

Email: shortagesreview@dol.govt.nz  
Post: Peter Leniston  
Consultant  
Workforce Group – Department of Labour  
PO Box 3705  
Wellington

# Review of Essential Skills in Demand Lists Submission

## Submission Questionnaire

**Please answer all questions**, incomplete submissions may not be processed.

The Department recognises that, in some cases, you may need to provide extra information for the purposes of demonstrating the skill shortage in your industry.

Please note the boxes will auto-extend to accommodate your responses, or if you are providing a hard copy, attach additional pages.

**NOTE: Submissions will only be considered for skilled occupations. As a general guide, skill levels should be at least commensurate with ANZSCO level three.**

### 1. Your industry

1a) Which industry does this submission represent?

#### **New Zealand Manufacturers and Exporters Association (NZMEA)**

Please describe the process used to ensure the submission reflects the shared views of your industry.

We have consulted with members of the NZMEA and on this occasion consulted outside our membership to companies who have an interest in this topic.

Also covered in this submission is the request to add to the Standard Classification of Occupations a specific code for CNC Machinists.

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1b) Who should the Department contact if more detail is required?

John Walley, CEO of the NZMEA

1c) Contact details. Please include phone, fax, email and postal address.

**New Zealand Manufacturers and Exporters Association**

PO Box 13152, Armagh, Christchurch 8141

Phone: 03 353 2540

Fax: 03 353 2549

Email: [johnwalley@clear.net.nz](mailto:johnwalley@clear.net.nz)

1d) Who are the key stakeholders? eg government agencies, training organisations, unions, industry bodies, registration bodies, employer groups.

The Association also includes in its membership affiliate organisations such as the Wood Processors Association, the Engineering Printing & Manufacturing Union Inc, HERA (Heavy Engineering Research Association), The Engineering Taranaki Consortium, Capenz (Centre of Applied Engineering New Zealand) and the Productive Economy Council.

## 2. Occupations

2a) State the occupation and ANZSCO code at the 6 digit level.

Ensure that the occupation is specific and appears on the Australian and New Zealand Standard Classification of Occupations (ANZSCO). If you cannot find a code for your occupation please contact Statistics New Zealand.

The link to the ANZSCO list is: [www.immigration.govt.nz/anzsco](http://www.immigration.govt.nz/anzsco).

### **3232111 Fitter (General)**

We request an addition to the Standard Classification of Occupations and provide supporting documentation, refer the attached documentation.

The NZMEA would like to see added to the SCO the title of CNC Machinist. This is a specialist field and many companies are reporting shortages in recruiting. CNC is a growing field as engineering shops move to higher productivity equipment and the upgrade of skills necessary to run these machines are more specific than that of a 'General Fitter'.

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2b) Is it a sub-group within this occupation that is in shortage?

Yes

No. Go to 2d

2c) Define the subgroup that is in shortage

e.g. Chefs with a minimum of 2 years at chef de partie level or higher.

**Comments from Respondents to CNC Machinists shortages and to include this occupation as a new listing and code in the Standard Classification of Occupations.**

Comment A:

*The request to set up a separate category for CNC Machinists, the existing sub-category of Fitter/Turner does not apply to this specialist position.*

Comment B:

- *Classifications need to be updated.*
- *A tradesman sheetmetal worker no longer uses a file or other handtools to "fettle" metal parts*
- *He uses computer controlled machines and must understand basic programming and metal properties*

Comment C:

*While we also employ CNC Machinists there is no direct reference to CNC Press Operators in the Immigration Departments classifications. This causes difficulties when they lump these skills into CNC Machinists categories. We also have difficulty with employing CNC Laser Operators for exactly the same reasons.*

Comment D:

