



SURVEY

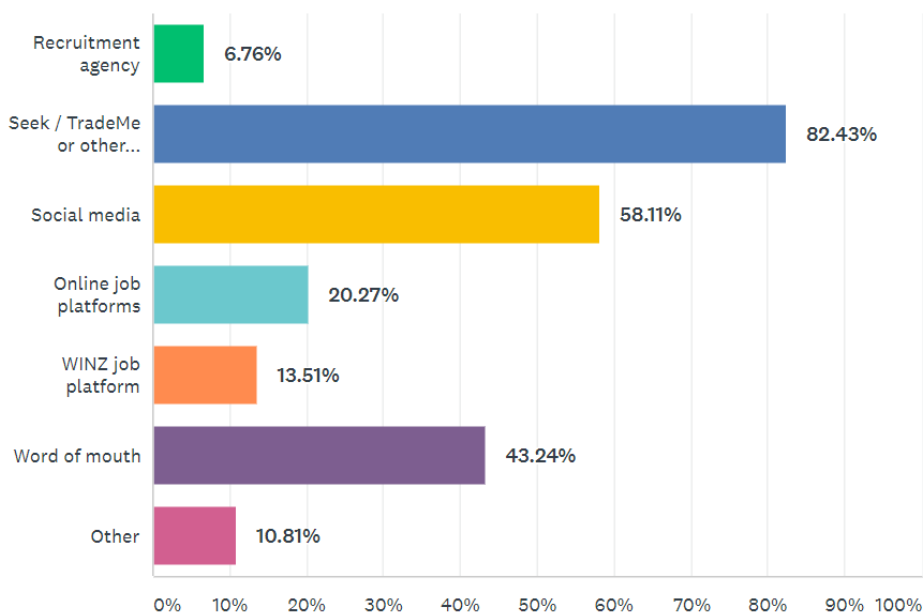
Temporary changes to skills match reports - under /over supply lists

OCTOBER, 2020

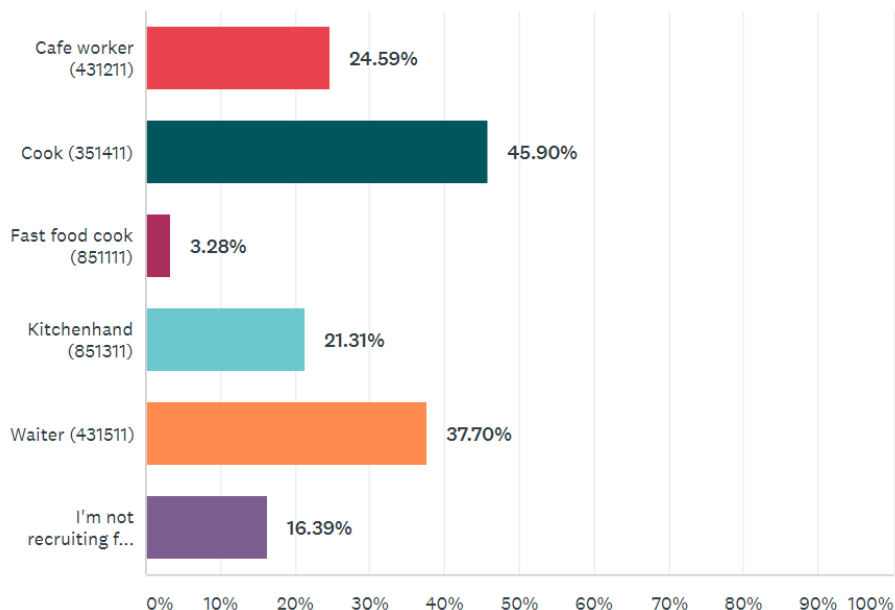
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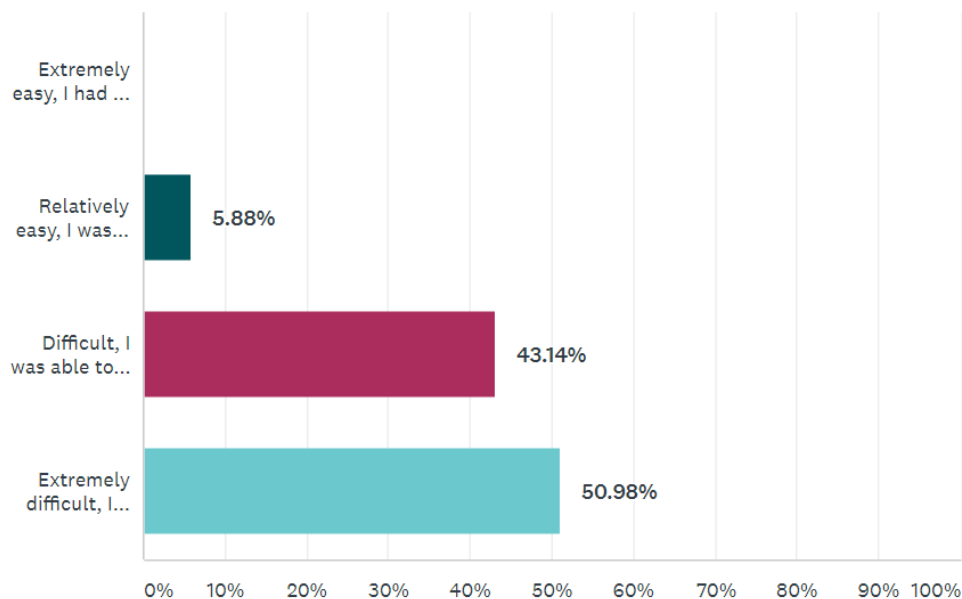
Q1. How do you recruit for new staff?



