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## Supplementary Seasonal Employer (SSE)

The SSE scheme is designed to help employers that have seasonal labour issues. It gives approved employers the ability to employ people that have changed their visa to an SSE visa.

As of the 1<sup>st</sup> of October 2020, any expiring Working Holiday Visa's (WHV's) will be transferred to an SSE Visa. People with an SSE visa can be employed by either:

- an employer with an approved SSE Approval in Principle (AIP). Click [here](#) for the list. *Employers are currently applying, and this list will be updated regularly*
- a Recognised Seasonal Employer (RSE) with an approved Agreement to Recruit (ATR), where places have not been filled by RSE workers, or
- any employer into a role, region and during a period of time that's specified [here](#). *This list will be updated regularly and the kiwifruit industry is expecting to be listed soon.*

The employer does have to go through an accreditation process to become an approved employer, the application form is accessible by clicking [here](#). The Ministry of Social Development (MSD) is consulted in the employer approval process. It is important that any employer that is wanting to become an approved SSE employer has good engagement with MSD. Those employers who have RSE status are likely to find the approval process easier because the processes have similarities.

In the application the employer must provide what period that they want to be able to employ people on an SSE visa and how many staff they require. The period can be no longer than six months. This can also be split into shorter periods, i.e. 3months for picking and three months for summer work. MSD need to support the number of workers that you are requesting.

If this option is going to be considered, then applying to become an SSE employer should be completed in advance of the period when the staff are required. i.e. if staff are wanted for harvest then the application should be filed in January.

The SSE visa was called a Transitional Recognised Seasonal Employer (TRSE) prior to 2010. One of the issues that employers have had with both schemes is the number of people who have applied for the visa has been low. The industry can counter this by utilising the Labour Attraction Strategy to promote the type of visa and get more workers applying for the visa. This will only work if we have a reasonable number of employers obtaining approved employer status. Employees applying for this visa do need to be in New Zealand on a visitor's visa. If people enter New Zealand with the sole purpose of obtaining an SSE visa, they may be denied entry at the border.

### Common Questions and Answers for Employers:

- Do employers need to hold RSE Status to apply for SSE?
  - No, any employer can apply
- Can workers apply for an SSE visa before they arrive in New Zealand?
  - Workers must be **onshore** on a visitor visa to apply for the SSE work visa
- Can an employee whose WHV expired get an SSE visa?

- Yes
- Does there need to be a Labour Shortage Declaration made?
  - No
- How long does it take for the employer to get SSE AIP status?
  - 90% of applications are currently completed within 50 calendar days
  - Immigration New Zealand (INZ) are working to try and reduce this time frame.
- How long does it take for an employee to get an SSE visa?
  - In 2019 the SSE visa's were being processed in 3 to 5 days
- Do you need to provide accommodation and pastoral care?
  - No
- How much does it cost?
  - For the employer it is \$290 including GST
- Where do I send the employer application? *(Please note this address is different from the address in the form. - This is the correct address.)*
  - Courier Address:
    - c/- DX Mail EP71514, 20 Fairfax Avenue Penrose, Auckland 1061, New Zealand
  - Postal Address:
    - PO Box 76895, Manukau Auckland 2241

#### **Common Questions and Answers for Employees:**

- Can workers apply for an SSE visa before they arrive in New Zealand?
  - Workers must be onshore on a visitor visa to apply for the SSE work visa
- I am on a visitor visa. Can I apply?
  - Yes, students and visitors can already apply for a Supplementary Seasonal Employment visa.
- Can an employee whose Working Holiday Visa expired get an SSE visa?
  - Yes
- How long does it take for an employee to get an SSE visa?
  - In 2019 the SSE visa's were being processed in a 3 to 5 days
  - Current time frames are unknown but are likely to be much longer than 2019
- How much does it cost?
  - If the Employee has a WHV visa that expires between the 1st of October 2020 and the 31st of March, there is no charge. For other employees applying the cost is \$495 including GST
- Can I extend my working Holiday Visa?
  - The normal conditions apply to extending your holiday visa
- If I have an extension to my WHV, will it automatically transfer to an SSE visa on expiring?
  - If the extension to the WHV expires between the 1st of October 2020 and the 31st or March 2021, then yes.
- How can I prove to an employer that I have an SSE visa?
  - INZ will email a letter to you to confirm your SSE visa.

If you have any other questions email Gavin on [gavin.stagg@nzkgi.org.nz](mailto:gavin.stagg@nzkgi.org.nz)