



# RSE

THE POST-COVID FUTURE



CONFERENCE  
30 JUNE - 1 JULY 2021

RUTHERFORD HOTEL  
NELSON, NEW ZEALAND

# RSE

RECOGNISED  
SEASONAL  
EMPLOYER



# CONFERENCE PROGRAMME



# CONFERENCE DAY ONE

WEDNESDAY 30 JUNE 2021

TIME	SESSION	SPEAKER
	<b>MC Mike Chapman</b>	
9.30am	<b>Mihi Whakatau</b>	
9.45am	<b>Working Morning Tea sponsored by Aon Life &amp; Cigna</b> (the programme will not break so please help yourself and bring back in to the room)	 
9.45am	<b>Welcome</b> <b>RSE in the covid environment: challenges and solutions</b>	<i>Mike Chapman</i>
10.00am	<b>The future of RSE: an industry perspective</b>	<i>Gary Jones</i>
10.30am	<b>Toso Vaka O Manū TVOM explained</b>	<i>Dianna Loughnan</i>
10.50am	<b>Immigration operations update</b>	<i>Maile Giffin &amp; Fa'amata Laumalili</i>
11.20am	<b>MSD programmes that get New Zealanders into seasonal and permanent work in horticulture and wine</b>	<i>Craig Churchill</i>
11.45am	<b>Employers forum</b>	<i>Mike Chapman</i>
12.30pm	<b>Lunch sponsored by Health &amp; Insurance Travel brokers and OrbitProtect</b>	 

TIME	SESSION	SPEAKER
	<b>MC Tanya Pouwhare</b>	
1.30pm	<b>Facing challenges in partnership</b>	<i>Craig Churchill</i>
2.00pm	<b>Employee superannuation options</b>	<i>Matt Gibbs</i>
2.15pm	<b>Work the seasons</b>	<i>Michelle Martin</i>
2.30pm	<b>The impact of Covid in the pacific – Pacific Regional Division, MFAT</b>	<i>Stacey Kwant &amp; Desmond Tupangaia</i>
3.00pm	<b>Afternoon Tea sponsored by Aon Life &amp; Cigna</b>	 
3.30pm	<b>The RSE system, July 2019-July 2021: reflections on the impact of prolonged restrictions on recruitment and repatriation of seasonal labour</b>	<i>Richard &amp; Charlotte Bedford</i>
4.10pm	<b>Commentary on study via zoom</b>	<i>Richard Curtain</i>
4.35pm	<b>Discussion</b>	
5.00pm	<b>Finish</b>	
6.30pm	<b>Pre-dinner drinks</b>	
7.00pm	<b>Dinner welcome</b>	<i>Colin Bond</i>
	<b>Dinner entertainment</b>	<i>Tonga RSE Workers</i>



# CONFERENCE DAY TWO

THURSDAY 1 JULY 2021

TIME	SESSION	SPEAKER
<i>MC Mike Chapman</i>		
9.00am	<b>Welcome</b>	<i>Mike Chapman</i>
9.05am	<b>Workforce development plans</b>	<i>Emma Boase &amp; Erin Simpson</i>
9.35am	<b>Pacific nations worker movement position update</b>	<i>Stacey Kwant</i>
9.45am	<b>Morning Tea sponsored by Aon Life &amp; Cigna</b>	
10.15am	<b>Minister of Immigration</b>	<i>Hon Kris Faafoi</i>
11.00am	<b>Minister of Social Development and Employment</b>	<i>Hon Carmel Sepuloni</i>
11.30am	<b>Employers forum</b>	<i>Mike Chapman</i>
11.55am	<b>Conference close</b>	<i>Mike Chapman</i>
12.00pm	<b>Field trips - different approaches to the accommodation challenge</b>	<i>Bus 1&amp;2 Motueka Bus 3&amp;4 Waimea Plains</i>
	<b>Bag lunch on bus sponsored by Health &amp; Insurance Travel Brokers and OrbitProtect</b>	
3.30pm	<b>Return to Hotel</b>	

# SPEAKER PROFILES



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**Charlotte Bedford**

Dr Charlotte Bedford is a Research Fellow in the Development Policy Centre, at the Australian National University, working in in the field of Pacific labour mobility. Charlotte has been involved in research on the RSE since 2007, and continues to have a strong interest in the New Zealand and Australian seasonal work schemes as well as working on broader social and economic aspects of Pacific labour mobility.



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**Richard Bedford**

Dr Richard Bedford is Emeritus Professor at the University of Waikato and the Auckland University of Technology. He has been carrying out research on migration in the Pacific Islands since the 1960s. He is currently working on a series of reports on the 9 Pacific and 6 Asian countries supplying labour for the RSE scheme. These reports span the period since the scheme began in April 2007 and March 2020 when New Zealand's border closed.