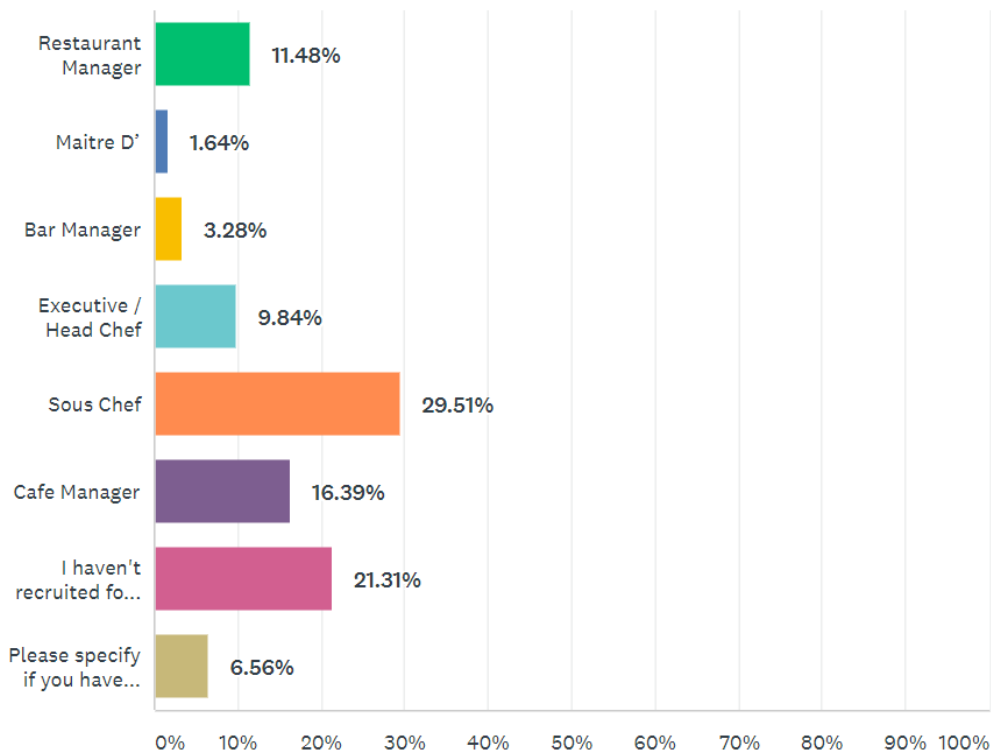
Q2. Are you currently recruiting for any of the following positions? (tick any roles that you are currently recruiting for)