- *The ANZCO work descriptor (fitter and turner) is an outdated term, metal fitting and machining are effectively two quite different occupations.*
- *CNC Machinists are a more specialised role and should not be lumped in with either "fitters" or "fitters and turners"*
- *Competenz recognises these differences in their qualification matrix – the National Certificate in Mechanical Engineering (Level 4) has a strand devoted to Machining "for those employed in enterprises where the emphasis is on precision machining of components. These enterprises typically employ sophisticated CNC Mills and lathes to produce engineering components to high degrees of tolerance and finish".*
- *These people were as scarce as hens teeth only a short time ago – while there may be a few more on the ground post recession, we still have a skilled shortage in this area*
- *Australia continues to prosper, after a hunkering down period skilled people will again look across the ditch – more so given some huge new resource-related projects*
- *We need an approach by Immigration NZ that is flexible and anticipates this demographic*
- *If not it will be a constraint to companies climbing out of recession by limiting business opportunities (and in our case foreign exchange) and restricting employment growth in ancillary areas*
- *Obviously widespread support by membership throughout New Zealand.*

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2d) Is the occupation currently on the ISSL or LTSSL?

ISSL

LTSSL

Neither. Go to 3a

2e) For the occupation, do you want to:

Change lists (e.g. move from the ISSL to the LTSSL). Go to 3a.

**NOTE:** It is not normally necessary to make a submission to add an occupation to the ISSL if it is already on the LTSSL.

If an applicant produces an offer of employment in an occupation that is included on the current LTSSL, visa and immigration officers will accept that no suitably qualified New Zealand citizens are available, as if the occupation is on the ISSL.

**Change details (e.g. qualifications required). Go to 3a.**

Remove from a list. Go to 2f.

Retain the current listing.

- For occupations being reviewed in the First 2010 Review (pages 4 and 5), go to 3a.
- For other occupations – thank you, no further information is required at this stage, but you will be contacted for further information if changes to the entry for this occupation are being considered.

2f) To have an occupation removed from a list please provide detailed evidence on why the occupation is no longer in shortage.

Thank you. No further information is required.

### **3. Qualifications and experience**

The Department requires a clear profile of the qualification and experience levels required for an overseas worker to be able to competently undertake the work required of the occupation.

That is, it must be clear how the Department can distinguish between a skilled tradesperson and a semi or unskilled labourer working in the same field. An example of this is the ability to distinguish between a builder and a hammer hand.

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3a) What qualifications and/or level of experience are required to work in New Zealand?

For example: (LTSSL) Social Workers require a Bachelor degree or Graduate Diploma in Social Work.

The skills vary from a semi-skilled operator through to a highly skilled machinist capable of programme, setting and operating without supervision.

**Comments from respondents for the position of CNC Machinist:**

Comment A:

- *Minimum CNC operator*            *1 year work experience*
- *Maximum CNC operator*
- *Minimum CNC setter.*            *Apprenticeship, or Trade certificate in CNC or 5 years toolmaking experience*
- *Maximum CNC setter*            *no limit.*

Comment B:

*Two years min experience of CNC software plus 1 years machine specific experience (as operator) - no max experience as they tend to move into programming and quoting roles*

*We require CNC Press Operators who are familiar with forming metal parts to precision tolerances with minimum 5 years experience. They would need drawing interpretation experience similar to a trades person with added programming and press experience. Generally they would not need an NDE or BE*

Comment C:

*A CNC Machinist is a trade qualification, much as a fitter/turner.*

**Comments from Respondents to Fitter (General) Shortages**

Fitter & Turner

- *Trade certificate*
- *3 – 5 years experience in the stainless steel industry*
- *The ability to repair and maintain machinery*
- *Skilled at interpreting drawings*
- *Good communication and listening skills*
- *Good welding and maths skills*

Senior Tradesman

- *Certificate in Light Fabrication (or equivalent)*
- *Significant TIG welding experience in the stainless steel industry including sanitary welds (with back purge). May possess NZS 4703, NZS 4711 or ASME IX tickets.*
- *Ability to use a range of machines including brake press, guillotine, notcher, band saw and sectional rollers*
- *Ability to think past the obvious and take proactive steps when managing workloads*

Sheetmetal Fabricators

- *Significant TIG, MIG and ARC welding experience*
- *Evidence of current certification (ASME tickets or equivalent codes) or have held these in the past*
- *First Aid, CPR, Permit Receiver and Confined Space training*

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3b) Are there any additional skills that are required? If so, please specify.

