - translated

Translations to be done – Fire & Emergency Poster

1. *Fijian- Fiji*
2. *Gilbertese – Kiribati*
3. *Naruruan – Nauru*
4. *Samoa – Samoa – a few lines to be done, see highlighted yellow.*
5. *Pjin - Solomon Island*
6. *Tongan – Tonga – need this double checked*
7. *Tuvaluan – Tuvalu*

Look forward to hearing back from you all soon.

Ma le fa'aaloalo lava.

Kind Regards,

Lina Pita
Senior Advisor INZ
Toso Vaka o Manū Programme

Immigration New Zealand
Ministry of Business, Innovation and Employment

Telephone: +64 928 2080

Mobile: s 9(2)(a)

www.immigration.govt.nz

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English	Translation	Notes
Page One		
Emergency Information		
In an emergency you need to call FIRE 111	Lo emejensi bae iu nid fo callem FIRE 111	
An operator will ask whether you need,	Wanfala operator bae askem if iu needim	
Call 111	Callem 111	
If you see smoke or fire and believe there is a risk to people or property ask FIRE immediately	If iu lukim smok or fire and thinkim bae denja for oketa pipol and properti askem FIRE sem taem	
If there is a medical or health emergency ask for AMBULANCE immediately	If hem eni medical or helt emejensi ask fo AMBULANS sem taem	
If you are afraid for your safety or others, ask of POLICE immediately	If iu fraet fo sefti blo iu or blo oketa nara pipol, ask fo POLICE sem taem	
Call 105 - NON EMERGENCY	Callem 105-NO EMEJENSI	
About theft, damage or threatening behaviour	Aboutim oketa man steal, or bae mekem eni damage or threatenim iu	
In an Earthquake Drop, Cover, Hold	Taem Earthquake drop sem taem lo graon, coverem iuseleva and hold on lo eniting for sapotim iu	
Support Services	Sapot Sevisis	
FENZ SPECIFIC PAGE ONE		
My Home Address	House adres blo mi	
My language spoken	Langus blo mi	
Emergency contact name	Nem blo Emejensi kontakt	
Phone Number	Fone numba	
NZEE SPECIFIC PAGE ONE		
Supervisors Name	Nem blo Supavaesa	
Employers Name	Nem blo Employa	
Team Leader Name	Nem blo Team Leader	
Page Two		
Doctors Name	Nem blo Doctor	
School	School	
Neighbours House	Haus blo Neighbour	
Phone	Fone	

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From: [Lina Pita](#)
To: [Tanya Pouwhare](#)
Subject: FW: FIRE & EMERGENCY poster - Tuvaluan version
Date: Friday, 8 December 2023 3:50:00 pm
Attachments: [Fire & Emergency - Translation Template completed.xlsx](#)

Afternoon Tanya,

Hope the week has treated you well.
Please find attached translation document from our Tuvalu counterparts.

Thank you

Kind Regards

Lina Pita
Senior Advisor INZ
Toso Vaka o Manū Programme

Immigration New Zealand
Ministry of Business, Innovation and Employment

Telephone: +64 928 2080
Mobile: s 9(2)(a)
www.immigration.govt.nz

From: s 9(2)(a)
Sent: Friday, 8 December 2023 1:42 pm
To: Lina Pita <Lina.Pita@mbie.govt.nz>
Subject: FIRE & EMERGENCY poster - Tuvaluan version

Talofa Lina

Please find attached is the Tuvalu translation for the FIRE & EMERGENCY poster.

Kindly let me know if there is anything else is to be done from our end.

Regards

s 9(2)(a)

English	Translation	Notes
Page One		
Emergency Information	Fakamatalaga manafai e tupu fakalavelave tupu fafuaesi	
In an emergency you need to call FIRE 111	Kafai e tupu te fakalavelave fafuaesi, telefoni kite kau ote Afi (FIRE) 111	
An operator will ask whether you need,	Te tino ka tali mai te telefoni ka fesili atu me koe e tau o	
Call 111	Telefoni kite napa 111	
If you see smoke or fire and believe there is a risk to people or property ask FIRE immediately	Kafai e iai ne au (smoke) io me he afi (fire) kae e talitonu me ka iai he fakalavelave ki tino io me kote kope, hala kite kau ote Afi (FIRE) fakavave	
If there is a medical or health emergency ask for AMBULANCE immediately	Kafai e iai he fakalavelave kite tino mahaki io me tino e fakatuu tena koga, hala kite AMBULANCE fakavave	
If you are afraid for your safety or others, ask of POLICE immediately	Kafai koe e matakū i tou noho lei e mafai o pokotia pena hoki mo niisi tino, telefoni kite polisimani (POLICE) fakavave	
Call 105 - NON EMERGENCY	Telefoni kite 105 - Manafai he koia he fakalavelave tupu fafuaesi	
About theft, damage or threatening behaviour	Pela manafai e iai ne mea ne kaisoa, kope fakamaheio io me ne amioga fakamatakutaku	
In an Earthquake Drop, Cover, Hold	Kafai e iai he mafuie, fakapakuu ki lalo, pulou ki he mea, kae he galue	
Support Services	Sevesi fesoasoani	
FENZ SPECIFIC PAGE ONE		
My Home Address	Te koga e noho iai a koe	
My language spoken	Te gana e fakaaoga ne koe	
Emergency contact name	Te igoa ote tino e fesokotaki kia	
Phone Number	Te telefoni napa	
NZEE SPECIFIC PAGE ONE		
Supervisors Name	Te igoa ote tino pulepule nela koe	
Employers Name	Te igoa ote kampane e galue iai a koe	
Team Leader Name	Te igoa ote takitaki ite otou potu kau galue	
Page Two		
Doctors Name	Te igoa ote Tokita	
School	Akoga	
Neighbours House	Tino noho ite fale pili	
Phone	Tena telefoni napa	

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From: [Tanya Pouwhare](#)
To: [Lina Pita](#)
Subject: RE: For Translation
Date: Friday, 8 December 2023 4:14:15 PM

Thanks Lina – you are right just Nauru to go

From: Lina Pita <xxxx.xxxx@xxxx.xxxx.xx>
Sent: Friday, December 8, 2023 4:09 PM
To: Tanya Pouwhare <xxxxx@xxxx.xx>
Subject: Re: For Translation

Thanks Tanya.
Sorry it's taken so long to get this sorted.

I'm waiting on Nauru to come back to me but will chase them up in the new week.

Give me a bell if there is any Pacific country that I've missed.

Thank you
Lina

Get [Outlook for iOS](#)

From: Tanya Pouwhare <[xxxxx@xxxx.xx](#)>
Sent: Friday, December 8, 2023 4:06:21 PM
To: Lina Pita <[xxxx.xxxx@xxxx.xxxx.xx](#)>
Subject: RE: FW: For Translation

Amazing!! Thanks Lina – we will have them all done soon and flick them your way al">

From: Lina Pita <[xxxx.xxxx@xxxx.xxxx.xx](#)>
Sent: Friday, December 8, 2023 3:52 PM
To: Tanya Pouwhare <[xxxxx@xxxx.xx](#)>
Subject: FW: FW: For Translation

Hi Tanya,

Please find attached translation document from the PLO from Fiji.

Have a good weekend.

Kind Regards

Lina Pita
Senior Advisor INZ
Toso Vaka o Manū Programme

Telephone: +64 928 2080

Mobile: s 9(2)(a)

www.immigration.govt.nz

From: s 9(2)(a)

Sent: Friday, 8 December 2023 3:01 pm

To: Lina Pita <Lina.Pita@mbie.govt.nz>

Cc: s 9(2)(a)

Afzal Ali
<Afzal.Ali@mbie.govt.nz>; Lafaele Lupo <Lafaele.Lupo@mbie.govt.nz>; Oikoumene Maualaivao-Chan Tung <oiko.mchantung@mbie.govt.nz>; Tricia Kuriwara <Patricia.Kuriwara@mbie.govt.nz>
Subject: Re: FW: For Translation

Hi Lina,

As discussed, I attach below Fijian translation.

vinaka,
s 9(2)(a)

On Wed, Nov 29, 2023 at 2:53 PM Lina Pita <Lina.Pita@mbie.govt.nz> wrote:

Afternoon,

Hope Wednesday is treating you all well.

Wanted to touch base with you all as NZEE industry have requested the following document be translated. I understand there would be different dialects, but if we can ask for the commonly used language. Going forward the documents will be included in the pre departure package/process for all employees and also NZEE will be forwarding the documents out to the employers to have on site when employees arrive.

I understand that this is a very busy time for you all, but would appreciate if the document could be translated and sent back to me by the end of the week.

s 9(2)(a) if you could please look through the document and complete.

s 9(2)(a), Tongan document need to be double checked.

1. Page one is the main Fire, Ambulance, Police details - translated

Translations to be done – Fire & Emergency Poster

1. *Fijian- Fiji*
2. *Gilbertese – Kiribati*
3. *Naruruan – Nauru*
4. *Samoaan – Samoa – a few lines to be done, see highlighted yellow.*
5. *Pjin - Solomon Island*
6. *Tongan – Tonga – need this double checked*
7. *Tuvaluan – Tuvalu*

Look forward to hearing back from you all soon.

Ma le fa'aaloalo lava.

Kind Regards

Lina Pita
Senior Advisor INZ
Toso Vaka o Manū Programme

Immigration New Zealand
Ministry of Business, Innovation and Employment

Telephone: +64 928 2080

Mobile: s 9(2)(a)

www.immigration.govt.nz

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Out of Scope

From: Tanya Pouwhare <xxxxx@xxxx.xx>
Sent: Thursday, 19 October 2023 1:24 PM
To: Loua Ward
Cc: New Zealand Ethical Employers Inc
Subject: FW: ATR processing timeframes

Sending so you had these on hand too.

Thanks

T

From: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Sent: Wednesday, October 18, 2023 5:17 PM
To: Tanya Pouwhare <xxxxx@xxxx.xx>; s 9(2)(a)
Subject: ATR processing timeframes

Afternoon all,

Please see below the current ATR processing timeframes:

- Current wait times for ATRs to be allocated for processing are 6 weeks
- For RSE status to be allocated for processing 9 weeks
- Average ATR processing timeframe 6-8 weeks

Kind Regards,

Afzal Ali
Programme Manager
Toso Vaka o Manu
Pacific Migration, Immigration New Zealand
PO Box 76895, Manukau City, Auckland 2241
Email - xxxxx.xxx@xxxx.xxvt.nz | Telephone: s 9(2)(a)
NZBN 9429000106078

From: [Tanya Pouwhare](#)
To: [Afzal Ali](#)
Subject: RE: ATR processing timeframes
Date: Thursday, 19 October 2023 9:24:52 AM

Thanks Afs

T

From: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Sent: Wednesday, October 18, 2023 5:17 PM
To: Tanya Pouwhare <tanya@nzee.nz>; s 9(2)(a)

Subject: ATR processing timeframes

Afternoon all,

Please see below the current ATR processing timeframes:

- Current wait times for ATRs to be allocated for processing are 6 weeks
- For RSE status to be allocated for processing 9 weeks
- Average ATR processing timeframe 6-8 weeks

Kind Regards,

Afzal Ali
Programme Manager
Toso Vaka o Manu
Pacific Migration, Immigration New Zealand
PO Box 76895, Manukau City, Auckland 2241
Email - afzal.ali@mbie.govt.nz | Telephone: s 9(2)(a)
NZBN 9429000106078

OFFICIAL INFORMATION ACT

From: [Tanya Pouwhare](#)
To: [Loua Ward](#)
Cc: [New Zealand Ethical Employers Inc; Afzal Ali](#)
Subject: Seasonal Calendar - MSD
Date: Thursday, 19 October 2023 1:06:23 pm
Attachments: [image001.png](#)

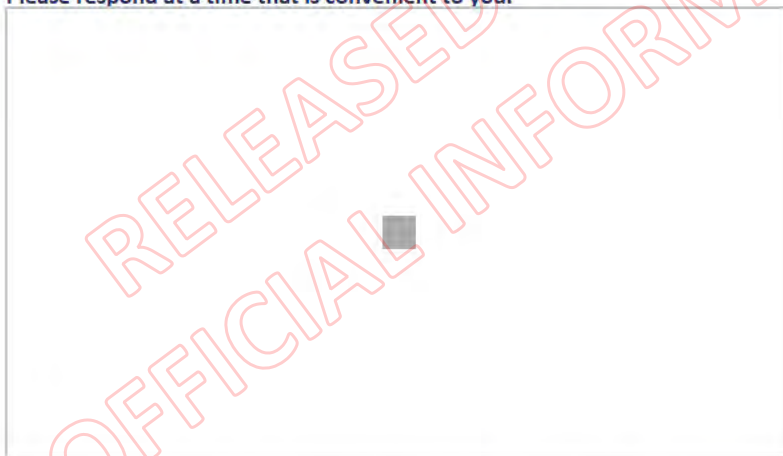
[Calendar – Pick Your Path](#)

Mike will find the other one – and flick it through too

Ngā mihi,

Tanya Pouwhare (**she/her)
CEO, New Zealand Ethical Employers Inc
tanya@nzee.nz
0212491919

In office hours 9am – 3pm Monday – Friday
NZEE supports me to work flexibly from home. You may receive an email from me outside of usual working hours.
Please respond at a time that is convenient to you.



**if you're wondering about the use of pronouns she/her on this signature you can find more information about how sharing pronouns can help to create a sense of belonging and respect [here](#)

From: [Loua Ward](#)
To: [Tanya Pouwhare](#)
Subject: RE: RSE Policy Review release [UNCLASSIFIED]
Date: Wednesday, 25 October 2023 12:11:46 PM
Attachments: [image001.png](#)

Great work!

Kind regards,
Loua

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Tuesday, 24 October 2023 4:58 pm
To: Loua Ward <Loua.Ward@mbie.govt.nz>
Subject: RE: RSE Policy Review release [UNCLASSIFIED]

Thank you I have read it all and summarised for our members....ohhh some good stuff in there!!

T

From: Loua Ward <Loua.Ward@mbie.govt.nz>
Sent: Tuesday, October 24, 2023 2:50 PM
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>; Cheyne.Gillooly@mpi.govt.nz; Faamata Laumalili <Mata.Laumalili2@mbie.govt.nz>; s 9(2)(a) [REDACTED]
s 9(2)(a) [REDACTED] Jeremy Dombroski <Jeremy.Dombroski@mpi.govt.nz>; Lafaele Lupo <Lafaele.Lupo@mbie.govt.nz>; s 9(2)(a) [REDACTED]
[REDACTED]
[REDACTED]; Oikoumene Maualaivao-Chan Tung <oiko.mchantung@mbie.govt.nz>; s 9(2)(a) [REDACTED] Sarah Jaggs <Sarah.Jaggs@mpi.govt.nz>; Tanya Pouwhare <tanya@nzee.nz>; Tony Jensen <Tony.Jensen@mbie.govt.nz>
Subject: RSE Policy Review release [UNCLASSIFIED]

24 October 2023

Tenā koutou,

As you are aware, MBIE's comprehensive review of the Recognised Seasonal Employer scheme identified a set of proposals aimed at prioritising workers' wellbeing, driving positive employment practices, ensuring more effective planning, and securing the scheme's long-term sustainability.

