

Our key insights for Q2 2025....

CURRENT LANDSCAPE

We are seeing slow growth in job ads, although this doesn't always equal more jobs. Seek data published in May shows 1% month on month ad growth, while ads are still 10% down year on year. Surprisingly, applications are down 3% month on month, which is interesting as it could indicate decreased confidence in the market from jobseekers, market saturation or more targeted and higher quality ad writing.

FRACTIONAL WORKING

Is this contracting revamped?

Fractional work is a hot topic at the moment, and for good reason (we think).

A great option for when an organisation requires senior or executive level experience but is not able to justify the cost of a full time employee at this level. A fractional employee may be someone easing their way into retirement, or they may have more than one fractional engagement. The fractional worker can provide high level strategic expertise and leadership at a fraction of the cost of a full time resource.

fractional work

/'frakSH'ənel work/

noun

a type of employment arrangement in which a skilled expert performs the duties of a role for an organisation on a part-time, contractual basis.

HEALTH, SAFETY & WELLBEING

We are glad to see the Health, Safety & Wellbeing function continue to evolve from a compliance driven function to a more strategic, people focused one. Organisations are wanting to make sure their people are physically safe, but also focusing on psychosocial safety and employee wellbeing.

While this is a good sign, it is interesting to see how HSW fits into the structure of different organisations. Commonly it has been a bolt on type of function to an already stretched HR team's duties, with the exception of high risk environments where it may sit within the ops team. We are now starting to see HSW be allocated it's own budget, headcount, and KPI's, while being viewed as more of a shared responsibility across all employees.

What is your experience with HSW at work? We'd love to hear how you are seeing it evolve and what you think will happen next!

CHANGE FATIGUE

It feels like we've been living in a constant state of change since the Covid-19 Epidemic. From restructures to rapid growth, adopting new technologies, an economic downturn, and a change in government, NZ has been through it all in the last five years.

Is change fatigue creeping in to your workforce? What are the telltale signs? When change is poorly managed, people can quickly become disengaged. Change fatigue is resistance or passive resignation to organisational changes.

With so much going on, a main driver for people looking for new work opportunities seems to be stability. With so many organisations constantly rolling out change/ business transformation programs, people are increasingly looking for stability at work.

With this in mind, some P&C Business Partners and their L & OD peers are facilitating workshops with their teams to build trust and enhance team dynamics. Gartner's research found that employees with a high sense of team cohesion have a 1.8x increase in change capacity.

(<https://www.gartner.com/smarterwithgartner/how-to-reduce-the-risk-of-employee-change-fatigue>)



STAY INTERVIEWS

Ever received a shock resignation and then been surprised by feedback from an exit interview?

Stay interviews are increasingly popular as a proactive tool to prevent attrition. They typically explore similar themes to exit interviews, however the key difference lies in who leads the conversation. Exit interviews are typically conducted by HR, whereas stay interviews are usually led by an employee's direct manager. The real difference is that exit interviews help us identify broader issues that may be driving turnover and disengagement, while stay interviews focus on improving the experience for an individual employee, and possibly the wider team too.

According to Culture Amp, stay interviews can help identify problems, find solutions and build trust and loyalty.

Have you implemented these or participated in one yet? Did you see or make real change after feedback was received?

SUPERSTAR FRACTIONAL HR PRACTITIONERS & CONTRACTORS:

1. Seasoned generalist HRBP with experience in the Healthcare, Manufacturing and Not-For-Profit sectors - strength in Change, HRIS Implementation, HR tools and tech. Available 1-2 days per week. \$80-100p.h + GST
2. People & Capability Manager with significant construction and infrastructure experience - creative with TD, Engagement, TNA, Instructional Design & Performance Evaluation. Available immediately \$90-110p.h + GST
3. OD Leader experienced in large & fast-paced environments - successfully leads cultural transformation and lifts engagement, DEI, leadership coaching for change & LD programme design and delivery. Available immediately \$100-120p.h + GST

YOUR PEOPLE & CULTURE CONSULTANTS

IF ANY OF THE TOPICS WE'VE TOUCHED ON INTEREST YOU, PLEASE LET US KNOW, AS WE MAY BE ABLE TO ORGANISE A GROUP WORKSHOP OR CONNECT YOU WITH A CONTRACTOR OR FRACTIONAL WORKER TO HELP YOU WITH A DISCRETE PIECE OF WORK.

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