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BIG CHANGES AHEAD FOR KIWISAVER



KiwiSaver is set to undergo more change this year with tweaks in a tax omnibus bill and three reviews on the cards.

They include allowing people over the age of 65 to join KiwiSaver, changing the name of the contribution holiday to savings suspension and adding contribution rates of 6 per cent and 10 per cent to the existing 3, 4 and 8 per cent rates.

A select committee report on submissions to the bill is due in early January before it goes for a second reading in Parliament.

Source: NZ Herald

MANAGERS LOSE TOUCH WITH STAFF

There are a number of reasons why managers are losing touch with their staff, says Kathryn Anda, managing director of Pepworldwide.

"The problem we are seeing is that managers are so busy being busy that they are struggling to find the time to effectively lead, manage and motivate their staff," Anda says.

"Let's go right back to basics; why do managers have staff? It's to do the work that the department needs to achieve. The manager is accountable for what they are doing. But one of the very things too many managers don't do is sit down with each member of staff and say 'here's a task I'd like you to do', explain it with clarity, and then motivate them to achieve it."

A good manager coaches their staff, recognising good performance is also worthwhile

"Just look around any office and work out who gets acknowledged for a job well done? Too many managers just say 'well that's your job, get on and do the next thing'," Anda says.

How to Motivate your Staff

1. Take time for your people and don't break the appointment.
2. Find out what's important to each member of staff.
3. Show public recognition for team members.
4. Involve staff in decisions about their work.
5. Demonstrate trust for staff and treat them as adults.

Source: NZ Herald



LESSONS IN STAFF RETENTION

Slashing Talent's own staff turnover rates by half over the course of two years remains one of Mark Nielsen's proudest achievements. These are his tips on how to improve staff engagement and retention.

- Establish a clear culture within the company.
- Promote that culture through each level of management.
- Set a benchmark for behaviour as well as performance.
- Nurture and develop effective leaders.
- Set up a system of recognition and reward, and offer clear feedback.
- Make training and education a regular part of the process.
- Encourage an entrepreneurial spirit, welcoming ideas on new ways of working.
- Set up clear channels for communication.
- Learn to delegate.
- Have clear business plans for all people and all levels of management.
- Find out the real reasons why people are leaving, and address the issues you can do something about.

Source: Acuity Mag

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EXPOSING AGE-OLD EMPLOYEE MYTHS

Millennials and “maturials” are now comfortable with each other at the water cooler, writes Greg Fleming.

Findings from a survey conducted by recruitment agency Frog suggest that — in the office at least — there's increased co-operation and communication and between the generations.

That change has allowed both the millennial and "matural" to bring their strengths to the table.

"Both need to be open to changing cultures, employer branding, core values and the way organisations are refitting themselves into new structures because the pressure is on.

"Millennials balance the workforce and future-proof a business. They are 'new juice', bringing energy to their work and are more likely to be hard-wired to embrace shifts in technology," says Kennelly.

"Social media and digital networking are an everyday thing to a millennial. Teaching the tricks and tips to their older team-mates and helping them keep up with digital changes creates both appreciation and value."

Meanwhile mature workers are appreciated for their skills, reliability, life experience and the stability they bring to the workforce.

"Respondents also pointed out that they bring a strong work ethic to the office, which creates an important model for influencing younger employees."

"Great achievement often requires risk — and this sometimes involves failure. It's a part of organisational life and is something to be encouraged. As the saying goes; 'the older you get, the more risk-averse you are.' Enter the millennial who typically doesn't shy away from taking risks."

Source: NZ Herald



DOMESTIC VIOLENCE

From April 1 2019 the Employer must allow all staff up to 10 days paid leave per annum, in addition to holiday and sick leave, in the case of domestic violence.

As an Employer you need to be aware of your legal obligations while providing your staff members with the flexibility and support, they require. This includes more than just paid time off.

Some important points of note are:

- The request for leave may come from the victim or from the person who has a dependant who has experienced domestic violence.
- The domestic violence may be a historical event, even prior to their employment with you.
- Employees will be able to raise a dispute if they believe their employer unreasonably refused a request made under the new provisions, and has 6 months to raise that grievance.

90 DAY TRIAL PERIODS

The 90 day trial period will now only be enforceable where a company employs 19 staff or less. Businesses employing 20 or more will now have to rely on a probationary period to terminate the employment of an employee that recently started.

An employer may require a newly hired employee to serve a period of probation before their permanent appointment is confirmed. The purpose of the probationary period is to give the employer an opportunity to evaluate the employee's performance before confirming their appointment.

The period of probation should be determined in advance and it must be clearly outlined in the Employment Agreement.

If the employer considers the employee's performance below standard, feedback should be given on those aspects of the job where the employer considers the employee to be failing to meet the required performance standards. Full documentation must be kept recording details of all meetings held, what was discussed, and timeframes for when a next review will be completed. If there is no improvement in what is expected of the employee, the employee's probationary period may be extended further, or they may be dismissed.



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