Cabinet has noted the proposals, but no decisions have been made.

More work is needed to fully develop these proposals and further advice will be provided to new the Minister of Immigration in the first half of next year.

You can find more information on the review and links to the documents taken to Cabinet and the Cabinet minute here: <https://www.mbie.govt.nz/immigration-and->

[tourism/immigration/recognised-seasonal-employer-policy-review/](#)

It is important that MBIE officials take the time and work closely with industry and other key stakeholders to ensure that any proposals are workable and will deliver for employers and workers.

New Zealand has actively consulted with Pacific partners as part of the review process ensuring that Pacific perspectives are reflected.

We appreciate Pacific partners' involvement in this, to date, and will actively keep engaging through the review process.

Nga mihi nui,
Loua

Loua Fesola'i-Ward
NATIONAL MANAGER PACIFIC

Refugee and Migrant Services
Immigration New Zealand
Ministry of Business, Innovation & Employment
loua.ward@mbie.govt.nz | Telephone: (09) 928 2619 | Mobile: s 9(2)(a)
Level 4, MIT Building, 25 Davies Ave, Manukau, Auckland 2241



From: [Afzal Ali](#)
To: tanya@nzee.nz; s 9(2)(a)
Cc: [Oikoumene Maualaivao-Chan Tung](#); [Tony Jensen](#); [Lafaele Lupo](#)
Subject: RSE Fiji applicants - Police Clearance
Date: Wednesday, 25 October 2023 4:58:00 PM

Hi Everyone,

We have been informed by our Suva processing office that they are starting to see several RSE applications come through without Fiji Police certificates. These are taking several weeks to come through, therefore a gentle reminder to please inform your members that this is a requirement that should be applied for in advance of lodging an application.

Suva office have received several RSE applications from Fiji and have identified applicants who have spent more than 24 months in New Zealand, with some accumulating longer stay in NZ during border closure. Please note there is no exception to this requirement.

Thank you for your understanding.

If you have any questions or concerns, please direct these to your Relationship Manager copied in this email.

Kind Regards

Afzal Ali
Programme Manager
Toso Vaka o Manu
Pacific Migration, Immigration New Zealand
PO Box 76895, Manukau City, Auckland 2241
Email - afzal.ali@mbie.govt.nz | Telephone: s 9(2)(a)
NZBN 9429000106078

From: [Tanya Pouwhare](#)
To: [Tanya Pouwhare](#)
Cc: [New Zealand Ethical Employers Inc; Afzal Ali](#)
Subject: RE: NZ VAC Port Villa, Vanuatu - closed due to severe tropical cyclone
Date: Thursday, 26 October 2023 11:15:08 AM

Hi NZEE Team,

Still no further update from VFS Global in regard to visa issuance

<https://visa.vfsglobal.com/vut/en/nzl/news/update-vanuatu> it is still showing Oct 24th update as the latest. We are aware of a high number of visas that need to be processed.

Telecommunications are still down, which is causing issues with getting info for you. But as we hear more, we will let you know.

Vanuatu disaster authorities have issued an all clear for the country as ex-cyclone Lola was downgraded to a tropical low system in the last hour (6:34am Vanuatu time/9:34am New Zealand time).

Government chief information officer Gerard Metsan said the government's telecommunication networks in the northern part of Vanuatu were down. Vodafone and Digicel were trying to restore their networks.

Torba and Sanma provinces, gardens and some households were destroyed, the central provinces of Vanuatu - Penama and Malampa were the most affected.

At this stage, there are no reports of loss of life or injury.

Food security would be a major issue post-cyclone, international support will be necessary.

[All clear given in Vanuatu, Lola downgraded to Ex-Tropical Cyclone | RNZ News](#)

[Tropical Cyclone Lola: Houses destroyed, roads blocked, communications down | RNZ News](#)

T

From: Tanya Pouwhare
Sent: Wednesday, October 25, 2023 12:32 PM

To: Tanya Pouwhare <tanya@nzee.nz>

Cc: New Zealand Ethical Employers Inc <chair@nzee.nz>; Afzal Ali <Afzal.Ali@mbie.govt.nz>

Subject: FW: NZ VAC Port Villa, Vanuatu - closed due to severe tropical cyclone

Hi NZEE Team,

Severe tropical cyclone Lola has dropped to category 3 strength with average winds close to the centre at 150km/h, gusting up to 205km/h, according to Vanuatu's metservice. Update found here: [Tropical Cyclone Lola: Vanuatu on high alert as storm makes landfall on northern island | RNZ News](#)

The VFS Global website for updates is found here :

<https://visa.vfsglobal.com/vut/en/nzl/news/update-vanuatu>

Their last update states:

24 October 2023

New Zealand Visa Application Centre, Port Vila, Vanuatu, closure due to weather warning

In keeping with the local Vanuatu Meteorology Department announcement, the New Zealand Visa Application Centre in Port Vila, Vanuatu, will remain closed until further notice for the recent Severe Category 5 Tropical Cyclone Lola alert. All booked appointments at the Centre will stand cancelled for this day, and customers will be contacted for alternative appointment options at the earliest this is possible.

Please continue to visit our website for the latest update and before planning your visit to our Centre. We apologise for the inconvenience and thank you for your understanding.

We have enquired about applications that have been updated already into the system being diverted to Suva, we are waiting to hear updates, and we will keep you informed as soon as we hear updates.

T

From: Afzal Ali <Afzal.Ali@mbie.govt.nz>

Sent: Wednesday, October 25, 2023 10:38 AM

To: Tanya Pouwhare <tanya@nzee.nz>; s 9(2)(a)

Cc: Tamara Johns <Tamara.Johns@mbie.govt.nz>; Talima Fruean <Talima.Fruean@mbie.govt.nz>; Oikoumene Maualaivao-Chan Tung <oiko.mchantung@mbie.govt.nz>

Subject: NZ VAC Port Villa, Vanuatu - closed due to severe tropical cyclone

Good Morning,

We have been informed by VFS Global that due to a Severe Category 5 Cyclone LOLA heading towards Vanuatu group the NZ VAC will remain closed until further notice. The VFS Global Operations Team will closely monitor the weather instructions provide further updates via the VFS Global website. Please share this with your members.

We will keep you informed as soon as we have further updates.

Kind Regards,

Afzal Ali

Programme Manager

Toso Vaka o Manu

Pacific Migration, Immigration New Zealand

PO Box 76895, Manukau City, Auckland 2241

Email - afzal.ali@mbie.govt.nz | Telephone: s 9(2)(a) |

NZBN 9429000106078

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OFFICIAL INFORMATION ACT

From: [Tanya Pouwhare](#)
To: [Karen Swann](#)
Cc: [Afzal Ali; s 9\(2\)\(a\)](#); [Loua Ward](#); [Jalima Fruean](#)
Subject: RE: ATR processing timeframes [IN-CONFIDENCE: RELEASE-EXTERNAL]
Date: Tuesday, 24 October 2023 5:19:29 PM
Attachments: [image001.png](#)

Great stuff – thank you so much Karen,

As you know, the ATR submission deadline is crucial for most employers in their hiring process, so knowing the oldest is 4 weeks old at this point, and processing is included in that 4 weeks is really good to hear. Thank you.

As you know, the ATR submission deadline is crucial for employers in their hiring process. Ideally, the recruitment timeline would be sequential – receiving the ATR letter first, and then making contact with the workers. While the submission schedule accounts for ATR and Visa processing, it's essential for employers to consider worker selection & delayed communications, obtaining travel documents, and outer/inner island travel to complete visa applications as other key components in the recruitment process. The current submission schedule allows for 5 months between Submission and worker arrival.

ATR Submission Schedule

Please allow at least two months between submitting your Agreement to Recruit (ATR) application and when you expect the workers to arrive in New Zealand. Please also allow at least 5 working days for RSE limited work visas to be processed. This will give us enough time to process both the ATR and workers' visa applications.

Here are the ATR submission dates:

Worker Arrival	ATR Submission
Quarter 1 (July – September)	February
Quarter 2 (October – December)	May
Quarter 3 (January – March)	September
Quarter 4 (April – June)	November

Thanks again for answering my questions – the other industry reps might have questions on behalf of their members too, but you might have answered them here

Take care,

T

From: Karen Swann <Karen.Swann@mbie.govt.nz>

Sent: Tuesday, October 24, 2023 4:47 PM

To: Tanya Pouwhare <tanya@nzee.nz>

Cc: Afzal Ali <Afzal.Ali@mbie.govt.nz>; s 9(2)(a)

Loua Ward <Loua.Ward@mbie.govt.nz>; Talima Fruean <Talima.Fruean@mbie.govt.nz>

Subject: FW: ATR processing timeframes [IN-CONFIDENCE: RELEASE-EXTERNAL]

Hi Tanya – heres some answers to your questions below

From: Tanya Pouwhare <tanya@nzee.nz>

Sent: Tuesday, 24 October 2023 3:34 pm

To: Karen Swann <Karen.Swann@mbie.govt.nz>; Afzal Ali <Afzal.Ali@mbie.govt.nz>;

s 9(2)(a)

Cc: Talima Fruean <Talima.Fruean@mbie.govt.nz>; Loua Ward <Loua.Ward@mbie.govt.nz>

Subject: RE: ATR processing timeframes [IN-CONFIDENCE: RELEASE-EXTERNAL]

Hi Karen, really appreciate your email and all the work both you and your team perform.

I agree, clear language is essential. I might have a different understanding of the terms "allocation" and "allocate," (as below) :

- Is this the duration during which an ATR remains in the inbox before being assigned to an IO who initiates the necessary consultations? Firstly, acceptance of an application is done by a Support Officer who sends the consultation documents i.e. on day one (day of acceptance). Then secondly, the application is placed in a queue for an Immigration Officer to be assigned to process it.
- Or, does it refer to the entire period that an ATR application spans, from acceptance by the unit to the communication of the decision to the employer? The ATR allocation timeframe is the timeframe from when the application was accepted. E.g. If the oldest application was accepted on the 3 October – we would be saying that the allocation timeframe is 3 weeks from today.

If it is the first scenario, has the oldest ATR application been waiting 8 weeks to be assigned to an IO to start the consultation process? We expect after the next grouping of allocations being done this week we will be at 4 weeks allocation timeframe for ATRs i.e. the oldest ATR will be 4 weeks old

Thank you for letting us know that you are currently working to reduce the timeframe to 3-4 weeks. Is there a communication process in place to inform employers who have submitted ATRs to inform them of the potential timeframes for their ATR decision? Especially those who have been waiting longer than 4 weeks. The idea is to update you fortnightly on this.

Lastly, you mention that consults *have a minimum of 10 days for response to the Unit*, will the unit wait the full 10 days before progressing the ATR, or do they accept consultation feedback as received within the 10 days and progress straight away? The Unit progress from when consult feedback is received.

Please also note that for joint applications we are experiencing a number joint partners that are not submitting all requirements with their ATRs. This means that whilst we may allocate the primary ATR there may likely be a hold up with the subsequent joints. These delays are the responsibility of these Employers and not the RSE Unit.

Many thanks

T

From: Karen Swann <Karen.Swann@mbie.govt.nz>

Sent: Tuesday, October 24, 2023 2:35 PM

To: Afzal Ali <Afzal.Ali@mbie.govt.nz>; Tanya Pouwhare <tanya@nzee.nz>;

s 9(2)(a)

Cc: Talima Fruean <Talima.Fruean@mbie.govt.nz>; Loua Ward <Loua.Ward@mbie.govt.nz>

Subject: RE: ATR processing timeframes [IN-CONFIDENCE; RELEASE-EXTERNAL]

Kia ora All

I think there needs to be a little bit of clarification here so we are all talking the same language.

- ATR **allocation** timeframe of 6 weeks means that the oldest application that is next in line to be **allocated** is 6 weeks old.
(e.g. A scenario might mean that in a week a chunk of applications are allocated that reduce the oldest application to 3 weeks depending on what is in the queue).
- RSE allocation timeframe is the same principle and the next oldest to be allocated is currently 8 weeks old.
- Please note that from acceptance of an application, all consults are sent immediately and have a minimum of 10 days for response to the Unit.
- We are currently planning on reducing these timeframes to 3-4 weeks.

Hope this helps – happy to answer any questions on this directly.

Ngā mihi,

Karen Swann

VISA OPERATIONS MANAGER

Porirua Visa Operations

Chief Operating Officer Branch, Immigration New Zealand | Rōpu Manene

Ministry of Business, Innovation & Employment | Hīkina Whakatutuki

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Out of Scope

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Monday, 16 October 2023 10:58 am
To: Loua Ward <Loua.Ward@mbie.govt.nz>
Cc: Afzal Ali <Afzal.Ali@mbie.govt.nz>; New Zealand Ethical Employers Inc <chair@nzee.nz>
Subject: Industry Letter of Support for RSE Employers

Hi Loua,

This morning during our scheduled INZ/industry representative meeting, you mentioned that the fruit groups have communicated that they are unable to issue a letter of support for their members due to the absence of certification for these members. I'd like to offer a few critical reasons why NZEE find this situation unacceptable, and do not support a waiver of this responsibility.

1. The workers who actively engage in the Recognised Seasonal Employer (RSE) scheme are primarily migrants. As such, they face unique challenges and vulnerabilities that demand extra safeguards and support.
2. The industry fruit groups have consistently advocated for stringent measures within the RSE program to prevent worker exploitation. They have repeatedly urged INZ to take a firm stance against any unethical practices within the industry. It is, therefore, imperative for the industry groups to maintain a direct and accountable connection with their own members to ensure the program's integrity.
3. HortNZ have heavily invested in establishing their own certification process, NZGap. It raises the question about the purpose of owning such a certification process if they do not expect their own members to adhere to it. This incongruity can potentially undermine the credibility and effectiveness of these certification standards, making it even more crucial for the industry to actively support and certify their members participating in the RSE program. Additionally, I understand, adherence to such schemes was also included in their RSE Policy Review submission.
4. The initial gateways for employer evaluation, such as the RSE Status and the ATR process, play a fundamental role in safeguarding the welfare of RSE workers. The industry should not entirely delegate the responsibility of evaluating employers who are their own members. Instead, they should have a comprehensive understanding of each RSE grower to the extent that they can endorse or withhold support for their continued participation in the program.
5. We would assume that the sending countries would reasonably expect that the fruit groups understood their role in this process, including actively endorsing and certifying

their members. This cooperation is vital not only for the welfare of RSE workers but also for maintaining positive international relations and upholding ethical standards in the industry.

If, at present, they find themselves unable to do this, it should be a priority for the industry fruit groups to establish a mechanism that allows them to provide letters of support for their members to ensure, and demonstrate, that the welfare and ethical treatment of RSE workers remain at the forefront of the industry's concerns.

Should the RSE Unit's criteria for industry letters of support extend to encompass the extent of engagement in hiring New Zealanders, it's worth pointing out that such responsibility falls within the purview of MSD. Labour force planning is linked to the individual relationships between each RSE employer and their regional MSD office, rather than being a function of their industry group.

Ngā mihi,

T

Tanya Pouwhare (**she/her)
CEO, New Zealand Ethical Employers Inc
tanya@nzee.nz
0212491919

In office hours 9am – 3pm Monday – Friday
NZEE supports me to work flexibly from home. You may receive an email from me outside of usual working hours.
Please respond at a time that is convenient to you.



