

# Support and Integration of Seasonal Workers in the Teviot Valley

*Report to the Teviot Valley Community Development  
Governance Group*

*May 2017*

## Introduction

The Teviot Valley community has a long tradition of welcoming and supporting seasonal workers. The number of seasonal workers, particularly backpackers and Recognised Seasonal Employer (RSE) workers from the Pacific, has grown significantly in the last ten years and is projected to keep growing.

The Teviot Valley Community Development Scheme Governance Group has initiated this project to investigate whether any more can be done to further support and integrate seasonal workers into the community. The results from this report will inform the work programme for the Teviot Valley Community Development Scheme going forward.

A strong reliance on a seasonal labour force is a key fragility of the horticultural sector in the Teviot Valley, as it is in Central Otago as a whole. As a large number of seasonal workers are backpackers, the supply of seasonal workers is heavily linked to international tourism arrivals in any given season. Any disruption to this supply of labour would have a significant impact on the horticultural businesses in the Valley as well those businesses providing commercial accommodation and services. While tourism is currently in a boom phase, there is no guarantee the current backpacker numbers will be sustained in the long-term.

Some factors that influence the supply of seasonal labour are beyond local control, such as economic downturns or changes to visa policies. Others however, such as ensuring workers are well supported and given opportunities to integrate into the Teviot Valley, can be driven at a local level and can play a part in encouraging an ongoing supply of seasonal labour into the region.

Seasonal workers who are well supported while living in the Teviot Valley are more likely to stay longer, be more productive in their roles, return to employment in the area and recommend the Teviot Valley as a place to work and visit.

It is of course the responsibility of employers to manage employment terms, conditions and the health and safety of their employees. The majority of employers also provide their workers with transport to and from work. Many also provide onsite accommodation or ensure their workers can find appropriate accommodation elsewhere.

For those employers who engage RSE workers, they are required by Government to provide pastoral care. Good pastoral care is seen as including visits to accommodation to ensure it is clean and well maintained, providing help in menu and food selection and cooking, accompanying injured workers to the doctor or the hospital and providing, in reality, a 24/7 coverage of all issues<sup>1</sup>.

The business community also play a role in ensuring workers are well supported, from providing quality backpacker and homestay accommodation through to accessing groceries, medical and postal services.

The integration of seasonal workers into a community goes beyond support and is where workers feel part of the everyday activity of the region, have plenty of opportunity to meet locals, feel welcome attending and participating in local events and recreational activities or joining local clubs.

This project offers the opportunity for the Teviot Valley to build on its reputation as a good place to seek seasonal work. Undertaking this project in itself is an indication of the value the community puts on its seasonal workers. The Teviot Valley Community Development Scheme Governance Group now has the opportunity to drive additional initiatives that would place the Teviot Valley at the forefront of planning for seasonal worker integration in New Zealand.

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<sup>1</sup> *Central Otago Labour Market Survey 2015: Druce and Anderson.*

## Methodology

Through two surveys, conducted between February and April 2017, the project gathered views from both seasonal workers and employers of seasonal workers in the horticultural sector in the Teviot Valley,

The first survey asked 87 seasonal workers about their experiences working and living in the area. These conversations took place in the evenings, at one commercial accommodation establishment, one pack house and five onsite worker accommodation houses. A good geographic spread was achieved by surveying in Roxburgh, Ettrick, Roxburgh East and Dumbarton.

The results provide a valuable snapshot of the views of 87 seasonal workers who were in the Valley at the time of the survey. They cannot be used as a statistically representative sample of all seasonal workers in the Teviot Valley as they were undertaken over a short time period and at select locations. The number of workers interviewed does however equate to approximately 7% of the total number of seasonal workers in the Valley during the 2016/17 season.

A second survey involved conversations with 12 (or 80%) of the 15 employers of seasonal workers in the Teviot Valley. Employers were asked how seasonal workers can be further supported. Of the three employers who were not interviewed, two were too busy at the time the surveys took place and one was on the steering committee for the project so removed from the sample. Adjustments have been made to results regarding labour force numbers and accommodation supply to take those growers who were not interviewed into account.

## Key Findings and Recommendations

Findings indicate that the majority of the seasonal workers interviewed have a very positive experience in the Valley. An overwhelming 97% indicate they would recommend the Teviot Valley to others as place to work. When asked why, the most common responses were: the friendly people, the work that is available and the quiet relaxed pace of life.

While this shows that the Valley is continuing its long tradition of welcoming seasonal workers, the surveys do highlight a number of initiatives that would further strengthen and develop the relationship between seasonal workers and the Teviot community.

It is recommended that the Teviot Valley Community Development Scheme Governance Group:

Note that an overwhelming 97% of seasonal workers interviewed for this project indicate they would recommend the Teviot Valley to others as place to work.

Note that horticultural businesses in the Teviot Valley currently employ approximately 1180 seasonal workers per year, with more than half of these being backpackers. This number is growing and will likely result in an increase of 60-100 workers over the next 5 years. This growth is being driven by the planting of pipfruit trees by the larger horticultural businesses in the Valley.

Note that the growing reliance on seasonal workers is a key fragility in the horticultural sector and wider Teviot Valley business community. Employers indicate that seasonal workers are essential to their business and that without them, they would not have a business. If the supply of seasonal labour were to dry up, it would have a significant economic impact on the Valley.

Note that while some factors that influence the supply of seasonal labour are beyond local control, others can be driven at a local level and can play a part in encouraging an ongoing supply of seasonal labour into the region.

This report makes a number of recommendations as to how the Teviot Valley can strengthen its support for and ties with seasonal workers. They are as follows:

### **Digital Presence**

Note that seasonal workers interviewed indicate that a website and Facebook page would be the preferred means of communicating information about working and living in the Valley.

Consider developing a digital presence to inform prospective and current seasonal workers about the Teviot Valley. This should include a website as well as a Facebook presence that links with the website.

Ideally, the website should include information on:

- Employment in the Valley ie. types of work available, seasonal variations in demand, contact details of growers
- Accommodation options
- Recreational opportunities, activities and clubs
- Upcoming events
- Independent advice about employment conditions. A useful resource is 'Employment Tips for Seasonal Workers' (Ministry of Business, Innovation and Employment)
- Links to tax and immigration information including how to claim back tax if eligible

The website should be linked to a Facebook page that includes information on:

- Job vacancies
- Seasonal information such as labour shortages
- Upcoming events

### **Communications**

Consider developing a comprehensive email database of growers and commercial accommodation providers. Use this database to communicate:

- Information on upcoming events and activities. This can then be printed and displayed in worker accommodation or in orchard lunchrooms.
- Employment resources such as 'Employment Tips for Seasonal Workers' (Ministry of Business, Innovation and Employment) that can be passed on to employees.
- Information on how workers can claim back tax if eligible.
- Maps and flyers of recreational opportunities in the Valley.