#### **4. Nature of the shortage**

In this section describe and provide evidence on the shortage.

Your submission should include the following:

- Evidence of employers having difficulty recruiting staff (depending on the occupation, difficulty for a single employer is unlikely to be sufficient)
- Estimated apprentice or graduate trainee numbers and the number of workers leaving or retiring from the industry
- Forecasts and reports on the growth of the industry.

For many occupations, useful data can be obtained from the Department of Labour's website: <http://www.dol.govt.nz/services/LMI/index.asp>

For some occupations, however, departmental data will not be available (for example because the occupational group is too small to generate sufficient data for national surveys). **In these cases it will be particularly important to provide alternative data (such as industry surveys) to provide a basis for analysis.**

Submissions are unlikely to succeed where the submitter has failed to supply evidence to establish that a genuine skill shortage exists.

4a) Which list are you requesting that the occupation be added to/ retained on?

- Immediate Skill Shortage List (ISSL)
- Long Term Skill Shortage List (LTSSL)

See page 2 for definitions

4b) The occupational shortage is due to:

**Samples of advertisements are attached to this submission.**

**Comments from respondents for the position of CNC Machinist:**

*A respondent noted: "Haven't any adverts, used a recruiting company last year. They advertised for several months were unable to fill it."*

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4c) Provide detailed evidence supporting your response in 4b) (**Note: Submissions are unlikely to succeed where the submitter has failed to supply supporting evidence**)

**At the request of a member we circulated the following email to our database.**

MEAssist – Adding CNC Machinist to the Standard Classification of Occupations

We have been approached by a member who would like to make a submission to the Department of Labour to include the title of CNC Machinist on the Department of Labour's Standard Classification of Occupations (SCO). Currently CNC Machinists are classified under code: 323211 FITTER (GENERAL).

As this is a specialist field, and many companies report shortages of qualified CNC Machinists, they would be interested in hearing from anyone who would support them with their submission to have this title listed separately on the SCO.

The feedback from the group was supportive of the initiative to have a CNC Machinist listed separately on the SCO and we attach a copy of the responses.

**We also circulated the following as separate email to those on our database:**

Submission for the July 2010 Review of the Essential Skills in Demand List

The NZMEA has been contacted by the Department of Labour to contribute to the July 2010 Review of the Essential Skills in Demand List.

We are seeking input from companies who are experiencing labour shortages that could be classed as either an Immediate Skill Shortage or a Long Term Skill Shortage. Click here for more information on the Essential Skills in Demand submission.

If you are experiencing specific areas of skill shortages that you would like to see included on either the Immediate or Long Term list, please email me. We will then contact you to go through your specific issues in more detail.

4d) Is the shortage confined to a particular region/s, or is it nationwide?

Describe the extent of the shortage in each region.

**Auckland/Upper North Island: for Fitters (General), Welders and Sheetmetal Fabricators.**

Waikato/Bay of Plenty:

Central North Island (including Taranaki and Manawatu):

Wellington:

Canterbury/Upper South Island:

Otago/Southland:

**OR**

**Nationwide: Responses were received indicating a nationwide shortage of CNC Machinists.**

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## **5. Training and industry initiatives**

Your submission must include the following:

- Industry initiatives put in place to enhance domestic recruitment
- Industry demonstrated commitment to training. The Department must be satisfied that the industry has a commitment to fully utilising the domestic labour market before the industry considers employing overseas workers.

