

Understanding the RSE scheme Marlborough

An invitation for leaders in Marlborough's community to connect and reflect

10 November 2023

Loua Fesola'i-Ward
NATIONAL MANAGER PACIFIC
Refugee and Migrant Services, Immigration New Zealand
Ministry of Business, Innovation & Employment
Loua.Ward@mbie.govt.nz

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.

The forum will include:

- Introduction – New Zealand Ethical Employers (NZEE), Marlborough Winegrowers Association
- An overview of the RSE scheme
- How the RSE scheme supports the Marlborough wine industry
- A panel discussion and Q&A
- Light refreshments

Please join us:

9:00 – 11:00 am, Wednesday 6 December 2023

Theatre, Marlborough Research Centre

85 Budge St, Blenheim

If you have questions ahead of the forum, or there are specific topics that you would like covered, please let us know with your RSVP. **Please RSVP by Friday 17 November 2023.**

Sincerely

Nicci Armour

Chairperson, Marlborough Labour Governance
group / Advocacy Manager, Wine Marlborough

Tanya Pouwhare

CEO, New Zealand Ethical Employers

From: [Faamata Laumalili](#)
To: [Tanya Pouwhare](#); [Loua Ward](#)
Cc: [Afzal Ali](#); [s 9\(2\)\(a\)](#) ; [Oikoumene Maualaivao-Chan Tung](#)
Subject: RE: RSE Info Invite Marlborough Community Leaders - 6th of December 2023 [UNCLASSIFIED]
Date: Friday, 17 November 2023 12:49:09 PM
Attachments: [image001.png](#)

Fabulous Tanya, I think its such a great way of deepening relationships with the community and is in essence Ola Manuia in practice. This lays a foundation from which to build from using the pillars as a way to measure how we sow the seeds, grow together, nurture relationships and prosperity.

Awesome mahi!

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Friday, 17 November 2023 12:45 pm
To: Faamata Laumalili <Mata.Laumalili2@mbie.govt.nz>; Loua Ward <Loua.Ward@mbie.govt.nz>
Cc: Afzal Ali <Afzal.Ali@mbie.govt.nz>; [s 9\(2\)\(a\)](#)
[Oikoumene Maualaivao-Chan Tung](mailto:Oikoumene.Maualaivao-Chan.Tung@mbie.govt.nz) <oiko.mchantung@mbie.govt.nz>
Subject: RE: RSE Info Invite Marlborough Community Leaders - 6th of December 2023 [UNCLASSIFIED]

Hi Mata,

Kind of.

When we started talking about what we might do as a community to welcome the workers in, and how we could wrap support around them etc, we realised that we actually need to go back a few steps, and offer some RSE Scheme literacy to our community first, before we start to build something more.

This meeting has been a long time coming, but Ola Manuia def did give us a wee nudge to get it done.

T

From: Faamata Laumalili <Mata.Laumalili2@mbie.govt.nz>
Sent: Friday, November 17, 2023 12:34 PM
To: Tanya Pouwhare <tanya@nzee.nz>; Loua Ward <Loua.Ward@mbie.govt.nz>
Cc: Afzal Ali <Afzal.Ali@mbie.govt.nz>; [s 9\(2\)\(a\)](#)
[Oikoumene Maualaivao-Chan Tung](mailto:Oikoumene.Maualaivao-Chan.Tung@mbie.govt.nz) <oiko.mchantung@mbie.govt.nz>
Subject: RE: RSE Info Invite Marlborough Community Leaders - 6th of December 2023 [UNCLASSIFIED]

Excellent thanks Tanya, is this a follow up to our meeting in Blenheim?

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Friday, 17 November 2023 9:15 am

To: Loua Ward <Loua.Ward@mbie.govt.nz>

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

Oikoumene Maualaivao-Chan Tung <oiko.mchantung@mbie.govt.nz>; Faamata Laumalili <Mata.Laumalili2@mbie.govt.nz>

Subject: RE: RSE Info Invite Marlborough Community Leaders - 6th of December 2023
[UNCLASSIFIED]

Good morning,

Thank you Loua.

We would love Oiko to also sit on our panel, along with other technical experts David O'Shea & Russel Smith, and representing the Marlborough employers will be s 9(2)(a). This is to answer any questions the community and business leaders might have on the immigration side of things.

Many thanks

T

From: Loua Ward <Loua.Ward@mbie.govt.nz>

Sent: Thursday, November 16, 2023 10:44 PM

To: Tanya Pouwhare <tanya@nzee.nz>

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

Oikoumene Maualaivao-Chan Tung <oiko.mchantung@mbie.govt.nz>; Faamata Laumalili <Mata.Laumalili2@mbie.govt.nz>

Subject: RE: RSE Info Invite Marlborough Community Leaders - 6th of December 2023
[UNCLASSIFIED]

Hi Tania,

Thank you very much for this invite, this is an excellent initiative which I fully support. However, as discussed today, please accept my apologies as I have a prior commitment in Wellington that day. Hopefully Oiko will be able to attend, and she will ably represent us. Thank you.

Kind regards,

Loua

From: Tanya Pouwhare <tanya@nzee.nz>

Sent: Friday, November 10, 2023 9:06 PM

To: Loua Ward <Loua.Ward@mbie.govt.nz>

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

Subject: RSE Info Invite Marlborough Community Leaders - 6th of December 2023

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
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: [Tanya Pouwhare](#)
To: [Afzal Ali](#)
Subject: RE: Receipts from VAC
Date: Tuesday, 14 November 2023 4:13:40 PM
Attachments: [image001.png](#)

Yes, he does use the VAC RSE email address to request receipts.

T

From: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Sent: Tuesday, November 14, 2023 1:36 PM
To: Tanya Pouwhare <tanya@nzee.nz>
Subject: RE: Receipts from VAC

Hi Tanya,

MBIE VFS team are looking into this matter. I'll provide you an update as soon as I am able to.

In the meantime can you please check with s 9(2)(a) if they are using the VAC RSE email address to request receipt? The Pacific VAC staff, as you know, are continuously working to lodge applications and often don't have time to check their personal emails to respond to employers. To ensure the employers are receiving timely responses the VAC RSE ID should be used.

Cheers
Afzal

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Monday, 13 November 2023 10:29 PM
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Subject: Receipts from VAC

Hi Afzal ,

Please see below.

T

Sent from iPhone

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

From: s 9(2)(a)
Sent: Friday, November 10, 2023 9:42 AM
To: Tanya Pouwhare <tanya@nzee.nz>; s 9(2)(a)
Subject: Temporary Process for Vanuatu COIs

Hi Tanya

Thank you for this.

One thing we are really struggling with, and it causes auditing issues for us is the VAC not sending any receipts for funds received. We have been consistently asking for this and simply get no answer from them.

Are you able to elevate this to the appropriate people as receipting of funds from an NZ government contracted supplier, I would have thought should be a given.,

Thanks

s 9(2)(a)

Seasonal Solutions
PO Box 326
Alexandra 9320
New Zealand

s 9(2)(a)

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Wednesday, November 8, 2023 9:50 AM
To: tanya@nzee.nz
Subject: FW: Temporary Process for Vanuatu COIs

Hi NZEE Team,

Please see attached and below for the updated process for Certificates of Identity (COIs) from Vanuatu RSE workers. This process is for those workers who either don't have a passport, or it will run out while they are in NZ.

One interesting observation, **if a returning RSE worker's passport is due to expire while they are onshore in NZ they should obtain a COI before they apply for their visa, then their visa will be issued for the entire length of their employment contract.**

Also add another 10 days to the processing time if they require a COI.

Yell out if you have any questions.

Take care

Ngā mihi,

T

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](#)

From: donotreplyrseinzcomms <donotreplyrseinzcomms@mbie.govt.nz>

Sent: Tuesday, November 7, 2023 5:48 PM

Subject: Temporary Process for Vanuatu COIs

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

RELEASED UNDER THE
OFFICIAL INFORMATION ACT

From: [Tanya Pouwhare](#)
To: [Afzal Ali](#)
Cc: [New Zealand Ethical Employers Inc](#)
Subject: Fwd: recruitment experience
Date: Wednesday, 15 November 2023 6:57:47 AM
Attachments: [image001.jpg](#)
[image002.png](#)
[RSE Recruitment request - 20 i-Kiribati - Nov-2023 till Aug-2024.msg](#)
[Re RSE Recruitment request - 20 i-Kiribati - Nov-2023 till Aug-2024.msg](#)
[Re Recruitment 20 i-Kiribati - Vinepower.msg](#)
[RE Recruitment 20 i-Kiribati - Vinepower.msg](#)
[Re Update please.msg](#)

For discussion on Thursday.

Take care

T

Sent from iPhone

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

From: s 9(2)(a)
Sent: Tuesday, November 14, 2023 10:59:50 PM
To: Tanya Pouwhare <tanya@nzee.nz>
Subject: Fwd: recruitment experience

Good morning

Have a read of this debacle

Sent from middle of nowhere

Begin forwarded message:

From: s 9(2)(a)
Date: 14 November 2023 at 10:47:52 PM NZDT
To: s 9(2)(b)(i) >
Cc: s 9(2)(a) Oikoumene Maualaivao-Chan
Tung <oiko.mchantung@mbie.govt.nz>, Tony Jensen
<Tony.Jensen@mbie.govt.nz>, s 9(2)(a)
Subject: recruitment experience

Mauri s 9(2)(a),

Hopefully this email finds you well.

As you might know, our company has recruited from Kiribati successfully for many

years.

This year however, the experience is not been good at all.

If you are able to, could you have a look at our application/situation please, so that we might find a way forward for our Kiribati team to join us this month.

The following timeline of events, and enclosed emails, will hopefully paint the picture and illustrate what has gone wrong with the recruitment process;

1. 12 September: First email sent, outlining the period of employment and list of 19 returnee workers plus one new one
2. Acknowledgement of receipt of email received that same day, from s 9(2)(a) indicates that the recruitment process will start immediately – *great start*
3. 25 September: Contracts, Deduction forms and ATR numbers/details supplied to s 9(2)(a). Also, Visa Payments made to VFS
4. 11 October: Emailed s 9(2)(a), with request for a progress update on the recruitment process
5. 12 October: s 9(2)(a) replies on progress; for most workers both paperwork and medicals are either underway or completed. Some need contacting still – *everything seems on track*
6. 31 October: Emailed s 9(2)(a) the insurance certificates and requested an update on progress – *no reply received*
7. 8 November: Emailed s 9(2)(a) again, with request for an update on progress. s 9(2)(a) replies the same day, informing me that all Visa applications will be lodged that day (8 November). Furthermore, s 9(2)(a) hands the remainder of the process over to s 9(2)(a) – *this is rather late (flight date is 20 November), yet still hopeful at this point that all Visas will be issued in time*
8. 10 November: s 9(2)(a) requests that I sent the insurance certificates and Covid-19 vaccination cards – I sent both in 2 separate emails that same day
9. Today, 14 November: Emailed s 9(2)(a) with a request for an update. s 9(2)(a) replies to inform me that only 13 of the 20 workers have completed the necessary procedures to date. Furthermore, not a single Visa application has been presented for processing thus far! And, in a separate email, I'm asked again to supply the insurance certificates – I replied. Please note, this is the **3rd time** now that I have sent the insurance certificates!

I hope you can understand my frustration at this point. How can the labour officers be on track and ready to present the Visa Applications one week, yet not at all be ready the following week?

Our Operations Team need the workers next week, and flights have been booked and paid for (roughly \$27,000 NZD). The flight date is this Monday, 20 November.

If you could inform us of where our recruitment process is really at, please. And, how much longer it will take to have it completed and Visas issued for all 20. That would be much appreciated, and will allow us to push the flight dates out with some certainty.

Lastly, I look forward to meeting you in person at PLMAM next week. Hopefully by then, we have this group sorted and can talk about how we can have a better experience next year.

Look forward to your reply at your earliest convenience.

Ko rabwa, and kind regards,

s 9(2)(a)

s 9(2)(a)

3023 State Highway 1, RD4, Blenheim 7274

Mobile: s 9(2)(a), Phone: +64 3 579 5005

Email: s 9(2)(a) Web: www.vinepower.co.nz

RELEASED UNDER THE
OFFICIAL INFORMATION ACT

From:

To:

Cc:

Subject:

Attachments:

s 9(2)(a)

RSE Recruitment request - 20 i-Kiribati - Nov-2023 till Aug-2024

[image001.jpg](#)

[image002.png](#)

[Vinepower i-Kiribati team - 2023-24.xlsx](#)

[20230907_175041.jpg](#)

Ko na mauri and good afternoon s 9(2)(a)

Hopefully this email finds you well.

We have been very pleased with our Kiribati team last year and would like to recruit them again this year.

One worker, s 9(2)(a), has indicated that he would like to spend time with his family this year. The remainder of the team is keen to come back to us.

The enclosed list of workers then is our preference, including the leader s 9(2)(a), with one additional person as recommended by the group (please see passport copy enclosed).

The period of employment would be from 21 November 2023 through to 21 August 2024.

Working predominantly for Vinepower, with a 2 month period in between for the Apple Harvest, at two other RSE employers.

I'll follow up with another email later this week, to include the Contracts, Deduction Forms, ATR numbers and flight details.

If you could confirm receipt of this email to kick off the process please, that would be much appreciated.

Ko rabwa and kind regards,

s 9(2)(a)

s 9(2)(a)



3023 State Highway 1, RD4, Blenheim 7274

Mobile: s 9(2)(a), Phone: +64 3 579 5005

Email: s 9(2)(a), Web: www.vinepower.co.nz



	Surname	Given Name	Gender	Country	Date of Birth
1	s	9	(2)	(a)	
2					
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4					
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10					
11					
12					
13					
14					
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16					
17					
18					
19					
20					

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OFFICIAL INFORMATION ACT

s 9(2)(a)

RELEASED UNDER THE
OFFICIAL INFORMATION ACT

From:
To:
Cc:
Subject:
Date:
Attachments:

s 9(2)(a)

Re: RSE Recruitment request - 20 i-Kiribati - Nov-2023 till Aug-2024
Tuesday, 12 September 2023 3:23:37 PM
[image001.jpg](#)
[image002.png](#)

Mauri s 9(2)(a)

Acknowledged receipt of your email and thank you for your positive feedback on the workers. For your kind information, s 9(2)(a) has reported to the office today and will be our contact person for the rest of the team, especially for the recommended worker.

We will be meeting all workers sometimes this week to start off the recruitment process, i.e: medical check up and other necessary actions for their visa lodgements.

Thank you for your time,

Kind regards.

s 9(2)(a)

On Tue, Sep 12, 2023 at 11:23 AM s 9(2)(a) wrote:

Ko na mauri and good afternoon s 9(2)(a)

Hopefully this email finds you well.

We have been very pleased with our Kiribati team last year and would like to recruit them again this year.

One worker, s 9(2)(a), has indicated that he would like to spend time with his family this year. The remainder of the team is keen to come back to us.

The enclosed list of workers then is our preference, including the leader s 9(2)(a) with one additional person as recommended by the group (please see passport copy enclosed).

The period of employment would be from 21 November 2023 through to 21 August 2024. Working predominantly for Vinepower, with a 2 month period in between for the Apple Harvest, at two other RSE employers.

I'll follow up with another email later this week, to include the Contracts, Deduction Forms, ATR numbers and flight details.

If you could confirm receipt of this email to kick off the process please, that would be much appreciated.

Ko rabwa and kind regards,

s 9(2)(a)

s 9(2)(a)



3023 State Highway 1, RD4, Blenheim 7274

Mobile: s 9(2)(a) , Phone: +64 3 579 5005

Email: s 9(2)(a) , Web: www.vinepower.co.nz



s 9(2)(a)

OFFICIAL INFORMATION ACT
RELEASED UNDER THE

From: s 9(2)(a)
To: s 9(2)(a)
Cc:
Subject: Re: Recruitment 20 i-Kiribati - Vinepower
Date: Thursday, 12 October 2023 4:48:33 PM
Attachments: [image001.jpg](#)
[image002.png](#)

Mauri and good afternoon s 9(2)(a)

For your information, signings of contracts and visa's are underway for most of the workers. Will need to contact the rest of the team to report to the office for signings; as most of the workers have undergone medical check up.

Will keep you updated on the recruitment process.

Thank you.

Kindest regards.

On Wed, Oct 11, 2023 at 1:56 PM s 9(2)(a) wrote:

Mauri, and good morning s 9(2)(a),

Hopefully this email finds you well.

Do you have an update for us please, how the recruitment process is going?

We are still working on their insurance cover and hopefully have certificates for you by the end of the week.

Ko rabwa, and have a nice day!

Cheers,

s 9(2)(a)



3023 State Highway 1, RD4, Blenheim 7274

Mobile: s 9(2)(a) , Phone: +64 3 579 5005

Email: s 9(2)(a) Web: www.vinepower.co.nz



s 9(2)(a)

RELEASED UNDER THE
OFFICIAL INFORMATION ACT

From: s 9(2)(a)
To:
Cc:
Subject: Re: Update please
Date: Tuesday, 14 November 2023 4:21:41 PM
Attachments: [image001.png](#)
[image002.jpg](#)
[image003.png](#)

Hi s 9(2)(a)

Sorry for the late reply,

For your Kind information 13 workers have undergone all necessary procedures for the recruitment process and all paper works are all set and done, ready for visa lodgement. However, please note that from the remaining 7 workers - three of them have just reported to the office as they have just returned back from the outer islands and have just undergo medical check up yesterday with panel physician. For the 4 workers, we are still awaiting their needed documents in order for us to lodge their visa's with.

Hope we get any feedback soon.

Thank you.

s 9(2)(a)

On Tue, Nov 14, 2023 at 7:59 AM s 9(2)(a) wrote:

Mauri s 9(2)(a)

Do you have an update for us please? Has the Suva office received the applications for processing?

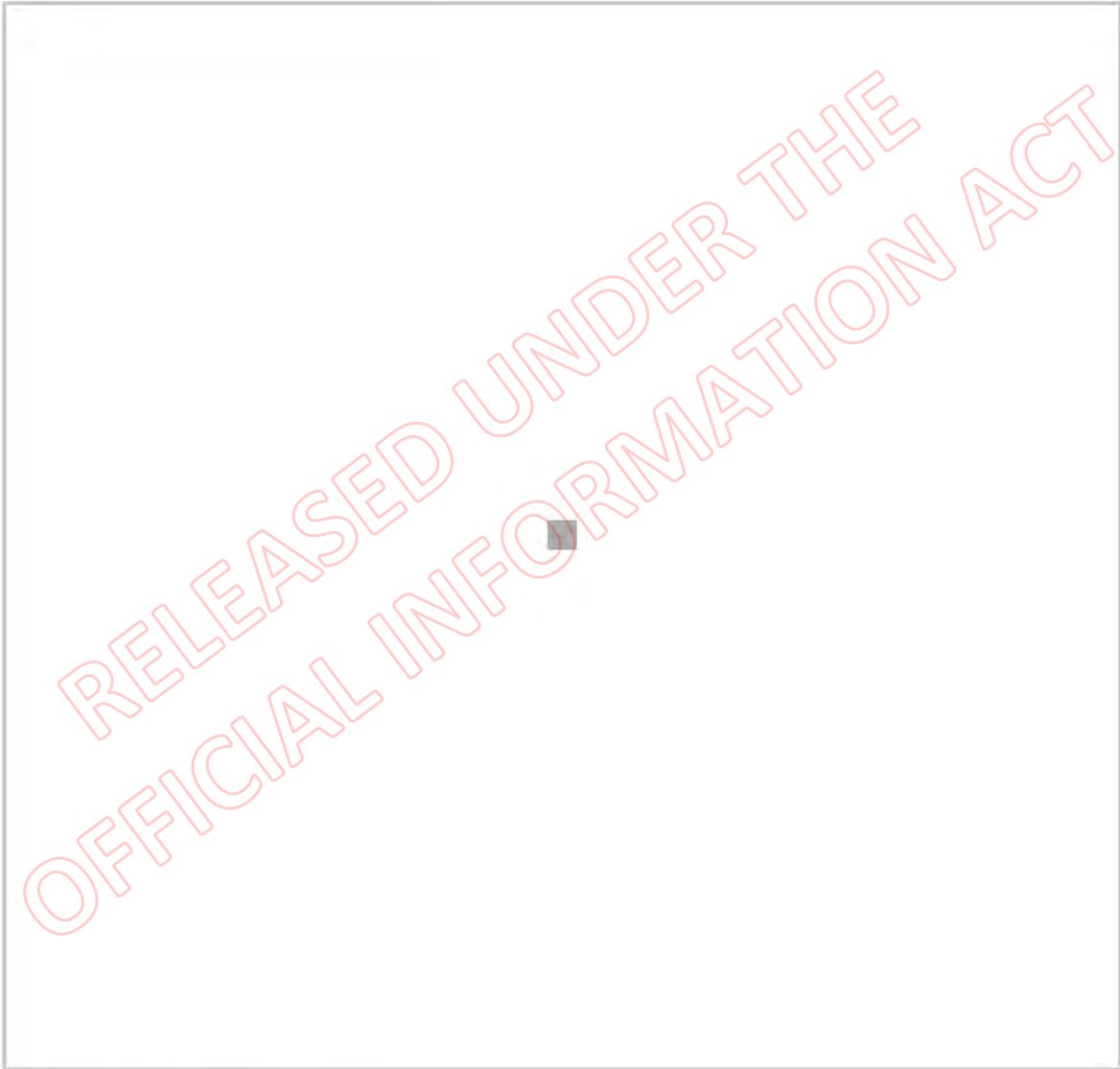
Perhaps you have received some of the Visas already?

It is not long to go before the flight (this Monday).

Are you confident that all Visas will be issued in time?

Thank you and kind regards,

s 9(2)(a)



s 9(2)(a)



3023 State Highway 1, RD4, Blenheim 7274

Mobile: s 9(2)(a) Phone: +64 3 579 5005

Email: s 9(2)(a) Web: www.vinepower.co.nz



From: s 9(2)(a)
Sent: Friday, November 10, 2023 2:10 PM
To: s 9(2)(a)
Cc: s 9(2)(a)
Subject: RE: Request health insurance and Vaccination card

Mauri s 9(2)(a)

Kindly request for the health insurance and vaccination card that is needed for the visa processing.

All workers said that all their vaccination cards were there.

Please let me know with something that I can do for you.

Thank you.

s 9(2)(a)

From:
To:
Cc:
Subject:
Attachments:

s 9(2)(a)

RE: Recruitment 20 i-Kiribati - Vinepower

[image001.jpg](#)

[image002.png](#)

[Certificate of Insurance - Upload Vinepower](#)

[Certificate of Insurance - Upload Vinepower](#)

[Certificate of Insurance - Upload Vinepower](#)

[Certificate of Insurance - Upload Vinepower](#)

s 9(2)(a) [Kiribati \(1\) 21Sep \(3\).pdf](#)

[Kiribati \(2\) 21Sep \(2\).pdf](#)

[Kiribati \(3\) 21Sep \(4\).pdf](#)

[Kiribati \(4\) 21Sep \(2\).pdf](#)

Mauri s 9(2)(a)

I've got the insurance certificates for you, all 4, one for each employment period, as enclosed.

When are you looking to present Visa Applications to the VFS office / Immigration NZ office in Suva please?

Ko rabwa and nice evening!

Cheers,

s 9(2)(a)

s 9(2)(a)



3023 State Highway 1, RD4, Blenheim 7274

Mobile: s 9(2)(a), Phone: +64 3 579 5005

Email: s 9(2)(a) Web: www.vinepower.co.nz



From: s 9(2)(a)

Sent: Wednesday, October 11, 2023 2:57 PM

To: s 9(2)(a)

Cc: s 9(2)(a)

Subject: Recruitment 20 i-Kiribati - Vinepower

Mauri, and good morning s 9(2)(a)

Hopefully this email finds you well.

Do you have an update for us please, how the recruitment process is going?

We are still working on their insurance cover and hopefully have certificates for you by the end of the week.

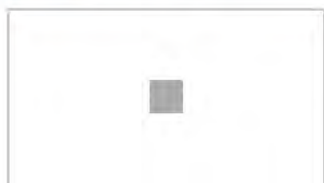
Ko rabwa, and have a nice day!

Cheers,
s 9(2)(a)

s 9(2)(a)



3023 State Highway 1, RD4, Blenheim 7274
Mobile: s 9(2)(a), Phone: +64 3 579 5005
Email: s 9(2)(a) Web: www.vinepower.co.nz



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OFFICIAL INFORMATION ACT



Processed on: 31/10/2023 02:57 PM

Certificate of Insurance

Signed by a duly authorised representative of OrbitProtect Ltd, for and on behalf of Zurich New Zealand.

In New Zealand, Zurich's general insurance products are underwritten by Zurich Australian Insurance Limited (ZAIL), trading as Zurich New Zealand. ZAIL has an insurer financial strength rating of A+ from Standard & Poor's (Australia) Pty Ltd.

Zoë Robinson

Head of International Visitors, nib New Zealand

Certificate No.	Family Name	Given Name	Employer	Gender	Birth Date	Origin Country	Cover Start Date	Cover End Date	Plans
s 9(2)(a)			Vinepower	s 9(2)(a)			01/05/2024	21/08/2024	RSE Protect
			Vinepower				01/05/2024	21/08/2024	RSE Protect
			Vinepower				01/05/2024	21/08/2024	RSE Protect
			Vinepower				01/05/2024	21/08/2024	RSE Protect
			Vinepower				01/05/2024	21/08/2024	RSE Protect
			Vinepower				01/05/2024	21/08/2024	RSE Protect
			Vinepower				01/05/2024	21/08/2024	RSE Protect
			Vinepower				01/05/2024	21/08/2024	RSE Protect
			Vinepower				01/05/2024	21/08/2024	RSE Protect
			Vinepower				01/05/2024	21/08/2024	RSE Protect
			Vinepower				01/05/2024	21/08/2024	RSE Protect
			Vinepower				01/05/2024	21/08/2024	RSE Protect
			Vinepower				01/05/2024	21/08/2024	RSE Protect
			Vinepower				01/05/2024	21/08/2024	RSE Protect
			Vinepower				01/05/2024	21/08/2024	RSE Protect
			Vinepower				01/05/2024	21/08/2024	RSE Protect
			Vinepower				01/05/2024	21/08/2024	RSE Protect



s 9(2)(a) [redacted] Vinepower s 9(2)(a) [redacted] 01/05/2024 21/08/2024 RSE Protect

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IMPORTANT NOTES: Immigration NZ and Employer

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Matters that arise under a competitor's policy during a season are not covered under this policy in any way.



Processed on: 31/10/2023 02:57 PM

Certificate of Insurance

Signed by a duly authorised representative of OrbitProtect Ltd, for and on behalf of Zurich New Zealand.

In New Zealand, Zurich's general insurance products are underwritten by Zurich Australian Insurance Limited (ZAIL), trading as Zurich New Zealand. ZAIL has an insurer financial strength rating of A+ from Standard & Poor's (Australia) Pty Ltd.

