



NZ LABOUR MOBILITY EXPO

**Strengthening PNG-NZ Labour
Mobility Partnership**

OFFICIAL INFORMATION UNDER THE OFFICIAL INFORMATION ACT



PNG – New Zealand Labour Mobility Expo

- New Guinea Islands Region
- Momase region
- Highlands Region
- Southern Region

New Guinea Islands Region

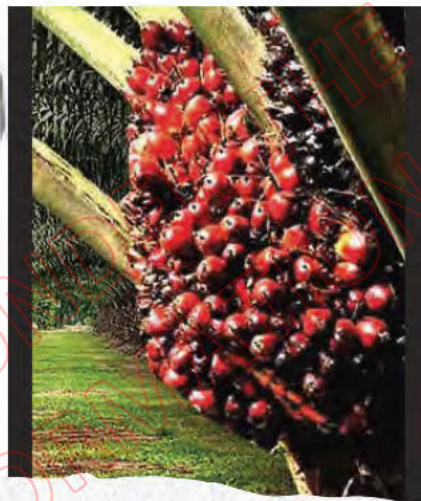
Wan Solwara (Connected by the Sea)

The New Guinea Islands Regions is made up of 5 Provinces:

- New Ireland Province
- Manus Province
- East New Britain province
- West New Britain Province
- Autonomous Region of Bougainville Province

Generally Cocoa and Copra are some of the main generators for household income in the Region.





New Ireland Province-Cocoa Farming in Djaul

- Cocoa Farm-Djaul
- Copra
- Galip nut, Pao nuts, Pili nuts, Peanuts, Sea Almonds and more.
- Taro
- Cassava
- Banana

Manus Province

- Cocoa and Copra
- Sago (Saksak)
- Fish

West new Britain Province

- Oil Palm
- Cattle Farming.

East New Britain Province

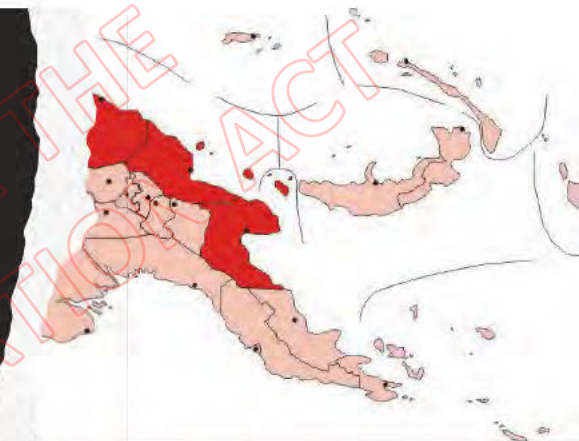
- Cocoa and Copra
- Oil Palm
- Pamelo

Autonomous Region of Bougainville

- Cocoa, and Copra,
- Timber Spice
- Cassava
- Pamelo

Momase Region

- The nation's second largest city of Lae is located in **Morobe Province**. Lae is the country's industrial hub which is situated at the beginning of the Highlands Highway and is the main transport corridor to the coast.
- Momase region is administratively divided into four provinces: East Sepik, Madang, Sandaun (West Sepik) and Morobe. It generally has a tropical humid climate, between 24-32°C. The vegetation is highly conducive for cash crops.
- Vineyard in Wau, Bulolo District- 20 hectares of vineyard to produce wine, dried grapes & grape juice. They have grapes from the US, Australia, Italy, Georgia and Ukraine. A nursery of grape seedlings has been set up so that other grape plantations and wineries in PNG can be established.
- Apples in Menyamya District- Apples were first grown here in 1999. Apple trees well cared for take 18 months to bear fruit while others take longer. Challenge: combating the disease that affects apple trees. Menyamya community in need of capacity building.





Both East and West Sepik provinces have a uniquely favourable agro-ecological environment for vanilla cultivation.

Vanilla production is a norm in the area in which thousands of households depend on for their wellbeing

Almost 80% of PNG vanilla production is centred in these 2 provinces alone. Other major cash crops- coffee, cocoa, copra

Madang- Main cash crops are copra, cocoa & Betel nut.

Aside from East New Britain, most plantation copra is produced in Madang

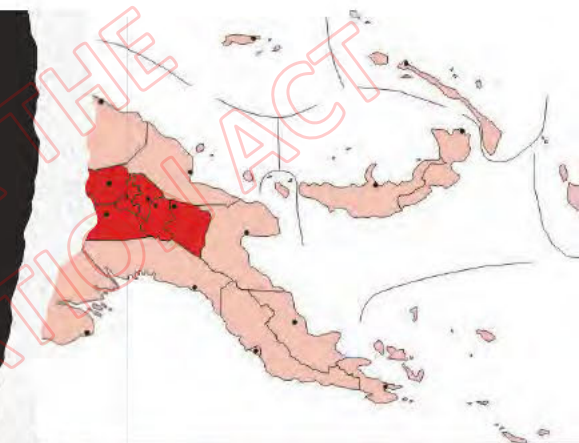
The province has been promoting white oil- produced from copra (high value product)

Highlands Region

The Highlands has the most people of all of Papua New Guinea. Highlanders are comprised of a number of different tribes scattered across the Highland plateau surrounded by mountains. Traditionally they live in clans which comprises a group of families living in small agrarian communities.

The Highlands Region is administratively divided into seven provinces.

- Chimbu (Simbu) Province
- Eastern Highlands Province
- Enga Province
- Hela Province
- Jiwaka Province
- Southern Highlands Province
- Western Province





The Papua New Guinea (PNG) highlands represent a unique environment in which high-quality temperate zone fresh produce is grown organically year-round.

Food crops cultivated in the Highlands Region include sweet potato, coffee, cabbage, carrots, bulb onions, spring onions, turmeric, ginger, sugar cane, watermelon, cucumber, broccoli, strawberries, bananas and passionfruit.

Southern Region

- PNG has fertile soils and a favourable climate which allows for the cultivation of a wide variety of cash crops particularly in the highlands, coastal, and some parts of the island regions. In the Southern part of PNG, these are commonly grown;
- **Banana**
 - Grown by most rural people (96%), except by those living at very high altitudes
 - Important food crop for 9% of the rural population. A further 32% of rural people grow it as an important food such as in coastal Central Province.
 - Also, an important food in locations with no rainfall seasonality and very high annual rainfall, such as areas in inland Gulf and Western provinces.
- **Yam**
 - Grown by 60% of the rural population
 - Sole most important food in southern part of Western Province.
 - Yam is usually more important in seasonally dry climates but is sometimes an important crop in locations where rainfall is well distributed throughout the year, such as the northern islands of Milne Bay Province.





Cassava

Most important food on its own or with one other crop in a number of locations in Milne Bay, including the Cape Vogel area and parts of Goodenough Island.

Mango

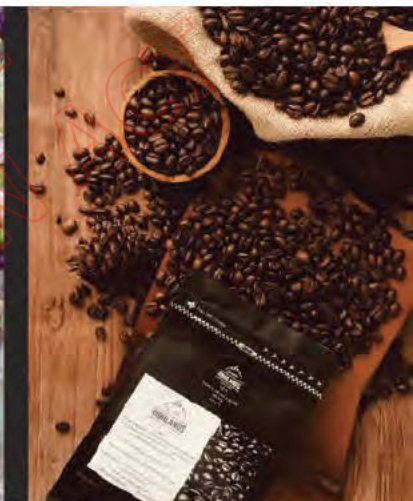
Grown by almost half the rural population and is widespread in most lowland locations.

