

From: [Loua Ward](#)
To: [Afzal Ali](#); Cheyne.Gillooly@mpi.govt.nz; [Faamata Laumalili](#); [s 9\(2\)\(a\)](#); [Jeremy Dombroski \(MPI\)](#); [Lafaele Lupo](#); [s 9\(2\)\(a\)](#)
[Oikoumene Maualaivao-Chan Lung](#); [s 9\(2\)\(a\)](#); [Sarah Jaggs](#); [Janva Pouwhare](#); [Tony Jensen](#)
Subject: FW: Release of the Recognised Seasonal Employer policy review cabinet paper [IN-CONFIDENCE: RELEASE-EXTERNAL]
Date: Friday, 20 October 2023 10:09:06 AM
Attachments: [image002.jpg](#)

Hi all,

FYI – On Tuesday, we will be proactively releasing on our website, the RSE Cabinet paper and associated Cabinet documents including the summary of submissions, a proposed system diagram, and the Cabinet minute.

Kind regards,
Loua

From: Joseph Hayes <Joseph.Hayes@mbie.govt.nz>
Sent: Thursday, 19 October 2023 5:19 pm
To: [s 9\(2\)\(a\)](#)
Cc: [Sam Foley](mailto:Sam.Foley@mbie.govt.nz); [Jim McKenzie](mailto:Jim.McKenzie@mbie.govt.nz); [Loua Ward](#) <Loua.Ward@mbie.govt.nz>
Subject: Release of the Recognised Seasonal Employer policy review Summary of Submissions [IN-CONFIDENCE: RELEASE-EXTERNAL]

Kia Ora [s 9\(2\)\(a\)](#),

This email is to advise that after receiving approval for release, we expect that the RSE Summary of Submissions will be proactively released on the MBIE document library on Tuesday next week, alongside the general release of the RSE Cabinet paper and associated Cabinet documents including the summary of submissions, a proposed system diagram, and the Cabinet minute.

This proactive release will be accompanied by a webpage update of the RSE policy review page [Recognised Seasonal Employer policy review | Ministry of Business, Innovation & Employment \(mbie.govt.nz\)](#) that will link to the released documents in MBIEs document library, although we note there may be a small delay between these two occurrences, as the webpage is updated.

Loua, I note that you may also wish to advise some industry groups of this upcoming release.

Ngā mihi nui

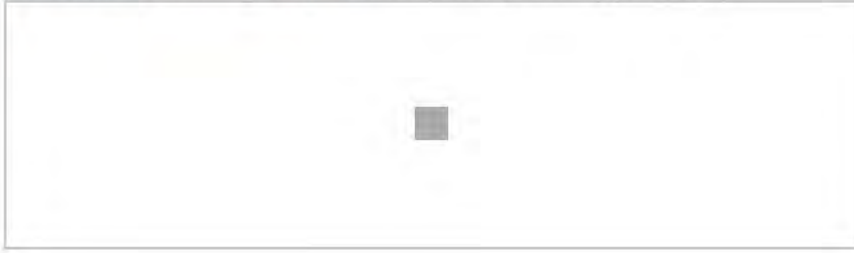
Joseph Hayes
POLICY ADVISOR

Immigration (International and Humanitarian) Policy,
Employment, Skills & Immigration Policy Branch

Labour, Science and Enterprise Group
Ministry of Business, Innovation and Employment

joseph.hayes@mbie.govt.nz

PO Box 1473 Wellington | 15 Stout Street, Wellington 6011



RELEASED UNDER THE
OFFICIAL INFORMATION ACT

From: [Tanya Pouwhare](#)
To: [Loua Ward](#)
Subject: Compliance Issues - NZEE
Date: Friday, 20 October 2023 11:05:06 am
Attachments: [image001.png](#)
[NZEE Induction Compliance Reminders Guide.docx](#)

Attached

Ngā mihi,

T

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

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



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

4 May 2023

NZEE Induction Compliance Reminders Guide

These reminders need to go into EVERY induction. We are seeing a high number of new RSE, which is why this info is crucial to include each time, to capture new ears. And to remind old ears.

Firstly a reminder for you – bad behaviour from workers **is not a reflection of bad pastoral care**, and is not a reflection of you as an employer. You cannot be held accountable for the actions of your employees. But it is your role to set expectations of how to behave in NZ, and remind them of appropriate behaviour while in your community. Bad behaviour is carried out by a handful of people, making bad choices, but it can reduce the social licence of the RSE the scheme to operate in your community, and casts a dark shadow on RSE workers, the Pacific Islands, employers & our industries.

Please add these reminders to your inductions. They can also be added as reminders to morning briefings & team meetings throughout the season, a few at a time.

If you don't already, your local community constable, and Prevention Team at the local police station are more than happy to join your Workers Inductions, where these and other messages of safety can be reinforced. If you need help identifying your local reps, please sing out.

SCAMS

1. RSE are being targeted, sometimes via Facebook Marketplace or a buy-sell-swap Facebook page. They may receive a message promising they have either won, or would be able to make, millions of dollars. They are then advised they have get a certificate signed by NZ Government to get the money, but the certificate costs money. Payment is requested for the certificate, in the form of App Store & iTunes card, scratch the back and send the code. Only send money to your family through Western Union or a reliable bank and **do not purchase App cards or iTunes cards as payment for a person.**
2. International scammers pretend to be Kiwi's selling an item like a cell-phone or laptop computer on Facebook Marketplace or a buy-sell-swap Facebook page. The Scammers get the victim to deposit the funds, then the goods never arrive and the seller's identity is removed from the platform.

DRUGS

3. RSE should not be buying or selling drugs in NZ, it is illegal. Some young local drug suppliers are known to target RSE workers in the carparks of supermarkets on pay day, and on the weekends.
4. RSE have historically been targeted by gangs and working girls knowing they have money. If they are approached by anyone regarding buying or selling drugs, say no, and walk away.
5. **From a Country Liaison:**
 1. Using drugs is a direct violation to the Code of Conduct the workers signed between them and their Government. They will be banned from the RSE Program if caught. To be approved on RSE each worker needs to have approval from their Pastor, Village Chief and if in a relationship their Spouses support. This will reflect on the whole Village.
6. **From a High Commissioner:**
 1. This is a very serious case – a crime. Therefore, it should not be condoned. The High Commission and the sending Government confirmed that workers will be sent them home if found to be abusing drugs in NZ.