Zoë Robinson

Head of International Visitors, nib New Zealand

Certificate No.	Family Name	Given Name	Employer	Gender	Birth Date	Origin Country	Cover Start Date	Cover End Date	Plans
s 9(2)(a)							30/03/2024	30/04/2024	RSE Protect
							30/03/2024	30/04/2024	RSE Protect
							30/03/2024	30/04/2024	RSE Protect
							30/03/2024	30/04/2024	RSE Protect
							30/03/2024	30/04/2024	RSE Protect
							30/03/2024	30/04/2024	RSE Protect
							30/03/2024	30/04/2024	RSE Protect
							30/03/2024	30/04/2024	RSE Protect
							30/03/2024	30/04/2024	RSE Protect
							30/03/2024	30/04/2024	RSE Protect
							30/03/2024	30/04/2024	RSE Protect
							30/03/2024	30/04/2024	RSE Protect
							30/03/2024	30/04/2024	RSE Protect
							30/03/2024	30/04/2024	RSE Protect
							30/03/2024	30/04/2024	RSE Protect
							30/03/2024	30/04/2024	RSE Protect



s 9(2)(a)

30/03/2024

30/04/2024

RSE Protect

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Certificate No.	Family Name	Given Name	Employer	Gender	Birth Date	Origin Country	Cover Start Date	Cover End Date	Plans
s 9(2)(a)			MA Orchards	s 9(2)(a)			20/02/2024	29/03/2024	Seasonal Worker
			MA Orchards		20/02/2024	29/03/2024	Seasonal Worker		
			MA Orchards		20/02/2024	29/03/2024	Seasonal Worker		
			MA Orchards		20/02/2024	29/03/2024	Seasonal Worker		
			MA Orchards		20/02/2024	29/03/2024	Seasonal Worker		
			MA Orchards		20/02/2024	29/03/2024	Seasonal Worker		
			MA Orchards		20/02/2024	29/03/2024	Seasonal Worker		
			MA Orchards		20/02/2024	29/03/2024	Seasonal Worker		
			MA Orchards		20/02/2024	29/03/2024	Seasonal Worker		
			MA Orchards		20/02/2024	29/03/2024	Seasonal Worker		
			MA Orchards		20/02/2024	29/03/2024	Seasonal Worker		
			MA Orchards		20/02/2024	29/03/2024	Seasonal Worker		
			MA Orchards		20/02/2024	29/03/2024	Seasonal Worker		
			MA Orchards		20/02/2024	29/03/2024	Seasonal Worker		
			MA Orchards		20/02/2024	29/03/2024	Seasonal Worker		



s 9(2)(a)

MA Orchards

s 9(2)(a)

20/02/2024

29/03/2024

Seasonal Worker

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IMPORTANT NOTES: Immigration NZ and Employer

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Processed on: 31/10/2023 02:56 PM

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Zoë Robinson

Head of International Visitors, nib New Zealand

Certificate No.	Family Name	Given Name	Employer	Gender	Birth Date	Origin Country	Cover Start Date	Cover End Date	Plans
s 9(2)(a)			Vinepower	s 9(2)(a)			20/11/2023	19/02/2024	RSE Protect
			Vinepower				20/11/2023	19/02/2024	RSE Protect
			Vinepower				20/11/2023	19/02/2024	RSE Protect
			Vinepower				20/11/2023	19/02/2024	RSE Protect
			Vinepower				20/11/2023	19/02/2024	RSE Protect
			Vinepower				20/11/2023	19/02/2024	RSE Protect
			Vinepower				20/11/2023	19/02/2024	RSE Protect
			Vinepower				20/11/2023	19/02/2024	RSE Protect
			Vinepower				20/11/2023	19/02/2024	RSE Protect
			Vinepower				20/11/2023	19/02/2024	RSE Protect
			Vinepower				20/11/2023	19/02/2024	RSE Protect
			Vinepower				20/11/2023	19/02/2024	RSE Protect
			Vinepower				20/11/2023	19/02/2024	RSE Protect
			Vinepower				20/11/2023	19/02/2024	RSE Protect
			Vinepower				20/11/2023	19/02/2024	RSE Protect
			Vinepower				20/11/2023	19/02/2024	RSE Protect
			Vinepower				20/11/2023	19/02/2024	RSE Protect



s 9(2)(a)

Vinepower

s 9(2)(a)

20/11/2023

19/02/2024

RSE Protect

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From: [Afzal Ali](#)
To: tanya@nzee.nz; s 9(2)(a)
Cc: [Oikoumene Maualaivao-Chan Tung](#); [Lafaele Lupo](#); [Tony Jensen](#)
Subject: RE: ATR and RSE status renewal timeframes - UPDATE 15/11/2023
Date: Thursday, 16 November 2023 8:51:14 AM

Good Morning,

Please see below the current wait times for applications to be **allocated** to a case officer for assessment:

- **RSE Status – 4 weeks**
- **ATR – 1 week**

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: s 9(2)(a)
Cc: Oikoumene Maualaivao-Chan Tung; Lafaele Lupo; Tony Jensen; tanya@nzee.nz; s 9(2)(a)
Loua Ward
Subject: RE: ATR and RSE status renewal timeframes - UPDATE 15/11/2023
Date: Thursday, 16 November 2023 9:59:12 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)

Hi s 9(2)(a),

I will provide further updates as soon as I have the average processing details from the RSE Unit. We will provide an update in our Monthly Newsletter

In the meantime here's the current on hand figures:

The on-hand volume of applications (as of Monday this week):

- RSE STATUS – 38
- ATR – 76

We are working on an ATR calendar which will be sent out in the monthly newsletter by the end of the week. Thank you for your understanding.

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: Thursday, 16 November 2023 9:23 AM
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Cc: Oikoumene Maualaivao-Chan Tung <oiko.mchantung@mbie.govt.nz>; Lafaele Lupo <Lafaele.Lupo@mbie.govt.nz>; Tony Jensen <Tony.Jensen@mbie.govt.nz>; tanya@nzee.nz; s 9(2)(a)
Loua Ward <Loua.Ward@mbie.govt.nz>
Subject: RE: ATR and RSE status renewal timeframes - UPDATE 15/11/2023

Morena Afzal,

Thank you for this information.

How ever, as we have previously discussed it would be great if we are able to get the average time from application to decision rather than the allocation time for both of the below. Are we also able to get the number of applications currently in process?

The below text is what we, the RSE Ops group are going to be sending to all the data base that we hold. If you are able to come back to us prior to midday today if you have any comments or changes.

Timeframes for ATR Processing

INZ has advised that the time frame for processing ATR's is now 12 to 16 weeks. Considering other processing timeframes that we are aware of (Recruiting/LSU's, VFS and Visa processing) this can push the total time frame out. The overall time frame from ATR application to the RSE's workers landing in New Zealand is between 4.5 to 7 months. INZ has advised depending on the complexity of the ATR the processing timeframe may take longer on a case-by-case basis. . Please ensure that you are submitting you ATRs within the appropriate INZ time frame, having the applications completed correctly and having discussions with the MSD and the Labour Inspectorate prior to submitting will assist in having your application processed in a timely manner.

This is based of the time frames that we have submitted to you on Tuesday the 14th of November, attached.

The key part of the email is the below timeframe:

From the information we have:

- RSE Unit 12 to 16 weeks
- Pacific Recruiting/ LSU 4 to 8 weeks
- VFS 1 to 2 weeks
- Visa processing 1 to 2 weeks

This creates a time frame of 16 to 28 weeks or 4 to 7 months.

I look forward to your response and appreciate the work we are doing together in this area.

Kind Regards,

s 9(2)(a)

s 9(2)(a)

NZ Kiwifruit Growers Incorporated | 25 Miro Street, Mount Maunganui 3116 | PO Box 4246, Mount Maunganui South 3149

+64 7 574 7139 (Wk) | +64 7 574 7149 (Fax) | s 9(2)(a)



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

Sent: Thursday, November 16, 2023 8:51 AM

To: tanya@nzee.nz; s 9(2)(a)

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

Subject: RE: ATR and RSE status renewal timeframes - UPDATE 15/11/2023

Good Morning,

Please see below the current wait times for applications to be **allocated** to a case officer for assessment:

- **RSE Status – 4 weeks**
- **ATR – 1 week**

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: s 9(2)(a)
To: Afzal Ali; tanya@nzee.nz; s 9(2)(a)
Cc: Tony Jensen; Oikoumene Maualaivao-Chan Tung; Lafaele Lupo; Loua Ward
Subject: RE: ATR Application Time frames
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)

Hi Afzal,

Thank you for getting this information to us.

It is crucially important that the RSE employers are given this information ASAP.

It does need to include an indication of the end-to-end process though.

From the information we have:

- RSE Unit 12 to 16 weeks
- Pacific Recruiting/ LSU 4 to 8 weeks
- VFS 1 to 2 weeks
- Visa processing 1 to 2 weeks

This creates a time frame of 16 to 28 weeks or 4 to 7 months.

There are two major issues with these over all time frames.

- If the realistic time frame is closer to the 7 months, our employers do not have enough notice to complete the process prior to the harvest seasons.
- MSD are not usually happy supporting ATR applications that are 6 months or longer in advance.

Is it possible for you to get a communication to all RSE employers as soon as possible?

Can you have a discussion with MSD on the reality of the timelines?

Are you able to update the Ops group any outcomes progress at the next meeting on the 27th of November?

Thanks for your time.

Kind Regards,

s 9(2)(a)

s 9(2)(a)

[NZ Kiwifruit Growers Incorporated](#) | 25 Miro Street, Mount Maunganui 3116 | PO Box 4246, Mount Maunganui South 3149

+64 7 574 7139 (Wk) | +64 7 574 7149 (Fax) | s 9(2)(a)



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

Sent: Monday, November 13, 2023 1:39 PM

To: tanya@nzee.nz; s 9(2)(a)

Cc: Tony Jensen <Tony.Jensen@mbie.govt.nz>; Oikoumene Maualaivao-Chan Tung

<oiko.mchantung@mbie.govt.nz>; Lafaele Lupo <Lafaele.Lupo@mbie.govt.nz>; Loua Ward

<Loua.Ward@mbie.govt.nz>

Subject: ATR Application Time frames

Hi Everyone,

Following our discussion this morning regarding the ATR submission timeframe we recommend to start gathering the mandatory documentations as early as possible. A gentle reminder when submitting Joint ATRs please ensure all the required documentation is being supplied at the time of application. The ATR processing timeframe is between 3-4 months.

Please be mindful that while INZ will aim to complete as many ATRs within this timeframe, depending on the complexity of the ATR the processing timeframe may take longer on a case by case basis.

If you have any questions, please direct these to your Relationship Manager.

Thank you for your understanding.

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 Pouwhare](#)
Cc: [Loua Ward](#)
Subject: RE: RSE Contacts
Date: Tuesday, 14 November 2023 12:09:00 pm
Attachments: [image001.png](#)
[image002.png](#)

Hi Tanya,

Thank you for pointing this out. I'll get back to you shortly.

Cheers
Afzal

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Tuesday, 14 November 2023 10:50 AM
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Cc: Loua Ward <Loua.Ward@mbie.govt.nz>
Subject: RSE Contacts

Hi Afzal,

On pg 14 of the application form for an ATR (INZ 1141) it states :

Information sharing

INZ may need to share the information you have provided in this application with regional groups of employer and employee representatives (including union representatives) to assist INZ's work towards ensuring the needs of the horticulture industry and viticulture industry as a whole are met.

On behalf of the business, do you consent to INZ sharing the following information with the regional employer and employee representatives for RSE instructions purposes? *Note that your decisions below on information sharing will not affect the outcome of your ATR application.*

Name and contact details	<input type="checkbox"/> Yes <input type="checkbox"/> No
Position details (Section B: Position details)	<input type="checkbox"/> Yes <input type="checkbox"/> No
Recruitment practices (Section C: Recruitment practice)	<input type="checkbox"/> Yes <input type="checkbox"/> No
Pastoral care and health and safety (Section E: Pastoral care and health and safety requirements)	<input type="checkbox"/> Yes <input type="checkbox"/> No
Sample employment agreement	<input type="checkbox"/> Yes <input type="checkbox"/> No

Would this allow you to share the updated RSE Employer contact information? To enable us to continue invite all RSE Employers to the Pastoral Care/RSE Manager Forum, and send out meeting notes.

Ngā mihi,

T

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](#)

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From: [Tanya Pouwhare](#)
To: [Loua Ward](#); [Kevin Finnegan](#); [Kerri Ahomiro](#); [brett.cameron003](#); [Margaret Meafua](#); [Diana Dobbinson](#); [Andrew McNaught](#)
Cc: [Afzal Ali](#); [New Zealand Ethical Employers Inc](#); [s 9\(2\)\(a\)](#); [Joanne Verry](#); [Harrison Taylor](#); [Leona Kitiseni](#); [s 9\(2\)\(a\)](#)
Subject: FW: NZEE Member Dashboard
Date: Wednesday, 15 November 2023 12:39:13 PM
Attachments: [image002.png](#)
[image003.png](#)

Hi Team

Had to share this. What a wonderful email to have received. If you scroll down, you will see our original email, that lists all the resources we just launched for our members. Happy to talk through anything if you want more detail.

A huge thank you for your help/support to create some of these resources, and your patience while we got them right.

T

From: [s 9\(2\)\(a\)](#)
Sent: Wednesday, November 15, 2023 10:10 AM
To: Tanya Pouwhare <tanya@nzee.nz>
Subject: RE: NZEE Member Dashboard

OH MY GOODNESS TANYA!!!! The sheer amount of content you guys have provided via the dashboard at launch is phenomenal. And it is REALLY USEFUL content! Sorry for yelling at you... but I really want to convey my excitement and appreciation

I have had a play around, viewed quite a few of the templates and resources, excited to look more in depth at some of the tools over the coming weeks. [s 9\(2\)\(a\)](#) (my HR Admin) and I will be booking a session to sit down and look through lots of the resources together as I can already see so many things that we can incorporate into our current procedures, and lots more that we don't have at all and will gladly use.

If you ever need/want a testimonial:

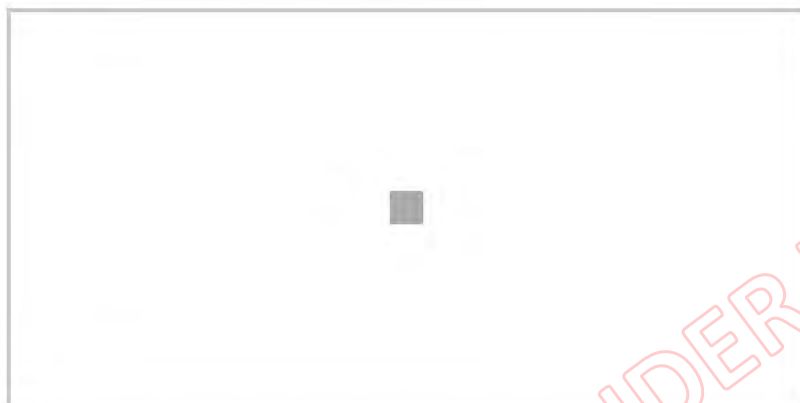
I recommend NZEE to people already, but with the newly launched Dashboard available I would HIGHLY recommend that any employer considering trying to attain RSE status becomes an NZEE member as the volume and quality of the resources you are providing is fantastic and would make the journey to becoming an RSE employer so much easier and less stressful. In our own efforts to gain RSE status, and then work through the ATR process, recruitment of workers and getting them settled into NZ, there were so many unknowns. We really didn't know what we didn't know, and were just crossing our fingers that we had everything covered. NZEE were supportive throughout the process, and now with the resources provided via the dashboard, there is much more clarity around what being an RSE employer really involves, and the connections and resources to support that.

Outside of the RSE space; with the resources, support, and networking opportunities that NZEE offers, there is still so much value in the NZEE membership for any employer who wants to do right by their people and be on the front foot when it comes to ethical and sustainable practices throughout their organisation and supply chain.

So far the only thing I have noticed that I would recommend a tweak to is in the Member updates (email) it would be good to have the latest updates at the top, moving down the list to oldest. Otherwise as time goes on we will have to scroll a long way down for the latest update

Love your work, keep being awesome, s 9(2)(a)

Cheers



From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Tuesday, November 14, 2023 6:28 PM
To: Tanya Pouwhare <tanya@nzee.nz>
Subject: NZEE Member Dashboard

Hi Team

IT'S FINALLY LIVE! Go here : [NZ Ethical Employers: Log in \(nzee.nz\)](https://nzee.nz)

You will need the username and password sent out by s 9(2)(a) last week, and a few this week. The website system only allows one log in per business, so if you have more than one person in your business who needs access to the plethora of guides and templates, you will all use the same one. If you need a reminder of what they are let me know.

When you go in, you will notice two boxes :

1. NZEE Member Resources
2. NZEE Members Updates (email)

NZEE Members Updates (email)

I'll do the easy one first – NZEE Member Updates (email) – these are the main email updates we send via email, in one easy to find place. Starts with Dec 2022. And the latest one end of October. We will post them here from now on and send you a brief email of what's in it. **NOTE : non NZEE members won't be able to receive the full update if they don't have a member log in.**

NZEE Member Resources

This is chock full of guides and templates all created to make your life easier. Use them as they are or take what you need to enhance your own. Send feedback our way – do the resources work, are they clear, anything missing?

These resources are designed to help you embed the United Nations' Guiding Principles on Business and Human Rights, and to ensure that they you are meeting the expectations of consumers when it comes to human rights and environmental sustainability. And meet the ever-changing expectations/landscape that is RSE.

We have consulted on a number of these with Labour Inspectorate, Employment NZ, Employment lawyers, BERL, Immigration NZ, and our wonderful Human Rights mentors [s 9\(2\)\(a\)](#) at Tūhana Business & Human Rights.

I will give you a brief overview of what's in there, but please go in and muck around in there, and find what you need.

- **NZEE Complaints Process**
 - Process Guide
 - Complaints Template
 - Complaints Procedure Template
- **NZEE Compliance**
 - Fishing Rules (we are working with MPI to get these easy read rules for each region – more to come)
 - Driving Safety Guide (add this to your induction)
 - Induction Compliance Reminder Guide
- **Employment NZ Resources**
 - We have linked to a HEAP of relevant information on your rights and responsibilities as an employer in New Zealand, that we don't need to duplicate.
- **NZEE Human Rights Framework**
 - Your Human Rights Policy Explained – every section is explained, the why and how you demonstrate it. (we will do the same thing with the Workplace Standards soon)
 - Quick Guide – What are the UNGPs
 - Quick Guide – What is the OECD
- **NZEE Individual Employment Agreement for Horticulture and Wine Grape Worker**
 - IEA Guide for a fixed term of employment by seasonal and RSE workers
 - IEA Template
 - NZEE Vehicle Policy Template
 - Driving Policy Guidance
 - IRD Logbook template
- **NZEE Employer & Employee Handbook**
 - Help you meet your obligations, and how to explain them to your workers
 - Employee Handbook Template (with additional RSE worker template)
 - Member polices handbook (And rse worker addition template)
- **NZEE Induction and Exit**
 - Induction Guide
 - Induction Template
 - Compliance reminders
 - Exit interview & Guide

Returning Home checklist and planner

- **NZEE injury Prevention**
 - Guide
 - Exercise/Guide for team leaders Template
- **RSE Resources**
 - RSE Employer List (link)
 - Links to all the application forms
 - RSE Country Recruitment Guides (we will keep adding these as the countries write them)
 - INZ RSE Instructions (link)
 - RSE Standards (pastoral Care, Accommodation)
- **NZEE Services Agreement (Contract for Services for Labour Suppliers)**
 - Agreement guide
 - Agreement template
- **NZEE Tenancy Agreement & Healthy Homes – this will become required for all RSE soon, some LI are already asking for it**
 - Agreement guide
 - Agreement template
- **NZEE Worker Wellbeing Guidance**
 - Worker Wellbeing Guide
 - Worker Wellbeing Policy Template (this is a version of a Pastoral Care Policy that is mentioned all throughout the RSE Review, and we believe will soon become a requirement)
 - H&S Highlights
 - RSE Health Tool Kit (this will be updated in December)
- **NZEE Workforce Planning & Tools**
 - We wanted to create something that will give all members a consistent experience with MSD, in every region. And we have commitment from MSD Leadership for a consistent approach if members use this framework.
 - Planning Framework in full
 - A shortened summary guide
 - Five templates
- **NZEE Continuity & Emergency planning**
 - NZEE Emergency Planning Guide
 - Templates
 - Resources to get ready
 - Reading on how to look after your people in a crisis, and afterwards

And a few that are still in the final stages of being completed:

- **NZEE Fire and Emergency**
 - These are coming Soon – translated Fire & Emergency printable posters for your workers accommodation and workplace.
- **Global Gap Social Standard**
 - We have been working with Global Gap for the past three years. This Standard and all the resources to meet the standard will go live next year.
 - If you don't currently have a GAP accreditation – you will need to do this one.
- **NZEE Human Rights Due Diligence (HRDD)**
 - The guide and timeline coming 2024 (final stages of the independent, non-judicial,

grievance mechanism)

- **Wage Calculator**
 - Guide and calculator coming soon
- **NZEE Grievance Process** – Guide & Templates
- **NZEE Guidance for Managing Alleged Criminal Behaviour**
- **NZEE Responsible Recruitment Policy** – Guide & Template

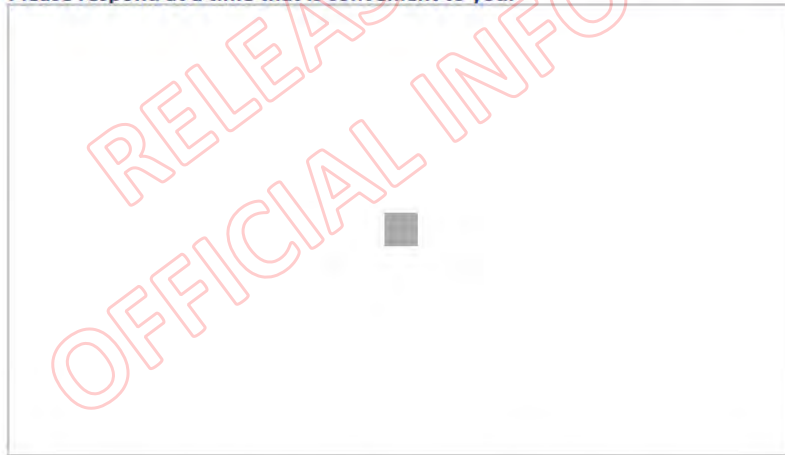
We hope you find the resources helpful, please let us know if there is anything to tweak, add, or enhance. If you'd like us to create a guide or template for a specific part of your employment process – please let us know.

Ngā mihi,

T

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.
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From: donotreplyrseinzcomms
To: Tanya Pouwhare; s 9(2)(a)
Bcc: [Loua Ward](#); [Afzal Ali](#); [Tony Jensen](#); [Oikoumene Maualaivao-Chan Tung](#); [Karen Swann](#); [Talima Fruean](#); [Tamara Johns](#); [Margaret Meafua](#)
Subject: RSE Updates to Industry - Monthly News - November 2023
Date: Friday, 17 November 2023 12:16:00 PM
Attachments: [RSE Updates to Industry - Monthly News - November 2023.pdf](#)

Kia ora koutou,

Welcome to the November edition of the RSE Updates to the Industry.

Please share this with your RSE Employers. If you have any questions please contact your Relationship Managers directly.

Kia pai te rā,

Pacific Migration
Immigration New Zealand

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ATR Processing and Timeframes

We advise you to apply for your Agreement to Recruit (ATR) 5 to 7 months before you want workers to arrive in New Zealand.

Following the calendar should ensure enough time for:

- us to process your ATR application
- you to select and recruit workers
- us to process payments and RSE Limited Visa applications in time for when you want your workers to start.

ALERT

Your ATR may not get processed in time if you apply after the date in the Agreement to Recruit (ATR) calendar.

Use this ATR calendar to see the dates we advise you to apply for an Agreement to Recruit.

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

Regarding the ATR submission timeframe, we recommend to start gathering the mandatory documentations as early as possible.

A gentle reminder when submitting Joint ATRs that ATR applications (and required documentation from all employers involved) should be submitted around the same time. It is also important that one of the parties takes charge of the application process as the RSE Unit will not be responsible for following up on any parties that have not submitted their part of the application.

The overall ATR processing timeframe is between approximately 3-4 months. In addition to this please factor in the time it takes to lodge application with the Labour Mobility Units (LMU) and the VFS and Visa processing timeframes.

Please be mindful that while INZ will aim to complete as many ATRs within this timeframe, depending on the complexity of the ATR and any follow up needed, the processing timeframe may take longer on a case-by-case basis.

RSE Minimum Remuneration and Sick Leave Provisions

You may have already received information regarding the new Recognised Seasonal Employer (RSE) minimum remuneration rate and sick leave provisions, however **please read** this advice will save you time and potential delays when applying for an Approval to Recruit (ATR) and RSE limited visas.

- If you have an ATR already approved, please submit updated employment agreements containing the new minimum wage rate and sick leave provisions with any RSE limited visa applications from 1 October 2023 onwards. Any visa applications from 1 October 2023 onwards which do not have the updated provisions in the employment agreements may be delayed in their processing. Please note applications without updated employment agreements do not meet current instructions and therefore cannot be processed.
 - All RSE workers, including those granted RSE limited visas prior to 1 October 2023, must be paid the new minimum wage rate from 1 October 2023 onwards. Not paying RSE workers the new rate as of 1 October 2023, will be a breach of the ATR requirements.
 - Weekly transport costs being increased and/or including vehicle rental instead of just a nominal amount as a contribution towards fuel for personal and recreational use only.
 - Deductions for domestic travel between regions/employers. Transfer costs to relocate workers between employers must be paid in full by the employers with no costs passed on to employees.
 - Deductions for domestic travel that is not 50% shared with the employer.
 - Deductions for upfront costs that are not broken down into weekly instalments e.g. Visa \$325 repaid over 10 weeks = \$32.50 per week.
-

Friendly Reminders from the Labour Inspectorate

Please ensure when submitting your employment agreements and deduction forms that these are current, up to date and deductions listed are specific to the group of workers you are applying for.

Workers need to have a clear understanding of what they are paying for and all costs should include both a total amount and a weekly amount for this purpose.

E.g. Visa \$325 repaid over 10 weeks = \$32.50 per week.

Optional deductions such as cash advances should be clearly identified and we recommend including a yes / no tick box or similar for the worker to indicate if they would like to take these options up or not.

International travel costs need to be included – please ensure that you give at least an estimated cost and that the amount only reflects the workers contribution of 50%. Similarly, the domestic leg from their port of arrival to the work place is also a shared cost and only the workers share should be listed on the deduction form (no more than 50%).

Domestic travel costs for moving workers between employers / regions must be covered by the employer and not charged to workers.

If you are applying for joint ATRs ensure that only the deductions relevant to their employment with your part of the Joint Visa are listed. (We are seeing JVs where all employers have included airfare deductions when only the first employer is actually making these.)

And lastly, a reminder that accommodation costs cannot be increased and, if there are any extra deductions that come up during a workers employment, these must be submitted to the RSE Unit for approval before being made.

ATR information missing from RSE Limited Visa Applications

The RSE Unit have been receiving more frequent requests for workers who do not have all the ATR/employment periods specified on their RSE Limited Visa conditions.

In following up with our Pacific issuing branches, there is evidence that employers had not specified/declared all required ATRs on their application forms. This is a friendly reminder for employers to double check that these RSE Limited Visa applications include all the necessary information. This will save the employer/workers unnecessary application fees to fix these errors.

From: [Tanya Pouwhare](#)
To: [Oikoumene Maualaivao-Chan Tung](#)
Cc: [Afzal Ali; s 9\(2\)\(a\)](#)
Subject: RSE Info Invite Marlborough Community Leaders - 6th of December 2023
Date: Friday, 10 November 2023 9:09:47 PM
Attachments: [image001.png](#)
[RSE Info Invite Marl Community Leaders 10Nov23 - Oikoumene Maualaivao-Chan Tung.pdf](#)

Dear Oiko

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

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Understanding the RSE scheme Marlborough

An invitation for leaders in Marlborough's community to connect and reflect

10 November 2023

Oikoumene Maualaivao-Chan Tung
RSE RELATIONSHIP MANAGER (South Island)
Pacific Migration, Immigration New Zealand
Hikina Whakatutuki - Ministry of Business, Innovation & Employment
oiko.mchantung@mbie.govt.nz

Dear Oiko

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.

The forum will include:

- Introduction – New Zealand Ethical Employers (NZEE), Marlborough Winegrowers Association
- An overview of the RSE scheme
- How the RSE scheme supports the Marlborough wine industry
- A panel discussion and Q&A
- Light refreshments

Please join us:

9:00 – 11:00 am, Wednesday 6 December 2023

Theatre, Marlborough Research Centre

85 Budge St, Blenheim

If you have questions ahead of the forum, or there are specific topics that you would like covered, please let us know with your RSVP. **Please RSVP by Friday 17 November 2023.**

Sincerely

Nicci Armour

Chairperson, Marlborough Labour Governance
group / Advocacy Manager, Wine Marlborough

Tanya Pouwhare

CEO, New Zealand Ethical Employers

From: [Tanya Pouwhare](#)
To: [Oikoumene Maualaivao-Chan Tung](#)
Cc: [Afzal Ali](#); s 9(2)(a)
Subject: RE: RSE Info Invite Marlborough Community Leaders - 6th of December 2023
Date: Friday, 17 November 2023 12:23:34 PM
Attachments: [image001.png](#)

Thanks Oiko – will do once we are all back from Vanuatu.

Take care, and thank you so much for you unwavering support, care, and guidance. You are simply amazing.

T

From: Oikoumene Maualaivao-Chan Tung <oiko.mchantung@mbie.govt.nz>
Sent: Friday, November 17, 2023 12:14 PM
To: Tanya Pouwhare <tanya@nzee.nz>
Cc: Afzal Ali <Afzal.Ali@mbie.govt.nz>; s 9(2)(a)
Subject: RE: RSE Info Invite Marlborough Community Leaders - 6th of December 2023

Kia Ora Tanya,

Please confirm my attendance on the 6th of December 2023.

Appreciate it if you can share any other information that you can provide for this panel.

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 | Mobile s 9(2)(a)

From: Tanya Pouwhare <tanya@nzee.nz>
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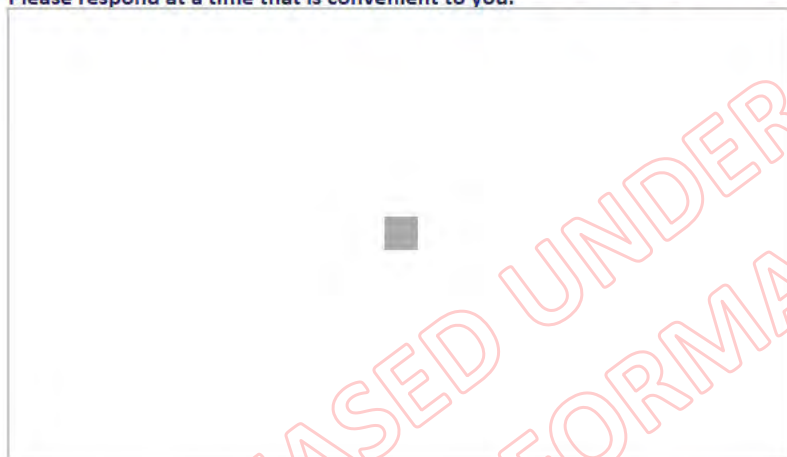
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From: [Tanya Pouwhare](#)
To: [Oikoumene Maualaivao-Chan Tung](#)
Cc: [Afzal Ali](#); s 9(2)(a)
Subject: RE: RSE Info Invite Marlborough Community Leaders - 6th of December 2023
Date: Monday, 4 December 2023 6:13:17 PM
Attachments: [image001.png](#)

Hi Oiko

Just a reminder - catch you this Wednesday at 9am.

