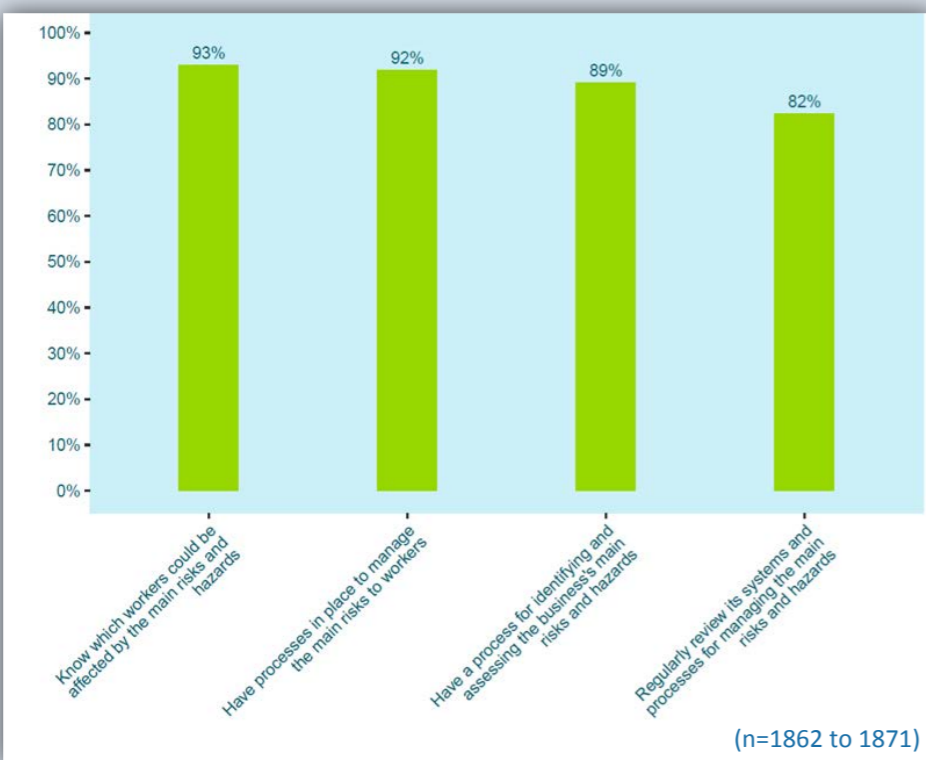


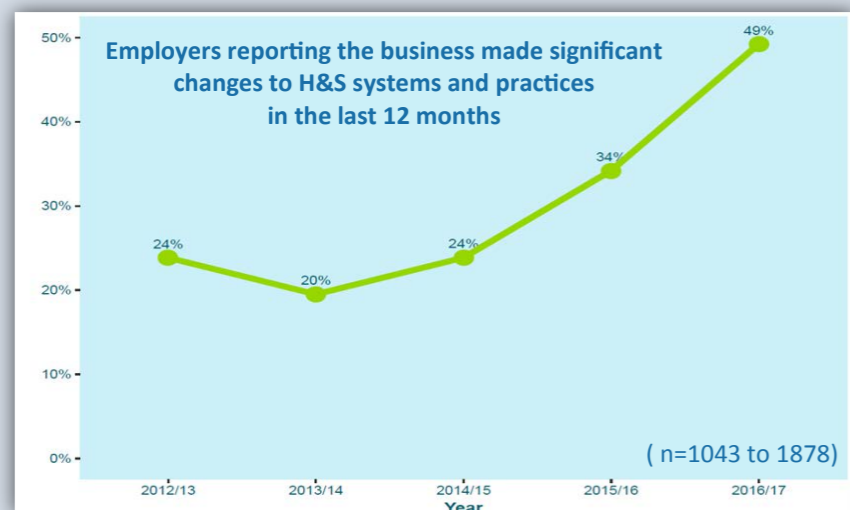
MBIE's annual NSE collects information from employers on workplace practices in New Zealand business establishments, within the context of current employment-focused legislation. This document provides an overview of key findings from the 2016/17 NSE. 1,878 employers were interviewed for the 2016/17 survey.

Workplace health and safety systems and practices

67% of employers reported that their **business owners were mainly responsible** for providing **health and safety leadership** for the business.



Most employers had systems and processes in place to identify and manage the business's main health and safety risks and hazards. In total, **79%** of employers had processes in place to **identify, assess, manage and review** their business's main health and safety risks and hazards.



Half of employers (**49%**) had made **significant changes** to their health and safety systems or practices in the previous 12 months. This was up from 34% in 2015/16 and 24% in 2014/15.

85% of employers **provided health and safety inductions** for all new employees, up from 75% in 2015/16.

61% **involved their workers** (including any contractors) in **decisions** affecting their health and safety **"all or most of the time"**.

