

# Appendix to National Survey of Employers 2015/16

## Summary Findings – Methodology and Tables<sup>1</sup>

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### 1. 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 2015/16 survey was drawn from Statistics New Zealand's 2015 Business Frame of New Zealand businesses. The sampling scheme involved selecting a probability sample, based on the available number of businesses in each of six target industry groups, broken down by the number of employees (at the establishment level) across four size band groupings. In total, 7,354 'unique' records were selected from Statistics New Zealand's Business Frame (using a random stratified sampling approach) and provided to Research New Zealand as the survey sample.

Research New Zealand cleaned the sample records provided by Statistics New Zealand and checked it for duplicate records in preparation for tele-matching. As a result, 370 duplicate records (based upon the entity legal name and address fields) were removed prior to tele-matching, along with three geographic units that were listed as offices of MBIE, leaving a total of 6,981 geographic units.

As the Business Frame does not include business telephone numbers, Research New Zealand undertook a multi-stage tele-matching process to find telephone numbers for all sample records, with a successful match rate of 78 per cent. Attempts were made to contact all businesses with a matched telephone number (5,417) to identify the name of the owner or manager who would be most appropriate to be interviewed for the survey.

Research New Zealand then sent letters to the 3,749 named respondents as identified from the pre-calling stage, inviting them to participate in the survey. To improve the survey's contact/response rate, survey invitation letters were also sent to 837 businesses, where the tele-matching exercise had been successful but a named respondent was not identified during pre-calling (eg the gatekeeper either refused to provide the name of a senior manager/owner of the business or said that the person in question was not available to do the survey).

The survey invitation letters outlined the purpose of the survey and advised respondents that they could opt to be interviewed by telephone, complete a paper version of the questionnaire (included with all survey invitation letters), or complete the survey online. To facilitate online completion, the letter contained the survey's URL (hosted on Research New Zealand's secure website), and each potential respondent was issued with a unique login and password to ensure that a business could only complete the survey once.

The letters were addressed to the business owner or manager, and explained Research New Zealand's involvement as an independent market research company. The letter also advised respondents that participation was voluntary and on a confidential basis, and that results would be reported as aggregated statistics, with verbatim comments anonymised.

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 to those

<sup>1</sup> Document revised in May 2018.

respondents who had not subsequently mailed a completed paper questionnaire back to Research New Zealand or completed the survey online.

Surveying was undertaken between the dates of 15 September 2015 and 10 March 2016 – with surveying suspended between 9 December and 14 January, due to the known trend of increased refusal rates during the Christmas and New Year holiday period. Contact was attempted a minimum of eight times with each sampled business that had not completed the online or paper version of the survey by a predetermined date, after which the business was deemed as unavailable to participate in the survey. Contact attempts were made on different days of the week and during different hours of the day to try and maximise survey response rates.

In total, n=1,528 businesses completed the survey by the close off date (n=381 by telephone, n=766 on paper and n=381 via the online version of the survey). The average telephone interview length was just over 19 minutes.

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 when completing the survey. 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 4. This means that base numbers vary in the tables due to non-response. Where this occurs it is noted in the table footnote.

## 2. Weighting and response rate

The achieved sample of 1,528 businesses was weighted to adjust for the sampling scheme and any non-response biases among businesses within any of the 24 different sampling strata. This involved calculating a sampling weight that reflected the probability of selection in each stratum based on the six different industry and four employee band groupings, where the weight was equal to the number of establishments in each stratum on the Business Frame divided by the number of respondents in each stratum.

Tables A below and Table B overleaf provide the unweighted and final weighted frequency counts of the achieved sample by industry grouping and the reported number of employees working at the business site. The contact/response rate for all tele-matched business where there was both a successful pre-call outcome and a letter was sent to the business (ie for the 4,586 businesses sent a survey invitation letter) was 36 per cent.

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

<b>ANZSIC Description by Reported Number of Employees</b>	<b>1 to 5</b>	<b>6 to 19</b>	<b>20 to 49</b>	<b>50 +</b>	<b>Grand Total</b>
A - Agriculture, Forestry and Fishing	61	48	36	29	174
C - Manufacturing	48	64	57	93	262
E - Construction	33	48	63	76	220
G + H - Retail Trade and Accommodation & Food Services	41	52	45	74	212
Q - Health Care & Social Assistance	35	83	61	74	253
D, B, G,I, J, K, L, M, N, O, P, R, S - All Other Industries	89	82	91	145	407
<b>Grand Total</b>	<b>307</b>	<b>377</b>	<b>353</b>	<b>491</b>	<b>1528</b>

\* Australian and New Zealand Standard Industrial Classification.

Table B: 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 +	Grand Total
A - Agriculture, Forestry and Fishing	17,007	3,948	669	213	21,837
C - Manufacturing	6,144	4,026	1,437	789	12,396
E - Construction	14,613	4,323	996	360	19,998
G + H - Retail Trade, and Accommodation & Food Services	18,261	12,333	2,352	999	33,945
Q - Health Care & Social Assistance	5,469	3,195	1,047	759	10,470
D, B, G,I, J, K, L, M, N, O, P, R, S - All Other Industries	49,221	21,180	6,135	3,312	79,848
<b>Grand Total</b>	<b>110,421</b>	<b>49,005</b>	<b>12,636</b>	<b>6,432</b>	<b>178,494</b>

\* Australian and New Zealand Standard Industrial Classification.

### 3. Sampling errors

Table C overleaf provides details of the survey respondents' unweighted business demographic characteristics (industry group and size of business, ie reported number of employees) and the associated maximum sampling error estimate, at the 95 per cent confidence level, for each sub-group. Tables D, E and F provide estimated margins of error (MoEs) for various proportions of 10 to 50 per cent for sub-samples of the population based on industry group and size groups.

The estimated maximum MoEs associated with the total sample and each sub-sample take into account a design effect coefficient (deft) that has been calculated based on the distribution of the final weights of each sub-sample. These indicative MoEs are provided as a 'guideline' to show the degree of accuracy likely to be associated with different survey findings, for both the total sample and key sub-samples 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 C: Maximum margins of error (95 per cent confidence level)

	Sample size	Percent of total sample %	SRS Max Margin of Error for a 50% result* %	Design effect coefficient (deft)	Adjusted Max Margin of Error** %
<b>Industry type</b>					
A - Agriculture, Forestry and Fishing	174	11.4	7.4	1.363	10.1
C - Manufacturing	262	17.1	6.1	1.360	8.2
E - Construction	220	14.4	6.6	1.911	12.6
G + H - Retail Trade, and Accommodation & Food Services	212	13.9	6.7	1.437	9.7
Q - Health Care & Social Assistance	253	16.6	6.2	1.523	9.4
D, B, G, I, J, K, L, M, N, O, P, R, S - All Other Industries	407	26.6	4.9	1.456	7.1
<b>Number of reported employees at site</b>					
1 to 5	307	20.1	5.6	1.099	6.1
6 to 19	377	24.7	5.0	1.221	6.2
20 to 49	353	23.1	5.2	1.170	6.1
50 +	491	32.1	4.4	1.127	5.0
<b>Total</b>	1528	100	2.5	1.671	4.2

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

Proportional response	Total sample	Agriculture Forestry & Fishing	Manufacturing	Construction	Retail Trade, and Accommodation & Food Services	Health Care & Social Assistance	All Other Industries
Base =	1528	174	262	220	212	253	407
50 %	4.2%	10.1%	8.2%	12.6%	9.7%	9.4%	7.1%
40 %	4.1%	9.9%	8.1%	12.4%	9.5%	9.2%	6.9%
30 %	3.8%	9.3%	7.5%	11.6%	8.9%	8.6%	6.5%
20 %	3.4%	8.1%	6.6%	10.1%	7.7%	7.5%	5.7%
10 %	2.5%	6.1%	4.9%	7.6%	5.8%	5.6%	4.2%

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

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

Proportional response	Total sample	1 to 5	6 to 19	20 to 49	50 +
Base =	1528	307 <sup>^</sup>	377 <sup>^</sup>	353 <sup>^</sup>	491
	%	%	%	%	%
50 %	4.2%	6.1%	6.2%	6.1%	5.0%
40 %	4.1%	6.0%	6.0%	6.0%	4.9%
30 %	3.8%	5.6%	5.6%	5.6%	4.6%
20 %	3.4%	4.9%	4.9%	4.9%	4.0%
10 %	2.5%	3.7%	3.7%	3.7%	3.0%

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

<sup>^</sup> Note: The similarities in estimated MoEs for businesses with 1 to 5, 6 to 19 and 20 to 49 staff are a coincidence arising from the respective design effects for each sub-sample when applied to the relevant SRS margin of errors for an unweighted sub-sample of each group's respective size.

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

Proportional response	Total sample	1 to 19	20 +
Base =	1528	684 <sup>^</sup>	844 <sup>^</sup>
	%	%	%
50 %	4.2%	4.7%	4.4%
40 %	4.1%	4.6%	4.3%
30 %	3.8%	4.3%	4.0%
20 %	3.4%	3.7%	3.5%
10 %	2.5%	2.8%	2.6%

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

<sup>^</sup> 1 to 19 staff, *deft*=1.244. 20 plus staff, *deft*=1.300.

## 4. Tables of results

### 4.1 General notes to using tables

The following tables present results (proportions based on weighted frequencies) from the 2015/16 NSE. The first set of tables (section 4.2) shows results by establishment size (number of employees), allowing for comparisons of results between smaller (less than 20 employees) and larger businesses (20 plus employees), along with more detailed comparisons by four categories of establishment size: 1 to 5 employees, 6 to 19 employees, 20 to 49 employees and 50 plus employees. The second set of tables below (section 4.3) presents results from the 2015/16 NSE by industry groupings (as aggregated for sampling and reporting purposes).

Margins of error (MoEs) at the 95 per cent confidence level are provided in the tables alongside the relevant survey result. By adding/subtracting the MoE to the survey result, a confidence interval can be constructed for each result. Differences in the results are statistically significant where the confidence intervals for the survey results do not overlap. For example, in Table 1 the result of 29 per cent (for the proportion of smaller employers whose organisation operates from more than one site) has an MoE of +/-4.1 per cent, or a confidence interval of 24.9 per cent to 33.1 per cent, ie, we can be 95 per cent confident that the true value for the proportion of smaller employers in the total population whose organisations operate from more than one site is between 24.9 per cent and 33.1 per cent.

Again in Table 1, the result of 54 per cent (for the proportion of larger employers whose organisation operates from more than one site) has an MoE of +/-4.3 per cent, or a confidence interval of 49.7 per cent to 58.3 per cent, ie, we can be 95 per cent confident that the true value for the proportion of larger employers in the total population whose organisations operate from more than one site is between 49.7 per cent and 58.3 per cent. These two confidence intervals do not overlap so we can say that there is a statistically significant difference between these two survey results, ie, larger employers were significantly more likely to operate from more than one site than smaller employers.

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.

MoEs for results greater than 97 per cent and less than 3 per cent have been suppressed because they cannot be accurately calculated where the proportions are close to 0 and 100 per cent.<sup>2</sup> Where a proportion is between 3 per cent and 97 per cent, but no MoE is provided, this is due to there being only one business type strata represented by the cell in question, and therefore sampling errors cannot be accurately calculated for the proportion.

Results for unweighted sub-samples of less than 30 respondents should be treated as indicative only. MoEs have been suppressed for all results relating to these small sub-samples.

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.

Please also note that:

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

<sup>2</sup> Margins of error are calculated based upon the binomial distribution,

## 4.2 Tables by business size

**Table 1:**

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

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
	Unweighted base=	Weighted base=		+/-		+/-		+/-		+/-		+/-		+/-
	1522*	178007	680	158964	842	19044	306	110142	374	48821	352	12620	490	6424
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	32	3.7	29	4.1	54	4.3	24	5.3	40	6.0	50	6.0	63	4.6
No	68	3.7	71	4.1	46	4.3	76	5.3	60	6.0	50	6.0	37	4.6
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 6 non-responses to Q1 in the paper questionnaire.

**Table 2:**

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

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
	Unweighted base=	Weighted base=		+/-		+/-		+/-		+/-		+/-		+/-
	1523*	178090	681	159046	842	19044	306	110142	375	48904	352	12620	490	6424
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1 – 5	62	-	69	-	0	-	100	-	0	-	0	-	0	-
6 – 9	12	1.7	13	1.9	0	-	0	-	44	6.1	0	-	0	-
10 – 19	15	1.7	17	1.9	0	-	0	-	56	6.1	0	-	0	-
20 – 49	7	0.0	0	-	66	0.2	0	-	0	-	100	-	0	-
50 – 99	2	-	0	-	18	1.6	0	-	0	-	0	-	53	4.8
100 or more	2	-	0	-	16	1.6	0	-	0	-	0	-	47	4.8
No employees	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 5 non-responses to Q2 in the paper questionnaire.

**Table 3:**

*X2. Business size (collapsed - 4 categories)*

	Total	1-19 employees	20+ employees
Unweighted base=	1528	684	844
Weighted base=	178494	159426	19068
	%	%	%
1 - 5	62	69	0
6 - 19	27	31	0
20 - 49	7	0	66
50+	4	0	34
Total	100	100	100

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.  
X2 – Business Size is a constructed variable based on Q2: values for non-respondents to Q2 were derived from sample data.



**Table 4:***Region (from sample)*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
	Unweighted base=	Weighted base=	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-
	1528	178494	684	159426	844	19068	307	110421	377	49005	353	12636	491	6432
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Northland	4	1.6	4	1.8	3	1.5	4	2.3	5	2.6	4	2.2	1	-
Auckland	26	3.6	25	4.1	30	3.8	25	5.3	26	5.4	28	5.3	35	4.6
Waikato	8	2.2	8	2.5	10	2.5	8	3.3	8	3.4	10	3.5	9	2.8
Bay of Plenty	5	1.8	5	2.0	5	1.8	5	2.6	6	2.8	5	2.5	6	2.2
Gisborne	1	-	1	-	0	-	1	-	1	-	0	-	1	-
Hawke's Bay	4	1.4	4	1.6	4	1.8	3	1.8	6	2.9	4	2.5	3	1.6
Taranaki	4	1.5	4	1.7	3	1.7	4	2.3	3	2.1	4	2.4	2	-
Manawatu-Whanganui	8	2.3	8	2.6	6	2.2	10	3.7	4	2.0	6	3.1	5	2.1
Wellington	9	2.5	10	2.8	9	2.2	10	3.7	10	3.7	6	2.8	14	3.5
Tasman	1	-	1	-	1	-	0	-	1	-	1	-	0	-
Nelson	1	-	1	-	2	-	1	-	1	-	2	-	2	-
Marlborough	2	-	2	-	2	-	2	-	1	-	3	2.1	1	-
West Coast	2	-	2	-	1	-	2	-	2	-	1	-	0	-
Canterbury	15	2.9	15	3.2	16	3.2	14	4.2	17	4.7	17	4.6	12	3.0
Otago	6	2.0	6	2.3	6	2.2	6	3.0	6	2.8	6	3.2	4	1.9
Southland	5	1.8	5	2.1	2	-	5	2.8	4	2.4	2	-	2	-
Other	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

**Table 5:**

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

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
	Unweighted base=	Weighted base=		+/-		+/-		+/-		+/-		+/-		+/-
	1523*	178090	681	159046	842	19044	306	110142	375	48904	352	12620	490	6424
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Less than 2 years	3	1.5	3	1.7	1	-	4	2.3	3	2.1	0	-	2	-
2 to less than 6 years	15	3.2	17	3.6	6	2.0	20	4.9	10	3.5	6	2.9	5	2.3
6 to less than 10 years	15	3.1	16	3.5	6	2.0	17	4.6	14	4.4	7	2.9	4	1.6
10 years or more	66	4.0	64	4.5	87	2.9	59	6.0	73	5.4	86	4.1	88	3.0
Don't know	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 5 non-responses to Q3 in the paper questionnaire.

**Table 6:**

*Q4. The next few questions are about health and safety systems and practices in your business. Who provides health and safety expertise and leadership in your business? CODE MANY. PROBE TO NO*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
	Unweighted base=	Weighted base=		+/-		+/-		+/-		+/-		+/-		+/-
	1527	178236	683	159168	844	19068	307	110421	376	48747	353	12636	491	6432
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Management or the business owner	79	3.3	80	3.7	69	3.8	81	4.9	79	4.9	74	5.2	60	4.7
Your Human Resources Department	7	1.9	5	2.1	20	3.3	4	2.6	8	3.2	14	4.3	32	4.6
A health and safety specialist within the business	10	2.1	7	2.3	34	3.9	6	2.9	12	3.8	27	5.3	46	4.8
Head office	6	1.8	6	2.0	14	2.9	3	2.3	10	3.9	11	3.9	20	3.7
Employee health and safety reps or a Health and Safety Committee	16	2.5	12	2.8	48	4.2	8	3.4	20	4.8	44	5.9	56	4.8
A contracted health and safety specialist from outside the business	10	2.1	9	2.4	19	3.5	7	2.8	16	4.3	21	4.9	16	3.6
An industry group or association	5	1.5	5	1.7	11	2.7	3	1.9	9	3.3	11	3.7	10	2.9
Any other provider (Specify)	4	1.6	4	1.8	4	1.7	4	2.3	5	2.9	4	2.3	5	2.0
No one	3	1.6	3	1.8	0	-	4	2.5	1	-	0	-	0	-
Don't know	1	-	1	-	0	-	1	-	1	-	0	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 1 non-response to Q4 in the paper questionnaire.

**Table 7:**

*Q5. If you wanted more expert advice for your business on health and safety than you currently receive, do you know where you would get this advice from?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1527*		683		844		306		377		353		491	
Weighted base=	178049	+/-	158981	+/-	19068	+/-	109976	+/-	49005	+/-	12636	+/-	6432	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	83	3.3	82	3.7	94	2.2	79	5.0	88	4.1	94	3.1	94	2.4
No	12	2.9	13	3.2	4	1.8	14	4.3	10	3.7	5	2.6	4	1.7
Don't know	5	1.9	5	2.2	2	-	7	3.0	2	-	2	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 1 non-response to Q5 in the paper questionnaire.

**Table 8:**

*Q6. To what extent do owners or directors of this business make decisions about the business's health and safety policies and systems? Would you say: READ*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1527*		683		844		307		376		353		491	
Weighted base=	178456	+/-	159388	+/-	19068	+/-	110421	+/-	48967	+/-	12636	+/-	6432	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
A lot	70	3.8	71	4.2	67	4.1	71	5.5	71	5.7	69	5.6	63	4.7
Somewhat	16	3.0	15	3.3	20	3.4	14	4.3	19	4.9	18	4.6	24	4.2
A little	12	2.8	12	3.2	10	2.7	14	4.3	9	3.6	9	3.8	11	3.0
Not at all	1	-	1	-	2	-	1	-	0	-	2	-	1	-
Don't know	1	-	1	-	1	-	0	-	2	-	1	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 1 non-response to Q6 in the paper questionnaire.

**Table 9:***Q7. Does your business have a system for identifying and managing workplace hazards?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1527*		683		844		306		377		353		491	
Weighted base=	177941	+/-	158873	+/-	19068	+/-	109868	+/-	49005	+/-	12636	+/-	6432	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	82	3.5	80	3.9	97	1.7	77	5.3	88	4.2	96	2.5	97	1.7
No	15	3.3	17	3.6	3	1.7	20	5.0	10	4.0	4	2.5	1	-
Don't know	1	-	1	-	1	-	2	-	1	-	0	-	2	-
Refused	1	-	1	-	0	-	2	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 1 non-response to Q7 in the paper questionnaire.

**Table 10:***Q8. Is this hazard management system documented?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1406*		584		822		238		346		342		480	
Weighted base=	144240*	+/-	125921	+/-	18318	+/-	82576	+/-	43346	+/-	12088	+/-	6230	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	82	3.6	80	4.1	96	1.8	76	5.9	89	4.2	95	2.6	98	-
No	17	3.5	19	4.0	3	1.6	23	5.8	10	4.1	4	2.4	1	-
Don't know	1	-	1	-	1	-	1	-	1	-	1	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business has a system for identifying and managing workplace hazards (n=1413). This table excludes 7 non-responses to Q8 in the paper questionnaire.

**Table 11:***Q9. Does this hazard management system involve having regular meetings to discuss hazards?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1406*		583		823		238		345		343		480	
Weighted base=	144399*	+/-	126014	+/-	18386	+/-	82731	+/-	43283	+/-	12155	+/-	6230	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	71	4.1	69	4.6	87	3.3	66	6.4	75	5.7	83	4.8	93	2.7
No	27	4.0	29	4.5	13	3.3	31	6.3	23	5.5	17	4.8	6	2.5
Don't know	2	-	2	-	0	-	2	-	2	-	0	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business has a system for identifying and managing workplace hazards (n=1413). This table excludes 7 non-responses to Q9 in the paper questionnaire.

**Table 12:***Q10. And does it involve having a nominated person who deals with hazard management?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1406*		584		822		238		346		342		480	
Weighted base=	144410*	+/-	126076	+/-	18333	+/-	82731	+/-	43346	+/-	12103	+/-	6230	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	80	3.6	79	4.1	89	2.8	78	5.7	80	5.1	89	3.9	88	3.1
No	18	3.5	19	4.0	11	2.8	20	5.4	18	5.0	11	3.9	11	3.0
Don't know	1	-	2	-	0	-	2	-	1	-	0	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business has a system for identifying and managing workplace hazards (n=1413). This table excludes 7 non-responses to Q10 in the paper questionnaire.

**Table 13:***Q11. When a new hazard is identified or an existing hazard changes, is this recorded in the system?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1408*		585		823		239		346		343		480	
Weighted base=	144741*	+/-	126355	+/-	18386	+/-	83010	+/-	43346	+/-	12155	+/-	6230	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	79	3.8	77	4.4	95	2.0	73	6.1	84	5.0	94	2.9	97	1.8
No	19	3.7	21	4.2	3	1.6	24	5.9	15	4.8	4	2.3	1	-
Don't know	2	-	2	-	2	-	2	-	2	-	2	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business has a system for identifying and managing workplace hazards (n=1413). This table excludes 5 non-responses to Q11 in the paper questionnaire.

**Table 14:***Q7\_8\_11. Proportion of all employers with a documented hazard management system that was actively used ('yes' to Q7, Q8 and 11 out of all employers)*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1520		679		841		302		377		352		489	
Weighted base=	176018	+/-	157054	+/-	18964	+/-	108049	+/-	49005	+/-	12569	+/-	6396	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	62	4.1	58	4.6	91	2.6	51	6.2	73	5.6	90	3.7	94	2.5
No	38	4.1	42	4.6	9	2.6	49	6.2	27	5.6	10	3.7	6	2.5
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Excludes non-responses to one or more of Q7, Q8 and Q11 in the paper questionnaire. All respondents (n=1528) were asked Q7.

**Table 15:***Q12. Does your business have a documented process for investigating workplace accidents?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1524*		681		843		305		376		353		490	
Weighted base=	177684	+/-	158639	+/-	19045	+/-	109697	+/-	48942	+/-	12636	+/-	6409	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	66	4.0	63	4.5	92	2.5	56	6.1	79	5.2	91	3.5	95	2.4
No	31	4.0	34	4.4	6	2.3	40	6.0	19	5.0	8	3.3	3	1.8
Don't know	2	-	2	-	1	-	2	-	2	-	1	-	2	-
Refused	1	-	1	-	0	-	1	-	1	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 4 non-responses to Q12 in the paper questionnaire.

**Table 16:***Q13. Does your business have health and safety inductions for all new employees?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1524*		681		843		304		377		353		490	
Weighted base=	177591	+/-	158546	+/-	19045	+/-	109541	+/-	49005	+/-	12636	+/-	6409	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	75	3.8	72	4.3	93	2.4	69	5.7	80	5.2	92	3.3	93	2.7
No	24	3.7	26	4.2	7	2.3	29	5.6	17	4.9	7	3.3	5	2.4
Don't know	1	-	1	-	1	-	1	-	2	-	1	-	1	-
Refused	1	-	1	-	0	-	1	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 4 non-responses to Q13 in the paper questionnaire.



**Table 17:***Q14. Is a record kept of every health and safety induction for new employees?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1334*		536		798		217		319		329		469	
Weighted base=	131846*	+/-	114287	+/-	17559	+/-	75489	+/-	38798	+/-	11578	+/-	5981	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	71	4.2	69	4.8	86	3.2	66	6.6	75	5.9	86	4.5	86	3.6
No	24	3.9	26	4.5	11	2.9	29	6.2	20	5.5	11	4.1	11	3.3
Don't know	4	2.0	5	2.3	3	1.7	5	3.2	4	2.7	3	2.4	3	1.9
Refused	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business has health and safety inductions for all new employees (n=1339). This table excludes 5 non-responses to Q14 in the paper questionnaire.

