



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

Appendix to National Survey of Employers 2018/19: Summary Findings

October 2019





**MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT**
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Table of Contents

1. Methodology and technical details	4
Survey method	4
Weighting	5
Sampling errors	7
2. Tables of results	9
General notes to using tables	9
2.2: Results by business size (number of employees) – 1 to 19 and 20 plus employees	11
2.3: Results by business size (number of employees) – 1 to 5, 6 to 19, 20 to 49 and 20 plus employees	70
2.4: Results by industry category	126
3. Questionnaire	205
4. Survey invitation letter	224
5. Index of tables	226

1. Methodology and technical details

This document is a technical appendix to the National Survey of Employers 2018/19: 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 2018/19 survey was drawn from Stats NZ's 2018 Business Register of New Zealand businesses. The sampling scheme involved selecting a probability sample, based on the number of businesses in six target industry¹ groups broken down by the number of employees² across four business size³ groupings.

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 65.3 per cent.⁴ Attempts were made to contact all businesses with a matched telephone number (5,340 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 7,843 businesses. This excluded 309 non-useable contacts identified at the pre-calling stage. The letters were addressed to:

- the named business owner/manager, for the 3,806 contacts where the tele-matching was successful and a named respondent was identified at the pre-calling stage
- "The Business Owner/Manager", for the 1,225 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 2,812 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). Each

¹ These industries were agriculture, forestry and fishing; manufacturing; construction, retail trade, and accommodation and food services; health care and social assistance; and other.

² The number of employees was at the establishment level.

³ The groupings for the number of employees were 1 to 5, 6 to 19, 20 to 49, and 50 or more employees.

⁴ Twenty-four records that were tele-matched were subsequently removed from the sample due to them being listed on Research New Zealand's "Do Not Contact" register.

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 11 November to 14 December 2018 (including pre-calling). The main survey (including follow-up reminder activity with non-respondents to the pilot) was in the field from 23 January to 15 May 2019. In total, 2,285 employers completed the survey by the close off date, (n=570 by telephone, n=706 on paper and n=1,009 via the online version of the survey). Two survey responses were subsequently removed from the achieved sample due to ineligibility and a high level of non-response to questions. The average telephone interview length was 20 minutes and 48 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 35.5 per cent.⁵

Weighting

The achieved sample of 2,285 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. 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. Table B provides unweighted frequency counts for the achieved sample (respondents). Table C provides final weighted counts (survey population) by industry grouping and by the reported number of employees currently working at the business site.

⁵ This response rate was calculated from a total of 7,843. Of these 7,843 records, 2,286 were classified as 'eligible responding' (C), 1,475 were classified as 'eligible non-responding' (B), 814 were classified as 'ineligible' (A), and 3,268 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
Total	3252	1863	1459	1602	8176

* 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	68	95	80	68	311
C – Manufacturing	74	73	82	94	323
E – Construction	101	85	73	102	361
G + H – Retail Trade, and Accommodation & Food Services	89	98	74	111	372
Q – Health Care & Social Assistance	93	94	68	91	346
D, B, G, I, J, K, L, M, N, O, P, R, S – All Other Industries	118	166	162	126	572
Total	543	611	539	592	2285

* 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	16,227	3,951	693	252	21,123
C – Manufacturing	6,135	4,107	1,539	861	12,642
E – Construction	16,401	5,340	1,212	435	23,388
G + H – Retail Trade, and Accommodation and Food Services	18,717	13,533	2,763	1,104	36,117
Q – Health Care & Social Assistance	5,379	3,444	1,095	828	10,746
D, B, G, I, J, K, L, M, N, O, P, R, S – All Other Industries	51,261	22,800	6,624	3,660	84,345
Total	114,120	53,175	13,926	7,140	188,361

* 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). It also includes the associated maximum sampling error estimate, at the 95 per cent confidence level, for each sub-group. Table E provides estimated margins of error (MoEs) for different proportional responses for the total sample and industry groups. Table F provides four business size groupings. Table G provides two business size groupings.

The estimated maximum MoEs associated with the total sample and each sub-sample take into account a design effect coefficient (deft). The deft was 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**
Industry type					
A – Agriculture, Forestry and Fishing	311	13.6%	5.6%	1.681	9.3%
C – Manufacturing	323	14.1%	5.5%	1.253	6.8%
E – Construction	361	15.8%	5.2%	1.413	7.3%
G + H – Retail Trade, and Accommodation and Food Services	372	16.3%	5.1%	1.300	6.6%
Q – Health Care & Social Assistance	346	15.1%	5.3%	1.172	6.2%
D, B, G, I, J, K, L, M, N, O, P, R, S – All Other Industries	572	25.0%	4.1%	1.440	5.9%
Number of reported employees at business site					
1 to 5	543	23.8%	4.2%	1.183	5.0%
6 to 19	611	26.7%	4.0%	1.129	4.5%
20 to 49	539	23.6%	4.2%	1.114	4.7%
50 +	592	25.9%	4.0%	1.255	5.1%
Total	2,285	100%	2.1%	1.605	3.3%

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			Retail Trade, and	Health Care &	All Other Industries
		Forestry & Fishing	Manufacturing	Construction	Accommodation & Food Services	Social Assistance	
Base =	2,285	311	323	361	372	346	572
50 %	3.3%	9.3%	6.8%	7.3%	6.6%	6.2%	5.9%
40 %	3.2%	9.2%	6.7%	7.1%	6.5%	6.0%	5.8%
30 %	3.0%	8.6%	6.3%	6.7%	6.1%	5.7%	5.4%
20 %	2.6%	7.5%	5.5%	5.8%	5.3%	4.9%	4.7%
10 %	2.0%	5.6%	4.1%	4.4%	4.0%	3.7%	3.5%

* 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	1 to 5	6 to 19	20 to 49	50 +
		employees	employees	employees	employees
Base =	2,285	543	611	539	592
50 %	3.3%	5.0%	4.5%	4.7%	5.1%
40 %	3.2%	4.9%	4.4%	4.6%	5.0%
30 %	3.0%	4.6%	4.1%	4.3%	4.6%
20 %	2.6%	4.0%	3.6%	3.8%	4.0%
10 %	2.0%	3.0%	2.7%	2.8%	3.0%

* 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	1 to 19	20 + employees
		employees	
Base =	2,285	1,154^	1,131^
	%	%	%
50 %	3.3%	3.7%	3.6%
40 %	3.2%	3.6%	3.5%
30 %	3.0%	3.4%	3.3%
20 %	2.6%	2.9%	2.8%
10 %	2.0%	2.2%	2.1%

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

^ 1 to 19 staff, deff=1.275, 20 plus staff, deff=1.218.

2. Tables of results

General notes to using tables

The following tables present results (proportions based on weighted frequencies) from the 2018/19 NSE. The first set of tables (section 2.2, page 15) shows results by establishment size (number of employees). These tables allow 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 70) presents results by size with more detailed comparisons by four categories of establishment sizes⁶ based on the number of employees. The third set of tables below (section 2.4, page 126) presents results from the 2018/19 NSE by industry groupings⁷.

Margins of error (MoEs) at the 95 per cent confidence level are provided in the tables alongside the relevant survey result. By adding/subtracting the MoE to the survey result, a confidence interval can be constructed for each result. Differences in the results are statistically significant where the confidence intervals for the survey results do not overlap. For example, in Table 3 the result of **28 per cent** (for the proportion of smaller employers whose organisation operates from more than one site) **has a MoE of +/-3.2 per cent, or a confidence interval of 24.8 per cent to 31.2 per cent**. That is, we can be 95 per cent confident that the true value is between 24.8 per cent and 31.2 per cent for the proportion of smaller employers in the total population whose organisations operate from more than one site.

Again in Table 3, the result of **47 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 43.6 per cent to 50.4 per cent**. That is, 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 43.6 per cent and 50.4 per cent. **These two confidence intervals** (for the proportions of smaller and larger employers whose organisation 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**. That is, 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.⁸ 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.

⁶ These establishment sizes were 1 to 5 employees, 6 to 19 employees, 20 to 49 employees and 50 plus employees.

⁷ Aggregated for sampling and reporting purposes.

⁸ Margins of error are calculated based on the binomial distribution.

Please note that proportions in the tables may not add to 100 per cent due to rounding. In cases where questions allowed for multiple responses, proportions will add to more than 100 per cent.

The notes below the tables indicate where data is presented for a subset of a wider set of data (also note the lower unweighted and weighted bases). For example, in Table 34 the bases are lower than for the total survey population. This is because the question on employing staff on a trial period was only asked of employers who reported that they had hired a new employee in the previous 12 months, ie those who gave a 'yes' response to the previous question asked.

In the 2018/19 NSE some questions that were included in the pilot survey were cut from the main survey to shorten the questionnaire length. Results from these pilot survey questions are not discussed in the National Survey of Employers 2018/19: Summary Report because they are not representative of all employers in New Zealand. These pilot survey results are included in the following sets of tables but should be used with caution due to very small sample sizes - see note in red font underneath these tables. The employees counted included full-time and part-time employees, but did not include contractors or the business owners.

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

Table 1: Industry Group (%s)

	Total	1 to 19	20+
Unweighted base =	2285	1154	1131
Weighted base =	188361	167295	21066
	%	%	%
Agriculture, Forestry & Fishing	11	12	4
Manufacturing	7	6	11
Construction	12	13	8
Retail Trade, Accommodation & Food Services	19	19	18
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 2: Industry Group (weighted numbers)

	Total	1 to 19	20+
Unweighted base =	2285	1154	1131
Weighted base =	188361	167295	21066
Agriculture, Forestry & Fishing	21123	20178	945
Manufacturing	12642	10242	2400
Construction	23388	21741	1647
Retail Trade, Accommodation & Food Services	36117	32250	3867
Health Care & Social Assistance	10746	8823	1923
Other	84345	74061	10284

This table contains frequencies.

Table 3: Q1. First of all, does the organisation operate from more than one site in New Zealand?

	Total		1 to 19		20+	
Unweighted base=	2280*		1151		1129	
Weighted base=	187945*	+/-	166891	+/-	21054	+/-
	%	%	%	%	%	%
Yes	30	2.8	28	3.2	47	3.4
No	70	2.8	72	3.2	52	3.4
Don't know	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2285) were asked this question.

Table 4: Q2. How many employees are employed at the business site you currently work from?

For this survey, the questions apply only to the business site you currently work from. Please include full-time and part-time employees but do not include contractors or the business owners. Is it...?

	Total		1 to 19		20+	
Unweighted base=	873*		346		527	
Weighted base=	57523*	+/-	47456	+/-	10067	+/-
	%	%	%	%	%	%
1 - 5	48	0.5	58	0.7	0	-
6 – 9	8	2.1	10	2.5	0	-
10 – 19	26	2.1	32	2.5	0	-
20 – 49	11	-	0	-	61	-
50 – 99	3	0.5	0	-	19	2.7
100 or more	4	0.5	0	-	20	2.7
No employees	0	-	0	-	0	-
Don't know	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=873).

Table 5: 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. Is it...?

	Total		1 to 19		20+	
Unweighted base=	1412*		808		604	
Weighted base=	130838*	+/-	119839	+/-	10999	+/-
	%	%	%	%	%	%
1 - 5	66	0.3	72	0.4	0	-
6 – 9	12	1.4	13	1.5	0	-
10 – 19	13	1.4	15	1.5	0	-
20 – 49	6	0.1	0	-	71	0.6
50 – 99	1	-	0	-	17	1.9
100 or more	1	-	0	-	12	1.9
No employees	0	-	0	-	0	-
Don't know	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=1412).

Table 6: Q3. And for how long has the business been operating in New Zealand?

	Total		1 to 19		20+	
Unweighted base=	2283*		1154		1129	
Weighted base=	188339*	+/-	167295	+/-	21044	+/-
	%	%	%	%	%	%
Less than 2 years	5	1.5	5	1.7	1	-
2 to less than 6 years	16	2.5	17	2.8	7	1.9
6 to less than 10 years	12	2.2	12	2.5	7	1.8
10 years or more	67	3.1	65	3.5	83	2.6
Don't know	1	-	1	-	1	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2285) were asked this question.

Table 7: X2. Business size (collapsed - 6 categories)

	Total		1 to 19		20+	
Unweighted base=	2285		1154		1131	
Weighted base=	188361	+/-	167295	+/-	21066	+/-
	%	%	%	%	%	%
1 - 5	60	0.3	68	0.3	0	-
6 - 9	11	1.2	12	1.4	0	-
10 - 19	17	1.2	19	1.4	0	-
20 - 49	7	0.0	0	-	66	0.3
50 - 99	2	-	0	-	18	1.6
100 or more	2	-	0	-	16	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.

Table 8: Region (from sample)

	Total		1 to 19		20+	
Unweighted base=	2285		1154		1131	
Weighted base=	188361	+/-	167295	+/-	21066	+/-
	%	%	%	%	%	%
Northland	3	0.9	3	1.0	3	1.2
Auckland	28	2.9	27	3.2	40	3.3
Waikato	11	2.2	12	2.5	7	1.6
Bay of Plenty	6	1.4	5	1.5	8	1.8
Gisborne	2	-	2	-	1	-
Hawke's Bay	4	1.2	4	1.3	3	1.2
Taranaki	4	1.3	4	1.4	2	-
Manawatu- Wanganui	6	1.5	6	1.6	5	1.6
Wellington	9	1.8	9	2.0	9	1.9
Tasman	1	-	1	-	0	-
Nelson	3	1.2	3	1.3	2	-
Marlborough	1	-	1	-	1	-
West Coast	1	-	1	-	1	-
Canterbury	14	2.3	15	2.6	12	2.2
Otago	5	1.5	5	1.6	3	1.1
Southland	3	1.2	3	1.4	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 9: North Island versus South Island

	Total		1 to 19		20+	
Unweighted base=	2285		1154		1131	
Weighted base=	188361	+/-	167295	+/-	21066	+/-
	%	%	%	%	%	%
North Island	72	3.0	71	3.3	78	2.7
South Island	28	3.0	29	3.3	22	2.7
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 10: Q4. Who is mainly responsible for providing health and safety leadership for the business?

	Total		1 to 19		20+	
Unweighted base=	2282		1152		1130	
Weighted base=	188084	+/-	167027	+/-	21057	+/-
	%	%	%	%	%	%
Business owners	73	2.7	76	3.0	50	3.4
Directors, board members or senior leaders	35	3.0	31	3.3	60	3.3
Managers	41	3.1	37	3.4	72	3.2
A health and safety specialist(s) within the business	15	2.1	13	2.3	39	3.3
Health and safety reps	15	2.0	12	2.2	43	3.4
A health and safety committee	12	1.6	7	1.7	49	3.4
A contracted health and safety specialist(s) from outside the business	14	2.2	14	2.4	18	2.7
Any other provider? (Specify)	2	-	2	-	2	-
No one	0	-	1	-	0	-
Don't know	0	-	0	-	0	-
Would rather not say	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. All respondents (n=2285) were asked this question.

Table 11: Q5 Does the business have health and safety inductions for all new employees?

READ IF NECESSARY: 'Employees' includes full-time and part-time employees but does not include contractors or the business owners.

	Total		1 to 19		20+	
Unweighted base=	2282*		1151		1131	
Weighted base=	187883*	+/-	166817	+/-	21066	+/-
	%	%	%	%	%	%
Yes	91	2.0	90	2.3	98	-
No	8	2.0	9	2.2	2	-
Don't know	1	-	1	-	0	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2285) were asked this question.

Table 12: Q6A. Does the business have a process for identifying and assessing the business's main health and safety risks and hazards?

READ IF NECESSARY: This may be a formal or informal process.

	Total		1 to 19		20+	
Unweighted base=	2282*		1151		1131	
Weighted base=	187930*	+/-	166864	+/-	21066	+/-
	%	%	%	%	%	%
Yes	94	1.7	93	2.0	99	-
No	4	1.4	4	1.5	0	-
Don't know	2	-	2	-	1	-
Would rather not say	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=2285) were asked this question.

Table 13: Q6B. Does the business know which workers could be affected by the main risks and hazards?

	Total		1 to 19		20+	
Unweighted base=	2282*		1151		1131	
Weighted base=	187930*	+/-	166864	+/-	21066	+/-
	%	%	%	%	%	%
Yes	95	1.5	95	1.7	98	-
No	2	-	2	-	0	-
Don't know	2	-	2	-	1	-
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2285) were asked this question.

Table 14: Q6C. Does the business have processes to manage the main risks to workers?

	Total		1 to 19		20+	
Unweighted base=	2280*		1150		1130	
Weighted base=	187863*	+/-	166807	+/-	21056	+/-
	%	%	%	%	%	%
Yes	95	1.6	95	1.8	99	-
No	3	1.3	3	1.4	0	-
Don't know	1	-	1	-	1	-
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2285) were asked this question.

Table 15: Q6D. Does the business regularly review its systems and processes for managing the main risks and hazards?

	Total		1 to 19		20+	
Unweighted base=	2282*		1151		1131	
Weighted base=	187930*	+/-	166864	+/-	21066	+/-
	%	%	%	%	%	%
Yes	86	2.3	85	2.6	94	1.7
No	11	2.2	12	2.4	3	1.2
Don't know	2	-	2	-	2	-
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=2285) were asked this question.

Table 16: Q6A_C. Employers with a process for identifying, assessing and managing the main risks

	Total		1 to 19		20+	
Unweighted base=	2280*		1150		1130	
Weighted base=	187863*	+/-	166807	+/-	21056	+/-
	%	%	%	%	%	%
Yes	92	2.0	91	2.2	98	-
No	5	1.6	5	1.8	0	-
Don't know	2	-	2	-	1	-
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. Constructed variable based on all respondents (n=2285).

Table 17: Q6A_C_D. Employers with a process for identifying, assessing and managing the main risks, who also review these systems

	Total		1 to 19		20+	
Unweighted base=	2280*		1150		1130	
Weighted base=	187863*	+/-	166807	+/-	21056	+/-
	%	%	%	%	%	%
Yes	84	2.5	83	2.8	94	1.8
No	12	2.2	13	2.5	3	1.2
Don't know	3	1.2	3	1.3	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. Constructed variable based on all respondents (n=2285).

Table 18: Q7A. And does the business have processes for managing the risks of injury at work, for example, from trips or falls?

	Total		1 to 19		20+	
Unweighted base=	2278*		1148		1130	
Weighted base=	187372*	+/-	166315	+/-	21057	+/-
	%	%	%	%	%	%
Yes	93	1.8	92	2.0	98	-
No	5	1.6	6	1.8	2	-
Don't know	2	-	2	-	0	-
Would rather not say	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=2285) were asked this question.

Table 19: Q7B. And does the business have processes for managing the risks to physical health, for example, from exposure to fumes or dust?

	Total		1 to 19		20+	
Unweighted base=	2274*		1147		1127	
Weighted base=	186947*	+/-	165969	+/-	20978	+/-
	%	%	%	%	%	%
Yes	86	2.4	85	2.7	93	1.8
No	11	2.2	12	2.5	5	1.7
Don't know	2	-	3	1.1	1	-
Would rather not say	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=2285) were asked this question.

Table 20: Q7C. And does the business have processes for managing the risks to mental health, for example, from bullying, harassment or stress?

	Total		1 to 19		20+	
Unweighted base=	2273*		1146		1127	
Weighted base=	186817*	+/-	165826	+/-	20990	+/-
	%	%	%	%	%	%
Yes	69	3.1	67	3.5	85	2.5
No	23	2.8	24	3.2	11	2.2
Don't know	7	1.8	7	2.0	4	1.4
Would rather not say	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=2285) were asked this question.

Table 21: Q8. How often does the business involve workers in decisions that affect their health and safety?

'Workers' includes employees and any contractors working for the business but does not include the business owners. Would you say...?

	Total		1 to 19		20+	
Unweighted base=	2281*		1152		1129	
Weighted base=	188075*	+/-	167027	+/-	21048	+/-
	%	%	%	%	%	%
All or most of the time	72	2.9	72	3.3	72	3.2
Some of the time	24	2.7	24	3.1	26	3.1
Never	2	-	3	1.3	0	-
Don't know	1	-	1	-	2	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2285) were asked this question.

Table 22: Q9. Does the business have...?

	Total		1 to 19		20+	
Unweighted base=	2278		1149		1129	
Weighted base=	187492	+/-	166444	+/-	21048	+/-
	%	%	%	%	%	%
Elected health and safety representatives	37	2.9	33	3.3	69	3.2
Informal health and safety reps or champions	29	2.8	27	3.1	42	3.4
A health and safety committee	19	1.9	13	2.1	68	3.2
A system for regular health and safety communications	48	3.2	45	3.6	75	3.1
Regular meetings where health and safety is discussed	59	3.2	56	3.6	85	2.5
Regular health and safety briefings, such as toolbox or tailgate meetings	48	3.1	46	3.5	65	3.2
None of the above	12	2.3	14	2.6	2	-
Don't know	1	-	1	-	1	-
Would rather not say	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. All respondents (n=2278) were asked this question.

Table 23: Q10. 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=	2280*		1150		1130	
Weighted base=	187866*	+/-	166808	+/-	21057	+/-
	%	%	%	%	%	%
Yes	52	3.2	48	3.6	83	2.6
No	24	2.8	25	3.2	9	1.9
Not applicable (e.g. business is run by a sole trader)	21	2.8	23	3.2	4	1.2
Don't know	3	1.2	3	1.3	4	1.5
Would rather not say	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=2285) were asked this question.

Table 24: Q11. In the last 12 months, has the business...?

	Total		1 to 19		20+	
Unweighted base=	2279*		1149		1130	
Weighted base=	187578*	+/-	166522	+/-	21056	+/-
	%	%	%	%	%	%
Had workers who were working on the same site with workers from a different business or businesses	47	3.1	46	3.5	58	3.3
Had work done by contractors or subcontractors from another business	53	3.1	50	3.5	78	2.9
None of the above	30	3.0	33	3.4	9	2.1
Don't know	1	-	1	-	1	-
Would rather not say	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=2285) were asked this question.

Table 25: Q12. Does your business work with other businesses to manage shared health and safety risks?

	Total		1 to 19		20+	
Unweighted base=	1827*		799		1028	
Weighted base=	128423*	+/-	109630	+/-	18793	+/-
	%	%	%	%	%	%
Yes	66	3.5	64	4.1	72	3.3
No	31	3.4	32	4.0	23	3.1
Don't know	4	1.5	4	1.8	4	1.5
Would rather not say	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. Sub-sample based on businesses that had workers working on the same site as workers from another business, or contractors from another business (n=1830).

Table 26: Q13 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=	2278		1151		1127	
Weighted base=	187970	+/-	166971	+/-	20999	+/-
	%	%	%	%	%	%
Yes	31	2.9	29	3.3	44	3.4
No	67	3.0	69	3.4	53	3.5
Don't know	2	-	2	-	3	1.2
Would rather not say	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. All respondents (n=2285) were asked this question.

Table 27: Q14. 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=	857		352		505	
Weighted base=	58351	+/-	49023	+/-	9328	+/-
	%	%	%	%	%	%
Equipment or plant	43	5.5	43	6.5	45	5.1
The workplace or worksite	42	5.5	42	6.5	44	5.2
How the work is carried out	44	5.5	43	6.5	45	5.2
Developing/reviewing policies or systems incl. audits, dedicated staff	70	5.2	68	6.2	84	3.8
Training of workers, including inductions	61	5.4	60	6.4	72	4.6
Risk management	54	5.6	53	6.5	63	5.0
Managing risks to workers' health	48	5.6	48	6.6	54	5.2
Investigating accidents and near misses	36	5.1	33	6.0	51	5.2
How the business involves workers in health and safety	48	5.5	47	6.5	51	5.2
How the business works with its officers to understand and manage health and safety	34	5.3	32	6.2	48	5.2
How the business works with other businesses to manage risks and hazards	30	4.9	28	5.8	37	4.9
Or was it some other type of change? (Specify)	2	-	2	-	1	-

None of the above	0	-	0	-	0	-
Don't know	0	-	0	-	0	-
Would rather not say	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 significant change(s) to their health and safety systems or practices (n=858).

Table 28: Q15A. The time and effort involved in meeting health and safety legislation requirements are reasonable

	Total		1 to 19		20+	
Unweighted base=	116*		31		85	
Weighted base=	4282*	+/-	2812	+/-	1470	+/-
	%	%	%	%	%	%
Strongly disagree	7	8.2	10	12.5	3	2.8
Disagree	23	7.9	24	10.6	21	11.0
Neutral	20	9.3	21	13.3	17	9.0
Agree	39	11.4	46	16.7	26	8.9
Strongly agree	11	3.8	0	-	33	11.1
Don't know	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 took the survey during the pilot only (n=117).

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

Table 29: Q15B. The time and effort involved in meeting health and safety legislation requirements are worthwhile

	Total		1 to 19		20+	
Unweighted base=	116*		31		85	
Weighted base=	4282*	+/-	2812	+/-	1470	+/-
	%	%	%	%	%	%
Strongly disagree	2	-	2	-	1	-
Disagree	6	4.4	6	5.6	8	7.3
Neutral	21	9.1	28	13.6	10	5.9
Agree	50	10.1	56	14.1	38	11.6
Strongly agree	21	6.0	9	6.4	43	12.3
Don't know	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 took the survey during the pilot only (n=117).**

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

Table 30: Q15C. Having good health and safety systems is good for your business

	Total		1 to 19		20+	
Unweighted base=	116*		31		85	
Weighted base=	4282*	+/-	2812	+/-	1470	+/-
	%	%	%	%	%	%
Strongly disagree	0	-	0	-	0	-
Disagree	3	0.4	5	-	1	-
Neutral	11	4.7	14	6.1	6	7.1
Agree	43	8.7	52	11.9	26	11.0
Strongly agree	42	9.1	29	12.4	67	12.1
Don't know	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 took the survey during the pilot only (n=117).**

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

Table 31: Q16. 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=	116*		31		85	
Weighted base=	4282*	+/-	2812	+/-	1470	+/-
	%	%	%	%	%	%
Not at all confident	0	-	0	-	0	-
Somewhat unconfident	7	8.3	10	12.5	3	4.6
Neither confident nor unconfident	11	8.2	17	12.5	0	-
Somewhat confident	50	8.8	55	11.7	41	12.6
Very confident	31	8.7	18	11.5	56	12.9
Don't know	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 took the survey during the pilot only (n=117).

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

Table 32: Q17. In the last 12 months, has the business hired any new employees?

Please do not include any new business owners or contractors employed. 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=	2285		1154		1131	
Weighted base=	188361	+/-	167295	+/-	21066	+/-
	%	%	%	%	%	%
Yes	65	3.1	61	3.5	98	-
No	35	3.1	39	3.5	2	-
Don't know	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

All respondents (n=2285) were asked this question.

Table 33: Q18. Did the business employ any of these new staff on a trial period?

	Total		1 to 19		20+	
Unweighted base=	1930*		817		1113	
Weighted base=	122167*	+/-	101545	+/-	20622	+/-
	%	%	%	%	%	%
Yes	68	3.4	67	4.1	74	3.0
No	31	3.4	32	4.1	25	2.9
Don't know	1	-	1	-	1	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=1930).

Table 34: Q19. 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?

	Total		1 to 19		20+	
Unweighted base=	1339		555		784	
Weighted base=	83121	+/-	67955	+/-	15167	+/-
	%	%	%	%	%	%
To check the person's skills or ability to do the job	86	2.8	86	3.3	85	2.8
To check the person was reliable and had the right attitude/fit	83	3.3	83	4.0	82	3.1
To avoid dismissal costs and issues if the person was unsuitable/manage risk	39	4.1	41	5.0	31	3.9
Because it's company policy to use trial periods/it's available	44	4.2	43	5.1	48	4.1
Because the employee requested it	2	-	2	-	1	-
Or for some other reason? (Specify)	3	1.7	3	2.0	3	1.3
Don't know	0	-	0	-	0	-
Would rather not say	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 have employed new staff on a trial period (n=1339).

Table 35: Q20. 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=	1339*		555		784	
Weighted base=	83121*	+/-	67955	+/-	15167	+/-
	%	%	%	%	%	%
Yes	26	3.6	23	4.3	39	4.0
No	74	3.6	77	4.3	60	4.0
Don't know	1	-	0	-	2	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=1339).

Table 36: Q21. 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=	441		125		316	
Weighted base=	21451	+/-	15607	+/-	5844	+/-
	%	%	%	%	%	%
The employee was unreliable or had a bad attitude	59	7.8	57	10.5	65	6.3
The employee did not get on with colleagues or did not 'fit in'	22	6.2	22	8.3	23	5.3
The employee did not have the skills needed for the job	57	6.8	58	9.1	53	6.6
The business had less work so didn't need the new employee	4	2.4	5	3.2	2	-
Drug/alcohol issues	3	1.9	2	-	4	2.7
Answer out of scope (e.g. employee left business)	4	2.7	4	3.6	3	2.5
Any other reason? (Specify)	10	5.0	11	6.8	7	3.1
Don't know	0	-	0	-	0	-
Would rather not say	1	-	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. Sub-sample based on businesses that dismissed an employee in the last 12 months during or at the end of their trial period (n=441).

Table 37: Q22 Do all employees of the business have a written employment agreement?

