

# National Survey of Employers 2012/13: Summary Report

## Appendix 2: Tables

ISSN 2382-1493

### Introduction

The following tables present results (proportions based on weighted frequencies) from the 2012/13 NSE. The first set of tables (Appendix 2a) shows results by establishment size (number of employees), allowing for comparisons of results between smaller (less than 20 employees) and larger businesses (20 plus employees). Margins of error (MOEs) at the 95 per cent confidence level are provided in the tables alongside the relevant survey result. By adding/subtracting the MOE to the survey result a confidence interval can be constructed for each result.

Differences in the results are statistically significant where the confidence intervals for the survey results do not overlap. For example, in Table 3 the result of 61 per cent (for the proportion of smaller employers that had job vacancies in the last 12 months) has an MOE of +/-4.5%, or a confidence interval of 56.5% to 65.5%, ie, we can be 95 per cent confident that the true value for the proportion of smaller employers in the total population that had job vacancies is between 56.5% and 65.5%. The result of 97 per cent (for the proportion of larger employers that had job vacancies in the last 12 months) has an MOE of +/-1.4%, or a confidence interval of 95.6% to 98.4%, ie, we can be 95 per cent confident that the true value for the proportion of larger employers in the total population that had job vacancies is between 95.6% and 98.4%. These two confidence intervals do not overlap so we can say that there is a statistically significant difference between these two survey results, ie, larger employers were significantly more likely to have had job vacancies than smaller employers.

MOEs are not generally provided here for results where there are very small samples and where the margins of error for results fall between and 0 and 3 per cent and 97 and 100 per cent, due to difficulties with accurately calculating these MOEs. MOEs for results falling between 4 and 9 per cent and 91 to 96 per cent may also be less accurate than those based on results in the 10 to 90 per cent range.

The second set of tables appended below (Appendix 2b) presents results from the 2012/13 NSE by the industry groupings (aggregated for sampling and reporting purposes). Table 4 in Appendix 1 provides approximate MOEs for results by industry at the total sample level. Statistically significant differences for particular industry groups, when compared with the total sample, are bolded and shaded in the Appendix 2b – dark red shading for observed differences that are significantly higher than the total sample, and grey shading for observed differences that are statistically lower than the total sample. The method used to calculate significant differences between these results is less complex than the method used for calculating MOEs for the results in Appendix 2a, and may underestimate where there are significant differences between an industry group and the total sample.

- Tables may not add up to 100% due to rounding.
- The notes below the tables indicate whenever data is presented as a subset of a wider set of data (also note the lower unweighted and weighted bases).
- The survey questions are presented here with the exact wording used in the questionnaire.

## Appendix 2a: Results by establishment size (number of employees), with margins of error (MoEs)

**Table 1:**

*Q1. First of all, does your organisation operate from more than one site in New Zealand?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
No	64	3.9	67	4.3	35	4.2
Yes	36	3.9	33	4.3	65	4.2
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 2:**

*Q3. And for how long has your business been operating in New Zealand?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
Less than 2 years	5	1.8	5	2.0	2	1.4
2 to less than 6 years	13	3.0	14	3.4	7	2.3
6 to less than 10 years	13	3.0	13	3.3	7	2.2
10 years or more	68	3.9	66	4.4	83	3.4
Don't know/no opinion	2	-	2	-	1	-
Total	100	--	100	--	100	--

**Table 3:***Q4. In the last 12 months, has your business had any job vacancies?*

	Total	MoE	1 to 19 employees		20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
No	36	4.0	39	4.4	3	1.4
Yes	64	4.0	61	4.5	97	1.4
Don't know	0	--	0	--	0	--
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 4:***Q5. In the last 12 months, has your business had any job vacancies that it was unable to fill?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1279*		489		790	
Weighted base =	113389*	+/-	96350	+/-	17038	+/-
	%	%	%	%	%	%
No	84	3.2	86	3.7	71	3.8
Yes	16	3.2	14	3.7	28	3.8
Don't know	0	--	0	--	1	--
Would rather not say	0	--	0	--	1	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have had a job vacancy in the last 12 months.

**Table 5: (note table continues overleaf)**

*Q6. Of the vacancies your business was unable to fill, what occupations were the vacancies for? (constructed variable based on respondent answer to Q6)*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	345*		81		264	
Weighted base =	18063*	+/-	13308	+/-	4755	+/-
	%	%	%	%	%	%
Automotive and Engineering Trades Workers	12	7.8	13	10.4	9	5.1
Food Trades Workers	10	5.6	12	7.5	7	3.3
Sales Assistants and Salespersons	9	5.7	11	7.7	3	--
Design, Engineering, Science and Transport Professionals	8	6.9	9	9.3	5	4.1
Health Professionals	8	4.3	7	5.7	8	2.3
Hospitality, Retail and Service Managers	5	3.9	6	5.3	0	--
Construction Trades Workers	5	2.5	3	--	9	3.8
Engineering, ICT and Science Technicians	4	1.7	0	--	15	5.9
Farm, Forestry and Garden Workers	4	0.7	4	--	3	--
Specialist Managers	3	--	1	--	8	--
Hospitality Workers	3	--	3	--	1	--
Machine and Stationary Plant Operators	3	--	3	--	2	--
Road and Rail Drivers	3	--	2	--	4	--
Construction and Mining Labourers	3	--	3	--	2	--
Factory Process Workers	3	--	3	--	4	3.6
Business, Human Resource and Marketing Professionals	2	--	2	--	4	--
Other Technicians and Trades Workers	2	--	3	--	2	--
Carers and Aides	2	--	1	--	2	--
Sports and Personal Service Workers	2	--	2	--	4	2.5
Other Clerical and Administrative Workers	2	--	2	--	1	--

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	345*		81		264	
Weighted base =	18063*	+/-	13308	+/-	4755	+/-
	%	%	%	%	%	%
Food Preparation Assistants	2	--	3	--	1	--
ICT Professionals	1	--	0	--	5	3.6
Legal, Social and Welfare Professionals	1	--	0	--	4	2.6
Skilled Animal and Horticultural Workers	1	--	1	--	1	--
Health and Welfare Support Workers	1	--	0	--	2	--
Numerical Clerks	1	--	2	--	0	--
Sales Representatives and Agents	1	--	0	--	2	--
Cleaners and Laundry Workers	1	--	0	--	3	--
Other Labourers	1	--	1	--	2	--
Chief Executives, General Managers and Legislators	0	--	0	--	1	--
Farmers and Farm Managers	0	--	0	--	0	--
Arts and Media Professionals	0	--	0	--	1	--
Education Professionals	0	--	0	--	1	--
Electro technology and Telecommunications Trades Workers	0	--	0	--	0	--
Protective Service Workers	0	--	0	--	1	--
Office Managers and Program Administrators	0	--	0	--	0	--
Personal Assistants and Secretaries	0	--	0	--	1	--
General Clerical Workers	0	--	0	--	0	--
Inquiry Clerks and Receptionists	0	--	0	--	1	--
Clerical and Office Support Workers	0	--	0	--	0	--
Sales Support Workers	0	--	0	--	1	--
Mobile Plant Operators	0	--	0	--	1	--
Store persons	0	--	0	--	1	--

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	345*		81		264	
Weighted base =	18063*	+/-	13308	+/-	4755	+/-
	%	%	%	%	%	%
Residual Categories (Operational Codes only)	0	--	0	--	0	--
Other	14	7.3	14	9.8	14	5.1
Don't know	0	--	0	--	0	--
Would rather not say	0	--	0	--	1	--

Total may exceed 100% because of multiple response.

\*Sub-sample based on those respondents whose businesses were unable to fill a job vacancy in the last 12 months.

**Table 6:**

*Q7. In the last 12 months, has your business employed any new staff? Please do not include any new business owners.*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
No	34	4.0	37	4.4	2	--
Yes	66	4.0	63	4.4	98	--
Don't know	0	--	0	--	0	--
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 7:**

*Q8. Did your business employ any of these new staff on a 90-day trial period?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1289*		493		796	
Weighted base =	117023*	+/-	99857	+/-	17166	+/-
	%	%	%	%	%	%
No	39	4.8	39	5.6	38	4.3
Yes	59	4.8	59	5.6	60	4.3
Don't know	1	--	1	--	1	--
Would rather not say	1	--	1	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have employed new staff.

**Table 8:**

*Q9. Thinking about the person your business most recently employed on a trial period, would you have hired this person if you had not been able to employ them on a trial period?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	741*		293		448	
Weighted base =	68909*	+/-	58589	+/-	10320	+/-
	%	%	%	%	%	%
No	32	5.9	32	6.9	29	5.4
Yes	62	6.3	61	7.3	64	5.7
Don't know	6	--	7	--	6	--
Would rather not say	0	--	0	--	1	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have employed new staff on a 90-day trial period.



**Table 9:**

*Q10. Thinking about the person your business most recently employed, what was the main reason for deciding not to use a trial period when hiring this person?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	524*		188		336	
Weighted base =	45673*	+/-	39078	+/-	6595	+/-
	%	%	%	%	%	%
Know their capabilities/skills	26	7.0	29	8.1	9	4.0
Existing practices for recruiting and dismissal are effective	19	6.4	18	7.4	26	6.2
Not needed when hiring for a short-term only	15	5.9	17	6.9	6	2.9
Not appropriate for the type of role	11	4.6	11	5.3	12	4.6
Not in contract/part of collective. Company policy.	9	3.4	5	3.9	35	6.6
It might have made it more difficult to recruit someone	5	3.5	5	4.1	6	3.1
The business regards trial periods as unfair to employees	4	--	4	--	4	--
The business hasn't had problems with new staff in the past	2	--	2	--	2	--
Do not qualify/too many staff	1	--	0	--	4	--
The legal risks	0	--	0	--	1	--
Any other reason	15	6.3	16	7.3	10	4.7
No reason	7	4.3	8	5.0	5	2.9
Don't know	0	--	0	--	2	--
Would rather not say	1	--	1	--	1	--

Total may exceed 100% because of multiple response.

\*Sub-sample based on those respondents who did not use a 90-day trial period for hiring the person they most recently employed.

**Table 10:**

*Q11. Again, thinking about the person your business most recently employed on a trial period, what was the main reason for deciding to use a trial period when hiring this person?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	741*		293		448	
Weighted base =	68909*	+/-	58589	+/-	10320	+/-
	%	%	%	%	%	%
To check the employee's ability to do the job before committing to employ them long-term	52	6.4	52	7.4	48	6.0
To employ someone with the ability to do the job, but where the business was unsure about their 'fit' with the workplace	24	5.4	24	6.3	19	4.4
Safety net, to manage risk & avoid issues/costs around dismissal	20	5.1	20	5.9	22	5.1
To give the employee a chance.	5	2.1	5	2.4	8	3.3
So the employee could see if the job or workplace was a good fit for them	8	3.5	8	4.1	7	2.5
To be fair to both parties	8	3.6	9	4.2	8	3.4
To test the viability of the position	4	--	4	--	2	--
Stipulation in contract. Company policy.	15	4.2	13	4.9	24	5.0
It was available, a legal option	10	4.1	11	4.8	7	3.2
Any other reason	6	2.7	6	3.2	5	2.5
No reason	3	--	2	--	3	--
Don't know	0	--	0	--	1	--
Would rather not say	1	--	0	--	2	--

Total may exceed 100% because of multiple response.

\*Sub-sample based on those respondents who did use a 90-day trial period for hiring the person they most recently employed.

**Table 11:**

*Q12. Have any employees who started on a 90-day trial period been dismissed during or at the end of the trial period?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	741*		293		448	
Weighted base =	68909*	+/-	58589	+/-	10320	+/-
	%	%	%	%	%	%
No	72	4.8	73	5.5	64	5.7
Yes	27	4.7	26	5.5	35	5.7
Don't know	0	--	0	--	1	--
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have employed new staff on a 90-day trial period.

**Table 12:**

*Q13. Thinking about the employee your business most recently dismissed during or at the end of a trial period, for which of the following reasons was this person dismissed?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	249*		90		159	
Weighted base =	18786*	+/-	15211	+/-	3576	+/-
	%	%	%	%	%	%
The employee was unreliable or had a bad attitude	56	9.8	57	11.9	50	9.3
The employee did not get on with colleagues or did not 'fit in'	26	8.9	26	10.8	26	8.1
The employee did not have the skills needed for the job	51	9.8	49	11.9	58	9.8
The business had less work so didn't need the new employee	11	7.3	13	9.0	1	--
Dishonesty	2	--	1	--	9	6.2
Any other reason	12	5.9	13	7.2	6	5.3
Don't know	1	--	1	--	0	--
Would rather not say	1	--	1	--	2	--

Total may exceed 100% because of multiple response.