RUBBISH / LITTERING

7. A lot of locals and councils complain (ongoing) about the discarding of fried chicken bones & other rubbish near money transfer outlets. **This is ongoing – please remind the guys as often as possible please** not to do this.
8. RSE should be respecting their communities by putting all rubbish in bins provided by local councils. Add a rubbish bag or two to your vans, as the street bins can quickly become full (flowing) on common days for money transfer.

CYCLING

9. Local police run road safety campaigns regularly aimed at improving compliance with the wearing of cycle helmets by cyclists. Patrolling police concentrate on cyclists who are not wearing a helmet and in most cases a cyclist not wearing a helmet will be issued with an infringement notice. **The current fine is \$55.00.** Police would far rather see cyclists complying with the law and protecting themselves from potential head-injury by wearing a helmet while riding.
10. RSE are regularly seen whizzing around footpaths on their bicycles. Please add this to your comms to your workers, about how to keep safe (themselves and the public) while using their peddle bikes - [Biking in our towns and cities brochure \(nzta.govt.nz\)](#)

SAFETY AT NIGHT

11. Groups of RSE Workers are regularly seen roaming the streets very late at night and very early in the morning. This reminder is about keeping the RSE safe, and the communities in which they are living temporarily. And the social licence for the RSE Scheme to operate in our communities. It's good to remind your staff of the benefits of getting good sleep so they are bringing their best selves to work each day and being productive members of the teams in which they work – which is the reason they choose to accept your job offer and travel here – to make money for their families and communities. Good sleep is crucial.

ALCOHOL

12. Excessive drinking can impair your judgment, making you vulnerable to committing an offence or becoming a victim of crime.
13. Most towns and cities have liquor bans in designated public places such as the central business district or around sports stadiums. An alcohol ban means it's an offence to drink, carry or bring opened alcohol in those public places. This means you can only drink alcohol in a building, licensed premises or on your own property. Police enforce alcohol bans and will issue a fine for a breach of an alcohol ban. **The maximum fine is \$250.**
14. Please check your regional council website for the ban areas in your region, and make sure this is communicated to your RSE
15. Licensed premises such as clubs and pubs must close at 4am. Supermarkets and bottle shops can only sell alcohol from 7am – 11pm.

TRESSPASSING

16. Motels and homes are private property and uninvited visitors are trespassing if they enter. While some places may have had working girls at some stage, they book in clients by phone and will brief workers on a room number or address, and an appointment time – workers should not drop in. the risk to the workers is that they will knock on the wrong door and could receive an earful (or worse) from an upset guest/owner.
17. Extensive camera systems operate at most of these address to keep the women safe – pictures of trespassers may be sent the Police for follow up.

SOLICITING

18. Solicitation is the act of offering or attempting to purchase goods and/or services.
19. It is illegal to solicit people, especially young girls, in New Zealand. All RSE must follow the laws in NZ or they could be arrested and charged for those things, and possibly end their opportunity of coming back to NZ to work.

LIMITED VISA

20. The RSE visa granted to workers is classed as a **Limited Visa**. Under New Zealand immigration law a limited visa is a lot more restrictive than a normal temporary visa which means while working in New Zealand, RSE workers don't have the legal right to be able to apply for visa of a different type or class, request a special direction or bring any appeal against their visa. There have been instances in the past where workers circumstances have changed after they arrive in NZ and they have then received incorrect immigration advice from friends or family. RSE workers need to be aware that any no circumstance will they be able to:
 1. stay behind after they complete their work, and their limited visa has expired, to go on holiday,
 2. work for another employer who is not part of the RSE scheme, or
 3. stay in NZ based on a new relationship/marriage/pregnancy

Should their circumstances change and they want to obtain a different or new visa that is not a Limited Visa, under NZ law they need to leave NZ and apply for the different visa from their home country

WHO TO CALL *(See our translated resource that can go up in all accommodations that covers Fire & Emergency and regional support services)*

- Call one-one-one (111) when you need an immediate emergency response from Police, Fire, or Ambulance
- Call ten-five (105) to report things that don't need urgent police assistance (theft, damage, or threatening behaviour)
- Call star-triple-five (*555) to report road incidents which are urgent but not life threatening
- Call 0800 555 111 to report a crime anonymously

SUMMARY OF MAIN POINTS

Please add these reminders to your inductions. They can also be added as reminders to morning briefings & team meetings throughout the season:

1. don't buy anything offered to them on the street
2. be wary when they purchase anything off Facebook Marketplace or a buy-sell-swap Facebook pages
3. be wary of who they befriend and invite back to their accommodation, including gangs or working girls
4. keep their wits about them when using the ATM and withdrawing money
5. reminder to not wander around particularly at night, if they are out, to go out at least in pairs
6. don't buy or sell drugs
7. don't biff your food scraps or rubbish on the street
8. always wear a bicycle helmet and don't peddle on the footpaths, you will be fined if caught (\$55)
9. don't go onto property that you haven't been invited into, or have an appointment to be there
10. do not drink alcohol in alcohol banned areas, you will be fined if caught (up to \$250)
11. do not solicit anyone for services
12. conditions of their Limited visa require them to stay in INZ approved accommodation and work for RSE Accredited employers only
13. if they get into a relationship, they will need to go home first and then apply for a different visa, they cannot change their Limited Visa while in NZ
14. report anything suspicious such as people just lurking around the area - if they feel safe to do so, take photo/video with their phone
15. contact 105 (non-emergency) if they have concerns about theft, damage, or threatening behaviour

Remind your RSE that they can call their pastoral care manager or you, their employer (if that person is different), if they feel unsafe **at any time**. Encourage them to report anything suspicious to you, and then follow that up with a report to the police.

From: [Tanya Pouwhare](#)
To: [Loua Ward](#)
Cc: [New Zealand Ethical Employers Inc](#)
Subject: FW: Immigration Points
Date: Saturday, 21 October 2023 9:37:50 AM
Attachments: [image003.png](#)

Hi Loua,

For your information, please find below some of the points we have discussed with National and ACT MPs prior to the election, and intend to follow up with the incoming ministers.

Working Holiday Scheme Enhancements

Proposals for making the scheme more flexible and providing for longer times including repeat entries for backpackers working in key industries such as horticulture and hospitality are fully supported.

We are able to assist with these changes through member consultation.

Removal of Minimum Wage Rates

We fully support removing the requirement to pay the living wage and for RSE the minimum being 10% on top of NZ's minimum wage.

Workers should be paid the same as NZers and increases paid for skill, experience and productivity.

