



**MINISTRY OF BUSINESS,  
INNOVATION & EMPLOYMENT**  
HĪKINA WHAKATUTUKI

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# Appendix to National Survey of Employers 2017/18: Summary Findings

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February 2019

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**MINISTRY OF BUSINESS,  
INNOVATION & EMPLOYMENT**  
HĪKINA WHAKATUTUKI

## Ministry of Business, Innovation and Employment (MBIE)

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# 1. Methodology and technical details

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This document is a technical appendix to the National Survey of Employers 2017/18: Summary Findings report. It contains details about the survey methodology, tables of the survey results by business size and by industry, and the survey questionnaire.

## Survey method

The target population for the NSE is New Zealand businesses (at the geographic establishment level) employing one or more staff (in addition to the owner). The sample for the 2017/18 survey was drawn from Stats NZ's 2017 Business Register of New Zealand businesses. The sampling scheme involved selecting a probability sample, based on the number of businesses in six target industry groups (agriculture, forestry and fishing; manufacturing; construction, retail trade, and accommodation and food services; health care and social assistance; and other) broken down by the number of employees (at the establishment level) across four business size groupings (1 to 5, 6 to 19, 20 to 49, and 50 or more employees).

Including the pilot survey, a total sample of 8,176 'unique' records was selected from the Business Register (using a random stratified sampling approach) and provided to Research New Zealand for the purposes of the survey. Research New Zealand undertook a multi-stage tele-matching process to find telephone numbers for the sampled records, with a successful match rate of 78.5 per cent.<sup>1</sup> Attempts were made to contact all businesses with a matched telephone number (6,414 records) to identify the name of the owner or manager who would be most appropriate to be interviewed for the survey.

Survey invitation letters were sent by Research New Zealand on behalf of the Ministry of Business, Innovation and Employment (MBIE) to 7,685 businesses. This excluded 414 non-useable contacts identified at the pre-calling stage and 17 businesses where respondents completed the survey during the pre-calling stage. The letters were addressed to:

- the named business owner/manager, for the 4,371 contacts where the tele-matching was successful a named respondent was identified at the pre-calling stage
- "The Business Owner/Manager", for the 1,612 contacts where the tele-matching was successful but it was not possible to identify a named business owner or manager during pre-calling (including 'no answer' and telephone number disconnected)
- "The Business Owner/Manager", for the 1,702 contacts where the tele-matching was unsuccessful.

The letter explained the purpose of the research and Research New Zealand's involvement as an independent market research company. It also advised prospective respondents that participation in the survey was voluntary and on a confidential basis, and that the results would be reported as aggregate statistics with verbatim comments anonymised.

Respondents were advised that they could opt to be interviewed by telephone, complete a paper version of the questionnaire (included with all survey invitation letters), or complete the survey online. To facilitate online completion, the letter contained the survey's URL (hosted on Research New Zealand's secure website), and

<sup>1</sup> Sixty records that were tele-matched were subsequently removed from the sample due to them: having the same phone number as another business in the sample, having an overseas address, no longer being in business; being listed on Research NZ's "do not contact" register.

each potential respondent was issued with a unique login and password to ensure that a business could only complete the survey once.

The letter advised potential respondents that an interviewer from Research New Zealand would call them to ask if they would like to participate in the survey and to make an appointment for the interview at a time convenient for the respondent. These follow-up calls were only made to those respondents who had not subsequently mailed a completed paper questionnaire back to Research New Zealand or completed the survey online.

Surveying for the pilot was undertaken from 15 November to 12 December 2017 (including pre-calling) and the main survey (including follow-up reminder activity with non-respondents to the pilot) was in the field from 24 January to 30 April 2018. In total, 2,369 employers completed the survey by the close off date, (n=418 by telephone, n=713 on paper and n=1,238 via the online version of the survey). Ten responses were subsequently removed from the achieved sample due to high levels of non-response to questions. The average telephone interview length was 19 minutes and 24 seconds.

In some cases, respondents who completed the paper questionnaire did not answer all of the survey questions. It is not known whether this was because they did not know the answer to a particular question, chose not to answer it, or overlooked the question. Where a respondent did not answer a particular question, the respondent is not included in the total base number of respondents in the tables in section 2. This means that base numbers vary in the tables. Where this occurs it is noted in the table footnote.

The survey response rate for the total sample where a pre-notification letter or email was sent (regardless of whether the business had been successfully tele-matched) was 37 per cent.<sup>2</sup>

## Weighting

The achieved sample of 2,359 businesses was weighted to adjust for the sampling scheme and any non-response biases among businesses within the 24 different sampling strata. This involved calculating a sampling weight that reflected the probability of selection in each stratum based on the six industry and four business size groupings, where the weight was equal to the number of establishments in each stratum on the Business Register divided by the number of respondents in each stratum.

Table A shows the number of records sampled from Stats NZ's Business Register. Tables B and C provide unweighted frequency counts for the achieved sample (respondents) and final weighted counts (survey population) by industry grouping and by the reported number of employees currently working at the business site.

<sup>2</sup> This response rate was calculated from a total of 7,702 contacts (including 17 cases where the interview was completed by telephone during the pre-calling stage). Of these 7,702 records, 2,359 were classified as 'eligible responding' (C), 1,275 were classified as 'eligible non-responding' (B), 727 were classified as 'ineligible' (A), and 3,341 were classified as 'unknown' (D). The response rate was calculated as follows:  $C / (C + B + [D * (B + C) / (A + B + C)])$ .

Table A: Number of records sampled from Stats NZ's Business Register

ANZSIC* description by number of employees	1 to 5	6 to 19	20 to 49	50 +	Total
A - Agriculture, Forestry and Fishing	282	366	128	346	1122
C – Manufacturing	341	204	219	181	945
E – Construction	771	248	236	238	1493
G + H – Retail Trade, and Accommodation and Food Services	581	363	267	263	1474
Q – Health Care & Social Assist	481	224	210	162	1077
B, D, F, I, J, K, L, M, N, O, P, R, S – All Other Industries	796	458	399	412	2065
<b>Total</b>	<b>3252</b>	<b>1863</b>	<b>1459</b>	<b>1602</b>	<b>8176</b>

\* Australian and New Zealand Standard Industrial Classification.

Table B: Achieved sample – Unweighted frequency counts: Industry group by reported number of employees at the business site

ANZSIC* description by reported number of employees	1 to 5	6 to 19	20 to 49	50 +	Total
A – Agriculture, Forestry and Fishing	89	109	86	60	344
C – Manufacturing	59	79	83	102	323
E – Construction	112	75	85	97	369
G + H – Retail Trade, and Accommodation & Food Services	106	104	82	115	407
Q – Health Care & Social Assistance	82	85	85	87	339
D, B, G, I, J, K, L, M, N, O, P, R, S – All Other Industries	163	138	142	134	577
<b>Total</b>	<b>611</b>	<b>590</b>	<b>563</b>	<b>595</b>	<b>2,359</b>

\* Australian and New Zealand Standard Industrial Classification.

Table C: Achieved sample – Weighted frequency counts: Industry group by reported number of employees at the business site

ANZSIC* description by reported number of employees	1 to 5	6 to 19	20 to 49	50 +	Total
A – Agriculture, Forestry and Fishing	16,575	3,822	663	228	21,288
C – Manufacturing	6,153	4,110	1,458	846	12,567
E – Construction	15,783	4,998	1,125	399	22,305
G + H – Retail Trade, and Accommodation and Food Services	18,666	13,209	2,673	1,110	35,658
Q – Health Care & Social Assistance	5,412	3,318	1,104	801	10,635
D, B, G, I, J, K, L, M, N, O, P, R, S – All Other Industries	51,129	22,557	6,348	3,498	83,532
<b>Total</b>	<b>113,718</b>	<b>52,014</b>	<b>13,371</b>	<b>6,882</b>	<b>185,985</b>

\* Australian and New Zealand Standard Industrial Classification.

## Sampling errors

Table D provides details of the survey respondents' unweighted business demographic characteristics (industry group and size of business, ie reported number of employees) and the associated maximum sampling error estimate, at the 95 per cent confidence level, for each sub-group. Tables E, F and G provide estimated margins of error (MoEs) for different proportional responses for the total sample, industry groups (Table E), four business size groupings (Table F) and two business size groupings (Table G).

The estimated maximum MoEs associated with the total sample and each sub-sample take into account a design effect coefficient (deft) that has been calculated based on the distribution of the final weights of each sub-sample. These indicative MoEs are provided as a 'guideline' to show the degree of accuracy likely to be associated with different survey findings, for both the total sample and key sub-groups of interest. More accurate finding-specific MoEs for results for the total sample, and by business size and industry, can be found in the result tables that follow.

Table D: Maximum margins of error (95 per cent confidence level)

	Sample size	Percent of total sample %	SRS Max Margin of Error for a 50% result* %	Design effect coefficient (deft)	Adjusted Max Margin of Error** %
<b>Industry type</b>					
A – Agriculture, Forestry and Fishing	344	14.6	5.3	1.566	8.3
C – Manufacturing	323	13.7	5.5	1.349	7.4
E – Construction	369	15.6	5.1	1.383	7.1
G + H – Retail Trade, and Accommodation and Food Services	407	17.3	4.9	1.274	6.2
Q – Health Care & Social Assistance	339	14.4	5.3	1.235	6.5
D, B, G, I, J, K, L, M, N, O, P, R, S – All Other Industries	577	24.5	4.1	1.290	5.3
<b>Number of reported employees at business site</b>					
1 to 5	611	25.9	4.0	1.101	4.4
6 to 19	590	25.0	4.0	1.161	4.6
20 to 49	563	23.9	4.1	1.165	4.8
50 +	595	25.2	4.0	1.223	4.9
<b>Total</b>	<b>2,359</b>	<b>100.0</b>	<b>2.0</b>	<b>1.486</b>	<b>3.0</b>

Note: Percentages may not total 100 percent due to rounding.

\*Maximum margins of error (MoE) assuming a Simple Random Sample (SRS). The MoE is calculated using the adjacent formula, where n = the achieved sample size for the sub-group, p = 50 percent, and z = 1.96 (which corresponds to a 95 percent confidence level).

$$z \times \sqrt{\frac{p(1-p)}{n}}$$

\*\*The SRS margin of error is multiplied by the design effect coefficient (deft) to get the adjusted maximum margin of error.

Table E: Estimated margins of error for proportional responses – industry grouping\*

Proportional response	Total sample	Agriculture Forestry & Fishing			Retail Trade, and Accommodation & Food Services		Health Care & Social Assistance	All Other Industries
		Fishing	Manufacturing	Construction	Food Services			
Base =	2,359	344	323	369	407	339	577	
50 %	3.0%	8.3%	7.4%	7.1%	6.2%	6.6%	5.3%	
40 %	2.9%	8.1%	7.2%	6.9%	6.1%	6.4%	5.2%	
30 %	2.7%	7.6%	6.7%	6.5%	5.7%	6.0%	4.8%	
20 %	2.4%	6.6%	5.9%	5.6%	5.0%	5.3%	4.2%	
10 %	1.8%	5.0%	4.4%	4.2%	3.7%	3.9%	3.2%	

\* Estimated margins of error have been calculated based on the relevant survey design effect and sample size.

Table F: Estimated margins of error for proportional responses – establishment size groups\*

Proportional response	Total sample	Establishment size groups			
		1 to 5 employees	6 to 19 employees	20 to 49 employees	50 + employees
Base =	2,359	611	590	563	595
50 %	3.0%	4.4%	4.7%	4.8%	4.9%
40 %	2.9%	4.3%	4.6%	4.7%	4.8%
30 %	2.7%	4.0%	4.3%	4.4%	4.5%
20 %	2.4%	3.5%	3.7%	3.8%	3.9%
10 %	1.8%	2.6%	2.8%	2.9%	2.9%

\* Estimated margins of error have been calculated based on the relevant survey design effect and sample size.

Table F: Estimated margins of error for proportional responses – collapsed establishment size groups\*

Proportional response	Total sample	Establishment size groups	
		1 to 19 employees	20 + employees
Base =	2,359	1,201 <sup>^</sup>	1,158 <sup>^</sup>
	%	%	%
50 %	3.0%	3.3%	3.6%
40 %	2.9%	3.3%	3.5%
30 %	2.7%	3.1%	3.3%
20 %	2.4%	2.7%	2.9%
10 %	1.8%	2.0%	2.2%

\* Estimated margins of error have been calculated based on the relevant survey design effect and sample size.

<sup>^</sup> 1 to 19 staff, deff=1.179, 20 plus staff, deff=1.246.



## 2. Tables of results

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### General notes to using tables

The following tables present results (proportions based on weighted frequencies) from the 2017/18 NSE. The first set of tables (section 2.2, page 10) 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). The second set of tables below (section 2.3, page 67) presents results by size with more detailed comparisons by four categories of establishment size: 1 to 5 employees, 6 to 19 employees, 20 to 49 employees and 50 plus employees. The third set of tables below (section 2.4, page 124) presents results from the 2016/17 NSE by industry groupings (as aggregated for sampling and reporting purposes).

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 1 the result of **25 per cent** (for the proportion of smaller employers whose organisation operates from more than one site) **has an MoE of +/-2.8 per cent, or a confidence interval of 22.2 per cent to 27.8 per cent**, ie we can be 95 per cent confident that the true value for the proportion of smaller employers in the total population whose organisations operate from more than one site is between 22.2 per cent and 27.8 per cent.

Again in Table 1, the result of **41 per cent** (for the proportion of larger employers whose organisation operates from more than one site) has an **MoE of +/-3.4 per cent, or a confidence interval of 37.6 per cent to 44.4 per cent**, ie, we can be 95 per cent confident that the true value for the proportion of larger employers in the total population whose organisations operate from more than one site is between 37.6 per cent and 44.4 per cent. **These two confidence intervals** (for the proportions of smaller and larger employers whose organisations operates from more than one site) **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 than smaller employers to be in businesses where the organisation operated from more than one site.

MoEs for results greater than 97 per cent and less than 3 per cent have been suppressed because they cannot be accurately calculated where the proportions are close to 0 and 100 per cent.<sup>3</sup> Where a proportion is between 3 per cent and 97 per cent, but no MoE is provided, this is due to there being only one business type strata represented by the cell in question, and therefore sampling errors cannot be accurately calculated for the proportion. Results for unweighted sub-samples of less than 30 respondents should be treated as indicative only. MoEs have been suppressed for all results relating to these small sub-samples.

These tables exclude non-responses to questions in the paper version of the questionnaire. Therefore the unweighted and weighted bases vary between tables even where the question was asked of all respondents. Due to the data being weighted by industry group and size, it is not possible to derive the base number for any questions based on sub-samples by using the reported proportions in an earlier table.

<sup>3</sup> Margins of error are calculated based upon the binomial distribution.

Please note that tables may not add up to 100 per cent due to rounding. The notes below the tables indicate where data is presented as a subset of a wider set of data (also note the lower unweighted and weighted bases).

## Results by business size (number of employees) – 1 to 19 and 20 plus employees

**Table 1: Q1. First of all, does your organisation operate from more than one site in New Zealand?**

	Total		1 to 19		20+	
Unweighted base=	2345*		1194		1151	
Weighted base=	184796*	+/-	164684	+/-	20112	+/-
	%	%	%	%	%	%
Yes	26	2.5	25	2.8	41	3.4
No	73	2.5	75	2.8	59	3.4
Don't know	0	-	0	-	0	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 2: 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		1 to 19		20+	
Unweighted base=	807*		326		481	
Weighted base=	49962*	+/-	41732	+/-	8231	+/-
	%	%	%	%	%	%
1 - 5	50	-	59	-	0	-
6 – 9	13	2.7	15	3.2	0	-
10 – 19	21	2.7	25	3.2	0	-
20 – 49	10	0.0	0	-	60	0.3
50 – 99	3	0.5	0	-	21	2.8
100 or more	3	0.5	0	-	20	2.8
No employees	0	-	0	-	0	-
Don't know	0	-	0	-	0	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that operate from more than one site in New Zealand (n=817).

**Table 3: Q2b. How many employees are employed by the business? Please include full-time and part-time employees but do not include contractors or the business owners.**

	Total		1 to 19		20+	
Unweighted base=	1541*		870		671	
Weighted base=	135074*	+/-	123174	+/-	11901	+/-
	%	%	%	%	%	%
1 - 5	65	-	72	-	0	-
6 – 9	12	1.5	13	1.6	0	-
10 – 19	14	1.5	16	1.6	0	-
20 – 49	6	0.0	0	-	70	0.1
50 – 99	2	-	0	-	19	1.8
100 or more	1	-	0	-	11	1.8
No employees	0	-	0	-	0	-
Don't know	0	-	0	-	0	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. Sub-sample based on businesses that operate from only one site in New Zealand (n=1542).

**Table 4: X2. Business size (collapsed - 6 categories)**

	Total		1 to 19		20+	
Unweighted base=	2348*		1196		1152	
Weighted base=	185037*	+/-	164905	+/-	20131	+/-
	%	%	%	%	%	%
1 - 5	61	-	69	-	0	-
6 – 9	12	1.3	13	1.4	0	-
10 – 19	16	1.3	18	1.4	0	-
20 – 49	7	0.0	0	-	66	0.1
50 – 99	2	-	0	-	20	1.6
100 or more	2	-	0	-	14	1.6
No employees	0	-	0	-	0	-
Don't know	0	-	0	-	0	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).

**Table 5: Q3. And for how long has your business been operating in New Zealand?**

	Total		1 to 19		20+	
Unweighted base=	2350*		1196		1154	
Weighted base=	185029*	+/-	164883	+/-	20147	+/-
	%	%	%	%	%	%
Less than 2 years	5	1.3	5	1.4	2	-
2 to less than 6 years	16	2.3	17	2.5	8	2.0
6 to less than 10 years	13	2.1	13	2.3	8	1.9
10 years or more	66	2.8	64	3.2	81	2.7
Don't know	0	-	0	-	1	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 6: Q4. Who is mainly responsible for providing health and safety leadership for the business?**

	Total		1 to 19		20+	
Unweighted base=	2357*		1200		1157	
Weighted base=	185831	+/-	165591	+/-	20240	+/-
	%	%	%	%	%	%
Business owners	70	2.6	73	2.9	46	3.4
Directors, board members or senior leaders	31	2.6	28	2.9	60	3.3
Managers	37	2.7	34	3.0	64	3.4
A health and safety specialist within the business	11	1.6	9	1.8	29	3.0
Health and safety reps	11	1.6	8	1.7	35	3.2
A health and safety committee	11	1.5	7	1.6	40	3.2
A contracted health and safety specialist from outside the business	9	1.6	8	1.7	12	2.2
A staff member/all staff	1	-	1	-	1	-
An industry group or association	0	-	0	-	0	-
Any other provider	0	-	0	-	1	-
No one	1	-	1	-	0	-
Don't know	0	-	0	-	0	-
Refused	1	-	1	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 7: Q5 Does the business have health and safety inductions for all new employees? IF REQUIRED: 'Employees' includes full-time and part-time employees but does not include contractors or the business owners.**

	Total		1 to 19		20+	
Unweighted base=	2356*		1199		1157	
Weighted base=	185645*	+/-	165405	+/-	20240	+/-
	%	%	%	%	%	%
Yes	85	2.3	84	2.6	95	1.7
No	12	2.1	13	2.4	4	1.5
Don't know	1	-	1	-	1	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 8: Q6A. Does the business have a process for identifying and assessing the business's main risks and hazards?**

	Total		1 to 19		20+	
Unweighted base=	2351*		1195		1156	
Weighted base=	185049*	+/-	164817	+/-	20232	+/-
	%	%	%	%	%	%
Yes	91	1.8	91	2.1	97	1.4
No	6	1.6	6	1.7	2	-
Don't know	2	-	2	-	1	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.



**Table 9: Q6B. Does the business know which workers could be affected by the main risks and hazards?**

	Total		1 to 19		20+	
Unweighted base=	2349*		1193		1156	
Weighted base=	184828*	+/-	164595	+/-	20232	+/-
	%	%	%	%	%	%
Yes	93	1.7	92	1.9	97	1.3
No	4	1.3	4	1.4	1	-
Don't know	3	1.0	3	1.1	2	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 10: Q6C. Does the business have processes in place to manage the main risks to workers?**

	Total		1 to 19		20+	
Unweighted base=	2350*		1194		1156	
Weighted base=	185141*	+/-	164909	+/-	20232	+/-
	%	%	%	%	%	%
Yes	93	1.8	92	2.0	98	-
No	5	1.4	5	1.6	1	-
Don't know	2	-	2	-	1	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 11: Q6D. Does the business regularly review its systems and processes for managing the main risks and hazards?**

	Total		1 to 19		20+	
Unweighted base=	2350*		1194		1156	
Weighted base=	184955*	+/-	164722	+/-	20232	+/-
	%	%	%	%	%	%
Yes	84	2.3	83	2.6	93	2.0
No	12	2.0	12	2.2	6	1.8
Don't know	3	1.1	3	1.2	1	-
Refused	1	-	2	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 12: Q6A\_C. Proportion of all employers with a process for identifying, assessing and managing the main risks.**

	Total		1 to 19		20+	
Unweighted base=	2349*		1193		1156	
Weighted base=	184828*	+/-	164595	+/-	20232	+/-
	%	%	%	%	%	%
Yes	89	2.0	88	2.3	96	1.5
No	7	1.7	8	1.9	2	-
Don't know	3	1.0	3	1.1	1	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).

**Table 13: Q6A\_C\_D. Proportion of all employers with a process for identifying, assessing and managing the main risks, who also review these systems.**

	Total		1 to 19		20+	
Unweighted base=	2349*		1193		1156	
Weighted base=	184828*	+/-	164595	+/-	20232	+/-
	%	%	%	%	%	%
Yes	81	2.4	79	2.7	92	2.0
No	14	2.2	15	2.4	6	1.9
Don't know	4	1.2	4	1.3	1	-
Refused	2	-	2	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).

**Table 14: Q7. How often does the business involve workers (including any contractors) in decisions that affect their health and safety?**

	Total		1 to 19		20+	
Unweighted base=	2352*		1197		1155	
Weighted base=	185153*	+/-	164942	+/-	20211	+/-
	%	%	%	%	%	%
All or most of the time	68	2.8	67	3.1	70	3.3
Some of the time	27	2.6	27	2.9	28	3.2
Never	3	1.2	3	1.3	1	-
Don't know	1	-	1	-	1	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 15: Q8. Does the business have...?**

	Total		1 to 19		20+	
Unweighted base=	2355*		1199		1156	
Weighted base=	185473	+/-	165255	+/-	20219	+/-
	%	%	%	%	%	%
Elected health and safety representatives	30	2.5	26	2.8	60	3.4
Informal health and safety reps or champions	28	2.6	26	2.9	39	3.4
A health and safety committee	18	1.8	12	2.0	63	3.3
A system for regular health and safety communications	43	2.8	40	3.2	70	3.3
Regular meetings where health and safety is discussed	55	2.9	51	3.3	82	2.8
Regular health and safety briefings, such as tool box or tail gate meetings	37	2.7	36	3.0	47	3.3
None of the above	14	2.2	16	2.5	1	-
Don't know	1	-	1	-	0	-
Refused	2	-	2	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 16: Q8a Does the business have any initiatives to support the psychological health and wellbeing of its workers?**

	Total		1 to 19		20+	
Unweighted base=	2351*		1195		1156	
Weighted base=	184625*	+/-	164406	+/-	20219	+/-
	%	%	%	%	%	%
Yes	42	2.9	39	3.2	64	3.3
No	50	3.0	52	3.3	31	3.2
Don't know	6	1.4	6	1.6	4	1.3
Refused	2	-	2	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 17: Q9. In the last 12 months have the business's officers, that is, the business's directors, board members or senior leaders, asked for information about how the business is managing its main health and safety risks and hazards?**

	Total		1 to 19		20+	
Unweighted base=	2353*		1198		1155	
Weighted base=	185280*	+/-	165069	+/-	20211	+/-
	%	%	%	%	%	%
Yes	49	2.9	46	3.2	79	2.9
No	24	2.6	26	2.9	14	2.6
Not applicable (e.g. business is run by a sole trader)	22	2.6	24	2.9	4	1.2
Don't know	4	1.1	4	1.2	3	1.1
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 18: Q10 In the last 12 months, has the business:**

	Total		1 to 19		20+	
Unweighted base=	2348*		1194		1154	
Weighted base=	184603*	+/-	164438	+/-	20164	+/-
	%	%	%	%	%	%
Had workers who were working on the same site with workers from a different business or businesses	41	2.8	39	3.1	52	3.4
Had work done by contractors or subcontractors from another business	50	2.9	47	3.2	75	3.1
None of the above	33	2.8	35	3.1	13	2.5
Don't know	1	-	1	-	0	-
Refused	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 19: Q11. Does your business work with other businesses to manage shared health and safety risks?**

	Total		1 to 19		20+	
Unweighted base=	1828*		797		1031	
Weighted base=	121885*	+/-	104517	+/-	17368	+/-
	%	%	%	%	%	%
Yes	65	3.3	64	3.8	74	3.3
No	31	3.2	33	3.7	22	3.2
Don't know	3	1.3	3	1.5	4	1.4
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. Sub-sample based on businesses that had workers working on the same site as workers from another business, or contractors from another business (n=1828).

**Table 20: Q12 In the last 12 months, has the business made any significant changes to its health and safety systems or practices?**

	Total		1 to 19		20+	
Unweighted base=	2351		1197		1154	
Weighted base=	185004	+/-	164875	+/-	20129	+/-
	%	%	%	%	%	%
Yes	34	2.7	32	3.0	49	3.5
No	64	2.8	66	3.1	49	3.5
Don't know	2	-	2	-	1	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 21: Q13.Thinking about the biggest change or changes made to the business's health and safety systems or practices in the last 12 months, what was this change? Was it a change to:**

	Total		1 to 19		20+	
Unweighted base=	1030		432		598	
Weighted base=	63054	+/-	53185	+/-	9869	+/-
	%	%	%	%	%	%
Equipment or plant	31	4.3	31	5.1	32	4.5
The workplace or worksite	29	4.2	29	4.9	33	4.7
How the work is carried out	35	4.4	35	5.2	38	4.8
Developing/reviewing policies or systems (incl. audits, dedicated staff)	73	4.3	71	5.1	80	3.9
Training of workers, including inductions	57	4.7	56	5.5	64	4.8
Risk management	51	4.7	50	5.5	56	4.9
Managing risks to workers' health, for example, reducing exposure to noise and dust	36	4.5	37	5.2	35	4.7
Investigating accidents and near misses	35	4.3	33	5.0	44	4.8
How the business involves workers in health and safety	46	4.7	47	5.5	42	4.7
How the business works with its officers to understand and manage health and safety	35	4.6	35	5.3	38	4.7
How the business works with other businesses to manage risks and hazards	30	4.4	30	5.1	30	4.4
Or was it some other change	2	-	2	-	2	-
None of the above	1	-	1	-	0	-



Don't know	0	-	0	-	0	-
Refused	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

Base figures exclude non-response. Sub-sample based on businesses that had made a significant change to their health and safety systems or practices in the last 12 months (n=1032).

**Table 22: Q14A. Please tell me how much you agree or disagree with each of the following statements. – The time and effort involved in meeting health and safety legislation requirements are reasonable.**

	Total		1 to 19		20+	
Unweighted base=	2350*		1195		1155	
Weighted base=	185327*	+/-	165147	+/-	20180	+/-
	%	%	%	%	%	%
Strongly disagree	7	1.5	7	1.7	6	1.8
Disagree	18	2.3	18	2.6	13	2.5
Neutral	28	2.7	28	3.0	22	3.0
Agree	36	2.8	35	3.2	40	3.4
Strongly agree	10	1.8	9	1.9	17	2.6
Don't know	2	-	2	-	1	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 23: Q14B. Please tell me how much you agree or disagree with each of the following statements. – The time and effort involved in meeting health and safety legislation requirements are worthwhile.**

	Total		1 to 19		20+	
Unweighted base=	2350*		1195		1155	
Weighted base=	185080*	+/-	164900	+/-	20180	+/-
	%	%	%	%	%	%
Strongly disagree	5	1.4	5	1.5	3	1.4
Disagree	10	1.8	10	2.0	8	2.0
Neutral	24	2.6	25	2.9	17	2.7
Agree	40	2.9	40	3.3	39	3.4
Strongly agree	19	2.3	18	2.5	33	3.2
Don't know	2	-	2	-	1	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 24: Q14C. Please tell me how much you agree or disagree with each of the following statements. – Having good health and safety systems is good for your business.**

	Total		1 to 19		20+	
Unweighted base=	2351*		1196		1155	
Weighted base=	185365*	+/-	165160	+/-	20204	+/-
	%	%	%	%	%	%
Strongly disagree	3	1.1	3	1.2	2	-
Disagree	2	-	2	-	0	-
Neutral	10	1.9	11	2.2	5	1.7
Agree	41	2.9	42	3.3	33	3.3
Strongly agree	42	2.9	40	3.2	60	3.4
Don't know	0	-	0	-	0	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 25: Q15. The Health and Safety at Work Act came into effect in April 2016. How confident are you that the business understands its obligations under the Act?**

	Total		1 to 19		20+	
Unweighted base=	2354*		1197		1157	
Weighted base=	185575*	+/-	165354	+/-	20220	+/-
	%	%	%	%	%	%
Not at all confident	4	1.2	4	1.3	1	-
Somewhat unconfident	8	1.7	9	1.9	5	1.7
Neither confident nor unconfident	14	2.2	15	2.4	6	1.7
Somewhat confident	44	2.9	44	3.2	41	3.5
Very confident	28	2.6	25	2.9	46	3.5
Don't know	2	-	2	-	1	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 26: Q16. In the last 12 months, has the business hired any new employees? Please do not include any new business owners or contractors employed.**

	Total		1 to 19		20+	
Unweighted base=	2357*		1200		1157	
Weighted base=	185900*	+/-	165680	+/-	20220	+/-
	%	%	%	%	%	%
Yes	68	2.8	64	3.1	99	-
No	32	2.8	36	3.1	1	-
Don't know	0	-	0	-	0	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 27: Q17. Did the business employ any of these new staff on a trial period?**

	Total		1 to 19		20+	
Unweighted base=	1993*		850		1143	
Weighted base=	125854*	+/-	105835	+/-	20019	+/-
	%	%	%	%	%	%
Yes	64	3.3	63	3.8	67	3.3
No	36	3.2	36	3.8	32	3.3
Don't know	0	-	0	-	1	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on business that have hired new employees in the last 12 months (n=1993).