\*Sub-sample based on those respondents who have dismissed an employee during or at the end of their 90-day trial period.

**Table 13:**

*Q14. Thinking about the number of positions in your business, over the next year do you expect this number to...?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
Stay about the same	63	4.0	64	4.4	58	4.4
Increase	28	3.6	27	4.0	32	4.2
Decrease	6	2.0	6	2.2	7	2.1
Don't know	3	-	3	-	2	-
Would rather not say	0	-	0	-	1	-
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 14:**

*Q15. What about the number of positions that are low-skilled? Do you expect this number to...?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1490*		696		794	
Weighted base =	171419*	+/-	154345	+/-	17073	+/-
	%	%	%	%	%	%
Stay about the same	64	4.0	64	4.5	66	4.2
Increase	11	2.5	11	2.8	15	2.9
Decrease	4	1.5	4	1.7	7	2.3
No low-skilled positions in the business	18	3.3	19	3.7	10	3.0
Don't know	1	--	1	--	1	--
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which were able to answer Q14 as 'stay about the same', 'increase' or 'decrease'.

**Table 15:**

*Q16. And what about the number of positions that are medium-skilled? Do you expect this number to...?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1490*		696		794	
Weighted base =	171419*	+/-	154345	+/-	17073	+/-
	%	%	%	%	%	%
Stay about the same	73	3.8	73	4.2	70	4.1
Increase	13	2.5	12	2.7	21	3.7
Decrease	2	--	2	--	5	1.7
No medium-skilled positions in the business	9	2.8	10	3.0	3	--
Don't know	2	--	2	--	1	--
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which were able to answer Q14 as 'stay about the same', 'increase' or 'decrease'.

**Table 16:**

*Q17. And what about the number of positions that are high-skilled, do you expect this number to...?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1490*		696		794	
Weighted base =	171419*	+/-	154345	+/-	17073	+/-
	%	%	%	%	%	%
Stay about the same	70	3.9	70	4.3	63	4.4
Increase	20	3.3	19	3.7	29	4.1
Decrease	3	1.4	3	--	6	2.0
No high-skilled positions in the business	6	2.2	7	2.4	1	--
Don't know	0	--	0	--	1	--
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which were able to answer Q14 as 'stay about the same', 'increase' or 'decrease'.

**Table 17:***Q31. Do all of your employees have a written employment agreement?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
No	11	2.5	12	2.8	1	-
Yes	88	2.7	87	3.0	99	-
Don't know	1	--	1	--	0	--
Would rather not say	1	--	1	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 18:***Q32. In the last 12 months, have any of your employees cashed up some of their annual holiday entitlement?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
No	61	4.0	64	4.4	39	4.4
Yes	36	3.9	33	4.3	56	4.4
Don't know	3	--	2	--	5	--
Would rather not say	1	--	1	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 19:**

*Q33. Does your business have a policy that does not allow employees to cash up any of their annual holidays?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	696*		420		276	
Weighted base =	107820*	+/-	100969	+/-	6851	+/-
	%	%	%	%	%	%
No	81	4.4	83	4.7	66	6.8
Yes	12	3.6	11	3.8	26	5.8
Don't know	7	3.1	7	3.2	8	4.6
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations without employees who had cashed up some of their annual holiday entitlement.

**Table 20:**

*Q34. Why has the business adopted this policy of not allowing cashing up of holidays? Is it because...*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	129*		41		88	
Weighted base =	12791*	+/-	10990	+/-	1801	+/-
	%	%	%	%	%	%
The business can't afford the extra cost	18	12.2	19	14.1	17	10.0
The business doesn't have extra work to offer to staff	8	6.0	8	6.8	6	7.2
The business wants employees to take their full holiday entitlement to get a break from work	67	15.2	64	17.6	84	9.7
Any other reason	22	12.8	23	14.9	16	9.2
Don't know	3	--	4	--	0	--
Would rather not say	7	--	8	--	0	--

Total may exceed 100% because of multiple response.

\*Sub-sample based on those respondents whose business adopted a policy of not allowing employees to cash up holidays.

**Table 21:**

*Q35. In the last 12 months, roughly what proportion of your employees has transferred a public holiday to another day? Would you say?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
Less than 10 percent	27	3.7	26	4.1	39	4.4
10 to 20 percent	4	1.3	3	1.4	8	2.3
21 to 50 percent	4	1.7	4	1.8	5	1.8
More than 50 percent	5	1.6	4	1.8	6	1.9
None	56	4.0	59	4.4	37	4.3
Don't know	3	1.4	3	--	5	1.7
Would rather not say	1	--	1	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.



**Table 22:***Q36. Which of the following information sources do you use to find out about employment law?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
Ministry of Business, Innovation and Employment (formerly the Department of Labour)	57	4.2	56	4.6	64	4.3
Other government organisations	21	3.3	21	3.7	26	3.8
Unions	6	1.5	5	1.6	20	3.4
Professional bodies or industry and trade associations, for example, the EMA or Master Builders	43	4.0	40	4.4	64	4.3
Lawyers or accountants	55	4.2	55	4.6	61	4.3
Colleagues, friends or family	37	4.1	38	4.5	29	3.8
General media	22	3.4	22	3.7	23	3.5
In-house (HR, Management)	6	1.8	5	2.0	15	3.0
Websites/Internet (general)	4	--	4	--	4	--
HR/Business Consultants	6	--	6	--	4	--
Any other source?	4	--	3	--	4	--
None	3	--	4	--	0	--
Don't know	1	--	1	--	1	--
Would rather not say	0	--	0	--	0	--

Total may exceed 100% because of multiple response.

**Table 23:***Q37. Does your business offer any of the following flexible working arrangements for any of its employees?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
Flexible break times	78	3.4	79	3.7	76	3.9
Flexibility in shifts or employees selecting their own roster or shifts	40	4.1	40	4.6	38	4.3
The choice to work part-time or reduced hours	60	4.1	59	4.6	70	4.1
Job sharing	28	3.7	28	4.0	31	4.0
Flexible start and finish times	68	3.8	69	4.2	67	4.2
A choice over when hours are worked, for example, working annualised hours or school hours	45	4.2	45	4.6	48	4.5
Working from home or other sites	29	3.8	28	4.2	41	4.3
Unpaid leave	69	3.9	68	4.3	77	3.9
Allowing leave for emergencies/study/pre-arranged	3	--	3	--	3	--
Response outside of scope	5	--	5	--	4	--
Any other flexible arrangements?	1	--	1	--	1	--
None of these offered	4	--	4	--	5	--
Don't know	0	--	0	--	0	--
Would rather not say	0	--	0	--	0	--

Total may exceed 100% because of multiple response.

**Table 24:**

*Q38. Are any of your employees paid the adult minimum wage of \$13.50 per hour? This rate applies to all employees aged 16 years and over who are not new entrants' or trainees.*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
No	76	3.4	77	3.8	69	3.7
Yes	22	3.3	21	3.7	30	3.7
Don't know	1	--	1	--	1	--
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 25:***Q39. Are any of your employees paid the training minimum wage of \$10.60 per hour?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
No	98	--	98	--	96	1.8
Yes	1	--	1	--	2	--
Don't know	1	--	1	--	1	--
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

Note that this question incorrectly cited the training minimum wage as \$10.60 per hour, rather than \$10.80 per hour. This error is unlikely to have impacted on results, as the focus of the question was on the use of this particular minimum wage in the business rather than the actual wage level.

**Table 26:***Q40. In the last 12 months has your business employed any workers aged 15 to 25 years?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1289*		493		796	
Weighted base =	117023*	+/-	99857	+/-	17166	+/-
	%	%	%	%	%	%
No	36	4.7	40	5.4	11	2.9
Yes	64	4.7	59	5.4	88	3.0
Don't know	0	--	0	--	1	--
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have employed new staff in the last 12 months (Q7).

**Table 27:**

*Q41. Are any of these employees paid the new entrants' minimum wage of \$10.60 per hour?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1055*		337		718	
Weighted base =	74544*	+/-	59370	+/-	15174	+/-
	%	%	%	%	%	%
No	94	2.3	94	2.9	96	1.6
Yes	5	2.0	5	2.4	4	1.5
Don't know	1	--	1	--	1	--
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have employed workers aged 15 to 25 years in the last 12 months.

Note that this question incorrectly cited the new entrants' minimum wage as \$10.60 per hour, rather than \$10.80 per hour. This error is unlikely to have impacted on results, as the focus of the question was on the use of this particular minimum wage in the business rather than the actual wage level.

**Table 28:**

*Q42. After an increase in minimum wage rates, does your business usually increase wages or salaries for employees who are already being paid above minimum wages?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
No	50	4.2	51	4.6	47	4.4
Yes	43	4.1	43	4.5	48	4.4
Don't know	5	--	5	--	4	--
Would rather not say	2	--	2	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 29:***Q43. In the last 12 months, has your business had any employment relations problems or disputes that required action or involvement by management?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
No	80	3.0	83	3.3	47	4.3
Yes	19	3.0	16	3.3	50	4.4
Don't know	1	--	1	--	2	--
Would rather not say	0	--	0	--	1	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 30:***Q44. In the last 12 months, has your business been asked by any union for access to the workplace?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
No	95	0.9	98	--	70	4.1
Yes	4	0.7	1	--	27	4.3
Don't know	1	--	0	--	3	--
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 31:***Q45. Were any of these requests for union access denied?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	310*		19**		291	
Weighted base =	6945*	+/-	2173	+/-	4772	+/-
	%	%	%	%	%	%
No	96	--	100	--	94	3.1
Yes	2	--	0	--	3	--
Don't know	1	--	0	--	2	--
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have been asked by a union for access to the workplace in the last 12 months.

\*\*Caution: low base number of respondents - results are indicative only.

**Table 32:***Q47. Who provides health and safety expertise and leadership in your business?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
Management or the business owner	74	3.7	75	4.0	66	4.1
Your Human Resources Department	5	1.7	4	1.9	12	2.7
A health and safety specialist within the business	12	2.7	11	2.9	23	3.2
Head office	6	1.9	5	2.1	8	2.1
Employee health and safety reps or a Health and Safety Committee	10	2.3	8	2.5	29	3.9
Health and safety specialist or organisation external to the business	9	2.2	8	2.4	16	3.2
An Industry group or association such as NZ Retailers Association or Hospitality Association	4	--	4	--	4	--
A staff member/all staff	5	--	5	--	5	--
Government departments (ACC, DoL, MBIE, etc.)	2	--	2	--	4	--
Any other provider	3	--	3	--	2	--
No one	4	--	4	--	0	--
Don't know	1	--	1	--	1	--
Would rather not say	1	--	1	--	1	--

Total may exceed 100% because of multiple response.



**Table 33:**

*Q48. If you wanted more expert advice for your business on health and safety than you currently receive, do you know where you would get this advice from?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
No	12	2.8	13	3.1	5	1.9
Yes	85	3.0	84	3.4	94	2.0
Don't know	2	--	2	--	1	--
Would rather not say	1	--	1	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 34:**

*Q49. Does your business have a documented system for identifying and managing workplace hazards?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
No	17	3.4	19	3.8	4	2.0
Yes	81	3.5	79	3.9	96	2.1
Don't know	2	--	2	--	0	--
Would rather not say	0	--	1	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 35:***Q50. When a new hazard is identified or an existing hazard changes, is this recorded in the system?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1396*		597		799	
Weighted base =	142368*	+/-	125509	+/-	16859	+/-
	%	%	%	%	%	%
No	10	3.1	11	3.5	1	--
Yes	87	3.4	86	3.9	99	--
Don't know	3	--	3	--	1	--
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a documented system for identifying and managing workplace hazards.

**Table 36:***Q51. Does your business have a documented process for investigating workplace accidents?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
No	24	3.8	26	4.2	5	2.2
Yes	73	3.9	71	4.3	94	2.3
Don't know	2	--	2	--	1	--
Would rather not say	1	--	1	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 37:***Q52. Does your business have health and safety inductions for all new employees?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
No	21	3.6	22	4.0	6	2.5
Yes	76	3.8	74	4.2	93	2.6
Don't know	2	--	2	--	1	--
Would rather not say	1	--	1	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 38:***Q53. Is a record kept of every health and safety induction for new employees?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1346*		565		781	
Weighted base =	134443*	+/-	118078	+/-	16365	+/-
	%	%	%	%	%	%
No	23	4.0	25	4.5	10	3.1
Yes	73	4.2	71	4.8	89	3.1
Don't know	3	--	4	--	1	--
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have health and safety inductions for all new employees.