Green List

We agree that this is an ideal way in which to manage migration but it needs to be expanded to cover many more occupations so that there are no unintended consequences where skilled workers leave a sector to work in a less skilled job that offers them residency.

RSE Policy Review

Any decisions prior to the election Labour may have made will need to be reviewed. We are able to help with that.

We fully support a co-design approach where Government and industry collaborate on the implementation post review

Key RSE Policy Issues

- **Doubling the RSE cap** is welcome if done in conjunction with opening up RSE to Asia (with India on the list as part of the FTA negotiation). All employers involved in the RSE scheme are fiercely protective of our social licence to operate, if other primary produce sectors are to have the ability to bring in workers under a similar scheme, we recommend they have a separate scheme & cap. Already the cap demand from RSE employers for the current operating year (runs from 1 July to 30 June) is an increase of 2,757 to the national RSE cap moving it to 21,757 for the current year 23/24. Further as discussed we need to respect the Pacific country's worker and social needs, which makes an expansion to Asia a good option.
- **Worker Voice** tools provided to understand worker experience and modern slavery or worker exploitation complaints which can be applied to all Immigration options.
- **Increased Flexibility** via multi entry visas and longer employer approvals.
- **Cancelling the 10% over minimum wage increase** on 1 Oct 23 for RSE visa holders, in

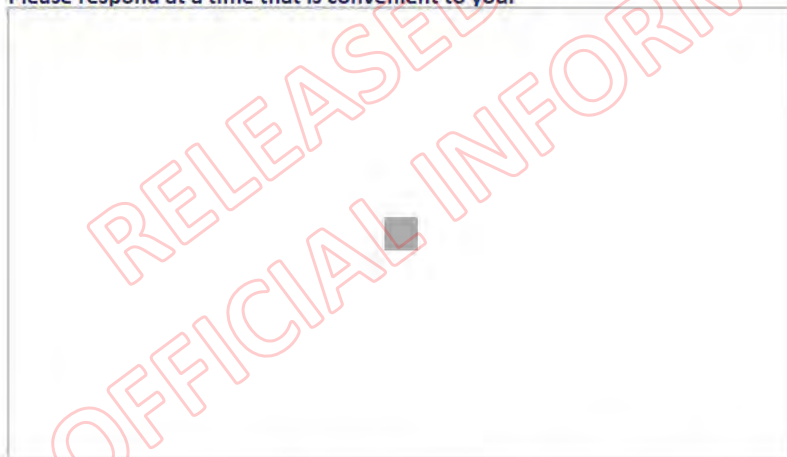
preference for a skill/experienced based payment to ensure a non-discriminatory approach regardless of the country of residence.

- **Change to the 30 hours minimum wage** each week to make it workable.
- **Removal of the RSE accommodation rent freeze and rationalisation of the accommodation rules** that between central and local Government make it very difficult to invest in accommodation and sector growth.
- **Sick Leave Entitlements uniformly applied** to all employees ensuring a non-discriminatory approach.
- **KPIs for ongoing performance** to support continuous improvement of the scheme and make INZ and the Labour Inspectorate accountable.
- **NZ wide consistency for the standards enforced by the Labour Inspectorate.**
- **RSE Unit resourcing and process streamline**

Ngā mihi,

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

In office hours 9am – 3pm Monday – Friday
NZEE supports me to work flexibly from home. You may receive an email from me outside of usual working hours.
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From: [Afzal Ali](#)
To: [Tanya Pouwhare](#)
Cc: [Loua Ward](#)
Subject: RE: NZEE Update 16Oct23
Date: Wednesday, 25 October 2023 2:20:00 PM
Attachments: [image001.png](#)

Hi T,

Very helpful. Thank you!

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Wednesday, 25 October 2023 12:24 PM
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Cc: Loua Ward <Loua.Ward@mbie.govt.nz>
Subject: RE: NZEE Update 16Oct23

Attached is the template we used for the Boarder exceptions fights might help with the details that we collected in order for workers to fly during the second broader exception – known as BE 2.0

T

From: Tanya Pouwhare
Sent: Wednesday, October 25, 2023 12:20 PM
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Cc: Loua.Ward@mbie.govt.nz
Subject: FW: NZEE Update 16Oct23

My wording – might help or confuse...

Vanuatu Certificates of Identification

Workers who submit a New Zealand Limited Vias application ([Application to Work for a Recognised Seasonal Employer \(INZ 1142\) \(immigration.govt.nz\)](#)) are required to hold a passport or travel document which must be valid for at least three months past the date they plan to leave New Zealand.

Due to the ongoing issues with Vanuatu's Passport printing limitations (20 a day) and prioritisation (ie. all people in the work ready pool must hold a passport, but they may not have a job offer) INZ has carried out a ton of work in the background to reach an agreement with New Zealand Border Visa Operations (BVO) who issue RSE Limited Visas for New Zealand.

The valid concern of the legitimacy of Certificate of Identification (CoI) in the past has been acknowledged, and as such, extra safeguards have been put in place for the acceptance of these. A new process was signed off by NZ last Friday, discussions now take place MFAT/ Vanuatu to finalise.

Summary of the process, as we know it below – please wait for official comms from INZ before discussing further with any workers/agents:

- **NZ has suggested/requested a priority order of issuance of Passports in Vanuatu:**
 1. Returning RSE with a current Passport that expires end of March 2024
 2. Returning RSE with a current Passport that have less than 6mths before expiry
 3. Returning RSE with an expired Passport (see below Col process and why this is priority three)
 4. Workers with an expired Passport, but have not participated in RSE before
 5. Workers who have not previously held a Passport, and have not participated in RSE before

- **For those workers travelling soon, and haven't been captured by the new priority list in time, a twostep process:**
 1. Returning RSE with an expired Passport:
 - **The returnee RSE worker can travel with a Col, and must also travel with their most recent expired passport (last 24 months) as a form of ID**
 2. Never held a passport, or the person holds an expired Passport but has not participated in RSE before:
 - **The new-to-RSE Worker can travel with a Col but will be subject to Biometric Enrolment at VAC in Port Vila (*Biometric Enrolment is a form of fingerprint and facial image system to support identity assurance*)**
 - **NOTE : Biometric Enrolment could take 4-5 weeks to set up in Port Vila**

- **For those new-to-RSE travelling soon, and before the Biometric Enrolment Process is set up, an additional process:**
 1. At least 5 days prior to travel, notice needs to be given to Border Visa Operations (BVO) details might include:
 - Name of travelling worker, ATR number, Date of Birth, and return flight details.

