



**MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT**
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Appendix to National Survey of Employers 2016/17 Summary Findings



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1. Methodology and technical details

1.1 Survey method

The target population for the NSE is New Zealand businesses (at the geographic establishment level) employing one or more staff (in addition to the owner). The sample for the 2016/17 survey was drawn from Statistics New Zealand's 2016 Business Frame of New Zealand businesses. The sampling scheme involved selecting a probability sample, based on the number of businesses in six target industry groups (agriculture, forestry and fishing; manufacturing; construction, retail trade, and accommodation and food services; health care and social assistance; and other) broken down by the number of employees (at the establishment level) across four size band groupings (1 to 5, 6 to 19, 20 to 49, and 50 or more employees).

Including the pilot survey, a total sample of 8,176 'unique' records was selected from Statistics New Zealand's Business Frame (using a random stratified sampling approach) and provided to Research New Zealand for the purposes of the survey. Research New Zealand cleaned the sample records and checked for duplicate records in preparation for tele-matching. As a result, 614 records were removed from the sample prior to tele-matching.

Research New Zealand undertook a multi-stage tele-matching process to find telephone numbers for all remaining sampled records (7,562), with a successful match rate of 78 per cent. Attempts were then made to contact all businesses with a matched telephone number (5,924) to identify the name of the owner or manager who would be most appropriate to be interviewed for the survey.

Survey invitation letters were sent by Research New Zealand on behalf of the Ministry of Business, Innovation and Employment (MBIE) to 7,035 businesses (this excluded the 527 non-useable contacts identified at the tele-matching stage). The letters were addressed to either the named business owner/manager or "The Business Owner/Manager", where this information was not known. The letter explained the purpose of the research and Research New Zealand's involvement as an independent market research company. It also advised prospective respondents that participation in the survey was voluntary and on a confidential basis, and that the results would be reported as aggregate statistics with verbatim comments anonymised.

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

The letter advised potential respondents that an interviewer from Research New Zealand would call them to ask if they would like to participate in the survey and to make an appointment for the interview at a time convenient for the respondent. These follow-up calls were only to those respondents who had not

subsequently mailed a completed paper questionnaire back to Research New Zealand or completed the survey online.

Surveying was undertaken between the dates of 11 November 2016 and 9 May 2017 (including the pilot survey) – with surveying suspended between 12 December and 2 February, due to the known trend of increased refusal rates during the Christmas and New Year holiday period. In total, 1,850 employers completed the entire survey by the close off date, and a further 28 completed at least the entire health and safety module (n=261 by telephone, n=636 on paper and n=981 via the online version of the survey). The average telephone interview length was about 20 minutes and 28 seconds.

In some cases, respondents who completed the paper questionnaire did not answer all of the survey questions. It is not known whether this was because they did not know the answer to a particular question, chose not to answer it, or overlooked the question. Where a respondent did not answer a particular question, the respondent is not included in the total base number of respondents in the tables in section 2. This means that base numbers vary in the tables due to non-response. Where this occurs it is noted in the table footnote.

The survey response rate for the total sample where a pre-notification letter or email was sent (regardless of whether the business had been successfully tele-matched) was 32%.

1.2 Weighting

The achieved sample of 1,878 businesses was weighted to adjust for the sampling scheme and any non-response biases among businesses within any of the 24 different sampling strata. This involved calculating a sampling weight that reflected the probability of selection in each stratum based on the six different industry and four employee size band groupings, where the weight was equal to the number of establishments in each stratum on the Business Register divided by the number of respondents in each stratum.

Tables A below and Table B overleaf provide the unweighted and final weighted frequency counts of the achieved sample by industry grouping and the reported number of employees working at the business site.

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

ANZSIC** description by reported number of employees	1 to 5	6 to 19	20 to 49	50 +	Grand Total
A – Agriculture, Forestry and Fishing	69	75	66	73	283
C – Manufacturing	66	61	66	76	269
E – Construction	102	63	62	54	281
G + H – Retail Trade and Accommodation & Food Services	94	79	63	74	310
Q – Health Care & Social Assistance	84	82	42	65	273
D, B, G, I, J, K, L, M, N, O, P, R, S – All Other Industries	122	118	96	126	462
Grand Total	537	478	395	468	1878

* Includes 28 partial online responses, where the respondent completed at least the entire health and safety module of the survey.

** Australian and New Zealand Standard Industrial Classification.

Table B: Achieved sample – Weighted frequency counts: Industry group by reported number of employees at the business site

ANZSIC* description by reported number of employees	1 to 5	6 to 19	20 to 49	50 +	Grand Total
A – Agriculture, Forestry and Fishing	16,770	3,900	687	243	21,600
C – Manufacturing	6,147	4,038	1,443	834	12,462
E – Construction	14,970	4,614	1,038	378	21,000
G + H – Retail Trade and Accommodation and Food Services	18,468	12,876	2,481	1,047	34,872
Q – Health Care & Social Assistance	5,409	3,279	1,062	780	10,530
D, B, G,I, J, K, L, M, N, O, P, R, S – All Other Industries	50,208	21,891	6,306	3,390	81,795
Grand Total	111,972	50,598	13,017	6,672	182,259

* Australian and New Zealand Standard Industrial Classification.

1.3 Sampling errors

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

The estimated maximum MoEs associated with the total sample and each sub-sample take into account a design effect coefficient (deft) that has been calculated based on the distribution of the final weights of each sub-sample. These indicative MoEs are provided as a 'guideline' to show the degree of accuracy likely to be associated with different survey findings, for both the total sample and key sub-samples of interest. More accurate finding-specific MoEs for results for the total sample, and by business size and industry, can be found in the result tables that follow.

Table C: Maximum margins of error (95 per cent confidence level)

	Sample size	Percent of total sample %	SRS Max Margin of Error for a 50% result* %	Design effect coefficient (def)	Adjusted Max Margin of Error** %
Industry type					
A – Agriculture, Forestry and Fishing	283	15.1	5.8	1.614	9.4
C – Manufacturing	269	14.3	6.0	1.236	7.4
E – Construction	281	15.0	5.8	1.277	7.5
G + H – Retail Trade and Accommodation and Food Services	310	16.5	5.6	1.221	6.8
Q – Health Care & Social Assistance	273	14.5	5.9	1.127	6.7
D, B, G, I, J, K, L, M, N, O, P, R, S – All Other Industries	462	24.6	4.6	1.320	6.1
Number of reported employees at site					
1 to 5	537	28.6	4.2	1.162	4.9
6 to 19	478	25.5	4.5	1.152	5.2
20 to 49	395	21.0	4.9	1.178	5.8
50 +	468	24.9	4.5	1.160	5.3
Total	1,878	100	2.3	1.490	3.4

Note: Percentages may not total 100 percent due to rounding.

*Maximum margins of error (MoE) assuming a Simple Random Sample (SRS). The MoE is calculated using the adjacent formula, where n = the achieved sample size for the sub-group, p = 50 percent, and z = 1.96 (which corresponds to a 95 percent confidence level).

$$z \times \sqrt{\frac{p(1-p)}{n}}$$

**The SRS margin of error is multiplied by the design effect coefficient (def) to get the adjusted maximum margin of error.

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

Proportional response Base =	Agriculture		Retail Trade, and		Health Care &		All Other Industries
	Total sample 1,878	Forestry & Fishing 283	Manufacturing 269	Construction 281	Accommodation & Food Services 310	Social Assistance 273	
50 %	3.4	9.4	7.4	7.5	6.8	6.7	6.0
40 %	3.3	9.2	7.2	7.3	6.7	6.5	5.9
30 %	3.1	8.6	6.8	6.8	6.2	6.1	5.5
20 %	2.7	7.5	5.9	6.0	5.4	5.3	4.8
10 %	2.0	5.6	4.4	4.5	4.1	4.0	3.6

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

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

Proportional response	Total sample	1 to 5	6 to 19	20 to 49	50 +
Base =	1,878	537	478	395	468
	%	%	%	%	%
50 %	3.4	4.9	5.2	5.8	5.3
40 %	3.3	4.8	5.1	5.7	5.1
30 %	3.1	4.5	4.7	5.3	4.8
20 %	2.7	3.9	4.1	4.6	4.2
10 %	2.0	2.9	3.1	3.5	3.2

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

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

Proportional response	Total sample	1 to 19	20 +
Base =	1,878	1,015 [^]	863 [^]
	%	%	%
50 %	3.4	3.7	4.2
40 %	3.3	3.7	4.1
30 %	3.1	3.4	3.9
20 %	2.7	3.0	3.4
10 %	2.0	2.2	2.5

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

[^] 1 to 19 staff, *def*t=1.217, 20 plus staff, *def*t=1.269.

2. Tables of results

2.1 General notes to using tables

The following tables present results (proportions based on weighted frequencies) from the 2016/17 NSE. The first set of tables (section 2.2, page 11) 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). The second set of tables below (section 2.3, page 55) presents results by size with more detailed comparisons by four categories of establishment size: 1 to 5 employees, 6 to 19 employees, 20 to 49 employees and 50 plus employees. The third set of tables below (section 2.4, page 126) presents results from the 2016/17 NSE by industry groupings (as aggregated for sampling and reporting purposes).

Margins of error (MoEs) at the 95 per cent confidence level are provided in the tables alongside the relevant survey result. By adding/subtracting the MoE to the survey result, a confidence interval can be constructed for each result. Differences in the results are statistically significant where the confidence intervals for the survey results do not overlap. For example, in Table 1 the result of **29 per cent** (for the proportion of smaller employers whose organisation operates from more than one site) **has an MoE of +/-3.3 per cent, or a confidence interval of 25.7 per cent to 32.3 per cent**, ie, we can be 95 per cent confident that the true value for the proportion of smaller employers in the total population whose organisations operate from more than one site is between 25.7 per cent and 32.3 per cent.

Again in Table 1, the result of **54 per cent** (for the proportion of larger employers whose organisation operates from more than one site) has an **MoE of +/-4.1 per cent, or a confidence interval of 49.9 per cent to 58.1 per cent**, ie, we can be 95 per cent confident that the true value for the proportion of larger employers in the total population whose organisations operate from more than one site is between 49.9 per cent and 58.1 per cent. **These two confidence intervals** (for the proportions of smaller and larger employers whose organisations operates from more than one site) **do not overlap so we can say that there is a statistically significant difference between these two survey results**, ie, larger employers were significantly more likely than smaller employers to be businesses where the organisation operated from more than one site.