**Table 39:***Q54. Does your business use contractors or subcontractors to do any work for the business?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
No	39	4.1	41	4.6	18	3.6
Yes	60	4.1	58	4.6	82	3.6
Don't know	1	--	1	--	0	--
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 40:***Q55. Do all your contractors and subcontractors receive a health and safety induction?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1148*		452		696	
Weighted base =	106040*	+/-	91604	+/-	14436	+/-
	%	%	%	%	%	%
No	40	5.1	43	5.9	19	4.1
Yes	54	5.1	51	5.9	74	4.4
Don't know	6	2.5	6	2.8	6	2.2
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which use contractors or subcontractors to do work for the business.

**Table 41:***Q56. Does your business have a formal system for employee participation in managing health and safety?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
No	37	4.2	40	4.6	15	3.5
Yes	58	4.2	55	4.6	83	3.6
Don't know	3	--	3	--	2	--
Would rather not say	1	--	1	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 42:***Q57. Does your business have any of the following?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
Elected health and safety representatives	38	4.0	35	4.4	68	4.3
Informal health and safety representatives	44	4.1	42	4.6	62	4.4
A health and safety committee	22	3.0	17	3.3	68	4.1
A regular system for health and safety communications	57	4.2	54	4.6	82	3.7
Health and safety is included as a regular team meeting item	54	4.2	51	4.6	77	4.0
None of the above	19	3.5	21	3.9	3	1.6
Don't know	1	--	1	--	0	--
Would rather not say	1	--	1	--	1	--

Total may exceed 100% because of multiple response.

**Table 43:**

*Q58. In the last 12 months, has your business made any significant changes to its health and safety systems or practices?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
No	74	3.5	76	3.9	57	4.4
Yes	24	3.4	22	3.7	42	4.4
Don't know	1	--	1	--	1	--
Would rather not say	1	--	1	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 44:**

*Q59. Thinking about the biggest change made to your health and safety systems or practices in the last 12 months, why did the business make this change? Was this in response to...?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	524*		173		351	
Weighted base =	42070*	+/-	34699	+/-	7371	+/-
	%	%	%	%	%	%
An accident	7	3.3	4	3.9	18	5.1
A near miss	10	4.6	8	5.5	18	4.9
A workplace inspection by a health and safety inspector	11	4.7	11	5.7	12	4.3
A prosecution or other enforcement action	6	4.4	7	5.4	5	2.8
Improvements in industry practice	50	7.7	51	9.3	45	6.8
On-going improvements to your workplace health and safety	81	6.0	80	7.3	87	5.0
To gain ACC accreditation	5	2.2	4	2.5	10	4.0
A change in Management/H&S personnel	4	--	5	--	2	--
Any other reason	9	3.8	9	4.5	7	3.8
Didn't make any significant changes	0	--	0	--	1	--
Don't know	0	--	0	--	0	--
Would rather not say	0	--	0	--	0	--

Total may exceed 100% because of multiple response.

\*Sub-sample based on those respondents whose business made a change to its health and safety systems or practices in the last 12 months.

**Table 45:**

*Q60. Do you agree or disagree that your business owners or managers have a good understanding of their obligations under the Health and Safety in Employment Act?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
Agree	82	3.4	81	3.8	89	2.9
Neither agree nor disagree	6	2.0	6	2.2	4	1.9
Disagree	9	2.6	10	2.9	4	1.9
Don't know	3	--	3	--	2	--
Would rather not say	0	--	1	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 46:**

*Q61. Do you agree or disagree that government is effective at enforcing obligations for businesses under the Health and Safety in Employment Act?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
Agree	60	4.1	60	4.6	61	4.4
Neither agree nor disagree	12	2.6	11	2.8	16	3.4
Disagree	13	2.9	13	3.2	14	3.0
Don't know	14	3.0	14	3.3	9	2.5
Would rather not say	1	--	1	--	1	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.



**Table 47:***Q62. Do you agree or disagree that having good health and safety systems is good for your business?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
Agree	89	2.9	88	3.2	96	1.9
Neither agree nor disagree	5	1.9	5	2.0	3	1.7
Disagree	5	2.0	5	2.2	1	--
Don't know	1	--	1	--	0	--
Would rather not say	1	--	1	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 48:**

Q18. Does your business currently have any recent migrant employees on staff? By recent migrants we mean someone who was not born in New Zealand and who has arrived in New Zealand in the last five years.

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
No	71	3.4	75	3.7	30	4.2
Yes	28	3.3	23	3.7	67	4.2
Don't know	1	--	1	--	2	--
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 49:**

Q19. And in the last 12 months, has your business hired any recent migrants?

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	1529		713		816	
Weighted base =	176380	+/-	158795	+/-	17585	+/-
	%	%	%	%	%	%
No	79	2.9	83	3.2	41	4.4
Yes	20	2.9	16	3.2	56	4.4
Don't know	1	--	1	--	2	--
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

**Table 50:**

*Q20. Thinking about the migrant your business most recently hired, what role did this person fill in your business?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	623*		134		489	
Weighted base =	34844*	+/-	24981	+/-	9863	+/-
	%	%	%	%	%	%
Managers	9	4.9	9	6.7	8	3.3
Professionals	19	6.4	20	8.7	17	4.3
Technicians and Trades Workers	11	4.5	9	6.1	17	4.4
Community and Personal Service Workers	8	4.2	7	5.8	10	3.1
Clerical and Administrative Workers	9	5.3	10	7.2	6	3.0
Sales Workers	10	4.9	11	6.8	7	2.8
Machinery Operators and Drivers	3	--	2	--	5	2.6
Labourers	7	2.5	6	3.2	7	2.9
Low-skilled worker	12	2.9	11	3.9	13	3.2
Other	10	4.2	11	5.7	9	3.2
Don't know	0	--	0	--	1	--
Would rather not say	2	--	3	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have hired a recent migrant in the last 12 months.

**Table 51:***Q21. Was the migrant you most recently hired living outside of New Zealand when they applied to work at your business?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	623*		134		489	
Weighted base =	34844*	+/-	24981	+/-	9863	+/-
	%	%	%	%	%	%
No	82	5.9	83	8.0	79	4.5
Yes	17	5.8	17	8.0	19	4.3
Don't know	1	--	0	--	2	--
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have hired a recent migrant in the last 12 months.

**Table 52:***Q22. For what particular reasons did your business choose to employ a recent migrant?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	623*		134		489	
Weighted base =	34844*	+/-	24981	+/-	9863	+/-
	%	%	%	%	%	%
They were the best candidate	41	7.6	39	10.3	44	5.7
Their skills/qualifications	37	7.5	38	10.3	35	5.6
Their experience	6	2.5	4	3.2	9	3.3
Fresh perspective	0	--	0	--	1	--
Strong work ethic	8	4.3	8	5.8	9	3.2
Overseas contacts/networks	0	--	0	--	0	--
They speak a language other than English	5	4.2	6	5.8	0	--
Many of our customers are also migrants	1	--	0	--	1	--
To be able to pay lower salary/wages	1	--	1	--	0	--
Their personality/they seemed like they would be a 'good fit' for the business	5	3.8	5	--	6	2.6
New Zealanders were not willing to do job	5	2.3	4	--	8	2.8
Difficulty hiring New Zealanders for job due to skill shortage	14	5.3	12	7.2	18	4.4
No New Zealand born candidates applied	4	--	4	--	3	--
Other	10	3.6	11	4.8	8	2.7
No reason (No particular preference for migrant vs. New Zealander)	8	4.3	7	5.8	10	3.7
Don't know	0	--	0	--	0	--

Total may exceed 100% because of multiple response.

\*Sub-sample based on those respondents whose business has hired a recent migrant in the last 12 months.

**Table 53:***Q23. On the whole, how would you rate your migrant employees on their overall job performance?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	775*		190		585	
Weighted base =	48931*	+/-	37097	+/-	11834	+/-
	%	%	%	%	%	%
Very poor	0	--	0	--	0	--
Poor	1	--	1	--	0	--
Neither good nor poor	8	4.0	8	5.2	7	2.5
Good	33	6.5	31	8.4	38	5.1
Very good	57	6.8	58	8.8	53	5.2
Don't know	1	--	0	--	2	--
Would rather not say	1	--	1	--	1	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a recent migrant employee on staff.

**Table 54: (note table continues overleaf)**

*Q24. And why do you say that?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	692*		174		518	
Weighted base =	43857*	+/-	33196	+/-	10661	+/-
	%	%	%	%	%	%
Employees have the right attitude/are willing to learn/work ethic/above & beyond their role	46	7.1	46	9.2	46	5.4
Employees are able to share their experience and skills	27	5.4	25	6.9	35	5.4
Employees have the skills and experience required (in general)	22	5.9	22	7.7	22	4.9
Employees' work is very good quality	19	5.4	20	7.0	15	3.9
Employees do what is required/fulfil that role	10	4.4	9	5.7	16	3.9
Employees have skills and experience not available in New Zealand	7	4.0	8	5.2	7	2.6
Employees have no problems with cultural differences	4	--	4	--	4	--
Employees perform at a level higher than expected	3	--	3	--	4	--
Employees perform at a superior level to the other employees	3	--	4	--	3	--
Employees don't have English language problems	3	--	3	--	2	--
Employees have other language (non-English) skills	3	--	4	--	1	--
Appraisals/referred by others	3	--	4	--	2	--
Employees have transferable skills	1	--	1	--	1	--

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	692*		174		518	
Weighted base =	43857*	+/-	33196	+/-	10661	+/-
	%	%	%	%	%	%
Employees have prior work experience in New Zealand	0	--	0	--	1	--
Other	6	2.5	5	3.1	10	3.5
No reason	4	--	4	--	4	--
Don't know	3	--	3	--	1	--
Would rather not say	1	--	1	--	1	--

Total may exceed 100% because of multiple response.

\*Sub-sample based on those respondents who rated the overall job performance of their migrant employees as being good or very good.



**Table 55:***Q25. In the last 12 months, has your business hired any recent migrants who have subsequently left the business?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	623*		134		489	
Weighted base =	34844*	+/-	24981	+/-	9863	+/-
	%	%	%	%	%	%
No	58	7.2	60	9.8	54	5.7
Yes	39	7.1	38	9.7	42	5.7
Don't know	2	--	2	--	4	--
Would rather not say	0	--	0	--	0	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have hired a recent migrant in the last 12 months.

**Table 56:**

*Q26. Thinking now about the migrant that left your business most recently, for what particular reasons did they leave?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	269*		58		211	
Weighted base =	13741*	+/-	9574	+/-	4167	+/-
	%	%	%	%	%	%
Returned to their country of origin	28	10.1	34	14.2	16	6.2
Contract ended	16	6.3	17	8.6	15	6.6
Got a job with another employer in New Zealand	15	5.3	10	6.9	26	7.2
Could not renew work visa	12	5.7	11	7.8	15	5.8
Family reasons/personal circumstances	11	8.2	11	11.5	10	5.0
Not suitable for the job/not happy with performance	8	4.2	7	5.5	11	6.0
Moved to Australia	7	4.6	8	6.5	4	2.9
Moved to a different town/city in New Zealand for reasons other than work	5	3.5	4	4.5	7	4.8
Moved to a different country other than Australia	4	--	4	--	4	--
Left to set up their own business	3	--	5	--	1	--
Took up study	2	--	2	--	0	--
Low salary/wages	2	--	1	--	4	--
Didn't fit into New Zealand workplace culture	2	--	2	--	3	--
Redundancy	0	--	0	--	0	--
Health reasons	0	--	0	--	0	--
Other	10	8.4	11	11.9	8	4.7
No reason	0	--	0	--	0	--
Don't know	3	--	2	--	4	--
Would rather not say	0	--	0	--	1	--

Total may exceed 100% because of multiple response.

\*Sub-sample based on those respondents whose business hired a recent migrant in the last 12 months who subsequently left the business.