**if you're wondering about the use of pronouns she/her on this signature you can find more information about how sharing pronouns can help to create a sense of belonging and respect [here](#)

From: [New Zealand Ethical Employers Inc](#)
To: [Loua Ward](#)
Cc: [Tanya Pouwhare](#)
Subject: Work Peaks
Date: Thursday, 19 October 2023 12:01:56 PM
Attachments: [image001.png](#)
[Horticulture seasonal labour needs - Industry submission November 2020.pdf](#)

Hi

There's a nice simple chart depicting work peaks – I've not got a copy of it

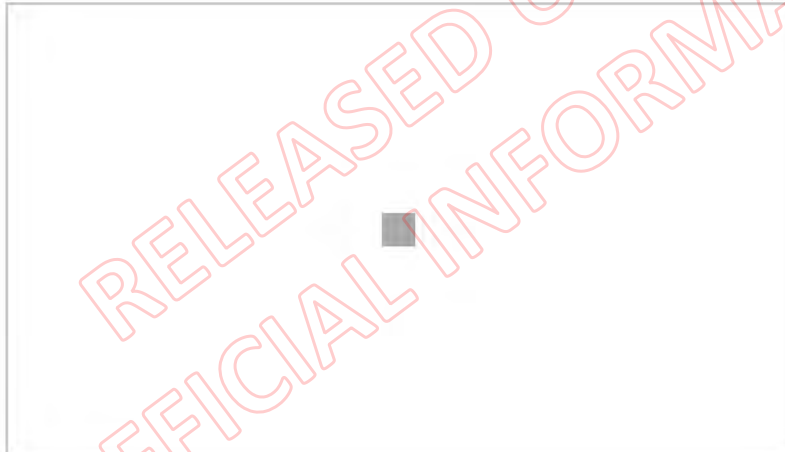
HortNZ will have a copy – I don't have access to their files

The best I can do is the table on page 7 of the attachment

Nikki Johnson, Alan Pollard and I put this submission together

All the best

Mike Chapman
Chair New Zealand Ethical Employers Inc
chair@nzee.nz
0274 874 264



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November 2020

Horticulture seasonal labour needs

Submission by the New Zealand horticulture industry
to address the seasonal labour crisis

Authored by:

NZ Apples and Pears Incorporated CE, Alan Pollard

Horticulture New Zealand CE, Mike Chapman

NZ Kiwifruit Growers Incorporated CE, Nikki Johnson

Summerfruit NZ CE, Richard Palmer



Executive Summary

This submission seeks urgent government support for the movement of workers from Covid-free Pacific countries, commencing as soon as possible before Christmas 2020, and for the movement of workers to be increased to meet the harvest demands in the first half of 2021.

Critical worker shortages are already being experienced and by late December, there will not be enough workers to pick cherries. The December shortfall is estimated to be 6,010 workers and at the peak – March to May 2021 – the shortfall tops out at 11,472 seasonal workers.

This initial request is focused on the immediate future – the next nine months – to ensure our crops are harvested and plans are made for future seasons.

The reasons these requests are made are:

1. Employment of New Zealanders and people stranded in New Zealand will fall well short of the predicted seasonal labour deficit
2. If RSE workers from the Pacific Islands are not permitted to enter New Zealand, there will be a significant economic impact. In the worst-case scenario, direct export losses for the summerfruit, apples, kiwifruit and vegetable sectors are predicted to be in the order of \$1.112 billion, with much larger consequential regional economic impacts. The continued growth of horticulture and its ability to contribute to New Zealand's economic recovery will be severely affected
3. There will be fewer New Zealanders employed permanently
4. The horticulture industry, part of the primary sector underpinning New Zealand's post-COVID recovery, will contract
5. Our global brand and reputation as a high quality and reliable food producing country will suffer.

Key factors influencing these requests:

1. Workers will only come from Covid free countries
2. To protect New Zealand's Covid status, all quarantine and other measures will be adopted
3. Extension programmes are running to attract New Zealanders
4. Jobs are being tailored to meet the availability of workers
5. Employers are making seasonal work as attractive as possible. Attraction programmes are running, offering subsidised accommodation and transport, and pay bonuses
6. Horticulture is committed to constant improvement of wages and employment conditions
7. RSE workers will be looked after by employers at all times with employers meeting the costs of arrival and departure quarantine, and ensuring that there is sufficient work for them
8. Horticulture has processes in place to appropriately manage the fair and equitable allocation of RSE workers
9. Doing seasonal work is being made easier by technology. This also assists workers to maximise their income earning potential
10. Automation is being rapidly adopted but this will not help during the coming season

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1. Introduction

In launching “Fit for a Better World”, the Prime Minister noted that New Zealand’s post-Covid recovery will depend on, and be led by, the primary sector.

The horticulture sector is well placed to lead this recovery. However, the industry is facing one of the greatest challenges in its history in the face of record production. With the prosperity of provincial New Zealand underpinned by the sector, it is likely that some producers of fruit and vegetables will be unable to harvest a significant proportion of their crops due to a lack of available labour.

Ministers have challenged the sector to set out its position, highlighting in particular the gap between labour demand and supply, and to make a case for the safe return of RSE workers to New Zealand from their COVID-free homelands. That is the challenge that this paper responds to.

2. The economic necessity

New Zealand, like other nations, faces a unique and challenging time as Covid causes the most severe global pandemic in more than 100 years, and the biggest economic depression since the 1930’s. New Zealand is successfully managing Covid, but the economic situation continues to worsen, with unemployment far from peaking, and set to reach 7.7% in mid-2021, a level not seen since the 1990’s.

GDP growth has plummeted to minus 12.4% in July 2020, the lowest level in generations, and an exponentially worse position than during other recent recessions (GFC, Asian Financial Crisis). This is shown in Table 1. Treasury forecasts a rise in Government debt from the current \$57.7billion (19% of GDP) to \$201.1Billion (53% of GDP) by 2024, levels not seen since the late 1980’s.

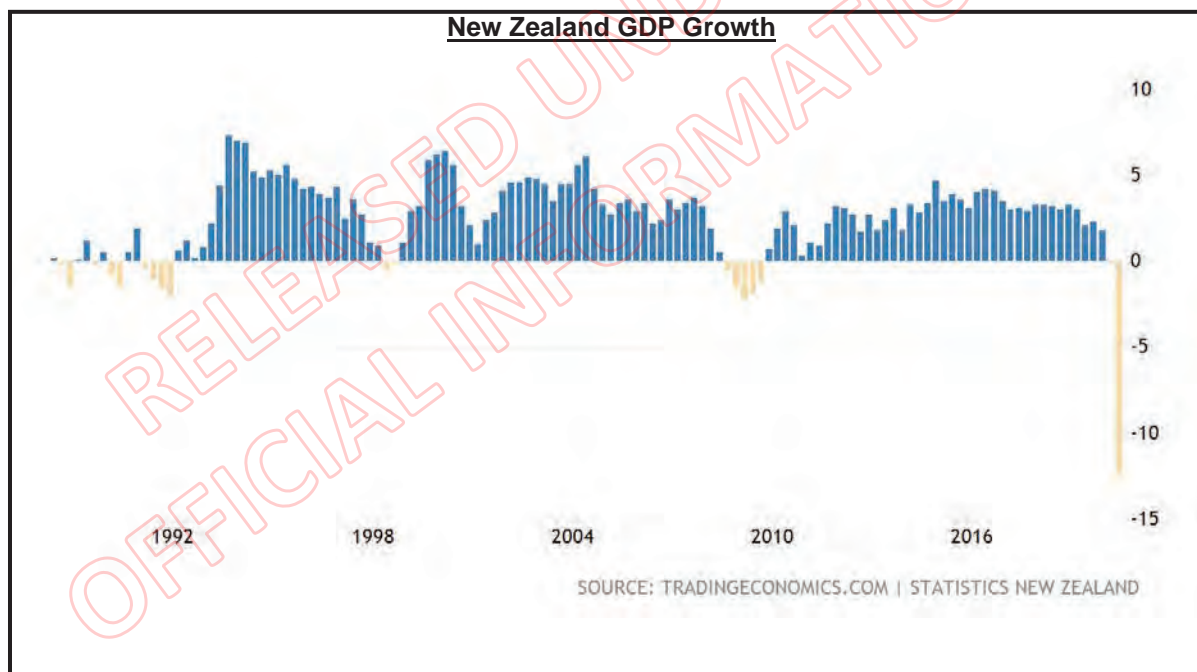


Table 1: NZ GDP Growth. Source: Tradingeconomics.com

With dire Crown accounts, especially with substantial debt to service, it is crucial that New Zealand maximises every feasible economic opportunity. The horticulture sector represents one of the most feasible opportunities with a high-value, high-quality, and sustainable offering, produced from a modest, but well distributed geographic footprint. Action is required now to ensure crop quality does not deteriorate and export earning opportunity is not lost. That action is predicated on access to sufficient labour during production and at harvest.

The sectoral and regional effect of Covid is expected to be significant, especially in those regions heavily reliant on international tourism, such as Central Otago, Tasman, Bay of Plenty (Rotorua in particular)

and Northland. Table 2 below demonstrates horticulture's widespread and significant export GDP value to New Zealand regional economies. In some regions it is now the dominant export earner.

In Hawke's Bay the apple, pear and viticulture sectors directly contribute over \$1 billion directly to regional GDP. The apple and pear sector alone contributes almost \$700 million of this activity, directly supporting around 2,580 permanent local workers and indirectly, through the supply chain, another 5,751 permanent local workers. At the peak of the harvest the sector supports around 4,000 non-RSE seasonal jobs and around 13,733 seasonal roles in total throughout the year.

Northland's fortunes are rising on the back of sustained market-driven value for fresh fruit and vegetables. In Central Otago in 2019, 28.2% of export GDP was derived from horticulture and fruit growing, while in Tasman, it was 38% of export GDP¹.

Our regions, more than ever, are relying on export-facing businesses that are Covid-proof, both in terms of sales and their ability to continue to operate safely in the event of further outbreaks. The horticulture industry meets both those criteria, noting that, whilst there are uncertainties about global markets, people must eat.

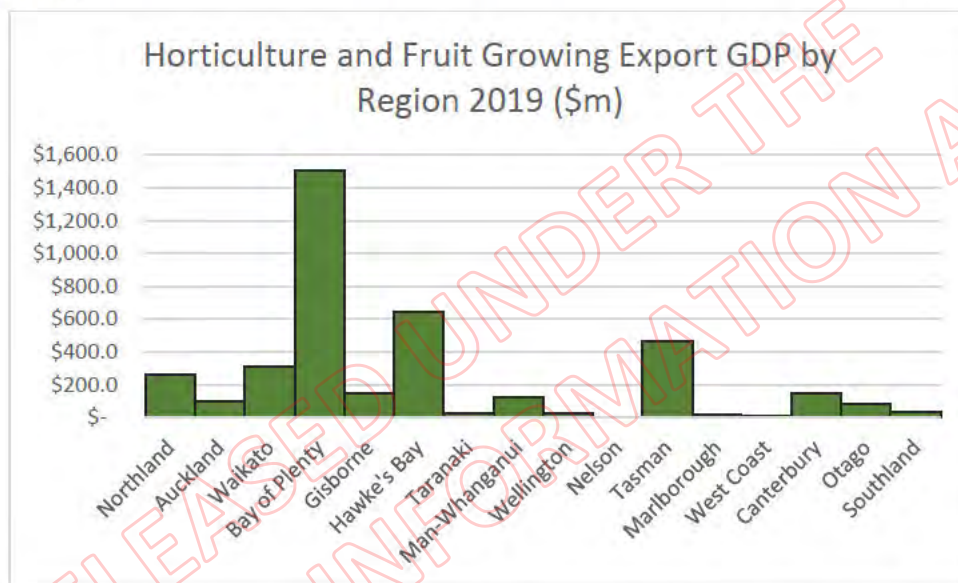


Table 2: Export GDP Value 2019 from Horticulture and Fruit Growing

Deemed essential services, horticulture businesses continued to operate successfully during the lockdowns. Indeed, notwithstanding the challenges of the pandemic both domestically and globally, the value of fruit exports for 2020 was 10% above 2019 levels.

¹ <https://ecoprofile.infometrics.co.nz/Tasman%20District/Gdp/Exports>

3. Labour demand and supply

The horticulture industry has always produced robust labour demand data.

The challenge with Covid is estimating where our labour supply will come from.

Traditionally the industry uses three primary sources to try and satisfy its seasonal labour demand – Recognised Seasonal Employer (RSE) workers, working holiday visa (WHV) holders, and (as a preference and priority) New Zealanders.

The previous Immigration Minister, Ian Lees-Galloway, approved 14,400 RSE places for the 2019/20 season, increasing to 16,000 for the 2020/21 season. With borders closed, and industry repatriation continuing (we expect a further 1,200 to return home between October and December), only approximately 5,000 RSE workers will be available for the peak harvest.

Note that these workers will be shared across the horticulture and viticulture industries. This report covers only the horticulture industry so it does overestimate the availability of RSE workers to the horticulture sector.

New Zealand would expect to receive about 70,000 WHV holders in any year, with a maximum of approximately 50,000 at any one time. There are about 13,000 WHV holders remaining in the country. While difficult to confirm with any accuracy, we have assumed that 25% of those WHV holders will work in horticulture; about 50% of the 13,000 WHV holders will transfer to SSE, work in horticulture and stay in New Zealand; that no SSE holders will leave New Zealand once they get their visa; and that SSE visas will continue beyond June 2021.

With respect to the attraction of New Zealanders, we have assumed that 50% of the roles available will be taken up by kiwis. This is an ambitious target, and already we are finding that the availability of New Zealanders, whether job seekers, other displaced kiwis, students and the like, is significantly constrained.

We have found that job seekers have very limited mobility, and a large proportion of displaced kiwis are choosing to “wait it out” close to home, in the hope that the industries that they are experienced in will return to some level of normality. These New Zealanders are just not available to our industry in any scale.

The resulting labour demand, supply and deficit model follows. This model shows large deficits in November and December, and in the period from March until June. Having exhausted all domestic based labour options, and with borders closed to WHV, the deficit can only be filled by returning RSE workers from Covid free countries and promoting a simple mechanism to move unemployed migrant workers to SSE visas.

While not agreeing specific numbers, the signatories to this paper have agreed with MPI, MSD and MBIE officials that there is an urgent shortfall between labour demand and supply.

	October	November	December	January	February	March	April	May	June	July	August	September
Hort Demand (not incl viticulture or wine)	18,322	32,171	30,964	22,448	17,716	45,057	43,209	44,886	35,353	19,727	15,380	17,140
WHV (25%)	3,269	2,943	2,447	1,718	1,097	462	0	0	0	0	0	0
SSE (50% expired WHV transfer to SSE & work in hort)		653	1,645	3,104	4,346	5,616	6,539	6,539	6,539	6,539	6,539	6,539
RSE (assumes repatriation 400 per month Oct-Dec)	6,180	5,780	5,380	4,980	4,980	4,980	4,980	4,980	4,980	4,980	4,980	4,980
NZers (assumes 50% supply)	9,161	16,086	15,482	11,224	8,858	22,529	21,605	22,443	17,676	9,864	7,690	8,570
Total Supply	18,610	25,461	24,953	21,025	19,280	33,586	33,123	33,962	29,195	21,382	19,209	20,089
Deficit	288	-6,710	-6,010	-1,423	1,564	-11,472	-10,086	-10,925	-6,158	1,655	3,828	2,948

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4. Attracting New Zealanders

The industry has implemented (year after year) a significant number of innovative programmes that have been developed to attract kiwis into the industry, preferably into permanent roles but also into seasonal roles². In particular, the relationship between the industry and Ministry for Social Development (MSD), primarily via regional offices, has vastly improved over recent years with many of the programmes being run in partnership with those offices.