MoEs for results greater than 97 per cent and less than 3 per cent have been suppressed because they cannot be accurately calculated where the proportions are close to 0 and 100 per cent.¹ Where a proportion is between 3 per cent and 97 per cent, but no MoE is provided, this is due to there being only one business type strata represented by the cell in question, and therefore sampling errors cannot be accurately calculated for the proportion. Results for unweighted sub-samples of less than 30 respondents should be treated as indicative only. MoEs have been suppressed for all results relating to these small sub-samples.

These tables exclude non-responses to questions in the paper version of the questionnaire. Therefore the unweighted and weighted bases vary between tables even where the question was asked of all respondents.

¹ Margins of error are calculated based upon the binomial distribution,

Due to the data being weighted by industry group and size, it is not possible to derive the base number for any questions based on sub-samples by using the reported proportions in an earlier table.

Please note that tables may not add up to 100 per cent due to rounding. The notes below the tables indicate where data is presented as a subset of a wider set of data (also note the lower unweighted and weighted bases).

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

Table 1: Q1. First of all, does your organisation operate from more than one site in New Zealand?

	Total		1 to 19		20 plus	
Unweighted base=	1866*		1005		861	
Weighted base=	180990*	+/-	161351	+/-	19639	+/-
	%	%	%	%	%	%
Yes	32	3.0	29	3.3	54	4.1
No	68	3.0	70	3.3	46	4.1
Don't know	0	-	0	-	0	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 2: Q2. For the purposes of this survey, the questions apply only to the business site you currently work from. How many employees are employed at the business site you currently work from? Please include full-time and part-time employees but do not include contractors or the business owners.

	Total		1 to 19		20 plus	
Unweighted base=	795*		314		481	
Weighted base=	58836*	+/-	48240	+/-	10596	+/-
	%	%	%	%	%	%
1 - 5	47	1.4	58	1.7	0	-
6 – 9	10	2.5	12	3.0	0	-
10 – 19	24	2.5	30	3.0	0	-
20 – 49	10	-	0	-	58	-
50 – 99	4	0.5	0	-	23	2.6
100 or more	3	0.5	0	-	19	2.6
No employees	0	-	0	-	0	-
Don't know	0	-	0	-	0	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that operate from more than one site in New Zealand (n=805).

Table 3: Q2b. How many employees are employed by the business? Please include full-time and part-time employees but do not include contractors or the business owners.

	Total		1 to 19		20 plus	
Unweighted base=	1073*		692		381	
Weighted base=	122408*	+/-	113354	+/-	9054	+/-
	%	%	%	%	%	%
1 - 5	68	0.7	73	0.7	0	-
6 – 9	12	1.6	13	1.8	0	-
10 – 19	13	1.6	14	1.8	0	-
20 – 49	6	0.0	0	-	75	0.2
50 – 99	1	-	0	-	13	2.1
100 or more	1	-	0	-	11	2.1
No employees	0	-	0	-	0	-
Don't know	0	-	0	-	0	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that operate from only one site in New Zealand (n=1073).

Table 4: X2. Business size (collapsed - 6 categories)

	Total		1 to 19		20 plus	
Unweighted base=	1868*		1006		862	
Weighted base=	181243*	+/-	161594	+/-	19650	+/-
	%	%	%	%	%	%
1 - 5	61	0.6	68	0.7	0	-
6 – 9	11	1.4	13	1.6	0	-
10 – 19	16	1.4	18	1.6	0	-
20 – 49	7	0.0	0	-	66	0.1
50 – 99	2	-	0	-	18	1.7
100 or more	2	-	0	-	16	1.7
No employees	0	-	0	-	0	-
Don't know	0	-	0	-	0	-
Refused	0	-	0	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1878).

Table 5: Q3. And for how long has your business been operating in New Zealand?

	Total		1 to 19		20 plus	
Unweighted base=	1868*		1006		862	
Weighted base=	181243*	+/-	161594	+/-	19650	+/-
	%	%	%	%	%	%
Less than 2 years	5	1.5	5	1.7	2	-
2 to less than 6 years	14	2.3	15	2.6	6	2.0
6 to less than 10 years	11	2.2	12	2.4	7	2.2
10 years or more	68	3.1	66	3.5	84	3.0
Don't know	1	-	1	-	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.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 6: Q4. Who is mainly responsible for providing health and safety leadership for the business?

	Total		1 to 19		20 plus	
Unweighted base=	1873		1011		862	
Weighted base=	181839	+/-	162190	+/-	19650	+/-
	%	%	%	%	%	%
Business owners	67	3.0	70	3.3	43	4.0
Directors, board members or senior leaders	31	2.9	27	3.2	64	4.0
Managers	37	3.0	34	3.4	64	4.0
A health and safety specialist within the business	10	1.6	7	1.7	38	3.9
Health and safety reps	11	1.6	8	1.7	37	3.8
A health and safety committee	10	1.5	6	1.6	45	4.0
A contracted health and safety specialist from outside the business	9	1.8	9	2.0	12	2.7
A staff member/all staff	2	-	2	-	1	-
Any other provider (Specify)	1	-	1	-	1	-
No one	0	-	0	-	1	-
Don't know	0	-	0	-	0	-
Refused	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 7: Q5 Does the business have health and safety inductions for all new employees? IF REQUIRED:
 'Employees' includes full-time and part-time employees but does not include contractors or the business owners.

	Total		1 to 19		20 plus	
Unweighted base=	1869*		1008		861	
Weighted base=	181287*	+/-	161703	+/-	19584	+/-
	%	%	%	%	%	%
Yes	85	2.6	83	2.9	94	2.1
No	13	2.4	14	2.7	4	1.8
Don't know	1	-	1	-	1	-
Refused	2	-	2	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 8: Q6A. Does the business have a process for identifying and assessing the business's main risks and hazards?

	Total		1 to 19		20 plus	
Unweighted base=	1871*		1009		862	
Weighted base=	181603*	+/-	161953	+/-	19650	+/-
	%	%	%	%	%	%
Yes	89	2.3	88	2.6	98	-
No	7	2.0	8	2.2	1	-
Don't know	2	-	2	-	1	-
Refused	2	-	2	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 9: Q6B. Does the business know which workers could be affected by the main risks and hazards?

	Total		1 to 19		20 plus	
Unweighted base=	1863*		1002		861	
Weighted base=	180277*	+/-	160639	+/-	19638	+/-
	%	%	%	%	%	%
Yes	93	1.8	93	2.0	96	1.6
No	4	1.4	5	1.6	1	-
Don't know	1	-	1	-	2	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 10: Q6C. Does the business have processes in place to manage the main risks to workers?

	Total		1 to 19		20 plus	
Unweighted base=	1864*		1004		860	
Weighted base=	180492*	+/-	160879	+/-	19612	+/-
	%	%	%	%	%	%
Yes	92	2.0	91	2.3	97	1.4
No	5	1.6	5	1.8	1	-
Don't know	2	-	2	-	1	-
Refused	2	-	2	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 11: Q6D. Does the business regularly review its systems and processes for managing the main risks and hazards?

	Total		1 to 19		20 plus	
Unweighted base=	1862*		1003		859	
Weighted base=	180283*	+/-	160732	+/-	19550	+/-
	%	%	%	%	%	%
Yes	82	2.7	81	3.0	94	2.2
No	13	2.3	14	2.6	4	1.7
Don't know	3	1.2	3	1.3	2	-
Refused	2	-	2	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 12: Q6A_C. Employers with a process for identifying, assessing and managing the main risks

	Total		1 to 19		20 plus	
Unweighted base=	1864*		1004		860	
Weighted base=	180492*	+/-	160879	+/-	19612	+/-
	%	%	%	%	%	%
Yes	87	2.5	86	2.7	97	1.7
No	8	2.0	9	2.3	2	-
Don't know	3	1.2	3	1.4	1	-
Refused	2	-	2	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1878).

Table 13: Q6A_C_D. Employers with a process for identifying, assessing and managing the main risks, who also review these systems

	Total		1 to 19		20 plus	
Unweighted base=	1861*		1003		858	
Weighted base=	180257*	+/-	160732	+/-	19525	+/-
	%	%	%	%	%	%
Yes	79	2.9	77	3.2	93	2.3
No	15	2.5	16	2.8	4	1.7
Don't know	4	1.4	5	1.6	2	-
Refused	2	-	2	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1878).

Table 14: Q7. How often does the business involve workers (including any contractors) in decisions that affect their health and safety?

	Total		1 to 19		20 plus	
Unweighted base=	1875*		1013		862	
Weighted base=	181874*	+/-	162188	+/-	19686	+/-
	%	%	%	%	%	%
All or most of the time	61	3.3	60	3.6	66	4.0
Some of the time	30	3.0	30	3.4	33	4.0
Never	6	1.8	7	2.0	1	-
Don't know	2	-	2	-	0	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 15: Q8. Does the business have...?

	Total		1 to 19		20 plus	
Unweighted base=	1875*		1013		862	
Weighted base=	181816	+/-	162130	+/-	19686	+/-
	%	%	%	%	%	%
Elected health and safety representatives	28	2.6	23	2.9	64	4.0
Informal health and safety reps or champions	27	2.9	26	3.2	37	4.0
A health and safety committee	18	2.1	12	2.3	68	3.8
A system for regular health and safety communications	42	3.1	38	3.4	72	3.8
Regular meetings where health and safety is discussed	52	3.2	48	3.6	82	3.4
Regular health and safety briefings, such as tool box or tail gate meetings	36	3.0	34	3.3	49	4.0
None of the above	15	2.6	17	2.9	1	-
Don't know	1	-	1	-	0	-
Refused	2	-	3	1.3	1	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 16: Q9. In the last 12 months have the business's officers, that is the business's directors, board members or senior leaders, asked for information about how the business is managing its main health and safety risks and hazards?