Mango bears more, better quality fruit in lowland locations that have a marked dry season each year, such as coastal Central Province, southern Western Province and the Rabaraba–Cape Vogel area of the Milne Bay Province.

Pineapple

Grown by more than half the rural population. It is widely grown in most environments in the lowlands, intermediate altitudes and lower highland valleys. Such places as Sogeri in the Hiri Koiari District of the Central Province

Production is seasonal, with the best supply usually between October and March. It has become a popular fruit partly because pineapple is less easily damaged than softer fruits, the poor handling of which inhibits sales in distant urban markets.



Small Medium Enterprise

Seasonal workers under the RSE scheme can utilize the knowledge and skills acquired for the purpose of tapping into the entrepreneurship space in PNG. SME can:

- create new employment opportunities
- achieving sustainable economic growth outside the resources sector; and
- assist PNG in achieving a fair and equitable distribution of wealth through majority citizen ownership of business activity.

SMEs already make a major contribution to national output, accounting for 200,000 jobs and an estimated 10% of GDP, though these figures are likely much higher if the informal sector is taken into account.

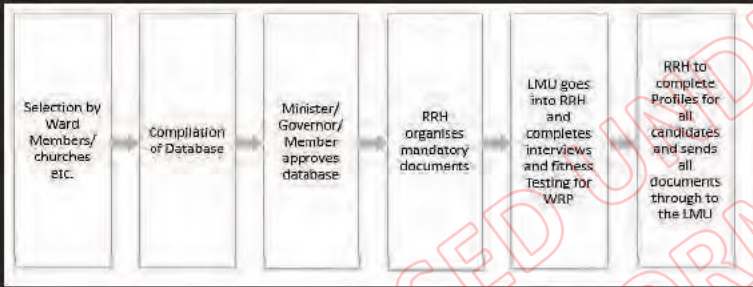
Papua New Guinea's (PNG) informal economy supports the livelihoods of more than 80 percent of the population.

The engagement of rural PNG in the cash economy is largely in the areas of cash crop production while in the informal economy it is mainly in the production and sale of fresh food.

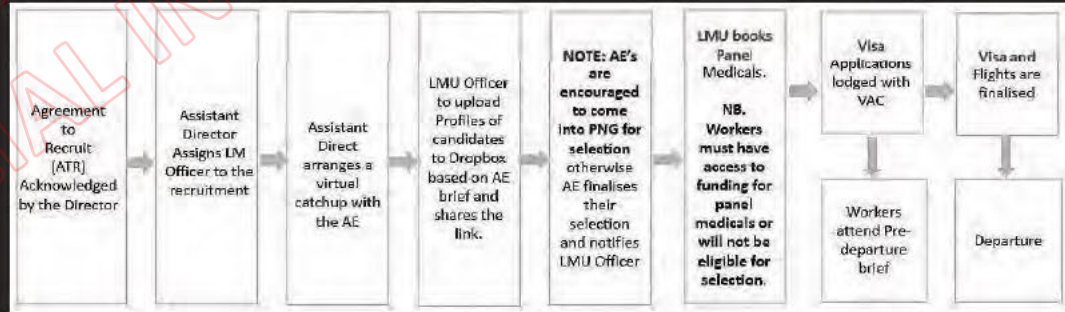
It provides a viable source of income, mitigating the increasing costs of living by enabling people to afford goods and services and sustain their livelihoods.

RSE Process

Initial Recruitment Process



Mobilisation Process





Whakawhetai Koe
(Maori)



Tenkiu Tru
(Pidgin)



From: [Afzal Ali](#)
To: [Tanya Pouwhare](#)
Subject: Re: PNG Update
Date: Tuesday, 31 October 2023 6:30:52 PM

Hey Tanya,
Feel free to share these documents with your members. Let me know if any further info required.

I am just clarifying with the LSU regarding the timeframes for their end to end process and will let you asap.

Cheers
Afzal
Sent from my iPhone

On 31/10/2023, at 11:57 AM, Tanya Pouwhare <tanya@nzee.nz> wrote:

This is great Afzal!

Let me know when we can share this wider – well done!

T

From: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Sent: Monday, October 30, 2023 11:08 AM
To: Tanya Pouwhare <tanya@nzee.nz>; s 9(2)(a)

FITZGIBBON, Patrick (PACREG)
<Patrick.Fitzgibbon@mfat.govt.nz>; SHERWOOD, Emma (PACREG)
<Emma.Sherwood@mfat.govt.nz>

Cc: Loua Ward <Loua.Ward@mbie.govt.nz>; Lafaele Lupo
<Lafaele.Lupo@mbie.govt.nz>; Oikoumene Maualaivao-Chan Tung
<oiko.mchantung@mbie.govt.nz>

Subject: PNG Update

Good Morning,

As discussed please see attached the following documents:

- PNG LMU presentation
- INZ Country Fact Sheet

Please feel free to let me know if you have any questions/comments.

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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From: [Afzal Ali](#)
To: tanya@nzee.nz; s 9(2)(a)
Cc: [Loua Ward](#); [Tony Jensen](#); [Lafaele Lupo](#); [Oikoumene Maualaivao-Chan Tung](#); [Tricia Kuriwara](#); [Lina Pita](#)
Subject: VFS follow up
Date: Friday, 3 November 2023 11:35:55 AM

Good Morning all,

With VFS staff fully focussed on lodging applications please note any emails that do not get sent to the RSE email ID are unlikely to get a timely response as the team is working hard lodging apps and cannot stop to answer emails. To avoid delays in answering emails, all RSE related emails need to go to RSE_SouthPacific@vfsglobal.com

Please share this with your members. Thank you!

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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From: [Tanya Pouwhare](#)
To: s 9(2)(a)
Cc: [Tony Jensen](#)
Subject: RE: RSE Employee Misconduct - Visa and Repatriation Inquiry
Date: Friday, 3 November 2023 11:19:13 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[Template for reporting Incidents involving RSE workers. UNCLASSIFIED.msg](#)

Good morning,

I am sorry to hear about this. Advice and info can be found in the attached email. And I have looped in Tony Jensen your RM so he is aware of the incident also and can give you advice on how to proceed.

How long had he been here? If his IEA clearly states that serious misconduct, can result in employment termination, does it state if that is effective immediately, or does notice need to be given to the employee?

Tony – will he most likely receive a fine at court? He will need to repay that before he goes home too.

Take care s 9(2)(a)

T

From: s 9(2)(a)
Sent: Friday, November 3, 2023 11:03 AM
To: Tanya Pouwhare <tanya@nzee.nz>
Subject: RSE Employee Misconduct - Visa and Repatriation Inquiry

Hi Tanya,

One of our RSE employees recently broke the law by driving the van provided to him under the influence of alcohol. He was caught by the police, and his driving license has been suspended. He has also been summoned for a court hearing. Considering the gravity of the misconduct, we wish to send him back to his country after he attends the court hearing.

