

National Survey of Employers 2013/14: Summary Findings

Appendix 2: Tables

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Introduction

The following tables present results (proportions based on weighted frequencies) from the 2013/14 NSE. The first set of tables (Appendix 2a) 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). 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 4 the result of 57 per cent (for the proportion of smaller employers that had job vacancies in the last 12 months) has an MOE of ± 5.6 per cent, or a confidence interval of 51.4 per cent to 62.6 per cent – that is, we can be 95 per cent confident that the true value for the proportion of smaller employers in the total population that had job vacancies is between 51.4 per cent to 62.6 per cent. The result of 95 per cent (for the proportion of larger employers that had job vacancies in the last 12 months) has an MOE of ± 2.4 per cent, or a confidence interval of 92.6 per cent to 97.7 per cent – that is, we can be 95 per cent confident that the true value for the proportion of larger employers in the total population that had job vacancies is between 92.6 per cent to 97.7 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 – that is, larger employers were significantly more likely to have had job vacancies than smaller employers.

MOEs are not generally provided here for results where there are very small samples and where the margins of error for results fall between 0 and 3 per cent and 97 and 100 per cent, due to difficulties with accurately calculating these MOEs. MOEs for results falling between 4 and 9 per cent and 91 to 96 per cent may also be less accurate than those based on results in the 10 to 90 per cent range.

The second set of tables appended below (Appendix 2b) presents results from the 2013/14 NSE by the industry groupings (aggregated for sampling and reporting purposes). Again, MOEs at the 95 per cent confidence level are provided alongside the relevant survey result.

Please 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.
- Where comments are made in the summary report about differences in results by business size or industry sector, these have been confirmed using additional statistical significance testing. Therefore some differences noted in the text will not necessarily be evident when applying the margins of error specified in the following tables.

Appendix 2a: Tables by business size with margins of errors

Table 1:

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

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Yes	34	4.7	31	5.2	62	5.3
No	66	4.8	69	5.3	38	5.3
Don't know/no opinion	0	-	0	-	0	-
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

Table 2:

Q2. How many employees are employed at the business size 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	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
1 - 5	62	0.7	69	0.8	0	-
6 - 9	12	2.0	14	2.2	0	-
10 - 19	15	2.0	16	2.2	0	-
20 - 49	7	1.5	0	-	66	-
50 - 99	2	-	0	-	18	2.3
100 or more	2	-	0	-	16	2.3
No employees	0	-	0	-	0	-
Don't know	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

Note: As number of employees is a weighting parameter, in some cases it is not possible to calculate an MoE (eg businesses with 20 – 49 employees).

Table 3:

Q3. And for how long has your business been operating in New Zealand? {Q3ins}

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Less than 2 years	3	-	4	2.5	1	-
2 to less than 6 years	15	4.0	16	4.5	5	2.5
6 to less than 10 years	13	3.9	14	4.3	8	3.2
10 years or more	67	5.1	65	5.6	84	4.2
Don't know/no opinion	1	-	1	-	1	-
Would rather not say	0	-	0	-	1	-
Total	100	-	100	-	100	-

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

Table 4:*Q4. In the last 12 months, has your business had any job vacancies?*

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Yes	61	5.0	57	5.6	95	2.4
No	39	5.0	43	5.6	5	2.4
Don't know	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

Table 5:*Q4a. How does your business usually go about finding staff to fill a job vacancy?*

	Total 832*		1-19 employees 308		20+ employees 524	
Unweighted base= Weighted base=	102717	+/-	85672	+/-	17045	+/-
	%	%	%	%	%	%
Trade Me or Seek	41	6.0	39	7.2	50	5.6
Through word of mouth	33	5.7	35	6.8	25	4.6
Advertisement in NZ/local newspapers/magazines	30	5.1	28	6.0	40	5.4
Recruitment agency/HR consultants	13	3.1	9	3.6	31	5.1
Other internet websites (excluding social media), unspecified online advertising	11	3.9	10	4.6	12	3.5
Internally/people we know	8	3.0	7	3.5	14	3.9
Own company website/newsletter	7	3.2	6	3.7	11	3.6
Through candidate approaching us	6	3.1	6	3.7	6	2.2
Work & Income	6	2.3	5	2.7	8	2.7
Through secondary schools/ training institutions/Universities	5	2.8	5	3.4	3	-
Other internet based job boards	4	2.0	3	-	8	3.1
Front window/in store/ billboard	3	-	3	-	3	-
Advertising (unspecified)	3	-	3	-	4	2.0
Advertisement in overseas newspapers/magazines	2	-	2	-	3	-
Government departments (excluding Work & Income)	1	-	1	-	1	-
Social media	1	-	1	-	2	-
Internal HR team/department	1	-	0	-	2	-
Specialist Migrant Online Job boards (e.g. 'New Kiwis', Skillfinder)	0	-	0	-	0	-
Contact with one of the Immigration New Zealand Relationship Managers	0	-	0	-	0	-
Job fairs/expos	0	-	0	-	0	-
Other	4	2.6	4	3.1	5	2.4
None of the above	0	-	0	-	0	-
Don't know	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months.

Table 6:

Q5. In the last 12 months, has your business had any job vacancies that it was unable to fill?

	Total		1-19 employees		20+ employees	
Unweighted base=	848*		325		523	
Weighted base=	106762*	+/-	89728	+/-	17033	+/-
	%	%	%	%	%	%
Yes	17	3.9	15	4.6	28	4.6
No	82	4.0	84	4.7	71	4.6
Don't know	1	-	1	-	1	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months.

Table 7:

Q6. Of the vacancies your business was unable to fill, what occupations were the vacancies for?

	Total		1-19 employees		20+ employees	
Unweighted base=	230*		57		173	
Weighted base=	18200*	+/-	13405	+/-	4795	+/-
	%	%	%	%	%	%
Automotive and Engineering Trades Workers	12	8.0	13	10.6	9	6.0
Farm, Forestry and Garden Workers	11	4.8	12	6.5	8	3.4
Food Trades Workers	10	7.8	11	10.5	5	3.3
Construction Trades Workers	8	3.9	10	5.2	5	3.0
Numerical Clerks	6	0.7	8	-	2	-
Hospitality, Retail and Service Managers	5	-	5	-	6	3.8
Health Professionals	5	-	6	-	4	1.4
Engineering, ICT and Science Technicians	5	4.6	5	-	6	4.7
Sales Representatives and Agents	5	4.6	6	-	2	-
Machine and Stationary Plant Operators	5	3.6	4	-	6	4.5
Specialist Managers	4	2.0	2	1.8	9	5.6
Design, Engineering, Science and Transport Professionals	4	1.9	1	-	14	6.4
Chief Executives, General Managers and Legislators	3	-	3	-	3	-
Sales Assistants and Salespersons	3	-	2	-	6	4.8
Farmers and Farm Managers	2	-	2	-	0	-
ICT Professionals	2	-	2	-	2	-
Health and Welfare Support Workers	2	-	2	-	1	-
Sports and Personal Service Workers	2	-	2	-	0	-

continued

Table 7: (cont.)

Q6. Of the vacancies your business was unable to fill, what occupations were the vacancies for?

	Total		1-19		20+	
Unweighted base=	230*		employees		employees	
Weighted base=	18200*	+/-	57	+/-	173	+/-
	%	%	13405	%	4795	%
			%		%	%
Construction and Mining						
Labourers	2	-	3	-	0	-
Factory Process Workers	2	-	1	-	4	-
Education Professionals	1	-	0	-	4	3.3
Electrotechnology and Telecommunications						
Trades Workers	1	-	1	-	2	-
Skilled Animal and Horticultural Workers	1	-	1	-	1	-
Other Technicians and Trades Workers	1	-	1	-	2	-
Road and Rail Drivers	1	-	0	-	5	-
Storepersons	1	-	0	-	5	4.7
Arts and Media Professionals	0	-	0	-	0	-
Business, Human Resource and Marketing Professionals	0	-	0	-	2	-
Legal, Social and Welfare Professionals	0	-	0	-	0	-
Carers and Aides	0	-	0	-	1	-
Hospitality Workers	0	-	0	-	0	-
Protective Service Workers	0	-	0	-	0	-
Office Managers and Program Administrators	0	-	0	-	0	-
Personal Assistants and Secretaries	0	-	0	-	0	-
General Clerical Workers	0	-	0	-	1	-
Inquiry Clerks and Receptionists	0	-	0	-	0	-
Clerical and Office Support Workers	0	-	1	-	0	-
Other Clerical and Administrative Workers	0	-	0	-	0	-
Sales Support Workers	0	-	0	-	0	-
Mobile Plant Operators	0	-	0	-	1	-
Cleaners and Laundry Workers	0	-	0	-	2	-
Food Preparation Assistants	0	-	0	-	1	-
Other Labourers	2	-	3	-	0	-
Residual Categories (Operational Codes only)	0	-	0	-	0	-
Other	1	-	1	-	0	-
Don't know	0	-	0	-	1	-
Would rather not say	0	-	0	-	0	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, that they were unable to fill.

Table 8:

Q7. In the last 12 months, has your business employed any new staff? Please do not include any new business owners.

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Yes	63	5.0	59	5.6	95	2.4
No	37	5.0	41	5.6	5	2.4
Don't know	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

Table 9:

Q8. Did your business employ any of these new staff on a 90-day trial period?

	Total		1-19 employees		20+ employees	
Unweighted base=	866*		344		522	
Weighted base=	110814*	+/-	93807	+/-	17007	+/-
	%	%	%	%	%	%
Yes	63	5.6	64	6.5	57	5.5
No	34	5.3	33	1	41	5.4
Don't know	1	-	1	-	2	-
Would rather not say	2	-	2	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that employed new staff in the last 12 months.

Table 10:

Q9. Have any employees who started on a 90-day trial period been dismissed during or at the end of the trial period?

	Total		1-19 employees		20+ employees	
Unweighted base=	525*		224		301	
Weighted base=	69783*	+/-	60123	+/-	9660	+/-
	%	%	%	%	%	%
Yes	20	5.3	18	6.1	32	6.9
No	79	5.5	81	6.3	67	6.9
Don't know	1	-	1	-	1	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that employed new staff in the last 12 months, on a 90-day trial period.

Table 11:

Q10. Thinking about the number of positions in your business, over the next year do you expect this number to...?

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Stay about the same	65	5.0	66	5.5	53	5.4
Increase	27	4.7	26	5.2	36	5.2
Decrease	6	2.2	5	2.4	8	2.9
Don't know	2	-	2	-	3	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

Table 12:*Q11. What about the number of positions that are low-skilled? Do you expect this number to...?*

	Total		1-19 employees		20+ employees	
Unweighted base=	1020*		492		528	
Weighted base=	173271*	+/-	155924	+/-	17347	+/-
	%	%	%	%	%	%
Stay about the same	70	4.8	71	5.3	65	5.3
Increase	10	3.2	10	3.5	17	4.0
Decrease	5	2.0	4	2.2	8	3.2
No low-skilled positions in the business	14	3.7	14	4.1	9	3.4
Don't know	0	-	0	-	1	-
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those respondents that identified the size of change in the number of positions for the next year.

Table 13:*Q12. And what about the number of positions that are medium-skilled? Do you expect this number to...?*

	Total		1-19 employees		20+ employees	
Unweighted base=	1020*		492		528	
Weighted base=	173271*	+/-	155924	+/-	17347	+/-
	%	%	%	%	%	%
Stay about the same	73	4.5	74	5.0	67	5.2
Increase	17	3.9	17	4.3	22	4.5
Decrease	3	1.3	2	-	6	2.7
No medium-skilled positions in the business	6	2.5	6	2.8	3	2.3
Don't know	0	-	0	-	1	-
Would rather not say	0	-	1	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those respondents that identified the size of change in the number of positions for the next year.

Table 14:*Q13. And what about the number of positions that are high-skilled, do you expect this number to...?*

	Total		1-19 employees		20+ employees	
Unweighted base=	1020*		492		528	
Weighted base=	173271*	+/-	155924	+/-	17347	+/-
	%	%	%	%	%	%
Stay about the same	70	4.8	71	5.3	61	5.4
Increase	18	3.9	17	4.3	31	5.1
Decrease	3	1.8	3	-	6	2.8
No high-skilled positions in the business	7	2.9	7	3.3	1	-
Don't know	1	-	1	-	1	-
Would rather not say	1	-	1	-	1	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those respondents that identified the size of change in the number of positions for the next year.

Table 15:*Q28. Do all of your employees have a written employment agreement?*

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Yes	89	3.1	88	3.4	99	0.7
No	10	2.8	11	3.1	1	0.6
Don't know	0	-	0	-	0	-
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

Table 16:*Q29. Do any current employees in this business use any of the following flexible working arrangements?*

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Flexible break times	76	4.3	76	4.8	73	4.7
Flexibility in or selection of own rosters or shifts/ or swap shifts	48	5.3	48	5.8	46	5.4
The choice to work part-time or reduced hours	60	5.0	60	5.5	63	5.0
Job sharing	31	4.9	31	5.4	29	5.0
Flexible start and finish times	65	4.8	65	5.4	64	5.2
A choice over when hours are worked, for example, working annualised hours or school hours	44	5.2	45	5.8	37	5.3
Working from home or other sites	30	4.7	30	5.2	38	5.2
Unpaid leave	62	5.1	60	5.6	74	4.8
Allowing leave for emergencies/study/pre-arranged	0	-	0	-	0	-
Response outside of scope	0	-	0	-	0	-
Any other flexible arrangements? (Specify)	9	2.5	8	2.8	14	4.0
None of these offered/no further arrangements offered	7	2.9	8	3.2	4	2.2
Don't know	1	-	1	-	0	-
Would rather not say	0	-	0	-	0	-

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

Table 17:

X30. In the last 12 months roughly how many requests has the business received from current employees for flexible working arrangements?

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
1-4 requests	30	4.9	30	5.4	35	5.1
5-10 requests	8	2.7	8	2.9	11	3.3
More than 10 requests	4	2.2	4	2.4	4	2.0
Unspecified number of requests received	3	-	3	-	4	2.0
None	44	5.2	46	5.8	30	4.8
Don't know	9	2.5	8	2.8	14	3.5
Would rather not say	0	-	0	-	1	-
Total	100	-	100	-	100	-

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

Table 18:

XX30. Received requests for flexible working arrangements

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Received at least one request	46	5.3	45	5.8	55	5.2
None	44	5.2	46	5.8	30	4.8
Don't know	9	2.5	8	2.8	14	3.5
Would rather not say	0	-	0	-	1	-
Total	100	-	100	-	100	-

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

Table 19:

X31. And approximately how many of these requests for flexible working arrangements did the business agree to?

	Total		1-19 employees		20+ employees	
Unweighted base=	488*		218		270	
Weighted base=	82368*	+/-	72592	+/-	9776	+/-
	%	%	%	%	%	%
All requests agreed to	84	5.2	85	5.8	71	6.7
Half or more of requests agreed to	11	4.3	10	4.8	20	6.0
Less than half of requests agreed to	0	-	0	-	1	-
Requests agreed to – number unspecified	1	-	1	-	1	-
None accepted	3	-	3	-	6	3.6
Don't know	1	-	1	-	1	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had received requests from current employees for flexible working arrangements.

Table 20:*XX31. Requests agreed to for flexible working arrangements*

	Total		1-19 employees		20+ employees	
Unweighted base=	488*		218		270	
Weighted base=	82368*	+/-	72592	+/-	9776	+/-
	%	%	%	%	%	%
Accepted at least one request	96	3.0	96	3.4	92	3.9
None	3	-	3	-	6	3.6
Don't know	1	-	1	-	1	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had received requests from current employees for flexible working arrangements.

