



EMPLOYER NEWS 2018

Perriam & Partners Employer Newsletter

Issue 12 May 2018

INLAND REVENUE ADVANCED ONLINE SERVICES

If you are a myIR User then you may have heard of the latest improvements to their online services which went live on 17 April 2018. If not, below is a brief overview.

A new business section will be set up with added security controls. As a myIR owner you will have the ability to limit access to certain staff and functions for the logons in your business. You will be able to:

- Set up a workspace and manage client lists for other staff in your business.
- Change a logon's access to a new 'restricted user' role. This is similar to a 'user' role but they won't be able to link/delink or request financial transfers.
- Set account permission to restrict logon access to certain accounts. By default they will be set to 'full' but you can change it to 'read only' or 'file'.

NOTE: Your administrators will still have the ability to view your accounts and files for PAYE or PIE. If you would like them to also be able to file any of the new accounts in myIR then you will need to upgrade their permissions from 'read only' in settings.



NEW PARENTAL LEAVE RULES

From 1 July 2018 new rules will apply to employees taking parental leave for a child born (or coming into the employee's care). The changes are:

- The number of weeks that a parent can receive Government funded parental leave payments increases from 18 weeks to 22 weeks.
- The number of hours that an employee can do paid work while they are on parental leave increases from 40 hours to 52 hours, during the parental leave period.



"If you plan to stop working to have your baby, please do it during a coffee break and try not to disturb your coworkers."

PAYDAY FILING

Legislation has been passed by the Government that will require all employers and payroll intermediaries to send employment information through to Inland Revenue, every pay day instead of monthly, as is the case at present. This relates to filing of monthly PAYE Returns and will come into effect on 1 April 2019.

As an employer you can choose to adopt pay day filing from 1 April 2018, but if you do make the change now you will only be able to go back to monthly filing in limited cases, and with Inland Revenue's agreement.

The aim of payday filing is to ensure that up to date information is available more readily and so will help Inland Revenue to improve the administration of payments such as Working for Families Tax Credits and Child Support.

If you choose to payday file before 1 April 2019, you must file online. There are three ways you can file online:

- Direct from payroll software
- By file upload in MyIR
- Onscreen in MyIR



WORKING UNTIL YOU DROP!

It could become the norm in New Zealand. Research suggests 27% of those aged 65 plus are still working either full or part time and 17% of those are women.

So what are those percentages going to be saying in ten years time? At the moment our National Superannuitants receive \$400.87 (net per week) or \$616.72 (net per week) for a couple.

Take the test ... see how you go in the next week living on \$616.72 but exclude the children's cost as hopefully they won't be around when you're 65!



IN THIS ISSUE

- IR Advanced Online Services
- New Parental Leave Rules
- Pay Day Filing
- Working Until You Drop
- Million Dollar Questions
- Rogue Employers Face Day Of Reckoning
- The Living Wage

MILLION DOLLAR QUESTIONS

Don't waste your time asking job candidates to name their greatest weakness ... yes, everyone will say they're a perfectionist. Instead try these tips from six entrepreneurs who offer up their best interview strategies.



GET TO THE GOOD AND THE BAD

Tell me about your best and worst days at work. The answers are revealing. Best day answers demonstrate what makes that person tick, what motivates them. Worst day answers tell whether a person is a team player. If their response focuses on what went wrong without taking any ownership, there is a good chance they won't thrive in a collaborative environment.

- CHRIS O'NEILL, CEO, EVERNOTE

FIND THEIR PASSION

What do you do when you're not at work? It susses out what someone loves. Recently when I was interviewing someone for a social media job, and when I asked this question she told me she contributed to the Center for Artistic Activism. She expressed a vision for life that involved community, one that reminded me of a different project we were hiring for. We hired her as a producer and she's thriving.

- MIKE MACADAAN, CEO, GROUND CONTROL

BE CREATIVE

You have two teleportation devices. Where do you place them and why? Questions that are open ended test for critical thinking instead of pure knowledge. One candidate told us they'd place one device in their home and one on the moon, because they want to explore space and make new discoveries. That may translate into someone who displays expansive thinking, is curious, and is hungry to learn.

- DAVID LORTSCHER, CEO, CUROLOGY

PUT THEM TO THE TEST

We like to have a little fun with our sales candidates while testing their ability to connect with people. We act like the interview is done, then call them back in and have them go over everyone they met, including their names and what they talked about. We end by asking directly "did you get the job?" It's a great way to gauge their self confidence and see if they can hold their own from start to finish in an unpredictable situation.

- GIL ADDO, CEO, RUBICON

SCARE 'EM

The question that is typically the most revealing is "if I called your current boss, what would they say about you?" Interviewees tend to be very honest in their response because they anticipate that there's an actual possibility I'll make the call.

- CHRIS WILLIAMS, CEO, POCKET.WATCH

Source ... Entrepreneur Magazine

ROGUE EMPLOYERS FACE DAY OF RECKONING

In a New Zealand first, a former owner of a bar and eatery has been banned from employing staff for three years.

As an employer he was found by the Employment Court to have intentionally and persistently breached minimum employment standards.

This particular case involved the inclusion of an illegal clause in staff employment agreements, which attempted to hold back holiday pay where employees gave less than six weeks notice when resigning. The employer had previously been advised that the provision was illegal and had been fined for earlier breaches.

There is a clear trend towards greater penalties being imposed on employers who flagrantly and persistently breach minimum employment standards.

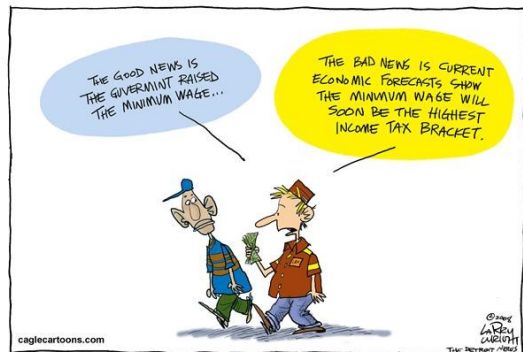
The Employment Court has said this should be a wake up call to rogue employers who think they can abuse vulnerable employees.



"You haven't taken a sick day since you've been here. Obviously, you don't need our medical plan."

THE LIVING WAGE

How would your business benefit if you took everyone to the "living wage" which is now around \$20.50?



CONTACT US

Perriam & Partners
 Unit 4, 35 Sir William Pickering Drive
 PO Box 20 222
 Christchurch 8543

Tel: 03 358 3108
 Fax: 03 358 3120
 Email: reception@perriams.co.nz

Visit us on the web: www.perriams.co.nz

