

VISA PAK ISSUE 373 — 28 SEPTEMBER 2018

ASSISTANT FARM MANAGERS

The occupation of Assistant Farm Manager is intended to be a mid-level role between ANZSCO skill levels 1 and 5. However, occupations in the dairy industry are listed as either skill level 1 (121313 Dairy Cattle Farmer) or skill level 5 (841512 Dairy Cattle Farm Worker), and Assistant Farm Manager has no ANZSCO equivalent. Immigration officers therefore cannot be satisfied that an offer of employment as an Assistant Farm Manager substantially matches an ANZSCO description.

Given Assistant Farm Manager appears on the immediate skills shortage list (ISSL), this advice is to clarify Immigration New Zealand's (INZ) approach for cases where an Assistant Farm Manager is not a substantial match to ANZSCO code 121313, but meets the ISSL qualification and experience requirements.

INZ will treat Essential Skills work visa applicants as meeting the criteria for Dairy Cattle Farmer (Assistant Farm Manager) (121313) in the ANZSCO and on the ISSL, if the applicant:

- Meets the qualification and experience requirements specified on the ISSL for the occupation Dairy Cattle Farmer (Assistant Farm Manager) (121313), and
- Has the job title Assistant Farm Manager or 2IC, and
- Is paid a salary of at least \$60,000 (inclusive of accommodation and other benefits), and
- Can demonstrate they undertake most of the tasks below, with minimal supervision:
 - Assisting with the management and day to day activities linked to farm production
 - Implementing farm policies and plans
 - Day to day planning and staff management in the absence of the farm manager/owner
 - Feed budgeting
 - Running/managing the dairy shed
 - Collaborating and coordinating with the farm manager/owner program implementation such as pasture management and fertilizer management
 - Stock management
 - Keeping or assisting keeping records of animal cycles such as calving, mating, mastitis, fertilizer, effluent management and animal health
 - Managing animal health
 - Supervising staff
 - Pasture management
 - Training and/or rostering of staff
 - Acting as a primary point of contact for staff or contractors

When considering whether or not an applicant meets the above requirements, staff should consider:

- Factors that **increase** the likelihood an applicant meets the requirements:
 - The owner owns other farms and is therefore often not present
 - The farm is relatively large (a herd of more than 500 cows)



- The owner has a number of dairy assistants/herd managers (ANZSCO 841512)
- Factors that **decrease** the likelihood an applicant meets the requirements:
 - Farm managerial duties are only undertaken by the applicant on the Farm Manager's rostered days off,
 - The owner works on the farm with a Farm Manager and the applicant.

If the applicant does not meet the above requirements, they will normally fall under ANZSCO code 841512 Dairy Cattle Farm Worker, meaning they cannot be considered to meet ISSL requirements.

Note: this advice on the use of ANZSCO code 121313 for an Assistant Farm Manager is for the purposes of Essential Skills instructions only. Applicants treated as meeting ANZSCO code 121313 by meeting the above requirements may not be eligible for residence for this role in the future, unless their duties are a substantial match to the tasks for ANZSCO code 121313.