Would you be able to advise me on any laid-down procedures regarding the steps that need to be taken for sending an RSE employee back to his country before the expiry of his visa period?

Thanks,

s 9(2)(a)



s 9(2)(a)

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From: [Tony Jensen](#)
To: s 9(2)(a)
Cc: [Tanya Pouwhare](#)
Subject: RE: RSE Employee Misconduct - Visa and Repatriation Inquiry [IN-CONFIDENCE: RELEASE-EXTERNAL]
Date: Friday, 3 November 2023 12:03:58 pm
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

Hi s 9(2)(a)

As Tania has advised, please fill out the incident form Tanya attached to her email. Please send it through to the Southern Compliance email address at the top of the incident form. Copy in myself and Alex Magill the LI. It is also could to let the s 9(2)(a) know as well.

The worker will need to remain in NZ until their court proceedings are finished. Without knowing the facts behind this case and depending on the level of alcohol the sentence is usually a fine and disqualification of driving licence.

In relation to dismissing this employee, you are best to contact Alex and discuss with her so that you are following appropriate process and ensuring the employment agreement and employment law allow this under the circumstances.

Regards

Tony Jensen

RSE RELATIONSHIP MANAGER

Pacific Migration, Immigration New Zealand

Ministry of Business, Innovation and Employment.

E: Tony.Jensen@mbie.govt.nz | T: +64 (0)6 975 5550 | M: s 9(2)(a)

19 Bower Street | PO Box 546 | Napier 4140 | New Zealand

NZBN 9429000106078



Te Kāwanatanga o Aotearoa
New Zealand Government

From: Tanya Pouwhare <tanya@nzee.nz>

Sent: Friday, 3 November 2023 11:19 AM

To: s 9(2)(a)

Cc: Tony Jensen <Tony.Jensen@mbie.govt.nz>

Subject: RE: RSE Employee Misconduct - Visa and Repatriation Inquiry

Good morning,

I am sorry to hear about this. Advice and info can be found in the attached email. And I have looped in Tony Jensen your RM so he is aware of the incident also and can give you advice on how to proceed.

How long had he been here? If his IEA clearly states that serious misconduct, can result in employment termination, does it state if that is effective immediately, or does notice need to be given to the employee?

Tony – will he most likely receive a fine at court? He will need to repay that before he goes home too.

Take care s 9(2)(a)

T

From: s 9(2)(a)

Sent: Friday, November 3, 2023 11:03 AM

To: Tanya Pouwhare <tanya@nzee.nz>

Subject: RSE Employee Misconduct - Visa and Repatriation Inquiry

Hi Tanya,

One of our RSE employees recently broke the law by driving the van provided to him under the influence of alcohol. He was caught by the police, and his driving license has been suspended. He has also been summoned for a court hearing. Considering the gravity of the misconduct, we wish to send him back to his country after he attends the court hearing.

Would you be able to advise me on any laid-down procedures regarding the steps that need to be taken for sending an RSE employee back to his country before the expiry of his visa period?

Thanks,

s 9(2)(a)

From: [Oikoumene Maualaivao-Chan Tung](#)
Subject: Template for reporting Incidents involving RSE workers. [UNCLASSIFIED]
Date: Tuesday, 14 June 2022 9:52:16 am
Attachments: [RSE Employee Reporting template.docx](#)

Morena all,

Please find attached template for reporting incidents involving RSE workers. The template ensure we capture the right information and the new process we have introduced will help us understand how many cases we have and how many new cases we are receiving on a weekly basis.

The incidents are as follows:

- Abandoned their Employment
- Been Charged with an offence
- Breached the conditions of their Visa

It is important that this template is completed for each individual employee. (1 employee to report = 1 Report Template completed, 2 employees to report = 2 Reports Templates completed)

Any questions please contact INZ Compliance, Phill Platt at phillip.platt@mbie.govt.nz or Paul Stephenson at paul.stephenson@mbie.govt.nz

Thank you and kind regards

Oikoumene Maualaivao-Chan Tung
RSE RELATIONSHIP MANAGER (South Island)

Pacific Migration, Immigration New Zealand

Hikina Whakatutuki - Ministry of Business, Innovation & Employment

161 Cashel Street, Christchurch

oiko.mchantung@mbie.govt.nz

Phone +64 (3)9892964 | Mobiles 9(2)(a)

www.govt.nz - your guide to finding and using New Zealand government services

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RSE EMPLOYEE NOTIFICATION TEMPLATE

DATE : [Click here to enter a date.](#)
TO : southerncompliance@mbie.govt.nz

For referral to **INZ COMPLIANCE TO REPORT**,

- An RSE Employee who has abandoned/resigned their employment
- An RSE Employee who has been charged with an offence
- An RSE who has Breached the Conditions of their Visa

REASON FOR REFERRAL:

RSE EMPLOYEE HAS:	<input type="checkbox"/> Abandoned/Resigned their employment <input type="checkbox"/> Been charged with an offence <input type="checkbox"/> Breached the conditions of their visa
--------------------------	---

EMPLOYEE DETAILS: (for one employee only)

SURNAME:	Click here to enter text.	DOB:	Click here to enter text.
FIRST NAMES:	Click here to enter text.		
PASSPORT Number:	Click here to enter text.	CLIENT PHOTO:	Please attach a recent photo of the client
Passport Expiry Date:	Click here to enter text.		
MOBILE PHONE:	Click here to enter text.	CAR REGO:	Click here to enter text.
SOCIAL MEDIA ACCOUNTS:	Click here to enter text.	BANK INFO (if known):	Click here to enter text.
DATE: <small>OF OFFENCE OR WHEN CLIENT ABSCONDED:</small>	Click or tap to enter a date.	LOCATION:	Click or tap here to enter text.
SUMMARY OF INCIDENT or OFFENCE: <ul style="list-style-type: none"> • What has happened • How did it happen • When did it occur? 	Click here to enter text.		
ANY OTHER RELEVANT INFORMATION: EG: <ul style="list-style-type: none"> • FAMILY MEMBERS/CONTACTS IN NZ • PREVIOUS VISITS AWAY FROM EMPLOYER 	Click here to enter text.		



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EMPLOYER INFORMATION:

COMPANY NAME:	Click or tap here to enter text.		
CONTACT PERSON:	Click or tap here to enter text.		
PHONE NUMBER:	Click or tap here to enter text.	EMAIL ADDRESS:	Click or tap here to enter text.
ACTION TAKEN: PLEASE ADVISE WHAT STEPS OR ACTION YOU HAVE TAKEN SO FAR	Click or tap here to enter text.		