5a) What steps are being taken by the industry and employers to address this shortage in the short-term? (In particular, what strategies are in place to recruit New Zealanders?)

Include examples of training and industry initiatives.

### **Comments from respondents for the position of CNC Machinist:**

#### Comment A:

*We tend to multi skill existing staff for CNC operators. Existing staff have stayed with us the last 3 years. Getting replacements is the difficulty.*

#### Comment B:

*Whilst CNC Machining is an important skill it is more a branch of engineering machining, in the case of our requirements a problem arose when completing an immigration application. Our employee was employed full time in this role yet we could not find a skill category that dealt with this situation. It is quite common to find someone undertaking work of this nature on a full time basis and in that situation a job title of fitter or first class machinist is not appropriate.*

#### Comment C:

*We had two positions vacant, and only managed to fill one (and that was an application through an agency). I have attached copy of advertisement for you. We advertised as "fitter/turner" as this was occupation title on skills shortage list, and in case we had superstar immigrant apply, we needed to have this title on ad.*

*We advertised back in December. Analysis of applications set out below:*

*52 applications received*

*25 were from overseas, and would require a work permit*

*13 were in NZ (4 not in Christchurch)*

*2 in NZ, but only on Work Visa's*

*1 in NZ on open work permit*

*9 in NZ, but status unknown*

*1 in Tauranga, but on Student Visa*

*1 in Australia – would need to relocate*

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5b) If applicable:

What steps are being taken by the industry and employers to address this long-term skill shortage?

Include examples of training and industry initiatives.

Long term, the NZMEA is a member of a group of employers and training providers looking to set up a Centre of Excellence for CNC training as this has been an area identified as lacking in training support. This is an ongoing initiative.

## **6. Registration in New Zealand**

A significant number of occupations on the shortages lists require registration. The Department needs to ensure that migrants will be able to achieve registration in New Zealand.

6a) Does the occupation require registration in New Zealand?

Yes

No, go to 7a

6b) What is the registration requirement in New Zealand?

## **7. Appropriate employment terms and conditions**

The Department must be satisfied that the industry has a commitment to the provisions of New Zealand employment legislation available to workers. It is important that the hiring of overseas workers is not being used as a strategy to keep wages or terms and conditions of employment to a minimum.

7a) Generally, describe the policies and practices your organisation, or the organisations this submission represents, have in place to ensure the industry meets New Zealand employment legislation (e.g. The Human Rights Amendment Act 2004, Health and Safety in Employment Act 1992).

**All companies work under all the relevant employment legislation.**

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7b) Provide detailed information on wage **ranges** applicable to this occupation.

**From those respondents prepared to comment on their wage/salary levels the following were received for CNC Machinists**

Comment A:

- Min CNC operator \$16
- Max CNC operator \$19
- Min CNC setter \$24
- Max CNC setter \$30

Comment B:

\$ 47k per annum with 3 years experience above (\$22.50 per hour) to \$ 60k for programmer (\$28.85 per hour)

Comment C:

Approximately \$22:00 per hour to \$26:00 per hour

Comment D:

Pay \$20 - \$28 approx

Comment E:

\$20.00 to \$30.00 per hour

Company F:

- Initial skills \$16.00/hr
- Good skills/experienced? \$28.00/hr

To average these pay scales out from all the responses:

Minimum for a CNC Operator with 3 years experience :	\$19.00 per hour
Maximum for a CNC Operator - tradesman	\$27.80 per hour

Company G:

Fitter (General), Tradesmans, Welder

Pay rates for a tradesman range from \$20 - \$25 depending on experience, \$26 - \$28 for senior tradesman/team leader. \$17.50 - \$23 for specialist welder.

7c) Provide information on employment conditions which are applicable to this occupation (e.g. working hours, perks).

**Comments for all positions:**

- From all the feedback from respondents all are offering a 40 hour working week plus overtime when available.
- Some companies also run a profit share bonus system for their staff.
- Afternoon and Night shift workers also receive shift allowance and additional weeks 'shift' leave.