9:00 – 11:00 am,
Wednesday 6 December 2023
Marlborough Research Centre Theatre
85 Budge St, Blenheim

T

From: Oikoumene Maualaivao-Chan Tung <oiko.mchantung@mbie.govt.nz>
Sent: Friday, November 17, 2023 12:14 PM
To: Tanya Pouwhare <tanya@nzee.nz>
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Hikina Whakatutuki - Ministry of Business, Innovation & Employment
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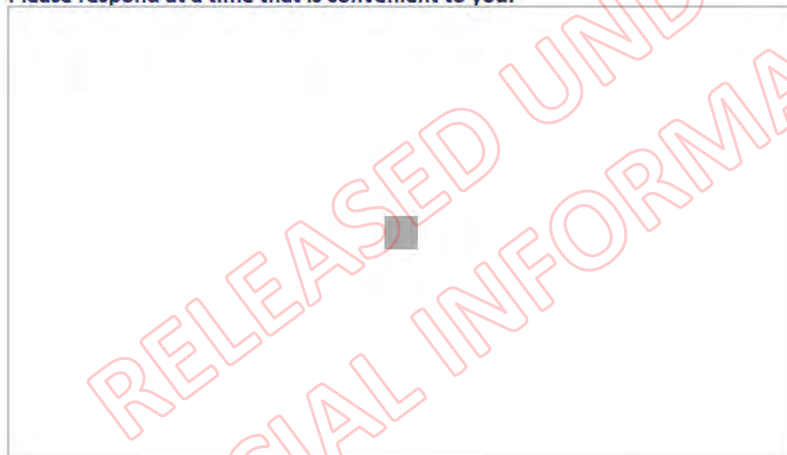
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Out of Scope

From: Lafaele Lupo
Sent: Monday, 27 November 2023 8:21 AM
To: xxxxx@xxxx.xx
Subject: Documents
Attachments: 20130814_PNG IAU_Signed Document.pdf; 20140722_IAU signed document_Nigel Bickle & Vaosa Epa_Samoa.pdf; Kiribati IAU_Signed Copy.pdf

Hi Tayna,

Sorry for the delay as I am having real issues with laptop connectivity. I think it has something with the firewall of my system when overseas.

Find a couple of examples as discussed. They are relatively the same.

Take care.

Lafaele

(Faumuinā La'ulu) Lafaele Lupo

Relationship Manager: Toso Vaka o Manū

Pacific Migration

Refugee & Migrant Services

Immigration New Zealand

Ministry of Business, Innovation & Employment

Level 1, 15 Stout Street | PO Box 1473, Wellington 6140, NEW ZEALAND

E-Mail: lafaele.xxxx@xxxx.xxvt.nz | Ph: +64 4 896 5255

Mob: S 9(2)(a) | Fax: +64 4 915 4296

Web: www.immigration.govt.nz or www.mbie.govt.nz

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s 18(d) - 43 pages

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OFFICIAL INFORMATION ACT

From: [Tanya Pouwhare](#)
To: [Lafaele Lupo](#)
Subject: RE: Documents
Date: Monday, 27 November 2023 10:24:23 AM

Thanks Laf,

If you had any draft of the pre-departure content that you can share.

Thanks for the other docs.

T

From: Lafaele Lupo <Lafaele.Lupo@mbie.govt.nz>
Sent: Monday, November 27, 2023 8:21 AM
To: Tanya Pouwhare <tanya@nzee.nz>
Subject: Documents

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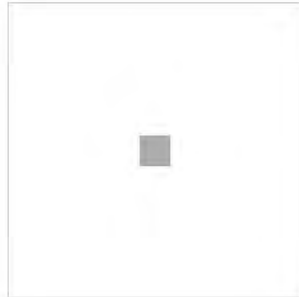
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(Faumuina La'ulu) Lafaele Lupo

Relationship Manager: Toso Vaka o Manū
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Refugee & Migrant Services
Immigration New Zealand
Ministry of Business, Innovation & Employment
Level 1, 15 Stout Street | PO Box 1473, Wellington 6140, NEW ZEALAND
E-Mail: lafaele.lupo@mbie.govt.nz | Ph: +64 4 896 5255
Mob: s 9(2)(a) Fax: +64 4 915 4296
Web: www.immigration.govt.nz or www.mbie.govt.nz

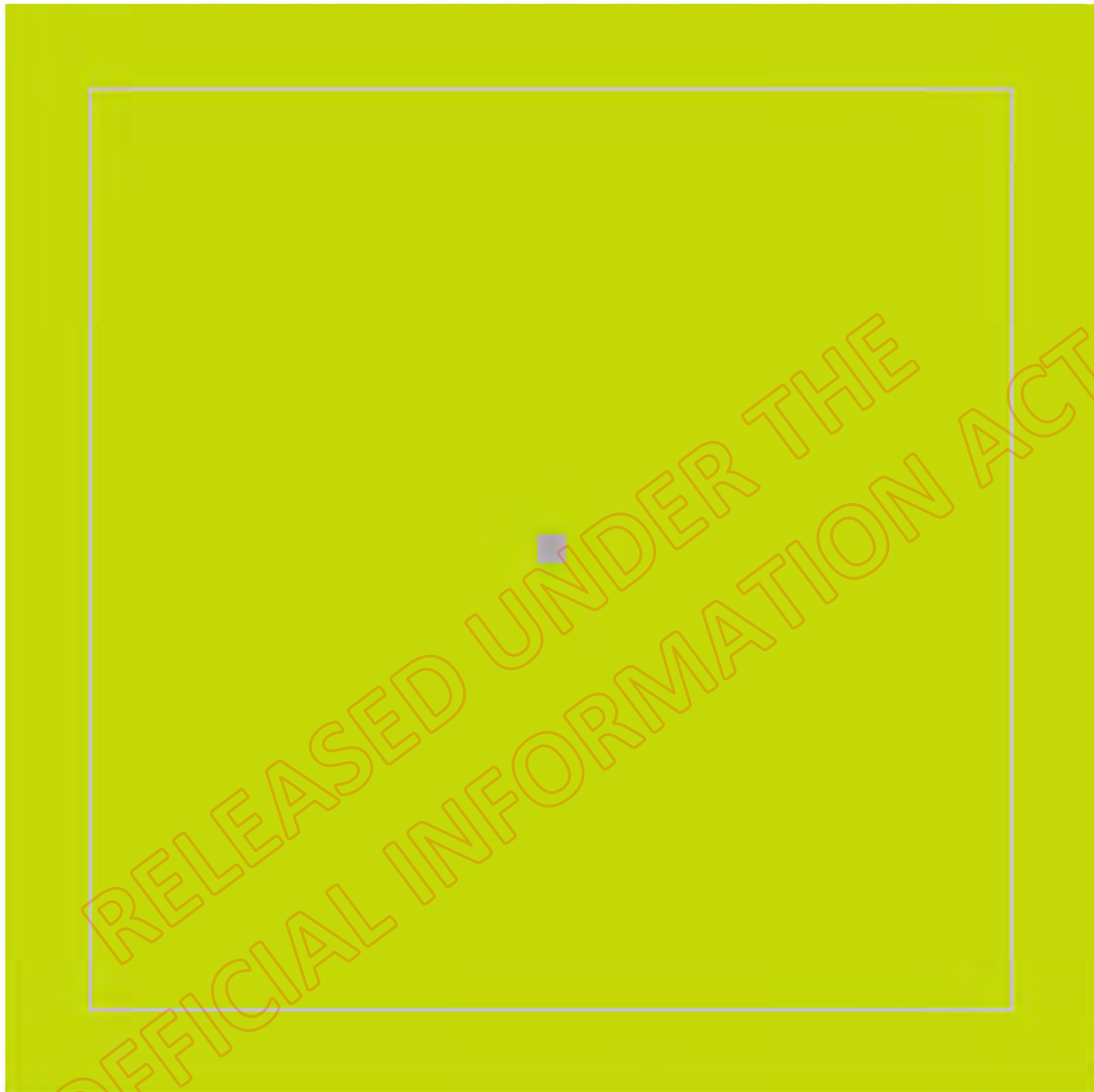
From: [New Zealand Ethical Employers \(NZEE\)](#)
To: [Loua Ward](#)
Subject: [URL SCANNING ERROR]NZEE Newsletter - December 2023
Date: Friday, 1 December 2023 9:33:36 AM

[View this email in your browser](#)



Tena koutou ka toa! Kia Ora e ti whanau

Welcome to the final edition of the NZEE Newsletter for 2023.



As we step into the final month of the year, we are filled with anticipation for the festive season that lies ahead. The holiday spirit is already in the air, and while there might be excitement about the upcoming Christmas celebrations (for some), it's essential to keep in mind the importance of responsibility and sensibility, especially as we come together for work parties.

Our collective achievements and hard work throughout the year have brought us to this point, and it's heartening to see the fruits of our labour filling the supermarket shelves with delicious spring crop harvest across the motu. The new growing season

has proven to have had an exceptional start, and we're grateful for the dedication and diligence of everyone involved.

Our new coalition government has taken the reins, promising a new chapter for us all. NZEE is committed to working closely with the incoming ministers on behalf of our members, fostering collaboration to drive forward initiatives such as the RSE Review. Together, we aim to keep the labour mobility scheme sustainable for our industry and communities.

Let's not forget the importance of looking out for one another. The holiday season is not only a time for celebration but also for reflection and gratitude. In the spirit of unity, let's continue to support and care for each other.

As we bid farewell to 2023, our hope is that you welcome the New Year with optimism and determination. May it bring fresh opportunities, growth, and success for us all.

Wishing you all a safe and joyful December, filled with warmth, prosperity, and meaningful connections.

Our newsletter aims to celebrate and support you, connecting you to global and local insights that contribute to the creation of more inclusive workplaces. Your time is precious, feedback allows us to produce content that is relevant and useful. tanya@nzee.nz

Take care and keep safe,

Tanya Pouwhare, CEO, New Zealand Ethical Employers Inc.

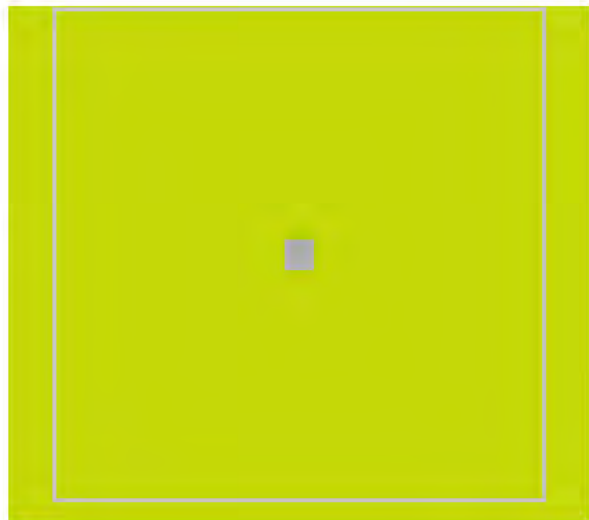
Our People

Hiring over summer?



If you are looking to expand your workforce be it pickers, packers or pruners, it's a good time to understand the different types of employees and your legal obligations.

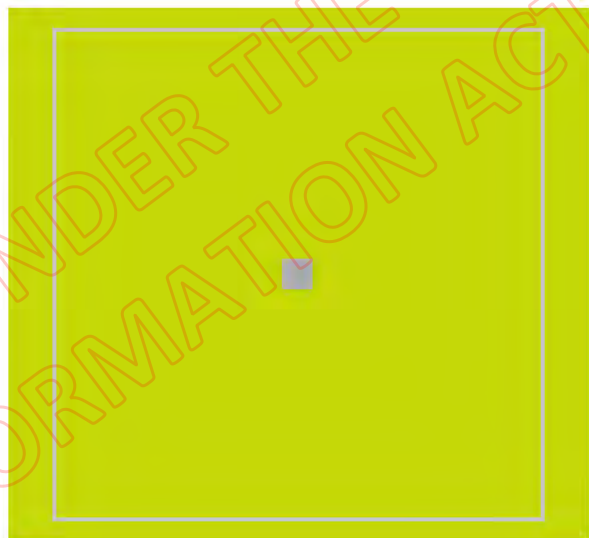
[Learn more here](#)



Mentally Healthy Workplaces

Festive season can be great for some, and extremely taxing for others. Here are some tips to support your entire workplace to be mentally healthy at work.

[Learn more here](#)



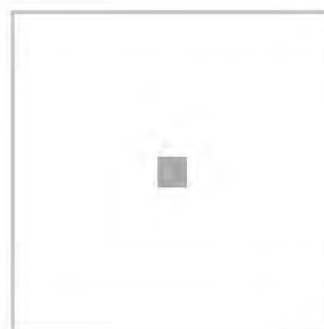
Human Rights

Each month we dig into the NZEE Human Rights Framework.

This month we look at Workplace and Supplier Standards and the Human Rights expectation.

NZEE logo equal sign = equality & fairness for all

[Read More](#)



We can all make a

difference

Shirley Johnson has a strong background in national social change initiatives with a youth focus. This month she gives us a recognition post for all the children across our planet who have been forced to grow up too soon and miss out on the innocent simplicity and joys of childhood.

[Read Shirley's Blog here](#)

Our demographic shift

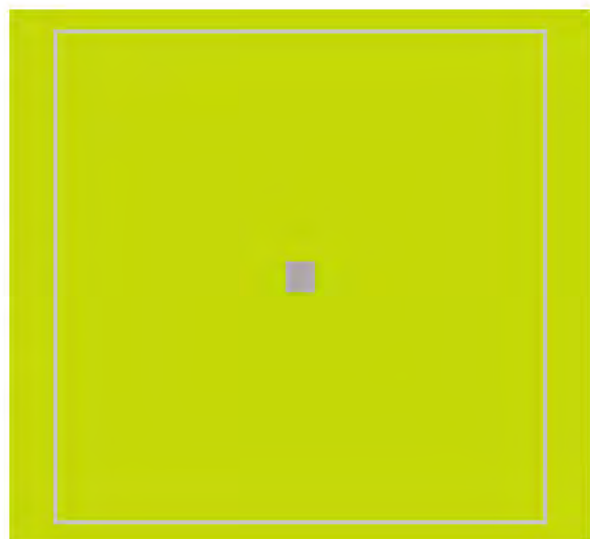
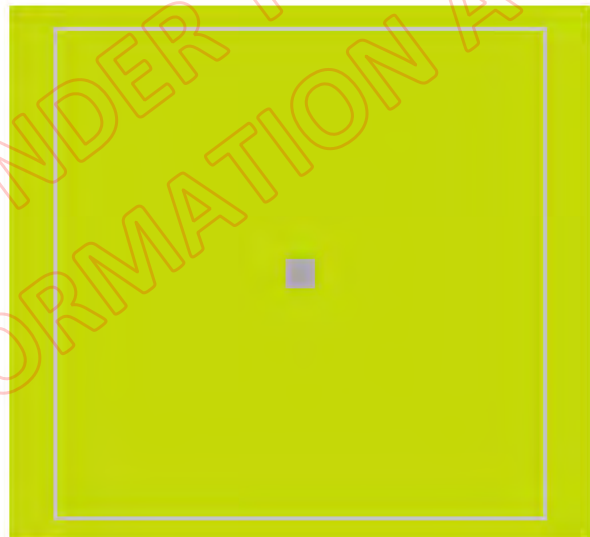
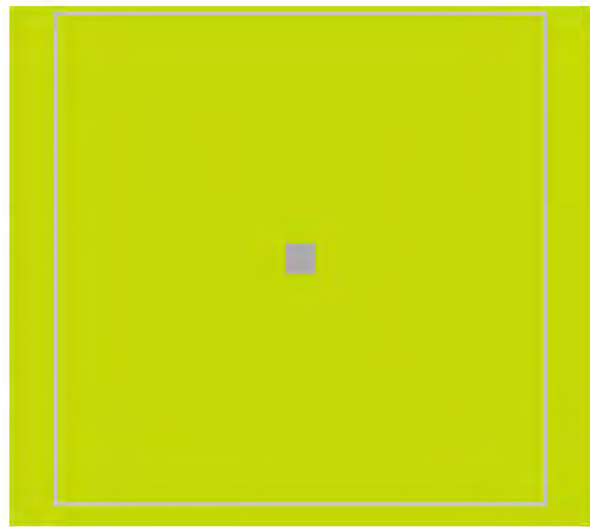
New Zealand's Māori population stands out with its youthful profile and higher birth rates, in contrast to the overall population growth fueled by migration. Why is it that important, and what do we need to know?

[How will this impact you?](#)

Exploitation Crackdown

The Labour Inspectorate recently conducted a large-scale operation to identify potential migrant exploitation and check on minimum employment standards compliance at 85 businesses in Auckland. Except charges to be laid.

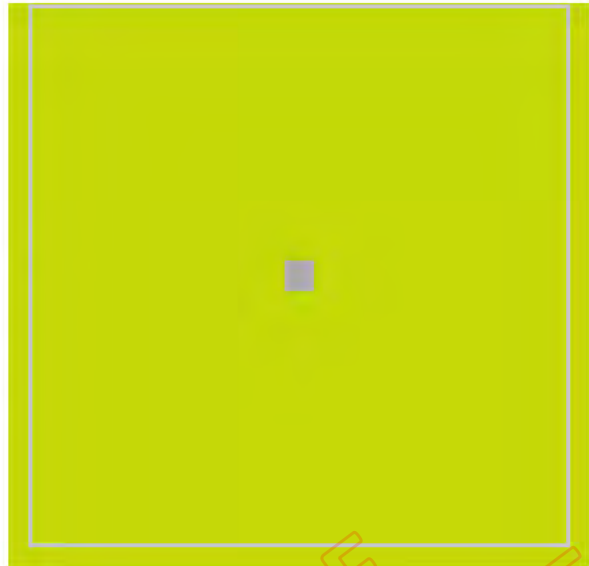
[Learn More](#)



New irrigation micro-credential

Muka Tangata, the People, Food and Fibre Workforce Development Council (WDC) is working with the irrigation industry to develop new credentials to better support learners and the industry.

[Find out more](#)



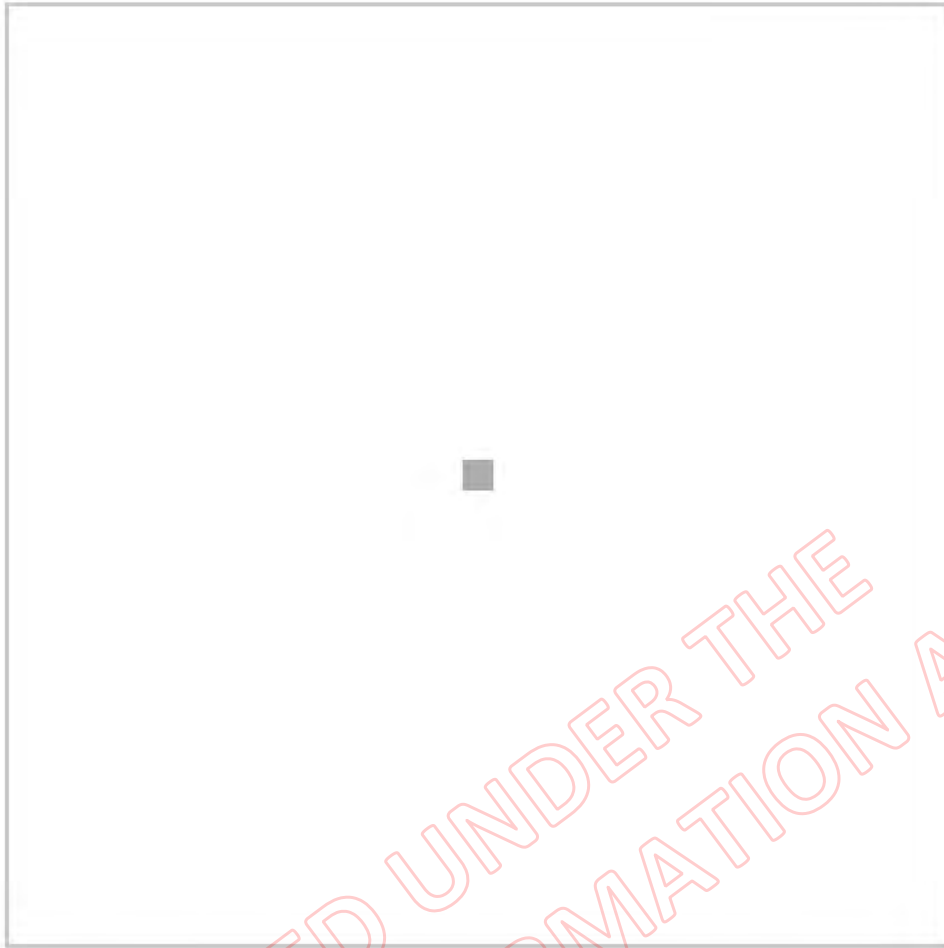
Mike's Blog

NZEE Board Chair, Mike Chapman, looks at the challenges that lay ahead for our new Government.

[Read Mike's Blog in full here](#)

NZ Ethical Employers welcomes two new partners.

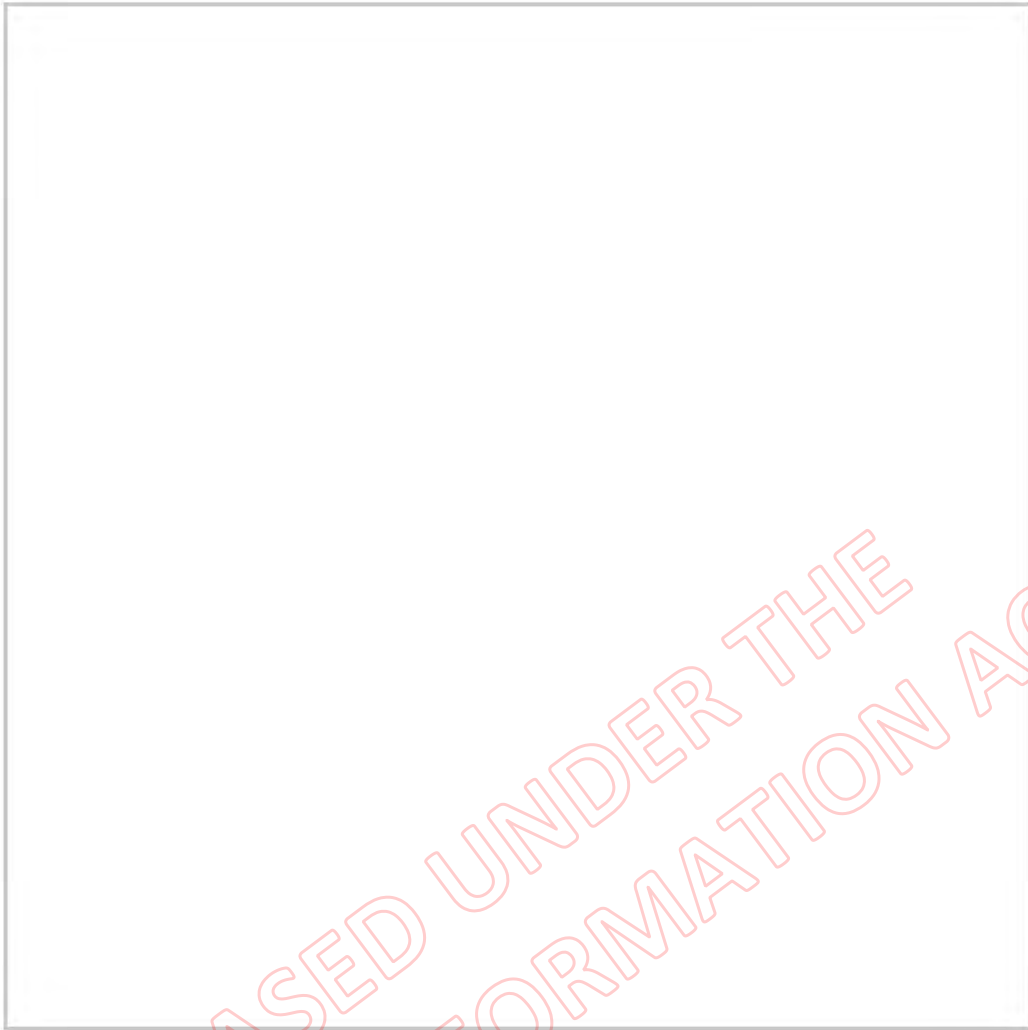
Strong aligned partnerships driving positive change.



World Travellers Motueka proudly announces a strategic partnership with NZEE. This collaboration signifies a commitment to support and enhance the quality of employment while emphasising responsible business conduct.

[Read the Media Release here](#)

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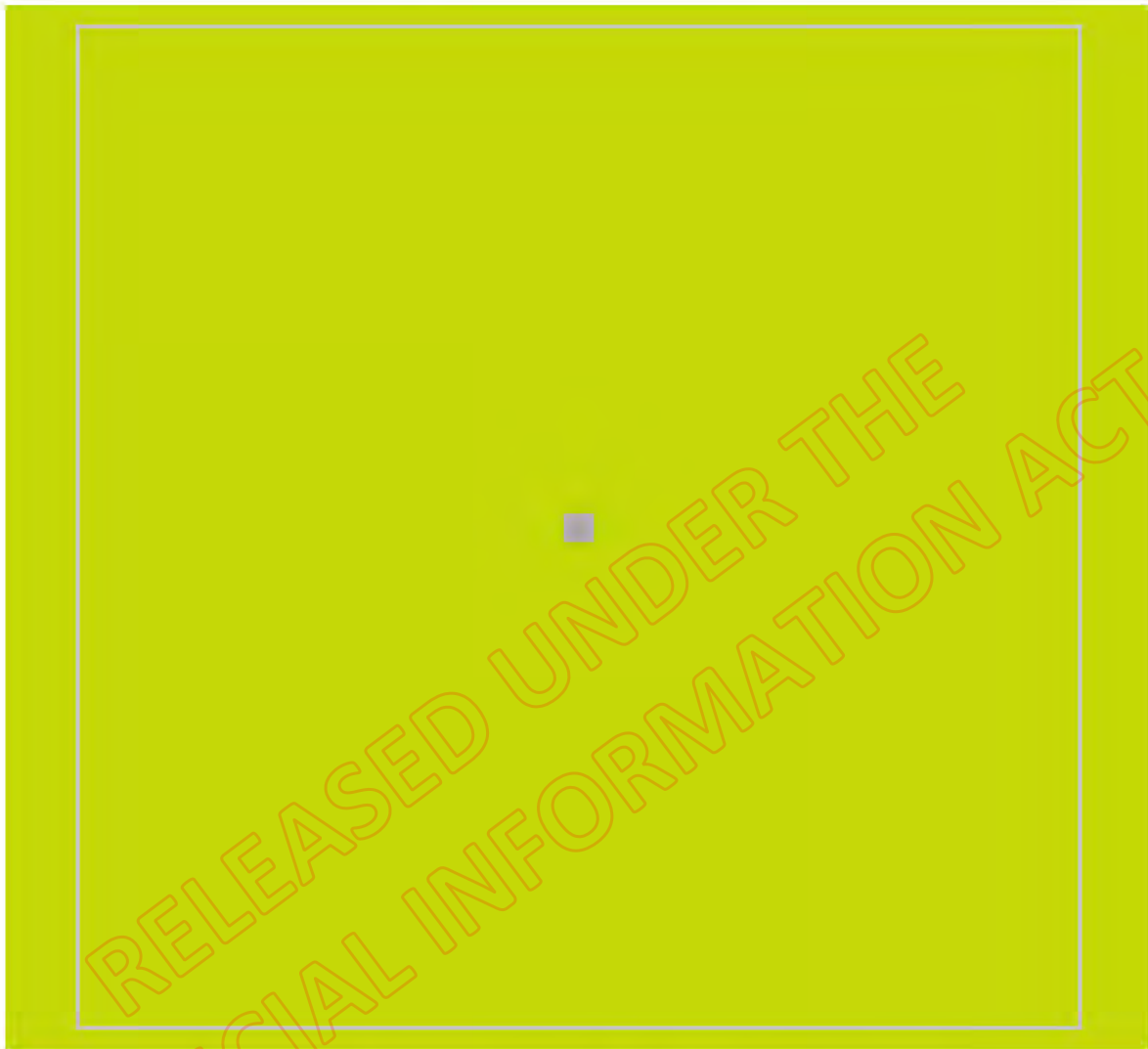
Cloudy Bay Vineyards, a renowned pioneer in crafting exceptional wines, has announced a strategic partnership with NZ Ethical Employers (NZEE), marking a significant step towards reinforcing ethical and sustainable practices within the New Zealand wine industry.

[Read the Media Release here](#)

**LEADING THE WAY FOR ETHICAL
EMPLOYMENT**



Partner with NZEE here



NZEE Business Excellence

NZEE CEO, Tanya Pouwhare, was extremely honored to accept the OneFortyOne Marlborough Chamber of Commerce Business Excellence Award for the Primary Industries on behalf of NZ Ethical Employers recently.

"A huge thanks to Pete Coldwell, Anna Clapcott, Louisa Murray, and Alistair Schorn for a truly wonderful evening celebrating achievement and excellence in our region.