**Table 18:***Q13\_14. Health and safety inductions for all new employees and records kept (yes to Qs 13 and 14 out of all employers)*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1519		678		841		303		375		351		490	
Weighted base=	177081	+/-	158121	+/-	18961	+/-	109413	+/-	48708	+/-	12551	+/-	6409	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	53	4.1	50	4.6	80	3.6	46	6.1	60	6.1	79	5.0	80	4.0
No	47	4.1	50	4.6	20	3.6	54	6.1	40	6.1	21	5.0	20	4.0
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. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Excludes non-responses to one or more of Q13 and Q14 in the paper questionnaire. All respondents (n=1528) were asked Q13.

**Table 19:**

*Aggregate H & S compliance measure 1 - employers with:*

- *a documented hazard management system that was actively used*
- *a documented process for investigating workplace accidents*
- *H&S inductions for all new employees with records kept of every induction.*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1511*		673		838		299		374		350		488	
Weighted base=	174836*	+/-	155965	+/-	18871	+/-	107320	+/-	48645	+/-	12484	+/-	6387	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	44	4.0	41	4.5	75	3.9	36	5.9	51	6.1	73	5.5	78	4.2
No	51	4.1	54	4.6	21	3.7	59	6.1	44	6.1	23	5.2	17	3.9
Don't know	4	1.7	4	1.9	4	1.7	4	2.6	4	2.3	4	2.3	5	2.2
Refused	1	-	1	-	0	-	1	-	1	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Excludes non-responses to one or more of Q7, Q8, Q11, Q12, Q13 and Q14 in the paper questionnaire. All respondents (n=1528) were asked Q7.

**Table 20:**

*Q15. Does your business use any contractors or subcontractors to do any work for the business?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1526*		683		843		306		377		353		490	
Weighted base=	178026	+/-	158981	+/-	19045	+/-	109976	+/-	49005	+/-	12636	+/-	6409	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	63	4.0	60	4.5	89	2.7	56	6.0	69	5.7	89	3.8	90	3.1
No	36	4.0	38	4.4	11	2.7	42	5.9	30	5.6	11	3.8	10	3.1
Don't know	1	-	1	-	0	-	1	-	1	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 2 non-responses to Q15 in the paper questionnaire.

**Table 21:***Q16. Do all your contractors and subcontractors receive a health and safety induction?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1206*		444		762		170		274		315		447	
Weighted base=	112385*	+/-	95379	+/-	17006	+/-	61358	+/-	34021	+/-	11257	+/-	5749	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	53	4.9	50	5.7	67	4.3	50	8.0	51	7.0	61	6.1	78	4.3
No	41	4.9	43	5.7	28	4.2	42	8.0	44	7.1	34	6.0	16	3.8
Don't know	6	2.6	7	3.0	5	1.8	8	4.4	5	2.9	4	2.5	5	2.4
Refused	1	-	1	-	0	-	1	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business uses any contractors or subcontractors (n=1207). This table excludes 1 non-response to Q16 in the paper questionnaire.

**Table 22:***Q15\_16. Proportion of employers with contactors and where all contractors receive H&S inductions (yes to Qs 15 and 16 out of all employers)*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1525		682		843		305		377		353		490	
Weighted base=	177747	+/-	158702	+/-	19045	+/-	109697	+/-	49005	+/-	12636	+/-	6409	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	33	3.7	30	4.1	60	4.2	28	5.4	35	5.5	54	5.8	70	4.5
No	67	3.7	70	4.1	40	4.2	72	5.4	65	5.5	46	5.8	30	4.5
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. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Excludes non-responses to one or more of Q15 and Q16 in the paper questionnaire. All respondents (n=1528) were asked Q15.

**Table 23:**

*Aggregate H & S compliance measure 2 - employers with:*

- *a documented hazard management system that was actively used*
- *a documented process for investigating workplace accidents*
- *H&S inductions for all new employees, with records kept of every induction*
- *H&S inductions for contractors (if contractors were used by the business).*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1511*		673		838		299		374		350		488	
Weighted base=	174836*	+/-	155965	+/-	18871	+/-	107320	+/-	48645	+/-	12484	+/-	6387	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	36	3.9	33	4.3	60	4.2	29	5.6	40	5.9	55	5.9	68	4.5
No	60	4.0	63	4.5	36	4.2	66	5.9	56	6.0	40	5.9	26	4.4
Don't know	4	1.7	4	1.9	4	1.7	4	2.7	2	-	4	2.3	5	2.1
Refused	1	-	1	-	0	-	1	-	2	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Excludes non-responses to one or more of Q7, Q8, Q11, Q12, Q13, Q14, Q15 and Q16 in the paper questionnaire. All respondents (n=1528) were asked Q7.

**Table 24:**

*Q17. Does your business have a formal system for employee participation in managing health and safety?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1524*		682		842		305		377		353		489	
Weighted base=	177724	+/-	158702	+/-	19022	+/-	109697	+/-	49005	+/-	12636	+/-	6386	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	51	4.1	48	4.6	78	3.8	45	6.1	54	6.0	75	5.4	83	3.7
No	46	4.2	49	4.6	19	3.6	52	6.1	41	6.0	22	5.1	13	3.4
Don't know	3	1.4	3	1.5	3	1.4	2	-	4	2.6	2	-	3	1.8
Refused	1	-	1	-	1	-	0	-	1	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 4 non-responses to Q17 in the paper questionnaire.

**Table 25:**

*Aggregate H & S compliance measure 3 - employers with:*

- *a documented hazard management system that was actively used*
- *a documented process for investigating workplace accidents*
- *H&S inductions for all new employees, with records kept of every induction*
- *H&S inductions for contractors (if contractors were used by the business)*
- *a formal system for employee participation in managing health and safety.*

	Total		1-19		20+		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1510*		673		837		299		374		350		487	
Weighted base=	174813*	+/-	155965	+/-	18848	+/-	107320	+/-	48645	+/-	12484	+/-	6364	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	30	3.7	27	4.1	54	4.2	24	5.3	34	5.6	50	5.9	63	4.7
No	65	3.9	68	4.3	41	4.2	71	5.7	61	5.8	46	6.0	31	4.6
Don't know	3	1.6	3	1.8	4	1.7	3	2.5	3	2.1	4	2.3	5	2.2
Refused	1	-	1	-	0	-	1	-	2	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Excludes non-responses to one or more of Q7, Q8, Q11, Q12, Q13, Q14, Q15, Q16 and Q17 in the paper questionnaire. All respondents (n=1528) were asked Q7.

**Table 26:**

*Q18. Does your business have any of the following? READ. CODE MANY. RDM*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
	Unweighted base=	Weighted base=		+/-		+/-		+/-		+/-		+/-		+/-
	1521*	177134	679	158111	842	19022	304	109251	375	48860	353	12636	489	6386
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Elected health and safety representatives	31	3.7	28	4.1	61	4.2	24	5.3	36	5.8	56	6.0	72	4.4
Informal health and safety representatives	35	3.9	35	4.3	41	4.2	32	5.7	41	6.0	41	5.9	41	4.7
A health and safety committee	18	2.5	13	2.7	67	4.1	7	3.2	26	5.2	58	5.9	85	3.6
A regular system for health and safety communications	45	4.0	42	4.5	74	3.9	37	5.9	51	6.1	71	5.5	79	4.0
Health and safety is included as a regular team meeting item	55	4.2	52	4.6	76	3.9	48	6.1	62	6.0	74	5.5	81	4.0
None of the above	22	3.6	24	4.1	3	1.6	29	5.6	13	4.3	3	2.3	1	-
Don't know	1	-	1	-	1	-	1	-	2	-	1	-	1	-
Refused	1	-	1	-	0	-	1	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 7 non-responses to Q18 in the paper questionnaire.

**Table 27:**

*Q19. In the last 12 months, has your business made any significant changes to its health and safety systems or practices?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1522*		679		843		305		374		353		490	
Weighted base=	177550	+/-	158487	+/-	19063	+/-	109848	+/-	48639	+/-	12636	+/-	6427	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	34	3.6	31	4.0	58	4.2	27	5.2	42	5.8	56	6.0	60	4.7
No	63	3.7	66	4.1	40	4.2	71	5.4	55	6.0	42	5.9	37	4.6
Don't know	2	-	2	-	2	-	2	-	3	2.4	2	-	2	-
Refused	0	-	0	-	0	-	1	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 6 non-responses to Q19 in the paper questionnaire.

**Table 28:**

*Q20. Thinking about the biggest change made to your health and safety systems or practices in the last 12 months, why did the business make this change or what prompted this change? CODE MANY. PROBE FOR CLEAR ANSWER*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	747*		256		491		87		169		196		295	
Weighted base=	60694*	+/-	49749	+/-	10946	+/-	29471	+/-	20278	+/-	7075	+/-	3871	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
An accident/event/	8	3.2	7	3.8	13	4.0	9	5.9	4	3.5	14	5.8	11	3.9
A near miss	5	2.6	4	3.1	11	3.6	4	4.9	2	-	10	5.2	12	4.0
A workplace inspection by a health and safety inspector	6	2.9	5	3.4	10	3.3	7	5.7	3	1.7	11	4.9	6	2.9
A prosecution or other enforcement action	1	-	0	-	3	2.3	0	-	0	-	4	3.5	1	-
Improvements in industry practice	29	5.7	28	6.9	36	5.2	27	10.2	29	8.1	33	7.3	42	6.2
On-going improvements to your workplace health and safety/ to improve staff safety in general	60	6.0	58	7.3	68	5.3	52	10.7	67	8.7	66	7.6	72	5.7
To comply with current/anticipating future changes to health and safety legislation	55	6.1	52	7.4	66	5.3	54	10.8	49	9.2	66	7.5	68	5.7
To reduce ACC levies	12	3.7	11	4.5	19	4.2	7	6.0	16	6.6	19	5.9	18	4.7
Required by client or principal	9	3.9	9	4.7	9	3.4	10	7.0	9	5.2	11	5.1	6	2.9
Required by industry association	9	4.0	10	4.8	4	2.3	12	7.7	8	4.1	4	3.3	4	2.3
To address customer/public concerns	3	1.9	3	2.3	2	-	2	-	4	3.7	2	-	4	2.4
A change in management/Health & Safety personnel/business structure or location	3	1.9	3	2.3	3	1.8	3	3.4	2	-	2	-	3	2.0
Any other reason? (Specify)	4	2.1	4	2.5	3	1.8	2	-	7	4.5	2	-	3	2.4
Didn't make any significant changes	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	1	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business made any significant changes to its health and safety systems or practices in the last 12 months (n=748). This table excludes 1 non-response to Q20 in the paper questionnaire.



**Table 29:**

*Q21. Do you agree or disagree that your business owners or managers have a good understanding of their obligations under the Health and Safety in Employment Act?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1522*		680		842		306		374		351		491	
Weighted base=	177642	+/-	158666	+/-	18975	+/-	109976	+/-	48691	+/-	12543	+/-	6432	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Agree	70	3.9	69	4.3	79	3.6	67	5.7	75	5.4	79	5.1	79	4.0
Neither agree nor disagree	17	3.1	18	3.5	14	3.1	17	4.5	18	4.8	14	4.3	15	3.5
Disagree	8	2.3	8	2.6	5	2.0	9	3.5	5	2.9	5	2.9	4	1.9
Don't know	4	1.7	4	1.9	2	-	5	2.7	1	-	2	-	2	-
Refused	1	-	1	-	0	-	1	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 6 non-responses to Q21 in the paper questionnaire.

**Table 30:**

*Q22. Do you agree or disagree that government is effective at enforcing obligations for businesses under the Health and Safety in Employment Act?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1524*		681		843		306		375		352		491	
Weighted base=	177946	+/-	158904	+/-	19043	+/-	109976	+/-	48928	+/-	12611	+/-	6432	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Agree	45	4.1	44	4.6	50	4.3	43	6.1	47	6.1	49	6.0	52	4.8
Neither agree nor disagree	26	3.6	26	4.0	28	3.9	26	5.3	27	5.3	28	5.4	28	4.4
Disagree	11	2.7	12	3.0	9	2.5	12	4.0	11	3.9	9	3.5	10	2.9
Don't know	17	3.2	17	3.5	12	2.9	18	4.7	15	4.6	13	4.1	10	2.8
Refused	1	-	1	-	0	-	1	-	1	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 4 non-responses to Q22 in the paper questionnaire.

**Table 31:***Q23. Do you agree or disagree that having good health and safety systems is good for your business?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1524*		682		842		306		376		351		491	
Weighted base=	177966	+/-	158942	+/-	19024	+/-	109976	+/-	48967	+/-	12592	+/-	6432	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Agree	84	3.1	83	3.5	92	2.3	81	4.7	87	4.1	91	3.2	95	2.3
Neither agree nor disagree	11	2.6	11	2.9	6	2.1	11	3.8	11	3.8	7	2.9	5	2.2
Disagree	3	1.5	3	1.7	1	-	4	2.3	2	-	2	-	0	-
Don't know	1	-	2	-	0	-	2	-	0	-	0	-	0	-
Refused	1	-	1	-	0	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 4 non-responses to Q23 in the paper questionnaire.

**Table 32:***Q24. The following questions are about some of your business's workplace practices and the impacts of employment legislation. Does the business currently use any self-employed workers who, to your knowledge, only work for your business and do not currently work for any other business? They are sometimes referred to as dependent contractors.*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1527*		683		844		307		376		353		491	
Weighted base=	178456	+/-	159388	+/-	19068	+/-	110421	+/-	48967	+/-	12636	+/-	6432	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	11	2.3	9	2.6	21	3.4	9	3.4	10	3.4	20	4.8	23	4.1
No	86	2.8	87	3.1	76	3.6	87	4.1	88	3.6	77	5.0	72	4.3
Don't know	3	1.4	3	1.6	3	1.4	3	2.2	2	-	2	-	5	2.2
Refused	1	-	1	-	0	-	1	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 1 non-response to Q24 in the paper questionnaire.

**Table 33:**

*Q25. Which of the following is the main reason for using dependent contractors in this business? READ. CODE MANY*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	266*		77		189		30		47		74		115	
Weighted base=	18912*	+/-	14895	+/-	4017	+/-	10050	+/-	4845	+/-	2553	+/-	1464	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Fluctuating demand/seasonal work	41	9.5	42	11.8	35	8.3	41	15.4	45	17.4	30	11.7	44	10.2
To cover staff absence	7	3.8	6	4.4	14	7.0	6	6.2	6	4.5	14	10.2	13	6.9
Needing specific skills	48	10.0	46	12.5	52	8.6	41	16.5	58	17.3	44	12.2	68	9.8
It is typical practice in this profession	9	6.7	9	8.3	9	6.6	8	11.2	10	10.7	13	10.2	2	-
Preferred or requested by contractor; suits their availability	7	5.8	7	7.3	8	5.2	7	10.4	8	6.1	9	7.5	7	5.7
Contractors work harder/are more efficient	3	5.3	4	6.7	1	-	6	10.0	0	-	1	-	0	-
Or is there some other reason? (Specify)	2	-	1	-	7	5.6	0	-	3	3.8	9	8.4	5	4.5
Don't know	2	-	2	-	2	-	0	-	5	9.8	3	5.0	2	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business was using dependent contractors (n=266).

**Table 34:***Q26. Do all of your employees have a written employment agreement?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1527*		683		844		306		377		353		491	
Weighted base=	178215	+/-	159147	+/-	19068	+/-	110142	+/-	49005	+/-	12636	+/-	6432	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	91	2.4	90	2.7	99	-	89	3.6	94	3.0	98	-	100	-
No	7	2.2	8	2.5	1	-	9	3.4	5	2.7	1	-	0	-
Don't know	1	-	1	-	1	-	1	-	1	-	1	-	0	-
Refused	1	-	1	-	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 1 non-response to Q26 in the paper questionnaire.

**Table 35:***Q27. Are any current employees in this business on casual agreements, with no guarantee of regular continuing work?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1528		684		844		307		377		353		491	
Weighted base=	178494	+/-	159426	+/-	19068	+/-	110421	+/-	49005	+/-	12636	+/-	6432	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	34	3.7	32	4.1	56	4.2	29	5.3	38	5.9	51	6.0	68	4.4
No	64	3.7	67	4.1	43	4.2	70	5.4	61	5.9	49	6.0	31	4.3
Don't know	1	-	1	-	1	-	1	-	1	-	1	-	1	-
Refused	0	-	1	-	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

**Table 36:**

*Q28. Which of the following is the main reason for employing staff on casual agreements? READ. CODE MANY*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	751*		248		503		93		155		181		322	
Weighted base=	61224*	+/-	50458	+/-	10765	+/-	31777	+/-	18681	+/-	6401	+/-	4365	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Fluctuating demand/seasonal work	73	5.8	73	7.0	75	4.8	70	10.1	78	7.4	75	7.2	74	5.2
To cover staff absence/parental leave	28	5.3	24	6.4	44	5.4	17	8.5	36	9.1	38	8.1	51	5.8
Needing specific skills	11	4.1	11	4.9	12	3.9	11	6.9	10	6.0	13	6.0	10	3.7
To check people's suitability for the job before considering them for further work	7	3.2	7	3.8	5	2.4	8	5.5	6	4.2	6	3.8	4	2.1
Employee's preference; suits employee availability	7	3.3	7	3.9	8	3.1	7	5.6	7	4.7	8	4.8	7	3.1
Or is there some other reason? (Specify)	3	2.3	3	2.8	5	2.4	4	4.1	2	-	4	3.6	5	2.9
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had employees on casual agreements (n=751).

**Table 37:**

*Q29. And are any current employees on fixed-term agreements?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1524*		683		841		306		377		351		490	
Weighted base=	178266	+/-	159298	+/-	18968	+/-	110293	+/-	49005	+/-	12543	+/-	6425	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	20	2.8	17	3.1	51	4.1	11	3.8	29	5.5	43	5.8	66	4.4
No	78	2.9	82	3.3	49	4.1	87	4.0	70	5.6	56	5.8	34	4.4
Don't know	0	-	0	-	1	-	0	-	1	-	1	-	1	-
Refused	1	-	1	-	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 4 non-responses to Q29 in the paper questionnaire.

**Table 38:**

*Q30. Which of the following is the main reason for employing staff on fixed-term agreements? READ. CODE MANY*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
	Unweighted base=	Weighted base=		+/-		+/-		+/-		+/-		+/-		+/-
	577*	36233*	132	26598	445	9634	35	12515	97	14083	139	5403	306	4231
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Fluctuating demand/seasonal work	57	6.9	59	9.2	52	5.8	55	15.5	62	10.5	52	9.2	54	6.0
To cover staff absence	26	6.2	22	8.2	39	5.4	18	13.3	25	10.1	29	8.4	52	6.0
Needing specific skills	20	6.1	19	8.1	21	4.9	16	13.2	22	9.7	21	7.9	22	5.1
To check people's suitability for the job before considering them for further work	16	5.9	19	8.0	6	3.0	25	14.4	14	7.9	9	5.3	2	-
For a specific project/funding limited to a specific project	5	2.4	4	3.1	8	2.9	2	-	6	5.2	5	4.3	10	3.7
Or is there some other reason? (Specify)	6	2.6	5	3.4	8	3.3	2	-	7	5.2	9	5.3	8	3.4
Don't know	1	-	2	-	1	-	3	5.5	0	-	1	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had any employees on fixed-term agreements (n=577).

**Table 39:**

Q31. Do any of your current employees have employment agreements requiring them to be available for work with no guarantee of minimum hours of work?

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1527*		684		843		307		377		352		491	
Weighted base=	178469	+/-	159426	+/-	19043	+/-	110421	+/-	49005	+/-	12611	+/-	6432	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	10	2.4	10	2.6	12	2.8	9	3.3	14	4.4	12	3.9	12	2.9
No	87	2.7	88	3.0	86	2.9	89	3.8	85	4.6	86	4.2	86	3.1
Don't know	2	-	1	-	2	-	1	-	2	-	2	-	2	-
Refused	1	-	1	-	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 1 non-response to Q31 in the paper questionnaire.

**Table 40:**

Q32. Which of the following types of employment agreements are these employees on? READ. CODE MANY

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	169*		67		102		26**		41		40		62	
Weighted base=	17112*	+/-	14852	+/-	2260	+/-	8931 **	+/-	5921	+/-	1509	+/-	750	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Casual agreements	44	11.6	41	13.3	69	10.1	35	-	49	17.6	71	13.9	64	11.6
Fixed term agreements	8	6.1	7	6.9	12	7.6	8	-	5	7.7	13	10.9	9	6.8
Permanent part-time agreements	25	9.0	24	10.3	34	10.5	17	-	34	14.8	37	14.9	29	10.4
Permanent full-time agreements	31	11.4	34	13.1	14	5.8	36	-	30	16.4	11	7.2	19	9.4
Any other types of employment agreements? (Specify)	4	4.1	4	4.7	1	-	6	-	1	-	0	-	2	-
Don't know	1	-	2	-	0	-	0	-	4	7.3	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had any employees on agreements requiring them to be available for work with no guarantee of minimum hours of work (n=174). This table excludes 5 non-responses to Q32 in the paper questionnaire.

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



**Table 41:**

*Q33. The next questions are about minimum wages and payroll systems. Are any of your employees paid the adult minimum wage of \$14.75 per hour?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1526*		684		842		307		377		352		490	
Weighted base=	178418	+/-	159426	+/-	18992	+/-	110421	+/-	49005	+/-	12569	+/-	6424	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	22	3.0	21	3.3	32	3.9	16	4.2	31	5.1	29	5.4	38	4.5
No	77	3.1	78	3.4	66	3.9	82	4.4	69	5.1	69	5.5	59	4.6
Don't know	1	-	1	-	2	-	1	-	0	-	1	-	3	1.7
Refused	1	-	1	-	0	-	1	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 4 non-responses to Q33 in the paper questionnaire.

**Table 42:**

*Q34. Thinking about all of your current employees aged 20 years or over, are any of them required by their employment agreement to undertake recognised industry training of at least 60 credits a year?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1525*		684		841		307		377		351		490	
Weighted base=	178349	+/-	159426	+/-	18923	+/-	110421	+/-	49005	+/-	12501	+/-	6422	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	10	2.3	9	2.5	14	2.8	9	3.3	10	3.3	14	3.9	15	3.2
No	87	2.7	87	3.0	83	2.9	88	3.9	86	4.0	85	4.0	79	3.7
Don't know	3	1.4	3	1.6	3	1.1	3	2.0	4	2.5	2	-	6	2.3
Refused	0	-	0	-	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 3 non-responses to Q34 in the paper questionnaire.

**Table 43:**

Q35. Are any of these employees paid the training minimum wage of \$11.80 per hour or any rate between the training and the adult minimum wage?

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	224*		74		150		26**		48		60		90	
Weighted base=	17210*	+/-	14545	+/-	2665	+/-	9565 **	+/-	4980	+/-	1712	+/-	953	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	7	4.0	6	4.5	14	8.0	0	-	18	13.3	17	11.9	9	6.8
No	88	5.5	88	6.3	85	8.0	94	6.6	77	13.3	83	11.9	89	6.9
Don't know	5	4.3	5	5.1	1	-	6	6.6	5	7.6	0	-	1	-
Refused	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had any employees aged 20 years or over who were required to undertake recognised industry training of at least 60 credits a year (n=224).

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

**Table 44:**

Q34\_35. All employers who were paying the training minimum wage or any rate between the training and the adult minimum wage (yes to Qs 34 and 35)

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1525		684		841		307		377		351		490	
Weighted base=	178349	+/-	159426	+/-	18923	+/-	110421	+/-	49005	+/-	12501	+/-	6422	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	1	-	1	-	2	-	0	-	2	-	2	-	1	-
No	99	-	99	-	98	-	100	-	98	-	98	-	99	-
No response	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Excludes non-responses to one or more of Q34 and Q35 in the paper questionnaire. All respondents (n=1528) were asked Q34.

**Table 45:**

*Q36. Which of the following is the main reason for not using the training minimum wage for these employees? READ. CODE MANY. RDM*

	Total	1-19 employees		20+ employees		1 - 5	6 - 19	20 - 49	50+					
Unweighted base=	189*		61		128	24**	37	51	77					
Weighted base=	15059*	+/-	12819	+/-	2240	9007 **	+/-	3812	+/-	1399	+/-	841	+/-	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Unaware of training minimum wage	10	7.7	10	8.9	10	7.5	8	-	16	14.2	12	11.6	6	4.5
Unclear of criteria for applying the training minimum wage	6	6.8	7	8.0	2	-	8	-	5	6.1	1	-	4	3.7
It is unfair to pay less to employees of this age who are doing training	52	13.2	51	15.4	61	10.8	45	-	64	17.7	59	15.9	64	11.6
Administration costs outweigh potential savings	5	6.6	5	7.7	4	4.4	6	-	2	-	6	7.1	1	-
It would impact on our ability to attract high quality applicants	30	11.3	28	13.1	46	10.9	27	-	29	15.7	52	16.3	35	10.3
Employee's skill/experience/performance/value to the company is worth a higher wage	9	7.8	10	9.1	8	5.1	10	-	9	12.4	9	7.8	5	3.5
Company policy to not pay less than the adult minimum wage	14	10.0	15	11.7	8	6.5	18	-	10	8.3	7	9.2	10	8.3
Or is there some other reason? (Specify)	2	-	2	-	0	-	3	-	0	-	0	-	0	-
Don't know	0	-	0	-	1	-	0	-	0	-	0	-	3	3.2
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had employees required to undertake industry training but were not paid the training minimum wage (n=191). This table excludes 2 non-responses to Q36 in the paper questionnaire.