READ IF NECESSARY: 'Employees' includes full-time and part-time employees but does not include contractors or the business owners.

	Total		1 to 19		20+	
Unweighted base=	2273*		1149		1124	
Weighted base=	187225*	+/-	166286	+/-	20939	+/-
	%	%	%	%	%	%
Yes	91	2.0	90	2.3	99	-
No	7	1.8	7	2.0	1	-
Don't know	1	-	1	-	0	-
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2285) were asked this question.

Table 38: Q23. Are any of employees in the business paid the adult minimum wage of \$17.70 per hour?

READ IF NECESSARY: This rate applies to employees aged 16 years or over who are not on the starting out or training minimum wage.

	Total		1 to 19		20+	
Unweighted base=	2280*		1152		1128	
Weighted base=	187931*	+/-	166919	+/-	21012	+/-
	%	%	%	%	%	%
Yes	27	2.8	26	3.1	41	3.3
No	72	2.8	74	3.1	58	3.3
Don't know	0	-	0	-	1	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2285) were asked this question. Note: The minimum wage rate increased on 1 April 2019 from \$16.50 to \$17.70 per hour.

Table 39: Q24. Roughly what proportion of employees in the business are paid the adult minimum wage?

	Total		1 to 19		20+	
Unweighted base=	792*		292		500	
Weighted base=	51116*	+/-	42493	+/-	8623	+/-
	%	%	%	%	%	%
Less than 10%	44	5.5	41	6.5	62	5.0
10% to 30%	16	4.2	16	5.0	19	4.0
31% to 50%	8	3.0	8	3.6	7	2.5
More than 50%	27	5.4	30	6.5	8	2.7
Don't know	4	2.3	4	2.7	4	2.2
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. Sub-sample based on businesses that paid their employees the minimum wage (n=795).

Table 40: Q25. Thinking about all current employees in the business 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?

READ IF NECESSARY: Recognised industry training is training that leads to the qualification that is recognised by the New Zealand Qualifications Authority—for example, apprenticeships.

	Total		1 to 19		20+	
Unweighted base=	2278*		1149		1129	
Weighted base=	187549*	+/-	166534	+/-	21015	+/-
	%	%	%	%	%	%
Yes	12	1.8	10	2.0	23	2.8
No	84	2.1	86	2.4	70	3.1
Don't know	4	1.3	3	1.4	6	1.7
Would rather not say	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=2283) were asked this question.

Table 41: Q26. The training minimum wage is \$14.16 per hour. Are any of these employees paid \$14.16 per hour or any rate between that and \$17.70?

	Total		1 to 19		20+	
Unweighted base=	442*		151		291	
Weighted base=	21996*	+/-	17142	+/-	4853	+/-
	%	%	%	%	%	%
Yes	3	1.9	3	2.3	7	3.4
No	95	2.2	96	2.6	91	4.0
Don't know	1	-	0	-	2	-
Would rather not say	1	-	1	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=442). Note: The training minimum wage rate increased on 1 April 2019 from \$13.20 to \$14.16 per hour.

Table 42: Q27. In the last 12 months has the business employed any workers aged 16 to 19 years?

	Total		1 to 19		20+	
Unweighted base=	1924*		814		1110	
Weighted base=	121658*	+/-	101128	+/-	20530	+/-
	%	%	%	%	%	%
Yes	43	3.3	39	3.9	62	3.3
No	56	3.3	61	3.9	36	3.3
Don't know	1	-	1	-	2	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=1928).

Table 43: Q28. The starting-out wage is \$14.16 per hour. Are any of these employees paid \$14.16 per hour or any rate between that and \$17.70?

	Total		1 to 19		20+	
Unweighted base=	1087*		344		743	
Weighted base=	51912*	+/-	39137	+/-	12775	+/-
	%	%	%	%	%	%
Yes	16	3.5	15	4.5	16	3.2
No	83	3.6	84	4.6	82	3.4
Don't know	1	-	1	-	2	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 1 April 2019 from \$13.20 to \$14.16 per hour.

Table 44: Q29. Did the most recent increase in the adult minimum wage result in the business doing any of the following?

	Total		1 to 19		20+	
Unweighted base=	2268		1145		1123	
Weighted base=	186491	+/-	165635	+/-	20856	+/-
	%	%	%	%	%	%
Increasing the price of goods or services	21	2.5	20	2.8	22	2.8
Reducing hours of work for current employees	8	1.6	8	1.8	8	1.9
Not hiring new staff or not replacing staff who left the business	13	2.1	12	2.3	17	2.5
Making staff redundant	2	-	2	-	2	-
Increasing wages or salaries for employees already paid above the minimum wage	29	2.7	27	3.0	40	3.3
Automating tasks or processes	7	1.4	6	1.6	12	2.2
Did the business do anything else in response to the most recent minimum wage increase? (If yes, please specify)	3	0.9	3	1.1	5	1.4
None of the above	56	3.1	58	3.5	46	3.4
Don't know	1	-	1	-	2	-
Would rather not say	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. All respondents (n=2268) were asked this question.

Table 45: Q30. Have any employees in this business taken parental leave within the last 2 years?

This includes female and male employees. READ IF NECESSARY: Parental leave includes both maternity and paternity leave.

	Total		1 to 19		20+	
Unweighted base=	2278*		1151		1127	
Weighted base=	187873*	+/-	166877	+/-	20996	+/-
	%	%	%	%	%	%
Yes	20	1.9	15	2.1	61	3.3
No	79	2.0	84	2.2	37	3.3
Don't know	1	-	1	-	2	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2280) were asked this question.

Table 46: Q31. Were any of these employees given additional parental leave on top of statutory entitlements?

	Total		1 to 19		20+	
Unweighted base=	952*		240		712	
Weighted base=	38039*	+/-	25172	+/-	12867	+/-
	%	%	%	%	%	%
Yes	24	4.6	23	6.7	25	3.7
No	72	4.7	74	6.8	69	4.0
Don't know	4	1.7	3	2.4	6	2.1
Would rather not say	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 who took parental leave in the last 2 years (n=952).

Table 47: Q32. Were any of these employees given additional parental leave payments on top of statutory requirements?

	Total		1 to 19		20+	
Unweighted base=	947*		238		709	
Weighted base=	37855*	+/-	25073	+/-	12782	+/-
	%	%	%	%	%	%
Yes	9	2.4	7	3.3	13	3.0
No	86	2.9	90	4.0	79	3.5
Don't know	5	1.8	3	2.5	7	2.2
Would rather not say	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 who took parental leave in the last 2 years (n=951).

Table 48: Q33. Were any of these employees offered flexible or reduced hours on their return to work?

	Total		1 to 19		20+	
Unweighted base=	951*		240		711	
Weighted base=	38002*	+/-	25172	+/-	12830	+/-
	%	%	%	%	%	%
Yes	67	4.7	68	6.7	66	4.2
No	22	4.3	23	6.2	21	3.6
Not applicable – none have returned to work	8	2.3	8	3.2	9	2.5
Don't know	2	-	1	-	4	1.8
Would rather not say	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 who took parental leave in the last 2 years (n=951).

Table 49: Q34. Do most employees in the business who have taken parental leave return to work at the end of their parental leave?

	Total		1 to 19		20+	
Unweighted base=	950*		239		711	
Weighted base=	37960*	+/-	25131	+/-	12830	+/-
	%	%	%	%	%	%
Yes	76	4.4	76	6.3	75	3.8
No	13	3.0	12	4.2	15	3.2
Not applicable – still on parental leave	7	2.3	8	3.4	6	2.0
Don't know	4	2.6	4	3.8	4	1.7
Would rather not say	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 who took parental leave in the last 2 years (n=950).

Table 50: Q35. In the last 12 months has the business had any employment relationship problems or disputes that required action or involvement by the business owners or managers?

	Total		1 to 19		20+	
Unweighted base=	2274*		1148		1126	
Weighted base=	187112*	+/-	166168	+/-	20944	+/-
	%	%	%	%	%	%
Yes	24	2.3	20	2.6	59	3.4
No	74	2.4	79	2.7	37	3.4
Don't know	1	-	1	-	3	1.2
Would rather not say	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=2278) were asked this question.

Table 51: Q36. Thinking about the business's most recent employment relationship problem or dispute, which of the following describe what this was about?

You can choose more than one option. Was it:

	Total		1 to 19		20+	
Unweighted base=	947		280		667	
Weighted base=	44940	+/-	32551	+/-	12389	+/-
	%	%	%	%	%	%
Alleged bullying	19	3.8	19	5.1	18	3.5
Alleged harassment, including sexual or racial harassment	8	3.2	8	4.3	9	2.5
Alleged discrimination	2	-	0	-	5	1.9
Misconduct (incl. violence, drugs, theft, dishonesty)	40	5.0	38	6.7	44	4.4
A performance issue, unreliable, absenteeism	59	5.2	58	7.0	61	4.3
A personality conflict	30	5.0	33	6.8	22	3.7
Restructuring or redundancy	11	3.2	10	4.2	14	3.1
Employment conditions/employment agreement (incl. leave, hours and pay issues)	3	2.2	3	3.0	2	-
Or was it some other type of issue? (Specify)	3	1.7	4	2.3	2	-
Don't know	0	-	0	-	0	-
Would rather not say	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 that had an employment relations problem or dispute that required action or involvement by the business owners or management (n=948).

Table 52: Q37. And was this problem handled internally or was it handled with the help of an external party?

	Total		1 to 19		20+	
Unweighted base=	947		280		667	
Weighted base=	44940	+/-	32551	+/-	12389	+/-
	%	%	%	%	%	%
It was handled internally	61	4.8	61	6.4	61	4.4
It was handled with the help of an external party	44	4.8	43	6.4	48	4.5
Don't know	0	-	0	-	1	-
Would rather not say	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 a recent employment relationship problem or dispute that involved alleged bullying (n=948).

Table 53: Q38. And is this how the business usually deals with this type of problem?

	Total		1 to 19		20+	
Unweighted base=	936*		278		658	
Weighted base=	44584*	+/-	32371	+/-	12213	+/-
	%	%	%	%	%	%
Yes	83	3.7	84	4.9	82	3.6
No	13	3.3	12	4.3	16	3.4
Don't know	3	1.8	3	2.4	2	-
Would rather not say	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 employment disputes in the last 12 months that were handled externally or internally (n=940).

Table 54: Q39. Who or which of the following provided the external help to deal with the most recent problem or dispute?

You can choose more than one option. Was it:

	Total		1 to 19		20+	
Unweighted base=	460		130		330	
Weighted base=	19815	+/-	13848	+/-	5967	+/-
	%	%	%	%	%	%
The Ministry of Business, Innovation and Employment's Employment Mediation Services	18	4.9	17	6.6	20	5.1
An industry or employer association	14	4.9	14	6.8	15	4.4
A lawyer	55	6.4	55	8.8	56	6.1
An HR specialist or consultant	42	6.4	41	8.8	45	6.2
A private mediator	6	2.9	7	4.0	5	2.2
A union representative	3	1.2	1	-	7	3.0
The Employment Relations Authority or Employment Court	4	2.6	4	3.5	4	2.7
Or was it some other type of external help? (Specify)	2	-	3	3.0	1	-
None of the above	1	-	1	-	0	-
Don't know	0	-	0	-	0	-
Would rather not say	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 employment disputes in the last 12 months that were handled externally (n=463).

Table 55: Q40. Which of the following best describes the outcome of this problem or dispute?

	Total		1 to 19		20+	
Unweighted base=	944*		279		665	
Weighted base=	44764*	+/-	32413	+/-	12351	+/-
	%	%	%	%	%	%
The worker stayed on in the job	38	5.0	41	6.8	30	4.1
The employee resigned	32	4.5	32	5.9	31	4.2
The employee was dismissed	17	3.7	15	4.9	25	3.9
The employee was made redundant	6	2.9	6	3.9	7	2.3
Or was there some other outcome? (Specify)	2	-	2	-	3	1.7
Still ongoing/unresolved	2	-	2	-	3	1.3
Don't know	0	-	0	-	0	-
Would rather not say	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. Sub-sample based on businesses that had employment disputes in the last 12 months (n=946).

Table 56: Q41. And, was the business satisfied with the outcome of this problem or dispute?

	Total		1 to 19		20+	
Unweighted base=	938*		276		662	
Weighted base=	44078*	+/-	31784	+/-	12294	+/-
	%	%	%	%	%	%
Yes	81	4.3	79	5.9	84	3.2
No	12	3.0	12	4.0	11	2.8
Don't know	6	3.0	7	4.1	4	1.7
Would rather not say	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. Sub-sample based on businesses that had employment disputes in the last 12 months (n=946).

Table 57: Q42. 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=	2272*		1147		1125	
Weighted base=	186964*	+/-	166030	+/-	20935	+/-
	%	%	%	%	%	%
Yes	3	0.9	2	-	8	2.0
No	96	1.1	97	1.2	89	2.2
Don't know	1	-	1	-	3	1.1
Would rather not say	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=2276) were asked this question.

Table 58: Q43. 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=	116		32		84	
Weighted base=	5294	+/-	3583	+/-	1710	+/-
	%	%	%	%	%	%
Undertake an internal investigation of employees' holiday or leave pay/amended payroll system	74	7.8	74	10.3	75	10.8
Undertake an audit of the payroll system READ IF NECESSARY: This includes both internal and external reviews	25	6.6	21	8.2	34	11.2
Seek help or advice from the Ministry of Business, Innovation and Employment	10	4.0	6	4.2	18	8.6
Seek help or advice from another source	26	6.1	21	7.0	39	11.9
Make any settlement payments to employees who raised concerns	29	8.5	35	12.0	15	8.5
Explained payroll system/entitlements to employee	11	7.0	10	9.6	12	8.0
Do anything else in response to concerns raised? (Specify)	1	-	0	-	4	4.7
None of the above	1	-	1	-	2	-
Don't know	0	-	0	-	1	-

Would rather not say	0	-	0	-	0	-
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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 employees raise concerns with the business about their holiday or leave being paid in the last 12 months (n=116).

Table 59: Q44A. In the last 12 months has the business had concerns about productivity losses due to any workers using alcohol, either on their own time or while at work?

	Total		1 to 19		20+	
Unweighted base=	112*		31		81	
Weighted base=	4194*	+/-	2812	+/-	1382	+/-
	%	%	%	%	%	%
Yes	10	6.9	10	9.6	11	7.4
No	89	7.0	90	9.6	86	8.0
Don't know	1	-	0	-	3	3.9
Would rather not say	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 who took the survey during the pilot only (n=117).

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

Table 60: Q44B. In the last 12 months has the business had concerns about productivity losses due to any workers using illegal drugs, either on their own time or while at work?

	Total		1 to 19		20+	
Unweighted base=	112*		31		81	
Weighted base=	4189*	+/-	2812	+/-	1377	+/-
	%	%	%	%	%	%
Yes	18	10.2	18	14.5	16	9.1
No	81	10.3	82	14.5	79	9.9
Don't know	1	-	0	-	4	4.5
Would rather not say	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 who took the survey during the pilot only (n=117).

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

Table 61: Q44C. In the last 12 months has the business had concerns about productivity losses due to any workers using prescription or over-the-counter drugs, either on their own time or while at work?

	Total		1 to 19		20+	
Unweighted base=	109*		31		78	
Weighted base=	4178*	+/-	2812	+/-	1365	+/-
	%	%	%	%	%	%
Yes	4	5.6	5	8.3	2	-
No	95	5.8	95	8.3	95	4.5
Don't know	1	-	0	-	3	4.1
Would rather not say	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 who took the survey during the pilot only (n=117).

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

Table 62: Q45A. In the last 12 months has the business had concerns about risks to workplace health and safety due to any workers using alcohol?

	Total		1 to 19		20+	
Unweighted base=	112*		31		81	
Weighted base=	4189*	+/-	2812	+/-	1377	+/-
	%	%	%	%	%	%
Yes	4	2.4	0	-	11	7.2
No	95	2.6	100	-	86	7.9
Don't know	1	-	0	-	3	3.9
Would rather not say	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 who took the survey during the pilot only (n=117).

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

Table 63: Q45B. In the last 12 months has the business had concerns about risks to workplace health and safety due to any workers using illegal drugs?

	Total		1 to 19		20+	
Unweighted base=	113*		31		82	
Weighted base=	4198*	+/-	2812	+/-	1385	+/-
	%	%	%	%	%	%
Yes	16	10.5	14	15.0	18	9.5
No	82	10.6	86	15.0	75	10.7
Don't know	2	-	0	-	6	6.8
Would rather not say	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 who took the survey during the pilot only (n=117).**

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

Table 64: Q45C. In the last 12 months has the business had concerns about risks to workplace health and safety due to any workers using prescription or over-the-counter drugs?

	Total		1 to 19		20+	
Unweighted base=	109*		31		78	
Weighted base=	4178*	+/-	2812	+/-	1365	+/-
	%	%	%	%	%	%
Yes	2	-	0	-	5	5.0
No	96	2.8	100	-	89	8.5
Don't know	2	-	0	-	7	6.9
Would rather not say	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 who took the survey during the pilot only (n=117).**

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

Table 65: Q46. In the last 12 months has the business required any worker to undergo drug testing?

	Total		1 to 19		20+	
Unweighted base=	2271*		1147		1124	
Weighted base=	187179*	+/-	166254	+/-	20925	+/-
	%	%	%	%	%	%
Yes	12	1.7	9	1.9	35	3.0
No	87	1.8	90	2.0	64	3.1
Don't know	1	-	1	-	1	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2276) were asked this question.

Table 66: Q47. In which of the following situations was this drug testing requested?

	Total		1 to 19		20+	
Unweighted base=	542		126		416	
Weighted base=	22856	+/-	15590	+/-	7266	+/-
	%	%	%	%	%	%
Before a worker started a job in the business	55	7.3	50	10.4	67	5.4
On a random basis	65	7.3	64	10.5	66	5.5
In response to concerns about workplace health and safety	26	6.1	20	8.5	38	5.6
In response to performance issues	16	4.2	15	5.7	19	4.5
After an accident or incident	9	4.5	9	6.4	9	3.2
Required by client, customer, part of service contract	4	2.5	4	3.6	2	-
Other? (Specify)	3	2.7	4	3.8	1	-
Don't know	0	-	0	-	0	-
Would rather not say	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 had a worker undergo drug testing in the last 12 months. (n=543).

Table 67: Q48. In the last 12 months has the business had any job vacancies?

	Total		1 to 19		20+	
Unweighted base=	2274*		1148		1126	
Weighted base=	187598*	+/-	166645	+/-	20954	+/-
	%	%	%	%	%	%
Yes	61	3.1	57	3.5	95	1.5
No	39	3.1	43	3.5	5	1.5
Don't know	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2276) were asked this question.

Table 68: Q49. In the last 12 months has the business had any difficulties finding staff to fill job vacancies?

	Total		1 to 19		20+	
Unweighted base=	1838*		759		1079	
Weighted base=	114719*	+/-	94806	+/-	19913	+/-
	%	%	%	%	%	%
Yes	65	3.7	63	4.4	77	3.0
No	35	3.7	37	4.4	23	3.0
Don't know	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 had job vacancies in the last 12 months (n=1838).

Table 69: Q50. 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=	1341*		482		859	
Weighted base=	74608*	+/-	59261	+/-	15346	+/-
	%	%	%	%	%	%
Yes	24	3.3	21	4.0	34	3.8
No	75	3.3	78	4.1	63	3.8
Don't know	1	-	1	-	2	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 had difficulty filling job vacancies in the last 12 months (n=1341).

Table 70: Q51. Does the business currently have any recent migrants on staff?

	Total		1 to 19		20+	
Unweighted base=	2272*		1147		1125	
Weighted base=	187533*	+/-	166589	+/-	20944	+/-
	%	%	%	%	%	%
Yes	23	2.1	18	2.4	65	3.3
No	76	2.2	81	2.4	33	3.3
Don't know	1	-	1	-	2	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2276) were asked this question.

Table 71: Q52. And in the last 12 months has the business hired any recent migrants?

	Total		1 to 19		20+	
Unweighted base=	2272*		1147		1125	
Weighted base=	187424*	+/-	166508	+/-	20916	+/-
	%	%	%	%	%	%
Yes	20	2.0	16	2.2	57	3.4
No	79	2.1	83	2.3	40	3.4
Don't know	1	-	1	-	2	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2276) were asked this question.

Table 72: Q53. In the last 12 months has the business provided any of the following specifically for migrant staff, in addition to what is provided to other staff?

Information or support for migrants...

	Total		1 to 19		20+	
Unweighted base=	1124		320		804	
Weighted base=	49291	+/-	35147	+/-	14143	+/-
	%	%	%	%	%	%
To welcome them to the workplace	28	4.5	27	6.1	30	3.7
To improve their English language skills	13	3.5	14	4.8	13	2.6
To support their partners or children to settle in New Zealand	14	3.2	12	4.4	17	3.0
On communication and culture in the workplace	26	4.5	26	6.1	27	3.5
On employment rights and obligations	32	4.7	32	6.4	32	3.8
On health and safety at work	45	5.0	45	6.8	45	4.1
On the New Zealand tax system and/or KiwiSaver	36	4.9	37	6.7	35	4.0
None of the above (migrant staff received the same information as other staff)	40	4.9	41	6.7	38	4.0
Don't know	3	1.6	3	2.2	3	1.5
Would rather not say	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. Sub-sample based on businesses that currently have recent migrants or have had recent migrants in the last 12 months. (n=1146).

Table 73: Q54. In the last 12 months has this business experienced any difficulties with employing migrant workers in New Zealand or from overseas?

	Total		1 to 19		20+	
Unweighted base=	2230*		1115		1115	
Weighted base=	180640*	+/-	159986	+/-	20653	+/-
	%	%	%	%	%	%
Yes	9	1.5	7	1.7	24	2.9
No	85	2.1	87	2.4	70	3.1
Don't know	5	1.5	5	1.7	6	1.7
Would rather not say	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=2276) were asked this question.

Table 74: Q55. What types of difficulties has the business had with employing migrant workers in New Zealand or from overseas?

Was it difficulties...?

	Total		1 to 19		20+	
Unweighted base=	411		98		313	
Weighted base=	16619	+/-	11569	+/-	5050	+/-
	%	%	%	%	%	%
Getting people with the right skills for the job	39	8.0	39	11.1	41	6.5
Getting people with good English language skills	22	5.6	17	7.6	34	6.4
Finding a reputable recruitment agency	14	6.9	17	9.9	5	2.3
Finding suitable places to advertise vacancies	11	6.2	13	8.8	8	3.3
Retaining the workers once hired	23	6.2	22	8.6	26	6.0
With the visa process/immigration policies/skills assessment & quals recognition	79	5.5	79	7.6	80	5.6
Or some other difficulties? (Specify)	3	2.5	3	3.4	4	2.7
Don't know	0	-	0	-	0	-
Would rather not say	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 that had difficulties employing migrant workers in New Zealand or from overseas (n=412).

Table 75: Q56. 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=	404		96		308	
Weighted base=	16127	+/-	11125	+/-	5002	+/-
	%	%	%	%	%	%
Employ someone locally/recruit replacement staff	20	5.4	17	7.4	27	6.0
Stop carrying out some activities, lost revenue/business opportunities	38	8.1	41	11.4	31	6.0
Automate tasks or processes	8	3.8	6	5.2	10	4.0
Use contractors or consultants	20	5.0	15	6.8	30	5.7
Upskill current staff	16	5.0	14	6.9	21	5.5
Redesign jobs, existing staff do extra work, work short-staffed	29	7.8	31	11.0	25	5.7
Improve pay or conditions to attract workers	20	7.1	20	10.1	21	5.4
Offer current staff better pay or conditions to get them to stay	15	6.6	15	9.4	16	4.4
Increased administration/time/recruitment costs, delays in filling vacancies	7	3.9	9	5.5	3	1.7
Positions unfilled, stress, uncertainty	5	4.9	6	7.1	4	2.4
Any other impacts? (Specify)	10	4.4	11	6.2	7	3.1
No impact at all	0	-	0	-	1	-
Don't know	5	2.9	5	4.0	6	3.0

Would rather not say	1	-	1	-	1	-
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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.

Table 76: Q57a. How much do you agree or disagree that 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=	2253*		1134		1119	
Weighted base=	184428*	+/-	163603	+/-	20824	+/-
	%	%	%	%	%	%
Strongly disagree	2	-	3	1.1	1	-
Disagree	3	1.2	3	1.3	1	-
Neutral	20	2.6	21	2.9	15	2.5
Agree	37	3.2	37	3.6	39	3.4
Strongly agree	33	3.1	32	3.4	41	3.4
Don't know	3	1.2	3	1.4	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=2272) were asked this question.

Table 77: Q57b. How much do you agree or disagree that the 2017 immigration policy changes have made it easier for businesses to employ skilled migrants?

IF NECESSARY: The 2017 immigration policy changes affected the Essential Skills work visa and Skilled Migrant residence category.

	Total		1 to 19		20+	
Unweighted base=	2250*		1133		1117	
Weighted base=	184262*	+/-	163466	+/-	20796	+/-
	%	%	%	%	%	%
Strongly disagree	7	1.7	7	1.9	10	1.9
Disagree	9	1.7	9	1.9	15	2.4
Neutral	29	3.0	29	3.4	31	3.3
Agree	12	2.1	12	2.4	14	2.5
Strongly agree	2	-	2	-	3	1.1
Don't know	38	3.2	39	3.6	27	3.1
Would rather not say	1	-	1	-	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. All respondents (n=2272) were asked this question.

Table 78: Q57c. How much do you agree or disagree that migrants take jobs away from other New Zealanders?

	Total		1 to 19		20+	
Unweighted base=	2250*		1132		1118	
Weighted base=	183969*	+/-	163154	+/-	20814	+/-
	%	%	%	%	%	%
Strongly disagree	25	2.8	24	3.1	31	3.2
Disagree	34	3.0	33	3.4	38	3.4
Neutral	21	2.7	21	3.1	19	2.8
Agree	9	2.0	9	2.2	4	1.4
Strongly agree	5	1.4	5	1.5	3	1.3
Don't know	6	1.7	6	1.9	3	1.1
Would rather not say	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=2272) were asked this question.

Table 79: Q58. Which of the following best describes your position or job title in this business?

	Total		1 to 19		20+	
Unweighted base=	2269*		1146		1123	
Weighted base=	187206*	+/-	166288	+/-	20918	+/-
	%	%	%	%	%	%
Business owner or partner in the business	68	2.8	73	3.2	34	3.2
Human resources manager	4	0.9	3	1.0	16	2.4
Other senior manager	24	2.6	21	2.9	46	3.4
Or some other type of position? (Specify)	3	1.1	3	1.3	3	1.3
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=2272) were asked this question.

Table 80: Q59. Were you born in New Zealand?

	Total		1 to 19		20+	
Unweighted base=	2269*		1146		1123	
Weighted base=	187206*	+/-	166288	+/-	20918	+/-
	%	%	%	%	%	%
Yes	78	2.7	78	3.1	76	3.0
No	22	2.7	22	3.0	23	2.9
Would rather not say	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. All respondents (n=2272) were asked this question.

Table 81: Q60. What country were you born in?

	Total		1 to 19		20+	
Unweighted base=	496*		251		245	
Weighted base=	41070*	+/-	36315	+/-	4754	+/-
	%	%	%	%	%	%
Australia	5	2.0	4	2.2	10	4.7
Other Oceania	4	1.9	3	2.1	5	3.3
Asia/Middle East	29	6.4	30	7.2	20	6.1
Europe	40	6.7	40	7.5	35	6.8
Africa	11	3.4	10	3.8	15	5.2
North/Central America	2	-	2	-	3	2.5
South America	1	-	1	-	2	-
Refused	9	4.2	10	4.8	9	4.2
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=497).

Table 82: Q61. How many years have you lived in New Zealand?

	Total		1 to 19		20+	
Unweighted base=	496*		252		244	
Weighted base=	41070*	+/-	36357	+/-	4713	+/-
	%	%	%	%	%	%
Less than 5 years	7	4.0	7	4.5	5	2.8
5 to 10 years	14	5.3	14	5.9	12	4.8
More than 10 years	77	6.3	77	7.1	83	5.4
Don't know	0	-	0	-	0	-
Would rather not say	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. Sub-sample based on respondents who were not born in New Zealand (n=497).

Table 83: Q62. Are you male or female?

	Total		1 to 19		20+	
Unweighted base=	2267*		1145		1122	
Weighted base=	187027*	+/-	166150	+/-	20877	+/-
	%	%	%	%	%	%
Male	59	3.2	59	3.6	58	3.3
Female	40	3.2	40	3.6	41	3.3
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=2272) were asked this question.

Table 84: Q63. Do you have any other comments you'd like to make about the subject of this interview?

	Total		1 to 19		20+	
Unweighted base=	1684*		841		843	
Weighted base=	134031*	+/-	118304	+/-	15728	+/-
	%	%	%	%	%	%
Yes (Specify)	21	3.1	22	3.5	15	2.6
No	79	3.1	78	3.5	85	2.6
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=2270) were asked this question.