Consider developing maps and flyers of recreational opportunities in the Valley

### **Community Integration**

Consider engaging with local clubs to encourage activities that integrate seasonal workers. A soccer league has been mooted, as has the use of the gymnasium in winter for basketball and the organising of quiz nights in winter.

Consider developing a space within a community hub in the centre of Roxburgh where seasonal workers can meet, make a coffee and relax.

Consider working with the Central Otago Arts Trust to investigate partnering on art initiatives that would engage seasonal workers with the Teviot Valley arts community.

Consider developing an initiative that connects workers with their families and home communities through technology. 'Being away from family', 'isolation' and the 'quiet' are some of the challenges seasonal workers

experience while working in the Valley. Consider the Sonic Well project as inspiration: <http://www.stuff.co.nz/entertainment/arts/79183992/Sonic-wells-connect-Turkey-and-Australia-to-Wellington>

## Events

Consider developing a programme of events building on the interests of seasonal workers highlighted in the surveys. The report contains a broad range of interest areas. Examples are a night sky evening, with telescopes from the Alexandra observatory and a hiking tour, to allow seasonal workers to experience aspects of what the valley has on offer. This could be run as a pilot in the 17/18 summer and continued if successful.

Note the support of, and enthusiasm for, the Cherry Chaos Event. There is some concern that the event relies heavily on the work of a few volunteers and that they need further support. Investigate options for encouraging further support of the event.

Consider working with the community to investigate the support and viability of other events such as a Welcome Party, Pickers Party or Christmas Party for seasonal workers.

## Infrastructure

Note that 10 of the 12 employers interviewed consider there is an accommodation shortage in the Valley. While growers are slowly adding to their accommodation supply and a home hosting business has opened in the Valley, the closing of two camping grounds has exacerbated the issue.

Consider working with employers, the Central Otago District Council and the Central Otago Labour Market Governance Group to investigate options for resolving the accommodation shortage in the Valley.

Consider working with the Teviot Valley Community Board and the Central Otago District Council to resolve freedom camping issues in the Valley.

As noted in the report, freedom camping is raising issues regarding the potential contamination of fruit when freedom campers do not always have adequate sanitary facilities (toilets and showers). This risks affecting the international export certification of horticultural growers such as Global Gap. This issue is a growing risk for the wider horticultural industry going forward.

Consider working with the community groups, in liaison with Teviot Valley Community Board, to develop a walking track in Roxburgh East that would improve the safety and enjoyment of workers walking to work.

Consider working with the Central Otago District Council and mobile service providers to see if mobile coverage in the valley can be improved and black spots resolved, acknowledging the links with other Teviot Valley Community Development Scheme work streams.

Consider investigating whether the provision of a cash machine, English language lessons or translation services are realistic for the Teviot Valley.

Note that workers staying in commercial accommodation have access to Wi-Fi at their lodgings. While very few workers staying in onsite or orchard owned accommodation have access where they are staying, most employers make Wi-Fi available at the workplace packing shed or fruit stall. Consider encouraging growers to invest in Wi-Fi in their worker accommodation.

## In-depth Results

### 1. Size of the Seasonal Workforce

Over the course of a season, horticultural growers in the Teviot Valley engage over 700 backpackers and around 70 non-local New Zealanders.

Larger operations also engage RSE workers, in most cases through Seasonal Solutions Cooperative Limited (SSCO) although one orchard also engages some workers directly through the scheme. In 2017, 260 RSE workers were employed in the Teviot Valley. In addition to this, 139 locals or returning students are also employed seasonally in the industry.

In total, an estimated 1178 seasonal workers are employed through the season. Not all these workers will of course be in the Valley at the same time as some will only stay for a short time. The peak month for season workers in the Teviot Valley is January<sup>2</sup>.

Table 1: Total number of seasonal workers employed in the Teviot Valley 2016/17

Type of Seasonal worker	Number
Backpackers	711
RSE workers	260
New Zealanders - local	139
New Zealanders – non local	68
Total workers	1178

Half of all growers (those with smaller plantings), expect their number of seasonal workers to remain relatively consistent over the next 5 seasons. This is in contrast to the bigger operations all of whom expect to increase their numbers of seasonal workers.

This demand is being driven by new plantings, particularly in pipfruit. The Central Otago Labour Survey in 2015 found that there were planting plans that would result in a 12% increase in pipfruit in the Valley by 2019<sup>3</sup>. Planned plantings of other fruit crops were minimal.

These plantings are likely to grow the number of backpackers engaged in the Valley by a minimum of 60-80 over the next 5 years. There is also likely to be an increase in the number of RSE workers employed. The extent of the growth of RSE workers will be determined by increases to the national cap and associated supply of RSE labour.

Employers indicate that seasonal workers are essential to their business. Without them, they would not have a business. The seasonal workforce allows for increased planting and in many cases the employment of more permanent employees.

### 2. Jobs undertaken by seasonal workers

Seasonal workers were asked what type of work they do in the Valley, noting that some had undertaken more than one role or job so are counted in more than one

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<sup>2</sup> Central Otago Labour Market Survey 2015: Druce and Anderson

<sup>3</sup> Central Otago Labour Market Survey 2015: Druce and Anderson

category. It was found that 59% of respondents had undertaken a fruit picking role, 40% a fruit packing role, 13% a pruning or maintenance role and 5% other tasks.

These results are a useful snapshot of the proportion of workers involved in each task between February and April, which is harvest season for the Valley. They are also consistent with another study of seasonal workers in Central Otago in 2015, that found that over a whole season, across the region, 59% of roles are in picking, 27% in packing and 14% in non-harvest tasks<sup>4</sup>.

This information is useful when preparing resources for prospective seasonal workers about the Valley as it will give them a better idea of the type of jobs on offer.

### 3. Filling vacancies and finding a job

#### How did seasonal workers find out about their job?

The main means were through:

1. Seasonal Solutions (as casuals) 21%
2. Accommodation proprietor 20%
3. Friend, relative or referral 17%
4. RSE scheme 17%
5. Backpacker board or website online 9%

The employer interviews reinforce that these mechanisms are the most widely used. All employers indicate that their system for finding seasonal workers works well and that they have no trouble filling their vacancies. Interestingly, social media, emails, casual walk-ups, and the i-site are not commonly used mechanisms for finding out about a job or filling a vacancy.

