



APRIL 2012

STRENGTHENING PACIFIC PARTNERSHIPS UPDATE



Word from RSE National Manager

Talofa lava, Malo e lelei, Kam na mauri, Talofa, Gud de tru olgeta, Kia ora tatou.

I am delighted to welcome you to the first edition of RSE: Strengthening Pacific Partnerships Update. This is a quarterly e-newsletter about the Recognised Seasonal Employer (RSE): Strengthening Pacific Partnerships (SPP) initiative.

A very warm welcome to you all, as New Zealand starts to head into its cooler autumn and winter seasons, and a particularly warm welcome to readers who are new to RSE, or indeed to the SPP initiative.

This e-newsletter gives you information about the SPP initiative and brings you up-to-date with recent developments. In this edition, we consider the benefits that the initiative will have to each sector involved in its delivery. We have included a short summary from our South Island regions including a feature on one of the RSE employers in Nelson, Vailima Orchards, along with profiles of our two RSE SPP staff members – Lafaele Lupo and Anne Masoe. The e-newsletter also includes industry information and other news of interest, a country focus in this edition is Tuvalu and a calendar outlining upcoming events.

The next edition of this e-newsletter will be issued in July. This is a great new forum for all of us who are interested in the SPP work to share experiences or bring up questions for discussion, and any items of interest.

I look forward to working with you all to progress the RSE: SPP work.

Emily Fabling
National Manager Recognised Seasonal Employment
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Connecting the dots

The RSE policy was introduced by the New Zealand Government in 2007 in response to calls from New Zealand's horticulture and viticulture industries for reliable, sustainable supply of labour that was, at the time, unable to be met from the New Zealand workforce. At the same time, Pacific Government leaders at the Pacific Islands Forum called for an outlet for their unemployed and under-employed labour pool to enhance economic development in the Islands. The RSE policy was born.

"R" for Recognised – all RSE employers must hold recognised status from the New Zealand Department of Labour – Immigration NZ – which means they must demonstrate they are compliant with employment relations and immigration policies and laws.

"S" for Seasonal – up to 8,000 RSE workers may come to New Zealand every year. For the past couple of seasons, approximately 6,000 to 7,000 workers have arrived per year. The RSE policy is not a quota system – the number of workers is based on seasonal labour demand in New Zealand, which can be affected

by weather, biological impacts (such as the kiwifruit PSA disease) and the availability of New Zealanders to do the work. While Pacific Forum Island countries are given preference under the RSE policy, employers with a pre-established relationship with workers of other nationalities may also choose to recruit from places such as Thailand, Indonesia and Malaysia.

"E" for Employer – the RSE policy currently has around 120 employers participating in the programme, across horticulture and viticulture sectors that include apples, grapes, kiwifruit and citrus among other crops. The regions they operate in ranges from Northland at the top of the North Island to Central Otago in the lower South Island, and the Bay of Plenty, Hawke's Bay, Nelson, Marlborough and other regions in between!

The RSE: SPP initiative is funded by New Zealand's Ministry of Foreign Affairs and Trade (New Zealand Aid Programme) The goals of the RSE:SPP initiative are to strengthen the Pacific states' capacity to administer RSE in their Pacific Islands; to identify and support opportunities for horticulture skills development in the Pacific Islands, linked to



RSE; and, to improve Pacific states' processes for wider labour activities (including through improved regional cooperation around Pacific labour mobility).

What does this mean? Well, strengthening capacity means focussing on:

- **information management** – such as assisting Samoa with a review of information contained in their RSE 'work ready pool', or the Solomon Islands with an analysis of their worker statistics for the past five seasons;
- **knowledge** – such as providing pre-departure resources for workers; secondments of officials from Pacific Islands (Solomon Islands, Samoa, Tuvalu, Vanuatu, Tonga and Kiribati) to New Zealand to understand the New Zealand horticulture and viticulture market context, employer needs and workers' conditions on and off the job; and, or providing planning and time management training to Pacific officials in all RSE Pacific states.
- **processes** – such as reviewing end-to-end processes to identify gaps and solutions, or linking Pacific officials with

Immigration New Zealand branches to better understand the visa application process and requirements;

- **communication** – such as providing targeted communications training for Pacific officials with strategies for dealing with New Zealand private sector employers, or the physical resources needed to offer better pre-departure orientation training to RSE workers before they leave home; and
- **marketing** – such as assistance with websites and opportunities to meet with New Zealand private sector employers in New Zealand or in the Pacific Islands.