Full comms on the finalised process will be issued soon by INZ, including who to send what/when.

Ngā mihi,

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

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From: [Tanya Pouwhare](#)
To: [Afzal Ali](#)
Cc: [Loua Ward](#)
Subject: RE: NZEE Update 16Oct23
Date: Wednesday, 25 October 2023 12:26:29 pm
Attachments: [image001.png](#)
[FLIGHT 1 - FINAL Worker Allocation List \(25_06_21 for Glenn Rose\).xlsx](#)

Attached is the template we used for the Boarder exceptions fights might help with the details that we collected in order for workers to fly during the second broader exception – known as BE 2.0

T

From: Tanya Pouwhare
Sent: Wednesday, October 25, 2023 12:20 PM
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Cc: Loua.Ward@mbie.govt.nz
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 - **NOTE : Biometric Enrolment could take 4-5 weeks to set up in Port Vila**

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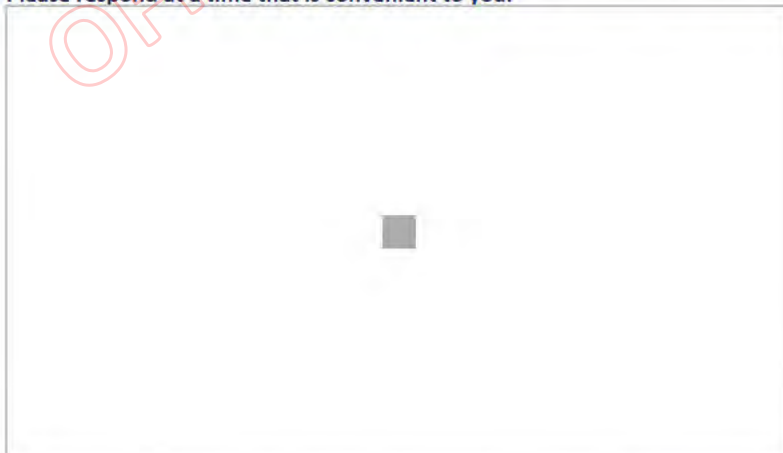
1. At least 5 days prior to travel, notice needs to be given to Border Visa Operations (BVO) details might include:
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Full comms on the finalised process will be issued soon by INZ, including who to send what/when.

Ngā mihi,

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

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.
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The image shows a document page with a large table. The table is almost entirely covered by a green rectangular redaction box. Only a small portion of the table's grid is visible at the bottom left, showing a few blue-colored cells. Another blue rectangular area is present at the bottom right of the page, outside the main table grid. The top of the page has a blue header bar and a yellow margin.

RELEASED UNDER THE
OFFICIAL INFORMATION ACT

From: [Tanya Pouwhare](#)
To: [Afzal Ali](#)
Cc: s 9(2)(a)
Subject: FW: VINE POWER-SEASONAL SOLUTIONS-T & G
Date: Thursday, 26 October 2023 10:46:21 am
Attachments: [image002.png](#)
Importance: High

Afzal, just looping you into this also.

T

From: s 9(2)(a)
Sent: Thursday, October 26, 2023 10:03 AM
To: s 9(2)(a)
Cc: s 9(2)(a)
Oikoumene Maualaivao-Chan Tung <oiko.mchantung@mbie.govt.nz>; s 9(2)(a)
Vere Mataitoga <Verenaisi.Mataitoga@mbie.govt.nz>; s 9(2)(a)
Tanya Pouwhare <tanya@nzee.nz>; s 9(2)(a)
Subject: RE: VINE POWER-SEASONAL SOLUTIONS-T & G
Importance: High

Good morning s 9(2)(a)

Hopefully this email finds you well.

I'm the RSE manager for one of the employers affected; Vinepower Ltd

Wondered if you have an update for us, regarding the applications for one of our groups.
As of yesterday, the Pacific Visa Operations team in Suva had not received any of these applications.

The situation has now become really urgent, as I have to make a call on whether to postpone the booked flights or these workers by tomorrow the latest.

Please find the details of this group below.

Thank you for your time and urgency on this matter.

Kind regards,
s 9(2)(a)

Group of 30:

- ATR numbers: 22072645.7 ; 22172951.2
- RSEs: Vinepower, Apata
- Worker Names:

Name_Last	Name_First

s 9(2)(a)

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 25, 2023 1:25 PM

To: s 9(2)(a)

Cc: s 9(2)(a) Oikoumene Maualaivao-Chan Tung
<oiko.mchantung@mbie.govt.nz>; Tony Jensen <Tony.Jensen@mbie.govt.nz>; DONALD, Simon (HON)
<Simon.Donald@mfat.govt.nz>; s 9(2)(a)

Moreen Chand
<Moreen.CHAND@mbie.govt.nz>; Wilisoni Lagi <Wilisoni.Lagi@mbie.govt.nz>; s 9(2)(a)

Subject: RE: VINE POWER-SEASONAL SOLUTIONS-T & G

Hi s 9(2)(a)

Thank you for your email,

I will get back to you as soon as I receive an update from our Solomon Team.

Thanks

Best Regards,

s 9(2)(a)

VFS GLOBAL

Partnering Governments. Providing Solutions.

21 Tui Street, Marine Drive , Lautoka, Fiji Islands

Landline: +6797737730 / Mobile :s 9(2)(a) | www.vfsglobal.com

From: s 9(2)(a)

Sent: Wednesday, October 25, 2023 12:06 PM

To: s 9(2)(a)

Cc: s 9(2)(a); Oikoumene Maualaivao-Chan Tung
<oiko.mchantung@mbie.govt.nz>; Tony Jensen <Tony.Jensen@mbie.govt.nz>; DONALD, Simon (HON)
<Simon.Donald@mfat.govt.nz>; s 9(2)(a)

Moreen Chand
<Moreen.CHAND@mbie.govt.nz>; Wilisoni Lagi <Wilisoni.Lagi@mbie.govt.nz>; s 9(2)(a)

Subject: [External] VINE POWER-SEASONAL SOLUTIONS-T & G

Hi s 9(2)(a)

Good morning, hope this email finds you well and healthy.

Following this usual issue of delaying of visa submission, I wanted to inform you on this flowing.

1. T & G team of 32 workers that have been schedule to fly tomorrow (26.10.23) have reschedule their flight 1 week delay. This is because despite submitting the application to your Honiara office Monday 16.10.23, the application have been lodged to NZI on Monday 23.10.23.

I believe T & G might invoice VFS to cover the cost of rebooking.