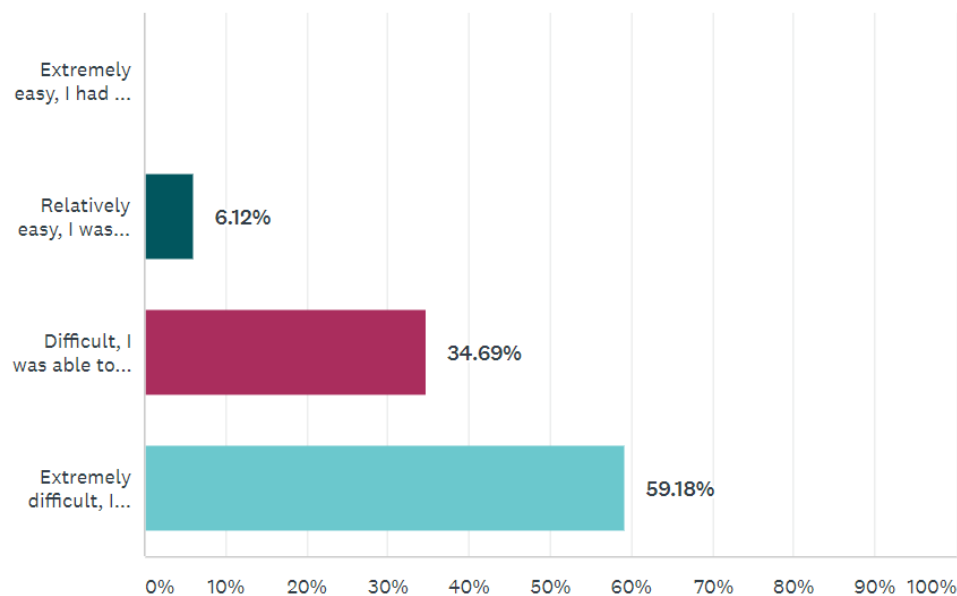
Q3. If you indicated in the previous question that you are recruiting for one or more of these roles, indicate the degree of difficulty in finding a suitable candidate.



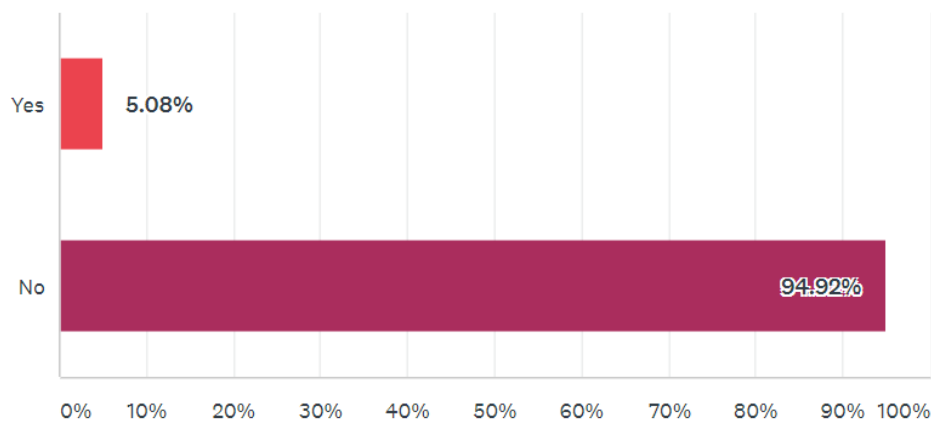
Q4. Have you recruited for a senior position in your business over the past two months?