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**Emma Boase***Horticulture New Zealand – Kāi Tahu/Kāti Māmoe*

Emma grew up in a city but gave the primary industries a go when she realised how diverse, exciting, and global the industry is. That decision has catapulted her around the world studying, consulting, researching, and teaching aspects of the food system in Asia, Europe, and North America. Emma's speciality lies in applying behavioural economics to a wide range of situations in the food and fibre sector, to help producers, marketers, and consumers make better decisions.

Emma holds a Bachelor's degree in Agribusiness and Food Marketing from Lincoln University, and a Master's degree in Agricultural and Applied Economics from the University of Missouri, USA. Her research into food marketing and consumer behaviour has won multiple international awards. After Covid disrupted her PhD study in Denmark, Emma returned to New Zealand to the new role of People Capability Manager at HortNZ. In this role Emma's key focus is ensuring horticulture is a career of choice for New Zealanders.



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**Colin Bond**

Colin Bond is the CEO of New Zealand Kiwifruit Growers Inc. (NZKGI), the body which works to advocate, protect and enhance the commercial and political interests of New Zealand kiwifruit growers. NZKGI represents kiwifruit growers, giving them their own voice in industry and government decision making.



# SPEAKER PROFILES

Colin joined the organization in May 2021 with over 20 years of experience in the finance sector. His most recent position was Bay of Plenty regional manager – commercial and agriculture for ANZ. As a kiwifruit grower with a small orchard in Te Puna, near Tauranga, Colin has a good understanding of grower's concerns for both the short and long-term.

The kiwifruit industry is experiencing strong growth which is expected to continue over the coming years. To develop a supply which can meet forecast demand, the serious challenges in areas such as labour must be addressed. NZKGI has been successful in its collaboration with industry stakeholders to make the industry more attractive to New Zealanders as well as in negotiations with the Recognised Seasonal Employer scheme and continues to place a high priority on this area.



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## **Mike Chapman**

Mike Chapman finished as HortNZ Chief Executive on 14 June 2021, having been in the role since January 2016. Mike remains committed to the organisation's purpose: creating an enduring environment where growers thrive. This includes protecting land and water rights, effective biosecurity, advocating for growers on critical regulation, policy and law changes, skilled and reliable labour, and representing the industry at all levels of Government in Wellington.

Previously, Mike was Chief Executive of NZ Kiwifruit Growers Incorporated and Chief Executive of Kiwifruit New Zealand. He has worked in law, including for the New Zealand Defence Force. Mike was an inaugural Director Kiwifruit Vine Health Incorporated, and is currently a board member of the Transitional Primary Industry Training Organisation (ITO). Mike was admitted as a Barrister and Solicitor in 1982 and holds a current practicing certificate.



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## **Craig Churchill**

### *Regional Commissioner Ministry for Social Development*

Not following a traditional public service background, joining the Ministry from a corporate background in May 2019, Craig was tasked expand the Ministry's vision to proactively anticipate opportunities to better support our community and stakeholders.

"My career to date has enabled me to live in various parts of New Zealand, having held a number of business development, general management and business ownership roles within the Transport & Logistics industry. I have enjoyed being able to develop innovative solutions and create opportunities for people to make a difference in both their lives and those of the community around them."

Much of Craig's role as the Top of the South's Regional Commissioner involves working closely with key office holders, including Iwi leaders, mayors and chairs, industry leaders, and local heads of government.

The Region covered by Craig's role is the Ministry's largest geographically, stretching from Kaikoura, Marlborough in the East, Nelson and Tasman in the North, and from Haast to Westport in the West.



### **Richard Curtain**

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Richard Curtain has been a Research Fellow for the last three years at the Development Policy Centre (Devpolicy), Australian National University, Canberra.

He has written with Prof Stephen Howes, Director of Devpolicy a report entitled 'Governance of the Seasonal Worker Programme in Australia and sending countries', published in November 2020 and available on the Devpolicy website.

The report makes extensive reference to the RSE Scheme, highlighting the differences between the two programs.



### **Hon Kris Faafoi**

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*Minister of Justice, Minister for Broadcasting and Media, and Minister of Immigration*

Hon Kris Faafoi was elected as the Member of Parliament for Mana in November 2010, following more than a decade working as a journalist at both TVNZ and the BBC.

At the 2020 General Election, having stepped down as the Member of Parliament for Mana, Kris was returned to government as a list MP and appointed Minister of Justice, Minister of Broadcasting and Media, and Minister of Immigration.

As Minister of Justice, he is committed to ensuring better access for those who need to engage with the justice system so they clearly understand the processes they are involved in and are provided with supports that meet their wishes and requirements as they navigate the justice system.

As Broadcasting and Media Minister, he is committed to supporting plurality, diversity and independence in New Zealand's media sector, and he understands the Government's particular responsibility to ensure a strong, sustainable and independent public media service which provides the range and diversity of information, entertainment and creative content that reflects issues and interests that are important to New Zealanders and their diverse social and cultural experiences.



# SPEAKER PROFILES

In the role of Minister of Immigration, Kris is responsible for overseeing government immigration policy settings which respond to the impacts of the COVID-19 global pandemic and balance the priorities of protecting New Zealanders from community spread of the virus that could risk lives and livelihoods while, at the same time, looking for opportunities where immigration policy changes can be made to help advance New Zealand's economic, social and cultural interests.