Outside the “job seeker” cohort, relationships have also been formed with the Department of Corrections, through the regional prison network, to employ day release prisoners in our businesses. Many prisoners have gone on to take permanent roles in the industry after their release.

With the challenges of the Covid affected employment situation, additional programmes have been introduced to attract workers from other sources. The Career Progression Manager network is a collective effort across horticulture groups, district associations and growers, with financial support from the Provincial Growth Fund (PGF). This network has been directly responsible for attracting 181 people into horticulture apprenticeships and has collectively been involved in arranging training for more than 800 people.

The Career Progression Managers’ role is to work with employers, workers and potential workers in each region (Northland, Bay of Plenty, Hawkes Bay, Massey University, Nelson and Central Otago) to attract people into horticulture, create fulfilling and long-lasting careers; and to increase the number of apprentices and people studying for diplomas and degrees in their regions. This initiative is all about getting more and more New Zealanders involved in horticulture, long-term.

The GoHorticulture (or GoHort) website went live in August, to attract people to horticulture by showcasing careers and opportunities. In its first six weeks, nearly 4,000 people visited the site and 3,200 accessed the job board. This supplements the Work the Seasons and Opportunity Grows Here websites.

Pick Tiki is a NZ Apples & Pears and Horticulture New Zealand pilot programme, created to enable senior secondary and tertiary students to meet seasonal labour demand, by providing support and information linking to accommodation, transport and activities in each region. This initiative is being supported by a targeted marketing and social media campaign.

The Summerfruit industry has launched the ‘Handpicked’ campaign to attract students, unemployed New Zealanders, retirees, backpackers and WHV/SSE visa to our regions for harvest. That work has been underway for four months and is gathering steam.

The kiwifruit industry has invested significantly in a labour attraction strategy for several years utilising a range of initiatives to attract, upskill and retain seasonal workers. With support from the Ministry for Primary Industries (MPI), taster and training courses have utilised to attract New Zealanders that have not previously worked in the industry, helping them upskill quickly to secure jobs in the industry.

Further examples of seasonal labour programmes are provided in Schedule 3.

² Refer 2020 RSE Worker Survey Report (<http://www.nzkgi.org.nz/wp-content/uploads/2020/07/RSE-Doc-June-2020-WEB-FINAL.pdf>)

4.1 Understanding the nature of the work

It is important to understand the nature of the work that the industry is asking people to do.

Some work is very physical; some is less so.

When considering the summerfruit industry (cherry harvest December/January) and the apple industry (harvest February to May), the harvest is both time sensitive and physically demanding.

Once the fruit hits its maturity indicators, there are approximately 48 hours available to pick the apples; less for cherries. Whilst many apple orchards have introduced technology into the orchard to make harvest easier (i.e. picking platforms), the bulk of apples are hand-picked by climbing an 8 to 12-foot ladder with a 20kg bag around the picker's waist. The industry has calculated that an average picker will climb up to 25 vertical kilometres in month to harvest a hectare of fruit. This takes physical stamina and fitness and is why 80% of workers in an apple orchard are migrant workers while 80% of workers in a pack house are kiwis.

For the summerfruit harvest, the RSE workers, whilst a relatively small part of the harvest, offer longevity through the lengthy harvest (November to April) and are highly productive. That productivity is not just on an hourly basis; importantly it's the number of hours they work each week that adds significantly to productivity. For example, in the case of a Hawkes Bay orchard, New Zealand workers worked an average of 43 hours a week while RSE workers worked an average of 54 hours per week, making RSE workers 20% more productive based on weekly working hours.

For regions like Hawkes Bay that struggle with a housing shortage, getting 20% more hours per week from RSE workers represents a significant reduction in accommodation required. Considered counter factually, it means a further 20% more beds required to house the equivalent weekly base capacity if employing New Zealanders that have moved in from other regions – beds that simply aren't available.

For kiwifruit, RSE workers also provide an essential baseline workforce for times such as weekends and nightshifts which are difficult to staff with New Zealanders. Packhouses are often having to plan for no-show rates of 30% which increased to up to 50% during Covid. This means that in any one shift, 30% of the workers expected to work may not turn up to work creating significant planning issues, meaning that shifts have to be overstaffed to deal with this issue, or that productivity suffers. RSE workers are highly reliable and highly productive lessening the impact of other workers which may be unreliable.

Worker motivation is a challenge, with increasing grower frustration at having to deal with poorly motivated unemployed kiwis over many years. Recent examples in the summerfruit industry demonstrate the challenge:

- Orchard 1: 20 workers requested and referred from MSD; 11 turned up for interview; 3 started work
- Orchard 2: 8 referred from MSD; 1 turned up
- Orchard 3: 7 referred from MSD; 3 turned up

This is not an unusual experience across horticulture. Notwithstanding that, the sector remains committed to engaging more New Zealanders in seasonal work and identifying ways to attract New Zealanders into seasonal work. The recent "Handpicked" campaign that promotes the opportunity for New Zealanders has been heavily supported by MPI and MSD. This includes a strong campaign targeting students and New Zealanders aged 18 to 34.

Earn good money

on a summerfruit orchard this summer.

How are you funding your summer fun?



For more information check out the **Work the Seasons** website.
www.worktheseasons.co.nz/horticulture

Attracting New Zealanders to the kiwifruit industry is complex and involves connecting and working across government and regional organisations, fruit growers, training providers and post-harvest organisations. On behalf of our growers, New Zealand Kiwifruit Growers Incorporated (NZKGI) has invested \$100,000 of grower funds into the development and implementation of a labour attraction strategy for three years. It includes a range of initiatives to attract workers, advertise vacancies, provide support to employees and employers.

Currently NZKGI works with several government organisations to promote the industry as an attractive option for both seasonal and permanent work. Current initiatives include:

- MSD / NZKGI development of a combined Bay of Plenty Labour Attraction Strategy.
- Regularly connecting with MSD and MPI Connectors, Work Brokers and Economic Development Managers to create and support industry initiatives around seasonal and permanent work placement.
- Leading the Bay of Plenty Labour Governance Group and its industry focused working groups across the following areas:
 - Education and Training
 - Accommodation and Roads
 - Worker Pastoral Care
 - Worker Compliance
 - Immigration
 - Labour Utilisation
 - Business Analysis.

A number of innovative and flexible initiatives have been employed by grower and post-harvest employers to attract New Zealanders to the industry. Examples include:

- Greater flexibility around work hours for permanent staff
- Increasing average hourly and piece rates
- Family friendly options to accommodate specialists' groups i.e. Solo mums, split shifts and job sharing
- Providing transport to the job site
- Providing accommodation throughout the week and working with local accommodation providers to achieve discounts for seasonal staff
- Clearer and more transparent employment contracts
- On the job "in-house" training programmes lasting up to a year
- Hiring apprentices and horticultural cadets

See page 7 in the 2020 RSE Survey at Schedule 5.

One example of incentivising workers for the cherry harvest is:

Cherry Contract Commitment

One large Central Otago cherry business has committed over half a million dollars to seasonal bonuses for workers. For picking a starting rate of \$19/hr is supported by bonuses equivalent to \$1.25/hr up to and over \$15/hr. Based on an average of 22 cherry buckets per day (2020 season average) it would result in an average extra \$1.25 to \$2.00 per hour. With a big cherry crop on the trees it is expected that average will be closer to 24 buckets per day, resulting in an extra \$2.50 - \$4/hr.

The scheme sees cherry packhouse staff who stay to the end of the season getting a \$2 per hour bonus also.

The apple industry has implemented a workforce development plan, with two people allocated to work with growers to put together short, medium- and long-term labour plans.

4.2 Worker welfare

Horticulture has a set of core compliance standards that must be met to protect our industry and our people, implemented through Zespri GAP for kiwifruit, through GLOBALG.A.P. (Good Agricultural Practice) and NZGAP for the rest of industry. All growers and industry contractors are required to meet the GAP requirements which underpin everything done on-orchard. Our GRASP (GLOBALGAP Risk Assessment on Social Practice) module ensures workers are treated fairly and outlines expectations around worker safety, health and welfare.

Zespri ensures all contractors are registered and audited regularly, with registration renewed annually and declined or revoked if standards aren't met. The industry operates a confidential speak up line where anybody can voice concerns about what they're seeing. The kiwifruit industry's compliance team also provides ongoing education so practices can continue to be improved.

New employers in the industry must go through a robust vetting process to ensure they meet industry standards before they can begin work. Since 2019, three companies have had their right to work in the kiwifruit industry revoked because they did not meet the requirements. To date in 2020, 18 companies have had their applications rejected for not meeting industry requirements. The kiwifruit industry has worked proactively with Immigration NZ to address any issues identified. In July this year, the industry's compliance programme generated information that ultimately resulted in charges being laid for migrant exploitation. The kiwifruit industry is committed to looking after its people and has invested in systems which allow it to identify and take action over any cases of worker exploitation, with more work underway.

NZ Apples & Pears Incorporated (NZAPI) is supporting the goal of eliminating exploitation by deploying GRASP within all of its growing and packing businesses. In partnership with an independent New Zealand business, AskYourTeam, the industry is piloting a world first, "Voice of the Worker" employee survey system. The survey asks workers questions about their employment and living conditions, freedom and flexibility, and the like. The latest worker survey was translated into four Pacific languages and sent to more than 2,600 workers from nine countries. More than 1,600 individual responses were received.

To add strength to the survey, NZAPI is engaging investigative services capability to look more closely into areas where we may identify risk. These services are intended to work with MBIE's Labour Inspectorate on intelligence gathering and sharing. This capacity includes support services for any employees affected.

The industry is committed to being open and transparent, with resulting reports from these surveys intended to be shared appropriately. NZAPI has recently entered into a partnership with Auckland University as part of a larger comparative study on how well migrant workers have coped under Covid in the United Kingdom and New Zealand. This or similar surveys will be progressively extended across all of horticulture.

More on this survey is included in Schedule 4.

4.3 Commentary on wages

Much has been made of wages in horticulture. Industries have produced various reports and surveys that clearly highlight the profile of wages and salaries for both seasonal and permanent roles.

In our experience, the rate of pay is not what is most relevant from the point of view of the workers – what matters more is the ability of workers (wherever they are from and whatever they do) to maximise their income earning potential. It is true that there are some harvest workers that earn the minimum wage. It is also true that many of those have their wages topped up to minimum wage as lower productivity has been insufficient to earn that in its own right – for them the minimum wage provides a safeguard.

The apple industry has invested heavily over many years to structure its orchards to provide for future technology and innovation, while making it much easier to pick a bin of fruit, thereby making it much easier to maximise income earning potential. Newer and more productive apple varieties on dwarf root stocks, supplemented by technology such as picking platforms, has led to significant real increases in income opportunity.

The kiwifruit industry has collected wage information for seasonal workers during harvest since 2017. Wage rates for pickers have continued to rise year on year by between 4 and 11%. In 2020, the average rate for picking was \$23.39/hr for green and \$25.32/hr for gold, well above the living wage of \$22.10/hr.

The RSE survey report (Schedule 5) notes that across all seasonal roles, 57% of workers were paid on hourly rate with only 19% on piece rate (24% were based on employee choice). But for harvest, piece rates were more common at 43%, reflecting worker preference for the piece rate system where higher productivity is rewarded.

In the 2020 kiwifruit picking season, effective hourly rates of more than \$37.00/hr were achieved by some workers. There remain some employers who choose to pay minimum wage, but workers are actively encouraged to seek out employers who provide good pay rates and are good employers. Equally, growers are encouraged to employ staff directly or to actively choose a labour contractor with good employment practices.

There can be a large range of earnings for people doing the same type of work. The more skill and physical requirements of the work the larger the range. Experience is an important factor, along with skills and knowledge that lead to an increase in productivity and earnings.

4.4 Programmes/activities under way

In addition to the initiatives listed in Section 4 and Schedule 3, the following programmes are underway:

- Bostock NZ's 'Pick Organic and be our Harvest Hero!' campaign targeting people across NZ to apply for orchard and packhouse roles for the 2020/2021 season - includes assistance with transport and accommodation options
- Employment expos in a number of regions
- Engagement with retirees i.e. vineyards in Hastings area
- Two NZ Apples and Pears (NZAPI) fulltime staff are working with MSD and every apple and pear grower across NZ to develop and implement a customised workforce development plan - this is a multiyear engagement to employ and train New Zealand workers and to plan for, and resource, seasonal tasks.

A number of education and training courses have been undertaken to better prepare and inform New Zealanders about the kiwifruit industry and to raise awareness of opportunities available to them, these include:

- With MPI support, providing taster courses in Gisborne, Opotiki, Te Puke and Northland and funding appropriate tools and equipment to support entry into the industry
- Develop career pathways and training with local providers such as Toi Ohomai and Fruition Horticulture
- Working with Universities on industry integrated learning papers and ways to support the industry at peak times via the increased flexibility obtained through the introduction of a trimester system.
- Running events such as 'Cultivate your career', and the BOP Young Grower competition plus engaging in career events to inspire young people into a horticultural career.
- The production of educational collateral including a substantial textbook the "Kiwifruit Book" which is updated annually and used to support NCEA year 11-13 students.
- Supporting centres of excellence such as the Katikati Innovative Horticulture Project
- Industry scholarships encourage and provide support and leadership opportunities for New Zealanders wanting to enter the industry. Scholarships are provided by a range of grower and industry associations.
- Supporting local training initiatives for Maori such as Kiwi Leaders.

See Schedules 2 and 3 for more details on the programmes that are being undertaken. See Schedule 6 for a summary of the activities in Central Otago.

4.5 Automation

Horticulture is progressively adopting automation and technologies that make picking and packing more efficient permitting workers to increase their earnings. Although these advancements are making a difference, it will take time for their full effect to become apparent.

Although the kiwifruit industry is a big player in New Zealand, it is tiny internationally and achieving automation requires investment by New Zealand companies in New Zealand. Achieving a return on investment is difficult given the small scale of operations in New Zealand and limited ability to export the technology to other countries when compared with crops like apples and citrus which are grown extensively around the world.

In the short to medium term for kiwifruit, automation is most likely to be seen in post-harvest, which is appropriate as this is where two thirds of harvest labour is required. Regardless, significant investment is being made by a number of post-harvest companies into R&D around innovation. Over the past few years, automation advancements in some facilities have enabled both an increase in productivity but also a reduction in labour needs.

These advancements will be rolled out over the coming years as R&D prototypes become commercially viable. This extremely intensive capital investment would be difficult to justify on a pure return on investment basis especially considering the equipment is only used for 25% of the year in many cases. However, the industry recognises the importance of reducing its reliance on seasonal labour particularly given growth potential and continues to invest.