The New Zealand Department of Labour is working with the New Zealand Horticulture Industry Training Organisation (NZHITO) to deliver a skills development component linked to RSE that provides opportunities for Pacific horticultural enterprise ventures, and practical skills training in the Pacific Islands. The NZHITO's pilot starts with Samoa.



MFAT's role in the RSE: SPP Initiative



The New Zealand Aid Programme is pleased to continue our association with the very successful Recognised Seasonal Employer policy led by the Department of Labour.

The New Zealand Aid Programme draws on expertise across New Zealand government organisations to deliver effective development programmes. Working with other government organisations allows their expertise to be combined with sustainable development best practice. To this end, the New Zealand Aid programme is continuing the partnership with the Department of Labour to extend the successful two-year RSE Strengthening Partnership project pilot.

Under a two-plus-three year funding arrangement, the new initiative 'RSE Strengthening Pacific Partnerships', will enable the Department of Labour to continue to build, maintain and sustain the operation of RSE arrangements in each of the participating Pacific states.

The New Zealand Aid Programme is also pleased to announce a three-year extension to the successful RSE Worker Training Programme pilot. The Worker Training Programme, or 'Vakameasina' as it is locally known, will provide up to 500 Pacific RSE workers per year with training on English language, numeracy, financial and computer literacy, health and life skills while they are in New Zealand.

Training under Vakameasina began in February this year in Bay of Plenty, and Hawkes Bay. More courses will be rolled out in Nelson, Marlborough, and Otago over the coming months. Vakameasina also links to the in-county skills programme delivered by the Horticulture Industry Training Organisation as part of the wider RSE Strengthening Pacific Partnerships programme.

In cooperation with the Reserve Bank of New Zealand, and the Ministry of Pacific Island Affairs, the New Zealand Aid Programme is helping to reduce the transaction cost of Pacific remittances. Building on the two-year pilot programme, the financial education programme MoneyPACIFIC has been extended for another three years to help increase awareness of remittance costs and to help people to better manage their money.

The colourful, bilingual Pacific wall calendars produced as part of the MoneyPACIFIC programme have become a feature in many homes and schools around the Pacific. The financial tips in the calendar have now been expanded through a public awareness campaign on Pacific radio stations and are also available on the website www.moneypacific.org, which is linked to the SendMoneyPacific website.

Finally, the New Zealand Aid Programme is looking forward to a very successful 2012 as a supporting partner of the RSE Strengthening Pacific Partnerships programme. Please contact Matthew Gibbs on the following details for information about any of the other programmes New Zealand Aid Programme is funding in support of the RSE and Pacific remittances: matthew.gibbs@mfat.govt.nz or +64 4 439 8273.



Strengthening Pacific Partnerships Workshop in Wellington

December 2011

The RSE Unit in Immigration Group's Settlement, Protection & Attraction Division hosted a workshop for Pacific government labour, immigration, foreign affairs and other officials in Wellington towards the end of last year, as part of the (RSE):SPP

"The workshop was aimed at supporting our Pacific neighbours to sustain their participation in the RSE policy and transfer these successes to other potential labour migration activities. While some of our Pacific RSE partners have been doing RSE since its inception, staff turnover in Pacific governments means that, for many, they are starting from scratch in understanding our requirements and those of New Zealand RSE employers", says Emily Fabling, National Manager RSE.

For the first time, the Department coordinated with the New Zealand Ministry of Health, World Health Organisation and other stakeholders to include a "healthy workers" seminar as a part of the RSE: SPP Workshop, covering issues ranging from nutrition, hygiene and food safety through to dental hygiene and communicable diseases. "As the horticulture and viticulture sectors in New Zealand are food-producing industries, there are economic benefits as well as development



Strengthening Pacific Partnerships Workshop in Wellington

outcomes from focussing on healthy RSE workers", Emily adds. Last year, an RSE worker was diagnosed with typhoid, with over NZ\$800,000 worth of kiwifruit then withdrawn from export sale.

"Through these engagements, we are strengthening our partnership with our Pacific neighbours. This is fundamental to the

RSE policy's successful implementation. It also contributes to both Outcomes 1 & 2 of the New Zealand Department of Labour's Pacific Strategy in terms of better service delivery for Pacific people and improved access to quality work in the Pacific", says Emily.