2.3: Results by business size (number of employees) – 1 to 5, 6 to 19, 20 to 49 and 20 plus employees

Table 85: Industry Group (%s)

	Total	1 to 5	6 to 19	20 to 49	50+
Unweighted base =	2285	543	611	539	592
Weighted base =	188361	114120	53175	13926	7140
	%	%	%	%	%
Agriculture, Forestry & Fishing	11	14	7	5	4
Manufacturing	7	5	8	11	12
Construction	12	14	10	9	6
Retail Trade, Accommodation & Food Services	19	16	25	20	15
Health Care & Social Assistance	6	5	6	8	12
Other	45	45	43	48	51
Total	100	100	100	100	100

Total may not sum to 100% due to rounding.

Table 86: Industry Group (weighted numbers)

	Total	1 to 5	6 to 19	20 to 49	50+
Unweighted base =	2285	543	611	539	592
Weighted base =	188361	114120	53175	13926	7140
Agriculture, Forestry & Fishing	21123	16227	3951	693	252
Manufacturing	12642	6135	4107	1539	861
Construction	23388	16401	5340	1212	435
Retail Trade, Accommodation & Food Services	36117	18717	13533	2763	1104
Health Care & Social Assistance	10746	5379	3444	1095	828
Other	84345	51261	22800	6624	3660

This table contains frequencies.

Table 87: Q1. First of all, does the organisation operate from more than one site in New Zealand?

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	2280*		542		609		538		591	
Weighted base=	187945*	+/-	113910	+/-	52981	+/-	13917	+/-	7136	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	30	2.8	24	4.2	37	4.3	43	4.6	55	4.8
No	70	2.8	76	4.2	63	4.3	56	4.6	45	4.8
Don't know	0	-	0	-	0	-	0	-	0	-
Would rather not say	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=2285) were asked this question.

Table 88: Q2. How many employees are employed at the business site you currently work from?

For this survey, the questions apply only to the business site you currently work from. Please include full-time and part-time employees but do not include contractors or the business owners. Is it...?

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	873*		129		217		221		306	
Weighted base=	57523*	+/-	27565	+/-	19891	+/-	6121	+/-	3945	+/-
	%	%	%	%	%	%	%	%	%	%
1 - 5	48	0.5	99	-	0	-	0	-	0	-
6 – 9	8	2.1	0	-	25	6.1	0	-	0	-
10 – 19	26	2.1	0	-	75	6.1	0	-	0	-
20 – 49	11	-	0	-	0	-	100	-	0	-
50 – 99	3	0.5	0	-	0	-	0	-	49	6.8
100 or more	4	0.5	0	-	0	-	0	-	51	6.8
No employees	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-
Would rather not say	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. Sub-sample based on businesses that operate from more than one site in New Zealand (n=873).

Table 89: 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. Is it...?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	1412*		414		394		318		286	
Weighted base=	130838*	+/-	86555	+/-	33284	+/-	7805	+/-	3195	+/-
	%	%	%	%	%	%	%	%	%	%
1 - 5	66	0.3	100	-	0	-	0	-	0	-
6 – 9	12	1.4	0	-	48	5.5	0	-	0	-
10 – 19	13	1.4	0	-	52	5.5	0	-	0	-
20 – 49	6	0.1	0	-	0	-	100	-	0	-
50 – 99	1	-	0	-	0	-	0	-	59	6.4
100 or more	1	-	0	-	0	-	0	-	41	6.4
No employees	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-
Would rather not say	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=1412).

Table 90: Q3. And for how long has the business been operating in New Zealand?

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	2283*		543		611		538		591	
Weighted base=	188339*	+/-	114120	+/-	53175	+/-	13907	+/-	7136	+/-
	%	%	%	%	%	%	%	%	%	%
Less than 2 years	5	1.5	6	2.4	2	-	2	-	1	-
2 to less than 6 years	16	2.5	20	3.9	10	2.6	8	2.6	6	2.4
6 to less than 10 years	12	2.2	13	3.4	11	2.8	8	2.5	5	1.8
10 years or more	67	3.1	60	4.9	77	3.7	81	3.7	88	2.9
Don't know	1	-	1	-	0	-	1	-	0	-
Would rather not say	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=2285) were asked this question.

Table 91: X2. Business size (collapsed - 6 categories)

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	2285		543		611		539		592	
Weighted base=	188361	+/-	114120	+/-	53175	+/-	13926	+/-	7140	+/-
	%	%	%	%	%	%	%	%	%	%
1 - 5	60	0.3	100	-	0	-	0	-	0	-
6 – 9	11	1.2	0	-	39	4.3	0	-	0	-
10 – 19	17	1.2	0	-	61	4.3	0	-	0	-
20 – 49	7	0.0	0	-	0	-	100	-	0	-
50 – 99	2	-	0	-	0	-	0	-	54	4.9
100 or more	2	-	0	-	0	-	0	-	46	4.9
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.

Table 92: Region (from sample)

	Total		1 to 5		6 to 19		20 to 49		50+	
	Unweighted base= 2285		543		611		539		592	
Weighted base=	188361	+/-	114120	+/-	53175	+/-	13926	+/-	7140	+/-
	%	%	%	%	%	%	%	%	%	%
Northland	3	0.9	2	-	5	1.9	3	1.6	4	1.9
Auckland	28	2.9	26	4.3	29	4.0	41	4.4	38	4.8
Waikato	11	2.2	13	3.5	10	2.6	7	2.2	6	2.1
Bay of Plenty	6	1.4	6	2.1	5	1.7	9	2.5	6	2.3
Gisborne	2	-	2	-	1	-	1	-	1	-
Hawke's Bay	4	1.2	3	1.7	4	1.8	4	1.8	2	-
Taranaki	4	1.3	4	2.0	3	1.6	1	-	3	1.7
Manawatu- Wanganui	6	1.5	6	2.3	5	1.8	6	2.3	3	1.6
Wellington	9	1.8	8	2.6	10	2.7	8	2.5	11	3.0
Tasman	1	-	1	-	0	-	0	-	1	-
Nelson	3	1.2	3	1.8	3	1.6	2	-	2	-
Marlborough	1	-	1	-	2	-	1	-	1	-
West Coast	1	-	1	-	1	-	1	-	2	-
Canterbury	14	2.3	14	3.5	15	3.2	12	2.9	13	3.2
Otago	5	1.5	5	2.2	5	2.0	3	1.5	4	1.4
Southland	3	1.2	4	1.9	2	-	1	-	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 93: North Island versus South Island

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2285		543		611		539		592	
Weighted base=	188361	+/-	114120	+/-	53175	+/-	13926	+/-	7140	+/-
	%	%	%	%	%	%	%	%	%	%
North Island	72	3.0	71	4.5	71	4.0	80	3.6	75	4.0
South Island	28	3.0	29	4.5	29	4.0	20	3.6	25	4.0
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 94: 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= 2282		541		611		539		591	
	Weighted base= 188084	+/-	113852	+/-	53175	+/-	13926	+/-	7131	+/-
	%	%	%	%	%	%	%	%	%	%
Business owners	73	2.7	81	4.0	65	4.2	51	4.5	49	4.8
Directors, board members or senior leaders	35	3.0	27	4.4	42	4.3	57	4.5	68	4.4
Managers	41	3.1	30	4.6	54	4.4	70	4.2	76	4.3
A health and safety specialist(s) within the business	15	2.1	9	2.9	21	3.6	31	4.2	56	4.9
Health and safety reps	15	2.0	7	2.7	21	3.6	38	4.5	53	4.9
A health and safety committee	12	1.6	4	2.0	15	3.2	42	4.6	63	4.7
A contracted health and safety specialist(s) from outside the business	14	2.2	12	3.2	18	3.3	19	3.6	17	3.6
Any other provider? (Specify)	2	-	1	-	2	-	3	1.4	2	-
No one	0	-	1	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-
Would rather not say	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. All respondents (n=2285) were asked this question.

Table 95: Q5. Does the business have health and safety inductions for all new employees?

READ IF NECESSARY: '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=	2282*		540		611		539		592	
Weighted base=	187883*	+/-	113642	+/-	53175	+/-	13926	+/-	7140	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	91	2.0	87	3.2	95	2.0	97	1.7	100	-
No	8	2.0	12	3.1	4	1.8	3	1.5	0	-
Don't know	1	-	1	-	1	-	0	-	0	-
Would rather not say	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=2285) were asked this question.

Table 96: Q6A. Does the business have a process for identifying and assessing the business's main health and safety risks and hazards?

READ IF NECESSARY: This may be a formal or informal process.

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2282*		540		611		539		592	
Weighted base=	187930*	+/-	113689	+/-	53175	+/-	13926	+/-	7140	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	94	1.7	92	2.8	97	1.6	98	-	99	-
No	4	1.4	5	2.2	1	-	0	-	0	-
Don't know	2	-	3	1.7	1	-	1	-	0	-
Would rather not say	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. All respondents (n=2285) were asked this question.

Table 97: 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=	2282*		540		611		539		592	
Weighted base=	187930*	+/-	113689	+/-	53175	+/-	13926	+/-	7140	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	95	1.5	94	2.3	97	1.4	97	1.6	99	-
No	2	-	3	1.4	1	-	1	-	0	-
Don't know	2	-	3	1.7	1	-	2	-	1	-
Would rather not say	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=2285) were asked this question.

Table 98: Q6C. Does the business have processes to manage the main risks to workers?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2280*		539		611		539		591	
Weighted base=	187863*	+/-	113632	+/-	53175	+/-	13926	+/-	7130	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	95	1.6	93	2.6	98	-	98	-	100	-
No	3	1.3	5	2.1	1	-	0	-	0	-
Don't know	1	-	2	-	0	-	1	-	0	-
Would rather not say	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=2285) were asked this question.

Table 99: 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=	2282*		540		611		539		592	
Weighted base=	187930*	+/-	113689	+/-	53175	+/-	13926	+/-	7140	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	86	2.3	83	3.6	90	2.7	93	2.4	97	1.7
No	11	2.2	14	3.4	8	2.4	4	1.8	2	-
Don't know	2	-	2	-	2	-	2	-	1	-
Would rather not say	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=2285) were asked this question.

Table 100: Q6A_C. 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=	2280*		539		611		539		591	
Weighted base=	187863*	+/-	113632	+/-	53175	+/-	13926	+/-	7130	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	92	2.0	89	3.1	96	1.7	98	-	99	-
No	5	1.6	7	2.5	2	-	1	-	0	-
Don't know	2	-	3	1.8	1	-	1	-	1	-
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. Constructed variable based on all respondents (n=2285).

Table 101: Q6A_C_D. 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=	2280*		539		611		539		591	
Weighted base=	187863*	+/-	113632	+/-	53175	+/-	13926	+/-	7130	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	84	2.5	80	3.9	88	2.9	93	2.5	96	1.9
No	12	2.2	15	3.5	9	2.5	4	1.8	2	-
Don't know	3	1.2	4	1.9	2	-	2	-	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. Constructed variable based on all respondents (n=2285).

Table 102: Q7A. And does the business have processes for managing the risks of injury at work, for example, from trips or falls?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2278*		539		609		539		591	
Weighted base=	187372*	+/-	113335	+/-	52981	+/-	13926	+/-	7131	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	93	1.8	91	2.9	95	1.9	98	-	99	-
No	5	1.6	7	2.5	3	1.5	2	-	1	-
Don't know	2	-	2	-	1	-	0	-	1	-
Would rather not say	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. All respondents (n=2285) were asked this question.

Table 103: Q7B. And does the business have processes for managing the risks to physical health, for example, from exposure to fumes or dust?

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	2274*		538		609		538		589	
Weighted base=	186947*	+/-	112969	+/-	53000	+/-	13885	+/-	7093	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	86	2.4	83	3.7	88	2.9	93	2.5	95	2.1
No	11	2.2	14	3.5	7	2.3	7	2.5	3	1.7
Don't know	2	-	2	-	4	1.8	1	-	1	-
Would rather not say	1	-	1	-	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. All respondents (n=2285) were asked this question.

Table 104: Q7C. And does the business have processes for managing the risks to mental health, for example, from bullying, harassment or stress?

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	2273*		538		608		537		590	
Weighted base=	186817*	+/-	112969	+/-	52858	+/-	13869	+/-	7122	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	69	3.1	65	4.8	72	4.0	82	3.5	90	2.9
No	23	2.8	27	4.4	19	3.4	13	3.1	7	2.4
Don't know	7	1.8	7	2.8	8	2.5	4	1.9	3	1.8
Would rather not say	1	-	1	-	2	-	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=2285) were asked this question.

Table 105: Q8. How often does the business involve workers in decisions that affect their health and safety?

'Workers' includes employees and any contractors working for the business but does not include the business owners. Would you say...?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2281*		541		611		539		590	
Weighted base=	188075*	+/-	113852	+/-	53175	+/-	13926	+/-	7122	+/-
	%	%	%	%	%	%	%	%	%	%
All or most of the time	72	2.9	72	4.4	72	4.0	71	4.2	74	4.4
Some of the time	24	2.7	23	4.1	26	3.9	27	4.1	24	4.3
Never	2	-	4	1.9	1	-	0	-	1	-
Don't know	1	-	1	-	1	-	2	-	1	-
Would rather not say	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. All respondents (n=2285) were asked this question.

Table 106: Q9. Does the business have...?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2278		538		611		539		590	
Weighted base=	187492	+/-	113269	+/-	53175	+/-	13926	+/-	7122	+/-
	%	%	%	%	%	%	%	%	%	%
Elected health and safety representatives	37	2.9	26	4.3	48	4.4	64	4.4	79	4.0
Informal health and safety reps or champions	29	2.8	23	4.1	36	4.2	41	4.5	44	4.9
A health and safety committee	19	1.9	7	2.5	25	3.9	60	4.5	85	3.6
A system for regular health and safety communications	48	3.2	39	4.8	57	4.4	70	4.3	84	3.6
Regular meetings where health and safety is discussed	59	3.2	49	4.9	71	4.1	82	3.5	91	2.9
Regular health and safety briefings, such as toolbox or tailgate meetings	48	3.1	43	4.7	53	4.2	61	4.4	71	4.2
None of the above	12	2.3	18	3.8	4	1.7	2	-	0	-
Don't know	1	-	1	-	0	-	1	-	0	-
Would rather not say	1	-	1	-	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. All respondents (n=2278) were asked this question.

Table 107: Q10. 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=	2280*		540		610		538		592	
Weighted base=	187866*	+/-	113689	+/-	53119	+/-	13917	+/-	7140	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	52	3.2	39	4.9	67	4.1	80	3.6	89	3.2
No	24	2.8	29	4.4	18	3.4	10	2.7	6	2.3
Not applicable (e.g. business is run by a sole trader)	21	2.8	28	4.5	11	2.8	4	1.7	3	1.6
Don't know	3	1.2	3	1.8	3	1.7	5	2.1	3	1.8
Would rather not say	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. All respondents (n=2285) were asked this question.

Table 108: Q11. In the last 12 months, has the business...?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2279*		539		610		539		591	
Weighted base=	187578*	+/-	113403	+/-	53119	+/-	13926	+/-	7130	+/-
	%	%	%	%	%	%	%	%	%	%
Had workers who were working on the same site with workers from a different business or businesses	47	3.1	44	4.8	50	4.3	53	4.5	67	4.4
Had work done by contractors or subcontractors from another business	53	3.1	43	4.7	66	4.2	76	4.0	84	3.8
None of the above	30	3.0	38	4.7	21	3.7	12	3.0	4	2.1
Don't know	1	-	1	-	1	-	1	-	1	-
Would rather not say	0	-	0	-	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=2285) were asked this question.

Table 109: Q12. 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=	1827*		321		478		466		562	
Weighted base=	128423*	+/-	68590	+/-	41040	+/-	12056	+/-	6737	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	66	3.5	65	5.9	64	4.8	68	4.6	81	3.9
No	31	3.4	32	5.7	33	4.7	27	4.4	15	3.5
Don't know	4	1.5	4	2.6	3	1.8	5	2.1	4	2.0
Would rather not say	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 workers working on the same site as workers from another business, or contractors from another business (n=1830).

Table 110: Q13. 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=	2278		541		610		537		590	
Weighted base=	187970	+/-	113852	+/-	53119	+/-	13893	+/-	7107	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	31	2.9	27	4.4	33	4.2	43	4.6	48	4.9
No	67	3.0	70	4.5	65	4.2	55	4.6	50	4.9
Don't know	2	-	2	-	1	-	3	1.5	3	1.6
Would rather not say	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.

All respondents (n=2285) were asked this question.

Table 111: Q14.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=	857		148		204		228		277	
Weighted base=	58351	+/-	31260	+/-	17763	+/-	5960	+/-	3368	+/-
	%	%	%	%	%	%	%	%	%	%
Equipment or plant	43	5.5	47	9.4	36	7.1	47	7.0	42	7.1
The workplace or worksite	42	5.5	44	9.3	37	7.3	47	7.1	40	7.1
How the work is carried out	44	5.5	45	9.3	40	7.4	45	7.0	47	7.2
Developing/reviewing policies or systems incl. audits, dedicated staff	70	5.2	61	9.1	79	5.9	84	5.2	84	5.3
Training of workers, including inductions	61	5.4	51	9.4	75	6.2	73	6.1	69	6.7
Risk management	54	5.6	52	9.3	54	7.5	65	6.7	61	6.9
Managing risks to workers' health	48	5.6	47	9.4	49	7.6	56	7.0	50	7.2
Investigating accidents and near misses	36	5.1	28	8.5	41	7.5	52	7.1	49	7.2
How the business involves workers in health and safety	48	5.5	43	9.3	53	7.5	52	7.0	49	7.2
How the business works with its officers to understand and manage health and safety	34	5.3	30	8.8	35	7.3	47	7.1	49	7.1
How the business works with other businesses to manage risks and hazards	30	4.9	28	8.2	28	6.7	33	6.6	44	7.1
Or was it some other type of change? (Specify)	2	-	3	3.2	0	-	1	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-
Would rather not say	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 had made significant change(s) to their health and safety systems or practices (n=858).

Table 112: Q15A. 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=	116*		12**		19**		36		49	
Weighted base=	4282*	+/-	1487 **		1326 **		983		487	
	%	%	%	%	%	%	%	%	%	%
Strongly disagree	7	8.2	18	23.6	0	-	4	4.3	0	-
Disagree	23	7.9	8	8.3	42	20.5	25	15.4	12	11.7
Neutral	20	9.3	31	23.9	10	9.1	14	11.2	24	15.0
Agree	39	11.4	44	25.2	48	21.2	16	10.2	46	17.3
Strongly agree	11	3.8	0	-	0	-	41	16.1	17	7.3
Don't know	0	-	0	-	0	-	0	-	0	-
Would rather not say	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 took the survey during the pilot only (n=117).

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

Table 113: Q15B. 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=	116*		12**		19**		36		49	
Weighted base=	4282*	+/-	1487 **		1326 **		983		487	
	%	%	%	%	%	%	%	%	%	%
Strongly disagree	2	-	4	6.8	0	-	2	-	0	-
Disagree	6	4.4	4	6.8	7	9.2	12	10.8	0	-
Neutral	21	9.1	33	24.1	22	10.1	11	8.6	6	4.2
Agree	50	10.1	54	24.8	58	11.0	30	15.2	52	16.7
Strongly agree	21	6.0	6	7.7	13	10.6	45	16.4	41	17.0
Don't know	0	-	0	-	0	-	0	-	0	-
Would rather not say	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 took the survey during the pilot only (n=117).

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

Table 114: Q15C. Having good health and safety systems is good for your business

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	116*	12**		19**		36		49		
Weighted base=	4282*	+/-	1487**	+/-	1326**	+/-	983	+/-	487	+/-
	%	%	%	%	%	%	%	%	%	%
Strongly disagree	0	-	0	-	0	-	0	-	0	-
Disagree	3	0.4	0	-	10	-	0	-	2	-
Neutral	11	4.7	19	8.3	8	9.0	10	10.7	0	-
Agree	43	8.7	72	11.3	30	21.9	25	14.5	27	15.7
Strongly agree	42	9.1	9	10.2	51	23.7	65	16.2	71	15.9
Don't know	0	-	0	-	0	-	0	-	0	-
Would rather not say	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 took the survey during the pilot only (n=117).

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

Table 115: Q16. 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=	116*		12**		19**		36		49	
Weighted base=	4282*	+/-	1487**	+/-	1326**	+/-	983	+/-	487	+/-
	%	%	%	%	%	%	%	%	%	%
Not at all confident	0	-	0	-	0	-	0	-	0	-
Somewhat unconfident	7	8.3	18	23.6	0	-	4	6.8	1	-
Neither confident nor unconfident	11	8.2	32	23.6	0	-	0	-	0	-
Somewhat confident	50	8.8	46	8.3	66	23.1	43	17.0	36	16.2
Very confident	31	8.7	4	6.8	34	23.1	53	17.5	63	16.2
Don't know	0	-	0	-	0	-	0	-	0	-
Would rather not say	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 took the survey during the pilot only (n=117).**

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

Table 116: Q17. In the last 12 months, has the business hired any new employees?

Please do not include any new business owners or contractors employed. READ 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=	2285		543		611		539		592	
Weighted base=	188361	+/-	114120	+/-	53175	+/-	13926	+/-	7140	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	65	3.1	48	4.9	87	3.0	97	1.6	99	-
No	35	3.1	51	4.9	13	3.0	3	1.6	1	-
Don't know	0	-	0	-	0	-	0	-	0	-
Would rather not say	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. All respondents (n=2285) were asked this question.

Table 117: Q18. 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=	1930*		279		538		524		589	
Weighted base=	122167*	+/-	55334	+/-	46211	+/-	13524	+/-	7098	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	68	3.4	63	6.7	72	4.2	77	3.9	68	4.5
No	31	3.4	36	6.6	27	4.2	22	3.8	31	4.5
Don't know	1	-	1	-	1	-	1	-	1	-
Would rather not say	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 business that have hired new employees in the last 12 months (n=1930).

Table 118: Q19. 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=	1339		177		378		392		392	
Weighted base=	83121	+/-	34801	+/-	33154	+/-	10370	+/-	4797	+/-
	%	%	%	%	%	%	%	%	%	%
To check the person's skills or ability to do the job	86	2.8	88	5.1	83	4.3	88	3.3	79	4.8
To check the person was reliable and had the right attitude/fit	83	3.3	82	6.9	85	3.9	85	3.8	75	5.2
To avoid dismissal costs and issues if the person was unsuitable/manage risk	39	4.1	39	8.2	43	5.6	34	5.1	26	5.3
Because it's company policy to use trial periods/it's available	44	4.2	38	8.5	48	5.6	47	5.4	51	6.1
Because the employee requested it	2	-	4	3.2	1	-	2	-	0	-
Or for some other reason? (Specify)	3	1.7	4	3.6	3	1.9	3	1.8	2	-
Don't know	0	-	0	-	0	-	0	-	0	-
Would rather not say	0	-	0	-	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. Sub-sample based on businesses that have employed new staff on a trial period (n=1339).

Table 119: Q20. 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=	1339*		177		378		392		392	
Weighted base=	83121*	+/-	34801	+/-	33154	+/-	10370	+/-	4797	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	26	3.6	18	6.9	28	5.1	34	5.2	48	6.0
No	74	3.6	81	6.9	72	5.1	64	5.2	50	6.0
Don't know	1	-	0	-	0	-	1	-	2	-
Would rather not say	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=1339).

Table 120: Q21. 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=	441		29**		96		125		191	
Weighted base=	21451	+/-	6297 **		9310		3534		2310	
	%	%	%	%	%	%	%	%	%	%
The employee was unreliable or had a bad attitude	59	7.8	51	20.7	60	10.6	62	9.2	71	7.8
The employee did not get on with colleagues or did not 'fit in'	22	6.2	19	16.1	24	8.8	22	7.3	23	7.2
The employee did not have the skills needed for the job	57	6.8	61	16.0	56	10.7	54	9.3	51	8.6
The business had less work so didn't need the new employee	4	2.4	9	6.7	2	-	1	-	2	-
Drug/alcohol issues	3	1.9	0	-	4	4.1	3	3.7	4	3.7
Answer out of scope (e.g. employee left business)	4	2.7	4	6.4	4	4.1	5	4.1	1	-
Any other reason? (Specify)	10	5.0	18	14.6	7	5.6	5	4.0	9	5.1
Don't know	0	-	0	-	0	-	0	-	0	-
Would rather not say	1	-	0	-	0	-	2	-	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.

Sub-sample based on businesses that dismissed an employee in the last 12 months during or at the end of their trial period (n=441).

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

Table 121: Q22. Do all employees of the business have a written employment agreement?

READ IF NECESSARY: '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=	2273*		540		609		536		588	
Weighted base=	187225*	+/-	113285	+/-	53001	+/-	13852	+/-	7087	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	91	2.0	88	3.3	96	1.7	99	-	99	-
No	7	1.8	10	2.9	3	1.4	1	-	0	-
Don't know	1	-	2	-	1	-	0	-	0	-
Would rather not say	1	-	1	-	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. All respondents (n=2285) were asked this question.

Table 122: Q23. Are any of employees in the business paid the adult minimum wage of \$17.70 per hour?

READ IF NECESSARY: This rate applies to employees aged 16 years or over who are not on the starting out or training minimum wage.

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2280*		542		610		538		590	
Weighted base=	187931*	+/-	113881	+/-	53038	+/-	13885	+/-	7127	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	27	2.8	24	4.1	28	4.0	41	4.4	43	4.7
No	72	2.8	75	4.2	71	4.0	59	4.4	55	4.8
Don't know	0	-	0	-	0	-	1	-	2	-
Would rather not say	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=2285) were asked this question. Note: The minimum wage rate increased on 1 April 2019 from \$16.50 to \$17.70 per hour.

Table 123: Q24. Roughly what proportion of employees in the business are paid the adult minimum wage?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	792*		131		161		227		273	
Weighted base=	51116*	+/-	27457	+/-	15037	+/-	5585	+/-	3038	+/-
	%	%	%	%	%	%	%	%	%	%
Less than 10%	44	5.5	32	9.1	57	8.1	63	6.8	61	6.7
10% to 30%	16	4.2	15	6.9	18	6.6	20	5.6	17	4.9
31% to 50%	8	3.0	10	5.2	5	3.8	6	3.3	9	3.5
More than 50%	27	5.4	39	9.5	15	5.9	8	3.7	7	3.5
Don't know	4	2.3	4	4.0	2	-	4	2.8	5	3.6
Would rather not say	1	-	1	-	2	-	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 paid their employees the minimum wage (n=795).

Table 124: Q25. Thinking about all current employees in the business 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?

READ IF NECESSARY: Recognised industry training is training that leads to the qualification that is recognised by the New Zealand Qualifications Authority—for example, apprenticeships.

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2278*		541		608		538		591	
Weighted base=	187549*	+/-	113671	+/-	52863	+/-	13885	+/-	7130	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	12	1.8	9	2.6	12	2.7	21	3.7	27	4.1
No	84	2.1	87	3.2	84	3.0	73	4.1	66	4.5
Don't know	4	1.3	4	2.0	3	1.4	6	2.3	6	2.4
Would rather not say	0	-	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=2283) were asked this question.

Table 125: Q26. The training minimum wage is \$14.16 per hour. Are any of these employees paid \$14.16 per hour or any rate between that and \$17.70?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	442*		60		91		118		173	
Weighted base=	21996*	+/-	10613	+/-	6529	+/-	2955	+/-	1898	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	3	1.9	2	-	3	3.2	7	5.3	6	2.8
No	95	2.2	97	3.5	96	3.6	91	5.7	90	5.0
Don't know	1	-	0	-	1	-	1	-	3	3.2
Would rather not say	1	-	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. 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=442). Note: The training minimum wage rate increased on 1 April 2019 from \$13.20 to \$14.16 per hour.

Table 126: Q27. In the last 12 months has the business employed any workers aged 16 to 19 years?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	1924*		278		536		522		588	
Weighted base=	121658*	+/-	55096	+/-	46032	+/-	13442	+/-	7088	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	43	3.3	30	6.1	49	4.6	60	4.5	68	4.6
No	56	3.3	69	6.1	50	4.7	39	4.4	29	4.5
Don't know	1	-	0	-	1	-	1	-	3	1.8
Would rather not say	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=1928).

Table 127: Q28. The starting-out wage is \$14.16 per hour. Are any of these employees paid \$14.16 per hour or any rate between that and \$17.70?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	1087*		81		263		319		424	
Weighted base=	51912*	+/-	16646	+/-	22491	+/-	7979	+/-	4795	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	16	3.5	15	8.4	16	4.8	15	4.5	17	4.1
No	83	3.6	85	8.4	83	5.0	83	4.7	80	4.4
Don't know	1	-	0	-	1	-	1	-	2	-
Would rather not say	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 employed workers aged 16 to 19 years in the last 12 months (n=1148).

Note: The starting-out wage rate increased on 1 April 2019 from \$13.20 to \$14.16 per hour.