Table 21:*X30-31. Requests for flexible working arrangements*

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
No requests received	44	5.2	45	5.8	30	4.8
Requests received - at least one agreed to	45	5.2	44	5.8	50	5.3
Requests received - none agreed to	2	-	1	-	3	-
Requests received - don't know how many agreed to	1	-	1	-	1	-
Requests received - refused to say how many agreed to	0	-	0	-	0	-
Don't know	9	2.5	8	2.8	14	3.5
Refused	0	-	0	-	1	-
Total	100	-	100	-	100	-

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

Table 22:*Q32. In the last 12 months has your business requested proof of sickness from any employee due to concerns about possible misuse of sick leave?*

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Yes	18	3.1	15	3.4	49	5.4
No	81	3.1	85	3.4	48	5.4
Don't know	0	-	0	-	2	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

Table 23:

Q34a. In the last 12 months, has your business had concerns about productivity losses due to any of your employees using any of the following substances – either on their own time or while at work? *Illegal drugs*

	Total		1-19 employees		20+ employees	
Unweighted base=	1029*		484		545	
Weighted base=	171858	+/-	153970	+/-	17888	+/-
	%	%	%	%	%	%
Yes	10	2.3	8	2.5	23	4.4
No	90	2.4	91	2.6	74	4.4
Don't know	1	-	1	-	2	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 24:

Q34a. In the last 12 months, has your business had concerns about productivity losses due to any of your employees using any of the following substances – either on their own time or while at work? *Alcohol*

	Total		1-19 employees		20+ employees	
Unweighted base=	1029*		484		545	
Weighted base=	171858	+/-	153970	+/-	17888	+/-
	%	%	%	%	%	%
Yes	12	2.6	10	2.8	32	4.8
No	87	2.6	89	2.9	66	4.9
Don't know	1	-	0	-	2	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 25:

Q34a. In the last 12 months, has your business had concerns about productivity losses due to any of your employees using any of the following substances – either on their own time or while at work? *Legal highs*

	Total		1-19 employees		20+ employees	
Unweighted base=	1029*		484		545	
Weighted base=	171858	+/-	153970	+/-	17888	+/-
	%	%	%	%	%	%
Yes	5	1.6	4	1.8	10	3.0
No	93	1.9	94	2.1	81	4.0
Don't know	3	-	2	-	8	2.7
Refused	0	-	0	-	1	-
Total	100	-	100	-	100	-

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

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 26:

Q34a. In the last 12 months, has your business had concerns about productivity losses due to any of your employees using any of the following substances – either on their own time or while at work? Any of the above

	Total		1-19 employees		20+ employees	
Unweighted base=	1029*		484		545	
Weighted base=	171858	+/-	153970	+/-	17888	+/-
	%	%	%	%	%	%
Yes	17	3.0	14	3.3	37	5.1
No	82	3.0	85	3.3	60	5.1
Don't know	1	-	1	-	2	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 27:

Q34b. In the last 12 months, has your business had concerns about risks to workplace health and safety due to any of your employees using any of the following substances? Illegal drugs

	Total		1-19 employees		20+ employees	
Unweighted base=	1029*		484		545	
Weighted base=	171858	+/-	153970	+/-	17888	+/-
	%	%	%	%	%	%
Yes	8	2.2	7	2.4	17	3.8
No	91	2.5	93	2.8	79	4.1
Don't know	1	-	1	-	3	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 28:

Q34b. In the last 12 months, has your business had concerns about risks to workplace health and safety due to any of your employees using any of the following substances? Alcohol

	Total		1-19 employees		20+ employees	
Unweighted base=	1029*		484		545	
Weighted base=	171858	+/-	153970	+/-	17888	+/-
	%	%	%	%	%	%
Yes	7	2.0	6	2.2	20	4.1
No	92	2.3	93	2.6	76	4.4
Don't know	1	-	1	-	3	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 29:

Q34b. In the last 12 months, has your business had concerns about risks to workplace health and safety due to any of your employees using any of the following substances? Legal highs

	Total		1-19 employees		20+ employees	
Unweighted base=	1029*		484		545	
Weighted base=	171858	+/-	153970	+/-	17888	+/-
	%	%	%	%	%	%
Yes	4	1.4	3	-	10	3.1
No	94	2.0	95	2.1	83	4.0
Don't know	2	-	2	-	6	2.6
Refused	0	-	0	-	1	-
Total	100	-	100	-	100	-

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

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 30:

Q34b. In the last 12 months, has your business had concerns about risks to workplace health and safety due to any of your employees using any of the following substances? Any of the above

	Total		1-19 employees		20+ employees	
Unweighted base=	1029*		484		545	
Weighted base=	171858	+/-	153970	+/-	17888	+/-
	%	%	%	%	%	%
Yes	12	2.7	11	3.0	25	4.5
No	86	3.0	88	3.3	71	4.7
Don't know	1	-	1	-	3	2.0
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 31:

X34a_b. Concerns about productivity losses and/or workplace health and safety in the last 12 months, due to any employees using any of the following substances. Illegal drugs

	Total		1-19 employees		20+ employees	
Unweighted base=	1029*		484		545	
Weighted base=	171858	+/-	153970	+/-	17888	+/-
	%	%	%	%	%	%
Yes	11	2.5	9	2.7	25	4.4
No	88	2.8	90	3.1	73	4.5
Don't know	1	-	1	-	2	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 32:

X34a_b.Concerns about productivity losses and/or workplace health and safety in the last 12 months, due to any employees using any of the following substances. Alcohol

	Total		1-19 employees		20+ employees	
Unweighted base=	1029*		484		545	
Weighted base=	171858	+/-	153970	+/-	17888	+/-
	%	%	%	%	%	%
Yes	13	2.6	11	2.9	33	4.9
No	86	2.9	88	3.2	64	5.0
Don't know	1	-	1	-	3	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 33:

X34a_b.Concerns about productivity losses and/or workplace health and safety in the last 12 months, due to any employees using any of the following substances. Legal highs

	Total		1-19 employees		20+ employees	
Unweighted base=	1029*		484		545	
Weighted base=	171858	+/-	153970	+/-	17888	+/-
	%	%	%	%	%	%
Yes	5	1.8	5	2.0	12	3.3
No	91	2.4	93	2.6	79	4.3
Don't know	3	-	2	-	8	2.9
Refused	0	-	0	-	1	-
Total	100	-	100	-	100	-

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

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 34:

X34a_b.Concerns about productivity losses and/or workplace health and safety in the last 12 months, due to any employees using any of the following substances. Any of the above

	Total		1-19 employees		20+ employees	
Unweighted base=	1029*		484		545	
Weighted base=	171858	+/-	153970	+/-	17888	+/-
	%	%	%	%	%	%
Yes	18	3.1	16	3.4	39	5.1
No	81	3.3	83	3.7	59	5.1
Don't know	1	-	1	-	2	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 35:

Q35. In the last 12 months, has your business done any of the following because of concerns about suspected use of illegal drugs or legal highs by employees? Used provisions under the Employment Relations Act to manage the performance of an employee suspected of using drugs

	Total		1-19 employees		20+ employees	
Unweighted base=	253*		70		183	
Weighted base=	21059*	+/-	16542	+/-	4517	+/-
	%	%	%	%	%	%
Yes	46	8.9	42	11.0	61	9.1
No	51	9.0	55	11.2	37	9.1
Don't know	3	-	3	-	2	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses in the last 12 months that had concerns about illegal drugs and legal highs.

Table 36:

Q35. In the last 12 months, has your business done any of the following because of concerns about suspected use of illegal drugs or legal highs by employees? Included a provision in any employment agreement giving the employer the right to request drug testing

	Total		1-19 employees		20+ employees	
Unweighted base=	253*		70		183	
Weighted base=	21059*	+/-	16542	+/-	4517	+/-
	%	%	%	%	%	%
Yes	53	7.0	48	8.6	71	8.6
No	44	7.5	49	9.3	28	8.5
Don't know	3	-	3	-	1	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses in the last 12 months that had concerns about illegal drugs and legal highs.

Table 37:

Q35. In the last 12 months, has your business done any of the following because of concerns about suspected use of illegal drugs or legal highs by employees? Provided any support to an employee suspected of using drugs

	Total		1-19 employees		20+ employees	
Unweighted base=	253*		70		183	
Weighted base=	21059*	+/-	16542	+/-	4517	+/-
	%	%	%	%	%	%
Yes	44	8.5	39	10.5	61	8.7
No	51	9.0	55	11.1	36	8.7
Don't know	5	4.7	5	-	4	3.8
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses in the last 12 months that had concerns about illegal drugs and legal highs.

Table 38:

Q35. In the last 12 months, has your business done any of the following because of concerns about suspected use of illegal drugs or legal highs by employees? Used or introduced a drugs policy to manage the performance of an employee suspected of using drugs

	Total		1-19 employees		20+ employees	
Unweighted base=	253*		70		183	
Weighted base=	21059*	+/-	16542	+/-	4517	+/-
	%	%	%	%	%	%
Yes	37	9.8	32	12.1	55	9.8
No	60	10.1	64	12.6	43	9.7
Don't know	3	-	4	-	2	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses in the last 12 months that had concerns about illegal drugs and legal highs.

Table 39:

Q36. In the last 12 months has this business required any employee to undergo testing for illegal drugs?

	Total		1-19 employees		20+ employees	
Unweighted base=	253*		70		183	
Weighted base=	21059*	+/-	16542	+/-	4517	+/-
	%	%	%	%	%	%
Yes	25	7.5	18	9.3	52	8.7
No	74	7.6	81	9.3	45	9.0
Don't know	1	-	0	-	3	-
Would rather not say	0	-	1	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses in the last 12 months that had concerns about illegal drugs and legal highs.

Table 40:

Q37. In which of the following situations was this drug testing requested?

	Total		1-19 employees		20+ employees	
Unweighted base=	122*		12**		110	
Weighted base=	5360*	+/-	2991 **	+/-	2369	+/-
	%	%	%	%	%	%
Before an employee started a job in the business	61	12.9	56	-	69	13.4
On a random basis	69	12.6	83	-	52	13.1
In response to a workplace accident or near miss	27	11.2	11	-	47	12.5
In response to performance issues	53	15.9	61	-	43	13.1
Don't know	1	-	0	-	2	-
Would rather not say	0	-	0	-	0	-

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

*Sub-sample based on those businesses in the last 12 months that had concerns about illegal drugs and legal highs, and required an employee to undergo testing for illegal drugs.

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

Table 41:

Q38. Are any of your employees paid the adult minimum wage of \$13.75 per hour? This rate applies to all employees aged 16 years and over who are not on the starting out or training minimum wage.

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Yes	17	3.5	15	3.8	28	4.6
No	83	3.5	85	3.9	69	4.8
Don't know	0	-	0	-	1	-
Would rather not say	0	-	0	-	1	-
Total	100	-	100	-	100	-

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

Table 42:

Q39. Are any of your employees paid the training minimum wage of \$11.00 per hour?

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Yes	5	2.5	5	2.7	4	2.2
No	95	2.6	95	2.8	94	2.7
Don't know	1	-	0	-	1	-
Would rather not say	0	-	0	-	1	-
Total	100	-	100	-	100	-

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

Table 43:

Q40. In the last 12 months has your business employed any workers aged 16 to 19 years?

	Total		1-19 employees		20+ employees	
Unweighted base=	866*		344		522	
Weighted base=	110814*	+/-	93807	+/-	17007	+/-
	%	%	%	%	%	%
Yes	46	5.7	43	6.7	64	5.1
No	53	5.8	56	6.8	35	5.1
Don't know	1	-	1	-	1	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had employed new staff in the last 12 months.

Table 44:

Q41. Are any of these employees paid the starting out wage of \$11.00 per hour?

	Total		1-19 employees		20+ employees	
Unweighted base=	514*		166		348	
Weighted base=	52369*	+/-	41407	+/-	10962	+/-
	%	%	%	%	%	%
Yes	11	5.8	11	7.3	8	3.8
No	89	5.8	88	7.3	89	4.2
Don't know	0	-	0	-	2	-
Would rather not say	0	-	0	-	1	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had employed workers aged 16 to 19 years in the last 12 months.

Table 45:

Q42. 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	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Yes	64	4.9	64	5.4	59	5.3
No	34	4.8	33	5.3	36	5.2
Don't know	2	-	1	-	5	2.4
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

Table 46:

Q43. 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?

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Management or the business owner	75	4.6	76	5.1	65	5.0
Your Human Resources Department	2	-	2	-	7	2.6
A health and safety specialist within the business	8	2.5	6	2.7	22	4.1
Head office	2	-	2	-	3	-
Employee health and safety reps or a Health and Safety Committee	7	2.1	5	2.3	25	4.7
A contracted health and safety specialist from outside the business	6	2.0	6	2.1	12	3.6
An Industry group or association such as NZ Retailers Association or Hospitality Association	1	-	1	-	2	-
A staff member/all staff	6	2.6	5	2.8	7	3.2
Government departments	1	-	1	-	2	-
Any other provider (Specify)	1	-	1	-	1	-
No one	5	2.8	6	3.2	0	-
Don't know	1	-	1	-	2	-
Would rather not say	1	-	1	-	0	-

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

Table 47:

Q44. 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	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Yes	82	4.4	81	4.9	93	2.7
No	16	4.2	17	4.7	5	2.3
Don't know	2	-	2	-	1	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

Table 48:

Q45. Does your business have a documented system for identifying and managing workplace hazards?

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Yes	77	4.8	75	5.3	95	2.8
No	21	4.7	23	5.2	4	2.3
Don't know	1	-	1	-	2	-
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

Table 49:

Q46. When a new hazard is identified or an existing hazard changes, is this recorded in the system?

	Total		1-19 employees		20+ employees	
Unweighted base=	943*		411		532	
Weighted base=	135123*	+/-	118184	+/-	16938	+/-
	%	%	%	%	%	%
Yes	88	3.9	87	4.5	98	1.3
No	11	3.9	12	4.4	1	-
Don't know	1	-	1	-	1	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that have a documented system for identifying and managing workplace hazards.

Table 50:

Q47. Does your business have a documented process for investigating workplace accidents?

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Yes	68	5.1	65	5.7	94	2.7
No	27	5.0	30	5.5	5	2.5
Don't know	3	-	4	2.2	1	-
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

Table 51:*Q48. Does your business have health and safety inductions for all new employees?*

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Yes	76	4.8	74	5.4	92	3.3
No	22	4.7	24	5.2	6	2.9
Don't know	1	-	1	-	2	-
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

Table 52:*Q49. Is a record kept of every health and safety induction for new employees?*

	Total		1-19 employees		20+ employees	
Unweighted base=	918*		404		514	
Weighted base=	133390*	+/-	116934	+/-	16456	+/-
	%	%	%	%	%	%
Yes	69	5.5	67	6.2	87	4.1
No	27	5.2	30	5.9	9	3.5
Don't know	4	2.5	4	2.8	4	2.4
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that have health and safety inductions for all new employees.

Table 53:*Q50. Does your business use contractors or subcontractors to do any work for the business?*

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Yes	59	5.1	56	5.6	82	4.4
No	40	5.1	43	5.6	18	4.4
Don't know	1	-	1	-	0	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

Table 54:*Q51. Do all your contractors and subcontractors receive a health and safety induction?*

	Total		1-19 employees		20+ employees	
Unweighted base=	795*		327		468	
Weighted base=	104116*	+/-	89475	+/-	14641	+/-
	%	%	%	%	%	%
Yes	46	6.1	41	7.0	74	5.3
No	48	6.2	53	7.2	20	4.9
Don't know	6	3.4	6	3.9	6	2.9
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that use contractors or subcontractors to do any work for the business.

Table 55:*Q52. Does your business have a formal system for employee participation in managing health and safety?*

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Yes	56	5.2	53	5.8	81	4.5
No	41	5.2	43	5.8	17	4.2
Don't know	2	-	2	-	2	-
Would rather not say	2	1.8	2	-	0	-
Total	100	-	100	-	100	-

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

Table 56:*Q53. Does your business have any of the following?*

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Elected health and safety representatives	37	4.9	33	5.4	72	4.9
Informal health and safety representatives	44	5.2	42	5.8	61	5.4
A health and safety committee	24	4.0	19	4.4	72	5.0
A regular system for health and safety communications	52	5.2	48	5.8	81	4.4
Health and safety is included as a regular team meeting item	51	5.1	48	5.7	83	4.1
None of the above	21	4.5	23	5.0	4	2.4
Don't know	1	-	1	-	0	-
Would rather not say	1	-	1	-	0	-

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

Table 57:*Q54. 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	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Yes	20	3.5	17	3.9	42	5.4
No	79	3.7	82	4.1	56	5.4
Don't know	0	-	0	-	2	-
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

Table 58:

Q55. 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?

	Total		1-19 employees		20+ employees	
Unweighted base=	354*		113		241	
Weighted base=	34403*	+/-	26953	+/-	7449	+/-
	%	%	%	%	%	%
An accident/event/concern	11	5.4	11	6.7	14	6.1
A near miss	0	-	0	-	1	-
A workplace inspection (by a health and safety inspector)	2	-	1	-	5	3.5
A prosecution or other enforcement action	0	-	0	-	0	-
Improvements in industry practice	15	7.3	17	9.3	8	4.0
On-going improvements to your workplace health and safety/ to improve staff safety in general	41	9.0	39	11.3	50	8.4
To comply with current/anticipating future changes to health and safety legislation	26	7.5	28	9.4	17	6.2
To gain ACC accreditation	4	3.4	4	-	7	4.5
A change in management/Health & Safety personnel	2	-	2	-	3	-
More information on health and safety/ media attention	3	-	3	-	2	-
Any other reason?	4	3.1	4	3.9	3	2.1
Didn't make any significant changes	2	-	2	-	2	-
Don't know	0	-	0	-	1	-
Would rather not say	0	-	0	-	1	-

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

*Sub-sample based on those businesses that made significant changes to its health and safety systems or practices in the last 12 months.

Table 59:

Q56. 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	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Agree	77	4.7	75	5.2	87	3.4
Neither agree nor disagree	9	2.9	10	3.2	6	2.5
Disagree	12	3.8	12	4.3	5	2.2
Don't know	2	-	2	-	1	-
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

Table 60:

Q57. 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	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Agree	58	5.2	58	5.8	58	5.4
Neither agree nor disagree	13	3.7	13	4.1	14	3.9
Disagree	17	3.9	17	4.4	19	4.4
Don't know	10	3.1	10	3.4	9	2.9
Would rather not say	2	-	2	-	1	-
Total	100	-	100	-	100	-

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

Table 61:

Q58. Do you agree or disagree that having good health and safety systems is good for your business?