**Table 28: Q16\_17. Proportion of all businesses that employed any new staff on a trial period in the last 12 months.**

	Total		1 to 19		20+	
Unweighted base=	2357*		1200		1157	
Weighted base=	185900*	+/-	165680	+/-	20220	+/-
	%	%	%	%	%	%
Yes	43	2.7	40	3.0	66	3.3
No	56	2.7	59	3.1	33	3.3
Don't know	0	-	0	-	1	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).

**Table 29: Q18. Thinking about the person your business most recently employed on a trial period, what were the main reasons for using a trial period when hiring this person? Was it:**

	Total		1 to 19		20+	
Unweighted base=	1373*		570		803	
Weighted base=	80197	+/-	66824	+/-	13373	+/-
	%	%	%	%	%	%
To check the person's skills or ability to do the job	83	3.1	83	3.7	82	3.2
To check the person was reliable and had the right attitude/fit	76	3.6	75	4.3	79	3.4
To avoid dismissal costs and issues if the person was unsuitable for the job	29	3.6	29	4.3	29	3.9
Because it's company policy to use trial periods	36	3.8	34	4.5	44	4.2
Because the employee requested it	2	-	3	1.7	1	-
It's fair to employee, let's employee see if role/company is a good fit	2	-	2	-	1	-
Unsure if work would be ongoing	1	-	1	-	0	-
Or for some other reason	1	-	1	-	1	-
Don't know	0	-	0	-	0	-
Refused	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 Base figures exclude non-response. Sub-sample based on businesses that employed any new staff on a trial period in the last 12 months (n=1373).

**Table 30: Q19. Have any employees who started on a trial period in the last 12 months been dismissed during or at the end of the trial period?**

	Total		1 to 19		20+	
Unweighted base=	1372*		569		803	
Weighted base=	80070*	+/-	66697	+/-	13373	+/-
	%	%	%	%	%	%
Yes	26	3.4	23	4.0	37	4.0
No	73	3.5	76	4.1	62	4.0
Don't know	1	-	1	-	1	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that employed any new staff on a trial period in the last 12 months (n=1373).

**Table 31: Q16\_17\_19. Proportion of all employers in the last 12 months who have dismissed any employee during or at the end of a trial period.**

	Total		1 to 19		20+	
Unweighted base=	2356*		1199		1157	
Weighted base=	185773*	+/-	165553	+/-	20220	+/-
	%	%	%	%	%	%
Yes	11	1.6	9	1.8	24	2.9
No	88	1.7	89	1.9	74	2.9
Don't know	1	-	1	-	2	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).

**Table 32: Q20. Thinking about the employee the business most recently dismissed during or at the end of a trial period, for which of the following reasons was this person dismissed?**

	Total		1 to 19		20+	
Unweighted base=	477*		144		333	
Weighted base=	20578	+/-	15648	+/-	4931	+/-
	%	%	%	%	%	%
The employee was unreliable or had a bad attitude	56	7.3	54	9.4	61	6.5
The employee did not get on with colleagues or did not 'fit in'	32	6.9	33	8.9	26	5.7
The employee did not have the skills needed for the job	58	7.3	55	9.5	66	6.0
The business had less work so didn't need the new employee	5	3.8	6	5.1	1	-
Employee misconduct/broke law or company policy	7	3.8	7	4.8	6	3.2
Answer out of scope (e.g. employee left business)	2	-	2	-	2	-
Any other reason	4	3.5	5	4.6	2	-
Don't know	1	-	1	-	0	-
Refused	0	-	0	-	1	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. Sub-sample based on businesses that dismissed an employee during or at the end of a trial period (n=477).

**Table 33: Q21 Do all employees of the business have a written employment agreement?**

	Total		1 to 19		20+	
Unweighted base=	2355*		1198		1157	
Weighted base=	185459*	+/-	165239	+/-	20220	+/-
	%	%	%	%	%	%
Yes	88	2.0	87	2.2	99	-
No	10	1.9	12	2.1	1	-
Don't know	0	-	0	-	0	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 34: Q22 Are any current employees in this business on casual agreements, with no guarantee of regular continuing work? READ IF NECESSARY: Employment agreements may include trial periods. However, a trial period is not in itself a type of employment agreement.**

	Total		1 to 19		20+	
Unweighted base=	2355*		1198		1157	
Weighted base=	185371*	+/-	165150	+/-	20220	+/-
	%	%	%	%	%	%
Yes	27	2.4	25	2.7	45	3.4
No	71	2.5	74	2.7	54	3.5
Don't know	1	-	1	-	1	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.



**Table 35: Q23. Which of the following are the main reasons for employing staff on casual agreements?**

	Total		1 to 19		20+	
Unweighted base=	918*		351		567	
Weighted base=	50725	+/-	41589	+/-	9136	+/-
	%	%	%	%	%	%
Fluctuating demand	75	4.4	75	5.3	76	4.2
To cover staff absence	35	4.7	33	5.6	45	4.8
Needing specific skills	15	3.9	16	4.7	10	3.0
To check people's suitability for the job before considering them for further work	10	3.1	11	3.8	5	2.0
Employee's preference/suits employee availability	8	2.5	8	3.0	7	2.5
Visa restrictions	0	-	0	-	0	-
For a specific project/limited funding	1	-	1	-	2	-
Other	1	-	1	-	2	-
Don't know	0	-	0	-	0	-
Refused	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses with current employees on casual agreements, with no guarantee of regular continuing work (n=919).

**Table 36: Q24 And are any current employees on fixed-term agreements?**

	Total		1 to 19		20+	
Unweighted base=	2357*		1199		1158	
Weighted base=	185809*	+/-	165556	+/-	20253	+/-
	%	%	%	%	%	%
Yes	18	2.0	15	2.2	44	3.3
No	81	2.0	84	2.2	55	3.3
Don't know	1	-	1	-	1	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 37: Q25. Which of the following are the main reasons for employing staff on fixed-term agreements?**

	Total		1 to 19		20+	
Unweighted base=	724*		212		512	
Weighted base=	34228	+/-	25304	+/-	8924	+/-
	%	%	%	%	%	%
Fluctuating demand	43	5.8	40	7.6	53	5.3
To cover staff absence	28	4.7	24	6.1	41	5.1
Needing specific skills	22	5.0	22	6.6	23	4.4
To check people's suitability for the job before considering them for further work	11	3.9	13	5.3	5	2.4
Employee's preference/suits employee availability	2	-	2	-	3	1.8
Visa restrictions	3	1.9	3	2.6	2	-
For a specific project/limited funding	10	3.6	9	4.7	10	3.5
Internship/work experience	2	-	2	-	2	-
Other	5	3.0	6	4.0	2	-
Don't know	3	2.3	4	3.1	0	-
Refused	1	-	1	-	1	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response. Sub-sample based on businesses with current employees on fixed-term agreements (n=724).

**Table 38: Q26. Does the business currently use any self-employed workers who, to your knowledge, only work for your business and do not currently work for any other business?**

	Total		1 to 19		20+	
Unweighted base=	2355*		1198		1157	
Weighted base=	185460*	+/-	165220	+/-	20240	+/-
	%	%	%	%	%	%
Yes	13	1.9	12	2.1	14	2.4
No	85	2.0	85	2.3	81	2.6
Don't know	3	0.8	2	-	4	1.3
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 39: Q27. In the last 12 months has the business taken on any staff on an internship? READ IF NECESSARY: Internships provide work experience to improve on-the-job skills or career related knowledge. Internships may be paid or unpaid, and part-time or full-time.**

	Total		1 to 19		20+	
Unweighted base=	2356*		1198		1158	
Weighted base=	185569*	+/-	165316	+/-	20253	+/-
	%	%	%	%	%	%
Yes	10	1.6	8	1.8	21	2.8
No	90	1.7	91	1.9	78	2.9
Don't know	0	-	0	-	1	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 40: Q28. Thinking about the person most recently offered an internship with the business, did this placement contribute to their requirements for a qualification?**

	Total		1 to 19		20+	
Unweighted base=	362*		102		260	
Weighted base=	18044*	+/-	13747	+/-	4297	+/-
	%	%	%	%	%	%
Yes	83	4.9	86	6.2	76	6.4
No	13	4.5	12	5.7	16	5.4
Don't know	4	2.5	3	3.0	8	4.3
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that have taken on staff on an internship in the last 12 months (n=362).

**Table 41: Q29. Still thinking about the person most recently offered an internship, how long was this for? Was it?**

	Total		1 to 19		20+	
Unweighted base=	362*		102		260	
Weighted base=	18044*	+/-	13747	+/-	4297	+/-
	%	%	%	%	%	%
4 weeks or less	15	6.3	17	8.2	7	3.4
more than 4 weeks to less than 3 months	27	7.5	25	9.6	33	6.9
3 to 6 months	28	7.9	27	10.1	30	6.9
Or more than 6 months	30	8.1	31	10.4	28	6.6
Don't know	1	-	1	-	1	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that have taken on staff on an internship in the last 12 months (n=362).

**Table 42: Q30. And was this person paid by the business for their work during the placement?**

	Total		1 to 19		20+	
Unweighted base=	362*		102		260	
Weighted base=	18044*	+/-	13747	+/-	4297	+/-
	%	%	%	%	%	%
Yes	58	8.1	54	10.4	71	6.6
No	40	7.9	45	10.2	26	6.4
Don't know	2	-	1	-	3	2.7
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that have taken on staff on an internship in the last 12 months (n=362).

**Table 43: Q31. The next questions are about minimum wages and pay. Are any of your employees paid the adult minimum wage of \$15.75 per hour?**

	Total		1 to 19		20+	
Unweighted base=	2356*		1199		1157	
Weighted base=	185710*	+/-	165502	+/-	20208	+/-
	%	%	%	%	%	%
Yes	23	2.2	21	2.5	38	3.2
No	76	2.2	78	2.5	60	3.2
Don't know	1	-	1	-	2	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question. Note: The minimum wage rate increased on 1 April from \$15.75 to \$16.50 per hour.

**Table 44: Q32. Thinking about all of your current employees aged 20 years or over, are any of them required by their employment agreement to undertake recognised industry training of at least 60 credits a year?**

	Total		1 to 19		20+	
Unweighted base=	2354*		1197		1157	
Weighted base=	185492*	+/-	165257	+/-	20235	+/-
	%	%	%	%	%	%
Yes	10	1.6	9	1.8	15	2.2
No	87	1.8	87	2.0	81	2.5
Don't know	3	1.0	3	1.1	4	1.2
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 45: Q33. The training minimum wage is \$12.60 per hour. Are any of these employees paid \$12.60 per hour or any rate between that and \$15.75?**

	Total		1 to 19		20+	
Unweighted base=	353*		124		229	
Weighted base=	17793*	+/-	14683	+/-	3110	+/-
	%	%	%	%	%	%
Yes	4	2.8	4	3.4	4	2.2
No	95	3.1	95	3.8	95	2.4
Don't know	1	-	1	-	1	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that had employees aged 20 years or over who were required to undertake recognised industry training of at least 60 credits a year (n=354). Note: The training minimum wage rate increased on 01 April from \$12.60 to \$13.20 per hour

**Table 46: Q32\_33. Proportion of all employers paying the training minimum wage of \$12.60 per hour or any rate between that and \$15.75.**

	Total		1 to 19		20+	
Unweighted base=	2353*		1196		1157	
Weighted base=	185453*	+/-	165218	+/-	20235	+/-
	%	%	%	%	%	%
Yes	0	-	0	-	1	-
No	96	1.1	96	1.2	95	1.4
Don't know	4	1.0	4	1.1	4	1.3
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359). Note: The training minimum wage rate increased on 01 April from \$12.60 to \$13.20 per hour

**Table 47: Q34. In the last 12 months has your business employed any workers aged 16 to 19 years?**

	Total		1 to 19		20+	
Unweighted base=	1991*		849		1142	
Weighted base=	125743*	+/-	105769	+/-	19974	+/-
	%	%	%	%	%	%
Yes	43	3.1	39	3.6	61	3.3
No	57	3.1	60	3.6	36	3.3
Don't know	1	-	1	-	3	1.1
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that had hired a new employee in the last 12 months (n=1993).



**Table 48: Q35. The starting-out wage is \$12.60 per hour. Are any of these employees paid \$12.60 per hour or any rate between that and \$15.75?**

	Total		1 to 19		20+	
Unweighted base=	1142*		368		774	
Weighted base=	53201*	+/-	41132	+/-	12068	+/-
	%	%	%	%	%	%
Yes	17	3.7	18	4.7	15	3.1
No	81	3.8	80	4.9	84	3.2
Don't know	1	-	1	-	1	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that had employed workers aged 16 to 19 years in the last 12 months (n=1148). Note: The starting out wage rate increased on 01 April from \$12.60 to \$13.20 per hour.

**Table 49: Q34\_35. Proportion of all employers paying the starting out wage of \$12.60 per hour or any rate between that and \$15.75.**

	Total		1 to 19		20+	
Unweighted base=	2351*		1198		1153	
Weighted base=	185555*	+/-	165412	+/-	20143	+/-
	%	%	%	%	%	%
Yes	5	1.2	5	1.3	9	1.9
No	94	1.3	95	1.4	88	2.2
Don't know	1	-	1	-	3	1.2
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359). Note: The starting out wage rate increased on 01 April from \$12.60 to \$13.20 per hour.

**Table 50: Q36. Does an increase in minimum wage rates usually prompt your business to increase wages or salaries for employees who are already being paid above minimum wages?**

	Total		1 to 19		20+	
Unweighted base=	2351*		1195		1156	
Weighted base=	185126*	+/-	164944	+/-	20182	+/-
	%	%	%	%	%	%
Yes	33	2.7	32	3.0	39	3.2
No	61	2.8	62	3.1	55	3.3
Don't know	5	1.3	5	1.4	5	1.6
Refused	1	-	1	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 51: Q37A. In the last 12 months has the business sought advice regarding the Equal Pay Act?**

	Total		1 to 19		20+	
Unweighted base=	2341*		1191		1150	
Weighted base=	184685*	+/-	164560	+/-	20125	+/-
	%	%	%	%	%	%
Yes	5	1.2	5	1.3	8	1.7
No	90	1.6	91	1.8	84	2.4
Don't know	4	1.1	4	1.2	7	1.8
Refused	1	-	1	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 52: Q37B. In the last 12 months has the business undertaken reviews to check that men and women in the same role are paid equally?**

	Total		1 to 19		20+	
Unweighted base=	2346*		1191		1155	
Weighted base=	184468*	+/-	164261	+/-	20207	+/-
	%	%	%	%	%	%
Yes	17	2.1	16	2.3	27	3.1
No	79	2.3	80	2.5	67	3.3
Don't know	4	1.0	3	1.2	6	1.6
Refused	1	-	1	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 53: Q37C. In the last 12 months has the business undertaken training about potential gender bias?**

	Total		1 to 19		20+	
Unweighted base=	2329*		1183		1146	
Weighted base=	183157*	+/-	163067	+/-	20090	+/-
	%	%	%	%	%	%
Yes	4	1.1	4	1.2	5	1.5
No	91	1.6	92	1.7	88	2.2
Don't know	4	1.1	4	1.2	6	1.7
Refused	1	-	1	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 54: Q38. Are you aware of the 2017 pay equity settlement for care and support workers, also referred to as the TerraNova settlement?**

	Total		1 to 19		20+	
Unweighted base=	2356*		1199		1157	
Weighted base=	185682*	+/-	165442	+/-	20240	+/-
	%	%	%	%	%	%
Yes	52	3.0	50	3.3	66	3.3
No	43	2.9	44	3.3	30	3.2
Don't know	5	1.3	6	1.5	4	1.3
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 55: Q39. Has the TerraNova settlement influenced how the business approaches setting pay rates for employees?**

	Total		1 to 19		20+	
Unweighted base=	1372*		609		763	
Weighted base=	95474*	+/-	82216	+/-	13258	+/-
	%	%	%	%	%	%
Yes	5	1.7	4	2.0	12	2.4
No	92	2.2	93	2.5	84	2.7
Don't know	3	1.4	3	1.6	4	1.4
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on employers that have heard of the TerraNova settlement (n=1375) .

**Table 56: Q38\_39. Proportion of all employers whose approach to setting pay rates has been influenced by the TerraNova settlement.**

	Total		1 to 19		20+	
Unweighted base=	2353*		1197		1156	
Weighted base=	185257*	+/-	165062	+/-	20195	+/-
	%	%	%	%	%	%
Yes	3	0.9	2	-	8	1.6
No	90	1.8	90	2.0	85	2.2
Don't know	7	1.5	7	1.7	7	1.6
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).

**Table 57: Q40 Thinking about all your business's employees, approximately what proportion work in jobs that are mainly carried out by women in the New Zealand workforce? Is it:**

	Total		1 to 19		20+	
Unweighted base=	2351*		1194		1157	
Weighted base=	184859*	+/-	164638	+/-	20220	+/-
	%	%	%	%	%	%
None	23	2.5	25	2.8	8	1.9
Less than 25%	19	2.2	18	2.4	24	2.7
25% to 50%	14	2.1	14	2.4	15	2.5
51% to 75%	12	1.8	11	2.0	18	2.7
More than 75%	17	2.2	17	2.4	19	2.7
Don't know	14	2.1	14	2.4	15	2.6
Refused	1	-	1	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 58: Q41. Do you know of any employers in your industry sector who have done any of the following in the last 12 months?**

	Total		1 to 19		20+	
Unweighted base=	2349*		1195		1154	
Weighted base=	185249	+/-	165084	+/-	20165	+/-
	%	%	%	%	%	%
Bartered for services or materials	4	1.3	5	1.4	3	1.1
Had workers who were not on employment agreements	7	1.5	7	1.6	6	1.6
Paid anyone below the minimum wage	3	1.0	3	1.1	3	1.0
Classified employees as self-employed contractors	5	1.3	5	1.5	4	1.3
Accepted payments from workers, in exchange for a job in the business	1	-	1	-	1	-
Paid any worker "off the books"	3	1.0	3	1.1	3	1.2
Discouraged applications for ACC claims following an injury at work	1	-	1	-	1	-
None of the above	63	2.9	63	3.2	63	3.4
Don't know	24	2.6	23	2.8	26	3.2
Refused	1	-	1	-	1	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 59: Q42. How confident are you that the business is meeting its obligations under the Holidays Act?**

	Total		1 to 19		20+	
Unweighted base=	2356*		1200		1156	
Weighted base=	185804*	+/-	165569	+/-	20235	+/-
	%	%	%	%	%	%
Not at all confident	0	-	1	-	0	-
Somewhat unconfident	2	-	2	-	1	-
Neither confident nor unconfident	2	-	2	-	1	-
Somewhat confident	18	2.4	19	2.7	12	2.2
Very confident	76	2.6	75	2.9	86	2.4
Don't know	1	-	1	-	0	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 60: Q43. In the last 12 months, have any employees raised concerns with the business about their holidays or leave being underpaid?**

	Total		1 to 19		20+	
Unweighted base=	2356*		1200		1156	
Weighted base=	185804*	+/-	165569	+/-	20235	+/-
	%	%	%	%	%	%
Yes	4	1.1	3	1.2	9	1.9
No	95	1.2	96	1.3	89	2.1
Don't know	1	-	1	-	2	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 61: Q44. Which of the following actions, if any, did the business take in response to these concerns being raised? Did the business:**

	Total		1 to 19		20+	
Unweighted base=	158*		47		111	
Weighted base=	7590*	+/-	5790	+/-	1800	+/-
	%	%	%	%	%	%
Undertake an internal investigation of employees' holiday or leave pay	63	12.8	57	16.6	81	8.8
Undertake an audit of the payroll system (incl. internal and external reviews)	30	11.2	26	14.3	44	10.4
Seek help or advice from MBIE	15	6.2	11	7.5	28	10.1
Seek help or advice from another source	41	10.7	41	13.6	43	10.9
Make any settlement payments to employees who raised concerns	19	8.2	19	10.3	20	9.0
Other	21	11.0	22	14.2	18	8.5
None of the above	4	4.9	5	6.5	0	-
Don't know	0	-	0	-	1	-
Refused	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that had an employee raise concerns in the last 12 months about their holidays or leave being underpaid (n=158).



**Table 62: Q45. Do any employees in this business who work in a shop, either directly with customers or doing tasks such as shelf stacking or stocktaking?**

	Total		1 to 19		20+	
Unweighted base=	2356*		1200		1156	
Weighted base=	185932*	+/-	165693	+/-	20239	+/-
	%	%	%	%	%	%
Yes	21	2.0	21	2.2	26	2.4
No	78	2.0	78	2.3	73	2.5
Don't know	1	-	1	-	1	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 63: Q46. Will any of these employees be asked to work on Easter Sunday in April 2018?**

	Total		1 to 19		20+	
Unweighted base=	494*		225		269	
Weighted base=	39365*	+/-	34165	+/-	5200	+/-
	%	%	%	%	%	%
Yes	26	4.1	23	4.6	48	6.1
Yes, pending a decision by the Local Authority to adopt an Easter Sunday Shop Trading policy	3	2.0	3	2.2	2	-
No	68	4.5	71	5.1	49	6.3
Don't know	2	-	3	2.2	1	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that have employees who work in a shop (including cafes, bars and restaurants) (n=494).

**Table 64: Q47. The next few questions are about engaging with unions on employment matters and business decisions. When answering these questions, please exclude any engagement with unions on health and safety matters? Approximately what proportion of the business's current employees are union members?**

	Total		1 to 19		20+	
Unweighted base=	2356*		1199		1157	
Weighted base=	185664*	+/-	165419	+/-	20245	+/-
	%	%	%	%	%	%
None	87	1.7	90	1.8	60	3.2
Less than 25%	3	0.7	2	-	14	2.1
25% to 50%	1	-	1	-	5	1.4
More than 50%	3	0.9	2	-	12	2.4
Don't know	5	1.2	5	1.4	7	1.7
Refused	0	-	0	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 65: Q48a. In the last 12 months has the business engaged with unions on employment matters, such as terms and conditions of employment and skill development?**

	Total		1 to 19		20+	
Unweighted base=	598*		138		460	
Weighted base=	22575*	+/-	14723	+/-	7852	+/-
	%	%	%	%	%	%
Yes	30	5.0	19	7.2	50	5.2
No	57	6.3	66	9.3	41	5.1
Don't know	13	4.9	15	7.3	8	3.1
Refused	1	-	0	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that have employees who are union members (n=622).

**Table 66: Q48b. In the last 12 months has the business engaged with unions on business decisions, such as developing business objectives and processes?**

	Total		1 to 19		20+	
Unweighted base=	592*		136		456	
Weighted base=	22279*	+/-	14521	+/-	7759	+/-
	%	%	%	%	%	%
Yes	9	3.0	5	4.0	17	3.9
No	76	5.5	79	8.0	70	4.9
Don't know	14	5.0	15	7.4	12	3.7
Refused	1	-	0	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. Sub-sample based on businesses that have employees who are union members (n=622).

**Table 67: Q49. Would you describe management's current relationship with unions as...?**

	Total		1 to 19		20+	
Unweighted base=	603*		142		461	
Weighted base=	23247*	+/-	15380	+/-	7867	+/-
	%	%	%	%	%	%
Positive	34	6.0	26	8.7	49	5.3
Negative	5	3.6	6	5.4	3	1.8
Or neither positive nor negative	32	5.9	31	8.5	36	5.0
Don't know	27	6.2	34	9.2	11	3.5
Refused	2	-	3	2.6	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. Sub-sample based on businesses that have employees who are union members (n=622).

**Table 68: Q50. Would you say that the overall impact of this relationship on business outcomes is...?**

	Total		1 to 19		20+	
Unweighted base=	600*		139		461	
Weighted base=	22868*	+/-	15001	+/-	7867	+/-
	%	%	%	%	%	%
Positive	29	5.9	24	8.6	38	5.2
Negative	6	3.4	6	5.0	6	2.4
Or neither positive nor negative	38	6.3	36	9.2	43	5.2
Don't know	24	6.2	30	9.2	12	3.5
Refused	3	2.0	4	2.9	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. Sub-sample based on businesses that have employees who are union members (n=622).

**Table 69: Q51 Does the business currently have any recent migrant employees on staff? By recent migrant we mean anyone who was not born in New Zealand and arrived here in the last 5 years.**

	Total		1 to 19		20+	
Unweighted base=	2355*		1198		1157	
Weighted base=	185537*	+/-	165292	+/-	20245	+/-
	%	%	%	%	%	%
Yes	28	2.3	23	2.6	64	3.3
No	71	2.4	75	2.6	34	3.3
Don't know	1	-	1	-	2	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 70: Q52. And in the last 12 months, has the business hired any recent migrants?**

	Total		1 to 19		20+	
Unweighted base=	2356*		1199		1157	
Weighted base=	185664*	+/-	165419	+/-	20245	+/-
	%	%	%	%	%	%
Yes	23	2.1	19	2.4	58	3.4
No	76	2.2	80	2.4	40	3.4
Don't know	1	-	1	-	3	1.1
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 71: Q53.Thinking about the migrant most recently hired by the business, for which of the following reasons did the business choose to employ this person?**

	Total		1 to 19		20+	
Unweighted base=	978		263		715	
Weighted base=	42934	+/-	31282	+/-	11652	+/-
	%	%	%	%	%	%
Their skills/ qualifications	73	4.8	71	6.4	80	3.3
Their experience	59	5.2	57	6.9	66	4.1
It seemed like they had a strong work ethic	55	4.9	58	6.5	48	4.4
It seemed like they would be a 'good fit' for the business	56	5.1	58	6.8	52	4.4
NZers were not willing to do job or did not apply	44	5.1	45	6.8	41	4.2
NZers who applied did not have the necessary skills, qualifications or experience	43	5.2	42	7.0	47	4.4
Business had short- term/seasonal labour needs/migrant was available	2	-	2	-	0	-
Other	2	-	3	2.1	2	-
No reason (No particular preference for migrant vs. NZer)	2	-	2	-	2	-
Don't know	0	-	0	-	1	-
Refused	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response. Sub-sample based on businesses that had hired recent migrants in the last 12 months (n=979).

**Table 72: Q54. In the last 12 months, has the business had any job vacancies?**

	Total		1 to 19		20+	
Unweighted base=	2356*		1199		1157	
Weighted base=	185664*	+/-	165419	+/-	20245	+/-
	%	%	%	%	%	%
Yes	64	2.8	60	3.2	96	1.5
No	36	2.8	40	3.2	4	1.4
Don't know	0	-	0	-	0	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 73: Q55.How does the business usually go about finding staff to fill a job vacancy? Is it through...?**

	Total		1 to 19		20+	
Unweighted base=	1910*		792		1118	
Weighted base=	118308	+/-	98912	+/-	19396	+/-
	%	%	%	%	%	%
Word of mouth	64	3.3	65	3.9	59	3.5
Trade Me or Seek	60	3.4	56	4.0	79	3.0
Other websites or internet based job boards	29	2.9	27	3.4	42	3.5
Social media (incl. Linked In, Facebook, Instagram, Snapchat etc.)	29	3.1	28	3.7	33	3.3
Advertising in NZ newspapers or magazines	25	2.9	24	3.5	34	3.4
A candidate approaching the business	28	2.9	27	3.4	34	3.3
A recruitment agency or HR specialist	23	2.8	20	3.3	38	3.4
Education or training providers, including schools and tertiary providers	12	2.1	11	2.5	21	2.8
Work & Income/MSD	2	-	2	-	2	-
Advertising internally or at/outside business	1	-	1	-	1	-
Any other method	2	-	2	-	1	-
Don't know	0	-	0	-	0	-
Refused	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response. Sub-sample based on businesses that job vacancies in the last 12 months (n=1914).