Table 128: Q29. Did the most recent increase in the adult minimum wage result in the business doing any of the following?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2268		539		606		533		590	
Weighted base=	186491	+/-	112774	+/-	52862	+/-	13755	+/-	7101	+/-
	%	%	%	%	%	%	%	%	%	%
Increasing the price of goods or services	21	2.5	19	3.8	22	3.7	23	3.8	19	3.7
Reducing hours of work for current employees	8	1.6	7	2.3	10	2.7	8	2.4	10	3.0
Not hiring new staff or not replacing staff who left the business	13	2.1	12	3.1	14	3.1	18	3.5	15	3.1
Making staff redundant	2	-	1	-	2	-	2	-	2	-
Increasing wages or salaries for employees already paid above the minimum wage	29	2.7	23	4.0	36	4.1	39	4.4	42	4.6
Automating tasks or processes	7	1.4	5	2.0	8	2.5	12	2.9	13	3.1
Did the business do anything else in response to the most recent minimum wage increase? (If yes, please specify)	3	0.9	2	-	4	1.7	5	1.9	5	1.8
None of the above	56	3.1	61	4.7	51	4.3	46	4.5	47	4.8
Don't know	1	-	1	-	2	-	2	-	3	1.4
Would rather not say	0	-	0	-	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. All respondents (n=2268) were asked this question.

Table 129: Q30. Have any employees in this business taken parental leave within the last 2 years?

This includes female and male employees. READ IF NECESSARY: Parental leave includes both maternity and paternity leave.

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2278*		542		609		537		590	
Weighted base=	187873*	+/-	113881	+/-	52996	+/-	13870	+/-	7126	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	20	1.9	8	2.5	30	4.1	52	4.6	80	3.9
No	79	2.0	92	2.6	67	4.1	46	4.6	19	3.8
Don't know	1	-	0	-	2	-	2	-	1	-
Would rather not say	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=2280) were asked this question.

Table 130: Q31. Were any of these employees given additional parental leave on top of statutory entitlements?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	952*		55		185		264		448	
Weighted base=	38039*	+/-	9041	+/-	16131	+/-	7189	+/-	5678	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	24	4.6	31	15.1	18	6.1	25	5.4	25	4.9
No	72	4.7	66	15.1	79	6.4	70	5.8	68	5.2
Don't know	4	1.7	3	4.8	3	2.5	5	2.8	7	3.0
Would rather not say	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 employees who took parental leave in the last 2 years (n=952).

Table 131: Q32. Were any of these employees given additional parental leave payments on top of statutory requirements?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	947*		54		184		262		447	
Weighted base=	37855*	+/-	8983	+/-	16090	+/-	7133	+/-	5649	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	9	2.4	8	6.8	6	3.5	12	4.3	13	4.0
No	86	2.9	89	8.0	91	4.3	82	5.0	77	4.9
Don't know	5	1.8	4	5.1	3	2.6	5	2.8	10	3.5
Would rather not say	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 employees who took parental leave in the last 2 years (n=951).

Table 132: Q33. Were any of these employees offered flexible or reduced hours on their return to work?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	951*		55		185		263		448	
Weighted base=	38002*	+/-	9041	+/-	16131	+/-	7152	+/-	5678	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	67	4.7	74	13.2	65	7.4	62	6.4	71	5.0
No	22	4.3	20	12.7	24	6.5	23	5.4	19	4.5
Not applicable – none have returned to work	8	2.3	6	4.4	9	4.3	11	4.2	7	2.3
Don't know	2	-	0	-	2	-	4	2.8	3	1.9
Would rather not say	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 employees who took parental leave in the last 2 years (n=951).

Table 133: Q34. Do most employees in the business who have taken parental leave return to work at the end of their parental leave?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	950*		55		184		263		448	
Weighted base=	37960*	+/-	9041	+/-	16090	+/-	7152	+/-	5678	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	76	4.4	77	12.7	76	6.9	72	5.9	79	4.4
No	13	3.0	8	6.6	14	5.5	17	5.0	13	3.6
Not applicable – still on parental leave	7	2.3	8	5.3	7	4.4	7	3.3	4	2.0
Don't know	4	2.6	7	9.6	3	2.5	4	2.6	4	2.2
Would rather not say	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 employees who took parental leave in the last 2 years (n=950).

Table 134: Q35. In the last 12 months has the business had any employment relationship problems or disputes that required action or involvement by the business owners or managers?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2274*		540		608		535		591	
Weighted base=	187112*	+/-	113208	+/-	52959	+/-	13814	+/-	7130	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	24	2.3	13	3.3	34	4.2	54	4.6	69	4.5
No	74	2.4	86	3.5	64	4.3	42	4.6	28	4.4
Don't know	1	-	1	-	1	-	3	1.6	3	1.7
Would rather not say	0	-	0	-	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=2278) were asked this question.

Table 135: Q36. Thinking about the business's most recent employment relationship problem or dispute, which of the following describe what this was about?

You can choose more than one option. Was it:

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	947		79		201		278		389	
Weighted base=	44940	+/-	14317	+/-	18234	+/-	7491	+/-	4898	+/-
	%	%	%	%	%	%	%	%	%	%
Alleged bullying	19	3.8	13	8.1	24	6.4	16	4.7	21	5.0
Alleged harassment, including sexual or racial harassment	8	3.2	8	8.4	7	4.0	7	3.3	11	4.0
Alleged discrimination	2	-	0	-	1	-	4	2.3	6	3.2
Misconduct (incl. violence, drugs, theft, dishonesty)	40	5.0	37	12.0	39	7.4	41	6.2	47	5.7
A performance issue, unreliable, absenteeism	59	5.2	56	12.7	58	7.6	63	6.1	59	5.9
A personality conflict	30	5.0	32	12.4	34	7.2	22	5.1	23	5.1
Restructuring or redundancy	11	3.2	13	7.8	8	4.3	12	4.1	17	4.8
Employment conditions/employment agreement (incl. leave, hours and pay issues)	3	2.2	6	6.6	1	-	2	-	1	-
Or was it some other type of issue? (Specify)	3	1.7	2	-	5	3.4	1	-	3	2.1
Don't know	0	-	0	-	0	-	1	-	0	-
Would rather not say	1	-	0	-	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 an employment relations problem or dispute that required action or involvement by the business owners or management (n=948).

Table 136: Q37. And was this problem handled internally or was it handled with the help of an external party?

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	947		79		201		278		389	
Weighted base=	44940	+/-	14317	+/-	18234	+/-	7491	+/-	4898	+/-
	%	%	%	%	%	%	%	%	%	%
It was handled internally	61	4.8	68	10.9	56	7.6	56	6.3	69	5.5
It was handled with the help of an external party	44	4.8	33	10.8	51	7.6	49	6.3	48	5.9
Don't know	0	-	0	-	0	-	1	-	0	-
Would rather not say	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 a recent employment relationship problem or dispute that involved alleged bullying (n=948).

Table 137: Q38. And is this how the business usually deals with this type of problem?

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	936*		79		199		274		384	
Weighted base=	44584*	+/-	14317	+/-	18054	+/-	7375	+/-	4838	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	83	3.7	84	8.5	84	5.5	79	5.2	87	4.2
No	13	3.3	11	7.4	13	5.1	18	4.9	12	4.1
Don't know	3	1.8	4	4.6	2	-	3	2.3	1	-
Would rather not say	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 employment disputes in the last 12 months that were handled externally or internally (n=940).

Table 138: Q39. Who or which of the following provided the external help to deal with the most recent problem or dispute?

You can choose more than one option. Was it:

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	460		35		95		139		191	
Weighted base=	19815	+/-	4741	+/-	9106	+/-	3631	+/-	2336	+/-
	%	%	%	%	%	%	%	%	%	%
The Ministry of Business, Innovation and Employment's Employment Mediation Services	18	4.9	9	8.0	21	9.2	18	7.1	23	7.3
An industry or employer association	14	4.9	12	13.3	14	7.7	14	5.8	18	6.9
A lawyer	55	6.4	60	14.9	53	10.9	53	8.6	60	8.1
An HR specialist or consultant	42	6.4	36	14.9	43	10.9	51	8.9	35	7.6
A private mediator	6	2.9	13	9.5	4	3.6	2	-	9	4.7
A union representative	3	1.2	0	-	1	-	3	3.2	14	6.0
The Employment Relations Authority or Employment Court	4	2.6	2	-	5	5.1	3	3.6	5	4.2
Or was it some other type of external help? (Specify)	2	-	3	6.2	3	3.3	1	-	1	-
None of the above	1	-	0	-	2	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-
Would rather not say	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 employment disputes in the last 12 months that were handled externally (n=463)

Table 139: Q40. Which of the following best describes the outcome of this problem or dispute?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	944*		79		200		278		387	
Weighted base=	44764*	+/-	14317	+/-	18096	+/-	7491	+/-	4860	+/-
	%	%	%	%	%	%	%	%	%	%
The worker stayed on in the job	38	5.0	42	11.9	41	7.5	28	5.6	33	5.5
The employee resigned	32	4.5	29	9.8	34	7.3	35	6.0	25	5.0
The employee was dismissed	17	3.7	16	8.8	14	5.3	25	5.6	24	5.2
The employee was made redundant	6	2.9	10	8.3	2	-	6	3.1	8	3.4
Or was there some other outcome? (Specify)	2	-	2	-	2	-	3	2.1	5	2.8
Still ongoing/unresolved	2	-	0	-	4	3.1	2	-	4	2.5
Don't know	0	-	0	-	0	-	1	-	0	-
Would rather not say	2	-	2	-	2	-	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. Sub-sample based on businesses that had employment disputes in the last 12 months (n=946).

Table 140: Q41. And, was the business satisfied with the outcome of this problem or dispute?

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	938*		78		198		276		386	
Weighted base=	44078*	+/-	13882	+/-	17902	+/-	7464	+/-	4831	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	81	4.3	77	11.0	81	6.0	84	4.4	83	4.6
No	12	3.0	14	7.3	10	4.2	10	3.7	13	4.3
Don't know	6	3.0	7	8.0	6	3.9	4	2.6	3	1.9
Would rather not say	2	-	2	-	3	2.6	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 employment disputes in the last 12 months (n=946).

Table 141: Q42. 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=	2272*		540		607		535		590	
Weighted base=	186964*	+/-	113208	+/-	52821	+/-	13814	+/-	7121	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	3	0.9	1	-	4	1.6	8	2.6	9	2.8
No	96	1.1	98	-	95	2.0	90	2.9	88	3.2
Don't know	1	-	0	-	1	-	2	-	3	1.7
Would rather not say	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. All respondents (n=2276) were asked this question.

Table 142: Q43. 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=	116		8**		24**		38		46	
Weighted base=	5294	+/-	1654 **	+/-	1930 **	+/-	1105	+/-	605	+/-
	%	%	%	%	%	%	%	%	%	%
Undertake an internal investigation of employees' holiday or leave pay	74	7.8	72	5.5	76	18.5	69	15.7	86	10.4
Undertake an audit of the payroll system READ IF NECESSARY: This includes both internal and external reviews	25	6.6	13	5.5	27	14.4	33	14.8	35	16.5
Seek help or advice from the Ministry of Business, Innovation and Employment	10	4.0	7	5.5	5	6.1	15	10.1	25	15.8
Seek help or advice from another source	26	6.1	7	5.5	32	12.2	42	16.0	33	16.5
Make any settlement payments to employees who raised concerns	29	8.5	24	-	44	22.2	16	11.8	15	10.5
Explained payroll system/entitlements to employee	11	7.0	0	-	19	17.8	16	11.3	5	8.9
Do anything else in response to concerns raised? (Specify)	1	-	0	-	0	-	4	6.9	5	3.9
None of the above	1	-	0	-	2	-	1	-	2	-
Don't know	0	-	0	-	0	-	0	-	2	-
Would rather not say	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.

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

*Base figures exclude non-response. Sub-sample based on businesses that had employees raise concerns with the business about their holiday or leave being paid in the last 12 months (n=116).

Table 143: Q44A. In the last 12 months has the business had concerns about productivity losses due to any workers using alcohol, either on their own time or while at work?

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	112*		12**		19**		34		47	
Weighted base=	4194*	+/-	1487 **	+/-	1326 **	+/-	908	+/-	473	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	10	6.9	0	-	21	20.3	8	9.0	17	12.8
No	89	7.0	100	-	79	20.3	92	9.0	75	15.8
Don't know	1	-	0	-	0	-	0	-	8	11.4
Would rather not say	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 took the survey during the pilot only (n=117).

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

Table 144: Q44B. In the last 12 months has the business had concerns about productivity losses due to any workers using illegal drugs, either on their own time or while at work?

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	112*		12**		19**		33		48	
Weighted base=	4189*	+/-	1487 **	+/-	1326 **	+/-	899	+/-	477	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	18	10.2	25	22.6	10	17.6	14	12.1	22	12.8
No	81	10.3	75	22.6	90	17.6	84	12.5	70	15.9
Don't know	1	-	0	-	0	-	2	-	8	11.3
Would rather not say	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 took the survey during the pilot only (n=117).

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

Table 145: Q44C. In the last 12 months has the business had concerns about productivity losses due to any workers using prescription or over-the-counter drugs, either on their own time or while at work?

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	109*		12**		19**		33		45	
Weighted base=	4178*	+/-	1487 **	+/-	1326 **	+/-	899	+/-	466	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	4	5.6	0	-	10	17.6	0	-	5	5.0
No	95	5.8	100	-	90	17.6	100	-	85	13.0
Don't know	1	-	0	-	0	-	0	-	10	12.1
Would rather not say	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 took the survey during the pilot only (n=117).

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

Table 146: Q45A. In the last 12 months has the business had concerns about risks to workplace health and safety due to any workers using alcohol?

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	112*		12**		19**		33		48	
Weighted base=	4189*	+/-	1487 **	+/-	1326 **	+/-	899	+/-	477	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	4	2.4	0	-	0	-	6	8.5	23	13.0
No	95	2.6	100	-	100	-	94	8.5	69	16.1
Don't know	1	-	0	-	0	-	0	-	8	11.3
Would rather not say	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 took the survey during the pilot only (n=117).

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

Table 147: Q45B. In the last 12 months has the business had concerns about risks to workplace health and safety due to any workers using illegal drugs?

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	113*		12**		19**		34		48	
Weighted base=	4198*	+/-	1487 **	+/-	1326 **	+/-	908	+/-	477	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	16	10.5	14	22.6	15	19.1	14	12.0	28	15.5
No	82	10.6	86	22.6	85	19.1	82	13.6	62	17.1
Don't know	2	-	0	-	0	-	5	8.3	10	11.8
Would rather not say	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 took the survey during the pilot only (n=117).

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

Table 148: Q45C. In the last 12 months has the business had concerns about risks to workplace health and safety due to any workers using prescription or over-the-counter drugs?

	Total	1 to 5		6 to 19		20 to 49		50+		
Unweighted base=	109*		12**		19**		33		45	
Weighted base=	4178*	+/-	1487 **	+/-	1326 **	+/-	899	+/-	466	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	2	-	0	-	0	-	4	7.2	6	4.5
No	96	2.8	100	-	100	-	91	11.0	83	12.9
Don't know	2	-	0	-	0	-	5	8.4	11	12.2
Would rather not say	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 took the survey during the pilot only (n=117).

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

Table 149: Q46. In the last 12 months has the business required any worker to undergo drug testing?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2271*		540		607		535		589	
Weighted base=	187179*	+/-	113432	+/-	52821	+/-	13814	+/-	7111	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	12	1.7	6	2.4	16	3.1	27	4.0	50	4.5
No	87	1.8	93	2.6	83	3.2	71	4.1	49	4.5
Don't know	1	-	1	-	1	-	2	-	1	-
Would rather not say	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. All respondents (n=2276) were asked this question.

Table 150: Q47. In which of the following situations was this drug testing requested?

	Total		1 to 5		6 to 19		20 to 49		50+	
	Unweighted base=	Weighted base=	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-
	542	22856	31	7154	95	8436	148	3726	268	3540
	%	%	%	%	%	%	%	%	%	%
Before a worker started a job in the business	55	7.3	41	18.8	57	10.9	67	8.1	67	7.1
On a random basis	65	7.3	59	19.3	68	10.3	63	8.5	68	7.0
In response to concerns about workplace health and safety	26	6.1	18	15.5	22	8.6	37	8.4	39	7.4
In response to performance issues	16	4.2	9	7.4	20	8.6	17	6.6	22	6.2
After an accident or incident	9	4.5	8	11.8	9	6.4	5	3.4	13	5.5
Required by client, customer, part of service contract	4	2.5	7	6.7	2	-	2	-	1	-
Other? (Specify)	3	2.7	4	6.3	4	4.6	2	-	1	-
Don't know	0	-	0	-	0	-	0	-	0	-
Would rather not say	0	-	0	-	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. Sub-sample based on businesses that had a worker undergo drug testing in the last 12 months. (n=543).

Table 151: Q48. In the last 12 months has the business had any job vacancies?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2274*		541		607		536		590	
Weighted base=	187598*	+/-	113824	+/-	52821	+/-	13833	+/-	7121	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	61	3.1	45	4.9	83	3.4	94	2.1	98	-
No	39	3.1	55	4.9	17	3.4	6	2.1	2	-
Don't know	0	-	0	-	0	-	0	-	0	-
Would rather not say	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=2276) were asked this question.

Table 152: Q49. 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=	1838*		256		503		499		580	
Weighted base=	114719*	+/-	51154	+/-	43652	+/-	12968	+/-	6945	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	65	3.7	61	7.1	65	4.7	73	4.3	84	3.6
No	35	3.7	39	7.1	35	4.7	26	4.2	16	3.6
Don't know	0	-	0	-	0	-	0	-	0	-
Would rather not say	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 had job vacancies in the last 12 months (n=1838).

Table 153: Q50. 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=	1341*		157		325		368		491	
Weighted base=	74608*	+/-	30989	+/-	28272	+/-	9502	+/-	5845	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	24	3.3	16	6.1	27	5.2	34	5.2	35	5.1
No	75	3.3	84	6.1	71	5.4	64	5.3	62	5.2
Don't know	1	-	0	-	2	-	2	-	2	-
Would rather not say	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 had difficulty filling job vacancies in the last 12 months (n=1341).

Table 154: Q51. Does the business currently have any recent migrants on staff?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2272*		541		606		536		589	
Weighted base=	187533*	+/-	113824	+/-	52765	+/-	13833	+/-	7112	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	23	2.1	10	2.9	35	4.2	58	4.6	80	4.0
No	76	2.2	89	3.0	64	4.3	40	4.6	19	3.9
Don't know	1	-	1	-	1	-	2	-	1	-
Would rather not say	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=2276) were asked this question.

Table 155: 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=	2272*		541		606		535		590	
Weighted base=	187424*	+/-	113824	+/-	52684	+/-	13795	+/-	7121	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	20	2.0	9	2.7	31	4.1	49	4.6	73	4.5
No	79	2.1	91	2.8	68	4.1	49	4.6	24	4.3
Don't know	1	-	1	-	1	-	2	-	2	-
Would rather not say	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=2276) were asked this question.

Table 156: Q53. In the last 12 months has the business provided any of the following specifically for migrant staff, in addition to what is provided to other staff?

Information or support for migrants...

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	1124		81		239		327		477	
Weighted base=	49291	+/-	14842	+/-	20305	+/-	8331	+/-	5812	+/-
	%	%	%	%	%	%	%	%	%	%
To welcome them to the workplace	28	4.5	28	11.9	26	6.1	31	5.4	29	4.7
To improve their English language skills	13	3.5	17	9.7	12	4.3	12	3.6	13	3.6
To support their partners or children to settle in New Zealand	14	3.2	9	7.9	15	4.9	16	4.2	18	4.2
On communication and culture in the workplace	26	4.5	32	12.1	21	5.7	27	5.0	28	4.7
On employment rights and obligations	32	4.7	37	12.5	29	6.3	31	5.4	34	5.1
On health and safety at work	45	5.0	49	12.9	42	7.0	46	5.9	44	5.4
On the New Zealand tax system and/or KiwiSaver	36	4.9	41	12.9	34	6.7	36	5.7	35	5.2
None of the above (migrant staff received the same information as other staff)	40	4.9	37	12.6	44	7.0	39	5.8	37	5.2
Don't know	3	1.6	4	4.7	2	-	2	-	4	2.4
Would rather not say	1	-	2	-	1	-	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 currently have recent migrants or have had recent migrants in the last 12 months. (n=1146).

Table 157: Q54. In the last 12 months 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=	2230*		521		594		529		586	
Weighted base=	180640*	+/-	108511	+/-	51475	+/-	13599	+/-	7054	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	9	1.5	5	2.1	13	3.0	20	3.6	33	4.6
No	85	2.1	90	3.1	82	3.5	74	4.0	61	4.8
Don't know	5	1.5	5	2.4	4	1.8	5	2.2	6	2.5
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=2276) were asked this question.

Table 158: Q55. What types of difficulties has the business had with employing migrant workers in New Zealand or from overseas?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	411		25**		73		115		198	
Weighted base=	16619	+/-	5140 **	+/-	6429	+/-	2727	+/-	2322	+/-
	%	%	%	%	%	%	%	%	%	%
Getting people with the right skills for the job	39	8.0	39	20.2	39	11.8	44	9.8	37	8.3
Getting people with good English language skills	22	5.6	21	14.1	14	7.6	39	9.8	29	7.8
Finding a reputable recruitment agency	14	6.9	35	21.5	4	4.5	5	3.1	4	3.6
Finding suitable places to advertise vacancies	11	6.2	17	17.5	9	7.3	10	5.1	7	3.9
Retaining the workers once hired	23	6.2	27	14.9	18	9.8	27	9.2	25	7.5
With the visa process/immigration policies/skills assessment & quals recognition	79	5.5	93	8.8	69	11.7	74	8.9	86	6.1
Or some other difficulties? (Specify)	3	2.5	0	-	6	6.1	6	4.9	1	-
Don't know	0	-	0	-	0	-	1	-	0	-
Would rather not say	0	-	0	-	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.

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

*Base figures exclude non-response. Sub-sample based on businesses that had difficulties employing migrant workers in New Zealand or from overseas (n=412).

Table 159: Q56. 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=	404		23**		73		115		193	
Weighted base=	16127	+/-	4691**	+/-	6434	+/-	2727	+/-	2275	+/-
	%	%	%	%	%	%	%	%	%	%
Employ someone locally/recruit replacement staff	20	5.4	14	11.4	20	9.7	32	9.1	22	7.5
Stop carrying out some activities, lost revenue/business opportunities	38	8.1	52	22.3	33	11.3	28	8.6	35	8.3
Automate tasks or processes	8	3.8	5	8.9	7	6.2	11	6.1	9	5.1
Use contractors or consultants	20	5.0	17	12.8	14	7.1	24	7.8	36	8.3
Upskill current staff	16	5.0	13	11.4	14	8.6	22	8.3	20	6.7
Redesign jobs, existing staff do extra work, work short-staffed	29	7.8	31	20.6	31	11.8	23	8.4	28	7.6
Improve pay or conditions to attract workers	20	7.1	27	21.2	14	8.0	21	7.9	21	7.0
Offer current staff better pay or conditions to get them to stay	15	6.6	24	20.4	9	6.7	15	6.1	17	6.3
Increased administration/time/recruitment costs, delays in filling vacancies	7	3.9	1	-	15	9.5	2	-	6	3.2
Positions unfilled, stress, uncertainty	5	4.9	9	15.7	3	4.3	5	3.8	3	2.8
Any other impacts?	10	4.4	5	6.2	16	9.8	7	4.3	7	4.5
No impact at all	0	-	0	-	0	-	1	-	0	-
Don't know	5	2.9	0	-	8	6.9	3	3.4	8	5.0
Would rather not say	1	-	2	-	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.

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

*Base figures exclude non-response. Sub-sample based on businesses that had difficulties employing migrant workers in New Zealand or from overseas (n=411).

Table 160: Q57a. How much do you agree or disagree that 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=	2253*		532		602		531		588	
Weighted base=	184428*	+/-	111181	+/-	52422	+/-	13717	+/-	7108	+/-
	%	%	%	%	%	%	%	%	%	%
Strongly disagree	2	-	3	1.5	2	-	1	-	2	-
Disagree	3	1.2	3	1.8	4	1.7	1	-	2	-
Neutral	20	2.6	22	4.0	19	3.5	17	3.5	12	3.2
Agree	37	3.2	37	4.8	37	4.3	40	4.6	36	4.7
Strongly agree	33	3.1	30	4.6	36	4.3	38	4.5	46	4.9
Don't know	3	1.2	4	2.0	2	-	2	-	1	-
Would rather not say	1	-	2	-	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=2272) were asked this question.

Table 161: Q57b. How much do you agree or disagree that the 2017 immigration policy changes have made it easier for businesses to employ skilled migrants?

IF NECESSARY: The 2017 immigration policy changes affected the Essential Skills work visa and Skilled Migrant residence category.

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2250*		532		601		530		587	
Weighted base=	184262*	+/-	111181	+/-	52285	+/-	13698	+/-	7098	+/-
	%	%	%	%	%	%	%	%	%	%
Strongly disagree	7	1.7	7	2.5	7	2.2	8	2.3	13	3.3
Disagree	9	1.7	7	2.4	12	2.8	12	3.0	19	3.9
Neutral	29	3.0	30	4.6	27	3.9	30	4.3	32	4.6
Agree	12	2.1	12	3.3	12	2.9	14	3.4	13	3.2
Strongly agree	2	-	3	1.7	2	-	3	1.5	2	-
Don't know	38	3.2	39	4.9	40	4.4	30	4.3	19	4.0
Would rather not say	1	-	1	-	1	-	2	-	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=2272) were asked this question.

Table 162: Q57c. How much do you agree or disagree that migrants take jobs away from other New Zealanders?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2250*		530		602		531		587	
Weighted base=	183969*	+/-	110732	+/-	52422	+/-	13717	+/-	7098	+/-
	%	%	%	%	%	%	%	%	%	%
Strongly disagree	25	2.8	23	4.2	27	3.9	29	4.1	36	4.7
Disagree	34	3.0	31	4.6	38	4.4	38	4.5	40	4.8
Neutral	21	2.7	23	4.2	17	3.3	21	3.8	16	3.6
Agree	9	2.0	10	3.0	8	2.3	6	2.1	2	-
Strongly agree	5	1.4	5	2.1	5	2.0	3	1.5	4	2.2
Don't know	6	1.7	7	2.7	4	1.7	3	1.6	1	-
Would rather not say	2	-	2	-	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=2272) were asked this question.

Table 163: Q58. Which of the following best describes your position or job title in this business?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2269*		540		606		535		588	
Weighted base=	187206*	+/-	113509	+/-	52780	+/-	13816	+/-	7102	+/-
	%	%	%	%	%	%	%	%	%	%
Business owner or partner in the business	68	2.8	80	4.1	57	4.4	39	4.4	22	3.6
Human resources manager	4	0.9	1	-	7	2.3	10	2.9	28	4.5
Other senior manager	24	2.6	16	3.9	32	4.2	46	4.6	46	4.9
Or some other type of position? (Specify)	3	1.1	3	1.7	3	1.5	3	1.6	4	2.1
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=2272) were asked this question.

Table 164: Q59. Were you born in New Zealand?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2269*		540		606		535		588	
Weighted base=	187206*	+/-	113509	+/-	52780	+/-	13816	+/-	7102	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	78	2.7	77	4.2	79	3.6	74	4.1	81	3.8
No	22	2.7	22	4.1	21	3.6	25	4.0	18	3.6
Would rather not say	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=2272) were asked this question.

Table 165: Q60. What country were you born in?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	496*		127		124		132		113	
Weighted base=	41070*	+/-	25326	+/-	10990	+/-	3496	+/-	1258	+/-
	%	%	%	%	%	%	%	%	%	%
Australia	5	2.0	2	-	10	6.0	12	6.2	5	3.2
Other Oceania	4	1.9	3	2.7	4	3.1	5	4.0	5	6.0
Asia/Middle East	29	6.4	33	9.7	23	8.3	24	8.0	9	5.6
Europe	40	6.7	45	10.1	29	8.6	35	8.8	34	8.1
Africa	11	3.4	4	4.1	23	8.5	14	6.2	18	9.1
North/Central America	2	-	2	-	1	-	3	2.5	5	6.0
South America	1	-	2	-	0	-	0	-	4	4.8
Refused	9	4.2	9	6.3	10	5.9	6	4.5	19	9.6
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=497).

Table 166: Q61. How many years have you lived in New Zealand?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	496*		127		125		131		113	
Weighted base=	41070*	+/-	25326	+/-	11031	+/-	3455	+/-	1258	+/-
	%	%	%	%	%	%	%	%	%	%
Less than 5 years	7	4.0	8	6.3	5	3.9	4	3.0	8	6.3
5 to 10 years	14	5.3	16	8.1	10	6.0	12	6.1	11	6.8
More than 10 years	77	6.3	74	9.6	82	7.5	84	6.6	81	8.7
Don't know	0	-	0	-	0	-	0	-	0	-
Would rather not say	2	-	2	-	3	3.4	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 respondents who were not born in New Zealand (n=497).

Table 167: Q62. Are you male or female?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	2267*		540		605		534		588	
Weighted base=	187027*	+/-	113509	+/-	52642	+/-	13775	+/-	7102	+/-
	%	%	%	%	%	%	%	%	%	%
Male	59	3.2	61	4.8	54	4.4	62	4.4	52	4.9
Female	40	3.2	38	4.8	44	4.4	38	4.4	46	4.9
Would rather not say	1	-	1	-	1	-	1	-	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=2272) were asked this question.

Table 168: Do you have any other comments you'd like to make about the subject of this interview?