**Table 57:***Q27. Are there any specific reasons why your business did not recruit any recent migrants in the last year?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	638*		357		281	
Weighted base =	78743*	+/-	71937	+/-	6806	+/-
	%	%	%	%	%	%
No migrants applied for a job with my business	24	5.5	24	6.0	16	5.1
No vacancy	20	5.0	20	5.4	22	6.3
Couldn't find a migrant with the right skills/experience	15	4.7	15	5.1	13	5.0
Have been able to find a New Zealand born candidate to fill role	9	3.4	8	3.7	12	5.5
Concerns about English language abilities	6	3.2	6	3.5	5	3.1
Looking to recruit locally/within NZ	5	--	5	--	2	--
It's too difficult to hire a migrant	3	--	3	--	1	--
Concerns about the value of overseas qualifications or experience	1	--	1	--	1	--
Recruitment of migrants for job(s) was not possible under the NZ Immigration system	1	--	0	--	2	--
Offered a position to a migrant but they did not accept it	0	--	0	--	0	--
I'm not sure how the immigration system works	0	--	0	--	0	--
Other	5	2.0	5	2.2	9	4.2
No reason	35	5.7	35	6.2	36	7.2
Don't know	1	--	1	--	2	--
Would rather not say	0	--	0	--	1	--

Total may exceed 100% because of multiple response.

\*Sub-sample based on those respondents whose business did not hire any recent migrants in the last 12 months.

**Table 58:***Q28. How does your business usually go about finding migrants for a role?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	819*		212		607	
Weighted base =	54135*	+/-	41661	+/-	12474	+/-
	%	%	%	%	%	%
Through word of mouth	19	5.3	22	6.9	12	2.9
Advertisement in local newspapers/magazines	18	5.0	19	6.4	15	3.4
Through migrant approaching us	13	4.9	13	6.2	11	2.9
Trade Me or Seek	13	3.8	12	4.8	18	3.8
Other internet websites	11	--	12	--	10	--
Recruitment agency	9	3.7	8	4.7	11	3.0
Advertisement in overseas newspapers/magazines	4	2.5	5	3.2	3	1.3
Other internet based job boards	4	3.0	4	3.9	4	1.8
On our own website	2	--	1	--	6	--
Government departments	2	--	3	--	2	--
Internet based job board 'New Kiwis'	1	--	2	--	1	--
Job fairs/expos	1	--	1	--	1	--
Contact with one of the Immigration New Zealand Relationship Managers	0	--	0	--	0	--
Any other method?	4	2.8	4	3.6	6	2.2
Your business does not actively recruit migrants for job vacancies	44	6.3	42	8.0	52	5.0
Don't know	2	--	2	--	0	--
Would rather not say	0	--	1	--	0	--

Total may exceed 100% because of multiple response.

\*Sub-sample based on those respondents whose business currently employs recent migrants.

**Table 59:**

*Q29a. How useful would the following assistance from Immigration New Zealand be in helping employers to attract migrant staff...Websites or services connecting your business to prospective migrants?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	504*		126		378	
Weighted base =	32187*	+/-	25414	+/-	6773	+/-
	%	%	%	%	%	%
Not useful	29	7.8	28	9.8	35	6.4
Useful	40	8.5	40	10.6	38	6.1
Very useful	22	7.8	22	9.8	19	5.0
Don't know	7	3.3	7	4.0	6	--
Would rather not say	3	--	3	--	2	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample excludes those organisations which do not actively recruit migrants for job vacancies (Q28).

**Table 60:**

*Q29b. How useful would the following assistance from Immigration New Zealand be in helping employers to attract migrant staff...Advice on immigration policy and process?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	504*		126		378	
Weighted base =	32187*	+/-	25414	+/-	6773	+/-
	%	%	%	%	%	%
Not useful	14	6.0	13	7.5	15	5.0
Useful	53	8.8	53	11.1	50	6.6
Very useful	26	7.3	25	9.1	30	5.8
Don't know	5	3.5	6	--	3	--
Would rather not say	3	--	3	--	2	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample excludes those organisations which do not actively recruit migrants for job vacancies (Q28).

**Table 61:**

*Q29c. How useful would the following assistance from Immigration New Zealand be in helping employers to attract migrant staff...Access to branch network during application processing?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	504*		126		378	
Weighted base =	32187*	+/-	25414	+/-	6773	+/-
	%	%	%	%	%	%
Not useful	20	5.7	19	7.0	24	5.8
Useful	48	8.7	50	10.9	41	6.2
Very useful	15	6.4	13	8.0	24	5.7
Don't know	14	6.0	15	7.6	8	3.3
Would rather not say	3	--	3	--	3	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample excludes those organisations which do not actively recruit migrants for job vacancies (Q28).

**Table 62:**

*Q29d. How useful would the following assistance from Immigration New Zealand be in helping employers to attract migrant staff...Support in establishing contacts with potential workers in origin countries (e.g. recruitment fairs?)*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	504*		126		378	
Weighted base =	32187*	+/-	25414	+/-	6773	+/-
	%	%	%	%	%	%
Not useful	34	7.9	32	9.8	41	6.5
Useful	42	8.7	43	10.9	37	6.1
Very useful	14	5.9	14	7.4	15	4.5
Don't know	8	3.9	9	4.9	6	2.9
Would rather not say	3	--	3	--	2	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample excludes those organisations which do not actively recruit migrants for job vacancies (Q28).

**Table 63:**

*Q29e. How useful would the following assistance from Immigration New Zealand be in helping employers to attract migrant staff...An image campaign for New Zealand in key countries of origin?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	504*		126		378	
Weighted base =	32187*	+/-	25414	+/-	6773	+/-
	%	%	%	%	%	%
Not useful	31	7.9	29	9.8	38	6.5
Useful	43	8.6	44	10.8	37	6.1
Very useful	13	6.1	13	7.6	14	4.6
Don't know	11	4.7	11	5.9	8	2.9
Would rather not say	3	--	3	--	2	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample excludes those organisations which do not actively recruit migrants for job vacancies (Q28).

**Table 64:**

*Q29f. How useful would the following assistance from Immigration New Zealand be in helping employers to attract migrant staff...Information and research data on migrant behaviour/needs*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	504*		126		378	
Weighted base =	32187*	+/-	25414	+/-	6773	+/-
	%	%	%	%	%	%
Not useful	34	8.3	33	10.3	38	6.4
Useful	45	8.8	47	11.0	38	6.2
Very useful	11	5.5	11	6.9	14	4.1
Don't know	7	3.1	7	3.8	7	3.6
Would rather not say	3	--	3	--	3	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample excludes those organisations which do not actively recruit migrants for job vacancies (Q28).

**Table 65:**

*Q29g. How useful would the following assistance from Immigration New Zealand be in helping employers to attract migrant staff...Advice on retention/settlement planning or services for migrant employees?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	504*		126		378	
Weighted base =	32187*	+/-	25414	+/-	6773	+/-
	%	%	%	%	%	%
Not useful	24	7.5	23	9.3	30	6.0
Useful	47	8.8	48	11.0	46	6.5
Very useful	18	6.1	18	7.6	17	4.9
Don't know	8	3.3	9	4.1	5	2.9
Would rather not say	3	--	3	--	2	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample excludes those organisations which do not actively recruit migrants for job vacancies (Q28).

**Table 66:**

*Q30a. How useful would each of the following resources or assistance be in helping your workplace employ and retain migrants...Information for new migrant employees about cultural differences in the workplace?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	819*		212		607	
Weighted base =	54135*	+/-	41661	+/-	12474	+/-
	%	%	%	%	%	%
Not useful	24	5.7	26	7.3	16	3.9
Useful	49	6.4	49	8.2	48	5.2
Very useful	20	5.0	18	6.4	27	4.4
Don't know	6	2.7	6	--	6	2.7
Would rather not say	2	--	1	--	2	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a recent migrant employee on staff or have hired a recent migrant in the last 12 months.



**Table 67:**

*Q30b. How useful would each of the following resources or assistance be in helping your workplace employ and retain migrants...Information for new migrant employees about the NZ WORKPLACE?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	819*		212		607	
Weighted base =	54135*	+/-	41661	+/-	12474	+/-
	%	%	%	%	%	%
Not useful	20	5.6	22	7.2	13	3.4
Useful	50	6.7	49	8.5	53	5.2
Very useful	24	5.7	23	7.3	26	4.3
Don't know	5	2.3	4	--	7	3.0
Would rather not say	1	--	1	--	2	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a recent migrant employee on staff or have hired a recent migrant in the last 12 months.

**Table 68:**

*Q30c. How useful would each of the following resources or assistance be in helping your workplace employ and retain migrants...Information for new migrant employees about working in your industry?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	819*		212		607	
Weighted base =	54135*	+/-	41661	+/-	12474	+/-
	%	%	%	%	%	%
Not useful	23	5.8	24	7.5	19	4.2
Useful	49	6.6	49	8.4	51	5.2
Very useful	20	5.1	19	6.5	23	4.4
Don't know	6	2.7	7	3.4	5	2.5
Would rather not say	1	--	1	--	1	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a recent migrant employee on staff or have hired a recent migrant in the last 12 months.

**Table 69:**

*Q30d. How useful would each of the following resources or assistance be in helping your workplace employ and retain migrants...Information for new migrant employees about living in New Zealand?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	819*		212		607	
Weighted base =	54135*	+/-	41661	+/-	12474	+/-
	%	%	%	%	%	%
Not useful	16	5.0	18	6.4	11	3.1
Useful	51	6.6	49	8.5	58	5.1
Very useful	26	6.1	27	7.8	24	4.3
Don't know	5	2.4	5	--	6	2.5
Would rather not say	1	--	1	--	2	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a recent migrant employee on staff or have hired a recent migrant in the last 12 months.

**Table 70:**

*Q30e. How useful would each of the following resources or assistance be in helping your workplace employ and retain migrants...English language skills for the workplace?*

	Total		1 to 19 employees		20 plus employees	
Unweighted base =	819*		212		607	
Weighted base =	54135*	+/-	41661	+/-	12474	+/-
	%	%	%	%	%	%
Not useful	19	5.0	18	6.3	24	4.6
Useful	38	6.3	41	8.1	27	4.4
Very useful	37	6.0	35	7.6	43	5.1
Don't know	4	2.2	4	--	4	2.3
Would rather not say	1	--	1	--	2	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a recent migrant employee on staff or have hired a recent migrant in the last 12 months.

**Table 71:**

*Q30f. How useful would each of the following resources or assistance be in helping your workplace employ and retain migrants...Supporting partners of your migrant staff to find employment?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	819*		212		607	
Weighted base =	54135*	+/-	41661	+/-	12474	+/-
	%	%	%	%	%	%
Not useful	31	6.4	32	8.2	27	4.7
Useful	44	6.6	43	8.4	47	5.2
Very useful	14	4.3	14	5.5	15	3.6
Don't know	10	4.0	10	5.2	9	3.2
Would rather not say	1	--	1	--	2	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a recent migrant employee on staff or have hired a recent migrant in the last 12 months.

**Table 72:**

*Q30g. How useful would each of the following resources or assistance be in helping your workplace employ and retain migrants...Having one point of contact that you could go to for settlement information?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	819*		212		607	
Weighted base =	54135*	+/-	41661	+/-	12474	+/-
	%	%	%	%	%	%
Not useful	16	4.9	17	6.2	11	3.2
Useful	45	6.7	46	8.5	44	5.2
Very useful	28	5.8	25	7.4	36	4.8
Don't know	10	4.0	10	5.1	7	2.9
Would rather not say	1	--	1	--	2	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a recent migrant employee on staff or have hired a recent migrant in the last 12 months.

**Table 73:**

*Q30h. How useful would each of the following resources or assistance be in helping your workplace employ and retain migrants...Orientation programmes and workshops for migrants?*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	819*		212		607	
Weighted base =	54135*	+/-	41661	+/-	12474	+/-
	%	%	%	%	%	%
Not useful	30	6.2	32	7.9	26	4.7
Useful	46	6.4	47	8.2	44	5.1
Very useful	13	3.6	10	4.6	20	4.1
Don't know	8	3.0	9	3.8	8	2.9
Would rather not say	2	--	2	--	2	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a recent migrant employee on staff or have hired a recent migrant in the last 12 months.

**Table 74:**

*Q30i. How useful would each of the following resources or assistance be in helping your workplace employ and retain migrants...Provide more information to employers*

	Total	MoE	1 to 19 employees	MoE	20 plus employees	MoE
Unweighted base =	819*		212		607	
Weighted base =	54135*	+/-	41661	+/-	12474	+/-
	%	%	%	%	%	%
Not useful	21	5.4	22	6.9	18	4.1
Useful	52	6.6	52	8.5	53	5.2
Very useful	19	5.1	18	6.5	21	4.2
Don't know	7	3.0	7	3.8	6	2.7
Would rather not say	1	--	1	--	2	--
Total	100	--	100	--	100	--

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a recent migrant employee on staff or have hired a recent migrant in the last 12 months.

