

**From:** Claire Owens  
**To:** Alison Marris  
**Cc:** Haidee Hemsley  
**Subject:** RE: DOIA 1819-0547 - Kate Brady, Alliance Group Ltd [UNCLASSIFIED]  
**Date:** Thursday, 1 November 2018 9:46:00 a.m.  
**Attachments:** [image001.jpg](#)  
[DOIA 1819-0547 signed briefing, response and RIS.pdf](#)

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Hi Alison,

Please see attached notification of this DOIA request for a copy of an email sent to the MOI on 5 September.

I have put the hard copies in the bag this morning.

Cheers

**Claire Owens**  
BUSINESS ADVISOR

Operations Support, Immigration New Zealand  
Ministry of Business, Innovation & Employment

[claire.owens@mbie.govt.nz](mailto:claire.owens@mbie.govt.nz) | Telephone: +64 (0)4 901 8795  
15 Stout Street, PO Box 1473, Wellington 6011

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**From:** Alison Marris [mailto:[Alison.Marris@parliament.govt.nz](mailto:Alison.Marris@parliament.govt.nz)]  
**Sent:** Wednesday, 17 October 2018 11:42 a.m.  
**To:** Claire Owens  
**Subject:** RE: Request to Transfer [UNCLASSIFIED]

Yes please 😊

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**From:** Claire Owens [mailto:[Claire.Owens@mbie.govt.nz](mailto:Claire.Owens@mbie.govt.nz)]  
**Sent:** Wednesday, 17 October 2018 11:38 AM  
**To:** Alison Marris <[Alison.Marris@parliament.govt.nz](mailto:Alison.Marris@parliament.govt.nz)>  
**Subject:** RE: Request to Transfer [UNCLASSIFIED]

Hey Alison

Did your office want to be notified of our proposed response for this one?

Just FYI we have extended the due date to 9 November.

Cheers  
Claire

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**From:** Alison Marris  
**Sent:** Tuesday, 9 October 2018 4:48 p.m.  
**To:** Ministerial Services

**Cc:** Michael Carley  
**Subject:** RE: Request to Transfer [UNCLASSIFIED]

Hi Miranda

While you're right that this would have been best answered by this office, we are unfortunately well past the legislative time frame for transferring an OIA request. I've consulted over here and given that MBIE holds a copy of the correspondence requested, we think it would be best if MBIE responds to the request (including considering any appropriate redactions and consulting the writer of the correspondence).

Happy to discuss if that would be helpful.

Michael, FYI at this stage, as this was originally a request for information made to an IO handling an AIP.

Thanks,  
Alison

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**From:** Ministerial Services [<mailto:MinisterialServices@mbie.govt.nz>]  
**Sent:** Tuesday, 9 October 2018 10:31 AM  
**To:** Alison Marris <[Alison.Marris@parliament.govt.nz](mailto:Alison.Marris@parliament.govt.nz)>  
**Subject:** Request to Transfer [UNCLASSIFIED]

Kia ora,

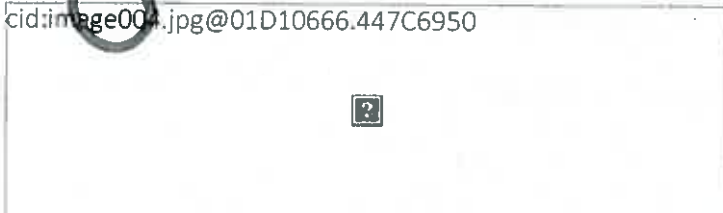
We received the request below for the release of MPGL 002 Maria van Kleef. We are enquiring if you can accept if this is transferred to the Minister's office?

Many thanks,  
Miranda Clement

**Administrative Assistant**

**Engagement, Communications and Ministerial Services, Corporate Governance and Information**

Email: [Miranda.Clement@MBIE.govt.nz](mailto:Miranda.Clement@MBIE.govt.nz)  
Ministry of Business, Innovation & Employment  
15 Stout Street, Wellington 6011 | P O Box 1473 Wellington 6140  
cid:image004.jpg@01D10666.447C6950



government services

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Released under the  
Official Information Act 1982



**Notification of Departmental Official Information Act Request –  
Section 9(2)(a) Alliance Group Ltd – A copy of the email sent to the  
Minister dated 5 September 2018**

<b>To</b>	Hon Iain Lees-Galloway	<b>Priority</b>	Medium
<b>Date</b>	1 November 2018	<b>Response date</b>	9 November 2018
<b>Security Classification</b>	In-Confidence	<b>Tracker number</b>	1819-0547

<b>Contact for telephone discussion (if required)</b>			
<b>Name</b>	<b>Position</b>	<b>Telephone</b>	<b>1st contact</b>
Claire Owens	Business Advisor	04 901 8795	N/A
Michael Carley	Manager – Operations Support	04 896 5370	Section 9(2)(a) ✓

**Purpose**

To notify you that the Ministry of Business, Innovation & Employment (the Ministry) will soon respond to a request made under the Official Information Act 1982 (the OIA), and to provide you with a copy of the the response in advance of it being sent to the requester.

**Due date**

The original due date has been extended. A response is due to the requestor on or before 9 November 2018.

**The Request**

- 1 On 14 September 2018, the Ministry received an OIA request from Section 9(2)(a) for the following information:
  - Are we able to get a copy of that letter also?
- 2 This request relates to an email from a member of the public dated 5 September 2018 that was sent to the Minister of Immigration, Hon Iain Lees-Galloway. It relates to an application for an Approval in Principle for Alliance Group – Lorneville Plant (Alliance), and the resulting media coverage which noted that the company was unable to find suitable New Zealand workers.
- 3 The request is attached as Appendix 1 for your reference.
- 4 Section 9(2)(a) for Alliance.



- 5 The company has a current application for an Approval in Principle (AIP) underway with Immigration New Zealand (INZ). During the course of the assessment, the assessing officer advised <sup>Section 9(2)(a)</sup> that an email had been received by the Minister and forwarded to INZ, and INZ had requested comment on the issues raised from the New Zealand Council of Trade Unions (NZCTU) <sup>Section 9(2)(a)</sup> subsequently asked for a copy of the email.

## The Response

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- 6 On 9 November 2018, the Ministry will respond to this request.
- 7 As the response may affect you and/or your office, the Ministry is providing you with a copy of the response for your information in advance of it being sent to the requester (Appendix 2).
- 8 The Ministry has decided to release a copy of the email sent to you from Maria Van Kleef dated 5 September 2018, with her name and email address withheld under Section 27(1)(b) of the OIA to avoid the unwarranted disclosure of the affairs of another person. The Ministry has consulted with Ms Van Kleef, who has confirmed that she has no objections with the release of her email to Alliance, but asked that her name and email address be withheld.
- 9 No action is sought from you or your office.
- 10 Officials can provide further information about this request if you wish.

## Risks and Implications

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- 11 The Ministry has identified risks to both the Ministry and its assessment of the AIP application, and the writer of the email correspondence. These risks have been mitigated through consulting the relevant INZ branch and consulting the writer of the email.
- 12 The Ministry has included the Risk Impact and Signoff Sheet as Appendix 3, which provides information about the risks identified by the Ministry, and how these are mitigated. It also summarises the consultation undertaken in the preparation of the response.
- 13 <sup>Section 9(2)(h)</sup> [REDACTED]  
[REDACTED]  
[REDACTED] The Ministry has decided to proceed as originally proposed and withhold Ms Van Kleef's personal details from release. <sup>Section 9(2)(h)</sup> [REDACTED] and the Ministry's response is detailed in the Risk Impact and Signoff Sheet.

## Appendices

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Appendix 1: OIA request

Appendix 2: OIA response

Appendix 3: Risk Impact and Signoff Sheet

## Appendix 1 – OIA Request

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**From:** Section 9(2)(a)  
**Sent:** Friday, 14 September 2018 11:02 a.m.  
**To:** Sheila McConnell  
**Subject:** RE: Alliance Group Response to Union Comments - Lorneville AIP Application [IN-CONFIDENCE:RELEASE EXTERNAL]

Thanks Sheila. Are we able to get a copy of the letter also?

Kind regards,

Section 9(2)(a)  
Lorneville

**M:** Section 9(2)(a)  
205 State Highway 99, Underwood, Invercargill  
PO Box 1410, Invercargill 9840, New Zealand  
alliance.co.nz

**From:** Sheila McConnell [mailto:Sheila.McConnell@mbie.govt.nz]  
**Sent:** Friday, 14 September 2018 10:56 AM  
**To:** Section 9(2)(a)  
**Subject:** RE: Alliance Group Response to Union Comments - Lorneville AIP Application [IN-CONFIDENCE:RELEASE EXTERNAL]

**H:** Section 9(2)(a)

I will get back to you on the advertising as I do not have the file with me at present.

I sent your response to NZTU on 10 September - I also requested comment and sent an email to them regarding a letter that had been sent to the Minister that INZ had received from a member of the public.

Kind regards

Sheila

Released under the  
Official Information Act 1982



**MINISTRY OF BUSINESS,  
INNOVATION & EMPLOYMENT**  
HĪKINA WHAKATUTUKI

Section 9(2)(a)

File No: DOIA 1819 – 0547

Dear Section 9(2)(a)

Thank you for your email of 14 September 2018, requesting the following information under the Official Information Act 1982 (the OIA):

*Are we able to get a copy of that letter also?*

(This refers to a letter from a member of the public dated 5 September 2018 that was sent to the Minister of Immigration, Hon Iain Lees-Galloway, in relation to the Alliance Group [Lorneville Plant] application for an Approval in Principle).

**Our response**

Please find attached a copy of email correspondence dated 5 September 2018, addressed to the Minister of Immigration, Hon Iain Lees-Galloway. Please note that the identity of the writer has been withheld from release under Section 7(2)(b) of the OIA as to release it would involve the unwarranted disclosure of the affairs of another person.

You have the right to contest the decision to withhold information by seeking an investigation and review of that decision by the Ombudsman, whose address for contact purpose is:

The Ombudsman

PO Box 10152

Wellington 6143

If you wish to discuss any aspect of your request or this response, please contact Claire Owens, Business Advisor, Operations Support, Immigration New Zealand at [claire.owens@mbie.govt.nz](mailto:claire.owens@mbie.govt.nz).

Yours sincerely

Karen Bishop  
Assistant General Manager – Visa Services  
Immigration New Zealand  
Ministry of Business, Innovation and Employment



**From:** [REDACTED]  
**Sent:** Wednesday, 5 September 2018 11:45 PM  
**To:** I Lees-Galloway (MIN) <i.lees-galloway@ministers.govt.nz>  
**Subject:** Re: Immigration

Dear Mr Galloway,

I am appalled Alliance Group Ltd are saying they cannot get enough workers in NZ. Because I felt so strongly about this misrepresentation, I tried to find where to put a submission in to immigration on this but was unable to find where to do this, so I am writing to you instead.