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From: [Tanya Pouwhare](#)
To: [Loua Ward](#); [Afzal Ali](#)
Subject: Lack of Flexibility of RSE Policy - Strawberries
Date: Thursday, 2 November 2023 12:42:35 PM
Attachments: [image001.png](#)
[image002.jpg](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)

Sharing FYI

From: s 9(2)(a)
Sent: Wednesday, November 1, 2023 3:18 PM
To: Tanya Pouwhare <tanya@nzee.nz>
Subject: RE: INZ1269 Documents for workers extension - ATR22512385.2 - Matakana Berry Co Ltd 59341021 [IN-CONFIDENCE: RELEASE-EXTERNAL]

Hi Tanya,

Feel free to use this as an example at any meetings you have with the new ministers about flexibility need in the system! s 9(2)(g)(i)

s 9(2)(a)

s 9(2)(a)

Matakana Berry Co

PH: s 9(2)(a) Mob: s 9(2)(a)

Email: s 9(2)(a)



From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Wednesday, November 1, 2023 3:04 PM
To: s 9(2)(a)
Subject: RE: INZ1269 Documents for workers extension - ATR22512385.2 - Matakana Berry Co Ltd 59341021 [IN-CONFIDENCE: RELEASE-EXTERNAL]

s 9(2)(g)(i)

From: s 9(2)(a)
Sent: Wednesday, November 1, 2023 12:13 PM
To: Tanya Pouwhare <tanya@nzee.nz>
Subject: FW: INZ1269 Documents for workers extension - ATR22512385.2 - Matakana Berry Co Ltd 59341021 [IN-CONFIDENCE: RELEASE-EXTERNAL]

Hi Tanya,

FYI – s 9(2)(g)(i)

s 9(2)(a)

s 9(2)(a)

Matakana Berry Co

PH: s 9(2)(a) **Mob:** s 9(2)(a)

Email: s 9(2)(a)



From: Talima Fruean <Talima.Fruean@mbie.govt.nz>
Sent: Wednesday, November 1, 2023 11:58 AM
To: s 9(2)(a)
Cc: RSEUnit <RSEUnit@mbie.govt.nz>
Subject: RE: INZ1269 Documents for workers extension - ATR22512385.2 - Matakana Berry Co Ltd 59341021 [IN-CONFIDENCE: RELEASE-EXTERNAL]

Hi s 9(2)(a)

Unfortunately after a review of your email below, we are not willing to consider the request to waive the fees for these RSE Limited Visas. I understand the impacts cyclone Gabrielle has had on your business (including various other businesses) however as this has passed, there is no specific process regarding a consideration for a waiver in this instance.

Please provide the necessary fee details so I can forward to our Support team to proceed with the lodgement process.

Kind regards,

Talima Fruean

IMMIGRATION MANAGER

Visa Operations Porirua
Chief Operating Officer Branch, Immigration New Zealand | Rōpu Manene
Ministry of Business, Innovation & Employment | Hikina Whakatutuki

Talima.Fruean@mbie.govt.nz | Ph: +64 (04) 896 5006 | Mob: s 9(2)(a)

www.immigration.govt.nz

NZBN 9429000106078



From: s 9(2)(a)

Sent: Friday, 27 October 2023 1:54 pm

To: RSEUnit <RSEUnit@mbie.govt.nz>

Subject: INZ1269 Documents for workers extension - ATR22512385.2 - Matakana Berry Co Ltd 59341021

Hi,

Please find INZ1269 Onshore Visa Applicants for the seven workers on ATR22512385.2 for the dates 14/12/2023 to 20/12/2023. Please note that this extension is due to Cyclone Gabrielle affecting our planting season meaning our harvest is 3-5 weeks later than anticipated. It would be appreciated if any visa application fees could be waived in this circumstance.

Please let me know if I have forgotten any documentation that you require.

Kindest regards

s 9(2)(a)

s 9(2)(a)

Matakana Berry Co

PH: s 9(2)(a) Mob: s 9(2)(a)

Email: s 9(2)(a)

From: donotreplyrseinzcomms
Bcc: Afzal Ali; Loua Ward; Tricia Kuriwara; Tony Jensen; Lafaele Lupo; Oikoumene Maualaivao-Chan Tung;

s 9(2)(a)

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tanya@nzee.nz

s 9(2)(a)

Subject:
Date: Tuesday, 7 November 2023 5:47:00 PM
Attachments: [RSE info guide Oct2023 \(004\).docx](#)

Temporary process for Vanuatu Recognised Seasonal Employer (RSE) returning workers to travel to New Zealand

From now to 31 March 2024, INZ will accept Certificates of Identity (COIs) from Vanuatu RSE workers.

For returning RSE workers, most will be able to travel to NZ on a valid passport or COI without biometric enrolment. However, returning RSE workers who have never travelled to NZ on a passport, will be required to complete biometric enrolment.

All new RSE workers travelling on COIs will also be required to complete biometric enrolment, after their visa application has been received/lodged by INZ. INZ will make contact to advise the time and date of their appointment at the Visa Application Centre. The biometric enrolment fee will need to be paid prior to attending their appointment at the VAC. Proof of payment as well as proof of identification is required in order to collect biometrics.

We understand the Department of Vanuatu Immigration is likely to start accepting COI applications next week, further communication will come to employers and agents on the process to follow the RSE workers. Please hold off until the process is communicated.

Processing timeframes

-

- Visa Application Centres – 5 working days to lodge visa applications (normal timeframe); **and**
- INZ – 5 working days to process applications (normal timeframe – no biometrics required); **OR**
- INZ – 10 working days to process applications (when biometrics required).

Please refer to table below for further details.

RSE worker status	Passport status	Requirements
Returning or new worker	Travelling on a valid passport for the full duration onshore.	<ul style="list-style-type: none"> • RSE Limited Visa issue into passport, • No Biometric enrolment required, • Applicant travels on valid passport.
Returning worker	Travelling on a Vanuatu COI with: <ul style="list-style-type: none"> • Valid passport due to expire onshore, OR • Expired passport (that expired less than 24 months) 	<ul style="list-style-type: none"> • Vanuatu COI to be obtained before applying for RSE Limited Visa, • No biometric enrolment required, • RSE Limited Visa issued into Vanuatu COI, • Applicant to travel on the COI with their valid/expired passport in hand.
All other Vanuatu RSE workers not covered by above options	Travelling on a Vanuatu COI.	<ul style="list-style-type: none"> • Vanuatu COI to be obtained before applying for RSE Limited Visa, • Biometric enrolment required, • RSE Limited Visa issued into Vanuatu COI.

Note: where an applicant has a valid passport due to expire onshore and a COI has not been obtained, the visa will be granted up to 1 month before passport expiry.

The applicant will need to depart NZ in line with their visa or apply for a subsequent RSE Limited Visa onshore.

Nga mihi nui,

Pacific Migration Team

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Recognised Seasonal Employer Limited Visa

Application

When lodging the visa application, it is important to ensure that all documentation required is included. This includes:

- A copy of your insurance certificate
- An approval letter from your insurance company
- Proof of visa fee remittance

A full list of application requirements can be found at:

[Recognised Seasonal Employer Limited Visa: Visa details | Immigration New Zealand](#)

Fees

All visa application fees must be paid before lodgement, and payment remittance submitted along with the visa application. Any delay in payment may have lodgement and processing implications as the VACs cannot lodge applications without proof of payment.