**Table 74: Q56. In the last 12 months has the business had any difficulties finding staff to fill job vacancies?**

	Total		1 to 19		20+	
Unweighted base=	1912*		794		1118	
Weighted base=	118410*	+/-	98982	+/-	19428	+/-
	%	%	%	%	%	%
Yes	60	3.4	57	4.1	72	3.2
No	39	3.4	42	4.1	27	3.2
Don't know	1	-	0	-	1	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
Base figures exclude non-response. Sub-sample based on businesses that job vacancies in the last 12 months (n=1914).

**Table 75: Q57. Did the business intentionally seek out a migrant for any of these job vacancies that were hard to fill?**

	Total		1 to 19		20+	
Unweighted base=	1330*		473		857	
Weighted base=	70633*	+/-	56649	+/-	13985	+/-
	%	%	%	%	%	%
Yes	19	3.3	18	4.0	22	3.2
No	80	3.3	81	4.1	76	3.3
Don't know	1	-	0	-	2	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
\*Base figures exclude non-response. Sub-sample based on businesses that had difficulties finding staff to fill job vacancies in the last 12 months (n=1332).

**Table 76: Q56\_Q57. Proportion of all employers intentionally seeking out a migrant for hard to fill job vacancies.**

	Total		1 to 19		20+	
Unweighted base=	2355*		1199		1156	
Weighted base=	185721*	+/-	165507	+/-	20214	+/-
	%	%	%	%	%	%
Yes	7	1.3	6	1.5	15	2.3
No	92	1.4	93	1.5	82	2.5
Don't know	1	-	0	-	2	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).

**Table 77: Q58. In the last two years has this business experienced any difficulties with employing migrant workers in New Zealand or from overseas?**

	Total		1 to 19		20+	
Unweighted base=	2335*		1184		1151	
Weighted base=	183193*	+/-	163076	+/-	20117	+/-
	%	%	%	%	%	%
Yes	11	1.6	9	1.7	24	2.8
No	84	2.0	85	2.3	70	3.1
Don't know	5	1.3	5	1.4	6	1.7
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 78: Q59. What types of difficulties have you experienced with employing migrant workers in New Zealand or from overseas? Was it difficult:**

	Total		1 to 19		20+	
Unweighted base=	451*		132		319	
Weighted base=	19391	+/-	14549	+/-	4841	+/-
	%	%	%	%	%	%
Getting people with the right skills for the job	34	7.2	37	9.4	24	5.6
Getting people with good English language skills	29	6.8	28	8.9	31	6.2
Finding a reputable recruitment agency	3	2.4	3	3.1	3	2.3
Finding suitable places to advertise vacancies	4	2.2	3	2.7	5	3.3
Retaining the workers once hired	22	6.2	21	8.1	26	5.7
Difficulties with the visa process (incl. quals recognition)	69	7.1	64	9.4	85	4.7
Getting people with right attitude/fit, honest & reliable	3	2.5	3	3.3	3	2.4
Or some other difficulties	4	2.9	4	3.7	5	3.1
Don't know	1	-	1	-	0	-
Refused	1	-	1	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that had experienced difficulties with employing migrant workers in New Zealand or from overseas in the last two years (n=451).

**Table 79: Q60. How have these difficulties with employing migrant workers impacted on the business? Have these difficulties meant you needed to:**

	Total		1 to 19		20+	
Unweighted base=	448*		131		317	
Weighted base=	19162	+/-	14373	+/-	4789	+/-
	%	%	%	%	%	%
Employ someone locally	20	6.4	22	8.3	14	4.6
Stop carrying out some activities, lost business opportunities/revenue, reduced quality	36	7.3	38	9.5	29	5.8
Automate more tasks or processes	13	5.3	15	6.9	10	3.9
Use contractors /consultants	17	4.6	16	5.9	22	5.3
Redesign jobs	26	6.8	25	8.9	27	5.9
Improve pay or conditions to attract NZ workers	13	4.6	14	6.0	10	4.0
Offer current staff better pay or conditions to get them to stay	16	4.6	17	6.0	12	4.1
Increased administration/recruitment costs, delays in filling vacancies	8	4.2	8	5.6	8	3.1
Settled for lower quality/less skilled workers	1	-	0	-	2	-
Any other impacts	8	4.5	8	5.8	7	3.5
No difficulties	1	-	1	-	1	-
Don't know	9	3.8	8	4.9	12	4.7
Refused	2	-	2	-	1	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that had experienced difficulties with employing migrant workers in New Zealand or from overseas in the last two years (n=451).

**Table 80: Q61a. Please tell me how much you agree or disagree with each of the following statements. – Migrants make an important contribution to New Zealand's economy, for example, bring skills or new technologies into NZ.**

	Total		1 to 19		20+	
Unweighted base=	2350*		1193		1157	
Weighted base=	184647*	+/-	164407	+/-	20240	+/-
	%	%	%	%	%	%
Strongly disagree	2	-	2	-	1	-
Disagree	4	1.3	5	1.4	1	-
Neutral	20	2.4	21	2.7	16	2.7
Agree	40	2.9	40	3.2	40	3.4
Strongly agree	29	2.7	28	3.0	40	3.4
Not applicable	0	-	0	-	0	-
Don't know	4	1.3	4	1.4	2	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 81: Q61b. Please tell me how much you agree or disagree with each of the following statements. – The 2017 immigration policy changes have made it easier for businesses to employ skilled migrants.**

	Total		1 to 19		20+	
Unweighted base=	2346*		1191		1155	
Weighted base=	184149*	+/-	163930	+/-	20219	+/-
	%	%	%	%	%	%
Strongly disagree	7	1.3	6	1.5	9	1.9
Disagree	10	1.7	9	1.8	13	2.3
Neutral	30	2.7	29	3.0	32	3.3
Agree	14	2.1	14	2.4	11	2.1
Strongly agree	3	0.9	3	1.0	4	1.5
Not applicable	1	-	1	-	0	-
Don't know	36	2.9	37	3.2	30	3.2
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 82: Q61c. Please tell me how much you agree or disagree with each of the following statements. – Migrants take jobs away from other New Zealanders.**

	Total		1 to 19		20+	
Unweighted base=	2351*		1194		1157	
Weighted base=	184833*	+/-	164593	+/-	20240	+/-
	%	%	%	%	%	%
Strongly disagree	22	2.3	21	2.6	31	3.2
Disagree	33	2.8	33	3.1	34	3.3
Neutral	23	2.5	23	2.7	23	3.0
Agree	12	2.0	13	2.3	6	1.8
Strongly agree	5	1.3	5	1.5	2	-
Not applicable	0	-	0	-	0	-
Don't know	5	1.4	5	1.5	4	1.4
Refused	0	-	0	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 83: Q62. Which of the following best describes your position or job title in this business?**

	Total		1 to 19		20+	
Unweighted base=	2354*		1199		1155	
Weighted base=	185602*	+/-	165415	+/-	20187	+/-
	%	%	%	%	%	%
Business owner or partner in the business	71	2.5	75	2.7	36	3.3
Human resources manager	4	0.8	2	-	14	2.2
Other senior manager	22	2.3	19	2.5	47	3.5
Or some other type of position	2	-	2	-	2	-
Refused	1	-	1	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 84: Q63. Were you born in New Zealand?**

	Total		1 to 19		20+	
Unweighted base=	2355*		1199		1156	
Weighted base=	185610*	+/-	165415	+/-	20195	+/-
	%	%	%	%	%	%
Yes	75	2.6	75	2.9	74	3.1
No	25	2.6	24	2.8	25	3.1
Would rather not say	1	-	1	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 85: Q64. Which country were you born in?**

	Total		1 to 19		20+	
Unweighted base=	549*		285		264	
Weighted base=	45515*	+/-	40469	+/-	5046	+/-
	%	%	%	%	%	%
Australia	8	3.2	7	3.5	10	4.5
Other Oceania	3	2.2	3	2.4	6	3.4
Asia/Middle East	29	5.2	31	5.8	12	4.7
Europe	41	5.8	40	6.4	47	7.1
Africa	9	3.3	9	3.7	14	4.6
North/Central America	3	1.5	2	-	7	3.9
South America	1	-	1	-	0	-
Refused	7	3.2	7	3.6	3	2.2
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on respondents who were not born in New Zealand (n=551).

**Table 86: Q65. How many years have you lived in New Zealand? Is it:**

	Total		1 to 19		20+	
Unweighted base=	550*		285		265	
Weighted base=	45541*	+/-	40469	+/-	5072	+/-
	%	%	%	%	%	%
Less than 5 years	6	2.8	6	3.2	7	3.4
5 to 10 years	12	3.9	12	4.3	10	3.8
More than 10 years	81	4.7	81	5.2	83	4.9
Don't know	0	-	0	-	0	-
Refused	1	-	1	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on respondents who were not born in New Zealand (n=551).

**Table 87: Q66. Are you male or female?**

	Total		1 to 19		20+	
Unweighted base=	2346*		1195		1151	
Weighted base=	185238*	+/-	165121	+/-	20117	+/-
	%	%	%	%	%	%
Male	55	2.9	56	3.3	48	3.5
Female	44	2.9	44	3.3	51	3.5
Would rather not say	1	-	1	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.



**Table 88: Industry by size category - weighted percentages**

	Total	1 to 19	20+
Unweighted base =	2359	1201	1158
Weighted base =	185985	165732	20253
	%	%	%
Agriculture, Forestry & Fishing	11	12	4
Manufacturing	7	6	11
Construction	12	13	8
Retail Trade, Accommodation & Food Services	19	19	19
Health Care & Social Assistance	6	5	9
Other	45	44	49
Total	100	100	100

Total may not sum to 100% due to rounding.

**Table 89: Industry by size category - weighted counts**

	Total	1 to 19	20+
Unweighted base =	2359	1201	1158
Weighted base =	185985	165732	20253
Agriculture, Forestry & Fishing	21288	20397	891
Manufacturing	12567	10263	2304
Construction	22305	20781	1524
Retail Trade, Accommodation & Food Services	35658	31875	3783
Health Care & Social Assistance	10635	8730	1905
Other	83532	73686	9846

This table contains frequencies.

**Table 90: Region (from sample)**

	Total		1 to 19		20+	
Unweighted base=	2359		1201		1158	
Weighted base=	185985	+/-	165732	+/-	20253	+/-
	%	%	%	%	%	%
Northland	4	1.1	4	1.2	3	1.2
Auckland	25	2.5	24	2.8	32	3.3
Waikato	10	1.7	10	1.9	9	2.0
Bay of Plenty	8	1.6	8	1.8	8	1.9
Gisborne	2	-	2	-	1	-
Hawke's Bay	4	1.1	4	1.2	3	1.1
Taranaki	3	1.0	3	1.1	2	-
Manawatu- Wanganui	5	1.3	5	1.4	6	1.6
Wellington	11	1.9	11	2.2	12	2.4
Tasman	0	-	0	-	0	-
Nelson	2	-	2	-	3	1.2
Marlborough	1	-	1	-	1	-
West Coast	0	-	0	-	1	-
Canterbury	17	2.2	17	2.5	12	2.2
Otago	5	1.3	6	1.5	4	1.2
Southland	2	-	2	-	2	-
Other	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

**Table 91: North Island versus South Island**

	Total		1 to 19		20+	
Unweighted base=	2359		1201		1158	
Weighted base=	185985	+/-	165732	+/-	20253	+/-
	%	%	%	%	%	%
North Island	71	2.7	71	3.0	77	2.8
South Island	29	2.7	29	3.0	23	2.8
Other	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

## Results by business size (number of employees) 5, 6 to 19, 20 to 49 and 20 plus employees

– 1 to

**Table 92: Q1. First of all, does your organisation operate from more than one site in New Zealand?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2345*		606		588		558		593	
Weighted base=	184796*	+/-	112832	+/-	51852	+/-	13243	+/-	6869	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	26	2.5	21	3.6	32	4.4	37	4.6	48	4.8
No	73	2.5	78	3.6	67	4.4	63	4.6	52	4.8
Don't know	0	-	0	-	1	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 93: 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		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	807*		134		192		198		283	
Weighted base=	49962*	+/-	24740	+/-	16991	+/-	4919	+/-	3312	+/-
	%	%	%	%	%	%	%	%	%	%
1 - 5	50	-	100	-	0	-	0	-	0	-
6 – 9	13	2.7	0	-	38	7.8	0	-	0	-
10 – 19	21	2.7	0	-	62	7.8	0	-	0	-
20 – 49	10	0.0	0	-	0	-	100	-	0	-
50 – 99	3	0.5	0	-	0	-	0	-	51	6.9
100 or more	3	0.5	0	-	0	-	0	-	49	6.9
No employees	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that operate from more than one site in New Zealand (n=817).

**Table 94: Q2b. How many employees are employed by the business? Please include full-time and part-time employees but do not include contractors or the business owners.**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	1541*		473		397		360		311	
Weighted base=	135074*	+/-	88278	+/-	34896	+/-	8334	+/-	3567	+/-
	%	%	%	%	%	%	%	%	%	%
1 - 5	65	-	100	-	0	-	0	-	0	-
6 – 9	12	1.5	0	-	45	5.6	0	-	0	-
10 – 19	14	1.5	0	-	55	5.6	0	-	0	-
20 – 49	6	0.0	0	-	0	-	100	-	0	-
50 – 99	2	-	0	-	0	-	0	-	64	6.1
100 or more	1	-	0	-	0	-	0	-	36	6.1
No employees	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. Sub-sample based on businesses that operate from only one site in New Zealand (n=1542).

**Table 95: X2. Business size (collapsed - 6 categories)**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2348*		607		589		558		594	
Weighted base=	185037*	+/-	113018	+/-	51887	+/-	13253	+/-	6878	+/-
	%	%	%	%	%	%	%	%	%	%
1 - 5	61	-	100	-	0	-	0	-	0	-
6 – 9	12	1.3	0	-	42	4.6	0	-	0	-
10 – 19	16	1.3	0	-	58	4.6	0	-	0	-
20 – 49	7	0.0	0	-	0	-	100	-	0	-
50 – 99	2	-	0	-	0	-	0	-	58	4.7
100 or more	2	-	0	-	0	-	0	-	42	4.7
No employees	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).

**Table 96: Q3. And for how long has your business been operating in New Zealand?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2350*		608		588		560		594	
Weighted base=	185029*	+/-	113159	+/-	51724	+/-	13269	+/-	6878	+/-
	%	%	%	%	%	%	%	%	%	%
Less than 2 years	5	1.3	6	1.9	4	1.8	2	-	1	-
2 to less than 6 years	16	2.3	18	3.4	14	3.1	9	2.7	6	2.3
6 to less than 10 years	13	2.1	15	3.2	10	2.8	9	2.6	6	2.2
10 years or more	66	2.8	61	4.2	72	4.1	78	3.7	86	3.2
Don't know	0	-	0	-	0	-	1	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 97: Q4. Who is mainly responsible for providing health and safety leadership for the business?**

	Total		1 to 5		6 to 19		20 to 49		50+	
	Unweighted base= 2357*		610		590		562		595	
	Weighted base= 185831	+/-	113577	+/-	52014	+/-	13358	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Business owners	70	2.6	78	3.7	61	4.5	50	4.7	40	4.4
Directors, board members or senior leaders	31	2.6	24	3.8	35	4.4	54	4.6	72	4.0
Managers	37	2.7	26	3.8	52	4.6	62	4.6	68	4.5
A health and safety specialist within the business	11	1.6	7	2.2	13	3.0	24	4.0	39	4.6
Health and safety reps	11	1.6	7	2.1	12	2.7	29	4.2	46	4.7
A health and safety committee	11	1.5	4	1.9	13	3.0	30	4.3	59	4.7
A contracted health and safety specialist from outside the business	9	1.6	7	2.2	11	2.7	12	2.8	14	3.3
A staff member/all staff	1	-	0	-	2	-	1	-	2	-
An industry group or association	0	-	0	-	0	-	0	-	0	-
Any other provider	0	-	0	-	0	-	0	-	1	-
No one	1	-	1	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-
Refused	1	-	1	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.



**Table 98: Q5 Does the business have health and safety inductions for all new employees? IF REQUIRED: 'Employees' includes full-time and part-time employees but does not include contractors or the business owners.**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2356*		609		590		562		595	
Weighted base=	185645*	+/-	113391	+/-	52014	+/-	13358	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	85	2.3	80	3.6	93	2.4	94	2.5	98	-
No	12	2.1	17	3.3	6	2.3	5	2.2	1	-
Don't know	1	-	2	-	0	-	1	-	0	-
Refused	1	-	2	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 99: Q6A. Does the business have a process for identifying and assessing the business's main risks and hazards?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2351*		607		588		561		595	
Weighted base=	185049*	+/-	113093	+/-	51724	+/-	13350	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	91	1.8	89	2.8	94	2.3	96	2.0	99	-
No	6	1.6	7	2.4	4	1.9	3	1.7	1	-
Don't know	2	-	2	-	2	-	1	-	1	-
Refused	1	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 100: Q6B. Does the business know which workers could be affected by the main risks and hazards?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2349*		606		587		561		595	
Weighted base=	184828*	+/-	112907	+/-	51688	+/-	13350	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	93	1.7	90	2.6	96	2.0	97	1.8	98	-
No	4	1.3	5	2.0	2	-	1	-	1	-
Don't know	3	1.0	3	1.5	2	-	2	-	1	-
Refused	1	-	1	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 101: Q6C. Does the business have processes in place to manage the main risks to workers?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2350*		607		587		561		595	
Weighted base=	185141*	+/-	113221	+/-	51688	+/-	13350	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	93	1.8	90	2.8	96	1.8	97	1.8	99	-
No	5	1.4	7	2.3	1	-	2	-	0	-
Don't know	2	-	2	-	3	1.6	1	-	1	-
Refused	1	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 102: Q6D. Does the business regularly review its systems and processes for managing the main risks and hazards?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2350*		606		588		561		595	
Weighted base=	184955*	+/-	112907	+/-	51815	+/-	13350	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	84	2.3	80	3.5	89	3.0	91	2.9	97	1.8
No	12	2.0	14	3.0	9	2.7	8	2.7	2	-
Don't know	3	1.1	4	1.6	3	1.4	1	-	1	-
Refused	1	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 103: Q6A\_C. Proportion of all employers with a process for identifying, assessing and managing the main risks.**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2349*		606		587		561		595	
Weighted base=	184828*	+/-	112907	+/-	51688	+/-	13350	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	89	2.0	86	3.1	92	2.6	96	2.1	98	-
No	7	1.7	9	2.6	4	2.0	3	1.8	1	-
Don't know	3	1.0	3	1.4	3	1.7	1	-	1	-
Refused	1	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).

**Table 104: Q6A\_C\_D. Proportion of all employers with a process for identifying, assessing and managing the main risks, who also review these systems.**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2349*		606		587		561		595	
Weighted base=	184828*	+/-	112907	+/-	51688	+/-	13350	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	81	2.4	76	3.7	86	3.3	90	2.9	96	2.0
No	14	2.2	17	3.3	10	2.8	8	2.7	3	1.7
Don't know	4	1.2	4	1.7	4	1.8	2	-	1	-
Refused	2	-	2	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).

**Table 105: Q7.How often does the business involve workers (including any contractors) in decisions that affect their health and safety?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2352*		609		588		562		593	
Weighted base=	185153*	+/-	113218	+/-	51724	+/-	13363	+/-	6848	+/-
	%	%	%	%	%	%	%	%	%	%
All or most of the time	68	2.8	67	4.0	68	4.3	67	4.5	75	4.2
Some of the time	27	2.6	27	3.8	28	4.1	30	4.4	24	4.1
Never	3	1.2	4	1.8	2	-	2	-	1	-
Don't know	1	-	1	-	1	-	1	-	0	-
Refused	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 106: Q8. Does the business have...?**

	Total		1 to 5		6 to 19		20 to 49		50+		
	Unweighted base=	2355*		610		589		563		593	
	Weighted base=	185473	+/-	113404	+/-	51851	+/-	13371	+/-	6848	+/-
		%	%	%	%	%	%	%	%	%	%
Elected health and safety representatives	30	2.5	22	3.6	34	4.4	53	4.7	74	4.3	
Informal health and safety reps or champions	28	2.6	23	3.7	33	4.3	39	4.6	39	4.7	
A health and safety committee	18	1.8	7	2.4	23	3.8	53	4.7	82	3.7	
A system for regular health and safety communications	43	2.8	34	4.1	53	4.6	64	4.5	82	3.7	
Regular meetings where health and safety is discussed	55	2.9	46	4.3	62	4.5	79	3.9	88	3.4	
Regular health and safety briefings, such as tool box or tail gate meetings	37	2.7	34	3.9	39	4.3	42	4.5	55	4.7	
None of the above	14	2.2	19	3.4	8	2.6	2	-	0	-	
Don't know	1	-	1	-	2	-	0	-	0	-	
Refused	2	-	2	-	1	-	0	-	0	-	

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 107: Q8a Does the business have any initiatives to support the psychological health and wellbeing of its workers?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2351*		607		588		563		593	
Weighted base=	184625*	+/-	112591	+/-	51815	+/-	13371	+/-	6848	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	42	2.9	35	4.2	47	4.6	59	4.5	73	4.1
No	50	3.0	55	4.3	46	4.6	35	4.4	23	3.9
Don't know	6	1.4	7	2.1	6	2.1	4	1.8	3	1.7
Refused	2	-	3	1.4	1	-	2	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 108: Q9. In the last 12 months have the business's officers, that is, the business's directors, board members or senior leaders, asked for information about how the business is managing its main health and safety risks and hazards?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2353*		609		589		562		593	
Weighted base=	185280*	+/-	113218	+/-	51851	+/-	13363	+/-	6848	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	49	2.9	38	4.2	62	4.5	75	4.1	87	3.1
No	24	2.6	28	3.9	21	3.9	18	3.7	8	2.5
Not applicable (e.g. business is run by a sole trader)	22	2.6	29	4.0	12	3.0	5	1.7	3	1.5
Don't know	4	1.1	3	1.5	5	1.9	3	1.5	2	-
Refused	1	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 109: Q10 In the last 12 months, has the business:**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2348*		608		586		562		592	
Weighted base=	184603*	+/-	112950	+/-	51489	+/-	13326	+/-	6838	+/-
	%	%	%	%	%	%	%	%	%	%
Had workers who were working on the same site with workers from a different business or businesses	41	2.8	39	4.0	40	4.3	46	4.5	61	4.6
Had work done by contractors or subcontractors from another business	50	2.9	43	4.2	57	4.6	72	4.3	82	3.7
None of the above	33	2.8	38	4.1	28	4.1	17	3.6	6	2.3
Don't know	1	-	1	-	1	-	1	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 110: Q11. Does your business work with other businesses to manage shared health and safety risks?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	1828*		369		428		472		559	
Weighted base=	121885*	+/-	68121	+/-	36395	+/-	10928	+/-	6440	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	65	3.3	65	5.2	62	5.3	69	4.8	83	3.8
No	31	3.2	32	5.0	34	5.2	28	4.7	13	3.3
Don't know	3	1.3	3	2.0	4	2.3	4	1.9	4	2.0
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that had workers working on the same site as workers from another business, or contractors from another business (n=1828).

**Table 111: Q12 In the last 12 months, has the business made any significant changes to its health and safety systems or practices?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2351		609		588		561		593	
Weighted base=	185004	+/-	113091	+/-	51784	+/-	13282	+/-	6848	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	34	2.7	27	3.8	43	4.6	46	4.7	54	4.8
No	64	2.8	70	3.9	56	4.6	52	4.7	44	4.7
Don't know	2	-	2	-	1	-	1	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.



**Table 112: Q13. Thinking about the biggest change or changes made to the business's health and safety systems or practices in the last 12 months, what was this change? Was it a change to:**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	1030*		171		261		270		328	
Weighted base=	63054	+/-	31037	+/-	22148	+/-	6137	+/-	3732	+/-
	%	%	%	%	%	%	%	%	%	%
Equipment or plant	31	4.3	30	7.3	32	6.5	33	6.4	30	5.4
The workplace or worksite	29	4.2	27	7.1	32	6.4	35	6.6	31	5.9
How the work is carried out	35	4.4	35	7.5	35	6.6	40	6.8	33	5.9
Developing/reviewing policies or systems (incl. audits, dedicated staff)	73	4.3	66	7.7	79	5.7	79	5.6	83	4.6
Training of workers, including inductions	57	4.7	49	8.1	66	6.7	64	6.6	64	6.3
Risk management	51	4.7	47	7.9	54	7.0	53	6.9	61	6.3
Managing risks to workers' health, for example, reducing exposure to noise and dust	36	4.5	36	7.6	37	6.7	35	6.6	35	5.9
Investigating accidents and near misses	35	4.3	28	7.1	39	6.8	41	6.7	50	6.4
How the business involves workers in health and safety	46	4.7	44	8.0	51	7.0	41	6.5	44	6.4
How the business works with its officers to understand and manage health and safety	35	4.6	34	7.8	35	6.7	35	6.5	44	6.4
How the business works with other businesses to manage risks and hazards	30	4.4	32	7.7	26	6.0	29	6.1	33	6.0
Or was it some other change	2	-	1	-	2	-	2	-	0	-
None of the above	1	-	1	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
Base figures exclude non-response. Sub-sample based on businesses who had made a significant change to its health and safety systems or practices in the last 12 months (n=1032).

**Table 113: Q14A. Please tell me how much you agree or disagree with each of the following statements. – The time and effort involved in meeting health and safety legislation requirements are reasonable.**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2350*		608		587		560		595	
Weighted base=	185327*	+/-	113287	+/-	51860	+/-	13298	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Strongly disagree	7	1.5	7	2.2	6	2.2	8	2.6	2	-
Disagree	18	2.3	19	3.4	16	3.4	15	3.4	11	3.0
Neutral	28	2.7	29	3.9	27	4.1	24	4.0	18	3.8
Agree	36	2.8	33	4.1	38	4.5	37	4.5	48	4.7
Strongly agree	10	1.8	8	2.4	12	3.1	15	3.4	21	3.9
Don't know	2	-	3	1.4	1	-	1	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 114: Q14B. Please tell me how much you agree or disagree with each of the following statements. – The time and effort involved in meeting health and safety legislation requirements are worthwhile.**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2350*		607		588		560		595	
Weighted base=	185080*	+/-	112973	+/-	51927	+/-	13298	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Strongly disagree	5	1.4	6	2.0	5	2.1	4	2.0	1	-
Disagree	10	1.8	11	2.7	9	2.5	10	2.8	3	1.6
Neutral	24	2.6	25	3.8	24	4.0	18	3.6	14	3.5
Agree	40	2.9	40	4.3	39	4.5	39	4.6	38	4.6
Strongly agree	19	2.3	15	3.2	23	3.9	28	4.3	42	4.6
Don't know	2	-	3	1.3	0	-	1	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 115: Q14C. Please tell me how much you agree or disagree with each of the following statements. – Having good health and safety systems is good for your business.**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2351*		609		587		561		594	
Weighted base=	185365*	+/-	113300	+/-	51860	+/-	13331	+/-	6874	+/-
	%	%	%	%	%	%	%	%	%	%
Strongly disagree	3	1.1	4	1.6	2	-	2	-	1	-
Disagree	2	-	3	1.5	0	-	0	-	0	-
Neutral	10	1.9	12	2.9	9	2.7	7	2.5	2	-
Agree	41	2.9	43	4.3	42	4.6	37	4.6	24	4.1
Strongly agree	42	2.9	37	4.2	47	4.7	53	4.7	72	4.4
Don't know	0	-	1	-	0	-	0	-	0	-
Refused	1	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 116: Q15. The Health and Safety at Work Act came into effect in April 2016. How confident are you that the business understands its obligations under the Act?**

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	2354*		609		588		562		595	
Weighted base=	185575*	+/-	113427	+/-	51927	+/-	13338	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Not at all confident	4	1.2	5	1.9	2	-	1	-	1	-
Somewhat unconfident	8	1.7	10	2.6	7	2.2	7	2.4	2	-
Neither confident nor unconfident	14	2.2	17	3.3	11	3.0	7	2.4	3	1.3
Somewhat confident	44	2.9	41	4.2	52	4.6	41	4.7	41	4.7
Very confident	28	2.6	24	3.8	27	4.2	43	4.7	52	4.8
Don't know	2	-	2	-	0	-	1	-	0	-
Refused	1	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 117: Q16. In the last 12 months, has the business hired any new employees? Please do not include any new business owners or contractors employed.**

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	2357*		611		589		562		595	
Weighted base=	185900*	+/-	113718	+/-	51962	+/-	13338	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	68	2.8	52	4.3	90	2.8	99	-	99	-
No	32	2.8	48	4.3	10	2.8	1	-	1	-
Don't know	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 118: Q17. Did the business employ any of these new staff on a trial period?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	1993*		320		530		554		589	
Weighted base=	125854*	+/-	59125	+/-	46710	+/-	13198	+/-	6820	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	64	3.3	56	5.9	72	4.5	69	4.4	63	4.7
No	36	3.2	43	5.9	28	4.4	31	4.4	35	4.6
Don't know	0	-	0	-	0	-	1	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on business that have hired new employees in the last 12 months (n=1993).