Being unable to fill positions has a lot to do with their treatment of their workers as I know of many who either have, or are having problems with this employer being responsible and abiding by their contract and statutory duties.

They say all the right things to the right people and behind closed doors they commit many breaches and use money, tactics and lawyers to avoid being held accountable for these breaches.

In my case, they unlawfully and unjustly locked me out of my employment all the while knowing they were breaching s 67D and part 6D of the act and took away my 15yrs accumulated redundancy seniority. I have been forced to take this to the ERA and am considering going public about their blatant refusal to follow the law. One of their lawyers is president of the Dunedin law society and a mentor for other lawyers who had actively promoted compliance with s67b yet then tried to deceive me on when s67D applied to the CEA (as did my employer by not providing the current CEA when asked).

The other is responsible for ensuring the CEAs are compliant with all legislation (which they contractually committed to do) yet he encouraged their noncompliance with both 67D and their point blank refusal to address my excessive break losses in this high risk industry or to compensate for this worked overtime. They are trying to plead ignorance of these laws to reduce any penalties and costs by putting contribution blame on me. They need to be held fully accountable for their deliberate breaches.

They refused to supply relevant wage documents and information when asked, and I have only just found out they reduced my pay rates in 2016 without telling us effectively removing all pay rises since 2011-12 (supposedly due to new machinery and reduced contract workers in the room) yet for redundancy purposes they have said the contract numbers did not change. They contracted out of paying our rest breaks by a .5% pay rise in 2012 and no back pay to when the law came in (around 1-2.00 a day instead of at the rate prior to work). The list goes on and the tactics and deceit they use is shocking. I and many others feel the only reason they want more immigrants is so they can control and manipulate their workforce more easily (being on employer sponsored visas)

I am one of their NZ workers who they unlawfully and unjustly got rid of.

Please take this into consideration alongside their submissions.

Yours sincerely

[REDACTED]

Sent from Mail for Windows 10

From: Maria [mailto:daksha@xtra.co.nz]  
Sent: Wednesday, 5 September 2018 11:45 PM  
To: I Lees-Galloway (MIN) <i.lees-galloway@ministers.govt.nz>  
Subject: Re: Immigration

Dear Mr Galloway,

I am appalled Alliance Group Ltd are saying they cannot get enough workers in NZ. Because I felt so strongly about this misrepresentation, I tried to find where to put a submission in to immigration on this but was unable to find where to do this, so I am writing to you instead.

Being unable to fill positions has a lot to do with their treatment of their workers as I know of many who either have, or are having problems with this employer being responsible and abiding by their contract and statutory duties.

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I am one of their NZ workers who they unlawfully and unjustly got rid of.

Please take this into consideration alongside their submissions.

Yours sincerely,

Maria van Klee

Sent from Mail for Windows 10

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Official Information Act 1982



# Ministry of Business, Innovation & Employment

Allow at least 2 days  
for Legal Consultation

Tracker No: 1819-0547  
Prepared by: Claire Owens  
Checked by: Michael Carley  
Signoff: Karen Bishop

## OIA RISK IMPACT and SIGN OFF SHEET

Requestor: Section 9(2)(a)

Due to requestor:	9 November 2018 (extended)
Due to Minister:	2 November 2018
Due to 4th Tier sign out:	31 October 2018
Due to Legal Services:	29 October 2018

**Request:** *Are we able to get a copy of that letter also?*  
  
(This refers to a letter from a member of the public dated 5 September 2018 that was sent to the Minister of Immigration, Hon Ian Lees-Galloway, in relation to the Alliance Group [Lorneville Plant] application for an Approval in Principle [AIP]).

**Previous requests:** Has this requestor had previous requests? No  
Section 9(2)(a) for Alliance Group Limited - Lorneville Plant (Alliance).

**Circle the relevant risk level of this OIA release below.**  
localised

**Who will be affected by this release?** (e.g. Minister/Ministry/Local Communities)

- The Ministry (MBIE, INZ)
- The writer of the email (Maria Van Kleef)

**What are the risks involved (for those listed above)?**  
Upon receipt of the letter from the Minister's office, the Ministry decided to include it for consideration with Alliance's AIP application 17443255. In the course of the assessment, the assessing officer advised Section 9(2)(a) that a letter had been received by the Minister and forwarded to INZ, and INZ had requested comment on the issues raised from the New Zealand Council of Trade Unions (NZCTU). Section 9(2)(a) subsequently asked for a copy of the letter. The Ministry does not invite public submissions for consideration with AIP applications, but it is common to receive additional information from third parties which is considered as part of the assessment. Alliance may be concerned that a letter from a former employee was accepted for consideration as part of this application, and are likely to want an opportunity to respond to the allegations. The Ministry notes however that an assessment of the AIP Section 9(2)(i)(iv)

Maria Van Kleef may be affected if she is able to be identified. She has detailed a number of allegations against Alliance, her former employer. She has noted that she has taken her case to the Employment Relations Authority (ERA).



### What has been done to mitigate these risks?

The assessing officer of the AIP application will be notified of the response before it is sent, so that they are prepared for any follow-up queries from the employer (Alliance).

The Ministry consulted with Ms Van Kleef on 11 October to notify her of the OIA request and our proposed response. We proposed to withhold only her name and email address to prevent her being identified by her former employer. On 23 October the Ministry received a response which said;

*"I stand by what I told Hon Ian Lees Galloway and I have no problem with Alliance Group Limited having a copy of the e-mail. I have already put this (and many other unjustified actions by them) in my submissions to the Employment Relations Authority, and shown evidence that backs up what I've said. Under s 67D of the Act, I was unlawfully dismissed by Alliance Group Limited, yet they refused to accept responsibility and reinstate me. They refused to ensure I could take my full agreed breaks and refused to compensate me for working into them (breach of a minimum entitlement under Part 6 of the Act). Alliance had contractually agreed to ensure compliance with all NZ Employment legislation and their lawyers had a duty to know and uphold the law, yet they have continued to subject me to considerable financial and emotional stress for 19mths with this unlawful dismissal on my work record. I had worked for Alliance for 15yrs and I find it deplorable they are now saying they can't get NZ workers."*

The Ministry proposed to release a full copy of the email, but with Ms Van Kleef's name and email address withheld under Section 27(1)(b) of the OIA Section 9(2)(h)

As a result, the Ministry consulted further with the writer for her opinion on whether her name should be released (since our initial consultation indicated that we were proposing to withhold it). In response, the writer said:

*"As per your e-mail... "We are proposing to withhold any information which could identify you under Section 9(2)(a) of the OIA, which relates to the privacy of natural persons" I would prefer my name and e-mail not to be included and see no need to indulge them with this. I no longer trust this company and have lost all patience and good will through their continued bad behaviour."*

The Ministry again proposed to withhold her name as requested (but under S27(1)(b)) given her complicated relationship with Alliance. It may be that Alliance is able to guess her identity from the content of the email, but still believe we should respect the writer's wishes and have her name withheld. It does seem that the matter is before the ERA but we do not know what stage the ERA process is at – it may be that the concerns have not yet been put to Alliance. Alliance is still going to receive the full content of the email and therefore be aware of the concerns from the 'member of the public' that INZ is considering, and it is questionable as to whether the identity of the person is relevant.

Section 9(2)(h)



Section 9(2)(h)

Section 9(2)(h)

the business has made the decision to withhold Ms Van Kleef's name and email address under S27(1)(b) of the OIA for the following reasons. Firstly, the Ministry cannot be confident that Alliance is already aware of the concerns from Ms Van Kleef as we do not know what stage the ERA process is at. Secondly, Alliance will still be provided a full copy of the email which details the concerns, and to withhold Ms Van Kleef's name does not detract from the content of the email. Alliance will still be able to identify that the writer is an ex-employee. The Ministry believes that in the context of the AIP application, Ms Van Kleef's identity is not relevant, and the employer will still have a fair opportunity to respond to the allegations should they wish to. There is also concern of potential retaliation against Ms Van Kleef for writing to the Minister with her concerns. Thirdly, although Ms Van Kleef has agreed with the Ministry's proposal to release a copy of her email, she has asked that her personal details be withheld as she no longer trusts them. The Ministry has an obligation to take her request into consideration.

The Ministry believes that a complaint to the Ombudsman against this decision to withhold Ms Van Kleef's name is unlikely.

**Do you have any other comments or concerns about this release?**

No

**Have relevant ministers and other ministries/ departments been informed? If yes, who, and any relevant comments? (refer to attached emails/file notes if necessary)**

No

**Do staff need to be informed of the risks? If 'yes', who, and how have they been informed?**

The assessing officer of the AIP application will be advised once a response is sent, should there be any follow-up questions from the employer

**Data (when an OIA includes data)**

Has a QA on the data occurred to ensure that the data is accurate and complete been undertaken?

N/A - no data is being released

**Publish on website** should this OIA be published? (Add brief note on your recommendation)

No

Released under the Official Information Act 1982

**SIGN OFF**

Section 9(2)(h)

**Communications Services** (Senior Comms Advisor – Director for Major/Critical releases or where escalated)

N/A

This OIA response can be published on the INZ website.

Yes / No

Name:

Date: / /2018

Position: Senior Communications Advisor - Communications

**Operations Manager**

Recommend for publishing

Yes /  No

Name: Michael Carley

Date: 29/10/2018

Position: Manager Operations Support

**Assistant General Manager**

This OIA response can be published on the INZ website.

Yes / No

Name: Karen Bishop

Date: 31/10/2018

Position: Assistant General Manager – Visa Services

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Official Information Act 1982



**From:** Maria van Kleef  
**To:** Claire Owens  
**Subject:** Re: Alliance  
**Date:** Wednesday, 24 October 2018 5:34:03 p.m.

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Hi Claire

As per your e-mail... "We are proposing to withhold any information which could identify you under Section 9(2)(a) of the OIA, which relates to the privacy of natural persons" I would prefer my name and e-mail not to be included and see no need to indulge them with this. I no longer trust this company and have lost all patience and good will through their continued bad behaviour.

Regards

Maria van Kleef

Sent from [Mail](#) for Windows 10

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Official Information Act 1982

## Claire Owens

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**From:** Claire Owens  
**Sent:** Wednesday, 24 October 2018 4:33 p.m.  
**To:** 'Maria van Kleef'  
**Subject:** RE: Alliance [IN-CONFIDENCE:RELEASE EXTERNAL]

Hi Maria

Thanks for your response. Can you now confirm whether you have any concerns with your name and email address being released to Alliance in our response to the OIA request?