Feasible automation in kiwifruit and apple packing is still many years away, with very high costs but relatively low capacity output in current models.

Dwarf tree plantings over the past 20 years have resulted in much less pruning and harvesting from ladders, and/or use of shorter lighter ladders. These plantings have also enabled the use of motorised platforms where one key objective is to attract a different workforce into the orchard. Not carrying and using ladders or climbing with picking bags has seen different workers able to be deployed. The platforms do introduce additional costs especially where the crop is uneven and the work of all on the platform is not therefore evenly distributed. Typically, orchard redevelopment occurs every 25-30 years so not all plantings are suitable for this work and other factors such as terrain and row length can make platforms unfeasible.

The next generation of orchards that will be robot suitable are being developed, but sizeable plantings, and the availability of suitable robots, remains quite some way off.

5. Economic risks

“One in four New Zealanders’ jobs are dependent on exports. Exporting firms are more productive, employ more staff and pay better wages so it’s clear that a strong tradeable sector can help drive our recovery”³.

Small losses are a part of horticulture: weather effects (frosts, hail and the like) during the growing season; in the logistics chain; and value movement in rapidly changeable global marketplaces. The 2021 season looks no different.

Due to Covid, there are substantially increased costs and capacity constraints in export logistics, especially for airfreight. Current estimates of airfreight costs to market vary from two to four times the normal per kilogram rate, all of which will be borne by growers. Given global competition, this cost cannot be added to the prices that consumers will pay. The international marketplace, whilst currently strong, is looking increasingly unsettled as businesses fold, jobs are lost, and disposable household incomes fall.

These are the costs and risks already evident to growers, packers and exporters. The risk that no one expects to have to manage, especially in an economy reliant on primary-industry-led economic recovery, is the inability to harvest the crop. That is, to invest fully in production but only realise a part of the economic opportunity at the end.

³ <https://www.mfat.govt.nz/en/trade/trade-recovery-strategy/trade-recovery-strategy-overview/>

That risk is increasingly in danger of being realised as identified by the projected shortfalls in labour at harvest.

5.1 2021 Season Horticulture Sector Risks – Labour Shortage

The downside economic risks resulting from insufficient labour are readily apparent:

- a direct unrealised return for valuable crops if unharvested; and/or
- a loss of hard-won brand and sales value in international markets, if not harvested at optimum quality.

The latter is hard to quantify but will affect export sales value for years to come. This will reduce New Zealand's ability to remain ahead of competition and accustom consumers to lower-quality and less-sustainably grown products.

Not being able to harvest a proportion of the crop has immediate and obvious consequences. The effect is not just directly proportional to the percentage of crop harvested. Reduced profits, or losses, have exponential effects on the ability to secure capital to rejuvenate plantings, replace equipment, and retain permanent staff.

Current modelling suggests between 6% and 25% labour shortfall in the harvest season November to May. This will be exacerbated in areas where the peak is short and demand acute. Specifically, not harvesting 20% of a crop has a direct impact on growers, and the post-harvest capital investments that enable fruit and vegetables to reach domestic and international consumers. Those immediate direct consequences are:

- A direct opportunity cost to growers
- Shortages forcing consumer price rise in local markets
- The per unit cost to pack, store and distribute increases resulting in:
 - either a loss for those suppliers, and/or
 - additional cost for consumers
- Opportunity cost to regional economies.

Medium term direct consequences include:

- Loss of equity, potentially resulting in land sale for housing or to foreign investors
- Loss of confidence in the sector, resulting in increased finance costs
- Stalled new capital investment in post-harvest capacity and orchard modernisation.

Indirectly the consequences are far-reaching. New Zealand's horticultural exports strive for, and achieve, value over volume. This results from long term investment in optimum harvest timing; sound logistics capacity; and in-market relationships that extract value for high-quality, safe, fresh food.

That 'Brand NZ' value, in its many forms, has been created over many years - for cherries, more than 20+ years, likewise for Zespri kiwifruit. Failing to achieve a quality harvest, at optimum maturity, puts all that value at risk. Losing that established in-market brand will have lasting consequences for New Zealand's high-value horticultural exports, precisely the opposite of the intended 'value over volume' appeal proposed in *Fit for A Better World*.

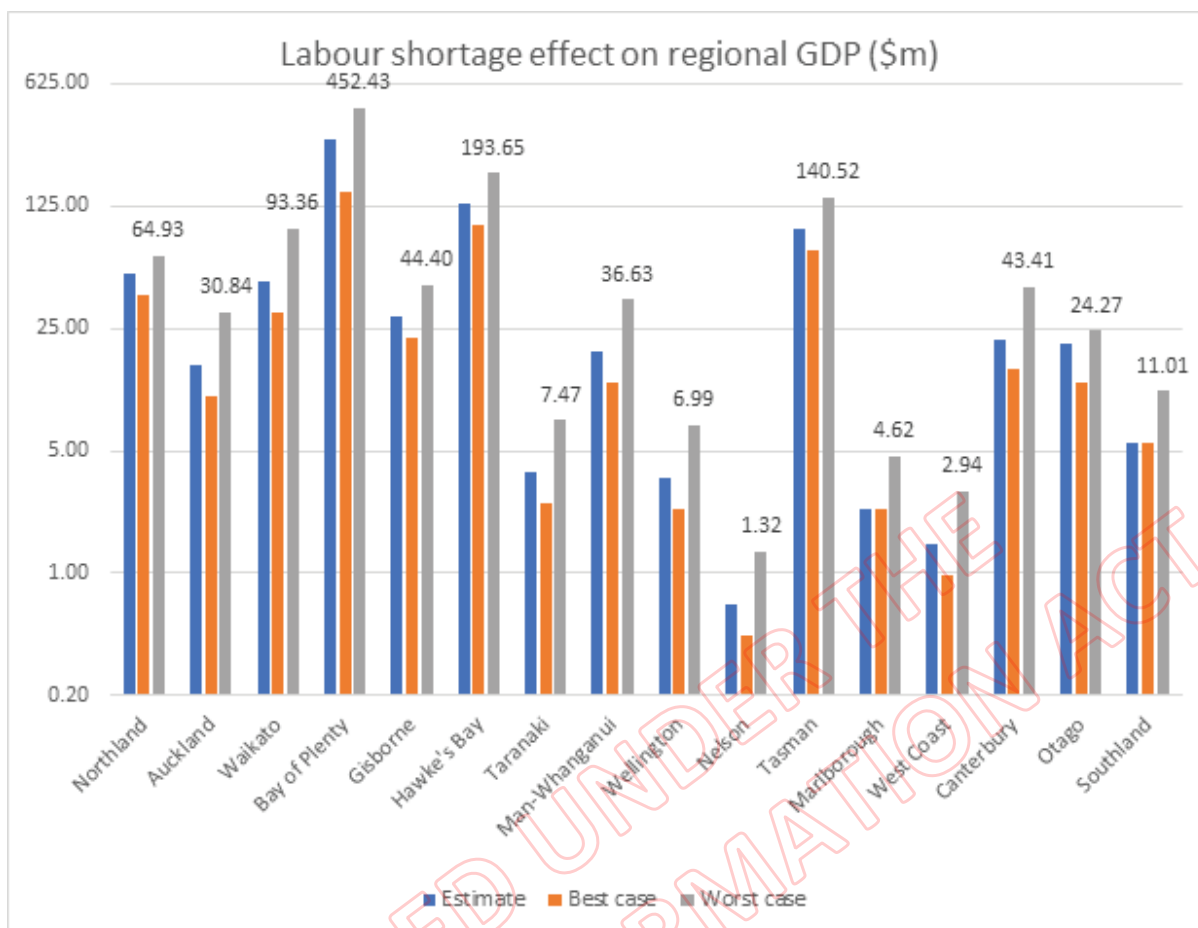
5.2 Direct Export GDP Losses

For modelling purposes three scenarios of export GDP loss are calculated on a direct basis using:

- Estimate: direct loss resulting from not harvesting 15% - 25% of crop
- Best Case: direct loss resulting from not harvesting 10% - 15% of crop
- Worst Case: across the board direct loss resulting from not harvesting 25-30% of crop

Those scenarios demonstrate the following opportunity losses from New Zealand's \$3.9 billion horticulture export GDP:

- Estimate: \$853m – 22% loss
- Best Case: \$548m – 14% loss
- Worst Case: \$1.112b – 28% loss



If you add in domestic GDP losses, the situation becomes far worse.

5.3 Longer term effects

Reductions in profits, or losses, have far-reaching consequences. As well as a reduction in regional spending, the necessary investments in new permanent staff and capital equipment drop away. On the back of recent increased plantings, most fruit sectors face acute shortages of post-harvest capacity: e.g. Cromwell will need a new cherry packhouse before the 2022 season to cope with demand; Hawkes Bay needs cool storage for thousands of tonnes of apples. The appetite for investment, both by the sector, and bankers, will be curtailed by the 2021 season losses if crops are not harvested.

The sector is well aware of the ongoing labour challenge. This has led to an emerging intent across horticulture to invest in alternatives to labour. However, the prospect of capital investment in new and expensive 'robot-ready' orchard structures, or packhouse or orchard robotics is at risk should losses occur in 2021.

5.4 Case study – summerfruit industry 2021 Season

New Zealand's summerfruit production is concentrated predominantly in Central Otago and Hawkes Bay, with over 2,300 hectares in production. Annual output is valued at over \$150million with 2021 season anticipated to be the largest cherry crop on record. In Central Otago, horticulture and fruit growing was the largest **export** contributor to GDP ⁴, contributing 28.2% of total export GDP in 2019.

New Zealand's cherry exports of (historically) between 2,500 to 4,500 tonnes per annum, are at the top end of the quality and price range in Asian markets. New Zealand's volume is tiny in comparison to our largest competitor, Chile, who are expected to export 330,000 tonnes this season, a staggering 24% increase from the 2020 season. New Zealand cherries have carved out a high-value market niche,

⁴ <https://ecoprofile.infometrics.co.nz/Central%20Otago%20District/Gdp/Exports>

established by fresh high-taste fruit, harvested, and shipped at optimum maturity. Domestic sales are sustained by export which would otherwise crash the price of all summerfruit (as seen in 2017).

The peak of the summerfruit harvest is January when 7,000 workers are required across New Zealand, up from 1,500 in November, and 4,600 in December. This peak is typically managed with a large influx of backpackers and students, providing about 60% of the labour. The 2021 season is currently assessed to have a labour shortfall of 28% in January in Central Otago.

A 30% unharvested cherry crop in Central Otago means:

- **Orchard:** In a normal year it would be breakeven, but with rising costs on the harvested crop in 2021 this will lead to a farm gate loss and a resulting loss of equity.
- **Packhouse:** A loss due to reduced turnover, and high fixed costs; equity loss; stalled new investment
- **Region:** No new spending despite a regional need for investment in additional post-harvest capacity.

For Central Otago, this would result in an opportunity cost of \$50million in export earnings based on the current export cherry crop estimate of 6,000 tonnes.

5.5 Case study – apple and pear industry 2021 season

The apple industry generates approximately \$1b in direct export and domestic returns. With an economic multiplier of three to five times export earnings, the indirect economic contribution to provincial New Zealand is between \$2.7b and \$4.5b.

The industry is responsible for 3,800 permanent jobs and 12,000 seasonal jobs. Many associated jobs depend on the sector. For example, in Hawkes Bay the industry employs 2,500 people with a further 5,500 jobs associated with the sector.

A 30% loss of volume due to an inability to harvest the fruit could lead to:

- A direct loss in earnings of \$300m
- An indirect loss in earnings for provincial New Zealand of \$0.81b to \$1.35b
- The volume of throughput of fruit produced for domestic or export markets would reduce by approximately 150,000 metric tonnes. In the packhouses, which predominately employs New Zealanders, we need 2.36 permanent staff for every 1,000 metric tonnes of fruit packed stored and sold; and one seasonal worker will pack 119.5 metric tonnes of fruit in a season. So, a 30% reduction in throughput will risk 354 permanent roles and 1,260 seasonal roles
- In corporate roles, which employ New Zealanders, we need 1.25 permanent staff for every 1,000 metric tonnes of fruit packed stored and sold. So, a 30% reduction in throughput will risk 187 permanent corporate roles.

5.6 Case study – kiwifruit

The kiwifruit industry is growing rapidly and in 2018/19 provided \$2.1b in export earnings (up 23% on the previous year) and generated \$1.82b in direct income to largely regional economies. This growth is largely attributed to the success of the SunGold kiwifruit and demand is expected to continue so that Zespri global sales revenue grows to \$4.5b by 2025.

The industry supports more than 10,000 permanent workers and over 20,000 seasonal workers now and this will continue to grow. Almost all permanent workers are New Zealanders along with over 50% of seasonal workers and the industry has been investing significantly for several years in supporting more locals to join the industry.

The success of the industry is driven by international customer demand for a consistently superior quality fruit underpinned by strong customer assurance. Demand for safe, healthy, tasty food continues to grow around the world. Growers have invested more than \$1b in their brand over the past two decades, underpinned by rigorous quality and safety systems.

For the kiwifruit industry to continue to grow it must maintain exceptionally high-quality standards which require that the fruit is picked and packed at optimum quality. The Zespri SunGold™ variety in particular must be picked within days of achieving maturity. To maximise the industry's growth and income earning potential for New Zealand, consistent labour supply is critical. While RSE workers make up only a small proportion of the seasonal workforce (<15%), their reliability and productivity mean they

are critical to achieving harvest at optimum time. With the reduction in backpackers due to border restrictions, RSE workers become even more critical particularly for nightshifts and weekends when locals often prefer not to work.

If the kiwifruit industry does not have sufficient staff to pick and pack crops at optimum maturity and deliver on the its brand promise to high value customers, then not only are the current export earnings at risk, but significant future growth potential may not be realised either. The kiwifruit industry needs RSE workers to deliver export earnings, support regional economies and employ over 30,000 people.

5.7 Case study – vegetables and other fruit crops

The vegetable and other fruit crops account for \$1.03 billion in exports and \$1.46 billion in domestic sales. These crops grown on approximately 55,000 hectares and are increasing in value by on average around 1% a year. Most of their seasonal workers are New Zealanders, with many of these roles being more permanent than seasonal.

However, 1,500 RSE workers are employed in field work, as it is difficult to find New Zealanders who will harvest crops on a consistent basis, and it is hard physical work that needs to be undertaken in all weather conditions. Where these jobs are not full time, as is often the case, they are not attractive to New Zealanders looking for full time work. This reduces the pool of workers available for field work in particular.