	Total		1 to 19		20 plus	
Unweighted base=	1869*		1008		861	
Weighted base=	181339*	+/-	161676	+/-	19664	+/-
	%	%	%	%	%	%
Yes	54	3.3	50	3.7	83	3.2
No	23	2.9	25	3.3	10	2.6
Not applicable as business is run by a sole trader	19	2.8	21	3.1	4	1.7
Don't know	2	-	2	-	3	1.3
Refused	2	-	2	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 17: Q10. In the last 12 months, has the business:

	Total		1 to 19		20 plus	
Unweighted base=	1875*		1014		861	
Weighted base=	182027*	+/-	162407	+/-	19620	+/-
	%	%	%	%	%	%
Had workers who work on the same site as those from another business	36	3.1	35	3.4	47	4.1
Had work done by contractors or subcontractors from any other business	51	3.1	47	3.5	83	3.3
None of the above	32	3.1	35	3.5	9	2.6
Don't know	2	-	2	-	1	-
Refused	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.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 18: Q11. Does your business work with other businesses to manage shared health and safety risks?

	Total		1 to 19		20 plus	
Unweighted base=	1463*		669		794	
Weighted base=	118773*	+/-	101046	+/-	17727	+/-
	%	%	%	%	%	%
Yes	64	3.6	63	4.2	71	4.0
No	31	3.5	33	4.1	22	3.8
Don't know	4	1.3	3	1.5	6	2.2
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had workers who worked on the same site as workers from another business, or who had work done by contractors from another business, in the last 12 months (n=1465).

Table 19: Q12. In the last 12 months, has the business made any significant changes to its health and safety systems or practices?

	Total		1 to 19		20 plus	
Unweighted base=	1878		1015		863	
Weighted base=	182259	+/-	162570	+/-	19689	+/-
	%	%	%	%	%	%
Yes	49	3.3	47	3.7	67	3.9
No	48	3.3	51	3.7	30	3.8
Don't know	2	-	1	-	3	1.4
Refused	1	-	1	-	1	-
Total	100	-	100	-	100	-

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

Table 20: Q13.Thinking about the biggest change or changes made to the business's health and safety systems or practices in the last 12 months, what was this change? Was it a change to:

	Total		1 to 19		20 plus	
Unweighted base=	1088		503		585	
Weighted base=	89711	+/-	76510	+/-	13202	+/-
	%	%	%	%	%	%
Equipment or plant	28	3.8	28	4.4	31	4.5
The workplace or worksite	30	4.0	30	4.6	34	4.6
How the work is carried out	36	4.3	36	5.0	35	4.7
The development of policies or systems	75	4.0	73	4.7	86	3.4
Training of workers, including inductions	63	4.4	63	5.1	65	4.9
Risk management	53	4.5	51	5.2	66	4.7
Managing risks to workers' health, for example, reducing exposure to noise and dust	34	4.0	34	4.7	37	4.8
Investigating accidents and near misses	34	4.0	32	4.7	49	5.0
How the business involves workers in health and safety	49	4.5	48	5.2	58	5.0
How the business works with its officers to understand and manage health and safety	34	4.0	31	4.7	50	5.0
How the business works with other businesses to manage risks and hazards	31	4.0	30	4.6	38	4.8
Or was it some other type of change? (Specify)	2	-	2	-	2	-
None of the above	0	-	0	-	0	-
Don't know	0	-	0	-	0	-
Refused	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who had made a significant change to their health and safety systems or practices in the last 12 months (n=1089).

Table 21: Q13aA. The time and effort involved in meeting health and safety legislation requirements are reasonable

	Total		1 to 19		20 plus	
Unweighted base=	1870*		1010		860	
Weighted base=	180765*	+/-	161110	+/-	19655	+/-
	%	%	%	%	%	%
Strongly disagree	7	1.8	7	2.0	5	1.9
Disagree	17	2.5	17	2.8	16	2.9
Neutral	26	2.9	27	3.3	18	3.2
Agree	37	3.2	35	3.6	47	4.2
Strongly agree	11	2.1	10	2.3	15	2.8
Don't know	2	-	2	-	0	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 22: Q13aB. The time and effort involved in meeting health and safety legislation requirements are worthwhile

	Total		1 to 19		20 plus	
Unweighted base=	1870*		1010		860	
Weighted base=	180933*	+/-	161278	+/-	19655	+/-
	%	%	%	%	%	%
Strongly disagree	5	1.5	5	1.7	3	1.6
Disagree	10	2.0	10	2.2	6	2.0
Neutral	23	2.8	24	3.2	15	2.9
Agree	41	3.3	41	3.7	45	4.2
Strongly agree	19	2.6	18	2.9	30	3.8
Don't know	1	-	1	-	1	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 23: Q13aC. Having good health and safety systems is good for your business

	Total		1 to 19		20 plus	
Unweighted base=	1871*		1011		860	
Weighted base=	181119*	+/-	161464	+/-	19655	+/-
	%	%	%	%	%	%
Strongly disagree	3	1.2	3	1.4	2	-
Disagree	2	-	2	-	1	-
Neutral	11	2.2	12	2.4	4	1.6
Agree	41	3.3	42	3.7	34	4.0
Strongly agree	41	3.2	39	3.6	59	4.1
Don't know	1	-	1	-	0	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 24: Q14. The new Health and Safety at Work Act was introduced in September 2015. How confident are you that the business understands its obligations under the Act?

	Total		1 to 19		20 plus	
Unweighted base=	1877*		1014		863	
Weighted base=	181847*	+/-	162158	+/-	19689	+/-
	%	%	%	%	%	%
Very confident	27	2.9	25	3.2	45	4.0
Somewhat confident	48	3.4	48	3.7	45	4.1
Neither confident nor unconfident	14	2.3	15	2.6	6	1.9
Somewhat unconfident	4	1.5	5	1.6	3	1.4
Not at all confident	4	1.4	4	1.6	1	-
Don't know	1	-	2	-	0	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 25: Q15. Do all employees of the business have a written employment agreement? IF REQUIRED: "Employees" includes full-time and part-time employees but does not include contractors or the business owners

	Total		1 to 19		20 plus	
Unweighted base=	1873*		1011		862	
Weighted base=	181480*	+/-	161803	+/-	19677	+/-
	%	%	%	%	%	%
Yes	87	2.4	86	2.7	99	-
No	11	2.2	12	2.5	0	-
Don't know	1	-	1	-	0	-
Refused	2	-	2	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1874) were asked this question.

Table 26: Q16 In April 2016, new laws came into effect prohibiting employers from including zero hour clauses in any new employment agreements. Were you aware of this change?

	Total		1 to 19		20 plus	
Unweighted base=	1873*		1011		862	
Weighted base=	181265*	+/-	161588	+/-	19677	+/-
	%	%	%	%	%	%
Yes	77	2.9	76	3.2	89	2.7
No	17	2.6	18	2.9	9	2.5
Don't know	4	1.4	5	1.6	2	-
Refused	1	-	2	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1874) were asked this question.

Table 27: Q16_17. Proportion of all employers affected by law changes in relation to zero hour contracts.

	Total		1 to 19		20 plus	
Unweighted base=	1867*		1009		858	
Weighted base=	181096*	+/-	161474	+/-	19622	+/-
	%	%	%	%	%	%
Yes	15	2.2	14	2.5	20	3.1
No	79	2.6	79	2.9	76	3.4
Don't know	5	1.5	5	1.6	4	1.6
Refused	2	-	2	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1874).

Table 28: Q17. Has this change ...?

	Total		1 to 19		20 plus	
Unweighted base=	1572*		792		780	
Weighted base=	139852	+/-	122327	+/-	17525	+/-
	%	%	%	%	%	%
Meant employment agreements needed updating	10	2.0	10	2.2	14	2.9
Increased costs for the business	8	1.9	8	2.1	7	2.1
Restricted the business's ability to change employees' hours of work?	5	1.5	5	1.7	6	1.9
Increased certainty for employees	8	1.9	7	2.2	9	2.4
Any other impacts (Specify)	1	-	1	-	2	-
No impact	80	2.8	80	3.2	76	3.6
Don't know	1	-	1	-	2	-
Refused	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who were aware of the April 2016 law change prohibiting zero hour clauses in new employment agreements (n=1578).

Table 29: Q18. The next questions are about minimum wages and payroll systems. Are any of your employees paid the adult minimum wage of \$15.25 per hour?

	Total		1 to 19		20 plus	
Unweighted base=	1872*		1010		862	
Weighted base=	181519*	+/-	161842	+/-	19677	+/-
	%	%	%	%	%	%
Yes	24	2.6	23	2.9	37	3.7
No	74	2.6	76	2.9	60	3.8
Don't know	1	-	1	-	3	1.5
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1872) were asked this question.

Table 30: Q19. Thinking about all of your current employees aged 20 years or over, are any of them required by their employment agreement to undertake recognised industry training of at least 60 credits a year?

	Total		1 to 19		20 plus	
Unweighted base=	1867*		1008		859	
Weighted base=	180968*	+/-	161337	+/-	19631	+/-
	%	%	%	%	%	%
Yes	10	1.7	9	1.8	17	2.8
No	84	2.2	85	2.4	76	3.3
Don't know	5	1.4	4	1.5	6	2.1
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1872) were asked this question.

Table 31: Q20. The training minimum wage is \$12.20 per hour. Are any of these employees paid \$12.20 per hour or any rate between that and \$15.25?

	Total		1 to 19		20 plus	
Unweighted base=	304*		127		177	
Weighted base=	18195*	+/-	14814	+/-	3381	+/-
	%	%	%	%	%	%
Yes	11	5.9	11	7.2	7	3.6
No	88	6.0	88	7.2	88	5.7
Don't know	1	-	0	-	5	4.7
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.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had employees aged 20 years or over who were required by their employment agreement to undertake recognised industry training of at least 60 credits a year (n=304).

Table 32: Q19_20. Proportion of all employers paying the minimum wage of \$12.20 per hour or any rate between that and \$15.25.

	Total		1 to 19		20 plus	
Unweighted base=	1867*		1008		859	
Weighted base=	180968*	+/-	161337	+/-	19631	+/-
	%	%	%	%	%	%
Yes	1	-	1	-	1	-
No	93	1.6	93	1.8	91	2.3
Don't know	5	1.4	4	1.5	7	2.2
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1872).