**Table 119: Q16\_17. Proportion of all businesses that employed any new staff on a trial period in the last 12 months.**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2357*		611		589		562		595	
Weighted base=	185900*	+/-	113718	+/-	51962	+/-	13338	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	43	2.7	29	3.9	65	4.4	68	4.4	63	4.6
No	56	2.7	70	4.0	35	4.4	32	4.4	35	4.6
Don't know	0	-	1	-	0	-	1	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).

**Table 120: Q18. Thinking about the person your business most recently employed on a trial period, what were the main reasons for using a trial period when hiring this person? Was it:**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	1373*		179		391		395		408	
Weighted base=	80197	+/-	33287	+/-	33537	+/-	9054	+/-	4319	+/-
	%	%	%	%	%	%	%	%	%	%
To check the person's skills or ability to do the job	83	3.1	83	6.0	83	4.2	84	4.0	77	5.0
To check the person was reliable and had the right attitude/fit	76	3.6	72	7.2	78	4.8	83	4.2	70	5.5
To avoid dismissal costs and issues if the person was unsuitable for the job	29	3.6	27	6.8	31	5.2	33	5.4	20	4.3
Because it's company policy to use trial periods	36	3.8	27	7.1	41	5.6	43	5.5	46	5.8
Because the employee requested it	2	-	4	3.1	2	-	2	-	0	-
It's fair to employee, let's employee see if role/company is a good fit	2	-	2	-	2	-	1	-	1	-
Unsure if work would be ongoing	1	-	1	-	1	-	0	-	0	-
Or for some other reason	1	-	1	-	1	-	2	-	1	-
Don't know	0	-	0	-	0	-	0	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 Base figures exclude non-response. Sub-sample based on businesses that employed any new staff on a trial period in the last 12 months (n=1373).

**Table 121: Q19. Have any employees who started on a trial period in the last 12 months been dismissed during or at the end of the trial period?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	1372*		179		390		395		408	
Weighted base=	80070*	+/-	33287	+/-	33410	+/-	9054	+/-	4319	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	26	3.4	18	6.3	28	5.1	33	5.2	44	5.6
No	73	3.5	81	6.3	70	5.2	66	5.2	53	5.7
Don't know	1	-	1	-	1	-	1	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that employed any new staff on a trial period in the last 12 months (n=1373).

**Table 122: Q16\_17\_19. Proportion of all employers in the last 12 months who have dismissed any employee during or at the end of a trial period.**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2356*		611		588		562		595	
Weighted base=	185773*	+/-	113718	+/-	51835	+/-	13338	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	11	1.6	5	2.0	18	3.5	23	3.8	28	4.0
No	88	1.7	94	2.1	80	3.6	76	3.9	69	4.2
Don't know	1	-	1	-	1	-	1	-	3	1.6
Refused	0	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).

**Table 123: Q20. Thinking about the employee the business most recently dismissed during or at the end of a trial period, for which of the following reasons was this person dismissed?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	477*		32		112		140		193	
Weighted base=	20578	+/-	6129	+/-	9519	+/-	3022	+/-	1909	+/-
	%	%	%	%	%	%	%	%	%	%
The employee was unreliable or had a bad attitude	56	7.3	50	17.8	57	10.5	62	9.2	61	8.3
The employee did not get on with colleagues or did not 'fit in'	32	6.9	39	17.2	30	9.5	29	8.6	21	6.0
The employee did not have the skills needed for the job	58	7.3	58	17.8	53	10.5	69	8.4	62	8.0
The business had less work so didn't need the new employee	5	3.8	10	11.6	3	3.7	1	-	1	-
Employee misconduct/broke law or company policy	7	3.8	5	9.5	9	5.1	6	4.8	5	3.3
Answer out of scope (e.g. employee left business)	2	-	3	5.1	2	-	2	-	1	-
Any other reason	4	3.5	5	9.5	5	4.5	2	-	2	-
Don't know	1	-	0	-	1	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	3	3.6

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that dismissed an employee during or at the end of a trial period (n=477).



**Table 124: Q21 Do all employees of the business have a written employment agreement?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2355*		608		590		562		595	
Weighted base=	185459*	+/-	113225	+/-	52014	+/-	13338	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	88	2.0	83	3.1	95	1.9	99	-	99	-
No	10	1.9	15	3.0	4	1.8	1	-	0	-
Don't know	0	-	0	-	0	-	0	-	1	-
Refused	1	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 125: Q22 Are any current employees in this business on casual agreements, with no guarantee of regular continuing work? READ IF NECESSARY: Employment agreements may include trial periods. However, a trial period is not in itself a type of employment agreement.**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2355*		609		589		562		595	
Weighted base=	185371*	+/-	113263	+/-	51887	+/-	13338	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	27	2.4	21	3.4	35	4.4	41	4.6	54	4.7
No	71	2.5	77	3.4	65	4.4	58	4.6	45	4.7
Don't know	1	-	1	-	0	-	1	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 126: Q23. Which of the following are the main reasons for employing staff on casual agreements?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	918		132		219		242		325	
Weighted base=	50725	+/-	23799	+/-	17790	+/-	5431	+/-	3704	+/-
	%	%	%	%	%	%	%	%	%	%
Fluctuating demand	75	4.4	77	7.6	71	7.2	74	6.3	79	5.0
To cover staff absence	35	4.7	27	8.0	41	7.6	39	6.9	54	6.3
Needing specific skills	15	3.9	16	7.0	14	5.6	7	3.7	15	4.9
To check people's suitability for the job before considering them for further work	10	3.1	10	5.4	13	5.0	5	3.1	4	2.0
Employee's preference/suits employee availability	8	2.5	3	3.2	13	5.6	8	3.8	7	2.4
Visa restrictions	0	-	0	-	0	-	0	-	0	-
For a specific project/limited funding	1	-	1	-	0	-	2	-	1	-
Other	1	-	1	-	1	-	2	-	2	-
Don't know	0	-	0	-	0	-	1	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses with current employees on casual agreements, with no guarantee of regular continuing work (n=919).

**Table 127: Q24 And are any current employees on fixed-term agreements?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2357*		610		589		563		595	
Weighted base=	185809*	+/-	113577	+/-	51979	+/-	13371	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	18	2.0	11	2.6	24	4.0	37	4.5	57	4.5
No	81	2.0	88	2.7	75	4.0	62	4.5	41	4.5
Don't know	1	-	1	-	0	-	1	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 128: Q25. Which of the following are the main reasons for employing staff on fixed-term agreements?**

	Total		1 to 5		6 to 19		20 to 49		50+	
	Unweighted base=									
	724		71		141		196		316	
Weighted base=	34228	+/-	12672	+/-	12633	+/-	5004	+/-	3920	+/-
	%	%	%	%	%	%	%	%	%	%
Fluctuating demand	43	5.8	37	11.9	42	9.4	52	8.0	55	6.5
To cover staff absence	28	4.7	14	8.2	33	9.1	34	7.6	49	6.5
Needing specific skills	22	5.0	32	11.8	11	5.8	18	6.1	29	6.1
To check people's suitability for the job before considering them for further work	11	3.9	17	8.7	10	5.9	6	3.9	4	2.4
Employee's preference/suits employee availability	2	-	2	-	2	-	4	3.1	1	-
Visa restrictions	3	1.9	3	3.9	3	3.4	2	-	2	-
For a specific project/limited funding	10	3.6	7	6.7	12	6.4	12	5.4	9	3.8
Internship/work experience	2	-	1	-	2	-	2	-	3	2.1
Other	5	3.0	5	6.0	7	5.3	1	-	2	-
Don't know	3	2.3	5	5.3	2	-	0	-	0	-
Refused	1	-	2	-	0	-	1	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response. Sub-sample based on businesses with current employees on fixed-term agreements (n=724).

**Table 129: Q26. Does the business currently use any self-employed workers who, to your knowledge, only work for your business and do not currently work for any other business?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2355*		610		588		562		595	
Weighted base=	185460*	+/-	113404	+/-	51815	+/-	13358	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	13	1.9	12	2.7	14	3.2	13	3.0	18	3.7
No	85	2.0	86	2.9	84	3.4	85	3.3	76	4.2
Don't know	3	0.8	3	1.2	2	-	3	1.5	7	2.6
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 130: Q27. In the last 12 months has the business taken on any staff on an internship? READ IF NECESSARY: Internships provide work experience to improve on-the-job skills or career related knowledge. Internships may be paid or unpaid, and part-time or full-time.**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2356*		610		588		563		595	
Weighted base=	185569*	+/-	113532	+/-	51784	+/-	13371	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	10	1.6	6	2.2	13	3.2	19	3.7	26	4.2
No	90	1.7	94	2.3	86	3.3	81	3.8	73	4.2
Don't know	0	-	0	-	0	-	1	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 131: Q28. Thinking about the person most recently offered an internship with the business, did this placement contribute to their requirements for a qualification?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	362*		31		71		105		155	
Weighted base=	18044*	+/-	6852	+/-	6895	+/-	2518	+/-	1779	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	83	4.9	93	6.1	78	10.8	79	9.0	72	8.7
No	13	4.5	7	6.1	17	9.7	12	7.2	21	8.2
Don't know	4	2.5	0	-	6	5.9	9	6.4	6	4.9
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that have taken on staff on an internship in the last 12 months (n=362).

**Table 132: Q29. Still thinking about the person most recently offered an internship, how long was this for? Was it? READ.**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	362*		31		71		105		155	
Weighted base=	18044*	+/-	6852	+/-	6895	+/-	2518	+/-	1779	+/-
	%	%	%	%	%	%	%	%	%	%
4 weeks or less more than 4 weeks to less than 3 months	15	6.3	16	13.1	18	9.9	8	5.2	6	3.8
3 to 6 months	27	7.5	19	15.0	31	12.2	31	9.8	37	9.1
Or more than 6 months	28	7.9	30	17.2	24	10.8	29	9.9	32	9.0
Don't know	30	8.1	33	17.3	28	11.5	31	10.1	25	7.0
Refused	1	-	2	-	0	-	2	-	0	-
Total	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that have taken on staff on an internship in the last 12 months (n=362).

**Table 133: Q30. And was this person paid by the business for their work during the placement?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	362*		31		71		105		155	
Weighted base=	18044*	+/-	6852	+/-	6895	+/-	2518	+/-	1779	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	58	8.1	45	16.6	63	12.5	69	9.5	73	8.6
No	40	7.9	53	16.2	36	12.5	26	9.1	25	8.5
Don't know	2	-	2	-	1	-	5	4.5	1	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that have taken on staff on an internship in the last 12 months (n=362).

**Table 134: Q31. The next questions are about minimum wages and pay. Are any of your employees paid the adult minimum wage of \$15.75 per hour?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2356*		611		588		562		595	
Weighted base=	185710*	+/-	113718	+/-	51784	+/-	13326	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	23	2.2	17	3.1	30	3.9	39	4.3	38	4.3
No	76	2.2	82	3.1	69	4.0	60	4.3	59	4.5
Don't know	1	-	1	-	1	-	1	-	3	1.7
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question. Note: The minimum wage rate increased on 1 April from \$15.75 to \$16.50 per hour.

**Table 135: Q32. Thinking about all of your current employees aged 20 years or over, are any of them required by their employment agreement to undertake recognised industry training of at least 60 credits a year?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2354*		609		588		562		595	
Weighted base=	185492*	+/-	113473	+/-	51784	+/-	13353	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	10	1.6	8	2.2	12	2.9	15	3.0	15	2.8
No	87	1.8	89	2.6	84	3.3	82	3.3	78	3.6
Don't know	3	1.0	3	1.4	4	1.9	2	-	6	2.4
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 136: Q33. The training minimum wage is \$12.60 per hour. Are any of these employees paid \$12.60 per hour or any rate between that and \$15.75?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	353*		51		73		110		119	
Weighted base=	17793*	+/-	8613	+/-	6070	+/-	2084	+/-	1026	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	4	2.8	5	5.0	3	4.2	3	2.7	7	3.6
No	95	3.1	93	5.7	97	4.2	96	3.0	92	3.9
Don't know	1	-	2	-	0	-	1	-	0	-
Refused	0	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. Sub-sample based on businesses that had employees aged 20 years or over who were required to undertake recognised industry training of at least 60 credits a year (n=354). Note: The training minimum wage rate increased on 01 April from \$12.60 to \$13.20 per hour



**Table 137: Q32\_33. Proportion of all employers paying the training minimum wage of \$12.60 per hour or any rate between that and \$15.75.**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2353*		609		587		562		595	
Weighted base=	185453*	+/-	113473	+/-	51745	+/-	13353	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	0	-	0	-	0	-	0	-	1	-
No	96	1.1	96	1.5	95	2.0	97	1.6	92	2.6
Don't know	4	1.0	3	1.4	4	1.9	2	-	6	2.4
Refused	0	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359). Note: The training minimum wage rate increased on 01 April from \$12.60 to \$13.20 per hour

**Table 138: Q34. In the last 12 months has your business employed any workers aged 16 to 19 years?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	1991*		319		530		553		589	
Weighted base=	125743*	+/-	59059	+/-	46710	+/-	13154	+/-	6820	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	43	3.1	32	5.3	48	4.7	59	4.5	63	4.5
No	57	3.1	68	5.3	51	4.7	39	4.5	32	4.5
Don't know	1	-	0	-	1	-	2	-	5	2.2
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that had hired a new employee in the last 12 months (n=1993).

**Table 139: Q35. The starting-out wage is \$12.60 per hour. Are any of these employees paid \$12.60 per hour or any rate between that and \$15.75?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	1142*		108		260		346		428	
Weighted base=	53201*	+/-	18907	+/-	22225	+/-	7779	+/-	4289	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	17	3.7	22	8.5	15	4.9	15	4.4	15	3.7
No	81	3.8	76	8.6	83	5.2	85	4.5	83	3.8
Don't know	1	-	1	-	1	-	0	-	1	-
Refused	0	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that had employed workers aged 16 to 19 years in the last 12 months (n=1148). Note: The starting out wage rate increased on 01 April from \$12.60 to \$13.20 per hour.

**Table 140: Q34\_35. Proportion of all employers paying the starting out wage of \$12.60 per hour or any rate between that and \$15.75.**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2351*		610		588		560		593	
Weighted base=	185555*	+/-	113652	+/-	51760	+/-	13280	+/-	6863	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	5	1.2	4	1.6	6	2.2	9	2.7	10	2.3
No	94	1.3	96	1.7	92	2.4	89	3.0	85	3.2
Don't know	1	-	0	-	1	-	2	-	5	2.3
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359). Note: The starting out wage rate increased on 01 April from \$12.60 to \$13.20 per hour.

**Table 141: Q36. Does an increase in minimum wage rates usually prompt your business to increase wages or salaries for employees who are already being paid above minimum wages?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2351*		607		588		562		594	
Weighted base=	185126*	+/-	113096	+/-	51848	+/-	13326	+/-	6856	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	33	2.7	29	3.9	39	4.4	37	4.3	42	4.5
No	61	2.8	65	4.1	55	4.5	57	4.4	50	4.6
Don't know	5	1.3	5	1.8	5	2.0	4	2.0	7	2.5
Refused	1	-	1	-	1	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 142: Q37A. In the last 12 months has the business sought advice regarding the Equal Pay Act?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2341*		607		584		558		592	
Weighted base=	184685*	+/-	113075	+/-	51485	+/-	13288	+/-	6837	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	5	1.2	4	1.6	7	2.6	7	2.2	11	2.7
No	90	1.6	93	2.1	85	3.4	88	3.0	76	4.0
Don't know	4	1.1	3	1.4	7	2.4	5	2.2	12	3.1
Refused	1	-	0	-	1	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 143: Q37B. In the last 12 months has the business undertaken reviews to check that men and women in the same role are paid equally?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2346*		606		585		562		593	
Weighted base=	184468*	+/-	112807	+/-	51454	+/-	13338	+/-	6869	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	17	2.1	13	2.9	22	3.9	25	4.1	30	4.4
No	79	2.3	83	3.2	73	4.1	70	4.4	60	4.7
Don't know	4	1.0	3	1.5	3	1.7	5	2.0	8	2.5
Refused	1	-	1	-	1	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 144: Q37C. In the last 12 months has the business undertaken training about potential gender bias?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2329*		601		582		557		589	
Weighted base=	183157*	+/-	111785	+/-	51282	+/-	13275	+/-	6815	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	4	1.1	3	1.4	6	2.2	4	1.9	6	2.4
No	91	1.6	93	2.2	90	2.8	90	2.8	84	3.5
Don't know	4	1.1	4	1.5	4	1.8	5	2.2	8	2.5
Refused	1	-	1	-	1	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 145: Q38. Are you aware of the 2017 pay equity settlement for care and support workers, also referred to as the TerraNova settlement?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2356*		611		588		562		595	
Weighted base=	185682*	+/-	113718	+/-	51724	+/-	13358	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	52	3.0	48	4.3	54	4.6	62	4.5	73	4.2
No	43	2.9	46	4.3	40	4.6	33	4.4	23	3.9
Don't know	5	1.3	6	1.9	6	2.2	4	1.8	4	1.9
Refused	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 146: Q39. Has the TerraNova settlement influenced how the business approaches setting pay rates for employees?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	1372*		286		323		338		425	
Weighted base=	95474*	+/-	54215	+/-	28001	+/-	8235	+/-	5023	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	5	1.7	4	2.7	4	2.4	10	3.3	15	3.3
No	92	2.2	93	3.3	92	3.5	87	3.6	80	4.0
Don't know	3	1.4	2	-	4	2.7	3	1.7	5	2.6
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on employers that have heard of the TerraNova settlement (n=1375).

**Table 147: Q38\_39. Proportion of all employers whose approach to setting pay rates has been influenced by the TerraNova settlement.**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2353*		609		588		561		595	
Weighted base=	185257*	+/-	113338	+/-	51724	+/-	13313	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	3	0.9	2	-	2	-	6	2.1	11	2.4
No	90	1.8	91	2.5	90	2.9	87	2.8	81	3.5
Don't know	7	1.5	7	2.1	8	2.6	6	2.0	8	2.6
Refused	1	-	1	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).

**Table 148: Q40 Thinking about all your business's employees, approximately what proportion work in jobs that are mainly carried out by women in the New Zealand workforce? Is it:**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2351*		607		587		562		595	
Weighted base=	184859*	+/-	112763	+/-	51875	+/-	13338	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
None	23	2.5	29	3.9	15	3.1	8	2.6	8	2.6
Less than 25%	19	2.2	15	3.0	26	3.9	23	3.4	26	4.0
25% to 50%	14	2.1	15	3.2	13	3.2	15	3.3	15	3.4
51% to 75%	12	1.8	9	2.5	15	3.3	17	3.6	21	3.9
More than 75%	17	2.2	17	3.1	17	3.4	20	3.7	17	3.2
Don't know	14	2.1	14	3.1	13	3.2	16	3.6	13	3.2
Refused	1	-	1	-	1	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 149: Q41. Do you know of any employers in your industry sector who have done any of the following in the last 12 months?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2349*		608		587		561		593	
Weighted base=	185249	+/-	113335	+/-	51749	+/-	13313	+/-	6852	+/-
	%	%	%	%	%	%	%	%	%	%
Bartered for services or materials	4	1.3	5	1.9	4	1.9	2	-	3	1.7
Had workers who were not on employment agreements	7	1.5	6	2.1	9	2.6	6	2.2	5	2.2
Paid anyone below the minimum wage	3	1.0	2	-	5	2.1	2	-	3	1.8
Classified employees as self-employed contractors	5	1.3	5	1.9	6	2.3	4	1.7	4	2.0
Accepted payments from workers, in exchange for a job in the business	1	-	1	-	1	-	1	-	1	-
Paid any worker "off the books"	3	1.0	2	-	5	1.9	3	1.6	3	1.7
Discouraged applications for ACC claims following an injury at work	1	-	1	-	1	-	1	-	1	-
None of the above	63	2.9	62	4.2	64	4.5	61	4.6	66	4.5
Don't know	24	2.6	25	3.8	21	3.8	28	4.3	24	4.1
Refused	1	-	1	-	1	-	2	-	1	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 150: Q42. How confident are you that the business is meeting its obligations under the Holidays Act?**

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	2356*		611		589		563		593	
Weighted base=	185804*	+/-	113718	+/-	51851	+/-	13371	+/-	6864	+/-
	%	%	%	%	%	%	%	%	%	%
Not at all confident	0	-	1	-	0	-	0	-	1	-
Somewhat unconfident	2	-	2	-	1	-	1	-	1	-
Neither confident nor unconfident	2	-	2	-	2	-	2	-	1	-
Somewhat confident	18	2.4	20	3.6	15	3.3	12	2.9	12	3.1
Very confident	76	2.6	72	3.9	80	3.7	86	3.2	86	3.4
Don't know	1	-	2	-	1	-	0	-	0	-
Refused	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 151: Q43. In the last 12 months, have any employees raised concerns with the business about their holidays or leave being underpaid?**

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	2356*		611		589		563		593	
Weighted base=	185804*	+/-	113718	+/-	51851	+/-	13371	+/-	6864	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	4	1.1	3	1.4	5	2.2	7	2.4	13	3.3
No	95	1.2	97	1.5	94	2.3	92	2.6	83	3.6
Don't know	1	-	0	-	1	-	1	-	4	1.9
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. All respondents (n=2359) were asked this question.



**Table 152: Q44. Which of the following actions, if any, did the business take in response to these concerns being raised? Did the business:**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	158*		16**		31		35		76	
Weighted base=	7590*	+/-	2968 **		2822		890		909	
	%	%	%	%	%	%	%	%	%	%
Undertake an internal investigation of employees' holiday or leave pay	63	12.8	50	27.0	64	18.6	79	14.7	83	9.8
Undertake an audit of the payroll system (incl. internal and external reviews)	30	11.2	25	22.0	27	18.0	49	17.5	39	11.4
Seek help or advice from MBIE	15	6.2	0	-	22	15.5	38	17.8	17	9.9
Seek help or advice from another source	41	10.7	53	21.2	29	17.0	48	17.8	38	12.6
Make any settlement payments to employees who raised concerns	19	8.2	13	12.3	26	16.8	21	15.0	20	10.0
Other	21	11.0	23	23.1	21	15.9	16	13.4	19	10.6
None of the above	4	4.9	6	10.0	5	8.0	0	-	0	-
Don't know	0	-	0	-	0	-	2	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that had an employee raise concerns in the last 12 months about their holidays or leave being underpaid (n=158).

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

**Table 153: Q45. Do any employees in this business who work in a shop, either directly with customers or doing tasks such as shelf stacking or stocktaking?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2356*		611		589		563		593	
Weighted base=	185932*	+/-	113718	+/-	51975	+/-	13371	+/-	6868	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	21	2.0	18	2.9	27	3.4	25	3.2	27	3.5
No	78	2.0	81	2.9	72	3.4	74	3.3	73	3.5
Don't know	1	-	1	-	1	-	1	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 154: Q46. Will any of these employees be asked to work on Easter Sunday in April 2018?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	494*		103		122		111		158	
Weighted base=	39365*	+/-	20191	+/-	13974	+/-	3348	+/-	1852	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	26	4.1	8	4.8	44	9.0	53	8.4	39	8.1
Yes, pending a decision by the Local Authority to adopt an Easter Sunday Shop Trading policy	3	2.0	3	2.9	4	3.6	2	-	2	-
No	68	4.5	85	6.1	51	8.9	46	8.6	56	8.2
Don't know	2	-	4	3.7	0	-	0	-	2	-
Refused	0	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that have employees who work in a shop (including cafes, bars and restaurants) (n=494).

**Table 155: Q47. The next few questions are about engaging with unions on employment matters and business decisions. When answering these questions, please exclude any engagement with unions on health and safety matters? Approximately what proportion of the business's current employees are union members?**

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	2356*		610		589		562		595	
Weighted base=	185664*	+/-	113532	+/-	51887	+/-	13363	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
None	87	1.7	93	2.2	84	3.4	69	4.3	43	4.6
Less than 25%	3	0.7	1	-	4	1.6	9	2.4	25	3.9
25% to 50%	1	-	0	-	2	-	4	1.7	7	2.7
More than 50%	3	0.9	2	-	3	1.7	10	3.0	17	3.8
Don't know	5	1.2	4	1.7	7	2.4	7	2.3	6	2.2
Refused	0	-	0	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 156: Q48a. In the last 12 months has the business engaged with unions on employment matters, such as terms and conditions of employment and skill development?**

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	598*		45		93		164		296	
Weighted base=	22575*	+/-	7179	+/-	7545	+/-	3988	+/-	3864	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	30	5.0	8	9.5	29	10.7	40	8.3	60	6.3
No	57	6.3	71	14.7	61	11.7	49	8.2	32	5.9
Don't know	13	4.9	21	13.0	9	6.9	10	5.4	6	3.1
Refused	1	-	0	-	1	-	0	-	2	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. Sub-sample based on businesses that have employees who are union members (n=622).

**Table 157: Q48b. In the last 12 months has the business engaged with unions on business decisions, such as developing business objectives and processes?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	592*		45		91		162		294	
Weighted base=	22279*	+/-	7179	+/-	7342	+/-	3930	+/-	3828	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	9	3.0	2	-	8	6.8	9	5.1	25	5.8
No	76	5.5	77	13.3	82	9.0	76	7.5	64	6.3
Don't know	14	5.0	21	13.0	10	7.1	14	6.3	9	3.8
Refused	1	-	0	-	1	-	0	-	2	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. Sub-sample based on businesses that have employees who are union members (n=622).

**Table 158: Q49. Would you describe management's current relationship with unions as...?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	603*		48		94		164		297	
Weighted base=	23247*	+/-	7672	+/-	7708	+/-	3994	+/-	3873	+/-
	%	%	%	%	%	%	%	%	%	%
Positive	34	6.0	25	13.8	28	10.7	47	8.5	51	6.4
Negative	5	3.6	8	10.2	4	3.7	3	3.1	3	1.8
Or neither positive nor negative	32	5.9	23	12.7	38	11.2	36	8.0	37	6.1
Don't know	27	6.2	42	14.9	27	10.8	14	5.9	8	3.5
Refused	2	-	2	-	3	4.4	0	-	2	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. Sub-sample based on businesses that have employees who are union members (n=622).

**Table 159: Q50. Would you say that the overall impact of this relationship on business outcomes is...?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	600*		47		92		164		297	
Weighted base=	22868*	+/-	7496	+/-	7506	+/-	3994	+/-	3873	+/-
	%	%	%	%	%	%	%	%	%	%
Positive	29	5.9	21	13.7	27	10.3	41	8.2	35	6.3
Negative	6	3.4	7	8.9	5	4.7	3	3.1	9	3.5
Or neither positive nor negative	38	6.3	30	14.1	42	11.7	40	8.0	45	6.4
Don't know	24	6.2	38	15.7	22	9.8	15	5.7	9	3.8
Refused	3	2.0	4	4.4	4	4.0	0	-	2	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that have employees who are union members (n=622).

**Table 160: Q51 Does the business currently have any recent migrant employees on staff? By recent migrant we mean anyone who was not born in New Zealand and arrived here in the last 5 years.**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2355*		610		588		562		595	
Weighted base=	185537*	+/-	113532	+/-	51760	+/-	13363	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	28	2.3	16	3.1	40	4.6	57	4.6	77	4.1
No	71	2.4	83	3.2	59	4.6	41	4.6	21	4.0
Don't know	1	-	1	-	1	-	2	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 161: Q52. And in the last 12 months, has the business hired any recent migrants?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2356*		610		589		562		595	
Weighted base=	185664*	+/-	113532	+/-	51887	+/-	13363	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	23	2.1	13	2.8	33	4.4	51	4.6	70	4.4
No	76	2.2	86	2.9	67	4.4	47	4.6	27	4.3
Don't know	1	-	1	-	1	-	2	-	3	1.8
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 162: Q53. Thinking about the migrant most recently hired by the business, for which of the following reasons did the business choose to employ this person?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	978		79		184		293		422	
Weighted base=	42934	+/-	14318	+/-	16964	+/-	6844	+/-	4808	+/-
	%	%	%	%	%	%	%	%	%	%
Their skills/qualifications	73	4.8	66	11.2	75	7.1	79	4.9	82	3.9
Their experience	59	5.2	54	11.8	60	8.0	67	5.8	65	5.3
It seemed like they had a strong work ethic	55	4.9	62	10.5	55	8.2	52	6.5	42	5.4
It seemed like they would be a 'good fit' for the business	56	5.1	59	11.1	57	8.2	56	6.4	46	5.6
NZers were not willing to do job or did not apply	44	5.1	48	11.8	43	7.7	42	6.2	40	5.2
NZers who applied did not have the necessary skills, qualifications or experience	43	5.2	45	11.9	40	8.0	45	6.5	49	5.6
Business had short-term/seasonal labour needs/migrant was available	2	-	3	4.8	1	-	0	-	0	-
Other	2	-	3	3.4	2	-	2	-	1	-
No reason (No particular preference for migrant vs. NZer)	2	-	0	-	3	2.9	3	2.4	1	-
Don't know	0	-	0	-	0	-	1	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response. Sub-sample based on businesses that had hired recent migrants in the last 12 months (n=979).