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Agree	89	3.6	88	4.0	97	1.7
Neither agree nor disagree	6	2.8	7	3.1	2	1.4
Disagree	3	2.0	3	-	1	-
Don't know	1	-	1	-	0	-
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

Table 62:

Q14. 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	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Yes	26	4.2	22	4.6	66	5.2
No	73	4.2	78	4.6	33	5.2
Don't know	0	-	0	-	0	-
Would rather not say	0	-	0	-	1	-
Total	100	-	100	-	100	-

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

Table 63:

Q15. And in the last 12 months, has your business hired any recent migrants?

	Total		1-19 employees		20+ employees	
Unweighted base=	1043		498		545	
Weighted base=	176370	+/-	158482	+/-	17888	+/-
	%	%	%	%	%	%
Yes	19	3.5	15	3.9	52	5.3
No	80	3.6	84	3.9	46	5.3
Don't know	0	-	0	-	2	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

Table 64:

Q16. Thinking about the migrant your business most recently hired, what role did this person fill in your business?

	Total		1-19 employees		20+ employees	
Unweighted base=	406*		93		313	
Weighted base=	33907*	+/-	24528	+/-	9379	+/-
	%	%	%	%	%	%
Managers	6	3.7	5	4.9	6	3.6
Professionals	19	7.4	18	10.0	24	5.5
Technicians and Trades Workers	24	8.1	23	10.9	25	6.2
Community and Personal Service Workers	6	3.4	6	4.6	5	1.6
Clerical and Administrative Workers	7	3.8	7	5.1	7	4.1
Sales Workers	12	5.5	12	7.4	11	4.3
Machinery Operators and Drivers	5	5.6	5	-	4	3.0
Labourers	18	5.1	19	6.8	13	4.7
Low-skilled worker	0	-	0	-	0	-
Other (Specify)	3	-	3	-	3	-
Don't know	0	-	0	-	2	-
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that hired recent migrants in the last 12 months.

Table 65:

Q17. Was the migrant you most recently hired living outside of New Zealand when they applied to work at your business?

	Total		1-19 employees		20+ employees	
Unweighted base=	406*		93		313	
Weighted base=	33907*	+/-	24528	+/-	9379	+/-
	%	%	%	%	%	%
Yes	16	4.5	12	5.8	26	6.0
No	83	4.6	88	5.8	70	6.5
Don't know	1	-	0	-	4	3.1
Would rather not say	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that hired recent migrants in the last 12 months.

Table 66:

Q18. For what particular reasons did your business choose to employ a recent migrant?

	Total	1-19 employees		20+ employees		
	Unweighted base= Weighted base= %	406* 33907* %	+/ 24528 %	+/ 93 %	+/ 9379 %	+/ 313 %
They were the best candidate	30	9.1	32	12.3	25	6.2
Their skills/qualifications	27	8.5	25	11.5	32	6.6
Their experience	8	4.3	8	5.8	8	3.7
Fresh perspective	0	-	0	-	1	-
Strong work ethic	3	-	3	-	5	3.2
Overseas contacts/networks	0	-	0	-	0	-
They speak a language other than English	3	-	4	-	1	-
Many of our customers are also migrants	0	-	0	-	0	-
To be able to pay lower salary/wages	2	-	2	-	0	-
Their personality/they seemed like they would be a 'good fit' for the business	6	3.9	6	5.3	4	2.1
New Zealanders were not willing to do job	5	3.1	5	4.1	6	3.3
Difficulty hiring New Zealanders for job due to skill shortage	14	4.3	10	5.5	24	6.1
No New Zealand born candidates applied	4	2.7	4	3.6	5	2.5
Recommendation / worked for us before / good experiences with this ethnicity	7	4.0	8	5.4	3	-
Other (Specify)	2	-	2	-	2	-
No reason (No particular preference for migrant vs. New Zealander)	12	6.9	13	9.3	10	4.5
Don't know	0	-	0	-	1	-

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

*Sub-sample based on those businesses that hired recent migrants in the last 12 months.

Table 67:

Q19. On the whole, how would you rate your migrant employees on their overall job performance?

	Total	1-19 employees		20+ employees		
	Unweighted base= Weighted base= %	501* 46623* %	+/ 34817 %	+/ 120 %	+/ 11806 %	+/ 381 %
Very poor	1	-	1	-	0	-
Poor	1	-	1	-	1	-
Neither good nor poor	6	2.8	5	3.6	6	3.4
Good	34	8.4	34	11.1	34	5.9
Very good	57	8.6	57	11.4	56	6.4
Don't know	1	-	1	-	2	-
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that have recent migrant employees on staff.

Table 68:*Q20. And why do you say that?*

	Total		1-19 employees		20+ employees	
Unweighted base=	440*		103		337	
Weighted base=	42149*	+/-	31558	+/-	10591	+/-
	%	%	%	%	%	%
Employees are able to share their experience and skills	17	7.9	20	10.5	8	3.2
Employees have skills and experience not available in New Zealand	10	6.2	10	8.2	8	3.8
Employees perform at a level higher than expected	7	5.6	8	7.5	5	2.5
Employees perform at a superior level to the other employees	3	-	3	-	5	2.7
Employees don't have English language problems	3	-	3	-	1	-
Employees have no problems with cultural differences/ fit in with the team	9	5.8	10	7.6	7	3.6
Employees have transferable skills	4	3.6	5	4.7	2	-
Employees have the right attitude/are willing to learn/work ethic/above & beyond their role	43	9.1	43	12.0	43	6.8
Employees have the skills and experience required (in general)	15	5.2	14	6.7	17	5.3
Employees have other language (non-English) skills	3	-	3	-	1	-
Employees' work is very good quality	23	8.3	25	11.0	16	4.9
Employees do what is required/fulfil that role	14	5.3	14	6.9	14	4.6
Appraisals/referred by others	5	-	7	-	1	-
They are satisfactory	1	-	2	-	1	-
We hire the best person for the job	2	-	1	-	6	3.3
Other (Specify)	8	5.5	10	7.3	4	2.7
No reason	1	-	0	-	4	2.2
Don't know	0	-	0	-	1	-
Would rather not say	0	-	0	-	1	-

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

*Sub-sample based on those businesses that have recent migrant employees on staff, and rate their overall job performance as Good or Very good.

Table 69:*Q21. In the last 12 months, has your business hired any recent migrants who have subsequently left the business?*

	Total		1-19 employees		20+ employees	
Unweighted base=	406*		93		313	
Weighted base=	33907*	+/-	24528	+/-	9379	+/-
	%	%	%	%	%	%
Yes	31	8.6	27	11.6	42	7.0
No	67	8.7	72	11.7	54	7.1
Don't know	1	-	0	-	4	2.4
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that hired recent migrants in the last 12 months.

Table 70:*Q22. Thinking now about the migrant that left your business most recently, for what particular reasons did they leave?*

	Total		1-19		20+	
Unweighted base=	156*		employees		employees	
Weighted base=	10584*	+/-	26**	+/-	130	+/-
	%	%	6599 **	%	3986	%
			%	%	%	%
Got a job with another employer in New Zealand	19	7.6	13	-	30	10.3
Returned to their country of origin	7	3.5	0	-	20	9.2
Moved to Australia	9	8.4	11	-	5	-
Moved to a different country other than Australia	13	6.6	16	-	8	5.8
Moved to a different town/city in New Zealand for reasons other than work	17	9.7	22	-	8	5.9
Took up study	2	-	0	-	4	-
Not suitable for the job/not happy with performance	15	2.8	20	-	8	5.9
Contract ended	11	6.1	9	-	14	6.6
Redundancy	2	-	1	-	3	-
Health reasons	0	-	0	-	0	-
Left to set up their own business	3	-	4	-	2	-
Could not renew work visa	6	2.8	0	-	17	7.6
Low salary/wages	2	-	1	-	2	-
Didn't fit into New Zealand workplace culture	13	2.3	17	-	5	4.6
Family reasons	8	6.7	7	-	10	6.0
Visa expired (general)	8	7.3	10	-	5	4.2
For more travel (OE)	1	-	0	-	2	-
Other (Specify)	0	-	0	-	0	-
No reason	1	-	0	-	3	-
Don't know	3	-	5	-	1	-
Would rather not say	0	-	0	-	0	-

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

*Sub-sample based on those businesses that hired recent migrants in the last 12 months, who subsequently left the business.

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

Table 71:

Q23. Are there any specific reasons why your business did not recruit any recent migrants in the last year?

	Total		1-19		20+	
Unweighted base=	442*		employees		employees	
Weighted base=	76039*	+/-	241	+/-	201	+/-
	%	%	68655	%	7384	%
			%		%	%
No vacancy	12	5.4	13	6.0	10	5.5
No migrants applied for a job with my business	19	5.8	19	6.4	19	7.3
Have been able to find a New Zealand born candidate to fill role	4	3.3	4	-	8	5.1
Couldn't find a migrant with the right skills/experience	7	3.8	7	4.2	11	5.8
Concerns about English language abilities	2	-	2	-	2	-
Concerns about the value of overseas qualifications or experience	2	-	3	-	1	-
Offered a position to a migrant but they did not accept it	0	-	0	-	0	-
Recruitment of migrants for job(s) was not possible under the NZ Immigration system	0	-	0	-	0	-
It's too difficult to hire a migrant	3	-	3	-	2	-
I'm not sure how the immigration system works	0	-	0	-	0	-
Looking to recruit locally/within NZ	3	-	3	-	4	-
Other (Specify)	2	-	2	-	2	-
No reason	45	7.6	45	8.3	45	8.9
Don't know	1	-	2	-	1	-
Would rather not say	2	-	2	-	1	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, but did not hire any recent migrants.

Table 72:

Q25. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff? Websites or services connecting your business to prospective migrants

	Total		1-19		20+	
Unweighted base=	531*		employees		employees	
Weighted base=	51475*	+/-	136	+/-	395	+/-
	%	%	39099	%	12376	%
			%		%	%
Not useful	31	7.9	32	10.3	29	5.6
Useful	46	8.5	46	11.0	46	6.4
Very useful	12	4.1	12	5.2	14	4.3
Don't know	10	5.3	10	6.9	10	3.7
Would rather not say	0	-	0	-	1	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 73:

*Q25. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff?
Advice on immigration policy and process*

	Total		1-19 employees		20+ employees	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Not useful	20	5.8	19	7.5	23	5.5
Useful	47	8.5	47	11.0	48	6.4
Very useful	21	6.8	21	8.7	21	5.2
Don't know	12	5.9	13	7.6	7	3.3
Would rather not say	0	-	0	-	1	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 74:

*Q25. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff?
Online job events (e.g. webinars) with prospective workers in overseas markets*

	Total		1-19 employees		20+ employees	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Not useful	47	8.2	47	10.6	47	6.4
Useful	32	7.4	31	9.6	32	6.0
Very useful	7	3.0	7	3.8	10	3.8
Don't know	14	6.5	15	8.5	10	3.5
Would rather not say	1	-	1	-	1	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 75:

*Q25. 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	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Not useful	46	8.5	45	11.0	49	6.4
Useful	33	8.2	35	10.7	27	5.8
Very useful	7	2.9	6	3.6	10	3.9
Don't know	14	6.0	14	7.8	12	3.8
Would rather not say	1	-	0	-	1	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 76:

Q25. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff?
An image campaign for New Zealand in key countries of origin

	Total		1-19 employees		20+ employees	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Not useful	41	8.2	41	10.7	40	6.3
Useful	38	8.3	38	10.7	36	6.2
Very useful	10	3.8	10	4.8	11	4.1
Don't know	10	5.3	10	6.8	12	3.7
Would rather not say	1	-	1	-	1	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 77:

Q25. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff?
Information and research data on migrant behaviour and needs

	Total		1-19 employees		20+ employees	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Not useful	40	8.2	41	10.7	36	6.1
Useful	40	8.5	40	11.0	41	6.4
Very useful	11	5.4	11	7.0	12	4.3
Don't know	8	4.7	8	6.1	9	3.2
Would rather not say	1	-	0	-	2	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 78:

Q25. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff?
Specialist advice on retention and settlement planning or services for migrant employees

	Total		1-19 employees		20+ employees	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Not useful	35	8.0	36	10.4	34	6.0
Useful	40	8.4	40	10.9	41	6.3
Very useful	14	4.8	14	6.1	16	4.9
Don't know	10	5.4	10	7.0	8	3.2
Would rather not say	1	-	0	-	1	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 79:

Q26. How useful would the following assistance from Immigration New Zealand be in helping your business to employ and retain migrant staff? Information for new migrant employees about cultural differences in the workplace

	Total		1-19 employees		20+ employees	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Not useful	11	3.6	10	4.6	16	4.8
Useful	58	8.2	59	10.6	56	6.4
Very useful	21	6.5	20	8.4	24	5.4
Don't know	8	5.6	10	7.4	4	2.1
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 80:

Q26. How useful would the following assistance from Immigration New Zealand be in helping your business to employ and retain migrant staff? Information for new migrant employees about how people communicate in the NZ workplace

	Total		1-19 employees		20+ employees	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Not useful	9	3.2	8	4.0	13	4.3
Useful	51	8.5	51	11.1	52	6.4
Very useful	32	8.1	32	10.6	32	5.8
Don't know	7	5.1	9	6.7	3	-
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 81:

Q26. How useful would the following assistance from Immigration New Zealand be in helping your business to employ and retain migrant staff? Information for businesses about overcoming communication challenges in the workplace

	Total		1-19 employees		20+ employees	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Not useful	16	5.8	15	7.4	18	5.1
Useful	49	8.5	49	11.0	51	6.4
Very useful	25	7.4	25	9.6	26	5.7
Don't know	9	5.4	10	7.0	5	2.6
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 82:

Q26. How useful would the following assistance from Immigration New Zealand be in helping your business to employ and retain migrant staff? Information for new migrant employees about working in your industry

	Total		1-19 employees		20+ employees	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Not useful	18	6.2	17	8.0	22	5.3
Useful	49	8.2	49	10.6	47	6.4
Very useful	25	6.6	24	8.6	25	5.5
Don't know	8	4.9	9	6.4	6	2.8
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 83:

Q26. How useful would the following assistance from Immigration New Zealand be in helping your business to employ and retain migrant staff? Information for new migrant employees about living in New Zealand

	Total		1-19 employees		20+ employees	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12369	+/-
	%	%	%	%	%	%
Not useful	13	4.5	12	5.8	15	4.6
Useful	56	7.9	56	10.2	55	6.3
Very useful	23	6.5	22	8.3	25	5.2
Don't know	7	4.7	8	6.2	4	2.1
Would rather not say	2	-	2	-	1	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 84:

Q26. How useful would the following assistance from Immigration New Zealand be in helping your business to employ and retain migrant staff? Information about learning English language skills for the workplace

	Total		1-19 employees		20+ employees	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Not useful	18	5.6	15	7.1	28	5.8
Useful	34	8.1	33	10.5	35	6.0
Very useful	39	8.3	41	10.7	31	5.9
Don't know	8	5.2	9	6.8	5	2.4
Would rather not say	1	-	1	-	1	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 85:

Q26. How useful would the following assistance from Immigration New Zealand be in helping your business to employ and retain migrant staff? Support for partners of your migrant staff to find employment

	Total		1-19 employees		20+ employees	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Not useful	23	7.3	22	9.4	27	5.8
Useful	43	8.3	43	10.7	44	6.3
Very useful	24	7.4	24	9.5	23	5.3
Don't know	9	5.0	10	6.6	5	2.4
Would rather not say	1	-	1	-	1	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 86:

Q26. How useful would the following assistance from Immigration New Zealand be in helping your business to employ and retain migrant staff? Providing more information to employers about employing & retaining migrants in general

	Total		1-19 employees		20+ employees	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Not useful	14	5.4	12	6.9	21	5.3
Useful	61	7.6	63	9.8	54	6.4
Very useful	17	4.6	16	5.9	18	5.1
Don't know	7	4.7	8	6.2	5	2.4
Would rather not say	1	-	1	-	1	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 87:

Q27. Have you used any of the following or put any of these in place to help and support migrants who have been employed in your business? Providing information about cultural differences in the workplace

	Total		1-19 employees		20+ employees	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Yes	35	7.4	37	9.6	29	5.4
No	53	8.2	50	10.6	61	6.1
Not applicable	9	5.6	10	7.3	6	3.4
Don't know	3	-	2	-	5	2.5
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 88:

Q27. Have you used any of the following or put any of these in place to help and support migrants who have been employed in your business? Providing information about how people communicate in the NZ workplace

	Total		1-19 employees		20+ employees	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Yes	41	8.4	43	10.9	32	5.6
No	48	8.3	44	10.7	59	6.1
Not applicable	8	5.6	9	7.3	4	2.7
Don't know	2	-	2	-	4	2.5
Would rather not say	1	-	1	-	1	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 89:

Q27. Have you used any of the following or put any of these in place to help and support migrants who have been employed in your business? Providing information about living in New Zealand

	Total		1-19 employees		20+ employees	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Yes	42	8.4	43	10.8	37	6.1
No	49	8.3	47	10.7	54	6.3
Not applicable	6	5.2	7	6.8	4	2.7
Don't know	2	-	2	-	4	2.5
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 90:

Q27. Have you used any of the following or put any of these in place to help and support migrants who have been employed in your business? Providing or allowing time to learn English language skills for the workplace