Table 33: Q21. In the last 12 months has your business employed any workers aged 16 to 19 years?

	Total		1 to 19		20 plus	
Unweighted base=	1872		1010		862	
Weighted base=	181519*	+/-	161842	+/-	19677	+/-
	%	%	%	%	%	%
Yes	31	2.7	28	3.0	61	4.0
No	67	2.7	71	3.0	37	4.0
Don't know	1	-	1	-	3	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. All respondents (n=1872) were asked this question.

Table 34: Q22. The starting-out wage is \$12.20 per hour. Are any of these employees paid \$12.20 per hour or any rate between that and \$15.25?

	Total		1 to 19		20 plus	
Unweighted base=	908*		333		575	
Weighted base=	56673*	+/-	44796	+/-	11877	+/-
	%	%	%	%	%	%
Yes	14	3.4	14	4.2	14	3.4
No	84	3.6	84	4.4	83	3.7
Don't know	1	-	1	-	2	-
Refused	1	-	1	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had employed workers aged 16 to 19 years in the last 12 months (n=911).

Table 35: Q21_22. Proportion of all employers paying the starting out wage of \$12.20 per hour.

	Total		1 to 19		20 plus	
Unweighted base=	1869*		1009		860	
Weighted base=	181283*	+/-	161679	+/-	19604	+/-
	%	%	%	%	%	%
Yes	4	1.1	4	1.2	9	2.1
No	93	1.4	94	1.5	87	2.7
Don't know	2	-	1	-	4	1.6
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. *Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1872).

Table 36: Q23. Does an increase in minimum wage rates usually prompt your business to increase wages or salaries for employees who are already being paid above minimum wages?

	Total		1 to 19		20 plus	
Unweighted base=	1868*		1007		861	
Weighted base=	181000*	+/-	161330	+/-	19670	+/-
	%	%	%	%	%	%
Yes	25	2.7	24	3.0	31	3.5
No	68	3.0	69	3.4	63	3.8
Don't know	4	1.4	4	1.5	6	2.0
Refused	3	1.2	3	1.3	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
*Base figures exclude non-response (paper questionnaire). All respondents (n=1872) were asked this question.

Table 37: Q24. In the last 12 months, has your business paid any employee less than the eligible minimum wage rate?

	Total		1 to 19		20 plus	
Unweighted base=	1869*		1008		861	
Weighted base=	181152*	+/-	161482	+/-	19670	+/-
	%	%	%	%	%	%
Yes	0	-	0	-	1	-
No	98	-	98	-	96	1.6
Don't know	1	-	1	-	2	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
*Base figures exclude non-response (paper questionnaire). All respondents (n=1872) were asked this question.

Table 38: Q24a. In the last 12 months, has your business paid any employee "off the books"?

	Total		1 to 19		20 plus	
Unweighted base=	1870*		1009		861	
Weighted base=	181349*	+/-	161679	+/-	19670	+/-
	%	%	%	%	%	%
Yes	1	-	1	-	0	-
No	97	1.1	97	1.2	98	-
Don't know	1	-	1	-	2	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
*Base figures exclude non-response (paper questionnaire). All respondents (n=1872) were asked this question.

Table 39: Q25. As a result of a law change in April 2016, all employers are now required to keep records for every employee of the hours worked each day within a pay period, and the pay received for those hours. Were you aware of these changes?

	Total		1 to 19		20 plus	
Unweighted base=	1862*		1003		859	
Weighted base=	180076*	+/-	160440	+/-	19636	+/-
	%	%	%	%	%	%
Yes (I was aware of the changes)	48	3.3	46	3.7	61	4.1
No (I thought this was already law / I wasn't aware)	50	3.4	51	3.7	37	4.0
Don't know	2	-	2	-	1	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1868) were asked this question.

Table 40: Q26. Has the business changed its record keeping practices in response to these new requirements?

	Total		1 to 19		20 plus	
Unweighted base=	1018*		471		547	
Weighted base=	85733*	+/-	73744	+/-	11989	+/-
	%	%	%	%	%	%
Yes	23	4.1	24	4.7	17	4.0
No	75	4.2	74	4.8	79	4.2
Don't know	2	-	2	-	4	1.8
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.

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that were aware of the April 2016 law changes requiring employers to keep records of the hours worked and pay received for those hours, for each employee (n=1019).

Table 41: Q25_26. Proportion of all employers who changed record keeping practices in response to new requirements.

	Total		1 to 19		20 plus	
Unweighted base=	1861*		1003		858	
Weighted base=	180064*	+/-	160440	+/-	19624	+/-
	%	%	%	%	%	%
Yes - changed record keeping practices	11	2.1	11	2.4	10	2.5
No - have not changed practices	36	3.2	34	3.5	48	4.2
No (I thought this was already law / I wasn't aware)	50	3.4	51	3.7	37	4.0
Don't know	3	1.0	2	-	4	1.5
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1868).

Table 42: Q27A. Thinking now about wage and salary setting, in the last 12 months has the business undertaken training on how to comply with the Equal Pay Act?

	Total		1 to 19		20 plus	
Unweighted base=	1850*		997		853	
Weighted base=	179295*	+/-	159861	+/-	19434	+/-
	%	%	%	%	%	%
Yes	5	1.3	4	1.5	7	2.0
No	87	2.1	87	2.3	82	3.0
Don't know	7	1.6	7	1.8	11	2.5
Refused	1	-	1	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1865) were asked this question.

Table 43: Q27B. In the last 12 months has the business sought advice regarding the Equal Pay Act?

	Total		1 to 19		20 plus	
Unweighted base=	1851*		998		853	
Weighted base=	179278*	+/-	159844	+/-	19434	+/-
	%	%	%	%	%	%
Yes	7	1.6	7	1.8	9	2.3
No	84	2.2	85	2.5	79	3.3
Don't know	8	1.6	7	1.8	12	2.6
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1865) were asked this question.

Table 44: Q27C. In the last 12 months has the business undertaken reviews to check that men and women in the same role are paid equally?

	Total		1 to 19		20 plus	
Unweighted base=	1848*		997		851	
Weighted base=	179134*	+/-	159725	+/-	19409	+/-
	%	%	%	%	%	%
Yes	13	2.3	12	2.5	22	3.3
No	79	2.6	80	2.9	66	3.8
Don't know	7	1.4	6	1.6	11	2.6
Refused	1	-	1	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1865) were asked this question.

Table 45: Q27D. In the last 12 months has the business undertaken training about potential gender bias?

	Total		1 to 19		20 plus	
Unweighted base=	1848*		996		852	
Weighted base=	179118*	+/-	159688	+/-	19430	+/-
	%	%	%	%	%	%
Yes	5	1.4	4	1.6	7	2.1
No	87	2.1	88	2.3	82	3.0
Don't know	7	1.5	7	1.7	10	2.4
Refused	1	-	1	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1865) were asked this question.

Table 46: Q28. In the last 12 months, has the business had any employment relationship problems or disputes that required action or involvement by the business owners or managers?

	Total		1 to 19		20 plus	
Unweighted base=	1863*		1006		857	
Weighted base=	180476*	+/-	160935	+/-	19542	+/-
	%	%	%	%	%	%
Yes	17	2.0	14	2.2	47	4.1
No	81	2.2	85	2.4	49	4.1
Don't know	1	-	1	-	3	1.4
Refused	1	-	1	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1864) were asked this question.

Table 47: Q29. Thinking about the business's most recent employment relationship problem or dispute, which of the following describe what this was about? You can choose more than one option. Was it:

	Total	1 to 19		20 plus		
	Unweighted base= Weighted base= %	+/- %	164 21800 %	+/- %	422 9108 %	+/- %
Misconduct	37	6.1	35	8.3	42	5.4
A performance issue	47	6.1	46	8.4	50	5.8
A personality conflict	21	5.4	24	7.4	16	4.5
Alleged unfair treatment, such as allegations of harassment or discrimination	14	4.5	13	6.2	16	4.3
Restructuring or redundancy	15	3.8	11	5.0	23	5.0
Or was it some other type of issue? (please specify)	7	3.3	9	4.7	3	1.7
Don't know	2	-	3	4.0	0	-
Refused	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had an employment relationship problem or dispute which required involvement by the business owner or manager in the last 12 months (n=586).

Table 48: Q30. And was this problem handled internally or was it handled with the help of an external party?

	Total	1 to 19		20 plus		
	Unweighted base= Weighted base= %	+/- %	164 21800 %	+/- %	422 9108 %	+/- %
It was handled internally	55	6.1	55	8.3	57	5.8
It was handled with the help of an external party	49	6.0	48	8.2	53	5.8
Don't know	1	-	1	-	0	-
Refused	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 * Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had an employment relationship problem or dispute which required involvement by the business owner or manager in the last 12 months (n=586).

Table 49: Q31. And is this how the business usually deals with this type of problem?

	Total		1 to 19		20 plus	
Unweighted base=	583*		163		420	
Weighted base=	30627*	+/-	21557	+/-	9071	+/-
	%	%	%	%	%	%
Yes	82	5.2	82	7.1	84	4.5
No	13	3.9	12	5.2	15	4.4
Don't know	5	3.6	7	5.0	0	-
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.

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had an employment relationship problem or dispute which required involvement by the business owner or manager in the last 12 months and that was handled internally and/or with the help of an external party (n=586).

Table 50: Q32. Who or which of the following provided the external help to deal with the most recent problem or dispute? You can choose more than one option. Was it:

	Total		1 to 19		20 plus	
Unweighted base=	288*		76		212	
Weighted base=	15257	+/-	10457	+/-	4800	+/-
	%	%	%	%	%	%
The Ministry of Business, Innovation and Employment's Employment Mediation Services	20	7.5	19	10.5	24	7.0
An Industry or Employer Association	15	5.3	11	7.0	22	7.1
A lawyer	60	8.7	62	12.1	56	8.3
A private mediator/contract or/advisor/HR company	19	5.9	16	7.9	27	7.4
A union representative	10	5.7	7	7.8	15	6.2
The Employment Relations Authority or Employment Court	6	3.6	5	4.7	9	4.8
Or was it some other type of external help? (please specify)	5	5.4	7	7.9	1	-
None of the above	0	-	0	-	0	-
Don't know	1	-	2	-	0	-
Refused	0	-	0	-	0	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had an employment relationship problem or dispute in the last 12 months which required involvement by the business owner or manager and that was handled with the help of an external party (n=288).