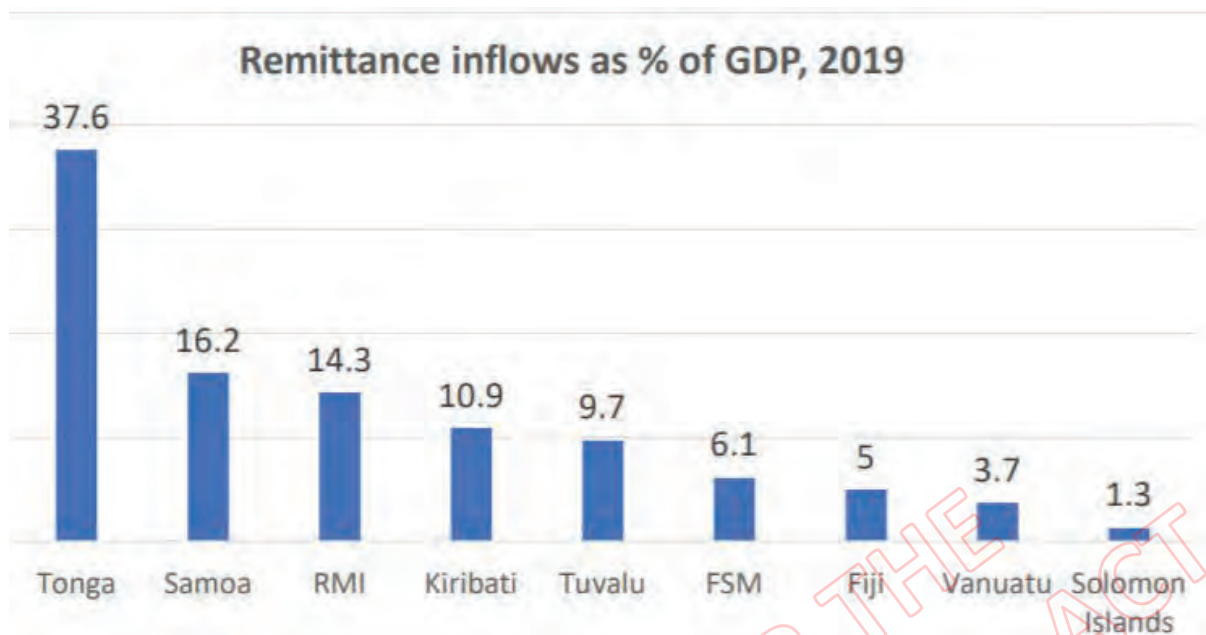
The RSE workers in the field support a large New Zealand workforce in the packhouses and further down the supply chain. Removal of these RSE workers will therefore have a ripple effect, reducing produce and earnings.

The horticulture sector is already facing worker shortages for field work in strawberries and vegetables. Due to the Covid lock down, vegetable growers have recorded a 20% to 30% fall in return resulting from hospitality and outlets other than supermarkets being closed.

This situation has placed significant pressure on margins and put at risk, continued productivity. If field work cannot be completed, there will be no jobs downstream for New Zealanders. Growers will exit the sector if they are unable to harvest and sell their crop. A reduction of \$300 million in domestic value is possible if field workers are not available.

5.8 Value of RSE to the Pacific

More than NZ\$40 million was earned by RSE workers and remitted back to their Pacific homelands in 2019. Many Pacific economies rely heavily on RSE earnings along with revenue from tourism – see the graph below. For example, much of Samoa's revenue is derived from tourism and RSE earnings. Without tourism and if the opportunity to remit earnings from New Zealand is removed, the outlook for a country such as Samoa is dire.



RSE remittances are a key contributor to Pacific economies and are invested by the RSE workers in their own and their families' future. It is used to set up businesses, buy transport, construct schools and other community facilities, as well as build storm-proof houses.



A post-Covid study by the Australian National University, Development Policy Centre, showed that many RSE workers' remittances to their home country were above relative earnings, despite lower earnings post-season. This reflected the importance of remittances from RSE workers, and a degree of sacrifice by those remaining offshore⁵.

At the same time, RSE workers learn skills in New Zealand that they apply back home. Those skills range from the entrepreneurial – how to set up a successful business – to the practical – how to make concrete blocks and build stormproof buildings, for example.

[Click here to view a video](#) about the RSE scheme's importance to lives in the Pacific.

⁵ https://devpolicy.org/Events/2020/Pacific_labour_mobility_and_remittances_in_times_of_COVID-19_21Oct/slides.pdf

5.9 Value of RSE to NZ employment

Since the RSE scheme started in 2007, the horticulture industry has grown from \$2.6 billion in 2007 to \$6.39 billion in 2019 (from Fresh Facts).

The RSE scheme has played an important role in this growth, which has also resulted in considerable growth in permanent employment opportunities for New Zealanders, mainly in the areas of management, quality control, distribution, and sales and marketing.

In 2019, 45% of RSE employers stated that their business had expanded that year due to the labour the scheme provides (from MBIE's 2019 RSE Survey).

Tens of thousands of New Zealanders have benefited from horticulture's growth, as have regional communities across the country. Today, more than 60,000 people are employed in the horticulture industry, the majority of which are New Zealanders (RSE workers make up 33% of seasonal staff).

In 2019, 93% of RSE employers also hired workers from their local community and 79% said they hired workers involved with Work and Income (from MBIE's 2019 RSE Survey).

[Click here to view a video](#) on how the RSE scheme creates opportunities for the permanent employment of New Zealanders, and the efforts that the horticulture industry makes to attract and retain New Zealanders.

6. Mental health impact on growers

The industry is becoming increasingly concerned about grower mental health. While larger growers may have the scale to cushion some of the impacts of not harvesting crop, smaller growers face the prospect of not having access to any labour and therefore losing their entire crop and source of income. These growers are very anxious and need certainty that at least some of their crop can be harvested.

While the industry will do all that it can to support these growers through sharing labour where it is available, the time sensitivity of harvest makes this a huge (and impossible) challenge. The number of workers needed is just not available domestically.

The consequence of this increasing pressure on grower welfare poses a serious risk. We cannot play with people's lives and livelihoods by failing to address this issue.

7. Returning RSEs

As noted earlier, despite accessing RSE and WHV/SSE labour remaining in New Zealand, and despite providing opportunities for all New Zealanders motivated to and physically capable of joining our industry, there will be a significant shortage of labour at critical times, most urgently for the Summerfruit and apple harvest. This gap can only be filled by reintroducing seasonal workers from the Pacific.

The need for Government MIQ for entrants into New Zealand is understood. The limitation on capacity for Government MIQ is also understood, however, we believe that capacity can be extended safely to provide critical RSE workers to the industry in the very short term.

7.1 Managed Isolation and Quarantine (MIQ)

Reintroducing seasonal workers to New Zealand requires a careful balance between supporting economic activity while preserving public health. By combining the strengths and experience of a cross industry collaboration group, including the horticulture industry, airlines, airports, Pacific Island Governments, DHBs, and local councils, a highly controlled, transparent and auditable risk management model can be developed that will support the safe re-entry of seasonal workers.

In this section, three possible options are considered but all are able to be adapted to manage risk to the satisfaction of the New Zealand and Pacific Governments. The options are:

- Industry Managed Isolation and Quarantine
- Government Managed Isolation and Quarantine
- Creation of a Pacific Island Covid bubble with New Zealand

Discussions with officials to date indicate that there is little appetite for privately owned and government managed quarantine and isolation facilities. Whilst we do not necessarily agree with that conclusion, we accept that in the immediate term, we may need to be able to execute a programme of returning RSE workers using existing facilities. The challenge is that, with Christmas approaching, spaces in those facilities has become constrained.

We request that discussions on privately owned and government run facilities occur concurrently, given existing constrained capacity. This must be considered as an urgent realistic alternative.

While discussions on industry/government MIQ are progressed, the industry requests that current MIQ capacity (or spare capacity) is allocated to allow the entry of RSE critical workers for horticulture as soon as possible, but particularly in time to meet the cherry season peak in December. In doing this, consideration needs to be given to facilities which best suit the cultural requirements of Pacific workers.

7.2 Industry Managed Isolation and Quarantine

It is feasible for the industry to provide the facilities for managed isolation and quarantine. This has the advantages of not taxing Government resources and housing RSE workers in accommodation that they are used to. The risk management (control) model for utilising private facilities to extend MIQ quarantine is outlined in Schedule 1. The schedule details the multi-step risk control process, with industry and all relevant agencies working together to achieve the outcomes that are critical to all parties. In practice, there is little difference between government and privately managed MIQ. The primary differences, as highlighted below, are with oversight, process standard and security.

	Government MIQ	Industry MIQ
Accountability	Government	Government
Oversight	Direct authority	Delegated authority
Process Standard	Prescribed	Outcome
Verification	Audited system	Audited system
Administration	Private	Private
Operations	Private	Private
Security	Government	Private

7.3 Recognition of Pacific Covid status

The one certainty with Covid is the uncertainty of when international travel can progressively return to the pre-Covid situation. It is reasonable to suggest that this will be progressively achieved by different quarantine and other requirements such as Covid tests being required. The potential for travel between Covid-free countries with different quarantine regimes is a realistic first step. The potential with the cohorts of RSE workers from Covid countries in the Pacific is to bring them through to New Zealand in their own bubble, and maintain that bubble for a given length of time, be that in quarantine or in some other arrangement.

We understand that this change is not likely in the immediate future, but at some time, it will become a consideration. When it becomes a real opportunity, it will be possible for industry to meet the Government's requirements enabling the safe movement of RSE workers to and from the Pacific.

While it is understood that some risk mitigation is still required, this could be achieved through a less intensive regime than standard MIQ, allowing this capacity to be utilised by travellers from higher risk countries. Industry facilities with Government oversight are well placed to provide certainty for workers from low risk countries.

7.4 Allocation of RSE workers

The horticulture industry demonstrated systems to successfully share RSE workers during Covid lockdown. For example, the kiwifruit industry usually sees RSEs enter the country for harvest in mid-late March. In 2020, the border closures occurred as the workers were due to arrive and that meant with a few exceptions that most of the industry RSEs were unable to enter. At the same time, RSE workers who were due to return home were unable to do so, leaving them stranded and in some cases without work. NZKGI worked with RSE employers from other regions to facilitate relationships between employers to see RSE workers redeployed to the kiwifruit industry where they were desperately needed

firstly for harvest and then for winter pruning. These workers returned home as they could or returned to their original employer. We have demonstrated that if the flexibility in the immigration system is provided, employers can work together to share RSE workers to the regions where they are most required. It is our expectation that when RSE workers enter the country in late 2020/early 2021, they will be deployed to the regions where harvest is underway and then redeployed to other regions to meet harvesting labour needs as the seasons progress, staying on to meet requirements for winter pruning. There will be at least an average of 30 hours a week of work available for these workers for their stay in New Zealand

8. Timeline

Time is of the essence. The delay in the General Election until 17 October exacerbated the problem. Summerfruit and apple growers are already facing decisions right now about whether to take out trees, what crops to sacrifice, what investment to curtail and what staff positions may be at risk. This situation is untenable.

Decisions must be made on quarantine arrangements to allow workers to start arriving and to clear quarantine in time for the start of the summerfruit harvest. That gives us weeks, not months.

If no decision or the wrong decision is made resulting in significant labour shortages, the short, medium- and long-term impact on our industry will be very significant. At this critical time, we are seeking full support from the Government for one of the industries that has kept the New Zealand economy going at a time when much of the economy had shut down, cushioning the economy against an even larger impact of Covid. We therefore seek recognition that the primary sector will drive New Zealand's post-Covid recovery, through the Government providing the tools and processes we need to do this.

9. Pacific support

We have been in contact with senior officials in Samoa and Tonga. We can confirm that Samoa and Tonga have the capacity and capability to mobilise their workers at short notice should border exemptions be approved. We are having similar discussions to increase the country participation for Vanuatu, as we understand that they also have the ability to respond at short notice.

10. Managing risk if RSE workers cannot return home

Industry acknowledges that there is some risk posed from RSE workers coming back to New Zealand, and, for whatever reason, not being able to return home. The industry is working closely with Pacific governments to develop specific repatriation protocols to ensure that there are clear pre-agreed processes on repatriation.

Assuming that the visa flexibility currently approved will continue until further notice, industry is committed to ensuring that the wellbeing of the workers will be assured and will not be a burden on the New Zealand taxpayer.

11. Conclusion

The facts speak for themselves; the case is compelling, both for New Zealand and Pacific Island countries. The industry stands ready to work with Government to enable the urgent return of RSE workers from the Pacific Islands, adopting whatever option the Government endorses through managed quarantine facilities or through greater freedom of movement for workers from the Pacific.

We therefore request that capacity be set aside now for the return of RSE workers. Industry has already engaged with Pacific Island governments to ensure that workers are ready, and transport assured as soon as approval is given.

We also request that discussions on privately owned and government run facilities occur concurrently, given existing constrained capacity. This must be considered as an urgent and realistic alternative.

Schedules

The following schedules provide an additional basis for the case made in this submission.

Schedule	Topic
1	Industry Managed Isolation and Quarantine
2	Pilot for Learning Pathways
3	Examples Seasonal Labour Initiatives
4	"Voice of the Worker" survey
5	2020 Recognised Seasonal Worker Survey – attached as separate document
6	Central Otago – Seasonal Labour Work Undertaken

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Schedule 1: Industry Managed Isolation and Quarantine.

1 Risk Control Process

Industry Managed Isolation and Quarantine requires a multi-step risk control process, with industry and all relevant agencies working together to achieve the outcomes that are critical to all parties.

Gate	Risk Control
1	Mobile Phone Access
	To ensure all Seasonal Workers have access to a mobile phone for track and tracing (geo-tracking)
2	Pre travel health assessment
	Prior to travel, all seasonal workers will be subject to a health assessment.
3	Pre travel COVID test
	Confirmation of a negative COVID test, undertaken by an accredited physician, will form the basis of a certificate of fitness to travel.
4	Controlled airport departure
	Ensuring workers are kept isolated from the general public when departing from origin. Upon arrival at the airport, the workers will be kept in a separate facility until the plane is ready for boarding at which time the workers will be escorted through customs and on to the awaiting aircraft
5	Charter Flight (PPE inflight)
	Dedicated or charter services enables control the environment and eliminates any potential for engagement with non-workers. All passengers would be required to wear PPE.
6	Controlled airport disembarkation
	Upon arrival at NZ airport, the seasonal workers will disembark the aircraft and be escorted through an isolation corridor before being processed via a dedicated customs environment. Luggage will be processed by baggage handlers and transferred directly to awaiting coaches. Workers will wear PPE throughout the airport environment until they have boarded the transfer coach.
7	Transfer to destination
	To minimise community engagement, bus transfers from arrival airport have been considered the safest form of travel. Given the journey time is likely to be several hours all transfer coaches will be equipped with onboard toilet facilities to ensure coaches do not need to stop enroute. Prepacked food and drinks will be supplied to the workers during the course of the transfer.
8	14-day Quarantine
	Identification of appropriate quarantine facilities. Each plane load will be placed into their own facilities so that flights and origins do not mix. Each worker will have their own room and toilet / shower. All rooms are equipped with televisions fridges and Wi-Fi. Meals will be catered for onsite.

9	3-day COVID Test - commencing work
	In accordance with the existing NZ Government Policy, all Seasonal Workers will be required to undertake a day 3 COVID Test.
10	12-day COVID Test
	A further COVID test will be undertaken on day 12.
11	Pre departure isolation
	Based on returning Government protocols.
12	Pre departure COVID test
	Based on returning Government protocols.
13	Controlled airport departure
	Workers will be transferred back to departure Airport by bus and processed via isolated corridors (as per the arrival process)
14	Charter Flight (PPE inflight)
	As per the flight to New Zealand, on the return charter flight workers will be required to wear PPE equipment until arrival back to destination.
15	Quarantine
	Based on returning Government protocols.
16	Geo-tracking throughout journey
	Mobile phones could have geo-tracking capability from country of origin pre-travel and departure through to the end of inbound quarantine and then the same on the return leg home. A geo-tracking programme tracks the movements of the individual to ensure compliance with risk management procedures and to enable full support of contact tracing efforts in the event of an issue arising. This tracking data can be made available to the MOH upon request.