	Total		1 to 5		6 to 19		20 to 49		50+	
Unweighted base=	1684*		386		455		405		438	
Weighted base=	134031*	+/-	78462	+/-	39842	+/-	10437	+/-	5291	+/-
	%	%	%	%	%	%	%	%	%	%
Yes (Specify)	21	3.1	23	4.9	19	4.0	13	3.2	18	4.4
No	79	3.1	77	4.9	81	4.0	87	3.2	82	4.4
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=2270) were asked this question.

2.4: Results by industry category

Table 169: Q1. First of all, does the organisation operate from more than one site in New Zealand?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2280*		309		322		361		371		346		571	
Weighted base=	187945*	+/-	21111	+/-	12586	+/-	23388	+/-	35907	+/-	10746	+/-	84208	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	30	2.8	31	8.6	23	5.0	33	6.7	27	5.6	27	5.2	32	5.0
No	70	2.8	68	8.6	76	5.2	66	6.7	73	5.6	72	5.3	68	5.0
Don't know	0	-	0	-	1	-	0	-	0	-	1	-	0	-
Would rather not say	0	-	0	-	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2285) were asked this question.

Table 170: Q2. How many employees are employed at the business site you currently work from?

For this survey, the questions apply only to the business site you currently work from. Please include full-time and part-time employees but do not include contractors or the business owners. Is it...?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	873*		111		111		153		120		117		261	
Weighted base=	57523*	+/-	6696	+/-	3051	+/-	7937	+/-	9766	+/-	2966	+/-	27106	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1 - 5	48	0.5	75	-	24	-	61	3.9	43	-	43	-	42	-
6 – 9	8	2.1	6	3.2	18	8.7	9	4.3	7	5.6	9	5.3	8	3.5
10 – 19	26	2.1	14	3.2	26	8.7	18	4.3	34	5.6	20	5.3	29	3.5
20 – 49	11	-	4	-	15	-	6	-	12	-	15	-	12	-
50 – 99	3	0.5	1	-	8	2.0	2	-	2	-	7	1.9	4	0.9
100 or more	4	0.5	1	-	8	2.0	1	-	2	-	6	1.9	5	0.9
No employees	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-	2	-	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=873).

Table 171: 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. Is it...?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	1412*		200		212		208		252		229		311	
Weighted base=	130838*	+/-	14427	+/-	9591	+/-	15451	+/-	26351	+/-	7780	+/-	57239	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1 - 5	66	0.3	78	-	55	1.7	74	-	54	1.5	52	1.4	70	-
6 – 9	12	1.4	8	2.2	11	3.8	12	2.7	17	4.2	15	3.8	11	2.2
10 – 19	13	1.4	10	2.2	18	3.8	8	2.7	19	4.2	19	3.8	12	2.2
20 – 49	6	0.1	3	-	11	-	5	-	6	0.3	8	-	6	-
50 – 99	1	-	1	-	3	0.5	1	-	1	-	5	0.6	2	-
100 or more	1	-	0	-	1	-	0	-	2	-	1	-	1	-
No employees	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Would rather not say	0	-	0	-	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. Sub-sample based on businesses that operate from only one site in New Zealand (n=1412).

Table 172: Q3. And for how long has the business been operating in New Zealand?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2283*		310		322		361		372		346		572	
Weighted base=	188339*	+/-	21119	+/-	12623	+/-	23388	+/-	36117	+/-	10746	+/-	84345	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Less than 2 years	5	1.5	4	3.8	3	2.6	6	3.6	5	2.9	5	2.7	4	2.8
2 to less than 6 years	16	2.5	16	7.1	10	4.4	21	6.2	19	5.3	13	4.3	14	4.3
6 to less than 10 years	12	2.2	12	6.3	7	3.5	17	5.4	11	4.0	12	4.0	12	4.0
10 years or more	67	3.1	66	8.9	79	5.7	56	7.2	65	6.3	70	5.7	69	5.6
Don't know	1	-	1	-	0	-	1	-	1	-	1	-	1	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2285) were asked this question.

Table 173: X2. Business size (collapsed - 6 categories)

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2285		311		323		361		372		346		572	
Weighted base=	188361	+/-	21123	+/-	12642	+/-	23388	+/-	36117	+/-	10746	+/-	84345	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1 - 5	60	0.3	77	-	48	1.3	69	1.3	51	1.1	50	1.0	61	-
6 – 9	11	1.2	8	1.8	12	3.6	11	2.4	15	3.6	13	3.1	10	2.0
10 – 19	17	1.2	11	1.8	20	3.6	12	2.4	23	3.6	19	3.1	17	2.0
20 – 49	7	0.0	3	-	12	-	5	-	8	0.2	10	-	8	-
50 – 99	2	-	1	-	4	0.6	1	-	1	-	5	0.7	2	-
100 or more	2	-	0	-	3	0.6	1	-	2	-	2	-	2	-
No employees	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Refused	0	-	0	-	1	-	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.

Table 174: Region (from sample)

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2285		311		323		361		372		346		572	
Weighted base=	188361	+/-	21123	+/-	12642	+/-	23388	+/-	36117	+/-	10746	+/-	84345	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Northland	3	0.9	2	-	5	3.1	4	2.9	4	2.5	4	2.1	2	-
Auckland	28	2.9	6	4.4	35	6.4	28	6.5	21	5.4	34	5.8	35	5.5
Waikato	11	2.2	14	6.3	8	3.7	10	4.2	12	4.4	6	2.9	12	4.1
Bay of Plenty	6	1.4	9	4.9	6	3.1	4	2.7	9	3.8	8	3.4	3	2.1
Gisborne	2	-	6	4.8	1	-	2	-	1	-	1	-	2	-
Hawke's Bay	4	1.2	4	3.8	3	2.2	3	2.7	5	2.9	3	2.2	3	1.9
Taranaki	4	1.3	3	3.2	2	-	4	3.1	4	2.6	2	-	4	2.3
Manawatu- Wanganui	6	1.5	10	5.7	6	3.3	5	3.1	7	3.4	7	3.1	4	2.4
Wellington	9	1.8	5	3.9	10	4.2	8	4.0	11	4.0	13	4.3	8	3.2
Tasman	1	-	0	-	1	-	1	-	0	-	0	-	1	-
Nelson	3	1.2	2	-	3	2.3	1	-	3	2.0	2	-	3	2.3
Marlborough	1	-	2	-	2	-	1	-	3	2.1	1	-	1	-
West Coast	1	-	1	-	0	-	2	-	2	-	1	-	0	-
Canterbury	14	2.3	20	7.5	12	4.5	17	5.4	13	4.3	13	4.1	13	4.0
Otago	5	1.5	7	5.2	4	2.5	7	3.7	4	2.5	5	2.5	4	2.5
Southland	3	1.2	8	5.2	2	-	3	2.5	2	-	0	-	3	2.1
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 175: North Island versus South Island

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2285		311		323		361		372		346		572	
Weighted base=	188361	+/-	21123	+/-	12642	+/-	23388	+/-	36117	+/-	10746	+/-	84345	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
North Island	72	3.0	59	9.2	75	5.8	69	6.7	73	5.7	78	4.9	74	5.3
South Island	28	3.0	41	9.2	25	5.8	31	6.7	27	5.7	22	4.9	26	5.3
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 176: Q4. Who is mainly responsible for providing health and safety leadership for the business?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2282		311		322		361		371		345		572	
Weighted base=	188084	+/-	21123	+/-	12633	+/-	23388	+/-	35907	+/-	10688	+/-	84345	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Business owners	73	2.7	80	7.1	76	5.2	82	5.2	77	5.3	64	5.3	68	5.0
Directors, board members or senior leaders	35	3.0	24	7.2	35	6.1	39	6.9	25	5.3	37	5.7	40	5.5
Managers	41	3.1	34	8.4	44	6.1	35	6.4	39	6.0	51	5.9	44	5.6
A health and safety specialist(s) within the business	15	2.1	11	5.3	18	4.3	17	4.6	13	3.7	12	3.5	18	3.8
Health and safety reps	15	2.0	7	3.4	16	3.8	18	4.8	13	3.7	17	3.8	17	3.7
A health and safety committee	12	1.6	6	3.3	15	3.5	10	3.3	10	2.7	14	3.3	15	3.0
A contracted health and safety specialist(s) from outside the business	14	2.2	14	5.8	15	4.3	23	6.1	8	3.2	4	2.6	15	4.0
A staff member/all staff	1	-	0	-	1	-	0	-	1	-	0	-	1	-
Head Office/HR	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Any other provider? (Specify)	1	-	0	-	1	-	1	-	1	-	1	-	1	-
No one	0	-	0	-	0	-	0	-	1	-	0	-	1	-
Don't know	0	-	0	-	0	-	0	-	0	-	1	-	0	-
Would rather not say	0	-	0	-	1	-	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. All respondents (n=2285) were asked this question.

Table 177: Q5 Does the business have health and safety inductions for all new employees?

READ IF NECESSARY: '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 Care & Social Assistance		Other	
Unweighted base=	2282*		311		323		361		370		345		572	
Weighted base=	187883*	+/-	21123	+/-	12642	+/-	23388	+/-	35696	+/-	10688	+/-	84345	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	91	2.0	93	4.8	93	3.7	91	4.4	85	5.0	91	3.9	92	3.6
No	8	2.0	7	4.8	4	2.9	7	3.9	14	4.8	8	3.7	7	3.4
Don't know	1	-	0	-	1	-	1	-	1	-	1	-	1	-
Would rather not say	0	-	0	-	2	-	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=2285) were asked this question.

Table 178: Q6A. Does the business have a process for identifying and assessing the business's main health and safety risks and hazards?

READ IF NECESSARY: This may be a formal or informal process.

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2282*		311		323		360		371		345		572	
Weighted base=	187930*	+/-	21123	+/-	12642	+/-	23226	+/-	35907	+/-	10688	+/-	84345	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	94	1.7	99	-	96	2.8	96	3.0	89	4.4	96	2.6	93	3.3
No	4	1.4	1	-	2	-	3	2.7	7	3.7	2	-	3	2.4
Don't know	2	-	0	-	2	-	1	-	3	2.5	1	-	2	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2285) were asked this question.

Table 179: 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 Care & Social Assistance		Other	
Unweighted base=	2282*		311		323		360		371		345		572	
Weighted base=	187930*	+/-	21123	+/-	12642	+/-	23226	+/-	35907	+/-	10688	+/-	84345	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	95	1.5	93	4.8	97	2.5	98	-	92	3.7	96	2.6	96	2.5
No	2	-	5	4.3	1	-	1	-	4	2.7	2	-	1	-
Don't know	2	-	2	-	1	-	2	-	3	2.4	2	-	3	2.0
Would rather not say	1	-	0	-	1	-	0	-	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=2285) were asked this question.

Table 180: Q6C. Does the business have processes to manage the main risks to workers?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2280*		311		323		360		370		344		572	
Weighted base=	187863*	+/-	21123	+/-	12642	+/-	23226	+/-	35897	+/-	10630	+/-	84345	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	95	1.6	97	3.2	99	-	98	-	91	4.0	97	2.4	95	3.0
No	3	1.3	3	3.2	1	-	1	-	6	3.5	2	-	3	2.3
Don't know	1	-	0	-	0	-	1	-	1	-	1	-	2	-
Would rather not say	1	-	0	-	0	-	1	-	1	-	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=2285) were asked this question.

Table 181: 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 Care & Social Assistance		Other	
Unweighted base=	2282*		311		323		360		371		345		572	
Weighted base=	187930*	+/-	21123	+/-	12642	+/-	23226	+/-	35907	+/-	10688	+/-	84345	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	86	2.3	90	5.6	86	5.0	88	5.0	79	5.5	88	4.2	87	4.1
No	11	2.2	8	5.3	10	4.4	10	4.6	15	4.9	9	3.9	10	3.8
Don't know	2	-	1	-	3	2.5	2	-	3	2.5	2	-	2	-
Would rather not say	1	-	0	-	1	-	1	-	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=2285) were asked this question.

Table 182: Q6A_C. Employers with a process for identifying, assessing and managing the main risks

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2280*		311		323		360		370		344		572	
Weighted base=	187863*	+/-	21123	+/-	12642	+/-	23226	+/-	35897	+/-	10630	+/-	84345	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	92	2.0	97	3.2	96	2.8	94	3.8	87	4.7	95	2.9	92	3.6
No	5	1.6	3	3.2	2	-	4	3.0	9	4.0	3	2.3	5	2.8
Don't know	2	-	0	-	1	-	2	-	3	2.4	1	-	3	2.3
Refused	1	-	0	-	0	-	1	-	1	-	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. Constructed variable based on all respondents (n=2285).

Table 183: Q6A_C_D. 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 Care & Social Assistance		Other	
Unweighted base=	2280*		311		323		360		370		344		572	
Weighted base=	187863*	+/-	21123	+/-	12642	+/-	23226	+/-	35897	+/-	10630	+/-	84345	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	84	2.5	90	5.7	84	5.2	86	5.3	77	5.7	88	4.3	85	4.5
No	12	2.2	9	5.3	12	4.6	10	4.7	16	5.0	8	3.7	11	4.0
Don't know	3	1.2	1	-	4	2.8	3	2.4	5	3.1	2	-	3	2.1
Refused	1	-	0	-	1	-	1	-	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. Constructed variable based on all respondents (n=2285).

Table 184: Q7A. And does the business have processes for managing the risks of injury at work, for example, from trips or falls?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2278*		311		321		361		370		344		571	
Weighted base=	187372*	+/-	21123	+/-	12503	+/-	23388	+/-	35769	+/-	10679	+/-	83911	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	93	1.8	93	4.9	96	2.6	96	3.0	87	4.7	94	3.3	94	3.2
No	5	1.6	7	4.9	3	2.1	2	-	8	3.7	5	3.0	5	2.8
Don't know	2	-	0	-	1	-	1	-	4	2.9	1	-	1	-
Would rather not say	0	-	0	-	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=2285) were asked this question.

Table 185: Q7B. And does the business have processes for managing the risks to physical health, for example, from exposure to fumes or dust

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2274*		310		322		361		369		343		569	
Weighted base=	186947*	+/-	20884	+/-	12633	+/-	23388	+/-	35558	+/-	10642	+/-	83841	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	86	2.4	90	5.7	89	4.5	95	3.4	78	5.7	84	4.8	86	4.4
No	11	2.2	10	5.7	9	4.1	4	3.1	17	5.2	13	4.4	11	4.1
Don't know	2	-	0	-	2	-	0	-	5	2.9	3	2.3	2	-
Would rather not say	1	-	0	-	0	-	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=2285) were asked this question.

Table 186: Q7C. And does the business have processes for managing the risks to mental health, for example, from bullying, harassment or stress

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2273*		309		322		360		369		344		569	
Weighted base=	186817*	+/-	20843	+/-	12633	+/-	23371	+/-	35558	+/-	10679	+/-	83732	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	69	3.1	68	8.8	67	6.4	63	7.1	70	6.2	89	4.1	69	5.6
No	23	2.8	27	8.3	27	6.1	30	6.8	21	5.6	7	3.4	21	5.0
Don't know	7	1.8	5	4.4	5	2.8	5	3.2	7	3.2	4	2.5	9	3.5
Would rather not say	1	-	0	-	1	-	1	-	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=2285) were asked this question.

Table 187: Q8. How often does the business involve workers in decisions that affect their health and safety?

'Workers' includes employees and any contractors working for the business but does not include the business owners. Would you say...?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2281*		311		322		361		371		344		572	
Weighted base=	188075*	+/-	21123	+/-	12633	+/-	23388	+/-	35907	+/-	10679	+/-	84345	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
All or most of the time	72	2.9	74	8.2	67	6.4	81	5.7	61	6.5	73	5.5	74	5.2
Some of the time	24	2.7	25	8.1	29	6.1	16	5.3	34	6.3	23	5.2	22	4.8
Never	2	-	1	-	4	2.9	0	-	4	2.7	2	-	3	2.2
Don't know	1	-	0	-	1	-	2	-	1	-	1	-	2	-
Would rather not say	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=2285) were asked this question.

Table 188: Q9. Does the business have...?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2278		311		322		360		369		344		572	
Weighted base=	187492	+/-	21123	+/-	12633	+/-	23226	+/-	35486	+/-	10679	+/-	84345	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Elected health and safety representatives	37	2.9	32	8.5	35	5.9	42	7.0	30	5.3	41	5.3	39	5.3
Informal health and safety reps or champions	29	2.8	26	7.8	37	6.4	32	6.6	26	5.3	31	5.6	28	5.0
A health and safety committee	19	1.9	14	6.0	22	3.8	15	4.1	16	3.5	24	4.2	21	3.4
A system for regular health and safety communications	48	3.2	41	8.9	47	6.6	56	7.2	42	6.1	55	5.9	50	5.8
Regular meetings where health and safety is discussed	59	3.2	59	9.2	59	6.5	70	6.8	47	6.2	68	5.7	61	5.8
Regular health and safety briefings, such as toolbox or tailgate meetings	48	3.1	54	9.3	49	6.6	81	5.9	27	5.5	22	4.8	49	5.8
None of the above	12	2.3	6	4.8	11	4.6	4	3.2	25	5.7	9	3.9	12	4.3
Don't know	1	-	0	-	1	-	1	-	1	-	1	-	1	-
Would rather not say	1	-	2	-	1	-	1	-	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. All respondents (n=2278) were asked this question.

Table 189: Q10. 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		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2280*		310		322		360		371		345		572	
Weighted base=	187866*	+/-	21114	+/-	12586	+/-	23226	+/-	35907	+/-	10688	+/-	84345	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	52	3.2	46	9.1	55	6.6	48	6.8	43	6.0	59	6.0	57	5.8
No	24	2.8	22	7.9	28	6.3	31	6.9	28	6.0	24	5.4	20	4.9
Not applicable (e.g. business is run by a sole trader)	21	2.8	31	8.9	15	5.2	18	5.9	24	5.8	15	4.6	19	5.0
Don't know	3	1.2	1	-	3	2.0	3	2.4	3	2.1	3	2.0	4	2.4
Would rather not say	0	-	0	-	0	-	0	-	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=2285) were asked this question.

Table 190: Q11 In the last 12 months, has the business:

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2279*		310		322		361		369		345		572	
Weighted base=	187578*	+/-	20884	+/-	12586	+/-	23388	+/-	35686	+/-	10688	+/-	84345	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Had workers who were working on the same site with workers from a different business or businesses	47	3.1	51	9.3	41	6.4	82	5.8	29	5.7	25	5.0	48	5.8
Had work done by contractors or subcontractors from another business	53	3.1	63	9.0	59	6.6	72	6.6	46	6.0	52	5.8	48	5.6
None of the above	30	3.0	20	7.6	28	6.2	9	4.4	42	6.2	40	5.9	33	5.7
Don't know	1	-	1	-	2	-	0	-	3	2.3	0	-	1	-
Would rather not say	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. All respondents (n=2285) were asked this question.

Table 191: Q12. 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 Care & Social Assistance		Other	
Unweighted base=	1827*		250		262		344		268		250		453	
Weighted base=	128423*	+/-	16569	+/-	8857	+/-	21171	+/-	19590	+/-	6385	+/-	55850	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	66	3.5	61	10.3	61	7.6	81	6.1	53	8.3	52	7.4	68	6.4
No	31	3.4	38	10.3	36	7.5	18	6.0	42	8.3	43	7.4	27	6.1
Don't know	4	1.5	1	-	3	2.5	1	-	5	3.5	4	3.0	5	3.2
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=1830).

Table 192: Q13 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 Care & Social Assistance		Other	
Unweighted base=	2278		311		322		358		371		345		571	
Weighted base=	187970	+/-	21123	+/-	12586	+/-	23351	+/-	35907	+/-	10688	+/-	84316	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	31	2.9	29	8.4	39	6.5	40	7.0	26	5.6	23	5.0	31	5.3
No	67	3.0	70	8.4	60	6.5	58	7.1	71	5.7	76	5.1	67	5.4
Don't know	2	-	1	-	1	-	1	-	2	-	1	-	3	2.0
Would rather not say	0	-	0	-	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.

All respondents (n=2285) were asked this question.

Table 193: Q14. 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 Care & Social Assistance		Other	
Unweighted base=	857		114		144		163		119		95		222	
Weighted base=	58351	+/-	6148	+/-	4886	+/-	9354	+/-	9475	+/-	2440	+/-	26048	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Equipment or plant	43	5.5	41	16.4	52	10.4	48	11.2	37	11.7	23	9.8	45	10.0
The workplace or worksite	42	5.5	51	16.9	50	10.5	46	11.2	42	12.1	19	7.7	40	9.9
How the work is carried out	44	5.5	42	16.7	45	10.3	57	11.0	35	11.8	35	11.6	42	9.9
Developing/reviewing policies or systems incl. audits, dedicated staff	70	5.2	67	16.2	64	10.1	73	10.2	63	11.2	82	9.7	73	9.4
Training of workers, including inductions	61	5.4	45	16.3	47	10.3	69	10.5	68	10.7	62	11.9	63	9.9
Risk management	54	5.6	51	16.9	43	10.2	59	11.0	51	11.7	57	12.1	56	10.0
Managing risks to workers' health	48	5.6	44	16.7	49	10.5	54	11.1	49	12.3	50	12.2	47	10.0
Investigating accidents and near misses	36	5.1	39	16.4	28	8.8	38	10.6	36	10.7	35	10.8	36	9.2
How the business involves workers in health and safety	48	5.5	49	16.9	42	10.1	51	11.2	42	11.1	39	11.6	50	10.0
How the business works with its officers to understand and manage health and safety	34	5.3	25	13.9	24	8.2	36	10.5	33	11.1	30	10.2	39	9.7

How the business works with other businesses to manage risks and hazards	30	4.9	42	16.7	13	5.5	45	11.1	26	10.7	24	9.6	27	8.5
Or was it some other type of change? (Specify)	2	-	4	7.4	0	-	2	-	0	-	0	-	2	-
None of the above	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-	1	-	0	-
Would rather not say	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 made significant change(s) to their health and safety systems or practices (n=858).

Table 194: Q15A. The time and effort involved in meeting health and safety legislation requirements are reasonable

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	116*		17**		15**		22**		22**		21**		19**	
Weighted base=	4282*	+/-	507 **	+/-	549 **	+/-	338 **	+/-	1524 **	+/-	573 **	+/-	790 **	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Strongly disagree	7	8.2	2	-	0	-	5	8.6	14	22.0	13	18.1	0	-
Disagree	23	7.9	35	14.5	24	22.4	6	8.9	14	16.3	25	21.9	37	16.2
Neutral	20	9.3	2	-	25	27.4	68	12.7	19	22.5	13	12.4	13	12.8
Agree	39	11.4	58	14.3	46	30.8	10	9.4	48	27.5	43	25.7	15	9.3
Strongly agree	11	3.8	2	-	5	3.4	11	9.5	6	5.8	6	5.9	36	16.0
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Would rather not say	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 businesses that took the survey during the pilot only (n=117).

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

Table 195: Q15B. The time and effort involved in meeting health and safety legislation requirements are worthwhile

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	116*		17**		15**		22**		22**		21**		19**	
Weighted base=	4282*	+/-	507 **	+/-	549 **	+/-	338 **	+/-	1524 **	+/-	573 **	+/-	790 **	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Strongly disagree	2	-	0	-	0	-	5	8.6	0	-	10	17.5	0	-
Disagree	6	4.4	12	14.5	14	18.6	0	-	0	-	10	17.5	10	12.8
Neutral	21	9.1	3	3.1	22	22.0	67	12.7	16	22.5	29	24.4	17	-
Agree	50	10.1	73	17.5	32	27.9	22	12.8	75	22.9	27	21.4	25	15.8
Strongly agree	21	6.0	11	14.5	32	27.5	6	3.9	9	6.4	23	14.1	47	18.5
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Would rather not say	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 businesses that took the survey during the pilot only (n=117).

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

Table 196: Q15C. Having good health and safety systems is good for your business

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	116*		17**		15**		22**		22**		21**		19**	
Weighted base=	4282*	+/-	507 **	+/-	549 **	+/-	338 **	+/-	1524 **	+/-	573 **	+/-	790 **	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Strongly disagree	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Disagree	3	0.4	0	-	0	-	0	-	0	-	2	-	17	-
Neutral	11	4.7	0	-	20	21.8	53	8.6	2	-	20	21.5	5	9.5
Agree	43	8.7	69	17.7	24	21.6	15	11.7	66	18.6	30	24.3	18	15.4
Strongly agree	42	9.1	31	17.7	56	30.7	32	12.7	32	18.8	48	20.9	60	17.0
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 took the survey during the pilot only (n=117).

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

Table 197: Q16. 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		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	116*		17**		15**		22**		22**		21**		19**	
Weighted base=	4282*	+/-	507 **	+/-	549 **	+/-	338 **	+/-	1524 **	+/-	573 **	+/-	790 **	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Not at all confident	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Somewhat unconfident	7	8.3	0	-	0	-	1	-	16	22.5	10	17.5	0	-
Neither confident nor unconfident	11	8.2	0	-	0	-	0	-	28	22.0	10	17.5	0	-
Somewhat confident	50	8.8	80	17.7	83	18.9	73	12.7	25	18.7	47	24.8	51	18.6
Very confident	31	8.7	20	17.7	17	18.9	26	12.8	31	18.8	33	21.4	49	18.6
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 took the survey during the pilot only (n=117).

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

Table 198: Q17. In the last 12 months, has the business hired any new employees?

Please do not include any new business owners or contractors employed. READ 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 Care & Social Assistance		Other	
Unweighted base=	2285		311		323		361		372		346		572	
Weighted base=	188361	+/-	21123	+/-	12642	+/-	23388	+/-	36117	+/-	10746	+/-	84345	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	65	3.1	67	9.0	70	6.1	66	7.0	71	5.7	75	5.4	59	5.6
No	35	3.1	33	9.0	30	6.1	34	6.9	28	5.7	25	5.4	40	5.6
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	1	-
Would rather not say	0	-	0	-	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. All respondents (n=2285) were asked this question.

Table 199: Q18. 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 Care & Social Assistance		Other	
Unweighted base=	1930*		275		273		305		319		292		466	
Weighted base=	122167*	+/-	14212	+/-	8891	+/-	15336	+/-	25722	+/-	8030	+/-	49975	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	68	3.4	56	10.7	76	6.5	71	7.8	66	7.1	60	6.6	72	6.3
No	31	3.4	44	10.7	24	6.5	28	7.7	31	6.9	40	6.6	27	6.3
Don't know	1	-	0	-	0	-	1	-	2	-	0	-	1	-
Would rather not say	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=1930).

Table 200: Q19. 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?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	1339		168		204		233		219		165		350	
Weighted base=	83121	+/-	7983	+/-	6728	+/-	10926	+/-	16856	+/-	4830	+/-	35797	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
To check the person's skills or ability to do the job	86	2.8	85	10.7	87	5.5	90	5.2	80	7.3	76	7.5	88	4.4
To check the person was reliable and had the right attitude/fit	83	3.3	81	11.6	85	6.2	87	6.0	86	6.1	74	7.5	82	6.3
To avoid dismissal costs and issues if the person was unsuitable/manage risk	39	4.1	51	13.8	38	8.5	46	9.9	40	8.9	33	8.4	35	7.3
Because it's company policy to use trial periods/it's available	44	4.2	38	13.2	43	8.6	45	9.7	50	8.8	53	8.6	41	7.6
Because the employee requested it	2	-	4	5.8	5	4.3	2	-	1	-	2	-	2	-
Or for some other reason? (Specify)	3	1.7	0	-	6	4.6	2	-	2	-	5	3.7	4	3.5
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-	1	-	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. Sub-sample based on businesses that have employed new staff on a trial period (n=1339).

Table 201: Q20. 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 Care & Social Assistance		Other	
Unweighted base=	1339*		168		204		233		219		165		350	
Weighted base=	83121*	+/-	7983	+/-	6728	+/-	10926	+/-	16856	+/-	4830	+/-	35797	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	26	3.6	22	11.1	30	7.7	20	7.4	26	7.1	11	4.8	30	6.7
No	74	3.6	77	11.1	68	7.8	78	7.8	74	7.1	89	4.8	70	6.7
Don't know	1	-	0	-	1	-	2	-	0	-	0	-	0	-
Would rather not say	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 businesses that employed any new staff on a trial period in the last 12 months (n=1339).

Table 202: Q21. 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		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	441		50		75		68		95		26**		127	
Weighted base=	21451	+/-	1758	+/-	2027	+/-	2151	+/-	4318	+/-	528**	+/-	10669	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
The employee was unreliable or had a bad attitude	59	7.8	39	24.7	67	14.0	61	19.7	58	15.5	71	21.1	60	12.9
The employee did not get on with colleagues or did not 'fit in'	22	6.2	25	24.1	19	9.8	39	19.9	16	11.7	41	17.4	20	9.9
The employee did not have the skills needed for the job	57	6.8	63	24.7	36	12.5	40	16.7	56	15.5	56	23.1	64	10.7
The business had less work so didn't need the new employee	4	2.4	3	4.5	9	9.6	17	17.2	0	-	11	15.1	1	-
Drug/alcohol issues	3	1.9	0	-	3	5.2	0	-	1	-	2	-	4	3.7
Answer out of scope (e.g. employee left business)	4	2.7	16	23.4	0	-	2	-	3	2.6	7	12.0	3	3.5
Any other reason? (Specify)	10	5.0	5	6.0	7	7.9	8	13.5	15	10.0	16	16.3	10	8.6
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Would rather not say	1	-	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.