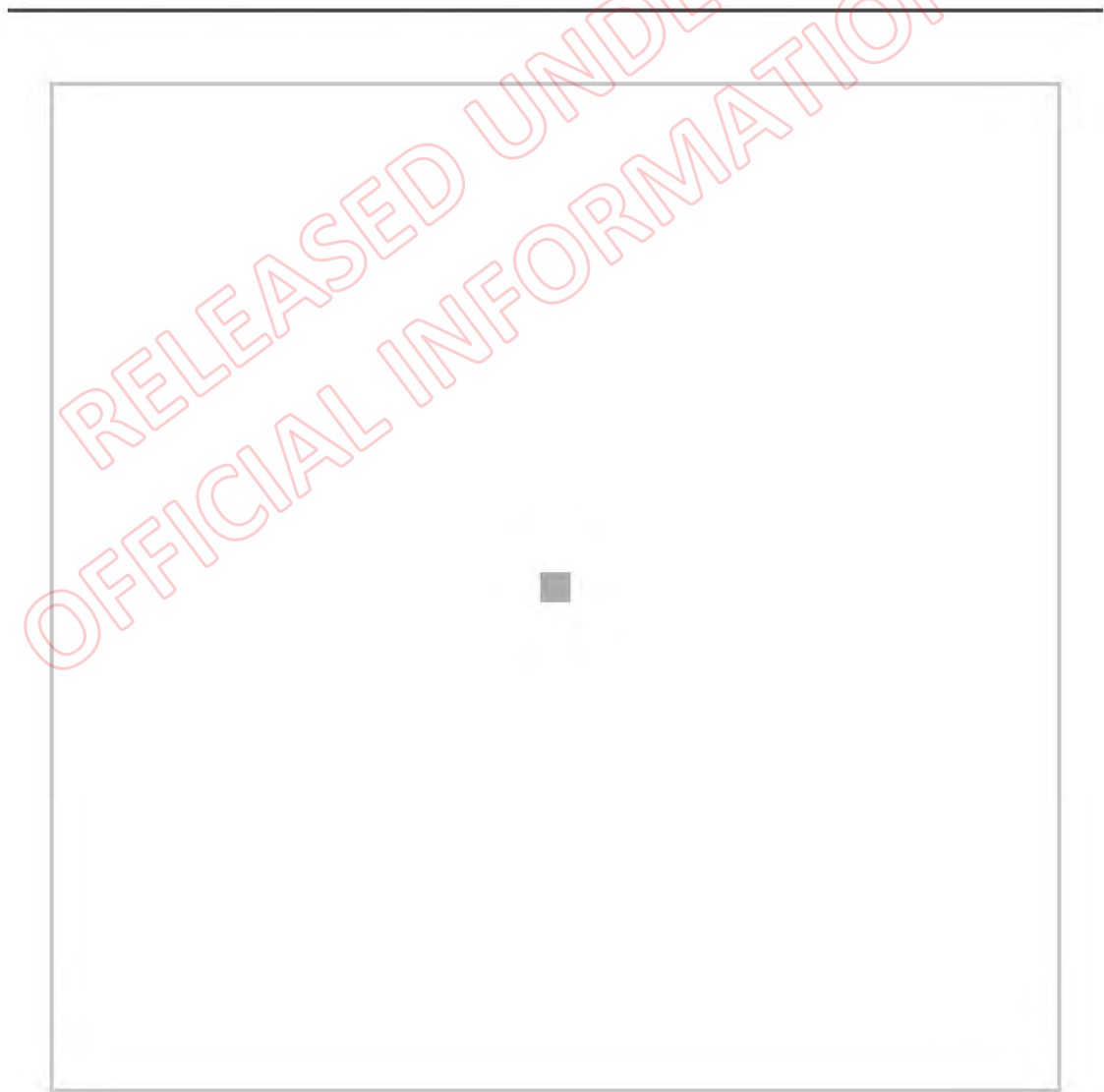
On behalf of our dedicated board, we are very grateful for the recognition and proud to

be part of such thriving business communities.” Tanya said.

The award is recognition for every NZEE member who consistently go above and beyond, raising the bar of employment practice in NZs Primary Industries.

Tanya said, “This award is for our member who are simply ... great humans. It’s for our partners, without whom we wouldn’t be able to operate. And for our strategic partners, whose technical expertise create the rib cage of our organisation.”

To every person who has shown their support for NZEE, whether publicly or privately, we thank you for your support, and the belief in what we are creating.



Celebrating Sustainable Reintegration

NZEE takes pride in showcasing a member who is accomplishing remarkable feats.

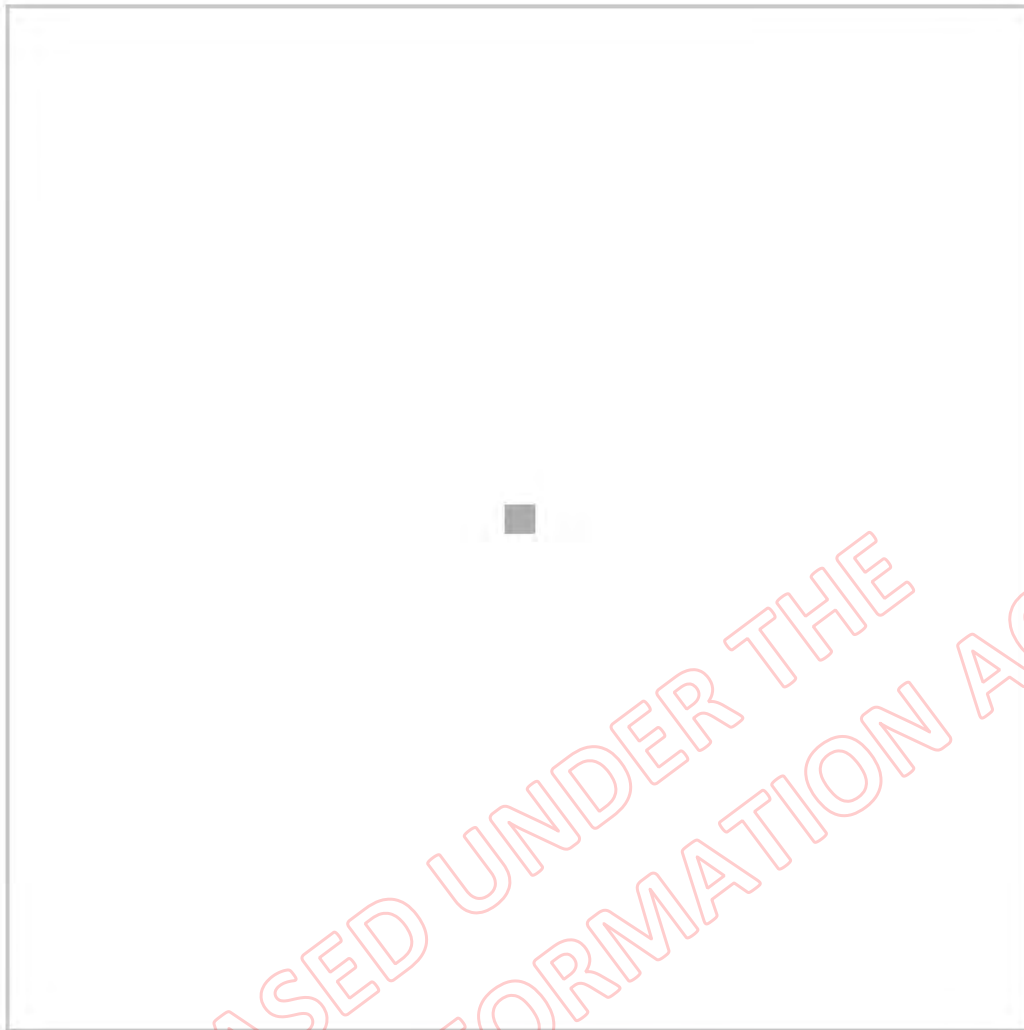
Over the past few years, Lee Du Preez, from Southern Cross Horticulture (SCH), has actively engaged with Recognised Seasonal Employer (RSE) communities across the Pacific. The goal has been to implement community upliftment projects addressing specific RSE and local village needs.

Lee's hands-on approach during worker recruitment identifies individual needs, leading to the successful establishment of community initiatives, like the Market Garden. It not only provides fresh produce to local communities but also generates income to address critical needs like medical supplies and school fees.

This personalised employer and RSE community-based model ensures the well-being of workers' families during their time abroad and establishes a sustainable foundation for their return, fostering continued growth within their communities.

[Keep reading about this wonderful project here](#)

[Listen to SCH Kiwifruit Song Here](#)



First 100 days

Christopher Luxon, leader of the National Party, was inaugurated as New Zealand's 42nd Prime Minister, initiating the first 100 days of his coalition government.

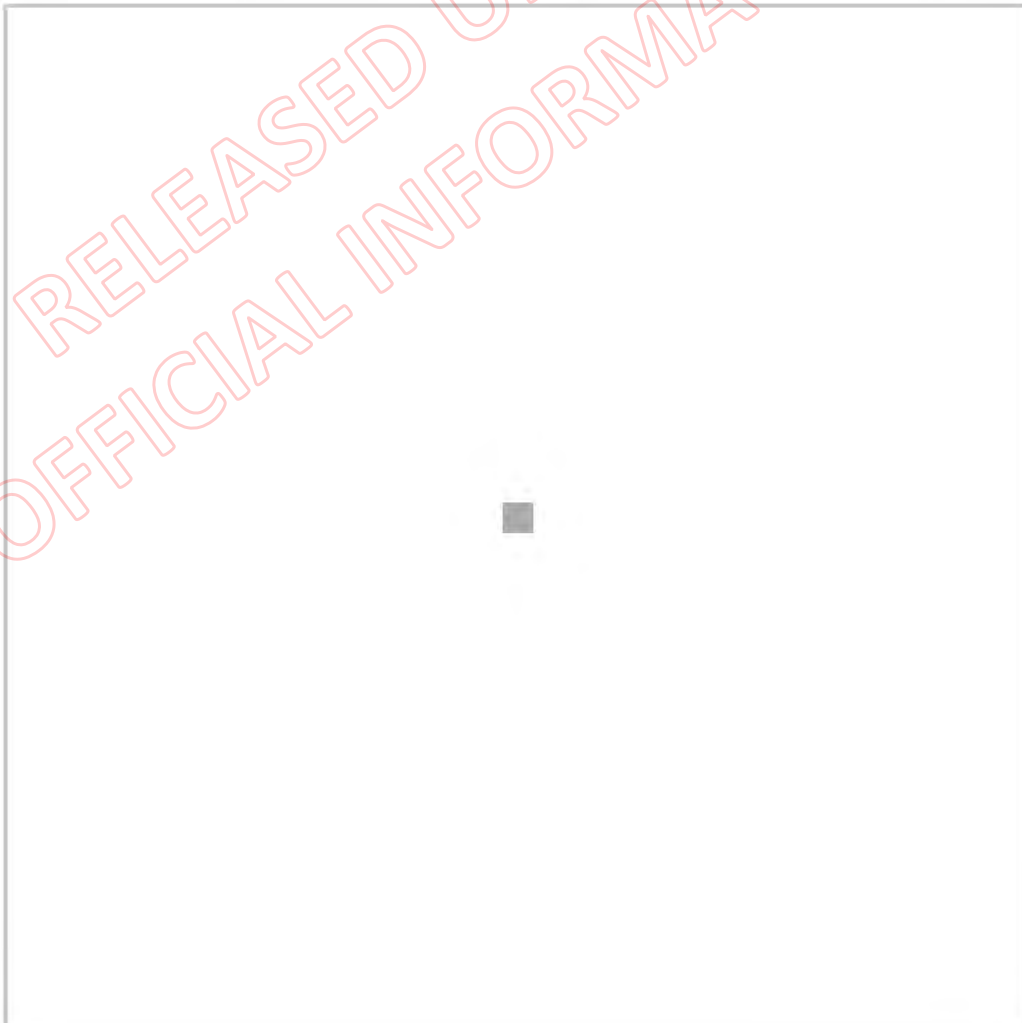
Following Labour leader Chris Hipkins' formal resignation, Luxon, along with the Governor-General, appointed 27 Ministers and two Parliamentary Under-Secretaries from the National, Act, and NZ First parties.

Support parties each have three Ministers in Cabinet, expanding the executive council. Luxon held Cabinet meetings to finalize the Coalition Government's plan for its first 100 days, incorporating adjustments from coalition agreements.

Luxon said, the top priority for the incoming Government was to “fix the economy” in an effort to slow the rate of inflation and bring down the cost of living.

“New Zealanders voted not only for a change of government, but for a change of policies and a change of approach - and our Coalition Government is ready to deliver that change. We will be a government that gets things done for New Zealand and we will start straight away, with a 100-day plan that includes a range of actions we will take to improve the lives of New Zealanders. Our government is starting the way we mean to go on – ambitious for New Zealand. With 49 actions to deliver in the next 100 days, this plan is hugely ambitious, but we will be working as hard as we can.” Luxon said.

100 Day Plan



Suffrage 130

As we welcome in the first coalition Government made up of three main parties, we remember that 130 years ago, on 28 November, 90,290 women across New Zealand cast their votes for the first time in the 1893 election.

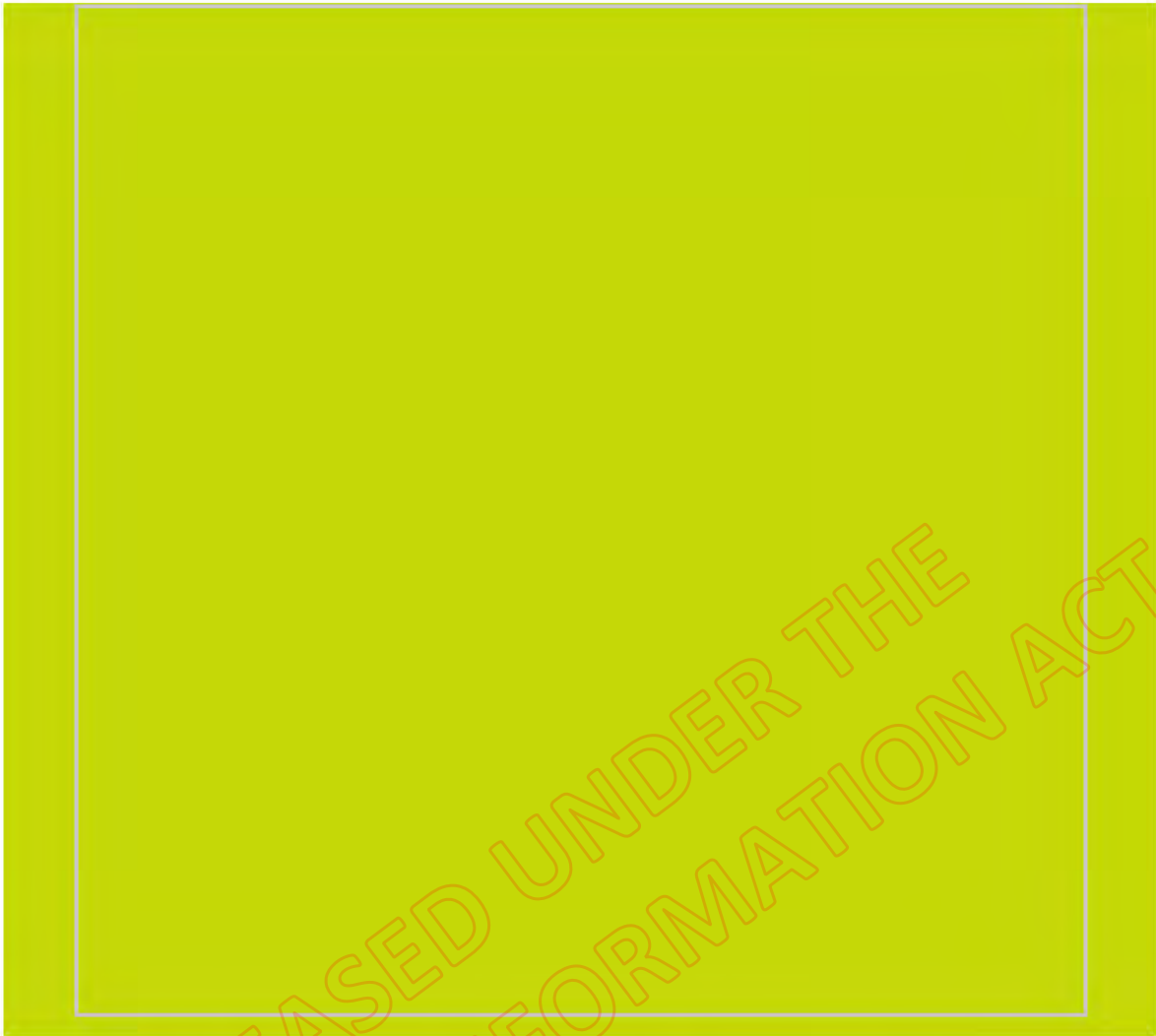
This was just ten weeks after the passing of the Electoral Act 1893 which enshrined into law the right for women to vote in New Zealand.

130 years later, women now make up 44% of Members of Parliament and hold positions of leadership across Government, the public service, business, and all areas of society.

Photo credit: Women voting in 1893 (Alexander Turnbull Library, PA1-o-550-34-1)

[Learn more about Suffrage 130](#)





Pacific Labour Mobility Annual Meeting

NZEE joined 350 other delegates in Vanuatu for Pacific Labour Mobility Annual Meeting (PLMAM) - an annual meeting that brings together Governments from NZ, Australia and the Pacific countries involved in Labour Mobility. Together with the ILO, IOM, World Bank, unions, some fabulous academics...and of course Pacific Workers.

Aussie has its PALM Scheme (Pacific Australia Labour Mobility). And NZ has the RSE Scheme (Recognised Seasonal Employer).

The week focused on getting the basics right (worker well-being) unpicking what sustainable reintegration looks like, celebrating successful family re/connection programs, identifying skills-gaps, and making commitments to bring positive change over the next year, and beyond.

Employers have not had a voice at the annual meeting before this one. The Inaugural Employer Forum was a chance for key stakeholders to use their voice to commit to improvements, through the [Employer Outcome Statement](#) that was presented to the wider forum on Day 4.

Next to the family itself, the most important relationship in Labour Mobility is that between employee and employer. Everyone else is there to support and enable. Not to take over, or to think they lead. Because they don't and they can't. They don't pay anyone, they don't provide pastoral care, they don't carry the economic risk, nor do they have the deep connection with the family, village, community, that extends beyond an employment relationship.

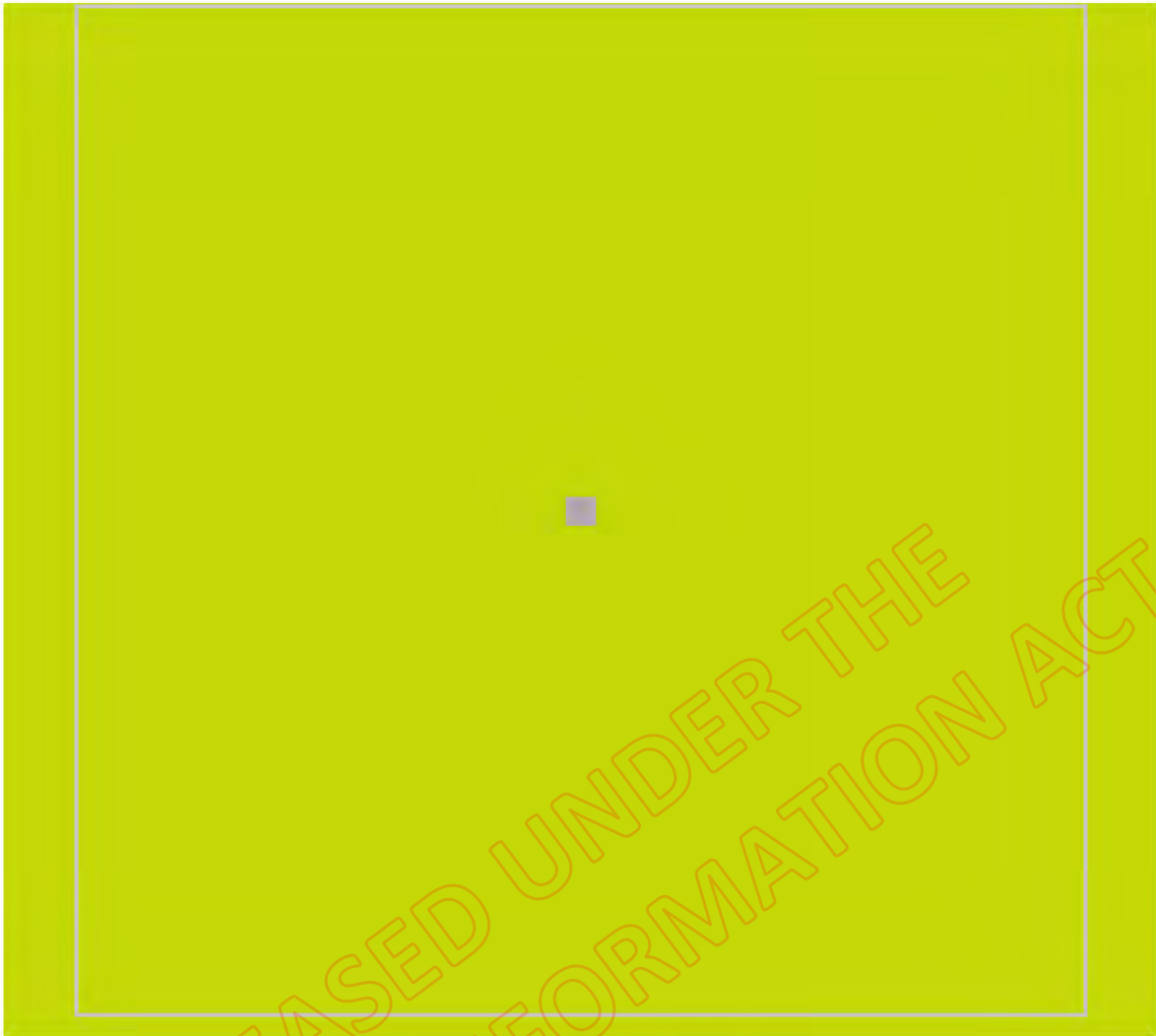
There is amazing progress being made by RSE employers. We have to use our voice and tell it. NZEE is extremely grateful to [PACER Plus](#) for including the employer voice this year.

Employer led. Government enabled.

[NZEE CEO PLMAM Report here](#)

[Employer Outcome Statement](#)





Bad day at work?

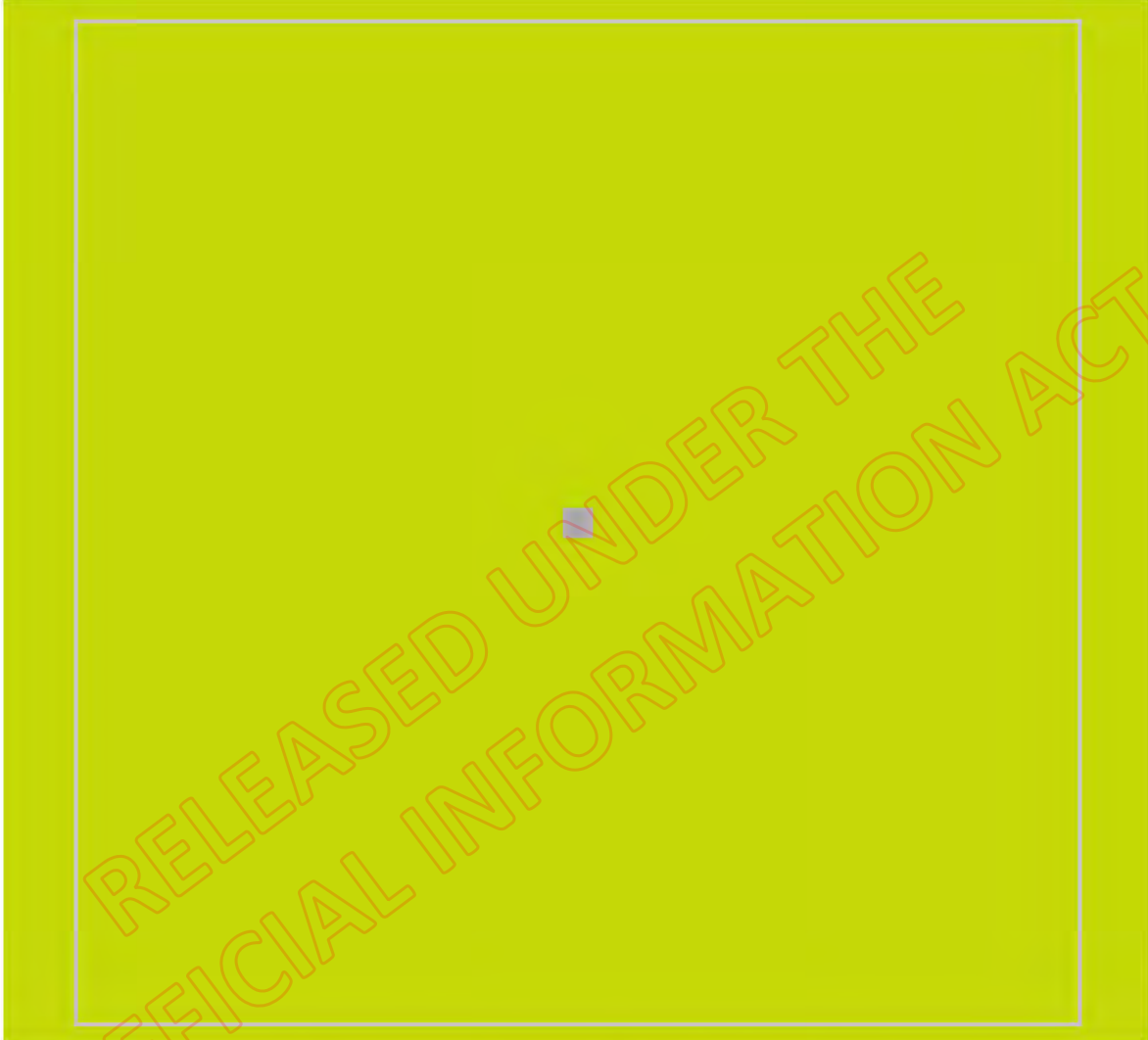
How common are bad days at work and what causes them?

The perfect workplace does not exist and the occasional bad day at work is normal and unavoidable. But when you have too many bad days it has a strong negative effect on your career, your health and your private life.

Almost 2 out of every 3 people have at least one bad day at work every single week, according to a recent survey of over 700 employees worldwide. It shows that bad workdays are disturbingly common and reveals some of the main causes.

5 top areas that make us unhappy at work: a bad boss, bad relationship with coworkers, lack of direction, no praise for our work, and high workload.

Keep reading here



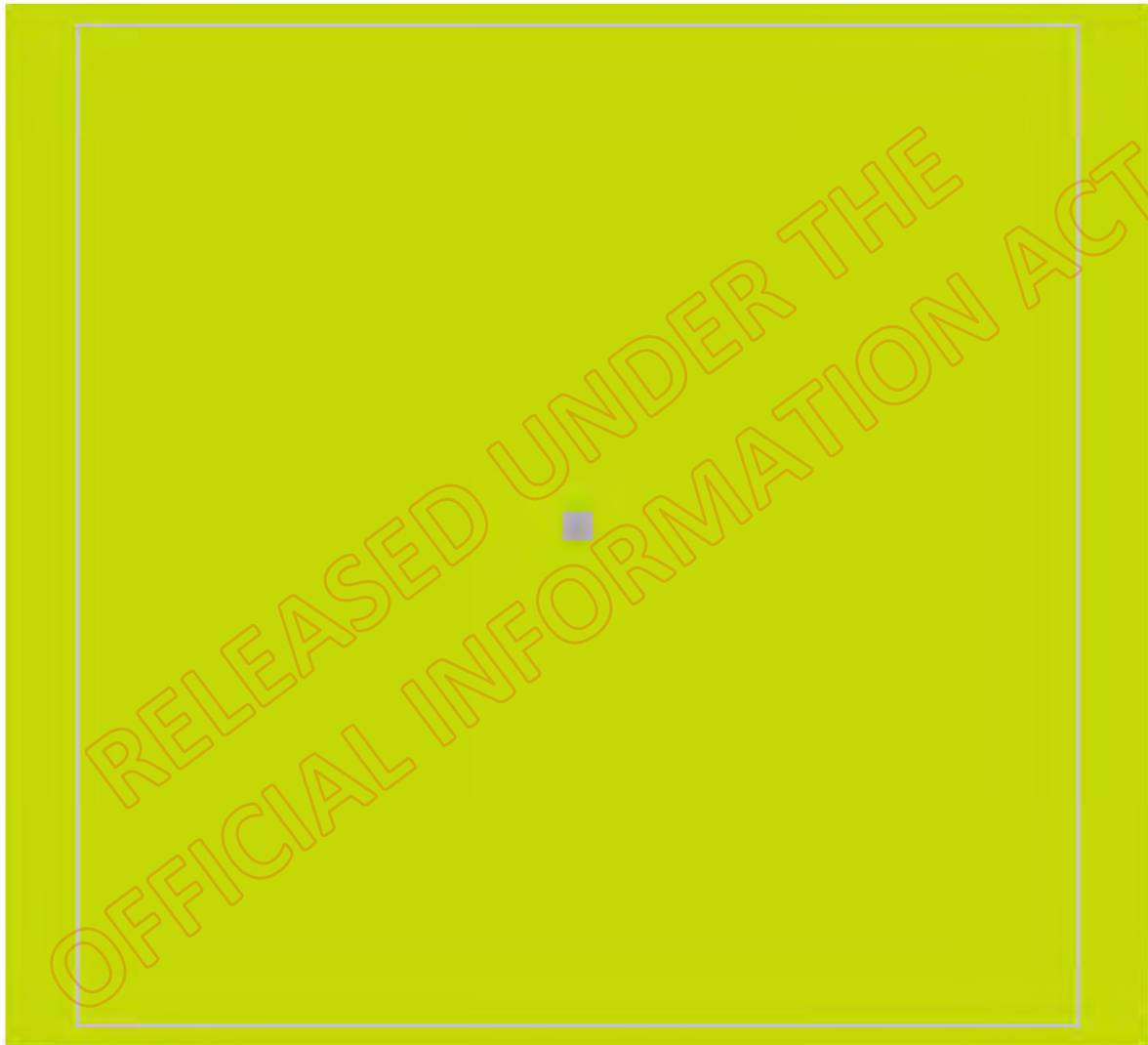
Coping with the news

Life can sometimes be pretty tricky. Lately, we've seen headlines about things like the crazy cost of living, climate change, wars, natural disasters, COVID-19, terrorism, not to mention all the political drama.