Kind regards

**Claire Owens**  
BUSINESS ADVISOR

Operations Support, Immigration New Zealand  
Ministry of Business, Innovation & Employment

[claire.owens@mbie.govt.nz](mailto:claire.owens@mbie.govt.nz)  
15 Stout Street, PO Box 1473, Wellington 6011

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**From:** Maria van Kleef [<mailto:daksha@xtra.co.nz>]  
**Sent:** Wednesday, 24 October 2018 4:30 p.m.  
**To:** Claire Owens  
**Subject:** Alliance

Hi Claire

Thanks for your quick reply, I was just wondering who notified them as didn't see this mentioned in the OIA requests database.

Regards

Maria van Kleef

Sent from [Mail](#) for Windows 10

## Claire Owens

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**From:** Claire Owens  
**Sent:** Wednesday, 24 October 2018 4:20 p.m.  
**To:** 'Maria van Kleef'  
**Subject:** RE: Alliance [IN-CONFIDENCE:RELEASE EXTERNAL]

Hi Maria

As detailed in Hon Iain Lees-Galloway's response letter to you, he passed your comments on to the relevant INZ processing branch for consideration with Alliance's AIP application.

INZ subsequently informed Alliance that an email from a member of the public had been sent to the Minister and received by INZ. It was at this point that Alliance asked for a copy of the email.

Kind regards

**Claire Owens**  
BUSINESS ADVISOR

Operations Support, Immigration New Zealand  
Ministry of Business, Innovation & Employment

[claire.owens@mbie.govt.nz](mailto:claire.owens@mbie.govt.nz)  
15 Stout Street, PO Box 1473, Wellington 6011

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**From:** Maria van Kleef [<mailto:daksha@xtra.co.nz>]  
**Sent:** Wednesday, 24 October 2018 3:58 p.m.  
**To:** Claire Owens  
**Subject:** Alliance

Hi Claire

Could you please explain how Alliance Group Ltd was notified about my e-mail i.e. who notified them?

Thankyou

Regards

Maria van Kleef

Sent from Mail for Windows 10

## Claire Owens

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**From:** Claire Owens  
**Sent:** Wednesday, 24 October 2018 1:17 p.m.  
**To:** 'Maria van Kleef'  
**Subject:** RE: Alliance [IN-CONFIDENCE:RELEASE EXTERNAL]  
**Attachments:** Email 5 Sep 2018 Maria van Kleef to Hon Iain Lees-Galloway.pdf

Hi Maria

Thank you for your response. We are now proposing to release a full copy of your email (please see attached). We are of the view that the disclosure of your name would not be unwarranted and it should therefore be released. As you have explained below, you have already put much of this information to Alliance via the ERA process, and it is quite likely that you could be identified from the content of your email in any case.

If you have any concerns with our new approach, please let me know by close-of-play tomorrow (25/10).

Kind regards

**Claire Owens**  
BUSINESS ADVISOR

Operations Support, Immigration New Zealand  
Ministry of Business, Innovation & Employment

[claire.owens@mbie.govt.nz](mailto:claire.owens@mbie.govt.nz)  
15 Stout Street, PO Box 1473, Wellington 6011

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**From:** Maria van Kleef [<mailto:daksha@xtra.co.nz>]  
**Sent:** Tuesday, 23 October 2018 2:01 p.m.  
**To:** Claire Owens  
**Subject:** Re: Alliance

Hi Claire

I stand by what I told Hon Ian Lees Galloway and I have no problem with Alliance Group Limited having a copy of the e-mail. I have already put this (and many other unjustified actions by them) in my submissions to the Employment Relations Authority, and shown evidence that backs up what I've said. Under s 67D of the Act, I was unlawfully dismissed by Alliance Group Limited, yet they refused to accept responsibility and reinstate me. They refused to ensure I could take my full agreed breaks and refused to compensate me for working into them (breach of a minimum entitlement under Part 6 of the Act). Alliance had contractually agreed to ensure compliance with all NZ Employment legislation and their lawyers had a duty to know and uphold the law, yet they have continued to subject me to considerable financial and emotional stress for 19mths with this unlawful dismissal on my work record. I had worked for Alliance for 15yrs and I find it deplorable they are now saying they can't get NZ workers.

Sincerely

Maria van Kleef

Sent from Mail for Windows 10

**From:** Maria [mailto:daksha@xtra.co.nz]  
**Sent:** Wednesday, 5 September 2018 11:45 PM  
**To:** I Lees-Galloway (MIN) <i.lees-galloway@ministers.govt.nz>  
**Subject:** Re: Immigration

Dear Mr Galloway,

I am appalled Alliance Group Ltd are saying they cannot get enough workers in NZ. Because I felt so strongly about this misrepresentation, I tried to find where to put a submission in to immigration on this but was unable to find where to do this, so I am writing to you instead.

Being unable to fill positions has a lot to do with their treatment of their workers as I know of many who either have, or are having problems with this employer being responsible and abiding by their contract and statutory duties.

They say all the right things to the right people and behind closed doors they commit many breaches and use money, tactics and lawyers to avoid being held accountable for these breaches.

In my case, they unlawfully and unjustly locked me out of my employment all the while knowing they were breaching s 67D and part 6D of the act and took away my 15yrs accumulated redundancy seniority. I have been forced to take this to the ERA and am considering going public about their blatant refusal to follow the law. One of their lawyers is president of the Dunedin law society and a mentor for other lawyers who had actively promoted compliance with s67D yet then tried to deceive me on when s67D applied to the CEA (as did my employer by not providing the current CEA when asked).

The other is responsible for ensuring the CEAs are compliant with all legislation (which they contractually committed to do) yet he encouraged their noncompliance with both 67D and their point blank refusal to address my excessive break losses in this high risk industry or to compensate for this worked overtime. They are trying to plead ignorance of these laws to reduce any penalties and costs by putting contribution blame on me. They need to be held fully accountable for their deliberate breaches.

They refused to supply relevant wage documents and information when asked, and I have only just found out they reduced my pay rates in 2016 without telling us effectively removing all pay rises since 2011-12 (supposedly due to new machinery and reduced contract workers in the room) yet for redundancy purposes they have said the contract numbers did not change. They contracted out of paying our rest breaks by a .5% pay rise in 2012 and no back pay to when the law came in (around 1-2.00 a day instead of at the rate prior to work). The list goes on and the tactics and deceit they use is shocking. I and many others feel the only reason they want more immigrants is so they can control and manipulate their workforce more easily (being on employer sponsored visas)

I am one of their NZ workers who they unlawfully and unjustly got rid of.

Please take this into consideration alongside their submissions.

Yours sincerely

Maria van Kleef

Sent from Mail for Windows 10



**From:** Claire Owens  
**To:** "daksha@xtra.co.nz"  
**Subject:** Your email to the Minister regarding Alliance Group [IN-CONFIDENCE:RELEASE EXTERNAL]  
**Date:** Thursday, 11 October 2018 4:58:00 p.m.  
**Attachments:** Email 5 Sep 2018 Maria van Kleef to Hon Iain Lees-Galloway.pdf

---

Dear Maria

I write regarding your email to the Minister of Immigration, Hon Iain Lees-Galloway, dated 5 September 2018, which details your concerns about Alliance Group Ltd. I have attached a copy of the email for your reference. Please be advised that the Ministry has received a request for a copy of this email under the Official Information Act 1982 (the OIA). The request has come from Alliance Group Limited.

The Ministry is proposing to release a copy of this email to Alliance Group. We are proposing to withhold any information which could identify you under Section 9(2)(a) of the OIA, which relates to the privacy of natural persons. Please refer to the relevant sections of the email in red. If you have any concerns with our proposal, please respond to this email no later than **Thursday 25 October**.

Kind regards

**Claire Owens**  
BUSINESS ADVISOR

Operations Support, Immigration New Zealand  
Ministry of Business, Innovation & Employment

[claire.owens@mbie.govt.nz](mailto:claire.owens@mbie.govt.nz)

15 Stout Street, PO Box 1473, Wellington 6141

Released under the  
Official Information Act 1982

**From:** Maria [<mailto:daksha@xtra.co.nz>]  
**Sent:** Wednesday, 5 September 2018 11:45 PM  
**To:** I Lees-Galloway (MIN) <[i.lees-galloway@ministers.govt.nz](mailto:i.lees-galloway@ministers.govt.nz)>  
**Subject:** Re: Immigration

Dear Mr Galloway,

I am appalled Alliance Group Ltd are saying they cannot get enough workers in NZ. Because I felt so strongly about this misrepresentation, I tried to find where to put a submission in to immigration on this but was unable to find where to do this, so I am writing to you instead.

Being unable to fill positions has a lot to do with their treatment of their workers as I know of many who either have, or are having problems with this employer being responsible and abiding by their contract and statutory duties.

They say all the right things to the right people and behind closed doors they commit many breaches and use money, tactics and lawyers to avoid being held accountable for these breaches.

In my case, they unlawfully and unjustly locked me out of my employment all the while knowing they were breaching s 67D and part 6D of the act and took away my 15yrs accumulated redundancy seniority. I have been forced to take this to the ERA and am considering going public about their blatant refusal to follow the law. One of their lawyers is president of the Dunedin law society and a mentor for other lawyers who had actively promoted compliance with s67D yet then tried to deceive me on when s67D applied to the CEA (as did my employer by not providing the current CEA when asked).

The other is responsible for ensuring the CEAs are compliant with all legislation (which they contractually committed to do) yet he encouraged their noncompliance with both 67D and their point blank refusal to address my excessive break losses in this high risk industry or to compensate for this worked overtime. They are trying to plead ignorance of these laws to reduce any penalties and costs by putting contribution blame on me. They need to be held fully accountable for their deliberate breaches.

They refused to supply relevant wage documents and information when asked, and I have only just found out they reduced my pay rates in 2016 without telling us effectively removing all pay rises since 2011-12 (supposedly due to new machinery and reduced contract workers in the room) yet for redundancy purposes they have said the contract numbers did not change. They contracted out of paying our rest breaks by a .5% pay rise in 2012 and no back pay to when the law came in (around 1-2.00 a day instead of at the rate prior to work). The list goes on and the tactics and deceit they use is shocking. I and many others feel the only reason they want more immigrants is so they can control and manipulate their workforce more easily (being on employer sponsored visas)

I am one of their NZ workers who they unlawfully and unjustly got rid of.

Please take this into consideration alongside their submissions.