	Total		1-19 employees		20+ employees	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Yes	28	7.8	30	10.2	22	5.0
No	53	8.6	50	11.1	62	6.2
Not applicable	16	6.4	18	8.3	11	4.4
Don't know	2	-	1	-	4	1.8
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 91:

Q27. Have you used any of the following or put any of these in place to help and support migrants who have been employed in your business? Supporting partners of migrant staff to find employment

	Total		1-19 employees		20+ employees	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Yes	23	7.2	25	9.4	15	4.3
No	65	8.3	62	10.8	73	5.6
Not applicable	10	5.7	11	7.5	8	3.9
Don't know	2	-	1	-	4	2.0
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 92:

Q27. Have you used any of the following or put any of these in place to help and support migrants who have been employed in your business? Having a 'buddy' or mentoring system

	Total		1-19 employees		20+ employees	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Yes	49	7.0	43	9.1	65	6.1
No	41	8.2	46	10.6	28	5.9
Not applicable	7	5.4	8	7.1	3	-
Don't know	1	-	1	-	3	-
Would rather not say	2	-	2	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 93:

Q27. Have you used any of the following or put any of these in place to help and support migrants who have been employed in your business? Providing closer supervision on the job

	Total		1-19 employees		20+ employees	
Unweighted base=	531*		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Yes	68	7.8	67	10.1	73	5.6
No	22	6.8	22	8.8	21	5.2
Not applicable	7	5.5	9	7.2	4	2.7
Don't know	1	-	1	-	2	-
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 94:

Q27. Have you used any of the following or put any of these in place to help and support migrants who have been employed in your business? Providing accommodation on arrival

	Total		1-19 employees		20+ employees	
Unweighted base=	531		136		395	
Weighted base=	51475*	+/-	39099	+/-	12376	+/-
	%	%	%	%	%	%
Yes	32	7.3	30	9.5	36	6.0
No	53	8.3	52	10.7	56	6.2
Not applicable	12	6.2	14	8.1	5	3.1
Don't know	2	-	2	-	2	-
Would rather not say	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

Appendix 2b: Tables by industry group with margins of errors

Table 95:

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

	Total		A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other	
	Unweighted base=	1043	154	191	165	132	158	243	158	10509	79576	158	243	
	Weighted base=	176370	+/-	21669	+/-	12513	+/-	18492	+/-	33611	+/-	10509	+/-	79576
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	34	4.7	32	10.1	22	5.8	23	10.3	38	10.9	45	11.8	36	8.5
No	66	4.8	68	10.1	78	5.8	77	10.3	62	10.9	55	11.8	63	8.6
Don't know/no opinion	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Would rather not say	1	-	0	-	0	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 96:

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		A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other	
	Unweighted base=	1043	154	191	165	132	158	243	158	10509	79576	158	243	
	Weighted base=	176370	+/-	21669	+/-	12513	+/-	18492	+/-	33611	+/-	10509	+/-	79576
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1 - 5	62	0.7	79	-	51	-	74	-	54	3.6	51	4.6	62	-
6 - 9	12	2.0	9	2.6	11	4.2	11	3.0	16	6.4	13	4.2	12	3.2
10 - 19	15	2.0	8	2.6	21	4.2	9	3.0	20	6.4	17	4.2	14	3.2
20 - 49	7	-	3	-	11	-	5	-	6	-	10	-	7	-
50 - 99	2	-	0	-	2	-	1	-	1	-	3	-	2	-
100 or more	2	-	0	-	4	0.7	1	-	1	-	3	-	2	-
No employees	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Don't know	1	-	0	-	0	-	0	-	2	-	3	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Note: As number of employees is a weighting parameter, in some cases it is not possible to calculate an MoE (eg businesses with 20 – 49 employees).

Table 97:*Q3. And for how long has your business been operating in New Zealand? {Q3ins}*

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= Weighted base= %	1043 176370 %	+/- %	154 21669 %	+/- %	191 12513 %	+/- %	165 18492 %	+/- %	132 33611 %	+/- %	158 10509 %	+/- %
Less than 2 years	3	-	1	-	3	-	0	-	5	4.8	5	5.1	4	-
2 to less than 6 years	15	4.0	14	7.8	1	-	4	4.7	25	10.5	10	8.0	16	7.3
6 to less than 10 years	13	3.9	11	7.3	7	5.2	9	7.6	17	9.1	8	6.8	15	7.1
10 years or more	67	5.1	75	9.8	88	6.5	87	8.7	50	11.8	76	10.6	63	9.3
Don't know/no opinion	1	-	0	-	1	-	0	-	3	-	1	-	1	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 98:*Q4. In the last 12 months, has your business had any job vacancies?*

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= Weighted base= %	1043 176370 %	+/- %	154 21669 %	+/- %	191 12513 %	+/- %	165 18492 %	+/- %	132 33611 %	+/- %	158 10509 %	+/- %
Yes	60	5.0	65	10.7	55	8.9	53	12.7	71	10.4	58	10.8	58	9.1
No	40	5.0	35	10.7	45	8.9	47	12.7	29	10.4	42	10.8	42	9.1
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. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

Table 99:

Q4a. How does your business usually go about finding staff to fill a job vacancy?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	832*		119		139		133		110		132		199	
Weighted base=	102717*	+/-	13183	+/-	6174	+/-	9397	+/-	22067	+/-	6097	+/-	45799	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Recruitment agency/HR consultants	13	3.1	14	10.0	25	8.7	17	9.8	1	-	9	4.6	16	5.9
Advertisement in NZ/local newspapers/magazines	30	5.1	39	13.4	37	11.3	13	4.7	23	11.6	50	12.9	30	8.9
Advertisement in overseas newspapers/magazines	2	-	5	-	8	6.9	0	-	2	-	2	-	1	-
Through word of mouth	33	5.7	40	13.0	31	9.5	69	12.7	22	11.1	17	6.1	32	10.7
Through candidate approaching us	6	3.1	4	-	1	-	6	-	13	9.4	9	8.1	3	-
Specialist Migrant Online Job boards (e.g. 'New Kiwis', Skillfinder)	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Trade Me or Seek	41	6.0	17	9.6	44	11.6	21	9.9	44	13.6	44	10.5	50	11.2
Other internet based job boards	4	2.0	6	-	1	-	1	-	6	-	5	3.4	4	2.5
Other internet websites (excluding social media), unspecified	11	3.9	10	7.3	4	3.6	5	3.5	15	9.9	13	9.0	10	6.8
Other	4	2.6	7	6.9	8	6.5	2	-	3	-	7	-	4	-

continued

Table 99: (cont.)

Q4a. How does your business usually go about finding staff to fill a job vacancy?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other	
Unweighted base=	832*		119		139		133		110		132		199
Weighted base=	102717*	+/-	13183	+/-	6174	+/-	9397	+/-	22067	+/-	6097	+/-	45799
	%	%	%	%	%	%	%	%	%	%	%	%	%
Contact with one of the Immigration New Zealand Relationship Managers	0	-	2	-	0	-	0	-	0	-	0	-	0
Job fairs/expos	0	-	0	-	0	-	0	-	0	-	0	-	0
Own company website/newsletter	7	3.2	6	-	1	-	1	-	13	9.4	4	2.6	7
Front window/in store/ billboard	3	-	0	-	1	-	0	-	14	9.1	0	-	0
Government departments (excluding Work & Income)	1	-	1	-	0	-	0	-	2	-	0	-	0
Internally/people we know	8	3.0	7	6.9	3	-	13	11.9	4	3.8	7	4.2	10
Through secondary schools/ training institutions/Universiti es	5	2.8	1	-	2	-	10	-	5	-	6	-	4
Work & Income	6	2.3	6	5.4	12	7.7	5	-	11	8.1	7	-	2
Social media Advertising (unspecified)	1	-	0	-	0	-	0	-	4	-	0	-	1
Internal HR team/department	3	-	3	-	1	-	6	-	3	-	4	3.7	3
Other	1	-	0	-	0	-	1	-	0	-	0	-	1
None of the above	4	2.6	7	6.9	8	6.5	2	-	3	-	7	-	4
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months.

Table 100:

Q5. In the last 12 months, has your business had any job vacancies that it was unable to fill?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	848*		123		143		137		113		132		200	
Weighted base=	106762*	+/-	14011	+/-	6851	+/-	9752	+/-	23928	+/-	6097	+/-	46122	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	17	3.9	24	11.1	24	9.8	24	12.2	23	11.5	13	8.7	10	5.1
No	82	4.0	76	11.1	76	9.8	75	12.2	74	12.0	85	8.9	90	5.1
Don't know	1	-	0	-	0	-	0	-	3	-	2	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months.

Table 101:

Q6. Of the vacancies your business was unable to fill, what occupations were the vacancies for?

Unweighted base=	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other								
		230*	42	37	50	30	24**	47	18200*	+/-	3322	+/-	1640	+/-	2386	+/-	5588	+/-	817 **	+/-
Weighted base=	%	%	%	%	%	%	%	%	%	%	%	%	%							
Automotive and Engineering Trades Workers	12	8.0	0	-	16	13.0	1	-	26	-	0	-	7	-						
Farm, Forestry and Garden Workers	11	4.8	55	26.3	2	-	0	-	0	-	0	-	2	-						
Food Trades Workers	10	7.8	3	-	0	-	0	-	29	25.3	5	-	0	-						
Construction Trades Workers	8	3.9	0	-	19	13.3	45	27.9	0	-	0	-	2	-						
Numerical Clerks	6	0.7	0	-	0	-	0	-	1	-	0	-	24	-						
Hospitality, Retail and Service Managers	5	-	0	-	1	-	0	-	15	-	0	-	1	-						
Health Professionals	5	-	0	-	0	-	0	-	11	-	40	-	0	-						
Engineering, ICT and Science Technicians	5	4.6	0	-	17	-	3	-	7	-	0	-	4	-						
Sales Representatives and Agents	5	4.6	11	-	0	-	18	-	0	-	0	-	1	-						
Machine and Stationary Plant Operators	5	3.6	2	-	14	-	6	-	0	-	0	-	9	-						
Specialist Managers	4	2.0	0	-	4	-	10	9.6	2	-	8	-	4	-						

continued

Table 101: (cont.)

Q6. Of the vacancies your business was unable to fill, what occupations were the vacancies for?

	Total		A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other	
Unweighted base=	230*		42		37		50		30		24**		47	
Weighted base=	18200*	+/-	3322	+/-	1640	+/-	2386	+/-	5588	+/-	817 **	+/-	4447	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Design, Engineering, Science and Transport Professionals	4	1.9	1	-	3	-	7	-	0	-	4	-	11	-
Chief Executives, General Managers and Legislators	3	-	0	-	0	-	1	-	7	-	0	-	3	-
Sales Assistants and Salespersons	3	-	0	-	4	-	0	-	0	-	0	-	11	-
Farmers and Farm Managers	2	-	10	-	0	-	0	-	0	-	0	-	0	-
ICT Professionals	2	-	0	-	0	-	0	-	0	-	0	-	9	-
Health and Welfare Support Workers	2	-	0	-	0	-	0	-	0	-	38	-	0	-
Sports and Personal Service Workers	2	-	10	-	0	-	0	-	0	-	0	-	0	-
Construction and Mining Labourers	2	-	0	-	0	-	18	-	0	-	0	-	0	-
Factory Process Workers	2	-	3	-	0	-	0	-	0	-	0	-	4	-
Education Professionals	1	-	0	-	0	-	0	-	0	-	0	-	4	-
Electrotechnology and Telecommunicatio ns Trades Workers	1	-	0	-	1	-	6	-	0	-	0	-	1	-

continued

Table 101: (cont.)

Q6. Of the vacancies your business was unable to fill, what occupations were the vacancies for?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	230*		42		37		50		30		24**		47	
Weighted base=	18200*	+/-	3322	+/-	1640	+/-	2386	+/-	5588	+/-	817 **	+/-	4447	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Skilled Animal and Horticultural Workers	1	-	3	-	2	-	0	-	0	-	0	-	0	-
Other Technicians and Trades Workers	1	-	0	-	14	-	1	-	0	-	0	-	0	-
Road and Rail Drivers	1	-	0	-	0	-	1	-	0	-	0	-	5	-
Storepersons Arts and Media Professionals	0	-	0	-	4	-	0	-	0	-	0	-	4	-
Business, Human Resource and Marketing Professionals	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Legal, Social and Welfare Professionals	0	-	0	-	1	-	0	-	0	0.7	0	-	1	-
Carers and Aides	0	-	0	-	0	-	0	-	0	-	5	-	0	-
Hospitality Workers	0	-	0	-	0	-	0	-	0	0.-	0	-	0	-
Protective Service Workers	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Office Managers and Program Administrators	0	-	0	-	0	-	0	-	0	0.7	0	-	0	-
Personal Assistants and Secretaries	0	-	0	-	0	-	0	-	0	-	0	-	0	-

continued

Table 101: (cont.)

Q6. Of the vacancies your business was unable to fill, what occupations were the vacancies for?

Unweighted base=	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other								
		230*	42	37	50	30	24**	47	18200*	+/-	3322	+/-	1640	+/-	2386	+/-	5588	+/-	817 **	+/-
Weighted base=	%	%	%	%	%	%	%	%	%	%	%	%	%							
General Clerical Workers	0	0.5	0	-	0	-	0	-	0	-	0	-	1	-						
Inquiry Clerks and Receptionists	0	-	0	-	0	-	0	-	0	-	0	-	0	-						
Clerical and Office Support Workers	0	-	3	-	0	-	0	-	0	-	0	-	0	-						
Other Clerical and Administrative Workers	0	-	0	-	0	-	0	-	0	-	0	-	0	-						
Sales Support Workers	0	-	0	-	0	-	0	-	0	-	0	-	0	-						
Mobile Plant Operators	0	-	1	-	0	-	0	-	0	-	0	-	0	-						
Cleaners and Laundry Workers	0	-	0	-	0	-	0	-	0	-	0	-	2	-						
Food Preparation Assistants	0	-	0	-	0	-	0	-	0	-	0	-	1	-						
Other Labourers	2	-	0	-	0	-	4	-	0	-	0	-	7	-						
Residual Categories (Operational Codes only)	0	-	0	-	0	-	0	-	0	-	0	-	0	-						
Other	1	-	3	-	1	-	0	-	0	-	0	-	0	-						
Don't know	0	-	0	-	0	-	0	-	0	-	4	-	0	-						
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-						

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, that they were unable to fill.

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

Table 102:

Q7. In the last 12 months, has your business employed any new staff? Please do not include any new business owners.

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	1043													
Weighted base=	176370	+/-		+/-		+/-		+/-		+/-		+/-		
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	63	5.0	74	10.0	60	9.0	53	12.7	73	10.4	65	11.2	58	9.2
No	37	5.0	26	10.0	40	9.0	47	12.7	27	10.4	35	11.2	42	9.2
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 103:

Q8. Did your business employ any of these new staff on a 90-day trial period?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	866*													
Weighted base=	110814*	+/-		+/-		+/-		+/-		+/-		+/-		
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	63	5.6	54	12.5	72	10.0	59	15.3	78	10.8	58	12.2	58	10.5
No	34	5.3	46	12.5	28	10.0	37	15.6	22	10.8	41	12.3	36	9.5
Don't know	1	-	0	-	0	-	5	-	0	-	1	-	1	-
Would rather not say	2	-	0	-	0	-	0	-	0	-	0	-	5	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that employed new staff in the last 12 months.

Table 104:

Q9. Have any employees who started on a 90-day trial period been dismissed during or at the end of the trial period?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	525*		75		108		97		80		66		99	
	69783*		8690		5391		5787		19129		3969		26816	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	20	5.3	25	14.6	31	12.1	20	14.6	23	12.2	18	13.4	13	8.6
No	79	5.5	75	14.6	65	12.6	79	14.6	74	13.1	82	13.4	87	8.6
Don't know	1	-	0	-	0	-	0	-	3	-	0	-	0	-
Would rather not say	0	-	0	-	3	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that employed new staff in the last 12 months, on a 90-day trial period.

Table 105:

Q10. Thinking about the number of positions in your business, over the next year do you expect this number to...?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	1043		154		191		165		132		158		243	
	176370		21669		12513		18492		33611		10509		79576	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Stay about the same	65	5.0	75	9.1	55	9.4	53	13.0	69	10.9	74	10.2	64	8.9
Increase	27	4.7	21	8.4	34	8.8	37	12.2	24	9.9	20	9.4	28	8.5
Decrease	6	2.2	4	4.3	8	5.6	8	7.5	7	6.4	3	2.0	5	3.2
Don't know	2	-	0	-	2	-	3	-	0	-	3	-	2	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 106:

Q11. What about the number of positions that are low-skilled? Do you expect this number to...?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	1020*		153		185		162		131		153		236	
Weighted base=	173271*	+/-	21639	+/-	12254	+/-	18025	+/-	33590	+/-	10171	+/-	77592	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Stay about the same	70	4.8	75	9.3	64	9.4	71	11.7	77	9.9	67	11.1	68	8.8
Increase	10	3.2	7	3.8	13	5.9	14	8.0	12	7.5	11	7.2	9	5.8
Decrease	5	2.0	5	-	4	3.4	4	-	4	-	6	5.4	5	3.3
No low-skilled positions in the business	14	3.7	12	7.7	16	7.6	10	7.8	5	-	17	8.8	18	7.1
Don't know	0	-	1	-	4	-	0	-	0	-	0	-	0	-
Would rather not say	1	-	0	-	0	-	2	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those respondents that identified the size of change in the number of positions for the next year.