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

**Table 46:***Q37. In the last 12 months has your business employed any workers aged 16 to 19 years?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1524*		683		841		306		377		352		489	
Weighted base=	178252	+/-	159270	+/-	18982	+/-	110265	+/-	49005	+/-	12569	+/-	6414	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	35	3.6	32	4.0	59	4.2	27	5.2	44	5.3	57	5.9	63	4.6
No	64	3.7	67	4.1	37	4.1	72	5.4	55	5.4	39	5.8	33	4.5
Don't know	2	-	1	-	4	1.9	1	-	1	-	4	2.7	3	1.8
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 4 non-responses to Q37 in the paper questionnaire.

**Table 47:***Q38. Are any of these employees paid the starting out wage of \$11.80 per hour?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	766*		236		530		77		159		197		333	
Weighted base=	61313*	+/-	50055	+/-	11258	+/-	28689	+/-	21367	+/-	7195	+/-	4063	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	9	3.7	9	4.4	8	2.9	8	6.6	10	5.5	7	4.2	9	2.9
No	90	4.0	89	4.9	91	3.0	89	7.5	90	5.5	92	4.4	90	3.0
Don't know	2	-	2	-	1	-	3	4.1	0	-	1	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had any employees aged 16 to 19 years (n=769). This table excludes 3 non-responses to Q38 in the paper questionnaire.

**Table 48:***Proportion of all employers who pay the starting out wage of \$11.40 per hour to any employees ('yes' to Q37 and Q38 out of all employers)*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1521*		681		840		305		376		352		488	
Weighted base=	177653*	+/-	158678	+/-	18975	+/-	109712	+/-	48967	+/-	12569	+/-	6406	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	3	1.3	3	1.5	5	1.7	2	-	4	2.4	4	2.5	6	1.9
No	95	1.8	95	2.0	91	2.6	96	2.6	94	2.8	91	3.6	90	2.6
Don't know	2	-	2	-	4	1.9	2	-	1	-	5	2.8	4	1.9
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Excludes non-responses to one or more of Q37 and Q38 in the paper questionnaire.

**Table 49:**

*Q39. Which of the following is the main reason for not using the starting out wage for these employees? READ. CODE MANY. RDM*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	681*		211		470		69		142		181		289	
Weighted base=	54503*	+/-	44391	+/-	10112	+/-	25469	+/-	18922	+/-	6539	+/-	3573	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
No employees in this business meet the criteria for the starting out wage	14	5.0	15	6.0	10	3.6	17	9.3	12	6.5	11	5.3	6	2.7
Unaware of the starting out wage	14	4.3	14	5.1	12	4.1	10	6.7	19	8.0	14	6.1	6	3.1
Unclear of criteria for applying the starting out wage	6	2.5	5	3.0	7	3.2	3	3.3	9	5.4	8	4.6	6	3.3
It is unfair to pay less on the basis of age	50	6.7	48	8.2	62	5.7	45	12.2	52	9.7	62	8.1	60	6.1
Administration costs outweigh potential savings	3	1.6	2	-	4	1.9	0	-	6	4.5	3	2.5	4	2.6
It would impact on our ability to attract high quality applicants	27	5.9	27	7.2	26	5.2	28	10.8	27	8.4	26	7.4	26	5.5
Starting out wage is too low/want to pay staff more than the minimum wage	3	1.9	3	2.3	4	1.9	3	3.8	2	-	3	2.5	5	2.8
Employee's skill/experience/performance/value to the company is worth a higher wage	5	2.7	6	3.3	4	2.1	5	4.8	7	4.1	4	2.8	5	3.1
Or is there some other reason? (Specify)	5	2.7	4	3.3	8	3.1	3	4.6	6	4.6	6	4.3	11	3.7
Don't know	2	-	2	-	2	-	2	-	1	-	2	-	2	-
Refused	2	-	3	2.9	1	-	5	5.0	0	-	1	-	1	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had any employees aged 16 to 19 years, who were not paid the starting out wage (n=692). This table excludes 11 non-responses to Q39 in the paper questionnaire.

**Table 50:**

*Q40. In response to an increase in minimum wage rates, does your business usually increase wages or salaries for employees who are already being paid above minimum wages?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1519*		683		836		307		376		350		486	
Weighted base=	178232	+/-	159363	+/-	18869	+/-	110421	+/-	48942	+/-	12526	+/-	6343	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	54	4.1	54	4.6	57	4.3	54	6.1	54	6.1	57	5.9	58	4.8
No	40	4.0	40	4.5	39	4.2	40	5.9	41	5.9	39	5.9	37	4.7
Don't know	5	1.9	5	2.1	3	1.7	5	2.9	3	2.0	3	2.3	4	2.0
Refused	1	-	1	-	1	-	1	-	1	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 9 non-responses to Q40 in the paper questionnaire.

**Table 51:**

*Q41. In June 2014, the period over which the pay of salaried employees must be assessed for compliance with the Minimum Wage Act changed from one week to two weeks. Were you aware of this change?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1517*		681		836		306		375		349		487	
Weighted base=	178001	+/-	159168	+/-	18833	+/-	110265	+/-	48904	+/-	12465	+/-	6368	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	26	3.6	25	3.9	36	4.1	23	5.1	31	5.7	34	5.8	41	4.8
No	68	3.8	70	4.2	59	4.3	72	5.4	64	5.9	61	5.9	54	4.8
Don't know	5	1.8	5	2.0	5	1.9	5	2.6	5	2.8	5	2.7	5	2.0
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 11 non-responses to Q41 in the paper questionnaire.

**Table 52:**

*Q42. Thinking about the overall impact on your business of this change to legislation, has the change had a positive or negative impact on your business or no impact?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	484*		169		315		65		104		118		197	
Weighted base=	46624*	+/-	39761	+/-	6863	+/-	24994	+/-	14767	+/-	4256	+/-	2607	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Positive impact	12	5.3	12	6.2	12	4.3	15	9.2	8	6.0	12	6.2	13	5.1
Negative impact	10	4.6	11	5.4	3	2.7	11	7.5	10	7.0	3	3.8	5	3.3
No impact	74	7.0	73	8.1	80	5.2	71	11.6	75	9.6	81	7.5	78	6.2
Don't know	3	1.6	2	-	3	2.2	0	-	6	5.0	3	2.9	4	3.0
Refused	2	-	2	-	0	-	3	4.4	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who were aware of the change to the Minimum Wage Act (n=487). This table excludes 3 non-responses to Q42 in the paper questionnaire.

**Table 53:**

*Q43. Do you have any salaried employees whose effective hourly rate over a two week period is sometimes less than the hourly minimum wage due to them working more than their usual number of hours in that period?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1523*		681		842		306		375		353		489	
Weighted base=	178207	+/-	159172	+/-	19035	+/-	110293	+/-	48879	+/-	12636	+/-	6399	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	2	-	2	-	3	1.6	2	-	2	-	3	2.4	2	-
No	95	1.8	95	2.0	94	2.1	95	2.6	96	2.5	94	2.9	92	2.5
Don't know	2	-	2	-	3	1.4	2	-	3	2.0	2	-	6	2.2
Refused	1	-	1	-	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 5 non-responses to Q43 in the paper questionnaire.



**Table 54:***Q44. Does your business process pay in-house, or do you outsource your payroll requirements to an external provider?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1525*		683		842		307		376		353		489	
Weighted base=	178398	+/-	159363	+/-	19035	+/-	110421	+/-	48942	+/-	12636	+/-	6399	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
In-house	75	3.7	75	4.1	77	3.8	75	5.4	73	5.5	76	5.3	78	4.2
External provider	22	3.5	22	3.9	22	3.7	21	5.1	24	5.4	22	5.2	21	4.1
Don't know	2	-	2	-	1	-	3	1.9	2	-	2	-	1	-
Refused	1	-	1	-	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 3 non-responses to Q44 in the paper questionnaire.

**Table 55:***Q45. In the last 12 months has your payroll system been audited or checked for compliance with the Holidays Act 2003?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1209*		522		687		238		284		287		400	
Weighted base=	133314*	+/-	118840	+/-	14475	+/-	82920	+/-	35919	+/-	9531	+/-	4943	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	39	4.5	38	5.0	51	4.7	32	6.5	50	7.1	48	6.6	57	5.3
No	43	4.6	45	5.1	22	4.0	53	6.8	28	6.2	25	5.7	17	4.0
Don't know	18	3.5	17	3.9	27	4.4	14	5.0	22	5.9	27	6.2	25	4.7
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business processes pay in-house (n=1217). This table excludes 8 non-responses to Q45 in the paper questionnaire.

**Table 56:**

*Q46. In the last 12 months have you been advised by your payroll provider that your business's payroll system complies with the Holidays Act 2003?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	279*		140		139		55		85		60		79	
Weighted base=	38494*	+/-	34378	+/-	4117	+/-	22464	+/-	11913	+/-	2788	+/-	1329	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	66	8.3	67	9.2	65	9.2	71	12.4	59	12.5	68	12.5	61	11.3
No	15	6.6	16	7.3	14	7.2	16	10.2	14	8.3	16	10.1	10	6.7
Don't know	18	6.3	18	7.0	21	7.3	13	8.9	26	11.4	16	9.4	30	10.7
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business outsources its payroll requirements to an external provider (n=284). This table excludes 5 non-responses to Q46 in the paper questionnaire.

**Table 57:**

*Q47. Are you aware of the Ministry of Business, Innovation and Employment's online guidance for assessing payroll systems for compliance with the Holidays Act 2003?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1494*		665		829		295		370		346		483	
Weighted base=	172205*	+/-	153583	+/-	18622	+/-	105911	+/-	47672	+/-	12301	+/-	6322	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	27	3.8	27	4.2	28	3.8	26	5.5	30	5.8	26	5.3	32	4.5
No	67	4.0	68	4.4	65	4.1	69	5.8	65	6.0	68	5.6	61	4.7
Don't know	5	1.8	5	2.0	6	2.1	5	2.6	5	2.8	6	2.9	7	2.5
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business processes pay in-house or outsources its payroll requirements to an external provider (n=1501). This table excludes 7 non-responses to Q47 in the paper questionnaire.

**Table 58:**

*Q48. Has your business used the Ministry's online guidance for assessing payroll systems for compliance with the Holidays Act 2003?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	426*		171		255		75		96		97		158	
Weighted base=	47228*	+/-	42030	+/-	5198	+/-	27963	+/-	14067	+/-	3213	+/-	1985	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	54	7.8	56	8.7	38	6.9	56	11.8	55	11.4	33	9.9	46	8.4
No	38	7.5	38	8.4	41	7.6	36	11.3	41	11.4	46	11.3	32	7.8
Don't know	8	3.8	6	4.2	21	6.4	8	6.0	4	3.7	21	9.4	22	7.0
Refused	0	-	0	-	0	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who were aware of MBIE's online guidance for assessing payroll systems for compliance with the Holidays Act 2003 (n=428). This table excludes 2 non-responses to Q48 in the paper questionnaire.

**Table 59:**

*Q49. The next questions are about how your business manages parental leave for employees when a child is born or adopted. Does your business have its own formal policy or system to manage parental leave for employees on the birth or adoption of a child?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1521*		681		840		304		377		353		487	
Weighted base=	177014	+/-	158005	+/-	19009	+/-	109000	+/-	49005	+/-	12636	+/-	6373	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	29	3.6	26	4.0	51	4.3	23	5.2	33	5.8	48	6.0	57	4.7
No	64	3.9	67	4.3	45	4.2	71	5.6	58	6.1	48	5.9	39	4.6
Don't know	6	2.1	7	2.4	4	1.8	6	3.0	8	3.6	4	2.5	3	1.6
Refused	0	-	1	-	0	-	1	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 7 non-responses to Q49 in the paper questionnaire.

**Table 60:**

*Q50. Have any of your employees returned to work after taking parental leave in the last 2 years? This includes female and male employees.*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1517*		678		839		304		374		351		488	
Weighted base=	176427	+/-	157481	+/-	18946	+/-	108989	+/-	48492	+/-	12550	+/-	6396	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	24	3.2	20	3.5	57	4.2	15	4.5	32	5.7	46	6.0	77	3.8
No	75	3.3	79	3.7	41	4.2	84	4.6	67	5.7	51	6.0	21	3.7
Don't know	1	-	1	-	2	-	1	-	1	-	3	1.8	2	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 11 non-responses to Q50 in the paper questionnaire.

**Table 61:**

*Q51. Were any of these employees given additional days of paid or unpaid parental leave on top of statutory requirements?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	663*		159		504		38		121		151		353	
Weighted base=	41943*	+/-	31232	+/-	10711	+/-	15900	+/-	15332	+/-	5810	+/-	4900	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	42	7.2	42	9.4	41	5.4	38	15.2	45	11.0	44	8.9	38	5.4
No	52	7.4	52	9.8	52	5.5	55	16.0	48	11.0	51	9.0	53	5.6
Don't know	6	3.8	6	5.1	7	2.5	6	8.4	6	5.6	5	3.8	9	3.2
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who had any employees that returned to work after taking parental leave in the last 2 years (n=665). This table excludes 2 non-responses to Q51 in the paper questionnaire.

**Table 62:***Q52. Were any of these employees offered flexible or reduced hours on their return to work?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	664*		158		506		37		121		151		355	
Weighted base=	41545*	+/-	30798	+/-	10747	+/-	15466	+/-	15332	+/-	5810	+/-	4937	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	76	6.8	73	9.1	83	3.8	63	16.2	83	8.2	87	5.9	79	4.5
No	22	6.7	24	8.9	14	3.6	34	16.0	14	7.8	12	5.5	17	4.3
Don't know	3	2.8	3	3.8	3	1.6	4	6.7	2	-	2	-	4	1.9
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who had any employees that returned to work after taking parental leave in the last 2 years (n=665). This table excludes 1 non-response to Q52 in the paper questionnaire.

**Table 63:***Q53. How easy or difficult is it for the business to manage the overall impact of employees taking parental leave on staffing arrangements and business continuity? Would you say: READ*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	663*		157		506		38		119		151		355	
Weighted base=	41878*	+/-	31131	+/-	10747	+/-	15900	+/-	15231	+/-	5810	+/-	4937	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very easy	7	4.5	7	6.0	7	2.8	13	11.7	2	-	6	4.6	7	3.0
Easy	16	5.0	14	6.6	19	4.4	16	10.8	13	7.2	19	7.2	20	4.6
Neither easy nor difficult	31	6.1	29	7.9	37	5.1	19	11.6	38	10.9	32	8.2	43	5.5
Difficult	35	7.4	38	9.8	28	5.1	38	16.2	37	10.7	33	8.6	22	4.7
Very difficult	10	4.3	10	5.7	8	3.2	10	9.5	10	6.0	10	5.6	6	2.6
Don't know	1	-	2	-	1	-	3	6.6	0	-	0	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who had any employees that returned to work after taking parental leave in the last 2 years (n=665). This table excludes 2 non-responses to Q53 in the paper questionnaire.

**Table 64:**

Q54A. In March 2015, changes to the Employment Relations Act came into effect. Which of the following changes to the Act are you aware of, if any?

*Changes to rest and meal breaks*

	Total		1-19		20+		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1515*		employees		employees		305		373		351		486	
Weighted base=	177494	+/-	678	+/-	837	+/-	110014	+/-	48536	+/-	12594	+/-	6350	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	64	4.0	62	4.5	79	3.6	57	6.0	73	5.5	77	5.1	85	3.3
No	28	3.9	30	4.3	13	3.2	35	5.8	20	5.0	17	4.6	7	2.4
Don't know	7	2.1	7	2.4	7	2.0	7	3.1	7	3.1	7	2.8	7	2.5
Refused	1	-	1	-	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 13 non-responses to Q54A in the paper questionnaire.

**Table 65:**

Q54B. In March 2015, changes to the Employment Relations Act came into effect. Which of the following changes to the Act are you aware of, if any?

*Changes to requests for flexible working arrangements*

	Total		1-19		20+		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1510*		employees		employees		305		369		350		486	
Weighted base=	176852	+/-	674	+/-	836	+/-	110014	+/-	47887	+/-	12576	+/-	6374	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	50	4.1	48	4.6	71	3.9	42	6.0	61	6.0	67	5.6	79	3.8
No	40	4.1	42	4.6	20	3.6	47	6.1	31	5.7	25	5.2	12	3.0
Don't know	9	2.4	10	2.7	8	2.2	10	3.7	8	3.1	8	3.1	9	2.7
Refused	1	-	1	-	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 18 non-responses to Q54B in the paper questionnaire.

**Table 66:**

*Q54C. In March 2015, changes to the Employment Relations Act came into effect. Which of the following changes to the Act are you aware of, if any?*

*Changes to collective bargaining*

	Total		1-19		20+		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1501*		employees		employees		305		364		348		484	
Weighted base=	176650	+/-	669	+/-	832	+/-	110014	+/-	47759	+/-	12535	+/-	6341	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	35	3.9	33	4.4	50	4.2	31	5.7	39	6.1	41	5.9	67	4.6
No	50	4.2	52	4.6	36	4.2	54	6.1	49	6.2	45	6.0	19	3.8
Don't know	14	2.9	14	3.2	14	2.9	14	4.2	12	4.0	13	3.9	15	3.5
Refused	1	-	1	-	1	-	1	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 27 non-responses to Q54C in the paper questionnaire.

**Table 67:**

*Q54D. In March 2015, changes to the Employment Relations Act came into effect. Which of the following changes to the Act are you aware of, if any?*

*Changes to employment if an employee's work is affected by restructuring*

	Total		1-19		20+		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1504*		employees		employees		305		367		348		484	
Weighted base=	176653	+/-	672	+/-	832	+/-	110014	+/-	47767	+/-	12534	+/-	6338	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	33	3.8	31	4.2	53	4.3	28	5.5	38	6.0	47	6.1	64	4.6
No	52	4.1	54	4.6	34	4.2	56	6.0	50	6.2	39	6.0	23	4.0
Don't know	14	2.9	14	3.3	13	2.8	15	4.4	12	3.9	14	3.9	12	3.2
Refused	1	-	1	-	0	-	1	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 24 non-responses to Q54D in the paper questionnaire.

**Table 68:***Q55. Have the changes to rest and meal breaks had any impact on your business or workplace?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1124*		446		678		173		273		269		409	
Weighted base=	112525*	+/-	97476	+/-	15049	+/-	62415	+/-	35061	+/-	9639	+/-	5410	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	4	1.8	3	2.0	6	2.3	3	2.9	3	2.4	5	3.3	7	2.6
No	95	2.1	96	2.4	93	2.5	96	3.3	95	3.0	94	3.6	92	2.8
Don't know	1	-	1	-	1	-	1	-	2	-	1	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who were aware of the changes to the Employment Relations Act regarding changes to rest and meal breaks (n=1128). This table excludes 4 non-responses to Q55 in the paper questionnaire.

**Table 69:***Q56. Which of the following impacts have the changes to rest and meal breaks had on your business or workplace? READ. CODE MANY*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	54*		16**		38		6**		10**		10**		28**	
Weighted base=	4137*	+/-	3275 **	+/-	862	+/-	2158 **	+/-	1117 **	+/-	496 **	+/-	366 **	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Increased flexibility for the business	74	13.8	-	16.8	64	18.2	87	-	55	-	69	-	57	-
Reduced compliance costs	5	3.8	-	-	21	17.0	0	-	3	-	28	-	11	-
Increased costs	9	9.7	-	12.3	3	1.6	13	-	7	-	3	-	2	-
Any other impacts (Specify)	6	4.2	-	3.5	17	15.0	0	-	7	-	14	-	22	-
Don't know	1	-	-	-	5	6.2	0	-	0	-	0	-	12	-
Refused	8	9.4	-	11.9	3	4.7	0	-	27	-	0	-	6	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had been impacted by the changes to rest and meal breaks (n=54).

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



**Table 70:***Q57. Have the changes to requests for flexible working arrangements had any impact on your business or workplace?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	948*		340		608		120		220		232		376	
Weighted base=	88132*	+/-	74680	+/-	13452	+/-	45364	+/-	29316	+/-	8398	+/-	5053	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	7	2.4	7	2.8	10	3.2	5	3.5	10	4.7	11	4.7	9	3.2
No	91	3.1	91	3.6	90	3.2	92	5.1	90	4.7	89	4.7	90	3.3
Don't know	2	-	2	-	1	-	3	3.8	0	-	0	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who were aware of the changes to the Employment Relations Act regarding changes to requests for flexible working arrangements (n=951). This table excludes 3 non-responses to Q57 in the paper questionnaire.

**Table 71:***Q58. Which of the following impacts have the changes to flexible working arrangements had on your business or workplace? READ. CODE MANY*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	83*		30		53		7**		23**		22**		31	
Weighted base=	6238*	+/-	4914	+/-	1324	+/-	2072 **	+/-	2842 **	+/-	889 **	+/-	435	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Increased flexibility for employees	63	8.2	60	9.8	73	13.7	36	-	78	-	77	-	67	17.8
Increased certainty for employees	21	10.2	19	12.4	27	14.7	13	-	23	-	29	-	24	16.2
More difficulties/inconvenience for employer/lower productivity	13	10.6	14	13.1	9	10.0	21	-	9	-	10	-	8	10.4
Any other impacts (Specify)	9	10.0	9	12.5	10	5.4	21	-	0	-	4	-	22	14.4
Don't know	5	6.3	5	7.7	6	7.4	0	-	8	-	6	-	5	9.6
Refused	7	7.3	8	9.2	2	-	8	-	8	-	2	-	3	4.1

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had been impacted by the changes to flexible working arrangements (n=84). This table excludes 1 non-response to Q58 in the paper questionnaire.

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

**Table 72:***Q59. Have the changes to collective bargaining had any impact on your business or workplace?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	696*		228		468		89		139		150		318	
Weighted base=	61756*	+/-	52455	+/-	9301	+/-	33794	+/-	18661	+/-	5131	+/-	4170	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	3	1.9	3	2.1	4	2.6	2	-	4	3.6	4	4.2	5	2.5
No	95	2.6	96	3.0	92	3.1	97	4.1	95	4.2	94	4.9	91	3.3
Don't know	2	-	2	-	3	1.8	2	-	1	-	2	-	4	2.2
Refused	0	-	0	-	0	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who were aware of the changes to the Employment Relations Act regarding changes to collective bargaining (n=702). This table excludes 6 non-responses to Q59 in the paper questionnaire.

**Table 73:***Q60. Which of the following impacts have the changes to collective bargaining had on your business or workplace? READ. CODE MANY*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	29***		8**		21**		2**		6**		3**		18**	
Weighted base=	1763* **	+/-	1350 **	+/-	413 **	+/-	602 **	+/-	748 **	+/-	202 **	+/-	211 **	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Increased flexibility for the business	9	-	0	-	39	-	0	-	0	-	33	-	44	-
More effective bargaining	46	-	33	-	88	-	74	-	0	-	100	-	77	-
Change had negative impact on employment relationships/wages	31	-	40	-	1	-	26	-	51	-	0	-	2	-
Any other impacts (Specify)	2	-	3	-	0	-	0	-	5	-	0	-	0	-
Don't know	0	-	0	-	2	-	0	-	0	-	0	-	4	-
Refused	19	-	24	-	0	-	0	-	44	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had been impacted by the changes to collective bargaining (n=29).

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

**Table 74:**

*Q61. Have the changes to employment if an employee's work is affected by restructuring had any impact on your business or workplace?*

	Total	1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+		
Unweighted base=	690*		219		471		80		139		166		305	
Weighted base=	57656*	+/-	47734	+/-	9922	+/-	29778	+/-	17956	+/-	5887	+/-	4035	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	3	1.8	2	-	7	3.3	1	-	3	3.0	8	5.1	6	3.1
No	95	2.8	96	3.3	90	3.6	96	4.7	95	4.1	91	5.4	89	3.9
Don't know	2	-	2	-	3	1.5	2	-	2	-	1	-	5	2.6
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who were aware of the changes to the Employment Relations Act regarding changes to employment if an employee's work is affected by restructuring (n=697). This table excludes 7 non-responses to Q61 in the paper questionnaire.

**Table 75:**

*Q62. Which of the following impacts have the changes to employment if an employee's work is affected by restructuring had on your business or workplace? READ. CODE MANY*

	Total	1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+		
Unweighted base=	30*		6**		24**		1**		5**		9**		15**	
Weighted base=	1619*	+/-	926 **	+/-	694 **	+/-	445 **	+/-	480 **	+/-	450 **	+/-	243 **	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Increased certainty for the business	22	9.7	0	-	52	-	0	-	0	-	54	-	47	-
Increased certainty for employees	20	9.7	0	-	46	-	0	-	0	-	49	-	41	-
Better balance of fairness for the business and its employees	62	8.2	84	-	32	-	100	-	70	-	19	-	56	-
Reduced compliance costs	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Negative impact for business (productivity and employment relations issues)	12	-	16	-	8	-	0	-	30	-	12	-	0	-
Any other impacts (Specify)	2	-	0	-	5	-	0	-	0	-	0	-	14	-
Don't know	1	-	0	-	3	-	0	-	0	-	0	-	9	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had been impacted by the changes to employment if an employee's work is affected by restructuring (n=30).

