

EMPLOYER NEWS 2022

PERRIAM & PARTNERS

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FAIR PAY AGREEMENT LEGISLATION

The Government has introduced Fair Pay Agreement legislation into Parliament.

The Fair Pay Agreement (FPA) system will bring together employers and unions within a sector to bargain for minimum terms and conditions for all employees in that industry or occupation.

The Fair Pay Agreement system is expected to commence shortly after the Bill has passed, anticipated to be at the **end of 2022**.

WHAT IS THE LEGISLATION MEANT TO DO?

In the short term, the aim of Fair Pay Agreements is to:

- Increase bargaining power for employees
- Ensure the minimum pay and employment terms are reflective of the needs of sectors covered by a Fair Pay Agreement
- Create an environment where businesses compete based on better products and services, rather than some trying to compete by driving down wages and conditions
- Incentivise businesses to invest in training and innovation
- Create sector-wide coordination

And in the long term it is hoped that Fair Pay Agreements will:

- Boost living standards for employees and their families
- Share the benefits of increased productivity more widely
- Improve economic productivity
- Establish better dialogue between employers and workers

Source: hrnz.co.nz

FOUR INNOVATIVE HR TRENDS WE'LL SEE IN 2022

FLEX IS HERE TO STAY

"People wanted flexibility, but they may have been scared to approach it because people weren't talking about it on the same level as they are now."

Flexibility offers many benefits; it gives you improved employee value proposition and it opens you up to a more diverse range of jobseekers. In the future, having flexible working options will be key to staying competitive.

LEADING FROM THE TOP

The hybrid world has brought culture to the forefront. A strong workplace culture helps keep employees engaged, without it, employee experience crumbles.

Good culture starts with the leadership team. Creating a level of trust and mutual respect, but also a mechanism for receiving feedback.

DOUBLING DOWN ON DIVERSITY

To make workplaces more diverse and inclusive.

A HOLISTIC VIEW OF WELLBEING

The global pandemic has also brought a more holistic approach to wellbeing into the limelight. Effects of the pandemic normalised discussing mental health and opened dialogue in workplaces across the country.

Source: hcamag.com

SECRET TO ATTRACTING AND RETAINING TALENT

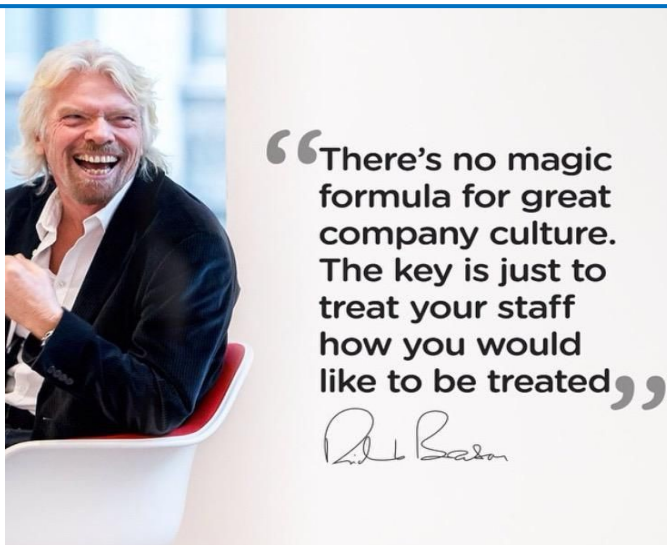
Most firms attract and retain the best talent available, and in many instances, the turnover rate in many of these companies is close to zero.

So, what's their secret?

All great companies have similar traits, and their most significant strength is their culture and the ability of their leaders to empower, inspire and motivate their teams to become the very best version of themselves.

But what is truly amazing, money is not the prime motivator for many of these employees. They are not obsessed with only generating profit; many of these employees love the family-like spirit in their organisation and a shared sense of purpose that keeps them inspired and motivated to perform at their best.

Source: Leadership First



“There’s no magic formula for great company culture. The key is just to treat your staff how you would like to be treated,”

Richard Branson

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HERE'S HOW TO GIVE YOURSELF THE BEST CHANCE OF FINDING GREAT STAFF

Recruiting good talent has become increasingly difficult, especially for small businesses that perhaps don't have the backing of a large HR department.



Data from Seek in January showed candidate applications were down 45 per cent per job from a year earlier and we've broadly seen that across the nation, depending on the role. Some employers are having to advertise multiple times to attract candidates.

With borders re-opening, there's the added risk of Kiwis pursuing higher salaries and greener pastures in Australia.

The good news is, there are several things small businesses can do to give themselves the best chance of attracting quality employees.

RECRUITING VERSUS UPSKILLING—WHY EMPLOYERS NEED TO TAKE MORE OF A RISK

Sometimes it's worth the risk of promoting current staff, then filling the role they were in. That might require training, but it gives you a better chance of retaining your best employees – and you'll ultimately benefit from their broad knowledge of your company and processes.

Alternatively, you could separate the job into part-time positions to get people who are better suited to each role.

WHAT IS THE BEST WAY TO ATTRACT GOOD EMPLOYEES?

For many small businesses who don't have a human resources department, it's worth hiring an external HR professional as your HR and recruiting arm. This is cheaper than long-term risks like personal grievances and poor team fit, which can result from simple recruitment errors or panic-hiring in times of pressure.

Source: Stuff.co.nz

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PARENTAL LEAVE PAYMENTS TO INCREASE

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WHAT ARE 2022 HR TRENDS?

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#1 THE FUTURE OF WORK IS EMPLOYEE WELLBEING

Employee well-being is no longer an employee benefit. Rather, well-being now is an employer's opportunity to support employees in all aspects of their personal and work lives.

FIVE KEY LEVERS OF EMPLOYEE WELLBEING

- Financial wellbeing
- Mental health wellbeing
- Social wellbeing
- Physical wellbeing
- Career wellbeing



#2 EMPLOYEE WELLBEING BENEFITS CAN STEM THE GREAT RESIGNATION

The employee well-being benefits most in-demand include financial well-being and emotional/mental health well-being. Financial education and training are growing in importance for workers.

#3 HYBRID WORK IS WHAT THE MAJORITY OF WORKERS WANT

Work from anywhere is about owning results, regardless of where or when work happens. Workers regard freedom to work from anywhere as an important benefit of their job.

Source: Forbes.com

PARENTAL LEAVE PAYMENTS TO INCREASE

The maximum weekly rate for eligible employees and self-employed parents will increase from \$621.76 to \$661.12 gross per week.

Under the Parental Leave and Employment Protection Act 1987, eligible parents are entitled to payments equal to their normal pay, up to the current maximum rate. The maximum rate is adjusted annually to account for any increase in average weekly earnings.

The minimum parental leave payment rate for self-employed parents will increase this year from \$200 to \$212 gross per week, to reflect the minimum wage increase on 1 April this year. The minimum rate for self-employed parents is equivalent to 10 hours worked per week at the adult minimum wage, which is now \$21.20 per hour.

Source: employment.govt.nz



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