It can feel like it's everywhere - on 24/7 TV, news websites, and social media. And for most of us, it's not just news; it's stuff that hits us in our day-to-day.

Events may affect each of us differently depending on our own views and experiences. There's no right or wrong way to feel. MIND has put together this blog to show how news can mess with our heads and offers some tips on how to handle it.

Learn how to handle the (news) jandel



Craigmore - giving back (again)

NZEE Partner, Craigmore, launches second research grant.

Primary industries research is set for a boost through a new scholarship established

by Canterbury rural investment company Craigmore in conjunction with Lincoln University.

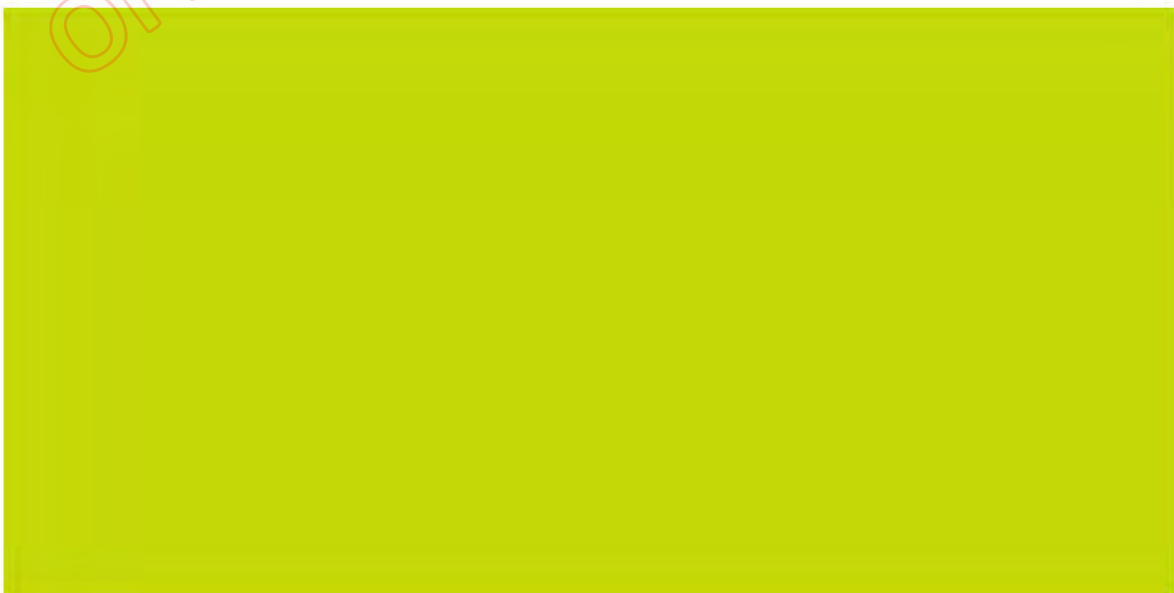
Craigmore general manager of farming Stuart Taylor said the new scholarship is an opportunity to give back to the sector and foster future talent.

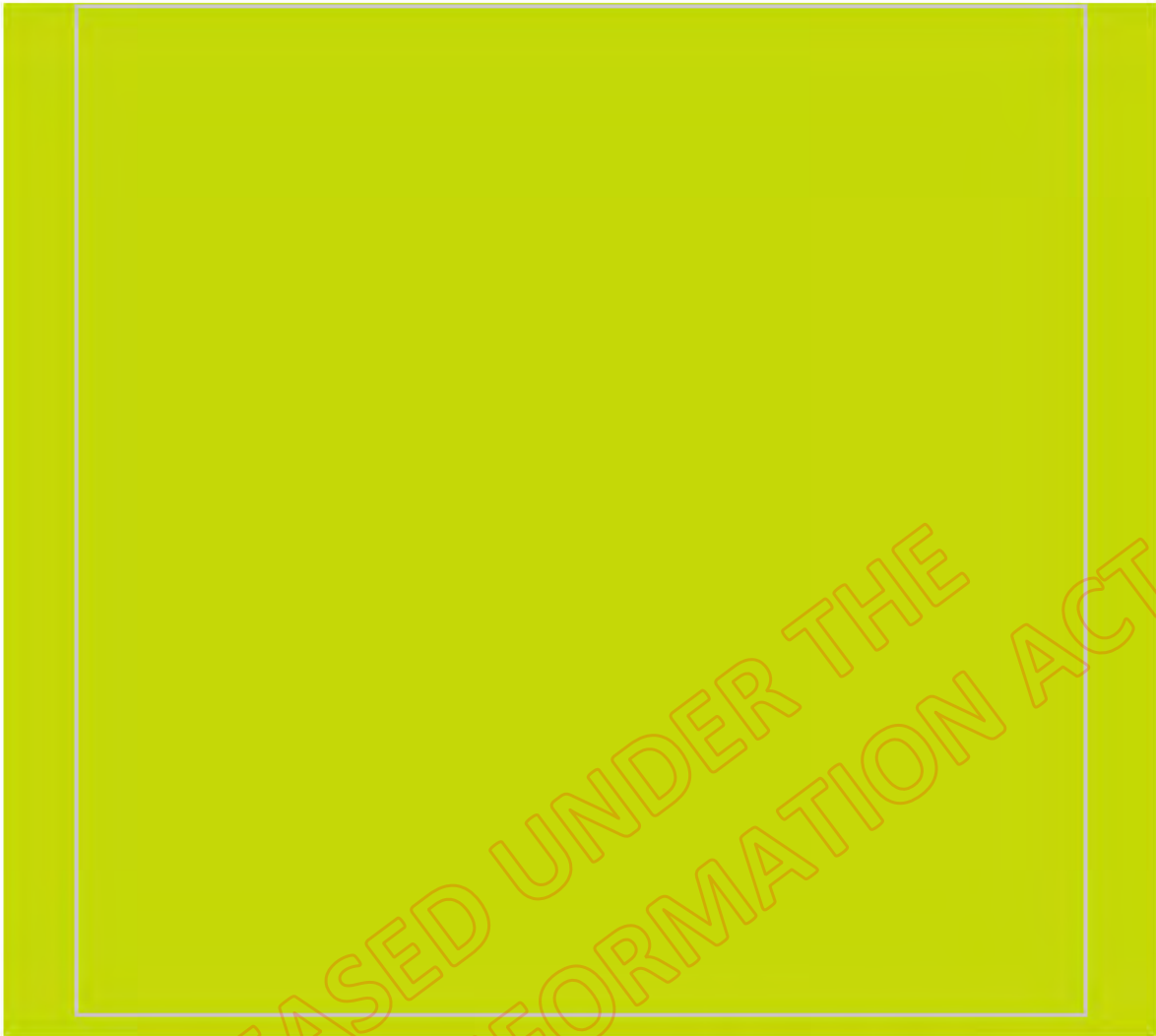
“Our young people are the ones that will farm our land in the future and they’re also going to be the ones to come up with the innovation and big ideas that will solve some of the challenges the sector is facing around biodiversity loss and climate change,” Taylor said.

Craigmore has a reputation for adopting new technology or techniques at a commercial scale in order to help lift productivity and sustainability across all NZ farms.

This is the farming enterprise’s second scholarship with Lincoln University. The first, the Craigmore Sustainable Farming Scholarship, which is still in place, was established in 2014 to also support postgraduate research and study in agriculture.

[Read The Farmers Weekly article here](#)





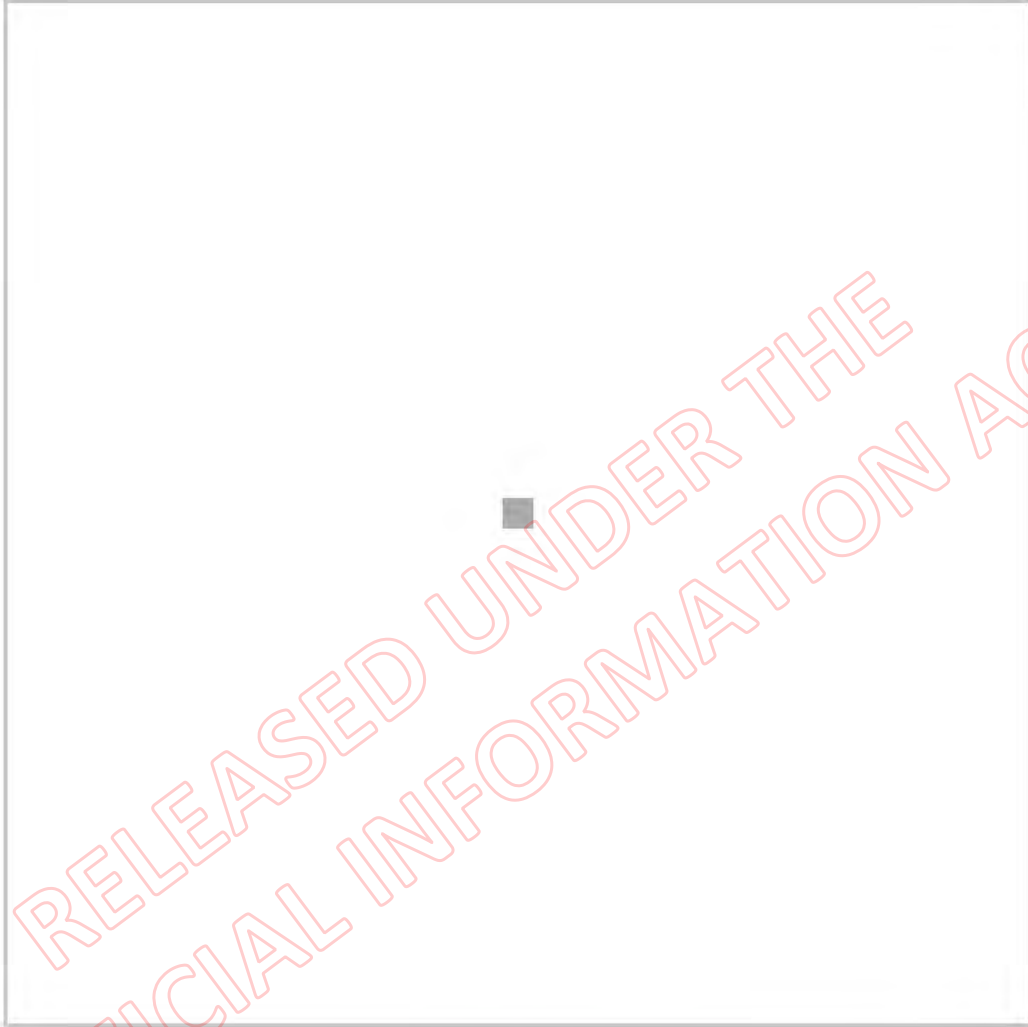
Hot Workplace Trends for 2024

Free Webinar | Wed 13 December 2023, 12pm -1pm (NZDT)

An insightful and forward-thinking webinar delves into the hottest workplace wellbeing trends set to shape the business landscape in 2024. In an ever-evolving work environment, it's crucial for organisations to stay ahead of the curve to protect wellbeing and unleash performance and potential.

Drawing on daily conversations with workplaces, extensive research, and international evidence, the ROW Crew are set to provide you with a glimpse into the future of employee wellbeing. They'll share valuable insights and actionable takeaways to make sure you're ready to shape the year ahead.

[Register Free Here](#)



Human Rights 75

This year, on World Human Rights Day (10th December) we commemorate the 75th anniversary of the Universal Declaration of Human Rights, which coincides with the 30th anniversary of the Office of the High Commissioner for Human Rights.

In 1948 New Zealand ratified the Universal Declaration on Human Rights. Since then, New Zealand has generally had a good track record in relation to human rights. All New Zealanders are entitled to basic human rights and freedoms to protect them from

unlawful discrimination.

New Zealand has international obligations under a range of UN treaties which it has ratified (approved/backed/agreed to) and woven into specific NZ legislation such as the Human Rights Act 1993 and the Bill of Rights Act 1990.

Human Rights 75 Initiative

Universal Declaration of Human Rights

Human rights and freedoms in New Zealand



Need help right now?

1737 NEED TO TALK? A free call and text service for New Zealanders feeling down, anxious, overwhelmed or just need to chat to someone.

LIFELINE: Nationwide 24-hour, 7 days a week counselling service.

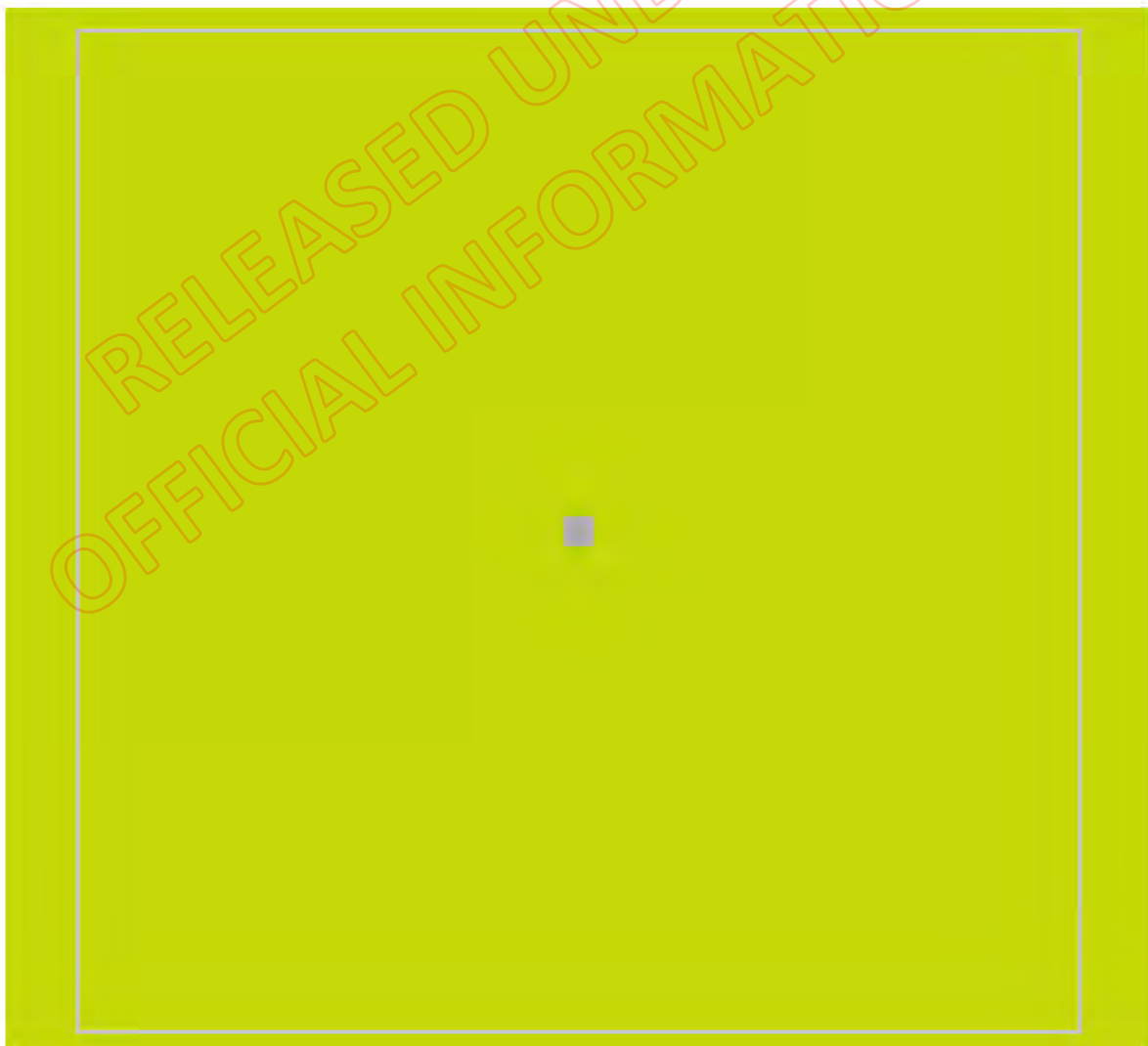
Free to call 0800 543 354.

DEPRESSION HELPLINE: Talk to a trained counsellor who can discuss your situation and find you the right support/tautoko. Free to call 24/7 on 0800 111 757.

ANXIETY LINE: Provide support and help around understanding anxiety and people's experiences. Free call available 24/7 on 0800 269 4389.

THE LOWDOWN: A website to help understand depression and anxiety from their own perspectives. Get in touch with a trained counsellor by free txt 5626.

YOUTH LINE: Free, confidential, and non-judgemental youth service. Free to call, 0800 376 633 or free text 234.



2023 Census Update

The census counts every person in Aotearoa New Zealand, and the places where they live or stay.

The information that is collected during a census is important to understand our communities and how we are changing as a country.

Census data will be used to make decisions about funding and location of services that impact us all.

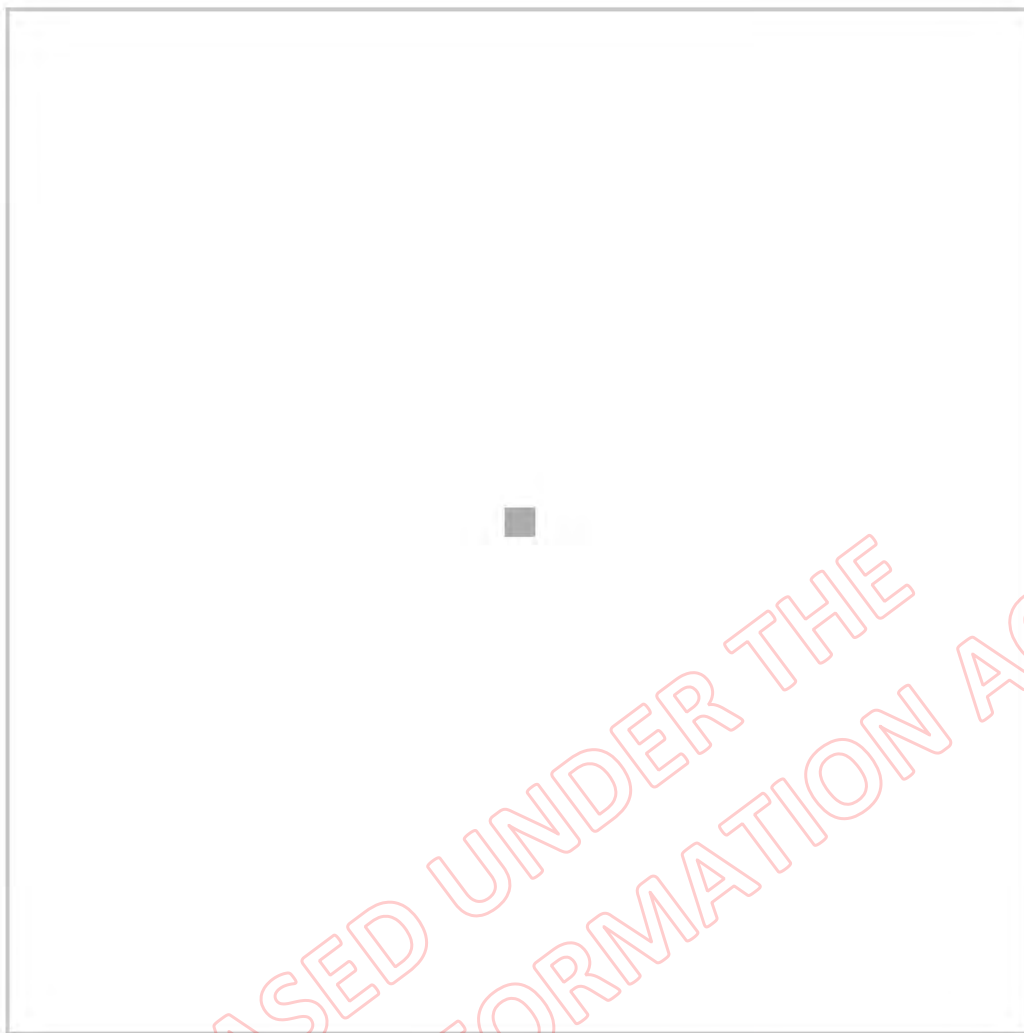
2023 Census data will be published by Stats NZ in a series of key releases from May 2024 through to August 2025. The first data release on 29 May 2024 will include population, dwelling, and Māori descent counts.

[Census data helps Rainbow Youth be seen](#)

[How employers can use census data to connect rangatahi to job opportunities](#)

[Data helps support community wellbeing](#)

[Learn More about the Census here](#)



Employer Support

It can be difficult to find the support you need, as an employer. Most blogs and training offerings are aimed at upskilling employees. NZEE have partnered with Chapman Employment Relations to help fill that gap.

Chapman ER offer excellent training options, they do them online or in person. Very reasonably priced, and Kay and her team love it when you have loads of questions!

A wee taster of what's coming up over the next few months:

- Leadership & Team Dynamics

- The Ultimate Team Leader
- A Great Place to Work
- Understanding Payroll
- Successful Management of Employee Performance (Webinar)
- Team Based Workshop: Improve Culture & Performance
- Effective Communication - De-escalating & Difficult Behaviors

They also offer in-house Workshops & Coaching, covering various options and topics, tailored to your needs.

Latest Training Here

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OFFICIAL INFORMATION ACT



WorkSafe needs your help

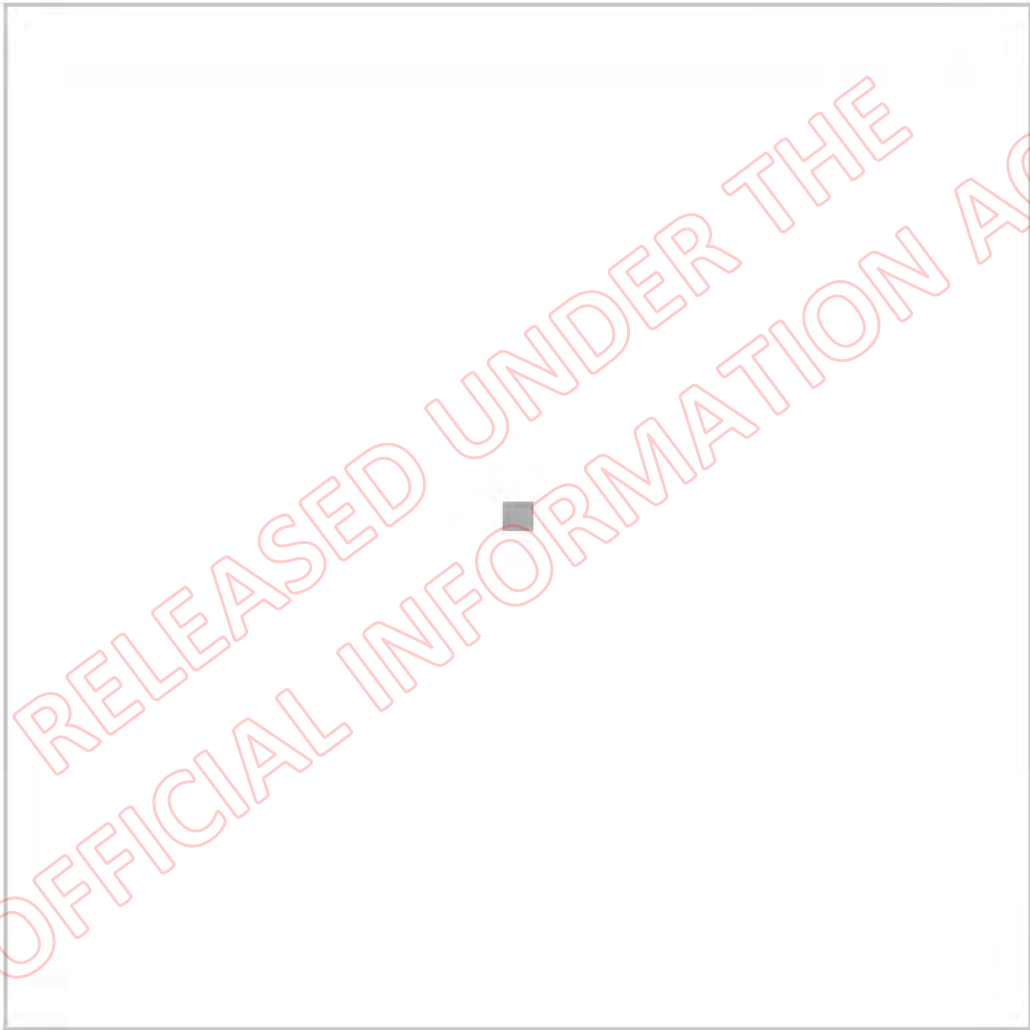
WorkSafe is consulting on new health and safety guidelines that aim to highlight the importance of supporting mentally healthy work. Everyone is welcome to provide feedback.

The guidelines aim to describe, in plain language, the psychosocial risks at work and what mentally healthy work is by:

- defining and giving examples of psychosocial risks
- explaining the importance of managing psychosocial risks at work
- introducing factors influencing mentally healthy work and how they can impact business

- providing examples of how to manage psychosocial risks
- providing advice for responding when workers experience psychosocial harm at work.

Read the draft guidelines and provide feedback



How are we REALLY doing?

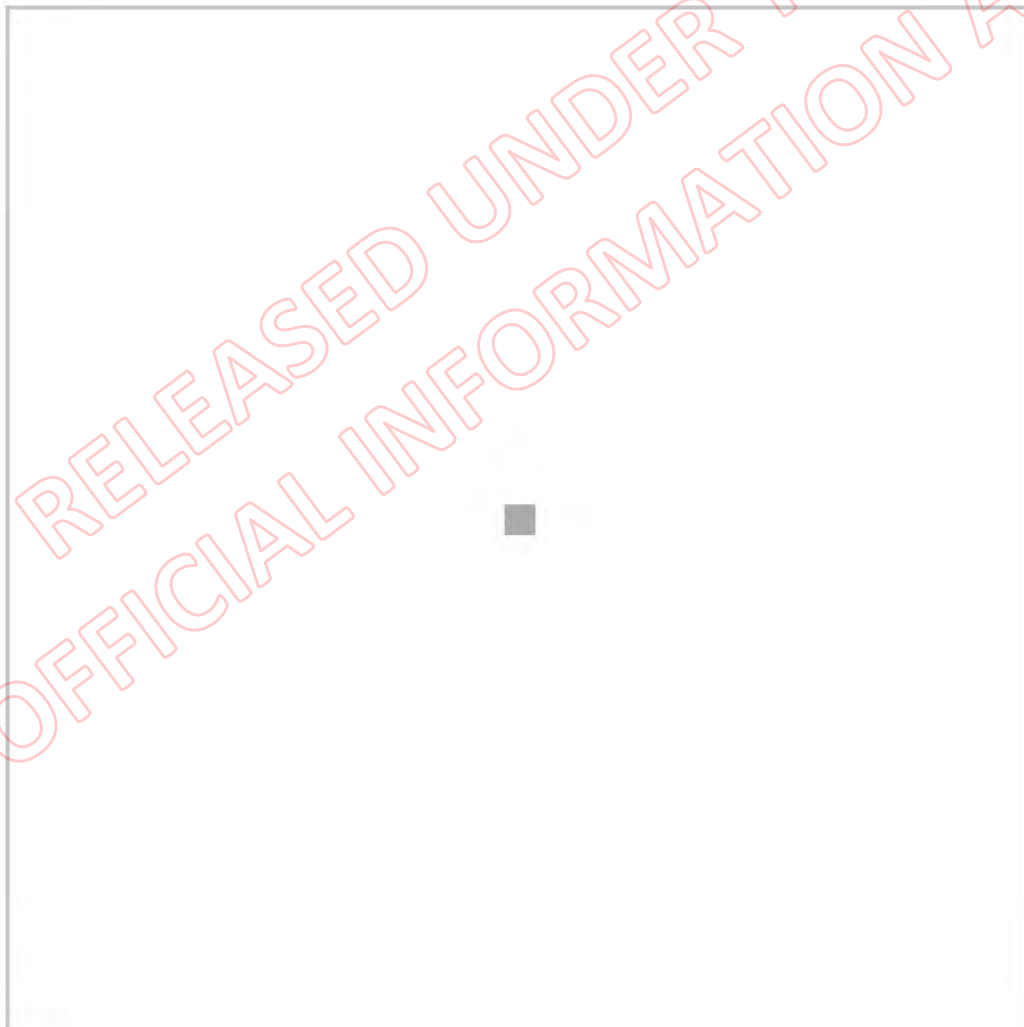
How would you describe New Zealand right now?

According to recent analysis, the nation is either “wet, whiny and inward-looking” (new prime minister Christopher Luxon), “beautiful but mediocre” (think-tank head Oliver Hartwich), caught in “the Great Centrist Drift” (political writer Danyl Mclauchlan), or,

quite simply, “broken” (all commentators everywhere). Welcome to New Zealand in late 2023, political mood: depressed.

There are many reasons not to be cheerful, especially where the climate is concerned. Yet this attitude can blind us to all the things that are getting better. And when we fail to celebrate our wins, that defective self-knowledge diminishes our sense of our own capacity, shrinks our horizons, inspires defeatism.