Sub-sample based on businesses that dismissed an employee in the last 12 months during or at the end of their trial period (n=441).

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

Table 203: Q22 Do all employees of the business have a written employment agreement?

READ IF NECESSARY: '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 Care & Social Assistance		Other	
Unweighted base=	2273*		309		323		358		370		345		568	
Weighted base=	187225*	+/-	20881	+/-	12642	+/-	23192	+/-	36097	+/-	10709	+/-	83703	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	91	2.0	88	6.5	92	4.1	86	5.3	94	3.3	98	-	92	3.7
No	7	1.8	11	6.3	5	3.2	11	4.8	5	3.1	2	-	6	3.2
Don't know	1	-	1	-	1	-	2	-	0	-	0	-	2	-
Would rather not say	1	-	0	-	3	2.5	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=2285) were asked this question.

Table 204: Q23. Are any of employees in the business paid the adult minimum wage of \$17.70 per hour?

READ IF NECESSARY: This rate applies to employees aged 16 years or over who are not on the starting out or training minimum wage.

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2280*		309		322		361		372		346		570	
Weighted base=	187931*	+/-	20881	+/-	12633	+/-	23388	+/-	36117	+/-	10746	+/-	84167	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	27	2.8	28	8.3	28	5.9	18	5.4	43	6.5	25	5.1	23	4.8
No	72	2.8	72	8.3	70	6.0	81	5.6	56	6.5	73	5.2	76	4.9
Don't know	0	-	0	-	0	-	1	-	1	-	1	-	0	-
Would rather not say	0	-	0	-	1	-	1	-	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=2285) were asked this question. Note: The minimum wage rate increased on 1 April 2019 from \$16.50 to \$17.70 per hour.

Table 205: Q24. Roughly what proportion of employees in the business are paid the adult minimum wage?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	792*		132		110		92		192		106		160	
Weighted base=	51116*	+/-	5845	+/-	3587	+/-	4143	+/-	15554	+/-	2687	+/-	19301	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Less than 10%	44	5.5	34	16.3	49	11.3	42	14.4	29	7.6	63	11.2	57	11.6
10% to 30%	16	4.2	16	12.7	18	8.9	21	13.2	20	7.6	10	6.0	13	7.9
31% to 50%	8	3.0	5	7.8	12	8.1	16	13.3	12	6.6	8	7.2	3	4.4
More than 50%	27	5.4	44	17.2	14	9.0	17	13.3	33	9.1	18	9.6	22	10.5
Don't know	4	2.3	1	-	7	6.6	1	-	4	4.4	1	-	4	4.6
Would rather not say	1	-	0	-	0	-	4	7.4	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. Sub-sample based on businesses that paid their employees the minimum wage (n=795).

Table 206: Q25. Thinking about all current employees in the business 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?

READ IF NECESSARY: Recognised industry training is training that leads to the qualification that is recognised by the New Zealand Qualifications Authority—for example, apprenticeships.

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2278*		310		323		361		369		345		570	
Weighted base=	187549*	+/-	20884	+/-	12642	+/-	23388	+/-	35759	+/-	10709	+/-	84167	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	12	1.8	4	2.5	11	3.6	32	6.8	7	2.6	22	4.7	9	3.2
No	84	2.1	95	2.6	82	4.8	65	6.9	90	3.4	75	4.9	86	3.9
Don't know	4	1.3	1	-	6	3.3	2	-	3	2.3	3	1.8	5	2.5
Would rather not say	0	-	0	-	1	-	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=2283) were asked this question.

Table 207: Q26. The training minimum wage is \$14.16 per hour. Are any of these employees paid \$14.16 per hour or any rate between that and \$17.70?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	442*		28**		57		124		58		99		76	
Weighted base=	21996*	+/-	767 **	+/-	1425	+/-	7454	+/-	2451	+/-	2316	+/-	7584	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	3	1.9	2	-	8	8.1	4	4.8	4	3.3	4	5.5	2	-
No	95	2.2	98	-	85	12.3	95	5.0	96	3.3	93	7.1	97	2.2
Don't know	1	-	0	-	1	-	1	-	0	-	0	-	1	-
Would rather not say	1	-	0	-	6	9.3	0	-	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 employees aged 20 years or over who were required to undertake recognised industry training of at least 60 credits a year (n=442). Note: The training minimum wage rate increased on 1 April 2019 from \$13.20 to \$14.16 per hour.

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

Table 208: Q27. In the last 12 months has the business employed any workers aged 16 to 19 years?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	1924*		273		273		305		318		292		463	
Weighted base=	121658*	+/-	13932	+/-	8891	+/-	15336	+/-	25712	+/-	8030	+/-	49756	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	43	3.3	60	10.7	46	7.2	46	8.2	50	6.7	29	5.5	35	6.0
No	56	3.3	39	10.7	53	7.2	54	8.2	49	6.8	70	5.5	64	6.0
Don't know	1	-	1	-	1	-	1	-	1	-	0	-	1	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=1928).

Table 209: Q28. The starting-out wage is \$14.16 per hour. Are any of these employees paid \$14.16 per hour or any rate between that and \$17.70?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	1087*		196		152		183		227		113		216	
Weighted base=	51912*	+/-	8402	+/-	4014	+/-	7007	+/-	12770	+/-	2346	+/-	17373	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	16	3.5	15	10.3	17	8.1	13	8.2	27	8.4	6	4.2	9	5.6
No	83	3.6	85	10.3	82	8.2	87	8.2	71	8.5	92	5.1	89	5.8
Don't know	1	-	0	-	0	-	0	-	2	-	2	-	1	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 1 April 2019 from \$13.20 to \$14.16 per hour.

Table 210: Q29. Did the most recent increase in the adult minimum wage result in the business doing any of the following?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2268		307		321		359		370		345		566	
Weighted base=	186491	+/-	20563	+/-	12567	+/-	23355	+/-	36070	+/-	10709	+/-	83228	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Increasing the price of goods or services	21	2.5	16	6.2	30	6.2	27	6.5	27	5.7	17	4.6	17	4.4
Reducing hours of work for current employees	8	1.6	11	5.8	7	3.6	4	3.1	16	4.8	6	3.1	5	2.3
Not hiring new staff or not replacing staff who left the business	13	2.1	15	6.7	13	4.3	11	4.5	23	5.4	8	3.3	9	3.4
Making staff redundant	2	-	0	-	2	-	1	-	1	-	2	-	2	-
Increasing wages or salaries for employees already paid above the minimum wage	29	2.7	34	8.6	32	6.3	30	6.7	42	6.2	27	5.2	20	4.4
Automating tasks or processes	7	1.4	7	4.5	12	4.1	5	3.1	7	3.0	7	3.0	6	2.4
Did the business do anything else in response to the most recent minimum wage increase? (If yes, please specify)	3	0.9	6	4.5	4	2.6	1	-	4	2.5	3	2.1	2	-
None of the above	56	3.1	54	9.2	49	6.7	54	7.2	40	6.5	62	5.8	65	5.5
Don't know	1	-	0	-	2	-	0	-	1	-	1	-	1	-

Would rather not say	0	-	0	-	1	-	1	-	0	-	0	-	0	-
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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. All respondents (n=2268) were asked this question.

Table 211: Q30. Have any employees in this business taken parental leave within the last 2 years?

This includes female and male employees. READ IF NECESSARY: Parental leave includes both maternity and paternity leave.

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2278*		309		322		360		370		346		571	
Weighted base=	187873*	+/-	20843	+/-	12623	+/-	23384	+/-	36070	+/-	10746	+/-	84208	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	20	1.9	13	5.8	24	4.7	19	4.7	23	4.4	36	5.4	19	3.2
No	79	2.0	87	5.8	74	4.8	80	4.7	76	4.4	64	5.3	80	3.4
Don't know	1	-	0	-	2	-	1	-	0	-	0	-	1	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2280) were asked this question.

Table 212: Q31. Were any of these employees given additional parental leave on top of statutory entitlements?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	952*		82		133		143		179		174		241	
Weighted base=	38039*	+/-	2678	+/-	3043	+/-	4358	+/-	8336	+/-	3871	+/-	15754	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	24	4.6	35	23.4	25	9.7	23	11.4	17	8.8	27	8.1	24	8.2
No	72	4.7	54	23.5	67	10.2	77	11.4	81	8.9	68	8.4	72	8.5
Don't know	4	1.7	11	16.4	7	4.5	1	-	2	-	4	3.3	4	2.7
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 who took parental leave in the last 2 years (n=952).

Table 213: Q32. Were any of these employees given additional parental leave payments on top of statutory requirements?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	947*		81		132		143		178		173		240	
Weighted base=	37855*	+/-	2637	+/-	3024	+/-	4358	+/-	8298	+/-	3813	+/-	15725	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	9	2.4	12	16.7	8	5.6	19	11.2	3	3.3	9	5.1	9	3.3
No	86	2.9	74	21.7	83	8.3	79	11.2	95	3.6	87	5.7	86	4.1
Don't know	5	1.8	14	16.9	9	6.6	1	-	2	-	4	2.8	5	2.8
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 who took parental leave in the last 2 years (n=951).

Table 214: Q33. Were any of these employees offered flexible or reduced hours on their return to work?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	951*		82		133		143		178		174		241	
Weighted base=	38002*	+/-	2678	+/-	3043	+/-	4358	+/-	8298	+/-	3871	+/-	15754	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	67	4.7	60	23.6	58	11.1	59	13.2	73	9.6	68	8.6	69	7.9
No	22	4.3	36	23.5	28	10.2	29	11.9	13	7.4	16	6.2	23	7.6
Not applicable – none have returned to work	8	2.3	3	3.1	13	7.9	10	8.4	11	6.4	14	6.8	5	2.9
Don't know	2	-	0	-	2	-	2	-	3	3.5	1	-	3	2.1
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 who took parental leave in the last 2 years (n=951).

Table 215: Q34. Do most employees in the business who have taken parental leave return to work at the end of their parental leave?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	950*		81		133		143		178		174		241	
Weighted base=	37960*	+/-	2637	+/-	3043	+/-	4358	+/-	8298	+/-	3871	+/-	15754	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	76	4.4	70	21.9	80	8.9	77	11.5	70	10.2	73	8.3	80	7.2
No	13	3.0	26	21.7	10	6.4	10	6.2	17	7.2	14	6.8	10	4.1
Not applicable – still on parental leave	7	2.3	4	4.1	7	6.4	11	9.7	11	6.9	9	6.0	4	2.7
Don't know	4	2.6	1	-	2	-	2	-	3	4.5	4	2.9	6	5.7
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 who took parental leave in the last 2 years (n=950).

Table 216: Q35. In the last 12 months has the business had any employment relationship problems or disputes that required action or involvement by the business owners or managers?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2274*		308		321		361		369		345		570	
Weighted base=	187112*	+/-	20604	+/-	12604	+/-	23388	+/-	36032	+/-	10709	+/-	83773	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	24	2.3	17	6.5	31	5.5	23	5.7	24	4.6	32	5.4	25	4.1
No	74	2.4	83	6.5	66	5.7	77	5.7	75	4.7	68	5.4	73	4.4
Don't know	1	-	0	-	3	2.2	0	-	1	-	0	-	2	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2278) were asked this question.

Table 217: Q36. Thinking about the business's most recent employment relationship problem or dispute, which of the following describe what this was about?

You can choose more than one option. Was it:

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	947		90		154		143		168		144		248	
Weighted base=	44940	+/-	3481	+/-	3964	+/-	5392	+/-	8581	+/-	3412	+/-	20110	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Alleged bullying	19	3.8	19	17.2	20	8.5	17	10.4	25	9.1	22	8.2	15	6.0
Alleged harassment, including sexual or racial harassment	8	3.2	11	13.2	7	4.3	4	3.3	5	4.6	5	4.2	11	6.3
Alleged discrimination	2	-	0	-	0	-	2	-	0	-	4	3.2	2	-
Misconduct (incl. violence, drugs, theft, dishonesty)	40	5.0	30	19.5	38	9.8	60	13.4	52	11.5	34	9.0	32	8.4
A performance issue, unreliable, absenteeism	59	5.2	41	19.8	56	10.3	84	9.0	62	11.1	63	9.5	53	9.5
A personality conflict	30	5.0	39	20.7	25	9.4	30	12.8	27	10.0	39	9.8	29	8.8
Restructuring or redundancy	11	3.2	2	-	12	7.0	24	12.1	8	6.4	8	5.2	11	5.4
Employment conditions/employment agreement (incl. leave, hours and pay issues)	3	2.2	7	12.7	2	-	0	-	0	-	4	4.5	3	4.3
Or was it some other type of issue? (Specify)	3	1.7	4	3.7	1	-	2	-	6	6.3	2	-	3	2.3
Don't know	0	-	0	-	2	-	0	-	0	-	0	-	0	-
Would rather not say	1	-	1	-	1	-	0	-	1	-	2	-	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 an employment relations problem or dispute that required action or involvement by the business owners or management (n=948).

Table 218: Q37. And was this problem handled internally or was it handled with the help of an external party?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	947		90		154		143		168		144		248	
Weighted base=	44940	+/-	3481	+/-	3964	+/-	5392	+/-	8581	+/-	3412	+/-	20110	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
It was handled internally	61	4.8	51	20.8	51	10.4	62	13.3	60	10.6	56	9.8	66	7.9
It was handled with the help of an external party	44	4.8	48	20.7	55	10.3	43	13.5	47	10.4	51	9.8	40	7.9
Don't know	0	-	1	-	1	-	0	-	0	-	0	-	0	-
Would rather not say	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 a recent employment relationship problem or dispute that involved alleged bullying (n=948).

Table 219: Q38. And is this how the business usually deals with this type of problem?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	936*		88		150		143		166		143		246	
Weighted base=	44584*	+/-	3436	+/-	3908	+/-	5392	+/-	8405	+/-	3403	+/-	20040	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	83	3.7	88	13.2	74	9.6	85	9.9	84	8.7	74	9.1	85	5.9
No	13	3.3	4	3.3	24	9.4	11	8.5	12	7.8	23	8.8	12	5.5
Don't know	3	1.8	7	12.8	2	-	4	5.8	4	4.8	3	3.1	2	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 employment disputes in the last 12 months that were handled externally or internally (n=940).

Table 220: Q39. Who or which of the following provided the external help to deal with the most recent problem or dispute?

You can choose more than one option. Was it:

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	460		37		80		75		81		73		114	
Weighted base=	19815	+/-	1679	+/-	2177	+/-	2321	+/-	3906	+/-	1754	+/-	7977	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
The Ministry of Business, Innovation and Employment's Employment Mediation Services	18	4.9	1	-	19	11.6	17	14.5	18	12.6	12	8.8	23	8.8
An industry or employer association	14	4.9	3	4.6	21	11.2	5	5.3	10	9.5	12	8.7	20	10.6
A lawyer	55	6.4	38	31.1	46	13.5	46	20.0	49	15.6	69	12.2	64	10.0
An HR specialist or consultant	42	6.4	58	31.2	39	13.8	54	20.0	46	15.6	29	11.0	37	10.0
A private mediator	6	2.9	17	25.3	5	5.4	5	5.3	7	1.0	17	11.3	3	3.5
A union representative	3	1.2	0	-	7	6.9	0	-	1	-	5	2.5	3	2.1
The Employment Relations Authority or Employment Court	4	2.6	0	-	3	4.8	0	-	5	7.0	8	8.4	6	4.9
Or was it some other type of external help? (Specify)	2	-	1	-	3	4.9	8	12.7	0	-	5	5.5	2	-
None of the above	1	-	0	-	0	-	1	-	4	6.7	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple 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 employment disputes in the last 12 months that were handled externally (n=463)

Table 221: Q40. Which of the following best describes the outcome of this problem or dispute?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	944*		90		154		143		167		143		247	
Weighted base=	44764*	+/-	3481	+/-	3964	+/-	5392	+/-	8443	+/-	3403	+/-	20081	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
The worker stayed on in the job	38	5.0	39	19.8	32	8.8	24	10.9	34	10.4	44	10.0	44	8.9
The employee resigned	32	4.5	39	20.7	31	9.6	47	13.7	36	11.0	32	8.8	25	6.7
The employee was dismissed	17	3.7	19	17.3	15	5.6	19	10.3	22	9.5	13	6.9	16	5.7
The employee was made redundant	6	2.9	0	-	11	6.7	5	5.8	2	-	4	3.9	8	6.0
Or was there some other outcome? (Specify)	2	-	0	-	6	5.1	3	5.8	1	-	3	3.4	2	-
Still ongoing/unresolved	2	-	2	-	4	3.3	1	-	2	-	2	-	3	2.3
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Would rather not say	2	-	1	-	1	-	0	-	3	4.5	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 had employment disputes in the last 12 months (n=946).

Table 222: Q41. And, was the business satisfied with the outcome of this problem or dispute?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	938*		89		152		143		166		143		245	
Weighted base=	44078*	+/-	3472	+/-	3889	+/-	5392	+/-	8305	+/-	3403	+/-	19618	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	81	4.3	74	19.4	74	9.5	77	12.0	85	8.7	85	7.2	82	7.3
No	12	3.0	24	19.3	18	8.0	18	11.1	7	6.0	8	5.0	9	3.7
Don't know	6	3.0	2	-	5	5.0	2	-	8	6.3	4	4.0	7	6.1
Would rather not say	2	-	1	-	3	4.1	3	5.7	0	-	3	3.9	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 had employment disputes in the last 12 months (n=946).

Table 223: Q42. In the last 12 months, have any employees raised concerns with the business about their holidays or leave being underpaid?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2272*		308		321		361		368		344		570	
Weighted base=	186964*	+/-	20604	+/-	12604	+/-	23388	+/-	35894	+/-	10700	+/-	83773	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	3	0.9	2	-	4	2.1	1	-	2	-	5	2.3	3	1.7
No	96	1.1	97	2.4	95	2.2	99	-	96	2.1	95	2.4	96	2.0
Don't know	1	-	0	-	1	-	0	-	1	-	1	-	1	-
Would rather not say	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2276) were asked this question.

Table 224: Q43. 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 Care & Social Assistance		Other	
Unweighted base=	116		15**		17**		10**		16**		24**		34	
Weighted base=	5294	+/-	490 **	+/-	486 **	+/-	262 **	+/-	835 **	+/-	510 **	+/-	2710	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Undertake an internal investigation of employees' holiday or leave pay/amended payroll system	74	7.8	42	14.8	69	27.1	30	11.0	89	10.9	73	22.8	81	13.0
Undertake an audit of the payroll system READ IF NECESSARY: This includes both internal and external reviews	25	6.6	4	1.5	35	27.5	89	11.0	39	8.3	23	19.6	17	11.0
Seek help or advice from the Ministry of Business, Innovation and Employment	10	4.0	5	1.5	15	21.5	19	13.2	6	8.3	33	22.1	6	4.4
Seek help or advice from another source	26	6.1	37	14.8	75	22.4	27	11.0	27	25.3	33	22.3	14	6.3
Make any settlement payments to employees who raised concerns	29	8.5	67	18.1	50	26.8	70	11.0	19	23.0	9	7.3	21	13.8
Explained payroll system/entitlements to employee	11	7.0	11	14.9	12	20.5	13	13.2	9	10.6	3	5.4	13	12.3
Do anything else in response to concerns raised? (Specify)	1	-	0	-	2	-	3	2.8	1	-	0	-	2	-

None of the above	1	-	0	-	0	-	0	-	1	-	10	13.2	0	-
Don't know	0	-	0	-	2	-	0	-	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-	2	-	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.

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

*Base figures exclude non-response. Sub-sample based on businesses that had employees raise concerns with the business about their holiday or leave being paid in the last 12 months (n=116).

Table 225: Q44A. In the last 12 months has the business had concerns about productivity losses due to any workers using alcohol, either on their own time or while at work?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	112*	16**		15**		22**		19**		21**		19**		
Weighted base=	4194*	+/-	503 **	+/-	549 **	+/-	338 **	+/-	1440 **	+/-	573 **	+/-	790 **	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	10	6.9	3	3.1	5	6.0	5	3.7	20	18.8	2	-	9	11.6
No	89	7.0	97	3.1	95	6.0	95	3.7	80	18.8	97	3.6	87	12.8
Don't know	1	-	0	-	0	-	0	-	0	-	2	-	4	6.6
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 took the survey during the pilot only (n=117).

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

Table 226: Q44B. In the last 12 months has the business had concerns about productivity losses due to any workers using illegal drugs, either on their own time or while at work?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	112*		16**		15**		22**		19**		21**		19**	
Weighted base=	4189*	+/-	499 **	+/-	549 **	+/-	338 **	+/-	1440 **	+/-	573 **	+/-	790 **	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	18	10.2	5	3.1	3	3.4	64	11.8	26	28.5	0	-	14	14.4
No	81	10.3	95	3.1	93	6.3	36	11.8	74	28.5	98	-	82	15.4
Don't know	1	-	0	-	3	5.3	0	-	0	-	2	-	4	6.6
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 took the survey during the pilot only (n=117).

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

Table 227: Q44C. In the last 12 months has the business had concerns about productivity losses due to any workers using prescription or over-the-counter drugs, either on their own time or while at work?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	109*		13**		15**		22**		19**		21**		19**	
Weighted base=	4178*	+/-	487 **	+/-	549 **	+/-	338 **	+/-	1440 **	+/-	573 **	+/-	790 **	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	4	5.6	0	-	0	-	1	-	11	16.3	0	-	0	-
No	95	5.8	100	-	98	-	99	-	89	16.3	98	-	96	6.6
Don't know	1	-	0	-	2	-	0	-	0	-	2	-	4	6.6
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 took the survey during the pilot only (n=117).

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

Table 228: Q45A. In the last 12 months has the business had concerns about risks to workplace health and safety due to any workers using alcohol?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	112*		16**		15**		22**		19**		21**		19**	
Weighted base=	4189*	+/-	499 **	+/-	549 **	+/-	338 **	+/-	1440 **	+/-	573 **	+/-	790 **	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	4	2.4	4	3.1	0	-	9	4.0	1	-	3	3.6	9	11.6
No	95	2.6	96	3.1	98	-	91	4.0	99	-	97	3.6	87	12.8
Don't know	1	-	0	-	2	-	0	-	0	-	0	-	4	6.6
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 took the survey during the pilot only (n=117).

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

Table 229: Q45B. In the last 12 months has the business had concerns about risks to workplace health and safety due to any workers using illegal drugs?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	113*		17**		15**		22**		19**		21**		19**	
Weighted base=	4198*	+/-	507 **	+/-	549 **	+/-	338 **	+/-	1440 **	+/-	573 **	+/-	790 **	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	16	10.5	4	3.2	12	18.0	20	11.8	26	28.5	0	-	18	15.4
No	82	10.6	96	3.2	86	18.1	80	11.8	74	28.5	98	-	73	17.5
Don't know	2	-	0	-	2	-	0	-	0	-	2	-	9	11.6
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 took the survey during the pilot only (n=117).

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

Table 230: Q45C. In the last 12 months has the business had concerns about risks to workplace health and safety due to any workers using prescription or over-the-counter drugs?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	109*		13**		15**		22**		19**		21**		19**	
Weighted base=	4178*	+/-	487**	+/-	549**	+/-	338**	+/-	1440**	+/-	573**	+/-	790**	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	2	-	0	-	0	-	5	3.7	3	4.6	0	-	0	-
No	96	2.8	100	-	98	-	94	3.9	97	4.6	98	-	91	11.6
Don't know	2	-	0	-	2	-	1	-	0	-	2	-	9	11.6
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 took the survey during the pilot only (n=117).

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

Table 231: Q46. In the last 12 months has the business required any worker to undergo drug testing?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	2271*		308		321		361		366		344		571	
Weighted base=	187179*	+/-	20604	+/-	12604	+/-	23388	+/-	35674	+/-	10700	+/-	84208	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	12	1.7	13	5.9	14	3.7	21	5.1	2	-	0	-	15	3.2
No	87	1.8	86	5.9	86	3.7	79	5.1	97	1.8	99	-	84	3.4
Don't know	1	-	0	-	0	-	0	-	1	-	0	-	1	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2276) were asked this question.

Table 232: Q47. In which of the following situations was this drug testing requested?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	542		79		90		169		21**		4**		179	
Weighted base=	22856	+/-	2748	+/-	1735	+/-	4980	+/-	785 **	+/-	43 **	+/-	12564	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Before a worker started a job in the business	55	7.3	47	21.0	68	13.5	40	11.9	77	28.3	0	-	60	11.3
On a random basis	65	7.3	75	20.7	54	14.4	67	12.8	56	30.8	21	31.7	64	11.2
In response to concerns about workplace health and safety	26	6.1	17	6.4	31	13.2	22	10.1	25	28.3	0	-	28	9.9
In response to performance issues	16	4.2	2	-	20	10.0	28	12.3	1	-	79	31.7	15	5.6
After an accident or incident	9	4.5	4	4.0	2	-	7	7.1	1	-	0	-	12	7.7
Required by client, customer, part of service contract	4	2.5	0	-	4	6.0	11	9.7	0	-	0	-	1	-
Other? (Specify)	3	2.7	9	15.7	5	8.1	2	-	0	-	0	-	3	3.0
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	1	-

Total may exceed 100% because of multiple 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 a worker undergo drug testing in the last 12 months. (n=543).

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

Table 233: Q48. In the last 12 months has the business had any job vacancies?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2274*		309		322		361		368		343		571	
Weighted base=	187598*	+/-	20843	+/-	12623	+/-	23388	+/-	35894	+/-	10642	+/-	84208	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	61	3.1	60	9.2	64	6.1	60	7.1	63	6.1	72	5.7	59	5.6
No	39	3.1	39	9.2	36	6.1	40	7.1	37	6.1	28	5.7	41	5.6
Don't know	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2276) were asked this question.

Table 234: Q49. 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 Care & Social Assistance		Other	
Unweighted base=	1838*		260		259		287		292		278		462	
Weighted base=	114719*	+/-	12576	+/-	8067	+/-	13997	+/-	22550	+/-	7669	+/-	49859	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	65	3.7	73	9.9	72	7.3	68	8.4	61	7.5	61	6.8	64	6.7
No	35	3.7	27	9.9	28	7.2	32	8.4	38	7.6	39	6.8	36	6.7
Don't know	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Would rather not say	0	-	0	-	1	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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 had job vacancies in the last 12 months (n=1838).

Table 235: Q50. 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 Care & Social Assistance		Other	
Unweighted base=	1341*		195		207		228		204		177		330	
Weighted base=	74608*	+/-	9164	+/-	5790	+/-	9529	+/-	13789	+/-	4643	+/-	31692	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	24	3.3	32	11.9	28	7.0	26	8.1	22	8.1	33	8.3	20	5.2
No	75	3.3	68	11.9	72	7.0	74	8.1	75	8.4	67	8.4	79	5.2
Don't know	1	-	0	-	0	-	0	-	2	-	0	-	2	-
Would rather not say	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. Sub-sample based on businesses that have had difficulty filling job vacancies in the last 12 months (n=1341).

Table 236: Q51. Does the business currently have any recent migrants on staff?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2272*		309		321		361		368		342		571	
Weighted base=	187533*	+/-	20843	+/-	12567	+/-	23388	+/-	35894	+/-	10633	+/-	84208	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	23	2.1	18	5.9	35	5.3	17	4.0	29	5.5	32	5.2	21	3.5
No	76	2.2	82	5.9	64	5.3	82	4.0	70	5.6	66	5.4	78	3.7
Don't know	1	-	0	-	0	-	0	-	1	-	1	-	1	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2276) were asked this question.

Table 237: 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 Care & Social Assistance		Other	
Unweighted base=	2272*		309		322		361		367		343		570	
Weighted base=	187424*	+/-	20843	+/-	12623	+/-	23388	+/-	35857	+/-	10642	+/-	84070	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	20	2.0	19	6.5	33	5.5	12	3.0	22	4.9	29	5.0	19	3.4
No	79	2.1	80	6.5	66	5.5	87	3.0	76	5.0	70	5.2	80	3.5
Don't know	1	-	0	-	1	-	0	-	2	-	2	-	1	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. 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=2276) were asked this question.

Table 238: Q53. In the last 12 months has the business provided any of the following specifically for migrant staff, in addition to what is provided to other staff?

Information or support for migrants...

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	1124		146		185		168		182		170		273	
Weighted base=	49291	+/-	4883	+/-	5019	+/-	4370	+/-	10870	+/-	3684	+/-	20465	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
To welcome them to the workplace	28	4.5	37	16.1	30	8.2	19	9.4	27	9.4	35	8.9	25	8.2
To improve their English language skills	13	3.5	29	15.8	19	7.2	11	8.6	7	5.2	13	6.1	12	6.4
To support their partners or children to settle in New Zealand	14	3.2	11	4.6	14	6.3	17	9.3	9	5.4	18	6.7	15	6.6
On communication and culture in the workplace	26	4.5	36	16.4	24	7.7	28	11.8	21	8.6	43	9.2	24	8.1
On employment rights and obligations	32	4.7	35	16.0	29	8.3	38	12.4	29	9.5	37	8.8	32	8.6
On health and safety at work	45	5.0	47	16.7	38	8.8	57	12.2	40	10.8	41	9.1	47	9.0
On the New Zealand tax system and/or KiwiSaver	36	4.9	37	16.1	30	8.1	31	12.0	38	10.7	47	9.3	36	8.9
None of the above (migrant staff received the same information as other staff)	40	4.9	28	14.9	46	9.4	33	11.8	42	10.5	40	9.2	42	9.0
Don't know	3	1.6	6	9.3	3	2.5	2	-	4	5.0	1	-	2	-
Would rather not say	1	-	0	-	3	3.8	2	-	2	-	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 currently have recent migrants or have had recent migrants in the last 12 months. (n=1146).