Table 107:

Q12. And what about the number of positions that are medium-skilled? Do you expect this number to...?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	1020*		153		185		162		131		153		236	
Weighted base=	173271*	+/-	21639	+/-	12254	+/-	18025	+/-	33590	+/-	10171	+/-	77592	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Stay about the same	73	4.5	73	9.7	68	8.8	65	12.4	70	10.9	87	6.2	76	7.8
Increase	17	3.9	20	8.7	22	7.4	23	10.6	16	8.7	8	5.7	16	7.0
Decrease	3	1.3	1	-	3	-	4	-	4	-	1	-	2	-
No medium- skilled positions in the business	6	2.5	6	5.7	4	-	5	-	9	6.7	3	-	6	4.2
Don't know	0	-	0	-	2	-	0	-	0	-	1	-	0	-
Would rather not say	0	-	0	-	0	-	2	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those respondents that identified the size of change in the number of positions for the next year.

Table 108:

Q13. And what about the number of positions that are high-skilled, do you expect this number to...?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	1020*		153		185		162		131		153		236	
Weighted base=	173271*	+/-	21639	+/-	12254	+/-	18025	+/-	33590	+/-	10171	+/-	77592	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Stay about the same	70	4.8	78	8.8	68	9.0	59	12.7	64	11.5	80	7.9	73	8.5
Increase	18	3.9	14	7.2	16	6.5	32	11.7	15	8.4	18	7.8	18	7.0
Decrease	3	1.8	2	-	4	-	3	-	5	-	2	-	3	-
No high-skilled positions in the business	7	2.9	6	5.2	8	5.7	1	-	14	8.6	0	-	6	5.1
Don't know	1	-	0	-	2	-	2	-	1	-	1	-	0	-
Would rather not say	1	-	0	-	1	-	2	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those respondents that identified the size of change in the number of positions for the next year.

Table 109:

Q28. Do all of your employees have a written employment agreement?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	1043		154		191		165		132		158		243	
Weighted base=	176370	+/-	21669	+/-	12513	+/-	18492	+/-	33611	+/-	10509	+/-	79576	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	89	3.1	79	9.2	86	7.4	73	12.2	91	7.4	90	8.6	95	4.5
No	10	2.8	19	8.9	14	7.4	26	12.1	7	6.7	10	8.6	4	3.8
Don't know	0	-	2	-	0	-	1	-	0	-	0	-	0	-
Would rather not say	1	-	1	-	0	-	0	-	2	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 110:

Q29. Do any current employees in this business use any of the following flexible working arrangements?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	1043		154		191		165		132		158		243	
Weighted base=	176370	+/-	21669	+/-	12513	+/-	18492	+/-	33611	+/-	10509	+/-	79576	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Flexible break times	76	4.3	82	8.1	65	9.1	60	13.0	78	9.4	78	10.0	78	7.6
Flexibility in or selection of own rosters or shifts	48	5.2	60	10.6	30	8.8	35	12.6	57	11.6	51	12.0	46	9.5
The choice to work part-time or reduced hours	60	5.0	49	11.0	46	9.4	38	12.5	67	11.1	76	10.2	66	8.9
Job sharing	31	4.8	41	10.9	19	7.4	10	7.7	40	11.7	38	11.6	30	8.7
Flexible start and finish times	65	4.8	66	10.3	61	9.3	70	11.5	52	11.9	51	12.0	72	8.4
A choice over when hours are worked	44	5.2	38	10.5	30	8.5	30	11.8	46	11.8	41	11.8	51	9.5
Working from home or other sites	30	4.7	23	9.2	16	5.6	28	11.8	8	5.0	26	9.6	45	9.5
Unpaid leave	62	5.1	54	11.0	54	9.5	51	12.9	57	11.7	76	10.2	67	9.0
Allowing leave for emergencies/study/p re-arranged	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Response outside of scope	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Any other flexible arrangements?	9	2.5	18	8.4	5	4.3	6	-	7	5.7	13	7.3	7	4.1
None of these offered/no further arrangements offered	7	2.9	5	4.4	11	6.1	13	9.3	3	-	4	-	8	5.7
Don't know	1	-	0	-	0	-	0	-	2	-	2	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-

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

Table 111:*X30. In the last 12 months roughly how many requests has the business received from current employees for flexible working arrangements?*

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	1043		154		191		165		132		158		243	
Weighted base=	176370	+/-	21669	+/-	12513	+/-	18492	+/-	33611	+/-	10509	+/-	79576	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1-4 requests	30	4.9	18	8.3	24	7.7	27	11.4	16	8.7	28	10.7	42	9.4
5-10 requests	8	2.7	9	6.5	5	4.0	11	8.6	11	7.5	9	7.7	6	4.0
More than 10 requests	4	2.2	4	3.4	5	4.2	1	-	8	6.3	8	6.7	3	-
Unspecified number of requests received	3	-	2	-	4	-	8	7.5	4	-	3	-	2	-
None	44	5.2	50	11.0	54	9.5	46	13.1	54	11.7	40	11.8	38	9.3
Don't know	9	2.5	15	7.9	6	4.5	7	6.4	8	5.0	12	7.1	8	4.4
Would rather not say	0	-	2	-	2	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 112:

XX30. Received requests for flexible working arrangements

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	1043		154		191		165		132		158		243	
Weighted base=	176370	+/-	21669	+/-	12513	+/-	18492	+/-	33611	+/-	10509	+/-	79576	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Received at least one request	46	5.3	33	10.2	39	9.1	47	13.1	38	11.5	48	12.0	54	9.5
None	44	5.2	50	11.0	54	9.5	46	13.1	54	11.7	40	11.8	38	9.3
Don't know	9	2.5	15	7.9	6	4.5	7	6.4	8	5.0	12	7.1	8	4.4
Would rather not say	0	-	2	-	2	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 113:*X31. And approximately how many of these requests for flexible working arrangements did the business agree to?*

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	488*		58		81		83		52		71		143	
Weighted base=	82368*	+/-	7239	+/-	4836	+/-	8687	+/-	12792	+/-	4998	+/-	43817	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
All requests agreed to	84	5.2	81	14.4	79	11.0	80	15.3	73	13.5	82	10.9	89	7.9
Half or more of requests agreed to	11	4.3	12	12.1	8	5.1	1	-	26	13.4	13	10.4	8	6.7
Less than half of requests agreed to	0	-	0	-	1	-	0	-	0	-	0	-	0	-
Requests agreed to – number unspecified	1	-	1	-	4	-	7	-	0	-	1	-	0	-
None agreed to	3	-	1	-	8	7.9	7	-	1	-	2	-	3	-
Don't know	1	-	5	-	0	-	5	-	0	-	1	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had received requests from current employees for flexible working arrangements.

Table 114:*XX31. Requests agreed to for flexible working arrangements*

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	488*		58		81		83		52		71		143	
Weighted base=	82368*	+/-	7239	+/-	4836	+/-	8687	+/-	12792	+/-	4998	+/-	43817	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Agreed to at least one request	96	3.0	94	8.9	92	7.9	88	12.9	99	-	96	3.7	97	-
None agreed to	3	-	1	-	8	7.9	7	-	1	-	2	-	3	-
Don't know	1	-	5	-	0	-	5	-	0	-	1	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had received requests from current employees for flexible working arrangements.

Table 115:

X30-31. Requests for flexible working arrangements

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	1043		154		191		165		132		158		243	
Weighted base=	176370	+/-	21669	+/-	12513	+/-	18492	+/-	33611	+/-	10509	+/-	79576	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
No requests received	44	5.2	50	11.0	54	9.5	46	13.1	54	11.7	40	11.8	36	9.3
Requests received - at least one agreed to	45	5.2	31	10.0	35	9.0	41	12.9	38	11.5	46	12.0	53	9.5
Requests received - none agreed to	2	-	0	-	3	-	3	-	0	-	1	-	2	-
Requests received - don't know how many agreed to	1	-	2	-	0	-	2	-	0	-	1	-	0	-
Requests received - refused to say how many agreed to	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Don't know	9	2.5	15	7.9	6	4.5	7	6.4	8	5.0	12	7.1	8	4.4
Refused	0	-	2	-	2	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 116:

Q32. In the last 12 months has your business requested proof of sickness from any employee due to concerns about possible misuse of sick leave?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= 1043	Weighted base= 176370	+/- %	154 21669	+/- %	191 12513	+/- %	165 18492	+/- %	132 33611	+/- %	158 10509	+/- %
Yes	18	3.1	14	6.7	23	5.9	19	8.9	32	9.9	21	8.5	13	4.5
No	81	3.1	86	6.7	76	5.9	81	8.9	68	9.9	78	8.5	87	4.6
Don't know	0	-	0	-	1	-	0	-	0	-	2	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 117:

Q34a. In the last 12 months, has your business had concerns about productivity losses due to any of your employees using any of the following substances – either on their own time or while at work? *Illegal drugs*

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= 1029*	Weighted base= 171858	+/- %	149 20273	+/- %	190 12336	+/- %	163 18315	+/- %	131 32990	+/- %	155 9746	+/- %
Yes	10	2.3	25	9.8	14	4.9	13	7.9	11	6.2	2	1.7	4	3.0
No	90	2.4	73	9.8	86	4.9	84	8.8	89	6.2	97	1.7	95	3.1
Don't know	1	-	1	-	0	-	2	-	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. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 118:

Q34a. In the last 12 months, has your business had concerns about productivity losses due to any of your employees using any of the following substances – either on their own time or while at work? Alcohol

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	1029*		149		190		163		131		155		241	
Weighted base=	171858	+/-	20273	+/-	12336	+/-	18315	+/-	32990	+/-	9746	+/-	78197	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	12	2.6	18	8.1	19	6.3	18	8.9	20	8.1	3	-	7	3.3
No	87	2.6	81	8.1	81	6.3	82	8.9	80	8.1	97	1.5	92	3.4
Don't know	1	-	1	-	0	-	0	-	0	-	1	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 119:

Q34a. In the last 12 months, has your business had concerns about productivity losses due to any of your employees using any of the following substances – either on their own time or while at work? Legal highs

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	1029*		149		190		163		131		155		241	
Weighted base=	171858	+/-	20273	+/-	12336	+/-	18315	+/-	32990	+/-	9746	+/-	78197	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	5	1.6	9	5.7	6	4.3	8	6.6	9	6.5	1	-	1	-
No	93	1.9	84	7.7	92	4.5	87	7.9	89	6.8	98	1.0	97	-
Don't know	3	-	7	5.5	2	-	4	-	2	-	1	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 120:

Q34a. In the last 12 months, has your business had concerns about productivity losses due to any of your employees using any of the following substances – either on their own time or while at work? Any of the above

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= 1029*	Weighted base= 171858	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
Yes	17	3.0	30	10.1	21	6.5	24	10.4	29	10.0	4	2.0	7	3.4
No	82	3.0	67	10.3	78	6.5	76	10.4	71	10.0	95	2.0	91	3.5
Don't know	1	-	3	-	0	-	0	-	0	-	1	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 121:

Q34b. In the last 12 months, has your business had concerns about risks to workplace health and safety due to any of your employees using any of the following substances? Illegal drugs

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= 1029*	Weighted base= 171858	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
Yes	8	2.2	23	9.7	11	4.5	10	6.7	6	5.6	2	-	4	2.9
No	91	2.5	76	9.7	88	4.5	89	6.7	93	5.7	97	-	95	3.9
Don't know	1	-	1	-	1	-	0	-	0	-	1	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 122:

Q34b. In the last 12 months, has your business had concerns about risks to workplace health and safety due to any of your employees using any of the following substances? Alcohol

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= 1029*	Weighted base= 171858	+/- %	%	+/- %	%	+/- %	%	+/- %	%	+/- %	%	
Yes	7	2.0	12	7.0	13	5.4	12	6.8	8	5.0	3	-	4	3.0
No	92	2.3	87	7.0	86	5.4	88	6.8	92	5.1	96	1.9	94	3.9
Don't know	1	-	1	-	0	-	0	-	0	-	1	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 123:

Q34b. In the last 12 months, has your business had concerns about risks to workplace health and safety due to any of your employees using any of the following substances? Legal highs

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= 1029*	Weighted base= 171858	+/- %	%	+/- %	%	+/- %	%	+/- %	%	+/- %	%	
Yes	4	1.4	8	5.7	6	4.3	7	5.0	5	-	2	-	1	-
No	94	2.0	85	7.6	92	4.5	92	5.1	95	5.1	98	-	96	2.8
Don't know	2	-	7	5.5	1	-	1	-	0	-	1	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 124:

Q34b. In the last 12 months, has your business had concerns about risks to workplace health and safety due to any of your employees using any of the following substances? Any of the above

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	1029*													
Weighted base=	171858	+/-	20273	+/-	12336	+/-	18315	+/-	32990	+/-	9746	+/-	78197	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	12	2.7	27	10.0	16	5.6	18	9.0	17	8.7	4	1.9	6	3.2
No	86	3.0	71	10.3	84	5.6	81	9.0	83	8.7	96	1.9	93	4.1
Don't know	1	-	3	-	1	-	0	-	0	-	1	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 * The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 125:

X34a_b. Concerns about productivity losses and/or workplace health and safety in the last 12 months, due to any employees using any of the following substances. Illegal drugs

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	1029*													
Weighted base=	171858	+/-	20273	+/-	12336	+/-	18315	+/-	32990	+/-	9746	+/-	78197	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	11	2.5	28	10.0	15	5.0	14	7.9	13	7.2	3	-	5	3.1
No	88	2.8	71	10.1	85	5.0	84	8.9	87	7.2	97	-	93	4.1
Don't know	1	-	1	-	0	-	2	-	0	-	1	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 * The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 126:*X34a_b.Concerns about productivity losses and/or workplace health and safety in the last 12 months, due to any employees using any of the following substances. Alcohol*

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= Weighted base= %	1029* 171858 %	+/- 20273 %	+/- 149 %	+/- 12336 %	+/- 190 %	+/- 18315 %	+/- 32990 %	+/- 131 %	+/- 9746 %	+/- 155 %	+/- 78197 %	+/- 241 %
Yes	13	2.6	20	8.5	20	6.4	18	9.0	20	8.1	4	1.9	7	3.3
No	86	2.9	79	8.6	80	6.4	82	9.0	80	8.1	95	2.0	91	4.3
Don't know	1	-	1	-	0	-	0	-	0	-	1	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 127:*X34a_b.Concerns about productivity losses and/or workplace health and safety in the last 12 months, due to any employees using any of the following substances. Legal highs*

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= Weighted base= %	1029* 171858 %	+/- 20273 %	+/- 149 %	+/- 12336 %	+/- 190 %	+/- 18315 %	+/- 32990 %	+/- 131 %	+/- 9746 %	+/- 155 %	+/- 78197 %	+/- 241 %
Yes	5	1.8	10	5.8	6	4.3	9	6.6	11	7.3	2	-	1	-
No	91	2.4	83	7.7	92	4.5	87	7.9	87	7.6	97	-	96	3.0
Don't know	3	-	7	5.5	2	1.4	4	-	2	-	1	-	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. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 128:

X34a_b.Concerns about productivity losses and/or workplace health and safety in the last 12 months, due to any employees using any of the following substances. Any of the above

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other			
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%		
	1029*	171858		149	20273	190	12336	163	18315	131	32990	155	9746	241	78197
		%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	18	3.1	32	10.3	23	6.5	25	10.5	31	10.4	4	2.0	8	3.5	
No	81	3.3	65	10.5	77	6.5	75	10.5	69	10.4	95	2.1	90	4.4	
Don't know	1	-	3	-	0	-	0	-	0	-	1	-	2	-	
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-	
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-	

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

* The base for this question is slightly lower than the total due to amendments made to the questionnaire after the survey pilot.

Table 129:

Q35. In the last 12 months, has your business done any of the following because of concerns about suspected use of illegal drugs or legal highs by employees? Used provisions under the Employment Relations Act to manage the performance of an employee suspected of using drugs

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other			
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%		
	253*	21059*		55	6083	55	1978	66	2754	33	5926	12**	250 **	32	4068
		%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	46	8.9	50	20.0	39	14.5	51	26.5	22	16.2	46	21.4	74	17.1	
No	51	9.0	48	20.1	56	14.7	49	26.5	70	17.1	54	21.4	26	17.1	
Don't know	3	-	2	-	5	-	0	-	7	-	0	-	0	-	
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-	
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-	

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

*Sub-sample based on those businesses in the last 12 months that had concerns about illegal drugs and legal highs.

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

Table 130:

Q35. In the last 12 months, has your business done any of the following because of concerns about suspected use of illegal drugs or legal highs by employees? Included a provision in any employment agreement giving the employer the right to request drug testing

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= 253*	Weighted base= 21059*	+/- %	%	+/- %	%	+/- %	%	+/- %	%	+/- %	%	
Yes	53	7.0	73	17.0	61	13.1	83	10.1	16	12.9	23	16.3	55	15.3
No	44	7.5	26	16.9	38	13.0	17	10.1	77	16.1	77	16.3	45	15.3
Don't know	3	-	2	-	1	-	0	-	7	-	0	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses in the last 12 months that had concerns about illegal drugs and legal highs.