Yours sincerely

Maria van Kleef

Sent from Mail for Windows 10

**Claire Owens**

---

**From:** Claire Owens  
**Sent:** Thursday, 11 October 2018 4:40 p.m.  
**To:** Section 9(2)(a)  
**Subject:** DOIA 1819-0547 [IN-CONFIDENCE:RELEASE EXTERNAL]  
**Attachments:** 11102018163600-0001.pdf

Dear [REDACTED]

I am writing with regard to your request for information under the OIA. Due to the consultations necessary to make a decision on the request, we require further time to respond. Please see the attached letter.

We will endeavour to respond sooner if we are able to.

Kind regards

**Claire Owens**  
BUSINESS ADVISOR

Operations Support, Immigration New Zealand  
Ministry of Business, Innovation & Employment

[claire.owens@mbie.govt.nz](mailto:claire.owens@mbie.govt.nz)  
15 Stout Street, PO Box 1473, Wellington 6011

Released under the  
Official Information Act 1982



11 OCT 2018

Section 9(2)(a)

Ref: DOIA 1819-0547

Dear Section 9(2)(a)

Thank you for your email of 14 September 2018 requesting under the Official Information Act 1982 (the OIA), the following information:

*Are we able to get a copy of that letter also?*

(This refers to a letter from a member of the public that was sent to the Minister of Immigration, Hon Iain Lees-Galloway, in relation to the Alliance Group (Lorneville Plant) application for an Approval in Principle).

I am writing to advise you that the Ministry will provide a response but needs to extend the time available to answer your request. The Ministry's response will be with you no later than 9 November 2018. The reason for the extension relies on s15A(1)(b) of the OIA - consultations necessary to make a decision on the request are such that a proper response to the request cannot be made within the original time limit. I will respond to your request sooner if I am able to.

You have the right to seek an investigation and review of our decision to extend the time limit by the Ombudsman, whose address for contact purposes is:

The Ombudsman  
Office of the Ombudsman  
PO Box 10-152  
WELLINGTON 6143

Yours sincerely

Karen Bishop  
Assistant General Manager – Visa Services  
Immigration New Zealand  
Ministry of Business, Innovation and Employment



## Claire Owens

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**From:** INZ - Visa Services - OIA  
**Sent:** Wednesday, 10 October 2018 5:07 p.m.  
**To:** Claire Owens  
**Subject:** FW: DOIA 1819-0547 - Section 9(2)(a) - Allocation email [UNCLASSIFIED]  
**Attachments:** RE: Request to Transfer [UNCLASSIFIED]

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

Hi Claire,

As you did the MPOL, could you please take this OIA? Should be a quick and easy one.

Cheers,  
Fraser

---

**From:** Ceinwen Kelly **On Behalf Of** INZ Official Correspondence  
**Sent:** Wednesday, 10 October 2018 4:29 p.m.  
**To:** INZ Visa Services OIA  
**Cc:** Ministerial Services  
**Subject:** FW: DOIA 1819-0547 - Section 9(2)(a) - Allocation email [UNCLASSIFIED]

One for your team please Fraser 😊

Cei Kelly  
Senior Ministerial Services Adviser  
Business Strategy and Governance  
Ministry of Business, Innovation & Employment  
[Ceinwen.kelly@mbie.govt.nz](mailto:Ceinwen.kelly@mbie.govt.nz) | Telephone: +64 (04) 9018344

---

**From:** Ministerial Services  
**Sent:** Wednesday, 10 October 2018 10:07 a.m.  
**To:** INZ Official Correspondence  
**Subject:** FW: DOIA 1819-0547 - Section 9(2)(a) - Allocation email [UNCLASSIFIED]

Kia ora,

I had attempted to transfer this item to the Minister's office but Alison had to refuse the transfer due to the delay in being able to log the item. I have attached Alison's response since she CC'd in Michael Carley but he appears to be away until the 15<sup>th</sup>.

All the best,

Miranda Clement  
**Administrative Assistant**  
Engagement, Communications and Ministerial Services, Corporate Governance and Information  
Email: [Miranda.Clement@MBIE.govt.nz](mailto:Miranda.Clement@MBIE.govt.nz)  
Ministry of Business, Innovation & Employment  
15 Stout Street, Wellington 6011 | P O Box 1473 Wellington 6140





**From:** Fay Holdom **On Behalf Of** INZ Official Correspondence  
**Sent:** Friday, 5 October 2018 12:21 p.m.  
**To:** Ministerial Services  
**Subject:** RE: DOIA 1819-0547 - Section 9(2)(a) - Allocation email [SEC=UNCLASSIFIED]

What is the standard process for dealing with requests for MPOLs – these are the Ministers correspondence – shouldn't we be transferring this?

**From:** Ministerial Services  
**Sent:** Friday, 5 October 2018 9:59 AM  
**To:** INZ Official Correspondence <INZOfficialcorrespondence@mbie.govt.nz>  
**Subject:** DOIA 1819-0547 - Section 9(2)(a) - Allocation email [UNCLASSIFIED]

Morning,

MBIE has received the below Departmental OIA. Please **confirm**:

- Does this fall within your area of responsibility
- Sign out manager as well as the writer
- Whether the response will be suitable for publishing

**Note:** If the request is from an Opposition Party, MP or the media, Comms and the Ministers Office must be consulted.

Please save all related correspondence into the below MAKO folder as well as ensure Ministerial Services is informed of any changes to dates and copy in Ministerial Services when sending the proposed response to the Ministers office as well as the requestor.

<b>Mako folder:</b>	DOIA 1819-0547 - <span style="background-color: #cccccc;">Section 9(2)(a)</span>
<b>Tracking number:</b>	1819-0547
<b>Portfolio:</b>	Immigration
<b>DCE:</b>	Immigration
<b>GM:</b>	Visa Services
<b>Date received:</b>	2018-09-14
<b>Due to Minister:</b>	?
<b>Due to Requester:</b>	2018-10-12

<b>Requester:</b>	Section 9(2)(a)
<b>Full subject:</b>	Request for a copy of the Ministerial Letter MPOL 902 - Maria van Kleef - Due to Ministers office 2018- 09-28 sent to the Minister of Immigration and forwarded to the AIP team for consideration.

For more information about any of the Ministerial Servicing processes please visit <http://thelink/groups/Pages/ministerial-services.aspx>. If you have any further questions please contact Ministerial Services at [ministerialservices@mbie.govt.nz](mailto:ministerialservices@mbie.govt.nz)

Kind regards,  
Jack  
Ministerial Services

Released under the  
Official Information Act 1982

**From:** [Alison Marris](#)  
**To:** [Ministerial Services](#)  
**Cc:** [Michael Carley](#)  
**Subject:** RE: Request to Transfer [UNCLASSIFIED]  
**Date:** Tuesday, 9 October 2018 4:47:54 p.m.  
**Attachments:** [FW: Information Request 17617895 IN-CONFIDENCE.msg](#)

---

Hi Miranda

While you're right that this would have been best answered by this office, we are unfortunately well past the legislative time frame for transferring an OIA request. I've consulted over here and given that MBIE holds a copy of the correspondence requested, we think it would be best if MBIE responds to the request (including considering any appropriate redactions and consulting the writer of the correspondence).

Happy to discuss if that would be helpful.

Michael, FYI at this stage, as this was originally a request for information made to an IO handling an AIP.

Thanks,  
Alison

---

**From:** Ministerial Services [mailto:MinisterialServices@mbie.govt.nz]  
**Sent:** Tuesday, 9 October 2018 10:31 AM  
**To:** Alison Marris <Alison.Marris@parliament.govt.nz>  
**Subject:** Request to Transfer [UNCLASSIFIED]

Kia ora,

We received the request below for the release of MPOL 902 Maria van Kleef. We are enquiring if you can accept if this is transferred to the Minister's office?

Many thanks,

Miranda Clement

**Administrative Assistant**

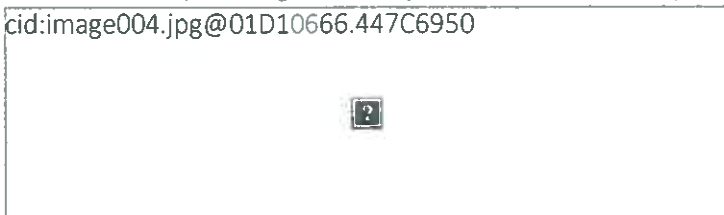
Engagement, Communications and Ministerial Services, Corporate Governance and Information

Email: [Miranda.Clement@MBIE.govt.nz](mailto:Miranda.Clement@MBIE.govt.nz)

Ministry of Business, Innovation & Employment

15 Stout Street, Wellington 6011 | P O Box 1473 Wellington 6140

cid:image004.jpg@01D10666.447C6950



[www.govt.nz](http://www.govt.nz) - your guide to finding and using New Zealand government services

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Released under the  
Official Information Act 1982



**From:** Sharmeen Medhora  
**To:** \*OIA  
**Subject:** FW: Information Request 17617895 [IN-CONFIDENCE]  
**Date:** Thursday, 4 October 2018 1:35:22 p.m.  
**Attachments:** RE Alliance Group Response to Union Comments - Lorneville ATP Application.pdf

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Hi Team,

This one was initially raised and allocated to a Privacy Officer here at iBranch however it appears that it is more appropriate to be dealt with by Ministerial Services as per Briane's advice below.

The original email request is attached... I believe all the employer is requesting for is a copy of a letter submitted to the Minister's office.

We will be closing off the request as it seems that the requestor does not require anything other than the letter (which we cannot get access to).

Kind regards,

**Sharmeen Medhora**

TECHNICAL ADVISOR | PRIVACY/OIA TEAM  
Visa Services – Immigration New Zealand  
Ministry of Business, Innovation & Employment

Telephone: +64 (0)9 928 2649 | Postal address: P.O. Box 76899, Manukau 2241 | Couriers only: DX Box EP71514, 20 Fairfax Avenue, Penrose, Auckland 1061

Feedback - Did we do what we said we would do? You may provide any feedback online at <https://feedback.immigration.govt.nz>

---

**From:** Briane Smith  
**Sent:** Thursday, 20 September 2018 2:35 p.m.  
**To:** Sharmeen Medhora  
**Cc:** Angela Sagala  
**Subject:** Re: Information Request 17617895 [IN-CONFIDENCE]

Hi Sharmeen, I don't believe that we are able to release this, as it is the Ministers correspondence. I would suggest you divert the person to the Ministers office, or alternatively you send this through to ministerial services to log as an OIA.

Thanks, Briane

---

**From:** Julie Hill  
**Sent:** Thursday, 20 September 2018 2:09 p.m.  
**To:** Ministerial Services; Briane Smith  
**Cc:** Sharmeen Medhora; Angela Sagala  
**Subject:** FW: Information Request 17617895 [IN-CONFIDENCE]

Dear Briane and Co,

Please let us know if you are able to assist with this please. Thank you.