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- *Additional weeks annual leave after six years service*
- *Subsidised cafeteria.*
- *After a 40 hour week all hours worked after that is at time and a half. We pay T ½ for night shift, meal allowances, health insurance and 65% of our staff are currently undergoing some form of training.*
- 

**The Department of Labour would like to thank you for contributing to this review.**

10 February 2010

## MEAssist – Adding CNC Machinist to the Standard Classification of Occupations

*We have been approached by a member who would like to make a submission to the Department of Labour to include the title of CNC Machinist on the Department of Labour's Standard Classification of Occupations (SCO). Currently CNC Machinists are classified under code: 323211 FITTER (GENERAL).*

*As this is a specialist field, and many companies report shortages of qualified CNC Machinists, they would be interested in hearing from anyone who would support them with their submission to have this title listed separately on the SCO.*

*If you would like to be a part of their submission please let me know and we will pass on the details for the company to contact directly. Thank you.*

### Responses:

#### A W Fraser

Definitely like to be involved in this

Gordon Sutherland  
CEO / Managing Director.  
AW Fraser Ltd  
Ph: +64 3 341 2725 (DDI)  
Mobile +64 21 340 277  
<http://www.awfraser.co.nz/aw-fraser-blog.html>  
39 Lunns Rd, Middleton, Christchurch, New Zealand 8024  
Email: [gordon.sutherland@awfraser.co.nz](mailto:gordon.sutherland@awfraser.co.nz)  
Web: [www.awfraser.co.nz](http://www.awfraser.co.nz)

#### Masport

We would support that initiative.

Wolf Schmahl  
General Manager  
Masport Foundries Ltd  
1-37 Mt Wellington Highway, Panmure  
Auckland, 1060 NZ  
[wolf@masport.co.nz](mailto:wolf@masport.co.nz)  
[www.masportfoundries.com](http://www.masportfoundries.com)  
DDI +64 9 571 5838  
Mob +64 21 611 955

#### Stainless Design

We are interested in supporting this classification on the skills shortage list.

John Cook  
Managing Director  
Stainless Design  
Email: [John@stainlessdesign.co.nz](mailto:John@stainlessdesign.co.nz)

### New Zealand Manufacturers and Exporters Association

### **Cambrian Engineering**

It was quite uncanny that this email came through when it did. I have just been trying to fill in an immigration expression of interest and we have been trying to decide where to classify our employee who is a CNC Machinist. Yes we would like this added to the SCO it would make it a lot easier.

Also we found it quite hard sorting out the type of industry we were and the fact the list was not in alphabetical order made it harder still.

At least now we do know what to put our employee's occupation as.

Jocelyn Paterson  
Email: [Jocelyn@cambrian.co.nz](mailto:Jocelyn@cambrian.co.nz)

### **Autobend**

I would be happy to discuss this submission with your other member

Rex Upton  
Autobend Ltd  
P O Box 4019  
15 Vulcan Place, Christchurch  
ddi +64 (3) 379 1144  
email [rexupton@autobend.co.nz](mailto:rexupton@autobend.co.nz)

### **Kitchen Mania**

I would be interested in helping with this.

Regards  
Carl Arnold  
Unit I / 20 Sylvia Park Rd  
Mt Wellington  
Auckland  
Ph: (09) 5884045  
Mob 021977237  
Email: [Carl@kitchenmania.co.nz](mailto:Carl@kitchenmania.co.nz)

### **Uniform Plus**

We would be happy to be a part of submission for a separate listing.

Robyn Smith  
Managing Director  
Uniformsplus  
52 Carr Rd  
Mt Roskill  
Phone 09 625 5009  
Fax 09 625 5123  
Email: [robysmith@uniformsplus.co.nz](mailto:robysmith@uniformsplus.co.nz)

### **Carlton Taylor**

Yes please.