#### How can filling a vacancy or finding a job be made easier?

Employers do not feel there is anything further that can be done to help match seasonal workers with vacancies. One employer did comment on the inefficiency of casual walk-ups as he is a long way from the main road and has to turn away high numbers of job seekers.

Seasonal workers feel that there are initiatives that would have made their job search easier. An online job website / backpacker board or dedicated Facebook page were the most frequent suggestions. A job noticeboard, information at the i-site and better website were also suggested.

Table 2: Factors that could have made seasonal job searching easier in the Teviot Valley

	% of respondents
Job website / online backpacker board	23%
Dedicated Facebook / social media page	16%
Nothing / it was easy	10%
Job noticeboard in the Valley	9%
Info posted at the i-site	2%

<sup>4</sup> Central Otago Labour Market Survey 2015: Druce and Anderson.

A better website	2%
Better communication between employer & employees	2%
Other : An easier visa process, better information on employment and accommodation, agents being more helpful, online applications, accommodation providers having a list of jobs	1%
No response	39%

#### 4. Access to Information

##### Finding the information seasonal workers need

Seasonal workers were asked if they had used the internet to find information about working in the Teviot Valley. It was found that:

- 45% had used the internet to find advice on employment conditions in New Zealand.
- 54% have used the internet to find information on tax and immigration.

They were asked on how easy it was to find information on visa applications and/or tax requirements. Most found it easy or not too difficult while 39% did not respond to the question.

##### Information provided to seasonal workers

All employers provide seasonal workers with an orientation. This involves the signing of an employment contract, taking copies of passports, recording of tax and bank account numbers, recording working holiday visa details and a health and safety induction. No other general information is provided on tax, visa services, or employment entitlements.

Before seasonal workers arrive in the valley, they are often also given information on accommodation options via email. One employer provides workers with a copy of the CODC camping guide. Employers also informally answer any questions workers may have on recreational activities in the valley.

Two employers felt that it would be useful to have a flyer with information on recreational activities to give to their workers. One also thought it would be good if all employers gave seasonal workers information on how to claim back any tax entitlements they may have.

There is the opportunity to supply growers with useful resources regarding employment, tax and visas, recreational activities and upcoming events that they can pass these on to their employees.

#### 5. Accommodation

##### Where do seasonal workers stay?

Employers are investing in a growing supply of worker accommodation both on orchards and independent from the orchard. One grower has leased the Roxburgh campsite and accommodates a large number of backpackers there.

The Commercial Hotel in Roxburgh accommodates a significant number of seasonal workers in backpacker style accommodation and in addition there is a new business in the Valley matching seasonal workers with homestay accommodation.

Employers indicate that there are beds made available for the majority of their workers. Some seasonal workers choose however to freedom camp (usually at Pinders Pond) as they do not want to spend money on accommodation.

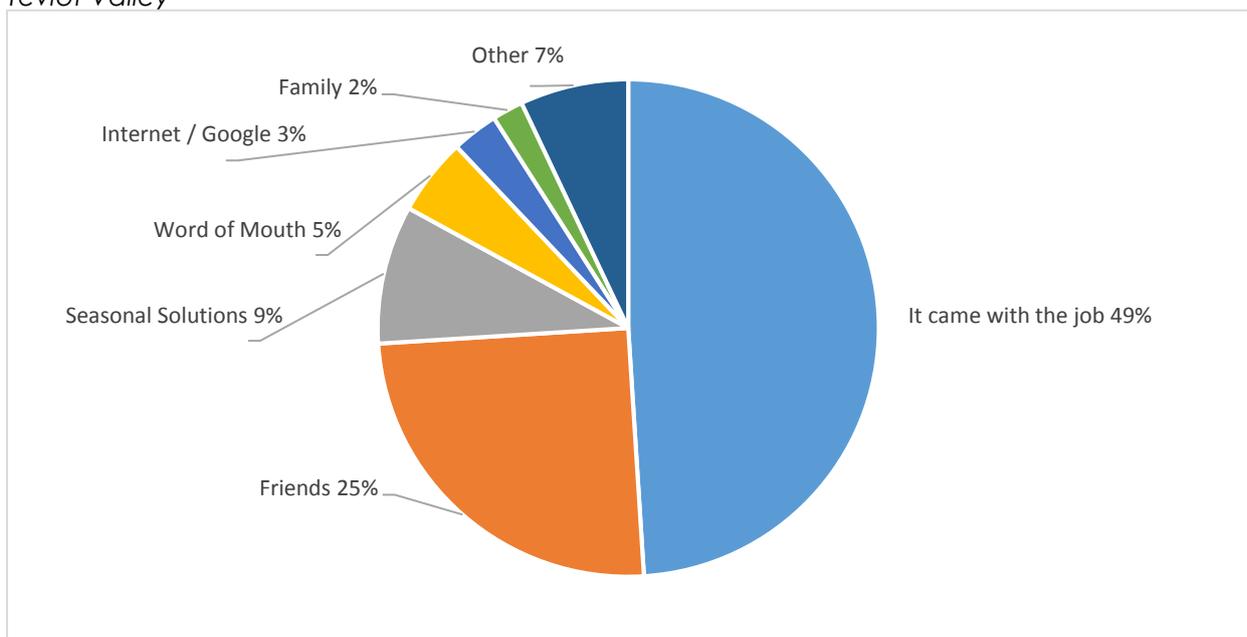
Table 3: Accommodation used by seasonal workers in the Teviot Valley (Employer Survey)

Accommodation Type	Number of workers using this form of accommodation at the peak	% of worker bed types being used by employers at the peak
Workplace accommodation	174	26%
Camping ground	170	25%
Backpacker accommodation	161	24%
Share house (not onsite)	83	13%
Freedom camping	58	9%
Camping (self-contained)	16	2%
Private home	6	1%
Total	668	100%

### How did seasonal workers find out about their accommodation?

Most indicated that their accommodation came with their job. Others found out about it through friends, Seasonal Solutions or by word of mouth.