2. Team Seasonal Solution-24 workers have been schedule to fly 29.10.23.

I am just seeing some pop up message coming in that application has been lodged. This means application for team Team Seasonal Solution has been lodge late yesterday and today morning. Please note that the team is flying this Sunday 29.10.23.

Any delay of visas would mean Seasonal Solution to send an Invoice to you for cost of rebooking flights. I am copying in s 9(2)(a) from Seasonal Solutions to this email.

3. Team Vine Power- Team 1-15 workers

Application for this has been lodged 3 weeks ago, we have yet to get any visas for that team of 15. Team Vine Power-Team 2-30 workers. I can see popping up messages coming up just now, that application have been lodged this morning. This is despite submitting the documents to your Honiara office Monday 16.10.23. Again this team is Flying Sunday 29.10.23.

Any delay would mean Vine Power to send you an invoice for cost of rebooking flights.

This issue of delaying visas has become an an issue long enough, Solomon Islands has lost some opportunities because of this as employers have switch recruitment to other countries due to this delaying issue.

Our RSE Employers have incurred extra costs to cover for the changes in bookings for flights and accommodation and others.

We do not want this to continue any longer, appreciate if your team can quickly address the issues that use to result in delaying of submission of applications.

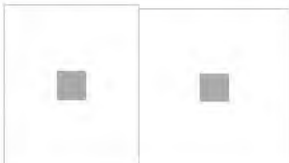
Please work on visas for Vine Power and Seasonal Solution to avoid further extra expenditures.

All the employers concerned have been copied in this thread.

Thank you and blessed Day.

Regards

s 9(2)(a)





#DoNotFallForFraud | To learn about some common scenarios that you must be aware of while applying for your visa, [click here.](#)

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From: [Tanya Pouwhare](#)
To: [Oikoumene Maualaivao-Chan Tung](#); [Afzal Ali](#)
Cc: s 9(2)(a)
Subject: RE: Thornhill Vanuatu via's
Date: Thursday, 26 October 2023 5:33:40 PM
Attachments: [image001.jpg](#)
[image003.jpg](#)

Thanks all for the update.

T

From: Oikoumene Maualaivao-Chan Tung <oiko.mchantung@mbie.govt.nz>
Sent: Thursday, October 26, 2023 4:31 PM
To: Tanya Pouwhare <tanya@nzee.nz>; Afzal Ali <Afzal.Ali@mbie.govt.nz>
Cc: s 9(2)(a)
Subject: RE: Thornhill Vanuatu via's

Hi Tanya,

Update from VFS - *The VAC is currently lodging all the Thornhill apps they have on hand - they are hoping to have this done by the evening so INZ will receive tomorrow and can load.*

Update from INZ Suva Office – *Advises for flight dates to change as they may not be able to complete processing by the 1st of November.*

We have advised Suva that there are no available flights in the next 4 weeks and the visas may expire before any flight is available. We are currently liaising with Karen in regards to this matter and will update her when we have a response from Suva.

faafetai

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>
Sent: Thursday, 26 October 2023 2:00 PM
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Cc: s 9(2)(a)
Oikoumene Maualaivao-Chan Tung <oiko.mchantung@mbie.govt.nz>
Subject: RE: Thornhill Vanuatu via's

Hi Afzal,

Unsure what we are to do with this – visa apps submitted 13th October – still not loaded into the visa system. Supposed to fly next Wednesday 1 Nov.

At what point do we need to pull flights because of Visa issuance? When will we know?

Crystal ball questions I know – but some pretty hefty financial impacts will start occurring shortly.

Thanks

T

From: s 9(2)(a)
Sent: Thursday, October 26, 2023 11:23 AM
To: Tanya Pouwhare <tanya@nzee.nz>
Cc: s 9(2)(a)
Subject: Thornhill Vanuatu via's

Hey Tanya,

As per below for our incoming groups we are chasing to be lodged.

Team 70 – submitted 13th of October to VFS Vanuatu
Travelling 1st of November ATR 2257365.24 / .25

Team 27 – submitted 13th of October to VFS Vanuatu
Travelling 4th of November ATR 22257365.9

We also have team of 40 and team of 12 travelling later in November which will be submitted by the 31st of October.

Our agent Linkus consultancy when chasing up was advised that November's were not being processed yet as they were focused on October.

All groups paid to VFS on 7th of September (remittance attached)

Regards s 9(2)(a)

s 9(2)(a)

From: [Afzal Ali](#)
To: [Tanya Pouwhare](#)
Cc: s 9(2)(a) [Oikoumene Maualaivao-Chan Tung](#)
Subject: RE: Thornhill Vanuatu via's
Date: Thursday, 26 October 2023 3:43:00 pm
Attachments: [image001.jpg](#)
[image002.jpg](#)

Hi Tanya,

I appreciate the need for urgency here. I have escalated this with our VFS contact. We'll let you know as soon as we get a response.

Cheers
Afzal

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Thursday, 26 October 2023 2:00 PM
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Cc: s 9(2)(a) [Oikoumene Maualaivao-Chan Tung](#) <oiko.mchantung@mbie.govt.nz>
Subject: RE: Thornhill Vanuatu via's

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Regards Karen

s 9(2)(a)

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From: [Afzal Ali](#)
To: [Tanya Pouwhare](#)
Subject: RE: Updates on RSE to the Industry [UNCLASSIFIED]
Date: Friday, 27 October 2023 2:30:00 PM
Attachments: [image001.gif](#)

Oops sorry Tanya, just noted this only sent to industry reps. So please this will need to be shared with employers. Apologies!

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Friday, 27 October 2023 1:00 PM
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Subject: RE: Updates on RSE to the Industry [UNCLASSIFIED]

Perfect – thank you

T

From: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Sent: Friday, October 27, 2023 12:56 PM
To: Tanya Pouwhare <tanya@nzee.nz>
Subject: RE: Updates on RSE to the Industry [UNCLASSIFIED]

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Friday, 27 October 2023 12:54 PM
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Subject: RE: Updates on RSE to the Industry [UNCLASSIFIED]

Which one lol

1. Direct from you to employers? **yes**
2. To industry to send it on to employers? **no**

T

From: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Sent: Friday, October 27, 2023 12:25 PM
To: Tanya Pouwhare <tanya@nzee.nz>
Subject: RE: Updates on RSE to the Industry [UNCLASSIFIED]

Yes, that is correct.