## Appendix 2b: Results by industry grouping

**Table 75:**

*Q1. First of all, does your organisation operate from more than one site in New Zealand?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
No	64	77	71	70	59	69	59
Yes	36	23	29	30	41	31	41
Don't know/no opinion	0	0	0	0	0	0	0
Would rather not say	0	0	0	0	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 76:**

*Q2. How many employees are employed at the business site you currently work from? Please include full-time and part-time employees but do not include contractors or the business owners.*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
1 - 5	62	77	51	73	54	54	62
6 - 9	10	6	14	10	11	11	11
10 - 19	16	11	19	10	24	19	16
20 - 49	7	3	10	4	6	9	7
50 - 99	2	0	3	1	1	4	2
100 or more	2	0	3	1	1	3	2
Don't know	1	3	0	1	1	0	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 77:***Q3. And for how long has your business been operating in New Zealand?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
Less than 2 years	5	0	9	3	12	2	3
2 to less than 6 years	13	6	16	5	21	7	14
6 to less than 10 years	13	11	13	9	15	9	14
10 years or more	68	83	62	83	46	77	69
Don't know/no opinion	2	0	0	1	5	4	0
Would rather not say	0	0	0	0	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 78:***Q4. In the last 12 months, has your business had any job vacancies?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
No	36	50	36	38	26	34	36
Yes	64	50	64	62	74	65	64
Don't know	0	0	0	0	0	1	0
Would rather not say	0	0	0	0	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 79:**

*Q5. In the last 12 months, has your business had any job vacancies that it was unable to fill?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1279*	173	216	190	197	203	300
Weighted base =	113389*	10959	8095	11183	24855	6908	51390
	%	%	%	%	%	%	%
No	84	86	77	82	82	80	86
Yes	16	14	23	18	18	20	13
Don't know	0	1	0	0	0	0	0
Would rather not say	0	0	0	1	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have had a job vacancy in the last 12 months.

**Table 80:**

*Q6. Of the vacancies your business was unable to fill, what occupations were the vacancies for?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	345*	54	65	59	43	55	69
Weighted base =	18063*	1507	1860	1970	4454	1387	6885
	%	%	%	%	%	%	%
Answer (Specify)	100	100	100	100	100	100	99
Don't know	0	0	0	0	0	0	0
Would rather not say	0	0	0	0	0	0	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have had a job vacancy that it was unable to fill in the last 12 months.

**Table 81: (note table continues overleaf)**

*X6. Of the vacancies your business was unable to fill, what occupations were the vacancies for? (constructed variable based on respondent answer to Q6)*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	345*	54	65	59	43	55	69
Weighted base =	18063*	1507	1860	1970	4454	1387	6885
	%	%	%	%	%	%	%
Chief Executives, General Managers and Legislators	0	0	0	0	0	0	0
Farmers and Farm Managers	0	0	0	0	0	0	0
Specialist Managers	3	5	7	3	1	6	2
Hospitality, Retail and Service Managers	5	0	0	12	13	0	0
Arts and Media Professionals	0	0	0	0	0	0	0
Business, Human Resource and Marketing Professionals	2	0	0	0	0	0	6
Design, Engineering, Science and Transport Professionals	8	0	0	5	1	1	18
Education Professionals	0	0	0	0	0	0	0
Health Professionals	8	0	0	0	10	63	1
ICT Professionals	1	0	0	1	0	1	3
Legal, Social and Welfare Professionals	1	0	0	1	0	0	2
Engineering, ICT and Science Technicians	4	4	10	3	0	1	7
Automotive and Engineering Trades Workers	12	1	1	1	1	0	30
Construction Trades Workers	5	1	4	32	0	0	2
Electrotechnology and Telecommunications Trades Workers	0	0	0	0	0	0	0
Food Trades Workers	10	0	19	0	34	0	0
Skilled Animal and Horticultural Workers	1	12	0	0	0	0	0
Other Technicians and Trades Workers	2	0	5	8	4	0	0
Health and Welfare Support Workers	1	0	0	0	0	13	0



	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	345*	54	65	59	43	55	69
Weighted base =	18063*	1507	1860	1970	4454	1387	6885
	%	%	%	%	%	%	%
Carers and Aides	2	0	0	0	0	21	0
Hospitality Workers	3	4	0	0	10	0	0
Protective Service Workers	0	0	0	0	0	0	0
Sports and Personal Service Workers	2	0	1	0	0	0	6
Office Managers and Program Administrators	0	0	0	0	0	0	0
Personal Assistants and Secretaries	0	0	0	0	0	0	0
General Clerical Workers	0	0	0	0	0	0	0
Inquiry Clerks and Receptionists	0	0	0	0	1	0	0
Numerical Clerks	1	0	0	0	0	0	3
Clerical and Office Support Workers	0	0	0	0	0	0	0
Other Clerical and Administrative Workers	2	0	0	0	1	0	3
Sales Representatives and Agents	1	0	0	0	0	0	1
Sales Assistants and Salespersons	9	0	3	12	30	0	0
Sales Support Workers	0	0	0	0	1	0	0
Machine and Stationary Plant Operators	3	11	10	6	0	0	0
Mobile Plant Operators	0	1	1	1	0	0	0
Road and Rail Drivers	3	7	0	0	0	0	5
Store persons	0	0	0	0	0	0	0
Cleaners and Laundry Workers	1	0	0	0	1	2	1
Construction and Mining Labourers	3	0	3	24	0	0	0
Factory Process Workers	3	4	10	0	1	0	4
Farm, Forestry and Garden Workers	4	43	0	0	0	0	0
Food Preparation Assistants	2	0	6	0	5	8	0

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	345*	54	65	59	43	55	69
Weighted base =	18063*	1507	1860	1970	4454	1387	6885
	%	%	%	%	%	%	%
Other Labourers	1	5	6	3	0	0	0
Residual Categories (Operational Codes only)	0	0	0	0	0	0	0
Other	14	6	28	10	4	5	22
Don't know	0	0	0	0	0	0	0
Would rather not say	0	0	0	0	0	0	1

Total may exceed 100% because of multiple response.

\*Sub-sample based on those organisations which have had a job vacancy that it was unable to fill in the last 12 months.

**Table 82:**

*Q7. In the last 12 months, has your business employed any new staff? Please do not include any new business owners.*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
No	34	51	40	38	22	30	32
Yes	66	49	60	62	78	70	68
Don't know	0	0	0	0	0	0	0
Would rather not say	0	0	0	0	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 83:**

Q8. Did your business employ any of these new staff on a 90-day trial period?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1289*	177	210	190	203	207	302
Weighted base =	117023*	10814	7533	11221	26013	7365	54077
	%	%	%	%	%	%	%
No	39	44	36	45	38	46	37
Yes	59	55	63	54	60	48	61
Don't know	1	1	1	1	2	6	1
Would rather not say	1	1	0	0	0	0	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have employed new staff.

**Table 84:**

Q9. Thinking about the person your business most recently employed on a trial period, would you have hired this person if you had not been able to employ them on a trial period?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	741*	100	135	114	119	96	177
Weighted base =	68909*	5975	4746	6065	15674	3568	32882
	%	%	%	%	%	%	%
No	32	37	34	38	34	23	29
Yes	62	61	62	59	60	68	63
Don't know	6	2	3	3	6	9	8
Would rather not say	0	0	1	0	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have employed new staff on a 90-day trial period.

**Table 85:**

*Q10. Thinking about the person your business most recently employed, what was the main reason for deciding not to use a trial period when hiring this person?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	524*	74	71	73	80	107	119
Weighted base =	45673*	4706	2686	5091	9885	3355	19949
	%	%	%	%	%	%	%
It might have made it more difficult to recruit someone	5	3	4	0	7	5	5
Not needed when hiring for a short-term only	15	23	21	22	13	10	13
Not appropriate for the type of role	11	20	17	6	12	10	9
The business hasn't had problems with new staff in the past	2	0	3	1	0	1	4
Existing practices for recruiting and dismissal are effective	19	14	13	4	20	25	24
The business regards trial periods as unfair to employees	4	5	3	1	5	8	3
The legal risks	0	0	0	1	0	0	0
Not in contract/part of collective. Company policy.	9	4	7	6	6	16	12
Do not qualify/too many staff	1	0	0	1	1	3	0
Know their capabilities/skills	26	20	37	42	26	21	23
Any other reason? (Specify)	15	13	6	17	14	14	17
No reason	7	6	5	7	10	3	8
Don't know	0	0	0	1	0	0	0
Would rather not say	1	1	0	1	0	1	1

Total may exceed 100% because of multiple response.

\*Sub-sample based on those organisations which have not employed any new staff on a 90-day trial period.

**Table 86:**

*Q11. Again, thinking about the person your business most recently employed on a trial period, what was the main reason for deciding to use a trial period when hiring this person?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	741*	100	135	114	119	96	177
Weighted base =	68909*	5975	4746	6065	15674	3568	32882
	%	%	%	%	%	%	%
To check the employee's ability to do the job before committing to employ them long-term	52	54	47	68	47	59	50
To employ someone with the ability to do the job, but where the business was unsure about their 'fit' with the workplace	24	36	19	22	19	24	25
Safety net, to manage risk & avoid issues/costs around dismissal	20	13	19	20	21	38	20
To give the employee a chance.	5	10	6	2	8	21	2
So the employee could see if the job or workplace was a good fit for them	8	7	11	14	7	16	7
To be fair to both parties	8	9	9	2	13	13	7
To test the viability of the position	4	6	2	2	3	8	4
Stipulation in contract. Company policy.	15	10	21	5	9	22	18
It was available, a legal option	10	6	3	5	15	9	11
Any other reason? (Specify)	6	3	11	7	9	5	3
No reason	3	1	3	5	2	6	2
Don't know	0	0	0	0	0	0	1
Would rather not say	1	0	0	0	2	0	1

Total may exceed 100% because of multiple response.

\*Sub-sample based on those organisations which have employed new staff on a 90-day trial period.

**Table 87:**

Q12. Have any employees who started on a 90-day trial period been dismissed during or at the end of the trial period?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	741*	100	135	114	119	96	177
Weighted base =	68909*	5975	4746	6065	15674	3568	32882
	%	%	%	%	%	%	%
No	72	80	68	61	63	66	78
Yes	27	20	31	39	37	34	20
Don't know	0	0	0	0	0	0	1
Would rather not say	0	0	0	0	0	0	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have employed new staff on a 90-day trial period.

**Table 88:**

Q13. Thinking about the employee your business most recently dismissed during or at the end of a trial period, for which of the following reasons was this person dismissed?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	249*	35	48	40	41	25**	60
Weighted base =	18786*	1183	1489	2372	5778	1230	6735
	%	%	%	%	%	%	%
The employee was unreliable or had a bad attitude	56	59	63	67	69	52	39
The employee did not get on with colleagues or did not 'fit in'	26	36	21	6	35	22	26
The employee did not have the skills needed for the job	51	29	43	47	47	70	57
The business had less work so didn't need the new employee	11	1	1	14	14	15	9
Dishonesty	2	5	1	2	1	1	3
Any other reason? (Specify)	12	23	8	22	4	0	17
Don't know	1	0	0	0	3	1	0
Would rather not say	1	0	4	2	1	0	0

Total may exceed 100% because of multiple response.

\*Sub-sample based on those organisations which have dismissed an employee who started on a 90-day trial period.

\*\*Caution: low base number of respondents - results are indicative only.

**Table 89:**

Q14. Thinking about the number of positions in your business, over the next year do you expect this number to...?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
Stay about the same	63	<b>83</b>	57	<b>42</b>	64	<b>79</b>	61
Increase	28	<b>12</b>	37	<b>51</b>	24	16	28
Decrease	6	5	3	5	8	4	7
Don't know	3	0	3	2	3	0	4
Would rather not say	0	0	0	0	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 90:**

Q15. What about the number of positions that are low-skilled? Do you expect this number to...?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1490*	227	248	226	218	229	342
Weighted base =	171419*	21906	12287	17641	32359	10537	76688
	%	%	%	%	%	%	%
Stay about the same	64	<b>80</b>	59	50	70	53	64
Increase	11	7	19	21	11	6	10
Decrease	4	3	4	5	5	1	4
No low-skilled positions in the business	18	10	17	21	11	<b>38</b>	21
Don't know	1	1	2	3	2	0	1
Would rather not say	0	0	0	0	1	2	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which were able to answer Q14 as 'stay about the same', 'increase' or 'decrease'.