Figure 1: Means by which seasonal workers found out about their accommodation in the Teviot Valley

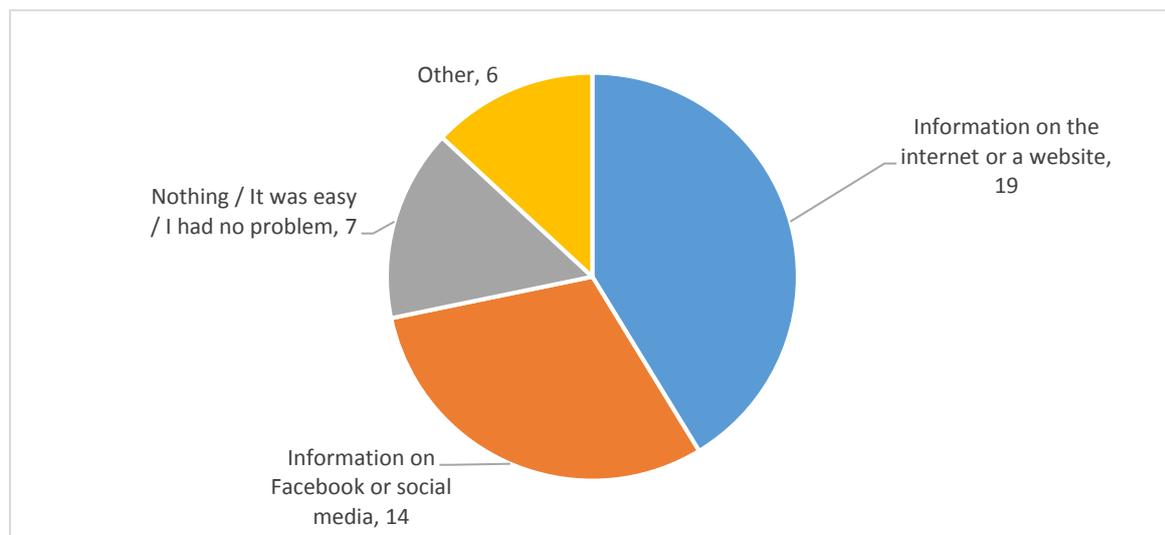


### What, if anything, would have made their accommodation search easier?

Information on a website was the most common suggestion, followed by a Facebook or social media page. Forty seven respondents did not answer this question.

'Other' suggestions included: A noticeboard that advertises employment, recommendations from employers, Google Map, info posted at the i-site, more information on employment and accommodation and a list of accommodation places.

Figure 2: Factors that would have made seasonal workers search for accommodation easier.



Note: Seasonal worker survey: n = number of respondents who gave this response. If a respondent gave more than one answer they are counted in more than one category.

Employers were asked if they think there is a shortage of accommodation. Ten of the twelve interviewed think there is, with the following comments made:

- Freedom camping is raising issues regarding the potential contamination of fruit when freedom campers do not have adequate sanitary facilities (toilets and showers). This risks affecting the international export certification of horticultural growers such as Global Gap.
- Selling the camping ground was a mistake and it has led to an accommodation shortage.
- There is a shortage of backpackers and dorms.
- There is a 4 week peak that is difficult around cherries in January.
- We need more investment in accommodation although some is happening.
- We need showers for freedom campers in town.
- There are lots of freedom campers at Pinders Pond in January and February which is an issue.
- There is a shortage but it has been helped by Ettrick Tavern providing some worker accommodation.
- There is a shortage of good quality accommodation.

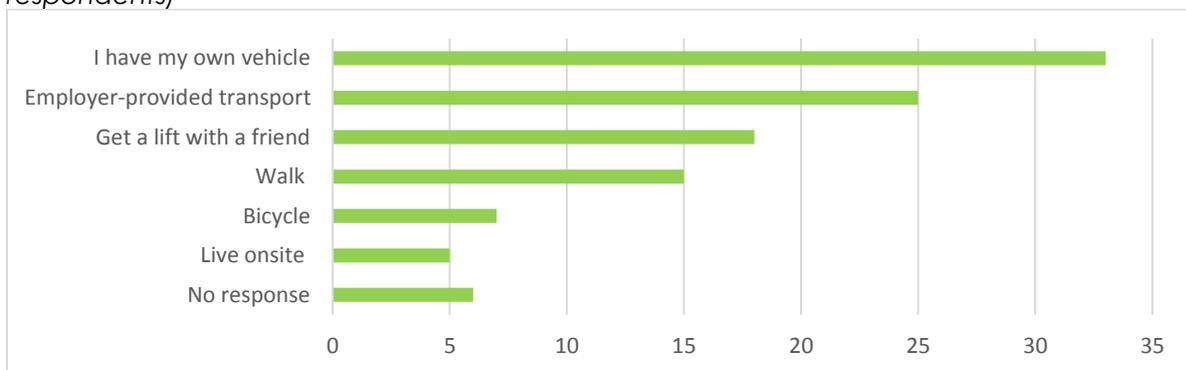
Two employers do not think there is a shortage of accommodation in the Teviot Valley. Employers were also asked if there are any accommodation issues that impact their workers. There were not.

In summary, the employer interviews highlight that there is an accommodation shortage in the Valley. There is the opportunity for the TVCDS Governance Group to work with growers, the CODC, the Teviot Valley Community Board and the Central Otago Labour Governance Group to help resolve accommodation issues in the Valley.

## 6. Transport

Seasonal workers were asked how they get to work each day. The majority either use their own car, use employer provided transport or get a lift with a friend. A number also walk or cycle.

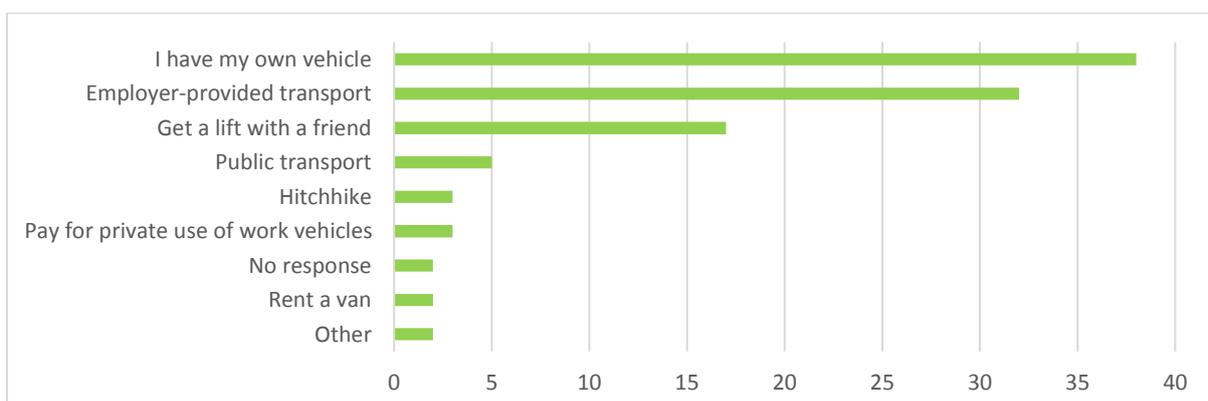
Figure 3: Transport method used by seasonal workers to get to work in the Teviot Valley (% of respondents)



Eleven of the employers did not think that their workers faced any transport issues, indicating that they solved any issues as they arose. One employer felt there should be better transport options for RSE workers who often walk to work. He is concerned about the safety of the Roxburgh East road and would like to see a walking track developed alongside the road to improve the safety for seasonal workers.

