

# QUARTERLYFIT

**Issue # 80 | April – June 2026**

The start of this year has been noticeably stronger than at the same time last year, with more hiring activity and a lift in overall business confidence. However, recent global developments have introduced a note of caution again and will likely influence decision-making over the coming months.

One theme that has continued has been the sheer volume of candidates applying for roles. That's been consistent for some time now, and it reinforces the importance of attracting the right people, not just a high volume of applicants. In this issue, we've included some practical ideas to help you sharpen your approach and improve the quality of candidates coming through.

Our salary guidance this quarter focuses on office management and administration roles. These positions remain central to how businesses operate day to day, and we continue to see a wide range in both capability and expectations across the market.

Used well, AI can support efficiency and consistency, while still relying on human judgment where it matters most. We've included insight into striking the right balance between tech and the human touch.

If you'd like further salary insights for roles in your business, or you're planning to hire, please get in touch. We're here to help.



Best wishes

A handwritten signature in black ink that reads "Lisa".

**Lisa Hill**

Managing Director

# In This Issue



## Recruitment Insider

*Advice & insights to help find the right fit*

This quarter's *Recruitment Insider* article explores how a more targeted approach to hiring can attract high-quality candidates and achieve stronger alignment from the very beginning.



## People & Culture

*Fresh HR thinking for today's workplace*

In this issue, our *People & Culture* article focuses on how to address situations where employees are not meeting expectations, exploring how to identify whether the issue is one of performance or a need for additional support.



## Salary Guidance

*Up-to-date market salary information*

Office and administration roles vary widely depending on the scope of the position, the level of responsibility, and how closely the role sits with the day-to-day running of the business.

In this issue, we provide a practical snapshot of salary levels across common office and administration roles.



## Legislation & Compliance

*Employment & immigration law updates*

There are a few employment and payroll updates worth keeping in mind this quarter, including updates to KiwiSaver contributions and the minimum wage.

Following on from the last immigration piece, this article expands on the Skilled Migrant Category changes and how they will impact employers in practice.

## Recruitment Insider



### Attracting the Right People (Not Just More Applications)

We're continuing to see high application volumes across many roles at the moment, but not always at the level of alignment that employers are looking for.

There's still a degree of caution in the market. Many candidates are taking a considered approach to change, wanting to be confident they're making the right move rather than jumping too quickly. That can mean fewer of the "standout" candidates actively applying, even though the overall volume remains high.

The quality is still there, but attracting it requires a more targeted approach.

[Read the full article here](#)

## People & Culture



### Is it a Performance Issue or a Support Issue?

From time to time, we hear concerns from employers about someone not meeting expectations, particularly in the early stages of a role.

It can be tempting to draw a quick conclusion that the person isn't the right fit. In some cases, that's correct. In others, the situation is less clear and worth taking a step back before deciding how to proceed.

[Read the full article on our website...](#)

# Salary Updates & Insights



## Salary Guide | Office and Administration Roles

Office and administration roles vary widely depending on the scope of the position, the level of responsibility, and how closely the role sits with the day-to-day running of the business.

Over time, these roles often evolve, particularly in smaller organisations, where responsibilities can extend beyond traditional administration into coordination, systems, and operational support.

Based on what we're seeing in the market for 2026, here is a practical snapshot of salary levels across common office and administration roles.

[Read the full article on our website...](#)

# Legislation & Compliance



## Skilled Migrant Category Updates

*Paul Janssen - Manager, Turner Hopkins Services*

In late 2025, the Government announced changes to the Skilled Migrant Category (SMC) that would eventually see the light of day in August 2026. Last week, further details of those changes were announced, including occupations that would be placed on two new lists (the Red and Amber lists). This article follows on from the last Quarterly Fit immigration piece, expanding on these changes and how they will impact on employers in practice.

[Continue reading here...](#)

## Employment Law Updates

A few employment and payroll updates are worth keeping in mind this quarter.

### KiwiSaver and Minimum Wage

From **1 April 2026**, the default KiwiSaver contribution rate increased from **3% to 3.5%** for both employees and employers. The **adult minimum wage** also increased to **\$23.95 per hour**, with starting-out and training wages adjusted accordingly. Payroll systems and pay rates should now reflect these changes.

### Contractor vs Employee Status

From **21 February 2026**, a new **gateway test** was introduced to help determine whether a worker is a contractor. Where the gateway test criteria are met, the worker will be recognised as a contractor. If not, the existing common law test still applies. This is intended to provide more upfront clarity for both businesses and workers.

### High-Income Unjustified Dismissal Threshold

A new remuneration threshold has been introduced for unjustified dismissal claims. Employees earning **\$200,000 or more per year** under new employment agreements are no longer able to raise a personal grievance for unjustified dismissal (or unjustified disadvantage relating to dismissal).

Employers and employees can agree in writing to retain these protections if they wish. For existing employment agreements, there is a **12-month transition period**, allowing time for arrangements to be reviewed and updated if needed.

### Reduced Remedies Where Employee Conduct Contributes

There has also been a change to how remedies are applied in personal grievance cases. Where an employee's actions have contributed to the situation, the Employment Relations Authority and Employment Court are now required to reduce or remove certain remedies. This places more emphasis on the conduct of both parties and reinforces the importance of clear expectations, fair process, and good documentation.

For more details, [Employment New Zealand](#) and the [Ministry of Business, Innovation & Employment](#) remain the best sources for up-to-date guidance.



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## Our Services

Permanent Recruitment  
Temporary Recruitment  
Candidate Skills & Aptitude Testing  
Interview Coaching

We connect businesses with standout candidates across a wide range of roles. With experienced recruiters, local knowledge, and a commitment to personal service, we help you recruit with confidence. Our Services include:

[Read more about us here...](#)

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## Roles We Recruit

[Accounting & finance](#)

[Administration and business support](#)

[Customer & client service](#)

[Marketing & communications](#)

[Sales and business development](#)

[Permanent](#) & [Temporary Positions](#)

### Client Testimonial

In the last 12 months, we have engaged with Eclipse to fill a couple of key roles. We found the team to be communicative, actively listened to our needs for the role and team fit, which made the process seamless. Our latest recruits have fitted in well with great follow-on candidates after they started. We have no hesitation in recommending Eclipse to help any business fill active roles.

***Glenys, National HR Manager***

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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