

the QUARTERLYFIT

April 2023

Hasn't 2023 been a tumultuous year so far. Dramatic weather conditions causing floods and cyclones. The lingering effects of the pandemic and government policy impacting inflation. The skyrocketing cost of living. On top of this we've had an increase in the minimum wage and there are other pending law changes for business. It's evident we are experiencing a time of great change and challenge.



The job market has been buoyant for some time, creating candidate shortages across all types of roles. Over the last few months, we have seen a shift here with a positive upswing in candidate availability, creating more choice when recruiting. However, candidates are still at the helm for many role types. If you are looking for quality, in demand candidates, you do still need to be decisive and act quickly to ensure that you can secure the best talent available. Clients who are able to move swiftly are winning the race for high calibre people.

Talking about great change – we can't avoid the fact that recently enacted and upcoming law changes will impact all businesses. Whether it is saving on taxes or increases in minimum wage, we have an update for you below.

Whether you are bringing in new people or encouraging existing staff to stay, it is important to ensure people are aligned with your business values and culture. Our feature article below talks about creating an employee policy handbook that explains how you can establish expectations guaranteeing everyone is on the same page.

Kind regards,
Lisa

MARKET UPDATE



Tax change to help employers provide green commuting

The Beehive recently announced that bikes, electric bikes, electric scooters, and micro-mobility share services, will be added to the types of transport exempted from fringe benefit tax - if they are used as a means for commuting to and from work.

The Bill hasn't passed into law yet, but the question is - will you have to register with Inland Revenue for fringe benefit tax in order to not pay fringe benefit tax?

Keep in mind that if you have been providing a fringe benefit to staff or an employee for something else, but have not registered that, Inland Revenue will require you to back date your registration to when you first provided the benefit. More details can be found [here](#).

What new sexual harassment law means for employers

The Employment Relations (Extended Time for Personal Grievances for Sexual Harassment) Amendment Bill is currently in its third reading. While it is rare for a Bill to be rejected at this stage, it could be sometime before the Bill is actually passed into law.

The new law would mean that the current 90-day window in which an employee can raise a personal sexual harassment grievance, will be extended to 12-months.

Obviously, we can't offer legal advice but there are policies you should make sure you have in place. [Worksafe](#) has a great **guide for businesses** on preventing and responding to sexual harassment. We recommend you read that and include the policy in the Employee Handbook template you can download from our featured article below.

Minimum wage update

You are aware that the adult minimum wage increased on 01 April to \$22.70 but are you aware of other minimum wage rates such as the starting out or training rates. Each has a clear set of criteria which can be found [here](#).

Effective late February 2023, the thresholds for immigrant median wage also increased. This covers anyone hired through an Accredited Employer Work Visa (AEWV). Any visa applications submitted need to meet the new thresholds which can be found [here](#).

Living wage update

A recalculation of the living wage occurs every five years and is a payment some employers agree to pay to ensure greater security and well-being for lower income earners.

Currently \$23.65 it will increase to \$26 per hour, effective 01 September 2023.

The Living Wage Movement offers Living Wage Employer accreditation. You can find out more information on the process and a list of current living wage employers [here](#).

You really got under the hood of our business

"Your commitment to finding the right candidate was exceptional, and you got under the hood of the role and business to understand who would be the right fit. I really appreciate that!"

Carly, 2022

How do I attract more candidates? Call us today.

FEATURED ARTICLE



Workplace Policy Handbook

Everything your employees need to know

A workplace policy handbook is a great way to provide employees with everything they need to know about your company when they start out. It's a good reference tool when [onboarding new recruits](#) or for current employees with guidelines on anything from policies to company values.

Whether you choose to have yours as a hard copy, digital format, or both, being tasked with writing it can be daunting. In New Zealand, it's not a legal requirement, but a company handbook can answer many of the questions your employees may have.

At a minimum there are seven things you could include:

- Company culture
- Company policies
- Social media, email, and internet use
- Employee benefits
- Employee behaviour / code of conduct
- Employee rights,

Make sure your completed handbook is distributed during inductions and that existing employees have a copy provided to them or that they can easily access it.

[Keep reading for more in-depth information](#) a free downloadable Employee Handbook ppt template to create your own.

HELPFUL TIPS



How to foster the employee experience

Understanding the employee lifecycle helps you to foster an employee experience that leads to longevity, success, and high employee engagement. The lifecycle model determines the path for every employee within your business....[read more](#)



Identifying your company values

The company values you choose to operate by are the foundation from which all else is built. How do you go about identifying and defining the most suitable values for your company? We've put together a list of ten to get you started. [read more](#)



Career path planning with your employees

Career path planning is essential for the growth and development of employees. Without career path planning an employee may become stagnant in their role and boredom could set in. They'll start looking for more inspiring work and growth opportunities elsewhere....[read more](#)



Hire employees for cultural fit

Hiring employees for cultural fit is something we know plenty about. It is in our DNA. As we advise our clients, when you hire for both job fit and cultural fit you get employees who integrate quickly into their role, are happier, tend to stay longer, and contribute more....[read more](#)

For further market updates, salary information or a general discussion on what the business and recruitment landscape looks like right now, we would love to hear from you.

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