A summary report was developed from the workshop, and the opportunity was used as a basis for developing ACTION PLANS for each Pacific state. More on these in the next edition!



View from the South

Pip Jamieson, Relationship Manager



Nelson:

The Nelson region's RSE employers are primarily involved in Apples, Kiwifruit, Pears, and Viticulture, with the largest majority growing Apples and Kiwifruit. A February article in the Nelson Mail

indicated that the RSE employers had been slower to bring in their RSE workers at that stage, but at peak harvest (February to May) over 900 are expected in the region. Total labour needs at that time are estimated to be 4,500-5,000 people. It has been a later growing season and more growers are processing fruit rather than exporting it. A number of employers in the industry are also under financial strain.

Marlborough:

It has been a slow start to this year's harvest and grape picking began in late March to April. The fruit dropping that usually occurs at the start of the year has been minimal as the region hasn't been as warm as previous years.. RSE worker numbers are highest in the winter pruning months in Marlborough (May to September) when the region could see up to 1,300 workers arriving.

Otago:

The majority of RSE workers in Otago are in the region from the end of October through to the middle of May. They are involved in a range of tasks on both vineyards and orchards over this time. Work pressure peaks in December to January when cherries and stone fruit (apricots, peaches, and nectarines) are being harvested. The short-term nature of the employment in this period means that the RSE workers are joined by large numbers of backpackers and students. During the period between March and May the work shifts to harvesting apples and grapes. By the middle of May most RSE workers have returned home, leaving only a few workers who are involved in pruning apples for the winter.

Canterbury:

The RSE employers in Canterbury are involved with onions (pack house work) and vegetable crops (general plant maintenance). There are predictions that the Canterbury rebuild following the earthquakes will result in increased labour demand in construction, which will have a flow-on effect into other industries such as horticulture and viticulture. The Department of Labour is working with Horticulture NZ and the employers in horticulture and viticulture to put plans in place should this happen.

RSE Employer Profile

Vailima Orchards



Richard and Sue Hoddy

Vailima Orchard was established in 1916 after Walter Hoddy returned from service from the First World War with the New Zealand regiment in Samoa. Walter gave the orchard its name after spending time in hospital at the village of Vailima, Samoa.

The orchard now involves Richard and Sue Hoddy and their two sons Tristram and Matthew who both studied horticulture at Lincoln University.

The orchard runs on 140 hectares and produces 13 varieties of apples. Vailima has increased its production by around 33% since the introduction and involvement in the Approval In Principle (AIP) and RSE schemes.

Pip Jamieson caught up with Richard Hoddy, manager and founder of Vailima Orchards for this exclusive interview.

How long has Vailima Orchards been part of the RSE programme?

RSE is in its fifth year now and Vailima Orchards has been involved since the beginning. We had been involved in AIP previously and AIP was pivotal to moving into RSE. We had already linked with local Samoan and Tongan people – so it was a natural next step to move to RSE and recruit from those two countries.

What was Vailima Orchards' motivation behind their decision to be involved?

We see RSE as an opportunity to ensure continuity of labour supply, which allowed for development (of the orchards). The Working Holiday Scheme workers (WHS) have and continue to make contact seeking work but generally only last two to three weeks, so there are significant training costs involved with using them. The RSE Pacific Islanders are capable and suit this type of work. Vailima has found that generally New Zealanders are not such labourers – you can't readily put professionals, café workers etc. into orchards and vice versa.

How has Vailima Orchards benefited from the RSE programme?

RSE is a win-win for us and a high quality programme. We get to use the same people (weekly and yearly) who are already trained and understand the business and work better than someone coming in off the street. "Win:Win – We're happy – they go home happy"





Ionatan Lefale with his family

Where do you recruit most of your workers from and why?

Vailima recruit from Tonga and Samoa. Both these countries made sense as they we already had links to them and have worked with local Samoan and Tongan people in the past. It was just a case of building on that. We decided to recruit from two countries in case one country was unable to supply labour due to politics, hurricanes, epidemics etc.

Workers from these two countries are also good at their jobs as are other Pacific Island workers.



Photo of Tongan workers from the Tongan island of Vava'u – Talikavilli Seau at the front and Kalisitiance Anitoni in the back.

