

the QUARTERLYFIT

July 2023

Eclipse celebrated 19 years in business in June. We've experienced many significant milestones along the way – personal and business-related, and there is certainly never a dull moment! I feel grateful for the experience, the learning and the friendships created over this time.

One of the things I am most grateful for is the many people who chose us as their recruiter back when we were 'the new kids on the block' that are still working with us now. A heartfelt thank you for your loyalty over all these years.



In this issue of QuarterlyFIT, we've got a range of articles for you to delve into, including an article from guest author Paul Janssen.

- Maximising opportunities as an Accredited Employer
- Chat GPT and AI at Work
- The workplace policy handbook
- Effective leaders
- Six traits of Gen Z job seekers
- Constructive team feedback

We wish our clients a fantastic second half to the year, and of course we welcome the opportunity to support you whatever your recruitment needs may be.

Kind regards,
Lisa
Managing Director

MARKET UPDATE



Anticipating the employment & business community's pulse

As a recruitment agency, we sense the mood of the employment & business community early – both from a job-seeker and an employer perspective. There's no doubt that there has been a change in sentiment – a slight drop in newly created roles and employers spending a little bit more time considering options before launching into replacing some roles.

We have seen a lift in candidates available for some role types – applicant numbers are strong in marketing, administration, and operations management roles.

With these shifts, you might think that some downward pressure would come onto job-seeker salaries, but we really haven't seen that eventuate yet. Not to say it won't happen, but there continues to be strong competition for top quality, experienced candidates, contributing to salary levels remaining steady.

Increase in parental leave payments reflects rise in average weekly earnings

Starting from July 1st, parental leave payments in New Zealand will increase by 7.7% to align with the rise in average weekly earnings. The maximum weekly gross rate for eligible employees and self-employed parents will go up from \$661.12 to \$712.17. This adjustment is made annually under the Parental Leave and Employment Protection Act 1987 to account for changes in average weekly earnings.

Additionally, the minimum [parental leave](#) payment rate for self-employed parents will also increase. It will rise from \$212 to \$227 gross per week, reflecting the minimum wage increase that took effect on April 1st of this year. The minimum rate for self-employed parents is set at the equivalent of 10 hours worked per week at the adult minimum wage, which is currently \$22.70 per hour.

Timeframe for sexual harassment grievances increases to 12 months

Effective from June 13, employees now have 12 months to raise a personal grievance related to sexual harassment. This has been extended from previous time frame of 90 days. This change aims to provide victims of sexual harassment with more time to come forward and seek justice. It emphasizes the importance of a safe and respectful workplace and the need to address sexual harassment promptly.

In terms of employment agreements, the new law requires employers to include a clause that informs employees about the extended timeframe for filing a sexual harassment grievance. This ensures that employees are aware of their rights and can take appropriate action if they experience sexual harassment.

Overall, the changes aim to support victims of sexual harassment, encourage reporting, and foster a safer work environment by allowing individuals more time to address their concerns. Further information can be found at [employment.govt.nz](https://www.employment.govt.nz) and additional advise for businesses at [worksafe.govt.nz](https://www.worksafe.govt.nz).