Table 51: Q33. And which of the following best describes the outcome of this problem or dispute?

	Total		1 to 19		20 plus	
Unweighted base=	582*		164		418	
Weighted base=	30856	+/-	21800	+/-	9057	+/-
	%	%	%	%	%	%
The employee stayed on in the job	27	5.1	27	6.9	27	5.1
The employee resigned	35	6.2	37	8.5	30	5.5
The employee was dismissed	21	5.0	20	6.9	22	4.7
The employee was made redundant	9	3.7	9	5.0	9	3.4
Or was there some other outcome (please specify)	7	3.5	6	4.8	9	3.1
Don't know	1	-	1	-	1	-
Refused	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.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had an employment relationship problem or dispute in the last 12 months which required involvement by the business owner or manager (n=585).

Table 52: Q34. Did this outcome include a confidential settlement?

	Total		1 to 19		20 plus	
Unweighted base=	582*		163		419	
Weighted base=	30678*	+/-	21614	+/-	9064	+/-
	%	%	%	%	%	%
Yes	30	5.6	27	7.6	35	5.7
No	66	5.8	69	7.9	59	5.7
Don't know	4	2.1	3	2.9	4	2.2
Refused	1	-	0	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had an employment relationship problem or dispute in the last 12 months which required involvement by the business owner or manager (n=585)

Table 53: Q35A. In the last 12 months, has the business had concerns about productivity losses due to any employees using illegal drugs – either on their own time or while at work?

	Total		1 to 19		20 plus	
Unweighted base=	1855*		1004		851	
Weighted base=	180216*	+/-	160790	+/-	19426	+/-
	%	%	%	%	%	%
Yes	9	1.5	7	1.7	20	3.0
No	89	1.8	90	2.0	76	3.3
Don't know	2	-	2	-	4	1.5
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.
*Base figures exclude non-response (paper questionnaire). All respondents (n=1862) were asked this question.

Table 54: Q35B. In the last 12 months, has the business had concerns about productivity losses due to any employees using alcohol – either on their own time or while at work?

	Total		1 to 19		20 plus	
Unweighted base=	1847*		999		848	
Weighted base=	179151*	+/-	159794	+/-	19358	+/-
	%	%	%	%	%	%
Yes	10	1.7	9	1.9	19	2.9
No	88	1.9	89	2.1	77	3.1
Don't know	2	-	2	-	4	1.4
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
*Base figures exclude non-response (paper questionnaire). All respondents (n=1862) were asked this question.

Table 55: Q36A. In the last 12 months, has the business had concerns about risks to workplace health and safety due to any employees using illegal drugs?

	Total		1 to 19		20 plus	
Unweighted base=	1855*		1003		852	
Weighted base=	180017*	+/-	160590	+/-	19427	+/-
	%	%	%	%	%	%
Yes	9	1.6	8	1.8	19	2.9
No	90	1.7	91	1.9	78	3.1
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.
*Base figures exclude non-response (paper questionnaire). All respondents (n=1862) were asked this question.

Table 56: Q36B. In the last 12 months, has the business had concerns about risks to workplace health and safety due to any employees using alcohol?

	Total		1 to 19		20 plus	
Unweighted base=	1846*		998		848	
Weighted base=	179087*	+/-	159742	+/-	19346	+/-
	%	%	%	%	%	%
Yes	7	1.5	6	1.6	17	2.8
No	91	1.6	92	1.8	80	3.0
Don't know	1	-	1	-	3	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.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1862) were asked this question.

Table 57: X35a_X36a (Aggregate) - Proportion of all employers with concerns about productivity and/or risks to workplace health - concerns about productivity losses or risk to workplace health and safety due to illegal drugs

	Total		1 to 19		20 plus	
Unweighted base=	1851*		1002		849	
Weighted base=	179939*	+/-	160538	+/-	19401	+/-
	%	%	%	%	%	%
Yes	10	1.7	8	1.8	23	3.2
No	87	1.9	89	2.1	73	3.4
Don't know	2	-	2	-	4	1.5
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.
 *Base figures exclude non-responses. Constructed variable based on all respondents (n=1862).

Table 58: X35b_X36b (Aggregate) - Proportion of all employers with concerns about productivity and/or risks to workplace health - concerns about productivity losses or risk to workplace health and safety due to alcohol

	Total		1 to 19		20 plus	
Unweighted base=	1843*		998		845	
Weighted base=	179067*	+/-	159742	+/-	19325	+/-
	%	%	%	%	%	%
Yes	11	1.8	10	2.0	22	3.2
No	86	2.0	88	2.2	73	3.4
Don't know	2	-	2	-	4	1.4
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1862).

Table 59: X35ab_36ab (Aggregate) - Proportion of all employers with concerns about productivity or risks to workplace health and safety, due to any employees using illegal drugs or alcohol

	Total		1 to 19		20 plus	
Unweighted base=	1849*		1001		848	
Weighted base=	179524*	+/-	160126	+/-	19398	+/-
	%	%	%	%	%	%
Yes	14	2.0	12	2.2	30	3.6
No	83	2.2	85	2.4	65	3.8
Don't know	3	0.9	2	-	5	1.6
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1862).

Table 60: Q37A. In the last 12 months, has the business used provisions under the Employment Relations Act to manage the performance of an employee suspected of using drugs?

	Total		1 to 19		20 plus	
Unweighted base=	364*		106		258	
Weighted base=	17975*	+/-	13680	+/-	4295	+/-
	%	%	%	%	%	%
Yes	38	7.8	35	10.0	48	7.2
No	57	7.8	60	10.0	46	7.3
Don't know	4	3.4	4	4.3	6	3.7
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.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who had concerns about productivity or risks to workplace health and safety due to any employees using illegal drugs (n=379).

Table 61: Q37B. In the last 12 months, has the business included a provision in any employment agreement giving the employer the right to request drug testing?

	Total		1 to 19		20 plus	
Unweighted base=	368*		107		261	
Weighted base=	18187*	+/-	13843	+/-	4344	+/-
	%	%	%	%	%	%
Yes	66	8.0	63	10.3	75	5.9
No	33	8.0	36	10.3	23	5.9
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.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who had concerns about productivity or risks to workplace health and safety due to any employees using illegal drugs (n=379).

Table 62: Q37C. In the last 12 months, has the business provided any support to an employee suspected of using drugs?

	Total		1 to 19		20 plus	
Unweighted base=	365*		106		259	
Weighted base=	18014*	+/-	13680	+/-	4334	+/-
	%	%	%	%	%	%
Yes	49	8.7	44	11.2	62	7.4
No	49	8.6	53	11.1	34	7.3
Don't know	3	2.6	3	3.3	2	-
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.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who had concerns about productivity or risks to workplace health and safety due to any employees using illegal drugs (n=379).

Table 63: Q37D. In the last 12 months, has the business used or introduced a drugs policy to manage the performance of an employee suspected of using drugs?

	Total		1 to 19		20 plus	
Unweighted base=	368*		106		262	
Weighted base=	18050*	+/-	13680	+/-	4370	+/-
	%	%	%	%	%	%
Yes	54	8.0	52	10.3	62	7.3
No	44	8.1	47	10.4	35	7.2
Don't know	2	-	1	-	3	1.9
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.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who had concerns about productivity or risks to workplace health and safety due to any employees using illegal drugs (n=379).

Table 64: Q37E. In the last 12 months, has the business sought advice about implementing drug testing from a lawyer, Government helpline or industry representative?

	Total		1 to 19		20 plus	
Unweighted base=	366*		107		259	
Weighted base=	18181*	+/-	13843	+/-	4338	+/-
	%	%	%	%	%	%
Yes	45	8.4	43	10.8	50	7.8
No	53	8.4	55	10.8	46	7.8
Don't know	2	-	2	-	4	2.3
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.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who had concerns about productivity or risks to workplace health and safety due to any employees using illegal drugs (n=379).

Table 65: Q38. In the last 12 months has the business required any employee to undergo testing for illegal drugs?

	Total		1 to 19		20 plus	
Unweighted base=	1851*		1001		850	
Weighted base=	179486*	+/-	160115	+/-	19371	+/-
	%	%	%	%	%	%
Yes	9	1.5	7	1.7	24	3.2
No	90	1.7	92	1.9	75	3.3
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.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1860) were asked this question.

Table 66: X38. In the last 12 months has the business required any employee to undergo testing for illegal drugs?
 - concerns about productivity losses or risk to workplace health and safety due to illegal drugs

	Total		1 to 19		20 plus	
Unweighted base=	364*		103		261	
Weighted base=	17350*	+/-	13008	+/-	4341	+/-
	%	%	%	%	%	%
Yes	43	8.0	37	10.4	63	6.3
No	55	8.0	62	10.4	36	6.2
Don't know	0	-	0	-	1	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on those respondents with concerns about productivity losses or risk to workplace health and safety due to illegal drugs (n=367).

Table 67: X38. In the last 12 months has the business required any employee to undergo testing for illegal drugs?
 - concerns about productivity losses or risk to workplace health and safety due to alcohol

	Total		1 to 19		20 plus	
Unweighted base=	352*		113		239	
Weighted base=	19700*	+/-	15417	+/-	4283	+/-
	%	%	%	%	%	%
Yes	24	5.8	18	7.1	43	7.1
No	75	5.8	81	7.1	55	7.1
Don't know	0	-	0	-	2	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on those respondents with concerns about productivity losses or risk to workplace health and safety due to alcohol (n=354).

Table 68: X38. In the last 12 months has the business required any employee to undergo testing for illegal drugs?
 - concerns about productivity losses or risk to workplace health and safety due to alcohol or illegal drugs

	Total		1 to 19		20 plus	
Unweighted base=	460*		148		312	
Weighted base=	24631*	+/-	18931	+/-	5701	+/-
	%	%	%	%	%	%
Yes	32	6.1	26	7.8	50	6.5
No	68	6.1	73	7.8	48	6.5
Don't know	0	-	0	-	1	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on those respondents with concerns about productivity losses or risk to workplace health and safety due to illegal drugs or alcohol (n=463).

