

## MAY 2016

### Changes to the Canterbury Skills Shortage List

There has recently been a major announcement by INZ regarding changes made to the Canterbury Skills Shortage List (CSSL). The CSSL is a list of occupations that INZ have identified as necessary for the rebuild of Canterbury. If an applicant wishes to work in Canterbury in one of the occupations set out on the CSSL, and the applicant meets the corresponding qualification and/or work experience requirement, no labour market check will need to be undertaken.

From 9 May 2016, five occupations already included on the CSSL have had an additional requirement added. This requirement is that a person applying for a work visa on the basis of employment in one of these five occupations must have twelve months relevant work experience in New Zealand. The five occupations are Air-conditioning and Refrigeration Mechanic, Carpenter, Carpenter and Joiner, Joiner, and Truck Driver.

The purpose of this new requirement is to enable people already in New Zealand working in these roles to apply for further work visas. It is not designed to attract more workers from offshore now that, in INZ's view, the demand for the Canterbury rebuild is beginning to taper off.

The introduction of this requirement to the CSSL does not mean that applicants wishing to secure work visas workers from offshore are unable to do so. An offshore applicant can still submit an application under the Essential Skills Instructions, including evidence of the labour market check undertaken by their employer confirming that there are no suitably qualified New Zealanders able to fill their vacancy. For occupations in Canterbury, this will include listing the vacancy with the Canterbury Skills and Employment Hub. This is however a warning that a tighter review for the labour market in Canterbury is underway.

For further information or assistance with emigration please contact **Mark Williams** of Lane Neave Lawyers on + 64 3 3793 720 or email [liveinnewzealand@laneneave.co.nz](mailto:liveinnewzealand@laneneave.co.nz).



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### A land of extremes: weather and climate in New Zealand

As New Zealand experiences an unusually warm and settled autumn, it seems timely to reflect on the weather, seasons and climate that make this part of the world unique. New migrants often comment on the national obsession with weather and, after spending some time on these wild and windy shores, they soon come to understand it; from farming, to wine-making, sport, and tourism, weather plays a crucial role in New Zealand's outdoor-based economy and lifestyle.

## Canterbury Employers' Chamber of Commerce (Cont)

As a small island, situated between the stark cold of Antarctica and the balmy tropics, New Zealand experiences a variety of weather extremes. This is despite no part of New Zealand being more than 130 km from the sea. Among the things that define New Zealand's climate are distinct wind patterns, the surrounding bodies of water (Pacific Ocean and Tasman Sea), and the country's mountain ranges. It is a generally a temperate climate but varies from warm subtropical in the far north to a cooler climate in the south.

The climate in Canterbury is strongly influenced by the Southern Alps mountain range to the west. The strong, hot Nor'wester wind, prevalent in summer, blows over this mountain range and picks up speed as it races over the flat Canterbury Plains. Temperatures soar during a Nor'wester and the impact it has on Christchurch residents can range from extreme tiredness, to irritability and some say, even temporary insanity! Alongside the Nor'wester, the most common winds in this region are the Northeasterly (a cold, coastal breeze) and the Southerly; an icy wind that races in unhindered from Antarctica in winter. Canterbury has fairly distinct seasons and one of the lowest rainfalls of all the regions. Summers are dry, and temperatures hover, on average, around the mid-20s centigrade. There are extremes, and the highest ever temperature in New Zealand (42.4°C) was recorded in Canterbury. Droughts are not uncommon in this region over the summer months. Winters are cold and often frosty overnight with stunning blue-sky days.

The west coast of the South Island is the wettest region in New Zealand, and consequently has some of the greenest, most spectacular rainforest. The North Island is generally warmer than the South Island with the 'winterless' north (Northland) being the envy of many during the June-August winter months. New Zealand's geography creates some notable exceptions to the rule, such as the continental climate of Central Otago in the South Island which records some of the highest and lowest temperatures, and Nelson at the top of the South Island which regularly claims the title of 'most sunshine hours' every year. Among the main cities, Auckland is mild but wet, Wellington is notoriously windy, and Christchurch is the driest.

Visitors and newcomers to New Zealand can be caught out by the unique weather patterns. Mountain climbers, trampers (hikers) and campers need to take particular notice of forecasts, as weather conditions can change rapidly. A deceptively calm, clear morning can descend rapidly into an angry storm or hazardous fog. Driving can also be difficult during extreme weather for those unfamiliar with New Zealand roads.

New Zealanders' fascination with the weather extends to the language they use. Small talk invariably involves what type of weather has just been, is currently being experienced, or is forecast to occur. New migrants will feel right at home in the workplace if they use a few choice weather phrases; "I can't believe that frost this morning", "what a beautiful day!" or "I've heard it's supposed to rain all weekend!"

The great thing about the New Zealand climate is that there's something to suit everyone. From sub-tropical, to severe alpine, and through to cool temperate regions, anyone can feel at home here.