Q5. If yes, indicate the degree of difficulty in finding a suitable candidate



Q6. If you are currently recruiting have you noticed an increase in suitable New Zealanders applying for the roles?



I have had a numerous number of applicants, 90% of those wanting visa sponsorships, very few Kiwis apply for the job!

I don't believe that the Government or Immigration NZ realise the difficulties we still have finding SKILLED workers for the hospitality industry. There are so many jobs being advertised at restaurants in the region, and from what I'm hearing, no-one is getting many decent applicants.

I have been waiting since dec 20 for a restaurant manager visa with still no answer from immigration....it is ridiculous!

It is very hard filling positions with such an undersupply and immigration making things so difficult.

It is extremely difficult to find suitable candidates for specific roles - there are applications but candidates don't have the right qualification/experience.

Very frustrating that I cannot seem to find a suitable NZ candidate for a full time cafe manager role offering \$25.50 per hour. If nothing is changed, it will be even more difficult to recruit for our industry in the future.

Median wage going to \$27 . - I have 4 chef de partie . This is way above normal chef de partie rates but necessary to get a 3 year renewable visa . Pay under \$27 only gets a 6 month visa for migrant chefs. Totally ridiculous.

It makes me frustrated. My current employees who hold work visa are very nervous for their future and it couldn't motivate them to work. I also need to find some other staffs (New Zealanders only) to train them again to build good team work soon but still not sure. It is waste time and effort.

I'm really worried about being able to hire a Head Chef in the event that my business is requiring one because of the tight immigration restrictions. There's simply no suitable position to fill a role like this in my business, to be able to deliver authentic cuisine according to my business model.

I have two chefs who are very concerned about the changes and this is causing stress on them and the business and I think with everything else happening at the moment this the last thing we need.

There are not enough NZ applicants and no internationals left!

We have an impending disaster, there are still a few international visa holders lingering around but they only have a short period left, before we will have to hire again.

Immigration are making as hard as possible to get visas processed and information being requested is not even relevant to the positions that being recruited for.

My comment to immigration would be just extend working holiday visa timeframe for those in NZ by 4-6months to include hospitality not just agriculture, viticulture ect. As a short term measure will take the pressure off this summer. We are as a group making valid attempts at employing kiwis but there are simply not enough interested in the industry to fill the gaps. Taking away yet another avenue for employing migrants (hate that term) most of which already are sometimes long serving loyal staff is frustrating.

I have owned my cafe for 6.7years. Securing Kiwi staff or any role has always been a challenge.

Even though we operate in a good location (not city centre) and fortunately remain in a relatively good financial position the immediate future has sent me into a tailspin in the last week and I am seriously considering getting out after 22 years. I can't imagine how we are going to cope with large minimum wage increases, 5 more sick days each and another public holiday. All this added into a time when we have lost all our tourism for the coming summer and I believe at least the next year or even 2 till it comes back.

80% of applicants are fresh out of catering school with zero experience and require work visa support and or sponsorship. I find it hard to justify paying \$25.50 for someone with no experience. The flow on effect of this requirement and the expectation by my permanent staff for a big jump in pay would have ridiculous impact on labour costs. We are considering closing 2 days per week over our peak summer season in an effort to avoid burn out. Which in turn will impact our ability to survive the winter season :-)

"We have found out, that to still obtain the benefit all you are required to do is to reply to the "situation vacant" ad to show that you are diligent in looking for a job, even though you make a no show to your interview.

Also our students have opted not to do extra hours as it will effect their student loan... work less hours means interest free student loan...

I've had no kiwi with experience apply for my chef roles in recent months.

Open the borders to skilled kitchen staff, particularly in Auckland

The fact that hospitality roles in Queenstown are not on an undersupply list is the most ludicrous thing I have seen to date. I also want to re-sponsor those I have working for me as I no longer have the means to train staff when my business is down 75% on last year and close to closing.

It's all very well there being lots of unemployed Kiwis but if they live far away from here, they're not going to fill our short term positions.

Let overseas workers stay until new ones are allowed in.