**Table 91:**

Q16. And what about the number of positions that are medium-skilled? Do you expect this number to...?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1490*	227	248	226	218	229	342
Weighted base =	171419*	21906	12287	17641	32359	10537	76688
	%	%	%	%	%	%	%
Stay about the same	73	82	69	60	81	79	70
Increase	13	5	18	26	11	13	13
Decrease	2	3	1	1	3	1	3
No medium-skilled positions in the business	9	10	9	11	3	5	12
Don't know	2	1	3	2	3	3	2
Would rather not say	0	0	0	0	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which were able to answer Q14 as 'stay about the same', 'increase' or 'decrease'.

**Table 92:**

Q17. And what about the number of positions that are high-skilled, do you expect this number to...?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1490*	227	248	226	218	229	342
Weighted base =	171419*	21906	12287	17641	32359	10537	76688
	%	%	%	%	%	%	%
Stay about the same	70	81	70	60	72	73	68
Increase	20	6	25	32	18	19	22
Decrease	3	2	1	2	2	4	5
No high-skilled positions in the business	6	10	3	6	9	2	5
Don't know	0	1	1	0	0	2	0
Would rather not say	0	0	0	0	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which were able to answer Q14 as 'stay about the same', 'increase' or 'decrease'.

**Table 93:**

Q31. Do all of your employees have a written employment agreement?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
No	11	32	12	19	9	4	5
Yes	88	67	88	79	91	95	93
Don't know	1	1	0	0	0	2	1
Would rather not say	1	0	0	2	0	0	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 94:**

Q32. In the last 12 months, have any of your employees cashed up some of their annual holiday entitlement?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
No	61	71	52	61	49	60	65
Yes	36	26	45	37	47	36	32
Don't know	3	3	3	1	3	4	2
Would rather not say	1	0	0	1	0	1	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 95:**

Q33. Does your business have a policy that does not allow employees to cash up any of their annual holidays?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	696*	117	97	109	82	97	194
Weighted base =	107820*	15682	6538	11050	16555	6326	51669
	%	%	%	%	%	%	%
No	81	88	94	93	78	80	77
Yes	12	10	5	6	15	9	14
Don't know	7	2	1	1	7	11	9
Would rather not say	0	0	0	0	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations without employees who had cashed up some of their annual holiday entitlement.

**Table 96:**

Q34. Why has the business adopted this policy of not allowing cashing up of holidays? Is it because...

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	129*	14**	16**	20**	18**	21**	40
Weighted base =	12791*	1621	337	622	2524	556	7131
	%	%	%	%	%	%	%
The business can't afford the extra cost	18	30	0	12	19	38	15
The business doesn't have extra work to offer to staff	8	15	17	18	0	0	8
The business wants employees to take their full holiday entitlement to get a break from work	67	54	75	90	79	96	61
Any other reason (Specify)	22	38	5	19	21	7	21
Don't know	3	0	2	0	17	0	0
Would rather not say	7	0	0	0	0	0	12

Total may exceed 100% because of multiple response.

\*Sub-sample based on those organisations which have a policy of not allowing the cashing up of holidays.

\*\*Caution: low base number of respondents - results are indicative only.

**Table 97:**

*Q35. In the last 12 months, roughly what proportions of your employees have transferred a public holiday to another day? Would you say?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
Less than 10 percent	27	23	29	33	24	24	28
10 to 20 percent	4	2	6	7	4	3	3
21 to 50 percent	4	2	4	1	9	1	3
More than 50 percent	5	5	2	5	11	4	2
None	56	65	57	53	44	66	59
Don't know	3	2	2	0	7	1	3
Would rather not say	1	0	0	0	0	0	2
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 98:**

Q36. Which of the following information sources do you use to find out about employment law?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
Ministry of Business, Innovation and Employment (formerly the Department of Labour)	57	44	64	62	54	62	58
Other government organisations	21	25	20	20	25	18	20
Unions	6	4	7	4	9	14	6
Professional bodies or industry and trade associations, for example, the EMA or Master Builders	43	41	38	55	39	56	41
Lawyers or accountants	55	58	54	59	50	61	55
Colleagues, friends or family	37	37	36	33	41	40	36
General media	22	31	23	20	20	28	20
In-house (HR, Management)	6	1	3	4	10	6	6
Websites/Internet (general)	4	2	3	1	9	2	4
HR/Business Consultants	6	1	4	1	4	5	9
Any other source? (Specify)	4	4	4	3	6	2	3
None	3	8	5	2	1	1	3
Don't know	1	1	0	3	1	0	1
Would rather not say	0	0	0	0	1	0	0

Total may exceed 100% because of multiple response.

**Table 99:**

*Q37. Does your business offer any of the following flexible working arrangements for any of its employees?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
Flexible break times	78	74	79	77	76	69	82
Flexibility in shifts or employees selecting their own roster or shifts	40	42	39	25	50	47	38
The choice to work part-time or reduced hours	60	54	66	37	67	69	61
Job sharing	28	26	32	13	39	51	25
Flexible start and finish times	68	75	79	65	54	51	74
A choice over when hours are worked, for example, working annualised hours or school hours	45	36	45	39	46	34	49
Working from home or other sites	29	17	25	27	16	26	39
Unpaid leave	69	55	77	63	65	83	72
Allowing leave for emergencies/study/pre-arranged	3	2	1	5	8	3	2
Response outside of scope	5	5	5	4	6	4	5
Any other flexible arrangements? (Specify)	1	0	2	0	1	0	1
None of these offered	4	9	4	8	9	4	1
Don't know	0	0	0	0	0	0	1
Would rather not say	0	0	0	0	2	0	0

Total may exceed 100% because of multiple response.

**Table 100:**

Q38. Are any of your employees paid the adult minimum wage of \$13.50 per hour? This rate applies to all employees aged 16 years and over who are not new entrants or trainees.

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
No	76	85	72	84	57	89	80
Yes	22	14	27	14	41	11	19
Don't know	1	1	1	2	3	0	0
Would rather not say	0	0	0	0	0	0	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.



**Table 101:**

*Q39. Are any of your employees paid the training minimum wage of \$10.60 per hour?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
No	98	98	99	98	97	98	97
Yes	1	1	1	0	1	0	1
Don't know	1	0	1	1	2	2	1
Would rather not say	0	0	0	0	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

Note that this question incorrectly cited the training minimum wage as \$10.60 per hour, rather than \$10.80 per hour. This error is unlikely to have impacted on results, as the focus of the question was on the use of this particular minimum wage in the business rather than the actual wage level.

**Table 102:**

*Q40. In the last 12 months has your business employed any workers aged 15 to 25 years?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1289*	177	210	190	203	207	302
Weighted base =	117023*	10814	7533	11221	26013	7365	54077
	%	%	%	%	%	%	%
No	36	25	25	30	21	48	46
Yes	64	75	74	70	79	51	53
Don't know	0	0	1	0	0	1	0
Would rather not say	0	0	0	0	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have employed new staff in the last 12 months (Q7).

**Table 103:**

*Q41. Are any of these employees paid the new entrants minimum wage of \$10.60 per hour?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1055*	155	178	161	183	151	227
Weighted base =	74544*	8124	5579	7823	20426	3750	28842
	%	%	%	%	%	%	%
No	94	93	94	99	92	92	94
Yes	5	6	5	0	6	7	5
Don't know	1	1	0	0	2	0	1
Would rather not say	0	0	0	0	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have employed workers aged 15 to 25 years in the last 12 months.

Note that this question incorrectly cited the new entrants' minimum wage as \$10.60 per hour, rather than \$10.80 per hour. This error is unlikely to have impacted on results, as the focus of the question was on the use of this particular minimum wage in the business rather than the actual wage level.

**Table 104:**

*Q42. After an increase in minimum wage rates, does your business usually increase wages or salaries for employees who are already being paid above minimum wages?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
No	50	43	51	47	40	50	57
Yes	43	51	44	49	51	43	36
Don't know	5	5	5	4	6	4	5
Would rather not say	2	1	0	0	3	3	2
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 105:**

*Q43. In the last 12 months, has your business had any employment relations problems or disputes that required action or involvement by management?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
No	80	90	78	85	79	80	76
Yes	19	10	21	15	18	20	23
Don't know	1	0	0	0	3	0	1
Would rather not say	0	0	0	0	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 106:**

*Q44. In the last 12 months, has your business been asked by any union for access to the workplace?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
No	95	100	91	96	97	88	95
Yes	4	0	8	3	3	11	4
Don't know	1	0	1	1	0	1	1
Would rather not say	0	0	0	0	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 107:***Q45. Were any of these requests for union access denied?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	310*	9**	72	38	49	82	60
Weighted base =	6945*	35	1044	602	1060	1198	3007
	%	%	%	%	%	%	%
No	96	89	100	100	94	96	95
Yes	2	11	0	0	6	3	2
Don't know	1	0	0	0	0	1	3
Would rather not say	0	0	0	0	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have been asked by a union for access to the workplace in the last 12 months.

\*\*Caution: low base number of respondents - results are indicative only.

**Table 108:**

*Q47. Who provides health and safety expertise and leadership in your business?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
Management or the business owner	74	78	81	82	71	67	72
Your Human Resources Department	5	0	3	3	7	6	6
A health and safety specialist within the business	12	5	9	12	14	16	13
Head office	6	3	2	4	8	2	7
Employee health and safety reps or a Health and Safety Committee	10	5	10	4	8	18	13
Health and safety specialist or organisation external to the business	9	10	10	14	6	9	9
An Industry group or association such as NZ Retailers Association or Hospitality Association	4	6	2	11	4	3	2
A staff member/all staff	5	5	6	5	4	1	6
Government departments (ACC, DoL, MBIE, etc.)	2	1	2	2	2	3	3
Any other provider (Specify)	3	5	4	1	1	3	4
No one	4	4	3	1	4	1	4
Don't know	1	0	1	1	2	2	0
Would rather not say	1	0	2	0	3	1	1

Total may exceed 100% because of multiple response.

**Table 109:**

Q48. If you wanted more expert advice for your business on health and safety than you currently receive, do you know where you would get this advice from?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
No	12	12	19	4	17	12	11
Yes	85	84	80	95	76	87	87
Don't know	2	2	2	2	6	1	1
Would rather not say	1	1	0	0	1	1	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 110:**

Q49. Does your business have a documented system for identifying and managing workplace hazards?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
No	17	18	17	3	25	9	18
Yes	81	81	83	97	73	89	79
Don't know	2	1	0	0	2	2	2
Would rather not say	0	0	0	0	1	0	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 111:**

*Q50. When a new hazard is identified or an existing hazard changes, is this recorded in the system?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1396*	205	236	230	188	223	314
Weighted base =	142368*	17851	10512	17552	24431	9392	62629
	%	%	%	%	%	%	%
No	10	8	9	8	13	4	10
Yes	87	92	87	92	82	96	86
Don't know	3	0	4	1	4	0	4
Would rather not say	0	0	0	0	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a documented system for identifying and managing workplace hazards.

**Table 112:**

*Q51. Does your business have a documented process for investigating workplace accidents?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
No	24	28	27	13	28	15	24
Yes	73	71	73	87	67	82	73
Don't know	2	1	0	0	5	3	2
Would rather not say	1	0	0	0	0	0	2
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 113:***Q52. Does your business have health and safety inductions for all new employees?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
No	21	17	24	11	25	16	22
Yes	76	81	74	88	70	84	74
Don't know	2	2	0	2	1	1	2
Would rather not say	1	0	1	0	4	0	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 114:***Q53. Is a record kept of every health and safety induction for new employees?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1346*	200	223	221	186	216	300
Weighted base =	134443*	17800	9350	15849	23362	8879	59204
	%	%	%	%	%	%	%
No	23	25	26	33	20	24	21
Yes	73	75	73	63	75	72	75
Don't know	3	0	0	4	5	4	4
Would rather not say	0	0	0	0	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have health and safety inductions for all new employees.



**Table 115:***Q54. Does your business use contractors or subcontractors to do any work for the business?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
No	39	33	42	8	46	40	44
Yes	60	66	58	92	52	60	55
Don't know	1	1	0	0	3	0	0
Would rather not say	0	0	0	0	0	0	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 116:***Q55. Do all your contractors and subcontractors receive a health and safety induction?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1148*	167	192	223	147	171	248
Weighted base =	106040*	14431	7284	16578	17297	6305	44144
	%	%	%	%	%	%	%
No	40	42	49	38	45	39	37
Yes	54	56	50	61	43	55	56
Don't know	6	2	1	1	12	6	7
Would rather not say	0	0	0	0	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which use contractors or subcontractors to do work for the business.