Seasonal workers were asked what transport method they used if they were travelling outside Teviot Valley for recreation or to access services. Most used their own vehicle or employer-provided transport. Many employers offer the use of work vehicles for a fee.

Figure 4: Transport methods used to travel outside the Teviot valley (% of respondents)



## 7. Services

### Internet Services

Eighty five percent of seasonal worker respondents indicated they had access to the internet while working in the Teviot Valley. Sixty percent can use the internet via their own data plan, 56% via Wi-Fi at their accommodation (free of charge) and 5% via Wi-Fi at their place of employment.

There weren't any workers who were charged for using Wi-Fi at their accommodation or workplace. A few workers (3%) used cafes or the i-site to connect to the internet.

Table 4: Seasonal worker's access to the Internet

Internet connectivity	% of respondents*
Access to the internet	85%
Own data plan	60%
Wi-Fi provided at accommodation - free of charge	56%
Wi-Fi provided by employer - free of charge	5%
Wi-Fi at cafes	2%
Wi-Fi at Roxburgh i-site	1%
Wi-Fi provided at accommodation - payment required	0%
Wi-Fi provided by employer - payment required	0%

\*As some respondents gave more than one response, some are counted in more than one category meaning percentages add to more than 100%.

Of the 15% who indicated they did not have access to the internet, 3.5% said it was not available, 2.3% indicated that data was too expensive and 4.4% had other reasons. 4.8% did not respond to the question.

Employers were asked if they think accessing the internet is a challenge for their workers. All said no.

Nine (or 75%) provide Wi-Fi for their employees at the orchard / packing shed or fruit stall. Two (or 17%) provide Wi-Fi at their accommodation. Four (or 33%) indicated their workers accessed the internet in town or at their backpacker accommodation. One employer commented that providing Wi-Fi is an important part of attracting seasonal workers.

In summary, those staying in commercial accommodation have access to Wi-Fi at their lodgings. Very few workers staying in onsite or orchard owned accommodation have access but most employers make Wi-Fi available at the workplace in the packing shed or fruit stall. There is the opportunity to encourage growers to add Wi-Fi facility to their worker accommodation.

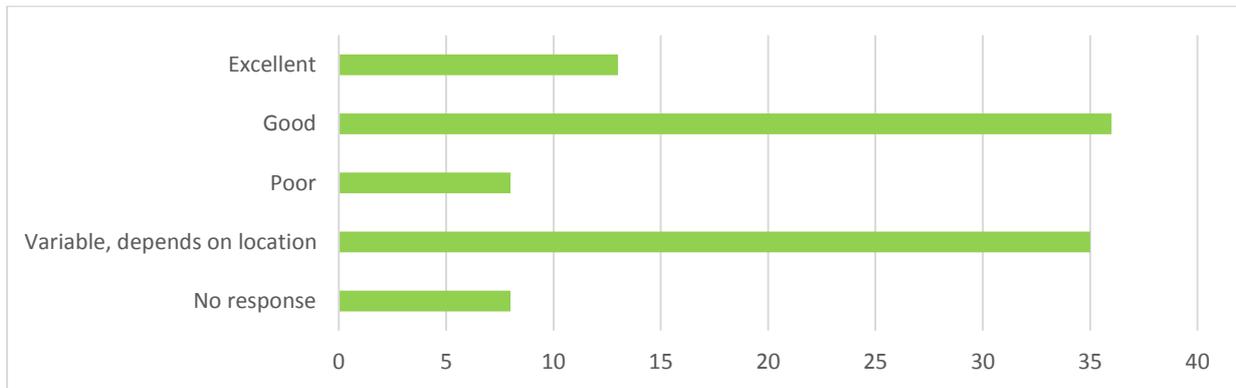
## 8. Mobile reception

Seasonal workers were asked how they would describe the quality of mobile coverage in the Teviot Valley. 49% indicated they found it either good or excellent. 35% indicated however that they found it variable. One indicated that calls and

texts are fine but data can be slow. Another commented that internet via the phone can be slow.

These results show us that seasonal workers are affected by poor or variable mobile coverage while working in the Valley, and that there is the opportunity to investigate how reception can be improved.

Figure 5: Quality of Mobile Coverage (% of seasonal workers)



Employers were also asked if they think their workers are affected by limited mobile reception. Ten or 83% of employers said no. The other two employers said that reception was limited at Coal Creek as there is a black spot. One also commented that Spark reception can be limited and that the internet can be very slow.

## 9. Services

Employers were asked if their employees faced challenges accessing services while working in the valley. Most felt that the services that were available were good and one indicated that workers come to the Valley well prepared and knowing what is available and what is not.

Two would like to see a laundry in the Valley and one would like to see showers installed in town for seasonal workers who are freedom camping.

### Services used in the Valley

Seasonal workers were asked what other services they have used during their stay in the Teviot Valley. Retail (including food and grocery shopping), cafes and restaurants and postal services were the most used services.

Table 5: Services used in the Teviot Valley by seasonal workers

	% of respondents*
Retail, including food and grocery shopping	91%
Cafes and restaurants	59%
Postal services	32%
Doctor / medical services	26%
Vehicle servicing and repair	25%
Roxburgh i-SITE and library	21%
Public transport	18%
Other: Movies, petrol station, pharmacy, takeaways	4%

\*As some respondents gave more than one response, some are counted in more than one category meaning percentages add to more than 100%.

## Banking

Six employers indicated that banking is an issue for their workers. Four would like to see an ATM installed in Roxburgh and two highlighted issues that workers face transferring money home via Western Union. One indicated that local banks have not been supportive in this regard and that this is an ongoing issue.

Seasonal workers were asked how they most often access banking services. 71% do so via the internet and 17% by visiting a bank outside the Teviot Valley. Another 7% use phone banking and 6% do their banking through Seasonal Solutions.

Table 6: Banking methods used by seasonal workers

	% of respondents*
Internet	71%
Visiting a bank outside Teviot Valley	17%
No response	10%
Phone banking	7%
Seasonal Solutions	5%
Other: ATM in pub, EFTPOS, SuperValue	3%

\*As some respondents gave more than one response, they are counted in more than one category meaning percentages add to more than 100%.

