

the QUARTERLYFIT

May 2022

We currently find ourselves in an environment where employment rates are high, immigration has stalled, wages are climbing and there is uncertainty in the market. Combined, this has created a perfect storm for many in business – especially for those of you with positions to fill.



In this edition we make some recommendations on how to successfully manage staff shortages as well as providing you with helpful links to better understand the new rules of immigration. Both will help you make the right recruitment decisions as you navigate your way through some very challenging market conditions.

My door is always open to discuss all things recruitment. If you've got a staffing dilemma, I'd be delighted to help you with it – please do make contact.

Kind regards,
Lisa



MARKET UPDATE

Covid-19 mandates

For the most part vaccine passes, and vaccine mandates have been done away with. However, not all mandates are created equal. Certain roles at the border, health and disability, corrections, defence, Fire and Emergency New Zealand (FENZ) and police workforces must be vaccinated. While we all like to think that Covid-19 is on its way out, sadly it isn't, just yet. It is best to stay informed and the most up to date information can be found at the [Ministry of Health](#) website and at [Employment NZ](#).

Minimum wage

The minimum wage hourly rate increase came into effect on 01 April 2022. The minimum wage applies to all paid employees aged 16 and older.

- Starting-out & training wage has increased from \$16.00 to \$16.96.
- All other employees has increased from \$20.00 to \$21.20.

However, there are different rates if your employee is 16 or 17 and is new to the workforce or if they are completing training. If you are unsure the rules are outlined at business.govt.nz.

Staff shortages and immigration

In a highly competitive job market employers are offering higher salaries to attract more candidates. Business New Zealand has an extremely helpful [employee cost calculator](#) that gives you a ballpark figure on what hiring a new employee might cost you.

The Government is making changes to immigration rules for skilled workers. From 4 July 2022, Immigration New Zealand will introduce new rules under which an employer must be accredited to hire any migrant worker on the new Accredited Employer Work Visa (AEWW).

We have found the best source of information is [Aims Global](#), a NZ immigration adviser. They have information on timeframes, costs and requirements. We recommend reading their ebook on '[How to Hire & Retain Migrant Staff from July 4, 2022](#)', which covers everything from the process, to risks and challenges.

The Government's purpose for introducing the new immigration laws is also their way to encourage employers to [train and upskill New Zealanders](#) instead. A topic close to our heart and a conversation we are happy to have with you on how to best attract candidates that can grow into the roles you offer.

How do I attract more candidates? Call us today.



MANAGING STAFF SHORTAGES

Maximising opportunities in a challenging market.

The unemployment rate is sitting at a record low 3.2% and is expected to drift even lower over 2022. It is clear that the New Zealand labour market is extremely tight. There are a number of ways to combat the situation: ensuring staff retention, making the most of interim support, and widening the talent pool.

Many people are rethinking their careers and exploring opportunities that have more meaning. In a tight market, where finding talent presents a new set of challenges, this attitude creates an opportunity for you too.

If you have positions to fill think beyond who you would typically recruit. Consider comparable industries where skills and attitude are similar. Some roles and industries do require previous experience however, for other roles it is the transferable skills and traits that matter; problem solving, teamwork, communication, adaptability, or technical literacy, for example.

As we say at Eclipse "hire for attitude train for skills". You can train someone on the necessary skills for a role, but you can't train who you want them to be. Sometimes taking a risk reaps the best rewards.

If you are looking for a gem, want to retain those you have, or need to cover for staff shortages, we've prepared a reference guide with helpful advice on what you need to do today and what to action now for the future. [Download here.](#)

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

OUR TEAM

MEET Jody Collings



Please join us in welcoming Jody to our growing team of recruitment consultants.

Jody comes to us from a commercial sales and property management background. Her prior experience means she is well-placed to recruit for customer service, sales and account management.

Jody has a strong understanding of client needs and will excel in placing the right talent in roles that range from minimal experience to leading management positions.

Jody says, "I am very excited to be working for Eclipse Recruitment using the skills I bring from my previous experiences while retaining the ability to work with some very talented people both here at Eclipse and within my growing client base."

If you would like to chat with Jody, you can email her or phone her directly on 09 887 4995.

HELPFUL TIPS



What do the most sought-after companies to work for have in common?

What is it that they do so well that they're named one of the top 20 places to work in New Zealand? We spent some time looking into what employers prioritise and what employees cite as the most attractive places to work...[read more](#)



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 organization’s ...[read more](#)



The five key benefits of an age diverse workplace

A 2019 study carried out by The New Zealand Retirement Commission (Te Ara Ahunga Ora) revealed that as many as one third of the workforce at the time was aged over 55.

By 2038 it’s expected that around 1.34 million Kiwis aged over 65 will still be working. That comes as we continue to live longer and work longer to be able to retire comfortably...[read more](#)

Events

WOMEN IN BUSINESS

NEW ZEALAND’S MEDIA SUPERSTAR

Hilary Barry

10am–12pm, THURSDAY

16TH JUNE 2022

**Business
North
Harbour**

EVENT SPONSORED BY



We are very excited that Hilary is confirmed for the next Women in Business event

The response to this event has been overwhelming and the waiting list is growing everyday. We hope you [booked early](#) and look forward to seeing you there.

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
Managing Director
Phone: 09 478 0110
lisa@eclipserecruitment.co.nz

Thank you

41 Triton Drive, Rosedale
Auckland 0632
Phone: 09 073 1879
www.eclipserecruitment.co.nz