Kind regards,

**Julie Hill**

IMMIGRATION MANAGER – PRIVACY TEAM

Manukau Office – Visa Services  
Immigration New Zealand  
Ministry of Business, Innovation & Employment

[julie.hill@mbie.govt.nz](mailto:julie.hill@mbie.govt.nz) | Telephone: +64 (0)9 928 2097 | Fax: +64 (0)9 914 4118  
Level 5, 25 Davies Avenue, Manukau, Auckland 2104, NEW ZEALAND  
PO Box 76895, Manukau City, Auckland 2241  
Courier Address: c/- DX Mail, 20 Fairfax Avenue, Penrose, Auckland 1061, New Zealand, EP71514

---

**From:** VIRGINNIA FRUEAN  
**Sent:** Thursday, 20 September 2018 2:00 p.m.  
**To:** Sharmeen Medhora  
**Cc:** Angela Sagala; Julie Hill  
**Subject:** RE: Information Request 17617895 [IN-CONFIDENCE]

Hi Sharmeen,

We're not the team that is able to provide/release the info below.  
Please direct future request such as below to Ministerial Services not Immigration Resolutions – ministerial team.  
Or try Briane Smith, Team Leader Workflow for Ministerial Services.

Kind regards,

**Virginia Fruean**  
Resolutions Support Officer  
Resolutions, Service Design and Performance  
Immigration New Zealand  
Ministry of Business, Innovation & Employment  
Hikina Whakarotomā  
Level 12, 166 Lambton Quay, Wellington  
Email: [virginia.fruean@mbie.govt.nz](mailto:virginia.fruean@mbie.govt.nz)

---

**From:** Sharmeen Medhora  
**Sent:** Tuesday, 18 September 2018 10:44 a.m.  
**To:** VIRGINNIA FRUEAN  
**Cc:** Angela Sagala; Julie Hill  
**Subject:** Information Request 17617895 [IN-CONFIDENCE]

Morning Virginnia,

The Privacy Team have received an urgent OIA request from an employer regarding a copy of a ministerial letter which I believe is held in MAKO.. I don't seem to have access to MAKO so I believe you are the person to contact regarding this one but if not, and you know who to contact, then please let me know so I can make a mental note for future! ☺

The details according to AMS is as below:

Mako folder: MPOL 902 Maria van Kleef

Tracking number: MPOL 902

Portfolio: Immigration

DCE: Immigration

GM: Compliance Risk and Intel Services

Date received: 2018-09-06

Due to Minister: 2018-09-28

Thank you in advance!

Kind regards,

**Sharmeen Medhora**

TECHNICAL ADVISOR | PRIVACY/OIA TEAM  
Visa Services – Immigration New Zealand  
Ministry of Business, Innovation & Employment

Telephone: +64 (0)9 928 2649 | Postal address: P.O. Box 76895, Manukau 2241 | Courier only: PO Box: EP71514, 20  
Fairfax Avenue, Penrose, Auckland 1061

Feedback - Did we do what we said we would do? You may provide any feedback online at  
<https://feedback.immigration.govt.nz>

Released under the  
Official Information Act 1982

**From:** [Sheila McConnell](#)  
**To:** [Sharmeen Medhora](#)  
**Subject:** RE: Alliance Group Response to Union Comments - Lorneville AIP Application [IN-CONFIDENCE:RELEASE EXTERNAL]  
**Date:** Tuesday, 18 September 2018 9:44:00 a.m.  
**Attachments:** [image003.png](#)

---

Good morning Sharmeen,

Thank you. Yes the request is for Alliance Group Lorneville as per your screenshot.

Kind regards.

Sheila

---

**From:** Sharmeen Medhora  
**Sent:** Tuesday, 18 September 2018 9:14 a.m.  
**To:** Sheila McConnell  
**Cc:** Colin Paintin; Julie Hill  
**Subject:** FW: Alliance Group Response to Union Comments - Lorneville AIP Application [IN-CONFIDENCE:RELEASE EXTERNAL]

Morning Sheila,

Just to confirm that the request is regarding the following client:



In future, it would be really appreciated if you can include a client number or application number as a reference as this will assist the Support staff who are dealing with the lodgement of requests from our inbox in finding the relevant client(s) faster, thank you!



| will raise this request today and allocate it out as priority ☺

Kind regards,

**Sharmeen Medhora**

TECHNICAL ADVISOR | PRIVACY/OIA TEAM  
Visa Services – Immigration New Zealand  
Ministry of Business, Innovation & Employment

Telephone: +64 (0)9 928 2649 | Postal address: P.O. Box 76895, Manukau 2241 | Couriers only: DX Box: EP71514, 20 Fairfax Avenue, Penrose, Auckland 1061

Feedback - Did we do what we said we would do? You may provide any feedback online at <https://feedback.immigration.govt.nz>

---

**From:** Julie Hill  
**Sent:** Monday, 17 September 2018 3:23 p.m.  
**To:** Sheila McConnell  
**Cc:** Colin Paintin; Sharmeen Medhora  
**Subject:** RE: Alliance Group Response to Union Comments - Lorneville AIP Application [IN-CONFIDENCE:RELEASE EXTERNAL]

Dear Sheila,

Thank you for your e-mail.

Sharmeen is our TA and so she will be able to check for you in the morning.

Kind regards,

**Julie Hill**

IMMIGRATION MANAGER – PRIVACY TEAM

Manukau Office – Visa Services  
Immigration New Zealand  
Ministry of Business, Innovation & Employment

[Julie.hill@mbie.govt.nz](mailto:Julie.hill@mbie.govt.nz) | Telephone: +64 (0)9 928 2647 | Fax: +64 (0)9 914 4118  
Level 5, 25 Davies Avenue, Manukau, Auckland 2101, NEW ZEALAND  
PO Box 76895, Manukau City, Auckland 2241  
Courier Address: c/-FX Mail, 20 Fairfax Avenue, Penrose, Auckland 1061, New Zealand, EP71514

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**From:** Sheila McConnell  
**Sent:** Monday, 17 September 2018 3:17 p.m.  
**To:** Julie Hill  
**Cc:** Colin Paintin  
**Subject:** RE: Alliance Group Response to Union Comments - Lorneville AIP Application [IN-CONFIDENCE:RELEASE EXTERNAL]

Hi Julie,

I sent this email to your department on Friday afternoon.

My manager Colin Paintin has asked me to request urgency for this request, if at all possible.

We have a pressing potential media interest and your help would be greatly appreciated.

Kind regards

Sheila

---

**From:** Sheila McConnell  
**Sent:** Friday, 14 September 2018 1:17 p.m.  
**To:** WF OIAnon DOL  
**Subject:** FW: Alliance Group Response to Union Comments - Lorneville AIP Application [IN-CONFIDENCE:RELEASE EXTERNAL]

Hi there,

I have a request for a copy the Ministerial Letter MPOL 902 - Maria van Kleef - Due to Ministers office 2018-09-28 sent to the Minister of Immigration and forwarded to the AIP team for consideration.

Do you require a copy of the letter from me?

The request is for Section 9(2)(a) Alliance Lorneville as per email below.

Please let me know if you require any further information.

Kind regards

Sheila

---

**From:** Section 9(2)(a)  
**Sent:** Friday, 14 September 2018 11:02 a.m.  
**To:** Sheila McConnell  
**Subject:** RE: Alliance Group Response to Union Comments - Lorneville AIP Application [IN-CONFIDENCE:RELEASE EXTERNAL]

Thanks Sheila. Are we able to get a copy of the letter also?

Kind regards,

Section 9(2)(a)

205 State Highway 99, Underwood, Invercargill  
PO Box 1410, Invercargill 9840, New Zealand  
[alliance.co.nz](http://alliance.co.nz)

---

**From:** Sheila McConnell [mailto:Sheila.McConnell@mbie.govt.nz]  
**Sent:** Friday, 14 September 2018 10:56 AM  
**To:** Section 9(2)(a)  
**Subject:** RE: Alliance Group Response to Union Comments - Lorneville AIP Application [IN-CONFIDENCE:RELEASE EXTERNAL]

Hi [REDACTED]

I will get back to you on the advertising as I do not have the file with me at present.

I sent your response to NZTU on 10 September – I also requested comment and sent an email to them regarding a letter that had been sent to the Minister that INZ had received from a member of the public.

Kind regards

Sheila

Out of scope

Released under the  
Official Information Act 1982

**From:** Sheila McConnell  
**To:** [REDACTED]  
**Subject:** RE: Alliance Group Response to Union Comments - Lorneville AIP Application [IN-CONFIDENCE:RELEASE EXTERNAL]  
**Date:** Tuesday, 18 September 2018 8:43:00 a.m.

---

Hi [REDACTED]

I have requested urgency with your OIA request and will find out this morning how soon it will be completed, if the department which actions those will accept the request for urgency.

The letter that we received mentioned issues that needed to be considered and so we asked the Union to comment on matters noted in the letter.

We did not send the letter as a whole, just the areas we considered needed to be clarified.

Kind regards

Sheila

---

**From:** Section 9(2)(a)  
**Sent:** Friday, 14 September 2018 1:16 p.m.  
**To:** Sheila McConnell  
**Subject:** RE: Alliance Group Response to Union Comments - Lorneville AIP Application [IN-CONFIDENCE:RELEASE EXTERNAL]

Hi Sheila

I am not trying to be difficult but can I ask why the union get the opportunity to respond to the letter but we don't, given that it is our application?

Kind regards,

Section 9(2)(a)



205 State Highway 99, Underwood, Invercargill  
PO Box 1410, Invercargill 9840, New Zealand  
[alliance.co.nz](http://alliance.co.nz)



---

**From:** Sheila McConnell [mailto:Sheila.McConnell@mbie.govt.nz]  
**Sent:** Friday, 14 September 2018 1:14 PM  
**To:** Section 9(2)(a)  
**Subject:** RE: Alliance Group Response to Union Comments - Lorneville AIP Application [IN-CONFIDENCE:RELEASE EXTERNAL]

Hi [REDACTED]

I will have to send a request to our privacy team, as I am unable to release that information.

I think it usually takes around 20 days for it to be actioned.

Kind regards

Sheila

---

**From:** Section 9(2)(a)  
**Sent:** Friday, 14 September 2018 11:02 a.m.  
**To:** Sheila McConnell  
**Subject:** RE: Alliance Group Response to Union Comments - Lorneville AIP Application [IN-CONFIDENCE:RELEASE EXTERNAL]

Thanks Sheila. Are we able to get a copy of the letter also?

