QUARTERLYFIT

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It's encouraging to see recruitment activity picking up, with businesses looking ahead and making plans for the coming year. We've enjoyed working with clients across a wide variety of roles and industries, and it's been particularly rewarding to successfully fill several challenging vacancies where businesses had previously struggled to find the right people.

In this issue, we take a look at an interesting and increasingly relevant topic: recruitment misrepresentation and the role AI can play in it. We also explore the hidden costs of operating short-staffed, making flexible working arrangements work for everyone, and what salary trends might mean for employers planning for 2027.

As the year draws to a close, we'd like to take the opportunity to thank our clients for their continued support and trust in Eclipse Recruitment. We value the relationships we've built over the years and appreciate the opportunity to work alongside you.

We wish you and your teams a wonderful festive season and a happy, successful 2027. We look forward to working with you in the new year.



Best wishes

Lisa

Lisa Hill
Managing Director

In This Issue





Recruitment Insider

Advice & insights to help find the right fit

This quarter's *Recruitment Insider* article looks at the hidden costs of being short-staffed and the importance of knowing who you're employing in an age
where technology has made some forms of deception considerably more sophisticated and difficult to detect.

People & Culture

Fresh HR thinking for today's workplace

In this issue, we explore flexible working arrangements and share practical tips for employers on assessing employees' requests and implementing flexibility that works for both employees and the business.





Salary Guidance

Up-to-date market salary information

After several challenging years for New Zealand businesses, we take a look at what employers should be budgeting for in 2027.

Legislation & Compliance

Employment & immigration law updates

The Employment Leave Bill has now passed into law, bringing significant changes to New Zealand's leave entitlements and payment calculations. In this issue, we examine what these changes mean and the actions employers should take now.

Recruitment Insider



The Hidden Cost of Being Short-Staffed

When business conditions are uncertain, employers understandably take a cautious approach to recruitment. Leaving a vacancy unfilled can seem like a sensible way to manage costs, particularly when budgets are tight or future workloads are difficult to predict.

In some circumstances, holding off on recruitment is entirely appropriate. However, it's worth considering what an unfilled position may be costing the business in other ways.

The salary saving is relatively easy to calculate. The impact on productivity, customer service, existing employees and future opportunities can be much harder to measure.

Read the full article here

Is Your Candidate Who They Say They Are?

Artificial intelligence is changing recruitment in all sorts of ways, from helping candidates prepare CVs and cover letters to assisting employers with advertising and screening applications.

Most of these uses are legitimate. However, AI is also making it easier for people to misrepresent themselves during the recruitment process, raising some important questions about how employers verify who they're hiring.

Click here for practical steps to reduce the risk

People & Culture



Making Flexible Working Work for Everyone

Flexible working has become an established part of employment discussions, with many employees placing considerable value on arrangements that help them balance their work and personal commitments.

For employers, however, flexibility needs to work alongside customer expectations, business performance expectations, operational requirements, and the needs of the wider team. While some positions lend themselves readily to working from home or flexible hours, others require employees to be physically present or available at particular times.

Finding an arrangement that works for everyone can take some thought, particularly in smaller businesses where each team member plays an important part in day-to-day operations.

Read the full article on our website...

Salary Updates & Insights



Salary Trends in NZ: What's Changed, and What's Ahead for 2027?

If you've been recruiting recently, you may have noticed something of a contradiction in the employment market. There are plenty of people looking for work, yet finding someone with the right combination of skills, experience and attitude can still be surprisingly challenging.

So, with more candidates available, has the pressure on salaries eased? And after several challenging years for New Zealand businesses, what should employers be budgeting for in 2027?

The answer depends very much on the role you're recruiting.

Read the full article on our website to find out what's happening...

Legislation & Compliance



A New Direction for Skilled Migration

Paul Janssen - Manager, Turner Hopkins Services

After months of announcements, consultation and policy updates, the significant changes to New Zealand's Skilled Migrant Category (SMC) finally came into effect on 24 August 2026.

For businesses looking to attract and retain skilled migrant workers, these changes are potentially some of the most positive we have seen in several years.

Continue reading here...

Employment Leave Act 2026 Passed into Law

The Employment Leave Bill has now passed into law, introducing significant changes to New Zealand's leave entitlements and payment calculations.

The new Employment Leave Act 2026 will replace the Holidays Act 2003, with the main changes taking effect from 6 August 2028. This gives employers and payroll providers approximately two years to prepare.

Click here to read about what employers should do now...

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

Administration and business support

Customer & client service

Marketing & communications

Sales and business development

Permanent & Temporary Positions

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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