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

Table 131:

Q35. In the last 12 months, has your business done any of the following because of concerns about suspected use of illegal drugs or legal highs by employees? Provided any support to an employee suspected of using drugs

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= 253*	Weighted base= 21059*	+/- %	%	+/- %	%	+/- %	%	+/- %	%	+/- %	%	
Yes	44	8.5	42	20.1	53	13.8	60	26.8	13	-	40	13.6	75	17.0
No	51	9.0	51	20.4	43	14.3	40	26.8	78	16.2	60	13.6	24	16.9
Don't know	5	4.7	7	-	1	-	0	-	9	-	0	-	1	-
Would rather not say	0	-	0	-	4	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses in the last 12 months that had concerns about illegal drugs and legal highs.

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

Table 132:

Q35. In the last 12 months, has your business done any of the following because of concerns about suspected use of illegal drugs or legal highs by employees? Used or introduced a drugs policy to manage the performance of an employee suspected of using drugs

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	253*		55		55		66		33		12**		32	
Weighted base=	21059*	+/-	6083	+/-	1978	+/-	2754	+/-	5926	+/-	250 **	+/-	4068	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	37	9.8	43	20.1	45	14.7	53	26.5	23	22.0	23	16.3	34	15.8
No	60	10.1	53	20.2	53	14.7	47	26.5	69	24.0	77	16.3	66	15.8
Don't know	3	-	3	-	1	-	0	-	7	-	0	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses in the last 12 months that had concerns about illegal drugs and legal highs.

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

Table 133:

Q36. In the last 12 months has this business required any employee to undergo testing for illegal drugs?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	253*		55		55		66		33		12**		32	
Weighted base=	21059*	+/-	6083	+/-	1978	+/-	2754	+/-	5926	+/-	250 **	+/-	4068	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	25	7.5	18	16.2	31	11.6	54	26.5	11	12.8	23	16.3	35	15.3
No	74	7.6	82	16.2	68	11.5	42	26.7	87	13.0	77	16.3	65	15.3
Don't know	1	-	0	-	0	-	1	-	2	-	0	-	0	-
Would rather not say	0	-	0	-	1	-	3	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses in the last 12 months that had concerns about illegal drugs and legal highs.

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

Table 134:

Q37. In which of the following situations was this drug testing requested?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	122*		14**		33		47		8**		4**		16**	
Weighted base=	5360*	+/-	1115 **	+/-	614	+/-	1495	+/-	668 **	+/-	58 **	+/-	1411 **	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Before an employee started a job in the business	61	12.9	99	-	68	22.2	61	40.6	21	-	25	-	50	-
On a random basis	69	12.6	98	-	53	23.1	63	39.6	65	-	0	-	66	-
In response to a workplace accident or near miss	27	11.2	37	-	33	8.5	19	3.7	0	-	25	-	36	-
In response to performance issues	53	15.9	63	-	41	22.3	56	39.6	91	-	50	-	30	-
Don't know	1	-	0	-	2	3.4	0	-	0	-	0	-	3	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-

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

*Sub-sample based on those businesses in the last 12 months that had concerns about illegal drugs and legal highs, and required an employee to undergo testing for illegal drugs.

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

Table 135:

Q38. Are any of your employees paid the adult minimum wage of \$13.75 per hour? This rate applies to all employees aged 16 years and over who are not on the starting out or training minimum wage.

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= 1043	Weighted base= 176370	+/- 21669	+/- 12513	+/- 191	+/- 18492	+/- 165	+/- 33611	+/- 10509	+/- 158	+/- 243	+/- 79576	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	17	3.5	13	6.1	14	6.6	8	6.4	40	10.5	17	8.4	10	5.7
No	83	3.5	86	6.7	86	6.6	92	6.4	60	10.5	82	8.4	89	5.7
Don't know	0	-	2	-	0	-	0	-	0	-	1	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 136:

Q39. Are any of your employees paid the training minimum wage of \$11.00 per hour?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= 1043	Weighted base= 176370	+/- 21669	+/- 12513	+/- 191	+/- 18492	+/- 165	+/- 33611	+/- 10509	+/- 158	+/- 243	+/- 79576	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	5	2.5	0	-	2	-	4	-	7	6.4	1	-	6	4.6
No	95	2.6	100	-	98	-	95	4.8	91	7.2	99	-	94	4.6
Don't know	1	-	0	-	0	-	0	-	2	-	0	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 137:*Q40. In the last 12 months has your business employed any workers aged 16 to 19 years?*

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	866*		132		149		137		114		137		197	
	110814*		15994		7455		9834		24549		6816		46166	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	46	5.7	59	12.4	43	10.0	51	15.7	60	12.3	31	9.5	36	10.6
No	53	5.8	41	12.4	56	10.0	49	15.7	38	12.5	64	11.2	64	10.6
Don't know	1	-	0	-	0	-	0	-	3	-	5	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had employed new staff in the last 12 months.

Table 138:*Q41. Are any of these employees paid the starting out wage of \$11.00 per hour?*

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	514*		96		80		93		91		59		95	
	52369*		9415		3209		5084		14684		2143		17834	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	11	5.8	4	-	8	7.1	14	-	4	-	6	-	20	15.3
No	89	5.8	95	6.9	92	7.2	86	15.7	95	5.5	93	6.8	79	15.4
Don't know	0	-	1	-	0	-	1	-	1	-	1	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had employed workers aged 16 to 19 years in the last 12 months.

Table 139:

Q42. 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	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	1043		154		191		165		132		158		243	
Weighted base=	176370	+/-	21669	+/-	12513	+/-	18492	+/-	33611	+/-	10509	+/-	79576	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	64	4.9	59	10.8	54	9.5	56	13.1	66	11.1	71	10.8	66	8.6
No	34	4.8	41	10.8	45	9.5	42	13.0	30	10.8	25	10.2	30	8.4
Don't know	2	-	0	-	1	-	0	-	4	-	4	-	2	-
Would rather not say	1	-	0	-	0	-	2	4.4	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 140:

Q43. 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?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	1043		154		191		165		132		158		243	
Weighted base=	176370	+/-	21669	+/-	12513	+/-	18492	+/-	33611	+/-	10509	+/-	79576	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Management or the business owner	75	4.6	90	6.0	68	8.8	87	7.8	74	10.5	71	10.2	70	8.6
Your Human Resources Department	2	-	4	-	1	-	0	-	2	-	2	-	3	-
A health and safety specialist within the business	8	2.5	4	-	12	3.9	5	2.4	5	4.0	13	7.0	9	4.9
Head office	2	-	2	-	1	-	0	-	3	-	7	5.4	2	-
Employee health and safety reps or a Health and Safety Committee	7	2.1	6	4.4	9	4.2	2	-	7	6.0	13	7.0	8	3.4
A contracted health and safety specialist from outside the business	6	2.0	7	5.3	19	7.4	8	6.4	2	-	6	-	6	3.4
An Industry group or association such as NZ Retailers Association or Hospitality Association	1	-	7	5.7	1	-	2	-	0	-	1	-	1	-
A staff member/all staff	6	2.6	0	-	8	4.9	11	8.5	2	-	2	-	8	5.2
Government departments	1	-	3	-	2	-	0	-	4	-	3	-	0	-
Any other provider (Specify)	1	-	0	-	4	-	0	-	2	-	3	-	0	-
No one	5	2.8	0	-	1	-	5	-	4	-	3	-	8	5.7
Don't know	1	-	0	-	0	-	0	-	4	-	0	-	1	-
Would rather not say	1	-	1	-	1	-	2	-	2	-	0	-	1	-

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

Table 141:

Q44. 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	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other							
		Unweighted base= 1043	Weighted base= 176370	+/- %	154 %	+/- %	21669 %	+/- %	191 %	+/- %	12513 %	+/- %	18492 %	+/- %	33611 %	+/- %	10509 %	+/- %	243 %
Yes	82	4.4	91	6.4	84	7.6	89	8.6	76	10.4	83	9.7	80	8.0					
No	16	4.2	8	5.8	14	7.3	9	7.6	20	9.8	16	9.7	18	7.8					
Don't know	2	-	2	-	1	-	2	-	4	-	1	-	2	-					
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-					
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-					

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

Table 142:

Q45. Does your business have a documented system for identifying and managing workplace hazards?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other							
		Unweighted base= 1043	Weighted base= 176370	+/- %	154 %	+/- %	21669 %	+/- %	191 %	+/- %	12513 %	+/- %	18492 %	+/- %	33611 %	+/- %	10509 %	+/- %	243 %
Yes	77	4.8	77	9.6	91	5.9	86	10.0	73	10.6	78	10.9	73	8.9					
No	21	4.7	20	9.1	9	5.9	10	8.5	22	9.9	22	10.9	25	8.7					
Don't know	1	-	3	-	0	-	5	-	1	-	0	-	0	-					
Would rather not say	1	1-	0	-	0	-	0	-	3	-	0	-	1	-					
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-					

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

Table 143:*Q46. When a new hazard is identified or an existing hazard changes, is this recorded in the system?*

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	943*	135123*	135	16710	180	11335	158	15852	111	24684	146	8210	213	58330
Yes	88	3.9	79	10.3	93	5.6	82	11.4	89	8.5	100	-	89	7.1
No	11	3.9	20	10.3	7	5.6	15	10.7	10	8.5	0	-	10	7.0
Don't know	1	-	1	-	0	-	3	-	0	-	0	-	1	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that have a documented system for identifying and managing workplace hazards.

Table 144:*Q47. Does your business have a documented process for investigating workplace accidents?*

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	1043	176370	154	21669	191	12513	165	18492	132	33611	158	10509	243	79576
Yes	68	5.1	65	10.6	88	6.9	70	12.5	67	10.9	77	11.0	65	9.3
No	27	5.0	32	10.4	11	6.5	30	12.5	23	10.2	18	10.2	31	9.1
Don't know	3	-	3	-	0	-	0	-	7	6.7	5	-	3	-
Would rather not say	1	-	0	-	1	-	0	-	3	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 145:

Q48. Does your business have health and safety inductions for all new employees?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	1043													
Weighted base=	176370	+/-		+/-		+/-		+/-		+/-		+/-		
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	76	4.8	80	9.1	87	6.8	76	11.9	81	9.5	79	10.7	70	9.1
No	22	4.7	18	8.8	13	6.8	24	11.9	17	9.1	20	10.6	27	8.8
Don't know	1	-	2	-	0	-	0	-	0	-	1	-	2	-
Would rather not say	1	-	0	-	0	-	0	-	2	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 146:

Q49. Is a record kept of every health and safety induction for new employees?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	918*													
Weighted base=	133390*	+/-		+/-		+/-		+/-		+/-		+/-		
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	69	5.5	66	11.7	80	8.6	70	13.9	62	12.7	69	12.4	72	10.0
No	27	5.2	33	11.6	18	8.2	27	13.6	36	12.6	29	12.3	22	9.3
Don't know	4	2.5	0	-	2	-	3	-	2	-	1	-	6	5.4
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that have health and safety inductions for all new employees.

Table 147:

Q50. Does your business use contractors or subcontractors to do any work for the business?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= 1043	Weighted base= 176370	+/- 21669	+/- 154	+/- 12513	+/- 191	+/- 18492	+/- 33611	+/- 10509	+/- 158	+/- 79576	+/- 243	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	59	5.1	82	8.3	60	9.2	83	10.1	53	11.7	56	10.9	50	9.3
No	40	5.1	18	8.3	40	9.2	17	10.1	44	11.7	41	11.3	50	9.3
Don't know	1	-	0	-	0	-	0	-	3	-	2	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 148:

Q51. Do all your contractors and subcontractors receive a health and safety induction?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= 795*	Weighted base= 104116*	+/- 17810	+/- 118	+/- 7538	+/- 146	+/- 15409	+/- 17860	+/- 5910	+/- 127	+/- 39589	+/- 165	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	46	6.1	29	10.0	67	11.0	51	14.0	45	15.9	57	13.2	45	12.1
No	48	6.2	69	10.4	30	10.8	42	14.1	51	15.9	36	13.1	46	12.5
Don't know	6	3.4	3	-	3	-	7	-	4	-	7	4.4	9	7.5
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that use contractors or subcontractors to do any work for the business.

Table 149:

Q52. Does your business have a formal system for employee participation in managing health and safety?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	1043		154		191		165		132		158		243	
Weighted base=	176370	+/-	21669	+/-	12513	+/-	18492	+/-	33611	+/-	10509	+/-	79576	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	56	5.2	47	10.8	71	8.9	71	12.3	48	11.7	68	11.6	54	9.5
No	41	5.2	51	10.9	28	8.9	27	12.0	50	11.8	31	11.6	40	9.4
Don't know	2	-	2	-	1	-	2	-	0	-	1	-	3	-
Would rather not say	2	-	0	-	0	-	0	-	2	-	0	-	3	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 150:

Q53. Does your business have any of the following?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	1043		154		191		165		132		158		243	
Weighted base=	176370	+/-	21669	+/-	12513	+/-	18492	+/-	33611	+/-	10509	+/-	79576	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Elected health and safety representative s	37	4.9	29	9.6	42	8.8	35	11.9	34	11.0	47	11.3	38	8.8
Informal health and safety representative s	44	5.2	33	10.0	58	9.5	30	11.0	41	11.6	48	12.0	49	9.5
A health and safety committee	24	4.0	15	7.6	36	8.2	18	8.8	27	9.9	32	10.2	24	7.0
A regular system for health and safety communicatio ns	52	5.2	47	10.8	64	9.3	50	12.6	53	11.8	61	11.8	50	9.3
Health and safety is included as a regular team meeting item	51	5.1	50	10.9	69	9.1	55	12.8	53	11.8	67	11.7	45	9.1
None of the above	21	4.5	27	10.0	8	5.8	19	11.1	30	11.1	11	8.7	19	7.9
Don't know	1	-	0	-	0	-	0	-	0	-	2	-	1	-
Would rather not say	1	-	0	-	0	-	0	-	2	-	0	-	2	-

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

Table 151:

Q54. In the last 12 months, has your business made any significant changes to its health and safety systems or practices?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	1043		154		191		165		132		158		243	
Weighted base=	176370	+/-	21669	+/-	12513	+/-	18492	+/-	33611	+/-	10509	+/-	79576	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	20	3.5	20	8.4	30	8.0	23	10.3	18	8.9	29	10.7	16	5.7
No	79	3.7	80	8.4	70	8.0	76	10.3	80	9.4	71	10.7	82	6.2
Don't know	0	-	0	-	0	-	1	-	0	-	1	-	0	-
Would rather not say	1	-	0	-	0	-	0	-	2	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 152:

Q55. 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?

	Total		A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other	
Unweighted base=	354*		46		75		71		33		53		76	
Weighted base=	34403*	+/-	4294	+/-	3763	+/-	4251	+/-	6080	+/-	3000	+/-	13016	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
An														
accident/event/concern	11	5.4	1	-	6	5.9	14	18.3	29	25.0	21	19.3	5	3.1
A near miss	0	-	2	-	0	-	2	-	0	-	0	-	0	-
A workplace inspection (by a health and safety inspector)	2	-	0	-	3	-	1	-	0	-	4	-	2	-
A prosecution or other enforcement action	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Improvements in industry practice	15	7.3	12	-	11	7.3	17	-	15	14.7	11	-	17	15.8
On-going improvements to your workplace health and safety/ to improve staff safety in general	41	9.0	52	23.1	43	15.4	16	6.4	39	22.2	43	21.9	46	18.8
To comply with current/anticipating future changes to health and safety legislation	26	7.5	3	-	25	14.0	68	19.2	15	14.7	9	6.9	28	16.8
To gain ACC accreditation	4	3.4	8	-	0	-	0	-	7	-	3	-	5	-

continued

Table 152: (cont.)

Q55. 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?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	354*		46		75		71		33		53		76	
Weighted base=	34403*	+/-	4294	+/-	3763	+/-	4251	+/-	6080	+/-	3000	+/-	13016	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
A change in management/Health & Safety personnel	2	-	8	-	5	-	0	-	0	-	3	-	1	-
More information on health and safety/media attention	3	-	8	-	6	-	0	-	0	-	11	-	0	-
Any other reason?	4	3.1	8	-	3	-	0	-	1	-	6	5.7	6	-
Didn't make any significant changes	2	-	0	-	11	10.7	0	-	0	-	0	-	1	-
Don't know	0	-	0	-	1	-	0	-	0	-	2	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	1	-

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

*Sub-sample based on those businesses that made significant changes to its health and safety systems or practices in the last 12 months.