Kind regards,

Section 9(2)(a)

205 State Highway 99, Underwood, Invercargill  
PO Box 1410, Invercargill 9840, New Zealand  
[allianca.co.nz](http://allianca.co.nz)

---

**From:** Sheila McConnell [mailto:Sheila.McConnell@mbie.govt.nz]  
**Sent:** Friday, 14 September 2018 10:56 AM  
**To:** Section 9(2)(a)  
**Subject:** RE: Alliance Group Response to Union Comments - Lorneville AIP Application [IN-CONFIDENCE:RELEASE EXTERNAL]

Hi [REDACTED]

I will get back to you on the advertising as I do not have the file with me at present.

I sent your response to NZTU on 10 September – I also requested comment and sent an email to them regarding a letter that had been sent to the Minister that INZ had received from a member of the public.

Kind regards

Sheila

Out of scope

Released under the  
Official Information Act 1982

---

**From:** Brendan Belcher  
**Sent:** Monday, 17 September 2018 1:44 p.m.  
**To:** Colin Paintin; Sheila McConnell  
**Subject:** FW: Letter from ex-employee of Alliance Group to Minister Lees-Galloway [UNCLASSIFIED]

Have you guys seen this full letter?

---

**From:** Anna Ramsdale  
**Sent:** Friday, 14 September 2018 2:43 p.m.  
**To:** Brendan Belcher  
**Cc:** Michael Carley  
**Subject:** Letter from ex-employee of Alliance Group to Minister Lees-Galloway [UNCLASSIFIED]

Good afternoon Brendan,

We have been working on a ministerial response to a letter from an ex-employee of Alliance Group.

Claire Owens had mentioned that she had spoken to someone from Christchurch about this letter, and that your branch was happy for the response to say that the letter had been passed to the relevant processing branch for consideration. We have not provided any contact details or indicated that Alliance's AIP is being processed at Christchurch. To ensure you've seen the full contents of the letter, please find the original email below:

**From:** Maria [<mailto:dakshat@nra.co.nz>]  
**Sent:** Wednesday, 5 September 2018 11:43 PM  
**To:** I Lees-Galloway (MIN) <[i.lees-galloway@ministers.govt.nz](mailto:i.lees-galloway@ministers.govt.nz)>  
**Subject:** Re: Immigration

Dear Mr Galloway,

*I am appalled Alliance Group Ltd are saying they cannot get enough workers in NZ. Because I felt so strongly about this misrepresentation, I tried to find where to put a submission in to immigration on this but was unable to find where to do this, so I am writing to you instead.  
Being unable to fill positions has a lot to do with their treatment of their workers as I know of many who either have, or are having problems with this employer being responsible and abiding by their contract and statutory duties.  
They say all the right things to the right people and behind closed doors they commit many breaches and use money, tactics and lawyers to avoid being held accountable for these breaches.  
In my case, they unlawfully and unjustly locked me out of my employment all the while knowing they were breaching s 67D and part 6D of the act and took away my 15yrs accumulated redundancy seniority. I have been forced to take this to the ERA and am considering going public about their blatant refusal to follow the law. One of their lawyers is president of the Dunedin law society and a mentor for other lawyers who had actively promoted compliance with s67D yet then tried to deceive me on when s67D applied to the CEA (as did my employer by not providing the current CEA when asked).  
The other is responsible for ensuring the CEAs are compliant with all legislation (which they contractually committed to do) yet he encouraged their noncompliance with both 67D and their point blank refusal to address my excessive break losses in this high risk industry or to compensate for this worked overtime. They are trying to plead ignorance of these laws to reduce any penalties and costs by putting contribution blame on me.*

*They need to be held fully accountable for their deliberate breaches.  
They refused to supply relevant wage documents and information when asked, and I have only just found out they reduced my pay rates in 2016 without telling us effectively removing all pay rises since 2011-12 (supposedly due to new machinery and reduced contract workers in the room) yet for redundancy purposes they have said the contract numbers did not change. They contracted out of paying our rest breaks by a .5% pay rise in 2012 and no back pay to when the law came in (around 1-2.00 a day instead of at the rate prior to work). The list goes on and the tactics and deceit they use is shocking. I and many others feel the only reason they want more immigrants is so they can control and manipulate their workforce more easily (being on employer sponsored visas)  
I am one of their NZ workers who they unlawfully and unjustly got rid of.  
Please take this into consideration alongside their submissions.*

*Yours sincerely*

*Maria van Kleef*

We are sending our response over to the Minister's office today, and they will send it on to Maria in due course.

Kind regards,

**Anna Ramsdale**

MINISTERIAL WRITER

Engagement, Communications and Ministerial Services

Ministry of Business, Innovation & Employment

[anna.ramsdale@mbie.govt.nz](mailto:anna.ramsdale@mbie.govt.nz) | Telephone: +64 (04) 897 7644

15 Stout Street, Wellington 6011 | PO Box 1473, Wellington 6140

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**From:** Michael Carley

**Sent:** Friday, 14 September 2018 2:36 p.m.

**To:** Anna Ramsdale

**Subject:** RE: MPOL 902 - Maria van Kleef - Alliance Group [UNCLASSIFIED]

Anna – that's fine. Please ensure the material she has sent in has been sent to Brendan Belcher in Christchurch office as the Minister says it has been sent on. Brendan will not have access to MAKO so please send him the material by email.

Michael

---

**From:** Anna Ramsdale

**Sent:** Thursday, 13 September 2018 4:04 p.m.

**To:** Michael Carley

**Subject:** MPOL 902 - Maria van Kleef - Alliance Group [UNCLASSIFIED]

Good afternoon Michael,

I have a ministerial ready for your review: [MPOL 902 - Maria van Kleef](#) (original correspondence [here](#)).

Please let me know if you're happy with the draft, or if you'd like any changes.



Thank you,  
Anna

Released under the  
Official Information Act 1982

**From:** Nick Henry  
**To:** [Sheila McConnell](#)  
**Subject:** Re:17443255 Alliance Lorneville AIP request [IN-CONFIDENCE:RELEASE EXTERNAL]  
**Date:** Monday, 17 September 2018 4:04:25 p.m.

---

Hi Sheila,

I don't have information to comment on all these issues. However, I would note that the rest breaks issue was on the rate of pay of breaks. Breaks are paid but not always at the full piece rate. This would not be a minimum standards breach, but is an issue the union is seeking to improve in negotiations.

Out of scope



Nick

Nga mihi,

Nick

Nick Henry | New Zealand Council of Trade Unions - Te Kauae Kaimahi | PO Box 6645, Wellington | [04 801 0831](tel:048010831) | [Section 9\(2\)\(a\)](#)

On Sheila McConnell <[Sheila.McConnell@public.govt.nz](mailto:Sheila.McConnell@public.govt.nz)>, 10 Sep 2018 12:53 pm wrote:

Hi Nick,

Further to my previous email, INZ has received an email from a member of the public regarding the Alliance Lorneville request for overseas workers.

The letter notes that many employees are having problems with their employer – not being “responsible and abiding by their contract and statutory duties”.

The letter states the person (a New Zealander) was unlawfully and unjustly locked out of employment breaching s67D and part 6D of the act and took away the persons seniority.

The letter continues the employer refused to supply relevant wage documents and information when asked and reduced pay rates in 2016 without advising the employee. They have effectively removed all pay rises since 2011-2012 and contracted out of paying rest breaks by a 5% pay raise in 2012 with no back pay.

Does the relevant union have any comments on the above?

Please provide a response by 17/09/2018. Many thanks.

Kind regards

Sheila McConnell

SENIOR IMMIGRATION OFFICER

Visa Services, Immigration New Zealand  
Ministry of Business, Innovation & Employment

[sheila.mcconnell@mbie.govt.nz](mailto:sheila.mcconnell@mbie.govt.nz) | +64 (0)3 966 6663  
Immigration NZ, Level 2, 161 Cashel Street, Christchurch 8011

Siggy



[www.govt.nz](http://www.govt.nz) - your guide to finding and using New Zealand government services

Any opinions expressed in this message are not necessarily those of the Ministry of Business, Innovation and Employment. This message and any files transmitted with it are confidential and solely for the use of the intended recipient. If you are not the intended recipient or the person responsible for delivery to the intended recipient, be advised that you have received this message in error and that any use is strictly prohibited. Please contact the sender and delete the message and any attachment from your computer.

Released under the Official Information Act 1982

**From:** Sheila McConnell  
**To:** Section 9(2)(a)  
**Subject:** RE: Alliance Group Response to Union Comments - Lorneville AIP Application [IN-CONFIDENCE:RELEASE EXTERNAL]  
**Date:** Friday, 14 September 2018 2:12:00 p.m.

---

Hi [redacted]

No problem.

I did not send the letter to the Union, rather I 'sent an email to them regarding a letter that had been sent to the Minister that INZ had received from a member of the public'.

I will get back to you on Monday with further information if I have any.

Kind regards

Sheila

---

**From:** Section 9(2)(a)  
**Sent:** Friday, 14 September 2018 1:16 p.m.  
**To:** Sheila McConnell  
**Subject:** RE: Alliance Group Response to Union Comments - Lorneville AIP Application [IN-CONFIDENCE:RELEASE EXTERNAL]

Hi Sheila

I am not trying to be difficult but can I ask why the union get the opportunity to respond to the letter but we don't, given that it is our application?

Kind regards,

Section 9(2)(a)

205 State Highway 99, Underwood, Invercargill  
PO Box 1410, Invercargill 9840, New Zealand  
[alliance.co.nz](http://alliance.co.nz)

---

**From:** Sheila McConnell [mailto:Sheila.McConnell@mbie.govt.nz]  
**Sent:** Friday, 14 September 2018 1:14 PM  
**To:** Kate Brady

**From:** Sheila McConnell  
**To:** WF OI Anon DOL  
**Subject:** FW: Alliance Group Response to Union Comments - Lorneville AIP Application [IN-CONFIDENCE:RELEASE EXTERNAL]  
**Date:** Friday, 14 September 2018 1:16:00 p.m.

---

Hi there,

I have a request for a copy the Ministerial Letter MPOL 902 - Maria van Kleef - Due to Ministers office 2018-09-28 sent to the Minister of Immigration and forwarded to the AIP team for consideration.

Do you require a copy of the letter from me?

The request is for Section 9(2)(a) Alliance Lorneville as per email below.

Please let me know if you require any further information.

Kind regards

Sheila

---

**From:** Section 9(2)(a)  
**Sent:** Friday, 14 September 2018 11:03 a.m.  
**To:** Sheila McConnell  
**Subject:** RE: Alliance Group Response to Union Comments - Lorneville AIP Application [IN-CONFIDENCE:RELEASE EXTERNAL]

Thanks Sheila. Are we able to get a copy of the letter also?