Who are some of your longest serving workers – how many and when did they start?

Ionatana Lefale from Samoa is a long time RSE worker and has built his family house with his remittances.

The photo shows two Tongans from the island of Vava'u in Tonga, who are great examples of workers who have spent their money wisely whilst they are in New Zealand. They had saved

well and a good example of what can be done. A lot of the Tongans are in their fifth year and they all want to come back. Vailima's aim for about an 80% return rate of RSE workers. Many RSE workers now plan their years on their RSE earnings. For example, after three weeks work school fees back home can and are paid.

How many workers have you recruited since your first involvement in RSE?

The number of workers recruited has steadily increased over the years. This is due to increased production and the steady development of the relationships with the countries involved. We started with just under 10 workers and now recruit more than 60 each season.

What do you think of the policy?

The RSE policy has evolved over time. It's a seasonal scheme that fills a gap in seasonal labour within the Horticulture and viticulture industries in New Zealand.

Some aspects of the policy could always be improved like the cost and process for visas for returning workers, but the policy works overall.

What are some of the success stories from your employees?

The overall reliability is the success. Things are now well set up and the people respect each other. All parties are meeting each other's expectations – RSE employers provide continuity of work, and the workers turn up each day to work.

Would you survive without RSE?

Yes – Vailima would have to find other ways to work, we would have to. We would be investing in short term labour without that security. Without RSE we would be in the opposite situation in terms of knowing from week-to-week and season-to-season that we could secure labour supply. We would be more dependent on Working Holiday Scheme (WHS). However RSE comes at a cost – airfares, pastoral care etc.

Vailima believes providing a strong focus on training. They employ a Samoan full-time employee to help train the Samoan RSE workers, and a Tongan to help the Tongans. It's important to have someone that knows the language to be able to ensure the training is understood and that workers can ask any questions they have.

There is a lot for the workers to learn – not just about picking apples, but getting out of bed, not wearing gumboots on ladders, no hoodies at work, how to get on with each other in teams. There is also lots of discipline to learn, such as timetables. The returning workers understand this but the new ones takes a while to get up to speed each season.

Pastoral care is a biggie – it costs a lot, but it's vital and the more and better workers are looked after during and outside work time, the more successful RSE is for everyone.

For more information on Vailima Orchards, check out their website <http://www.loveapples.co.nz/>



About the New Zealand Horticulture Industry Training Organisation (NZHITO)

The New Zealand Horticulture Industry Training Organisation (NZHITO), established in 1992, is the Education Standard Setting body representing the Horticulture industry sectors in New Zealand.

NZHITO became recognised by the Tertiary Education Commission (TEC) as an Industry Training Organisation (ITO) in February 1993. The ITO immediately started to develop qualifications to meet the training needs of the Horticulture industry sectors. These qualifications were accepted by NZQA in 1995 and the organisation became a fully operational ITO.

The training delivered by the ITO is based on the belief that practical on-job training allows people in the workplace to gain formal recognition of their skills and complete national qualifications using employers as trainers.

This approach to training changed the existing mix of training provided by polytechnics and private training establishments (PTEs). In February 1998, TEC recognition was renewed until February 2003. In 2007 the ITO was successfully audited by NZQA in the areas of workplace assessors and national external moderation. In March 2010 the NZHITO participated in a trial of the new NZQA External Evaluation Review (EER) system for ITO's.

NZHITO achieved highly competent and excellence in the two identified areas: Governance & Management and the Pacific Strategy. In 2011 the NZHITO gained increased funding as one of a handful of ITO's to achieve organisational targets in the previous year.

The Pacific strategy

The Pacific strategy was developed by NZHITO following an initial research project that investigated horticulture training needs across the Pacific. The research identified the need for practical coordinated training that enabled access to formal qualifications and that would contribute to the agriculture goals of the Pacific.

The ITO Horticulture foundation training structure was developed to respond to this need. This structure was piloted in Auckland using a collaborative approach that involved the NZHITO, Pacific consultants, Best Pacific Institute of Education, a researcher and the Ministry of Social Development who were the funding body. Findings from this project were used to support a funding application submitted to Ako Aotearoa.