GUEST AUTHOR



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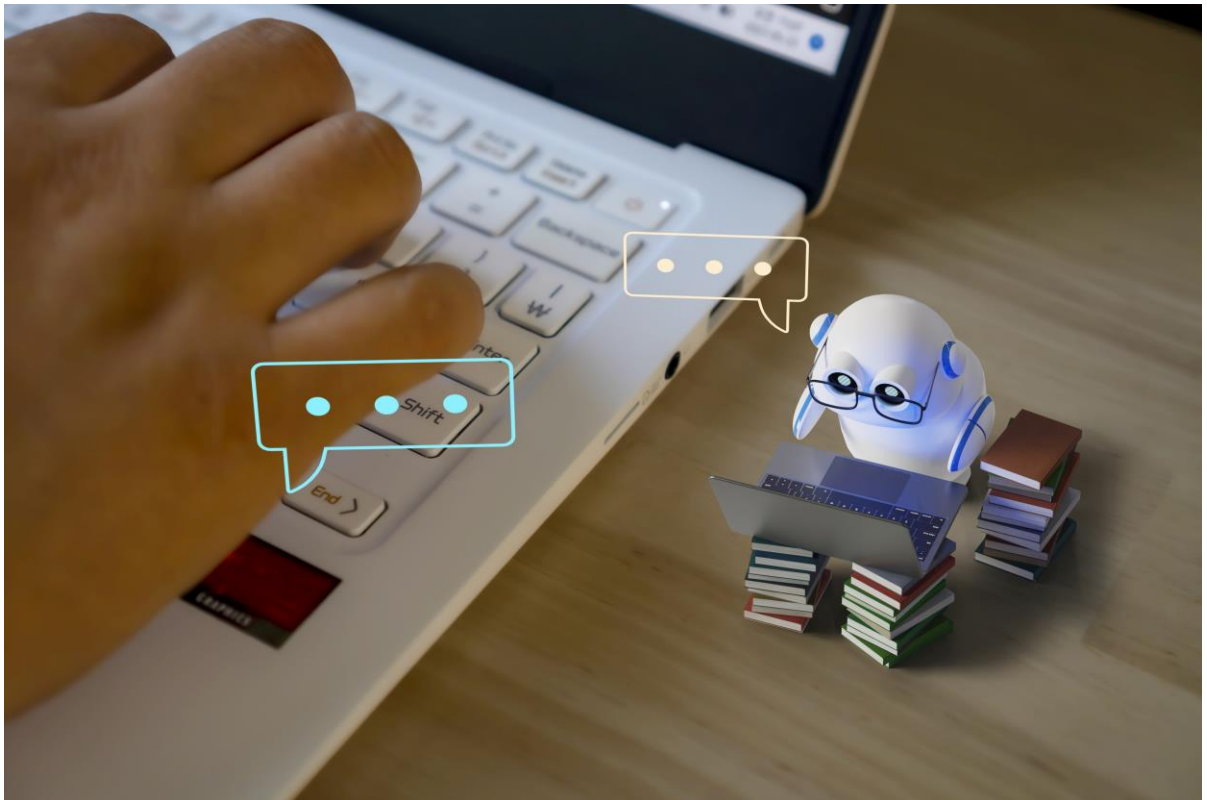
How to maximise opportunities as an Accredited Employer

The immigration process has undergone multiple changes over the last three years, the most significant of which for employers, is the introduction of the Accredited Employer Work Visa (AEWV) scheme in July 2022. This scheme has streamlined the visa process for employers and applicants alike but also comes with some ongoing compliance challenges as well.

Alongside the AEWV, changes to partner work rights were introduced in May 2023. Moreover, the Government aims to extend the Accreditation scheme to all employers by 2024. These developments make becoming Accredited with Immigration New Zealand essential for every employer's recruitment strategy...[read more](#)

How do I attract more candidates? Call us today.

FEATURED ARTICLE



Chat GPT and AI at Work

How to craft an effective company policy for using AI

ChatGPT at work is revolutionising today's digital age, as the integration of artificial intelligence (AI) technologies, including ChatGPT, becomes increasingly common in the workplace. While AI brings numerous benefits to organisations, it also raises concerns regarding the appropriate use of AI systems and the potential misuse of confidential information.

Consider the latest announcement by Microsoft: the integration of Copilot into Microsoft 365. Copilot will work alongside users within Microsoft 365 apps like Word, Excel, PowerPoint, Outlook, and Teams. It includes a feature called Business Chat, which extends across your calendar, emails, chats, documents, meetings, and contacts.

Establishing a comprehensive company policy that addresses the use of ChatGPT and AI at work is crucial to ensure ethical behaviour, protect sensitive data, and maintain a productive work environment.

Outlined in this article are key considerations for drafting a workplace policy, including examples of confidential information to avoid using in ChatGPT and the potential consequences of misusing such information...[read more](#)

HELPFUL TIPS



The workplace policy handbook – seven steps to creating one

A workplace policy handbook is a great way to provide employees with everything they need to know. It is an ideal reference tool when onboarding new recruits or for current employees with guidelines on anything from policies to company values.....[read more](#)



Top eight capabilities of effective leaders

Effective leaders must possess certain competencies to be successful. In today's complex business environment, having the following top eight capabilities is essential for effective leaders who want to not only achieve personal success but...[read more](#)



Six traits of Gen Z job seekers

Gen Z job seekers are our youngest workers. Often referred to as the Zoomers, they're born between 1997 and 2012. Touted as one of the most diverse generations, they bring with them a different mindset than their millennial predecessors...[read more](#)



Constructive feedback – how to get the best out of your employees

Providing constructive feedback is a critical part of improving employee performance. It helps create a supportive and positive work environment that promotes growth, learning, and improvement...[read more](#)

Eclipse Recruitment Good for business

Need help finding the perfect fit for your team? Eclipse Recruitment is here to make it easy. Our permanent and temporary recruitment services take the stress out of the process and free up your time. Find out why Eclipse is good for business!



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We recruit For:

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Supply chain, freight & procurement
Permanent & Temporary recruitment

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.

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