VFS bank account details for the Solomon Islands, PNG, Fiji, and Vanuatu can be found below:

VAC Location	Account Name	Currency	Account number	SWIFT	Bank Name
Solomon Islands	VFS Services New Zealand Limited	SBD	4820407	ANZBSBSB	ANZ
PNG	TT Services New Zealand Limited	PGK	6002084181	WPACPGPM	WESTPAC
Vanuatu	VFS Services Vanuatu Limited	VUV	1539086	ANZBVUVX	ANZ
Fiji Islands	VFS Services New Zealand Limited	FJD	9804948322	WPACFJFXXX	Westpac

Please note: If you have paid fees in bulk for multiple cases but have submitted the applications in smaller groups, please ensure that you have clearly provided fee remittance/proof of payment for each group of applications to ensure a quick reconciliation process.

VAC contact information

The designated VAC email ID is RSE_SouthPacific@vfsglobal.com Please only contact this email to prevent emails from being lost and to ensure all queries are addressed in a timely manner. **Emails sent to any other email ids will not be actioned or considered.**

Useful information

- During RSE peak season the number of applications submitted through the VACs and INZ are significant, please email the RSE mailbox in advance, to inform the VAC when you will be dropping applications, how many you will be dropping off, and the date of departure flight for your group – having this information prior to dropping applications helps the VAC and INZ prepare and manage the workflow.

- Applications lodged close to departure date may not have adequate time to be processed. To minimise any delay, ensure you submit the applications well in advance of the departure date to ensure there is enough time for VFS and INZ to process.

RSE Vanuatu Biometric enrolment exception:

Applicants requiring biometric enrolment as part of their RSE visa application will need to attend a pre-arranged in-person appointment at the Port Vila VAC during the nominated enrolment hours.

The applicant will need to bring with them evidence of their identity, as well as proof of fee payment.

INZ is working through the arrangements with VFS and more details to follow.

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From: Afzal Ali
To: tanya@nzee.nz; s 9(2)(a)
Cc: Lafaele Lupo; Oikoumene Maualaivao-Chan Tung; Tony Jensen
Subject: FW: [EXTERNAL] FW: Connecting to get messages to people in NZ re Cyclone Lola/ Vanuatu [UNCLASSIFIED]
Date: Tuesday, 7 November 2023 10:42:00 AM

Good Morning,

Received the below request from Red Cross who have asked if we are able to share the below comms material with RSE employers and RSE workers who might have family ties in Vanuatu. Red Cross is promoting their service that supports those currently affected by tropical cyclone Lola. The Red Cross — Restoring Family Links social media tiles have been translated into Bislama, English and French for our Aotearoa-based Vanuatu community.

Appreciate if you could share the following links with your RSE members.

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: s 9(2)(a)
Sent: Monday, 6 November 2023 7:49 am
To: Esther Lauaki <Esther.Lauaki@mbie.govt.nz>
Subject: FW: [EXTERNAL] FW: Connecting to get messages to people in NZ re Cyclone Lola/ Vanuatu

Kia ora Esther,
Brad Young from MPI suggested I contact you as INZ holds the relationship with RSE workers in Aotearoa.

We're thinking that RSE workers/ other Pacific communities in NZ may have family in Vanuatu they can't currently reach due to Cyclone Lola. We have a service that works to support and reconnect people that we'd like to promote in ways that are likely to reach RSE workers. You can read about it here <https://www.redcross.org.nz/get-help/find-missing-family-overseas/>

We have posted the Restoring Family Links social media with tiles in Bislama, English and French. Please see the links below. <https://tinyurl.com/yttez449>

<https://tinyurl.com/ye6s92v4>

<https://tinyurl.com/57xwab8z>

We'd be grateful if you could share these social media posts on your channels so we can increase the reach to RSE workers.

Ngā mihi

s 9(2)(a)

New Zealand Red Cross | Rīpeka Whero Aotearoa

Red Cross House
69 Molesworth Street
Thorndon, Wellington
PO Box 12140, Thorndon
Wellington 6144
redcross.org.nz

Mon	Tues	Wed	Thurs	Fri
	office	office		X

✓ = In the office = Working from home X = Not at work

Disclaimer This message may contain confidential information and is intended solely for the addressee. If you have received this e-mail in error, please advise us by return e-mail or telephone and then delete this e-mail together with all attachments.

RELEASED UNDER THE OFFICIAL INFORMATION ACT

From: [Tanya Pouwhare](#)
To: [Loua Ward](#)
Cc: [Afzal Ali](#)
Subject: FW: Industry Letters of Support
Date: Tuesday, 14 November 2023 10:58:17 AM
Attachments: [image001.png](#)

Good morning, please see below, this may be of some assistance.

Take care

T

From: New Zealand Ethical Employers Inc <chair@nzee.nz>
Sent: Monday, November 13, 2023 12:21 PM
To: Tanya Pouwhare <tanya@nzee.nz>
Subject: Industry Letters of Support

As requested Tanya

Immigration Instructions WH1.5.10 states :

WH1.5.10 Determining applications for RSE status

- a. In determining whether employers may be granted RSE status, INZ will assess applications and associated documents taking into account such factors as:
1. the period for which the employing organisation has been established as a going concern; and
 2. whether the employer has engaged with the Ministry of Social Development - Work and Income; and
 3. whether the employer has engaged with the relevant Industry Training Organisation; and
 4. whether the employer is a member of any relevant industry bodies (eg Horticulture New Zealand, New Zealand Kiwifruit Growers Inc., Pipfruit New Zealand, Hawkes Bay Fruitgrowers Association, New Zealand Wine, Rural and Associated Contractors Federation or a regional contractors association); and
 5. whether the employer is certified by any quality standard organisation (eg New Zealand GAP); and
 6. whether the criteria in WH1.5.5(a) and (b) have been met by the employer; and
 7. whether INZ is satisfied that the requirements in WH1.5.5(c) will be met by the employer; and

8. where there has been any previous breach of the requirements of immigration instructions (regardless of whether or not that resulted in RSE status being rescinded), whether any evidence has been provided to satisfy INZ that the cause and consequence of that breach has been remedied.

b. INZ must be satisfied that the information and documents included in an application for RSE status are genuine and accurate, and may take any steps it determines necessary to verify such documents and the information they contain.

c. Representatives of the Ministry of Business, Innovation and Employment may, where it is deemed necessary, conduct a site visit to the employer's premises.

d. INZ may consult with other services of the Ministry of Business, Innovation and Employment, the Ministry of Social Development, Inland Revenue, the Accident Compensation Corporation, WorkSafe New Zealand, the New Zealand Council of Trade Unions, and any relevant unions, agencies, and industry bodies when determining whether an employer has been compliant with relevant statutory law and policies, and has a demonstrable commitment to recruiting and training New Zealanders.

Key points:

- Industry asked Government for the RSE Scheme in 2007.
- Part of the agreement with Government was that industry would, when asked provide a letter of support for an RSE applicant, if the industry organisation was of the opinion that the applicant was suitable to become an RSE employer.
- This agreement became part of Immigration Instructions at WH1.5.10 – quoted above.
- There is no legal impediment preventing incorporated societies and/or levy funded organisations providing letters of support for their members.
- There could be some legal implications if a letter is given that is not founded on facts. Therefore before an industry organisation gives a letter of support, it needs to satisfy itself that it can give a letter of support.
- The GAP schemes provide that factual basis where the applicant is a member of a GAP scheme and holds current certification plus is a member of the industry organisation.
- The option of seeking a letter of support was put into the RSE scheme to assist ensure that only employers of good standing could become part of the scheme. This was a key concern of both the Government and the industry organisations that asked for the RSE scheme.
- There are a number of accredited RSE employers that do not belong to any industry organisation. In those cases the industry organisation should elect not to provide a letter of support as that would be outside of their mandate.
- Letters of support have in the past been provided and, in some cases, not provided. I have provided these letters and declined to provide letters as CE of NZKGI and HortNZ.