Table 239: Q54. In the last 12 months has this business experienced any difficulties with employing migrant workers in New Zealand or from overseas?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2230*		303		321		353		361		339		553	
Weighted base=	180640*	+/-	19805	+/-	12540	+/-	22750	+/-	34812	+/-	10474	+/-	80258	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	9	1.5	13	5.7	12	3.6	8	3.2	10	3.6	8	2.8	8	2.5
No	85	2.1	85	6.1	83	4.4	89	4.2	83	4.9	88	3.5	85	3.8
Don't know	5	1.5	2	-	5	2.7	4	2.8	6	3.3	3	2.2	6	2.9
Would rather not say	1	-	0	-	0	-	0	-	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=2276) were asked this question.

Table 240: Q55. What types of difficulties has the business had with employing migrant workers in New Zealand or from overseas?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	411		70		64		69		66		51		91	
Weighted base=	16619	+/-	2435	+/-	1490	+/-	1750	+/-	3526	+/-	860	+/-	6558	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Getting people with the right skills for the job	39	8.0	39	23.2	33	13.0	52	21.4	37	15.8	47	16.9	38	14.7
Getting people with good English language skills	22	5.6	27	22.8	28	12.2	38	20.6	25	15.9	25	15.0	13	4.0
Finding a reputable recruitment agency	14	6.9	20	22.1	4	3.6	19	17.5	6	10.1	11	13.4	16	13.6
Finding suitable places to advertise vacancies	11	6.2	12	17.5	6	4.4	22	18.3	9	10.2	15	14.1	10	12.0
Retaining the workers once hired	23	6.2	26	22.8	15	12.1	25	19.5	30	16.9	31	15.6	18	7.6
With the visa process/immigration policies/skills assessment & quals recognition	79	5.5	86	7.0	91	8.2	70	19.2	71	17.3	89	8.9	81	8.6
Or some other difficulties? (Specify)	3	2.5	2	-	0	-	4	6.6	5	7.6	4	4.6	3	4.3
Don't know	0	-	0	-	0	-	1	-	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-	4	6.6	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 difficulties employing migrant workers in New Zealand or from overseas (n=412).

Table 241: Q56. 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 Care & Social Assistance		Other	
Unweighted base=	404		70		62		69		63		49		91	
Weighted base=	16127	+/-	2238	+/-	1472	+/-	1750	+/-	3296	+/-	814	+/-	6558	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Employ someone locally/recruit replacement staff	20	5.4	19	19.6	16	10.6	34	20.5	7	8.3	37	17.2	23	8.7
Stop carrying out some activities, lost revenue/business opportunities	38	8.1	35	23.9	37	15.2	41	19.4	33	11.0	31	16.6	42	16.1
Automate tasks or processes	8	3.8	18	19.5	9	5.3	5	6.8	3	2.9	2	-	7	5.9
Use contractors or consultants	20	5.0	34	23.9	27	12.4	43	21.1	1	-	20	10.1	16	6.6
Upskill current staff	16	5.0	16	19.3	16	9.1	35	20.9	10	8.6	21	15.3	13	7.3
Redesign jobs, existing staff do extra work, work short-staffed	29	7.8	47	24.1	30	15.3	13	9.5	37	18.3	18	7.4	25	14.1
Improve pay or conditions to attract workers	20	7.1	32	23.8	17	10.8	27	18.9	18	14.9	12	9.0	17	12.5
Offer current staff better pay or conditions to get them to stay	15	6.6	17	19.3	14	9.0	25	18.4	15	13.1	17	14.5	13	12.2
Increased administration/time/recruitment costs, delays in filling vacancies	7	3.9	1	-	9	9.7	1	-	13	12.6	12	12.9	7	6.5
Positions unfilled, stress, uncertainty	5	4.9	1	-	7	7.9	1	-	4	7.9	3	4.1	8	11.3
Any other impacts? (Specify)	10	4.4	1	-	10	8.3	10	15.8	9	10.7	19	13.9	12	8.0
No impact at all	0	-	0	-	0	-	1	-	0	-	3	4.1	0	-
Don't know	5	2.9	1	-	3	2.8	9	8.9	13	12.6	2	-	2	-

Would rather not say 1 - 2 - 6 9.0 1 - 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.

Table 242: Q57a. How much do you agree or disagree that migrants make an important contribution to New Zealand's economy, for example, bring skills or new technologies into NZ.

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2253*		303		321		358		366		342		563	
Weighted base=	184428*	+/-	20462	+/-	12540	+/-	23205	+/-	35474	+/-	10633	+/-	82114	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Strongly disagree	2	-	2	-	3	2.7	4	3.1	4	2.6	1	-	1	-
Disagree	3	1.2	1	-	4	2.9	6	3.6	3	2.3	3	2.2	3	2.1
Neutral	20	2.6	17	6.8	18	5.4	35	7.0	20	5.4	14	4.2	18	4.6
Agree	37	3.2	47	9.4	39	6.6	29	6.5	34	6.3	41	6.0	37	5.8
Strongly agree	33	3.1	30	8.5	30	5.9	25	6.1	36	6.3	37	6.0	34	5.6
Don't know	3	1.2	4	3.9	4	2.8	1	-	3	2.3	4	2.4	3	2.3
Would rather not say	1	-	0	-	2	-	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. All respondents (n=2272) were asked this question.

Table 243: Q57b. How much do you agree or disagree that the 2017 immigration policy changes have made it easier for businesses to employ skilled migrants.

IF NECESSARY: The 2017 immigration policy changes affected the Essential Skills work visa and Skilled Migrant residence category.

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2250*		303		320		358		365		342		562	
Weighted base=	184262*	+/-	20462	+/-	12522	+/-	23205	+/-	35464	+/-	10633	+/-	81976	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Strongly disagree	7	1.7	16	7.0	7	3.1	7	3.6	7	3.3	4	2.2	6	2.7
Disagree	9	1.7	16	7.0	10	3.9	11	4.3	12	4.0	6	2.7	6	2.6
Neutral	29	3.0	26	8.3	36	6.5	30	6.6	25	5.7	25	5.3	31	5.6
Agree	12	2.1	5	3.4	12	4.5	16	5.4	12	4.3	14	4.2	13	4.0
Strongly agree	2	-	1	-	4	2.6	3	2.5	2	-	4	2.3	2	-
Don't know	38	3.2	36	9.2	30	6.3	34	6.9	41	6.5	46	6.1	39	5.8
Would rather not say	1	-	0	-	2	-	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. All respondents (n=2272) were asked this question.

Table 244: Q57c. How much do you agree or disagree that migrants take jobs away from other New Zealanders.

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	2250*		302		321		358		364		342		563	
Weighted base=	183969*	+/-	20223	+/-	12540	+/-	23205	+/-	35253	+/-	10633	+/-	82114	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Strongly disagree	25	2.8	34	8.9	26	5.7	24	6.1	23	5.5	25	5.2	24	5.0
Disagree	34	3.0	28	8.6	35	6.4	32	6.7	38	6.4	42	6.1	33	5.4
Neutral	21	2.7	22	7.8	21	5.6	23	6.2	16	4.9	18	4.7	22	5.0
Agree	9	2.0	7	5.0	7	3.7	11	4.5	11	4.3	7	3.1	8	3.5
Strongly agree	5	1.4	4	3.3	6	3.4	7	3.8	7	3.6	1	-	4	2.2
Don't know	6	1.7	6	4.5	4	2.9	3	2.7	5	3.0	7	3.1	7	3.2
Would rather not say	2	-	0	-	1	-	0	-	0	-	1	-	3	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=2272) were asked this question.

Table 245: Q58. 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 Care & Social Assistance		Other	
Unweighted base=	2269*		308		322		359		366		343		571	
Weighted base=	187206*	+/-	20801	+/-	12623	+/-	23209	+/-	35674	+/-	10691	+/-	84208	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Business owner or partner in the business	68	2.8	87	5.5	64	5.6	83	4.5	74	5.2	58	5.1	59	5.5
Human resources manager	4	0.9	3	2.4	6	2.6	4	2.0	4	1.9	5	2.4	5	1.6
Other senior manager	24	2.6	9	4.6	23	4.6	10	3.6	20	4.8	34	4.9	32	5.2
Or some other type of position? (Specify)	3	1.1	1	-	4	2.8	3	2.5	2	-	2	-	3	2.1
Would rather not say	1	-	0	-	2	-	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. All respondents (n=2272) were asked this question.

Table 246: Q59. Were you born in New Zealand?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2269*		308		322		359		366		343		571	
Weighted base=	187206*	+/-	20801	+/-	12623	+/-	23209	+/-	35674	+/-	10691	+/-	84208	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	78	2.7	88	5.8	82	5.1	88	4.6	70	6.2	64	5.9	77	5.1
No	22	2.7	11	5.4	17	4.9	12	4.6	30	6.2	36	5.9	23	5.0
Would rather not say	1	-	1	-	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=2272) were asked this question.

Table 247: Q60. What country were you born in?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	496*		52		65		59		89		105		126	
Weighted base=	41070*	+/-	2260	+/-	2175	+/-	2752	+/-	10813	+/-	3837	+/-	19233	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Australia	5	2.0	4	4.7	11	8.1	14	14.9	4	4.1	3	3.4	4	2.5
Other Oceania	4	1.9	5	4.8	8	9.5	14	12.7	4	5.2	2	-	1	-
Asia/Middle East	29	6.4	8	4.9	20	12.9	14	14.9	40	11.9	29	9.8	28	11.6
Europe	40	6.7	77	6.9	36	15.0	42	19.7	24	10.3	50	10.7	43	12.4
Africa	11	3.4	1	-	18	11.0	17	15.4	10	6.6	7	4.4	11	5.7
North/Central America	2	-	0	-	2	-	0	-	4	5.2	0	-	1	-
South America	1	-	0	-	1	-	0	-	0	-	0	-	2	-
Refused	9	4.2	6	5.5	5	5.3	0	-	13	8.5	9	6.2	10	7.6
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=497).

Table 248: Q61. How many years have you lived in New Zealand?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	496*		53		65		59		89		105		125	
Weighted base=	41070*	+/-	2301	+/-	2175	+/-	2752	+/-	10813	+/-	3837	+/-	19192	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Less than 5 years	7	4.0	1	-	10	8.1	4	4.5	9	7.5	1	-	8	7.4
5 to 10 years	14	5.3	3	3.6	11	9.1	18	15.8	13	8.5	6	4.9	17	9.9
More than 10 years	77	6.3	95	3.7	79	11.6	78	16.1	76	10.7	92	5.4	72	11.7
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Would rather not say	2	-	0	-	0	-	0	-	1	-	1	-	3	4.6
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=497).

Table 249: Q62. Are you male or female?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	2267*		308		322		359		365		343		570	
Weighted base=	187027*	+/-	20801	+/-	12623	+/-	23209	+/-	35536	+/-	10691	+/-	84167	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Male	59	3.2	51	9.4	63	6.6	75	6.1	55	6.6	36	5.8	60	5.8
Female	40	3.2	48	9.4	36	6.5	24	6.0	44	6.5	63	5.9	39	5.8
Would rather not say	1	-	1	-	1	-	1	-	1	-	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=2272) were asked this question.

Table 250: Do you have any other comments you'd like to make about the subject of this interview?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	1684*		195		256		294		271		253		415	
Weighted base=	134031*	+/-	11448	+/-	10032	+/-	19176	+/-	26335	+/-	7838	+/-	59203	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes (Specify)	21	3.1	39	12.1	16	5.5	20	6.5	22	6.4	19	5.7	18	5.5
No	79	3.1	61	12.1	84	5.5	80	6.5	78	6.4	81	5.7	82	5.5
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=2270) were asked this question.

3. Questionnaire

NATIONAL SURVEY OF EMPLOYERS 2018/19 (PAPER VERSION)
Research New Zealand

Minimum wage rates were updated in the online and telephone versions of the questionnaire in April 2019.

This is the final questionnaire for the main survey and does not include the questions that were cut from the survey after the pilot.

Welcome to the Ministry of Business, Innovation and Employment's (MBIE's) National Survey of Employers 2018/19. MBIE and Research New Zealand would like to thank you for taking part in this important survey.

The purpose of this survey is to find out about employer practices and views on workplace health and safety, employment relations and standards, and employing migrants. The survey results 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.

Depending on your answers, some questions may not apply to you. Please follow the instructions and answer all questions that are relevant to your situation.

Questions about the business

1 First of all, does the organisation operate from more than one site in New Zealand?

(Please tick only one)

- | | | |
|---------------------------|--------------------------|----|
| Yes..... | <input type="checkbox"/> | 1 |
| No | <input type="checkbox"/> | 2 |
| Don't know | <input type="checkbox"/> | 98 |
| Would rather not say..... | <input type="checkbox"/> | 99 |

Note: For this survey the questions apply only to the business site you currently work from.

2 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.

(Please tick only one)

- 1 – 5..... 1
- 6 – 9..... 2
- 10 – 19..... 3
- 20 – 49..... 4
- 50 – 99..... 5
- 100 or more..... 6
- No employees..... 97 → See note below
- Don't know..... 98
- Would rather not say..... 99

- **Note: This survey is only relevant for people who employ at least one staff member.**

3 And for how long has the business been operating in New Zealand?

Note: This question applies to the business site you currently work from.

(Please tick only one)

- Less than 2 years..... 1
- 2 to less than 6 years..... 2
- 6 to less than 10 years..... 3
- 10 years or more..... 4
- Don't know..... 98
- Would rather not say..... 99

Workplace health and safety

The next few questions are about workplace health and safety.

4 Who is mainly responsible for providing health and safety leadership for the business?

(Please tick all that apply)

- Business owners..... 1
- Directors, board members or senior leaders..... 2
- Managers..... 3
- A health and safety specialist within the business..... 4
- Health and safety reps..... 5
- A health and safety committee..... 6
- A contracted health and safety specialist from outside the business..... 7
- Any other provider? (please specify) _____
..... 96
- No one..... 97
- Don't know..... 98
- Would rather not say..... 99

5 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.

(Please tick only one)

- Yes..... ₁
- No ₂
- Don't know ₉₈
- Would rather not say..... ₉₉

6 Please answer Yes, No or Don't know to each of the following. Does the business...?

<i>(Please tick one box for each statement)</i>	Yes	No	Don't know	Would rather not say
a. Have a process for identifying and assessing the business's main health and safety risks and hazards <i>(Note: This may be a formal or informal process.)</i>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₉₈	<input type="checkbox"/> ₉₉
b. Know which workers could be affected by the main risks and hazards	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₉₈	<input type="checkbox"/> ₉₉
c. Have processes in place to manage the main risks to workers	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₉₈	<input type="checkbox"/> ₉₉
d. Regularly review its systems and processes for managing the main risks and hazards	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₉₈	<input type="checkbox"/> ₉₉

7. And does this business have processes for managing the following risks from or at work?

<i>(Please tick one box for each statement)</i>	Yes	No	Don't know	Would rather not say
a. Risks of injury at work, for example, from trips or falls	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₉₈	<input type="checkbox"/> ₉₉
b. Risks to physical health, for example, from exposure to fumes or dust	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₉₈	<input type="checkbox"/> ₉₉
c. Risks to mental health, for example, from bullying, harassment or stress	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₉₈	<input type="checkbox"/> ₉₉

8 How often does the business involve workers in decisions that affect their health and safety?

Note: 'Workers' includes employees and any contractors working for the business but does not include the business owners.

(Please tick only one)

- All or most of the time ₁
- Some of the time..... ₂
- Never ₃
- Don't know ₉₈
- Would rather not say..... ₉₉

9 Does the business have...?

(Please tick all that apply)

- Elected health and safety representatives 1
- Informal health and safety reps or champions 2
- A health and safety committee 3
- A system for regular health and safety communications 4
- Regular meetings where health and safety is discussed 5
- Regular health and safety briefings, such as toolbox or tailgate meetings 6
- None of the above 97
- Don't know 98
- Would rather not say 99

10 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?

(Please tick only one)

- Yes 1
- No 2
- Not applicable (e.g. business is run by a sole trader) 97
- Don't know 98
- Would rather not say 99

11 In the last 12 months has the business...?

(Please tick all that apply)

- Had workers who were working on the same site with workers from a different business or businesses 1 → **Go to question 12**
- Had work done by contractors or subcontractors from another business 2 → **Go to question 12**
- None of the above 97 → **Go to question 13**
- Don't know 98 → **Go to question 13**
- Would rather not say 99 → **Go to question 13**

12 Does your business work with other businesses to manage shared health and safety risks?

(Please tick only one)

- Yes..... 1
- No 2
- Don't know 98
- Would rather not say..... 99

13 In the last 12 months has the business made any significant changes to its health and safety systems or practices?

(Please tick only one)

- Yes..... 1 → Go to question 14
- No 2 → Go to question 15
- Don't know 98 → Go to question 15
- Would rather not say..... 99 → Go to question 15

14 Thinking about the biggest change or changes made to the business's health and safety systems or practices in the last 12 months, was this a change to...?

(Please tick all that apply)

- Equipment or plant..... 1
- The workplace or worksite 2
- How the work is carried out..... 3
- The development of policies or systems. 4
- Training of workers, including inductions 5
- Risk management 6
- Managing risks to workers' health..... 7
- Investigating accidents and near misses 8
- How the business involves workers in health and safety 9
- How the business works with its officers to understand and manage health and safety..... 10
- How the business works with other businesses to manage risks and hazards 11
- Or was it some other type of change? (please specify) _____ 96
- Don't know 98
- Would rather not say..... 99

Employment practices

The following questions are about employment practices.

15 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.

(Please tick only one)

- Yes..... 1 → Go to question 16
- No 2 → Go to question 20
- Don't know 98 → Go to question 20
- Would rather not say..... 99 → Go to question 20

16 Did the business employ any of these new staff on a trial period?

(Please tick only one)

- Yes..... 1 → Go to question 17
- No 2 → Go to question 20
- Don't know 98 → Go to question 20
- Would rather not say..... 99 → Go to question 20

17 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 tick all that apply)

- To check the person's skills or ability to do the job 1
- To check the person was reliable and had the right attitude 2
- To avoid dismissal costs and issues if the person was unsuitable
for the job 3
- Because it's company policy to use trial periods 4
- Because the employee requested it 5
- Some other reason? (please specify) _____ 96
- _____ 98
- Don't know 98
- Would rather not say..... 99

18 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?

(Please tick only one)

- Yes..... 1 → Go to question 19
- No 2 → Go to question 20
- Don't know 98 → Go to question 20
- Would rather not say..... 99 → Go to question 20

19 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 tick all that apply)

- The employee was unreliable or had a bad attitude..... 1
- The employee did not get on with colleagues or did not 'fit in' 2
- The employee did not have the skills needed for the job 3
- The business had less work so didn't need the new employee 4
- Any other reason? (please specify) _____ 96
- _____ 96
- Don't know 98
- Would rather not say..... 99

20 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.

(Please tick only one)

- Yes..... 1
- No 2
- Don't know 98
- Would rather not say..... 99

Minimum wages

The next questions are about minimum wages.

21 Are any employees in the business 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 adult minimum wage increased from \$15.75 to \$16.50 per hour on 1 April 2018.

(Please tick only one)

- Yes..... 1 → **Go to question 22**
- No 2 → **Go to question 23**
- Don't know 98 → **Go to question 23**
- Would rather not say..... 99 → **Go to question 23**

22 Roughly what proportion of employees in the business are paid the adult minimum wage?

(Please tick only one)

- Less than 10% 1
- 10% to 30%..... 2
- 31% to 50%..... 3
- More than 50%..... 4
- Don't know 98
- Would rather not say..... 99

23 Thinking about all current employees in the business 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, an apprenticeship.

(Please tick only one)

- Yes..... 1 → **Go to question 24**
- No 2 → **Go to question 25**
- Don't know 98 → **Go to question 25**
- Would rather not say..... 99 → **Go to question 25**

24 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?

Note: The training minimum wage increased from \$12.60 to \$13.20 per hour on 1 April 2018.

(Please tick only one)

- Yes..... 1
- No 2
- Don't know 98
- Would rather not say..... 99
- Q1

25 In the last 12 months has the business employed any workers aged 16 to 19 years?

(Please tick only one)

- Yes..... 1 → **Go to question 26**
- No 2 → **Go to question 27**
- Don't know 98 → **Go to question 27**
- Would rather not say..... 99 → **Go to question 27**

26 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 six 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 six 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 increased from \$12.60 to \$13.20 per hour on 1 April 2018.

(Please tick only one)

- Yes..... 1
- No 2
- Don't know 98
- Would rather not say..... 99

27 Did the most recent increase in the adult minimum wage result in the business doing any of the following?

(Please tick all that apply)

- Increasing the price of goods or services..... 1
- Reducing hours of work for current employees..... 2
- Not hiring new staff or not replacing staff who left the business 3
- Making staff redundant 4
- Increasing wages or salaries for employees already paid above
the minimum wage..... 5
- Automating tasks or processes..... 6
- Did the business do anything else in response to the most
recent minimum wage increase? (please specify) _____ 96
- _____ 96
- None of the above..... 97
- Don't know 98
- Would rather not say..... 99

Parental leave

The next questions are about how the business manages parental leave.

28 Have any employees in this business taken parental leave within the last 2 years? This includes both female and male employees.

Note: Parental leave includes both maternity and paternity leave.

(Please tick only one)

- Yes..... 1 → **Go to question 29**
- No 2 → **Go to question 33**
- Don't know 98 → **Go to question 33**
- Would rather not say..... 99 → **Go to question 33**

29 Were any of these employees given additional parental leave on top of statutory entitlements?

(Please tick only one)

- Yes..... 1
- No 2
- Don't know 98
- Would rather not say..... 99

30 Were any of these employees given additional parental leave payments on top of statutory entitlements?

(Please tick only one)

- Yes..... 1
- No 2
- Don't know 98
- Would rather not say 99

31 Were any of these employees offered flexible or reduced hours on their return to work?

(Please tick only one)

- Yes..... 1
- No 2
- Not applicable – none have returned to work..... 97
- Don't know 98
- Would rather not say 99

32 Do most employees in the business who have taken parental leave return to work at the end of their parental leave?

(Please tick only one)

- Yes..... 1
- No 2
- Not applicable – still on parental leave..... 97
- Don't know 98
- Would rather not say 99

Employment relationship problems

The following questions are about managing employment relationship problems.

33 In the last 12 months has the business had any employment relationship problems or disputes that required action or involvement by the business owners or managers?

Note: This includes problems or disputes encountered during trial periods.

(Please tick only one)

- Yes..... 1 → Go to question 34
- No 2 → Go to question 40
- Don't know 98 → Go to question 40
- Would rather not say 99 → Go to question 40

34 Thinking about the business's most recent employment relationship problem or dispute, which of the following describes what this was about?

(Please tick all that apply)

- Alleged bullying..... 1
- Alleged harassment, including sexual or racial harassment 2
- Alleged discrimination 3
- Misconduct..... 4
- A performance issue 5
- A personality conflict 6
- Restructuring or redundancy 7
- Some other type of issue? (please specify) _____ 96
- _____ 98
- Don't know 98
- Would rather not say 99

35 Was this problem handled internally or was it handled with the help of an external party?

(Please tick all that apply)

- It was handled internally 1 → Go to question 36
- It was handled with the help of an external party 2 → Go to question 36
- Don't know 98 → Go to question 38
- Would rather not say 99 → Go to question 38

36 And is this how the business usually deals with this type of problem?

(Please tick only one)

- Yes..... 1 → See note below
- No 2 → See note below
- Don't know 98 → See note below
- Would rather not say 99 → See note below

Note: Please answer question 37 if you ticked "It was handled with the help of an external party" at question 35. If you didn't tick that option at question 35, please go to question 38.

37 Who or which of the following provided the external help to deal with the most recent problem or dispute?

(Please tick all that apply)

- The Ministry of Business, Innovation and Employment's
 Employment Mediation Services 1
- An industry or employer association 2
- A lawyer 3
- An HR specialist or consultant 4
- A private mediator 5
- A union representative 6
- The Employment Relations Authority or Employment Court 7
- Some other type of external help? (please specify) _____ 96
- _____ 96
- None of the above 97
- Don't know 98
- Would rather not say 99

38 Which of the following best describes the outcome of this problem or dispute?

(Please tick only one)

- The worker stayed on in the job 1
- The employee resigned 2
- The employee was dismissed 3
- The employee was made redundant 4
- Some other outcome? (please specify) _____ 96
- _____ 96
- Don't know 98
- Would rather not say 99

39 And was the business satisfied with the outcome of this problem or dispute?

(Please tick only one)

- Yes..... 1
- No 2
- Don't know 98
- Would rather not say 99

40 In the last 12 months have any employees raised concerns with the business about their holidays or leave being underpaid?

(Please tick only one)

- Yes..... 1 → Go to question 41
- No 2 → Go to question 42
- Don't know 98 → Go to question 42
- Would rather not say 99 → Go to question 42

41 Which of the following actions, if any, did the business take in response to these concerns being raised? Did the business...?

(Please tick all that apply)

- Undertake an internal investigation of employees' holiday or leave pay 1
- Undertake an audit of the payroll system (*Note: This includes both internal and external reviews.*) 2
- Seek help or advice from the Ministry of Business, Innovation and Employment 3
- Seek help or advice from another source 4
- Make any settlement payments to employees who raised concerns 5
- Do anything else in response to concerns raised? (please specify) 96
- None of the above..... 97
- Don't know 98
- Would rather not say 99

Work-related impacts of drugs and alcohol

The next few questions are about drug and alcohol use by workers.

42 In the last 12 months has the business required any worker to undergo drug testing?

(Please tick only one)

- Yes..... 1 → Go to question 43
- No 2 → Go to question 44
- Don't know 98 → Go to question 44
- Would rather not say 99 → Go to question 44

43 In which of the following situations was this drug testing requested?

(Please tick only one)

- Before a worker started a job in the business 1
- On a random basis 2
- In response to concerns about workplace health and safety 3
- In response to performance issues 4
- Other (please specify) _____ 96
- _____ 98
- Don't know 98
- Would rather not say 99

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.

44 In the last 12 months has the business had any job vacancies?

(Please tick only one)

- Yes..... 1 → Go to question 45
- No 2 → Go to question 47
- Don't know 98 → Go to question 47
- Would rather not say 99 → Go to question 47

45 In the last 12 months has the business had any difficulties finding staff to fill job vacancies?

(Please tick only one)

- Yes..... 1 → Go to question 46
- No 2 → Go to question 47
- Don't know 98 → Go to question 47
- Would rather not say 99 → Go to question 47

46 Did the business intentionally seek out a migrant for any of these job vacancies that were hard to fill?

(Please tick only one)

- Yes..... 1
- No 2
- Don't know 98
- Would rather not say 99

47 Does the business currently have any recent migrants on staff?

(Please tick only one)

- Yes..... 1
- No 2
- Don't know 98
- Would rather not say 99

48 And in the last 12 months has the business hired any recent migrants?

(Please tick only one)

- Yes..... 1 → See note overleaf
- No 2 → See note overleaf
- Don't know 98 → See note overleaf
- Would rather not say..... 99 → See note overleaf

Note: Please question 49 if you ticked "Yes" at question 47 or 48. If you didn't tick "Yes" at question 47 or 48, please go to question 50.

49 In the last 12 months has the business provided any of the following specifically for migrant staff, in addition to what is provided to other staff? Information or support for migrants....:

(Please tick only one)

- To welcome them to the workplace..... 1
- To improve their English language skills 2
- To support their partners or children to settle in New Zealand..... 3
- On communication and culture in the workplace..... 4
- On employment rights and obligations 5
- On health and safety at work 6
- On the New Zealand tax system and/or KiwiSaver 7
- None of the above (migrant staff receive the same information
as other staff) 97
- Don't know 98
- Would rather not say..... 99

50 In the last 12 months has this business experienced any difficulties with employing migrant workers in New Zealand or from overseas?

(Please tick only one)

- Yes..... 1 → Go to question 51
- No 2 → Go to question 53
- Don't know 98 → Go to question 53
- Would rather not say..... 99 → Go to question 53

51 What types of difficulties has the business had with employing migrant workers in New Zealand or from overseas? Was it difficulties...?

(Please tick all that apply)

- Getting people with the right skills for the job..... 1
- Getting people with good English language skills 2
- Finding a reputable recruitment agency..... 3
- Finding suitable places to advertise vacancies 4
- Retaining the workers once hired..... 5
- With the visa process..... 6
- Some other difficulties? (please specify) _____ 96
- _____ 96
- Don't know 98
- Would rather not say..... 99

52 How have these difficulties with employing migrant workers impacted on the business? Have these difficulties meant you needed to...?

