

QUARTERLYFIT

October 2024

Welcome to the latest edition of QuarterlyFIT. I'm pleased to share market trends, compliance news, and key resources to assist in the all-important art of recruitment. We are seeing some intriguing shifts in the current market. If you'd like to discuss how to optimise your recruitment strategy or explore options for your next campaign, please do get in touch, I'd love to share our insights.



Best wishes,
Lisa Hill,
Managing Director

In This Issue



MARKET UPDATES

Recognition and reward sit at the heart of employee retention. We've explored the practices of a diverse range of businesses to gather valuable information in this crucial area.



COMPLIANCE

Effective 01 October immigration visa fees have increased dramatically, in most cases by 50%. Will this improve process times and how important is attention to detail in the application documentation?



HR TOOLS & TEMPLATES

Employment Agreements. Required by law, and essential for helping to set the expectations of both the employer and the employee. Here is a helpful guide, including link to an agreement builder.



PEOPLE & CULTURE

- 5 Key Trends in New Zealand Workforce Participation: understanding the significant shifts in New Zealand's changing workforce.
- Using AI for growth in your business.

MARKET UPDATE



Recognition & Reward Survey

Eclipse Recruitment recently surveyed a diverse group of business owners and managers to gain insight into the different type of recognition and rewards programmes offered to employees.

Reward programmes not only reflect the core values and culture of an organisation but they sit at the heart of employee retention.

The summarised insights offer a glimpse into current practices and highlight key recommendations for recognising employee behaviours and achievements.

[Read the full survey here](#)

1. Overview of companies surveyed

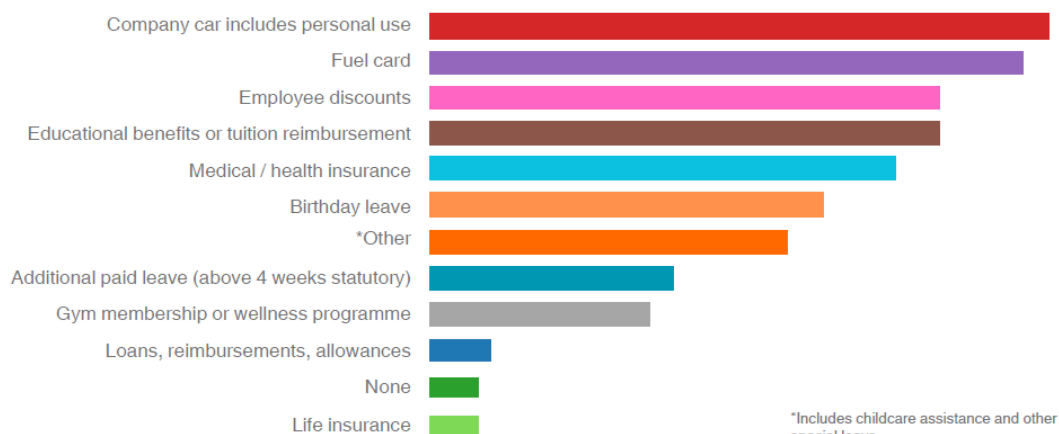
- Accounting
- Banking / Finance / Insurance
- Building / Construction
- Freight / Logistics / Transport
- Import / Distribution / Wholesale
- Information Technology
- Manufacturing / Production
- Medical / Healthcare
- Not for Profit / Charity
- Real Estate / Property
- Retail
- Trades & Services

- 1 - 10 Employees
- 11 - 30 Employees
- 31 - 50 Employees
- 51 - 100 Employees
- 100+ Employees



2. What benefits or perks does your company provide?

The most common perks across all company sizes are birthday leave and educational benefits. Larger companies offer comprehensive packages, including health insurance and additional paid leave, aligning benefits with employee satisfaction and retention. Company cars and/or fuel cards are available for executive and sales staff in most companies.



*Includes childcare assistance and other special leave

COMPLIANCE



Paul Janssen
Manager, Turner Hopkins Services

Will increased Visa Fees Mean Faster Processing Times?

The Government has raised visa fees from 01 October, with most Work Visa application costs doubling. Accreditation and Job Check fees have come through somewhat unscathed with only moderate increases, while Resident Visa application costs have increased, in most cases by at least 50%.

The increases were announced by the Minister (Erica Stanford) as necessary, based on increasing operations costs, verification processes and the ongoing investment into ICT systems (namely the ADEPT processing system).

However, with increased charges, can applicants and employers expect faster processing times and what implications do these new fees have for people rushing to beat the deadline? Read the [full article here](#).

HR TOOLS & TEMPLATES

Creating Employment Agreements: A Helpful Guide for Small Businesses

Every employee must have a written employment agreement. While required by law, it's important for both the employer and the employee to have clear understanding of what to expect from the start. The agreement outlines key details like the employee's role and responsibilities, what they'll be paid, and their rights and obligations within your workplace. It's a practical tool that helps both you and your employee understand what to expect, making things smoother for everyone.

Why Employment Agreements Matter

An employment agreement helps set the tone for a positive working relationship. Before an employee joins your team, they should be comfortable with the terms. Encourage them to ask questions and allow them time to review the agreement and seek independent advice.

Some employees might wish to negotiate specific conditions, and that's where open, honest communication comes in. Whether it's a collective agreement in a unionised setting or an individual contract for other employees, the key is to build an agreement that works for everyone involved and to follow the principles of negotiating in good faith.. [read the full article and access the agreement builder](#).

PEOPLE & CULTURE



Using AI for Growth: Practical Steps for Small Business Success

As businesses look for ways to improve productivity, artificial intelligence (AI) has become a game-changer. Once considered too advanced or costly, the introduction of AI tools such as Claude and ChatGPT offers greater opportunities to streamline operations. Here are three ways to implement AI for growth in your small or medium-sized business.

[Read more..](#)



5 Key Trends in New Zealand Workforce Participation

It will be no surprise that the dynamics of New Zealand's workforce has been undergoing significant shifts over the past several years. The most recent survey that sheds some light on these trends was conducted by Infometrics in 2023. While we are a year on from the survey release date, the information is still timely and relevant, especially in today's workforce environment. [Read more..](#)

Eclipse Recruitment

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 the process and free up your time.

We recruit for:

[Accounting & finance](#)

[Customer & client service](#)

[Business operations & administration](#)

[Sales, marketing & communications](#)

[Supply chain, freight & procurement](#)

[Permanent & Temporary recruitment](#)

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@eclipseresearch.co.nz