2 MIQ's- General Requirements

The COVID-19 Public Health Response (Isolation and Quarantine) Order 2020 sets out the general requirements for MIQ's. They are as follows:

Administration	Set up the key administrative processes to support the management of guests.
Accommodation	Provision of: <ul style="list-style-type: none"> • 24/7 on-site liaison/reception • Units available for groups (bubbles) with private space and their own bathroom facilities • Guests have an outside space and can exercise in isolation
Accommodation: facilities and services	Provision of: <ul style="list-style-type: none"> • Room cleaning service (once per day and also by exception if needed for incidents). Ensure cleaning staff understand and follow COVID-19 cleaning guidance for rooms • A laundry service (internal or contracted to meet demand) • Working waste management facilities

	<ul style="list-style-type: none"> • Access to health professionals – e.g., nurse and ability to contact a GP, etc (to be assigned)
Food / nutrition	<p>Provision of:</p> <ul style="list-style-type: none"> • 3 meals per day for all guests • Special diet meals (meeting dietary, allergy, medical, religious requirements, etc) • 24/7 infant feeding resources (hot water, infant formula etc) • Availability of snacks and drinks • Options for delivery of food (ordering for guests, or guests can order online from supermarkets etc)
Security and safety	<p>Check/enhance existing security/safety processes and ensure:</p> <ul style="list-style-type: none"> • Appropriate fencing of the site • Controls at entry points to ensure third parties cannot access guests or the facility (e.g., an approved entry list is used and security staff are aware of entry requirements to the facility) • Guest privacy is secured • Sufficient security personnel are in place (over and above routine arrangements) • Emergency services are briefed on the facility and have contact details etc • A complaints management process is in place • A process to respond to (or refer on) media queries is in place
Health and safety plan	<p>Develop a health and safety plan for the facility:</p> <ul style="list-style-type: none"> • All staff need to understand the plan and follow it • New staff and those coming onto the facility need to be briefed on the plan – including the infection prevention and control components + wearing of PPE
Wellbeing and welfare issues	<p>Ensure facility staff can refer guests on to appropriate information/services to:</p> <ul style="list-style-type: none"> • Maintain their wellbeing – e.g., using technology to stay connected with others, keep moving/exercise, sticking to a routine, finding ways to relax, etc • Receive financial support – are paid.
Environment	<p>Check your facility can provide:</p> <ul style="list-style-type: none"> • Access to outside areas people can exercise get, fresh air, get out of their rooms (while maintaining physical distancing and standard health precautions)
Cultural identity / religion	<p>Check your facility can provide for or help facilitate:</p> <ul style="list-style-type: none"> • A process for guests to communicate their needs • Space or potentially equipment to support observances of religious practices • Access to religious community leaders if required (e.g., WIFI to enable Zoom etc) • Community organisation to provide religious books/resources, etc
Communications / information for guests	<ul style="list-style-type: none"> • Ensure the facility has a range of communication channels to guests – e.g., information boards, daily updates, direct verbal communications to guests, written information (including government forms and guidance, etc)

Schedule 2: Pilot for Learning Pathways

Pilot for Learning Pathways

Joint proposal to MPI and TEC (supported by eCampus)

- New Zealand Apples and Pears Inc
 - Horticulture NZ
- The Horticulture Capability Group
 - EIT, NZIST Subsidiary
- Transitional Primary Industry Training Organisation

Purpose:

To ensure more effective learning pathways for the NZ workforce into primary sector employment. To provide consistent and recognised learning that enables both new entry and transfer opportunities into the sector. To respond quickly to primary industries and to workers negatively impacted by COVID-19. To develop a foundation for longer-term *industry-education provider* partnerships for “stack and pack”⁶ micro learning and micro credentials (MC) services which provide bite-sized skill development and can stack to larger qualifications.

Scope and deliverables:

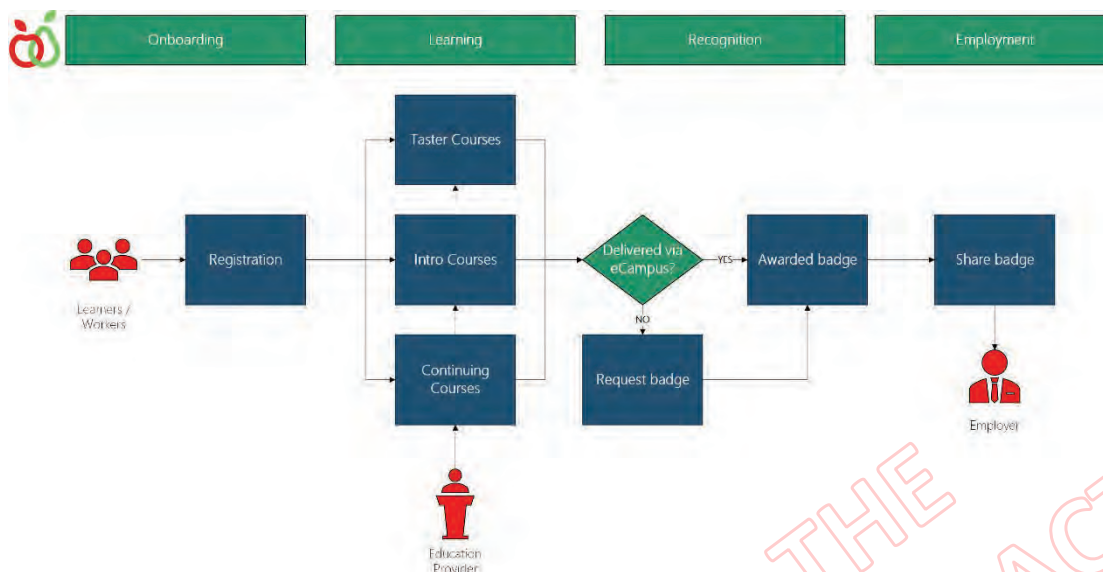
This is a proposal to develop and deliver a pilot with Apples & Pears including:

1. A pre-employment pathway (“familiarisation programme”) for new entrants with the following components
 - a. A set of “taster” MCs which promote different horticulture skills and roles to attract new entrants to the sector
2. A sector-transfer pathway for displaced workers with the following components
 - a. A set of introductory MCs to develop new skills and to contextualise existing skills (e.g., food safety or H&S from tourism to horticulture)
3. Continuing interest pathway for all workers with the following components
 - a. A set of Apples & Pears MCs which can be extended to other horticulture production industries (e.g., phytosanitary, quality control, biosecurity to kiwifruit)
4. MC badging
 - a. A framework which aligns MCs to industry-defined skills
 - b. Digital badging for MCs
5. Employer analytics and administrative tools
 - a. Analytics dashboard, report, visualisation to help employers understand workers’ progress and achievement towards MCs and badges
 - b. Administrative dashboard to allow employers to register workers for MCs
6. Learning pathways framework, content, and model for primary industries
 - a. Processes and services for MCs and badging
 - b. MCs content, badge design, learning design, learning materials, and assessments

Delivery:

The pilot services will be delivered online. MC’s will be primarily self-paced, with elements of face-to-face (F2F) delivery with hands-on activities. Digital badging and analytics will also be online.

⁶ Deloitte (2020) *Where to next? Beyond the skills gap*. “Stack and Pack...the framework and strong quality assurance processes to ensure short courses and skills can be accumulated and combined into a nationally recognised qualification, enterprising providers will help enhance the value of formal learning” pg. 37.



Pilot services will have the following roles and responsibilities for stakeholders:

	MPI	TEC	MSD	Fruit & Fibre CoVE	A&P	EIT	Primary ITO	MPI-funded providers	eCampus
Governance and oversight	X	X		X					
Funding	X	X	X						
Expertise					X	X	X	X	
Selection of MCs and skills					X				
Development of learning					X	X		X	X
Development of badges					X				X
Delivery of MCs / awarding badges					X	X		X	
Online platform (incl. issuing badges, analytics)									X

The pilot services are intended to be nationwide, delivered by Industry and approved MPI-funded organisations, applying standard vocational education methodologies to a consistent level of quality, achieving consistent outcomes for career seekers and those wanting to transition to Horticulture.

Timeframe:

1. Month 1 – development of first tasters
2. Month 2 – begin delivery of tasters
3. Months 3 to 6 – development and delivery of remaining services

Cost:

It is intended to approach MPI, TEC and MSD to jointly fund this pilot project, estimated to cost \$150,000. Assuming \$15,000 per MC for development and delivery.

Benefits:

- The learning pathways *framework* developed for the pilot can be applied to other primary industry production sectors (e.g., dairy, forestry)
- The learning pathways *content* developed for the pilot can be applied to like Food and Fibre primary sector production industries (e.g., kiwifruit, Summer Fruit, Avocados)
- The learning pathways *model* developed for the pilot can be extended to future work-integrated learning which supports worker upskilling during employment with a combination of formal and hands-on training.

Strategic alignment:

- Supports MPI aim of “growing primary industry careers” by helping to attract “keen, innovative people from diverse backgrounds, including urban areas” by providing effective and efficient online learning that introducing new skills and contextualises existing skills⁷.
- Supports TEC aim, “Create clear and accessible pathways” by helping “to attract the right people and develop the right skills to address skills gaps and/or lift productivity, there need to be clear and accessible career and education pathways into the food and fibres sector” by partnering with industry to provide MC and badging services⁸.
- Supports Food & Fibre CoVE aim for “new starters are work-ready and engage quickly on the job, and employers are supported to value and invest in upskilling their workforce” by helping to develop, deliver, and badge MCs⁹.

⁷ From <https://www.mpi.govt.nz/funding-and-programmes/other-programmes/future-skills/primary-industry-careers-growing-our-future/>

⁸ From [TEC Growing the Food & Fibre sector](#), priority 2

⁹ From [Food & Fibre Skills Action Plan](#), Focus Area 3 EDUCATION

Schedule 3: Seasonal Labour Initiatives

Examples of seasonal labour initiatives from the regions are provided below.

Northland	
Youth Pickers Hawkes Bay Programme	Waitomo Papakainga Development Society - Pilot initiative to take a group of seasonal workers from Te Hiku to Hawkes Bay with social support. Building pathways to seasons, this could be reshaped to work with NZ Seasonal Scheme
Bay of Plenty	
Transport	Subsidise transport of people from outlying areas to Pack Houses. 10 Packhouses involved
NZ Seasonal Work Scheme	This scheme was started five years ago with four pack houses, three of which have subsequently stopped this programme. There were a number of reasons involved, including the behaviour of the workers when off work and in the living quarters and the amount of time invested by the employer not being worthwhile. The remaining Pack House is Aongatete (near Katikati) which takes and accommodates 20 of our clients from Tokoroa. (These clients receive training before beginning work with Aongatete and when the season is finished they choose between a number of qualifications to gain and then will be brokered into other job opportunities – also in the primary sector)
Forklift Drivers	Pre-harvest we have worked with a number of Pack Houses to get forklift licences for 60 of our clients. Those Pack Houses provided on-the-job experience and then went on to choose people for employment in the season when demand is high. 25 people are now off benefit as a result of this training.
Partnering with Corrections	This year we have partnered with Corrections and Apata Turntable Road (near Katikati) to place common clients into work. This van has been full all through the season with 5 MSD clients and 3 Corrections / MSD clients. Feedback from the Site Manager is that it has been a successful programme. The Employment Officer HR from Apata is very happy with the programme – noting that turnover has been low.
Gym+5	The Gym+5 programme helps to prepare clients for seasonal work in kiwifruit. The programme provides life skills training (3-day workshop) and a month-long membership to the gym to ready them for the physical requirements of the work. At the end of the season the client is then offered a choice from 5 qualifications: driver's licence; forklift OSH; first aid certificate; food safety certificate; and certificate of approval – security. The client is more marketable for permanent roles with recent work experience and a current qualification.
Kiwifruit (General)	There are a variety of programmes being undertaken in partnership with various employers in the Kiwifruit Industry to assist our clients to get into work. These include - assistance with transport, NZSWS (as mentioned above). We are currently in discussions with employers in the industry about a pruning initiative.
Winter pruning (Hanga Motuhake)	We have piloted another programme this year pertaining to the winter pruning training and including supporting the participants with developing and actioning a plan with steps they need to complete to build their independence which can then lead them into sustainable employment. The employer

	receives an up-front payment (after 1 week's participation) and at the end of the winter pruning season we will review the plan with employer and participant and if there is a definite shift in the right direction the employer receives a milestone payment.
East Coast	
Kiwifruit training	Thompson's Horticultural Ltd. Employment, training and qualification achievement in kiwifruit production. Clients receive pre-employment training, employment, on-going pastoral care and enrolment onto a Level 2 certificate in horticulture with EIT.
Skills Development and Sustainable Employment	Tipu , is a local industry driven group of horticulturalists providing coordination for both employers and employees to promote skills development and sustainable employment opportunities to meet the needs of the growing horticulture industry within the Tairāwhiti region. Tipu aims to ensure that horticulture provides local people with opportunities, so they share the benefits of growth in the sector. Proof of concept of Tipu has been funded by W&I but will be funded through the PGF from F20.
Industry Partnership - SEED	<p>Industry Partnerships – SEED (Sustainable Employee/Employer Development) This concept initiative is being proceeded in 3 individualised partnership, with 3 corporate employers.</p> <p>Aims</p> <ul style="list-style-type: none"> • To assist the horticulture sector with the labour and skill shortages • To prepare employers with employees that are specifically trained to their entry-level requirements. • To enable MSD clients to secure sustainable employment, qualifications and long-term career prospects. <p>Employers engage in the recruitment and selection of participants. Employment placement is structured to ensure successful integration of new employees to each employer's business. E.g. Employing outside peak labour requirements, when supervisors are less stressed; fostering strong support and consistency by keeping the group together on one orchard; starting with variety and easier roles as encouragement.</p> <p>Primary ITO and EIT are linked to deliver a minimum of Horticulture Level 2 industry qualifications. Pastoral care is a critical component.</p> <ul style="list-style-type: none"> • Mr Apple SEED. Contracted for 20, 15 places are filled. Employer is to select the final 5 over the next few weeks. 7 Have been retained past 91 days. • T & G SEED. Contracted for 16, 10 places are filled. Employer is to select the final 6 for a later recruitment of sole parent cohorts. <p>Crasborn SEED. Contracted for 15, 7 places are filled. There are further referrals to have their selection confirmed. 1 Has left the programme for alternative employment in food processing</p>
Sole Parent Job Share	Established in partnership with local pack house employers to provide employment to sole parents with job share conditions (e.g. 10 sole parent's share 5 full time positions and work a minimum of 20 hrs each p/w). The programme includes work readiness and on-going pastoral care. Three separate initiatives operating

