

# the QUARTERLYFIT

January 2022

Happy New Year! After a relaxing summer break, we're pleased to be back at work and ready for another action-packed year ahead.

One thing we can be sure of in business is that no two days are alike, and a new year always brings fresh challenges, especially having to constantly adapt to the ongoing pandemic.



Top of mind for many of you will be how to ensure your business is well placed to succeed in 2022 and beyond. A key part of that will be the strategy you have in place around your people – they are, after all, your biggest asset.

Predictions are never a great idea, however predicting what is in store with the candidate market this year is probably a reasonably safe bet.

I believe we can expect the following:

- With the impact of border closures and immigration policies set to continue, the lower volume of candidates and strong competition to recruit those available is certainly likely to continue for some time.
- If you're recruiting - expect that your ideal candidate might be counter-offered or have multiple offers to choose from – be ready for this!
- With the candidate shortages of the last couple of years compounding as time rolls on, together with cost-of-living increases, salaries will rise – some significantly.
- Be prepared for your best employees to be shoulder tapped by other businesses. Make sure salaries are reflective of the current market levels and that you know what's important to your team members to ensure you retain your key people.
- More than ever, candidates will be seeking roles that fit their lives. Depending on what is important to them, that might be about joining a positive company culture, work from home opportunities, or just generally more flexibility with their employer.

Continuing the theme of 'your people' we start our first newsletter for the year with a feature article on Secrets of a Successful Performance Review. Having a structured appraisal process in place will add tremendous value to your business and your employees.

I hope you enjoy our first issue for 2022. We look forward to another year working alongside you.

Kind regards,  
Lisa

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# TO ASSESS OR NOT TO ASSESS

## That is the question?

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With the recent reset to red from orange, now is a good time to reassess your Covid risk at work. Employment New Zealand's website covers current [information and mandates](#) as set out by the Government. The Covid-19 website was updated on Jan 25th with further information on [mask wearing](#).



The big question for many is what do you do if you aren't covered by a mandate for Covid-19 vaccination?

### Risk Assessment

If your business or workplace isn't covered by a government mandate for COVID-19 vaccination, you should do a risk assessment to see if you require work to be carried out by vaccinated workers, on health and safety grounds.

### Assessment tool

You have two options to run a risk assessment check.

- 1) Do a health and safety risk assessment using a method you consider fit for purpose or,
- 2) Use [business.govt.nz assessment tool](#) (a legal framework), which takes into consideration four factors. Answer yes to any three and you might require that staff be vaccinated.

When you use the assessment tool, you'll get an outcome, telling you if work should be carried out by a vaccinated worker or not. You don't have to implement the tool's outcome, but if you decide not to, you should be prepared to justify your decision.

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## FEATURE ARTICLE

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## The secret to successful performance reviews

Employers should look at the purpose of performance reviews as a process that helps to improve the company. By assessing an employee's performance, you can learn more about the value they bring to the business, their strengths, and weaknesses, and whether their goals are aligned with the organisation's objectives. Understanding this can improve communication, collaboration, management/employee relations, and ultimately enhances the employee's productivity and the culture of your business.

How often and why would you hold performance reviews?

How should you structure them?

What questions should you ask during the review meeting?

What do you need to prepare?

These questions and more are answered along with a free download performance review worksheet and a list of helpful questions to ask during any employee performance review...[read on](#)

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## OUR NEW TEAM MEMBER

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### MEET Laurinda Howarth

We are very excited to have Laurinda join us as our Relationship Development Manager.

Laurinda brings a wealth of experience in senior leadership roles, team development, and fostering wellbeing programmes.

In her new role Laurinda will focus specifically on the individual relationships we have with employers ensuring that we continue to share our knowledge

with you, support your goals, and understand your challenges. Laurinda says, "I am looking forward to providing businesses with guidance on how to recruit well and how to achieve success through their people".

If you would like to get in touch with Laurinda you can [email](#) her or phone her directly on 09 887 4977.

How do I attract more candidates? Call us today.

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# HELPFUL TIPS

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## Discussing salary – when is the right time?

When it comes to recruitment, one of the most important things to consider as an employer is how to manage salary expectations. It is often a balancing act, weighing up what you can afford to pay against market conditions, and the knowledge and skills of each candidate.

[Read more](#)



## From attraction to exit - why you need to foster the employee lifecycle

In much the same way an organisation has a lifecycle, so too does an employee. For employers, understanding the lifecycle helps to foster an employee experience that leads to longevity, success, and high employee engagement. [Read more](#)

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# EVENTS

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WOMEN IN BUSINESS

NEW ZEALAND'S MEDIA SUPERSTAR  
**Hilary Barry**

10am–12pm, THURSDAY

16TH JUNE 2022

**Business  
North  
Harbour**

EVENT SPONSORED BY

**eclipse**  
recruitment

*Sadly, because of our recent change to the red traffic light setting, Business North Harbour have had to cancel the Women in Business event in February with guest speaker Hilary Barry.*

As the key sponsor of the Women in Business events we are committed to having Hilary join us. Working with BNH, we will endeavour to make this happen - hopefully in 2022.

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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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