Table 153:

Q56. 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	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= 1043	Weighted base= 176370	+/- 21669	+/- 21669	+/- 12513	+/- 12513	+/- 18492	+/- 18492	+/- 33611	+/- 33611	+/- 10509	+/- 10509	+/- 79576
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Agree	77	4.7	76	9.7	86	6.9	86	9.5	79	9.9	74	11.1	73	8.7
Neither agree nor disagree	9	2.9	14	7.8	9	5.8	6	6.3	11	7.4	13	8.8	8	4.8
Disagree	12	3.8	7	5.8	5	4.3	8	7.5	7	6.4	12	8.8	17	7.6
Don't know	2	-	3	-	0	-	1	-	1	-	1	-	2	-
Would rather not say	1	-	0	-	0	-	0	-	2	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 154:

Q57. Do you agree or disagree that government is effective at enforcing obligations for businesses under the Health and Safety in Employment Act?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= 1043	Weighted base= 176370	+/- 21669	+/- 21669	+/- 12513	+/- 12513	+/- 18492	+/- 18492	+/- 33611	+/- 33611	+/- 10509	+/- 10509	+/- 79576
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Agree	58	5.2	62	10.5	63	9.2	55	13.1	66	11.1	56	12.0	54	9.5
Neither agree nor disagree	13	3.7	10	6.0	15	6.9	17	10.2	9	6.8	8	6.6	16	7.1
Disagree	17	3.9	20	8.9	18	7.2	16	9.5	14	8.0	11	7.2	18	7.2
Don't know	10	3.1	8	5.3	4	3.4	11	8.6	9	6.7	25	10.9	10	5.5
Would rather not say	2	-	1	-	0	-	0	-	2	-	0	-	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 155:

Q58. Do you agree or disagree that having good health and safety systems is good for your business?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= 1043	Weighted base= 176370	+/- %	21669 %	+/- %	191 12513 %	+/- %	165 18492 %	+/- %	132 33611 %	+/- %	158 10509 %	+/- %
Agree	89	3.6	88	7.4	90	6.3	85	10.1	91	7.1	90	7.9	89	6.5
Neither agree nor disagree	6	2.8	5	-	6	5.1	8	7.5	7	6.3	7	6.8	6	5.0
Disagree	3	-	4	-	4	-	7	-	0	-	0	-	4	3.8
Don't know	1	-	3	-	0	-	1	-	0	-	3	-	0	-
Would rather not say	1	-	0	-	0	-	0	-	2	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 156:

Q14. 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	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= 1043	Weighted base= 176370	+/- %	21669 %	+/- %	191 12513 %	+/- %	165 18492 %	+/- %	132 33611 %	+/- %	158 10509 %	+/- %
Yes	26	4.2	27	9.3	25	7.2	15	6.8	33	10.3	30	9.4	26	7.4
No	73	4.2	73	9.3	75	7.2	85	6.8	67	10.3	70	9.4	74	7.4
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 157:

Q15. And in the last 12 months, has your business hired any recent migrants?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	1043		154		191		165		132		158		243	
Weighted base=	176370	+/-	21669	+/-	12513	+/-	18492	+/-	33611	+/-	10509	+/-	79576	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	19	3.5	23	8.8	15	4.6	12	6.7	22	8.5	28	9.5	18	6.2
No	80	3.6	75	9.1	85	4.6	87	6.8	78	8.5	71	9.5	82	6.2
Don't know	0	-	2	2.9	0	-	0	-	0	-	0	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 158:

Q16. Thinking about the migrant your business most recently hired, what role did this person fill in your business?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= 406*	Weighted base= 33907*	+/- %	+/- %	+/- %	+/- %	+/- %	+/- %	+/- %	+/- %	+/- %	+/- %	
Managers	6	3.7	11	-	5	4.3	3	2.0	13	-	0	-	2	-
Professionals	19	7.4	10	-	7	5.6	9	7.8	9	-	43	16.8	26	15.5
Technicians and Trades Workers	24	8.1	2	-	33	13.1	48	28.5	11	10.8	4	2.9	37	17.5
Community and Personal Service Workers	6	3.4	7	-	0	-	0	-	0	-	32	16.6	5	-
Clerical and Administrative Workers	7	3.9	0	-	4	-	0	-	19	13.5	10	-	5	4.9
Sales Workers	12	5.5	0	-	10	-	0	-	35	20.7	2	-	9	7.0
Machinery Operators and Drivers	5	-	4	-	10	8.9	3	2.8	0	-	0	-	9	-
Labourers	18	5.1	60	21.0	23	10.9	17	11.8	13	-	9	-	7	5.0
Low-skilled worker	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Other (Specify)	3	-	7	-	8	-	21	-	1	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	1	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that hired recent migrants in the last 12 months.

Table 159:

Q17. Was the migrant you most recently hired living outside of New Zealand when they applied to work at your business?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	406*													
Weighted base=	339307*	+/-		+/-		+/-		+/-		+/-		+/-		
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	16	4.5	23	13.9	19	10.6	21	11.5	7	10.4	25	16.6	14	6.7
No	83	4.6	77	13.9	78	10.9	79	11.5	91	10.7	74	16.6	85	6.8
Don't know	1	-	0	-	3	-	0	-	2	-	1	-	1	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that hired recent migrants in the last 12 months.

Table 160:

Q18. For what particular reasons did your business choose to employ a recent migrant?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	406*		62		64		58		57		76		89	
Weighted base=	33907*	+/-	4964	+/-	1897	+/-	2300	+/-	7439	+/-	2979	+/-	14328	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
They were the best candidate	30	9.1	11	-	20	12.2	13	10.1	32	20.6	42	16.4	37	17.5
Their skills/qualifications	27	8.5	23	19.0	29	13.6	24	12.2	24	19.3	29	16.3	30	15.6
Their experience	8	4.3	1	-	3	-	0	-	18	15.4	4	-	8	6.1
Fresh perspective	0	-	0	-	0	-	0	-	0	-	1	-	0	-
Strong work ethic	3	-	5	4.7	7	-	18	25.6	3	-	1	-	1	-
Overseas contacts/networks	0	-	1	-	0	-	4	-	0	-	0	-	0	-
They speak a language other than English	3	-	0	-	0	-	0	-	0	-	0	-	7	6.9
Many of our customers are also migrants	0	-	0	-	0	-	0	-	0	-	0	-	0	-
To be able to pay lower salary/wages	2	-	0	-	4	-	0	-	6	-	1	-	0	-
Their personality/they seemed like they would be a 'good fit' for the business	6	3.9	7	-	8	-	0	-	8	-	4	-	5	-
New Zealanders were not willing to do job	5	3.1	11	-	11	3.6	4	-	7	-	2	-	2	-
Difficulty hiring New Zealanders for job due to skill shortage	14	4.3	23	17.4	20	10.9	27	12.3	8	-	20	8.4	10	5.4

continued

Table 160: (cont.)

Q18. For what particular reasons did your business choose to employ a recent migrant?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	406*		62		64		58		57		76		89	
Weighted base=	33907*	+/-	4964	+/-	1897	+/-	2300	+/-	7439	+/-	2979	+/-	14328	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
No New Zealand born candidates applied	4	2.7	8	-	6	-	4	-	2	-	8	6.1	3	-
Recommendation / worked for us before / good experiences with this ethnicity	7	4.0	13	-	1	-	22	-	2	-	1	-	7	6.8
Other (Specify)	2	-	9	-	0	-	0	-	1	-	2	-	0	-
No reason (No particular preference for migrant vs. New Zealander)	12	6.9	0	-	10	-	7	-	27	17.2	12	-	10	-
Don't know	0	-	0	-	1	-	0	-	0	-	0	-	1	-

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

*Sub-sample based on those businesses that hired recent migrants in the last 12 months.

Table 161:

Q19. On the whole, how would you rate your migrant employees on their overall job performance?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	501*													
Weighted base=	46623*	+/-		+/-		+/-		+/-		+/-		+/-		
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Very poor	1	-	0	-	0	-	0	-	4	-	1	-	0	-
Poor	1	-	0	-	8	-	3	-	0	-	2	-	0	-
Neither good nor poor	6	2.8	11	-	10	-	14	10.6	4	-	2	-	4	3.5
Good	34	8.4	30	18.9	31	8.4	23	11.1	48	18.8	37	17.9	28	14.8
Very good	57	8.6	53	20.2	50	15.0	59	11.7	44	18.6	56	18.0	65	15.2
Don't know	1	-	6	-	0	-	1	-	0	-	2	-	1	-
Would rather not say	1	-	0	-	0	-	0	-	0	-	0	-	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that have recent migrant employees on staff.

Table 162:

Q20. And why do you say that?

	Total		A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other	
Unweighted base=	440*		55		77		61		67		72		108	
Weighted base=	42149*	+/-	4795	+/-	2498	+/-	2265	+/-	10283	+/-	2896	+/-	19411	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Employees are able to share their experience and skills	17	7.9	15	-	13	8.6	8	7.7	21	16.0	17	15.9	17	14.1
Employees have skills and experience not available in New Zealand	10	6.2	4	-	6	4.8	6	-	17	15.6	3	2.9	9	-
Employees perform at a level higher than expected	7	5.6	2	-	18	14.3	5	-	7	-	5	-	8	-
Employees perform at a superior level to the other employees	3	-	0	-	5	-	0	-	6	-	4	3.5	2	-
Employees don't have English language problems	3	-	14	-	0	-	0	-	5	-	0	-	0	-
Employees have no problems with cultural differences/ fit in with the team	9	5.8	0	-	3	-	1	-	9	-	19	16.5	12	-
Employees have transferable skills	4	-	7	-	1	-	1	-	11	-	2	-	0	-

continued

Table 162: (cont.)

Q20. And why do you say that?

	Total		A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other	
Unweighted base=	440*		55		77		61		67		72		108	
Weighted base=	42149*	+/-	4795	+/-	2498	+/-	2265	+/-	10283	+/-	2896	+/-	19411	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Employees have the right attitude/are willing to learn/work ethic/above & beyond their role	43	9.1	56	21.6	42	14.8	65	12.1	34	17.1	52	17.3	41	16.4
Employees have the skills and experience required (in general)	15	5.2	12	-	14	-	10	8.0	17	-	22	16.7	13	6.6
Employees have other language (non-English) skills	3	-	0	-	0	-	0	-	0	-	0	-	6	-
Employees' work is very good quality	23	8.3	10	-	21	14.9	9	8.0	29	17.8	32	18.7	23	14.6
Employees do what is required/fulfil that role	14	5.3	12	-	22	14.9	28	27.2	17	-	19	16.1	10	5.6
Appraisals/referred by others	5	-	0	-	0	-	0	-	0	-	0	-	11	-

continued

Table 162: (cont.)

Q20. And why do you say that?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other	
Unweighted base=	440*		55		77		61		67		72		108
Weighted base=	42149*	+/-	4795	+/-	2498	+/-	2265	+/-	10283	+/-	2896	+/-	19411
	%	%	%	%	%	%	%	%	%	%	%	%	%
They are satisfactory	1	-	2	-	0	-	1	-	5	-	0	-	0
We hire the best person for the job regardless of whether they are a migrant or not	2	1.7	0	-	0	-	0	-	2	-	2	1.9	3
Other (Specify)	8	5.5	17	-	11	-	24	-	1	-	6	5.9	8
No reason	1	-	0	-	2	-	4	-	1	-	2	-	1
Don't know	0	-	0	-	0	-	0	-	0	-	1	-	1
Would rather not say	0	-	2	-	0	-	0	-	0	-	0	-	0

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

*Sub-sample based on those businesses that have recent migrant employees on staff, and rate their overall job performance as Good or Very good.

Table 163:

Q21. In the last 12 months, has your business hired any recent migrants who have subsequently left the business?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	406*		62		64		58		57		76		89	
Weighted base=	33907*	+/-	4964	+/-	1897	+/-	2300	+/-	7439	+/-	2979	+/-	14328	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	31	8.6	36	19.8	23	7.6	17	11.4	39	20.8	34	16.6	28	15.4
No	67	8.7	63	19.8	73	8.1	83	11.4	60	20.7	65	16.6	69	15.7
Don't know	1	-	0	-	4	-	0	-	1	-	1	-	1	-
Would rather not say	1	-	0	-	0	-	0	-	0	-	0	-	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that hired recent migrants in the last 12 months.

Table 164:

Q22. Thinking now about the migrant that left your business most recently, for what particular reasons did they leave?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	156*		34		13**		14**		29**		33		33	
Weighted base=	10584*	+/-	1810	+/-	441 **	+/-	393 **	+/-	2872 **	+/-	1011	+/-	4058	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Got a job with another employer in New Zealand	19	7.6	12	11.2	65	-	7	-	25	-	19	12.7	15	8.0
Returned to their country of origin	7	3.5	3	-	0	-	10	-	9	-	6	-	9	6.9
Moved to Australia	9	8.4	0	-	0	-	0	-	17	-	0	-	11	-
Moved to a different country other than Australia	13	6.6	0	-	0	-	2	-	44	-	4	-	1	-
Moved to a different town/city in New Zealand for reasons other than work	17	9.7	20	29.0	0	-	0	-	37	-	3	-	9	-
Took up study	2	-	0	-	0	-	0	-	4	-	1	-	1	-
Not suitable for the job/not happy with performance	15	2.7	0	0.5	0	-	47	-	2	-	13	12.5	31	5.2
Contract ended	11	6.1	22	12.3	5	-	0	-	0	-	7	6.5	16	14.7
Redundancy	2	1.5	0	-	0	-	5	-	0	-	7	-	2	-
Health reasons	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Left to set up their own business	3	-	0	-	0	-	2	-	1	-	25	-	1	-
Could not renew work visa	6	2.8	1	-	25	-	0	-	8	-	6	-	7	5.8

continued

Table 164: (cont.)

Q22. Thinking now about the migrant that left your business most recently, for what particular reasons did they leave?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	156*		34		13**		14**		29**		33		33	
Weighted base=	10584*	+/-	1810	+/-	441 **	+/-	393 **	+/-	2872 **	+/-	1011	+/-	4058	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Low salary/wages	2	1.6	0	-	3	-	23	-	0	-	4	-	1	-
Didn't fit into New Zealand workplace culture	13	2.3	5	-	0	-	5	-	3	-	0	-	28	2.8
Family reasons (general)	8	6.7	0	-	3	-	0	-	21	-	19	13.5	2	-
For more travel (OE)	1	-	1	-	8	-	0	-	4	-	4	-	8	-
Other (Specify)	0	-	0	-	0	-	0	-	0	-	1	-	0	-
No reason	1	-	0	-	0	-	0	-	0	-	1	-	2	4-
Don't know	3	-	18	-	0	-	2	-	1	-	1	-	0	-
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-

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

*Sub-sample based on those businesses that hired recent migrants in the last 12 months, who subsequently left the business.

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

Table 165:

Q23. Are there any specific reasons why your business did not recruit any recent migrants in the last year?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= 442*	Weighted base= 76039*	+/- %	+/- %	+/- %	+/- %	+/- %	+/- %	+/- %	+/- %	+/- %	+/- %	
No vacancy	12	5.4	14	11.3	16	10.8	1	-	14	11.6	12	-	13	10.1
No migrants applied for a job with my business	19	5.8	16	12.4	19	11.3	17	14.9	24	13.8	34	17.7	17	9.7
Have been able to find a New Zealand born candidate to fill role	4	3.3	7	-	6	-	6	-	3	-	0	-	4	-
Couldn't find a migrant with the right skills/experien ce	7	3.8	8	-	6	5.2	1	-	4	-	2	-	11	7.5
Concerns about English language abilities	2	-	4	-	5	-	1	-	0	-	7	6.5	2	-
Concerns about the value of overseas qualifications or experience	2	-	0	-	4	-	11	-	0	-	6	-	2	-
Offered a position to a migrant but they did not accept it	0	-	0	-	0	-	0	-	0	-	0	-	0	-

continued

Table 165: (cont.)

Q23. Are there any specific reasons why your business did not recruit any recent migrants in the last year?

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	442*		61		80		79		56		55		111	
Weighted base=	76039*	+/-	9507	+/-	5085	+/-	7452	+/-	17633	+/-	3331	+/-	33031	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Recruitment of migrants for job(s) was not possible under the NZ Immigration system	0	-	0	-	0	-	0	-	0	-	0	-	0	-
It's too difficult to hire a migrant	3	-	7	-	8	8.8	0	-	4	6-	1	-	1	-
I'm not sure how the immigration system works	0	-	0	-	2	-	0	-	0	-	0	-	0	-
Looking to recruit locally/within NZ	3	-	7	-	3	-	14	-	0	-	1	-	1	-
Other (Specify)	2	-	3	-	0	-	3	-	2	-	2	-	1	-
No reason	45	7.6	36	15.3	35	12.1	46	19.4	49	16.5	47	18.3	46	13.4
Don't know	1	-	0	-	0	-	0	-	0	-	0	-	3	-
Would rather not say	2	-	0	-	0	-	0	-	0	-	0	-	3	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, but did not hire any recent migrants.