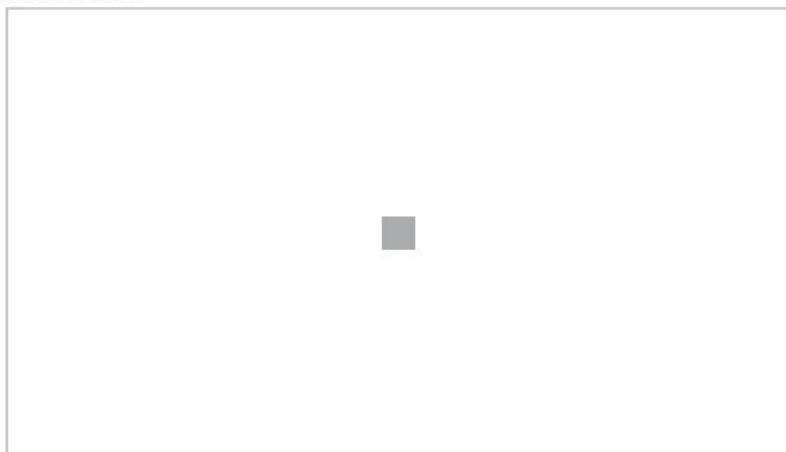
Hope this helps

Mike Chapman

Chair New Zealand Ethical Employers Inc

chair@nzee.nz

0274 874 264



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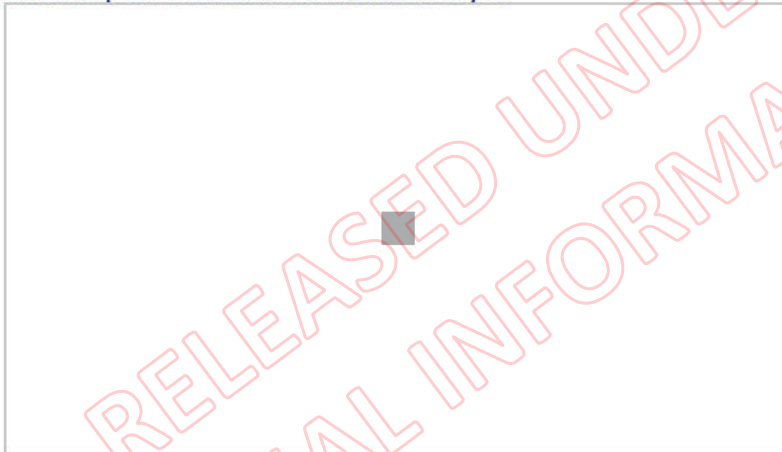
From: [Tanya Pouwhare](#)
To: [Loua Ward](#)
Cc: [Afzal Ali](#)
Subject: NZEE Member RSE Employer Supporter letter
Date: Monday, 13 November 2023 10:15:36 AM
Attachments: [image001.png](#)
[NZEE Member RSE Status Support Letter Oct23 - s 9\(2\)\(b\)\(ii\) .pdf](#)

This is what NZEE provides members (attached)

Ngā mihi,

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

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](#)

s 9(2)(b)(ii)

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From: [Tricia Kuriwara](#)
To: [Tanya Pouwhare](#)
Subject: RE: RSE Employer Contact [UNCLASSIFIED]
Date: Friday, 27 October 2023 4:26:18 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)

Hi Tanya,

No worries, I'll get them added to the distribution list as requested.

Kind regards,

Patricia Kuriwara

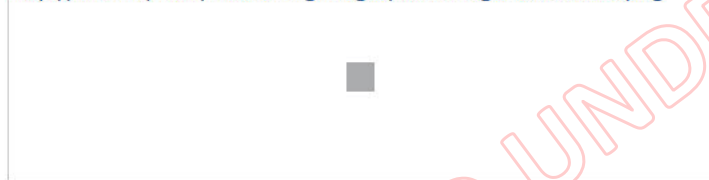
SENIOR BUSINESS ADVISOR
Toso Vaka O Manū Programme

Ministry of Business, Innovation & Employment | Hikina Whakatutuki

patricia.kuriwara@mbie.govt.nz | Telephone: +64 4 896 5335 | Mobile: s 9(2)(a)
www.immigration.govt.nz

NZBN 9429000106078

<http://thelink/how/PublishingImages/MBIE-logo-black-web.png>



Values email graphic_June2019



From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Friday, 27 October 2023 3:17 pm
To: Tricia Kuriwara <Patricia.Kuriwara@mbie.govt.nz>
Subject: RE: RSE Employer Contact [UNCLASSIFIED]

Hi Tricia,

The comms that come from MBIE/ INZ anything about RSE, I assumed (maybe incorrectly) that you had a main email address list for all RSE Employers? s 9(2)(a) would be down as the contact for HORTUS, but we wanted s 9(2)(a) added as a HORTUS contact also.

Is that possible?

Many thanks

T

From: Tricia Kuriwara <Patricia.Kuriwara@mbie.govt.nz>
Sent: Friday, October 27, 2023 2:05 PM
To: Tanya Pouwhare <tanya@nzee.nz>

Subject: FW: RSE Employer Contact [UNCLASSIFIED]

Hi Tanya,

Afzal forwarded to me your email below to assist with your query.

Are you able to tell me what specific groups you want them added to please?

Kind regards,

Patricia Kuriwara

SENIOR BUSINESS ADVISOR
Toso Vaka O Manū Programme

Ministry of Business, Innovation & Employment | Hikina Whakatutuki

patricia.kuriwara@mbie.govt.nz | Telephone: +64 4 896 5335 | Mobile: s 9(2)(a)
www.immigration.govt.nz

NZBN 9429000106078

<http://thelink/how/PublishingImages/MBIE-logo-black-web.png>

Values email graphic_June2019

From: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Sent: Friday, 27 October 2023 12:23 pm
To: Tricia Kuriwara <Patricia.Kuriwara@mbie.govt.nz>
Subject: FW: RSE Employer Contact

Hi Tricia,

Can you please follow up with Tanya (contact details below) and see which groups they need to be added to.?

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Friday, 27 October 2023 10:56 AM
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Cc: s 9(2)(a)
Subject: RSE Employer Contact

Hi Afzal,

Can you please add s 9(2)(a) into the MBIE email contact for Hortus please? So s 9(2)(a) also receives all comms from you guys, as well as Aaron.

s 9(2)(a)

Many thanks

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.



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OFFICIAL INFORMATION ACT

From: [Tanya Pouwhare](#)
To: [Afzal Ali](#)
Subject: RE: ATR Processing timeframes
Date: Thursday, 2 November 2023 6:57:20 PM

Beautiful outcome – thanks Afs

And well done Karen Swann's team!