(Please tick all that apply)

- Employ someone locally 1
- Stop carrying out some activities 2
- Automate tasks or processes..... 3
- Use contractors/consultants..... 4
- Upskill current staff 5
- Redesign jobs 6
- Improve pay or conditions to attract workers 7
- Offer current staff better pay or conditions to get them to stay 8
- Any other impacts? (please specify) _____ 96
- _____ 96
- Don't know 98
- Would rather not say..... 99

53 Please rate how much you agree or disagree with each of the following statements:

<i>(Please tick one box for each statement)</i>	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	<input type="checkbox"/> _1	<input type="checkbox"/> _2	<input type="checkbox"/> _3	<input type="checkbox"/> _4	<input type="checkbox"/> _5	<input type="checkbox"/> _98	<input type="checkbox"/> _99
b. The 2017 immigration policy changes have made it easier for businesses to employ skilled migrants <i>(The 2017 immigration policy changes affected the Essential Skills work visa and Skilled Migrant residence category.)</i>	<input type="checkbox"/> _1	<input type="checkbox"/> _2	<input type="checkbox"/> _3	<input type="checkbox"/> _4	<input type="checkbox"/> _5	<input type="checkbox"/> _98	<input type="checkbox"/> _99
c. Migrants take jobs away from other New Zealanders	<input type="checkbox"/> _1	<input type="checkbox"/> _2	<input type="checkbox"/> _3	<input type="checkbox"/> _4	<input type="checkbox"/> _5	<input type="checkbox"/> _98	<input type="checkbox"/> _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.

54 Which of the following best describes your position or job title in this business?

(Please tick only one)

- Business owner or partner in the business _1
- Human resources manager _2
- Other senior manager _3
- Some other type of position? (please specify) _____
_____ _96
- Would rather not say _99

55 Were you born in New Zealand?

(Please tick only one)

- Yes _1 → **Go to question 58**
- No _2 → **Go to question 56**
- Would rather not say _99 → **Go to question 58**

56 What country were you born in?

 Would rather not say _99

57 How many years have you lived in New Zealand?

(Please tick only one)

- Less than 5 years..... 1
- 5 to 10 years 2
- More than 10 years 3
- Don't know 98
- Would rather not say..... 99

58 Are you male or female?

(Please tick only one)

- Male 1
- Female 2
- Would rather not say 99

Any other comments?

THANK YOU VERY MUCH FOR TAKING PART IN THIS SURVEY.
Please return the survey form in the envelope provided.
If you do not have a freepost envelope, please post it (no stamp required) to:
to the following address:

Freepost
Research New Zealand
PO Box
WELLINGTON

4. Survey invitation letter

Name
Address 1
Address 2
Address 3

Dear Name

WE WOULD LIKE TO HEAR ABOUT YOUR VIEWS AND EXPERIENCES AS AN EMPLOYER

What are we doing? The Ministry of Business, Innovation and Employment has engaged Research New Zealand to survey New Zealand employers about their practices and perspectives on workplace health and safety, employment relations and standards, and employing migrants.

Why are we doing this research? Information from this survey will help us better understand the impacts of government policies on workplace practices. It will also be used to assess whether policy settings support a business environment that sustains safe, fair and skilled workplaces, and improves business growth and productivity.

How can you take part? You can complete the survey online, by filling in a paper copy, or by telephone.

Online: You can complete the survey online right now by going to the following secure Research New Zealand website <https://surveys.researchnz.com/MBIE/Employers2018> and entering the login ID and password they have assigned to you for this survey:

Login ID:	Password:
------------------	------------------

By completing the enclosed paper questionnaire and returning it in the Freepost envelope provided.

By telephone: Alternatively, in the next two to three weeks, someone from Research New Zealand will contact your business to see if you are willing to take part in a 15 to 20 minute telephone interview.

What else do you need to know? Participation is voluntary, but would be very much appreciated. Records may be linked with other statistical data for research or statistical purposes only. However, your name and any identifying information about your business will not be used in any reporting, and details about who completes the survey will not be available to the Ministry. If you have any questions, please refer to the information on the back of this letter. You can also contact James Maguire at Research New Zealand on 0800 500 168 during office hours (8.30am–5pm), or you can email employers.survey@researchnz.com.

If you don't want to be contacted for this survey, please call Research New Zealand on 0800 273 732 and quote the reference number at the bottom of this letter.

Eileen Basher
General Manager Research, Evaluation & Analytics
Ministry of Business, Innovation and Employment

RNZ Ref: xxxxx

FREQUENTLY ASKED QUESTIONS

<p>What is the survey for?</p>	<p>The survey collects official statistics on employer practices and views on workplace health and safety, employment relations and standards, and employing migrants. The Ministry of Business Innovation and Employment (the Ministry) uses this information to monitor the impact of government policies and assess whether policy settings support a business environment that sustains safe, fair and skilled workplaces, and improves business growth and productivity.</p>
<p>Is Research New Zealand part of the Ministry?</p>	<p>Research New Zealand is not part of the Ministry. They are an independent research company that we have asked to conduct the survey on our behalf.</p>
<p>How did the Ministry get my name and address?</p>	<p>The name and address of your business was sourced from Statistics New Zealand's Business Register – a listing of New Zealand businesses. The Ministry signed an agreement with Statistics New Zealand for providing this information to the Ministry to enable the collection of national statistics. The agreement requires the Ministry to ensure that all business contact details be kept secure and confidential and used only for the purpose of contacting respondents for this survey. The Ministry will not be provided with any information on the individual employers who participate in the survey.</p> <p>Recently, someone from Research New Zealand may have called your business to find out who would be best suited to complete the survey. Telephone numbers were sourced from a directory such as the White Pages or from your business's website.</p>
<p>What does taking part in the survey involve?</p>	<p>A Research New Zealand interviewer will call you in the next week or so to invite you to take part in the survey by telephone and arrange an interview time that is convenient for you. Alternatively, you can complete the enclosed questionnaire and return it in the Freepost envelope provided, or do the survey online, at a time that suits you.</p> <p>There are no right or wrong answers and no preparation is required.</p>
<p>How long will the interview take?</p>	<p>The survey will take an average of 15 to 20 minutes. However, interview length will vary depending on your responses to different questions.</p>
<p>Is the survey confidential?</p>	<p>The survey is confidential. For reporting purposes your responses will be grouped together with those of other employers who take part in the survey, so that individual responses cannot be identified.</p> <p>Research New Zealand is bound by the ICC/ESOMAR International Code of Market, Opinion and Social Research, which guarantees confidentiality. This Code prohibits research agencies from identifying any person who takes part in a survey unless they have explicit consent to do so.</p>
<p>Do I have to take part in the survey?</p>	<p>You don't have to take part in this survey. Your participation in this research is completely voluntary but the Ministry would really value your input.</p> <p>If you don't want to be contacted, please call Research New Zealand on 0800 273 732 and quote the reference number at the bottom of your letter.</p>
<p>What if I want to find out more about this survey?</p>	<p>If you have any queries about this research, please call Katrina Magill at Research New Zealand on 0800 500 168, or email employers.survey@researchnz.com.</p>

5. Index of tables

Tables in Section 2.2: Results by business size (number of employees) – 1 to 19 and 20 plus employees

Table 1: Industry Group (%s).....	11
Table 2: Industry Group (weighted numbers).....	11
Table 3: Q1. First of all, does the organisation operate from more than one site in New Zealand?	12
Table 4: Q2. How many employees are employed at the business site you currently work from?	12
Table 5: Q2b. How many employees are employed by the business?	13
Table 6: Q3. And for how long has the business been operating in New Zealand?	14
Table 7: X2. Business size (collapsed - 6 categories).....	14
Table 8: Region (from sample)	15
Table 9: North Island versus South Island	16
Table 10: Q4. Who is mainly responsible for providing health and safety leadership for the business?.....	17
Table 11: Q5 Does the business have health and safety inductions for all new employees?.....	18
Table 12: Q6A. Does the business have a process for identifying and assessing the business's main health and safety risks and hazards?.....	18
Table 13: Q6B. Does the business know which workers could be affected by the main risks and hazards?.....	19
Table 14: Q6C. Does the business have processes to manage the main risks to workers?	19
Table 15: Q6D. Does the business regularly review its systems and processes for managing the main risks and hazards?	20
Table 16: Q6A_C. Employers with a process for identifying, assessing and managing the main risks	20
Table 17: Q6A_C_D. Employers with a process for identifying, assessing and managing the main risks, who also review these systems	21
Table 18: Q7A. And does the business have processes for managing the risks of injury at work, for example, from trips or falls?.....	21
Table 19: Q7B. And does the business have processes for managing the risks to physical health, for example, from exposure to fumes or dust?	22
Table 20: Q7C. And does the business have processes for managing the risks to mental health, for example, from bullying, harassment or stress?	22
Table 21: Q8. How often does the business involve workers in decisions that affect their health and safety?	23
Table 22: Q9. Does the business have...?.....	24
Table 23: Q10. 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?	25
Table 24: Q11. In the last 12 months, has the business...?	26
Table 25: Q12. Does your business work with other businesses to manage shared health and safety risks?	26
Table 26: Q13 In the last 12 months, has the business made any significant changes to its health and safety systems or practices?.....	27
Table 27: Q14. 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?	28
Table 28: Q15A. The time and effort involved in meeting health and safety legislation requirements are reasonable.....	30
Table 29: Q15B. The time and effort involved in meeting health and safety legislation requirements are worthwhile	31
Table 30: Q15C. Having good health and safety systems is good for your business.....	31
Table 31: Q16. 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?.....	32
Table 32: Q17. In the last 12 months, has the business hired any new employees?	32
Table 33: Q18. Did the business employ any of these new staff on a trial period?	33
Table 34: Q19. 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?.....	33

Table 35: Q20. 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?	34
Table 36: Q21. 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?	36
Table 37: Q22 Do all employees of the business have a written employment agreement?	37
Table 38: Q23. Are any of employees in the business paid the adult minimum wage of \$17.70 per hour?	37
Table 39: Q24. Roughly what proportion of employees in the business are paid the adult minimum wage?	38
Table 40: Q25. Thinking about all current employees in the business 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?	38
Table 41: Q26. The training minimum wage is \$14.16 per hour. Are any of these employees paid \$14.16 per hour or any rate between that and \$17.70?	39
Table 42: Q27. In the last 12 months has the business employed any workers aged 16 to 19 years?	39
Table 43: Q28. The starting-out wage is \$14.16 per hour. Are any of these employees paid \$14.16 per hour or any rate between that and \$17.70?	40
Table 44: Q29. Did the most recent increase in the adult minimum wage result in the business doing any of the following?	41
Table 45: Q30. Have any employees in this business taken parental leave within the last 2 years?	42
Table 46: Q31. Were any of these employees given additional parental leave on top of statutory entitlements?	42
Table 47: Q32. Were any of these employees given additional parental leave payments on top of statutory requirements?	43
Table 48: Q33. Were any of these employees offered flexible or reduced hours on their return to work?	43
Table 49: Q34. Do most employees in the business who have taken parental leave return to work at the end of their parental leave?	44
Table 50: Q35. In the last 12 months has the business had any employment relationship problems or disputes that required action or involvement by the business owners or managers?	44
Table 51: Q36. Thinking about the business's most recent employment relationship problem or dispute, which of the following describe what this was about?	45
Table 52: Q37. And was this problem handled internally or was it handled with the help of an external party?	46
Table 53: Q38. And is this how the business usually deals with this type of problem?	46
Table 54: Q39. Who or which of the following provided the external help to deal with the most recent problem or dispute?	47
Table 55: Q40. Which of the following best describes the outcome of this problem or dispute?	48
Table 56: Q41. And, was the business satisfied with the outcome of this problem or dispute?	48
Table 57: Q42. In the last 12 months, have any employees raised concerns with the business about their holidays or leave being underpaid?	49
Table 58: Q43. Which of the following actions, if any, did the business take in response to these concerns being raised?	50
Table 59: Q44A. In the last 12 months has the business had concerns about productivity losses due to any workers using alcohol, either on their own time or while at work?	52
Table 60: Q44B. In the last 12 months has the business had concerns about productivity losses due to any workers using illegal drugs, either on their own time or while at work?	52
Table 61: Q44C. In the last 12 months has the business had concerns about productivity losses due to any workers using prescription or over-the-counter drugs, either on their own time or while at work?	53
Table 62: Q45A. In the last 12 months has the business had concerns about risks to workplace health and safety due to any workers using alcohol?	53
Table 63: Q45B. In the last 12 months has the business had concerns about risks to workplace health and safety due to any workers using illegal drugs?	54
Table 64: Q45C. In the last 12 months has the business had concerns about risks to workplace health and safety due to any workers using prescription or over-the-counter drugs?	54
Table 65: Q46. In the last 12 months has the business required any worker to undergo drug testing?	55
Table 66: Q47. In which of the following situations was this drug testing requested?	56
Table 67: Q48. In the last 12 months has the business had any job vacancies?	57
Table 68: Q49. In the last 12 months has the business had any difficulties finding staff to fill job vacancies?	57
Table 69: Q50. Did the business intentionally seek out a migrant for any of these job vacancies that were hard to fill?	58

Table 70: Q51. Does the business currently have any recent migrants on staff?	58
Table 71: Q52. And in the last 12 months has the business hired any recent migrants?	59
Table 72: Q53. In the last 12 months has the business provided any of the following specifically for migrant staff, in addition to what is provided to other staff?	60
Table 73: Q54. In the last 12 months has this business experienced any difficulties with employing migrant workers in New Zealand or from overseas?	61
Table 74: Q55. What types of difficulties has the business had with employing migrant workers in New Zealand or from overseas?	62
Table 75: Q56. How have these difficulties with employing migrant workers impacted on the business?	63
Table 76: Q57a. How much do you agree or disagree that migrants make an important contribution to New Zealand's economy, for example, bring skills or new technologies into NZ?	65
Table 77: Q57b. How much do you agree or disagree that the 2017 immigration policy changes have made it easier for businesses to employ skilled migrants?	66
Table 78: Q57c. How much do you agree or disagree that migrants take jobs away from other New Zealanders?	66
Table 79: Q58. Which of the following best describes your position or job title in this business?	67
Table 80: Q59. Were you born in New Zealand?	67
Table 81: Q60. What country were you born in?	68
Table 82: Q61. How many years have you lived in New Zealand?	68
Table 83: Q62. Are you male or female?	69
Table 84: Q63. Do you have any other comments you'd like to make about the subject of this interview?	69
Table 85: Industry Group (%s)	70
Table 86: Industry Group (weighted numbers)	70

Tables in Section 2.3: Results by business size (number of employees) – 1 to 5, 6 to 19, 20 to 49 and 20 plus employees

Table 87: Q1. First of all, does the organisation operate from more than one site in New Zealand?	71
Table 88: Q2. How many employees are employed at the business site you currently work from?	71
Table 89: Q2b. How many employees are employed by the business?	72
Table 90: Q3. And for how long has the business been operating in New Zealand?	73
Table 91: X2. Business size (collapsed - 6 categories)	73
Table 92: Region (from sample)	74
Table 93: North Island versus South Island	75
Table 94: Q4. Who is mainly responsible for providing health and safety leadership for the business?	76
Table 95: Q5. Does the business have health and safety inductions for all new employees?	77
Table 96: Q6A. Does the business have a process for identifying and assessing the business's main health and safety risks and hazards?	77
Table 97: Q6B. Does the business know which workers could be affected by the main risks and hazards?	78
Table 98: Q6C. Does the business have processes to manage the main risks to workers?	78
Table 99: Q6D. Does the business regularly review its systems and processes for managing the main risks and hazards?	79
Table 100: Q6A_C. Employers with a process for identifying, assessing and managing the main risks	79
Table 101: Q6A_C_D. Employers with a process for identifying, assessing and managing the main risks, who also review these systems	80
Table 102: Q7A. And does the business have processes for managing the risks of injury at work, for example, from trips or falls?	80
Table 103: Q7B. And does the business have processes for managing the risks to physical health, for example, from exposure to fumes or dust?	81
Table 104: Q7C. And does the business have processes for managing the risks to mental health, for example, from bullying, harassment or stress?	81
Table 105: Q8. How often does the business involve workers in decisions that affect their health and safety?	82
Table 106: Q9. Does the business have...?	83

Table 107: Q10. 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?	84
Table 108: Q11. In the last 12 months, has the business...?	85
Table 109: Q12. Does your business work with other businesses to manage shared health and safety risks?.....	86
Table 110: Q13. In the last 12 months has the business made any significant changes to its health and safety systems or practices?.....	86
Table 111: Q14. 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?	87
Table 112: Q15A. The time and effort involved in meeting health and safety legislation requirements are reasonable.....	88
Table 113: Q15B. The time and effort involved in meeting health and safety legislation requirements are worthwhile	88
Table 114: Q15C. Having good health and safety systems is good for your business.....	89
Table 115: Q16. 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?.....	90
Table 116: Q17. In the last 12 months, has the business hired any new employees?	91
Table 117: Q18. Did the business employ any of these new staff on a trial period?	91
Table 118: Q19. 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?.....	92
Table 119: Q20. 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?	93
Table 120: Q21. 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?	94
Table 121: Q22. Do all employees of the business have a written employment agreement?	95
Table 122: Q23. Are any of employees in the business paid the adult minimum wage of \$17.70 per hour?	95
Table 123: Q24. Roughly what proportion of employees in the business are paid the adult minimum wage?.....	96
Table 124: Q25. Thinking about all current employees in the business 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?	96
Table 125: Q26. The training minimum wage is \$14.16 per hour. Are any of these employees paid \$14.16 per hour or any rate between that and \$17.70?	97
Table 126: Q27. In the last 12 months has the business employed any workers aged 16 to 19 years?.....	97
Table 127: Q28. The starting-out wage is \$14.16 per hour. Are any of these employees paid \$14.16 per hour or any rate between that and \$17.70?	98
Table 128: Q29. Did the most recent increase in the adult minimum wage result in the business doing any of the following?	99
Table 129: Q30. Have any employees in this business taken parental leave within the last 2 years?.....	100
Table 130: Q31. Were any of these employees given additional parental leave on top of statutory entitlements?.....	100
Table 131: Q32. Were any of these employees given additional parental leave payments on top of statutory requirements?	101
Table 132: Q33. Were any of these employees offered flexible or reduced hours on their return to work?.....	101
Table 133: Q34. Do most employees in the business who have taken parental leave return to work at the end of their parental leave?.....	102
Table 134: Q35. In the last 12 months has the business had any employment relationship problems or disputes that required action or involvement by the business owners or managers?.....	102
Table 135: Q36. Thinking about the business's most recent employment relationship problem or dispute, which of the following describe what this was about?	103
Table 136: Q37. And was this problem handled internally or was it handled with the help of an external party?	104
Table 137: Q38. And is this how the business usually deals with this type of problem?	104
Table 138: Q39. Who or which of the following provided the external help to deal with the most recent problem or dispute?	105
Table 139: Q40. Which of the following best describes the outcome of this problem or dispute?	106
Table 140: Q41. And, was the business satisfied with the outcome of this problem or dispute?.....	107

Table 141: Q42. In the last 12 months, have any employees raised concerns with the business about their holidays or leave being underpaid?.....	107
Table 142: Q43. Which of the following actions, if any, did the business take in response to these concerns being raised?	108
Table 143: Q44A. In the last 12 months has the business had concerns about productivity losses due to any workers using alcohol, either on their own time or while at work?	109
Table 144: Q44B. In the last 12 months has the business had concerns about productivity losses due to any workers using illegal drugs, either on their own time or while at work?	109
Table 145: Q44C. In the last 12 months has the business had concerns about productivity losses due to any workers using prescription or over-the-counter drugs, either on their own time or while at work?	110
Table 146: Q45A. In the last 12 months has the business had concerns about risks to workplace health and safety due to any workers using alcohol?.....	110
Table 147: Q45B. In the last 12 months has the business had concerns about risks to workplace health and safety due to any workers using illegal drugs?	111
Table 148: Q45C. In the last 12 months has the business had concerns about risks to workplace health and safety due to any workers using prescription or over-the-counter drugs?	111
Table 149: Q46. In the last 12 months has the business required any worker to undergo drug testing?.....	112
Table 150: Q47. In which of the following situations was this drug testing requested?	113
Table 151: Q48. In the last 12 months has the business had any job vacancies?	114
Table 152: Q49. In the last 12 months has the business had any difficulties finding staff to fill job vacancies?	114
Table 153: Q50. Did the business intentionally seek out a migrant for any of these job vacancies that were hard to fill? ..	115
Table 154: Q51. Does the business currently have any recent migrants on staff?	115
Table 155: Q52. And in the last 12 months has the business hired any recent migrants?	116
Table 156: Q53. In the last 12 months has the business provided any of the following specifically for migrant staff, in addition to what is provided to other staff?	117
Table 157: Q54. In the last 12 months has this business experienced any difficulties with employing migrant workers in New Zealand or from overseas?	118
Table 158: Q55. What types of difficulties has the business had with employing migrant workers in New Zealand or from overseas?.....	119
Table 159: Q56. How have these difficulties with employing migrant workers impacted on the business?	120
Table 160: Q57a. How much do you agree or disagree that migrants make an important contribution to New Zealand's economy, for example, bring skills or new technologies into NZ?.....	121
Table 161: Q57b. How much do you agree or disagree that the 2017 immigration policy changes have made it easier for businesses to employ skilled migrants?	122
Table 162: Q57c. How much do you agree or disagree that migrants take jobs away from other New Zealanders?	122
Table 163: Q58. Which of the following best describes your position or job title in this business?.....	123
Table 164: Q59. Were you born in New Zealand?	123
Table 165: Q60. What country were you born in?	124
Table 166: Q61. How many years have you lived in New Zealand?.....	124
Table 167: Q62. Are you male or female?	125
Table 168: Do you have any other comments you'd like to make about the subject of this interview?	125

Tables in Section 2.4: Results by industry category

Table 169: Q1. First of all, does the organisation operate from more than one site in New Zealand?.....	126
Table 170: Q2. How many employees are employed at the business site you currently work from?	127
Table 171: Q2b. How many employees are employed by the business?	128
Table 172: Q3. And for how long has the business been operating in New Zealand?	129
Table 173: X2. Business size (collapsed - 6 categories)	130
Table 174: Region (from sample)	131
Table 175: North Island versus South Island	132
Table 176: Q4. Who is mainly responsible for providing health and safety leadership for the business?.....	133
Table 177: Q5 Does the business have health and safety inductions for all new employees?.....	134
Table 178: Q6A. Does the business have a process for identifying and assessing the business's main health and safety risks and hazards?	135
Table 179: Q6B. Does the business know which workers could be affected by the main risks and hazards?.....	136
Table 180: Q6C. Does the business have processes to manage the main risks to workers?	136
Table 181: Q6D. Does the business regularly review its systems and processes for managing the main risks and hazards?	137
Table 182: Q6A_C. Employers with a process for identifying, assessing and managing the main risks	137
Table 183: Q6A_C_D. Employers with a process for identifying, assessing and managing the main risks, who also review these systems	138
Table 184: Q7A. And does the business have processes for managing the risks of injury at work, for example, from trips or falls?.....	138
Table 185: Q7B. And does the business have processes for managing the risks to physical health, for example, from exposure to fumes or dust	139
Table 186: Q7C. And does the business have processes for managing the risks to mental health, for example, from bullying, harassment or stress	139
Table 187: Q8. How often does the business involve workers in decisions that affect their health and safety?	140
Table 188: Q9. Does the business have...?.....	141
Table 189: Q10. 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?	142
Table 190: Q11 In the last 12 months, has the business:.....	143
Table 191: Q12. Does your business work with other businesses to manage shared health and safety risks?.....	144
Table 192: Q13 In the last 12 months, has the business made any significant changes to its health and safety systems or practices?.....	144
Table 193: Q14.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?	145
Table 194: Q15A. The time and effort involved in meeting health and safety legislation requirements are reasonable.....	147
Table 195: Q15B. The time and effort involved in meeting health and safety legislation requirements are worthwhile	148
Table 196: Q15C. Having good health and safety systems is good for your business.....	149
Table 197: Q16. 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?.....	150
Table 198: Q17. In the last 12 months, has the business hired any new employees?	151
Table 199: Q18. Did the business employ any of these new staff on a trial period?	152
Table 200: Q19. 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?.....	153
Table 201: Q20. 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?.....	154
Table 202: Q21. 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?	155
Table 203: Q22 Do all employees of the business have a written employment agreement?	156
Table 204: Q23. Are any of employees in the business paid the adult minimum wage of \$17.70 per hour?	157

Table 205: Q24. Roughly what proportion of employees in the business are paid the adult minimum wage?.....	158
Table 206: Q25. Thinking about all current employees in the business 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?	159
Table 207: Q26. The training minimum wage is \$14.16 per hour. Are any of these employees paid \$14.16 per hour or any rate between that and \$17.70?	160
Table 208: Q27. In the last 12 months has the business employed any workers aged 16 to 19 years?.....	161
Table 209: Q28. The starting-out wage is \$14.16 per hour. Are any of these employees paid \$14.16 per hour or any rate between that and \$17.70?	161
Table 210: Q29. Did the most recent increase in the adult minimum wage result in the business doing any of the following?	162
Table 211: Q30. Have any employees in this business taken parental leave within the last 2 years?.....	164
Table 212: Q31. Were any of these employees given additional parental leave on top of statutory entitlements?.....	165
Table 213: Q32. Were any of these employees given additional parental leave payments on top of statutory requirements?	165
Table 214: Q33. Were any of these employees offered flexible or reduced hours on their return to work?.....	166
Table 215: Q34. Do most employees in the business who have taken parental leave return to work at the end of their parental leave?.....	167
Table 216: Q35. In the last 12 months has the business had any employment relationship problems or disputes that required action or involvement by the business owners or managers?.....	168
Table 217: Q36. Thinking about the business's most recent employment relationship problem or dispute, which of the following describe what this was about?	169
Table 218: Q37. And was this problem handled internally or was it handled with the help of an external party?	171
Table 219: Q38. And is this how the business usually deals with this type of problem?	172
Table 220: Q39. Who or which of the following provided the external help to deal with the most recent problem or dispute?	173
Table 221: Q40. Which of the following best describes the outcome of this problem or dispute?	175
Table 222: Q41. And, was the business satisfied with the outcome of this problem or dispute?.....	176
Table 223: Q42. In the last 12 months, have any employees raised concerns with the business about their holidays or leave being underpaid?.....	176
Table 224: Q43. Which of the following actions, if any, did the business take in response to these concerns being raised? Did the business...?	177
Table 225: Q44A. In the last 12 months has the business had concerns about productivity losses due to any workers using alcohol, either on their own time or while at work?	179
Table 226: Q44B. In the last 12 months has the business had concerns about productivity losses due to any workers using illegal drugs, either on their own time or while at work?	180
Table 227: Q44C. In the last 12 months has the business had concerns about productivity losses due to any workers using prescription or over-the-counter drugs, either on their own time or while at work?	181
Table 228: Q45A. In the last 12 months has the business had concerns about risks to workplace health and safety due to any workers using alcohol?.....	182
Table 229: Q45B. In the last 12 months has the business had concerns about risks to workplace health and safety due to any workers using illegal drugs?.....	183
Table 230: Q45C. In the last 12 months has the business had concerns about risks to workplace health and safety due to any workers using prescription or over-the-counter drugs?	184
Table 231: Q46. In the last 12 months has the business required any worker to undergo drug testing?.....	184
Table 232: Q47. In which of the following situations was this drug testing requested?	185
Table 233: Q48. In the last 12 months has the business had any job vacancies?	186
Table 234: Q49. In the last 12 months has the business had any difficulties finding staff to fill job vacancies?	186
Table 235: Q50. Did the business intentionally seek out a migrant for any of these job vacancies that were hard to fill? ..	187
Table 236: Q51. Does the business currently have any recent migrants on staff?	187
Table 237: Q52. And in the last 12 months has the business hired any recent migrants?	188
Table 238: Q53. In the last 12 months has the business provided any of the following specifically for migrant staff, in addition to what is provided to other staff?	189

Table 239: Q54. In the last 12 months has this business experienced any difficulties with employing migrant workers in New Zealand or from overseas?	191
Table 240: Q55. What types of difficulties has the business had with employing migrant workers in New Zealand or from overseas?	192
Table 241: Q56. How have these difficulties with employing migrant workers impacted on the business? Have these difficulties meant you needed to...?	195
Table 242: Q57a. How much do you agree or disagree that migrants make an important contribution to New Zealand's economy, for example, bring skills or new technologies into NZ.....	197
Table 243: Q57b. How much do you agree or disagree that the 2017 immigration policy changes have made it easier for businesses to employ skilled migrants.	198
Table 244: Q57c. How much do you agree or disagree that migrants take jobs away from other New Zealanders.	199
Table 245: Q58. Which of the following best describes your position or job title in this business?.....	200
Table 246: Q59. Were you born in New Zealand?	201
Table 247: Q60. What country were you born in?	202
Table 248: Q61. How many years have you lived in New Zealand?.....	203
Table 249: Q62. Are you male or female?	203
Table 250: Do you have any other comments you'd like to make about the subject of this interview?	204

