

FEBRUARY 2016

ANNUAL REVIEW OF OCCUPATIONAL SHORTAGES LISTS

Immigration New Zealand (INZ) have recently completed a review of the Essential Skills in Demand Lists (ESID). These lists are one of the many tools that INZ utilise where there is a skill shortage in the New Zealand employment market. These lists are reviewed periodically to ensure that they accurately reflect the fluctuating employment market, while safeguarding opportunities that exist for suitably qualified and/or experienced New Zealand citizens or residents, who are available, or trainable for the position on offer.

The amendments to the Long Term Skill Shortage List (LTSSL) and the Immediate Skill Shortage List (ISSL) will take effect from 30 May 2016. The following amendments have been made:

	Added	Removed
LTSSL	- 0	- Social Worker - Statistician (Fisheries Modeller)
ISSL	- Glazier - Sheet metal Trades Worker - Metal Fabricator - Surveying or Spatial Science Technician (Building Information Modelling Professional)	- Beef Cattle Farmer (Assistant Herd Manager) - Dairy Cattle Farmer (Assistant Herd Manager) - Beef Cattle Farmer (Herd Manager) - Dairy Cattle Farmer (Herd Manager) - Accountant - Photographer (Medical) - Chemist - Rheumatologist - Orthopaedic Surgeon - Science Technician (Flat Weaving Specialist/Technologist)

As the above changes do not take effect for a few months, employers, and those thinking of applying under the ESID Lists should undertake some strategic forward planning to enable them to secure the desired visa, or perhaps renew a current visa now where the position includes an occupation that is to be removed.

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.



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FIVE YEARS ON: A MORE MULTI-CULTURAL CHRISTCHURCH

February 22, 2016 marks five years since the most devastating of the 2010/2011 earthquakes that hit the Christchurch and Canterbury region. The scale of the rebuild meant that the existing local labour pool was insufficient to cope with the demand, and employers were forced to look offshore for talent. Many of these 'temporary' workers have stayed on and Christchurch, once highly homogenous, is now a much more multi-cultural city, boasting 180 nationalities.

Most of Canterbury's migrant population traditionally came from Great Britain. In 2007/2008, however, the Philippines became the most common source country; the result of a severe local labour shortage in the dairy and healthcare sectors. Filipino workers were also heavily relied upon in the construction and trades' sectors following the quakes, and this source of skilled labour has continued to grow steadily. Today, one in three migrants to Canterbury comes from the Philippines.

The most popular visa type for international arrivals in Canterbury (other than visitor visas) is the work visa. Since the earthquakes, unprecedented demand emerged for engineers, geo-technical experts, quantity surveyors, and project managers, which could largely be sourced offshore. With tens of thousands of residential homes to repair or rebuild in 2011-15, a large number of painters, plasterers, bricklayers, and carpenters were required – again, the Christchurch labour pool could not provide the numbers needed to staff this multi-billion dollar job. Great Britain and Ireland, the Philippines, and India were the top source countries for skilled labour to the residential rebuild. As the Canterbury rebuild takes on a commercial building focus in 2016, skilled migrants continue to serve an important role in our local labour market.

Work visas are increasingly being transferred to residence visas, and many migrants no longer consider themselves 'new'. Children are settled into local schools; spouses have taken employment and are establishing themselves into the community. Advice from those who have successfully settled is to be pro-active; join a club, engage in activities that mean you will meet locals, involve yourself in school and work social events, travel within the country on weekends and public holidays to experience the Kiwi scenery and culture on another level, try quintessential Kiwi activities like camping, tramping (hiking), mountain biking, hiring a bach (holiday home) on the beach, lake or river, or visit a winery. If communication is a struggle (either with English or just understanding the unique Kiwi accent and language), make an effort to 'tune in' and ask locals for help. Kiwis are generally a friendly bunch.

Settlement is, of course, a two-way process. Employers and locals have learned to embrace cultural differences in the workplace and within their communities. Many employers have done this with great enthusiasm; organising buddies for the initial settling in period, establishing regular international morning teas, and celebrating other nations' festivals and holidays. Within communities, particularly schools and early childhood centres, different cultures are celebrated in a variety of ways.

