

QUARTERLYFIT

Issue # 78 | October – December 2025

As we navigate the last quarter of 2025, it's a natural time for both reflection and forward planning. Many organisations are reviewing their teams, assessing capability, and considering the changes needed to position themselves strongly for the journey through to Christmas and into the new year ahead.

For businesses, the months ahead present an opportunity to fine-tune decisions that will shape performance in 2026. From setting competitive salary levels to ensuring new leaders have the support they need, the choices made now will have a lasting impact.

In this edition of *QuarterlyFIT*, we share insights on accounting salaries, challenge assumptions around age when recruiting, and provide practical advice on strengthening your reference process and helping leaders settle in successfully. We hope you enjoy the read!

Special Offer: Flat \$5,000 Recruitment Fee

We continue to interview excellent candidates from a range of career backgrounds who are motivated, skilled people ready for their next opportunity. To help connect them with great employers, we're offering a flat recruitment fee of \$5,000 +GST, through to the end of December 2025. This offer applies to candidates already registered with Eclipse - individuals we've met, interviewed and are proud to recommend. If you're planning to hire, now is a great time to fast-track your search, manage costs and bring fresh talent into your team.

If you'd like to discuss a role or take advantage of this offer, please contact me directly. We'd be delighted to help you find the right fit for your team before the year wraps up.

Thank you for your continued trust in Eclipse. We've been proud to support so many of you throughout 2025 and look forward to working with you again in 2026.



Best wishes

A handwritten signature in black ink that reads "Lisa".

Lisa Hill

Managing Director

In This Issue



Recruitment Insider

Advice & insights to help find the right fit

This quarter, we look at two pivotal stages in the recruitment process: how to get real value from reference checks, and how to secure the right candidate at the offer stage.



People & Culture

Fresh HR thinking for today's workplace

Ageism in recruitment has been a hot topic lately - read on for our take. And if you're promoting new leaders, we've included some practical tips on helping them get up to speed and setting them up for success.



Salary Guidance

Up-to-date market salary information

Accounting and finance roles are the backbone of every business. In this edition, we break down current salary trends to help you stay informed and plan ahead.



Legislation & Compliance

Employment & immigration law updates

Changes to the Holidays Act are on the horizon. We've got two years to prepare, but it's worth staying in the know so you're ready ahead of time. You'll also find the latest updates on the Accredited Employer Work Visa in our regular immigration feature.

Recruitment Insider



The Job Offer Stage: Keys to Success

The offer stage of a recruitment campaign is often underestimated, but it's one of the most critical points in the process. You've invested time and energy into finding the right candidate, and now it comes down to whether they say "yes." This stage can be the true make-or-break moment.

We've seen every kind of outcome over the years: candidates who accept instantly, others who agonise over competing offers, and those who decide to stay put when their current employer suddenly offers more money. Here are the keys to success and how to avoid the common pitfalls that can derail an offer.

[Read the full article here](#)

Reference Checks: The Real Value

Reference checks are sometimes seen as routine, but when approached thoughtfully, they can reveal far more than a simple confirmation of employment. By asking the right questions, you can gain valuable insight into how a candidate performs day to day. A well-structured reference check is one of the most effective ways to understand a candidate beyond the interview and to make better hiring decisions as a result.

[Continue reading here](#)

People & Culture



Ageism in Recruitment

Hiring with an open mind broadens your options and strengthens your team. We explore how age bias can quietly limit your talent pool.

[Read on](#) to find out why balanced teams deliver better results.

Supporting New Leaders

Whether you're promoting from within or hiring from outside, supporting new leaders early sets the tone for long-term success. This article explores simple, effective ways to help leaders settle in, gain confidence, and get results fast. [Read more...](#)

Salary Updates & Insights



Market Salary Guide | Accounting & Finance Roles

Accounting salaries in New Zealand vary widely depending on qualifications, experience, employer type, and company size. Whether someone is working in a commercial role or within a firm, the salary picture looks quite different. Here's a snapshot of what we're seeing in the market for 2025.

[Read the full article on our website...](#)

Legislation & Compliance



Immigration - Work Visas & NZ Residence

Paul Janssen - Manager, Turner Hopkins Services

It appears the current Government has not finished tinkering with the Accredited Employer Work Visa (AEWV) rules just yet. Further changes were announced in September, which, at first glance, many employers might not take much notice of but could potentially have significant impacts on future applications.

[Continue reading here...](#)

Employment Law Updates

Holidays Act Reform - What's Changing

After years of complexity, change is coming for the Holidays Act. Cabinet has confirmed major reforms with plans to replace it with simpler, fairer legislation designed to reduce confusion for employers and employees alike.

The proposals cover several areas, including how leave is accrued and paid, how casual employees are compensated for annual and sick leave, as well as a range of other updates.

The legislation is making its way through parliament, and no changes will take effect until two years after the Bill is passed, giving plenty of time to prepare. You can learn more on the MBIE website [here](#), or view a comparison of the current system and proposed new system [here](#).



Our Services

Permanent Recruitment
Temporary Recruitment
Candidate Skills & Aptitude Testing
Interview Coaching

We connect businesses with standout candidates across a wide range of roles. With experienced recruiters, local knowledge, and a commitment to personal service, we help you recruit with confidence. Our Services include:

[Read more about us here...](#)

Roles We Recruit

[Accounting & finance](#)

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Client Testimonial

In the last 12 months, we have engaged with Eclipse to fill a couple of key roles. We found the team to be communicative, actively listened to our needs for the role and team fit, which made the process seamless. Our latest recruits have fitted in well with great follow-on candidates after they started. We have no hesitation in recommending Eclipse to help any business fill active roles.

Glenys, National HR Manager

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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