

# the QUARTERLYFIT

July 2021

The last three months have seen plenty of recruitment activity across a range of sectors. The challenge our clients face, that you will have seen played out in the media lately, is the candidate shortages we are experiencing for many roles.

Having been in the recruitment industry now for 21 years, I can vouch for the fact that I have never seen a candidate landscape quite like we are experiencing right now.



All is not lost though! There are some roles that we have seen a fantastic response to from the market. This has included account management and marketing roles, and most types of part-time roles are highly sought after by candidates.

**In this issue** - with the current focus on staffing related concerns, we provide some insight into the candidate landscape, an update on current marketing salaries, succession planning, working from home - a dilemma that is still a hot topic, and resolving workplace conflict.

At Eclipse Recruitment our promise has always been about finding people who fit your culture and industry. This means always ensuring we can cast our net broadly to connect with diversely qualified and capable candidates. Therefore, it gives me great pleasure in welcoming two new staff members Rebecca and Jacqui, who will be looking after the continually expanding temp desk.

Kind regards,

Lisa

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## MARKET SALARY UPDATE

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### Market Salary Update

Given the current market conditions, and the highly competitive employment landscape, it is our continuing recommendation that businesses widen their brief when looking for new candidates. Flexibility and adaptability are important factors right now.

In the current high employment environment what is more important is understanding salary expectations. It is not necessarily what the candidate is asking for but what the business is expecting to find for the salary range they are offering. Getting the salary level right for the role you are recruiting for is vital for securing the most suitable candidate.

Considerations:

Every business has a budget – the key is understanding what your budget can ‘buy’ in the current market conditions.

- Consider what you are offering as remuneration and the caliber of candidate you expect to find – the adage 'you pay for what you get' holds true for recruitment.
- You currently need to ‘entice’ candidates to apply for available positions– a competitive salary and package puts you ahead of the competition.
- It is a good idea to have a broad salary band at the initial stages of recruitment and to be flexible about the level of experience.
- Do not draw out negotiations, there are other businesses lining up to take your perfect candidate, and they are grabbing them quickly!

For advice around salary levels in your business please contact [Lisa](#).

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## CANDIDATE LANDSCAPE

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For some roles, candidate options are slim and the time to recruit can be longer than the four weeks we would typically experience.

There are several factors that are having an impact on the candidate market:

- Our closed borders are certainly affecting the number of working holiday visa holders and new immigrants on our shores.

- With a little uncertainty in the market, there appears to be reluctance among some people to move on from their current employer.
- The unemployment rate (Stats NZ) for the March 2021 quarter was sitting at 4.7% - we are almost at 'full employment', meaning that to find people, you need to be able to entice them away from their current employer.

It's important to balance your role criteria with the time it might take to find that perfect person. For any business there is certainly a cost to [having an empty desk](#).

Our advice to help widen the candidate pool:

- Consider whether the role you are recruiting could be part-time – even a reduction to 32 hours from 40 hours, can make a big difference to attracting candidates.
- Consider transferable skills: some job specific skills can be taught, but soft skills are universal e.g., collaboration, creativity, and adaptability.
- Upskill/retrain existing staff into hard-to-fill roles and 'backfill' those roles with easier to find candidates.
- Consider bringing in someone with less experience and train them into the role over time.
- Consider people from other industries with similar job characteristics.
- Be prepared for staffing changes – read about [succession planning](#).

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## 24 JULY DEADLINE

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### The deadline for increased sick leave is approaching

On average only 4.7 of the current five sick leave days are actually taken, therefore one wouldn't expect to see a sudden increase once the 10 days come in to play. Companies that offer [uncapped sick leave](#) say that staff don't abuse it.



The concern may not be about people abusing the ability to take more leave but for the payroll team who have to track it all, and the overarching cost to the business. With other new business legislations looming, such as the [Matariki public holiday](#) in 2022, and the [fair pay agreements](#) in 2023, those business costs will likely climb. For more information the [Governments website](#) has details on the amendment, and this [Stuff article](#) out the pros and cons that are easier to understand.

How do I attract more candidates? Call us today.

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# HELPFUL TIPS

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## Succession planning in five simple steps

With more than half a million SMB's in New Zealand, the loss of a key employee can have a significant impact on your business and its ability to function. How would your business cope if several key employees resigned at the same time? Are there people you could shoulder tap to move into the roles, and would they be prepared? [Read more.](#)



## Addressing the work from home dilemma

In conversation with our clients, we find that the work from home discussion is still a hot topic. In fact, we noticed there has been a change of phrase from 'work from home' to 'work from anywhere' (WFA). There are typically five common themes that come up when considering your WFA options for your business. [Read more.](#)

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# EVENTS

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## Women in Business - New Zealand's Leader of Life Insurance, Naomi Ballantyne

Wednesday - 01 Sep 2021  
10am - 12pm

As the key sponsor of Business North Harbour's Women in Business, we are pleased to announce that Naomi Ballantyne will be our next guest speaker. Naomi Ballantyne is most likely the only woman in the world to have started and built the three largest competitor companies in any one market.

As the single longest-serving chief executive in the New Zealand Life Insurance market, her work outcomes over the past 38 years are evident for all to see – as she puts it, her successes and mistakes are there for all to see [Register here.](#)

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# MEET THE TEAM

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## MEET Rebecca

Rebecca brings a broad range of skills from her time at Progressive Enterprises covering customer service, administration, and team management and communications.

In her previous role Rebecca has managed large teams of people, organising, and coordinating rosters, as well as working with internal and external stakeholders. Rebecca is highly motivated and organised, and she is excited to be joining the Eclipse Recruitment team using her transferrable skills and talent to take her in career in a new direction.



## MEET Jacqui

Jacqui comes to us from a finance and administrative background primarily in the automotive industry. As a finance and insurance manager Jacqui has a wealth of experience in finance applications, finance negotiations, contract management, and payments. Jacqui's key strengths are in delivering exceptional customer experiences, building long standing relationships, and adherence to corporate governance, compliance, and policies. Jacqui's solid administration and organisational skills are complimented by excellent work ethics and a high degree of integrity.

Can temps help us with our staff shortages? Call us today.

## *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.

Lisa Hill

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# *Thank you*

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