David Hawes  
General Manager  
Carlton Taylor Industries  
Phone: +64 3 943 5565  
Mobile: +64 21 669 134  
[dhawes@cartontaylor.co.nz](mailto:dhawes@cartontaylor.co.nz)  
[www.cartontaylor.co.nz](http://www.cartontaylor.co.nz)

**Modtec Industries**

Modtec will support this request

Bruce Davies  
Email: [modtec2@gmail.com](mailto:modtec2@gmail.com)  
Phone: 09 426 6380  
Web: <http://www.modtec.co.nz>

**Mastip**

We would also support this application as we have struggled when trying to recruit CNC operators with the experience and skills sets required to run the new CNC milling systems.

Neville Thomson  
Operations Manager  
Mastip Technology Limited  
550 Rosebank Road  
Avondale Auckland,  
DDI +64 9 9702113                      Mobile +64- 0274-951611  
www.mastip.com                        Email: [neville.thomson@mastip.com](mailto:neville.thomson@mastip.com)

**Absolute Tooling Solutions (ATS)**

Yes we employ CNC Machinists. It is a growing field as engineering shops move to higher productivity equipment. I would support this proposal. My details are below.

Mark Buxton  
Managing Director  
Absolute Tooling Solutions Ltd.  
56B West St  
PO Box 7136  
Palmerston North, 4443  
Email: [mark@atsl.co.nz](mailto:mark@atsl.co.nz) Website: [www.atsl.co.nz](http://www.atsl.co.nz)  
P: +64 6 357 3388                      F: +64 6 354 7108                      C: +64 27 240 9435

**Shears and Mac4**

Yes, we are in agreement that there is a shortage of CNC Machinists...we are currently struggling to find qualified persons who would be willing to run night shifts...we currently run three machine

Chris Stafford-Bush  
Managing Director  
Mobile: 64-21-766-440 (021-766-440)  
Email: [chris@shearsandmac4.co.nz](mailto:chris@shearsandmac4.co.nz)

**Pakuranga Engineering Ltd**

We agree with the other member and would support the initiative. This should open up the issue of grades within the definition of CNC machinist. These vary from semi-skilled operator through to a highly skilled machinist capable of programming, setting and operating without supervision. It would be dangerous and confusing to have one broad classification unless suitably qualified.

Iain MacGregor  
Pakuranga Engineering Ltd  
PO Box 58 496, Botany, Manukau 2163.  
50 Sir William Avenue, East Tamaki, Auckland,  
[www.techniturn.com](http://www.techniturn.com), [www.techniturn.co.nz](http://www.techniturn.co.nz)  
email: [imac@techniturn.com](mailto:imac@techniturn.com)  
Tel. (09) 273 8001 Fax. (09) 273 8002 Direct dial (09) 921 1693 Mobile 021 667 847

**Meca**

Yes we have discussed this for years that a CNC Machinist is a specialist field also a CNC Programmer.

Charl Chaney  
Mecca Group Ltd  
Fax: 0064 3 389 3236  
Ph: 0064 389 5026  
Email: [charl@mecca.co.nz](mailto:charl@mecca.co.nz)  
Website: [www.mecca.co.nz](http://www.mecca.co.nz)

**Jericho Sheetmetal**

We seem to be often looking for cnc machinist and have great difficulty finding them. I would like to be part of the submission.

Robert Jackson  
Email: [barbarajericho@clear.net.nz](mailto:barbarajericho@clear.net.nz)

**Longveld Engineering**

We could support their application.