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

**Table 76:**

*Q63. In the last 12 months, which of the following sources, if any, have you used to find out about minimum employment rights and obligations? READ. CODE MANY*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1519		681		838		305		376		349		489	
Weighted base=	177694	+/-	158706	+/-	18987	+/-	109740	+/-	48967	+/-	12569	+/-	6419	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Ministry of Business, Innovation and Employment or MBIE	34	3.8	33	4.3	47	4.3	29	5.6	43	6.0	44	5.9	54	4.8
Other government agencies	20	3.2	19	3.6	24	3.8	17	4.6	25	5.4	24	5.3	24	4.2
Unions	3	1.0	2	-	13	3.0	1	-	3	1.9	12	4.1	16	3.6
Professional bodies or industry and trade associations	26	3.4	23	3.7	46	4.3	19	4.8	34	5.7	45	6.0	48	4.8
Lawyers or accountants	29	3.6	27	4.0	38	4.2	23	5.1	36	5.9	35	5.8	44	4.8
Colleagues, friends or family	19	3.3	19	3.7	17	3.3	19	4.9	20	5.0	17	4.7	16	3.6
General media	15	2.8	14	3.1	22	3.6	14	4.1	15	4.2	22	5.0	20	3.9
Human Resources consultants	3	1.4	3	1.6	2	-	3	2.2	2	-	2	-	1	-
Any other source? (Specify)	4	1.6	4	1.8	6	2.0	4	2.4	4	2.4	6	2.9	5	2.0
None	22	3.6	23	4.0	11	2.8	28	5.5	12	3.9	12	3.9	9	2.7
Don't know	1	-	1	-	2	-	1	-	2	-	2	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 9 non-responses to Q63 in the paper questionnaire.

**Table 77:**

Q64. Thinking about MBIE's information on minimum employment rights and obligations, how useful was this information? Would you say: READ

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
	Unweighted base=	Weighted base=	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-
	646*	59391*	%	%	%	%	%	%	%	%	%	%	%	%
Very useful	36	6.5	36	7.6	35	6.0	35	11.1	38	9.3	36	8.9	33	6.3
Useful	59	6.7	59	7.8	59	6.1	61	11.3	57	9.4	57	9.1	63	6.4
Not useful	2	-	2	-	2	-	2	-	2	-	2	-	3	2.3
Not at all useful	1	-	1	-	1	-	0	-	2	-	1	-	0	-
Don't know	2	-	2	-	3	2.2	1	-	2	-	4	3.6	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who used MBIE to find out about minimum employment rights and obligations in the last 12 months (n=653). This table excludes 7 non-responses to Q64 in the paper questionnaire.

**Table 78:**

Q65. The last few questions are about employers' recruitment practices around employing migrants. Does your business currently have any recent migrant employees on staff? By recent migrants we mean someone who was not born in New Zealand and who has arrived in New Zealand in the last five years.

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
	Unweighted base=	Weighted base=	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-
	1525*	177842	%	%	%	%	%	%	%	%	%	%	%	%
Yes	25	3.0	21	3.3	61	4.2	12	4.0	39	6.0	54	6.0	75	4.2
No	73	3.2	78	3.5	37	4.2	86	4.3	59	6.1	44	6.0	22	4.0
Don't know	2	-	2	-	2	-	2	-	2	-	2	-	3	1.8
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 3 non-responses to Q65 in the paper questionnaire.

**Table 79:**

*Q66. And in the last 12 months, has your business hired any recent migrants?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	1522*		680		842		306		374		352		490	
Weighted base=	177520	+/-	158486	+/-	19034	+/-	109868	+/-	48618	+/-	12611	+/-	6424	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	21	2.8	17	3.1	52	4.2	11	3.8	30	5.6	44	5.9	68	4.5
No	78	3.0	82	3.3	45	4.2	88	4.0	68	5.7	55	6.0	27	4.3
Don't know	1	-	1	-	2	-	1	-	2	-	1	-	5	2.2
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 6 non-responses to Q66 in the paper questionnaire.

**Table 80:**

*Q67. For what particular reasons did your business choose to employ a recent migrant? CODE MANY. PROBE FULLY*

	Total	1-19 employees		20+ employees		1 - 5	6 - 19	20 - 49	50+					
	Unweighted base= 647*					33	113	165	336					
	Weighted base= 37090*	+/-	27174	+/-	9916	12435	14739	5534	4381	+/-	+/-	+/-	+/-	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
They were the best candidate	49	5.4	44	7.1	60	5.4	27	10.1	59	10.1	57	8.7	64	5.5
Their skills/qualifications	47	7.3	43	9.8	56	5.5	35	16.8	50	11.0	51	8.7	63	5.5
Their experience	35	6.7	33	8.9	39	5.0	23	14.5	42	11.0	32	7.8	48	5.8
Fresh perspective	6	3.0	6	3.9	6	2.8	4	5.4	7	5.7	6	4.4	6	2.9
Strong work ethic/good worker	29	6.3	30	8.4	25	4.5	34	14.3	27	9.7	24	7.1	26	4.9
Overseas contacts/networks	2	-	3	2.7	2	-	2	-	3	3.5	0	-	3	2.0
They speak a language other than English	9	4.9	10	6.6	5	2.4	12	11.9	9	6.8	4	3.6	7	3.1
Many of our customers are also migrants	4	2.9	4	4.0	3	1.8	4	6.7	5	4.7	3	2.6	4	2.4
To be able to pay lower salary/wages	2	-	3	4.0	1	-	4	8.0	2	-	2	-	1	-
Their personality/they seemed like they would be a 'good fit' for the business	21	4.6	21	6.1	20	4.5	23	8.6	20	8.6	21	7.1	20	4.7
New Zealanders were not willing to do job	20	5.4	21	7.2	17	3.8	22	11.8	21	8.7	14	5.8	21	4.5
Difficulty hiring New Zealanders for job due to skill shortage	35	6.8	33	9.0	40	5.3	29	15.6	36	10.2	36	8.4	45	5.8
No/not many New Zealand-born candidates applied	16	5.8	18	7.8	12	3.2	17	13.5	18	8.8	13	5.3	11	3.0
Recommendation / worked for us before / good experiences with this ethnicity	3	3.1	5	4.3	0	-	6	7.8	4	4.3	0	-	0	-
Business had short-term/seasonal labour needs / migrant was available	3	2.3	4	3.1	2	-	3	4.4	4	4.4	2	-	1	-
Other (Specify)	4	3.6	4	4.8	3	2.3	8	10.4	1	-	4	4.0	2	-
No reason (No particular preference for migrant vs. New Zealander)	5	4.1	6	5.5	1	-	12	12.1	1	-	2	-	1	-
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had hired recent migrants in the last 12 months (n=649). This table excludes 2 non-responses to Q67 in the paper questionnaire.

**Table 81:***Q68. On the whole, how would you rate your migrant employees on their overall job performance? READ*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
	Unweighted base=	Weighted base=	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-
	738*	44409*	%	%	%	%	%	%	%	%	%	%	%	%
Very good	61	6.7	62	8.9	56	5.2	59	16.7	64	9.6	60	8.0	50	5.6
Good	32	6.5	31	8.6	35	5.0	35	16.5	28	9.0	32	7.6	39	5.4
Neither good nor poor	5	2.6	4	3.3	7	2.7	5	6.5	3	3.4	7	4.1	7	2.8
Poor	1	-	1	-	0	-	0	-	2	-	0	-	1	-
Very poor	1	-	1	-	0	-	0	-	1	-	0	-	0	-
Don't know	0	-	0	-	1	-	0	-	0	-	0	-	2	-
Refused	1	-	1	-	1	-	0	-	2	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had hired recent migrants in the last 12 months (n=741). This table excludes 3 non-responses to Q68 in the paper questionnaire.



**Table 82:**

*Q69. And why do you say that? CODE MANY. PROBE CLEAR ANSWER*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
	Unweighted base=	Weighted base=		+/-		+/-		+/-		+/-		+/-		+/-
	667*	41082*	165	30564	502	10518	35	12923	130	17641	175	6255	327	4263
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
They are able to share their experience and skills	34	6.8	33	9.0	38	5.5	44	17.4	25	8.8	40	8.3	35	5.6
They have skills and experience not available in New Zealand	22	6.4	25	8.5	15	3.6	29	16.1	22	8.8	10	5.1	22	4.9
They perform at a level higher than expected	24	5.8	25	7.6	22	4.1	22	13.5	28	8.8	20	6.1	24	5.0
They perform at a superior level to the other employees	8	3.4	8	4.5	9	2.8	8	8.1	8	5.1	8	4.2	12	3.2
They don't have English language problems	22	6.1	24	8.1	17	4.2	29	15.5	20	8.1	18	6.5	15	4.3
They have no problems with cultural differences/fit in with the team	27	6.5	29	8.7	20	4.4	31	16.3	27	9.1	22	6.7	18	4.4
They have transferable skills	27	5.8	25	7.6	35	5.2	27	13.5	23	8.6	31	7.8	40	5.7
They have prior work experience in New Zealand	9	3.4	8	4.4	11	3.3	3	5.9	11	6.3	7	4.6	17	4.4
They have the right attitude/are willing to learn/good work ethic/perform above & beyond their role	58	6.6	57	8.6	62	5.5	46	15.8	64	9.5	62	8.4	62	5.7
They have the skills and experience required (in general)	41	7.0	39	9.2	48	5.6	35	16.9	42	10.0	46	8.5	51	5.8
They have other language (non-English) skills	13	5.4	16	7.2	6	2.4	19	13.5	14	7.6	4	3.2	8	3.3
Their work is very good quality	45	7.0	46	9.2	42	5.5	45	16.6	47	10.3	41	8.3	44	5.8
They do what is required/fulfil that role	52	6.3	55	8.3	46	5.5	66	13.8	46	10.2	42	8.4	51	5.8
Their good performance is noted by others/appraisals/referred by	28	6.5	29	8.6	24	4.8	32	16.3	27	8.8	25	7.3	23	5.0
Other (Specify)	7	3.3	7	4.4	5	2.5	9	7.9	6	5.0	5	3.8	5	2.7
No reason	0	-	0	-	0	-	0	-	0	-	0	-	1	-
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who rated their recent migrant employees overall job performance as good or very good (n=667).

**Table 83:**

*Q70. In the last 12 months, has your business hired any recent migrants who have subsequently left the business?*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
	Unweighted base=	Weighted base=		+/-		+/-		+/-		+/-		+/-		+/-
	647*	37037*	145	27111	502	9926	33	12435	112	14676	165	5534	337	4392
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	49	7.0	50	9.3	45	5.3	55	16.1	46	10.4	39	8.3	51	5.8
No	50	7.0	50	9.3	52	5.4	45	16.1	54	10.4	58	8.5	45	5.7
Don't know	1	-	0	-	3	2.0	0	-	0	-	3	3.1	4	2.1
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had hired recent migrants in the last 12 months (n=649). This table excludes 2 non-responses to Q70 in the paper questionnaire.

**Table 84:***Q71. Thinking now about the migrant who left your business most recently, for what particular reasons did they leave? CODE MANY. PROBE CLEAR ANSWER*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+		
	Unweighted base=	316*					20**								
	Weighted base=	18019*	+/-	13616	+/-	4403	+/-	6855 **	+/-	6761	+/-	2166	+/-	2237	+/-
		%	%	%	%	%	%	%	%	%	%	%	%	%	%
They got a job with another employer in New Zealand	42	9.4	41	12.2	45	7.4	29	-	53	16.0	39	12.6	51	8.0	
Returned to their country of origin	29	8.4	29	10.9	30	7.1	21	-	38	14.6	31	12.5	29	7.1	
Moved to Australia	10	5.5	10	7.1	11	5.0	4	-	17	12.0	10	8.4	12	5.4	
Moved to a different country other than Australia	1	-	1	-	4	2.4	0	-	1	-	0	-	8	4.6	
Moved to a different town/city in New Zealand for reasons other than work	13	6.8	13	8.9	12	4.5	12	-	14	11.7	8	6.7	17	6.0	
Took up study	7	3.7	5	4.7	11	4.3	0	-	11	9.5	5	6.2	16	6.0	
Not suitable for the job/not happy with performance	14	7.7	14	10.1	15	5.9	20	-	8	9.0	18	10.8	12	5.0	
Contract ended	12	6.6	12	8.6	14	5.1	16	-	7	7.5	13	8.5	15	5.9	
Redundancy	6	4.1	7	5.4	3	2.2	4	-	9	7.9	2	-	5	3.9	
Health reasons	4	3.6	4	4.7	4	2.9	0	-	8	9.5	4	4.8	5	3.1	
Left to set up their own business	3	3.0	3	3.9	2	-	4	-	1	-	3	4.7	1	-	
Could not renew work visa	11	3.6	10	4.4	14	5.4	10	-	9	4.7	15	9.2	14	5.7	
Low salary/wages	4	3.3	4	4.2	4	3.3	4	-	4	3.9	5	6.1	3	2.6	
Didn't fit into New Zealand workplace culture	5	4.0	5	5.3	2	-	4	-	7	7.4	1	-	3	2.4	
Family reasons	11	5.8	11	7.6	12	4.2	4	-	18	13.3	8	5.9	17	5.9	
To continue travelling	15	7.1	15	9.2	13	5.6	27	-	4	3.6	16	10.3	11	4.6	
Other (Specify)	3	3.4	3	4.4	3	1.9	0	-	7	8.9	0	-	6	3.8	
No reason	0	-	0	-	0	-	0	-	0	-	0	-	0	-	
Don't know	3	4.4	3	5.8	2	-	6	-	0	-	1	-	2	-	
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-	

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had hired recent migrants who subsequently left in the last 12 months (n=317). This table excludes 1 non-response to Q71 in the paper questionnaire.

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

**Table 85:**

*Q72A. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff?*

*Websites or services (e.g. webinars) connecting your business to prospective migrants*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	724*		176		548		37		139		186		362	
Weighted base=	43597*	+/-	32284	+/-	11314	+/-	13207	+/-	19076	+/-	6627	+/-	4687	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very useful	17	5.4	18	7.2	15	3.7	28	15.6	11	5.5	14	5.7	17	3.9
Useful	40	6.4	40	8.5	41	5.3	35	14.9	43	9.9	40	8.1	41	5.5
Not useful	28	5.8	28	7.6	28	4.9	21	12.7	33	9.4	29	7.5	26	5.0
Don't know	14	4.9	13	6.4	16	3.9	16	13.2	11	5.8	16	6.1	15	3.9
Refused	1	-	1	-	0	-	0	-	2	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 17 non-responses to Q72A in the paper questionnaire.

**Table 86:**

*Q72B. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff?*

*Direct contact with Immigration NZ providing advice on immigration policy and process*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	724*		173		551		37		136		187		364	
Weighted base=	43389*	+/-	32081	+/-	11309	+/-	13207	+/-	18873	+/-	6603	+/-	4706	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very useful	19	5.3	18	7.0	24	4.1	16	13.0	19	7.6	19	6.1	30	5.1
Useful	39	6.7	40	8.9	35	5.0	37	16.4	43	10.0	33	7.6	39	5.4
Not useful	23	5.6	22	7.3	24	4.8	28	14.2	19	7.5	29	7.6	17	4.3
Don't know	17	5.2	17	6.9	17	4.0	19	13.3	16	7.2	18	6.2	14	3.8
Refused	2	-	2	-	0	-	0	-	3	3.7	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 17 non-responses to Q72B in the paper questionnaire.

**Table 87:**

*Q72C. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff?*

*Support for employers at overseas job fairs*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	706*		167		539		35		132		184		355	
Weighted base=	41876*	+/-	30759	+/-	11116	+/-	12328	+/-	18432	+/-	6542	+/-	4574	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very useful	7	3.2	7	4.2	8	2.7	6	7.7	8	4.9	6	3.8	12	3.6
Useful	27	6.1	27	8.1	27	4.8	36	16.2	20	8.1	27	7.4	27	5.0
Not useful	42	6.4	44	8.5	37	5.2	35	14.9	50	10.2	36	8.0	39	5.6
Don't know	22	5.5	20	7.3	27	4.8	23	13.9	19	7.9	31	7.6	22	4.5
Refused	2	-	2	-	1	-	0	-	4	3.8	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 35 non-responses to Q72C in the paper questionnaire.

**Table 88:**

*Q72D. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff?*

*Information on migrant behaviour and needs*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	710*		170		540		36		134		183		357	
Weighted base=	42388*	+/-	31306	+/-	11082	+/-	12773	+/-	18533	+/-	6475	+/-	4607	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very useful	7	3.2	7	4.2	8	2.6	8	8.2	7	4.3	6	3.7	11	3.4
Useful	44	6.7	48	8.8	33	5.1	51	16.4	45	9.7	31	7.8	35	5.3
Not useful	29	5.8	28	7.7	34	5.2	21	13.1	32	9.3	36	8.0	32	5.3
Don't know	18	5.0	16	6.6	25	4.6	20	13.3	14	6.4	27	7.2	21	4.5
Refused	1	-	1	-	1	-	0	-	2	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 31 non-responses to Q72D in the paper questionnaire.

**Table 89:**

*Q72E. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff?*

*Specialist advice on settlement services for migrant employees*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	714*		171		543		37		134		185		358	
Weighted base=	42928*	+/-	31751	+/-	11177	+/-	13219	+/-	18533	+/-	6561	+/-	4616	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very useful	10	3.8	11	5.1	9	2.5	12	9.8	10	5.1	5	3.3	13	3.8
Useful	38	6.6	39	8.8	34	5.1	39	15.9	39	9.8	32	7.8	37	5.4
Not useful	32	6.0	31	7.9	33	5.1	28	13.3	34	9.6	34	7.8	31	5.3
Don't know	19	5.0	17	6.6	24	4.7	20	13.0	15	6.4	28	7.4	17	4.1
Refused	2	-	2	-	1	-	0	-	3	3.8	1	-	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 10 non-responses to Q72E in the paper questionnaire.

**Table 90:**

*Q73A. How useful would the following assistance from Immigration NZ be in helping your workplace employ and retain migrants?*

*Information for new migrant employees about cultural differences in the workplace*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	718*		171		547		36		135		185		362	
Weighted base=	42656*	+/-	31377	+/-	11279	+/-	12762	+/-	18615	+/-	6595	+/-	4684	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very useful	13	4.6	12	6.1	14	3.3	13	12.0	12	6.1	10	4.7	20	4.5
Useful	45	6.2	44	8.2	46	5.3	43	14.1	45	9.9	44	8.2	49	5.6
Not useful	26	5.9	28	7.9	22	4.6	30	14.2	26	9.0	26	7.3	17	4.2
Don't know	15	4.6	14	6.0	17	4.2	13	11.1	15	6.7	19	6.7	13	3.7
Refused	1	-	1	-	0	-	0	-	2	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 23 non-responses to Q73A in the paper questionnaire.

**Table 91:**

*Q73B. How useful would the following assistance from Immigration NZ be in helping your workplace employ and retain migrants?*

*Information for migrant employees and businesses about overcoming communication challenges in the workplace*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	718*		171		547		36		135		185		362	
Weighted base=	42656*	+/-	31377	+/-	11279	+/-	12762	+/-	18615	+/-	6595	+/-	4684	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very useful	16	5.1	16	6.8	14	3.5	24	14.3	11	6.0	11	5.1	18	4.3
Useful	45	6.9	45	9.1	43	5.2	43	17.1	47	10.0	38	7.9	49	5.6
Not useful	22	5.7	22	7.6	23	4.7	20	13.9	23	8.4	27	7.4	17	4.4
Don't know	16	4.7	15	6.2	19	4.5	13	11.3	17	7.1	23	7.2	14	3.8
Refused	1	-	1	-	1	-	0	-	2	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 23 non-responses to Q73B in the paper questionnaire.

**Table 92:**

*Q73C. How useful would the following assistance from Immigration NZ be in helping your workplace employ and retain migrants?*

*Information for new migrant employees about working in your industry*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	719*		170		549		36		134		187		362	
Weighted base=	42500*	+/-	31138	+/-	11362	+/-	12762	+/-	18376	+/-	6688	+/-	4674	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very useful	14	4.3	13	5.8	17	4.0	11	10.0	14	6.8	17	6.1	18	4.2
Useful	49	6.9	51	9.2	42	5.0	60	17.2	45	10.0	36	7.6	49	5.6
Not useful	18	4.7	16	6.2	24	4.8	9	9.3	22	8.3	28	7.6	18	4.4
Don't know	18	5.5	18	7.3	16	4.1	20	14.3	17	7.3	18	6.4	14	3.8
Refused	1	-	1	-	1	-	0	-	2	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 22 non-responses to Q73C in the paper questionnaire.

**Table 93:**

*Q73D. How useful would the following assistance from Immigration NZ be in helping your workplace employ and retain migrants?*

*Information for new migrant employees about living in New Zealand*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	717*		171		546		36		135		185		361	
Weighted base=	42469*	+/-	31201	+/-	11268	+/-	12762	+/-	18439	+/-	6595	+/-	4674	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very useful	13	4.0	11	5.3	17	3.8	9	9.0	13	6.5	15	5.6	21	4.6
Useful	50	6.6	51	8.8	48	5.2	55	15.9	48	10.1	46	7.9	50	5.6
Not useful	18	5.3	18	7.0	19	4.3	13	12.2	21	8.4	21	6.8	15	4.2
Don't know	18	5.2	18	7.0	16	4.1	23	13.9	15	6.9	18	6.6	12	3.6
Refused	1	-	2	-	1	-	0	-	3	3.0	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 24 non-responses to Q73D in the paper questionnaire.

**Table 94:**

*Q73E. How useful would the following assistance from Immigration NZ be in helping your workplace employ and retain migrants?*

*Information about learning English language skills for the workplace*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	710*		170		540		36		134		186		354	
Weighted base=	42287*	+/-	31119	+/-	11168	+/-	12762	+/-	18357	+/-	6620	+/-	4548	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very useful	19	5.5	19	7.4	18	3.7	24	15.2	15	6.7	15	5.4	23	4.6
Useful	36	6.7	36	8.9	37	5.1	38	16.6	34	9.7	33	7.8	44	5.6
Not useful	27	6.1	27	8.1	25	4.9	22	14.2	31	9.5	30	7.6	18	4.6
Don't know	17	5.1	16	6.8	18	4.3	16	12.7	17	7.3	21	6.8	14	3.9
Refused	1	-	2	-	1	-	0	-	3	3.1	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 31 non-responses to Q73E in the paper questionnaire.



**Table 95:**

*Q73F. How useful would the following assistance from Immigration NZ be in helping your workplace employ and retain migrants?*

*Support for partners of your migrant staff to settle in New Zealand*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	706*		170		536		36		134		184		352	
Weighted base=	42228*	+/-	31138	+/-	11090	+/-	12762	+/-	18376	+/-	6576	+/-	4514	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very useful	15	4.3	14	5.7	17	3.8	15	10.7	13	6.2	15	5.6	19	4.4
Useful	40	6.9	40	9.1	40	5.3	39	16.9	41	10.0	37	8.1	45	5.7
Not useful	24	6.0	25	7.9	22	4.6	23	14.2	27	9.1	25	7.3	17	4.2
Don't know	19	5.3	19	7.0	21	4.5	24	13.9	15	6.9	23	7.0	18	4.4
Refused	2	-	2	-	1	-	0	-	4	3.9	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 35 non-responses to Q73F in the paper questionnaire.

**Table 96:**

*Q74A. And finally, have you done any of the following to support migrant staff employed in your business?*

*Provided information about cultural differences in the workplace*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
Unweighted base=	728*		176		552		37		139		189		363	
Weighted base=	43724*	+/-	32303	+/-	11421	+/-	13207	+/-	19096	+/-	6729	+/-	4692	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	36	6.2	37	8.3	31	4.8	50	15.8	28	8.7	31	7.3	32	5.0
No	32	5.7	30	7.5	39	5.3	18	11.6	38	9.8	40	8.1	38	5.5
Not applicable/did not need to	30	6.1	31	8.1	26	4.7	30	14.9	32	9.0	26	7.2	25	4.9
Don't know	2	-	2	-	3	1.9	2	-	2	-	3	2.8	5	2.3
Refused	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 13 non-responses to Q74A in the paper questionnaire.