An Ako Aotearoa funded project then investigated the benefits and best practice of the ITO Foundation training model using literature search and feedback from the newly established NZHITO advisory group. At the same time, an application was submitted to NZ Aid with the aim of using the training model offshore. After three years an NZ Aid project was approved in partnership with the RSE unit of the Department of Labour.

The NZHITO component of the five year RSE:SPP aims to investigate the horticulture training needs of the Pacific RSE countries of RSE candidates intending to come to New Zealand to work, and of people interested in developing Horticulture skills in their country of origin using the ITO foundation training model as the selected training structure to evaluate. The project started in November 2011 in Samoa and intends to move in 2013 to Tonga and Vanuatu. The initial phase of the project includes collecting feedback on training needs from RSE employers in New Zealand and from horticulturalists in Pacific states.

This project has received widespread support from all key stakeholders including Pacific government agencies, horticulturalists in New Zealand and across the Pacific as well as other organisations such as the World Health Organisation and Food and Agriculture Organisation. The findings from each phase of the project will inform the following phase. Recommendations included in the final report will be used to embed the ITO model of training across the Pacific leading to a training culture, increased levels of Horticulture skills and opportunities for people to apply their skills in their own country and in New Zealand or elsewhere. NZHITO is also involved with a number of other projects in the Pacific and elsewhere. In this way the ITO can extend its range of services and income streams, and help people to gain skills in many contexts and situations.

Please contact Christine Newland for further information: christine.newland@hortito.org.nz or +64 9 814 8804

Vakameasina – RSE Worker Training Programme

Each year for the next three years, 500 workers coming to work in New Zealand's horticulture and viticulture industries will have the opportunity to benefit from a programme aimed at lifting their literacy, numeracy and financial literacy skills.

The programme, known as Vakameasina, has been delivered as a pilot for the past three years. The overwhelming success of the pilot has encouraged the Ministry of Foreign Affairs and Trade to fund another three years of training through the New Zealand Aid Programme. The contract is for 500 workers across the five key horticultural and viticultural areas of Bay of Plenty, Hawkes Bay, Nelson, Marlborough and Central Otago.

Fruition Horticulture, who was involved in the pilot delivery, has been awarded the contract. While primarily a horticultural consultancy company, Fruition is also heavily involved in industry training. Their contacts within the horticultural industry made them a natural choice for the seasonal worker training programme.

The contract with Fruition Horticulture allows for the development of group learning plans that will align with learning topics that the employer, the pastoral care providers or the learner group identifies as being useful. The topic is really just a vehicle for improving the English language, numeracy and financial literacy of the workers.

The core modules taught include: financial and personal goal setting; budgeting in New Zealand and understanding pay slips and deductions; remittances – including using the



www.sendmoneypacific.org website to find the best way of sending money home; health and safety and workplace hygiene – including workers sexual health, alcohol use and abuse and nutrition. Specialist tutors will provide information on areas such as family planning, employee rights and responsibilities and leadership.

Based on negotiated learning plans, lessons can also be taught on topics as diverse as sewing, purchasing a chainsaw, and solar water heating. The opportunities are endless!!! Digital literacy is embedded into the teaching programme. Classes are run at times to suit the employer and their workers, fitting around work hours and other important commitments.



Fruit of the Pacific has also been contracted to deliver workshops for RSE workers focusing of asset-based community development. The first day of the workshop is aimed at assisting participants to focus on the resources that they have, rather than want they don't have, that can contribute to community development goals back home. Fruition Horticulture is contracted to deliver

this programme to 50 participants in each of the training locations each year for the next three years.



If you have a group of RSE workers who you feel could benefit from this, please let us know. This training may be best suited to RSE workers who have had a number of trips to New Zealand, have achieved many of their personal goals, and are now thinking about wider community type initiatives.

To date, there are nearly 200 RSE workers enrolled on the programme from each of the seven Pacific countries supplying RSE workers, including six workers who are in New Zealand from Papua New Guinea for the first time. It is expected that the demand for the programme will outstrip the supply of places. Anyone wanting further information regarding Vakameasina should contact Sandy Scarrow on 07 928 5350, 0274 425 436, SandyScarrow@fruition.net.nz at Fruition Horticulture or visit the website www.fruition.net.nz

Secondment Programme for Pacific State Officials

Secondments provide an opportunity for Pacific state officials to expand their knowledge, experience and expertise about RSE from a New Zealand context. The secondment of officials reinforces best practice and values of excellence and continuous development, while providing opportunities for Pacific state officials to increase their competency, skill and experience.