Kind regards,

Section 9(2)(a)



205 State Highway 99, Underwood, Invercargill  
PO Box 1410, Invercargill 9840, New Zealand  
[alliance.co.nz](http://alliance.co.nz)



## Claire Owens

---

**From:** Colin Paintin  
**Sent:** Monday, 10 September 2018 11:54 a.m.  
**To:** Claire Owens  
**Cc:** Sheila McConnell  
**Subject:** RE: MPOL 902 - Maria van Kleef - Due to Ministers office 2018-09-28 - Allocation email [UNCLASSIFIED]

Hi Claire,

Yes happy for us to confirm that it has been passed to the appropriate branch for consideration. I would rather we didn't release any details around individual staff members in relation to this, but if you feel it's necessary could you channel them to me please.

Sheila – as discussed public submission below for consideration.

Cheers,

Colin Paintin  
Immigration Manager (Acting)  
Christchurch Branch  
161 -163 Cashel Street  
Christchurch  
8023  
Immigration New Zealand  
Ministry of Business, Innovation & Employment  
Email: [colin.paintin@mbie.govt.nz](mailto:colin.paintin@mbie.govt.nz)  
Phone: 03 962 2634  
Web: [www.immigration.govt.nz](http://www.immigration.govt.nz)  
Work Days: Monday – Friday

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**From:** Claire Owens  
**Sent:** Friday, 7 September 2018 4:46 p.m.  
**To:** Colin Paintin  
**Subject:** FW: MPOL 902 - Maria van Kleef - Due to Ministers office 2018-09-28 - Allocation email [UNCLASSIFIED]

Hi Colin,

The Minister has received an email from a member of the public regarding the Alliance AIP decision (see below). They ask to put in a submission to INZ.

I realise it's unusual to take public submissions on an AIP, but I'm wondering if perhaps I can advise them that their submission has been provided to the appropriate INZ branch? An alternative would be to provide an INZ staff member's contact details, but I'd be concerned that the phone number may be passed around to other affected parties.

I might also get some input from the Labour Inspectorate on where she can direct her employment concerns.

Happy to hear your thoughts on this.

Thanks

**Claire Owens**  
BUSINESS ADVISOR

Operations Support, Immigration New Zealand  
Ministry of Business, Innovation & Employment

[claire.owens@mbie.govt.nz](mailto:claire.owens@mbie.govt.nz) | Telephone: +64 (0)4 901 8795  
15 Stout Street, PO Box 1473, Wellington 6011

From: Maria [mailto:daksha@xtra.co.nz]  
Sent: Wednesday, 5 September 2018 11:45 PM  
To: I Lees-Galloway (MIN) <i.lees-galloway@ministers.govt.nz>  
Subject: Re: Immigration

Dear Mr Galloway,

I am appalled Alliance Group Ltd are saying they cannot get enough workers in NZ. Because I felt so strongly about this misrepresentation, I tried to find where to put a submission in to immigration on this but was unable to find where to do this, so I am writing to you instead.

Being unable to fill positions has a lot to do with their treatment of their workers as I know of many who either have, or are having problems with this employer being responsible and abiding by their contract and statutory duties.

They say all the right things to the right people and behind closed doors they commit many breaches and use money, tactics and lawyers to avoid being held accountable for these breaches.

In my case, they unlawfully and unjustly locked me out of my employment all the while knowing they were breaching s 67D and part 6D of the act and took away my 15yrs accumulated redundancy seniority. I have been forced to take this to the ERA and am considering going public about their blatant refusal to follow the law. One of their lawyers is president of the Dunedin law society and a mentor for other lawyers who had actively promoted compliance with s67D yet then tried to deceive me on when s67D applied to the CEA (as did my employer by not providing the current CEA when asked).

The other is responsible for ensuring the CEAs are compliant with all legislation (which they contractually committed to do) yet he encouraged their noncompliance with both s7D and their point blank refusal to address my excessive break losses in this high risk industry or to compensate for this worked overtime. They are trying to plead ignorance of these laws to reduce any penalties and costs by putting contribution blame on me. They need to be held fully accountable for their deliberate breaches.

They refused to supply relevant wage documents and information when asked, and I have only just found out they reduced my pay rates in 2016 without telling us effectively removing all pay rises since 2011-12 (supposedly due to new machinery and reduced contract workers in the room) yet for redundancy purposes they have said the contract numbers did not change. They contracted out of paying our rest breaks by a .5% pay rise in 2012 and no back pay to when the law came in (around 1-2.00 a day instead of at the rate prior to work). The list goes on and the tactics and deceit they use is shocking. I and many others feel the only reason they want more immigrants is so they can control and manipulate their workforce more easily (being on employer sponsored visas)

I am one of their NZ workers who they unlawfully and unjustly got rid of.

Please take this into consideration alongside their submissions.

Yours sincerely

Maria van Kleef

---

**From:** Michael Carley  
**Sent:** Friday, 7 September 2018 11:30 a.m.  
**To:** Ceinwen Kelly; Claire Owens  
**Subject:** RE: MPOL 902 - Maria van Kleef - Due to Ministers office 2018-09-28 - Allocation email [UNCLASSIFIED]

Yes for us and Claire will be the SME.

---

**From:** Ceinwen Kelly  
**Sent:** Friday, 7 September 2018 10:10 a.m.  
**To:** Michael Carley  
**Subject:** FW: MPOL 902 - Maria van Kleef - Due to Ministers office 2018-09-28 - Allocation email [UNCLASSIFIED]

Hi Michael,

What do you think about this one please?

Cheers Cei

---

**From:** Jock Gilray  
**Sent:** Friday, 7 September 2018 10:00 a.m.  
**To:** Robyn Webster; Ceinwen Kelly  
**Subject:** RE: MPOL 902 - Maria van Kleef - Due to Ministers office 2018-09-28 - Allocation email [UNCLASSIFIED]

Hi Cei,

I do not think this is for CRIS – it is for VS and/or the Labour Inspectorate.

Regards,

Jock

Jock Gilray

MANAGER BUSINESS SUPPORT

Compliance, Risk and Intelligence Services, Immigration New Zealand  
Ministry of Business, Innovation & Employment

jock.gilray@mbie.govt.nz | Telephone: +64 (4) 896 5442 | Mobile: Section 9(2)(a)

15 Stout St, Wellington 6140

---

**From:** Robyn Webster  
**Sent:** Friday, 7 September 2018 8:59 a.m.  
**To:** Jock Gilray  
**Subject:** FW: MPOL 902 - Maria van Kleef - Due to Ministers office 2018-09-28 - Allocation email [UNCLASSIFIED]

Hi Jock,

Is this MPOL for CRIS to lead?

Thanks,  
Robyn

---

**From:** Ceinwen Kelly **On Behalf Of** INZ Official Correspondence  
**Sent:** Friday, 7 September 2018 8:50 a.m.  
**To:** Robyn Webster  
**Cc:** Ministerial Services; CLM Ministerial Services  
**Subject:** FW: MPOL 902 - Maria van Kleef - Due to Ministers office 2018-09-28 - Allocation email [UNCLASSIFIED]

Hi Robyn,

One for you please?

Let me know if not

Cheers Cei

---

**From:** Ministerial Services  
**Sent:** Thursday, 6 September 2018 11:13 a.m.  
**To:** CLM Ministerial Services  
**Cc:** INZ Official Correspondence  
**Subject:** MPOL 902 - Maria van Kleef - Due to Ministers office 2018-09-28 - Allocation email [UNCLASSIFIED]

Morning,

MBIE has received the below Ministerial Correspondence. Please **confirm** whether it falls within your area of responsibility, the sign out manager as well as the writer.

Please save all related correspondence into the below MAKO folder as well as ensure Ministerial Services is informed of any changes to dates and copy in Ministerial Services when sending the proposed response to the Ministers office.

<b>Mako folder:</b>	MPOL 902 Maria van Kleef
<b>Tracking number:</b>	MPOL 902
<b>Portfolio:</b>	Immigration
<b>DCE:</b>	Immigration
<b>GM:</b>	Compliance Risk and Intel Services
<b>Date received:</b>	2018-09-06
<b>Due to Minister:</b>	2018-09-28
<b>Requester:</b>	Maria van Kleef
<b>Full subject:</b>	Alliance Group Ltd and migrant exploitation

For more information about any of the Ministerial Servicing processes please visit <http://thelink/groups/Pages/ministerial-services.aspx>. If you have any further questions please contact Ministerial Services at [ministerialservices@mbie.govt.nz](mailto:ministerialservices@mbie.govt.nz)

Kind regards,  
Jack  
Ministerial Services

**From:** [Anna Ramsdale](#)  
**To:** [Alison Marris](#); [Ministerial Services](#)  
**Cc:** [CLM Ministerial Services](#); [Michael Carley](#); [Claire Owens](#)  
**Subject:** MPOL 902 - Maria van Kleeef - Alliance Group [IN-CONFIDENCE]  
**Date:** Friday, 14 September 2018 2:57:25 p.m.  
**Attachments:** [MPOL 902 - Maria van Kleeef - Alliance Group.docx](#)  
[Incoming Correspondence.msg](#)  
[RE MPOL 902 - Maria van Kleeef - Alliance Group UNCLASSIFIED.msg](#)

---

Good afternoon,

Please update your records as per the subject line. Ministerial forwarded to Mo's office today.

Kind regards,

**Anna Ramsdale**

MINISTERIAL WRITER

Engagement, Communications and Ministerial Services

Ministry of Business, Innovation & Employment

[anna.ramsdale@mbie.govt.nz](mailto:anna.ramsdale@mbie.govt.nz) | Telephone: +64 (04) 807 7644

15 Stout Street, Wellington 6011 | PO Box 1473, Wellington 6140

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Official Information Act 1982



MPOL 902

Maria van Kleef  
daksha@xtra.co.nz

Dear Maria

Thank you for your email of 5 September 2018, regarding your concerns about Alliance Group's employment practices and recruitment of migrant workers.

I note that you have taken a case to the Employment Relations Authority. As a Minister of the Crown I cannot become involved in individual cases, but I have noted the comments you have made about your treatment as an employee.

Obtaining an Approval in Principle (AIP) from Immigration New Zealand (INZ) enables an employer to recruit a specified number of overseas workers for a set period of time. Employers need to meet certain criteria and provide supporting evidence in order to be granted an AIP. This includes evidence showing that there are no New Zealand citizens or residence class visa holders available or readily able to be trained to do the work.

