2020 New Zealand Employment Policies and Practices REPORT

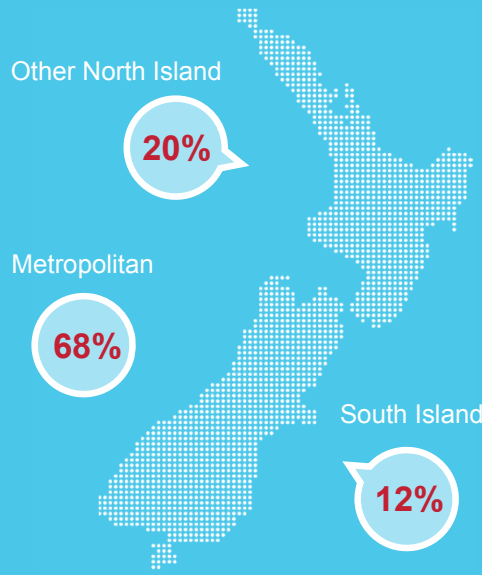
Participant Stats

169 Public Sector Organisations

118 Not-for Profit Organisations

356 Private Organisations

Distribution of Participants by Region



*Auckland, Hamilton, Wellington, Christchurch, Dunedin

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KEY FOCUS AREA FOR HR DURING 2020 - 2021

ANALYSIS AND FEATURES

The survey report includes analysis and ratios on topics such as:

- Hot Topic - Pay Transparency
- Health and Safety
- Financial Year and Salary Review Timing
- Salary increases
- Benefits Offered
- Company Cars and Vehicle Allowances
- Superannuation & KiwiSaver
- Leave Entitlements
- Variable Pay
- Shift Work and Standby / On-Call Allowances
- Employee Turnover, Recruitment, Retention
- The Living Wage
- Minimum Wage
- Key focus area for HR during 2020 - 2021

GET INVOLVED

If you are interested in participating in the next survey, please contact Strategic Pay (surveys@strategicpay.co.nz) to confirm your interest.

TIMING AND FEES

Data for this survey is collected in May, with the report published in July each year July however this was delayed for 2020 due to providing organisations more time to complete the survey amidst the alert level lockdowns

2020 Prices

Full report $1,250

All organisations who participate in the survey receive a complimentary copy of the report.

ORDER YOUR REPORT NOW!

REPORT INSIGHTS

23% of respondents foresee an impact of the increase in the minimum wage on their organisations culture, salary bill and retention and **22%** of responding organisations are making provision for larger salary adjustments to reach the $20/hr by 2021

42% of total organisations consider their **performance appraisal** outcomes are the primary influencer on **employees' remuneration.**

71% of the respondents indicated **'Employees have some access to pay related information'**.

79% of respondents indicated they have a **remuneration band or pay scale.**

Company Cars / Vehicle Allowances provided to employees:

Perquisite 'perk' vehicles - **28%** of organisations
Tool of trade vehicles - **49%** of organisations
Vehicle Allowances - **22%** of organisations

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