T

From: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Sent: Thursday, November 2, 2023 4:27 PM
To: Tanya Pouwhare <tanya@nzee.nz>; s 9(2)(a)
Subject: ATR Processing timeframes

Afternoon All,

This week the RSE Unit are allocating ATRs at 3 weeks (oldest in queue) and RSE Status 4 weeks (oldest in queue). This is a good drop from last week which was 6 weeks and 8 weeks respectively.

Thank you for your ongoing cooperation.

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: [Loua Ward](#); [Afzal Ali](#)
Cc: [New Zealand Ethical Employers Inc](#)
Subject: RSE Travel Deductions
Date: Thursday, 2 November 2023 12:20:31 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.jpg](#)

Hi Loua & Afzal,

We submitted throughout the policy review, and continue to push for, fair and transparent mechanisms/settings to ensure a non-discriminatory approach regardless of the country of residence are needed to accurately inform immigration settings. RSE Deduction settings must move away from subjectivity (or bias) informing judgment.

Regarding the FBT tax issues – and by my reading RSE worker vans will not be exempt from FBT Tax. See below the 4 points to qualify for an exemption, point 3 & 4 rule RSE Employers out from an exemption <https://www.ird.govt.nz/-/media/project/ir/home/documents/forms-and-guides/ir400--ir499/ir409/ir409-2022.pdf?modified=20220407231310&modified=20220407231310>

And as a general rule, as long as you have made a vehicle available for an employee to use privately, you'll have to pay FBT whether or not your employee actually uses the vehicle privately. So the argument that the travel cost for workers (deduction) is only for actual use (ie. Logged distance), does not reflect the actual cost to the employer.

It's important to note that not all business vehicles are work-related vehicles for FBT purposes. To qualify for the work-related vehicles exemption from FBT all four of the following requirements must be met.

1. The vehicle must be a motor vehicle,
2. Business identification regularly used by the employer (or owner, if vehicle is rented) must be permanently and prominently displayed on the exterior of the vehicle. This may include a name, logo acronym or other business identification. Magnetic or removable signs are not enough, and neither is signwriting on a removable part of a vehicle (such as a pick-up's removable canopy or a spare wheel cover).
3. The exclusive design of the vehicle must be to carry goods, or goods and passengers equally. **If the vehicle is designed mainly to carry passengers, it will not meet this requirement.**
4. **You must notify employees in writing that the vehicle is not available for private use**

FBT is calculated on either the cost price or the tax value – 36% the original cost price less the total accumulated depreciation (or 9% if you quarterly file)

- 36% of \$50,000/van = \$18,000 x 63.93% FBT Tax = \$11,507.40 per year or \$221.30/wk
- 12 people to a van = \$18.45/wk per person vehicle charges to JUST cover the FBT tax

If the worker makes a full contribution to the fringe benefit the taxable value of the benefit is nil so there is no FBT liability, but the employer still needs to include the nil fringe benefit value in their FBT return.

I had a look at the IRD Kilometre rates for the 2022-2023 income year (<https://www.ird.govt.nz/income-tax/income-tax-for-businesses-and-organisations/types-of-business-expenses/claiming-vehicle-expenses/kilometre-rates-2022-2023>) the first 14,000 kilometres travelled by the vehicle in a year.

- The Tier 1 rate is a combination of your vehicle's fixed and running costs = 95c/km

- The Tier 2 rate is for running costs only 34c/km

Employment NZ advice : <https://www.employment.govt.nz/workplace-policies/work-equipment-and-clothing/vehicles/>

More advice found here : <https://www.business.govt.nz/news/fringe-benefit-tax-private-use-of-vehicles/#:~:text=The%20most%20important%20point%20to,FBT%20and%20file%20FBT%20returns.>

And here <https://www.taxtechnical.ird.govt.nz/-/media/project/ir/tt/pdfs/interpretation-statements/is-1707.pdf?modified=20200316215933>

From: David O'Shea <david.oshea@mbie.govt.nz>
Sent: Thursday, November 2, 2023 7:40 AM
To: Tanya Pouwhare <tanya@nzee.nz>
Cc: Kerri Ahomiro <Kerri.Aho@mbie.govt.nz>; New Zealand Ethical Employers Inc <chair@nzee.nz>
Subject: RE: Transport deduction

Hi Tanya

Well the newsletter you put out is certainly no pamphlet - well done getting outa bed at 6 this morn to reply to me!

The points you raise are fair and I want to make sure that I cover off well. I'm on the road today so will get back to you on these tomorrow.

David

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Thursday, 2 November 2023 6:24 am
To: David O'Shea <david.oshea@mbie.govt.nz>
Cc: Kerri Ahomiro <Kerri.Aho@mbie.govt.nz>; New Zealand Ethical Employers Inc <chair@nzee.nz>
Subject: Re: Transport deduction

Morning David - apologies for not responding sooner, I was in the belly of the monthly newsletter yesterday.

Reading INZ instructions on pay deductions :

WH1.20.10 Pay Deductions

Pay deductions will only be permissible where:

f. the deductions are for a specified purpose and are for actual, reasonable, verifiable expenses in relation to that purpose; and

g. the amount deducted is no greater than that deducted, in comparable circumstances, from the pay of workers who are New Zealand citizens or residence class visa holders

My question related to actual, reasonable, verifiable part of section f. And the comparable circumstances part of section g.

It's my understanding that deductions have been a hot topic for many, and I'd like to understand how the LI worked out their view of how much travel deduction should be, what is that based on? How is that verified? Is it fair? And is it reasonable? And how does that compare to what an employer could reasonably be expected to charge a NZer?

In the statement below, the word "nominal" doesn't translate to "actual, reasonable, verifiable" or "comparable" rather it is token or symbolic.

Nominal

(of a price or charge) very small; far below the real value or cost.

"they charge a nominal fee for the service

The cost charged for pastoral use of vehicles for shopping and other after-hours activities should cover fuel and a nominal cost for the use of the vehicle.

Using calculation methods provided by govt agencies like IRD, and NZTA is generally good practise in determining costs and deductions as they offer standardised and legally compliant approaches.

It would be reasonable to assume that INZ travel deductions would use similar calculation methods to move away from subjectivity?

T

Sent from iPhone

Tanya Pouwhare
CEO
New Zealand Ethical Employers (NZEE)
Mobile : 021 249 1919

From: David O'Shea <david.oshea@mbie.govt.nz>

Sent: Wednesday, November 1, 2023 8:42 AM

To: Tanya Pouwhare <tanya@nzee.nz>

Cc: Kerri Ahomiro <Kerri.Aho@mbie.govt.nz>; New Zealand Ethical Employers Inc <chair@nzee.nz>

Subject: RE: Transport deduction

Morning Tanya

You've lost me! I'm not sure where NZTA would fit in while IRD involvement (if any) would not change other than the \$\$ may be different to what they were before. A phone call might be handy - anytime for me today.