**Table 97:**

*Q74B. And finally, have you done any of the following to support migrant staff employed in your business?*

*Provided information about living in New Zealand*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
	Unweighted base=	Weighted base=	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-
	729*	43742*	%	%	%	%	%	%	%	%	%	%	%	%
Yes	44	6.7	45	8.8	41	5.2	55	16.6	38	9.6	41	8.1	42	5.5
No	29	6.1	27	8.1	32	5.0	23	14.8	30	9.0	32	7.7	32	5.2
Not applicable/did not need to	25	5.7	26	7.5	23	4.5	23	13.2	29	8.9	24	7.0	21	4.7
Don't know	2	-	1	-	4	1.9	0	-	2	-	3	2.9	5	2.3
Refused	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 12 non-responses to Q74B in the paper questionnaire.

**Table 98:**

*Q74C. And finally, have you done any of the following to support migrant staff employed in your business?*

*Provided or allowed time to learn English language skills for the workplace*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
	Unweighted base=	Weighted base=	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-
	729*	43741*	%	%	%	%	%	%	%	%	%	%	%	%
Yes	26	6.4	29	8.5	20	3.9	37	16.9	23	8.5	19	6.0	22	4.2
No	31	5.2	29	6.8	35	5.1	12	9.0	41	9.7	35	7.8	34	5.3
Not applicable/did not need to	41	6.5	41	8.6	41	5.3	51	16.7	34	8.8	43	8.2	38	5.4
Don't know	2	-	1	-	4	2.0	0	-	2	-	3	2.9	5	2.3
Refused	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 12 non-responses to Q74C in the paper questionnaire.

**Table 99:**

*Q74D. And finally, have you done any of the following to support migrant staff employed in your business?*

*Supported partners of migrant staff to settle in New Zealand*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
	Unweighted base=	Weighted base=		+/-		+/-		+/-		+/-		+/-		+/-
	725*	43629*	176	32303	549	11326	37	13207	139	19096	187	6644	362	4682
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	23	5.6	24	7.4	21	3.9	27	14.3	21	7.8	18	5.8	26	4.9
No	38	5.5	36	7.2	42	5.3	34	10.4	38	9.7	44	8.2	40	5.5
Not applicable/did not need to	36	6.5	37	8.6	32	5.1	39	16.0	36	9.4	35	7.9	29	5.1
Don't know	3	2.0	3	2.6	4	2.2	0	-	4	4.4	4	3.4	5	2.4
Refused	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 16 non-responses to Q74D in the paper questionnaire.

**Table 100:**

*Q74E. And finally, have you done any of the following to support migrant staff employed in your business?*

*Provided closer supervision on the job, e.g. a 'buddy' or mentor*

	Total		1-19 employees		20+ employees		1 - 5		6 - 19		20 - 49		50+	
	Unweighted base=	Weighted base=		+/-		+/-		+/-		+/-		+/-		+/-
	731*	43781*	177	32366	554	11415	37	13207	140	19159	189	6686	365	4729
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	61	6.8	60	8.9	63	5.2	60	16.9	59	9.7	62	8.0	66	5.3
No	14	4.2	14	5.6	13	3.6	9	8.2	17	7.5	13	5.6	14	3.8
Not applicable/did not need to	22	5.9	24	7.9	19	4.5	28	15.6	21	7.8	22	7.0	14	4.2
Don't know	3	2.3	3	3.0	4	2.0	3	6.1	2	-	3	2.8	6	2.7
Refused	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 10 non-responses to Q74E in the paper questionnaire.

### 4.3 Tables by business industry

**Table 101:**

*Q1. First of all, does your 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=	1522*		172		260		219		212		252		407	
Weighted base=	178007	+/-	21476	+/-	12325	+/-	19982	+/-	33945	+/-	10432	+/-	79848	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	32	3.7	26	8.7	21	5.7	30	10.9	35	8.8	33	7.8	34	6.3
No	68	3.7	74	8.7	79	5.7	70	10.9	65	8.8	67	7.8	66	6.3
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 6 non-responses to Q1 in the paper questionnaire.

**Table 102:**

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

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	1523		173		260		219		212		252		407
Weighted base=	178090	+/-	21558	+/-	12325	+/-	19982	+/-	33945	+/-	10432	+/-	79848
	%	%	%	%	%	%	%	%	%	%	%	%	%
1 – 5	62	-	78	-	50	-	72	-	54	-	52	-	62
6 – 9	12	1.7	7	2.5	15	3.9	7	2.9	17	4.9	11	3.1	12
10 – 19	15	1.7	11	2.5	17	3.9	14	2.9	20	4.9	20	3.1	14
20 – 49	7	0.0	3	-	12	-	5	-	7	-	10	0.3	8
50 – 99	2	-	1	-	3	0.6	1	-	1	-	5	0.8	2
100 or more	2	-	0	-	3	0.6	1	-	2	-	3	0.8	2
No employees	0	-	0	-	0	-	0	-	0	-	0	-	0
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0
Total	100	-	100	-	100	-	100	-	100	-	100	-	100

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 5 non-responses to Q2 in the paper questionnaire.

**Table 103:**

*X2. Business size (collapsed - 4 categories)*

	Total	Agriculture, Forestry & Fishing		Manufacturing	Construction	Retail Trade, Accommodation & Food Services	Health Care & Social Assistance	Other
Unweighted base=	1528		174	262	220	212	253	407
Weighted base=	178494		21837	12396	19998	33945	10470	79848
	%	%	%	%	%	%	%	%
1 - 5	62	78	50	72	54	52	62	
6 - 19	27	18	32	22	36	31	27	
20 - 49	7	3	12	5	7	10	8	
50+	4	1	6	2	3	7	4	
Total	100	100	100	100	100	100	100	

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

X2 – Business Size is a constructed variable based on Q2: values for non-respondents to Q2 were derived from sample data.

**Table 104:***Region (from sample)*

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
	Unweighted base=	1528	174		262		220		212		253		407	
Weighted base=	178494	+/-	21837	+/-	12396	+/-	19998	+/-	33945	+/-	10470	+/-	79848	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Northland	4	1.6	6	4.9	3	3.0	5	6.0	6	4.6	4	3.3	2	-
Auckland	26	3.6	9	5.9	31	7.4	14	8.3	30	8.8	29	8.4	31	6.6
Waikato	8	2.2	11	6.4	9	4.6	5	4.5	10	5.9	8	5.2	8	3.7
Bay of Plenty	5	1.8	8	5.5	7	4.4	4	4.4	4	4.0	6	3.7	5	3.0
Gisborne	1	-	2	-	1	-	0	-	0	-	2	-	1	-
Hawke's Bay	4	1.4	7	4.6	5	3.7	0	-	3	3.2	4	3.3	4	2.4
Taranaki	4	1.5	3	3.6	4	3.7	3	4.3	3	3.6	4	4.0	4	2.6
Manawatu-Whanganui	8	2.3	13	7.1	3	2.7	8	7.1	5	4.5	9	5.8	8	4.0
Wellington	9	2.5	1	-	8	4.6	16	9.6	6	3.9	11	6.3	12	4.6
Tasman	1	-	3	2.9	1	-	0	-	0	-	0	-	0	-
Nelson	1	-	0	-	3	3.0	1	-	2	-	1	-	1	-
Marlborough	2	-	4	3.6	3	3.0	1	-	2	-	3	4.0	1	-
West Coast	2	-	3	3.5	1	-	3	4.3	2	-	2	-	1	-
Canterbury	15	2.9	18	7.8	14	5.3	25	11.1	11	6.0	12	5.5	14	4.7
Otago	6	2.0	4	3.7	6	4.1	9	7.2	7	5.3	4	3.2	6	3.3
Southland	5	1.8	7	5.4	1	-	6	6.0	7	5.0	2	-	4	2.8
Other	0	-	2	-	1	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

**Table 105:**

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

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	1523*		173		260		219		212		252		407	
Weighted base=	178090	+/-	21558	+/-	12325	+/-	19982	+/-	33945	+/-	10432	+/-	79848	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Less than 2 years	3	1.5	1	-	2	-	2	-	9	5.7	2	-	1	-
2 to less than 6 years	15	3.2	6	4.5	15	6.4	13	8.3	21	8.2	12	6.4	17	5.6
6 to less than 10 years	15	3.1	23	8.9	12	5.4	14	9.0	15	6.9	5	3.4	15	5.2
10 years or more	66	4.0	69	9.5	71	7.7	71	11.6	54	9.5	79	7.5	67	6.8
Don't know	0	-	0	-	1	-	0	-	1	-	2	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 5 non-responses to Q3 in the paper questionnaire.

**Table 106:**

*Q4. The next few questions are about health and safety systems and practices in your business. Who provides health and safety expertise and leadership in your business? CODE MANY. PROBE TO NO*

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accom and Food		Health Care & Social Serv		Other	
Unweighted base=	1527		174		262		220		212		253		406	
Weighted base=	178236	+/-	21837	+/-	12396	+/-	19998	+/-	33945	+/-	10470	+/-	79590	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Management or the business owner	79	3.3	90	6.0	81	6.2	78	10.3	83	7.4	67	8.7	76	5.9
Your Human Resources Department	7	1.9	3	1.7	4	1.9	5	4.7	3	2.1	7	3.6	10	3.9
A health and safety specialist within the business	10	2.1	6	4.4	14	4.3	11	5.0	7	3.9	13	4.8	12	3.9
Head office	6	1.8	0	-	2	-	7	6.1	14	5.5	7	4.4	6	2.8
Employee health and safety reps or a Health and Safety Committee	16	2.5	8	4.0	18	3.8	15	6.5	10	4.7	29	7.9	19	4.8
A contracted health and safety specialist from outside the business	10	2.1	9	4.8	16	5.3	22	10.7	4	3.0	8	5.2	10	3.4
An industry group or association	5	1.5	7	4.6	7	3.5	9	6.3	5	3.0	2	-	4	2.4
Any other provider (Specify)	4	1.6	6	4.9	1	-	2	-	3	3.2	6	4.4	5	3.1
No one	3	1.6	1	-	5	4.1	0	-	5	4.9	1	-	3	2.8
Don't know	1	-	1	-	0	-	0	-	1	-	0	-	0	-
Refused	0	-	1	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 1 non-response to Q4 in the paper questionnaire.



**Table 107:**

Q5. If you wanted more expert advice for your business on health and safety than you currently receive, do you know where you would get this advice from?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	1527*		174		262		220		211		253		407	
Weighted base=	178049	+/-	21837	+/-	12396	+/-	19998	+/-	33500	+/-	10470	+/-	79848	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	83	3.3	81	8.2	88	5.8	85	9.6	84	7.4	86	6.9	82	5.7
No	12	2.9	11	6.4	6	4.0	15	9.5	12	6.6	8	5.2	12	4.9
Don't know	5	1.9	8	5.9	5	4.1	0	-	4	4.1	6	5.0	6	3.5
Refused	0	-	0	-	1	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 1 non-response to Q5 in the paper questionnaire.

**Table 108:**

Q6. To what extent do owners or directors of this business make decisions about the business's health and safety policies and systems? Would you say: READ

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	1527*		174		262		220		212		252		407	
Weighted base=	178456	+/-	21837	+/-	12396	+/-	19998	+/-	33945	+/-	10432	+/-	79848	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
A lot	70	3.8	80	8.2	77	6.7	87	8.3	60	9.5	67	8.7	67	6.6
Somewhat	16	3.0	12	6.4	15	5.6	10	7.3	17	7.1	16	6.2	18	5.2
A little	12	2.8	7	5.4	7	4.3	3	4.3	18	7.8	14	6.9	14	5.0
Not at all	1	-	0	-	1	-	0	-	3	3.6	2	-	1	-
Don't know	1	-	1	-	0	-	0	-	2	-	1	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 1 non-response to Q6 in the paper questionnaire.

**Table 109:***Q7. Does your business have a system for identifying and managing workplace hazards?*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	1527*		174		262		220		212		253		406	
Weighted base=	177941	+/-	21837	+/-	12396	+/-	19998	+/-	33945	+/-	10470	+/-	79295	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	82	3.5	88	7.0	88	5.8	89	8.7	81	7.9	90	6.6	77	6.2
No	15	3.3	11	6.6	12	5.8	7	7.0	17	7.4	10	6.6	20	5.9
Don't know	1	-	0	-	1	-	0	-	3	3.5	0	-	2	-
Refused	1	-	1	-	0	-	4	5.8	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 1 non-response to Q7 in the paper questionnaire.

**Table 110:***Q8. Is this hazard management system documented?*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	1406*		159		246		214		189		244		354	
Weighted base=	144240*	+/-	18915	+/-	10869	+/-	17395	+/-	27410	+/-	9438	+/-	60213	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	82	3.6	78	9.3	81	7.3	87	9.3	77	9.3	87	7.5	84	6.2
No	17	3.5	19	8.8	19	7.3	13	9.3	22	9.2	13	7.5	15	6.0
Don't know	1	-	2	-	0	-	0	-	1	-	0	-	1	-
Refused	0	-	1	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business has a system for identifying and managing workplace hazards (n=1413). This table excludes 7 non-responses to Q8 in the paper questionnaire.

**Table 111:***Q9. Does this hazard management system involve having regular meetings to discuss hazards?*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	1406*	144399*	158	18636	245	10806	215	17828	189	27410	244	9438	355	60281
Yes	71	4.1	67	10.3	69	8.1	90	8.0	62	10.4	72	9.0	72	7.3
No	27	4.0	28	9.8	31	8.1	10	8.0	36	10.3	27	9.0	26	7.1
Don't know	2	-	3	4.1	0	-	0	-	2	-	0	-	2	-
Refused	0	-	2	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business has a system for identifying and managing workplace hazards (n=1413). This table excludes 7 non-responses to Q9 in the paper questionnaire.

**Table 112:***Q10. And does it involve having a nominated person who deals with hazard management?*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	1406*	144410*	158	18636	246	10869	215	17828	188	27358	244	9438	355	60281
Yes	80	3.6	75	9.4	80	7.2	87	8.3	72	9.7	86	7.3	82	6.2
No	18	3.5	23	9.2	19	7.1	13	8.3	25	9.4	14	7.3	15	5.8
Don't know	1	-	0	-	1	-	0	-	2	-	0	-	2	-
Refused	0	-	2	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business has a system for identifying and managing workplace hazards (n=1413). This table excludes 7 non-responses to Q10 in the paper questionnaire.

**Table 113:**

*Q11. When a new hazard is identified or an existing hazard changes, is this recorded in the system?*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	1408*	144741*	159	18915	246	10869	215	17828	189	27410	244	9438	355	60281
Yes	79	3.8	80	8.9	79	7.5	80	11.1	75	9.5	84	8.0	80	6.6
No	19	3.7	17	8.3	20	7.3	20	11.1	19	8.8	13	7.6	19	6.5
Don't know	2	-	2	-	1	-	0	-	6	5.0	2	-	1	-
Refused	0	-	1	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business has a system for identifying and managing workplace hazards (n=1413). This table excludes 5 non-responses to Q11 in the paper questionnaire.

**Table 114:**

*Q7\_8\_11. Proportion of all employers with a documented hazard management system that was actively used ('yes' to Q7, Q8 and 11 out of all employers)*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Agriculture, Forestry & Fishing		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	1520	176018	173	21558	262	12396	219	19564	211	33932	253	10470	402	78099
Yes	62	4.1	65	9.8	62	7.8	71	12.1	56	9.5	73	8.8	60	7.0
No	38	4.1	35	9.8	38	7.8	29	12.1	44	9.5	27	8.8	40	7.0
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Excludes non-responses to one or more of Q7, Q8 and Q11 in the paper questionnaire. All respondents (n=1528) were asked Q7.

**Table 115:***Q12. Does your business have a documented process for investigating workplace accidents?*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	1524*		173		261		220		211		253		406	
Weighted base=	177684	+/-	21558	+/-	12333	+/-	19998	+/-	33500	+/-	10470	+/-	79825	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	66	4.0	58	10.0	69	7.8	73	11.8	70	9.0	73	8.8	64	6.9
No	31	4.0	39	9.9	29	7.7	21	11.0	30	9.0	25	8.7	32	6.8
Don't know	2	-	3	3.6	1	-	0	-	0	-	0	-	3	2.5
Refused	1	-	0	-	0	-	7	7.0	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 4 non-responses to Q12 in the paper questionnaire.

**Table 116:***Q13. Does your business have health and safety inductions for all new employees?*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	1524*		173		262		220		211		252		406	
Weighted base=	177591	+/-	21558	+/-	12396	+/-	19998	+/-	33500	+/-	10314	+/-	79825	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	75	3.8	84	7.7	87	5.8	82	10.5	73	8.8	78	8.5	68	6.7
No	24	3.7	14	7.4	13	5.8	14	9.5	25	8.7	20	8.3	30	6.6
Don't know	1	-	0	-	0	-	0	-	2	-	1	-	1	-
Refused	1	-	1	-	0	-	4	5.8	0	-	2	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 4 non-responses to Q13 in the paper questionnaire.

**Table 117:***Q14. Is a record kept of every health and safety induction for new employees?*

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
	Unweighted base=	Weighted base=	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-
	1334*	131846*	%	%	%	%	%	%	%	%	%	%	%	%
Yes	71	4.2	65	10.7	68	8.2	79	11.4	60	10.7	70	9.6	77	7.1
No	24	3.9	31	10.4	30	8.0	21	11.4	29	10.2	28	9.5	19	6.5
Don't know	4	2.0	4	4.3	2	-	0	-	10	6.8	2	-	4	3.5
Refused	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business has health and safety inductions for all new employees (n=1339). This table excludes 5 non-responses to Q14 in the paper questionnaire.

**Table 118:***Q13\_14. Health and safety inductions for all new employees and records kept (yes to Qs 13 and 14 out of all employers)*

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
	Unweighted base=	Weighted base=	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-
	1519	177081	%	%	%	%	%	%	%	%	%	%	%	%
Yes	53	4.1	54	10.1	59	7.9	65	12.3	44	9.1	55	8.9	53	7.1
No	47	4.1	46	10.1	41	7.9	35	12.3	56	9.1	45	8.9	47	7.1
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. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Excludes non-responses to one or more of Q13 and Q14 in the paper questionnaire. All respondents (n=1528) were asked Q13.

**Table 119:**

*Aggregate H & S compliance measure 1 - employers with:*

- *a documented hazard management system that was actively used*
- *a documented process for investigating workplace accidents*
- *H&S inductions for all new employees, with records kept of every induction*

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	1511*		173		259		219		210		250		400	
Weighted base=	174836*	+/-	21558	+/-	12197	+/-	19564	+/-	33486	+/-	10258	+/-	77773	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	44	4.0	41	9.6	43	7.1	61	12.5	36	8.6	52	8.8	44	7.0
No	51	4.1	55	9.7	55	7.1	34	12.3	57	9.1	46	8.7	51	7.1
Don't know	4	1.7	2	-	2	-	0	-	7	5.0	2	-	5	3.2
Refused	1	-	2	-	0	-	4	5.9	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Excludes non-responses to one or more of Q7, Q8, Q11, Q12, Q13 and Q14 in the paper questionnaire. All respondents (n=1528) were asked Q7.

**Table 120:**

*Q15. Does your business use any contractors or subcontractors to do any work for the business?*

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	1526*		174		262		220		211		253		406	
Weighted base=	178026	+/-	21837	+/-	12396	+/-	19998	+/-	33500	+/-	10470	+/-	79825	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	63	4.0	74	8.9	60	7.8	77	11.1	51	9.5	68	9.0	62	6.9
No	36	4.0	26	8.9	40	7.8	19	10.2	47	9.5	31	9.0	37	6.9
Don't know	1	-	0	-	0	-	2	-	2	-	0	-	1	-
Refused	0	-	0	-	0	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 2 non-responses to Q15 in the paper questionnaire.

**Table 121:***Q16. Do all your contractors and subcontractors receive a health and safety induction?*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	1206*		133		207		199		153		201		313	
Weighted base=	112385*	+/-	15880	+/-	7379	+/-	15405	+/-	16935	+/-	7169	+/-	49616	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	53	4.9	46	11.6	60	9.5	65	13.7	33	11.7	49	10.5	57	8.5
No	41	4.9	45	11.7	37	9.4	34	13.6	50	12.6	47	10.5	37	8.3
Don't know	6	2.6	8	6.7	3	2.6	1	-	13	9.3	4	2.4	6	4.3
Refused	1	-	1	-	0	-	0	-	3	5.0	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business uses any contractors or subcontractors (n=1207). This table excludes 1 non-response to Q16 in the paper questionnaire.

**Table 122:***Q15\_16. Proportion of employers with contactors and where all contractors receive H&S inductions (yes to Qs 15 and 16 out of all employers)*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	1525		173		262		220		211		253		406	
Weighted base=	177747	+/-	21558	+/-	12396	+/-	19998	+/-	33500	+/-	10470	+/-	79825	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	33	3.7	34	9.3	35	7.0	50	12.4	17	6.6	33	8.3	35	6.5
No	67	3.7	66	9.3	65	7.0	50	12.4	83	6.6	67	8.3	65	6.5
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. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Excludes non-responses to one or more of Q15 and Q16 in the paper questionnaire. All respondents (n=1528) were asked Q15.



**Table 123:**

Aggregate H & S compliance measure 2 - employers with:

- a documented hazard management system that was actively used
- a documented process for investigating workplace accidents
- H&S inductions for all new employees, with records kept of every induction
- H&S inductions for contractors (if contractors were used by the business).

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	1511*		173		259		219		210		250		400	
Weighted base=	174836*	+/-	21558	+/-	12197	+/-	19564	+/-	33486	+/-	10258	+/-	77773	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	36	3.9	30	8.7	38	7.1	52	12.5	28	8.2	38	8.7	36	6.7
No	60	4.0	66	9.0	60	7.1	43	12.6	66	8.7	59	8.7	59	6.9
Don't know	4	1.7	2	-	2	-	1	-	5	4.1	3	1.8	5	3.3
Refused	1	-	2	-	0	-	4	5.9	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Excludes non-responses to one or more of Q7, Q8, Q11, Q12, Q13, Q14, Q15 and Q16 in the paper questionnaire. All respondents (n=1528) were asked Q7.

**Table 124:**

*Q17. Does your business have a formal system for employee participation in managing health and safety?*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	1524*	177724	21558	12396	19998	33500	211	253	405					
Yes	51	4.1	53	10.1	54	7.8	57	12.4	43	9.5	55	8.9	51	7.0
No	46	4.2	43	10.1	44	7.8	41	12.4	52	9.6	44	8.9	45	7.0
Don't know	3	1.4	3	3.6	2	-	0	-	4	4.1	1	-	3	2.4
Refused	1	-	0	-	0	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 4 non-responses to Q17 in the paper questionnaire.

**Table 125:**

*Aggregate H & S compliance measure 3 - employers with:*

- *a documented hazard management system that was actively used*
- *a documented process for investigating workplace accidents*
- *H&S inductions for all new employees, with records kept of every induction*
- *H&S inductions for contractors (if contractors were used by the business)*
- *a formal system for employee participation in managing health and safety.*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	1510*	174813*	173	21558	259	12197	219	19564	210	33486	250	10258	77750	399
		%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	30	3.7	28	8.5	34	6.9	44	12.1	22	7.6	31	8.1	30	6.3
No	65	3.9	69	8.7	63	7.0	51	12.4	71	8.3	65	8.2	65	6.7
Don't know	3	1.6	1	-	3	2.0	1	-	5	4.3	3	1.8	4	3.1
Refused	1	-	2	-	0	-	4	5.9	1	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Excludes non-responses to one or more of Q7, Q8, Q11, Q12, Q13, Q14, Q15, Q16 and Q17 in the paper questionnaire. All respondents (n=1528) were asked Q7.

**Table 126:**

*Q18. Does your business have any of the following? READ. CODE MANY. RDM*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	1521*		172		261		220		210		253		405	
Weighted base=	177134	+/-	21476	+/-	12333	+/-	19998	+/-	33054	+/-	10470	+/-	79802	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Elected health and safety representatives	31	3.7	15	6.4	33	6.8	43	12.1	24	7.7	38	8.0	35	6.5
Informal health and safety representatives	35	3.9	42	10.0	31	7.3	44	12.5	29	8.7	37	9.0	34	6.5
A health and safety committee	18	2.5	9	3.4	28	5.2	14	5.1	13	4.8	22	5.1	23	4.8
A regular system for health and safety communications	45	4.0	42	9.9	41	7.4	65	12.2	40	9.0	44	8.5	44	6.8
Health and safety is included as a regular team meeting item	55	4.2	52	10.1	56	8.1	66	12.3	51	9.6	52	8.6	54	7.0
None of the above	22	3.6	18	8.2	23	7.2	12	8.8	29	9.0	14	7.4	24	6.3
Don't know	1	-	2	-	2	-	0	-	2	-	0	-	1	-
Refused	1	-	3	3.6	0	-	2	-	0	-	3	4.0	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 7 non-responses to Q18 in the paper questionnaire.

**Table 127:**

*Q19. In the last 12 months, has your 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=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	1522*	177550	174	21837	261	12268	218	19903	210	33262	252	10432	407	79848
		%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	34	3.6	42	9.9	43	7.7	52	12.6	23	7.6	32	8.3	31	5.9
No	63	3.7	56	10.0	55	7.8	46	12.6	75	7.8	67	8.3	65	6.2
Don't know	2	-	3	3.5	1	-	0	-	2	-	0	-	3	2.6
Refused	0	-	0	-	1	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 6 non-responses to Q19 in the paper questionnaire.