## How workers found out about services

Seasonal workers were asked how they found out about services in the Teviot Valley. Most found them by looking or walking or driving past. Word of mouth was also used.

Table 7: Means by which seasonal workers find out about services in the Teviot Valley

	% of respondents*
Looking / walking past / passing by / driving by	43%
Word of mouth	14%
No response	12%
Employer	9%
Pastoral advisor	7%
Friends	5%
Not hard to find / way easy	3%
Asking locals	2%
Seasonal solutions	2%
i-site	2%
Other: Advertising, family, noticeboard, google map, online.	6%

\*As some respondents gave more than one response, some are counted in more than one category meaning percentages add to more than 100%.

## What would make it easier for them to find out about services

The seasonal worker survey indicates that 22% thought a Teviot Valley website page and 17% thought a Facebook page would help them find out about services. This information highlights an opportunity for the Valley, to develop an online presence to better inform seasonal workers prior to their arrival and while they are working in the Valley.

Table 8: Initiatives that would make it easier to find out about services in the Teviot Valley

	Number of responses	% of respondents*
Teviot Valley Website	19	22%
A Facebook page	15	17%
Nothing. They are easy to find.	6	7%
Flyers / leaflets for backpackers	5	6%
Noticeboard or newsletter	4	5%
Other: A map of everything in Roxburgh, Free internet, Google map, If they were explained when they arrived, Info on employment, Mobile apps, Word of mouth	7	8%
No response	38	44%

\*As some respondents gave more than one response, some are counted in more than one category meaning percentages add to more than 100%.

### What other services they would use if they were available.

There are a number of services that would be used by seasonal workers if they were made available. Top of the list are a cash machine, English language lessons and a source of advice on employment conditions, tax and immigration information.

Table 9: Services that would be used by seasonal workers if they were available

	% of respondents
Cash Machine	59%
English language lessons	31%
Independent advice about employment conditions	25%
Tax and immigration information	25%
Translation services	15%
Laundry	15%
Western Union to send money home	7%

\*As some respondents gave more than one response, some are counted in more than one category meaning percentages add to more than 100%.

Other single responses were a bank, books for the library, better retail, better methods of sending money home, shuttles between orchards, more food outlets, subway, vehicle registration service, better postal service, a wood fire and the opportunity to talk with local people over a drink.

There is the opportunity to investigate whether it is realistic or viable to supply these services in the Teviot Valley.

## 10. Recreational Activities

Seasonal workers were asked what they like to do on their day off. The leader of the seasonal worker survey team indicates that most workers said they worked hard while in the Valley and that this didn't leave much time or energy for recreational activities. In any time off, their main focus was instead on relaxation and rest. Some do however undertake activities and hiking, travelling, walking and cycling are the most popular activities.

Table 10: Most popular activities undertaken by seasonal workers on their day off (Rank from most popular)

	Rank
Hiking	1
Travelling	2
Relaxation and rest	3
Walking	3
Cycling	4
Sleep	5
Watch movies	6
Shopping	6
Swimming	6
Exploring town	7
Do washing / laundry	7
Looking around the area	7
Fishing	8
Jogging / running	8
Walking	8
Spend time with friends	9
Restaurants / cafes	9
Stay at accommodation	9
Other: Cook, camp, read, church, soccer, music, eat, golf, play sport, horse riding, go online,	

If the Valley wishes to provide more information to seasonal workers on recreation activities or coordinate events, this information provides a useful indication of the breadth of recreational activities of interest to seasonal workers. There is also the opportunity to work with local clubs to encourage recreational activities that integrate seasonal workers.

Most employers feel that there are adequate recreational opportunities for seasonal workers. They noted that some of their workers go walking, fishing, exploring the wider area and playing soccer. A few also felt however that workers were generally here to work and earn money so there was not much opportunity (or energy) to put into recreational activities.

One however feels there is a lack of post-work recreational opportunities and that a football league or indoor basketball would be well received.

Most employers made comment about the value of Cherry Chaos and how they would like to see it continue. One employer was concerned that the event relied heavily on a small number of volunteers.

#### How seasonal workers find out about local activities and events.

Most often, seasonal workers find out about activities and events from their accommodation establishments or place of employment.

There is the opportunity to ensure that commercial accommodation proprietors and growers are provided with up-to-date and accurate information on activities and events to pass on to their workers. This could include paper versions to display in their facilities as well as emailed information to distribute. As part of this, the development of a comprehensive database of all these businesses would be useful.

Table 11: Means by which seasonal workers find out about local activities and events

	Rank
Info at accommodation or hostel manager	1
Information at place of employment	2
Friends	2
Word of mouth	2
Internet	3
Pastoral Advisors	3
Advertising or newspaper	3
Can't find out / didn't find out	4
Signs	4
i-Site	5
Not interested	5
Not a lot of events	6
Posters in shop windows	6
Information board	7
Other: Facebook, in the supermarket, looking around, on map, text messages, church, Supervalve	1

### Interest in other activities

Seasonal workers were asked what other activities they would be interested in. The most interest was shown in local walkways, movies, swimming, soccer and fishing. There are opportunities to promote these activities further.