**Table 117:***Q56. Does your business have a formal system for employee participation in managing health and safety?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
No	37	32	43	29	42	25	40
Yes	58	65	52	69	50	71	56
Don't know	3	2	4	2	5	5	3
Would rather not say	1	1	0	0	3	0	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 118:**

*Q57. Does your business have any of the following?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
Elected health and safety representatives	38	27	43	45	33	42	41
Informal health and safety representatives	44	33	50	46	41	46	46
A health and safety committee	22	15	28	15	22	29	24
A regular system for health and safety communications	57	61	59	73	43	64	57
Health and safety is included as a regular team meeting item	54	57	60	75	44	63	50
None of the above	19	25	16	4	25	6	20
Don't know	1	0	0	2	1	0	1
Would rather not say	1	1	0	0	3	2	1

Total may exceed 100% because of multiple response.

**Table 119:**

*Q58. In the last 12 months, has your business made any significant changes to its health and safety systems or practices?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
No	74	80	74	59	77	74	75
Yes	24	18	25	41	20	25	23
Don't know	1	0	1	0	2	1	2
Would rather not say	1	1	0	0	0	0	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 120:**

*Q59. Thinking about the biggest change made to your health and safety systems or practices in the last 12 months, why did the business make this change? Was this in response to...?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	524*	64	84	115	73	68	120
Weighted base =	42070*	4019	3125	7409	6834	2674	18009
	%	%	%	%	%	%	%
An accident	7	4	8	3	6	16	7
A near miss	10	17	12	7	5	18	10
A workplace inspection by a health and safety inspector	11	23	14	14	12	2	8
A prosecution or other enforcement action	6	7	1	10	3	1	7
Improvements in industry practice	50	55	33	67	51	37	47
On-going improvements to your workplace health and safety	81	81	91	73	70	78	87
To gain ACC accreditation	5	3	8	7	1	9	5
A change in Management/H&S personnel	4	13	0	0	7	3	4
Any other reason? (Specify)	9	8	17	7	19	3	6
Didn't make any significant changes	0	0	0	0	0	0	0
Don't know	0	0	0	0	0	0	0
Would rather not say	0	0	0	0	0	0	0

Total may exceed 100% because of multiple response.

\*Sub-sample based on those organisations which have made significant changes to its health and safety systems or practices.

**Table 121:**

*Q60. Do you agree or disagree that your business owners or managers have a good understanding of their obligations under the Health and Safety in Employment Act?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
Agree	82	84	86	87	83	89	78
Neither agree nor disagree	6	6	7	4	6	7	6
Disagree	9	8	5	8	9	4	11
Don't know	3	2	3	1	2	1	4
Would rather not say	0	0	0	0	0	0	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 122:**

*Q61. Do you agree or disagree that government is effective at enforcing obligations for businesses under the Health and Safety in Employment Act?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
Agree	60	65	58	71	57	50	59
Neither agree nor disagree	12	8	10	11	12	26	11
Disagree	13	15	17	13	14	7	13
Don't know	14	11	12	4	16	14	15
Would rather not say	1	2	3	0	1	3	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 123:***Q62. Do you agree or disagree that having good health and safety systems is good for your business?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
Agree	89	89	97	87	92	95	86
Neither agree nor disagree	5	4	3	6	5	4	5
Disagree	5	5	0	8	3	1	6
Don't know	1	1	0	0	0	0	1
Would rather not say	1	1	0	0	0	0	2
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 124:***CODE RESPONDENT'S SEX*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1121*	181	186	179	179	156	240
Weighted base =	134480*	18718	10203	15088	25601	6353	58518
	%	%	%	%	%	%	%
Male	64	76	69	87	60	32	59
Female	36	24	31	13	40	68	41
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on CATI survey only.

**Table 125:**

*Size2. Number of employees at the business site (constructed variable based on respondent answer to Q2, with 'don't know' answers defaulting to sample frame info)*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
1 to 5	63	79	51	74	56	54	63
6 to 19	27	17	33	20	35	29	26
20 to 49	7	3	10	4	6	9	7
50 plus	3	1	6	2	3	7	4
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.



**Table 126:**

Q18. Does your business currently have any recent migrant employees on staff? By recent migrants we mean someone who was not born in New Zealand and who has arrived in New Zealand in the last five years.

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
No	71	82	64	87	62	59	70
Yes	28	16	34	12	36	41	28
Don't know	1	3	2	1	1	0	1
Would rather not say	0	0	0	0	1	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 127:**

Q19. And in the last 12 months, has your business hired any recent migrants?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	1529	230	253	233	224	233	356
Weighted base =	176380	21982	12610	18063	33464	10585	79676
	%	%	%	%	%	%	%
No	79	86	74	90	73	75	79
Yes	20	12	24	10	26	23	20
Don't know	1	3	1	0	1	2	1
Would rather not say	0	0	0	0	1	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 128:**

*Q20. Thinking about the migrant your business most recently hired, what role did this person fill in your business?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	623*	81	109	67	111	111	144
Weighted base =	34844*	2529	3079	1783	8772	2413	16267
	%	%	%	%	%	%	%
Managers	9	13	12	2	8	1	10
Professionals	19	5	5	5	2	44	31
Technicians and Trades Workers	11	1	20	33	5	4	14
Community and Personal Service Workers	8	0	0	0	3	36	10
Clerical and Administrative Workers	9	1	2	4	4	11	15
Sales Workers	10	5	8	0	25	0	5
Machinery Operators and Drivers	3	7	7	7	0	0	3
Labourers	7	17	9	46	6	0	2
Low-skilled worker	12	50	35	1	16	2	1
Other	10	1	1	1	31	1	5
Don't know	0	0	0	0	0	0	0
Would rather not say	2	0	0	0	0	0	4
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have hired a recent migrant in the last 12 months.

**Table 129:**

*Q21. Was the migrant you most recently hired living outside of New Zealand when they applied to work at your business?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	623*	81	109	67	111	111	144
Weighted base =	34844*	2529	3079	1783	8772	2413	16267
	%	%	%	%	%	%	%
No	82	76	86	68	89	73	81
Yes	17	21	14	28	11	27	18
Don't know	1	1	0	3	0	0	1
Would rather not say	0	2	0	0	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have hired a recent migrant in the last 12 months.

**Table 130:**

Q22. For what particular reasons did your business choose to employ a recent migrant?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	623*	81	109	67	111	111	144
Weighted base =	34844*	2529	3079	1783	8772	2413	16267
	%	%	%	%	%	%	%
They were the best candidate	41	33	27	26	49	41	41
Their skills/qualifications	37	13	29	23	36	27	45
Their experience	6	2	13	0	6	10	4
Fresh perspective	0	0	0	0	0	0	0
Strong work ethic	8	10	16	15	8	13	6
Overseas contacts/networks	0	5	0	0	0	0	0
They speak a language other than English	5	2	1	0	5	0	7
Many of our customers are also migrants	1	2	0	0	0	0	1
To be able to pay lower salary/wages	1	0	0	0	0	0	1
Their personality/they seemed like they would be a 'good fit' for the business	5	0	10	4	5	6	5
New Zealanders were not willing to do job	5	14	6	1	7	13	2
Difficulty hiring New Zealanders for job due to skill shortage	14	35	8	11	7	25	13
No New Zealand born candidates applied	4	3	6	8	1	12	4
Other	10	8	18	51	10	2	5
No reason (No particular preference for migrant vs. New Zealander)	8	3	6	1	9	11	9
Don't know	0	0	0	0	0	0	0

Total may exceed 100% because of multiple response.

\*Sub-sample based on those organisations which have hired a recent migrant in the last 12 months.

**Table 131:***Q23. On the whole, how would you rate your migrant employees on their overall job performance?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	775*	85	145	91	128	142	184
Weighted base =	48931*	3463	4310	2103	12153	4294	22608
	%	%	%	%	%	%	%
Very poor	0	0	0	3	0	0	0
Poor	1	0	0	0	4	0	0
Neither good nor poor	8	2	4	4	12	11	8
Good	33	43	33	44	26	21	36
Very good	57	55	63	45	59	67	54
Don't know	1	0	0	0	0	0	1
Would rather not say	1	0	0	3	0	0	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a recent migrant employee on staff.

**Table 132: (note table continues overleaf)**

Q24. And why do you say that?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	692*	80	133	74	115	128	162
Weighted base =	43857*	3379	4125	1885	10268	3803	20398
	%	%	%	%	%	%	%
Employees are able to share their experience and skills	27	21	26	16	30	56	23
Employees have skills and experience not available in New Zealand	7	2	14	3	9	13	6
Employees perform at a level higher than expected	3	5	4	2	3	1	3
Employees perform at a superior level to the other employees	3	2	4	0	0	2	6
Employees don't have English language problems	3	2	1	0	0	2	5
Employees have no problems with cultural differences	4	9	1	4	2	3	5
Employees have transferable skills	1	0	2	3	2	0	0
Employees have prior work experience in New Zealand	0	0	0	1	0	2	0
Employees have the right attitude/are willing to learn/work ethic/above & beyond their role	46	70	48	56	61	44	34
Employees have the skills and experience required (in general)	22	14	25	12	24	30	22
Employees have other language (non-English) skills	3	0	0	6	4	0	4
Employees' work is very good quality	19	21	17	21	28	12	16
Employees do what is required/fulfil that role	10	11	11	8	7	12	12
Appraisals/referred by others	3	0	2	4	9	1	2
Other	6	7	12	3	5	3	7

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	692*	80	133	74	115	128	162
Weighted base =	43857*	3379	4125	1885	10268	3803	20398
	%	%	%	%	%	%	%
No reason	4	0	1	13	1	2	5
Don't know	3	0	0	0	2	0	5
Would rather not say	1	2	0	3	0	0	2

Total may exceed 100% because of multiple response.

\*Sub-sample based on those respondents who rate their recent migrant employee's job performance as being 'good' or 'very good'.

**Table 133:**

*Q25. In the last 12 months, has your business hired any recent migrants who have subsequently left the business?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	623*	81	109	67	111	111	144
Weighted base =	34844*	2529	3079	1783	8772	2413	16267
	%	%	%	%	%	%	%
No	58	28	58	32	56	53	68
Yes	39	69	41	64	44	43	29
Don't know	2	3	1	4	1	4	3
Would rather not say	0	0	0	0	0	0	0
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have hired a recent migrant in the last 12 months.

**Table 134:**

*Q26. Thinking now about the migrant that left your business most recently, for what particular reasons did they leave?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	269*	42	47	26**	55	49	50
Weighted base =	13741*	1756	1264	1146	3831	1037	4706
	%	%	%	%	%	%	%
Got a job with another employer in New Zealand	15	9	16	23	20	36	7
Returned to their country of origin	28	9	26	26	25	5	45
Moved to Australia	7	14	5	25	1	25	1
Moved to a different country other than Australia	4	0	6	5	1	1	7
Moved to a different town/city in New Zealand for reasons other than work	5	0	10	8	1	1	9
Took up study	2	0	0	0	5	1	0
Not suitable for the job/not happy with performance	8	25	3	7	1	21	7
Contract ended	16	47	22	20	11	2	10
Redundancy	0	0	0	0	0	0	0
Health reasons	0	0	0	2	0	0	0
Left to set up their own business	3	0	1	0	12	0	0
Could not renew work visa	12	29	11	0	21	5	4
Low salary/wages	2	0	0	6	1	5	1
Didn't fit into New Zealand workplace culture	2	1	1	0	5	2	1
Family reasons/personal circumstances	11	1	17	5	7	6	17
Other	10	1	1	0	14	4	16
No reason	0	0	0	0	0	0	0
Don't know	3	0	2	2	6	1	1
Would rather not say	0	0	0	0	1	0	0

Total may exceed 100% because of multiple response.

\*Sub-sample based on those respondents who have had recruited migrant employees leave their business in the last 12 months.

\*\*Caution: low base number of respondents - results are indicative only.



