

# the QUARTERLYFIT

October 2022

It is incredible to think that while we are excited about the hint of spring in the air we are already talking about end-of-year holiday plans and organising the office Christmas parties. The year has again flown by!

With the madness of the year's end just around the corner, now is the time to consider whether you have enough staff to cover the Christmas rush and to get you through the holidays. If you do envisage needing temp support, it's a great idea to get your temps organised well ahead of time.



If you are planning to add new people to your team in early 2023, be it for existing vacancies or new roles, and you are assessing whether to recruit this side of Christmas or in the New Year – the answer is – start recruiting now! There are candidates out there who are keen to secure something fresh in advance. Getting it sorted sooner means you can relax over Christmas and look forward to them hitting the ground running in January.

Do review our article in this edition on the eight steps to a successful recruitment process, which will help pave the way with your recruitment activity.

As we speed towards year-end, I would like to take the opportunity to thank you for choosing to recruit with us. We have had a fantastic year supporting clients, old and new, and we look forward to continuing that through 2023.

Kind regards,  
Lisa

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# MARKET UPDATE

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## 90 Day Trial Period

Legislation for the 90-day trial period has been in effect for many years. However, various adjustments have been made during this time.

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](#) relating to what a valid trial period is, the employee rights, what happens during a trial period, and the line between your ability to implement a trial period and which employers can't.

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## Parental Leave

In the previous QuarterlyFIT we provided information on parental leave specific to what employees needed to include in their request letter.

We had a number of enquiries following this and have subsequently prepared information on unravelling leave criteria and entitlements. This report covers who is entitled, what the entitlement is, how to respond to a parental leave request, and requirements around keeping a job open. [Read the article here.](#)

How do I attract more candidates? Call us today.



# The Recruitment Process

## Eight Steps to Success

Good staff relationships start with having the right recruitment process in place. You want to find candidates with the right skills and with the right temperament to fit your team and the company culture.

Taking a methodical approach to your [permanent recruitment](#) efforts will ensure you are attracting and selecting the best possible candidates for the role. No matter who is involved in the recruiting process a streamlined approach ensures all stakeholders are aware of their responsibilities in contributing to a successful outcome.

Whether you're working with Eclipse Recruitment or [sourcing candidates](#) on your own, these eight steps follow the process we use, and are essential for you too.

All the steps are important, but some are more important than others. Get those steps wrong and the consequences could be with you for a very long time.

Follow [these steps to ensure a successful recruiting outcome](#) or download our [recruitment process](#) quick guide.

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

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# GIVING BACK

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**SAFER PETS, SAFER FAMILIES.**

The team at Eclipse are all animal lovers. We know that the bond between pets and people can be incredibly strong. We believe that any pet deserves a good quality of life, treatment, and care. It's impossible to imagine having to keep your pet away from harm or to leave them behind no matter the circumstances.

We are very proud to be an [ongoing supporter](#) of the work that Founder Julie Chapman and her team at Pet Refuge are doing. The waitlist for animals needing sanctuary is long. If you would also like to support Pet Refuge, you can do so [here](#).

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## HELPFUL TIPS

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### Intuitive leadership for better decision making

In today's data driven world, you'd be forgiven for thinking that leadership is all about how good your business insights are. Whilst that's a critical part of leadership, intuitive leadership has an important role too. As something that's traditionally been a lesser valued skill, it's an underrated part of your leadership...[read more](#)



### Four-day work week – 5 key benefits to consider

In May this year, around 100 New Zealand businesses signed up to join a global initiative designed to trial and implement a four-day work week.

Through tracking and measuring, the initiative aims to highlight key benefits and provide insights for other companies looking to make the transition...[read more](#)





## Case study: Five days to find five temps

Using temp staff can be a useful strategy for a variety of situations – to cover for sick leave or annual holidays, to fill a gap during periods of recruitment, or to provide extra manpower to get a project across the finish line.

Recently, we were tasked with finding five temps in five days for a company that needed cover while existing staff were temporarily diverted to help get a major project back on schedule. [This is what happened.](#)

## Events

A promotional poster for a 'Business North Harbour' event. The background is yellow. In the top left is the 'Business North Harbour' logo. In the top center, it says 'EVENT SPONSORED BY' followed by the 'eclipse recruitment' logo. On the right is a circular portrait of Julie Chapman, a smiling woman with blonde hair. The main text reads 'WOMEN IN BUSINESS' in large white letters. Below that, it says 'Julie Chapman, our champion for charity'. At the bottom, it states 'WEDNESDAY 19TH OCTOBER 2022 | 10.00AM - 12.00PM'.

**We are very excited to announce Julie Chapman, a champion of charity at the next Women in Business event.**

Julie is the founder and CEO of [KidsCan](#), which she set up from her own garage in 2005. Concerned about continual media stories about child poverty in her own backyard, she saw education as key to breaking the cycle.

Pet Refuge is a relatively new charity for Julie. Using money left to her by her late parents, [Pet Refuge](#) aims to remove one of the barriers people face when trying to escape domestic abuse, leaving their pets behind.

As the key sponsor for the Women in Business events we would love to see you there. [Book now](#)

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## *Very impressed with all candidates*

*"We were very impressed with all the candidates you put forward. Any one of them would be an asset to the company. If our preferred candidate had declined our offer, we could have extended the invite to any of the others we interviewed. Many thanks."*

*Andrew, 2021*

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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# *Thank you*

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