From: Tanya Pouwhare <tanya@nzee.nz>
Sent: Friday, 27 October 2023 11:20 AM
To: Afzal Ali <Afzal.Ali@mbie.govt.nz>
Subject: RE: Updates on RSE to the Industry [UNCLASSIFIED]

Thanks Afzal,

Will this go directly to the employers? Or will it come to us to put it out to the employers?

Thanks

T

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

Sent: Friday, October 27, 2023 10:55 AM

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

Subject: Updates on RSE to the Industry [UNCLASSIFIED]

Kia ora koutou,

Keeping the industry up to date all RSE is very important and therefore, a newsletter has been formed by way of email.

Please share this with your RSE employers. This will be a regular form of communication by way of updates on a monthly basis.

Kia pai te rā,

Pacific Migration
Immigration New Zealand

Contracts for Service/Regions/Limited Visa Conditions

The conditions on the label for a Limited Visa are an important factor in whether a worker can work in a particular region.

If there is a contract for service for a worker to work in a different region to that which is specified on their visa label, and they are found working there, then they are in **breach of their Visa conditions**.

RSE Employers need to be aware of the conditions specified on the visas of their workers. It is the responsibility of the RSE Employer if they want workers to be able to work in more than one region that their conditions match this ie: they must apply for this to ensure that this on the Visa label.

Documentation required before submitting ATR

applications

We are currently experiencing delays with joint ATR applications as not all documentation is being supplied at the time of application. Please note for an ATR application to be submitted they must be accompanied with the necessary documentation;

- Proposed accommodation that has been self-audited in the last 12 months
- Updated employment agreements templates e.g. new wording for the minimum remuneration guarantee, new wording for hourly rates, new sick leave provisions, and the addition of 12 month timeframe for sexual harassment personal grievances
- For Joint ATRs signed confirmation of the joint partner arrangements for visa and flight deductions
- Joint ATRs submitted with the deductions templates that do not match the signed confirmation of the joint partner arrangements for visa and flight deductions. For example, if Employer A is deducting for visa and 50% of the inbound airfares, Employer B's deduction template should only have 50% of the outbound airfares.
- changes to deductions such as trying to increase the rent during a rent freeze (see RSE Instructions WH1.20.20: [Operational Manual - Immigration New Zealand. Issue Date: 1 September 2023](#) Operational Manual - Immigration New Zealand. Issue Date: 22 August 2016)
- deductions forms that do not include all of the actual or estimated costs - do not put "TBA" or "\$_____". The employees need to know what the costs are upfront before they agree to come to New Zealand.
- 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.

RSE Instructions

The instructions below are a reminder that INZ can seek information from other services of MBIE and other agencies and industry bodies. We may on occasion therefore seek feedback from an Industry body, please note instruction **WH 1.5.5 b.** below;

WH1.5.5 Requirements for RSE status

- a. RSE status may be granted where INZ is satisfied that an employer:
 1. is a New Zealand employer as set out at WH1.5.1; and
 2. is in a sound financial position; and
 3. has human resource policies and practices which are of a high standard, promote the welfare of workers, and include dispute resolution processes; and

4. has a demonstrable commitment to recruiting New Zealanders; and
5. has a demonstrable commitment to training New Zealanders; and
6. has good workplace practices and a history of compliance with New Zealand immigration and employment law (see [W2.10.5](#)), including meeting the requirements of the following legislation:
 - Accident Compensation Act 2001; and
 - Employment Relations Act 2000; and
 - Equal Pay Act 1972; and
 - Health and Safety at Work Act 2015; and
 - Holidays Act 2003; and
 - Immigration Act 2009; and
 - Minimum Wage Act 1983; and
 - Parental Leave and Employment Protection Act 1987; and
 - Wages Protection Act 1983; and
7. will meet the requirements set out at (c) below.

b. To ensure that INZ can verify an employer's ability to meet the requirements in (a) above, applicants must consent to INZ seeking information from other services of the Ministry of Business, Innovation and Employment, the Ministry of Social Development, Inland Revenue, the Accident Compensation Corporation, the New Zealand Council of Trade Unions, and any relevant unions, agencies, **and industry bodies**. Where such consent is not given an application for RSE status may be declined.

Credit Card Details Update

For applications being sent via email, credit card details should be shared over the phone.

For paper applications being sent in, there is no change required, however if they would also like to be called for credit card details this is fine also.

The following message will be sent from the RSE Unit to the Employers for any applications received via email:

Kia ora,

Thank you for your email.

In order to be compliant with security standards, all staff must never ask applicants to email credit card details.

You have provided credit details with your attached application form.

For future applications that you **email** to the RSE Unit, please ensure that:

- Section L (page 18) on Applications for an Agreement to Recruit form INZ1141 are to be left blank
 - Section I (page 11) on Application from an Onshore RSE Worker form INZ1269 are to be left blank
 - Correct contact details to be provided on the form and payment details to be taken over the phone
-

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From: [Tanya Pouwhare](#)
To: [Afzal Ali](#)
Subject: FW: Updates on RSE to the Industry [UNCLASSIFIED]
Date: Friday, 27 October 2023 3:20:46 PM
Attachments: [image001.gif](#)

Perfect – I did that too. Most of the contacts on my list (3-4 contacts per employer) so everyone in the business gets the same info.

From: Tanya Pouwhare
Sent: Friday, October 27, 2023 1:05 PM
To: Tanya Pouwhare <tanya@nzee.nz>
Cc: New Zealand Ethical Employers Inc <chair@nzee.nz>
Subject: FW: Updates on RSE to the Industry [UNCLASSIFIED]

Hi NZEE Team,

Please see below. The first of a new monthly newsletter from MBIE. This month it covers :

- Breaching visa conditions working in wrong regions
- ATR hold ups – document checklist
- Industry support letter being required – *look out for your one from NZEE from me today (NZEE members only)*
- Don't send Credit card details when submitting online

Contracts for Service/Regions/Limited Visa Conditions

The conditions on the label for a Limited Visa are an important factor in whether a worker can work in a particular region.

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 3. has human resource policies and practices which are of a high standard, promote the welfare of workers, and include dispute resolution processes; and
 4. has a demonstrable commitment to recruiting New Zealanders; and
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- *Correct contact details to be provided on the form and payment details to be taken over the phone*

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From: [Tanya Pouwhare](#)
To: [s 9\(2\)\(a\)](#)
Cc: [Oikoumene Maualaivao-Chan Tung](#)
Subject: RE: Need your help
Date: Tuesday, 31 October 2023 2:28:37 PM

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

Would you be able to help with this too? I have my thinking cap on – but you are also ideally positioned to know of how we could find this new Samoan family a home...? Thoughts?