12 graphs that show New Zealand isn't doing as badly as you think



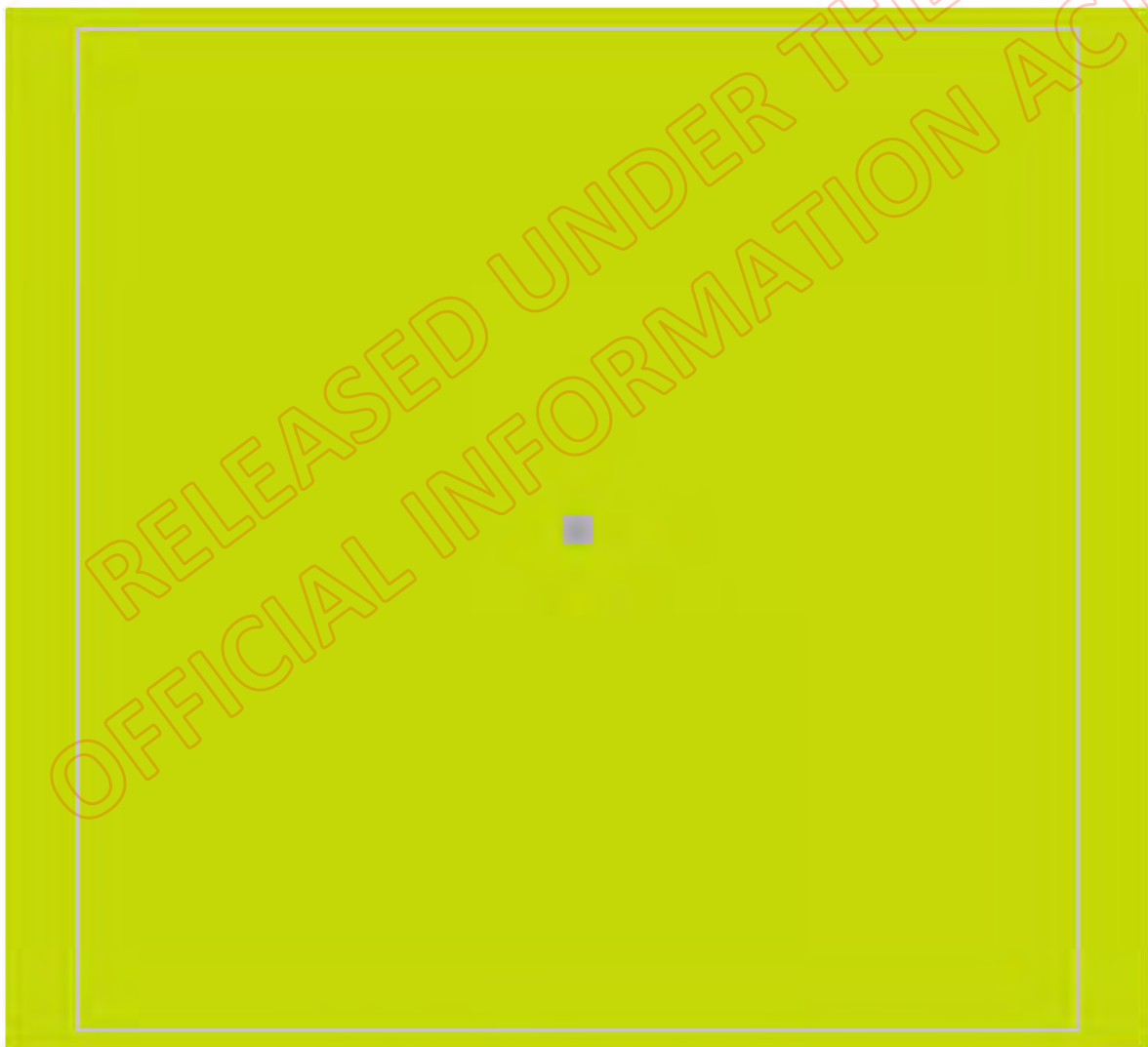
Navigating Collaboration

The Collaboration and Sustainability Guidelines (draft Guidelines) have been

developed to assist businesses to understand when collaboration with competitors for sustainability objectives may raise competition issues under the Commerce Act.

The Guidelines also include steps businesses can take to comply with the law. The guidance is aimed at collaboration between businesses who would usually be expected to compete.

[Read the Guidelines Here](#)



Keeping Families Close

Maintaining strong family relationships when being apart from partners and children is a key priority of the Vanuatu-designed [Famili I Redi](#) ('Family Ready') program.

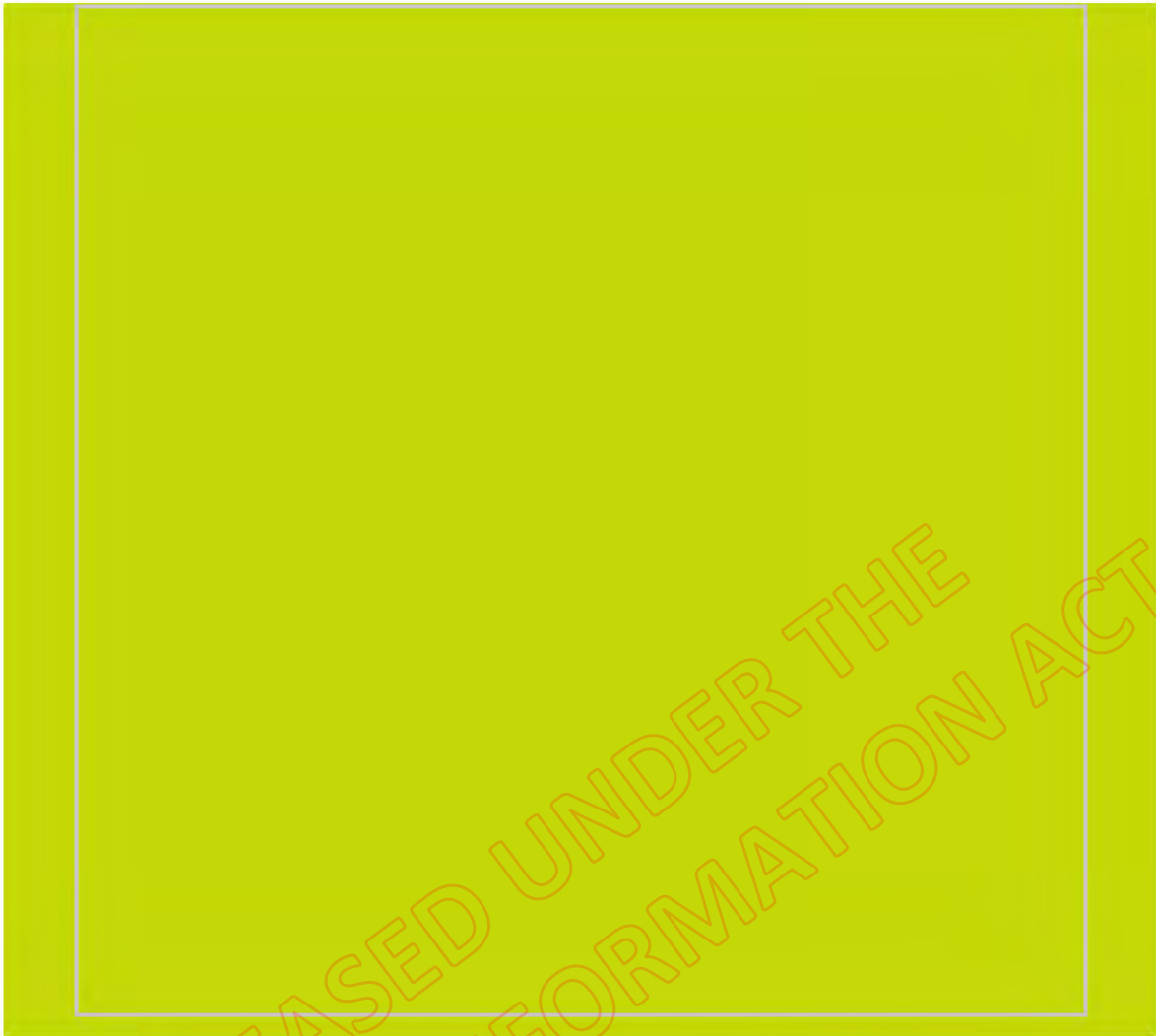
A pre-departure workshop endorsed by Vanuatu Department of Labour and attended by current & potential labour migrants & their spouses/close family members to help maximise the socio-economic benefits of labour mobility & reduce the risk of gender-based violence.

Famili I Redi provides the entire family unit with holistic education, skills & techniques to enhance communication despite the challenges associated with distance. Couples agree on which communication app they will use and ensure they are both able to use the tool before the other partner travels overseas.

Famili I Redi was developed through a strong partnership between Australian Humanitarian Partnership, the IOM Vanuatu, World Vision Vanuatu, the Department of Labour and Employment Services, Vanuatu, and seasonal workers and their families.

Watch this short 2min video





ADHD at work - know your rights

Attention Deficit Hyperactivity Disorder (ADHD) causes a difference in your brain's development and can result in activity that affects several executive functions such as restlessness, hyperactivity, spontaneity, reckless behaviour, emotional dysregulation and poor time management skills (amongst others).

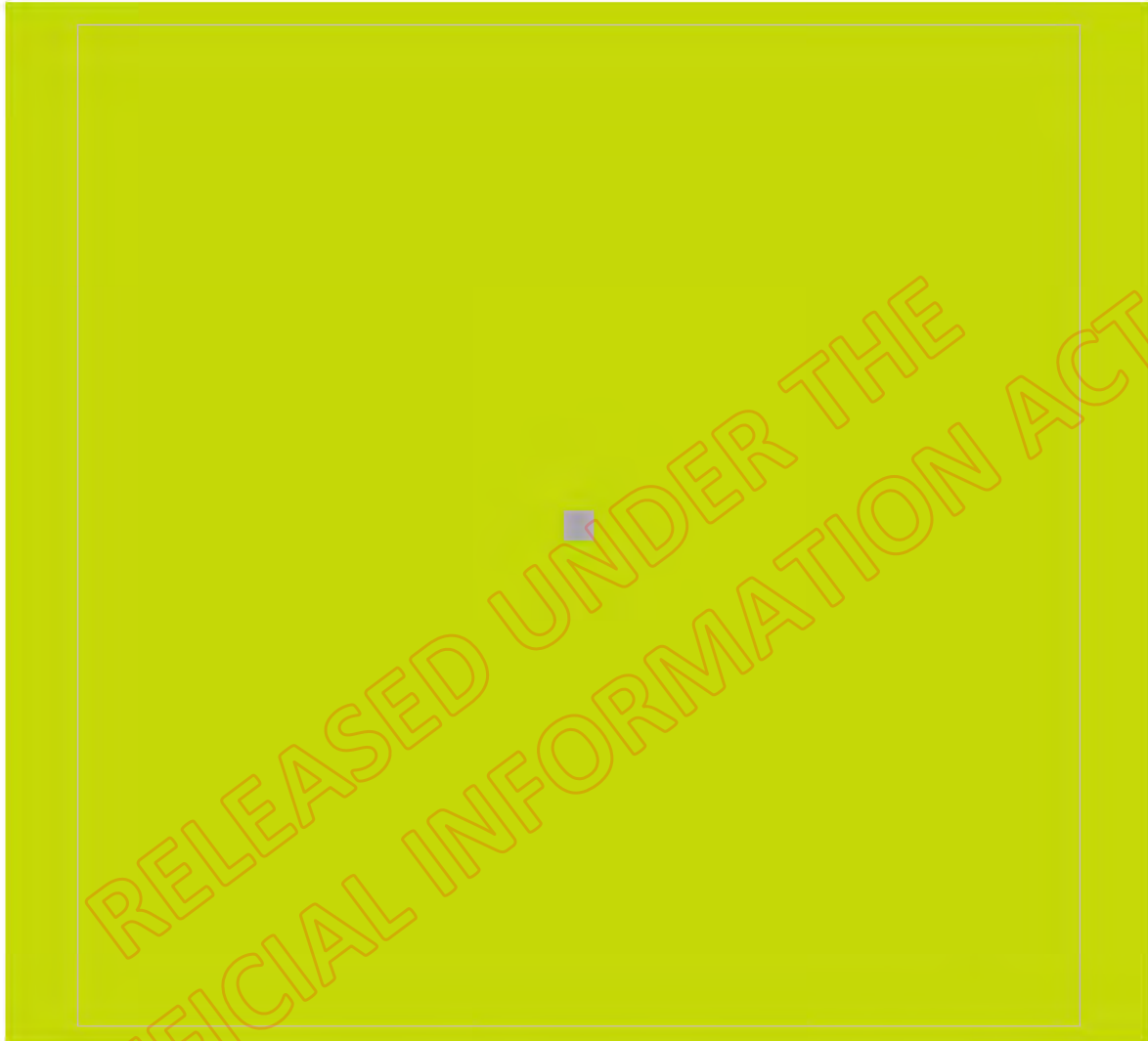
In New Zealand, we have fairly comprehensive protections in place to support employees with disabilities: however, they're not widely understood and applied.

[Learn more about your ADHD rights at work here](#)

To maximise the productivity, potential and wellbeing of ADHD adults in your workplace, it's crucial that workplaces increase their awareness of ADHD at work to

make it a safe environment for all.

[Employers - learn more here](#)



Measuring and managing social value

BERL recently asked the question - How do we know what value we are creating for the communities we serve? And how can we measure, manage, and report our impact in a way that supports informed decision-making for positive and sustainable change?

Social return on investment is an internationally recognised tool that is designed to tell the story of change by measuring value beyond profits, which allows organisations to maximise their impact.

Read the BERL Report Here

Light Bites

(topical reads...usually less than 5 mins. If undistracted....with a cuppa tea)

Quote: ““Where, after all, do universal human rights begin? In small places, close to home – so close and so small that they cannot be seen on any maps of the world. Unless these rights have meaning there, they have little meaning anywhere. Without concerned citizen action to uphold them close to home, we shall look in vain for progress in the larger world.” – Eleanor Roosevelt

Clash of sentiment on seasonal workers: New Zealand wants more seasonal workers – but Pacific nations no longer want to be the ‘outposts’ that ‘grow’ them. [Read more here](#) →

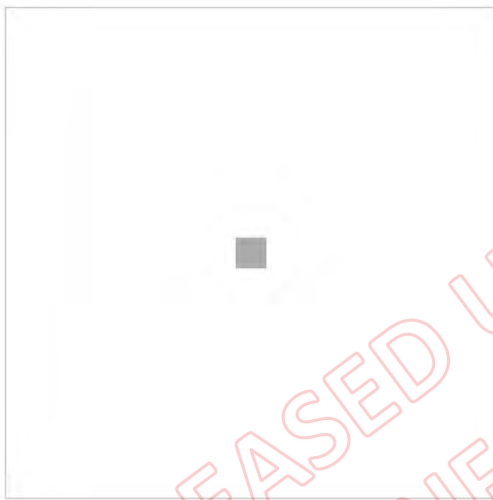
We need strategy, not aspirational thinking: Thirty energy sector leaders with different perspectives agree on one thing – New Zealand will not meet the government’s aspirational goal of 100% renewable electricity generation by 2030. [Read more here](#) →

Recording of Recent Changes to Immigration Settings webinar: Recent Changes to Immigration Settings webinar hosted by Immigration New Zealand (INZ) on 8 November 2023. [Watch here](#) →

Samoa’s shifting seasonal work priorities: The Samoan government has been grappling with how best to manage the rapid growth in numbers seeking work offshore. [Read more here](#) →

Housing and food production can co-exist: Residents were mostly happy to accept the day-to-day nuisances of farm operations, but they wanted their household to benefit by being able to access food produced locally? [Read more](#) →

Recruitment fees are holding back sustainable development: Migrant workers sending money to home countries and communities can be an enormous driver of development. But ongoing exploitation of migrant workers during recruitment places severe limits on the benefits of migration. [Read more here](#) →



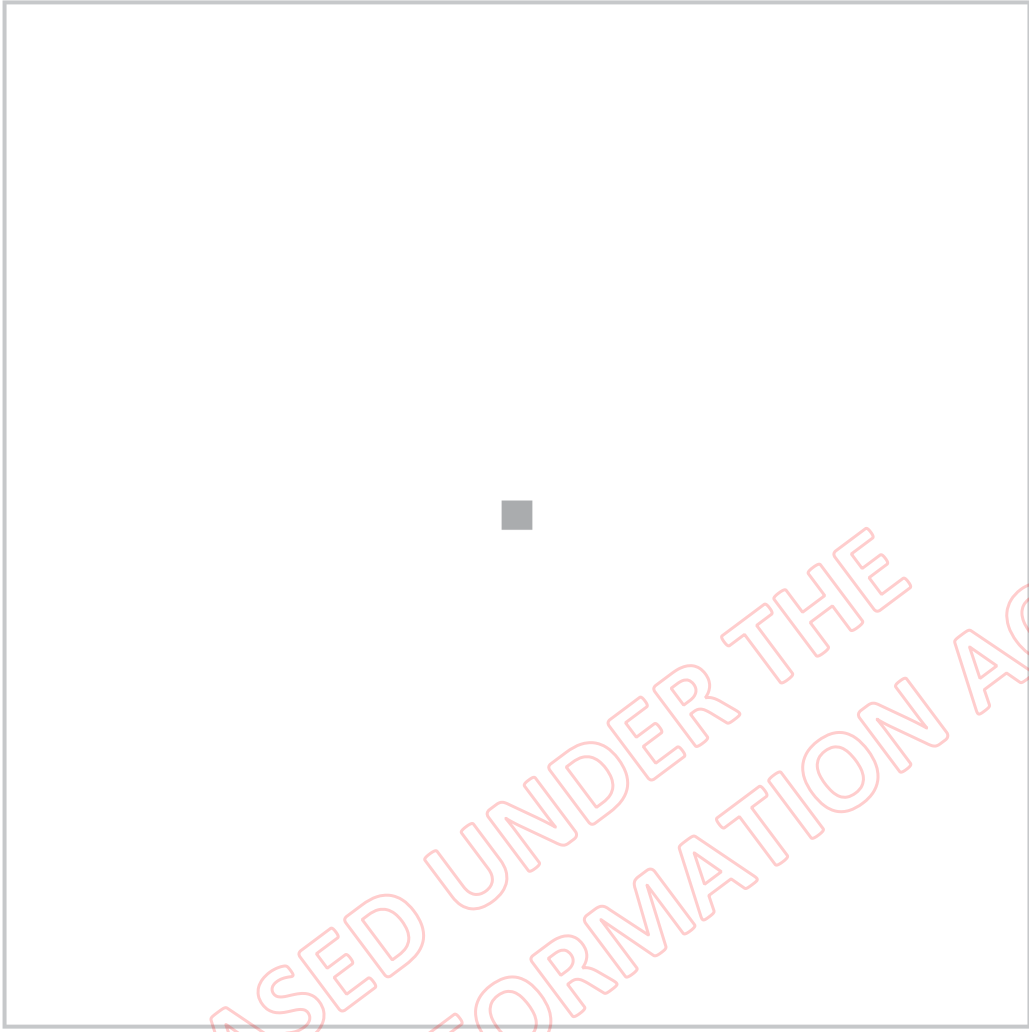
Thank You

NZEE wishes to acknowledge the ongoing support of Horticulture Charitable Trust and Horticulture Group.

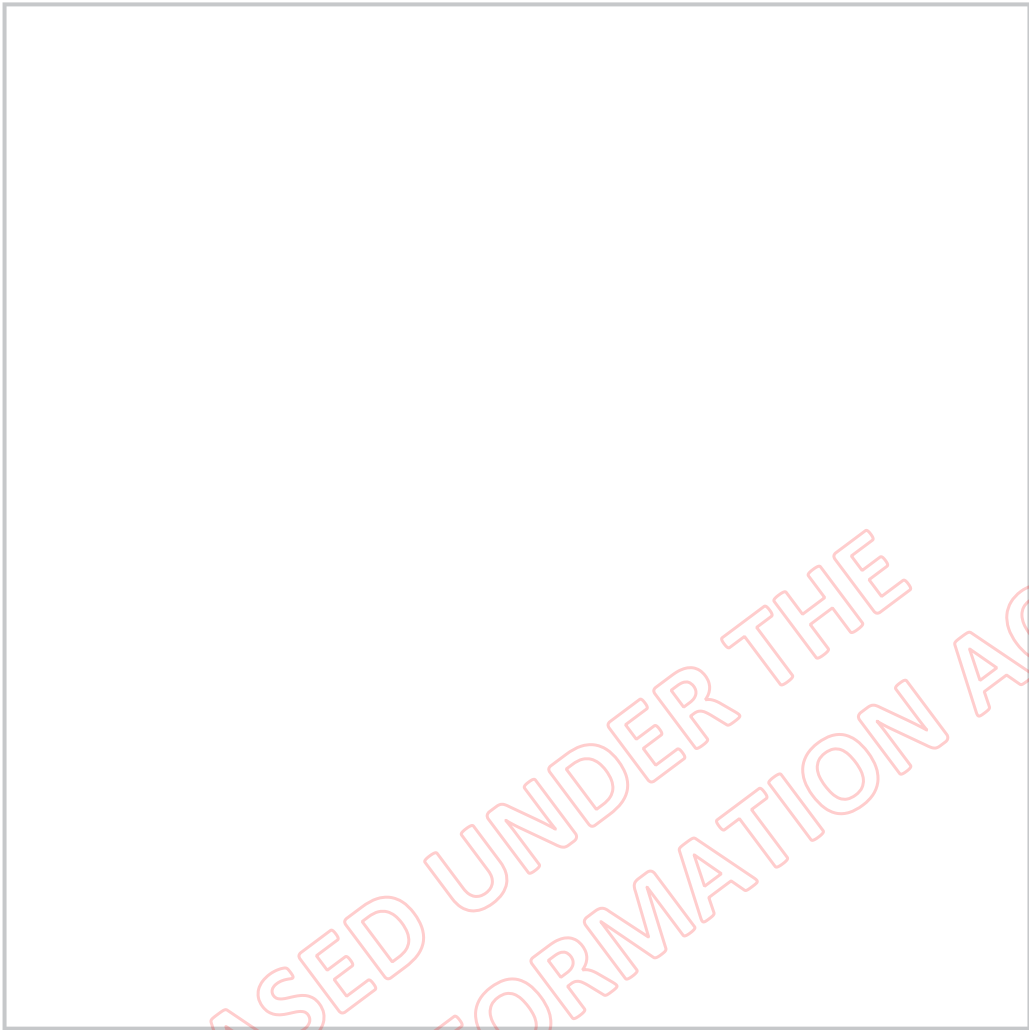
NZEE Partnership

NZEE wishes to acknowledge our Partners.

Thank you for your support and commitment to decisive and collaborative action to drive ethical business practices in New Zealand.



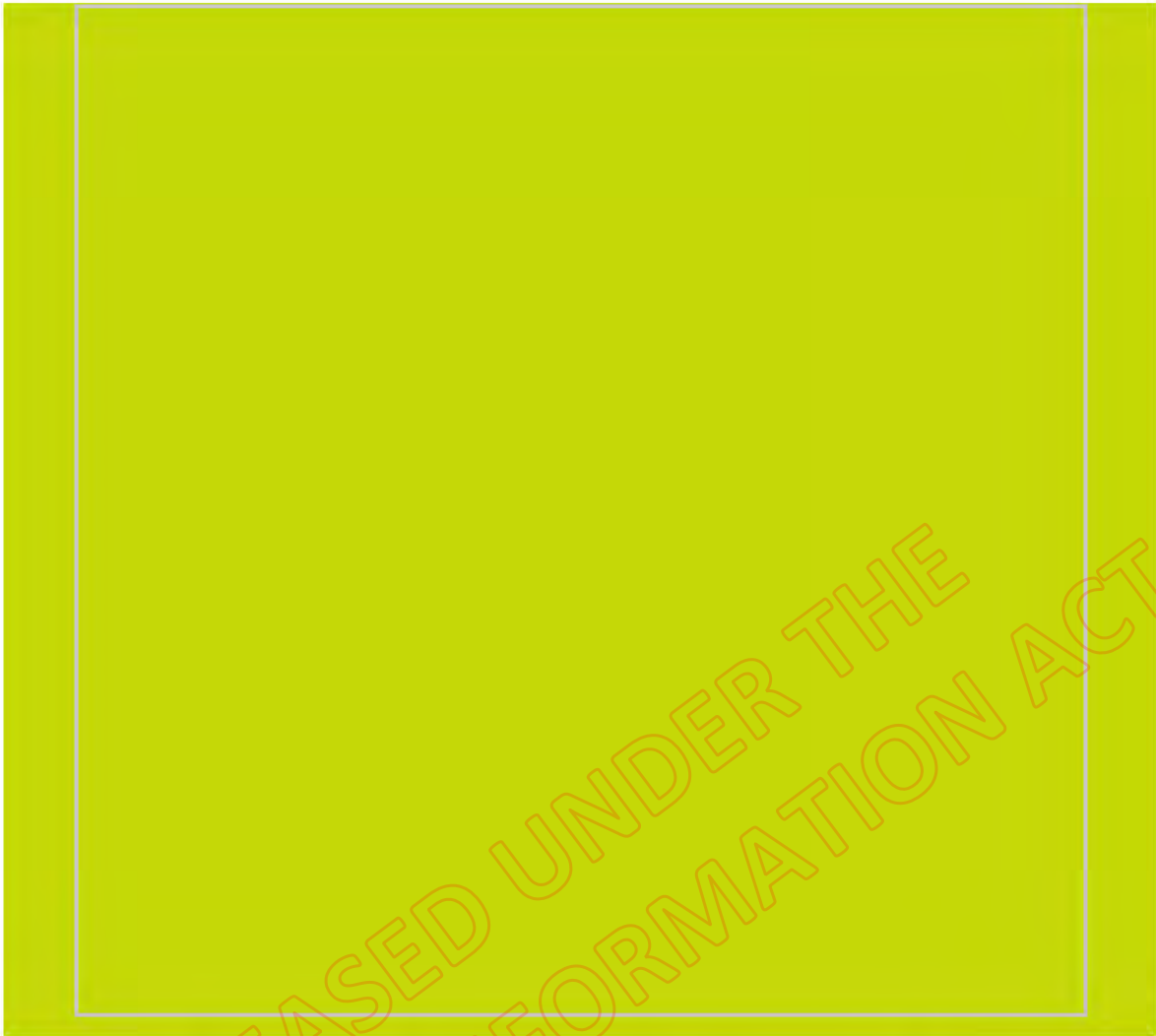
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Partner with NZEE Here



RELEASED UNDER THE
OFFICIAL INFORMATION ACT



NZEE Human Rights Foundation Partner

Drawing on the extensive experience of its Directors in the field of business and human rights both in New Zealand and Globally, Tūhana provide consulting and advisory services to NZEE as we support our members to be proactive and responsible in human rights policies and procedures, including the implementation and reporting. info@tuhana.co.nz

Tūhana Business & Human Rights Limited

Who is NZEE? Why become a member?

NZEE is an incorporated society that supports members to build

resilient future focused supply chains, which place people at their heart.

NZEE Members create workplaces where people **want** to work.

Retention of people & skills creates highly productive and motivated teams.

NZEE is committed to decisive and collaborative action to drive ethical business practices in New Zealand.

Read more [why we exist](#), and [how we protect our people](#).

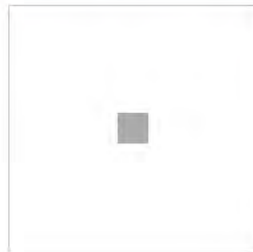
[CLICK HERE](#) to become a member.



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Forwarded this newsletter and want to subscribe yourself?

You can [update your preferences](#) or [unsubscribe](#)



From: [Tanya Pouwhare](#)
To: [Afzal Ali](#)
Subject: RE: In-Country Recruitment Database [UNCLASSIFIED]
Date: Tuesday, 5 December 2023 7:19:46 PM

Yes good with me – thanks Afs

T

From: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Sent: Tuesday, December 5, 2023 9:58 AM
To: Tanya Pouwhare <tanya@nzee.nz>; s 9(2)(a)

Cc: Lafaele Lupo <Lafaele.Lupo@mbie.govt.nz>; Oikoumene Maualaivao-Chan Tung <oiko.mchantung@mbie.govt.nz>; Loua Ward <Loua.Ward@mbie.govt.nz>
Subject: In-Country Recruitment Database [UNCLASSIFIED]

Good Morning,

Hope all are well!

Apologies in advance for a short notice, we have a couple of members of the Australia IRD team visiting us next week to provide an overview on IRD system. We have set aside some time for a virtual session with industry reps and the Liaison Officers, on Wednesday 13 December 2023, from 1-3pm.

Appreciate if you could respond to me asap whether you would be available. A meeting invite will be sent out shortly. We appreciate this is a busy time for all, we are hoping to have further sessions in the new year in case you can't make it to this session.

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: [Sefo Manaseitava](#)
To: [s 9\(2\)\(a\)](#); [Afzal Ali](#)
Cc: [Tanya Pouwhare](#); [s 9\(2\)\(a\)](#); [Moreen Chand](#)
Subject: RE: Passport Copy [UNCLASSIFIED]
Date: Wednesday, 6 December 2023 3:59:49 PM
Attachments: [image001.jpg](#)
[image002.jpg](#)
[image003.png](#)

Hi [s 9\(2\)\(a\)](#)

Just letting you know that I have finalized applicant's applicants and have sent over visa via contact email.