Table 69: Q39. In which of the following situations was this drug testing requested?

	Total		1 to 19		20 plus	
Unweighted base=	346*		83		263	
Weighted base=	15596*	+/-	11033	+/-	4562	+/-
	%	%	%	%	%	%
Before an employee started a job in the business	56	7.1	53	9.6	64	7.4
On a random basis	67	8.3	69	11.4	63	7.5
In response to a workplace accident or near miss	29	6.8	23	9.2	42	7.1
In response to performance issues	26	7.9	24	10.7	30	7.4
Don't know	0	-	0	-	2	-
Refused	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had required at least one employee to undergo testing for illegal drugs in the last 12 months (n=347).

Table 70: Q40. How confident are you that the business is meeting its obligations under the Holidays Act?

	Total		1 to 19		20 plus	
Unweighted base=	1857*		1004		853	
Weighted base=	180190*	+/-	160752	+/-	19438	+/-
	%	%	%	%	%	%
Very confident	75	3.0	74	3.3	79	3.3
Somewhat confident	21	2.8	21	3.1	18	3.2
Neither confident nor unconfident	2	-	2	-	1	-
Somewhat unconfident	1	-	1	-	0	-
Not at all confident	0	-	0	-	0	-
Don't know	1	-	1	-	1	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1859) were asked this question.

Table 71: Q41. In the last 12 months, have any employees raised concerns with the business about their holidays or leave being underpaid?

	Total		1 to 19		20 plus	
Unweighted base=	1858*		1005		853	
Weighted base=	180242*	+/-	160804	+/-	19438	+/-
	%	%	%	%	%	%
Yes	5	1.3	4	1.4	12	2.6
No	93	1.5	94	1.7	84	2.9
Don't know	2	-	1	-	3	1.5
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.

*Base figures exclude non-response (paper questionnaire). All respondents (n=1859) were asked this question.

Table 72: Q42. Which of the following actions, if any, did the business take in response to these concerns being raised? Did the business:

	Total		1 to 19		20 plus	
Unweighted base=	164*		46		118	
Weighted base=	9031*	+/-	6613	+/-	2418	+/-
	%	%	%	%	%	%
Undertake an internal investigation of employees' holiday or leave pay	71	11.5	68	15.3	79	9.3
Undertake an audit of the payroll system (this includes both internal and external reviews)	32	10.6	27	14.0	44	9.8
Seek help or advice from MBIE	10	5.2	8	6.5	16	7.6
Seek help or advice from another source	37	11.4	38	15.1	36	9.9
Make any settlement payments to employees who raised concerns	20	10.5	22	14.0	15	8.1
Do anything else in response to concerns raised? (please specify)	6	5.5	7	7.2	6	5.6
None of the above	4	3.7	4	4.9	4	3.7
Don't know	0	-	0	-	1	-
Refused	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had an employee raise concerns in the last 12 months about their holidays or leave being underpaid (n=164).

Table 73: Q43. Are there employees in this business who work in a shop, either directly with customers or doing tasks such as shelf stacking or stocktaking? IF NECESSARY: By shop we mean a building, place, or part of a building or place, where goods are kept, sold, or offered for sale, and this includes cafes, bars or restaurants.

	Total		1 to 19		20 plus	
Unweighted base=	1847*		1000		847	
Weighted base=	179255*	+/-	159933	+/-	19323	+/-
	%	%	%	%	%	%
Yes	28	2.6	28	2.9	27	3.1
No	70	2.7	70	3.0	73	3.2
Don't know	1	-	1	-	1	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1859) were asked this question.

Table 74: Q44. Will any of these employees be asked to work on Easter Sunday in April 2017?

	Total		1 to 19		20 plus	
Unweighted base=	481*		265		216	
Weighted base=	50124*	+/-	45026	+/-	5099	+/-
	%	%	%	%	%	%
Yes	22	4.5	20	5.0	43	7.3
No	74	5.0	76	5.5	54	7.3
Don't know	4	2.6	4	2.9	3	1.9
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.

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that have employees who work in a shop (including cafes, bars and restaurants) (n=482).

Table 75: Q44a. The Shop Trading Hours Act was amended in 2016 specifically in relation to Easter Sunday. Were you aware of this change?

	Total		1 to 19		20 plus	
Unweighted base=	482*		265		217	
Weighted base=	50151*	+/-	45026	+/-	5126	+/-
	%	%	%	%	%	%
Yes	62	6.0	60	6.6	75	6.8
No	33	5.8	34	6.4	22	6.5
Don't know	5	2.7	5	3.0	3	2.4
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.

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that have employees who work in a shop (including cafes, bars and restaurants) (n=482).

Table 76: Q45. Will the business inform its employees of their right to refuse to work on Easter Sunday?

	Total		1 to 19		20 plus	
Unweighted base=	134*		47		87	
Weighted base=	10785*	+/-	8616	+/-	2169	+/-
	%	%	%	%	%	%
Yes	81	7.5	85	9.1	65	9.4
No	8	5.1	6	6.2	17	5.7
Don't know	8	4.9	5	5.7	17	8.3
Refused	3	4.0	4	5.0	1	-
Total	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that have employees who work in a shop (cafe etc) and who will ask employees to work on Easter Sunday (n=136).

Table 77: Q45a. Will the business do this by..?

	Total		1 to 19		20 plus	
Unweighted base=	97*		39		58	
Weighted base=	8741	+/-	7330	+/-	1411	+/-
	%	%	%	%	%	%
Sending an email to all employees	12	7.7	10	8.9	24	12.0
A letter to each employee	11	5.9	6	6.6	37	13.3
A phone call to each employee	7	6.3	7	7.4	2	-
A discussion with each employee	61	11.4	64	13.3	47	13.4
Another method (please specify)	14	8.4	13	9.7	24	11.7
Don't know	2	-	3	3.5	1	-
Refused	2	-	3	5.0	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that have employees who work in a shop (cafe etc) and will ask employees to work on Easter Sunday and will inform employees of their right to refuse to work (n=97).

Table 78: Q46. Which of the following has the business used to find out about the changes to shop trading laws?

	Total		1 to 19		20 plus	
Unweighted base=	290		135		155	
Weighted base=	27387	+/-	23780	+/-	3607	+/-
	%	%	%	%	%	%
MBIE's website	23	6.8	22	7.8	26	7.3
MBIE's service centre	2	-	2	-	3	3.6
Another employer	10	5.3	10	6.0	7	4.9
Employee	1	-	1	-	1	-
Union	1	-	1	-	4	3.2
Lawyer	3	2.2	2	-	10	4.3
Business/industry organisation	33	6.8	29	7.8	54	8.8
General media	50	7.6	51	8.7	42	8.4
Another method (please specify)	13	5.5	13	6.3	7	4.0
None	2	-	2	-	4	3.8
Don't know	2	-	2	-	4	3.4
Refused	0	-	0	-	0	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that have employees who work in a shop (including cafes, bars and restaurants) and who were aware of the changes to shop trading laws (n=323).

Table 79: Q47. Have any employees taken parental leave in the last 2 years? This includes female and male employees.

	Total		1 to 19		20 plus	
Unweighted base=	1855*		1002		853	
Weighted base=	179617*	+/-	160179	+/-	19438	+/-
	%	%	%	%	%	%
Yes	22	2.2	16	2.4	66	3.9
No	77	2.3	82	2.6	33	3.8
Don't know	1	-	1	-	2	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1858) were asked this question.

Table 80: Q48. Were any of these employees given additional parental leave entitlements on top of statutory requirements?

	Total		1 to 19		20 plus	
Unweighted base=	764*		199		565	
Weighted base=	38691*	+/-	25944	+/-	12747	+/-
	%	%	%	%	%	%
Yes	28	5.0	25	7.1	33	4.8
No	65	5.4	67	7.6	60	5.0
Don't know	7	2.8	8	4.0	7	2.5
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.

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had employees who had taken parental leave in the last 2 years (n=764).

Table 81: Q49. Have any of these employees worked "keeping in touch days" while they were on parental leave? IF NECESSARY: 'Keeping in Touch' days were introduced in 2016, allowing employees on paid parental leave to work up to a total of 40 hours during their paid leave period, by agreement with their employer.

	Total		1 to 19		20 plus	
Unweighted base=	763*		199		564	
Weighted base=	38679*	+/-	25944	+/-	12735	+/-
	%	%	%	%	%	%
Yes	18	4.4	17	6.2	21	4.2
No	76	4.7	79	6.7	71	4.6
Don't know	5	2.2	4	3.1	7	2.6
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.

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had employees who had taken parental leave in the last 2 years (n=764).

Table 82: Q50. Were any of these employees offered flexible or reduced hours on their return to work?

	Total		1 to 19		20 plus	
Unweighted base=	762*		198		564	
Weighted base=	38468*	+/-	25747	+/-	12720	+/-
	%	%	%	%	%	%
Yes	60	5.7	57	8.1	68	4.7
No	26	5.2	30	7.5	17	3.7
Not applicable - None have returned to work	11	3.8	12	5.4	9	3.0
Don't know	3	1.6	2	-	6	2.5
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.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had employees who had taken parental leave in the last 2 years (n=764).

Table 83: Q51. Do most employees in the business who have taken parental leave return to work at the end of their parental leave?

	Total		1 to 19		20 plus	
Unweighted base=	763*		199		564	
Weighted base=	38664*	+/-	25944	+/-	12720	+/-
	%	%	%	%	%	%
Yes	71	5.5	68	7.9	76	4.4
No	17	4.7	19	6.8	13	3.5
Not applicable – still on parental leave	9	3.6	10	5.2	6	2.5
Don't know	3	1.7	2	-	5	2.4
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had employees who had taken parental leave in the last 2 years (n=764).

Table 84: Q52. In April 2016, changes to parental leave laws came into effect. Were you aware of these changes?

	Total		1 to 19		20 plus	
Unweighted base=	1843*		995		848	
Weighted base=	178569*	+/-	159280	+/-	19289	+/-
	%	%	%	%	%	%
Yes	59	3.4	57	3.7	75	3.7
No	37	3.3	38	3.7	21	3.5
Don't know	3	1.2	3	1.3	4	1.6
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1856) were asked this question.