T

From: Oikoumene Maualaivao-Chan Tung <oiko.mchantung@mbie.govt.nz>
Sent: Tuesday, October 31, 2023 1:36 PM
To: Tanya Pouwhare <tanya@nzee.nz>
Subject: FW: Need your help

Hi Tanya,

Samoa's [s 9\(2\)\(a\)](#) is looking for a rental place in Blenheim (Blenheim as his 1st option and Nelson as a 2nd option). He moved from Samoa, so it will be hard for him to find a rental place as he would not be able to provide previous rental references, other than a letter from the Government of Samoa as his Employer.

I might be wrong but i think the Government of Samoa pays the rent directly. He [s 9\(2\)\(a\)](#) and is looking for a 4bedroom house, at a maximum of [s 9\(2\)\(a\)](#) a week.

Would you know of any local property agents that we can refer [s 9\(2\)\(a\)](#) to please?

Appreciate any help you can provide.

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: [s 9\(2\)\(a\)](#)
Sent: Thursday, 26 October 2023 4:24 PM
To: Oikoumene Maualaivao-Chan Tung <oiko.mchantung@mbie.govt.nz>
Subject: Need your help

Dear Oikou,

I am still looking for a house in the South Island,

Several tries e le manuia, I really need to move where I suppose to be based, but ua tuai ona o le le maua o se fale

I am seeking your help if there is any landlord you may know.

I dont know anyone there and it would be my first time in South Island

Faamolemole lava

Regards

--

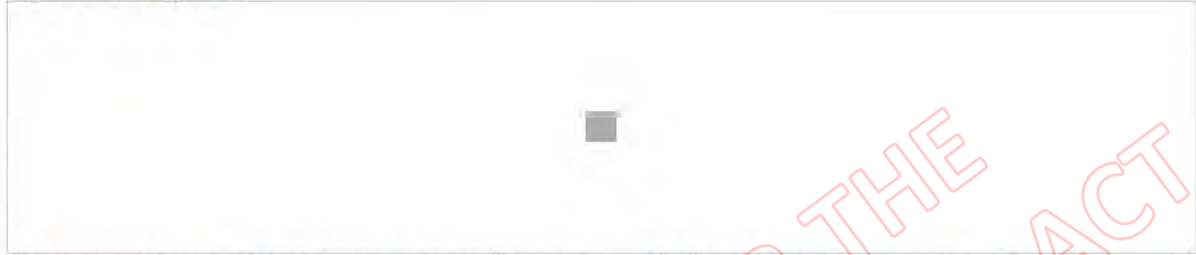
s 9(2)(a)

Ministry of Commerce Industry and Labour

Phone # - s 9(2)(a)

Email - s 9(2)(a)

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



"Our vision is to become a leader in promoting an enabling environment for diverse business innovation and employment in Samoa"

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From: [Afzal Ali](#)
To: tanya@nzee.nz; s 9(2)(a) [FITZGIBBON, Patrick \(PACREG\)](#); [SHERWOOD, Emma \(PACREG\)](#)
Cc: [Loua Ward](#); [Lafaele Lupo](#); [Oikoumene Maualaivao-Chan Tung](#)
Subject: PNG Update
Date: Monday, 30 October 2023 11:08:00 AM
Attachments: [Country Fact Sheets- PNG.docx](#)
[PNG NZ Powerpoint Presentation Trade Expo.pptx](#)

Good Morning,

As discussed please see attached the following documents:

- PNG LMU presentation
- INZ Country Fact Sheet

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

Kind Regards,

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

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Planning to Recruit from Papua New Guinea

1. Purpose

This document provides information for New Zealand employers on recruitment of workers from Papua New Guinea under the RSE scheme. It is intended as background only and employers should undertake their own due diligence on the recruitment process.

2. General Information

Geography: The mainland of the country is the eastern half of New Guinea island, where the largest towns are also located, including Port Moresby (capital) and Lae, other major islands within Papua New Guinea include New Ireland, New Britain, Manus and Bougainville.

Capital: Port Moresby

Population: 9.9 million (2021 est.)

Languages: The main languages spoken in Papua New Guinea include Tok Pisin and Hiri Motu. Papua New Guinea has more languages than any other country, with over 820 indigenous languages.

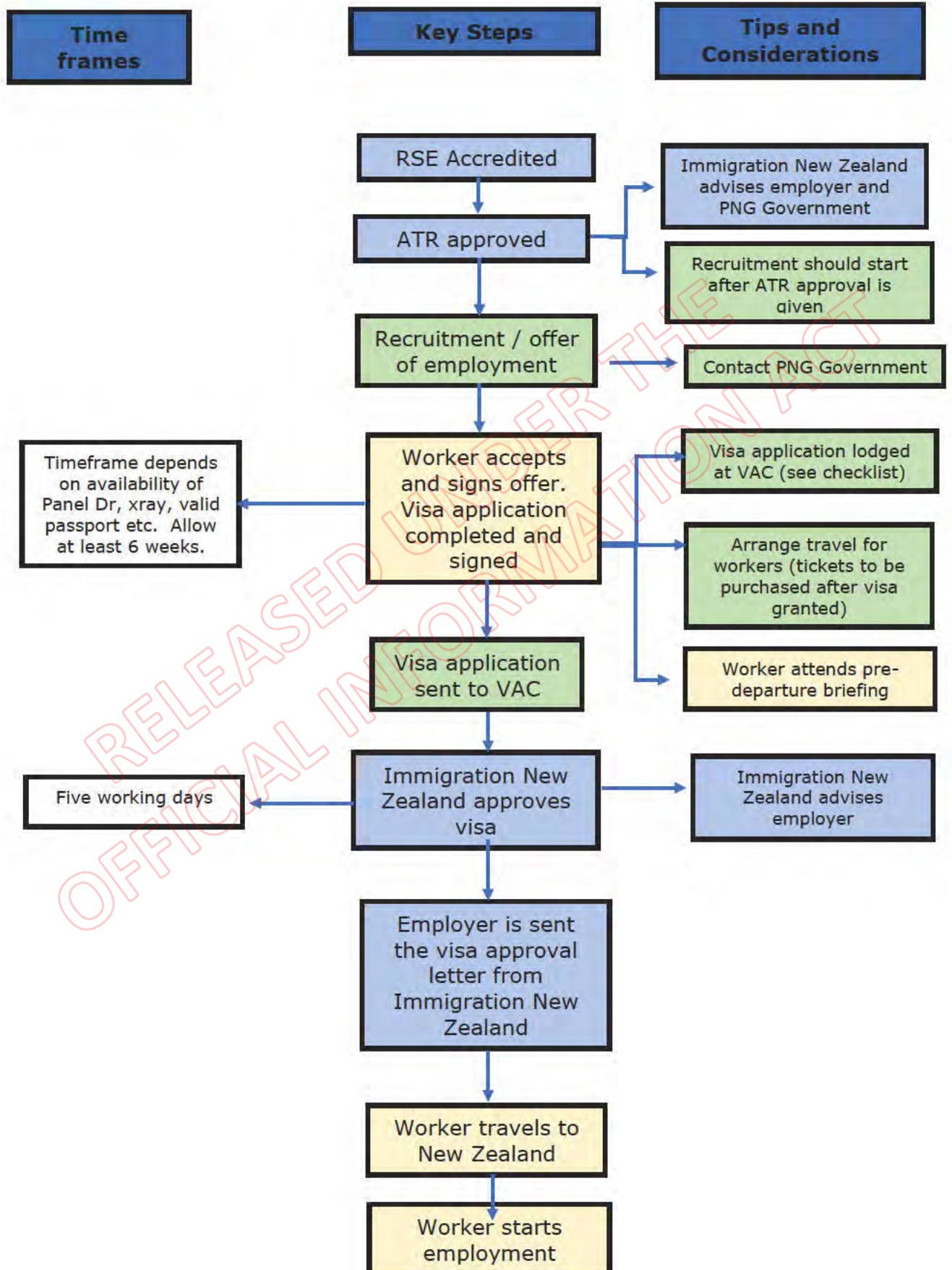
Economy: Agriculture, for subsistence and cash crops, provides a livelihood for 85% of the population and continues to provide some 30% of GDP. Mineral deposits, including gold, oil, and copper, account for 72% of export earnings.

