

Welcome to our April Newsletter

Thank you for your continued custom

Your Local People Experts

<p>HR Recruitment Temporary Staff Coaching and Training</p>	<p>Smarter to use our expertise Better results, quicker Faster to respond to your needs Sharper people and skills in your business</p>
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Business Challenges

Global research tells us that business have identified the eight points below (in order) as the greatest challenges facing them:

1. Time Pressure
2. Financial pressure
3. Healthy balance between work & family
4. Finding and keeping excellent people
5. Pace of change
6. Maintaining confidence
7. Lack of direction and purpose
8. Lack of energy

As business owners we can all recognise these issues as ones that we face daily and in one way it is some consolation that we're no different from a range of businesses around the world.

Running a business is never easy but we are increasingly seeing the importance of good planning for success.

A good way of doing a 'self-check' is to use the checklist below and score yourself as either 'Good,' 'OK' or 'Needs Work' under each heading. Answer from a personal perspective in the first instance because without you and your personal drive and contribution your business wouldn't function.

Now set aside some time to formulate actions and strategies for the three areas that scored lowest. Using a mentor and / or personal coach is often a good way of starting and keeping you on tract to your commitment in these areas.

	Good	OK	Needs Work
Time Pressure			
Financial Pressure			
Healthy Balance (work and family)			
Finding and keeping excellent people			
Pace of change			
Maintaining confidence			
Lack of direction and purpose			
Lack of energy			

Minimum Wage Changes

From APRIL 1st 2008, the minimum wage for employees aged 16years and over will rise to \$12.00 an hour before tax. That equates to \$96.00 for an 8 hour day x 40 hour week = \$ 480.00

As from the 1st April 2008, there will no longer be a minimum wage for youth, instead there will be a new entrants minimum wage of \$ 9.60 an hour before tax.

A new entrant is a worker who is 16 or 17 years old except if they have completed 3 months of 200 hours of employment, whichever is shorter, OR they have been supervising or training other workers, OR they are subject to the minimum training wage.

What Employees Want

With all the talk about retention and the importance of getting and keeping the right people in your business we thought it might be timely to remind you about what people want from work.

Whether it's the Gen Y's or those past 65 the below hierarchy of what's important to staff still holds true...

- Appreciation of work.....1
- Feeling 'in'2
- Sympathetic help3
- Job security.....4
- Higher wages.....5
- Interesting work.....6
- Promotion/growth.....7
- Management loyalty to staff.....8
- Working conditions.....9
- Tactful discipline.....10

The most important thing to remember when motivating people is that motivation is individual....you will only truly master motivation when you know your people and treat them as individuals. Good Luck!

Kiwi Saver and Remuneration

From April 1st employers will need to make compulsory contributions of 1% of gross salary for every employee enrolled in Kiwi Saver. This increases by 1% each year until compulsory employer contributions equal the minimum employee contribution of 4%

As we approach the implementation of the first compulsory employer contribution of 1% it is prudent for employers to consider their remuneration strategy with regard to Kiwi Saver and be able to articulate it clearly to both current and potential employees.

From our research most employers are intending to only make the 1% contribution as required. This will see higher employment costs for employees in Kiwi Saver than for those not in Kiwi Saver (although tax breaks for the first year will nullify the impact of this for most employers).

Some employers are opting to consider a 'total remuneration' strategy that would see employees' total earnings being equitable, whether or not they decide to join Kiwi Saver. Under this strategy employees not in Kiwi Saver will receive pay increases in line with employer contributions minus tax incentives.

Whatever you decide, remuneration is obviously a highly emotive issue for employees and documenting your approach to Kiwi Saver employer contributions is critical for all employees, whether they opt out or not. Currently the legislation allows employers to offer their Kiwi Saver contribution as part of an entire remuneration package.

As you approach decisions concerning pay increases in 2008 it is critical that you have a clear strategy in this area that reflects the goals of your business and that this is implemented with care.

For a Laugh



A passenger in a taxi leaned over to ask the driver a question and tapped him on the shoulder. The driver screamed, lost control of the cab, nearly hit a bus, drove up over the curb, and stopped just inches from a large plate glass window.

For a few moments everything was silent in the cab, and then the still shaking driver said, 'I'm sorry, but you scared the Hell out of me!'

The frightened passenger apologized to the driver and said he didn't realize a mere tap on the shoulder could frighten him so much.

The driver replied, 'No, no, I'm sorry, it's entirely my fault. Today is my first day driving a cab..... I've been driving a hearse for the last 25 years.'

Flexible Hours

From July 2008, employees with six months service can request flexible working arrangements to allow them to care for ANY person. ('Care' isn't defined). The request might relate to hours or days worked, place of work and so on.

Employers will have up to three months to respond. Grounds for declining the request include detrimental effect on performance, quality or ability to meet customer demand, inability to reorganize work amongst existing staff to recruit additional staff, and so on.

If there is a dispute, the matter must first be referred to a labour inspector before it can be mediated or referred to the Employment Relations Authority (if the labour inspector can't resolve it).

If the employer doesn't comply with the legislation, an employee may be awarded up to eight weeks pay as compensation and the employer may be fined up to \$8000.00