Vinaka
Sefo

From: [s 9\(2\)\(a\)](#)
Sent: Wednesday, 6 December 2023 2:39 pm
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Cc: Sefo Manaseitava <losefo.Manaseitava@mbie.govt.nz>; [Tanya Pouwhare](#) <tanya@nzee.nz>; [s 9\(2\)\(a\)](#); [Moreen Chand](#) <Moreen.CHAND@mbie.govt.nz>
Subject: RE: Passport Copy [UNCLASSIFIED]

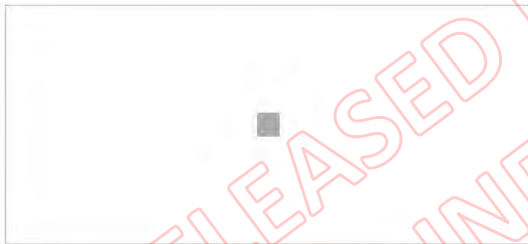
Hi Afzal

Yes, both workers were issued on ATR 22206105.2.

The flight has been delayed and not arriving until tomorrow night, could you please let us know if there is anything else you require from us. If we can his visa sent through ASAP, we hopefully will still be able to get him on this flight.

Regards

[s 9\(2\)\(a\)](#)



From: [Tanya Pouwhare](#) <tanya@nzee.nz>
Sent: Wednesday, December 6, 2023 3:16 PM
To: [s 9\(2\)\(a\)](#)
Subject: FW: Passport Copy [UNCLASSIFIED]

URGENT PLEASE

From: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Sent: Wednesday, December 6, 2023 2:16 PM
To: [Tanya Pouwhare](#) <tanya@nzee.nz>
Cc: New Zealand Ethical Employers Inc <chair@nzee.nz>
Subject: RE: Passport Copy [UNCLASSIFIED]

Hi Tanya,

While it doesn't look like its INZs error (employer should have notified us that the worker is no longer travelling with them), we have requested to consider this case as a one-off consideration.

Can you please confirm with the employer that they are ok for BOTH workers to be issued with the same time as 22206105.2 (25/10/2023 to 25/5/2024). This will bring them to 0 spaces left on 22206105.2.

Cheers,

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 <tanya@nzee.nz>
Sent: Tuesday, 5 December 2023 7:36 pm
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Cc: New Zealand Ethical Employers Inc <chair@nzee.nz>
Subject: FW: Passport Copy [UNCLASSIFIED]

Hi Afs,

This is an odd one – offshore visa processing processed a visa for a man, but had another visa lodged with them for another company. They are now saying that they can't re-fill the spot, because they have already lodged the application...but they approved a visa for him to another employer.

Surely we can figure out that a man has not taken the spot. Yes some miscommunication, but really. s 9(2)(g)(i)

Help please

T

From: s 9(2)(a)
Sent: Tuesday, December 5, 2023 12:12 PM
To: Tanya Pouwhare <tanya@nzee.nz>
Subject: FW: Passport Copy [UNCLASSIFIED]

Hi Tanya

Could you please have a look at something for us, email trail attached.

We have 2 boys that are supposed to be flying in with us tomorrow that are filling up the last 2 spaces on our ATR.

They are letting us take one but are saying s 9(2)(a) space has been taken up even though they can see he has gone somewhere else.

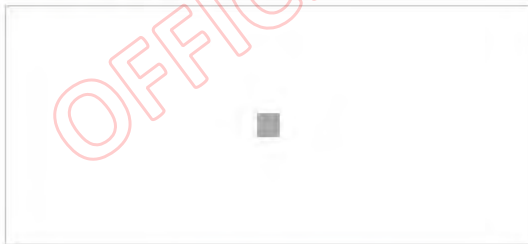
They are saying because there wasn't any communication from our agent regarding this, they are taking it that he still has filled the space.

We got told 3 weeks after we submitted the application that he was going somewhere else, and our agent handed over the paperwork in Vanuatu.

Could you please contact s 9(2)(a) when you can.

Regards

s 9(2)(a)



From: Moreen Chand <Moreen.CHAND@mbie.govt.nz>
Sent: Tuesday, December 5, 2023 11:30 AM
To: s 9(2)(a)
Cc: Sefo Manaseitava <iosefo.Manaseitava@mbie.govt.nz>; Vere Mataitoga <Verenaisi.Mataitoga@mbie.govt.nz>
Subject: RE: Passport Copy [UNCLASSIFIED]

Hi s 9(2)(a)

Yes he has travelled to his new employer but the application that you had lodged on 26/9/2023 was approved on 28/9/2023 and there were no communication not to process this application before it was finalised. There were no communication from Agent to hold on to this application. We only process application ones it has come through and if we have information not to proceed then we stop processing it further

Therefore an ATR as the space has been taken

Please note that once a decision is made space gets taken

Regards
Moreen

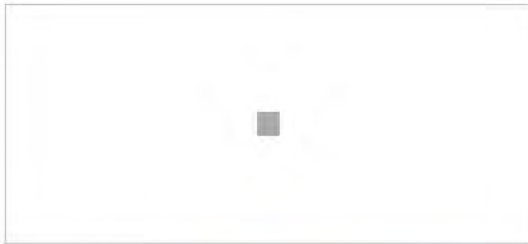
From: s 9(2)(a)
Sent: Tuesday, 5 December 2023 10:11 am
To: Moreen Chand <Moreen.CHAND@mbie.govt.nz>
Subject: RE: Passport Copy [UNCLASSIFIED]

Hi Moreen

s 9(2)(a) went under s 9(2)(a), maybe if you look under that ATR you will see he's gone with her.

Regards

s 9(2)(a)



From: Moreen Chand <Moreen.CHAND@mbie.govt.nz>
Sent: Tuesday, December 5, 2023 10:56 AM
To: s 9(2)(a)
Cc: s 9(2)(a); Sefo Manaseitava <Josefo.Manaseitava@mbie.govt.nz>; Vere Mataitoga <Verenaisi.Mataitoga@mbie.govt.nz>
Subject: RE: Passport Copy [UNCLASSIFIED]

Hi s 9(2)(a)

s 9(2)(a) application has already been processed under that ATR as per the application form submitted, we cannot replace now as space has already been taken. There is only 1 space in .2 now

Did you submit any communication regarding not to process for s 9(2)(a) as I cannot see any communication to INZ before it was processed

Regards
Moreen

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To: Moreen Chand <Moreen.CHAND@mbie.govt.nz>
Cc: s 9(2)(a)
Subject: RE: Passport Copy [UNCLASSIFIED]

Ho Moreen

Please see attached our second group of Insurance, this only has 19 on it as s 9(2)(a) wasn't allowed to travel. Please see comments below. On the first Insurance you sent through s 9(2)(a) ending up going with another company so s 9(2)(a) are replacing these 2.

Good morning
All underway for this group, note one has been flagged as Category 3 (high risk) as below:

One category 3 with underwriting, as below.

s 9(2)(a)

Regards

s 9(2)(a)



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Hi s 9(2)(a)

Please look at the attached Insurance for 22206105.1 (20 spaces).

Those names in the insurance has been granted under above ATR

The two workers ATR on the application form is 22206105.1

Provide us list of people you have that are suppose to -travel under each of the above ATR. I need to cross verify with those that has been granted already. Please submit this urgently so we can check now

Regards
Moreen

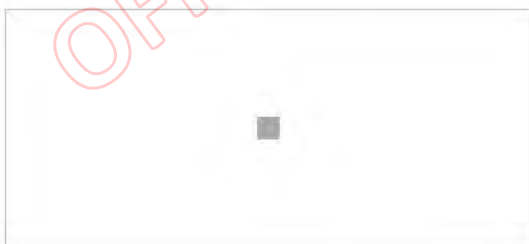
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Hi Moreen

Please see attached ATR, we have only had 38 people come in from these numbers so far, s 9(2)(a) are our final 2.

Regards

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Hi s 9(2)(a)

The ATR given for below applicants is 22206105.1, however we note that there is no more space left in this ATR.

Kindly provide a new ATR for these two applicants so we can proceed further with the application

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According to our record, there are only 20 spaces in the ATR and the 20 applications were already processed under this ATR which leave no space for above 2 applicants

Regards
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To: s 9(2)(a)
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Subject: RE: Passport Copy [UNCLASSIFIED]

My apologies for the earlier email, they are still currently in our internal checks at the moment, once completed then I will send over the visas.

Email provided for contact is office@rjemploy.co.nz is that the correct email to send the visa to or you need amendments towards this?

Vinaka,
Sefo.

From: s 9(2)(a)
Sent: Monday, 4 December 2023 8:46 am
To: Sefo Manaseitava <iosefo.Manaseitava@mbie.govt.nz>
Subject: RE: Passport Copy [UNCLASSIFIED]

Fantastic, I'll wait for the visas to come through to this email

Regards

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Sent: Monday, December 4, 2023 9:42 AM
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Cc: Moreen Chand <Moreen.CHAND@mbie.govt.nz>
Subject: RE: Passport Copy [UNCLASSIFIED]

Good morning s 9(2)(a)

Thank you for your quick response towards providing passport copies for both applicants.

Just be informed that they have been finalised and visa sent.

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Sefo.

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To: Pacificvisaescalations <Pacificvisaescalations@mbie.govt.nz>
Cc: Moreen Chand <Moreen.CHAND@mbie.govt.nz>; Sefo Manaseitava <iosefo.Manaseitava@mbie.govt.nz>
Subject: RE: Passport Copy [UNCLASSIFIED]

Hi there.

Just chasing up regarding the 2 passports I sent through for s 9(2)(a) for their Visas, can you let me know if you received this.

From: s 9(2)(a)
Sent: Friday, December 1, 2023 10:17 AM
To: 'pacificvisaescalations@mbie.govt.nz' <pacificvisaescalations@mbie.govt.nz>
Cc: Moreen Chand <Moreen.CHAND@mbie.govt.nz>
Subject: FW: Passport Copy [UNCLASSIFIED]

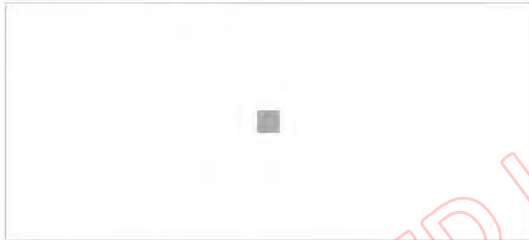
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Hi Moreen

My sincere apologies, I am having a few issues with my emails at present and missed your ones.
Please see attached s 9(2)(a) passports.
Please let me know if there is anything else you require.

Regards

s 9(2)(a)



From: Moreen Chand <Moreen.CHAND@mbie.govt.nz>
Sent: Thursday, November 30, 2023 5:19 PM
To: RJ Employ Limited <office@riemploy.co.nz>
Cc: Sefo Manaseitava <Iosefo.Manaseitava@mbie.govt.nz>
Subject: FW: Passport Copy [UNCLASSIFIED]

Hi s 9(2)(a)

Kindly request your assistance urgently

Regards
Moreen

From: Moreen Chand
Sent: Thursday, 30 November 2023 4:14 pm
To: OFFICE@RJEMPLOY.CO.NZ
Cc: Sefo Manaseitava <Iosefo.Manaseitava@mbie.govt.nz>; Vere Mataitoga <Verenaisi.Mataitoga@mbie.govt.nz>
Subject: RE: Passport Copy [UNCLASSIFIED]

Hi Phillip

This is our second follow up to submit copy of passport for below applicants.

s 9(2)(a)

Note that this is a requirement for workers travelling on COI to submit passport copy at lodgement stage

We cannot proceed any further with these applications until we have received the above.

Regards
Moreen

From: Sefo Manaseitava <Iosefo.Manaseitava@mbie.govt.nz>

Sent: Thursday, 30 November 2023 7:44 am

To: office@rjemploy.co.nz

Cc: Moreen Chand <Moreen.CHAND@mbie.govt.nz>; Razia Sheikh <Razia.Sheikh@mbie.govt.nz>; Marguerite Fong <Marguerite.FONG@mbie.govt.nz>

Subject: RE: Passport Copy [UNCLASSIFIED]

Bula Team,

Just kindly following up on earlier request for passport copy of the mentioned applicant within the email trail below.

Awaiting your favourable response.

Vinaka

Sefo

From: Sefo Manaseitava

Sent: Monday, 27 November 2023 3:23 pm

To: office@rjemploy.co.nz

Subject: Passport Copy [UNCLASSIFIED]

Bula,

Kindly requesting a copy of passport for the following applicant:

s 9(2)(a)

Since they are travelling with COI they will need a copy of their expired passport as per instruction.

Vinaka

Iosefo Manaseitava

Immigration Officer

Border and Visa Operations | Immigration New Zealand

Ministry of Business, Innovation & Employment

Email: iosefo.Manaseitava@mbie.govt.nz

Web: www.immigration.govt.nz



Planning to visit New Zealand for Christmas?

Apply for your visa *early* - do not leave it to the last minute.

For people travelling to New Zealand over the Christmas period, all Visitor Visa applications **must** be lodged no later than:

Wednesday 25th October 2023.

Applications can be made **online only** via the following link:

<https://www.immigration.govt.nz/new-zealand-visas/apply-for-a-visa/about-visa/visitor-visa>

(If you apply after 25th October 2023, your application may not be completed until January 2024.)



From: [Tanya Pouwhare](#)
To: [Afzal Ali](#)
Subject: RE: RSE Employers - VAC Contact Email [UNCLASSIFIED]
Date: Wednesday, 6 December 2023 1:04:56 PM
Attachments: [image001.png](#)

Thanks, Afs, another interesting comment....and I will get you some real examples.

s 9(2)(g)(i)

T

From: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Sent: Wednesday, December 6, 2023 1:00 PM
To: Tanya Pouwhare <tanya@nzee.nz>
Subject: RE: RSE Employers - VAC Contact Email [UNCLASSIFIED]

Thanks Tanya, I have reminded our MBIE team who manages the VFS relationship to follow up. It'd be useful to get actual examples so I can share with the MBIE team.

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Wednesday, 6 December 2023 12:39 pm
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Subject: FW: RSE Employers - VAC Contact Email [UNCLASSIFIED]

Hi Afs,

A response from one of our employers, as to why they end up using other channels for communications :

s 9(2)(g)(i)

T

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Tuesday, December 5, 2023 7:06 PM
To: Tanya Pouwhare <tanya@nzee.nz>
Subject: FW: RSE Employers - VAC Contact Email [UNCLASSIFIED]

Hi Team,

Please see below – reminder not to send things to personal email, with VFS, needs to go to the main email address. RSE_SouthPacific@vfsglobal.com

Thanks

T

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

Sent: Monday, November 27, 2023 2:14 PM

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

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

Subject: FW: RSE Employers - VAC Contact Email [UNCLASSIFIED]

Afternoon all,

Please refer below, appreciate if you could kindly remind your members that they **must** use the RSE_SouthPacific@vfsglobal.com email address to ensure their emails can be managed centrally.

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: Sade Putu <Sade.Putu@mbie.govt.nz>

Sent: Tuesday, 21 November 2023 12:07 pm

To: Afzal Ali <Afzal.Ali@mbie.govt.nz>; Oikoumene Maualaivao-Chan Tung <oiko.mchantung@mbie.govt.nz>; Tony Jensen <Tony.Jensen@mbie.govt.nz>

Subject: RSE Employers - VAC Contact Email [UNCLASSIFIED]

Kia ora,

I hope you are all well.

I have received an email from our VFS colleague that the RSE employers/applicants are continuing to email staffs personal email IDs instead of the designated RSE inbox. Please can you send a friendly reminder to employers that they **must** use the RSE_SouthPacific@vfsglobal.com email address to ensure their emails can be managed centrally. Any emails sent to personal email IDs will not receive a response as staff have strict instructions to focus on the RSE inbox

and applications **only** to ensure there is no delay in lodgement.

Any queries please let me know. Thank you in advance for your help.

Thanks
Sade

Sade Putu

Commercial Relationship Advisor, Product Services & Contracts

Immigration New Zealand | Rōpū Manene

Ministry of Business, Innovation & Employment | Hikina Whakatutuki

Sade.Putu@mbie.govt.nz

Level 1, 15 Stout Street 6011 | Wellington | <http://www.mbie.govt.nz>



RELEASED UNDER THE
OFFICIAL INFORMATION ACT

From: § 9(2)(a)
To: Afzal Ali
Subject: RE: Passport Copy [UNCLASSIFIED]
Date: Wednesday, 6 December 2023 4:34:09 PM
Attachments: [image001.jpg](#)
[image002.jpg](#)
[image003.png](#)

We have received his visa, thank you so much

Regards

§ 9(2)(a)



From: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Sent: Wednesday, December 6, 2023 4:30 PM
To: § 9(2)(a)
Cc: Tanya Pouwhare <tanya@nzee.nz>
Subject: RE: Passport Copy [UNCLASSIFIED]

Thank you § 9(2)(a), I'll let you know as soon as I get an update...fingers crossed!!

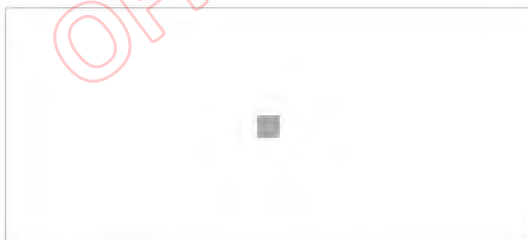
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Cc: Sefo Manaseitava <losefo.Manaseitava@mbie.govt.nz>; Tanya Pouwhare <tanya@nzee.nz>; § 9(2)(a)
<§ 9(2)(a)>; Moreen Chand <Moreen.CHAND@mbie.govt.nz>
Subject: RE: Passport Copy [UNCLASSIFIED]

Hi Afzal

Yes, both workers were issued on ATR 22206105.2.
The flight has been delayed and not arriving until tomorrow night, could you please let us know if there is anything else you require from us.
If we can his visa sent through ASAP, we hopefully will still be able to get him on this flight.

Regards

§ 9(2)(a)



From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Wednesday, December 6, 2023 3:16 PM
To: Rudy <rudy@jryancontracting.co.nz>; § 9(2)(a)
Subject: FW: Passport Copy [UNCLASSIFIED]

URGENT PLEASE

From: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Sent: Wednesday, December 6, 2023 2:16 PM
To: Tanya Pouwhare <tanya@nzee.nz>
Cc: New Zealand Ethical Employers Inc <chair@nzee.nz>

Subject: RE: Passport Copy [UNCLASSIFIED]

Hi Tanya,

While it doesn't look like its INZs error (employer should have notified us that the worker is no longer travelling with them), we have requested to consider this case as a one-off consideration.

Can you please confirm with the employer that they are ok for BOTH workers to be issued with the same time as 22206105.2 (25/10/2023 to 25/5/2024). This will bring them to 0 spaces left on 22206105.2.

Cheers,

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 <tanya@nzee.nz>
Sent: Tuesday, 5 December 2023 7:36 pm
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Cc: New Zealand Ethical Employers Inc <chair@nzee.nz>
Subject: FW: Passport Copy [UNCLASSIFIED]

Hi Afs,

This is an odd one – offshore visa processing processed a visa for a man, but had another visa lodged with them for another company. They are now saying that they can't re-fill the spot, because they have already lodged the application...but they approved a visa for him to another employer.

Surely we can figure out that a man has not taken the spot. Yes some miscommunication, but really. s 9(2)(g)(i)

Help please

T

From: s 9(2)(a)
Sent: Tuesday, December 5, 2023 12:12 PM
To: Tanya Pouwhare <tanya@nzee.nz>
Subject: FW: Passport Copy [UNCLASSIFIED]

Hi Tanya

Could you please have a look at something for us, email trail attached.

We have 2 boys that are supposed to be flying in with us tomorrow that are filling up the last 2 spaces on our ATR.

They are letting us take one but are saying s 9(2)(a) space has been taken up even though they can see he has gone somewhere else.

They are saying because there wasn't any communication from our agent regarding this, they are taking it that he still has filled the space.

We got told 3 weeks after we submitted the application that he was going somewhere else, and our agent handed over the paperwork in Vanuatu.

Could you please contact Rudy when you can.

Regards

s 9(2)(a)



From: Moreen Chand <Moreen.CHAND@mbie.govt.nz>
Sent: Tuesday, December 5, 2023 11:30 AM
To: s 9(2)(a)
Cc: Sefo Manaseitava <iosefo.Manaseitava@mbie.govt.nz>; Vere Mataitoga <Verenaisi.Mataitoga@mbie.govt.nz>
Subject: RE: Passport Copy [UNCLASSIFIED]

Hi s 9(2)(a)

Yes he has travelled to his new employer but the application that you had lodged on 26/9/2023 was approved on 28/9/2023 and there were no communication not to process this application before it was finalised. There were no communication from Agent to hold on to this application. We only process application ones it has come through and if we have information not to proceed then we stop processing it further

Therefore an ATR as the space has been taken

Please note that once a decision is made space gets taken

Regards
Moreen

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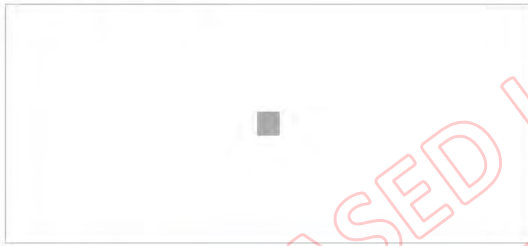
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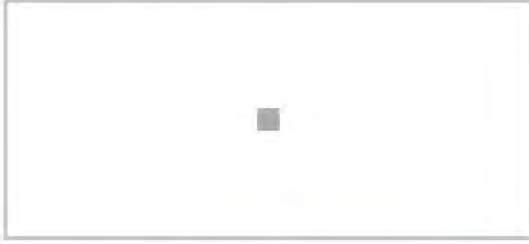
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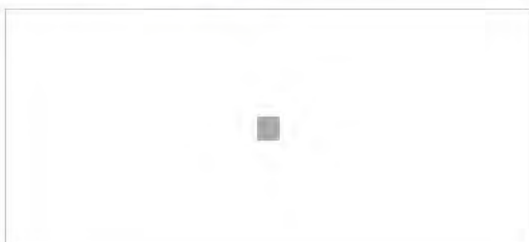
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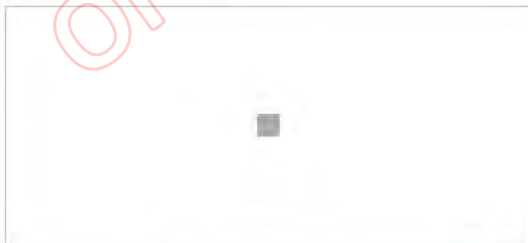
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Subject: FW: Passport Copy [UNCLASSIFIED]

Hi Vanessa

Kindly request your assistance urgently

Regards

Moreen

From: Moreen Chand
Sent: Thursday, 30 November 2023 4:14 pm
To: OFFICE@RJEMPLOY.CO.NZ
Cc: Sefo Manaseitava <Iosefo.Manaseitava@mbie.govt.nz>; Vere Mataitoga <Verenaisi.Mataitoga@mbie.govt.nz>
Subject: RE: Passport Copy [UNCLASSIFIED]

Hi Phillip

This is our second follow up to submit copy of passport for below applicants.

s 9(2)(a)

Note that this is a requirement for workers travelling on COI to submit passport copy at lodgement stage

We cannot proceed any further with these applications until we have received the above.

Regards
Moreen

From: Sefo Manaseitava <Iosefo.Manaseitava@mbie.govt.nz>
Sent: Thursday, 30 November 2023 7:44 am
To: office@rjemploy.co.nz
Cc: Moreen Chand <Moreen.CHAND@mbie.govt.nz>; Razia Sheikh <Razia.Sheikh@mbie.govt.nz>; Marguerite Fong <Marguerite.FONG@mbie.govt.nz>
Subject: RE: Passport Copy [UNCLASSIFIED]

Bula Team,

Just kindly following up on earlier request for passport copy of the mentioned applicant within the email trail below.

Awaiting your favourable response.

Vinaka
Sefo

From: Sefo Manaseitava
Sent: Monday, 27 November 2023 3:23 pm
To: office@rjemploy.co.nz
Subject: Passport Copy [UNCLASSIFIED]

Bula,

Kindly requesting a copy of passport for the following applicant:

s 9(2)(a)

Since they are travelling with COI they will need a copy of their expired passport as per instruction.

Vinaka
Iosefo Manaseitava
Immigration Officer
Border and Visa Operations | Immigration New Zealand
Ministry of Business, Innovation & Employment
Email: Iosefo.Manaseitava@mbie.govt.nz
Web: www.immigration.govt.nz



Planning to visit New Zealand for Christmas?

Apply for your visa *early* - do not leave it to the last minute.

For people travelling to New Zealand over the Christmas period, all Visitor Visa applications **must** be lodged no later than:

Wednesday 25th October 2023.

Applications can be made **online only** via the following link:

<https://www.immigration.govt.nz/new-zealand-visas/apply-for-a-visa/about-visa/visitor-visa>

(If you apply after 25th October 2023, your application may not be completed until January 2024.)



RELEASED UNDER THE
OFFICIAL INFORMATION ACT

From: Afzal Ali
To: Tanya Pouwhare
Cc: New Zealand Ethical Employers Inc
Subject: RE: Passport Copy [UNCLASSIFIED]
Date: Wednesday, 6 December 2023 9:49:36 AM
Attachments: [image001.jpg](#)
[image002.jpg](#)
[image003.png](#)

Hi Tanya,

I am seeking technical advice on this matter, will get back to you shortly.

Cheers
Afzal

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Tuesday, 5 December 2023 7:36 pm
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Cc: New Zealand Ethical Employers Inc <chair@nzee.nz>
Subject: FW: Passport Copy [UNCLASSIFIED]

Hi Afs,

This is an odd one – offshore visa processing processed a visa for a man, but had another visa lodged with them for another company. They are now saying that they can't re-fill the spot, because they have already lodged the application...but they approved a visa for him to another employer.

Surely we can figure out that a man has not taken the spot. Yes some miscommunication, but really. s 9(2)(g)(i)

Help please

T

From: s 9(2)(a)
Sent: Tuesday, December 5, 2023 12:12 PM
To: Tanya Pouwhare <tanya@nzee.nz>
Subject: FW: Passport Copy [UNCLASSIFIED]

Hi Tanya

Could you please have a look at something for us, email trail attached.

We have 2 boys that are supposed to be flying in with us tomorrow that are filling up the last 2 spaces on our ATR.

They are letting us take one but are saying s 9(2)(a) space has been taken up even though they can see he has gone somewhere else.

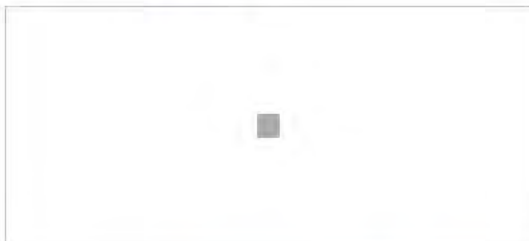
They are saying because there wasn't any communication from our agent regarding this, they are taking it that he still has filled the space.

We got told 3 weeks after we submitted the application that he was going somewhere else, and our agent handed over the paperwork in Vanuatu.

Could you please contact s 9(2)(a) when you can.

Regards

s 9(2)(a)



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To: s 9(2)(a)
Cc: Sefo Manaseitava <losefo.Manaseitava@mbie.govt.nz>; Vere Mataitoga <Verenaisi.Mataitoga@mbie.govt.nz>
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s 9(2)(a) went under s 9(2)(a), maybe if you look under that ATR you will see he's gone with her.

Regards

s 9(2)(a)



From: Moreen Chand <Moreen.CHAND@mbie.govt.nz>
Sent: Tuesday, December 5, 2023 10:56 AM
To: s 9(2)(a)
Cc: s 9(2)(a); Sefo Manaseitava <losefo.Manaseitava@mbie.govt.nz>; Vere Mataitoga <Verenaisi.Mataitoga@mbie.govt.nz>
Subject: RE: Passport Copy [UNCLASSIFIED]

Hi s 9(2)(a)

s 9(2)(a) application has already been processed under that ATR as per the application form submitted, we cannot replace now as space has already been taken. There is only 1 space in .2 now

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Regards
Moreen

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Sent: Tuesday, 5 December 2023 9:51 am
To: Moreen Chand <Moreen.CHAND@mbie.govt.nz>
Cc: s 9(2)(a)
Subject: RE: Passport Copy [UNCLASSIFIED]

Ho Moreen

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Good morning
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One category 3 with underwriting, as below.

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Hi s 9(2)(a)

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The two workers ATR on the application form is 22206105.1

Provide us list of people you have that are suppose to -travel under each of the above ATR. I need to cross verify with those that has been granted already. Please submit this urgently so we can check now

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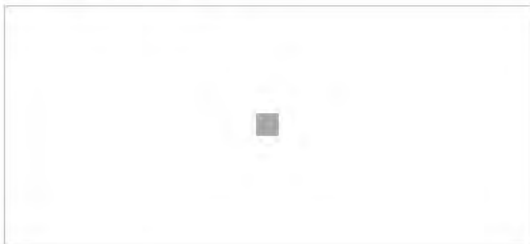
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Subject: RE: Passport Copy [UNCLASSIFIED]

Hi Moreen

Please see attached ATR, we have only had 38 people come in from these numbers so far, s 9(2)(a) are our final 2.

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s 9(2)(a)



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Sent: Monday, December 4, 2023 4:15 PM

To: Sefo Manaseitava <Iosefo.Manaseitava@mbie.govt.nz>; s 9(2)(a)

Cc: Vere Mataitoga <Verenaisi.Mataitoga@mbie.govt.nz>

Subject: RE: Passport Copy [UNCLASSIFIED]

Hi s 9(2)(a)

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Kindly provide a new ATR for these two applicants so we can proceed further with the application

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Sent: Monday, 4 December 2023 9:03 am

To: s 9(2)(a)

Cc: Moreen Chand <Moreen.CHAND@mbie.govt.nz>

Subject: RE: Passport Copy [UNCLASSIFIED]

My apologies for the earlier email, they are still currently in our internal checks at the moment, once completed then I will send over the visas.