Hayley Thompson  
HR Manager  
Ph +64 7 846 6901 Fax +64 7 846 2550  
Mob 021 867 225  
[www.longveld.com](http://www.longveld.com)  
Email: [h.Thompson@longveld.co.nz](mailto:h.Thompson@longveld.co.nz)

## Advertising for CNC Machinist/Operators

### Advertisement 1

#### CNC Machinists - Hamilton Jet Christchurch- Jobs Directly from Employers

CNC Machinists - Hamilton Jet Christchurch  
Christchurch, Full Time, Manufacturing  
Please Quote Reference Number 38954

- Conversant with Fanuc, Okuma and Heidenheim controls
- Skilled Machinists with confidence in N.C. programs
- Hamilton Jet - at the forefront of the marine propulsion industry

Hamilton Jet is at the forefront of the marine propulsion industry, with its Christchurch factory dedicated to the manufacture and development of superior waterjet propulsion systems.

We are seeking applications from skilled CNC Machinists to set and operate 3, 4, 5 axis Mill Turning Centres, Horizontal Machining Centres and Horizontal borers. You will possess the skills required to produce high quality components in a range of materials, including Duplex Stainless Steel.

Conversant with Fanuc, Okuma and Heidenheim controls, you will be able to navigate through N.C. programs with confidence. You will also be capable of measuring components, taking remedial action and assisting with machinery maintenance. You will be familiar with operating within a Cellular Manufacturing environment.

These positions are available on either day or afternoon shift. We offer a very competitive remuneration and benefits package, together with the opportunity to work overtime as required.

CWF Hamilton & Co Ltd

[www.hamjet.co.nz](http://www.hamjet.co.nz)

### Advertisement 2

CNC/MILLING STAR WANTED!  
GREAT COMPANY; INTIMATE TEAM  
AVONDALE LOCATION  
GREAT OPPORTUNITY WITH A GREAT COMPANY

This local company, is a plastics manufacturer. They are looking for an exceptional CNC/Milling person who enjoys making unusual items.

Are you ...?

- A Precise Operator?
- Have good Programming skills?
- Have excellent Milling machine setting and operating skills?
- Have excellent English?
- A team player with a great attitude?
- Looking to progress in your career?
- A self starter with the ability to work independently?
- Motivated and Efficient?

Our client is looking to start someone asap. Here is an exciting opportunity to work in a great local company with a friendly team! If you have had CNC/Milling experience and are looking to work in an environment which will give you the chance to do what you love...this could be the next career move for you!

New Zealand Manufacturers and Exporters Association

Auckland Office: PO Box 25310, St. Heliers, Auckland 1740

Christchurch Office: 253 Cambridge Terrace, Christchurch 8013, PO Box 13-152, Armagh, Christchurch 8141

Phone: +64 3 353 2540, Fax: +64 3 353 2549, Freecall: 0800 353 2540, [mea@mea.org.nz](mailto:mea@mea.org.nz), [www.mea.org.nz](http://www.mea.org.nz)

## **Advertisement 3**

### **ENGINEERING MACHINIST**

We require a versatile skilled production machinist with turning and milling skills to work in our fully equipped Machine Shop. We produce a wide range of products on a production basis, often to exacting tolerances, using conventional and CNC machines as required.

An element of the position will include CNC turning so experience in this field is highly desirable, however skills in the use of conventional machines is essential as the successful applicant will be required to operate machines of this type as the workload varies.

Payment offered will be directly related to experience and ability.

Please direct your application to:

Manufacturing Manager  
Phone

## **Advertisement 4**

### **FITTER TURNER**

A W Fraser Ltd is a New Zealand company with an export focus, producing high quality components for international customers.

We are seeking to employ an experienced Fitter Turner. Ideally the person we are looking for would have:

- Trade qualifications
- Experience in CNC machining, including programming, tool setting and process controls.
- Experience on Okuma Mill Turn Lathes would be advantageous
- Excellent communication skills
- High level of motivation
- Excellent understanding of Health and Safety practices

We offer:

- Superior working conditions
- Leading edge international training packages
- Competitive remuneration package

If you have a mechanical engineering background and are looking for an outstanding opportunity to join an organisation internationally renowned for quality and service, please contact us.