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Mr. Cobus Kriek
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OCT 19 2012

Dear Mr. Kriek:

On behalf of the Honourable Diane Finley, I am responding to your correspondence of concerning the assessment of the genuineness of offers of employment in the context of applications for arranged employment. I apologize for this delayed reply.

Thank you for sharing your concerns as well as your constructive suggestions aimed at improving the Temporary Foreign Worker Program. Please be assured that your suggestions will be reviewed carefully in light of the use of the same ability to pay consideration applicable to temporary job offers under subsection 200(5) of the *Immigration and Refugee Protection Regulations*.

I appreciate the comprehensive information that you have provided concerning the various financial indicators that can be used with respect to the ability to pay. Standardized documents such as those that employers are required to provide to the Canada Revenue Agency can be helpful in rendering a labour market opinion. They may not, however, provide conclusive evidence of employers' capacity to pay the wage offered. In that regard, employers are consistently invited to provide any documents that they consider would help meet the requirements of the regulations. As you can understand, the assessment of labour market opinion applications is done to balance the requirements of the regulations with the need to provide an efficient service to employers, within operational constraints.

Departmental officials look forward to examining the feasibility of integrating suggestions made by stakeholders like you in the assessment process. Thank you for taking the time to write.

Yours sincerely,

Andrew Kenyon
Director General
Temporary Foreign Workers and Labour Market Information
Skills and Employment Branch