Pre-employment and Pastoral care	Industry specific pre-employment training and pastoral care to support participants to achieve a sustainable placement either within the horticulture sector or elsewhere.
Transport	7 Employers provided a total of 10 vans, during November – May. These employers were: Johnny Appleseed, Mr Apple, T&G Global, Thornhill Contracting, Jason Ryan Contracting, Pick HB Inc. 97 Clients were employed to do a variety of roles: Apple thinning; berry, grape and apple harvesting; night shift apple packhouse. 50 Clients are still accessing transport for ongoing continued winter work.
Nail Gun Training	A local packhouse, Bostock New Zealand, identified the need for trained nail gun operators and partnered with our local work broker to recruit and train two rangatahi. Bostock delivered three days pre-employment training and both rangatahi were employed as bin builders throughout the harvest season. Work has now ended and these rangatahi are being profiled to Tumu Timbers as candidates for Mana in Mahi.
Forklift Training	T&G global delivered two forklift training initiatives 1. Two-week training including practical forklift training and endorsement following by employment for six Work and Income clients 2. Six weeks training under a national skills for industry programme for an additional six Work and Income clients
Industry Partnership - Youth	Pre-employment, for pre-arranged employment. 23 Rangitahi participants. Emphasis on 'youth-centric' approach reflected in the commitment and resourcing, by employer, training provider, pastoral care, well-being provider. Youth friendly work hours (no early starts, no Saturday work, unless want to). Drivers licence progression, career identification and pathway development, physical gym component, on-line well-being coaching.
Accommodate to work	Thornhill Horticultural Contracting Ltd offers fulltime, year-round employment, in conjunction with providing accommodation and pastoral care. Released prisoners, who have an existing job are also being accommodated and provided with full pastoral care. 14 Rooms have also been contracted out to Housing NZ, for transitional housing, for an 8-month period. Recognising the housing crisis and having rooms available during out of season periods, Thornhill has teamed up with MSD and Department of Corrections to offer subsidised accommodation and work packages to those who are either homeless and without work, or recently released from prison. Thornhill offers exact parity with what RSE workers are offered, the only difference being that NZ'ers have no transport deductions.
Central	
Transport to Seasonal Work Opportunities, Wairarapa and Tararua	MSD and two Growers have a partnership arrangement to cover transport costs for vans/bus from their home locations to the work sites i.e. Masterton to Greytown (JR Orchards) and Dannevirke to Waipawa (Mr Apple).
Nelson	
Skills for Industry - Machinery Operator Programme	Three week Skills for Industry programme to support 5 people to learn the role of machinery operator in a vineyard with soft skills relevant to this employer. Initially successful candidates will gain a seasonal role with a view to finding a permanent ongoing role within the operation. This is a trial being run for the first year in 2019 - 2020 summer season.
Sustainable Employment for Packhouse Workers	Thomas Brothers

	<p>Motueka Career support including transport provided by employer for clients moving into employment in the Packhouse was run in 2019.</p> <p>Consideration is now being given to an appropriate model to support sustainable employment post packhouse season with amenable employers in Motueka.</p>
Forklift training	<p>Four week Skills for Industry programme to support up to 10 people to learn to use forklift in coolstore and packhouse environment. Successful candidates will gain a seasonal role with expectation on employer that roles will meet sustainable employment measures. 2020 programme will be the second year this programme has run in our region.</p>
Backhouse bulk recruitment	<p>Packhouses Nelson/ Tasman Bulk Recruitment Opportunities</p> <ul style="list-style-type: none"> - Work collaboratively with employers. The employers attend client seminars in service centre to highlight opportunities, and expectations for the roles. - Work is from Feb- June – with some of this work extending to Nov for larger operations.
Seasonal Recruitment	<ul style="list-style-type: none"> - Deliberately working constructively with employers that are genuinely interested in working with W&I - Identifying and referring clients that are suitable for the roles - Recruitment ongoing. Outcomes and employment engagement being monitored.
T&G Co-Location	<ul style="list-style-type: none"> - Two Work Brokers will co-locate part time at T&G Nelson Site to greet and talk to the clients about the jobs at T&G. They will assess interest and book in interview times (as per T&G schedule). Where a client is interested in this type of work the Case Manager will refer them to T&G during the time slots the Work Brokers will be onsite. Season coming to an end, expected to finish early in July will revisit Brokerage location next season.
Southern	
Forklift training	<p>Turners & Growers 4 weeks forklift training moving into fulltime employment with the packhouse</p>
Waikato	
Sole parent Job Sharing program	Very good results

Schedule 4: Social Responsibility / Worker Voice Survey

The apple and pear sector is highly engaged on combating exploitation of workers. The industry use GLOBALG.A.P. as its international assurance standard in social practice conformity.

New Zealand Apples and Pears Incorporated (NZAPI) has taken international committee positions on the GLOBALG.A.P. Risk Assessment Social Practice (GRASP) stakeholder committee and on the International GLOBALG.A.P. Board.

To strengthen its Social Assurance systems NZAPI has partnered with business survey company Ask Your Team to survey seasonal workers to gather information on conditions of work, accommodation and exploitation risks. The survey covers GLOBALG.A.P. Risk Assessment on Social Practice (GRASP) questions that cover baseline employment conditions of NZ Laws and more targeted questions on conditions of work.

Added to these are questions based on United Nations Sustainability Goals (UNSDG's) on exploitation and modern slavery. These amount to over 20 questions and NZAPI has had them translated into four languages of Bislama, Lea faka-Tonga, Gagana Samoa, and Solomon Island Pijin. The survey is anonymous and is sent via email or smartphone. It can be made part of procurement from third party labour contractors and can give the brand owner oversight of conditions in their supply chain but outside of their business.

Five employers based in Hawke's Bay used the tool to survey more than 2,500 RSE and other seasonal workers in two trials throughout 2019. Over 1,500 responses were received. All organisations that participated in the trial received positive responses, with overall scores of 75% or above. Results were consistent over both RSE and New Zealand seasonal workers, suggesting that employees were answering honestly.

Due to the success of the pilot, NZAPI and Ask Your Team have made the platform available to all Pipfruit members and the Master Contractors group. The 2020 survey is currently live, with new members becoming involved every day.

Questions

Accommodation & travel

1. Our accommodation is comfortable, safe and well-maintained
2. I have access to transportation for basic needs
3. I have access to internet

Health and Safety

4. I have been trained to keep safe and use equipment correctly
5. I am not asked to do work that puts me in danger

Pay

6. I am paid correctly for the work I have done
7. I receive regular payslips
8. My pay is corrected if I find a mistake
9. Deductions from my wages are clearly explained to me
10. I control my bank account and my pay is paid into my bank account

Raising Complaints

11. I know how to raise a complaint or make a suggestion
12. I feel comfortable making a complaint

Recruitment

13. I have a signed copy of my work contract from my employer
14. I do not work with anyone under the age of 16
15. I have access to my passport and ID papers
16. I did not pay anyone to get this job

Treatment at work

17. I can take rest breaks during my work shift

18. I do not work too many hours
19. I am treated fairly, regardless of my race, religion, gender, sexual orientation, pregnancy, disability, or age
20. I have not been bullied or harassed at work
21. I would like to work for this company again

Worker wellbeing (RSEs only)

22. I am happy here in New Zealand
23. I have a support person I can ask for help from
24. I have been provided clear information about my options to go home
25. How has COVID-19 affected your time here in New Zealand? (free text)

Free Text

26. Is there anything else you would like to say?

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Schedule 5: 2020 Recognised Seasonal Worker Survey

Attached as separate document

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Schedule 6: Central Otago – Seasonal Labour Work Undertaken

Recruitment and workforce development		
<i>Students</i>	<i>Description</i>	<i>Status</i>
Regional Secondary School visits	Presentations to eight secondary schools in Otago and Southland on seasonal and permanent career opportunities in horticulture.	Completed
Otago Polytech on-site day (Dunedin)	Recruited at Otago Polytechnic job expo promoting employment opportunities in horticulture.	Completed
Southern Institute of Technology on-site (Invercargill)	Recruited at Southern Institute of Technology job expo promoting employment opportunities in horticulture.	Completed
Otago University Online Career Expo	Online presentation to students, career advisors and academic staff during alert level 3.	Completed
Otago University Jobopportunities on-site Expo	Recruited at Otago University Jobopportunities promoting employment opportunities in horticulture.	Completed
Clutha District Jobopportunities on-site Expo	Recruited at Clutha Jobopportunities promoting employment opportunities in horticulture.	Completed
New Zealand University Associations summer jobs session	Video recorded for use on Student Job Search pages promoting summer work in horticulture.	Completed
Pick Tiki	National student initiative to promote summer fruit picking and travelling across New Zealand through connecting potential employees with employers.	Ongoing
Otago Polytech Marketing campaign	Otago Polytech have run a campaign promoting seasonal work opportunities in horticulture to their students this has been expanded to cover polytechnics across New Zealand.	Ongoing
Summerfruit NZ 'Hand Picked' Campaign	National marketing undertaken through Summerfruit NZ's 'Hand Picked' marketing campaign in all main student publications (digital and print): publishing's in most major student hubs in Otago, Southland and Canterbury, marketing through student social media and through student associations.	Ongoing
PICA Growing NZ Teachers Day Out	The Teachers Day Out is a professional development day to increase awareness about food and fibre career opportunities and pathways. This year there is an increased focus on vocational education in line with sponsorship from MoE and the government commitment to on-the-job training.	26th Nov
Local community		

Presentations to local community groups	Presentations to local community groups to build community support and develop community solutions.	Ongoing
Raising awareness through local media	Awareness has been raised in the local community through local media on the labour shortages that the industry is facing and what the community can do to help.	Completed
Engagement of the Central Otago Recovery Response group	The Central Otago Recovery Response group is a collection of representatives from community groups, business community, and support agencies working together to inform and action community response and recovery from COVID-19. This group has promoted the need for community to support industry efforts to secure a workforce through the 'spare bed, spare time' campaign which encourages locals to offer their spare bed to friends and family outside of the area who are available to come and work, or if they themselves have spare time to consider helping in the harvest.	In progress
Ministry of Social Development Clients		
Otago Pop Up Job Shop's "Options 2020"	Employment, training, and career advice expo held in Dunedin (5 Nov). Free and open to the public, with focus on horticulture and viticulture roles/opportunities. Event promoted through most print, digital, and media channels in Dunedin, Central Otago, and surrounding districts. Additional industry promotion through growers' associations. Growers will be present at the event to actively recruit, and other organisations such as Hort NZ and MPI will be present to raise awareness of roles in the industry as well.	Completed
Limited Service Volunteer cadet careers	MSD have negotiated a contract with Seasonal Solutions Co-operative to place Limited Service Volunteer graduates in fixed-term, full-time employment in horticulture roles in Central Otago. The graduates will also be exposed to further career and training options while they work, and will be encouraged to stay and work the rest of the season. The Limited Service Volunteer programme is a military-camp style 6-week live-in programme run by NZ Defence for 18-24 year olds to gain life and employment skills, motivation, and fitness.	Completed
Gore MSD Pop-up Job Shop	Recruited at Gore job expo promoting employment opportunities in horticulture.	Completed
Seasonal work coordinator	The creation of a position within MSD to specifically focus on seasonal work opportunities across Otago and covering all sectors.	In progress
Job Seekers	120+ Work Ready Job Seekers in the Central Otago region have been actively contacted through a targeted email and phone campaign run by Queenstown and Alexandra MSD staff. Over 70 referrals have been made with 10 confirmed placements. Learning seminars have also been provided to Job Seekers on employment in horticulture and regional job expos have been promoted to those based outside of Central Otago.	Ongoing

General		
Queenstown Jobbortunities on-site job expo	Recruited at Queenstown Jobbortunities promoting employment opportunities in horticulture.	Completed
Queenstown Kia Kaha hub - Ministry Primary Industries	Established a presence at Queenstown Kia Kaha hub helping unemployed find out, trial and train for work in the primary sector.	Completed
National Marketing - Ministry Primary Industries	National marketing campaign undertaken by MPI focussed on getting New Zealanders into work in horticulture. This marketing campaign has involved digital, print, and radio media.	In progress
Queenstown Resort College internships	Relationship formed with Queenstown Resort College to allow students to complete their work experience in the horticulture sector.	Completed
Corrections work force	Corrections are exploring options with Seasonal Solutions.	In progress
Otago and Southland Career Development Advisors Association	Presentation to Otago and Southland Career advisors on employment opportunities in Central Otago.	Completed
Accommodation and Transport options ex Queenstown	Working with the tourism industry to provide accommodation and transport package options from Queenstown and Wanaka.	Completed
Horticulture Seasonal Work coordinator	Industry, MPI and MSD have pooled resources to create a position to support attraction and placement of people into seasonal work.	Completed
Work the Seasons website	Industry are using MSD's Work the Season website as the main repository for online job listings. Industry is providing direct feedback into the Central Otago regional page, and Horticulture landing page on the WTS site.	Completed
	Summerfruit NZ explicitly pushed employers and employees to WTS as the 'digital nexus' for both parties.	Completed
New Zealand Motor Caravan Association (digital marketing)	Promotion of seasonal work opportunities to NZMCA members through their newsletter and Facebook.	Completed
Motor Caravanning Magazines	Editorial and grower advertising in December magazines	In progress
New Zealand Motor home Expo (Hamilton)	Promotion of seasonal work opportunities at the New Zealand Motorhome Expo in Hamilton.	Completed
CamperMate	Discussions with the travel app provider on using the technology to promote work opportunities to users.	In progress
Incentive packages	Development of incentive packages to help maximise length of stay and level of enjoyments.	In progress

Pacific Island communities within New Zealand	Working with Pacific Island community leaders to establish a domestic seasonal work scheme.	In progress
Placement of refugees into work and accommodation	Working with Southland Caring for Communities to help refugees secure work in Central Otago.	In progress
Information collection and distribution		
Information to growers	Growers have received weekly newsletters keeping them abreast of work underway, advice and opportunities on how to best recruit.	Ongoing
Forecasting labour demand needs	Forecasting labour requirements was undertaken to inform industry and government of labour requirements.	Completed
Survey of labour markets in Otago and Southland	Survey undertaken across Otago and Southland to ascertain interest and barriers for those seeking work, to work in various industries across Otago.	Completed
Report on labour market	Development of post COVID-19 report on Central Otago's horticulture labour market issues and solutions, and distribution to government and industry.	Completed
Analysis of seasonal worker remuneration	Analysis of seasonal staff remuneration for last season's harvest, converting piece rates into average hourly rates to provide clarity to elected officials.	Completed
Accommodation directories	Directory created for portable cabins, motor homes, Queenstown Lakes accommodation & Central Otago accommodation.	Completed
Job advertisement guidance document	Created a job advertisement guidance document to help growers present themselves to job seekers.	Completed
Summerfruit Crop Forecast	Survey of growers to ascertain crop size and support labour demand planning	Ongoing
National Level		
MSD Policy Engagement	Supporting MSD policy changes to enable kiwis into work, especially revised NZ Seasonal Work Scheme, and '\$5K to work'	Ongoing
Immigration NZ	Engagement with INZ to provide flexible working arrangements for stranded RSE workers	Completed
Immigration NZ	Engagement with INZ to enable WHV holders to work in the horticulture and viticulture sectors after WHV expiry	
RSE Repatriation	Executed RSE worker repatriation, including short-notice, large-scale to Vanuatu	