**Table 128:**

*Q20. Thinking about the biggest change made to your health and safety systems or practices in the last 12 months, why did the business make this change or what prompted this change? CODE MANY. PROBE FOR CLEAR ANSWER*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accom and Food	Health Care & Social Serv		Other			
Unweighted base=	747*		80		145		146	81		96		199		
Weighted base=	60694*	+/-	9080	+/-	5301	+/-	10284	+/-	7624	+/-	3376	+/-	25030	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
An accident/event	8	3.2	16	12.0	3	1.8	7	8.3	4	6.0	7	8.9	7	4.9
A near miss	5	2.6	3	5.9	3	1.8	7	8.3	2	-	3	2.6	6	4.9
A workplace inspection by a health and safety inspector	6	2.9	7	8.2	24	10.0	1	-	2	-	0	-	6	5.9
A prosecution or other enforcement action	1	-	0	-	0	-	1	-	1	-	0	-	1	-
Improvements in industry practice	29	5.7	15	10.4	29	10.1	38	15.8	21	12.6	16	6.0	35	10.8
On-going improvements to your workplace health and safety/ to improve staff safety in general	60	6.0	44	14.4	62	10.4	61	16.5	42	17.3	60	15.1	70	10.2
To comply with current/anticipating future changes to health and safety legislation	55	6.1	62	14.9	46	11.1	73	13.7	43	17.3	49	15.1	51	11.1
To reduce ACC levies	12	3.7	12	7.2	14	5.9	20	13.2	9	8.0	6	4.0	11	6.1
Required by client or principal	9	3.9	2	-	6	5.3	23	14.6	4	5.9	1	-	10	6.8
Required by industry association	9	4.0	4	3.3	3	4.6	10	8.8	4	6.1	16	12.2	13	8.5
To address customer/public concerns	3	1.9	0	-	3	4.6	8	8.6	3	5.8	2	-	2	-
A change in management/Health & Safety personnel/business structure or location	3	1.9	4	6.1	5	5.2	0	-	7	10.7	1	-	1	-
Any other reason? (Specify)	4	2.1	2	-	5	6.2	3	2.8	7	10.7	4	3.9	4	3.4
Didn't make any significant changes	0	-	0	-	2	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	3	5.8	0	-	0	-
Refused	0	-	0	-	0	-	0	-	3	5.8	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business made any significant changes to its health and safety systems or practices in the last 12 months (n=748). This table excludes 1 non-response to Q20 in the paper questionnaire.

**Table 129:**

*Q21. Do you agree or disagree that your business owners or managers have a good understanding of their obligations under the Health and Safety in Employment Act?*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	
	1522*	177642	174	21837	261	12371	220	19998	33262	210	10393	251	406	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Agree	70	3.9	71	9.3	67	7.8	71	11.9	72	8.8	67	9.1	71	6.5
Neither agree nor disagree	17	3.1	22	8.4	21	6.8	9	7.2	17	7.2	22	8.2	17	5.3
Disagree	8	2.3	3	3.5	8	4.9	13	9.5	7	5.4	9	6.2	8	3.8
Don't know	4	1.7	4	4.3	3	3.1	2	-	4	4.1	2	-	4	3.0
Refused	1	-	0	-	0	-	5	5.9	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 6 non-responses to Q21 in the paper questionnaire.

**Table 130:**

*Q22. Do you agree or disagree that government is effective at enforcing obligations for businesses under the Health and Safety in Employment Act?*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	
	1524*	177946	174	21837	261	12371	220	19998	33500	211	10393	251	407	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Agree	45	4.1	43	10.0	46	8.1	47	12.5	46	9.5	37	8.4	45	7.0
Neither agree nor disagree	26	3.6	24	8.2	29	7.3	25	10.8	29	8.9	35	9.1	25	6.0
Disagree	11	2.7	9	5.7	12	5.4	13	8.9	12	6.5	9	6.2	12	4.5
Don't know	17	3.2	20	8.4	13	5.9	11	8.2	13	6.3	19	7.5	18	5.6
Refused	1	-	3	3.6	0	-	3	4.3	1	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 4 non-responses to Q22 in the paper questionnaire.

**Table 131:**

Q23. Do you agree or disagree that 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=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	1524*	177966	21818	12371	19998	33500	10432	79848						
	84	11	3	1	1	3	1	1	87	16	3	1	1	
	3.1	2.6	1.5	-	-	-	-	-	6.5	5.0	3.6	-	-	
	75	15	7	1	1	3	1	1	79	16	3	1	1	
	8.9	7.2	5.5	-	-	-	-	-	8.4	7.7	4.1	-	-	
	89	9	1	0	4	0	0	0	86	9	3	1	1	
	4.8	4.6	-	-	5.8	-	-	-	10.6	8.9	-	-	-	
	81	12	0	2	4	0	0	0	81	12	0	2	4	
	10.6	8.9	-	-	5.8	-	-	-	10.6	8.9	-	-	-	
	87	8	3	1	1	3	1	1	87	8	3	1	1	
	6.5	5.0	3.6	-	-	-	-	-	6.5	5.0	3.6	-	-	
	79	16	3	1	1	3	1	1	79	16	3	1	1	
	8.4	7.7	4.1	-	-	-	-	-	8.4	7.7	4.1	-	-	
	86	9	3	1	1	3	1	1	86	9	3	1	1	
	5.2	4.2	2.5	-	-	-	-	-	5.2	4.2	2.5	-	-	
<b>Total</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 4 non-responses to Q23 in the paper questionnaire.

**Table 132:**

Q24. The following questions are about some of your business's workplace practices and the impacts of employment legislation. Does the business currently use any self-employed workers who, to your knowledge, only work for your business and do not currently work for any other business? They are sometimes referred to as dependent contractors.

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	1527*	178456	21837	12396	19998	33945	10432	79848						
	11	86	3	1	1	3	1	1	4	18	4	1	1	
	2.3	2.8	1.4	-	-	-	-	-	3.8	7.1	3.4	-	-	
	13	86	0	1	1	3	1	1	18	4	1	1	1	
	6.8	7.1	-	-	-	-	-	-	7.1	7.6	3.4	-	-	
	8	91	0	1	4	0	0	0	8	91	0	1	4	
	4.0	4.0	-	-	5.8	-	-	-	4.0	4.0	-	-	-	
	16	79	1	1	4	0	0	0	16	79	1	1	4	
	8.4	9.8	-	-	5.8	-	-	-	8.4	9.8	-	-	-	
	4	93	3	1	1	3	1	1	4	93	3	1	1	
	3.8	5.3	3.8	-	-	-	-	-	3.8	5.3	3.8	-	-	
	18	77	4	1	1	3	1	1	18	77	4	1	1	
	7.1	7.6	3.4	-	-	-	-	-	7.1	7.6	3.4	-	-	
	11	85	4	1	1	3	1	1	11	85	4	1	1	
	4.0	4.7	2.7	-	-	-	-	-	4.0	4.7	2.7	-	-	
<b>Total</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>-</b>

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 1 non-response to Q24 in the paper questionnaire.



**Table 133:**

Q25. Which of the following is the main reason for using dependent contractors in this business? READ. CODE MANY

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accom and Food		Health Care & Social Serv		Other	
Unweighted base=	266*		23**		36		71		13**		45		78	
Weighted base=	18912*	+/-	2771 **	+/-	995	+/-	3246	+/-	1340 **	+/-	1922	+/-	8637	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Fluctuating demand/seasonal work	41	9.5	39	-	40	24.2	76	9.2	22	-	28	19.7	34	17.7
To cover staff absence	7	3.8	10	-	3	2.5	3	5.2	2	-	27	19.8	5	3.2
Needing specific skills	48	10.0	41	-	75	21.9	21	8.9	97	-	60	21.1	46	18.9
It is typical practice in this profession	9	6.7	10	-	0	-	3	5.2	0	-	7	6.2	14	13.2
Preferred or requested by contractor; suits their availability	7	5.8	6	-	3	4.6	7	7.1	0	-	11	15.1	9	11.8
Contractors work harder/are more efficient	3	5.3	0	-	3	4.6	0	-	0	-	0	-	6	11.6
Or is there some other reason? (Specify)	2	-	0	-	1	-	3	5.2	1	-	2	-	3	2.5
Don't know	2	-	0	-	0	-	0	-	0	-	0	-	4	5.7
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business was using dependent contractors (n=266).

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

**Table 134:***Q26. Do all of your employees have a written employment agreement?*

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
	Unweighted base=	1527*		173		262		220		212		253		407
Weighted base=	178215	+/-	21558	+/-	12396	+/-	19998	+/-	33945	+/-	10470	+/-	79848	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	91	2.4	86	7.4	88	5.8	82	10.5	94	4.9	99	-	94	3.5
No	7	2.2	12	6.8	12	5.8	11	8.8	3	3.8	1	-	6	3.5
Don't know	1	-	0	-	0	-	3	4.3	3	3.2	0	-	0	-
Refused	1	-	3	3.5	0	-	4	5.8	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 1 non-response to Q26 in the paper questionnaire.

**Table 135:***Q27. Are any current employees in this business on casual agreements, with no guarantee of regular continuing work?*

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
	Unweighted base=	1528		174		262		220		212		253		407
Weighted base=	178494	+/-	21837	+/-	12396	+/-	19998	+/-	33945	+/-	10470	+/-	79848	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	34	3.7	52	10.1	35	7.7	31	11.3	37	9.2	35	7.0	29	5.8
No	64	3.7	47	10.1	65	7.7	65	11.9	62	9.3	65	7.0	70	5.9
Don't know	1	-	1	-	0	-	0	-	1	-	0	-	1	-
Refused	0	-	0	-	0	-	4	5.8	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

**Table 136:**

*Q28. Which of the following is the main reason for employing staff on casual agreements? READ. CODE MANY*

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accom and Food		Health Care & Social Serv		Other	
Unweighted base=	751*		100		108		98		96		149		200	
Weighted base=	61224*	+/-	11367	+/-	4392	+/-	6173	+/-	12453	+/-	3628	+/-	23211	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Fluctuating demand/seasonal work	73	5.8	81	11.3	71	12.5	77	17.9	68	14.9	66	7.2	73	10.5
To cover staff absence/parental leave	28	5.3	9	7.2	26	10.3	18	14.2	30	13.2	61	10.0	33	10.7
Needing specific skills	11	4.1	7	6.9	4	4.0	12	13.7	3	3.8	10	8.4	18	9.3
To check people's suitability for the job before considering them for further work	7	3.2	7	6.8	10	7.6	20	17.8	10	10.0	2	-	2	-
Employee's preference; suits employee availability	7	3.3	3	4.9	9	8.4	6	4.6	9	8.5	4	3.3	8	6.7
Or is there some other reason? (Specify)	3	2.3	6	6.7	3	5.5	1	-	0	-	2	-	5	5.1
Don't know	0	-	0	-	0	-	0	-	0	-	1	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had employees on casual agreements (n=751).

**Table 137:**

*Q29. And are any current employees on fixed-term agreements?*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	1524		173		260		220		212		253		406	
Weighted base=	178266	+/-	21830	+/-	12243	+/-	19998	+/-	33945	+/-	10470	+/-	79781	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	20	2.8	25	8.4	12	3.1	13	7.4	16	6.6	25	7.2	23	4.7
No	78	2.9	75	8.4	87	3.1	82	9.1	83	6.8	75	7.2	76	4.8
Don't know	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Refused	1	-	0	-	0	-	5	5.9	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 4 non-responses to Q29 in the paper questionnaire.

**Table 138:**

Q30. Which of the following is the main reason for employing staff on fixed-term agreements? READ. CODE MANY

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accom and Food		Health Care & Social Serv		Other	
Unweighted base=	577*		69		85		72		62		91		198	
Weighted base=	36233*	+/-	5448	+/-	1508	+/-	2533	+/-	5436	+/-	2590	+/-	18718	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Fluctuating demand/seasonal work	57	6.9	65	17.7	55	14.1	46	29.1	35	19.0	20	12.7	68	10.1
To cover staff absence	26	6.2	4	4.0	20	9.9	28	28.7	14	10.7	53	12.9	33	10.7
Needing specific skills	20	6.1	9	10.1	25	12.2	14	9.7	15	16.6	20	12.6	24	10.0
To check people's suitability for the job before considering them for further work	16	5.9	17	14.0	4	4.6	5	6.6	39	21.4	12	11.8	12	8.5
For a specific project/funding limited to a specific project	5	2.4	3	3.9	8	4.5	2	-	0	-	19	14.5	5	4.0
Or is there some other reason? (Specify)	6	2.6	7	10.1	19	12.1	6	6.8	5	8.2	5	4.4	4	3.1
Don't know	1	-	0	-	0	-	17	27.4	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had any employees on fixed-term agreements (n=577).

**Table 139:**

*Q31. Do any of your current employees have employment agreements requiring them to be available for work with no guarantee of minimum hours of work?*

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	1527*		174		261		220		212		253		407	
Weighted base=	178469	+/-	21837	+/-	12371	+/-	19998	+/-	33945	+/-	10470	+/-	79848	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	10	2.4	18	7.7	4	3.3	8	7.2	13	6.2	10	4.7	9	3.6
No	87	2.7	82	7.8	95	3.3	87	8.9	82	7.1	90	4.7	90	4.1
Don't know	2	-	0	-	0	-	0	-	4	4.0	0	-	1	-
Refused	1	-	0	-	0	-	4	5.8	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 1 non-response to Q31 in the paper questionnaire.

**Table 140:**

Q32. Which of the following types of employment agreements are these employees on? READ. CODE MANY

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accom and Food		Health Care & Social Serv		Other	
Unweighted base=	169*		39		12**		15**		27**		38		38	
Weighted base=	17112*	+/-	3909	+/-	521 **	+/-	1637 **	+/-	4045 **	+/-	1019	+/-	5980	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Casual agreements	44	11.6	35	21.3	88	-	39	-	41	-	58	24.4	48	21.1
Fixed term agreements	8	6.1	11	13.9	5	-	0	-	18	-	1	-	2	-
Permanent part- time agreements	25	9.0	24	21.0	24	-	0	-	40	-	38	23.8	21	19.3
Permanent full- time agreements	31	11.4	28	21.2	5	-	62	-	18	-	4	3.3	41	22.9
Any other types of employment agreements? (Specify)	4	4.1	14	17.8	0	-	0	-	0	-	8	9.2	0	-
Don't know	1	-	0	-	0	-	0	-	6	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had any employees on agreements requiring them to be available for work with no guarantee of minimum hours of work (n=174). This table excludes 5 non-responses to Q32 in the paper questionnaire.

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

**Table 141:**

Q33. The next questions are about minimum wages and payroll systems. Are any of your employees paid the adult minimum wage of \$14.75 per hour?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
	Unweighted base=	1526*		174		261		220		212		253		406
Weighted base=	178418	+/-	21837	+/-	12388	+/-	19998	+/-	33945	+/-	10470	+/-	79781	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	22	3.0	24	8.1	16	5.4	13	7.5	51	9.5	18	5.7	13	4.3
No	77	3.1	74	8.6	83	5.5	85	8.4	47	9.6	82	5.7	86	4.5
Don't know	1	-	3	3.5	1	-	0	-	0	-	0	-	1	-
Refused	1	-	0	-	0	-	2	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 4 non-responses to Q33 in the paper questionnaire.

**Table 142:**

Q34. Thinking about all of your current employees aged 20 years or over, are any of them required by their employment agreement to undertake recognised industry training of at least 60 credits a year?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
	Unweighted base=	1525		174		262		220		212		252		405
Weighted base=	178349	+/-	21837	+/-	12396	+/-	19998	+/-	33945	+/-	10460	+/-	79713	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	10	2.3	10	6.0	5	3.0	25	10.4	7	4.9	16	6.1	7	3.4
No	87	2.7	87	6.8	92	4.2	72	10.9	88	6.4	81	6.3	90	4.0
Don't know	3	1.4	2	-	3	3.0	1	-	5	4.5	4	1.9	3	2.4
Refused	0	-	1	-	0	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 3 non-responses to Q34 in the paper questionnaire.



**Table 143:**

*Q35. Are any of these employees paid the training minimum wage of \$11.80 per hour or any rate between the training and the adult minimum wage?*

	Total	Agriculture, Forestry & Fishing				Manufacturing				Construction				Retail Trade, Accommodation & Food Services				Health Care & Social Assistance				Other			
			+/-	%		+/-	%		+/-	%		+/-	%		+/-	%		+/-	%		+/-	%		+/-	%
Unweighted base=	224*																								
Weighted base=	17210*																								
Yes	7	4.0	1	-	14	19.0	4	4.7	10	15.5	11	7.9	9	9.4											
No	88	5.5	73	29.0	86	19.0	95	4.7	80	15.5	86	8.2	91	9.4											
Don't know	5	4.3	26	29.0	0	-	0	-	10	15.5	0	-	0	-											
Refused	0	-	0	-	0	-	0	-	0	-	2	-	0	-											
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-											

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had any employees aged 20 years or over who were required to undertake recognised industry training of at least 60 credits a year (n=224).

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

**Table 144:**

*Q34\_35. All employers who were paying the training minimum wage or any rate between the training and the adult minimum wage (yes to Qs 34 and 35)*

	Total	Agriculture, Forestry & Fishing				Manufacturing				Construction				Retail Trade, Accommodation & Food Services				Health Care & Social Assistance				Other			
			+/-	%		+/-	%		+/-	%		+/-	%		+/-	%		+/-	%		+/-	%		+/-	%
Unweighted base=	1525																								
Weighted base=	178349																								
Yes	1	-	0	-	1	-	1	-	1	-	2	-	1	-											
No	99	-	100	-	99	-	99	-	99	-	98	-	99	-											
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. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Excludes non-responses to one or more of Q34 and Q35 in the paper questionnaire. All respondents (n=1528) were asked Q34.

**Table 145:**

Q36. Which of the following is the main reason for not using the training minimum wage for these employees? READ. CODE MANY. RDM

	Total 189*	Agriculture, Forestry & Fishing 14**		Manufacturing 18**		Construction 61		Retail Trade, Accom and Food 18** 1956		Health Care & Social Serv 48		Other 30		
Unweighted base=	189*													
Weighted base=	15059*	+/-	1597 **	+/-	523 **	+/-	4772	+/-	**	+/-	1385	+/-	4826	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Unaware of training minimum wage	10	7.7	0	-	3	-	8	6.3	1	-	15	19.4	20	22.4
Unclear of criteria for applying the training minimum wage	6	6.8	0	-	2	-	4	4.9	0	-	13	19.2	11	20.1
It is unfair to pay less to employees of this age who are doing training	52	13.2	54	-	95	-	50	24.4	47	-	29	9.0	59	27.4
Administration costs outweigh potential savings	5	6.6	0	-	0	-	3	3.7	3	-	0	-	11	20.1
It would impact on our ability to attract high quality applicants	30	11.3	42	-	34	-	43	24.4	11	-	23	9.0	23	22.5
Employee's skill/experience/performance/value to the company is worth a higher wage	9	7.8	6	-	6	-	10	16.5	25	-	2	-	5	9.4
Company policy to not pay less than the adult minimum wage	14	10.0	5	-	0	-	15	17.4	23	-	16	19.9	14	20.3
Or is there some other reason? (Specify)	2	-	0	-	0	-	0	-	0	-	23	22.0	0	-
Don't know	0	-	0	-	0	-	0	-	0	-	1	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had employees required to undertake industry training but were not paid the training minimum wage (n=191). This table excludes 2 non-responses to Q36 in the paper questionnaire.

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

**Table 146:***Q37. In the last 12 months has your business employed any workers aged 16 to 19 years?*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	1524*		174		262		219		211		252		406	
Weighted base=	178252	+/-	21837	+/-	12396	+/-	19993	+/-	33932	+/-	10314	+/-	79781	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	35	3.6	47	9.9	31	6.3	34	11.3	58	9.2	21	6.4	24	5.6
No	64	3.7	53	9.9	67	6.3	66	11.3	41	9.2	78	6.4	73	5.9
Don't know	2	-	0	-	2	-	0	-	1	-	0	-	3	2.1
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 4 non-responses to Q37 in the paper questionnaire.

**Table 147:***Q38. Are any of these employees paid the starting out wage of \$11.80 per hour?*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	766*		111		127		128		154		87		159	
Weighted base=	61313*	+/-	10250	+/-	3820	+/-	6704	+/-	19609	+/-	2159	+/-	18773	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	9	3.7	12	9.1	4	3.7	5	4.2	10	6.6	1	-	9	8.2
No	90	4.0	85	10.2	95	3.7	95	4.3	90	6.6	99	-	88	9.5
Don't know	2	-	3	5.2	1	-	0	-	0	-	0	-	3	5.6
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had any employees aged 16 to 19 years (n=769). This table excludes 3 non-responses to Q38 in the paper questionnaire.

**Table 148:***Proportion of all employers who pay the starting out wage of \$11.40 per hour to any employees ('yes' to Q37 and Q38 out of all employers)*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	1521*	177653*	173	21830	262	12396	219	19993	211	33932	251	10275	405	79228
		%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	3	1.3	6	4.5	1	-	2	-	6	3.9	0	-	2	-
No	95	1.8	93	5.0	97	1.9	98	-	93	4.6	100	-	94	3.2
Don't know	2	-	1	-	2	-	0	-	2	-	0	-	3	2.5
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Excludes non-responses to one or more of Q37 and Q38 in the paper questionnaire.

**Table 149:**

*Q39. Which of the following is the main reason for not using the starting out wage for these employees? READ. CODE MANY. RDM*

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accom and Food	Health Care & Social Serv		Other		
Unweighted base=	681*		97		114		116		125		82		147	
Weighted base=	54503*	+/-	8728	+/-	3551	+/-	6369	+/-	17327	+/-	2079	+/-	16450	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
No employees in this business meet the criteria for the starting out wage	14	5.0	8	7.0	11	8.7	3	2.8	22	10.9	6	4.6	15	10.9
Unaware of the starting out wage	14	4.3	6	6.6	21	10.7	10	13.1	18	10.1	16	14.1	12	6.2
Unclear of criteria for applying the starting out wage	6	2.5	4	3.4	10	8.9	12	13.3	4	3.8	4	4.1	5	4.4
It is unfair to pay less on the basis of age	50	6.7	51	15.1	43	12.4	55	20.8	45	12.3	52	15.4	56	13.8
Administration costs outweigh potential savings	3	1.6	2	-	6	5.2	0	-	2	-	0	-	4	4.1
It would impact on our ability to attract high quality applicants	27	5.9	36	14.7	25	9.1	33	19.7	19	10.0	29	16.3	29	12.1
Starting out wage is too low/want to pay staff more than the minimum wage	3	1.9	4	6.4	3	3.9	11	13.1	1	-	4	4.8	1	-
Employee's skill/experience/performance/value to the company is worth a higher wage	5	2.7	16	10.8	4	4.9	4	3.8	6	6.1	0	-	1	-
Or is there some other reason? (Specify)	5	2.7	5	6.4	8	5.9	2	-	3	3.7	6	4.3	7	7.2
Don't know	2	-	0	-	0	-	0	-	2	-	0	-	4	6.3
Refused	2	-	3	6.1	1	-	7	12.6	3	4.9	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had any employees aged 16 to 19 years, who were not paid the starting out wage (n=692). This table excludes 11 non-responses to Q39 in the paper questionnaire.

**Table 150:**

Q40. In response to an increase in minimum wage rates, does your business usually increase wages or salaries for employees who are already being paid above minimum wages?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	1519*	178232	174	21837	260	12308	220	19998	212	33945	250	10432	79712	403
		%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	54	4.1	51	10.1	51	8.2	47	12.3	61	9.5	52	9.3	55	7.0
No	40	4.0	43	10.0	47	8.2	48	12.5	31	9.0	45	9.2	39	6.8
Don't know	5	1.9	6	4.9	1	-	0	-	5	4.2	3	1.9	6	3.5
Refused	1	-	0	-	1	-	5	5.9	3	3.2	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 9 non-responses to Q40 in the paper questionnaire.

**Table 151:**

Q41. In June 2014, the period over which the pay of salaried employees must be assessed for compliance with the Minimum Wage Act changed from one week to two weeks. Were you aware of this change?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	1517*	178001	173	21818	260	12325	220	19998	212	33945	249	10248	79667	403
		%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	26	3.6	34	9.5	17	5.7	14	7.5	33	9.0	21	6.4	27	6.0
No	68	3.8	62	9.8	78	6.3	78	9.8	58	9.5	75	7.0	70	6.3
Don't know	5	1.8	4	4.3	4	3.2	5	5.9	9	5.5	4	3.3	3	2.5
Refused	0	-	0	-	0	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 11 non-responses to Q41 in the paper questionnaire.