**Table 163: Q54. In the last 12 months, has the business hired any job vacancies?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2356*		610		589		562		595	
Weighted base=	185664*	+/-	113532	+/-	51887	+/-	13363	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	64	2.8	48	4.3	85	3.3	95	2.2	99	-
No	36	2.8	51	4.3	15	3.3	5	2.1	1	-
Don't know	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.



**Table 164: Q55.How does the business usually go about finding staff to fill a job vacancy? Is it through...?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	1910*		296		496		532		586	
Weighted base=	118308	+/-	54984	+/-	43928	+/-	12610	+/-	6786	+/-
	%	%	%	%	%	%	%	%	%	%
Word of mouth	64	3.3	65	5.9	65	4.8	60	4.8	59	4.7
Trade Me or Seek	60	3.4	50	6.0	64	4.8	77	4.1	82	3.8
Other websites or internet based job boards	29	2.9	22	4.9	32	4.7	37	4.7	52	4.8
Social media (incl. Linked In, Facebook, Instagram, Snapchat etc.)	29	3.1	28	5.6	29	4.5	32	4.5	36	4.6
Advertising in NZ newspapers or magazines	25	2.9	24	5.2	23	4.2	31	4.5	40	4.7
A candidate approaching the business	28	2.9	20	4.7	36	4.9	33	4.5	36	4.2
A recruitment agency or HR specialist	23	2.8	17	4.8	23	4.2	35	4.6	45	4.7
Education or training providers										
READ IF NECESSARY:										
Including schools and tertiary providers	12	2.1	8	3.5	14	3.5	18	3.7	26	4.2
Work & Income/MSD	2	-	2	-	3	1.6	1	-	4	1.3
Advertising internally or at/outside business	1	-	1	-	2	-	1	-	1	-
Any other method	2	-	1	-	2	-	1	-	2	-
Don't know	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response. Sub-sample based on businesses that job vacancies in the last 12 months (n=1914).

**Table 165: Q56. In the last 12 months has the business had any difficulties finding staff to fill job vacancies?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	1912*		296		498		532		586	
Weighted base=	118410*	+/-	54984	+/-	43998	+/-	12642	+/-	6786	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	60	3.4	54	6.2	62	4.9	67	4.5	81	3.8
No	39	3.4	46	6.2	37	4.9	32	4.5	18	3.7
Don't know	1	-	1	-	0	-	1	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response. Sub-sample based on businesses that job vacancies in the last 12 months (n=1914).

**Table 166: Q57. Did the business intentionally seek out a migrant for any of these job vacancies that were hard to fill?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	1330*		154		319		377		480	
Weighted base=	70633*	+/-	29281	+/-	27368	+/-	8510	+/-	5474	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	19	3.3	17	6.3	20	4.9	22	4.5	22	4.3
No	80	3.3	83	6.3	80	5.0	77	4.7	75	4.5
Don't know	1	-	0	-	0	-	1	-	3	1.8
Refused	0	-	0	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that had difficulties finding staff to fill job vacancies in the last 12 months (n=1332).

**Table 167: Q56\_Q57. Proportion of all employers intentionally seeking out a migrant for hard to fill job vacancies.**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2355*		610		589		562		594	
Weighted base=	185721*	+/-	113532	+/-	51975	+/-	13358	+/-	6856	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	7	1.3	4	1.7	10	2.8	14	3.0	18	3.5
No	92	1.4	95	1.8	89	2.8	84	3.2	78	3.9
Don't know	1	-	0	-	0	-	1	-	4	1.8
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).

**Table 168: Q58. In the last two years has this business experienced any difficulties with employing migrant workers in New Zealand or from overseas?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2335*		596		588		557		594	
Weighted base=	183193*	+/-	111168	+/-	51908	+/-	13262	+/-	6856	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	11	1.6	6	2.0	15	3.2	22	3.6	28	4.2
No	84	2.0	87	2.9	82	3.4	72	4.1	66	4.5
Don't know	5	1.3	5	2.0	3	1.6	6	2.3	6	2.2
Refused	1	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 169: Q59. What types of difficulties have you experienced with employing migrant workers in New Zealand or from overseas? Was it difficult:**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	451*		39		93		138		181	
Weighted base=	19391	+/-	6903	+/-	7646	+/-	2894	+/-	1947	+/-
	%	%	%	%	%	%	%	%	%	%
Getting people with the right skills for the job	34	7.2	38	15.7	36	10.9	24	8.1	25	7.2
Getting people with good English language skills	29	6.8	21	14.1	34	11.1	32	9.0	29	7.8
Finding a reputable recruitment agency	3	2.4	0	-	6	5.9	3	3.4	3	2.9
Finding suitable places to advertise vacancies	4	2.2	2	-	4	4.6	5	4.7	6	4.1
Retaining the workers once hired	22	6.2	21	13.9	21	9.0	26	8.2	26	7.4
Difficulties with the visa process (incl. quals recognition)	69	7.1	57	16.0	69	10.4	85	6.7	86	6.0
Getting people with right attitude/fit, honest & reliable	3	2.5	3	4.9	3	4.4	4	3.9	0	-
Or some other difficulties	4	2.9	3	4.9	5	5.5	4	4.1	6	4.6
Don't know	1	-	0	-	2	-	0	-	0	-
Refused	1	-	0	-	2	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that had experienced difficulties with employing migrant workers in New Zealand or from overseas in the last two years (n=451).

**Table 170: Q60. How have these difficulties with employing migrant workers impacted on the business? Have these difficulties meant you needed to:**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	448*		38		93		136		181	
Weighted base=	19162	+/-	6727	+/-	7646	+/-	2842	+/-	1947	+/-
	%	%	%	%	%	%	%	%	%	%
Employ someone locally	20	6.4	21	13.6	24	10.1	10	6.1	20	6.9
Stop carrying out some activities, lost business opportunities/revenue, reduced quality	36	7.3	41	16.5	34	10.5	30	8.2	27	7.6
Automate more tasks or processes	13	5.3	12	11.0	17	8.7	11	5.8	8	4.3
Use contractors/consultants	17	4.6	17	9.5	15	7.2	19	7.4	26	7.4
Redesign jobs	26	6.8	30	15.6	21	9.4	27	8.6	26	7.5
Improve pay or conditions to attract NZ workers	13	4.6	7	7.1	20	9.4	10	5.8	11	5.2
Offer current staff better pay or conditions to get them to stay	16	4.6	8	7.4	24	9.2	13	6.1	11	4.7
Increased administration/recruitment costs, delays in filling vacancies	8	4.2	13	11.2	3	3.5	8	4.5	7	3.7
Settled for lower quality/less skilled workers	1	-	0	-	0	-	2	-	3	1.9
Any other impacts	8	4.5	10	10.7	7	5.6	7	5.0	7	4.6
No difficulties	1	-	0	-	2	-	1	-	0	-
Don't know	9	3.8	5	6.1	10	7.4	15	7.2	8	5.1
Refused	2	-	0	-	4	4.5	1	-	2	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that had experienced difficulties with employing migrant workers in New Zealand or from overseas in the last two years (n=451).

**Table 171: Q61a. Please tell me how much you agree or disagree with each of the following statements. – Migrants make an important contribution to New Zealand's economy, for example, bring skills or new technologies into NZ.**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2350*		606		587		562		595	
Weighted base=	184647*	+/-	112750	+/-	51657	+/-	13358	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Strongly disagree	2	-	2	-	1	-	1	-	1	-
Disagree	4	1.3	5	2.0	3	1.6	1	-	1	-
Neutral	20	2.4	22	3.6	19	3.7	18	3.7	14	3.4
Agree	40	2.9	39	4.2	41	4.6	40	4.6	39	4.6
Strongly agree	29	2.7	26	3.9	32	4.4	39	4.5	42	4.7
Not applicable	0	-	0	-	0	-	0	-	0	-
Don't know	4	1.3	5	1.9	4	1.8	1	-	3	1.8
Refused	0	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 172: Q61b. Please tell me how much you agree or disagree with each of the following statements. – The 2017 immigration policy changes have made it easier for businesses to employ skilled migrants.**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2346*		605		586		560		595	
Weighted base=	184149*	+/-	112436	+/-	51493	+/-	13337	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Strongly disagree	7	1.3	5	1.7	9	2.7	9	2.6	9	2.3
Disagree	10	1.7	8	2.3	13	3.1	14	3.2	13	3.1
Neutral	30	2.7	29	3.9	31	4.3	30	4.4	35	4.6
Agree	14	2.1	15	3.1	13	3.1	11	2.8	12	2.9
Strongly agree	3	0.9	2	-	4	2.0	5	2.1	4	1.8
Not applicable	1	-	0	-	1	-	0	-	0	-
Don't know	36	2.9	40	4.3	29	4.2	32	4.3	26	4.3
Refused	0	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 173: Q61c. Please tell me how much you agree or disagree with each of the following statements. – Migrants take jobs away from other New Zealanders.**

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	2351*		607		587		562		595	
Weighted base=	184833*	+/-	112936	+/-	51657	+/-	13358	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Strongly disagree	22	2.3	18	3.3	26	4.1	31	4.4	29	4.2
Disagree	33	2.8	33	4.1	32	4.4	33	4.4	37	4.6
Neutral	23	2.5	22	3.6	24	3.9	22	3.9	24	4.2
Agree	12	2.0	14	3.0	10	2.8	7	2.5	5	2.0
Strongly agree	5	1.3	6	2.0	5	2.0	2	-	1	-
Not applicable	0	-	0	-	0	-	0	-	0	-
Don't know	5	1.4	6	2.1	3	1.6	4	2.0	3	1.6
Refused	0	-	1	-	0	-	0	-	2	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 174: Q62. Which of the following best describes your position or job title in this business? READ.**

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	2354*		609		590		560		595	
Weighted base=	185602*	+/-	113401	+/-	52014	+/-	13305	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Business owner or partner in the business	71	2.5	82	3.4	60	4.5	41	4.6	25	4.0
Human resources manager	4	0.8	1	-	6	2.4	7	2.5	28	4.3
Other senior manager	22	2.3	14	3.1	31	4.3	49	4.7	44	4.7
Or some other type of position	2	-	2	-	2	-	2	-	2	-
Refused	1	-	1	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 175: Q63. Were you born in New Zealand?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2355*		609		590		561		595	
Weighted base=	185610*	+/-	113401	+/-	52014	+/-	13313	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	75	2.6	75	3.8	75	4.0	74	4.2	74	4.3
No	25	2.6	25	3.7	24	4.0	25	4.1	25	4.2
Would rather not say	1	-	1	-	1	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 176: Q64. Which country were you born in?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	549*		154		131		132		132	
Weighted base=	45515*	+/-	28016	+/-	12454	+/-	3334	+/-	1712	+/-
	%	%	%	%	%	%	%	%	%	%
Australia	8	3.2	6	4.3	10	6.0	8	5.6	14	7.3
Other Oceania	3	2.2	3	3.2	3	3.3	6	4.7	6	4.6
Asia/Middle East	29	5.2	32	7.4	29	8.8	15	6.8	5	3.8
Europe	41	5.8	41	8.3	36	9.0	48	9.4	47	9.9
Africa	9	3.3	9	4.8	8	5.3	10	5.6	22	8.2
North/Central America	3	1.5	1	-	4	4.2	8	5.7	4	3.3
South America	1	-	1	-	1	-	0	-	1	-
Refused	7	3.2	7	4.7	7	4.8	4	3.3	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on respondents who were not born in New Zealand (n=551).



**Table 177: Q65. How many years have you lived in New Zealand? Is it:**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	550*		154		131		132		133	
Weighted base=	45541*	+/-	28016	+/-	12454	+/-	3334	+/-	1738	+/-
	%	%	%	%	%	%	%	%	%	%
Less than 5 years	6	2.8	7	4.2	4	3.8	4	3.7	11	6.7
5 to 10 years	12	3.9	10	5.3	18	7.5	10	5.0	10	5.5
More than 10 years	81	4.7	83	6.5	75	8.5	85	6.1	79	8.2
Don't know	0	-	0	-	0	-	0	-	0	-
Refused	1	-	0	-	3	3.5	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on respondents who were not born in New Zealand (n=551).

**Table 178: Q66. Are you male or female?**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2346*		607		588		558		593	
Weighted base=	185238*	+/-	113194	+/-	51927	+/-	13269	+/-	6848	+/-
	%	%	%	%	%	%	%	%	%	%
Male	55	2.9	58	4.3	52	4.6	50	4.7	45	4.7
Female	44	2.9	42	4.3	47	4.6	50	4.7	54	4.7
Would rather not say	1	-	0	-	1	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 179: Industry by size category - weighted percentages**

	Total	1 to 5	6 to 19	20 to 49	50+
Unweighted base =	2359	611	590	563	595
Weighted base =	185985	113718	52014	13371	6882
	%	%	%	%	%
Agriculture, Forestry & Fishing	11	15	7	5	3
Manufacturing	7	5	8	11	12
Construction	12	14	10	8	6
Retail Trade, Accommodation & Food Services	19	16	25	20	16
Health Care & Social Assistance	6	5	6	8	12
Other	45	45	43	47	51
Total	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 180: Industry by size category - weighted counts**

	Total	1 to 5	6 to 19	20 to 49	50+
Unweighted base =	2359	611	590	563	595
Weighted base =	185985	113718	52014	13371	6882
Agriculture, Forestry & Fishing	21288	16575	3822	663	228
Manufacturing	12567	6153	4110	1458	846
Construction	22305	15783	4998	1125	399
Retail Trade, Accommodation & Food Services	35658	18666	13209	2673	1110
Health Care & Social Assistance	10635	5412	3318	1104	801
Other	83532	51129	22557	6348	3498

This table contains frequencies.

**Table 181: Region (from sample)**

	Total		1 to 5		6 to 19		20 to 49		50+	
	Unweighted base=	2359	611		590		563		595	
	Weighted base=	185985	+/-	113718	+/-	52014	+/-	13371	+/-	6882
	%	%	%	%	%	%	%	%	%	%
Northland	4	1.1	4	1.6	4	1.8	3	1.8	2	-
Auckland	25	2.5	22	3.6	29	4.3	30	4.3	35	4.6
Waikato	10	1.7	9	2.5	10	2.8	9	2.7	10	2.8
Bay of Plenty	8	1.6	9	2.5	6	2.1	8	2.5	8	2.6
Gisborne	2	-	2	-	1	-	1	-	2	-
Hawke's Bay	4	1.1	4	1.6	4	1.9	3	1.4	5	1.9
Taranaki	3	1.0	3	1.5	3	1.5	3	1.5	1	-
Manawatu- Wanganui	5	1.3	5	1.9	4	1.8	6	2.3	5	1.9
Wellington	11	1.9	12	2.9	9	2.7	13	3.4	10	3.0
Tasman	0	-	0	-	0	-	0	-	1	-
Nelson	2	-	3	1.5	2	-	4	1.7	1	-
Marlborough	1	-	1	-	1	-	1	-	1	-
West Coast	0	-	0	-	1	-	1	-	1	-
Canterbury	17	2.2	18	3.3	17	3.5	12	3.0	12	3.1
Otago	5	1.3	6	2.0	6	2.0	4	1.7	4	1.8
Southland	2	-	3	1.3	2	-	2	-	2	-
Other	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

**Table 182: North Island versus South Island**

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2359		611		590		563		595	
Weighted base=	185985	+/-	113718	+/-	52014	+/-	13371	+/-	6882	+/-
	%	%	%	%	%	%	%	%	%	%
North Island	71	2.7	71	3.9	70	4.2	77	3.8	78	3.7
South Island	29	2.7	29	3.9	30	4.2	23	3.8	22	3.7
Other	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

## Results by industry category

**Table 183: Q1. First of all, does your organisation operate from more than one site in New Zealand?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2345*		340		321		367		406		337		574	
Weighted base=	184796*	+/-	21055	+/-	12445	+/-	22023	+/-	35531	+/-	10613	+/-	83129	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	26	2.5	24	6.7	17	5.0	30	6.4	25	5.0	29	5.7	27	4.5
No	73	2.5	75	6.9	82	5.2	69	6.4	75	5.0	70	5.8	72	4.5
Don't know	0	-	1	-	1	-	0	-	0	-	1	-	0	-
Refused	0	-	0	-	0	-	1	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 184: 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		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	807*		117		90		147		130		118		205	
Weighted base=	49962*	+/-	5547	+/-	2262	+/-	6999	+/-	8975	+/-	3235	+/-	22945	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1 - 5	50	-	67	-	37	-	64	-	33	-	43	-	49	-
6 - 9	13	2.7	13	4.0	2	-	10	4.6	23	8.2	16	6.3	11	4.4
10 - 19	21	2.7	15	4.0	25	4.3	16	4.6	28	8.2	19	6.3	21	4.4
20 - 49	10	0.0	4	-	19	-	7	0.4	11	-	10	-	11	-
50 - 99	3	0.5	1	-	9	2.3	2	-	2	-	6	1.7	4	0.9
100 or more	3	0.5	1	-	8	2.3	1	-	3	0.7	6	1.7	4	0.9
No employees	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that operate from more than one site in New Zealand (n=817).

**Table 185: Q2b. How many employees are employed by the business? Please include full-time and part-time employees but do not include contractors or the business owners.**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1541*		224		232		220		276		220		369	
Weighted base=	135074*	+/-	15722	+/-	10201	+/-	15024	+/-	26556	+/-	7387	+/-	60184	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1 - 5	65	-	82	-	51	-	73	-	59	-	54	-	66	-
6 - 9	12	1.5	7	1.7	14	4.0	9	3.0	11	3.7	15	3.8	12	2.6
10 - 19	14	1.5	8	1.7	20	4.0	12	3.0	21	3.7	15	3.8	13	2.6
20 - 49	6	0.0	3	0.1	10	-	4	-	7	-	11	-	6	-
50 - 99	2	-	0	-	3	0.5	1	-	1	-	4	0.7	2	-
100 or more	1	-	0	-	1	-	0	-	1	-	2	-	1	-
No employees	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that operate from only one site in New Zealand (n=1542).

**Table 186: X2. Business size (collapsed - 6 categories)**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2348*		341		322		367		406		338		574	
Weighted base=	185037*	+/-	21269	+/-	12463	+/-	22023	+/-	35531	+/-	10622	+/-	83129	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1 - 5	61	-	78	-	49	-	70	-	53	-	51	-	61	-
6 - 9	12	1.3	9	1.7	12	3.5	9	2.5	14	3.5	15	3.3	12	2.2
10 - 19	16	1.3	9	1.7	21	3.5	13	2.5	23	3.5	16	3.3	15	2.2
20 - 49	7	0.0	3	0.1	12	-	5	0.1	8	-	10	-	8	-
50 - 99	2	-	1	-	4	0.6	1	-	1	-	5	0.7	3	0.3
100 or more	2	-	1	-	3	0.6	1	-	2	-	3	0.7	2	-
No employees	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).



**Table 187: Q3. And for how long has your business been operating in New Zealand?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2350*		343		322		368		406		338		573	
Weighted base=	185029*	+/-	21284	+/-	12463	+/-	22164	+/-	35531	+/-	10622	+/-	82965	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Less than 2 years	5	1.3	5	3.4	3	3.2	8	4.1	9	3.6	2	-	3	1.8
2 to less than 6 years	16	2.3	13	5.6	12	5.1	17	5.4	20	4.9	15	5.0	15	4.0
6 to less than 10 years	13	2.1	10	5.0	7	3.3	14	5.0	14	4.4	15	4.7	13	3.8
10 years or more	66	2.8	72	7.5	77	6.3	60	6.9	57	6.1	67	6.2	68	5.0
Don't know	0	-	1	-	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
<b>Total</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 188: Q4. Who is mainly responsible for providing health and safety leadership for the business?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2357*		344		323		368		407		338		577	
Weighted base=	185831	+/-	21288	+/-	12567	+/-	22164	+/-	35658	+/-	10622	+/-	83532	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Business owners	70	2.6	81	6.1	72	5.5	77	5.6	80	4.6	58	6.1	62	4.9
Directors, board members or senior leaders	31	2.6	21	6.4	44	7.1	27	5.8	20	4.6	27	5.2	38	4.9
Managers	37	2.7	38	7.9	45	6.4	33	5.8	41	5.5	44	6.0	34	4.7
A health and safety specialist within the business	11	1.6	9	4.2	19	5.1	16	4.5	5	2.1	10	3.5	12	3.0
Health and safety reps	11	1.6	12	4.8	19	5.0	12	4.0	6	2.2	18	4.0	11	2.8
A health and safety committee	11	1.5	8	3.6	20	4.3	10	3.2	5	1.6	12	2.5	12	2.9
A contracted health and safety specialist from outside the business	9	1.6	12	5.2	16	5.0	13	4.3	5	2.3	4	2.3	8	2.7
A staff member/all staff	1	-	0	-	1	-	1	-	1	-	2	-	0	-
An industry group or association	0	-	0	-	0	-	1	-	0	-	0	-	0	-
Any other provider	0	-	0	-	1	-	1	-	1	-	1	-	0	-
No one	1	-	0	-	0	-	0	-	0	-	2	-	1	-
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	1	-	2	-	0	-	1	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 189: Q5 Does the business have health and safety inductions for all new employees? IF REQUIRED: 'Employees' includes full-time and part-time employees but does not include contractors or the business owners.**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2356*		343		323		368		407		338		577	
Weighted base=	185645*	+/-	21102	+/-	12567	+/-	22164	+/-	35658	+/-	10622	+/-	83532	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	85	2.3	90	5.4	93	4.3	92	4.1	83	4.8	83	5.2	83	4.2
No	12	2.1	7	4.7	7	4.0	6	3.7	14	4.5	13	4.8	15	4.0
Don't know	1	-	0	-	0	-	1	-	1	-	2	-	2	-
Refused	1	-	3	3.0	1	-	1	-	2	-	2	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 190: Q6A. Does the business have a process for identifying and assessing the business's main risks and hazards?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2351*		343		322		368		406		337		575	
Weighted base=	185049*	+/-	21280	+/-	12463	+/-	22164	+/-	35531	+/-	10556	+/-	83055	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	91	1.8	96	3.4	94	3.8	97	2.7	88	4.2	91	4.1	90	3.4
No	6	1.6	2	-	2	-	3	2.4	7	3.1	6	3.4	8	3.0
Don't know	2	-	1	-	4	3.1	1	-	3	2.3	3	2.5	1	-
Refused	1	-	1	-	0	-	0	-	2	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 191: Q6B. Does the business know which workers could be affected by the main risks and hazards?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2349*		341		322		368		406		337		575	
Weighted base=	184828*	+/-	21059	+/-	12463	+/-	22164	+/-	35531	+/-	10556	+/-	83055	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	93	1.7	97	3.0	94	3.8	94	3.6	92	3.5	93	3.7	91	3.2
No	4	1.3	1	-	2	-	4	2.8	3	2.1	4	2.8	5	2.5
Don't know	3	1.0	1	-	3	3.0	3	2.4	3	2.4	3	2.6	2	-
Refused	1	-	1	-	0	-	0	-	2	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 192: Q6C. Does the business have processes in place to manage the main risks to workers?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2350*		341		322		368		406		337		576	
Weighted base=	185141*	+/-	21059	+/-	12463	+/-	22164	+/-	35531	+/-	10556	+/-	83369	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	93	1.8	96	3.4	97	2.9	97	2.5	91	3.6	93	3.6	90	3.4
No	5	1.4	2	-	1	-	2	-	4	2.4	5	3.3	7	2.9
Don't know	2	-	1	-	2	-	1	-	3	2.3	1	-	2	-
Refused	1	-	1	-	0	-	0	-	2	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 193: Q6D. Does the business regularly review its systems and processes for managing the main risks and hazards?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2350*		341		322		368		407		337		575	
Weighted base=	184955*	+/-	21059	+/-	12463	+/-	22164	+/-	35658	+/-	10556	+/-	83055	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	84	2.3	88	5.4	90	4.8	87	5.0	76	5.3	83	5.2	84	4.0
No	12	2.0	9	5.0	7	4.1	7	3.8	18	4.9	14	4.9	11	3.5
Don't know	3	1.1	1	-	3	2.8	5	3.2	4	2.3	2	-	3	1.9
Refused	1	-	1	-	0	-	1	-	2	-	0	-	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 194: Q6A\_C. Proportion of all employers with a process for identifying, assessing and managing the main risks.**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2349*		341		322		368		406		337		575	
Weighted base=	184828*	+/-	21059	+/-	12463	+/-	22164	+/-	35531	+/-	10556	+/-	83055	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	89	2.0	95	3.8	94	4.0	96	3.0	85	4.5	90	4.3	87	3.8
No	7	1.7	2	-	3	2.8	4	2.8	7	3.3	7	3.8	10	3.3
Don't know	3	1.0	2	-	4	3.1	1	-	5	2.7	3	2.3	2	-
Refused	1	-	1	-	0	-	0	-	3	2.0	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).

**Table 195: Q6A\_C\_D. Proportion of all employers with a process for identifying, assessing and managing the main risks, who also review these systems.**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2349*		341		322		368		406		337		575	
Weighted base=	184828*	+/-	21059	+/-	12463	+/-	22164	+/-	35531	+/-	10556	+/-	83055	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	81	2.4	86	5.9	87	5.4	86	5.1	72	5.6	81	5.4	81	4.3
No	14	2.2	10	5.0	9	4.5	8	4.1	20	5.0	15	5.0	14	3.8
Don't know	4	1.2	3	3.0	5	3.3	4	3.0	5	2.9	4	2.5	3	1.9
Refused	2	-	1	-	0	-	1	-	3	2.2	0	-	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).

**Table 196: Q7.How often does the business involve workers (including any contractors) in decisions that affect their health and safety?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2352*		342		322		369		406		339		574	
Weighted base=	185153*	+/-	21094	+/-	12559	+/-	22305	+/-	35531	+/-	10635	+/-	83029	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
All or most of the time	68	2.8	63	8.0	71	6.7	69	6.5	60	6.0	66	6.1	71	4.7
Some of the time	27	2.6	34	7.9	24	6.3	29	6.4	34	5.9	29	5.8	23	4.3
Never	3	1.2	1	-	2	-	1	-	3	2.3	3	2.6	4	2.3
Don't know	1	-	0	-	3	3.1	1	-	2	-	1	-	1	-
Refused	0	-	1	-	0	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 197: Q8. Does the business have...?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2355*		344		322		369		407		339		574	
Weighted base=	185473	+/-	21288	+/-	12559	+/-	22305	+/-	35658	+/-	10635	+/-	83029	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Elected health and safety representatives	30	2.5	26	6.9	40	6.6	32	6.2	24	4.9	34	5.5	30	4.5
Informal health and safety reps or champions	28	2.6	30	7.6	23	5.7	28	6.1	17	4.4	28	5.5	32	4.8
A health and safety committee	18	1.8	13	4.8	29	4.8	14	3.6	12	3.1	19	3.2	20	3.4
A system for regular health and safety communications	43	2.8	45	8.1	53	7.0	46	6.7	33	5.4	49	6.4	44	5.1
Regular meetings where health and safety is discussed	55	2.9	65	7.9	58	6.7	60	6.9	44	5.9	62	6.3	53	5.2
Regular health and safety briefings, such as tool box or tail gate meetings	37	2.7	48	8.2	47	6.9	77	6.1	22	4.9	16	4.3	31	4.8
None of the above	14	2.2	8	4.4	11	5.2	4	3.2	23	5.3	13	4.7	15	4.1
Don't know	1	-	0	-	1	-	0	-	5	2.7	1	-	1	-
Refused	2	-	1	-	0	-	1	-	3	2.2	1	-	2	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 198: Q8a Does the business have any initiatives to support the psychological health and wellbeing of its workers?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2351*		342		322		369		407		339		572	
Weighted base=	184625*	+/-	21067	+/-	12559	+/-	22305	+/-	35658	+/-	10635	+/-	82401	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	42	2.9	32	7.6	40	7.1	31	6.3	40	6.0	58	6.4	46	5.2
No	50	3.0	56	8.1	48	7.3	58	6.9	51	6.1	35	6.3	47	5.2
Don't know	6	1.4	8	4.5	8	4.1	9	4.2	6	2.9	4	2.4	5	2.4
Refused	2	-	3	3.0	3	2.7	2	-	3	2.2	3	2.5	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.



