

Staff living in New Zealand and Working in Aged Residential Care while on a Visa

Anecdotally, aged residential care (ARC) providers have employed a number of staff at their facilities on different visas allowing them to work in New Zealand. Frequently when it comes for these employees renewing their visas ARC providers struggle to assist their staff to gain renewal. This is largely because there is seen to be New Zealanders who can fulfil the position of the visa holder. However, the provider may find that this is not always the case when they advertise the position. Also, the provider has spent time and money to upskill the individual for the role. As part of its annual Member Profiling Survey, NZACA sought to quantify the number of staff employed by ARC providers on visas and whether they have had difficulty retaining staff.

A total of 1,508 staff employed directly by ARC providers were working and living in New Zealand on some sort of visa. These 1,508 employees were working at 165 facilities represented in this survey. That is 57% of respondents had at least one employee on a visa.

The staff employed while on a visa in New Zealand equated to nine percent of the ARC workforce represented in this survey.

Regional variation can be seen in the percentage of the ARC workforce employed on a visa (Table 1). By DHB, it can be seen that ARC providers in Lakes DHB had the highest percentage of staff working in New Zealand on a visa (25.3%) (Table 1). ARC providers in Auckland and Canterbury DHBs also had high percentages of employees with visa at 15.2% and 12.2% respectively (Table 1). Providers in Whanganui and Wairarapa DHBs had the lowest percentage of staff on visas (2.0% and 1.7% respectively) (Table 1).

DHB	Number of staff on visas	Total number of staff represented in this survey	Percentage of staff employed on visas
Lakes DHB	49	194	25.3%
Auckland DHB	240	1,574	15.2%
Canterbury DHB	322	2,636	12.2%
West Coast DHB	10	97	10.3%
Nelson Marlborough DHB	97	1,005	9.7%
South Canterbury DHB	46	514	8.9%
Waikato DHB	128	1,503	8.5%
Counties Manukau DHB	79	1,037	7.6%
Northland DHB	40	556	7.2%
Hutt Valley DHB	38	532	7.1%
Taranaki DHB	36	519	6.9%
Southern DHB	80	1,319	6.1%
Capital and Coast DHB	56	1,084	5.2%
Hawke's Bay DHB	46	905	5.1%
Bay of Plenty DHB	52	1,148	4.5%
Tairāwhiti DHB	13	299	4.3%
MidCentral DHB	25	630	4.0%
Whanganui DHB	3	149	2.0%
Wairarapa DHB	3	172	1.7%

Table 1: Percentage of staff employed on a visa by DHB

Respondents were asked to comment what type of visas their staff held. Thirteen distinct visa types were identified from the comments of respondents. These along with the number of respondents who noted them are listed in Table 2.

Type of visa	Number of respondents who commented
Work Visa	131
Student visa	40
Resident	20
Student Visa	15
Permanent Residency	5
Open work visa	4
Visitors work visa	4
Temporary work permit	2
Working Holiday Visa	2
Residency visa	1
Indefinite visa	1
Resident work visa	1
Skilled Employee Category	1

Table 2: Types of visas identified by respondents that their staff hold

The survey also questioned respondents on whether over the last two years they had experienced any difficulty retaining staff on a visa when their visas required renewal. Forty-five percent of respondents indicated that they had experienced difficulty in the previous two years (Figure 1). Thirty-eight percent had not experienced any difficulty and sixteen percent had never had any staff on a visa (Figure 1).

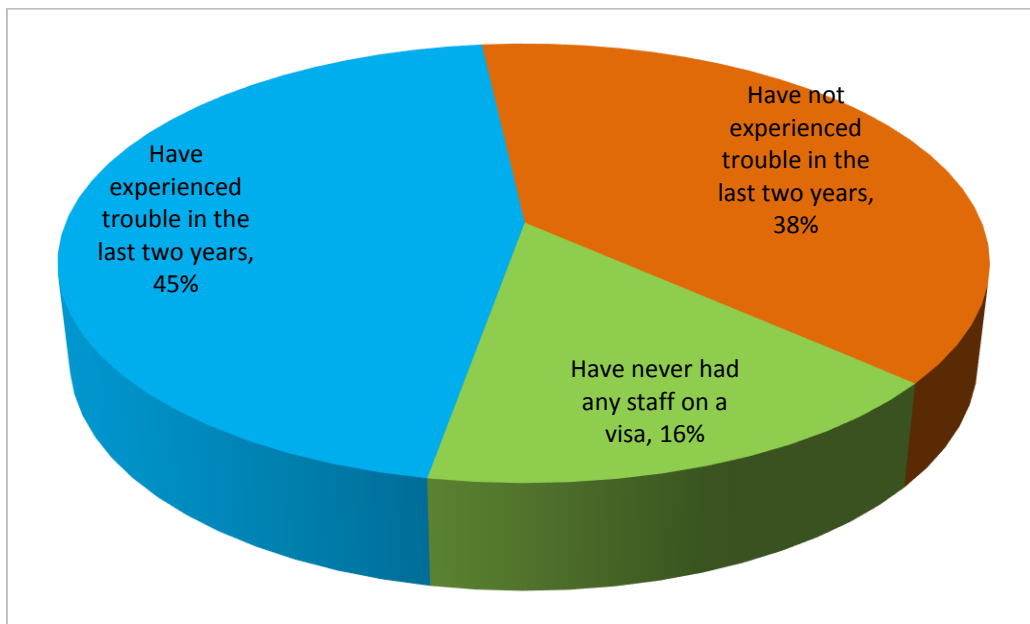


Figure 1: Experiences in retaining staff that require visa renewals over the last two years