The most common ways to involve workers in health and safety were by having regular meetings where health and safety was discussed (52%) and having a system for regular health and safety communications (42%).

65% of employers had **"shared duties"** with another employer for managing health and safety risks to workers. Among those who had shared duties, 64% reported that their business worked with other businesses to manage these shared health and safety risks.



82% agreed that *"having good health and safety systems is good for your business"*. Six-in-ten agreed that *"the time and effort involved in meeting health and safety legislative requirements are worthwhile"*.

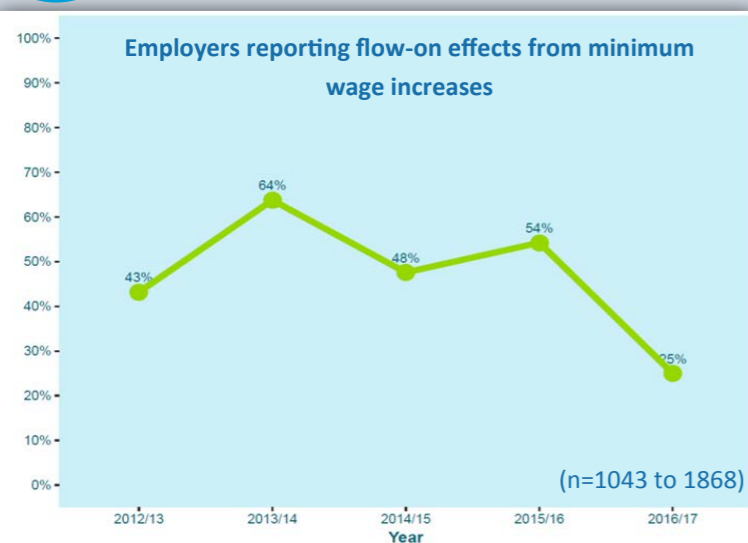
75% of employers were confident that the business **understood its obligations** under the **Health and Safety at Work Act (HSWA) 2015**.

Workplace practices and the impacts of employment legislation

87% of employers had **written employment agreements** for all employees.

77% were **aware** of the new laws prohibiting employers from including **zero-hour clauses** in any new employment agreements.

24% of employers were **paying the adult minimum wage** to one or more of their employees, similar to 22% in 2015/16 and up from 18% in 2014/15.



One-quarter of employers reported that an increase in minimum wage rates usually prompted their business to increase wages/salaries for employees already paid above the minimum wage. This result was a large decrease from the 2015/16 NSE result of 54% and lower than all previous NSE results in response to this question.

48% were **aware** of the April 2016 law change requiring all employers to **keep records of the hours worked each day for every employee within a pay period, and the pay received for those hours**. 23% of those aware of this law change had changed their record keeping practices in response to the new requirements.

13% had **undertaken reviews to check that men and women in the same role were paid equally**. 7% sought advice regarding the *Equal Pay Act*, while 5% took undertook training on how to comply with the *Act*.

22% of employers had one or more of their employees take **parental leave** in the previous two years.

59% were **aware** of the **changes to parental leave laws** that came into effect in April 2016. Of those who were aware of the changes, 82% reported that the changes had no impact on the business.

75% were **very confident** that the business was meeting its obligations under the **Holidays Act 2003**. 5% reported that one or more of their employees had raised concerns about their holidays or leave being underpaid.

28% of employers had one or more employees who worked in a business where goods were kept, sold or offered for sale (including bars and restaurants). Of these employers, 22% were intending to **ask** one or more of their **employees to work on Easter Sunday** in 2017. Most (81%) with staff who worked in a 'shop', and who they intended to ask to work on Easter Sunday, were going to inform these employees of their "right to refuse" to work on Easter Sunday.

50% of employers with staff who worked in a 'shop', and who were **aware** of the **changes** to the **Shop Trading Hours Act 2016**, used general media to find out about changes to shop trading laws.

17% had an **employment relationship problem/dispute** that required action or involvement by the business owners or managers in the previous 12 months. Of these employers, the most common reason given for the most recent problem was that it was due to a performance issue (47%).

55% of those who experienced problems/disputes **handled these internally**. In cases where external help was sought, 60% of employers used a lawyer, while 20% sought help from MBIE.