**Table 199: Q9. In the last 12 months have the business's officers, that is, the business's directors, board members or senior leaders, asked for information about how the business is managing its main health and safety risks and hazards?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2353*		342		322		369		407		339		574	
Weighted base=	185280*	+/-	21094	+/-	12559	+/-	22305	+/-	35658	+/-	10635	+/-	83029	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	49	2.9	45	8.1	56	6.8	48	6.8	42	5.8	54	6.4	52	5.1
No	24	2.6	22	7.1	18	6.0	25	6.2	30	5.7	25	5.8	23	4.5
Not applicable (e.g. business is run by a sole trader)	22	2.6	29	7.7	21	6.3	22	6.1	22	5.2	16	5.1	20	4.5
Don't know	4	1.1	3	2.6	4	2.8	3	2.3	4	2.6	4	2.3	3	1.9
Refused	1	-	1	-	2	-	2	-	2	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 200: Q10 In the last 12 months, has the business:**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2348*		343		322		368		406		339		570	
Weighted base=	184603*	+/-	21253	+/-	12559	+/-	22164	+/-	35648	+/-	10635	+/-	82343	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Had workers who were working on the same site with workers from a different business or businesses	41	2.8	34	7.5	41	6.8	84	5.2	18	4.6	29	5.7	42	5.2
Had work done by contractors or subcontractors from another business	50	2.9	68	7.6	50	6.7	62	6.9	42	5.8	47	6.1	47	5.1
None of the above	33	2.8	21	6.7	34	7.0	4	2.8	49	6.1	39	6.3	35	5.1
Don't know	1	-	1	-	1	-	0	-	2	-	2	-	1	-
Refused	0	-	1	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 201: Q11. Does your business work with other businesses to manage shared health and safety risks?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1828*		273		261		358		264		245		427	
Weighted base=	121885*	+/-	16549	+/-	8215	+/-	21305	+/-	17419	+/-	6190	+/-	52208	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	65	3.3	64	9.0	73	7.7	81	5.8	49	8.1	58	7.8	64	6.1
No	31	3.2	31	8.8	26	7.6	17	5.5	48	8.2	37	7.6	32	5.9
Don't know	3	1.3	4	3.8	2	-	1	-	3	2.8	4	3.2	4	2.5
Refused	0	-	0	-	0	-	1	-	0	-	2	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that had workers working on the same site as workers from another business, or contractors from another business (n=1828).

**Table 202: Q12 In the last 12 months, has the business made any significant changes to its health and safety systems or practices?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2351*		344		322		368		407		339		571	
Weighted base=	185004	+/-	21288	+/-	12559	+/-	22238	+/-	35658	+/-	10635	+/-	82626	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	34	2.7	41	8.0	36	6.6	38	6.6	31	5.3	36	6.1	32	4.7
No	64	2.8	58	8.1	61	6.7	61	6.6	66	5.6	61	6.2	66	4.8
Don't know	2	-	0	-	2	-	1	-	3	2.1	2	-	1	-
Refused	0	-	1	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 203: Q13.Thinking about the biggest change or changes made to the business's health and safety systems or practices in the last 12 months, what was this change? Was it a change to:**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1030*		171		146		181		161		140		231	
Weighted base=	63054	+/-	8713	+/-	4568	+/-	8400	+/-	10945	+/-	3881	+/-	26547	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Equipment or plant	31	4.3	31	11.1	45	11.1	39	10.6	34	10.1	18	7.6	27	7.7
The workplace or worksite	29	4.2	29	10.7	36	10.7	39	10.4	27	9.2	13	5.9	29	7.6
How the work is carried out	35	4.4	45	12.4	30	9.7	49	10.9	38	10.2	23	8.3	29	7.7
Developing/reviewing policies or systems (incl. audits, dedicated staff)	73	4.3	76	10.6	76	9.8	64	10.4	72	9.6	75	9.1	74	7.9
Training of workers, including inductions	57	4.7	62	12.3	57	11.0	59	10.6	67	9.9	51	10.2	52	8.6
Risk management	51	4.7	59	12.4	57	10.4	58	10.7	52	10.5	56	10.3	44	8.5
Managing risks to workers' health, for example, reducing exposure to noise and dust	36	4.5	37	11.8	52	10.7	53	10.8	35	10.0	16	6.8	32	8.1
Investigating accidents and near misses	35	4.3	43	12.3	36	10.2	33	9.5	42	10.3	30	9.2	29	7.4
How the business involves workers in health and safety	46	4.7	57	12.4	46	11.0	48	10.9	51	10.5	37	9.1	40	8.5

How the business works with its officers to understand and manage health and safety	35	4.6	33	11.7	32	10.4	38	10.4	37	10.1	37	9.9	34	8.3
How the business works with other businesses to manage risks and hazards	30	4.4	33	11.7	29	9.9	43	10.8	22	8.6	20	7.8	29	8.0
Or was it some other change	2	-	0	-	3	3.2	3	3.6	0	-	1	-	2	-
None of the above	1	-	0	-	0	-	0	-	0	-	2	-	1	-
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	2	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

Base figures exclude non-response. Sub-sample based on businesses who had made a significant change to its health and safety systems or practices in the last 12 months (n=1032).

**Table 204: Q14A. Please tell me how much you agree or disagree with each of the following statements. – The time and effort involved in meeting health and safety legislation requirements are reasonable.**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2350*		341		321		367		405		339		577	
Weighted base=	185327*	+/-	21059	+/-	12411	+/-	22097	+/-	35593	+/-	10635	+/-	83532	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Strongly disagree	7	1.5	5	3.5	6	3.7	9	4.3	6	2.7	6	3.3	7	2.7
Disagree	18	2.3	29	7.8	18	5.7	19	5.5	14	4.4	11	4.1	17	3.9
Neutral	28	2.7	24	7.0	29	6.8	29	6.5	36	6.0	26	5.7	25	4.6
Agree	36	2.8	31	7.4	37	7.0	36	6.7	31	5.7	41	6.3	38	5.1
Strongly agree	10	1.8	9	4.8	7	3.3	6	3.2	10	3.3	11	3.8	12	3.2
Don't know	2	-	2	-	1	-	0	-	4	2.6	5	3.3	2	-
Refused	0	-	0	-	0	-	0	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 205: Q14B. Please tell me how much you agree or disagree with each of the following statements. – The time and effort involved in meeting health and safety legislation requirements are worthwhile.**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2350*		341		321		368		405		339		576	
Weighted base=	185080*	+/-	21059	+/-	12411	+/-	22164	+/-	35593	+/-	10635	+/-	83218	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Strongly disagree	5	1.4	3	3.0	3	2.5	8	3.8	4	2.3	5	3.1	6	2.6
Disagree	10	1.8	16	6.1	12	5.0	13	4.9	8	3.3	6	3.0	9	3.1
Neutral	24	2.6	22	7.1	19	5.8	20	5.7	30	5.7	21	5.2	24	4.5
Agree	40	2.9	41	8.1	50	7.3	39	6.9	36	5.9	41	6.4	39	5.1
Strongly agree	19	2.3	17	5.9	16	4.6	19	5.3	18	4.5	21	4.9	21	4.1
Don't know	2	-	1	-	1	-	1	-	4	2.6	5	3.3	1	-
Refused	0	-	0	-	0	-	0	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 206: Q14C. Please tell me how much you agree or disagree with each of the following statements. – Having good health and safety systems is good for your business.**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2351*		342		320		368		406		339		576	
Weighted base=	185365*	+/-	21245	+/-	12402	+/-	22238	+/-	35625	+/-	10635	+/-	83218	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Strongly disagree	3	1.1	3	2.9	2	-	4	2.8	4	2.3	5	3.2	3	1.8
Disagree	2	-	3	2.9	0	-	3	2.7	0	-	1	-	2	-
Neutral	10	1.9	10	5.4	8	4.1	7	3.7	13	4.2	8	3.7	11	3.5
Agree	41	2.9	43	8.1	45	7.3	43	7.0	44	6.1	41	6.4	39	5.1
Strongly agree	42	2.9	40	8.0	45	7.1	41	6.8	39	5.9	43	6.2	44	5.2
Don't know	0	-	1	-	0	-	1	-	0	-	2	-	0	-
Refused	1	-	0	-	0	-	1	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.



**Table 207: Q15. The Health and Safety at Work Act came into effect in April 2016. How confident are you that the business understands its obligations under the Act?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2354*		342		321		369		406		339		577	
Weighted base=	185575*	+/-	21067	+/-	12411	+/-	22305	+/-	35625	+/-	10635	+/-	83532	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Not at all confident	4	1.2	6	4.1	2	-	4	3.2	6	3.0	2	-	3	1.9
Somewhat unconfident	8	1.7	10	5.0	11	5.0	6	3.1	9	3.7	6	3.3	8	3.0
Neither confident nor unconfident	14	2.2	15	5.9	7	3.9	12	4.8	18	4.8	13	4.7	14	3.8
Somewhat confident	44	2.9	50	8.3	49	7.1	49	7.0	42	5.9	40	6.4	42	5.1
Very confident	28	2.6	17	5.7	30	6.5	27	6.1	22	4.9	34	5.9	32	4.8
Don't know	2	-	2	-	0	-	1	-	2	-	3	2.5	2	-
Refused	1	-	0	-	0	-	1	-	1	-	1	-	0	-
<b>Total</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 208: Q16. In the last 12 months, has the business hired any new employees? Please do not include any new business owners or contractors employed.**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2357*		344		322		369		406		339		577	
Weighted base=	185900*	+/-	21288	+/-	12515	+/-	22305	+/-	35625	+/-	10635	+/-	83532	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	68	2.8	66	8.0	71	6.7	62	6.7	79	5.1	69	5.9	64	4.9
No	32	2.8	34	8.0	29	6.7	38	6.7	21	5.1	31	5.9	35	4.9
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 209: Q17. Did the business employ any of these new staff on a trial period?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1993*		297		281		302		361		280		472	
Weighted base=	125854*	+/-	14105	+/-	8883	+/-	13850	+/-	27996	+/-	7314	+/-	53706	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	64	3.3	51	9.5	74	7.2	79	7.1	68	6.3	61	7.1	60	6.0
No	36	3.2	48	9.5	24	7.1	21	7.1	31	6.2	39	7.1	40	6.0
Don't know	0	-	0	-	1	-	0	-	1	-	0	-	0	-
Refused	0	-	1	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on business that have hired new employees in the last 12 months (n=1993).

**Table 210: Q16\_17. Proportion of all businesses that employed any new staff on a trial period in the last 12 months.**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2357*		344		322		369		406		339		577	
Weighted base=	185900*	+/-	21288	+/-	12515	+/-	22305	+/-	35625	+/-	10635	+/-	83532	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	43	2.7	34	7.1	53	6.5	49	6.6	53	5.7	42	5.8	38	4.8
No	56	2.7	66	7.2	46	6.5	51	6.6	46	5.7	57	5.8	61	4.8
Don't know	0	-	0	-	1	-	0	-	1	-	0	-	1	-
Refused	0	-	1	-	0	-	0	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).

**Table 211: Q18. Thinking about the person your business most recently employed on a trial period, what were the main reasons for using a trial period when hiring this person? Was it:**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1373*		188		228		251		251		178		277	
Weighted base=	80197	+/-	7131	+/-	6575	+/-	10886	+/-	19015	+/-	4455	+/-	32136	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
To check person's skills or ability to do the job	83	3.1	85	8.8	76	7.8	85	6.6	83	6.1	81	6.8	83	5.9
To check the person was reliable and had the right attitude/fit	76	3.6	75	11.7	76	7.7	85	6.7	78	6.8	72	8.1	71	7.2
To avoid dismissal costs & issues if the person was unsuitable for job	29	3.6	33	12.1	30	8.2	33	8.6	30	7.4	27	8.0	26	6.6
Because it's company policy to use trial periods	36	3.8	34	11.8	38	8.2	27	8.1	29	6.9	40	8.3	42	7.5
Because the employee requested it	2	-	4	5.2	3	3.4	3	3.2	2	-	4	3.7	2	-
It's fair to employee, let's employee see if role/company is a good fit	2	-	1	-	1	-	3	3.7	2	-	3	3.3	1	-
Unsure if work would be ongoing	1	-	3	5.1	1	-	0	-	1	-	0	-	1	-
Some other reason	1	-	1	-	2	-	1	-	2	-	4	3.0	0	-
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

Base figures exclude non-response. Sub-sample based on businesses that employed any new staff on a trial period in the last 12 months (n=1373).

**Table 212: Q19. Have any employees who started on a trial period in the last 12 months been dismissed during or at the end of the trial period?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1372*		188		228		251		250		178		277	
Weighted base=	80070*	+/-	7131	+/-	6575	+/-	10886	+/-	18888	+/-	4455	+/-	32136	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	26	3.4	18	7.8	27	7.4	29	7.6	26	6.7	24	7.7	26	6.7
No	73	3.5	81	7.8	70	7.8	71	7.6	72	6.9	75	7.7	74	6.7
Don't know	1	-	0	-	2	-	0	-	2	-	0	-	1	-
Refused	0	-	0	-	1	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that employed any new staff on a trial period in the last 12 months (n=1373).

**Table 213: Q16\_17\_19. Proportion of all employers in the last 12 months who have dismissed any employee during or at the end of a trial period.**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2356*		344		322		369		405		339		577	
Weighted base=	185773*	+/-	21288	+/-	12515	+/-	22305	+/-	35498	+/-	10635	+/-	83532	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	11	1.6	6	2.7	14	4.1	14	3.9	14	3.8	10	3.5	10	2.8
No	88	1.7	93	3.2	83	4.7	86	3.9	84	4.1	89	3.7	89	2.9
Don't know	1	-	0	-	2	-	0	-	2	-	0	-	1	-
Refused	0	-	1	-	1	-	0	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).

**Table 214: Q20. Thinking about the employee the business most recently dismissed during or at the end of a trial period, for which of the following reasons was this person dismissed?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	477*		62		78		114		95		44		84	
Weighted base=	20578	+/-	1316	+/-	1776	+/-	3131	+/-	5002	+/-	1073	+/-	8281	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
The employee was unreliable or had a bad attitude	56	7.3	51	10.3	60	15.2	67	12.8	59	14.5	50	16.4	50	14.6
The employee did not get on with colleagues or did not 'fit in'	32	6.9	56	11.7	9	4.4	40	15.2	33	13.7	36	16.8	28	13.6
The employee did not have the skills needed for the job	58	7.3	34	11.8	54	15.2	70	13.8	61	13.5	67	16.8	55	14.8
The business had less work so didn't need the new employee	5	3.8	2	-	3	5.6	7	9.1	4	6.3	0	-	6	8.0
Employee misconduct/broke law or company policy	7	3.8	12	9.2	9	8.0	5	5.7	9	8.1	8	9.3	5	7.2
Answer out of scope (e.g. employee left business)	2	-	1	-	3	5.6	0	-	6	7.9	1	-	1	-
Any other reason	4	3.5	6	7.0	0	-	3	4.2	3	5.0	4	6.9	6	8.0
Don't know	1	-	0	-	0	-	0	-	3	4.8	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	1	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
Base figures exclude non-response. Sub-sample based on businesses that dismissed an employee during or at the end of a trial period (n=477).

**Table 215: Q21 Do all employees of the business have a written employment agreement?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2355*		344		323		368		404		339		577	
Weighted base=	185459*	+/-	21288	+/-	12567	+/-	22164	+/-	35273	+/-	10635	+/-	83532	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	88	2.0	82	6.6	86	5.6	83	5.6	89	4.2	96	2.9	91	3.3
No	10	1.9	16	6.3	11	5.2	17	5.5	10	4.0	3	2.5	8	3.1
Don't know	0	-	0	-	1	-	0	-	0	-	1	-	0	-
Refused	1	-	2	-	2	-	1	-	1	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 216: Q22 Are any current employees in this business on casual agreements, with no guarantee of regular continuing work? READ IF NECESSARY: Employment agreements may include trial periods. However, a trial period is not in itself a type of employment agreement.**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2355*		344		323		368		405		339		576	
Weighted base=	185371*	+/-	21288	+/-	12567	+/-	22164	+/-	35498	+/-	10635	+/-	83218	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	27	2.4	46	8.2	27	6.0	23	5.7	28	5.4	32	5.2	23	4.0
No	71	2.5	53	8.2	73	6.0	76	5.9	69	5.6	67	5.4	76	4.0
Don't know	1	-	0	-	0	-	1	-	2	-	1	-	1	-
Refused	0	-	1	-	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 217: Q23. Which of the following are the main reasons for employing staff on casual agreements?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	918*		191		113		115		134		166		199	
Weighted base=	50725	+/-	9773	+/-	3353	+/-	5086	+/-	9852	+/-	3418	+/-	19243	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Fluctuating demand	75	4.4	80	9.9	83	8.7	78	11.7	77	8.9	55	9.5	72	8.7
To cover staff absence	35	4.7	21	9.6	18	6.2	13	8.7	43	11.1	75	8.8	40	9.4
Needing specific skills	15	3.9	13	8.0	17	10.0	12	8.7	9	7.0	8	5.1	20	8.1
To check people's suitability for the job before considering them for further work	10	3.1	9	7.1	12	8.2	18	10.4	11	7.3	10	6.4	7	5.4
Employee's preference/suits employee availability	8	2.5	1	-	6	5.1	13	9.4	8	5.3	6	4.1	9	5.4
Visa restrictions	0	-	0	-	0	-	0	-	0	-	0	-	0	-
For a specific project/limited funding	1	-	2	-	0	-	0	-	0	-	1	-	1	-
Other	1	-	0	-	0	-	3	5.3	2	-	2	-	1	-
Don't know	0	-	0	-	3	5.8	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Sub-sample based on businesses with current employees on casual agreements, with no guarantee of regular continuing work (n=919).



**Table 218: Q24 And are any current employees on fixed-term agreements?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2357*		343		323		368		407		339		577	
Weighted base=	185809*	+/-	21253	+/-	12567	+/-	22164	+/-	35658	+/-	10635	+/-	83532	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	18	2.0	28	7.2	17	4.8	9	3.5	13	4.0	24	4.9	20	3.4
No	81	2.0	72	7.2	82	4.8	90	3.7	86	4.1	75	5.2	79	3.4
Don't know	1	-	0	-	0	-	1	-	1	-	2	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 219: Q25. Which of the following are the main reasons for employing staff on fixed-term agreements?**

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other		
Unweighted base=	724*		136		94		84		80		111		219	
Weighted base=	34228	+/-	5870	+/-	2144	+/-	2090	+/-	4639	+/-	2510	+/-	16975	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Fluctuating demand	43	5.8	59	15.1	51	14.6	45	18.8	36	14.8	26	10.6	41	9.0
To cover staff absence	28	4.7	14	10.4	26	12.4	15	9.6	32	15.2	48	10.4	31	7.3
Needing specific skills	22	5.0	29	14.3	20	12.4	19	14.7	21	12.8	24	9.8	20	7.5
To check people's suitability for the job before considering them for further work	11	3.9	24	13.8	6	6.4	2	-	12	11.0	12	8.3	8	5.4
Employee's preference/suits employee availability	2	-	1	-	4	4.9	0	-	0	-	2	-	4	4.0
Visa restrictions	3	1.9	4	6.2	2	-	4	6.1	9	9.0	4	5.7	1	-
For a specific project/limited funding	10	3.6	0	-	1	-	19	15.3	0	-	16	8.9	15	6.8
Internship/work experience	2	-	0	-	7	8.9	1	-	4	5.2	1	-	2	-
Other	5	3.0	3	6.1	5	6.2	1	-	7	8.8	2	-	6	5.0
Don't know	3	2.3	0	-	0	-	13	15.2	3	5.1	0	-	3	3.9
Refused	1	-	0	-	0	-	0	-	0	-	0	-	2	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response. Sub-sample based on businesses with current employees on fixed-term agreements (n=724).

**Table 220: Q26. Does the business currently use any self-employed workers who, to your knowledge, only work for your business and do not currently work for any other business?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2355*		343		323		369		407		338		575	
Weighted base=	185460*	+/-	21253	+/-	12567	+/-	22305	+/-	35658	+/-	10622	+/-	83055	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	13	1.9	8	4.2	8	3.7	19	5.4	12	4.1	19	5.0	12	3.3
No	85	2.0	90	4.8	88	4.7	78	5.7	84	4.7	76	5.5	86	3.5
Don't know	3	0.8	1	-	4	3.2	2	-	4	2.4	5	3.0	2	-
Refused	0	-	1	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 221: Q27. In the last 12 months has the business taken on any staff on an internship? READ IF NECESSARY: Internships provide work experience to improve on-the-job skills or career related knowledge. Internships may be paid or unpaid, and part-time or full-time.**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2356*		343		323		368		407		339		576	
Weighted base=	185569*	+/-	21102	+/-	12567	+/-	22238	+/-	35658	+/-	10635	+/-	83369	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	10	1.6	5	3.5	8	2.8	10	3.8	7	2.8	9	3.0	12	3.1
No	90	1.7	95	3.5	91	2.9	90	3.8	93	2.8	89	3.4	87	3.2
Don't know	0	-	0	-	1	-	0	-	0	-	1	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 222: Q28. Thinking about the person most recently offered an internship with the business, did this placement contribute to their requirements for a qualification?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	362*		32		57		75		48		50		100	
Weighted base=	18044*	+/-	1117	+/-	1033	+/-	2264	+/-	2574	+/-	996	+/-	10060	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	83	4.9	90	7.6	77	13.8	82	15.9	71	18.9	87	10.7	86	6.2
No	13	4.5	9	7.5	12	11.9	18	15.9	23	17.6	9	8.4	10	5.5
Don't know	4	2.5	1	-	9	10.1	1	-	7	9.6	4	7.3	4	3.5
Refused	0	-	0	-	1	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that have taken on staff on an internship in the last 12 months (n=362).

**Table 223: Q29. Still thinking about the person most recently offered an internship, how long was this for? Was it?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	362*		32		57		75		48		50		100	
Weighted base=	18044*	+/-	1117	+/-	1033	+/-	2264	+/-	2574	+/-	996	+/-	10060	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
4 weeks or less	15	6.3	25	29.2	14	12.1	10	12.6	25	16.5	16	3.3	12	9.5
more than 4 weeks to less than 3 months	27	7.5	24	28.8	26	11.9	19	13.8	27	16.6	33	14.2	28	11.9
3 to 6 months	28	7.9	38	33.1	27	14.4	20	16.7	17	13.5	32	14.2	31	12.5
Or more than 6 months	30	8.1	12	8.2	31	11.5	45	19.3	31	18.9	18	9.2	29	12.8
Don't know	1	-	1	-	3	3.5	7	11.4	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that have taken on staff on an internship in the last 12 months (n=362).

**Table 224: Q30. And was this person paid by the business for their work during the placement?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	362*		32		57		75		48		50		100	
Weighted base=	18044*	+/-	1117	+/-	1033	+/-	2264	+/-	2574	+/-	996	+/-	10060	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	58	8.1	77	28.8	80	13.2	88	12.8	64	19.1	31	12.9	48	12.8
No	40	7.9	22	28.8	17	12.8	6	5.8	35	19.1	62	13.7	51	12.8
Don't know	2	-	1	-	2	-	6	11.4	1	-	7	8.0	0	-
Refused	0	-	0	-	1	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that have taken on staff on an internship in the last 12 months (n=362).

**Table 225: Q31. The next questions are about minimum wages and pay. Are any of your employees paid the adult minimum wage of \$15.75 per hour?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2356*		344		323		368		407		339		575	
Weighted base=	185710*	+/-	21288	+/-	12567	+/-	22238	+/-	35658	+/-	10635	+/-	83324	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	23	2.2	21	6.2	20	5.5	20	5.4	49	6.0	17	4.3	15	3.5
No	76	2.2	79	6.3	78	5.7	79	5.5	50	6.0	81	4.6	84	3.6
Don't know	1	-	0	-	1	-	1	-	0	-	1	-	1	-
Refused	0	-	0	-	1	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question. Note: The minimum wage rate increased on 1 April from \$15.75 to \$16.50 per hour.

**Table 226: Q32. Thinking about all of your current employees aged 20 years or over, are any of them required by their employment agreement to undertake recognised industry training of at least 60 credits a year?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2354*		344		321		367		407		339		576	
Weighted base=	185492*	+/-	21288	+/-	12445	+/-	22097	+/-	35658	+/-	10635	+/-	83369	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	10	1.6	3	2.5	12	4.6	23	5.7	7	3.0	15	4.0	8	2.7
No	87	1.8	94	3.8	83	5.4	72	6.1	86	4.2	80	4.7	90	3.0
Don't know	3	1.0	3	2.9	4	3.0	5	3.1	5	2.8	6	2.9	2	-
Refused	0	-	0	-	1	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 227: Q33. The training minimum wage is \$12.60 per hour. Are any of these employees paid \$12.60 per hour or any rate between that and \$15.75?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	353*		26**		56		111		39		74		47	
Weighted base=	17793*	+/-	722 **	+/-	1531	+/-	5078	+/-	2611	+/-	1534	+/-	6317	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	4	2.8	1	-	13	14.0	7	7.3	6	9.2	4	7.6	0	-
No	95	3.1	99	-	85	14.1	91	8.7	94	9.2	96	7.6	100	-
Don't know	1	-	0	-	1	-	3	5.3	0	-	0	-	0	-
Refused	0	-	0	-	1	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that had employees aged 20 years or over who were required to undertake recognised industry training of at least 60 credits a year (n=354). Note: The training minimum wage rate increased on 01 April from \$12.60 to \$13.20 per hour

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

**Table 228: Q32\_33. Proportion of all employers paying the training minimum wage of \$12.60 per hour or any rate between that and \$15.75.**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2353*		344		321		367		407		338		576	
Weighted base=	185453*	+/-	21288	+/-	12445	+/-	22097	+/-	35658	+/-	10596	+/-	83369	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	0	-	0	-	2	-	2	-	0	-	1	-	0	-
No	96	1.1	97	2.9	93	3.8	93	3.7	93	3.2	94	3.2	98	-
Don't know	4	1.0	3	2.9	4	3.0	5	3.3	5	2.8	6	3.0	2	-
Refused	0	-	0	-	1	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359). Note: The training minimum wage rate increased on 01 April from \$12.60 to \$13.20 per hour



**Table 229: Q34. In the last 12 months has your business employed any workers aged 16 to 19 years?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1991*		297		281		302		361		279		471	
Weighted base=	125743*	+/-	14105	+/-	8883	+/-	13850	+/-	27996	+/-	7248	+/-	53662	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	43	3.1	53	9.6	53	7.9	53	8.3	53	6.3	29	6.2	32	5.3
No	57	3.1	47	9.6	45	8.0	47	8.3	46	6.4	70	6.2	67	5.3
Don't know	1	-	1	-	3	2.6	0	-	1	-	2	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that had hired a new employee in the last 12 months (n=1993).

**Table 230: Q35. The starting-out wage is \$12.60 per hour. Are any of these employees paid \$12.60 per hour or any rate between that and \$15.75?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1142*		208		176		206		257		105		190	
Weighted base=	53201*	+/-	7412	+/-	4667	+/-	7360	+/-	14555	+/-	2087	+/-	17120	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	17	3.7	12	8.3	11	6.7	19	9.1	24	7.5	8	6.1	17	7.8
No	81	3.8	87	8.3	85	7.8	79	9.4	76	7.5	91	6.2	81	8.1
Don't know	1	-	1	-	4	4.7	2	-	0	-	0	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that had employed workers aged 16 to 19 years in the last 12 months (n=1148). Note: The starting out wage rate increased on 01 April from \$12.60 to \$13.20 per hour.

**Table 231: Q34\_35. Proportion of all employers paying the starting out wage of \$12.60 per hour or any rate between that and \$15.75.**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2351*		344		323		368		402		338		576	
Weighted base=	185555*	+/-	21288	+/-	12567	+/-	22292	+/-	35352	+/-	10569	+/-	83487	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	5	1.2	4	3.0	4	2.6	6	3.4	10	3.3	2	-	3	1.8
No	94	1.3	95	3.1	93	3.6	93	3.6	89	3.5	97	1.6	96	1.9
Don't know	1	-	1	-	3	2.6	1	-	1	-	1	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359). Note: The starting out wage rate increased on 01 April from \$12.60 to \$13.20 per hour.