**Table 152:**

Q42. Thinking about the overall impact on your business of this change to legislation, has the change had a positive or negative impact on your business or no impact?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	484*		59		68		63		79		80		135	
Weighted base=	46624*	+/-	7334	+/-	2020	+/-	2853	+/-	10803	+/-	2143	+/-	21471	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Positive impact	12	5.3	11	10.4	16	13.9	20	25.1	12	11.3	8	4.9	12	8.7
Negative impact	10	4.6	20	14.6	3	5.7	3	5.9	16	12.5	4	4.8	6	5.9
No impact	74	7.0	66	16.4	77	14.9	73	26.0	70	15.7	68	15.1	78	10.9
Don't know	3	1.6	2	-	2	-	4	5.9	3	4.3	11	7.1	2	-
Refused	2	-	0	-	1	-	0	-	0	-	9	12.8	3	4.9
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who were aware of the change to the Minimum Wage Act (n=487). This table excludes 3 non-responses to Q42 in the paper questionnaire.

**Table 153:**

Q43. Do you have any salaried employees whose effective hourly rate over a two week period is sometimes less than the hourly minimum wage due to them working more than their usual number of hours in that period?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	1523*		174		259		220		212		252		406	
Weighted base=	178207	+/-	21837	+/-	12142	+/-	19998	+/-	33945	+/-	10460	+/-	79825	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	2	-	5	4.3	3	3.2	0	-	2	-	2	-	2	-
No	95	1.8	91	5.9	95	3.4	97	4.3	95	4.1	97	3.2	95	3.0
Don't know	2	-	4	4.3	1	-	1	-	3	3.2	2	-	2	-
Refused	1	-	0	-	0	-	2	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 5 non-responses to Q43 in the paper questionnaire.

**Table 154:***Q44. Does your business process pay in-house, or do you outsource your payroll requirements to an external provider?*

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
	Unweighted base=	1525*	174		261		220		212		252		406	
Weighted base=	178398	+/-	21837	+/-	12333	+/-	19998	+/-	33945	+/-	10460	+/-	79825	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
In-house	75	3.7	83	7.9	84	6.0	80	10.3	77	7.7	80	7.2	69	6.6
External provider	22	3.5	14	7.1	13	5.3	18	9.7	18	6.9	20	7.2	29	6.4
Don't know	2	-	3	3.5	3	3.0	0	-	5	4.2	0	-	2	-
Refused	1	-	1	-	0	-	2	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 3 non-responses to Q44 in the paper questionnaire.

**Table 155:***Q45. In the last 12 months has your payroll system been audited or checked for compliance with the Holidays Act 2003?*

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
	Unweighted base=	1209*	153		219		194		161		200		282	
Weighted base=	133314*	+/-	18039	+/-	10217	+/-	15973	+/-	25995	+/-	8282	+/-	54807	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	39	4.5	27	8.7	46	9.0	28	11.2	42	10.8	50	10.6	42	8.2
No	43	4.6	59	10.3	41	8.9	61	12.5	33	10.7	34	10.3	38	8.3
Don't know	18	3.5	13	7.2	12	5.4	10	7.7	25	9.6	16	6.1	19	6.3
Refused	0	-	2	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business processes pay in-house (n=1217). This table excludes 8 non-responses to Q45 in the paper questionnaire.



**Table 156:**

Q46. In the last 12 months have you been advised by your payroll provider that your business's payroll system complies with the Holidays Act 2003?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
	Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%
	279*	38494*												
	17**	2682**			34	1618	24**	3586**	40	6150	49	2090	115	22367
Yes	66	8.3	48	29.5	61	19.1	54	30.0	74	18.1	61	19.0	70	11.7
No	15	6.6	20	20.1	18	17.1	29	28.0	6	7.6	18	15.0	15	9.7
Don't know	18	6.3	32	27.8	21	12.8	17	22.5	21	17.2	21	15.3	15	8.3
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business outsources its payroll requirements to an external provider (n=284). This table excludes 5 non-responses to Q46 in the paper questionnaire.

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

**Table 157:**

Q47. Are you aware of the Ministry of Business, Innovation and Employment's online guidance for assessing payroll systems for compliance with the Holidays Act 2003?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
	Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%
	1494*	172205*			255	11972	218	19130	201	31922	251	10449	399	77750
Yes	27	3.8	28	9.3	25	7.2	26	11.2	32	9.1	17	5.8	28	6.4
No	67	4.0	69	9.6	70	7.6	72	11.2	62	9.6	75	7.3	67	6.7
Don't know	5	1.8	3	3.7	5	3.3	2	-	6	5.0	7	5.2	5	3.1
Refused	0	-	0	-	1	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business processes pay in-house or outsources its payroll requirements to an external provider (n=1501). This table excludes 7 non-responses to Q47 in the paper questionnaire.

**Table 158:**

*Q48. Has your business used the Ministry's online guidance for assessing payroll systems for compliance with the Holidays Act 2003?*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	426*		49		66		71		64		65		111	
	47228*		5847		2909		5037		10067		1815		21552	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	54	7.8	40	19.4	42	16.7	48	24.6	54	17.0	31	10.3	62	12.8
No	38	7.5	53	19.7	43	17.1	49	24.6	33	14.9	45	16.9	32	12.5
Don't know	8	3.8	7	9.5	15	11.6	3	3.5	12	12.0	24	16.0	5	5.1
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who were aware of MBIE's online guidance for assessing payroll systems for compliance with the Holidays Act 2003 (n=428). This table excludes 2 non-responses to Q48 in the paper questionnaire.

**Table 159:**

*Q49. The next questions are about how your business manages parental leave for employees when a child is born or adopted. Does your business have its own formal policy or system to manage parental leave for employees on the birth or adoption of a child?*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	1521*		174		261		217		212		253		404	
	177014		21837		12388		19125		33945		10470		79249	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	29	3.6	22	8.1	21	6.1	18	8.8	31	8.7	36	8.3	32	6.3
No	64	3.9	75	8.4	74	6.8	75	10.3	61	9.3	60	8.6	60	6.8
Don't know	6	2.1	3	2.8	4	3.2	4	4.6	8	5.2	4	3.4	8	3.9
Refused	0	-	0	-	1	-	3	4.6	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 7 non-responses to Q49 in the paper questionnaire.

**Table 160:**

Q50. Have any of your employees returned to work after taking parental leave in the last 2 years? This includes female and male employees.

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	1517*	176427	173	21818	261	12388	218	19559	209	33025	252	10432	404	79205
Yes	24	3.2	13	5.4	17	4.8	17	8.6	27	8.4	30	6.0	27	5.5
No	75	3.3	86	5.5	81	4.8	83	8.6	71	8.6	69	6.0	71	5.8
Don't know	1	-	1	-	1	-	0	-	0	-	1	-	2	-
Refused	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 11 non-responses to Q50 in the paper questionnaire.

**Table 161:**

Q51. Were any of these employees given additional days of paid or unpaid parental leave on top of statutory requirements?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	663*	41943*	46	2873	100	2157	75	3317	97	8864	136	3141	209	21591
Yes	42	7.2	41	22.1	43	10.1	61	24.1	38	16.9	50	11.4	39	10.9
No	52	7.4	58	22.1	47	10.8	35	24.0	53	17.7	46	11.5	55	11.3
Don't know	6	3.8	1	-	9	6.5	4	5.2	9	10.7	3	3.4	7	5.9
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who had any employees that returned to work after taking parental leave in the last 2 years (n=665). This table excludes 2 non-responses to Q51 in the paper questionnaire.

**Table 162:**

Q52. 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=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	664*	41545*	46	2873	100	2157	74	2883	98	8878	136	3141	210	21614
			%	%	%	%	%	%	%	%	%	%	%	%
Yes	76	6.8	90	8.9	75	9.9	74	25.4	81	15.1	85	9.5	70	10.8
No	22	6.7	10	8.9	21	9.7	26	25.4	19	15.1	12	8.9	25	10.6
Don't know	3	2.8	0	-	4	2.8	1	-	0	-	2	-	4	5.4
Refused	0	-	0	-	0	-	0	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who had any employees that returned to work after taking parental leave in the last 2 years (n=665). This table excludes 1 non-response to Q52 in the paper questionnaire.

**Table 163:**

Q53. How easy or difficult is it for the business to manage the overall impact of employees taking parental leave on staffing arrangements and business continuity? Would you say: READ

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	663*	41878*	46	2873	99	2094	75	3317	98	8878	135	3102	210	21614
			%	%	%	%	%	%	%	%	%	%	%	%
Very easy	7	4.5	0	-	4	5.7	4	5.2	7	9.5	5	3.8	10	7.8
Easy	16	5.0	5	5.7	10	8.0	12	8.2	25	15.4	15	9.7	14	7.1
Neither easy nor difficult	31	6.1	43	22.3	29	5.8	39	26.9	30	15.3	38	11.2	27	8.3
Difficult	35	7.4	29	19.9	29	14.2	41	27.1	34	16.8	35	11.3	37	11.4
Very difficult	10	4.3	23	19.2	26	13.4	4	5.2	4	5.2	7	4.9	10	7.4
Don't know	1	-	0	-	1	-	0	-	0	-	0	-	3	4.8
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who had any employees that returned to work after taking parental leave in the last 2 years (n=665). This table excludes 2 non-responses to Q53 in the paper questionnaire.

**Table 164:**

Q54A. In March 2015, changes to the Employment Relations Act came into effect. Which of the following changes to the Act are you aware of, if any?

Changes to rest and meal breaks

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	1515*		172		259		218		212		251		403	
Weighted base=	177494	+/-	21476	+/-	12234	+/-	19903	+/-	33945	+/-	10414	+/-	79521	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	64	4.0	60	10.0	61	8.0	49	12.5	72	8.7	76	8.3	63	6.9
No	28	3.9	26	9.2	29	7.7	43	12.5	20	7.9	16	7.3	30	6.7
Don't know	7	2.1	12	6.8	8	4.2	5	4.7	8	5.1	8	5.2	6	3.5
Refused	1	-	3	3.5	1	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 13 non-responses to Q54A in the paper questionnaire.

**Table 165:**

Q54B. In March 2015, changes to the Employment Relations Act came into effect. Which of the following changes to the Act are you aware of, if any?

Changes to requests for flexible working arrangements

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	1510*		172		257		217		210		250		404	
Weighted base=	176852	+/-	21476	+/-	12163	+/-	19813	+/-	33694	+/-	10397	+/-	79309	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	50	4.1	37	9.5	47	7.8	40	12.0	56	9.6	54	9.2	54	7.0
No	40	4.1	48	10.2	42	8.0	50	12.5	36	9.4	30	8.9	38	6.9
Don't know	9	2.4	12	6.8	10	4.7	8	6.3	8	5.5	16	7.3	9	4.1
Refused	1	-	3	3.5	1	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 18 non-responses to Q54B in the paper questionnaire.

**Table 166:**

Q54C. In March 2015, changes to the Employment Relations Act came into effect. Which of the following changes to the Act are you aware of, if any?

Changes to collective bargaining

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	1501*		169		255		216		210		247		404	
Weighted base=	176650	+/-	21229	+/-	12075	+/-	19797	+/-	33694	+/-	10310	+/-	79544	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	35	3.9	21	8.0	33	7.5	32	11.4	38	9.4	40	8.9	38	6.8
No	50	4.2	58	10.1	55	8.0	57	12.2	46	9.6	41	9.4	49	7.1
Don't know	14	2.9	19	8.3	11	4.6	8	6.3	15	7.0	19	7.5	13	4.8
Refused	1	-	1	-	1	-	2	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 27 non-responses to Q54C in the paper questionnaire.

**Table 167:**

Q54D. In March 2015, changes to the Employment Relations Act came into effect. Which of the following changes to the Act are you aware of, if any?

Changes to employment if an employee's work is affected by restructuring

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	1504*		171		256		217		209		248		403	
Weighted base=	176653	+/-	21394	+/-	12138	+/-	19813	+/-	33681	+/-	10342	+/-	79286	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	33	3.8	23	8.0	33	7.4	21	8.6	37	9.2	40	8.8	36	6.7
No	52	4.1	58	10.0	53	8.1	65	11.0	44	9.5	45	9.3	51	7.1
Don't know	14	2.9	16	7.8	13	5.3	11	7.5	19	7.7	15	6.7	13	4.8
Refused	1	-	3	3.5	1	-	2	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 24 non-responses to Q54D in the paper questionnaire.

**Table 168:**

Q55. Have the changes to rest and meal breaks had any impact on your business or workplace?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
Unweighted base=	1124*		120		182		157		163		200		302	
Weighted base=	112525*	+/-	12729	+/-	7486	+/-	9717	+/-	24582	+/-	7826	+/-	50185	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	4	1.8	6	6.1	2	-	0	-	7	5.8	5	4.2	2	-
No	95	2.1	94	6.1	98	-	100	-	92	6.0	95	4.3	96	3.2
Don't know	1	-	0	-	0	-	0	-	1	-	0	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who were aware of the changes to the Employment Relations Act regarding changes to rest and meal breaks (n=1128). This table excludes 4 non-responses to Q55 in the paper questionnaire.

**Table 169:**

*Q56. Which of the following impacts have the changes to rest and meal breaks had on your business or workplace? READ. CODE MANY*

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accom and Food		Health Care & Social Serv		Other	
Unweighted base=	54*		8**		7**		3**		10**		12**		14**	
Weighted base=	4137*	+/-	774 **	+/-	168 **	+/-	14 **	+/-	1747 **	+/-	361 **	+/-	1073 **	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Increased flexibility for the business	74	13.8	40	-	53	-	67	-	83	-	76	-	85	-
Reduced compliance costs	5	3.8	3	-	5	-	0	-	3	-	11	-	8	-
Increased costs	9	9.7	47	-	5	-	0	-	0	-	5	-	0	-
Any other impacts (Specify)	6	4.2	11	-	5	-	33	-	1	-	9	-	8	-
Don't know	1	-	0	-	0	-	0	-	0	-	0	-	4	-
Refused	8	9.4	0	-	37	-	0	-	14	-	0	-	2	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had been impacted by the changes to rest and meal breaks (n=54).

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



**Table 170:***Q57. Have the changes to requests for flexible working arrangements had any impact on your business or workplace?*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	948*	88132*	85	7913	152	5702	135	7906	134	18389	167	5591	275	42630
		%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	7	2.4	6	7.3	8	5.0	7	10.5	10	7.7	16	9.2	5	2.7
No	91	3.1	94	7.3	91	5.0	93	10.5	88	8.7	83	9.3	93	4.4
Don't know	2	-	0	-	0	-	0	-	2	-	1	-	3	3.5
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who were aware of the changes to the Employment Relations Act regarding changes to requests for flexible working arrangements (n=951). This table excludes 3 non-responses to Q57 in the paper questionnaire.

**Table 171:**

*Q58. Which of the following impacts have the changes to flexible working arrangements had on your business or workplace? READ. CODE MANY*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accom and Food		Health Care & Social Serv		Other		
Unweighted base=	83*	8**		11**		8**		11**		21**		24**		
Weighted base=	6238*	+/-	514 **	+/-	399 **	+/-	563 **	+/-	1838 **	+/-	886 **	+/-	2037 **	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Increased flexibility for employees	63	8.2	23	-	84	-	99	-	19	-	78	-	92	-
Increased certainty for employees	21	10.2	70	-	17	-	1	-	16	-	11	-	23	-
More difficulties/inconvenience for employer/lower productivity	13	10.6	16	-	32	-	0	-	24	-	7	-	4	-
Any other impacts (Specify)	9	10.0	3	-	0	-	2	-	25	-	5	-	2	-
Don't know	5	6.3	0	-	0	-	0	-	16	-	0	-	1	-
Refused	7	7.3	4	-	0	-	0	-	14	-	18	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had been impacted by the changes to flexible working arrangements (n=84). This table excludes 1 non-response to Q58 in the paper questionnaire.

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

**Table 172:***Q59. Have the changes to collective bargaining had any impact on your business or workplace?*

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	696*	53	121	101	98	129	194							
	61756*	4171	4032	6346	12656	4132	30418							
Yes	3	1.9	2	-	3	3.1	2	-	7	8.3	6	7.3	1	-
No	95	2.6	98	-	95	3.4	98	-	91	8.8	92	7.6	97	3.6
Don't know	2	-	0	-	2	-	0	-	2	-	2	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who were aware of the changes to the Employment Relations Act regarding changes to collective bargaining (n=702). This table excludes 6 non-responses to Q59 in the paper questionnaire.

**Table 173:**

Q60. Which of the following impacts have the changes to collective bargaining had on your business or workplace? READ. CODE MANY

	Total 29*** 1763*		Agriculture, Forestry & Fishing 1**		Manufacturing 7**		Construction 4**		Retail Trade, Accom and Food 4**		Health Care & Social Serv 6**		Other 7**	
Unweighted base=	**	+/-	82 **	+/-	114 **	+/-	104 **	+/-	933 **	+/-	236 **	+/-	294 **	+/-
Weighted base=	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Increased flexibility for the business	9	-	0	-	30	-	0	-	1	-	0	-	39	-
More effective bargaining	46	-	0	-	37	-	9	-	48	-	17	-	92	-
Change had negative impact on employment relationships/wages	31	-	100	-	55	-	5	-	25	-	66	-	0	-
Any other impacts (Specify)	2	-	0	-	0	-	0	-	0	-	16	-	0	-
Don't know	0	-	0	-	7	-	0	-	0	-	0	-	0	-
Refused	19	-	0	-	0	-	86	-	25	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had been impacted by the changes to collective bargaining (n=29).

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

**Table 174:**

Q61. Have the changes to employment if an employee's work is affected by restructuring had any impact on your business or workplace?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
			+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	
Unweighted base=	690*													
Weighted base=	57656*	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	3	1.8	2	-	3	3.3	0	-	4	6.9	3	2.7	3	2.1
No	95	2.8	96	4.4	96	3.4	97	4.1	93	7.8	93	7.7	95	4.3
Don't know	2	-	0	-	1	-	2	-	3	3.8	4	7.2	2	-
Refused	0	-	2	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who were aware of the changes to the Employment Relations Act regarding changes to employment if an employee's work is affected by restructuring (n=697). This table excludes 7 non-responses to Q61 in the paper questionnaire.

**Table 175:**

Q62. Which of the following impacts have the changes to employment if an employee's work is affected by restructuring had on your business or workplace? READ. CODE MANY

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accom and Food		Health Care & Social Serv		Other	
Unweighted base=	30*		2**		4**		2**		3**		5**		14**	
Weighted base=	1619*	+/-	101 **	+/-	105 **	+/-	9 **	+/-	511 **	+/-	115 **	+/-	778 **	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Increased certainty for the business	22	9.7	0	-	32	-	50	-	0	-	24	-	38	-
Increased certainty for employees	20	9.7	0	-	8	-	0	-	0	-	15	-	38	-
Better balance of fairness for the business and its employees	62	8.2	18	-	16	-	50	-	90	-	76	-	54	-
Reduced compliance costs	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Negative impact for business (productivity and employment relations issues)	12	-	82	-	60	-	0	-	10	-	0	-	0	-
Any other impacts (Specify)	2	-	0	-	0	-	0	-	0	-	9	-	3	-
Don't know	1	-	0	-	0	-	0	-	0	-	0	-	3	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had been impacted by the changes to employment if an employee's work is affected by restructuring (n=30).

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

**Table 176:**

Q63. In the last 12 months, which of the following sources, if any, have you used to find out about minimum employment rights and obligations? READ. CODE MANY

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accom and Food		Health Care & Social Serv		Other	
Unweighted base=	1519		173		260		217		212		251		406	
Weighted base=	177694	+/-	21818	+/-	12260	+/-	19962	+/-	33945	+/-	10414	+/-	79295	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Ministry of Business, Innovation and Employment or MBIE	34	3.8	31	8.8	33	7.6	35	11.7	30	8.7	35	8.8	37	6.6
Other government agencies	20	3.2	17	7.3	16	5.8	8	6.1	21	7.6	21	7.3	23	5.8
Unions	3	1.0	0	-	4	1.8	1	-	2	-	13	5.6	4	1.9
Professional bodies or industry and trade associations	26	3.4	29	9.0	27	6.3	21	9.3	28	7.9	32	8.1	24	5.6
Lawyers or accountants	29	3.6	27	8.8	28	7.1	34	11.9	26	8.4	33	8.3	28	5.9
Colleagues, friends or family	19	3.3	22	8.3	11	5.3	9	7.2	16	7.2	18	7.2	23	6.0
General media	15	2.8	21	8.1	20	6.6	10	6.3	17	7.4	13	5.5	14	4.6
Human Resources consultants	3	1.4	0	-	1	-	3	4.3	3	3.8	4	4.1	3	2.5
Any other source? (Specify)	4	1.6	2	-	5	3.4	4	4.4	4	3.8	4	2.0	5	3.0
None	22	3.6	19	8.3	24	7.4	31	12.0	20	7.9	24	8.5	21	6.0
Don't know	1	-	0	-	1	-	0	-	4	3.8	0	-	1	-
Refused	0	-	0	-	1	-	0	-	0	-	2	-	0	-

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 9 non-responses to Q63 in the paper questionnaire.

**Table 177:**

Q64. Thinking about MBIE's information on minimum employment rights and obligations, how useful was this information? Would you say: READ

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	646*	59391*	77	6724	105	4083	103	6893	72	9844	100	3616	28230	189
			%	%	%	%	%	%	%	%	%	%	%	%
Very useful	36	6.5	28	13.9	37	13.0	34	18.8	33	16.1	39	14.8	39	10.9
Useful	59	6.7	59	16.0	59	13.3	57	20.0	63	16.2	54	15.2	59	10.9
Not useful	2	-	9	10.7	2	-	0	-	0	-	4	8.0	1	-
Not at all useful	1	-	1	-	0	-	0	-	3	4.7	1	-	0	-
Don't know	2	-	2	-	2	-	8	12.0	1	-	2	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who used MBIE to find out about minimum employment rights and obligations in the last 12 months (n=653). This table excludes 7 non-responses to Q64 in the paper questionnaire.

**Table 178:**

Q65. The last few questions are about employers' recruitment practices around employing migrants. Does your business currently have any recent migrant employees on staff? By recent migrants we mean someone who was not born in New Zealand and who has arrived in New Zealand in the last five years.

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	1525*	177842	174	21837	261	12388	219	19908	212	33945	253	10470	406	79295
			%	%	%	%	%	%	%	%	%	%	%	%
Yes	25	3.0	20	7.1	29	5.9	22	9.3	33	8.2	28	6.4	23	4.7
No	73	3.2	80	7.1	71	5.9	78	9.2	67	8.2	72	6.5	73	5.2
Don't know	2	-	0	-	1	-	0	-	0	-	1	-	3	2.6
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 3 non-responses to Q65 in the paper questionnaire.



**Table 179:**

*Q66. And in the last 12 months, has your business hired any recent migrants?*

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	1522*		174		260		219		212		252		405	
Weighted base=	177520	+/-	21837	+/-	12362	+/-	19908	+/-	33945	+/-	10432	+/-	79037	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	21	2.8	20	7.1	22	5.1	19	8.5	33	8.6	22	5.1	16	4.2
No	78	3.0	80	7.1	78	5.1	81	8.5	67	8.6	77	5.2	81	4.6
Don't know	1	-	0	-	0	-	0	-	0	-	1	-	3	2.2
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*All respondents (n=1528) were asked this question. This table excludes 6 non-responses to Q66 in the paper questionnaire.

**Table 180:**

*Q67. For what particular reasons did your business choose to employ a recent migrant? CODE MANY. PROBE FULLY*

	Total	Agriculture, Forestry & Fishing				Manufacturing		Construction		Retail Trade, Accom and Food		Health Care & Social Serv		Other	
Unweighted base=	647*	66			112	98			104	112	155				
Weighted base=	37090*	4316	4316	4316	2719	3804	3804	3804	11049	2255	12946	12946	12946	12946	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
They were the best candidate	49	5.4	23	14.2	63	12.9	70	9.2	40	13.9	59	13.2	54	7.7	
Their skills/qualifications	47	7.3	30	14.5	42	10.3	53	24.1	43	15.6	75	8.5	49	13.4	
Their experience	35	6.7	23	14.3	39	12.9	43	24.0	35	13.9	40	12.7	35	11.9	
Fresh perspective	6	3.0	14	15.5	9	7.5	3	4.5	6	5.8	6	4.2	4	4.1	
Strong work ethic/good worker	29	6.3	47	18.8	32	10.4	35	23.5	36	15.3	31	12.7	14	7.5	
Overseas contacts/networks	2	-	9	12.4	4	4.8	2	-	2	-	0	-	1	-	
They speak a language other than English	9	4.9	1	-	2	-	0	-	15	12.0	5	4.8	11	9.4	
Many of our customers are also migrants	4	2.9	0	-	3	4.4	0	-	8	8.6	10	6.5	3	3.9	
To be able to pay lower salary/wages	2	-	0	-	1	-	0	-	2	-	1	-	5	7.7	
Their personality/they seemed like they would be a 'good fit' for the business	21	4.6	39	18.3	21	9.6	48	21.0	10	6.9	27	12.5	15	7.5	
New Zealanders were not willing to do job	20	5.4	46	18.8	17	8.3	8	7.2	31	14.6	13	5.1	8	5.6	
Difficulty hiring New Zealanders for job due to skill shortage	35	6.8	48	19.7	44	10.5	39	21.4	34	14.7	38	12.9	27	11.2	
No/not many New Zealand-born candidates applied	16	5.8	16	13.6	9	5.7	8	6.3	24	13.8	16	6.2	14	10.5	
Recommendation / worked for us before / good experiences with this ethnicity	3	3.1	7	11.8	2	-	0	-	8	9.4	0	-	0	-	
Business had short-term/seasonal labour needs / migrant was available	3	2.3	10	12.4	5	7.5	0	-	4	5.6	0	-	1	-	
Other (Specify)	4	3.6	2	-	0	-	0	-	4	7.5	0	-	6	7.8	
No reason (No particular preference for migrant vs. New Zealander)	5	4.1	2	-	2	-	0	-	5	7.5	0	-	9	9.7	
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-	
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-	

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had hired recent migrants in the last 12 months (n=649). This table excludes 2 non-responses to Q67 in the paper questionnaire.