A secondment involves Pacific officials visiting employers, visiting pack houses and properties to view RSE operations, meeting with workers and in some cases spending time with workers in the pack house or picking in the orchards. Officials can also identify other areas they see as important in their management of the RSE policy in their home country.

Solomon Islands Secondment

The Department of Labour recently hosted a delegation of officials from the Solomon Islands. The delegation was led by Jack Doi, Senior Trade Officer, Department of Trade, Ministry of Foreign Affairs and Trade and also included:

- Ezekiel Parairae, Labour Mobility Officer, Department of Trade, Ministry of Foreign Affairs and Trade;
- Luke Houpea, Immigration Division, Ministry of Commerce, Industries, Labour and Immigration; and
- Patterson Houmakihi, Principle Labour Officer, Ministry of Commerce, Industries, Labour and Immigration.

A comprehensive programme was developed by the Anne Masoe of the RSE: SPP team and included visits to employers and Solomon workers in both the North Island and the South Island where they were hosted by Relationship Managers George Rarere and Pip Jamieson. During their stay, the delegation stayed with staff in their headquarters, worked in pack houses, and picked apples in the orchards. The officials requested this first-hand experience as part of their visit, so they could better understand what their workers go through during their time in New Zealand. The delegation enjoyed their work experience and now has a greater appreciation of the work conditions encountered by their RSE workers. The trip to New Zealand also included a visit to Wellington where the officials met with General Manager of Settlement, Protection and Attraction, Stephen Dunstan. The Solomon Islands delegation expressed their appreciation for the opportunity to see the RSE programme in action, and to all those involved in hosting them during their time here in New Zealand including the employers. This secondment is one of many actions that we have agreed upon with the Solomon Island officials under the RSE: SPP.



RSE goes to Geneva



Barrett Salato, who has been the cornerstone of the RSE programme in the Solomon Islands, took up a new post with the World Trade Organisation in Geneva last month.

“Though it is sad to lose someone of Barrett’s calibre, we congratulate him on his new and exciting role

at the WTO in Geneva”, says RSE national manager Emily Fabling.

“It is a fabulous opportunity, and we warmly congratulate Barrett on taking up this prestigious post. Geneva is such a mix of international cultures and citizens, and we are proud to have another Pacific face up there representing our Pacific neighbourhood,” she says.

Barrett says the RSE has benefitted a lot of ordinary people in the Solomon Islands. “I always take pride of the fact that

many poor and marginalised citizens who participated in the RSE have turned their lives around and have done good things for themselves and their families from the income they receive from their own sweat,” he says. Emily added “Barrett has led the Solomon’s Labour Mobility Unit (LMU) in the Ministry and taken up RSE with passion, commitment and dedication and we remember Barrett for his “Solomons Inc” branding from last year’s workshop – we will miss Barrett.”

Congratulations and best of luck on your new role in Geneva!

Your hosts for RSE SPP work



Lafaele Lupo

RSE Relationship Manager: SPP Lafaele previously worked for Archives NZ, providing leadership and capacity-building support to the

community sector. He has also been a Senior Project Advisor for Child, Youth and Family, and worked for over 10 years as a Senior Policy Advisor and Innovative Project Manager for the Ministry of Pacific Island Affairs. Lafaele has coached rugby at an international level and is currently President of the Titahi Bay Amateur Athletic Club.

Email: Lafaele.Lupo@dol.govt.nz



Paumeamea Anne Masoe

Senior Adviser: SPP (seconded) Anne has played various roles associated with the RSE Policy since its

inception in 2007, and has been responsible for project coordination of the RSE: SPP pilot. Anne has project coordination experience in the Department, and at the Ministry of Health and Child, Youth and Family.

Email: Anne.Masoe@dol.govt.nz

RSE: SPP Calendar of Events

The following table provides a summary of the key events for the RSE: SPP Team for the next 3 months. Please note that these may change depending on the availability of key contacts both in New Zealand and in Pacific states.