**Table 232: Q36. Does an increase in minimum wage rates usually prompt your business to increase wages or salaries for employees who are already being paid above minimum wages?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2351*		344		323		369		405		336		574	
Weighted base=	185126*	+/-	21288	+/-	12567	+/-	22305	+/-	35355	+/-	10464	+/-	83148	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	33	2.7	32	7.4	38	7.1	27	6.1	51	6.1	29	5.9	27	4.6
No	61	2.8	62	7.9	56	7.2	69	6.4	42	6.1	63	6.2	68	4.9
Don't know	5	1.3	5	3.7	4	2.7	4	2.7	4	2.7	7	3.1	5	2.2
Refused	1	-	1	-	2	-	0	-	2	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 233: Q37A. In the last 12 months has the business sought advice regarding the Equal Pay Act?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2341*		341		320		366		403		336		575	
Weighted base=	184685*	+/-	21086	+/-	12428	+/-	22105	+/-	35146	+/-	10578	+/-	83342	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	5	1.2	5	3.4	3	2.5	3	2.4	8	3.3	9	2.7	4	2.0
No	90	1.6	94	3.5	88	4.8	94	3.3	83	4.6	86	3.9	92	2.5
Don't know	4	1.1	1	-	7	3.9	2	-	8	3.4	5	2.7	4	1.7
Refused	1	-	0	-	2	-	1	-	1	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 234: Q37B. In the last 12 months has the business undertaken reviews to check that men and women in the same role are paid equally?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2346*		344		322		366		403		337		574	
Weighted base=	184468*	+/-	21288	+/-	12463	+/-	22093	+/-	35146	+/-	10587	+/-	82891	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	17	2.1	16	5.9	14	4.9	11	4.2	25	5.1	15	4.4	16	3.6
No	79	2.3	81	6.2	78	5.9	86	4.8	69	5.5	79	5.2	81	3.9
Don't know	4	1.0	2	-	5	3.2	2	-	5	2.7	4	2.5	3	1.7
Refused	1	-	0	-	3	2.4	1	-	1	-	2	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 235: Q37C. In the last 12 months has the business undertaken training about potential gender bias?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2329*		341		318		364		403		332		571	
Weighted base=	183157*	+/-	21086	+/-	12219	+/-	21960	+/-	35146	+/-	10507	+/-	82238	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	4	1.1	3	2.5	3	2.2	2	-	8	3.3	3	2.2	3	1.6
No	91	1.6	93	3.9	89	4.6	95	3.2	83	4.6	91	3.8	94	2.4
Don't know	4	1.1	3	3.0	6	3.6	2	-	7	3.3	4	2.6	3	1.5
Refused	1	-	0	-	2	-	1	-	1	-	2	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 236: Q38. Are you aware of the 2017 pay equity settlement for care and support workers, also referred to as the TerraNova settlement?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2356*		344		323		369		406		338		576	
Weighted base=	185682*	+/-	21288	+/-	12567	+/-	22305	+/-	35531	+/-	10622	+/-	83369	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	52	3.0	45	8.2	53	7.2	47	6.8	43	6.0	65	6.3	56	5.2
No	43	2.9	52	8.2	37	7.1	49	6.9	49	6.1	28	6.0	39	5.1
Don't know	5	1.3	3	2.5	9	4.5	4	2.9	8	3.2	7	3.6	5	2.3
Refused	0	-	0	-	1	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 237: Q39. Has the TerraNova settlement influenced how the business approaches setting pay rates for employees?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1372*		159		198		208		202		252		353	
Weighted base=	95474*	+/-	9578	+/-	6682	+/-	10592	+/-	15250	+/-	6820	+/-	46552	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	5	1.7	4	5.2	0	-	1	-	6	4.5	19	4.3	5	2.9
No	92	2.2	95	5.3	95	3.8	98	-	91	5.2	79	4.6	91	3.9
Don't know	3	1.4	1	-	4	3.7	1	-	1	-	2	-	4	2.7
Refused	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on employers that have heard of the TerraNova settlement (n=1375) .

**Table 238: Q38\_39. Proportion of all employers whose approach to setting pay rates has been influenced by the TerraNova settlement.**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2353*		344		323		369		406		337		574	
Weighted base=	185257*	+/-	21288	+/-	12567	+/-	22305	+/-	35531	+/-	10556	+/-	83010	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	3	0.9	2	-	0	-	1	-	3	2.0	12	2.9	3	1.6
No	90	1.8	95	3.4	87	5.1	95	3.2	88	4.0	79	4.6	90	3.2
Don't know	7	1.5	3	2.5	11	4.9	4	3.0	8	3.3	9	3.8	7	2.7
Refused	1	-	0	-	2	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).

**Table 239: Q40 Thinking about all your business's employees, approximately what proportion work in jobs that are mainly carried out by women in the New Zealand workforce? Is it:**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2351*		342		321		368		406		339		575	
Weighted base=	184859*	+/-	21067	+/-	12463	+/-	22164	+/-	35625	+/-	10635	+/-	82905	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
None	23	2.5	40	8.2	28	6.8	38	6.9	13	4.2	4	2.8	20	4.4
Less than 25%	19	2.2	22	6.7	31	6.2	36	6.2	8	3.3	1	-	19	3.8
25% to 50%	14	2.1	13	5.3	14	5.2	12	4.6	16	4.5	7	3.2	16	3.9
51% to 75%	12	1.8	7	3.9	5	3.1	2	-	24	5.1	19	5.1	11	3.0
More than 75%	17	2.2	1	-	6	3.6	2	-	23	5.3	61	6.4	19	4.1
Don't know	14	2.1	16	6.1	17	5.6	10	4.2	13	4.1	7	3.6	16	3.8
Refused	1	-	1	-	0	-	1	-	2	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 240: Q41. Do you know of any employers in your industry sector who have done any of the following in the last 12 months?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2349*		343		323		366		406		337		574	
Weighted base=	185249	+/-	21253	+/-	12567	+/-	22093	+/-	35482	+/-	10556	+/-	83298	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Bartered for services or materials	4	1.3	5	3.8	3	2.6	6	3.3	5	2.8	2	-	4	2.2
Had workers who were not on employment agreements	7	1.5	14	5.8	4	2.7	8	3.6	7	3.0	5	3.0	6	2.4
Paid anyone below min wage	3	1.0	4	3.0	0	-	2	-	5	2.4	1	-	3	1.7
Classified employees as self-employed contractors	5	1.3	7	4.1	3	2.6	6	3.4	3	2.1	5	3.1	6	2.4
Accepted payments from workers, in exchange for a job in business	1	-	1	-	0	-	0	-	1	-	0	-	1	-
Paid any worker "off the books"	3	1.0	5	3.1	0	-	4	2.7	6	2.9	0	-	2	-
Discouraged applications for ACC claims following an injury at work	1	-	1	-	0	-	1	-	0	-	0	-	1	-
None of the above	63	2.9	50	8.2	68	6.8	63	6.7	63	6.0	69	6.1	64	5.0
Don't know	24	2.6	27	7.4	24	6.3	19	5.5	23	5.2	21	5.2	25	4.5
Refused	1	-	2	-	0	-	3	2.3	0	-	1	-	1	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response. All respondents (n=2359) were asked this question.



**Table 241: Q42. How confident are you that the business is meeting its obligations under the Holidays Act?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2356*		344		322		369		406		339		576	
Weighted base=	185804*	+/-	21288	+/-	12559	+/-	22305	+/-	35648	+/-	10635	+/-	83369	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Not at all confident	0	-	1	-	0	-	0	-	1	-	0	-	0	-
Somewhat unconfident	2	-	2	-	0	-	1	-	2	-	2	-	2	-
Neither confident nor unconfident	2	-	1	-	1	-	3	2.5	2	-	1	-	2	-
Somewhat confident	18	2.4	24	7.1	13	4.9	15	5.1	14	4.3	18	5.2	20	4.3
Very confident	76	2.6	70	7.6	83	5.6	79	5.9	78	5.2	77	5.6	75	4.7
Don't know	1	-	1	-	2	-	1	-	2	-	1	-	1	-
Refused	0	-	1	-	0	-	1	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 242: Q43. In the last 12 months, have any employees raised concerns with the business about their holidays or leave being underpaid?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2356*		344		322		369		406		339		576	
Weighted base=	185804*	+/-	21288	+/-	12559	+/-	22305	+/-	35648	+/-	10635	+/-	83369	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	4	1.1	5	3.4	2	-	1	-	5	2.5	7	3.1	4	1.8
No	95	1.2	94	3.8	96	2.1	98	-	94	2.7	92	3.3	95	2.0
Don't know	1	-	0	-	1	-	0	-	1	-	1	-	1	-
Refused	0	-	1	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 243: Q44. Which of the following actions, if any, did the business take in response to these concerns being raised? Did the business:**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	158*		19**		19**		19**		26**		34		41	
Weighted base=	7590*	+/-	970 **	+/-	291 **	+/-	320 **	+/-	1713 **	+/-	772	+/-	3524	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Undertake an internal investigation of employees' holiday or leave pay	63	12.8	58	38.1	61	28.0	73	33.9	53	27.0	60	21.2	68	21.0
Undertake an audit of the payroll system (incl. internal and external reviews)	30	11.2	44	38.1	23	13.7	31	34.0	20	17.1	40	19.4	30	19.3
Seek help or advice from MBIE	15	6.2	6	6.4	9	7.8	55	34.4	20	17.2	14	10.5	12	9.6
Seek help or advice from another source	41	10.7	71	33.4	68	15.4	33	34.4	17	13.7	34	19.4	45	19.3
Make any settlement payments to employees who raised concerns	19	8.2	50	38.3	3	5.0	51	34.0	9	13.3	15	10.6	15	11.9
Other	21	11.0	28	33.4	15	12.9	7	7.6	11	17.4	9	10.0	28	19.9
None of the above	4	4.9	0	-	0	-	0	-	18	21.9	0	-	0	-
Don't know	0	-	0	-	6	10.3	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that had an employee raise concerns in the last 12 months about their holidays or leave being underpaid (n=158).

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

**Table 244: Q45. Do any employees in this business who work in a shop, either directly with customers or doing tasks such as shelf stacking or stocktaking?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2356*		344		323		368		406		338		577	
Weighted base=	185932*	+/-	21288	+/-	12567	+/-	22301	+/-	35648	+/-	10596	+/-	83532	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	21	2.0	1	-	17	5.4	2	-	70	5.7	4	2.4	13	3.6
No	78	2.0	98	-	82	5.6	96	2.6	29	5.7	93	3.2	86	3.6
Don't know	1	-	0	-	2	-	2	-	0	-	2	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 245: Q46. Will any of these employees be asked to work on Easter Sunday in April 2018?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	494*		16**		61		7**		313		16**		81	
Weighted base=	39365*	+/-	307 **	+/-	2105	+/-	371 **	+/-	24890	+/-	444 **	+/-	11248	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	26	4.1	16	20.9	9	6.6	0	-	35	5.9	16	16.2	11	5.7
Yes, pending a decision by the Local Authority to adopt an Easter Sunday Shop Trading policy	3	2.0	3	4.3	5	6.1	0	-	4	3.0	0	-	0	-
No	68	4.5	81	21.2	86	8.1	100	-	57	6.6	84	16.2	89	5.7
Don't know	2	-	0	-	0	-	0	-	4	3.0	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that have employees who work in a shop (including cafes, bars and restaurants) (n=494).

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

**Table 246: Q47. The next few questions are about engaging with unions on employment matters and business decisions. When answering these questions, please exclude any engagement with unions on health and safety matters? Approximately what proportion of the business's current employees are union members?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2356*		342		323		369		406		339		577	
Weighted base=	185664*	+/-	21094	+/-	12567	+/-	22305	+/-	35531	+/-	10635	+/-	83532	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
None	87	1.7	95	3.5	85	4.3	94	3.1	87	3.7	61	5.6	87	3.0
Less than 25%	3	0.7	0	-	4	1.8	2	-	4	1.8	13	3.2	2	-
25% to 50%	1	-	0	-	2	-	0	-	1	-	10	3.5	1	-
More than 50%	3	0.9	0	-	2	-	0	-	0	-	10	3.5	5	1.9
Don't know	5	1.2	5	3.4	6	3.1	4	2.7	8	3.2	6	3.1	4	2.0
Refused	0	-	0	-	1	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 247: Q48a. In the last 12 months has the business engaged with unions on employment matters, such as terms and conditions of employment and skill development?**

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other		
Unweighted base=	598*	29**		88		43		96		190		152		
Weighted base=	22575*	+/-	1000 **	+/-	1886	+/-	1172	+/-	3953	+/-	4042	+/-	10522	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	30	5.0	1	-	35	13.3	8	3.0	21	11.9	29	6.1	38	9.2
No	57	6.3	96	2.1	40	14.3	61	25.8	61	15.3	66	7.9	51	11.3
Don't know	13	4.9	2	-	22	13.3	32	25.6	17	12.6	6	5.1	11	8.3
Refused	1	-	1	-	4	5.4	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that have employees who are union members (n=622).

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

**Table 248: Q48b. In the last 12 months has the business engaged with unions on business decisions, such as developing business objectives and processes?**

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other		
Unweighted base=	592*	29**		88		43		96		187		149		
Weighted base=	22279*	+/-	1000 **	+/-	1886	+/-	1172	+/-	3953	+/-	3980	+/-	10288	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	9	3.0	0	-	11	6.4	3	2.3	18	12.6	5	2.0	9	3.9
No	76	5.5	98	-	65	14.4	65	25.7	63	15.4	87	5.9	78	9.3
Don't know	14	5.0	0	-	20	12.5	32	25.7	18	12.7	8	5.6	13	8.6
Refused	1	-	1	-	4	5.4	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on businesses that have employees who are union members (n=622).

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

**Table 249: Q49. Would you describe management's current relationship with unions as...?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	603*		28**		88		46		99		189		153	
Weighted base=	23247*	+/-	992 **	+/-	1886	+/-	1340	+/-	4314	+/-	4029	+/-	10685	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Positive	34	6.0	1	-	33	13.3	12	9.3	34	14.7	36	8.5	40	11.0
Negative	5	3.6	0	-	0	-	5	8.8	4	5.6	3	2.8	7	7.4
Or neither positive nor negative	32	5.9	29	32.6	32	10.6	17	11.6	34	14.2	52	9.1	27	10.2
Don't know	27	6.2	69	32.6	24	13.9	66	11.5	28	14.4	8	5.4	25	11.2
Refused	2	-	1	-	11	11.6	0	-	1	-	2	-	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. Sub-sample based on businesses that have employees who are union members (n=622).  
 \*\*Caution: low base number of respondents-results are indicative only.



**Table 250: Q50. Would you say that the overall impact of this relationship on business outcomes is...?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	600*		28**		88		46		98		188		152	
Weighted base=	22868*	+/-	992 **	+/-	1886	+/-	1340	+/-	4138	+/-	3990	+/-	10522	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Positive	29	5.9	1	-	23	12.9	6	3.0	38	15.2	26	7.6	33	10.7
Negative	6	3.4	0	-	2	-	5	8.8	7	7.9	5	3.4	6	6.4
Or neither positive nor negative	38	6.3	49	37.4	44	10.8	11	9.3	34	13.7	55	9.0	35	11.3
Don't know	24	6.2	49	37.4	20	12.5	62	22.1	17	11.6	12	6.2	25	11.3
Refused	3	2.0	1	-	11	11.6	15	20.4	4	5.8	2	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
 \*Base figures exclude non-response. Sub-sample based on businesses that have employees who are union members (n=622).  
 \*\*Caution: low base number of respondents-results are indicative only.

**Table 251: Q51 Does the business currently have any recent migrant employees on staff? By recent migrant we mean anyone who was not born in New Zealand and arrived here in the last 5 years.**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2355*		342		323		369		405		339		577	
Weighted base=	185537*	+/-	21094	+/-	12567	+/-	22305	+/-	35404	+/-	10635	+/-	83532	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	28	2.3	29	7.3	29	5.1	22	5.3	36	5.4	31	5.1	25	3.8
No	71	2.4	69	7.5	70	5.2	78	5.3	63	5.4	69	5.1	73	4.0
Don't know	1	-	2	-	1	-	0	-	1	-	1	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 252: Q52. And in the last 12 months, has the business hired any recent migrants?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2356*		342		323		369		406		339		577	
Weighted base=	185664*	+/-	21094	+/-	12567	+/-	22305	+/-	35531	+/-	10635	+/-	83532	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	23	2.1	20	6.0	25	5.0	17	4.6	34	5.3	26	4.9	21	3.6
No	76	2.2	79	6.1	73	5.4	83	4.6	66	5.4	74	4.9	78	3.7
Don't know	1	-	1	-	2	-	0	-	1	-	0	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 253: Q53.Thinking about the migrant most recently hired by the business, for which of the following reasons did the business choose to employ this person?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	978*		129		153		145		207		136		208	
Weighted base=	42934	+/-	4191	+/-	3121	+/-	3774	+/-	11939	+/-	2707	+/-	17203	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Their skills/ qualifications	73	4.8	56	16.4	64	11.2	79	12.4	71	8.9	85	8.0	78	8.6
Their experience It seemed like they had strong work ethic	59	5.2	47	16.4	45	10.1	64	14.1	61	9.4	65	10.4	62	9.6
It seemed like they would be a 'good fit' for the business	55	4.9	63	16.0	55	11.0	54	14.6	53	9.6	48	10.6	57	8.5
NZers were not willing to do job or did not apply	56	5.1	73	12.3	41	8.1	51	14.7	54	9.6	54	10.7	57	9.5
NZers who applied did not have the necessary skills, qualifications or experience	44	5.1	64	16.0	38	10.1	50	14.6	56	9.6	40	10.2	32	9.2
Business had short-term/ seasonal labour needs/migrant was available	43	5.2	38	16.0	49	11.5	46	14.6	42	9.6	39	10.3	45	9.6
Other	2	-	5	8.5	1	-	0	-	1	-	0	-	2	-
No reason (No preference for migrant vs. NZer)	2	-	9	11.3	2	-	0	-	0	-	2	-	3	2.7
	2	-	0	-	3	3.4	2	-	2	-	1	-	2	-

Total may exceed 100% due to multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response. Sub-sample based on businesses that had hired recent migrants in last 12 months (n=979).

**Table 254: Q54. In the last 12 months, has the business had any job vacancies?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2356*		342		323		369		406		339		577	
Weighted base=	185664*	+/-	21094	+/-	12567	+/-	22305	+/-	35531	+/-	10635	+/-	83532	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	64	2.8	62	8.2	66	6.8	61	6.8	71	5.3	66	6.0	61	5.0
No	36	2.8	38	8.1	34	6.8	39	6.8	28	5.3	33	5.9	38	5.0
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	0	-	1	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 255: Q55.How does the business usually go about finding staff to fill a job vacancy? Is it through...?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1910*		275		272		295		346		273		449	
Weighted base=	118308	+/-	12925	+/-	8292	+/-	13627	+/-	25309	+/-	7065	+/-	51090	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Word of mouth	64	3.3	75	8.7	59	8.0	73	7.8	66	6.5	65	6.5	59	6.2
Trade Me or Seek	60	3.4	30	8.6	67	7.9	55	8.4	61	6.8	71	6.9	65	6.0
Other websites or internet job boards	29	2.9	48	10.1	25	7.0	13	5.0	29	5.9	35	6.8	28	5.2
Social media (incl. Linked In, Facebook, Instagram, Snapchat etc.)	29	3.1	25	8.3	24	7.1	23	7.1	42	6.9	23	6.3	27	5.5
Advertising in NZ newspapers/mags	25	2.9	33	9.5	28	7.4	15	5.8	25	6.0	31	6.6	25	5.2
A candidate approaching the business	28	2.9	18	6.9	32	7.0	30	7.4	40	6.8	29	6.6	24	4.9
A recruitment agency or HR specialist	23	2.8	15	7.1	36	7.1	17	5.4	11	4.1	20	5.5	30	5.5
Education/training providers, incl. schools & tertiary	12	2.1	7	4.2	12	4.3	12	5.2	13	4.3	18	5.5	13	3.9
Work & Income/MSD	2	-	3	2.9	3	3.0	2	-	2	-	5	3.1	1	-
Advertising internally or at/outside business	1	-	1	-	0	-	0	-	4	2.7	0	-	1	-
Any other method	2	-	1	-	2	-	1	-	1	-	2	-	2	-
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	1	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
Base figures exclude non-response. Sub-sample based on businesses that job vacancies in the last 12 months (n=1914).

**Table 256: Q56. In the last 12 months has the business had any difficulties finding staff to fill job vacancies?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1912*		277		272		295		346		272		450	
Weighted base=	118410*	+/-	12995	+/-	8292	+/-	13627	+/-	25309	+/-	7052	+/-	51135	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	60	3.4	56	10.0	69	7.8	69	8.1	61	6.8	52	7.2	58	6.2
No	39	3.4	44	10.0	30	7.8	30	8.0	39	6.8	48	7.2	41	6.2
Don't know	1	-	0	-	1	-	0	-	0	-	0	-	1	-
Refused	0	-	0	-	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
Base figures exclude non-response. Sub-sample based on businesses that job vacancies in the last 12 months (n=1914).

**Table 257: Q57. Did the business intentionally seek out a migrant for any of these job vacancies that were hard to fill?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1330*		190		212		244		245		155		284	
Weighted base=	70633*	+/-	7087	+/-	5725	+/-	9406	+/-	15316	+/-	3596	+/-	29503	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	19	3.3	26	10.8	13	5.7	19	7.8	27	7.4	18	7.6	15	5.7
No	80	3.3	74	10.8	86	6.0	79	8.1	73	7.4	80	7.8	85	5.7
Don't know	1	-	0	-	2	-	2	-	0	-	2	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.  
\*Base figures exclude non-response. Sub-sample based on businesses that had difficulties finding staff to fill job vacancies in the last 12 months (n=1332).

**Table 258: Q56\_Q57. Proportion of all employers intentionally seeking out a migrant for hard to fill job vacancies.**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2355*		343		323		369		407		337		576	
Weighted base=	185721*	+/-	21102	+/-	12567	+/-	22305	+/-	35658	+/-	10583	+/-	83506	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	7	1.3	9	4.0	6	2.7	8	3.5	11	3.5	6	2.9	5	2.1
No	92	1.4	91	4.0	93	2.9	90	3.9	88	3.5	93	3.0	94	2.3
Don't know	1	-	0	-	1	-	1	-	0	-	1	-	1	-
Refused	0	-	0	-	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Constructed variable based on all respondents (n=2359).

**Table 259: Q58. In the last two years has this business experienced any difficulties with employing migrant workers in New Zealand or from overseas?**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2335*		339		320		364		406		334		572	
Weighted base=	183193*	+/-	20535	+/-	12341	+/-	21930	+/-	35482	+/-	10385	+/-	82520	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	11	1.6	13	5.0	12	4.1	12	4.0	16	4.0	12	3.4	7	2.4
No	84	2.0	82	6.1	77	6.0	85	4.8	79	4.7	83	4.3	87	3.4
Don't know	5	1.3	4	3.1	10	4.7	3	2.5	3	2.1	5	2.9	5	2.4
Refused	1	-	2	-	1	-	1	-	2	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 260: Q59. What types of difficulties have you experienced with employing migrant workers in New Zealand or from overseas? Was it difficult:**

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other		
Unweighted base=	451*		78		68		72		95		69		69	
Weighted base=	19391	+/-	2616	+/-	1499	+/-	2573	+/-	5565	+/-	1222	+/-	5916	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Getting people with the right skills for the job	34	7.2	17	14.1	38	17.5	38	17.8	45	13.7	26	10.8	30	16.2
Getting people with good English language skills	29	6.8	14	13.7	27	15.7	27	14.3	35	13.1	26	13.2	31	15.8
Finding a reputable recruitment agency	3	2.4	2	-	6	6.9	4	5.0	0	-	1	-	7	7.2
Finding suitable places to advertise vacancies	4	2.2	1	-	9	12.0	0	-	6	6.1	5	6.3	2	-
Retaining workers once hired	22	6.2	10	13.3	20	15.0	26	16.1	28	11.8	31	13.4	19	13.8
Difficulties with the visa process (incl. quals recognition)	69	7.1	83	17.3	74	15.9	72	16.2	73	11.8	79	13.3	54	17.0
Getting people with right attitude/fit, honest, reliable	3	2.5	7	13.0	0	-	2	-	5	6.1	1	-	1	-
Other difficulties	4	2.9	8	13.3	1	-	0	-	0	-	3	3.0	8	7.4
Don't know	1	-	0	-	0	-	1	-	0	-	0	-	3	5.2
Refused	1	-	0	-	0	-	0	-	0	-	0	-	3	5.2

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

Base figures exclude non-response. Sub-sample based on businesses that had experienced difficulties with employing migrant workers in New Zealand or from overseas in the last two years (n=451)



**Table 261: Q60. How have these difficulties with employing migrant workers impacted on the business? Have these difficulties meant you needed to:**

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other		
Unweighted base=	448*		77		68		72		94		69		68	
Weighted base=	19162	+/-	2608	+/-	1499	+/-	2573	+/-	5389	+/-	1222	+/-	5871	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Employ locally	20	6.4	14	13.9	17	13.9	26	16.7	20	10.2	11	11.1	24	15.3
Stop some activities, lost opps/revenue, reduced quality	36	7.3	32	18.3	45	17.7	46	17.9	30	13.3	15	7.9	39	16.4
Automate more tasks/processes	13	5.3	19	14.3	14	13.7	12	12.1	13	8.7	10	11.1	13	12.1
Use contractors/consultants	17	4.6	16	14.2	34	17.2	37	17.6	12	8.9	21	9.6	9	6.1
Redesign jobs	26	6.8	24	18.0	25	15.6	26	16.7	30	12.7	23	12.2	23	14.7
Improve pay/conditions to attract NZ workers	13	4.6	11	13.7	15	12.6	12	12.1	18	10.1	10	11.0	9	7.6
Offer current staff better pay or conditions to get them to stay	16	4.6	4	3.6	8	4.5	20	13.8	35	13.4	9	9.6	4	5.5
Increased admin/recruiting costs, delays filling vacancies	8	4.2	19	17.5	14	12.6	0	-	5	4.9	15	11.6	6	9.7
Settled for lower quality/less skilled workers	1	-	2	-	1	-	0	-	0	-	2	-	1	-
Any other impacts	8	4.5	19	17.6	4	6.4	0	-	5	4.9	10	8.5	10	11.2
No difficulties	1	-	0	-	0	-	1	-	2	-	1	-	0	-
Don't know	9	3.8	3	3.6	4	3.6	9	11.2	8	7.7	8	6.8	13	8.8
Refused	2	-	0	-	0	-	1	-	5	6.2	4	6.1	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

Base figures exclude non-response. Sub-sample based on businesses that had experienced difficulties with employing migrant workers in New Zealand or from overseas in the last two years (n=451)

**Table 262: Q61a. Please tell me how much you agree or disagree with each of the following statements. – Migrants make an important contribution to New Zealand's economy, for example, bring skills or new technologies into NZ.**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2350*		342		323		365		406		339		575	
Weighted base=	184647*	+/-	20916	+/-	12567	+/-	21943	+/-	35531	+/-	10635	+/-	83055	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Strongly disagree	2	-	2	-	1	-	2	-	2	-	2	-	2	-
Disagree	4	1.3	6	4.1	4	3.2	5	3.2	3	2.2	2	-	4	2.3
Neutral	20	2.4	16	6.1	20	6.1	27	6.3	19	4.9	16	4.8	21	4.3
Agree	40	2.9	41	8.2	43	7.2	43	7.0	39	6.0	46	6.5	38	5.1
Strongly agree	29	2.7	33	7.8	27	6.1	20	5.5	34	5.7	32	5.9	29	4.7
Not applicable	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Don't know	4	1.3	2	-	4	3.3	2	-	4	2.5	3	2.4	5	2.5
Refused	0	-	0	-	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 263: Q61b. Please tell me how much you agree or disagree with each of the following statements. – The 2017 immigration policy changes have made it easier for businesses to employ skilled migrants.**

	Total		Agriculture, Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2346*		341		323		365		406		338		573	
Weighted base=	184149*	+/-	20908	+/-	12567	+/-	21943	+/-	35531	+/-	10622	+/-	82578	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Strongly disagree	7	1.3	12	5.5	5	2.6	3	2.4	13	3.9	6	2.9	4	1.8
Disagree	10	1.7	11	5.1	11	4.5	13	4.6	11	3.5	9	3.3	8	2.8
Neutral	30	2.7	21	6.6	30	6.6	37	6.8	30	5.6	32	6.1	30	4.8
Agree	14	2.1	12	5.3	14	5.3	17	5.4	15	4.4	12	4.1	14	3.7
Strongly agree	3	0.9	2	-	2	-	3	2.6	6	2.8	4	2.7	3	1.4
Not applicable	1	-	1	-	0	-	0	-	1	-	0	-	0	-
Don't know	36	2.9	42	8.2	38	7.1	27	6.3	25	5.4	37	6.3	41	5.2
Refused	0	-	0	-	1	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 264: Q61c. Please tell me how much you agree or disagree with each of the following statements. – Migrants take jobs away from other New Zealanders.**

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other		
Unweighted base=	2351*		343		323		365		406		339		575	
Weighted base=	184833*	+/-	21102	+/-	12567	+/-	21943	+/-	35531	+/-	10635	+/-	83055	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Strongly disagree	22	2.3	33	7.8	19	5.2	13	4.4	27	5.2	20	4.8	20	4.0
Disagree	33	2.8	37	8.0	28	6.2	36	6.8	32	5.7	30	5.9	33	5.0
Neutral	23	2.5	14	5.5	30	6.9	26	6.2	21	5.1	27	5.8	23	4.4
Agree	12	2.0	9	4.8	11	4.9	13	4.8	12	4.2	11	4.2	13	3.6
Strongly agree	5	1.3	3	2.5	3	3.1	11	4.6	5	2.8	3	2.3	5	2.3
Not applicable	0	-	1	-	0	-	0	-	0	-	0	-	0	-
Don't know	5	1.4	3	3.0	8	4.1	2	-	4	2.4	9	4.0	6	2.6
Refused	0	-	0	-	1	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 265: Q62. Which of the following best describes your position or job title in this business?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2354*		343		323		367		406		339		576	
Weighted base=	185602*	+/-	21280	+/-	12567	+/-	22151	+/-	35482	+/-	10635	+/-	83487	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Business owner or partner in the business	71	2.5	84	5.5	67	5.7	85	4.1	78	4.5	55	6.0	63	4.7
Human resources manager	4	0.8	1	-	3	1.2	3	1.6	1	-	4	2.0	5	1.8
Other senior manager	22	2.3	12	5.0	25	5.1	9	3.3	19	4.3	40	5.9	28	4.4
Other position	2	-	2	-	4	3.1	1	-	1	-	1	-	3	1.8
Refused	1	-	1	-	0	-	2	-	1	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 266: Q63. Were you born in New Zealand?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2355*		344		323		367		406		339		576	
Weighted base=	185610*	+/-	21288	+/-	12567	+/-	22151	+/-	35482	+/-	10635	+/-	83487	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	75	2.6	85	5.8	76	6.2	80	5.7	64	6.0	71	5.9	75	4.5
No	25	2.6	15	5.8	23	6.2	20	5.7	35	5.9	28	5.9	24	4.5
Rather not say	1	-	0	-	0	-	0	-	2	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. \*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 267: Q64. Which country were you born in?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services	Health and Social Assistance		Other		
Unweighted base=	549*		55		73		66		126		86		143	
Weighted base=	45515*	+/-	3140	+/-	2942	+/-	4412	+/-	12248	+/-	2917	+/-	19857	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Australia	8	3.2	9	11.6	4	4.5	7	8.4	5	4.4	6	6.5	10	6.0
Other Oceania	3	2.2	1	-	1	-	3	6.1	2	-	2	-	5	4.6
Asia/Middle East	29	5.2	5	3.5	33	14.4	29	14.6	48	10.5	18	10.3	22	9.1
Europe	41	5.8	69	18.1	33	12.8	47	15.8	26	9.2	44	12.3	45	10.7
Africa	9	3.3	6	11.2	18	12.1	5	6.7	9	6.1	16	9.0	9	5.9
North/Central America	3	1.5	6	11.1	4	6.8	2	-	2	-	3	2.8	3	2.4
South America	1	-	1	-	0	-	3	6.1	1	-	3	4.4	0	-
Refused	7	3.2	2	-	6	7.5	5	6.7	8	5.5	8	7.0	7	6.1
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on respondents who were not born in New Zealand (n=551).