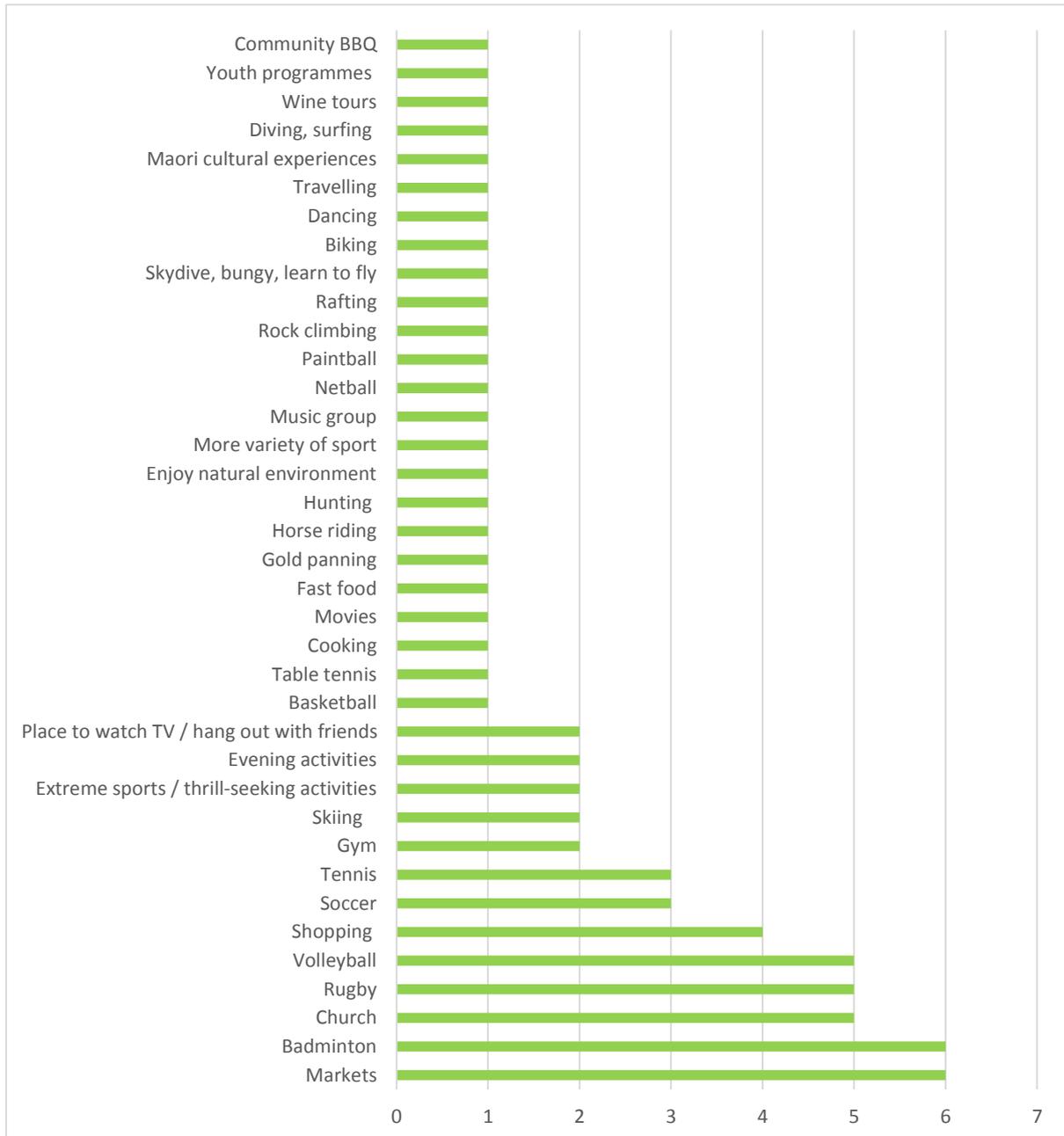
Table 12: Interest in activities that are available in the Teviot Valley (% of seasonal workers)

	% of respondents
Local walkways	72
Movies	72
Swimming/lessons	62
Cycle trails	58
Soccer	43
Fishing	41
Four-wheel driving	35
Gold panning	22
Golf	17
Squash	16
Lawn bowls	14

Seasonal workers were also asked what other activities would interest them. Answers were diverse with markets, badminton, church, rugby and volleyball being the most popular.

There is the opportunity to develop a series of events building on the interests of seasonal workers highlighted in the surveys. For example, a night sky evening with telescopes from the Alexandra observatory or a hiking tour, to allow seasonal workers to experience aspects of what the valley has on offer. This could be run as a pilot in the 17/18 summer and continued if successful.

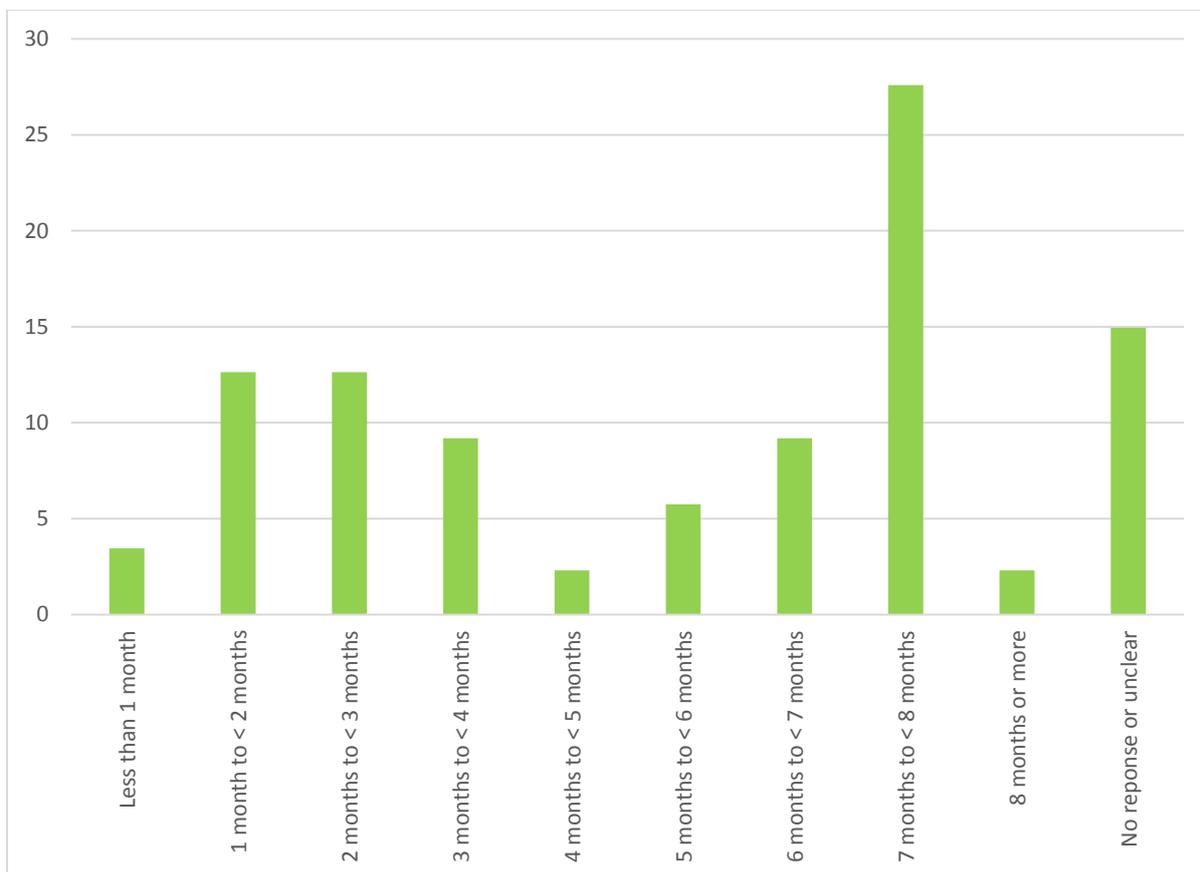
Figure 6: Other activities that would interest seasonal workers (n = number of respondents)



## 11. Seasonal Worker Patterns

Seasonal workers were asked how long they intend to stay in the Teviot Valley. Responses varied widely, from less than a month, to eight months or more. Twenty eight percent are staying between 7 and 8 months and these are predominantly RSE workers.