3. What assistance does Papua New Guinea provide?

Papua New Guinea has a work ready pool of people that you can select from. The Labour Mobility Unit would prefer RSEs to recruit from the work ready pool made up of individuals who have passed a pre-selection and screening process.

- The Director will acknowledge receipt of ATR.
- An email confirming the LMU Officer who will be the point of contact will be sent to the RSE employer.
- The Assistant Director will arrange a virtual catch up with the RSE employer
- Profiles are added to Dropbox based on the RSE employers brief. LMU Officer will share the link with the RSE employer.
- RSE employer finalises their selection either from a profile or in person.
- LMU books panel medical.
- RSE worker complete visa application form and signs offer of employment. LMU will upload signed paperwork to dropbox and shares this with RSE employer.
- LMU will check the visa application and mandatory documents. LMU will submit application to the VAC.
- All RSE workers will undertake a 2 day pre-departure briefing.
- Flights are organised by the RSE employer.
- RSE worker departs Papua New Guinea.

4. Key Steps for Recruitment



5. Notes

Limited Visa Application & Processing

Once an individual receives an offer of employment from the RSE and obtains other immigration documentation, they/their employer can submit a limited visa to work for an RSE application form to VFS Global VAC, Port Moresby. At the time of submission, the application (form, fee and photo) must be fully completed attached with all documentation requirements (i.e. Employment Agreement, Police Certificate and Chest X-Ray Certificate). Refer to check list

Pre-Departure Orientation

The Papua New Guinea Labour Sending Unit will ensure all Individuals attend a seminar before their departure to New Zealand covering matters such as climate, clothing and footwear requirements, taxation, insurance (particularly health insurance), health and wellbeing, accident compensation, banking and remitting, budget advice and travel arrangements.

Pastoral Care

RSEs are responsible for pastoral care of workers as set out in the RSE Work Instructions (Policy). RSE workers from Papua New Guinea will benefit from the full protection of New Zealand employment and workplace legislation, in particular legislation concerning healthy and safe conditions of work. Should any concerns arise during the term of employment, RSEs and workers can approach Labour Inspectorate staff as well as their local RSE Relationship Manager.

Compliance

The pre-departure seminars will emphasis to workers the importance of compliance and the public consequences of any overstaying, displaying a good work ethic and protecting Papua New Guinea's reputation as a source of seasonal labour. Similar to pastoral care, RSEs are responsible for ensuring that workers comply with immigration requirements and return home before the expiry of their visa.

6. Key Contacts

Organisation	Address	Contact Person
Papua New Guinea Government in Papua New Guinea	PNG Labour Mobility Unit, Department of Treasury P O Box 542, Waigani 131	s 9(2)(a)
Papua New Guinea Government in New Zealand	Papua New Guinea High Commission, 279 Willis St Wellington	Email: office@png.org.nz Phone: +6443852474
VFS Global, VAC	New Zealand Visa application Centre Times Square Sec 451, Lot 12,	Email: info.inzpng@vfshelpline.com Phone: +61282784529

Organisation	Address	Contact Person
	Unit 3C, 3rd Floor, Wardstrip, Gordons, NCD, Port Moresby	
Ministry of Business, Innovation & Employment	RSE Unit PO Box 50728 Porirua 5240	RSE Unit rse@mbie.govt.nz
		Tony Jensen RSE Relationship Manager – North Island Email: tony.jensen@mbie.govt.nz Phone: +6469755550 Mobile: s 9(2)(a)
		Oiko Maualaivao Chan Tung RSE Relationship Manager – South Island Email: xxxx.xxxxxxxxxx@xxxx.xxxx.xx Phone: +6439892964 Mobile: s 9(2)(a)

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7. Check List for Visa Application

Visa documentation requirements are listed on the *Application to Work for a Recognised Seasonal Employer*. Relevant forms are available via the immigration website (www.immigration.govt.nz)

Documentation requirements for visa application to be lodged directly with INZ office, or through the VAC (if applicable):

Completed Application to Work for a Recognised Seasonal Employer – INZ 1142

Passport size photo for the application form

Fee (refer to New Zealand Immigration's Guide to Fees or Immigration New Zealand website)

Valid passport

If necessary - Completed Temporary X-ray Certificate – INZ 1096

If necessary - Completed Recognised Seasonal Employer Work Policy Supplementary Medical Certificate – INZ 1143

Police Certificate

Evidence of insurance

Copy of signed employment agreement and deduction consent form

It is important that all documents are supplied and fully complete so that the visa assessment and approval can be done in one process. Failure to do so may result in the application being sent back to complete.