

the QUARTERLYFIT

January 2023

Happy New Year!

Did you have a chance to relax and unwind over the holidays? Are you refreshed and ready to kick start 2023?

The first quarter of each year is traditionally a busy time in recruitment. It usually brings an influx of candidates as people work towards turning their New Year career resolutions into reality. A new year signals many things: time for a change, a fresh start, career progression or new opportunities.



While it can be disappointing to have to replace good team members, the silver lining is that a change in staff gives your business an opportunity to recruit new people who will bring fresh ideas, different experiences, and renewed energy to your team.

If you are faced with a New Year resignation, and you need to recruit, do try to promote internally first. One of the top reasons that candidates give for resigning is a perceived lack of opportunity for career progression. Providing opportunities for people to grow within the business is advantageous for all.

One way to keep good people is to work with them on career planning. More businesses are making this an important part of their retention strategy. See our lead article in this edition of QuarterlyFIT for advice and templates on how to map out a career plan with your individual employees.

If you do need to bring new people into your business, we've included some tips below regarding considerations for recruitment success, rights and responsibilities relating to the 90-day trial period and helping employees to embrace your company values.

If you find you do need to recruit, please feel free to contact me directly to discuss how our team can help. A robust recruitment process can take time. While we work with you on that process, we can also assist you in bridging the gap with temporary support before your new employee commences.

We wish you every success in 2023 and we look forward to helping you recruit the best people for your business, your culture, and you.

Kind regards,
Lisa

MARKET UPDATE



Employee leave entitlement update

In 2019 the Government established the [Holidays Act Taskforce](#) to suggest improvements to the Holiday Act 2003. The taskforce included employers, workers, and government representatives and the purpose was to address the lack of clarity regarding an employer's obligations and an employee's leave entitlements. Further details with access to the Holiday Act Taskforce report and fact sheet can be [found here](#).

Older Workers Employment Action Plan (OWEAP)

We all know that laws in New Zealand prohibit age discrimination. However, the Government recognises older workers can face unique and complex challenges in finding and staying in paid employment. Because of this, the Government announced the [Older Workers Employment Action Plan \(OWEAP\)](#) in April 2022, which aims to improve employment outcomes for older people. [Read more](#)

How do I attract more candidates? Call us today.



Developing an employee career path

And, why it's good for business

Career path planning is essential for the growth and development of employees. Without it an employee may become stagnant in their role; boredom will set in, and they'll start looking for more inspiring work and growth opportunities elsewhere. Can you afford to lose staff because you don't invest in the future of the excellent people you already employ?

The state of the current labour market tells us how critical it is to retain the people you have. Internal recruiting is a more effective and affordable way to fill a vacancy; it's cost effective and reduces turnover. Therefore, it is worth your while to consider career path planning for the people in your team. [Keep reading to download career planning templates.](#)

Can temps help us with our staff shortages? Call us today.

HELPFUL TIPS



Four key considerations for employee recruitment success

Recruitment success is dependent on several factors but there are four key considerations within the broader picture that are critical to get right. The cost of hiring a new employee in both time and resource can be high. Therefore, it's imperative you have....[read more](#)



The benefits of daily stand-up meetings

At Eclipse we hold a daily stand-up meeting at 9:30am every morning. Having a brief online meeting each day gives everyone a chance to share their successes, discuss roadblocks and their focus for the day.....[read more](#)



90-day trial period – rights and responsibilities

While a lot of businesses are using the 90-day trial period correctly, we often hear from managers who have questions or misconceptions around it. To provide some clarity we have outlined a brief overview of both employer and employee rights and responsibilities....[read more](#)



How to help employees live your company values

Your company values are at the heart of your business. They help to build your brand and ensure that everyone in your company is on the same page. When employees embody your values and consistently demonstrate them, you'll reap the benefits of a happy and...[read more](#)

Events

A promotional poster for an event featuring Hilary Barry. The background is a light blue gradient. On the right side, there is a portrait of Hilary Barry, a woman with short blonde hair, smiling, wearing a colorful floral patterned top and large hoop earrings. On the left side, the text is arranged as follows: 'Business North Harbour' in white inside a white square bracket; 'EVENT SPONSORED BY' in small white letters followed by the 'eclipse recruitment' logo; 'NEW ZEALAND'S MEDIA SUPERSTAR' in white; 'Hilary Barry' in large white font; and '10am-12pm, Wednesday' and '8 March 2023' in white. In the background, the words 'WOMEN IN BUSINESS' are faintly visible in large, light blue letters.

Business North Harbour

EVENT SPONSORED BY **eclipse** recruitment

NEW ZEALAND'S MEDIA SUPERSTAR

Hilary Barry

10am-12pm, Wednesday
8 March 2023

We are proud of our continued sponsorship of the Business North Harbour Women in Business events.

What better way to kick off 2023's series of events than with the delightful Hilary Barry.

[Hilary Barry](#) has worked extensively in both radio and television and is today one of the most recognisable and popular faces on New Zealand television.

While at MediaWorks, Hilary also spent many years working in morning radio both on Auckland's More FM and Radio Live along with anchoring TV3's news before moving to TVNZ where she presented Breakfast.

Hilary is a multi-award-winning newsreader and presenter and has won just about every major industry award. She is currently a presenter on Seven Sharp.

Keep an eye on Business North Harbour's [event page](#) where registration details will be updated.

Did you know?

Temps can ease the workload so your teams can stay productive.



Thank you.

In the last quarter of 2022, we ran a fundraiser on behalf of Pet Refuge, inviting our clients and Women in Business attendees, to [donate](#) a brand-new toy for any pet.

SAFER PETS, SAFER FAMILIES.

The response was overwhelming, and we were thrilled to hand everything over to Pet Refuge at the end of the year.

We can't thank you enough for the support. We look forward to holding another fundraiser later this year.



The Eclipse team celebrating 2022 in style at Miller Road Fragrance Studio in Devonport.

Before we headed off for some much-needed rest and recreation, the team spent a wonderful morning learning about the art of fragrance making at [Miller Road](#). The real gift was that we all came home with our own personally made fragrance. What a treat! We can highly recommend Miller Road for a team event.



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

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.

Lisa Hill
Managing Director
Phone: 09 478 0110
lisa@eclipserecruitment.co.nz

Thank you

41 Triton Drive, Rosedale
Auckland 0632
Phone: 09 073 1879
www.eclipserecruitment.co.nz