The rebuild of Christchurch could not occur without the skills and experience that new migrants have brought with them. The resulting culturally diverse city is a welcome side-effect of a devastating and life-changing event.

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 or ring the INZ Contact Centre on +64 9 914 4100.



Five years on from the terrible 6.3 earthquake of 2nd February, 2011 Christchurch is starting to show tangible signs of rebirth in the Central Business District. Clear precincts have been established within the CBD to ensure a robust plan is established to given anchor tenants the confidence to return to the CBD and bring it back to life. Fifty two new builds within the core CBD have either been completed or are planned for construction within these precincts.

Employment needs are still very high in the Canterbury region as a result, with low unemployment rates locally. All sectors are experiencing growing demand for quality candidates. Business Support / Administration demands are anticipated to lift over the coming business quarters as tenants return to the CBD.

Construction specialists remain flavour of the month, as the CBD rebuild continues in earnest. Christchurch had 70,000 square metres of premium office space pre Feb 2011, it is now anticipated to be closer to 200,00 square metres when completed. Information Technology remains a shining beacon in Christchurch, as the innovation precinct has been operational for some time already.

The optimism of this sector continues to know no bounds.

Enterprise Recruitment have branches through out New Zealand and are well placed to offer obligation free advice across most sectors. As such we welcome contact via email: Steve.baker@enterprise.co.nz or phone 00 64 3 3530680.



BANK OF NEW ZEALAND

There are 2.4 million people in New Zealand officially classified as employed with 41,000 working in the dairy sector either milking the cows or processing the milk. This is a relatively small 1.7% of jobs in the country and on the face of it one might think this means dairying is not a hugely important sector.

However exports of dairy products account for about 22% of all New Zealand's receipts (including tourism and education exports) and that is why so much attention in recent years has been paid to growth in dairying and the rise of demand from China and Asia more generally. Dairying helps New Zealand pay its way in the world.

Knowing these two numbers of 1.7% and 22% means we can start to understand why although 85% of dairy farms this season will run at a loss because of a collapse in international dairy prices, the impact on the NZ economy and labour demand generally will be relatively small.

In fact in the past two years the 52,000 increase in construction sector jobs easily swamps total dairy sector employment and over the next three years the surge in construction around the country will easily exceed job losses in the most widely defined dairy sector.

In the biggest city, Auckland, a multiyear period of catch-up spending on infrastructure is underway at the same time as house construction is growing yet so far making no improvement in a shortage of dwellings. Outside of Canterbury where the post-

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earthquake rebuild is almost half-way completed, house building is also growing as investors have shifted their focus from buying Auckland houses to ones delivering better yields at lower prices in the regions.

Booming tourism means hotel construction and more generalised building of facilities is rising, while a strongly growing services sector means some more office buildings are likely to go up in Auckland and Wellington.

But it is not just the tourism and construction booms keeping NZ economic growth above 2% and demand for staff strong. The export education sector is growing strongly with a sharp increase especially in the number of students from India. Most non-dairy primary exports are also doing well including beef, forestry, pipfruit, Kiwifruit, and wine.

And as noted many times here, on top of all that New Zealand is experiencing its biggest migration boom ever in nominal terms with a net 65,000 extra people entering the country (or not leaving) last year. This equates to a 1.4% boost to the population which if applied to the United Kingdom would mean a net migration inflow of 900,000 people. The UK's actual net inflow was near 340,000. For Australia the equivalent 1.4% flow would be 340,000 people but the actual migration gain last year was 170,000.

The rapid pace of growth in New Zealand's labour force has prevented an acceleration in the pace of wages growth post-GFC. But rapid jobs growth has pushed the unemployment rate down to just 5.3% from a relatively low (by US, EU, and UK standards) 7.2% peak in 2012.

This low unemployment rate means that although jobs are now being shed in the dairying sector and amongst many firms servicing the sector (farm engineering companies for instance), Kiwi firms remain firmly on the hunt for good staff.

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 or contact the team on +64 9 976 6318 or email bnzmigrant.banking@bnz.co.nz

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