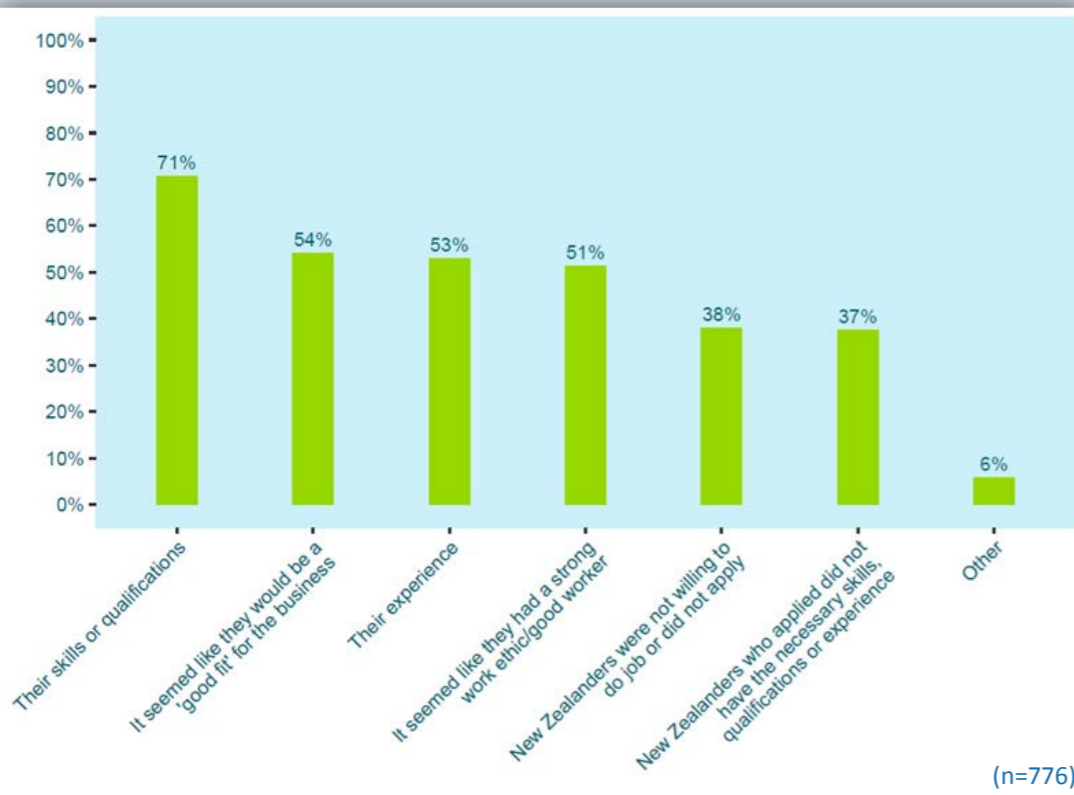
14% had **concerns about productivity losses and/or risks to workplace health and safety due to employee use of illegal drugs or alcohol**. Of the 10% who had concerns about employees' suspected use of illegal drugs, 66% included a provision in an employment agreement giving the employer the right to request drug testing, and 54% used/introduced a drugs policy to manage the performance of an employee suspected of using drugs.

9% of all employers had **required an employee to undergo testing for illegal drugs** in the previous year. Of these employers, 67% had requested drug testing on a random basis, 56% had requested testing before an employee started a job, 29% had done so in response to an accident or near miss, and 26% had requested drug testing in response to performance issues.

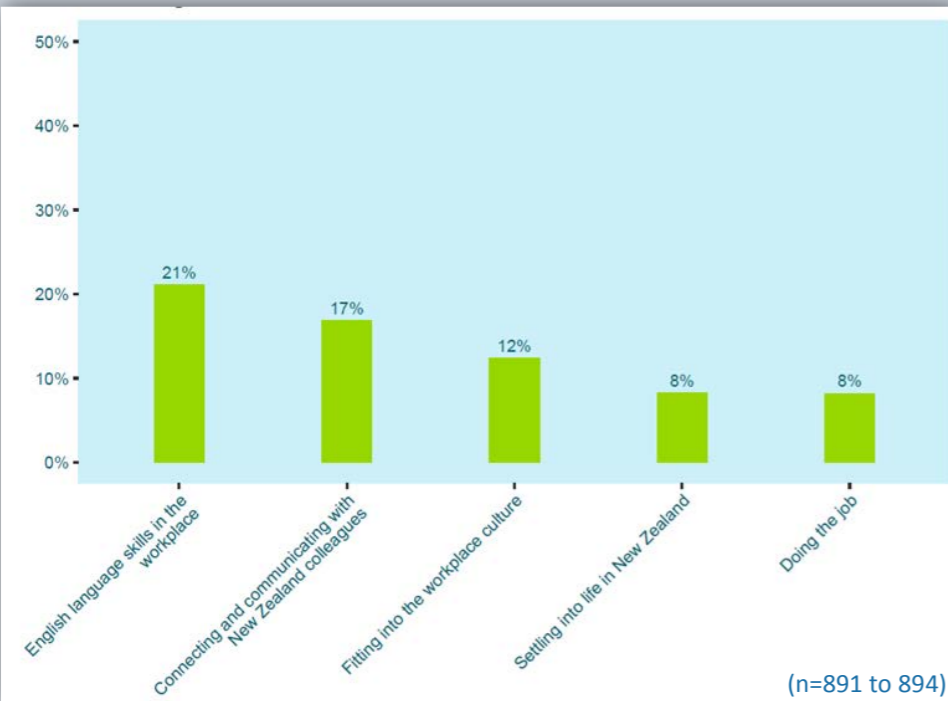
Access to skills and employment of migrants

25%

of employers had a **recent migrant on staff**, and 24% had hired a recent migrant in the previous 12 months.