Email provided for contact is office@rjemploy.co.nz is that the correct email to send the visa to or you need amendments towards this?

Vinaka,

Sefo.

From: s 9(2)(a)

Sent: Monday, 4 December 2023 8:46 am

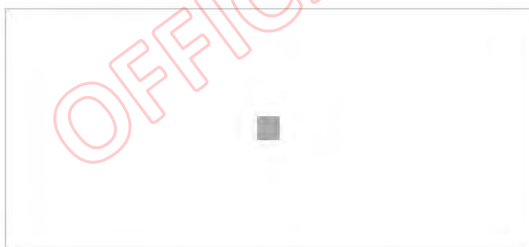
To: Sefo Manaseitava <Iosefo.Manaseitava@mbie.govt.nz>

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Fantastic, I'll wait for the visas to come through to this email

Regards

s 9(2)(a)



From: Sefo Manaseitava <Iosefo.Manaseitava@mbie.govt.nz>

Sent: Monday, December 4, 2023 9:42 AM

To: s 9(2)(a) Pacificvisaescalations <Pacificvisaescalations@mbie.govt.nz>

Cc: Moreen Chand <Moreen.CHAND@mbie.govt.nz>

Subject: RE: Passport Copy [UNCLASSIFIED]

Good morning s 9(2)(a)

Thank you for your quick response towards providing passport copies for both applicants.

Just be informed that they have been finalised and visa sent.

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Sefo.

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Subject: RE: Passport Copy [UNCLASSIFIED]

Hi there.

Just chasing up regarding the 2 passports I sent through for s 9(2)(a) for their Visas, can you let me know if you received this.

From: s 9(2)(a)
Sent: Friday, December 1, 2023 10:17 AM
To: 'pacificvisaescalations@mbie.govt.nz' <pacificvisaescalations@mbie.govt.nz>
Cc: Moreen Chand <Moreen.CHAND@mbie.govt.nz>
Subject: FW: Passport Copy [UNCLASSIFIED]

From: RJ Employ Limited
Sent: Friday, December 1, 2023 10:12 AM
To: Moreen Chand <Moreen.CHAND@mbie.govt.nz>
Subject: RE: Passport Copy [UNCLASSIFIED]

Hi Moreen

My sincere apologies, I am having a few issues with my emails at present and missed your ones.
Please see attached s 9(2)(a) passports.
Please let me know if there is anything else you require.

Regards

s 9(2)(a)



From: Moreen Chand <Moreen.CHAND@mbie.govt.nz>
Sent: Thursday, November 30, 2023 5:19 PM
To: RJ Employ Limited <office@rjemploy.co.nz>
Cc: Sefo Manaseitava <losefo.Manaseitava@mbie.govt.nz>
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Hi s 9(2)(a)

Kindly request your assistance urgently

Regards
Moreen

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Immigration Officer
Border and Visa Operations | Immigration New Zealand
Ministry of Business, Innovation & Employment
Email: iosefo.Manaseitava@mbie.govt.nz
Web: www.immigration.govt.nz



Planning to visit New Zealand for Christmas?

Apply for your visa *early* - do not leave it to the last minute.

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Wednesday 25th October 2023.

Applications can be made **online only** via the following link:

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(If you apply after 25th October 2023, your application may not be completed until January 2024.)



From: [Tanya Pouwhare](#)
To: [Afzal Ali](#)
Cc: [New Zealand Ethical Employers Inc; Louia Ward](#)
Subject: Re: Passport Copy [UNCLASSIFIED]
Date: Thursday, 7 December 2023 9:31:17 AM
Attachments: [image001.jpg](#)
[image002.jpg](#)
[image003.png](#)

Thank you so much for your help ... we are EXTREMELY appreciative. As will be the workers.

T

Sent from iPhone

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

From: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Sent: Thursday, December 7, 2023 8:47:26 AM
To: Tanya Pouwhare <tanya@nzee.nz>
Cc: New Zealand Ethical Employers Inc <chair@nzee.nz>
Subject: RE: Passport Copy [UNCLASSIFIED]

Morning,

FYI, visas were issued yesterday.

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Wednesday, 6 December 2023 5:03 pm
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Cc: New Zealand Ethical Employers Inc <chair@nzee.nz>; S 9(2)(a)
Subject: RE: Passport Copy [UNCLASSIFIED]

Yes, both workers were issued on ATR 22206105.2.

The flight has been delayed and not arriving until tomorrow night, could you please let us know if there is anything else you require from them. If we can his visa sent through ASAP, we hopefully will still be able to get him on this flight.

t

From: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Sent: Wednesday, December 6, 2023 2:16 PM
To: Tanya Pouwhare <tanya@nzee.nz>
Cc: New Zealand Ethical Employers Inc <chair@nzee.nz>
Subject: RE: Passport Copy [UNCLASSIFIED]

Hi Tanya,

While it doesn't look like its INZs error (employer should have notified us that the worker is no longer travelling with them), we have requested to consider this case as a one-off consideration.

Can you please confirm with the employer that they are ok for BOTH workers to be issued with the same time as 22206105.2 (25/10/2023 to 25/5/2024). This will bring them to 0 spaces left on 22206105.2.

Cheers,

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 <tanya@nzee.nz>

Sent: Tuesday, 5 December 2023 7:36 pm
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Cc: New Zealand Ethical Employers Inc <chair@nzee.nz>
Subject: FW: Passport Copy [UNCLASSIFIED]

Hi Afs,

This is an odd one – offshore visa processing processed a visa for a man, but had another visa lodged with them for another company. They are now saying that they can't re-fill the spot, because they have already lodged the application...but they approved a visa for him to another employer.

Surely we can figure out that a man has not taken the spot. Yes some miscommunication, but really. s 9(2)(g)(i)

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They are letting us take one but are saying s 9(2)(a) space has been taken up even though they can see he has gone somewhere else. They are saying because there wasn't any communication from our agent regarding this, they are taking it that he still has filled the space. We got told 3 weeks after we submitted the application that he was going somewhere else, and our agent handed over the paperwork in Vanuatu.

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s 9(2)(a)



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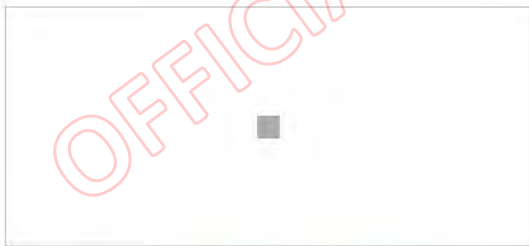
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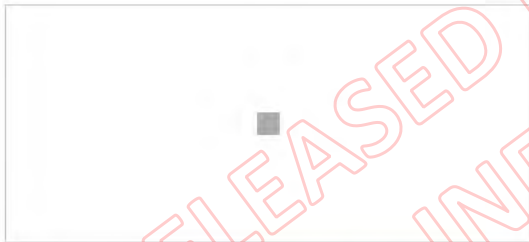
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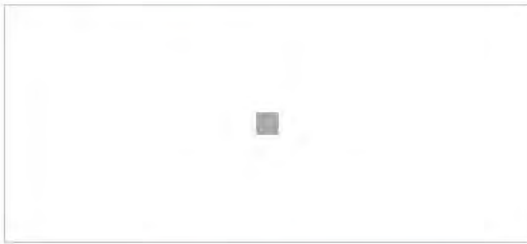
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From: Moreen Chand <Moreen.CHAND@mbie.govt.nz>
Sent: Thursday, November 30, 2023 5:19 PM
To: RJ Employ Limited <office@rjemploy.co.nz>
Cc: Sefo Manaseitava <iosefo.Manaseitava@mbie.govt.nz>
Subject: FW: Passport Copy [UNCLASSIFIED]

Hi s 9(2)(a)

Kindly request your assistance urgently

Regards
Moreen

From: Moreen Chand
Sent: Thursday, 30 November 2023 4:14 pm
To: OFFICE@RJEMPLOY.CO.NZ
Cc: Sefo Manaseitava <iosefo.Manaseitava@mbie.govt.nz>; Vere Mataitoga <Verenaisi.Mataitoga@mbie.govt.nz>
Subject: RE: Passport Copy [UNCLASSIFIED]

Hi s 9(2)(a)

This is our second follow up to submit copy of passport for below applicants.

s 9(2)(a)

Note that this is a requirement for workers travelling on COI to submit passport copy at lodgement stage

We cannot proceed any further with these applications until we have received the above.

Regards
Moreen

From: Sefo Manaseitava <iosefo.Manaseitava@mbie.govt.nz>
Sent: Thursday, 30 November 2023 7:44 am
To: office@rjemploy.co.nz
Cc: Moreen Chand <Moreen.CHAND@mbie.govt.nz>; Razia Sheikh <Razia.Sheikh@mbie.govt.nz>; Marguerite Fong <Marguerite.FONG@mbie.govt.nz>

Subject: RE: Passport Copy [UNCLASSIFIED]

Bula Team,

Just kindly following up on earlier request for passport copy of the mentioned applicant within the email trail below.

Awaiting your favourable response.

Vinaka
Sefo

From: Sefo Manaseitava
Sent: Monday, 27 November 2023 3:23 pm
To: office@rjemploy.co.nz
Subject: Passport Copy [UNCLASSIFIED]

Bula,

Kindly requesting a copy of passport for the following applicant:

s 9(2)(a)

Since they are travelling with COI they will need a copy of their expired passport as per instruction.

Vinaka
Josefo Manaseitava
Immigration Officer
Border and Visa Operations | Immigration New Zealand
Ministry of Business, Innovation & Employment
Email: josefo.Manaseitava@mbie.govt.nz
Web: www.immigration.govt.nz



Planning to visit New Zealand for Christmas?

Apply for your visa early - do not leave it to the last minute.

For people travelling to New Zealand over the Christmas period, all Visitor Visa applications **must** be lodged no later than:

Wednesday 25th October 2023.

Applications can be made **online only** via the following link:

<https://www.immigration.govt.nz/new-zealand-visas/apply-for-a-visa/about-visa/visitor-visa>

(If you apply after 25th October 2023, your application may not be completed until January 2024.)



From: [Tanya Pouwhare](#)
To: [xxxxxxxxx.xxxxxxx@xxxxxx.xxx](#); [Faamata Laumalili](#)
Cc: [Loua Ward](#); [Afzal Ali](#); [Lafaele Lupo](#); [New Zealand Ethical Employers Inc](#)
Subject: Health Care Management in Australia's and New Zealand's Seasonal Worker Schemes
Date: Tuesday, 28 November 2023 2:34:22 PM
Attachments: [Outlook-m1bjacvr.png](#)
[image001.png](#)
[dpa_working_paper_2020_2_bailey_final_health.pdf](#)

Good afternoon,

A quick note to pass on a paper written a wee while ago, by Dr Rochelle Bailey (contact details below) who is a Research Fellow in the Department of Pacific Affairs at The Australian National University. The summary of findings and recommendations are excitingly aligned with some work currently underway, further opportunities exist.

Shockingly – one of the Further Research suggestions (this was published just before COVID) was : The possibility of a pandemic facilitated by seasonal worker movements (see more below)

SUMMARY OF FINDINGS AND RECOMMENDATIONS

Findings

Knowledge transference: Through the RSE and SWP, new partnerships are formed between seasonal workers, their communities and employers. Many of these partnerships participate in community development projects in Vanuatu. These schemes improve seasonal workers' knowledge of good health, who then take this awareness back to their home communities. Page 6.

Workers are currently not adequately assisted with mental health problems such as stress and depression: Workers often feel isolated and struggle with being absent from home and the pressure to earn enough to repay migration costs and fulfil obligations for family and community members (Bailey 2009, 2014; Bedford et al. 2009; Rockwell 2016). The depth of the sense of obligation in some Pacific Island cultures cannot be overstated. Page 9.

The importance of spiritual health: Fulfilling spiritual needs and access to good communication with family play a vital role in the wellbeing of workers who are far from home. Page 9.

Workers hide health problems: Employers are generally quick to resolve medical injuries and personal problems. However, workers often do not inform them of an injury or medical condition, potentially leading to more serious health risks or conditions. Page 10.

Good communication is needed: Similar to FIFO workers, the author's research has shown how good communication between seasonal workers and their families not only assists in maintaining relationships with immediate families and their communities but is also a major factor in maintaining good mental health for workers while they are absent. Page 12.

Workers' families need help accessing monies owed if a worker dies: Getting funds from the

deceased's bank accounts or superannuation payouts to their families in their respective countries has been problematic. Often it is extremely difficult for family members of deceased seasonal workers to navigate the bureaucratic processes of the host country. Many employers and recruitment agents have stated that they have, out of necessity, taken care of such arrangements for families that have lost loved ones. Consideration of assistance in dealing with foreign bureaucratic systems is required. Page 16.

Recommendations

Pacific Island countries' hospitals need help with their medical infrastructure: More attention should be directed to helping hospitals in the Pacific to better maintain their equipment for producing medicals (Bailey and Sorensen 2019). Given the high number of workers participating in labour mobility schemes in Australia and New Zealand, it is timely for these facilities to be examined. Impacts on health care systems in receiving countries also need to be examined. Page 4

Workers should be encouraged to discuss health problems without fear: Workers must feel comfortable enough to discuss medical concerns without the fear that they will somehow be penalised for doing so. The majority of employers/supervisors do not penalise workers accessing medical treatment, yet this is the perception. Page 10.

The fact that workers hide health problems should be inserted in new cultural awareness booklets: Monitoring the health of workers is necessary and effective communication between workers, supervisors and employers would enable more open discussion of medical issues. The fact that workers often hide their ailments should be highlighted in new cultural awareness booklets for employers. Page 11.

Workers need help understanding health insurance and oversight of labour hire practices regarding health insurance provisions is needed: More often than not, workers are provided with the appropriate insurance documents to access medical facilities, yet they require further assistance to understand the terms of their health insurance. Pages 14.

Employers should be briefed on how workers might be fasting: Experiencing loss in some cultures requires fasting during the period of mourning. This includes for workmates still in host countries, yet it is often not considered when death occurs. At such times, employers and host communities could perhaps be made aware that workers are not eating, yet continue to work as hard as they can in order to ensure that their employment is secure. Page 17.

FURTHER RESEARCH is recommended as follows:

The possibility of a pandemic facilitated by seasonal worker movements: Apart from ensuring the good health of seasonal workers before they depart, there are concerns about disease outbreaks in source countries and the challenges to public health management. The possibility of a pandemic needs to be taken seriously. SSGM Discussion Paper 2012/1 20 Department of Pacific Affairs <http://ips.cap.anu.edu.au/ssgm> Rochelle Bailey Although the recent (2019) outbreak of measles in Australia, Fiji, New Zealand, Samoa and Tonga was not linked to seasonal workers, it still shows the ease at which communicable diseases can travel in the region. Page 4.

Whether workers' health changes over time when they participate in seasonal work: Building knowledge on whether the health of workers improves, deteriorates or stays the same would be useful for future preventative and treatment plans of labour-sending units, employers and workers. Page 7.

Whether participation in seasonal work increases domestic violence in the home country: Two issues that are not well documented in labour mobility are financial pressures and associated domestic violence while a family member is absent and upon return to their home country. These are areas for potential further study. Page 12.

What are the effects of seasonal workers moving in and out of households? Although FIFO and DIDO workers appear to transition in and out of their work more often than seasonal workers do, that once- or twice-a-year transition does lead to tension and stress between household members. These aspects of the movement of seasonal workers in and out of the household need further exploration. Page 12.

Do seasonal workers experience the same levels of stress as FIFO workers and what are the factors contributing to this stress for seasonal workers? A 2018 report highlights the fact that 33 per cent of FIFO workers experience a high level of psychological distress — double that of other Australian workforces. This serious statistic needs to be considered in terms of the Pacific Islander seasonal workforces. Over 13 years of research, seasonal workers have repeatedly emphasised to the author that the perceived restrictions around food, movement and activities after work are linked to poor mental health. Page 13.

Can the death of workers be prevented and what factors are contributing to the death of seasonal workers in host countries? Unfortunately, a small number of seasonal workers have died while in Australia and New Zealand—often linked to health and medical concerns. How the safety and wellbeing of workers is managed is of utmost priority and further policy settings should be in place regarding fatal incidents. Page 17.

s 9(2)(a)



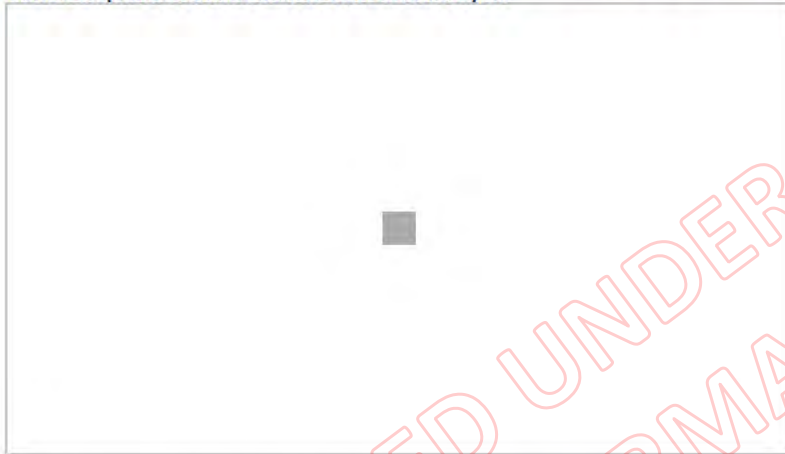
Take care,

T

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
NZEI 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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s 18(d) - 23 pages

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From: [Afzal Ali](#)
To: tanya@nzee.nz; s 9(2)(a)
Cc: [Tony Jensen](#); [Oikoumene Maualaivao-Chan Tung](#); [Lafaele Lupo](#); [Loua Ward](#)
Subject: Update - RSE Status allocation timeframes and on hand numbers [UNCLASSIFIED]
Date: Thursday, 7 December 2023 1:02:28 PM

Afternoon all,

Please find below the current timeframes for allocation i.e., time that an application waits to be allocated to a case officer.

- 1 week to allocation for ATRs
- 4 weeks to allocation for RSE Status

Breakdown of on hand applications:

- RSE STATUS – 35
- ATR – 96

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 Pouwhare](#); [Faamata Laumalili](#)
Subject: RE: VFS Issues [UNCLASSIFIED]
Date: Monday, 11 December 2023 1:21:41 pm
Attachments: [image001.png](#)

Hi Tanya,

Thank you for the providing the actual examples. We are keeping our MBIE team informed to follow through with VFS. Yes please, keep the examples coming through as this way we can identify where the gaps are.

Cheers
Afzal

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Friday, 8 December 2023 4:23 pm
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>; Faamata Laumalili <Mata.Laumalili2@mbie.govt.nz>
Subject: VFS Issues

Hi Afs and Mata,

s 9(2)(g)(i)

I will send more through as they come in.

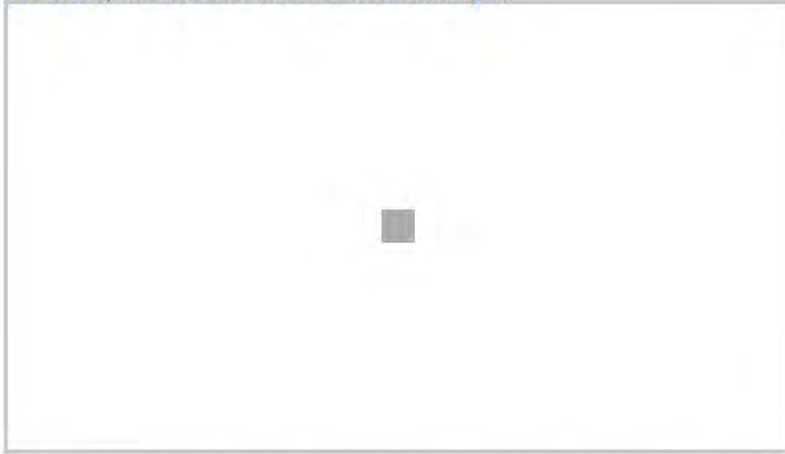
Ngā mihi,

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From: [Tanya Pouwhare](#)
To: [MCINTOSH, Catherine \(PACREG\)](#); [Loua Ward](#)
Cc: [Afzal Ali](#); [SHERWOOD, Emma \(PACREG\)](#); ^{s 9(2)(a)} [Jim McKenzie](#)
Subject: RE: s 9(2)(ba)(i)
Date: Wednesday, 13 December 2023 1:57:18 PM
Attachments: [image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
s 9(2)(b)(ii)

Dear Catherine & Loua,

s 9(2)(b)(ii)

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s 9(2)(a)

Many thanks

Ngā mihi,

T

Tanya Pouwhare (**she/her)

CEO, New Zealand Ethical Employers Inc

tanya@nzee.nz

0212491919

www.nzee.nz

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From: Tanya Pouwhare

Sent: Thursday, December 7, 2023 11:04 AM

To: MCINTOSH, Catherine (PACREG) <Catherine.McIntosh@mfat.govt.nz>; Loua Ward <Loua.Ward@mbie.govt.nz>

Cc: Afzal Ali <Afzal.Ali@mbie.govt.nz>; SHERWOOD, Emma (PACREG) <Emma.Sherwood@mfat.govt.nz>; s 9(2)(a)

Subject: s 9(2)(ba)(i)

Dear Catherine & Loua,

Thank you both for your time at PLMAM and in NZ s 9(2)(ba)(i)

s 9(2)(ba)(i)

s 9(2)(ba)(i)

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s 9(2)(ba)(i)

Ngā mihi,

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From: s 9(2)(a)

Sent: Saturday, November 4, 2023 12:24 PM

To: Loua.Ward@mbie.govt.nz; Tanya Pouwhare <tanya@nzee.nz>

Cc: s 9(2)(a)

Subject: s 9(2)(ba)(i)

Dear Tanya and Loua

s 9(2)(ba)(i)

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s 9(2)(ba)(i)

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s 9(2)(ba)(i)

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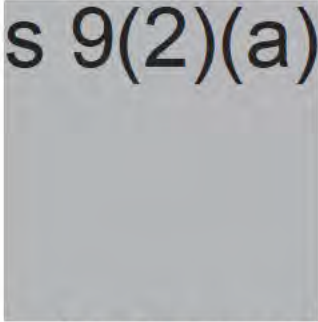
There are other platforms that could be considered but for the moment I hope this background is helpful.

Safe travels Loua.

Regards

s 9(2)(a)

s 9(2)(a)



Tūhana Business and Human Rights Limited

M. s 9(2)(a)

W. <https://www.tuhanabhr.co.nz/>



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s 9(2)(a)

s 9(2)(a)



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s 9(2)(b)(ii) - 40 pages

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From: [Afzal Ali](#)
To: [Tanya Pouwhare](#); [SHERWOOD, Emma \(PACREG\)](#); [FITZGIBBON, Patrick \(PACREG\)](#)
Cc: [Lafaele Lupo](#); [Loua Ward](#), ^{s 9(2)(a)}; [Matthew Gibbs](#)
Subject: RE: s 9(2)(ba)(i)
Date: Friday, 19 January 2024 3:32:57 pm
Attachments: [image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Hi Tanya,

Thank you for your email, noted! I have cc'd in my colleagues for wider visibility, will keep informed.

Kind Regards
Afzal

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Friday, January 19, 2024 1:54 PM
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>; SHERWOOD, Emma (PACREG) <Emma.Sherwood@mfat.govt.nz>
Cc: Lafaele Lupo <Lafaele.Lupo@mbie.govt.nz>; Loua Ward <Loua.Ward@mbie.govt.nz>; ^{s 9(2)(a)}
Subject: FW: s 9(2)(ba)(i)

Hi Afzal & Emma,

Just putting this (below) back onto the conversation this year, with so much going on, and the Inter-Agency Agreements due for re-drafting, we wanted to make sure this didn't slip through the crack of busyness.

Many thanks

T

From: Tanya Pouwhare
Sent: Thursday, December 7, 2023 11:04 AM
To: MCINTOSH, Catherine (PACREG) <Catherine.McIntosh@mfat.govt.nz>; Loua Ward <Loua.Ward@mbie.govt.nz>
Cc: Afzal Ali <Afzal.Ali@mbie.govt.nz>; SHERWOOD, Emma (PACREG) <Emma.Sherwood@mfat.govt.nz>; s 9(2)(a)
Subject: s 9(2)(ba)(i)

Dear Catherine & Loua,

Thank you both for your time at PLMAM and in NZ s 9(2)(ba)(i)

s 9(2)(ba)(i)

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s 9(2)(ba)(i)

Ngā mihi,

T

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

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Ethical

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to Support Primary Industries

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From: s 9(2)(a)

Sent: Saturday, November 4, 2023 12:24 PM

To: Loua.Ward@mbie.govt.nz; Tanya Pouwhare <tanya@nzee.nz>

Cc: s 9(2)(a)

Subject: s 9(2)(ba)(i)

Dear Tanya and Loua

s 9(2)(ba)(i)

s 9(2)(ba)(i)

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s 9(2)(ba)(i)

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s 9(2)(ba)(i)

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s 9(2)(ba)(i)

There are other platforms that could be considered but for the moment I hope this background is helpful.

Safe travels Loua.

Regards

s 9(2)(a)

s 9(2)(a)

Tūhana Business and Human Rights Limited

M. s 9(2)(a)

W. <https://www.tuhanabhr.co.nz/>

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s 9(2)(ba)(i)

s 9(2)(ba)(i)

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From: [Tanya Pouwhare](#)
To: [Loua Ward](#); [Afzal Ali](#); [Faamata Laumalili](#)
Cc: [Lafaele Lupo](#); [Oikoumene Maualaivao-Chan Tung](#); [Tony Jensen](#)
Subject: FW: Pastoral Care/RSE Manager Forum Meeting Notes 5 Dec
Date: Friday, 8 December 2023 5:58:59 PM
Attachments: [image001.png](#)
[image003.png](#)
[image004.png](#)
[PASTORAL CARE RSE MANAGER FORUM Meetings notes 5Dec23 FINAL.pdf](#)
[Terms of Reference - Pastoral Care-RSE Manager Forum 14Nov23 v3 FINAL.pdf](#)
[Pastoral Care RSE Manager forum survey findings 5 Dec SLIDES.pptx](#)
[NZEE Induction Compliance Reminders Guide 4may23.pdf](#)
[Strengthening Pacific Labour Mobility Programme update MFAT.pdf](#)

Hi Team,

Sharing the meeting notes and slides from the first RSE Pastoral Care/RSE Manager Forum. The Forum meetings are held on the first Tuesday of each month.

- 107 employers are forum members
 - 37% are NZEE members
 - 63% are not members of NZEE
- Forum members wanted to be able to speak freely in a safe space, members requested (see attached ToR) to not include Sector Fruit Groups or Government.
- All notes are anonymised as “employer” and can be shared to any who have an interest in the forum.
- Expert Contributors will be included in each forum for 15mins. (Jeremy Baker Muka Tangata CEO was our first guest)
- You might note some of the “questions” on the slides from the forum survey, don’t give you much context – we have asked the employers to be more descriptive so we are best placed to address the issues.
- See below the voting for Chair & vice Chair



Forms response chart. Question title: Cast ONE vote for Vice Chair. Number of responses: 52 responses.

Take care

T

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Tuesday, December 5, 2023 11:00 PM
To: Tanya Pouwhare <tanya@nzee.nz>
Subject: Pastoral Care/RSE Manager Forum Meeting Notes 5 Dec

Dear Forum Member,

For those who could attend today, thank you so much for your time and energy, what a terrific start to this important forum. It will grow and change as it needs to, to stay relevant for you. Meeting notes will be supplied to all forum members, so you don't miss anything.

Please find attached

- Forum Meeting Notes 5 Dec 2023
- FINAL Forum ToR
- Forum Issues Slides
- Online IEA solution from PICME – read here : https://issuu.com/hortnz/docs/the_orchardist_march_2022_pages/28
and more detail here : <https://www.picmi.io/post/rse-workers-hired-through-picmi-without-leaving-their-island-homes>
- Induction Compliance Reminders Guide
- MFAT have announced extra funding for the Pacific – Strengthening Pacific Labour Mobility Programmes MFAT

Action Points

Forum members – when filling out the forum survey, please use a few more words to describe your issue, so we are best placed to address it in the forum.

You don't HAVE to fill the survey out if you don't have any issues to raise. You can come to the forum meetings and just listen and participate.

We will leave the sending country questions in the survey for the next forum, as some didn't fill it out.

Vakameasina will be invited to a forum meeting in 2024 once they have their programmes ready to go

Ngā mihi,

T

Tanya Pouwhare (**she/her)

CEO, New Zealand Ethical Employers Inc

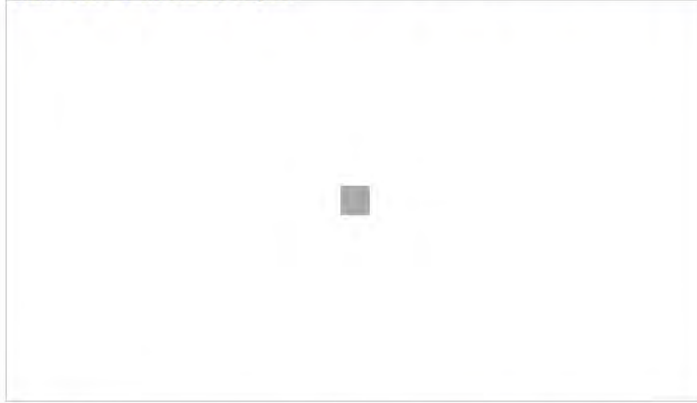
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