Kris lives with his partner Mae and his three young sons.



## **Matt Gibbs**

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*Principal Adviser, Immigration Engagement, Immigration New Zealand*

Matt has been closely connected to Pacific labour mobility and the RSE work policy since its inception in 2007. He has worked on a number of Pacific labour mobility initiatives and programs, including the Australian Seasonal Worker Program. Most recently, Matt has been working with industry stakeholders on an initiative enabling Pacific seasonal workers to make voluntary contributions to their superannuation schemes at home.



## **Maile Giffin & Fa'amata Laumalili**

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*Immigration Operations*

Maile stepped into the role of Manager Pacific Migration in October 2019 after Immigration NZ went through a re-alignment that saw the team move to the Refugee and Migrant Services Branch. Fa'amata (Mata) was seconded into the role of RSE Operations Manager in November 2020 to oversee the team's RSE Relationship Managers and has continued to operate in this vital role. Both have been with INZ a number of years, with Mata's substantive role being in the Pacific Settlement space. Pacific Migration is a team of eight people and they are responsible for overseeing the operational aspects of RSE and Pacific Quota schemes for INZ.



## **Gary Jones**

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Gary Jones is the Trade, Policy, and Strategy Manager at New Zealand Apples and Pears Inc (NZAPI), where he leads the industry organisations Trade access operations. He is also on the Board of GLOBALG.A.P, an international farm assurance programme provider, that translates consumer requirements into Good Agricultural Practice (GAP) Standards.

Before starting with NZAPI 16 years ago, Gary had a successful career managing large scale fruit production operations. Gary now leads the development of the New Zealand apple and pear sectors social and environmental assurance programmes ensuring they fit with future retail and consumer requirements.

Gary lives in Hawke's Bay, New Zealand.





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**Diana Loughnan**

Diana Loughnan is the Programme Manager for Toso Vaka o Manu. She has been with Immigration for 13 years and has been working in the Pacific space since 2017. She loves working in the Pacific space because its about people and how migration can impact people's lives for the better. She recently became a mum to now 7 month old Flynn and is managing the team part time.



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**Michelle Martin**

Michelle Martin has been the Ministry of Social Development's Regional Labour Market Manager since November 2019. She is proud to lead a Regional Labour Market Team focused on strategic engagement with stakeholders and employers - supporting New Zealanders into work, addressing labour shortages and contributing to positive economic development in collaboration with industry partners. From the start of 2021, she has had oversight of the all-of-government Connected Education, Employment and Training initiative.

Michelle has been with the Ministry (MSD) for sixteen years, starting work straight out of university and holding a number of roles across service delivery, emergency management, training and development, and oversight of key regional priority areas. She is passionate about supporting her team, and frontline MSD staff, to help New Zealanders to be safe, strong and independent, by driving regional labour market strategy and partnerships.



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**Tanya Pouwhare*****Chair of New Zealand Ethical Employers***

Tanya is the Chair of New Zealand Ethical Employers, a national organisation representing the views and interests of employers supplying labour to Aotearoa-New Zealand's primary industries.

Tanya is proud to represent an organisation adding value to communities by guiding and supporting employers to provide clear long-term career pathways for our local people; creating pipelines for youth to see a future in local industries; and creating robust, long-term strategies to attract and retain the right people in our regions.

Tanya's 21 years of experience in broadcasting and documentary television production provides her with rich insights into the diverse experiences of thousands of New Zealanders.

Since 2013, Tanya has owned and managed a vineyard in Marlborough and is the Operations Manager of her family's labour supply business. Tanya offers a unique perspective with her dual role of both grower and employer of seasonal labour.



# SPEAKER PROFILES



## **Hon Carmel Sepuloni**

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Hon Carmel Sepuloni is the Member of Parliament for Kelston, West Auckland. She is the Minister for Disability Issues, Minister for Social Development and Employment, Minister for ACC and Minister for Arts, Culture and Heritage.

Carmel is of Samoan, Tongan and NZ European decent. She was born and raised in Waitara and has lived in Auckland since 1996. She and her husband have a blended family of four boys ranging from 7 to 22 years old.

Outside of politics, Carmel has been a leader in the health and education sectors, including as CEO of New Zealand's only national Pacific disability, mental health and older persons service provider, Vaka Tautua.



## **Erin Simpson**

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Erin's extensive career in the Horticulture Industry started in the 1980s. His experience gives him a robust and insightful understanding of the skills needed by employers to be effective members in today's industries. He is passionate about ensuring skills and training delivered and developed today are agile, adaptable, and fit for purpose in the unknown world of tomorrow. Erin has been active in the education sector through programme development and teaching and in his current role with New Zealand Apples and Pears Inc has the capability development mandate to engage and collaborate with Government and Industry training providers to attract, grow and retain talent for the sector.



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**Organised by Horticulture New Zealand**

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