Employers gave a range of reasons for employing migrants. Their **skills and qualifications (71%)** was the most common reason given for hiring migrants.



21%

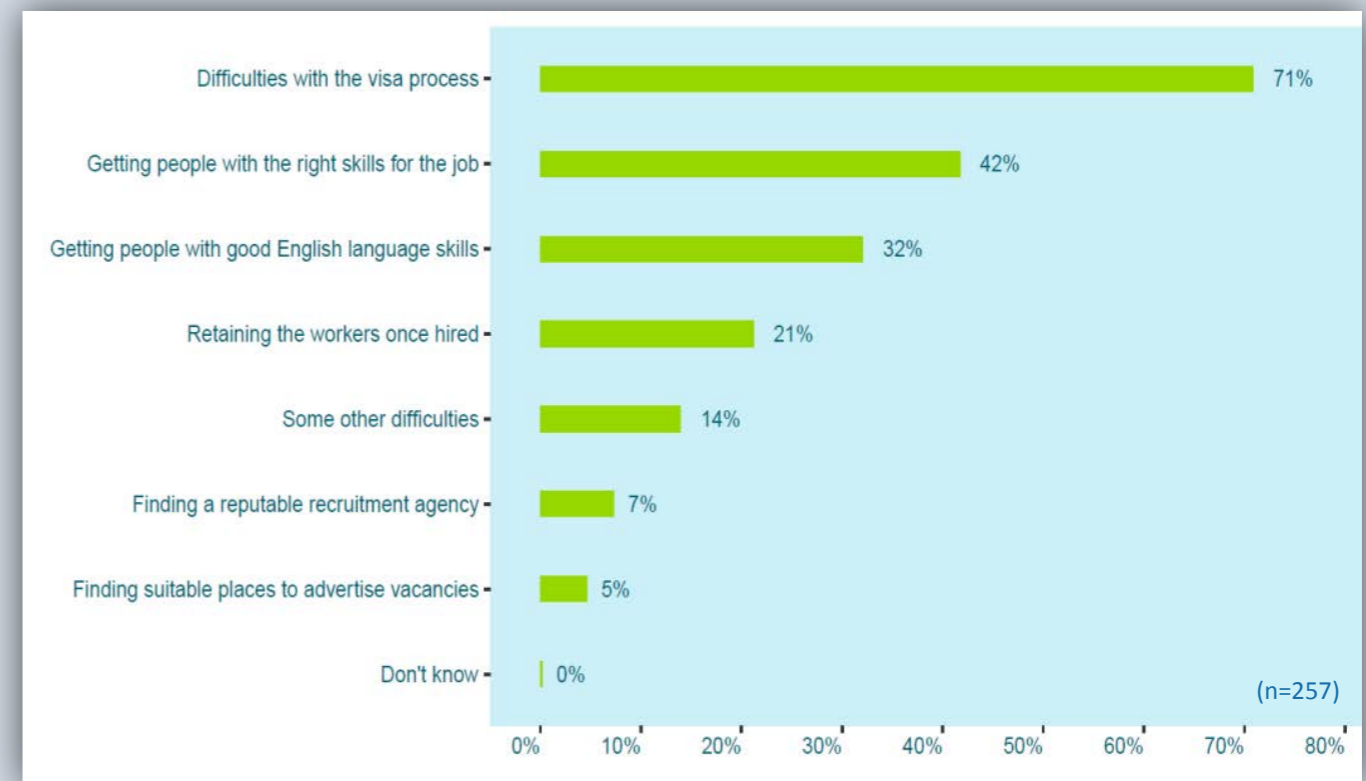
of employers with a recent migrant on staff, or who had hired a recent migrant, reported that one or more of their migrant workers had **difficulties with their English language skills** in the workplace.

38%

had **difficulties finding staff to fill job vacancies** in the previous 12 months. Of these employers, 17% had intentionally sought a migrant for a "hard to fill" job vacancy.

8%

of employers had difficulties in the previous 2 years with employing migrant workers in NZ or from overseas. Of these employers, difficulties with the visa process (71%) was the most frequently reported difficulty.



Employers reported that the difficulties they experienced with employing migrant workers had most commonly resulted in the following business impacts:

37%

stopped carrying out some activities/lost business opportunities

25%

redesigned jobs/existing staff had to take on extra work

21%

employed someone locally.