I have noted your request for this feedback to be considered alongside any information presented to INZ by Alliance Group, and I have passed your comments onto the relevant INZ processing branch for consideration.

Thank you again for taking the time to write.

Yours sincerely

Hon Iain Lees-Galloway  
**Minister of Immigration**

## Claire Owens

---

**From:** Michael Carley  
**Sent:** Friday, 14 September 2018 2:25 p.m.  
**To:** Anna Ramsdale  
**Cc:** Claire Owens  
**Subject:** RE: MPOL 902 - Maria van Kleef - Alliance Group [UNCLASSIFIED]

Anna – Claire is away for a week. So if you send it to Brendan we can be sure the right person will have it.

Michael

---

**From:** Anna Ramsdale  
**Sent:** Friday, 14 September 2018 2:12 p.m.  
**To:** Michael Carley  
**Cc:** Claire Owens  
**Subject:** RE: MPOL 902 - Maria van Kleef - Alliance Group [UNCLASSIFIED]

Hi Michael,

Claire said that she had spoken to Christchurch about this and they were happy for the response to say the comments had been passed on, but I will double check when she gets back about who in Christchurch she spoke with.

Thank you for your help!

Anna

---

**From:** Michael Carley  
**Sent:** Friday, 14 September 2018 2:06 p.m.  
**To:** Anna Ramsdale  
**Subject:** RE: MPOL 902 - Maria van Kleef - Alliance Group [UNCLASSIFIED]

Anna – that's fine. Please ensure the material she has sent in has been sent to Brendan Belcher in Christchurch office as the Minister says it has been sent on. Brendan will not have access to MAKO so please send him the material by email.

Michael

---

**From:** Anna Ramsdale  
**Sent:** Thursday, 13 September 2018 4:04 p.m.  
**To:** Michael Carley  
**Subject:** MPOL 902 - Maria van Kleef - Alliance Group [UNCLASSIFIED]

Good afternoon Michael,

I have a ministerial ready for your review: [MPOL 902 - Maria van Kleef](#) (original correspondence [here](#)).

Please let me know if you're happy with the draft, or if you'd like any changes.

Thank you,  
Anna

---

**From:** Claire Owens  
**Sent:** Thursday, 13 September 2018 3:57 p.m.  
**To:** Anna Ramsdale  
**Subject:** RE: MPOL 902 - Maria van Kleef - Due to Ministers office 2018-09-28 - Allocation email [UNCLASSIFIED]

Thanks Anna – this looks good to me 😊

---

**From:** Anna Ramsdale  
**Sent:** Thursday, 13 September 2018 3:55 p.m.  
**To:** Claire Owens  
**Subject:** RE: MPOL 902 - Maria van Kleef - Due to Ministers office 2018-09-28 - Allocation email [UNCLASSIFIED]

Hi Claire,

As per Kevin's email below, the Labour Inspectorate don't have anything to add. I've put your comments into a draft here: [MPOL 902 - Maria van Kleef](#)

Let me know if you're happy with it, or if you'd like any changes.

Thanks,  
Anna

---

**From:** Kevin Finnegan  
**Sent:** Wednesday, 12 September 2018 1:16 p.m.  
**To:** Anna Ramsdale  
**Subject:** RE: MPOL 902 - Maria van Kleef - Due to Ministers office 2018-09-28 - Allocation email [UNCLASSIFIED]

Anna

There is nothing here for the Inspectorate as she states she has taken her own case to the ERA. The issues she complains about are contractual and not "minimum standards" which is our area. Obviously she is in a legal process now so it unlikely the Minister can comment other than to thank her for her comments and wish her well with her legal process.

Cheers  
Kevin

---

**From:** Anna Ramsdale  
**Sent:** Wednesday, 12 September 2018 10:37 a.m.  
**To:** Kevin Finnegan  
**Subject:** RE: MPOL 902 - Maria van Kleef - Due to Ministers office 2018-09-28 - Allocation email [UNCLASSIFIED]

Good morning Kevin,

I am working on a ministerial response to this email:

*From:* Maria [<mailto:daksha@xtra.co.nz>]  
*Sent:* Wednesday, 5 September 2018 11:45 PM  
*To:* I Lees-Galloway (MIN) <[i.lees-galloway@ministers.govt.nz](mailto:i.lees-galloway@ministers.govt.nz)>  
*Subject:* Re: Immigration

Dear Mr Galloway,

*I am appalled Alliance Group Ltd are saying they cannot get enough workers in NZ. Because I felt so strongly about this misrepresentation, I tried to find where to put a submission in to immigration on this but was unable to find where to do this, so I am writing to you instead.*

*Being unable to fill positions has a lot to do with their treatment of their workers as I know of many who either have, or are having problems with this employer being responsible and abiding by their contract and statutory duties. They say all the right things to the right people and behind closed doors they commit many breaches and use money, tactics and lawyers to avoid being held accountable for these breaches.*

*In my case, they unlawfully and unjustly locked me out of my employment all the while knowing they were breaching s 67D and part 6D of the act and took away my 15yrs accumulated redundancy seniority. I have been forced to take this to the ERA and am considering going public about their blatant refusal to follow the law. One of their lawyers is president of the Dunedin law society and a mentor for other lawyers who had actively promoted compliance with s67D yet then tried to deceive me on when s67D applied to the CEA (as did my employer by not providing the current CEA when asked).*

*The other is responsible for ensuring the CEAs are compliant with all legislation (which they contractually committed to do) yet he encouraged their noncompliance with both 67D and their point blank refusal to address my excessive break losses in this high risk industry or to compensate for this worked overtime. They are trying to plead ignorance of these laws to reduce any penalties and costs by putting contribution blame on me. They need to be held fully accountable for their deliberate breaches.*

*They refused to supply relevant wage documents and information when asked, and I have only just found out they reduced my pay rates in 2016 without telling us effectively removing all pay rises since 2011-12 (supposedly due to new machinery and reduced contract workers in the room) yet for redundancy purposes they have said the contract numbers did not change. They contracted out of paying our rest breaks by a .5% pay rise in 2012 and no back pay to when the law came in (around 1-2.00 a day instead of at the rate prior to work). The list goes on and the tactics and deceit they use is shocking. I and many others feel the only reason they want more immigrants is so they can control and manipulate their workforce more easily (being on employee sponsored visas)*

*I am one of their NZ workers who they unlawfully and unjustly got rid of.*

*Please take this into consideration alongside their submissions.*

Yours sincerely

Maria van Kleef

INZ's comments are below. Would the Labour Inspectorate have any comments to include in this response?

Thank you,  
Anna

---

**From:** Claire Owens  
**Sent:** Wednesday, 12 September 2018 10:04 a.m.  
**To:** Anna Ramsdale  
**Subject:** FW: MPOL 902 - Maria van Kleef - Due to Ministers office 2018-09-28 - Allocation email [UNCLASSIFIED]

Hi Anna ☺

I see you're the writer for this MPOL. I think that most of the response will need to come from the Labour Inspectorate. Have you been in contact with them?

I have spoken to Chch, who are currently processing the Alliance AIP. They are happy for our MPOL response to state that her feedback submission has been passed to the appropriate branch for consideration. We would rather we didn't release any individual staff details as a contact point at this stage, since it isn't normal process to take public submissions.

We could also add some general info about AIPs – Obtaining an Approval in Principle (AIP) enables an employer to recruit a specified number of overseas workers for a set period of time. Employers need to meet certain criteria and provide supporting evidence to be granted an AIP. This includes evidence showing that there are no New Zealander citizens or residence class visa holders available or readily able to be trained to do the work.

Let me know if you need anything else.

Cheers  
Claire

**From:** Haidee Hemsley  
**To:** Ministerial Services  
**Subject:** FW: Immigration  
**Date:** Thursday, 6 September 2018 9:49:27 a.m.

---

Hi

Can I please request a response under the Immigration portfolio:

- Tracker: MPOL 902
- Name: Maria van Kleef
- Due back in office: 28 September

Many thanks,

Haidee

---

**From:** I Lees-Galloway (MIN)  
**Sent:** Thursday, 6 September 2018 9:42 AM  
**To:** Haidee Hemsley <Haidee.Hemsley@parliament.govt.nz>  
**Cc:** Alison Marris <Alison.Marris@parliament.govt.nz>  
**Subject:** FW: Immigration

---

**From:** Maria [mailto:daksha@xtra.co.nz]  
**Sent:** Wednesday, 5 September 2018 11:45 PM  
**To:** I Lees-Galloway (MIN) <i.lees-galloway@ministers.govt.nz>  
**Subject:** Re: Immigration

Dear Mr Galloway,

I am appalled Alliance Group Ltd are saying they cannot get enough workers in NZ. Because I felt so strongly about this misrepresentation, I tried to find where to put a submission in to immigration on this but was unable to find where to do this, so I am writing to you instead. Being unable to fill positions has a lot to do with their treatment of their workers as I know of many who either have or are having problems with this employer being responsible and abiding by their contract and statutory duties.

They say all the right things to the right people and behind closed doors they commit many breaches and use money, tactics and lawyers to avoid being held accountable for these breaches.

In my case, they unlawfully and unjustly locked me out of my employment all the while knowing they were breaching s 67D and part 6D of the act and took away my 15yrs accumulated redundancy seniority. I have been forced to take this to the ERA and am considering going public about their blatant refusal to follow the law. One of their lawyers is president of the Dunedin law society and a mentor for other lawyers who had actively promoted compliance with s67D yet then tried to deceive me on when s67D applied to the CEA (as did my employer by not providing the current CEA when asked).

The other is responsible for ensuring the CEAs are compliant with all legislation (which they contractually committed to do) yet he encouraged their noncompliance with both 67D and their



point blank refusal to address my excessive break losses in this high risk industry or to compensate for this worked overtime. They are trying to plead ignorance of these laws to reduce any penalties and costs by putting contribution blame on me. They need to be held fully accountable for their deliberate breaches.

They refused to supply relevant wage documents and information when asked, and I have only just found out they reduced my pay rates in 2016 without telling us effectively removing all pay rises since 2011-12 (supposedly due to new machinery and reduced contract workers in the room) yet for redundancy purposes they have said the contract numbers did not change. They contracted out of paying our rest breaks by a .5% pay rise in 2012 and no back pay to when the law came in (around 1-2.00 a day instead of at the rate prior to work). The list goes on and the tactics and deceit they use is shocking. I and many others feel the only reason they want more immigrants is so they can control and manipulate their workforce more easily (being on employer sponsored visas)

I am one of their NZ workers who they unlawfully and unjustly got rid of.  
Please take this into consideration alongside their submissions.

Yours sincerely

Maria van Kleef

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