Figure 7: Length of time respondents intend to stay in the Teviot Valley (% of respondents)



Seasonal workers were asked if anything could be done to make them stay longer. 'More work' was the highest response. This supports the views of some employers that many are 'just here to work and earn money'.

Table 13: Factors that would make seasonal workers stay longer in the Teviot Valley

	% of respondents
More work	60%
Nothing / not possible	8%
Money	5%
The kindness of the people	2%
Visa length	2%
Friends	2%
Other: environment, job stability, more people (too quiet), more walks	6%
No response	20%

## 12. Perceptions of the Teviot Valley

Seasonal workers were asked what they enjoy about living here. The small, peaceful and relaxing village atmosphere was the most common response. The friendly locals and the beauty of the natural landscape also featured highly.

Table 14: Features of the Teviot Valley liked by seasonal workers

	% of respondents
Small / quiet / peaceful / relaxing / not rushed / village atmosphere	31%
Friendly / nice people / locals	23%
The landscapes / natural beauty / environment	14%
Companionship / friendships / meeting people	13%
Easy to find good work / work available	13%
Making money	6%
Good weather	6%
No response	5%
Good way of life	3%
Good accommodation	3%
Safe	3%
Everything	3%
Close proximity to work	2%
Colder weather / cooler climate	2%
Cooking for / with people	2%
Cycle trails	2%
Different cultures & diversity of people to meet	2%
Fruit	2%
Walking	2%
New Zealand food	2%
Other: sightseeing , fishing, not expensive, Local culture / history of Roxburgh, night sky, visiting other places, farm visits	7%

This information is useful for positioning the Valley as a good place to work and could be used to write up a description of the Valley to be included on a website for seasonal workers to read prior to their arrival in the Valley

Seasonal workers were also asked what they found challenging about living in the Valley. The cold climate and limited retail were ranked the highest. The quiet, being away from family and isolation also featured. There is the opportunity to explore options for an initiative aimed at linking seasonal workers with their families and communities at home, through technology and/or art.

Consider the Sonic Well project as inspiration:

<http://www.stuff.co.nz/entertainment/arts/79183992/Sonic-wells-connect-Turkey-and-Australia-to-Wellington>

Table 15: Challenges for Seasonal Workers in the Teviot Valley

	% of respondents
Cold climate	13%
Limited retail options	11%
Quiet / would like more activity	9%
Being away from family	6%
Lack of transport	6%
All good / no problems	5%
Lack of Wi-Fi / internet access	5%
Distance to travel to services	3%
Buying groceries / accessing a bigger supermarket	3%
Distance / isolation	2%
No phone landline	2%
Not enough activities	2%
Lack of bank	2%
No response	18%
Other: cost of living is high, difficult to buy fresh fish, no showers or toilets when freedom camping, hard to meet people, lack of job information, lack of fast food, language, money, no advice on employment conditions and living with a different culture, costs of private use of van, no laundry, no car registration or change of ownership service, visa approval, work stops and starts, postal service, racism.	

### 13. Recommending the Teviot Valley

An overwhelming 97% of respondents would recommend the Teviot Valley as a great place to come and work. When asked why, the most common response was because of the friendly people, the work that is available and the quiet relaxed pace of life.

Table 16: Why seasonal workers would recommend the Teviot Valley as a place to work

	% of respondents
Nice / friendly people / community atmosphere	33%
Work available / good work available	32%
Quiet / relaxed / small / peaceful / easy life	24%
Happy here / it's a nice place	9%
Environment / views / scenery / fresh air / nature	8%
Good boss / honest employer	6%
Opportunity to make money	5%
Good rates of pay / opportunity to save	5%
Opportunity to make good friends	3%
A good place to learn about NZ culture	3%
Good weather	3%
Good for earning money for home / family / school fees	3%
Good accommodation	3%

Not so much competition for jobs	3%
Close to work and shops	2%
Feels safe	2%
No response	9%
Other: Cheap living, good river, lots of cheap fruit, relaxing, variety of work available	5%

#### 14. Challenges for the Valley

Employers were asked if they think there is any infrastructure coming under pressure from the growing number of seasonal workers in the Valley.

Comments were as follows:

- Loss of the camping grounds has led to an accommodation shortage
- Concern regarding freedom camping and pressure on toilets and rubbish servicing. Particular concern about freedom camping at Pinders Pond.
- Concern regarding the risks to the industry from freedom camping and associated staff hygiene issues in the packing shed. Risks to certification export systems e.g. Global Gap.
- It has become more difficult to buy properties in the Valley as many are being used for workers accommodation.
- Concern that SuperValue can become crowded with seasonal workers
- Accommodation pressures are particularly evident at the peak in January.

#### 15. Additional support for seasonal workers

Employers were asked what more they thought could be done to support seasonal workers. Most felt that workers are well supported in the Valley but had the following suggestions:

- A safe walkway for workers through Roxburgh East
- A meet and greet community BBQ for workers at the beginning of the season
- A 'Pickers Party' with a band and food available
- A Christmas party for workers
- Continued support for Cherry Chaos
- The development of a flyer outlining recreational activities that are available.
- Quiz nights in winter
- Winter entertainment in the gymnasium eg. basketball
- The organising of a football league
- A space in Roxburgh for RSE workers to relax and spend time when they are not shopping
- A website with information for seasonal workers
- Making Working Holiday Visas available for 2 years

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May 2017

## Appendix One: The sample – a snapshot of seasonal workers

Table 17: Country of Origin of Seasonal Workers in Survey

	% of respondents
Vanuatu	23%
Malaysia	22%
Solomon Islands	14%
France	12%
China	10%
New Zealand	5%
Japan	3%
Vietnam	3%
Czech Republic	2%
No response	1%
Canada	1%
England	1%
French	1%
Singaporean	1%
Taiwanese	1%

Table 18: Age of Seasonal Workers in Survey

	% of respondents
18 and under	1%
19-25	23%
26-35	66%
36-45	6%
46-55	3%
Did not respond	1%

Table 19: Gender of Seasonal Workers in Survey

	% of respondents
Female	44%
Male	55%
No response	1%

Table 20: Travelling in a group or alone - seasonal workers

	% of respondents
Group	76%
Alone	24%