Skilled Migrant Business Services supports employers and their new migrant staff with settling in Christchurch. It is an Immigration New Zealand programme delivered by the Canterbury Employers' Chamber of Commerce. Visit <http://www.newzealandnow.govt.nz/> to find practical information on different aspects of Kiwi life, such as healthcare, education, banking or work culture. If you have questions about living and working in New Zealand, you can email your question to [newmigrantinfo@mbie.govt.nz](mailto:newmigrantinfo@mbie.govt.nz) or ring the INZ Contact Centre on +64 9 914 4100.



Winter has finally arrived and the local economies of both Auckland and Christchurch continue to show strong signs of economic activity.

The New Zealand unemployment rate did increase to 5.7% in the March quarter, up from a revised 5.4% in December. While this was a bigger increase than expected it doesn't necessarily reflect a weakening economy.

## Enterprise Recruitment (Cont)

Employment grew a very solid 1.2%, with the number of people employed increasing by 28,000. However, we still saw an uptick in the unemployment rate because of strong migration growing the labour force, and a rise in the participation rate, as more people entered the job market. This is generally a positive sign in terms of confidence.

Enterprise Recruitment remain keen on supporting overseas based skilled and professional candidates source new careers in New Zealand, especially Christchurch & Auckland.

We welcome obligation free assessment of your credentials and a realistic view on your chances of success. Feel free to contact [steve.baker@enterprise.co.nz](mailto:steve.baker@enterprise.co.nz) for further advice in this regard.



## BANK OF NEW ZEALAND

People who live in a particular country for most of their lives probably do not have particularly good insight into how that country is viewed externally and what people in fact know about that country. This should not be a big problem for Kiwis given that around 20% were born offshore (near 40% in Auckland) and many others have spent a few years outside the country.

However the extent to which we interact with people who live outside New Zealand may be a lot less than someone who lives in Germany for instance who will frequently engage in business and socialise with people who live in neighbouring countries. We Kiwis take about 2.4 million trips overseas each year. But mainly we go only across the Tasman Sea to Australia, or head north to a Pacific Island. And when we go elsewhere we go as tourists, merely brushing the surface of foreign attitudes and knowledge.

What this means is that when Kiwis businesses try to expand offshore they often fail through lack of understanding of foreign markets and consumer behaviour. In fact we have a technical name for this inability to grasp that people and conditions offshore are a lot different to things in New Zealand. We Kiwis tend to be Kiwi centric. We think the rest of the world is like us.

That means we myopically take NZ-developed products for NZ clients into foreign markets without taking the time and expense needed to adjust the product to meet different overseas requirements.

This is a big problem for the New Zealand economy. In order to import goods and services from overseas we need to export and relying upon simple exports of minimally processed primary products as has historically been the norm is not good enough in a world with increasingly volatile commodity prices and foreign countries striving to boost their own primary production.

This is where migrants come in as an important component of New Zealand's economic development and growth. Normally we speak of the economic benefits of migrant inflows in terms of bigger populations delivering bigger markets for businesses and a larger labour pool, migrants filling jobs for which Kiwis are not available or skilled enough, and offsetting the traditional loss of Kiwis overseas.

For your guide that loss means New Zealand has one of the largest diasporas as a proportion of population of all countries with between 600,000 and one million Kiwis living outside of New Zealand.

But the economic benefit of migrants to New Zealand in the modern era is moving more and more into helping to address the problem that we are Kiwi centric. Migrants bring knowledge of foreign markets and preferences which we lack. The challenge

## **BANK OF NEW ZEALAND (Cont)**

for Kiwi businesses is to recognise these benefits and try to extract and utilise them rather than assigning migrants relatively menial jobs in their organisations.

But this connectivity benefit from immigrants is not all that we need to prosper in the 21st century. Increasingly the growth of businesses and countries is being driven by technological innovations which depend upon the unhindered interaction of a diverse range of talented, free thinking individuals addressing a problem from multiple angles and drawing in knowledge from an internationally wide range of backgrounds.

Not just Kiwi-thinking driving innovation and application of developments then but global thinking - something which we Kiwis have failed at repeatedly. Immigrants can bring not just knowledge of existing markets and preferences useful at the product selling stage, but diversity of thinking at the product development phase.

Achieving these innovation benefits means New Zealand may at some stage have to move beyond a migration policy based largely upon having a job, qualifications, and speaking English toward something much more holistic in nature.

### **Tony Alexander, Chief Economist, Bank of New Zealand**

BNZ Migrant Banking can assist you with opening an account pre arrival via a simple online application at [www.bnz.co.nz/movingtonewzealand](http://www.bnz.co.nz/movingtonewzealand) or contact the team on +64 9 976 6318 or email [bnzmigrant.banking@bnz.co.nz](mailto:bnzmigrant.banking@bnz.co.nz)

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