Table 166:

Q25. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff? Websites or services connecting your business to prospective migrants

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	531*		72		90		77		77		89		126	
	51475*		6789		3326		3054		12318		3509		22479	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Not useful	31	7.9	30	17.8	52	15.4	41	22.6	19	13.8	26	7.9	35	15.1
Useful	46	8.5	53	18.9	30	12.5	34	21.9	54	17.1	35	17.3	45	15.4
Very useful	12	4.1	16	13.2	9	-	12	9.2	13	10.2	23	16.3	10	5.4
Don't know	10	5.3	1	-	9	-	9	7.9	14	12.6	16	13.7	10	-
Would rather not say	0	-	0	-	0	-	3	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 167:

Q25. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff? Advice on immigration policy and process

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	531*		72		90		77		77		89		126	
	51475*		6789		3326		3054		12318		3509		22479	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Not useful	20	5.8	12	-	51	14.6	19	10.9	11	-	37	17.1	20	10.6
Useful	47	8.5	49	18.9	29	8.8	49	22.8	55	17.9	33	8.0	47	15.4
Very useful	21	6.8	35	18.0	12	10.1	13	9.3	16	10.4	27	16.9	22	12.9
Don't know	12	5.9	5	-	8	-	19	-	19	14.7	2	-	11	9.9
Would rather not say	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 168:

Q25. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff? Online job events (e.g. webinars) with prospective workers in overseas markets

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	531*		72		90		77		77		89		126	
Weighted base=	51475*	+/-	6789	+/-	3326	+/-	3054	+/-	12318	+/-	3509	+/-	22479	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Not useful	47	8.2	44	18.9	60	13.8	28	11.9	43	15.1	35	15.0	52	15.4
Useful	32	7.4	40	18.6	15	5.3	39	22.5	38	14.8	36	17.3	26	13.1
Very useful	7	3.0	5	4.0	9	-	20	-	5	-	19	16.1	5	4.2
Don't know	14	6.5	12	12.7	10	-	10	-	14	12.6	9	5.8	16	12.4
Would rather not say	1	-	0	-	6	-	3	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 169:

Q25. 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	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
Unweighted base=	531*		72		90		77		77		89		126	
Weighted base=	51475*	+/-	6789	+/-	3326	+/-	3054	+/-	12318	+/-	3509	+/-	22479	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Not useful	46	8.5	46	18.9	62	13.1	49	22.7	44	17.1	40	14.9	45	15.4
Useful	33	8.2	40	18.6	13	10.4	21	11.1	30	16.5	40	17.3	35	15.1
Very useful	7	2.9	4	3.5	8	-	6	5.8	6	-	13	-	7	4.8
Don't know	14	6.0	10	12.4	11	10.1	24	20.9	20	14.7	7	4.7	12	9.9
Would rather not say	1	-	0	-	6	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 170:

Q25. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff? An image campaign for New Zealand in key countries of origin

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	531*		72		90		77		77		89		126	
	51475*		6789		3326		3054		12318		3509		22479	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Not useful	41	8.2	54	18.6	57	13.2	50	22.6	33	16.8	40	17.1	38	14.8
Useful	38	8.3	29	16.9	12	5.0	21	10.4	47	17.9	28	14.8	43	15.2
Very useful	10	3.8	4	-	13	12.2	23	20.8	10	8.8	15	13.8	10	5.8
Don't know	10	5.3	13	12.9	12	10.2	6	-	11	-	15	13.6	9	-
Would rather not say	1	-	0	-	6	-	0	-	0	-	2	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 171:

Q25. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff? Information and research data on migrant behaviour and needs

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	531*		72		90		77		77		89		126	
	51475*		6789		3326		3054		12318		3509		22479	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Not useful	40	8.2	35	17.9	52	14.5	49	22.7	33	17.2	51	14.9	40	14.8
Useful	40	8.5	51	18.9	19	7.9	33	21.9	47	18.0	35	15.0	39	15.2
Very useful	11	5.4	7	-	13	12.2	7	5.9	15	12.7	7	5.3	11	9.6
Don't know	8	4.7	7	-	10	-	11	9.2	5	-	7	4.7	9	-
Would rather not say	1	-	0	-	6	-	0	-	0	-	0	0-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 172:

Q25. How useful would the following assistance from Immigration New Zealand be in helping your business to attract migrant staff? Specialist advice on retention and settlement planning or services for migrant employees

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	531*		72		90		77		77		89		126	
	51475*		6789		3326		3054		12318		3509		22479	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Not useful	35	8.0	36	18.0	52	13.9	29	11.9	25	15.7	45	17.3	38	14.8
Useful	40	8.4	44	18.9	15	5.3	45	22.7	40	17.7	31	14.9	44	15.2
Very useful	14	4.8	13	12.9	14	12.3	21	20.2	22	14.5	18	14.2	9	5.1
Don't know	10	5.4	7	-	13	11.0	5	-	14	12.7	6	4.5	9	9.5
Would rather not say	1	-	0	-	6	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 173:

Q26. How useful would the following assistance from Immigration New Zealand be in helping your business to employ and retain migrant staff? Information for new migrant employees about cultural differences in the workplace

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	531*		72		90		77		77		89		126	
	51475*		6789		3326		3054		12318		3509		22479	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Not useful	11	3.6	10	9.9	23	12.9	17	10.3	7	-	23	16.5	10	5.1
Useful	58	8.2	54	18.9	38	9.2	52	22.8	56	17.1	60	17.3	64	14.7
Very useful	21	6.5	31	17.8	18	12.6	27	21.4	27	15.7	14	6.3	16	10.3
Don't know	8	5.6	5	-	21	13.2	4	-	7	-	1	-	10	-
Would rather not say	1	-	0	-	0	-	0	-	3	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 174:

Q26. How useful would the following assistance from Immigration New Zealand be in helping your business to employ and retain migrant staff? Information for new migrant employees about how people communicate in the NZ workplace

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	531*	72	90	77	77	89	126					
Weighted base=	51475*	+/-	6789	+/-	3326	+/-	3054	+/-	12318	+/-	3509	+/-	22479	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Not useful	9	3.2	8	-	31	14.9	19	10.9	3	-	4	3.9	9	5.0
Useful	51	8.5	52	18.9	32	9.4	44	22.7	45	17.9	68	14.8	55	15.4
Very useful	32	8.1	35	18.4	22	13.5	31	21.5	37	17.2	26	14.5	31	14.5
Don't know	7	5.1	5	-	15	12.5	7	-	12	-	1	-	5	-
Would rather not say	1	-	0	-	0	-	0	-	3	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 175:

Q26. How useful would the following assistance from Immigration New Zealand be in helping your business to employ and retain migrant staff? Information for businesses about overcoming communication challenges in the workplace

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	531*	72	90	77	77	89	126					
Weighted base=	51475*	+/-	6789	+/-	3326	+/-	3054	+/-	12318	+/-	3509	+/-	22479	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Not useful	16	5.8	10	9.9	33	15.1	21	11.0	13	12.6	4	2.8	18	10.6
Useful	49	8.5	65	17.9	33	9.4	47	22.8	41	17.7	68	14.8	49	15.4
Very useful	25	7.4	18	15.0	18	13.2	25	20.9	29	16.4	26	14.7	25	13.1
Don't know	9	5.4	7	-	15	12.5	7	-	13	12.6	1	-	9	-
Would rather not say	1	-	0	-	0	-	0	-	3	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 176:

Q26. How useful would the following assistance from Immigration New Zealand be in helping your business to employ and retain migrant staff? Information for new migrant employees about working in your industry

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	531*		72		90		77		77		89		126	
	51475*		6789		3326		3054		12318		3509		22479	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Not useful	18	6.2	6	9.2	26	13.0	15	9.4	26	16.4	11	-	17	10.1
Useful	49	8.2	57	18.9	35	9.2	43	22.7	33	16.6	61	17.4	55	14.8
Very useful	25	6.6	32	17.9	18	12.7	34	22.2	29	15.1	26	14.7	19	10.7
Don't know	8	4.9	5	9.2	-	13.2	7	-	8	8.7	1	-	8	-
Would rather not say	1	-	0	-	0	-	0	-	3	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 177:

Q26. How useful would the following assistance from Immigration New Zealand be in helping your business to employ and retain migrant staff? Information for new migrant employees about living in New Zealand

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	531*		72		90		77		77		89		126	
	51475*		6789		3326		3054		12318		3509		22479	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Not useful	13	4.5	3	-	27	14.6	15	10.2	18	14.6	13	-	11	5.6
Useful	56	7.9	60	18.6	40	9.4	44	22.5	48	17.9	61	17.4	61	13.4
Very useful	23	6.5	27	16.9	17	12.6	33	22.1	23	13.9	25	14.6	21	10.8
Don't know	7	4.7	5	-	16	12.5	8	7.8	7	-	1	-	7	-
Would rather not say	2	-	5	-	0	-	0	-	3	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 178:

Q26. How useful would the following assistance from Immigration New Zealand be in helping your business to employ and retain migrant staff? Information about learning English language skills for the workplace

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other												
		Unweighted base=	531*	72	90	77	77	89	126	Weighted base=	51475*	+/-	6789	+/-	3326	+/-	3054	+/-	12318	+/-	3509	+/-	22479	+/-
		%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Not useful	18	5.6	13	12.7	27	14.6	22	11.1	9	8.8	9	6.1	24	10.8										
Useful	34	8.1	42	18.6	31	9.4	19	10.4	30	16.4	51	17.4	33	14.9										
Very useful	39	8.3	39	18.6	27	14.3	48	11.0	45	17.7	35	17.3	36	14.8										
Don't know	8	5.2	5	-	15	12.5	8	7.8	12	12.5	4	3.0	7	-										
Would rather not say	1	-	0	-	0	-	3	-	3	-	0	-	0	-										
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-										

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 179:

Q26. How useful would the following assistance from Immigration New Zealand be in helping your business to employ and retain migrant staff? Support for partners of your migrant staff to find employment

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other												
		Unweighted base=	531*	72	90	77	77	89	126	Weighted base=	51475*	+/-	6789	+/-	3326	+/-	3054	+/-	12318	+/-	3509	+/-	22479	+/-
		%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Not useful	23	7.3	13	12.7	29	14.8	15	10.1	15	12.7	30	17.1	30	14.3										
Useful	43	8.3	51	18.9	32	9.5	44	22.5	44	17.2	48	17.3	42	14.8										
Very useful	24	7.4	26	16.8	23	13.6	34	22.2	24	15.7	17	13.3	23	12.9										
Don't know	9	5.0	10	-	16	12.5	7	-	14	11.1	4	2.9	6	-										
Would rather not say	1	-	0	-	0	-	0	-	3	-	0	-	0	-										
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-										

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 180:

Q26. How useful would the following assistance from Immigration New Zealand be in helping your business to employ and retain migrant staff? Providing more information to employers about employing & retaining migrants in general

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	531*	72	90	77	77	89	126					
		Weighted base=	51475*	+/-	+/-	+/-	+/-	+/-	+/-					
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Not useful	14	5.4	7	-	31	14.9	13	9.2	10	-	23	14.6	15	9.8
Useful	61	7.6	52	18.9	36	9.2	51	22.7	65	15.5	54	17.4	67	13.3
Very useful	17	4.7	31	17.8	16	12.5	29	21.8	15	10.4	20	14.3	12	5.9
Don't know	7	4.7	10	-	16	12.7	7	-	7	-	-	2.8	6	-
Would rather not say	1	-	0	-	0	-	0	-	3	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 181:

Q27. Have you used any of the following or put any of these in place to help and support migrants who have been employed in your business? Providing information about cultural differences in the workplace

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	531*	72	90	77	77	89	126					
		Weighted base=	51475*	+/-	+/-	+/-	+/-	+/-	+/-					
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	35	7.4	36	18.0	21	13.5	24	20.8	49	14.6	61	15.0	26	13.2
No	53	8.2	54	18.9	68	14.5	53	10.4	42	15.4	38	15.0	58	15.4
Not applicable	9	5.6	10	-	8	-	22	20.8	1	-	0	-	13	11.9
Don't know	3	-	1	-	4	3.1	2	1.8	4	-	1	-	2	-
Would rather not say	1	-	0	-	0	-	0	-	3	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 182:

Q27. Have you used any of the following or put any of these in place to help and support migrants who have been employed in your business? Providing information about how people communicate in the NZ workplace

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other												
		Unweighted base=	531*	72	90	77	77	89	126	Weighted base=	51475*	+/-	6789	+/-	3326	+/-	3054	+/-	12318	+/-	3509	+/-	22479	+/-
		%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	41	8.4	50	18.9	25	14.1	32	21.9	51	16.9	54	17.5	34	15.1										
No	48	8.3	39	18.6	71	14.3	59	22.5	41	17.2	44	17.5	50	14.7										
Not applicable	8	5.6	10	-	2	-	8	7.7	1	-	0	-	13	12.1										
Don't know	2	-	1	-	2	-	2	-	4	-	1	-	3	-										
Would rather not say	1	-	0	-	0	-	0	-	3	-	1	-	0	-										
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-										

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 183:

Q27. Have you used any of the following or put any of these in place to help and support migrants who have been employed in your business? Providing information about living in New Zealand

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other												
		Unweighted base=	531*	72	90	77	77	89	126	Weighted base=	51475*	+/-	6789	+/-	3326	+/-	3054	+/-	12318	+/-	3509	+/-	22479	+/-
		%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	42	8.4	50	18.9	22	12.5	41	22.6	46	16.4	29	14.8	42	15.3										
No	49	8.3	44	18.9	73	12.8	49	22.8	46	17.1	70	14.8	45	14.8										
Not applicable	6	5.2	5	-	2	-	8	7.7	1	-	0	-	10	-										
Don't know	2	-	1	-	2	-	2	1.8	4	-	0	-	3	-										
Would rather not say	1	-	0	-	0	-	0	-	3	-	0	-	0	-										
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-										

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 184:

Q27. Have you used any of the following or put any of these in place to help and support migrants who have been employed in your business? Providing or allowing time to learn English language skills for the workplace

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	531*		72		90		77		77		89		126	
	51475*		6789		3326		3054		12318		3509		22479	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	28	7.8	21	13.4	22	12.2	22	20.2	42	17.6	33	16.4	23	13.9
No	53	8.6	56	18.6	69	12.9	59	22.5	47	17.9	60	17.1	52	15.4
Not applicable	16	6.4	22	16.5	6	5.7	16	10.8	4	-	7	5.3	24	13.2
Don't know	2	-	1	-	2	-	2	-	4	-	1	-	1	-
Would rather not say	1	-	0	-	0	-	0	-	3	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 185:

Q27. Have you used any of the following or put any of these in place to help and support migrants who have been employed in your business? Supporting partners of migrant staff to find employment

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	531*		72		90		77		77		89		126	
	51475*		6789		3326		3054		12318		3509		22479	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	23	7.2	38	18.0	21	12.6	14	8.2	28	16.5	34	16.8	15	12.2
No	65	8.3	55	18.6	74	12.8	54	22.7	61	17.9	63	17.0	70	14.7
Not applicable	10	5.7	6	-	3	-	30	22.1	4	-	1	-	14	-
Don't know	2	-	1	-	2	-	2	-	4	-	1	-	1	-
Would rather not say	1	-	0	-	0	-	0	-	3	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 186:

Q27. Have you used any of the following or put any of these in place to help and support migrants who have been employed in your business? Having a 'buddy' or mentoring system

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	531*		72		90		77		77		89		126	
	51475*		6789		3326		3054		12318		3509		22479	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	49	7.0	45	18.6	41	15.1	61	11.9	52	17.9	65	17.3	45	10.8
No	41	8.2	44	18.9	53	15.1	30	12.1	37	17.6	33	17.2	44	14.5
Not applicable	7	5.4	6	-	3	-	7	-	4	-	0	-	10	11.5
Don't know	1	-	1	-	3	-	1	-	4	-	1	-	1	-
Would rather not say	2	1.9	5	-	0	-	0	-	3	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 187:

Q27. Have you used any of the following or put any of these in place to help and support migrants who have been employed in your business? Providing closer supervision on the job

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	531*		72		90		77		77		89		126	
	51475*		6789		3326		3054		12318		3509		22479	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	68	7.8	75	17.2	63	15.0	74	11.8	80	11.9	76	14.7	59	15.4
No	22	6.8	20	16.2	30	14.7	18	10.9	12	10.2	23	14.6	27	13.2
Not applicable	7	5.5	5	-	5	-	7	-	1	-	0	-	13	12.1
Don't know	1	-	1	-	2	-	1	-	4	-	0	-	0	-
Would rather not say	1	-	0	-	0	-	0	-	3	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.

Table 188:

Q27. Have you used any of the following or put any of these in place to help and support migrants who have been employed in your business? Providing accommodation on arrival

	Total	A Agriculture forestry and fishing		C Manufacturing		E Construction		GH Retail trade Accommodation and Food		Q Health care and social assistance		Other		
		Unweighted base= Weighted base=	+/- %	+/- %	+/- %	+/- %	+/- %	+/- %	+/- %	+/- %	+/- %	+/- %	+/- %	
	531*		72		90		77		77		89		126	
	51475*		6789		3326		3054		12318		3509		22479	
Yes	32	7.3	67	17.9	26	14.2	22	10.4	28	16.5	30	15.2	26	12.7
No	53	8.3	13	10.3	65	14.8	51	22.8	61	17.8	60	17.9	59	15.2
Not applicable	12	6.2	19	16.2	6	5.7	27	21.7	4	-	1	-	15	12.4
Don't know	2	-	1	-	3	-	1	-	4	-	8	-	0	-
Would rather not say	1	-	0	-	0	-	0	-	3	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Sub-sample based on those businesses that had job vacancies in the last 12 months, and hired recent migrants.