**Table 135:**

*Q27. Are there any specific reasons why your business did not recruit any recent migrants in the last year?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	638*	95	100	120	85	87	151
Weighted base =	78743*	8514	4872	9476	16069	4262	35550
	%	%	%	%	%	%	%
No vacancy	20	15	21	21	18	38	20
No migrants applied for a job with my business	24	18	21	21	20	16	29
Have been able to find a New Zealand born candidate to fill role	9	5	6	6	0	12	14
Couldn't find a migrant with the right skills/experience	15	9	9	8	15	14	19
Concerns about English language abilities	6	3	11	3	6	1	8
Concerns about the value of overseas qualifications or experience	1	0	0	0	0	0	2
Offered a position to a migrant but they did not accept it	0	0	1	0	0	0	0
Recruitment of migrants for job(s) was not possible under the NZ Immigration system	1	0	1	0	0	0	1
It's too difficult to hire a migrant	3	0	4	0	7	1	3
I'm not sure how the immigration system works	0	0	0	0	0	0	0
Looking to recruit locally/within NZ	5	9	2	5	3	6	5
Other	5	9	8	4	5	11	3
No reason	35	46	31	44	35	34	30
Don't know	1	1	0	0	2	0	0
Would rather not say	0	1	0	0	0	0	0

Total may exceed 100% because of multiple response.

\*Sub-sample based on those organisations which have had job vacancies (Q4) but have not hired any recent migrants in the last 12 months (Q19).

**Table 136:**

*Q28. How does your business usually go about finding migrants for a role?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	819*	95	150	97	138	145	194
Weighted base =	54135*	3896	4569	2610	13998	4326	24736
	%	%	%	%	%	%	%
Recruitment agency	9	23	13	11	4	4	9
Advertisement in local newspapers/magazines	18	19	16	14	26	30	13
Advertisement in overseas newspapers/magazines	4	3	1	4	9	11	0
Through word of mouth	19	47	29	26	22	9	12
Through migrant approaching us	13	14	10	3	19	12	11
Internet based job board 'New Kiwis'	1	0	1	0	0	0	3
Trade Me or Seek	13	2	19	10	16	17	12
Other internet based job boards	4	8	2	1	5	6	4
Other internet websites	11	10	9	4	17	14	9
Contact with one of the Immigration New Zealand Relationship Managers	0	0	1	0	0	0	0
Job fairs/expos	1	0	0	4	0	0	1
On our own website	2	1	2	3	3	1	2
Government departments	2	9	1	3	2	5	1
Any other method? (Specify)	4	7	5	2	2	1	6
Your business does not actively recruit migrants for job vacancies	44	20	46	46	41	51	48
Don't know	2	0	0	0	3	4	1
Would rather not say	0	0	0	0	0	0	1

Total may exceed 100% because of multiple response.

\*Sub-sample based on those organisations which have a recent migrant employee on staff or have hired a recent migrant in the last 12 months.

**Table 137:**

*Q29a. How useful would the following assistance from Immigration New Zealand be in helping employers to attract migrant staff...Websites or services connecting your business to prospective migrants?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	504*	73	97	66	87	87	94
Weighted base =	32187*	3157	2600	1758	8474	2311	13887
	%	%	%	%	%	%	%
Not useful	29	30	38	22	18	33	35
Useful	40	41	39	57	40	49	36
Very useful	22	4	20	21	29	12	24
Don't know	7	17	3	1	8	7	5
Would rather not say	3	8	0	0	5	0	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample excludes those organisations which do not actively recruit migrants for job vacancies (Q28).

**Table 138:**

*Q29b. How useful would the following assistance from Immigration New Zealand be in helping employers to attract migrant staff...Advice on immigration policy and process?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	504*	73	97	66	87	87	94
Weighted base =	32187*	3157	2600	1758	8474	2311	13887
	%	%	%	%	%	%	%
Not useful	14	13	21	8	5	17	18
Useful	53	50	49	39	47	50	60
Very useful	26	14	27	53	34	27	20
Don't know	5	16	3	0	9	6	2
Would rather not say	3	8	0	0	5	1	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample excludes those organisations which do not actively recruit migrants for job vacancies (Q28).

**Table 139:**

*Q29c. How useful would the following assistance from Immigration New Zealand be in helping employers to attract migrant staff...Access to branch network during application processing?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	504*	73	97	66	87	87	94
Weighted base =	32187*	3157	2600	1758	8474	2311	13887
	%	%	%	%	%	%	%
Not useful	20	44	34	9	8	29	19
Useful	48	27	31	63	55	46	50
Very useful	15	4	20	10	14	12	20
Don't know	14	17	15	14	18	12	10
Would rather not say	3	8	0	4	5	1	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample excludes those organisations which do not actively recruit migrants for job vacancies (Q28).

**Table 140:**

*Q29d. How useful would the following assistance from Immigration New Zealand be in helping employers to attract migrant staff...Support in establishing contacts with potential workers in origin countries (e.g. recruitment fairs)?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	504*	73	97	66	87	87	94
Weighted base =	32187*	3157	2600	1758	8474	2311	13887
	%	%	%	%	%	%	%
Not useful	34	20	38	12	18	30	49
Useful	42	40	36	68	42	51	38
Very useful	14	6	19	19	24	7	9
Don't know	8	26	7	1	11	12	3
Would rather not say	3	8	0	0	5	0	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample excludes those organisations which do not actively recruit migrants for job vacancies (Q28).

**Table 141:**

Q29e. How useful would the following assistance from Immigration New Zealand be in helping employers to attract migrant staff...An image campaign for New Zealand in key countries of origin?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	504*	73	97	66	87	87	94
Weighted base =	32187*	3157	2600	1758	8474	2311	13887
	%	%	%	%	%	%	%
Not useful	31	18	35	14	18	33	43
Useful	43	42	55	77	48	47	33
Very useful	13	14	5	9	10	10	17
Don't know	11	19	5	1	19	10	6
Would rather not say	3	8	0	0	5	1	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample excludes those organisations which do not actively recruit migrants for job vacancies (Q28).

**Table 142:**

Q29f. How useful would the following assistance from Immigration New Zealand be in helping employers to attract migrant staff...Information and research data on migrant behaviour/needs

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	504*	73	97	66	87	87	94
Weighted base =	32187*	3157	2600	1758	8474	2311	13887
	%	%	%	%	%	%	%
Not useful	34	20	37	26	20	35	45
Useful	45	32	44	62	59	48	37
Very useful	11	13	16	6	11	7	12
Don't know	7	27	3	3	4	9	5
Would rather not say	3	8	0	3	5	1	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample excludes those organisations which do not actively recruit migrants for job vacancies (Q28).

**Table 143:**

Q29g. How useful would the following assistance from Immigration New Zealand be in helping employers to attract migrant staff...Advice on retention/settlement planning or services for migrant employees?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	504*	73	97	66	87	87	94
Weighted base =	32187*	3157	2600	1758	8474	2311	13887
	%	%	%	%	%	%	%
Not useful	24	19	28	39	12	32	30
Useful	47	37	50	30	56	37	48
Very useful	18	6	16	18	22	15	18
Don't know	8	30	5	14	6	15	3
Would rather not say	3	8	0	0	5	1	1
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample excludes those organisations which do not actively recruit migrants for job vacancies (Q28).

**Table 144:**

Q30a. How useful would each of the following resources or assistance be in helping your workplace employ and retain migrants...Information for new migrant employees about cultural differences in the workplace?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	819*	95	150	97	138	145	194
Weighted base =	54135*	3896	4569	2610	13998	4326	24736
	%	%	%	%	%	%	%
Not useful	24	19	28	38	28	29	19
Useful	49	57	48	25	42	43	55
Very useful	20	17	20	27	20	26	18
Don't know	6	7	4	8	8	3	5
Would rather not say	2	0	0	2	0	0	3
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a recent migrant employee on staff or have hired a recent migrant in the last 12 months.

**Table 145:**

*Q30b. How useful would each of the following resources or assistance be in helping your workplace employ and retain migrants...Information for new migrant employees about the NZ WORKPLACE?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	819*	95	150	97	138	145	194
Weighted base =	54135*	3896	4569	2610	13998	4326	24736
	%	%	%	%	%	%	%
Not useful	20	21	18	16	17	19	22
Useful	50	57	57	42	57	52	44
Very useful	24	13	16	35	22	26	26
Don't know	5	7	8	7	4	3	5
Would rather not say	1	2	0	0	0	0	2
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a recent migrant employee on staff or have hired a recent migrant in the last 12 months.

**Table 146:**

*Q30c. How useful would each of the following resources or assistance be in helping your workplace employ and retain migrants...Information for new migrant employees about working in your industry?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	819*	95	150	97	138	145	194
Weighted base =	54135*	3896	4569	2610	13998	4326	24736
	%	%	%	%	%	%	%
Not useful	23	20	23	16	17	16	29
Useful	49	59	54	36	57	48	44
Very useful	20	9	17	42	18	30	20
Don't know	6	13	6	5	7	7	5
Would rather not say	1	0	0	0	0	0	2
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a recent migrant employee on staff or have hired a recent migrant in the last 12 months.

**Table 147:**

Q30d. How useful would each of the following resources or assistance be in helping your workplace employ and retain migrants...Information for new migrant employees about living in New Zealand?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	819*	95	150	97	138	145	194
Weighted base =	54135*	3896	4569	2610	13998	4326	24736
	%	%	%	%	%	%	%
Not useful	16	9	18	14	11	28	18
Useful	51	65	50	54	57	42	47
Very useful	26	17	25	24	27	27	28
Don't know	5	7	6	8	5	3	4
Would rather not say	1	2	0	0	0	0	2
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a recent migrant employee on staff or have hired a recent migrant in the last 12 months.

**Table 148:**

Q30e. How useful would each of the following resources or assistance be in helping your workplace employ and retain migrants...English language skills for the workplace?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	819*	95	150	97	138	145	194
Weighted base =	54135*	3896	4569	2610	13998	4326	24736
	%	%	%	%	%	%	%
Not useful	19	26	14	15	10	26	23
Useful	38	27	46	12	47	35	37
Very useful	37	33	36	65	38	35	35
Don't know	4	13	4	6	5	3	2
Would rather not say	1	0	0	2	0	1	2
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a recent migrant employee on staff or have hired a recent migrant in the last 12 months.



**Table 149:**

*Q30f. How useful would each of the following resources or assistance be in helping your workplace employ and retain migrants...Supporting partners of your migrant staff to find employment?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	819*	95	150	97	138	145	194
Weighted base =	54135*	3896	4569	2610	13998	4326	24736
	%	%	%	%	%	%	%
Not useful	31	25	30	16	37	35	30
Useful	44	59	47	52	47	43	39
Very useful	14	8	15	12	9	14	18
Don't know	10	9	7	19	7	8	11
Would rather not say	1	0	1	0	0	1	3
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a recent migrant employee on staff or have hired a recent migrant in the last 12 months.

**Table 150:**

*Q30g. How useful would each of the following resources or assistance be in helping your workplace employ and retain migrants...Having one point of contact that you could go to for settlement information?*

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	819*	95	150	97	138	145	194
Weighted base =	54135*	3896	4569	2610	13998	4326	24736
	%	%	%	%	%	%	%
Not useful	16	17	16	11	12	21	17
Useful	45	37	50	31	51	45	45
Very useful	28	32	28	48	24	29	27
Don't know	10	14	5	9	13	6	8
Would rather not say	1	0	1	0	0	0	3
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a recent migrant employee on staff or have hired a recent migrant in the last 12 months.

**Table 151:**

Q30h. How useful would each of the following resources or assistance be in helping your workplace employ and retain migrants...Orientation programmes and workshops for migrants?

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	819*	95	150	97	138	145	194
Weighted base =	54135*	3896	4569	2610	13998	4326	24736
	%	%	%	%	%	%	%
Not useful	30	25	27	32	29	28	33
Useful	46	43	49	44	54	47	43
Very useful	13	12	14	15	5	20	15
Don't know	8	19	9	9	9	5	7
Would rather not say	2	1	0	0	3	1	2
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a recent migrant employee on staff or have hired a recent migrant in the last 12 months.

**Table 152:**

Q30i. How useful would each of the following resources or assistance be in helping your workplace employ and retain migrants...Provide more information to employers

	Total	Ag/Forestry/Fishing	Manufacturing	Construction	Retail Trade/Accommodation/Food Services	Health and Social Assistance	Other
Unweighted base =	819*	95	150	97	138	145	194
Weighted base =	54135*	3896	4569	2610	13998	4326	24736
	%	%	%	%	%	%	%
Not useful	21	17	18	15	16	34	23
Useful	52	61	56	34	51	41	54
Very useful	19	9	22	41	23	20	16
Don't know	7	13	4	9	10	5	5
Would rather not say	1	0	0	0	0	1	2
Total	100	100	100	100	100	100	100

Total may not sum to 100% due to rounding.

\*Sub-sample based on those organisations which have a recent migrant employee on staff or have hired a recent migrant in the last 12 months.