**Table 268: Q65. How many years have you lived in New Zealand? Is it:**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	550*		55		73		66		126		86		144	
Weighted base=	45541*	+/-	3140	+/-	2942	+/-	4412	+/-	12248	+/-	2917	+/-	19883	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Less than 5 years	6	2.8	3	2.9	1	-	5	6.8	9	6.4	5	5.6	6	4.8
5 to 10 years	12	3.9	1	-	9	7.3	11	9.6	15	7.1	13	9.2	13	7.3
More than 10 years	81	4.7	96	3.4	90	7.3	83	11.3	75	9.1	82	10.3	80	8.5
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	1	-	0	-	0	-	0	-	0	-	0	-	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. Sub-sample based on respondents who were not born in New Zealand (n=551).

**Table 269: Q66. Are you male or female?**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	2346*		343		320		365		406		337		575	
Weighted base=	185238*	+/-	21253	+/-	12489	+/-	21997	+/-	35482	+/-	10556	+/-	83461	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Male	55	2.9	50	8.3	69	6.7	72	6.3	55	6.1	34	6.3	53	5.2
Female	44	2.9	50	8.3	31	6.7	27	6.2	45	6.1	65	6.3	47	5.2
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. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

\*Base figures exclude non-response. All respondents (n=2359) were asked this question.

**Table 270: Region (from sample)**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2359		344		323		369		407		339		577	
Weighted base=	185985	+/-	21288	+/-	12567	+/-	22305	+/-	35658	+/-	10635	+/-	83532	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Northland	4	1.1	6	3.8	3	2.7	2	-	5	2.8	3	2.2	3	1.8
Auckland	25	2.5	3	2.0	31	6.7	24	5.9	21	5.0	30	5.9	31	4.8
Waikato	10	1.7	15	6.0	8	4.1	11	4.4	10	3.6	7	3.4	8	2.8
Bay of Plenty	8	1.6	13	5.6	10	4.6	11	4.5	5	2.7	8	3.6	7	2.8
Gisborne	2	-	7	4.4	1	-	1	-	2	-	1	-	0	-
Hawke's Bay	4	1.1	7	4.1	3	2.3	6	3.4	3	2.2	7	3.5	3	1.7
Taranaki	3	1.0	3	2.9	1	-	2	-	5	2.7	2	-	2	-
Manawatu- Wanganui	5	1.3	8	4.4	7	3.5	3	2.6	4	2.3	6	3.0	5	2.2
Wellington	11	1.9	7	4.4	6	3.7	8	3.7	13	4.1	10	3.8	13	3.6
Tasman	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Nelson	2	-	1	-	3	2.3	2	-	2	-	3	2.2	3	1.9
Marlborough	1	-	1	-	2	-	1	-	1	-	2	-	0	-
West Coast	0	-	1	-	2	-	0	-	0	-	0	-	0	-
Canterbury	17	2.2	17	6.2	14	5.1	19	5.5	19	5.0	12	4.3	16	3.9
Otago	5	1.3	7	4.1	6	3.4	6	3.4	6	2.9	6	3.2	4	2.3
Southland	2	-	5	3.4	2	-	3	2.4	2	-	1	-	2	-
Other	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.



**Table 271: North Island versus South Island**

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2359		344		323		369		407		339		577	
Weighted base=	185985	+/-	21288	+/-	12567	+/-	22305	+/-	35658	+/-	10635	+/-	83532	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
North Island	71	2.7	68	7.6	71	6.6	69	6.5	68	5.8	74	5.7	74	4.7
South Island	29	2.7	32	7.6	29	6.6	31	6.5	32	5.8	26	5.7	26	4.7
Other	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

### 3. Questionnaire

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#### NATIONAL SURVEY OF EMPLOYERS (ONLINE VERSION)

Research New Zealand

Updated on 29 March 2018 with new minimum wage rates; Q46 was subsequently amended.

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Thank you for participating in the Ministry of Business, Innovation and Employment's National Survey of Employers. The purpose of this survey is to find out about employer practices and views on workplace health and safety, employment relations and standards, access to skills, and employing migrants.

This survey takes about 15 minutes to complete online. You can come back to complete the survey later if you do not have time to finish it all at once. When you log back in, you will be taken back to the point where you left off.

**Background information only if needed:**

Research New Zealand is doing this research on behalf of the Ministry of Business, Innovation and Employment.

Statistics New Zealand provided the names and addresses of businesses for this survey under a legal agreement to enable the collection of national statistics. All business names and addresses will be removed from the survey data when it is reported back to the Ministry. The Ministry will not be able to identify who participated in the survey.

Your contact details will only be used for the purposes of this survey and will not be shared with any other organisation.

A letter was sent to the owner or a manager of your business saying that Research New Zealand would contact your organisation to conduct a confidential interview about business practices focused on workplace health and safety, employment matters and access to skills.

The survey can also be completed by telephone, or on paper, if you prefer.

Results from this survey will help the Ministry to better understand the impacts of government policies on New Zealand businesses and assess whether policy settings support a business environment that sustains safe, fair and skilled workplaces, and improves productivity.

The survey is being conducted in accordance with the ICC/ESOMAR International Code of Market, Opinion and Social Research, which guarantees confidentiality. All the information you provide in this survey is confidential.

Your name, address and telephone number will be removed from the survey results that are provided back to the Ministry, and will not be used in any reporting from the survey. Survey records may be linked with other data for research or statistical purposes. However, again, individual businesses will not be identified in any reporting from this analysis.

## Questions about the business

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

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q2 **If code 1, 98 or 99 Q1 ask, else skip.** For this survey the questions apply only to the business site you currently work from. How many employees are employed at the business site you currently work from?

*Note: Please include full-time and part-time employees but do not include contractors or the business owners.*

- 1 .....1 – 5
- 2 .....6 – 9
- 3 .....10 – 19
- 4 .....20 – 49
- 5 .....50 – 99
- 6 .....100 or more
- 97 ...No employees
- 98 ...Don't know
- 99 ...Would rather not say

Q2b **If code 2 Q1 ask, else skip.** How many employees are employed by the business?

*Note: Please include full-time and part-time employees but do not include contractors or the business owners.*

- 1 .....1 – 5
- 2 .....6 – 9
- 3 .....10 – 19
- 4 .....20 – 49
- 5 .....50 – 99
- 6 .....100 or more
- 97 ...No employees
- 98 ...Don't know
- 99 ...Would rather not say

**Termination statement if code 97 in Q2/2b: Thank you for your time today, but this survey is only relevant for people who employ at least one staff member.**

Q3 And for how long has the business been operating in New Zealand?

**If code 1 Q1 add:** This question applies to the business site you currently work from.

- 1 .....Less than 2 years
- 2 .....2 to less than 6 years
- 3 .....6 to less than 10 years
- 4 .....10 years or more
- 98 ...Don't know
- 99 ...Would rather not say

## Workplace health and safety

The next few questions are about workplace health and safety.

Q4 Who is mainly responsible for providing health and safety **leadership** for the business?

*Please select all that apply*

- 1 .....Business owners
- 2 .....Directors, board members or senior leaders
- 3 .....Managers
- 4 .....A health and safety specialist within the business
- 5 .....Health and safety reps
- 6 .....A health and safety committee
- 7 .....A contracted health and safety specialist from outside the business
- 96 ...Any other provider (**please specify**)
- 97 ...No one **E;**
- 98 ...Don't know **E;**
- 99 ...Would rather not say **E;**

Q5 Does the business have health and safety inductions for all new employees?

*Note: 'Employees' includes full-time and part-time employees but does not include contractors or the business owners.*

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q6 Please answer Yes, No or Don't know to each of the following. Does the business...

	Yes	No	Don't know	Would rather not say
a. Have a process for <b>identifying and assessing</b> the business's main risks and hazards	1	2	98	99
b. Know <b>which workers</b> could be affected by the main risks and hazards	1	2	98	99
c. Have processes in place to <b>manage</b> the main risks to workers	1	2	98	99
f. Regularly <b>review</b> its systems and processes for managing the main risks and hazards	1	2	98	99

Q7 How often does the business involve workers in decisions that affect their health and safety?

*Note: The term 'workers' includes any contractors working for the business.*

- 1 .....All or most of the time
- 2 .....Some of the time
- 3 .... Never
- 98 ...Don't know
- 99 ...Would rather not say

Q8 Does the business have...?

*Please select **all that apply***

- 1 .....Elected health and safety representatives
- 2 .....Informal health and safety reps or champions
- 3 .....A health and safety committee
- 4 .....A system for regular health and safety communications
- 5 .....Regular meetings where health and safety is discussed
- 6 .....Regular health and safety briefings, such as toolbox or tailgate meetings
- 97 ...None of the above **E** ;
- 98 ...Don't know **E**;
- 99 ...Would rather not say **E**;

Q8a Does the business have any initiatives to support the psychological health and wellbeing of its workers?

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q9 In the last 12 months have the business's officer, that is, the business's directors, board members or senior leaders, **asked** for information about how the business is managing its main health and safety risks and hazards?

- 1 .....Yes
- 2 .....No
- 97 ...Not applicable (e.g. business is run by a sole trader)
- 98 ...Don't know
- 99 ...Would rather not say

Q10 In the last 12 months, has the business...?

*Please select **all that apply***

- 1 .....Had workers who were working on the same site with workers from a different business or businesses
- 2 .....Had work done by contractors or subcontractors from another business
- 97 ...None of the above **E**;
- 98 ...Don't know **E**;
- 99 ...Would rather not say **E**;

Q11 **If code 1 or 2 Q10 ask, else skip.** Does your business work with other businesses to manage shared health and safety risks?

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q12 In the last 12 months, has the business made any significant changes to its health and safety systems or practices?

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q13 **If code 1 Q12 ask, else skip.** Thinking about the biggest change or changes made to the business's health and safety systems or practices in the last 12 months, what was this change? Was it a change to...

*Please select all that apply*

- 1 .....Equipment or plant
- 2 .....The workplace or worksite
- 3 .....How the work is carried out
- 4 .....The development of policies or systems
- 5 .....Training of workers, including inductions
- 6 .....Risk management
- 7 .....Managing risks to workers' health, for example, reducing exposure to noise and dust
- 8 .....Investigating accidents and near misses
- 9 .....How the business involves workers in health and safety
- 10 ...How the business works with its officers to understand and manage health and safety
- 11 ...How the business works with other businesses to manage risks and hazards
- 96 ...Or was it some other type of change? (**please specify**)
- 97 ...None of the above **E;**
- 98 ...Don't know
- 99 ...Would rather not say **E;**

Q14 Please rate how much you agree or disagree with each of the following statements:

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Don't know	Would rather not say
a. The time and effort involved in meeting health and safety legislation requirements are <b>reasonable</b>	1	2	3	4	5	98	99
b. The time and effort involved in meeting health and safety legislation requirements are <b>worthwhile</b>	1	2	3	4	5	98	99
c. Having good health and safety systems is good for your business	1	2	3	4	5	98	99

Q15 The Health and Safety at Work Act came into effect in April 2016. How confident are you that the business understands its obligations under the Act?

- 1 .... Not at all confident
- 2 .... Somewhat unconfident
- 3 .... Neither confident nor unconfident
- 4 .... Somewhat confident
- 5 .... Very confident
- 98 ...Don't know
- 99 ...Would rather not say

## Employment practices

The following questions are about employment practices.

Q16 In the last 12 months, has the business hired any new employees?

*Note: "Employees" includes full-time and part-time employees but does not include contractors or the business owners.*

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q17 **If code 1 Q16 ask, else skip.** Did the business employ any of these new staff on a trial period?

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q18 **If code 1 Q17 ask, else skip.** Thinking about the person your business most recently employed on a trial period, what were the main reasons for using a trial period when hiring this person?

*Please select all that apply*

- 1 .....To check the person's skills or ability to do the job
- 2 .....To check the person was reliable and had the right attitude
- 3 .....To avoid dismissal costs and issues if the person was unsuitable for the job
- 4 .....Because it's company policy to use trial periods
- 5 .....Because the employee requested it
- 96...Or for some other reason **(please specify)**
- 98 ...Don't know **E;**
- 99 ...Would rather not say **E;**

Q19 **If code 1 Q17 ask, else skip.** Have any employees who started on a trial period in the last 12 months been dismissed during or at the end of the trial period?

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q20 **If code 1 Q19 ask, else skip.** Thinking about the employee the business most recently dismissed during or at the end of a trial period, for which of the following reasons was this person dismissed?

*Please select all that apply*

- 1 .....The employee was unreliable or had a bad attitude
- 2 .....The employee did not get on with colleagues or did not 'fit in'
- 3 .....The employee did not have the skills needed for the job
- 4 .....The business had less work so didn't need the new employee
- 96 ...Any other reason? **(please specify)**
- 98 ...Don't know **E;**
- 99 ...Would rather not say **E;**

Q21 Do all employees of the business have a written employment agreement?

*Note: Employees includes full-time and part-time employees but does not include contractors or the business owners.*

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q22 Are any current employees in this business on casual agreements, with no guarantee of regular continuing work?

*Note: Employment agreements may include trial periods. However, a trial period is not in itself a type of employment agreement.*

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q23 **If code 1 Q22 ask, else skip.** Which of the following are the main reasons for employing staff on casual agreements?

- 1. *Please select all that apply*
- 1 .....Fluctuating demand
- 2 .....To cover staff absence
- 3 .....Needing specific skills
- 4 .....To check people's suitability for the job before considering them for further work
- 96 ...Or is there some other reason? **(please specify)**
- 98 ...Don't know **E;**
- 99 ...Would rather not say **E;**

Q24 Are any current employees on fixed-term agreements?

*Note: A fixed-term agreement specifies an end date or time period of employment, or may specify continuing work until a task or project is completed.*

*Note: Employees on casual agreements for a fixed-term should be counted as 'casual' rather than 'fixed-term'.*

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q25 **If code 1 Q24 ask, else skip.** Which of the following are the main reasons for employing staff on fixed-term agreements?

- Please select all that apply*
- 1 .....Fluctuating demand
- 2 .....To cover staff absence
- 3 .....Needing specific skills
- 4 .....To check people's suitability for the job before considering them for further work
- 96 ...Or is there some other reason? **(please specify)**
- 98 ...Don't know **E;**
- 99 ...Would rather not say **E;**



Q26 Does the business currently use any self-employed workers who, to your knowledge, only work for your business and do not currently work for any other business?

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q27 In the last 12 months has the business taken on any staff on an internship?

*Note: Internships provide work experience to improve on-the-job skills or career related knowledge. Internships may be paid or unpaid, and part-time or full-time.*

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q28 **If code 1 Q27 ask, else skip.** Thinking about the person most recently offered an internship with the business, did this placement contribute to their requirements for a qualification?

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q29 **If code 1 Q27 ask, else skip.** Still thinking about the person most recently offered an internship, how long was this for?

- 1 .....4 weeks or less
- 2 .....More than 4 weeks to less than 3 months
- 3 .....3 to 6 months
- 4 .....Or more than 6 months
- 98 ...Don't know
- 99 ...Would rather not say

Q30 **If code 1 Q27 ask, else skip.** And was this person paid by the business for their work during the placement?

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

## Minimum wages and pay

The next questions are about minimum wages and pay.

Q31 Are any of your employees paid the adult minimum wage of \$16.50 per hour?

*Note: This rate applies to employees aged 16 years and over who are not on the starting-out or training minimum wage.*

*The minimum wage rate increased on 01 April from \$15.75 to \$16.50 per hour.*

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q32 Thinking about all of your current employees aged 20 years or over, are any of them required by their employment agreement to undertake recognised industry training of at least 60 credits a year?

*Note: Recognised industry training is training that leads to a qualification that is recognised by the New Zealand Qualifications Authority – for example, apprenticeships.*

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q33 **If code 1 Q32 ask, else skip.** The training minimum wage is \$13.20 per hour. Are any of these employees paid \$13.20 per hour or any rate between that and \$16.50?

*The training minimum wage rate increased on 01 April from \$12.60 to \$13.20 per hour.*

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q34 **If code 1 Q16 ask, else skip.** In the last 12 months has your business employed any workers aged 16 to 19 years?

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q35 **If code 1 Q34 ask, else skip.** The starting-out wage is \$13.20 per hour. Are any of these employees paid \$13.20 per hour or any rate between that and \$16.50?

*Note: The starting-out wage can be used for:*

- *16 and 17 year olds hired by any new employer, until they have completed 6 months of work for that employer, or become involved in training or supervising other workers*
- *18 and 19 year olds who have been on a benefit for six months or more, until they have completed 6 months of work for that employer, or become involved in training or supervising other workers*
- *16 to 19 year olds required, by their employment agreement, to undertake industry training of at least 40 credits a year.*

*The starting-out wage rate increased on 01 April from \$12.60 to \$13.20 per hour.*

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q36 Does an increase in minimum wage rates usually prompt your business to increase wages or salaries for employees who are already being paid above minimum wages?

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q37 Thinking now about wage and salary setting, in the last 12 months has the business done any of the following:

	Yes	No	Don't know	Would rather not say
a. Sought advice regarding the Equal Pay Act	1	2	98	99
b. Undertaken reviews to check that men and women in the same role are paid equally	1	2	98	99
c. Undertaken training about potential gender bias	1	2	98	99

Q38 Are you aware of the 2017 pay equity settlement for care and support workers, also referred to as the TerraNova settlement?

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q39 **If code 1 Q38 ask, else skip.** Has the TerraNova settlement influenced how the business approaches setting pay rates for employees?

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q40 Thinking about all your business's employees, approximately what proportion work in jobs that are mainly carried out by women in the New Zealand workforce?

- 1 .....None
- 2 .....Less than 25%
- 3 .....25% to 50%
- 4 .....51% to 75%
- 5 .....More than 75%
- 98 ...Don't know
- 99 ...Would rather not say

Q41 Do you know of any employers in your industry sector who have done any of the following in the last 12 months?

*Please select all that apply*

- 1 .....Bartered for services or materials
- 2 .....Had workers who were not on employment agreements
- 3 .....Paid anyone below the minimum wage
- 4 .....Classified employees as self-employed contractors
- 5 .....Accepted payments from workers, in exchange for a job in the business
- 6 .....Paid any worker "off the books"
- 7 .....Discouraged applications for ACC claims following an injury at work
- 97 ...None of the above **E;**
- 98 ...Don't know **E;**
- 99 ...Would rather not say **E;**

## Holidays Act

The next few questions are about the Holidays Act.

Q42 How confident are you that the business is meeting its obligations under the Holidays Act?

- 1 .... Not at all confident
- 2 .... Somewhat unconfident
- 3 .... Neither confident nor unconfident
- 4 .... Somewhat confident
- 5 .... Very confident
- 98 ...Don't know
- 99 ...Would rather not say

Q43 In the last 12 months, have any employees raised concerns with the business about their holidays or leave being underpaid?

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q44 **IF CODE 1 Q43 ASK, ELSE SKIP.** Which of the following actions, if any, did the business take in response to these concerns being raised? Did the business:

*Please select all that apply*

- 1 .....Undertake an internal investigation of employees' holiday or leave pay
- 2 .....Undertake an audit of the payroll system (this includes both internal and external reviews)
- 3 .....Seek help or advice from the Ministry of Business, Innovation and Employment
- 4 .....Seek help or advice from another source
- 5 .....Make any settlement payments to employees who raised concerns
- 96 ...Do anything else in response to concerns raised? (**please specify**)
- 97 ...None of the above **E;**
- 98 ...Don't know **E;**
- 99 ...Would rather not say **E;**

## Shop trading

Q45 Do any employees in this business work in a shop, bar or café, either directly with customers or doing tasks such as shelf stacking or stocktaking?

*Note: By shop we mean a place where goods are kept, sold, or offered for sale. This includes cafes, bars or restaurants.*

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q46 **If code 1 Q45 ask, else skip.** ~~Were~~ Will any of these employees be asked to work on Easter Sunday in April 2018?<sup>4</sup>

- 1 .....Yes
- ~~2 .....Yes, pending a decision by the Local Authority to adopt an Easter Sunday Shop Trading policy~~
- 3 .....No
- 98 ...Don't know
- 99 ...Would rather not say

<sup>4</sup> This question was amended for the interviews undertaken after Easter Sunday 2018.

## Engagement with unions

The next few questions are about engaging with unions on employment matters and business decisions.

*Note: When answering these questions, please exclude any engagement with unions on health and safety matters.*

Q47 Approximately what proportion of the business's current employees are union members?

- 1 .....None
- 2 .....Less than 25%
- 3 .....25% to 50%
- 4 .....More than 50%
- 98 ...Don't know
- 99 ...Would rather not say

Q48 **If code 2/99 Q47 ask, else skip.** In the last 12 months has the business engaged with unions:

	Yes	No	Don't know	Would rather not say
a. On employment matters, such as terms and conditions of employment and skill development	1	2	98	99
b. On business decisions, such as developing business objectives and processes	1	2	98	99

Q49 **If code 2/99 Q47 ask, else skip.** Would you describe management's current relationship with unions as...?

- 1 .....Positive
- 2 .....Negative
- 3 .....Or neither positive nor negative
- 98 ...Don't know
- 99 ...Would rather not say

Q50 **If code 2/99 Q47 ask, else skip.** Would you say that the overall impact of this relationship on business outcomes is....?

*Note: Business outcomes include aspects such as productivity, profit, staff retention, customer satisfaction etc.*

- 1 .....Positive
- 2 .....Negative
- 3 .....Or neither positive nor negative
- 98 ...Don't know
- 99 ...Would rather not say

## Employing recent migrants

The last few questions are about job vacancies and employing recent migrants. By recent migrant we mean anyone who was not born in New Zealand and arrived here in the last 5 years. This includes migrants from the UK, Australia, and the Pacific.

Q51 Does the business currently have any recent migrant employees on staff?

- 1 .... Yes
- 2 .... No
- 98 .. Don't know
- 99 .. Would rather not say

Q52 And in the last 12 months, has the business hired any recent migrants?

- 1 .... Yes
- 2 .... No
- 98 .. Don't know
- 99 .. Would rather not say

Q53 **If code 1 Q52 ask, else skip.** Thinking about the migrant most recently hired by the business, for which of the following reasons did the business choose to employ this person?

*Please select all that apply*

- 1 .... Their skills or qualifications
- 2 .... Their experience
- 3 .... It seemed like they had a strong work ethic
- 4 .... It seemed like they would be a 'good fit' for the business
- 5 .... New Zealanders were not willing to do job or did not apply
- 6 .... New Zealanders who applied did not have the necessary skills, qualifications or experience
- 96 .. Other **(please specify)**
- 98 .. Don't know **E;**
- 99 .. Would rather not say **E;**

Q54 In the last 12 months, has the business had any job vacancies?

- 1 .....Yes
- 2 .....No
- 98 ...Don't know
- 99 ...Would rather not say

Q55 **If code Q54 ask, else skip.** How does the business usually go about finding staff to fill a job vacancy?

*Please select all that apply*

- 1 .....Word of mouth
- 2 .....Trade Me or Seek
- 3.....Other websites or internet based job boards
- 4.....Social media (including Linked In, Facebook, Instagram, Snapchat etc.)
- 5 .....Advertising in New Zealand newspapers or magazines
- 6 .....A candidate approaching the business
- 7.....A recruitment agency or HR specialist
- 8.....Education or training providers (including schools and tertiary providers)
- 96 ...Any other method? **(please specify)**
- 98 ...Don't know **E;**
- 99 ...Would rather not say **E;**



Q56 **If code 1 Q54 ask, else skip.** In the last 12 months has the business had any difficulties finding staff to fill job vacancies?

- 1 ..... Yes
- 2 ..... No
- 98 ... Don't know
- 99 ... Would rather not say

Q57 **If code 1 Q56 ask, else skip.** Did the business intentionally seek out a migrant for any of these job vacancies that were hard to fill?

- 1 ..... Yes
- 2 ..... No
- 98 ... Don't know
- 99 ... Would rather not say

Q58 In the last two years has this business experienced any difficulties with employing migrant workers in New Zealand or from overseas?

- 1 ..... Yes
- 2 ..... No
- 98 ... Don't know
- 99 ... Would rather not say

Q59 **If code 1 Q58 ask, else skip.** What types of difficulties has the business had with employing migrant workers in New Zealand or from overseas?

*Please select all that apply*

- 1 ..... Getting people with the right skills for the job
- 2 ..... Getting people with good English language skills
- 3 ..... Finding a reputable recruitment agency
- 4 ..... Finding suitable places to advertise vacancies
- 5 ..... Retaining the workers once hired
- 6 ..... With the visa process
- 96 ... Or some other difficulties? **(please specify)**
- 98 ... Don't know **E;**
- 99 ... Would rather not say **E;**

Q60 **If code 1 Q58 ask, else skip.** How have these difficulties with employing migrant workers impacted on the business? Have these difficulties meant you needed to...?

*Please select all that apply*

- 1 ..... Employ someone locally
- 2 ..... Stop carrying out some activities
- 3 ..... Automate more tasks or processes
- 4 ..... Use contractors/consultants
- 5 ..... Redesign jobs
- 6 ..... Improve pay or conditions to attract New Zealand workers
- 7 ..... Offer current staff better pay or conditions to get them to stay
- 96 ... Any other impacts? **(please specify)**
- 98 ... Don't know **E;**
- 99 ... Would rather not say **E;**

Q61 Please rate how much you agree or disagree with each of the following statements:

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Don't know	Would rather not say
a. Migrants make an important contribution to New Zealand's economy, for example, bring skills or new technologies into NZ	1	2	3	4	5	98	99
b. The 2017 immigration policy changes have made it easier for businesses to employ skilled migrants. (Note: The 2017 immigration policy changes affected the Essential Skills work visa and Skilled Migrant residence category.)	1	2	3	4	5	98	99
c. Migrants take jobs away from other New Zealanders	1	2	3	4	5	98	99

## About you

To finish off there are a few questions that help to confirm that the survey results reflect the views of a range of different people.

Q62 Which of the following best describes your position or job title in this business?

- 1 .....Business owner or partner in the business
- 2 .....Human resources manager
- 3 .....Other senior manager
- 96 ...Or some other type of position (**please specify**)
- 99 ...Would rather not say \*\*\*

Q63 Were you born in New Zealand?

- 1 .....Yes
- 2 .....No
- 99 Would rather not say

Q64 **IF CODE 2 Q63 ASK, ELSE SKIP.** In which country were you born?

- 1 .....Answer (specify)
- 99 ...Would rather not say

Q65 **IF CODE 2 Q63 ASK, ELSE SKIP.** How many years have you lived in New Zealand?

- 1 .....Less than 5 years
- 2 .....5 to 10 years
- 3 .....More than 10 years
- 98 ...Don't know
- 99...Would rather not say

Q66 Are you male or female?

- 1 .....Male
- 2 .....Female
- 3.....Would rather not say

Q67 Thank you for participating in the survey. Do you have any other comments you'd like to make about the subject of this survey?

- 1 .....Yes (**please specify**)
- 2 .....No

That is the end of our survey. Thank you for your time and effort in taking part. You may now close the browser window.

## 4. Index of tables

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