**Table 181:**

Q68. On the whole, how would you rate your migrant employees on their overall job performance? READ

	Total	Agriculture, Forestry & Fishing				Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	738*					133	110		111	125	192				
Weighted base=	44409*	+/-	4312	+/-	3546	+/-	4334	+/-	11067	+/-	2892	+/-	18257	+/-	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very good	61	6.7	73	17.2	60	11.2	59	22.9	58	14.9	61	13.0	60	11.5	
Good	32	6.5	26	17.2	30	10.8	37	22.8	32	14.1	25	11.3	33	11.2	
Neither good nor poor	5	2.6	1	-	9	7.6	2	-	10	9.4	9	9.9	2	-	
Poor	1	-	0	-	0	-	2	-	0	-	1	-	2	-	
Very poor	1	-	0	-	0	-	0	-	0	-	0	-	1	-	
Don't know	0	-	0	-	0	-	0	-	0	-	3	2.9	0	-	
Refused	1	-	0	-	0	-	0	-	0	-	2	-	2	-	
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-	

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had hired recent migrants in the last 12 months (n=741). This table excludes 3 non-responses to Q68 in the paper questionnaire.

**Table 182:**

*Q69. And why do you say that? CODE MANY. PROBE CLEAR ANSWER*

	Total	Agriculture, Forestry & Fishing				Manufacturing		Construction		Retail Trade, Accom and Food		Health Care & Social Serv		Other	
Unweighted base=	667*					62	121	97	102	112	173				
Weighted base=	41082*	+/-	+/-	+/-	+/-	4264	3220	4154	9989	2472	16983	+/-	+/-	+/-	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
They are able to share their experience and skills	34	6.8	23	17.1	31	11.5	34	23.4	35	14.4	40	13.2	37	11.8	
They have skills and experience not available in New Zealand	22	6.4	15	13.7	15	7.6	21	19.5	25	14.2	7	4.7	27	11.5	
They perform at a level higher than expected	24	5.8	17	8.1	32	9.8	40	23.1	34	15.0	22	11.9	16	8.7	
They perform at a superior level to the other employees	8	3.4	21	16.8	13	6.4	3	4.1	9	9.4	9	5.6	4	4.2	
They don't have English language problems	22	6.1	15	13.7	15	8.4	37	22.8	18	12.4	23	12.3	24	10.8	
They have no problems with cultural differences/fit in with the team	27	6.5	23	17.1	31	11.7	29	22.9	27	14.3	18	7.4	27	11.1	
They have transferable skills	27	5.8	11	7.3	29	9.5	51	18.9	17	11.8	38	13.1	29	10.8	
They have prior work experience in New Zealand	9	3.4	13	7.7	8	5.8	12	18.3	7	6.4	13	6.2	8	5.2	
They have the right attitude/are willing to learn/good work ethic/perform above & beyond their role	58	6.6	73	17.5	57	9.3	77	19.5	65	14.4	58	13.1	45	11.5	
They have the skills and experience required (in general)	41	7.0	37	17.7	38	10.0	39	23.6	31	14.4	40	8.7	50	12.4	
They have other language (non-English) skills	13	5.4	1	-	1	-	1	-	22	13.7	9	6.0	17	10.2	
Their work is very good quality	45	7.0	42	17.6	49	12.6	58	19.9	37	15.0	48	13.3	46	12.4	
They do what is required/fulfil that role	52	6.3	68	17.5	43	10.0	67	20.0	37	14.9	54	13.3	55	10.3	
Their good performance is noted by others/appraisals/referred by	28	6.5	35	17.7	25	9.4	17	18.8	25	14.0	28	8.4	30	11.6	
Other (Specify)	7	3.3	9	12.5	11	8.7	3	4.1	7	8.3	13	11.3	6	5.0	
No reason	0	-	0	-	1	-	0	-	0	-	1	-	0	-	
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-	
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-	

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents who rated their recent migrant employees overall job performance as good or very good (n=667).

**Table 183:**

*Q70. In the last 12 months, has your business hired any recent migrants who have subsequently left the business?*

	Total	Agriculture, Forestry & Fishing				Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	647*					111		98		104		113		155	
Weighted base=	37037*	+/-		+/-		2656	+/-	3804	+/-	11049	+/-	2266	+/-	12946	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	49	7.0	86	7.7	42	12.8	32	21.2	60	15.3	42	12.8	34	12.9	
No	50	7.0	14	7.7	56	12.9	68	21.2	39	15.3	58	12.8	65	13.0	
Don't know	1	-	0	-	2	-	0	-	1	-	1	-	1	-	
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-	
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-	

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had hired recent migrants in the last 12 months (n=649). This table excludes 2 non-responses to Q70 in the paper questionnaire.

**Table 184:**

*Q71. Thinking now about the migrant who left your business most recently, for what particular reasons did they leave? CODE MANY. PROBE CLEAR ANSWER*

	Total	Agriculture, Forestry & Fishing				Manufacturing				Construction				Retail Trade, Accom and Food		Health Care & Social Serv		Other	
Unweighted base=	316*																		
Weighted base=	18019*	+/-				+/-				+/-				+/-		+/-		+/-	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
They got a job with another employer in New Zealand	42	9.4	36	21.4	50	22.1	27	16.7	45	19.9	69	11.2	39	14.3					
Returned to their country of origin	29	8.4	37	21.5	37	21.5	22	16.5	21	16.2	26	12.1	35	14.3					
Moved to Australia	10	5.5	12	14.8	2	-	15	16.1	10	9.3	12	9.3	10	11.0					
Moved to a different country other than Australia	1	-	2	-	2	-	1	-	0	-	1	-	3	2.1					
Moved to a different town/city in New Zealand for reasons other than work	13	6.8	13	14.9	4	2.9	3	3.3	9	9.2	13	9.5	23	20.5					
Took up study	7	3.7	5	5.6	3	2.6	0	-	8	9.2	20	11.5	6	3.8					
Not suitable for the job/not happy with performance	14	7.7	9	13.8	18	16.9	4	3.4	16	15.2	10	8.8	19	17.9					
Contract ended	12	6.6	22	18.9	27	19.9	1	-	12	13.9	2	-	6	3.9					
Redundancy	6	4.1	13	14.9	1	-	17	16.2	4	6.7	4	7.2	2	-					
Health reasons	4	3.6	0	-	0	-	2	-	5	6.9	6	7.7	6	10.5					
Left to set up their own business	3	3.0	8	13.8	0	-	8	13.1	1	-	1	-	1	-					
Could not renew work visa	11	3.6	23	15.8	9	11.0	41	3.9	3	2.0	14	10.4	5	3.7					
Low salary/wages	4	3.3	12	14.8	2	-	9	13.3	0	-	3	3.9	2	-					
Didn't fit into New Zealand workplace culture	5	4.0	10	14.3	4	4.5	8	13.1	4	6.7	5	7.5	1	-					
Family reasons	11	5.8	8	13.8	8	6.1	2	-	16	11.8	14	7.3	9	10.7					
To continue travelling	15	7.1	15	14.9	22	19.3	38	1.4	10	12.2	6	7.7	17	17.8					
Other (Specify)	3	3.4	0	-	1	-	0	-	8	9.1	2	-	1	-					
No reason	0	-	0	-	0	-	0	-	0	-	0	-	0	-					
Don't know	3	4.4	0	-	3	4.3	0	-	7	12.0	0	-	1	-					
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-					

Total may exceed 100% because of multiple responses. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had hired recent migrants who subsequently left in the last 12 months (n=317). This table excludes 1 non-response to Q71 in the paper questionnaire.

**Table 185:**

*Q72A. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff?*

*Websites or services (e.g. webinars) connecting your business to prospective migrants*

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	724*		64		129		110		110		123		188	
Weighted base=	43597*	+/-	4192	+/-	3496	+/-	4323	+/-	10622	+/-	2843	+/-	18121	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very useful	17	5.4	16	14.0	24	10.5	28	22.2	19	12.4	14	5.9	13	8.5
Useful	40	6.4	49	19.5	39	12.0	39	22.9	45	15.2	31	11.9	37	10.0
Not useful	28	5.8	23	17.1	23	10.8	19	8.0	21	9.9	34	13.1	35	11.5
Don't know	14	4.9	12	7.4	12	6.4	15	18.1	15	10.6	20	11.3	13	8.5
Refused	1	-	0	-	2	-	0	-	0	-	1	-	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 17 non-responses to Q72A in the paper questionnaire.

**Table 186:**

*Q72B. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff?*

*Direct contact with Immigration NZ providing advice on immigration policy and process*

	Total	Agriculture, Forestry & Fishing				Manufacturing				Construction				Retail Trade, Accommodation & Food Services				Health Care & Social Assistance				Other			
Unweighted base=	724*			63		131		110		110		123		187											
Weighted base=	43389*	+/-	4046	+/-	3529	+/-	4323	+/-	10622	+/-	2815	+/-	18053	+/-											
	%	%	%	%	%	%	%	%	%	%	%	%	%	%											
Very useful	19	5.3	17	14.2	28	9.0	22	18.8	19	12.3	19	6.3	18	8.6											
Useful	39	6.7	42	20.5	33	11.5	36	22.7	49	15.2	24	11.5	37	11.1											
Not useful	23	5.6	22	17.7	14	8.6	25	19.2	12	8.2	33	13.1	29	10.6											
Don't know	17	5.2	19	14.7	23	10.6	15	18.1	18	12.2	24	11.7	15	8.3											
Refused	2	-	0	-	2	-	2	-	2	-	1	-	2	-											
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-											

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 17 non-responses to Q72B in the paper questionnaire.

**Table 187:**

*Q72C. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff?*

*Support for employers at overseas job fairs*

	Total	Agriculture, Forestry & Fishing				Manufacturing				Construction				Retail Trade, Accommodation & Food Services				Health Care & Social Assistance				Other			
Unweighted base=	706*			61		128		109		108		117		183											
Weighted base=	41876*	+/-	3946	+/-	3433	+/-	3889	+/-	10163	+/-	2719	+/-	17727	+/-											
	%	%	%	%	%	%	%	%	%	%	%	%	%	%											
Very useful	7	3.2	10	13.5	13	7.4	9	7.1	11	10.1	7	3.8	4	3.1											
Useful	27	6.1	27	18.4	21	9.8	29	22.0	30	12.6	20	7.4	26	10.5											
Not useful	42	6.4	30	18.7	37	12.1	37	20.9	37	11.1	41	13.7	50	11.8											
Don't know	22	5.5	33	20.2	28	11.1	22	19.9	20	11.7	31	13.1	18	8.8											
Refused	2	-	0	-	2	-	2	-	3	4.5	1	-	1	-											
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-											

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 35 non-responses to Q72C in the paper questionnaire.



**Table 188:**

*Q72D. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff?*

*Information on migrant behaviour and needs*

	Total	Agriculture, Forestry & Fishing				Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	710*														
Weighted base=	42388*	+/-		+/-		+/-		+/-		+/-		+/-		+/-	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very useful	7	3.2	19	17.8	7	5.9	9	7.1	7	8.7	10	5.3	4	3.2	
Useful	44	6.7	22	15.0	45	12.1	45	20.0	46	14.2	24	11.9	50	11.9	
Not useful	29	5.8	24	18.2	22	9.5	24	9.0	28	10.6	36	13.5	33	11.2	
Don't know	18	5.0	34	20.4	24	10.2	19	19.5	19	11.3	28	12.0	12	7.3	
Refused	1	-	0	-	2	-	2	-	0	-	1	-	2	-	
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-	

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 31 non-responses to Q72D in the paper questionnaire.

**Table 189:**

*Q72E. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff?*

*Specialist advice on settlement services for migrant employees*

	Total	Agriculture, Forestry & Fishing				Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	714*														
Weighted base=	42928*	+/-		+/-		+/-		+/-		+/-		+/-		+/-	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
Very useful	10	3.8	14	14.3	14	7.7	10	7.1	14	10.9	11	5.3	6	4.8	
Useful	38	6.6	10	6.5	41	12.1	47	20.0	40	14.9	28	12.1	41	11.8	
Not useful	32	6.0	38	20.3	22	10.0	21	9.0	26	10.2	30	12.2	39	11.7	
Don't know	19	5.0	38	20.5	21	9.8	20	19.9	19	10.9	30	13.0	12	7.3	
Refused	2	-	0	-	2	-	2	-	2	-	1	-	2	-	
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-	

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 10 non-responses to Q72E in the paper questionnaire.

**Table 190:**

*Q73A. How useful would the following assistance from Immigration NZ be in helping your workplace employ and retain migrants?*

*Information for new migrant employees about cultural differences in the workplace*

	Total	Agriculture, Forestry & Fishing				Manufacturing				Construction				Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	718*			63		127		110		108		123		187					
Weighted base=	42656*	+/-	4046	+/-	3445	+/-	4323	+/-	10163	+/-	2815	+/-	17862	+/-		+/-		+/-	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very useful	13	4.6	5	5.3	13	9.0	20	18.7	11	10.1	26	11.7	12	7.5					
Useful	45	6.2	56	20.2	49	12.4	31	22.3	53	13.5	35	12.2	41	10.1					
Not useful	26	5.9	20	17.4	20	9.5	30	19.3	18	9.8	13	5.8	35	11.2					
Don't know	15	4.6	19	14.7	16	9.5	17	18.4	15	9.3	26	12.7	11	7.2					
Refused	1	-	0	-	2	-	2	-	2	-	1	-	0	-					
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-					

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 23 non-responses to Q73A in the paper questionnaire.

**Table 191:**

*Q73B. How useful would the following assistance from Immigration NZ be in helping your workplace employ and retain migrants?*

*Information for migrant employees and businesses about overcoming communication challenges in the workplace*

	Total	Agriculture, Forestry & Fishing				Manufacturing				Construction				Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	718*			63		127		110		108		123		187					
Weighted base=	42656*	+/-	4046	+/-	3445	+/-	4323	+/-	10163	+/-	2815	+/-	17862	+/-		+/-		+/-	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very useful	16	5.1	13	14.0	16	9.3	30	22.5	15	11.8	25	11.7	12	7.6					
Useful	45	6.9	53	20.1	41	11.5	42	22.3	46	15.0	35	12.1	45	11.7					
Not useful	22	5.7	15	13.8	25	10.6	19	8.1	19	12.1	11	5.7	27	10.9					
Don't know	16	4.7	19	14.7	16	9.5	7	5.6	20	12.2	28	12.8	14	7.7					
Refused	1	-	0	-	2	-	2	-	0	-	1	-	2	-					
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-					

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 22 non-responses to Q73B in the paper questionnaire.

**Table 192:**

*Q73C. How useful would the following assistance from Immigration NZ be in helping your workplace employ and retain migrants?*

*Information for new migrant employees about working in your industry*

	Total	Agriculture, Forestry & Fishing				Manufacturing				Construction				Retail Trade, Accommodation & Food Services				Health Care & Social Assistance				Other			
Unweighted base=	719*			64		127		110		109		123		186											
Weighted base=	42500*	+/-	4129	+/-	3408	+/-	4323	+/-	10176	+/-	2815	+/-	17649	+/-											
	%	%	%	%	%	%	%	%	%	%	%	%	%	%											
Very useful	14	4.3	6	5.4	15	9.3	17	18.4	21	13.0	25	7.5	10	5.2											
Useful	49	6.9	62	18.1	46	12.4	43	22.3	48	15.3	37	13.2	50	11.8											
Not useful	18	4.7	13	13.5	20	10.0	20	8.0	14	8.6	17	10.8	22	9.2											
Don't know	18	5.5	19	14.4	17	9.7	17	18.4	16	11.5	21	11.4	18	9.5											
Refused	1	-	0	-	2	-	2	-	2	-	1	-	0	-											
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-											

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 22 non-responses to Q73C in the paper questionnaire.

**Table 193:**

*Q73D. How useful would the following assistance from Immigration NZ be in helping your workplace employ and retain migrants?*

*Information for new migrant employees about living in New Zealand*

	Total	Agriculture, Forestry & Fishing				Manufacturing				Construction				Retail Trade, Accommodation & Food Services				Health Care & Social Assistance				Other			
Unweighted base=	717*			64		127		110		108		122		186											
Weighted base=	42469*	+/-	4129	+/-	3445	+/-	4323	+/-	10163	+/-	2805	+/-	17604	+/-											
	%	%	%	%	%	%	%	%	%	%	%	%	%	%											
Very useful	13	4.0	6	5.4	16	9.2	20	18.7	13	10.8	28	11.9	10	5.2											
Useful	50	6.6	66	14.8	51	12.4	49	22.9	46	13.7	39	13.2	50	11.8											
Not useful	18	5.3	7	5.5	18	9.4	10	6.5	16	11.5	10	5.6	25	10.5											
Don't know	18	5.2	21	14.6	14	9.1	17	18.4	25	13.5	21	11.6	13	7.8											
Refused	1	-	0	-	2	-	4	5.3	0	-	1	-	2	-											
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-											

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 24 non-responses to Q73D in the paper questionnaire.

**Table 194:**

*Q73E. How useful would the following assistance from Immigration NZ be in helping your workplace employ and retain migrants?*

*Information about learning English language skills for the workplace*

	Total	Agriculture, Forestry & Fishing				Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	710*			63		128		110		107		120		182	
Weighted base=	42287*	+/-	4046	+/-	3470	+/-	4323	+/-	10149	+/-	2784	+/-	17513	+/-	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very useful	19	5.5	13	13.7	27	11.4	27	19.3	20	12.6	25	11.7	15	9.1	
Useful	36	6.7	43	20.5	33	10.9	31	22.3	46	15.4	32	13.0	32	10.9	
Not useful	27	6.1	23	17.7	25	10.8	21	18.8	18	9.8	18	7.0	36	11.8	
Don't know	17	5.1	22	14.9	14	8.6	17	18.4	17	11.6	24	11.8	15	8.2	
Refused	1	-	0	-	2	-	4	5.3	0	-	1	-	2	-	
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-	

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 31 non-responses to Q73E in the paper questionnaire.

**Table 195:**

*Q73F. How useful would the following assistance from Immigration NZ be in helping your workplace employ and retain migrants?*

*Support for partners of your migrant staff to settle in New Zealand*

	Total	Agriculture, Forestry & Fishing				Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	706*			63		125		110		106		121		181	
Weighted base=	42228*	+/-	4110	+/-	3374	+/-	4323	+/-	10136	+/-	2795	+/-	17490	+/-	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very useful	15	4.3	18	14.5	21	10.4	28	22.2	11	10.1	27	11.8	9	5.1	
Useful	40	6.9	38	19.8	38	11.5	26	19.0	41	15.0	27	11.8	46	12.1	
Not useful	24	6.0	23	17.5	24	11.1	24	19.2	19	9.9	14	6.2	29	11.4	
Don't know	19	5.3	22	14.7	14	8.8	17	18.4	27	13.6	32	13.1	14	7.9	
Refused	2	-	0	-	2	-	4	5.3	2	-	1	-	2	-	
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-	

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 35 non-responses to Q73F in the paper questionnaire.

**Table 196:**

*Q74A. And finally, have you done any of the following to support migrant staff employed in your business?*

*Provided information about cultural differences in the workplace*

	Total	Agriculture, Forestry & Fishing				Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	728*					129		111		109		124		189	
Weighted base=	43724*	+/-	4293	+/-	3441	+/-	4339	+/-	10608	+/-	2854	+/-	18188	+/-	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	36	6.2	33	18.7	36	11.8	22	18.7	36	14.9	54	13.3	36	10.1	
No	32	5.7	22	16.7	32	9.2	26	19.0	42	15.2	13	5.4	33	8.3	
Not applicable/did not need to	30	6.1	37	17.6	29	11.4	49	22.9	21	11.8	31	12.9	28	10.6	
Don't know	2	-	9	12.4	1	-	0	-	0	-	2	-	3	3.0	
Refused	0	-	0	-	2	-	2	-	0	-	0	-	0	-	
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-	

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 13 non-responses to Q74A in the paper questionnaire.

**Table 197:**

*Q74B. And finally, have you done any of the following to support migrant staff employed in your business?*

*Provided information about living in New Zealand*

	Total	Agriculture, Forestry & Fishing				Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	729*					130		111		109		124		189	
Weighted base=	43742*	+/-	4293	+/-	3504	+/-	4339	+/-	10608	+/-	2854	+/-	18144	+/-	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	44	6.7	54	19.3	46	12.2	31	19.2	39	14.7	49	12.1	46	11.6	
No	29	6.1	13	13.0	30	10.6	22	18.7	40	14.6	31	11.9	26	10.3	
Not applicable/did not need to	25	5.7	31	17.6	19	9.7	44	22.7	21	11.7	19	7.2	24	9.5	
Don't know	2	-	2	-	4	3.8	0	-	0	-	2	-	3	3.0	
Refused	0	-	0	-	2	-	2	-	0	-	0	-	0	-	
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-	

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 12 non-responses to Q74B in the paper questionnaire.

**Table 198:**

*Q74C. And finally, have you done any of the following to support migrant staff employed in your business?*

*Provided or allowed time to learn English language skills for the workplace*

	Total	Agriculture, Forestry & Fishing				Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	729*					131		111		110		123		188	
Weighted base=	43741*	+/-	4293	+/-	3529	+/-	4339	+/-	10622	+/-	2837	+/-	18121	+/-	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	26	6.4	26	18.1	24	8.6	26	22.1	34	14.6	27	11.2	23	10.6	
No	31	5.2	20	13.7	39	11.7	20	8.0	43	14.5	22	7.3	28	8.1	
Not applicable/did not need to	41	6.5	52	19.7	33	11.8	51	22.9	23	12.3	49	12.2	47	11.5	
Don't know	2	-	2	-	2	-	0	-	0	-	2	-	3	3.0	
Refused	0	-	0	-	2	-	2	-	0	-	0	-	0	-	
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-	

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 12 non-responses to Q74C in the paper questionnaire.

**Table 199:**

*Q74D. And finally, have you done any of the following to support migrant staff employed in your business?*

*Supported partners of migrant staff to settle in New Zealand*

	Total	Agriculture, Forestry & Fishing				Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	725*					129		111		109		122		188	
Weighted base=	43629*	+/-	4293	+/-	3441	+/-	4339	+/-	10608	+/-	2826	+/-	18121	+/-	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	23	5.6	18	14.0	33	12.0	31	22.2	19	9.9	20	6.8	23	10.1	
No	38	5.5	35	18.7	34	11.5	32	19.3	53	13.0	30	7.7	33	8.3	
Not applicable/did not need to	36	6.5	45	19.3	29	11.0	34	22.7	25	12.2	48	7.7	40	11.7	
Don't know	3	2.0	2	-	1	-	0	-	2	-	2	-	5	4.0	
Refused	0	-	0	-	2	-	2	-	0	-	0	-	0	-	
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-	

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 16 non-responses to Q74D in the paper questionnaire.

**Table 200:**

*Q74E. And finally, have you done any of the following to support migrant staff employed in your business?*

*Provided closer supervision on the job, e.g. a 'buddy' or mentor*

	Total	Agriculture, Forestry & Fishing				Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health Care & Social Assistance		Other	
Unweighted base=	731*														
Weighted base=	43781*	+/-		+/-		+/-		+/-		+/-		+/-		+/-	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	61	6.8	66	17.6	55	12.2	62	22.9	53	15.2	77	11.6	62	11.4	
No	14	4.2	5	5.1	23	10.8	5	4.3	26	13.8	5	3.4	10	5.6	
Not applicable/did not need to	22	5.9	27	17.4	17	7.8	30	22.6	16	11.2	18	11.2	25	10.5	
Don't know	3	2.3	2	-	3	3.5	0	-	4	7.6	1	-	3	3.0	
Refused	0	-	0	-	2	-	2	-	0	-	0	-	0	-	
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-	

Total may not sum to 100% due to rounding. MoEs for sample sizes of less than 30 or proportions close to 0 or 1 are indicative only.

\*Sub-sample based on those respondents whose business had recent migrant employees on staff (n=741). This table excludes 10 non-responses to Q74E in the paper questionnaire.