Table 85: Q53. Thinking about the overall impact of these changes on the business, have the changes had a positive or negative impact, or no impact?

	Total		1 to 19		20 plus	
Unweighted base=	1227*		580		647	
Weighted base=	104711*	+/-	90243	+/-	14468	+/-
	%	%	%	%	%	%
Positive	7	1.9	5	2.1	17	3.9
Negative	6	2.1	6	2.5	5	2.1
No impact	82	3.2	83	3.7	73	4.3
Don't know	5	1.9	5	2.2	5	1.7
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.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that were aware of the April 2016 changes to parental leave laws (n=1231).

Table 86: Q52_Q53. Proportion of all employers impacted by changes to parental leave laws.

	Total		1 to 19		20 plus	
Unweighted base=	1839*		992		847	
Weighted base=	178229*	+/-	158957	+/-	19273	+/-
	%	%	%	%	%	%
Yes	8	1.7	6	1.8	17	3.3
No	85	2.3	86	2.6	76	3.7
Don't know	6	1.6	6	1.8	7	2.1
Refused	1	-	2	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1856)

Table 87: Q54. Does the business currently have any recent migrant employees on staff?

	Total		1 to 19		20 plus	
Unweighted base=	1850*		1001		849	
Weighted base=	179862*	+/-	160509	+/-	19354	+/-
	%	%	%	%	%	%
Yes	25	2.6	21	2.8	62	4.0
No	73	2.7	77	3.0	36	4.0
Don't know	1	-	1	-	2	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1856) were asked this question.

Table 88: Q55. And in the last 12 months, has the business hired any recent migrants?

	Total		1 to 19		20 plus	
Unweighted base=	1851*		1003		848	
Weighted base=	180008*	+/-	160720	+/-	19288	+/-
	%	%	%	%	%	%
Yes	24	2.6	20	2.9	56	4.0
No	74	2.7	78	3.0	40	3.9
Don't know	2	-	1	-	4	1.5
Refused	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.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1856) were asked this question.

Table 89: Q56. Thinking about the migrant most recently hired by the business, for which of the following reasons did the business choose to employ this person?

	Total		1 to 19		20 plus	
Unweighted base=	776*		225		551	
Weighted base=	43319	+/-	32556	+/-	10763	+/-
	%	%	%	%	%	%
Their skills or qualifications	71	4.7	69	6.1	77	4.1
Their experience	53	5.9	49	7.7	65	4.8
It seemed like they had a strong work ethic	51	6.0	53	7.8	48	5.1
It seemed like they would be a 'good fit' for the business	54	5.9	54	7.7	53	5.1
New Zealanders were not willing to do job or did not apply	38	5.7	38	7.4	38	4.8
New Zealanders who applied did not have the necessary skills, qualifications or experience	37	5.6	33	7.2	50	5.1
Other (Specify)	6	3.0	7	4.0	3	1.4
No reason (No particular preference for migrant vs. New Zealander)	0	-	0	-	0	-
Don't know	1	-	1	-	1	-
Refused	1	-	2	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had hired recent migrants in the last 12 months (n=776).

Table 90: Q57A. To the best of your knowledge, in the last 12 months have any recent migrant employees in the business had difficulties with fitting into the workplace culture?

	Total		1 to 19		20 plus	
Unweighted base=	891*		276		615	
Weighted base=	51517*	+/-	39193	+/-	12324	+/-
	%	%	%	%	%	%
Yes - had difficulties	12	3.9	14	5.1	9	2.6
No	83	4.4	81	5.8	87	2.9
Not applicable	2	-	3	2.9	0	-
Don't know	2	-	2	-	4	1.4
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.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had hired recent migrants in the last 12 months and/or currently have recent migrant employees on staff (n=900).

Table 91: Q57B. To the best of your knowledge, in the last 12 months have any recent migrant employees in the business had difficulties with doing the job?

	Total		1 to 19		20 plus	
Unweighted base=	892*		276		616	
Weighted base=	51528*	+/-	39193	+/-	12335	+/-
	%	%	%	%	%	%
Yes - had difficulties	8	3.0	9	3.9	7	2.3
No	89	3.4	89	4.4	90	2.5
Not applicable	1	-	2	-	0	-
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.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had hired recent migrants in the last 12 months and/or currently have recent migrant employees on staff (n=900).

Table 92: Q57C. To the best of your knowledge, in the last 12 months have any recent migrant employees in the business had difficulties with settling into life in New Zealand?

	Total		1 to 19		20 plus	
Unweighted base=	891*		275		616	
Weighted base=	51133*	+/-	38782	+/-	12351	+/-
	%	%	%	%	%	%
Yes - had difficulties	8	3.1	8	3.9	10	2.9
No	79	4.4	81	5.6	74	4.2
Not applicable	2	-	2	-	1	-
Don't know	11	3.0	9	3.8	15	3.4
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.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had hired recent migrants in the last 12 months and/or currently have recent migrant employees on staff (n=900).

Table 93: Q57D. To the best of your knowledge, in the last 12 months have any recent migrant employees in the business had difficulties with connecting and communicating with New Zealand colleagues?

	Total		1 to 19		20 plus	
Unweighted base=	894*		278		616	
Weighted base=	51784*	+/-	39433	+/-	12351	+/-
	%	%	%	%	%	%
Yes - had difficulties	17	4.2	17	5.4	17	3.6
No	77	4.7	77	6.0	78	3.8
Not applicable	2	-	3	2.9	0	-
Don't know	3	1.8	3	2.3	5	1.5
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.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had hired recent migrants in the last 12 months and/or currently have recent migrant employees on staff (n=900).

Table 94: Q57E. To the best of your knowledge, in the last 12 months have any recent migrant employees in the business had difficulties with English language skills in the workplace?

	Total		1 to 19		20 plus	
Unweighted base=	891*		276		615	
Weighted base=	51629*	+/-	39288	+/-	12341	+/-
	%	%	%	%	%	%
Yes - had difficulties	21	4.4	20	5.6	25	4.0
No	74	4.8	75	6.1	70	4.2
Not applicable	3	2.3	4	3.0	1	-
Don't know	2	-	2	-	3	1.6
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.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had hired recent migrants in the last 12 months and/or currently have recent migrant employees on staff (n=900).

Table 95: Q58. In the last 12 months has the business had any difficulties finding staff to fill job vacancies?

	Total		1 to 19		20 plus	
Unweighted base=	1851*		1004		847	
Weighted base=	179913*	+/-	160654	+/-	19259	+/-
	%	%	%	%	%	%
Yes	38	2.9	34	3.2	70	3.9
No	61	3.0	65	3.3	29	3.9
Don't know	1	-	1	-	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.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1855) were asked this question.

Table 96: Q59. Did the business intentionally seek out a migrant for any of these job vacancies that were hard to fill?

	Total		1 to 19		20 plus	
Unweighted base=	1038*		400		638	
Weighted base=	67814*	+/-	54250	+/-	13564	+/-
	%	%	%	%	%	%
Yes	17	3.4	16	4.1	21	3.8
No	80	3.7	81	4.5	77	3.9
Don't know	2	-	2	-	1	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had difficulties finding staff to fill job vacancies in the last 12 months (n=1039).

Table 97: Q58_Q59. Proportion of all employers intentionally seeking out a migrant for hard to fill job vacancies.

	Total		1 to 19		20 plus	
Unweighted base=	1850*		1003		847	
Weighted base=	179847*	+/-	160588	+/-	19259	+/-
	%	%	%	%	%	%
Yes	6	1.4	5	1.5	15	2.8
No	92	1.7	93	1.8	84	2.9
Don't know	1	-	1	-	1	-
Refused	1	-	1	-	0	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1856).

Table 98: Q60. In the last two years has this business experienced any difficulties with employing migrant workers in New Zealand or from overseas?

	Total		1 to 19		20 plus	
Unweighted base=	1838*		994		844	
Weighted base=	178192*	+/-	158968	+/-	19225	+/-
	%	%	%	%	%	%
Yes	8	1.5	7	1.7	16	2.6
No	87	2.1	88	2.3	78	3.1
Don't know	4	1.4	4	1.5	5	1.8
Refused	1	-	1	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1855) were asked this question.

Table 99: Q61. What types of difficulties have you experienced with employing migrant workers in New Zealand or from overseas? Was it difficult:

	Total		1 to 19		20 plus	
Unweighted base=	257*		86		171	
Weighted base=	13670	+/-	10710	+/-	2960	+/-
	%	%	%	%	%	%
Getting people with the right skills for the job	42	9.5	43	11.9	37	8.4
Getting people with good English language skills	32	8.7	33	10.8	29	7.8
Finding a reputable recruitment agency	7	4.3	7	5.3	7	3.8
Finding suitable places to advertise vacancies	5	3.2	4	4.0	7	4.1
Retaining the workers once hired	21	8.1	22	10.2	20	7.4
Difficulties with the visa process	71	8.9	68	11.2	82	6.7
Or some other difficulties? (Specify)	14	7.2	15	9.0	9	5.7
Don't know	0	-	0	-	1	-
Refused	0	-	0	-	0	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had experienced difficulties with employing migrant workers in New Zealand or from overseas in the last two years (n=261).

Table 100: Q62. How have these difficulties with employing migrant workers impacted on the business? Have these difficulties meant you needed to:

	Total		1 to 19		20 plus	
Unweighted base=	250*		85		165	
Weighted base=	13528	+/-	10637	+/-	2891	+/-
	%	%	%	%	%	%
Employ someone locally	21	8.0	22	10.0	17	7.1
Stop carrying out some activities / lost business opportunities	37	9.2	37	11.5	34	8.4
Automate more tasks or processes	13	6.3	15	7.9	6	4.9
Use contractors/consultants	17	5.6	17	7.0	18	5.9
Redesign jobs / existing staff have to take on extra work	25	8.9	25	11.1	26	8.0
Improve pay or conditions to attract New Zealand workers	11	5.6	12	6.9	10	5.7
Offer current staff better pay or conditions to get them to stay	16	6.8	17	8.5	13	6.5
Any other impacts? (Specify)	13	6.0	12	7.4	18	6.3
No impact	2	-	2	-	1	-
Don't know	5	3.8	4	4.6	10	5.8
Refused	3	3.3	3	4.1	2	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had experienced difficulties with employing migrant workers in New Zealand or from overseas in the last two years (n=261).

