

the QUARTERLYFIT

January 2024

Happy New Year!

I hope that you have had a chance to relax and unwind during the festive season and that you, like us, are ready to embrace the year ahead!



Traditionally a busy time of the year in recruitment, the first quarter of each year usually brings an influx of candidates as people work towards turning their “New Year, new 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 have fresh ideas and experience to bring to the table.

Promote internally

If you're faced with a New Year resignation, a great place to look first and to help foster opportunity for your employees is to consider promoting internally. One of the top reasons that candidates give for resigning is a perceived lack of [opportunity to progress](#) in their career. If you can foster a culture of promoting and giving people those opportunities, it is a win-win for both your business and your team and is a great approach to use as part of your retention strategy.

New Year goals & plans

Another fantastic way to help retain good people at this time of year is to work with your team members early in the year on their career goals and plans, and how they align with your business plans.

It may be that you can expand the role to include new duties, elevate the level of responsibility in the role, or perhaps offer external training/upskilling to suitable employees. Understanding what your people are seeking to achieve in their career, and how their role in your business can support those goals is a great way to help with retention.

Remember that a robust recruitment process can take time, and this is where you should consider [hiring a temp to bridge the gap](#) before your new employee commences. This helps alleviate pressure that the rest of the team might be feeling and provides some breathing space to get your recruitment right.

Do also make sure you have your [on-boarding and training processes](#) well mapped out so that you give new employees the best possible start in your company.

If you are planning to recruit we'd love to assist. Please feel free to contact me directly for an obligation free discussion about market salaries, remuneration packages, role definition or your recruitment strategy - I'd be delighted to assist. We look forward to working with you to find great people during 2024.

Kind regards,
Lisa Hill
Managing Director

MARKET UPDATE

90 day trial periods - Previously 90-day trials were only available to employers with less than 20 employees. As from 23 December 2023, all employers are now able to implement a trial period. The trial period has to be agreed between the employer and employee and it must be in writing prior to the employee starting. Further information can be found [here](#).

Fair Pay Agreements (FPA) - effective 20 December 2023, the Fair Pay Agreements Act was repealed. However, employer rights and obligations under other employment legislation still apply. There are existing ways for employees and unions to negotiate with employers and this information can be found on [Employment.govt.nz](https://www.employment.govt.nz).

Parental Leave - The National Government are considering updating the [Parental Leave rules](#) to better reflect the needs of modern parents. Any changes would aim at providing more flexibility on how parents divide their leave entitlements to best suit their own circumstances. Watch this space.

Need cover for staff shortages? Call us today.

FEATURED ARTICLE



Part-Time Worker Potential: The Winning Formula

In today's dynamic job market, many businesses are recognising the benefits of incorporating part-time employees into their teams. Whether it is students needing to supplement their income, parents desiring flexible schedules, or semi-retired professionals seeking work-life balance, tapping into this candidate pool can provide significant advantages for your organisation. Structuring a part-time worker role effectively is key to maximising the value these individuals bring to your business.

In this article we discuss **six essential considerations**.

1. Part-time Worker Role Content
2. Days of the Week & Hours of the Day
3. Number of Hours
4. Hourly Rate
5. Job Sharing
6. Communication

If you're thinking of structuring a role for a part-time worker, [read on](#). Find out more about attracting the best possible candidates.

IMMIGRATION UPDATE



Paul Janssen
Manager, Turner Hopkins Services

The Immigrant Visa Process 2024: Six Tips to Stay Ahead

For many employers, the new year is often a time to think about recruitment needs for the 12 months ahead. If those needs include having to navigate the immigrant visa process, then a bit of extra planning will no doubt prove useful.

To assist in your immigration planning for 2024, here are the top six tips for businesses, to avoid any last-minute immigration panic...[read on](#)



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HELPFUL TIPS



Navigating Workplace Flexibility: A Win Win Perspective

In the ever-evolving landscape of the modern workplace, the word ‘flexibility’ carries profound significance. It’s a term that echoes in the corridors of both job seekers and employers, signifying its pivotal role in today’s recruitment process. However, flexibility isn’t a one-dimensional concept; rather, it’s a multifaceted gem that holds immense value for both employers and...[read more](#)



Working Together Works: The Real Power Behind Teamwork

What’s the big idea with teamwork? Simon Sinek once said, “Success is a team sport.” This simple idea tells us that big wins usually come from working together, not just from what one person can do. In our fast-moving, complicated world, it’s super important to join forces and pool our smarts. Teamwork brings people together...[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 will set in. They’ll start looking for more inspiring work and growth opportunities elsewhere...[read more](#)



Eight employee retention strategies in a competitive market

Retaining top talent in a competitive market requires a strategic and proactive approach. Here are eight employee retention strategies you can employ to keep employees engaged and happy...[read more](#)

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Finding the right fit in a challenging market

"I would like to thank you for your efforts to find suitable candidates for us. We understand that it was very difficult given the current labour market and the reticence of people to move roles at present."

Import Distributor, 2023

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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