RSE: SPP EVENT	LOCATION	DATE
Communication for Success Training	Tuvalu	April
Meeting with the International Labour Organisation	Fiji	April
Samoa Secondment	New Zealand	April – May
Vanuatu Secondment	New Zealand	May
Communication for Success Training	Solomon Islands	May
Communication for Success Training	Kiribati	May
Domestic Awareness Programme	Tonga	May
Tuvalu Secondment	New Zealand	June
Kiribati Secondment	New Zealand	June
Launch of NZHITO Foundation Training	Samoa	June
Negotiations Training Workshops	Vanuatu	June





the Pacific offers a peaceful and non-commercialized environment that is ideal for rest and relaxation.

The spectacular marine environment consisting of a vast expanse of ocean interspersed with atolls, magnificent lagoons, coral reefs and small islands all provide a unique South Seas ambience.

In Tuvalu you will discover a distinctive Polynesian culture of atoll island people who vigorously maintain their unique social organization, art, crafts, architecture, music, dance and legends.

Tuvalu has been part of the RSE programme since it started in 2007 and has continued to provide workers since, to serve the horticulture industry in New Zealand. Tuvalu has the lowest number of RSE workers since the beginning of the programme.

“Tuvalu would obviously like to increase the number of our RSE workers but that is for employers to decide. All we can do is continue to work hard and be productive in what we do and hope employers would recognise this and offer more positions to our Tuvaluan people to be part of the RSE.” says Fakasoa Tealei – Assistant Secretary, Ministry of Foreign Affairs, Trade, Tourism, Environment and Labour.

If you want to learn more about Tuvalu then log on to the official tourism website: www.timelestuvalu.com

If you want to know more about the Tuvalu RSE programme then please make contact with Fakasoa Tealei at: ftealei@gov.tv

RSE Country Profile: Tuvalu formerly known as the Ellice Islands

- Total area: 10 sq mi (26 sq km)
- Population (2010 est.): 10,472 (growth rate: 0.6%); birth rate: 23.0/1000; infant mortality rate: 35.5/1000; life expectancy: 64.4; density per sq mi: 1,195
- Capital and largest city (2003 est.): Funafuti, 5,300
- Sovereign: Queen Elizabeth II (1952)
- Monetary unit: Australian dollar

The Tuvalu archipelago consists of six true atolls and three reef islands. The true atolls are Funafuti, Nanumea, Nui, Nukufetau, and Nukulaelae, while Nanumaga, Niulakita, and Niutao are single islands. The last three have small salt-water ponds, while Nanumea has a fresh water pond, unusual for an atoll. One of the smallest and most remote nations in the world, this unspoiled corner of

The screenshot shows a web browser displaying the NZ Department of Labour website. The page title is "Introduction - Strengthening Pacific Partnerships Initiative - Recognised Seasonal Employer - Strategy - Initiatives - NZ Department of Labour". The URL is <http://www.dol.govt.nz/initiatives/strategy/rse/strengthening/>. The page content includes a navigation menu, a sidebar with "IN THIS SECTION" (Overview, Employment Strategy, Human Capability Framework, Linked Employer-Employee Data, Recognised Seasonal Employer, What Employers Should Know, Inter-Agency Understanding, Get Ready Packs, Summary of Findings from RSE Policy 2007-08, First Evaluator Report of the RSE Policy 2007 (pdf), Strengthening Partnerships Project Information, Contacts), and a main content area titled "STRENGTHENING PACIFIC PARTNERSHIPS INITIATIVE" with an "INTRODUCTION" section. The introduction states: "Through the New Zealand and programs of the Ministry of Foreign Affairs and Trade, the Department of Labour (the Department) has been approved funding for five years from 1 October 2012, to extend RSE (Strengthening Partnerships Project) which will now be called 'Strengthening Pacific Partnerships.'" It also mentions that the initiative will deliver capacity-building technical assistance to Pacific states and leverage skills gained by RSE workers. A "QUICK LINKS" section includes links for Introduction, Facts Files, Essential Documents, and RSE Information. A "DOWNLOADS" section lists "Get Ready Pack: Information for RSE Workers 2012 June, in .doc" and "OTHER INITIATIVES" including Workforce Policy and Workplace Policy.

Revised RSE Pages on DoL Website

To keep track on RSE: SPP movements as they happen, make sure you visit the web page <http://www.dol.govt.nz/initiatives/strategy/rse/strengthening/>

We trust that you will find our latest e-newsletter helpful and welcome any feedback or comments that you may have.

If you have any questions, feedback or suggestions for improving this newsletter or news and events to include in future editions please contact

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