

the QUARTERLYFIT

October 2023

Change is in the air, with a new Government forming, summer approaching, and the job market shifts. In this evolving landscape, understanding the nuances of the job market is more critical than ever.

The market remains intensely competitive, a condition largely attributed to the severe skills shortages we've encountered in recent years. Although open borders and encouraging immigration figures offer some relief, specific roles continue to face a dearth of qualified candidates.

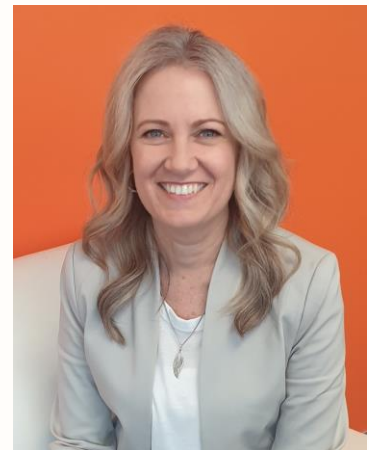
To navigate this environment effectively, here are some key insights that can inform your recruitment approach:

Skills Shortages: Certain industries and role types are still facing significant skills shortages. In these areas, employers find themselves in stiff competition for top talent, making it essential to understand market trends to attract the professionals you need.

Remote Work: The rise of remote work options is reshaping candidate expectations, with an ever-growing preference for flexible arrangements.

Salary Trends: Salaries have continued on an upward trajectory, influenced by factors like inflation, the demand for specific skills, and overall market competitiveness. While there has been a decrease in jobs and increase in candidates available, we are still seeing pressure on salaries across a wide range of role types.

Candidate Expectations: Beyond competitive salaries, candidates seek professional development, work-life balance, and a robust company culture. Providing a remuneration package that aligns with these expectations can certainly help to attract and retain top-tier talent.



As your dedicated recruitment partner, we are here to offer you tailored support and guidance. Should you have any specific questions or require additional assistance with your recruitment strategies, please contact me, I'd love to assist.

Kind regards,
Lisa Hill
Managing Director

Need cover for staff shortages? Call us today.

TEMPS TO THE RESCUE



The holiday season is just round the corner – which means it is the time of year when maintaining your workforce's productivity can be a challenge. Employee holidays, increased workloads, and special events often requires extra hands-on deck. That's where temps come to the rescue.

Every year we've been providing flexible and efficient [temporary staffing solutions](#) to help businesses thrive during the holiday season. Our temp team are available to help you seamlessly fill gaps and ensure your operations run smoothly.

Why use our temporary staffing services?

Flexibility: staffing solutions are customised to meet your specific needs.

Cost-efficiency: There are no long-term commitments so you can meet your seasonal demands for however long you need.

Experienced talent: Our skilled professionals have the expertise you need.

Streamlined hiring: We handle everything in the recruitment process so you can focus on your core business activities.

Whether you require temporary staff for customer service, administration, or finance, we can help you find the right individuals for the job.

Let's work together to make this holiday season a success for your business. [Contact](#) the temp team and chat to either Helanee or Jacqui about your specific staffing needs.

If you think you'll need help, now is the time to start putting some plans in place.

IMMIGRATION UPDATE



Expect more changes from INZ

In the recent months, Immigration New Zealand (INZ) has faced a lot of challenges. There have been reports of uneven processing, exploitation of migrants, and several policy updates, all happening in the run up to the election.

But the main spotlight has been on INZ's relatively "light touch" approach to Visas, which has allowed some less-than-genuine applications to sneak through the system.

As the media spotlight intensified, the previous government felt compelled to address these issues. This led to a shift in INZ's processing methods, moving towards a more "heavy handed" approach. This change has resulted in...[continue reading](#)

How do I attract more candidates? Call us today.

FEATURED ARTICLE



Six Effective Recruitment Strategies for Successful Hiring

In today's fast-paced and competitive job market, recruiting top talent can be a daunting task. To tackle this challenge head-on, it's essential to adopt innovative recruitment strategies that not only attract the right candidates but also ensure a successful recruitment process. Here are six strategies to beat today's recruiting challenges:

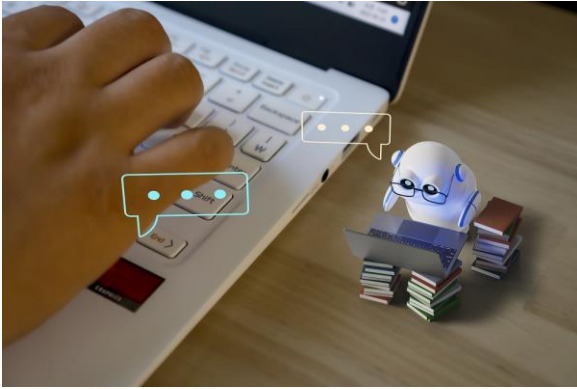
1. Strategic Recruitment Planning

Establish a clear recruitment strategy from the outset. If you choose to manage the hiring process internally, allocate dedicated time for tasks ranging from marketing and CV review to screening, interviewing, negotiation, and onboarding. Furthermore, maintaining regular communication with applicants is crucial in a competitive job market. Recruiting is undeniably complex and requires time, effort, and attention. Having a clear recruitment strategy will ensure expectations and objectives are understood from the outset.

2. Assess your teams' capabilities and tools

Successful recruitment often involves multiple stakeholders within your organisation. Evaluate who will be participating in the recruitment process. Are they available when needed...[continue reading](#)

HELPFUL TIPS



ChatGPT at work: Crafting an effective Company Policy for AI use.

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... [read more](#)



How to stay productive with a smaller team.

Working with a smaller team can be challenging. It requires careful planning and quality management to stay productive. With the right strategies it's possible to maximize output and maintain high standards of work even with minimal resources. Using the following tips, will help you to stay productive with a smaller team while still getting high-quality results...[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](#)



How to encourage innovation and creativity with your employees.

In today's ever-evolving business landscape, encouraging innovation and creativity is key for any organisation. Innovation and creativity are also essential for new product development, which can help a business grow and succeed...[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!



09 973 1879 | eclipserecruitment.co.nz/good-for-business



We recruit For:

Accounting & finance
Customer & client service
Business operations & administration
Sales, marketing & communications
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.

Lisa Hill
Managing Director
Phone: 09 973 1879
lisa@eclipserecruitment.co.nz