Cheers

David

From: Tanya Pouwhare <tanya@nzee.nz>

Sent: Tuesday, 31 October 2023 5:10 pm

To: David O'Shea <david.oshea@mbie.govt.nz>
Cc: Kerri Ahomiro <Kerri.Aho@mbie.govt.nz>; New Zealand Ethical Employers Inc <chair@nzee.nz>
Subject: RE: Transport deduction

Thanks David,

How does this stack up with the intentions of supplying transport, from NZTA & IRD perspective?

Thanks

T

From: David O'Shea <david.oshea@mbie.govt.nz>

Sent: Tuesday, October 31, 2023 3:41 PM

To: s 9(2)(a)

[Redacted content]

Cc: Tanya Pouwhare <tanya@nzee.nz>

Subject: Transport deduction

Transport Deduction

The Labour Inspectorate is currently reviewing deductions charged workers for transport.

Section B4 of the Pastoral Guide requires that the employer provide transport to and from work for its RSE workers specifying, "The financing of transport arrangements lies with the employer". For pastoral purposes, "Arrangements to cover vehicle fuel and running costs need to be reasonable and fair for your RSE workers" with INZ Instructions WH1.20.10 guidance on retrieval of costs being "actual, reasonable and verifiable".

Reasonable costs can be charged to cover the provision of transport allowing workers to attend to their personal needs as well as recreational activities during time off. The Inspectorates' view is that this deduction needs to be fair.

It is over to the employer to make their case. You may verify actual costs using data from e.g. GPS trackers, logbooks. It is not considered reasonable that major expenses such as cost of capital, depreciation, servicing and compliance for the vehicle's primary purpose of transporting workers to and from the workplace is passed on to workers.

Next steps:

Please use this time to look at your transport deduction and collate information to justify the deduction taken from your workers. **The cost charged for pastoral use of vehicles for shopping and other after-hours activities should cover fuel and a nominal cost for the use of the vehicle.** If the review of costs identifies that the deduction is too high, the employer will need to reduce the amount. I will be working my way through the employer list beginning the third week of November

and subsequently engage to reach agreement.

Regards

David

David O'Shea
Labour Inspector - RSE

Labour Inspectorate, Employment Services,
Ministry of Business, Innovation & Employment (MBIE)
david.oshea@mbie.govt.nz
Telephone: +64 (03) 989 2943
Cellular s 9(2)(a)
PO Box 180, 9 Buxton Square. Nelson 7010
www.mbie.govt.nz
NZBN 9429000106078

For information on employee and employer rights and responsibilities go to www.employment.govt.nz



LI_Email sig 770

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From: [Afzal Ali](#)
To: tanya@nzee.nz; s 9(2)(a)
Cc: [Lafaele Lupo](#); [Oikoumene Maualaivao-Chan Tung](#); [Loua Ward](#); [Tony Jensen](#)
Subject: PNG Recruitment timeframes
Date: Friday, 3 November 2023 3:30:36 PM

Hi All,

As requested earlier please find attached the PNG mobilisation timeline. Please feel free to share the document with the wider RSE members.

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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MOBILISATION TIMELINE

PAPUA NEW GUINEA

RECEIPT OF ATR

WEEKS 1 & 2

- o Agreement to recruit received by the LMU
- o Assistant Director assigns a Labour Mobility (LM) Officer to the recruitment
- o Assistant Director arranges a virtual catchup

NEW RECRUITMENT (no return workers)

- o LM officer liaises with employer and sends worker profiles across
- o Employer notifies whether in country or virtual interviews

NEW RECRUITMENT (return workers)

- o LM Officer to liaise with the employer to contact all return workers.

IMPORTANT: Recommended employer makes payment to VFS

NOTE: If the employer is coming in country to recruit this timeframe is not included in this timeline.

VISA PROCESS

WEEKS 3 & 4

- o Workers to review and sign contracts
- o Workers to complete visa application forms and attach all mandatory documents
- o LMU to book visa medicals with approved panel medical doctors
- o Workers can collect medical reports within 48 hours and must submit to the LMU
- o LMU lodges applications with VFS with employer receipt of payment attached.
- o LMU receives a visa lodgement confirmation from VFS on email.

NOTE: This timeline is dependent on VFS lodgement timeframe of the visa to Suva. Generally, the greater the number of workers the longer the lodgement timeframe.

VISA APPROVAL

WEEKS 5 & 6

- o Visa approval process with NZ Immigration
- o Workers are advised to travel into Port Moresby if they are not already in the Capital.

NOTE: This process usually takes a minimum of 5 working days. If visas have not been received in 5 working days the LMU follows up with the MBIE teams for assistance.

PRE-DEPARTURE BRIEF

WEEK 7

- o Pre-departure brief is completed
- o Visa approvals start to come through to either the LMU or the employer
- o Approvals shared with either the LMU or the employer
- o All mandatory departure documents are issued to the workers including a copy of their employment contract

NOTE: All workers are to present for training immaculately groomed and with good personal hygiene. Anyone with red teeth will be sent away. As per GoPNG guidelines.

DEPARTURE

WEEK 8

- o Workers depart PNG
- o Photos sent to the employers after check in and email sent to confirm all are in the departure lounge ready for boarding

NOTE: Flights may need to be adjusted if there is a delay in the receipt of visas.

From: [Tanya Pouwhare](#)
To: [Loua Ward](#)
Cc: [Afzal Ali; s 9\(2\)\(a\)](#)
Subject: RSE Info Invite Marlborough Community Leaders - 6th of December 2023
Date: Friday, 10 November 2023 9:06:40 PM
Attachments: [image001.png](#)
[RSE Info Invite Marl Community Leaders 10Nov23 - Loua Ward.pdf](#)

Dear Loua

On the 6th of December 2023 we are hosting a forum to share information on the Recognised Seasonal Employer (RSE) scheme and how it operates in Marlborough. This forum is for leaders in our community to connect with key stakeholders in the RSE scheme, ask questions, and build knowledge on how the scheme operates.

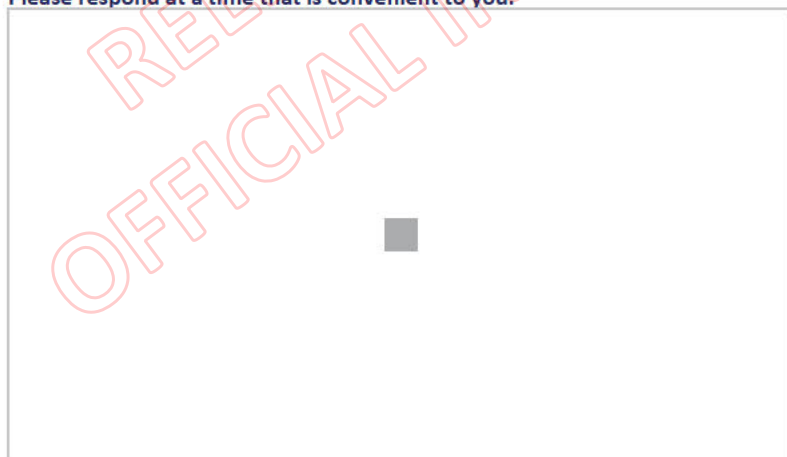
Please see attached an invitation, please **RSVP to this address by Friday 17th November.**

Ngā mihi,

Tanya

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

In office hours 9am – 3pm Monday – Friday
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Please respond at a time that is convenient to you.



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