Table 101: Q63. Which of the following best describes your position or job title in this business?

	Total		1 to 19		20 plus	
Unweighted base=	1846*		1002		844	
Weighted base=	179095*	+/-	159963	+/-	19132	+/-
	%	%	%	%	%	%
Business owner or partner in the business	67	2.9	72	3.3	32	3.8
Human resources manager	3	0.9	2	-	17	2.8
Other senior manager	23	2.6	21	2.8	46	4.2
Or some other type of position (Specify)	5	1.5	5	1.6	5	1.8
Refused	1	-	1	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1851) were asked this question.

Table 102: Q64. Were you born in New Zealand?

	Total		1 to 19		20 plus	
Unweighted base=	1847*		1003		844	
Weighted base=	179507*	+/-	160375	+/-	19132	+/-
	%	%	%	%	%	%
Yes	78	2.8	78	3.1	78	3.4
No	21	2.7	21	3.0	22	3.3
Refused	1	-	1	-	1	-
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1851) were asked this question.

Table 103: Q65. Which country were you born in?

	Total		1 to 19		20 plus	
Unweighted base=	401*		214		187	
Weighted base=	38531*	+/-	34416	+/-	4115	+/-
	%	%	%	%	%	%
Australia	5	2.3	4	2.5	8	3.8
Other Oceania	2	-	2	-	3	2.1
Asia/Middle East	27	6.1	29	6.8	10	4.8
Europe	40	6.9	38	7.7	55	8.3
Africa	10	4.6	9	5.1	16	6.5
North/Central America	6	3.6	6	4.1	4	3.6
South America	2	-	2	-	1	-
Refused	9	4.4	10	4.9	4	2.5
Total	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on respondents who were not born in New Zealand (n=401).

Table 104: Q66. How many years have you lived in New Zealand?

	Total		1 to 19		20 plus	
Unweighted base=	401*		214		187	
Weighted base=	38531*	+/-	34416	+/-	4115	+/-
	%	%	%	%	%	%
Less than 5 years	7	4.4	8	4.9	5	3.9
5 to 10 years	10	3.9	10	4.3	10	4.8
More than 10 years	81	5.8	81	6.5	83	6.2
Don't know	0	-	0	-	0	-
Refused	1	-	1	-	2	-
Total	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on respondents who were not born in New Zealand (n=401).

Table 105: Q67. READ IF NECESSARY, OTHERWISE CODE. Are you male or female?

	Total		1 to 19		20 plus	
Unweighted base=	1846*		1003		843	
Weighted base=	179488*	+/-	160387	+/-	19101	+/-
	%	%	%	%	%	%
Male	56	3.3	56	3.7	52	4.1
Female	43	3.3	43	3.7	47	4.1
Refused	1	-	1	-	1	-
Total	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1851) were asked this question.

Table 106: Q68. And which of the following ethnic groups do you belong to? You can choose more than one.

	Total		1 to 19		20 plus	
Unweighted base=	1848*		1003		845	
Weighted base=	179510	+/-	160375	+/-	19135	+/-
	%	%	%	%	%	%
Maori	7	1.6	7	1.8	7	2.1
NZ European (Pakeha or New Zealander)	80	2.7	79	3.0	82	3.2
Other European	8	1.9	8	2.1	9	2.3
Pasifika	1	-	1	-	1	-
Asian	7	1.7	8	1.9	3	1.3
Other ethnic group (Specify)	1	-	1	-	0	-
Don't know	0	-	0	-	0	-
Refused	2	-	2	-	2	-

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

*Base figures exclude non-response (paper questionnaire). All respondents were asked this question (n=1851).

Table 107: Industry by size category

	Total	1 to 19	20 plus
Unweighted base =	1878	1015	863
Weighted base =	1878	1675	203
	%	%	%
Ag/Forestry/Fishing	12	13	5
Manufacturing	7	6	12
Construction	12	12	7
Retail Trade/Accom/Food Services	19	19	18
Health and Social Assistance	6	5	9
Other	45	44	49
Total	100	100	100

Total may not sum to 100% due to rounding.

Table 108: Region (from sample)

	Total		1 to 19		20 plus	
Unweighted base=	1878		1015		863	
Weighted base=	182259	+/-	162570	+/-	19689	+/-
	%	%	%	%	%	%
Northland	3	1.1	3	1.2	3	1.5
Auckland	24	2.8	24	3.1	31	3.8
Waikato	9	1.9	10	2.2	7	2.0
Bay of Plenty	7	1.7	7	1.8	9	2.4
Gisborne	2	-	2	-	1	-
Hawke's Bay	5	1.4	5	1.5	4	1.6
Taranaki	3	1.3	3	1.4	1	-
Manawatu-Wanganui	5	1.3	5	1.4	5	1.8
Wellington	12	2.2	11	2.4	13	3.0
Tasman	1	-	1	-	0	-
Nelson	3	1.2	3	1.3	2	-
Marlborough	1	-	1	-	1	-
West Coast	1	-	1	-	1	-
Canterbury	15	2.4	15	2.6	13	2.7
Otago	6	1.7	7	1.9	5	1.6
Southland	3	1.3	3	1.4	3	1.7
Other	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

Table 109: North Island versus South Island

	Total		1 to 19		20 plus	
Unweighted base=	1878		1015		863	
Weighted base=	182259	+/-	162570	+/-	19689	+/-
	%	%	%	%	%	%
North Island	70	3.1	69	3.5	74	3.5
South Island	30	3.1	31	3.5	26	3.5
Other	0	-	0	-	0	-
Total	100	-	100	-	100	-

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

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

Table 110: Q1. First of all, does your organisation operate from more than one site in New Zealand?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1866*		530		475		393		468	
Weighted base=	180990*	+/-	111071	+/-	50280	+/-	12967	+/-	6672	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	32	3.0	24	4.2	39	5.0	47	5.7	67	4.7
No	68	3.0	75	4.3	60	5.1	53	5.7	33	4.7
Don't know	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 111: Q2. For the purposes of this survey, the questions apply only to the business site you currently work from. How many employees are employed at the business site you currently work from? Please include full-time and part-time employees but do not include contractors or the business owners.

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	795*		131		183		175		306	
Weighted base=	58836*	+/-	28260	+/-	19979	+/-	6136	+/-	4460	+/-
	%	%	%	%	%	%	%	%	%	%
1 - 5	47	1.4	98	-	0	-	0	-	0	-
6 – 9	10	2.5	0	-	29	7.3	0	-	0	-
10 – 19	24	2.5	0	-	71	7.3	0	-	0	-
20 – 49	10	-	0	-	0	-	100	-	0	-
50 – 99	4	0.5	0	-	0	-	0	-	54	6.3
100 or more	3	0.5	0	-	0	-	0	-	46	6.3
No employees	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-
Refused	1	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that operate from more than one site in New Zealand (n=805).

Table 112: Q2b. How many employees are employed by the business? Please include full-time and part-time employees but do not include contractors or the business owners.

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1073*		400		292		219		162	
Weighted base=	122408*	+/-	83053	+/-	30301	+/-	6841	+/-	2212	+/-
	%	%	%	%	%	%	%	%	%	%
1 - 5	68	0.7	100	-	0	-	0	-	0	-
6 – 9	12	1.6	0	-	49	6.6	0	-	0	-
10 – 19	13	1.6	0	-	51	6.6	0	-	0	-
20 – 49	6	0.0	0	-	0	-	100	-	0	-
50 – 99	1	-	0	-	0	-	0	-	54	8.7
100 or more	1	-	0	-	0	-	0	-	46	8.7
No employees	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that operate from only one site in New Zealand (n=1073).

Table 113: X2. Business size (collapsed - 6 categories)

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1868*		531		475		394		468	
Weighted base=	181243*	+/-	111314	+/-	50280	+/-	12978	+/-	6672	+/-
	%	%	%	%	%	%	%	%	%	%
1 - 5	61	0.6	99	-	0	-	0	-	0	-
6 - 9	11	1.4	0	-	41	5.0	0	-	0	-
10 - 19	16	1.4	0	-	59	5.0	0	-	0	-
20 - 49	7	0.0	0	-	0	-	100	-	0	-
50 - 99	2	-	0	-	0	-	0	-	54	5.1
100 or more	2	-	0	-	0	-	0	-	46	5.1
No employees	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1878).

Table 114: Q3. And for how long has your business been operating in New Zealand?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1868*		531		475		394		468	
Weighted base=	181243*	+/-	111314	+/-	50280	+/-	12978	+/-	6672	+/-
	%	%	%	%	%	%	%	%	%	%
Less than 2 years	5	1.5	6	2.2	4	2.1	3	1.7	1	-
2 to less than 6 years	14	2.3	16	3.5	13	3.5	7	2.9	4	2.0
6 to less than 10 years	11	2.2	12	3.2	12	3.3	9	3.1	5	2.0
10 years or more	68	3.1	65	4.6	70	4.7	81	4.3	90	3.0
Don't know	1	-	1	-	1	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 115: Q4. Who is mainly responsible for providing health and safety leadership for the business?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
	Unweighted base= 1873*		535		476		394		468	
	Weighted base= 181839	+/-	111843	+/-	50346	+/-	12978	+/-	6672	+/-
	%	%	%	%	%	%	%	%	%	%
Business owners	67	3.0	76	4.2	57	5.1	44	5.6	41	4.9
Directors, board members or senior leaders	31	2.9	22	4.1	39	4.9	59	5.6	74	4.2
Managers	37	3.0	25	4.3	55	5.1	60	5.6	71	4.7
A health and safety specialist within the business	10	1.6	4	2.0	14	3.3	30	5.2	51	5.1
Health and safety reps	11	1.6	4	1.8	17	3.9	29	5.1	52	5.1
A health and safety committee	10	1.5	3	1.8	13	3.4	37	5.5	61	5.0
A contracted health and safety specialist from outside the business	9	1.8	7	2.5	12	3.1	12	3.6	13	3.6
A staff member/all staff	2	-	2	-	2	-	1	-	1	-
Any other provider (Specify)	1	-	1	-	0	-	1	-	1	-
No one	0	-	0	-	0	-	1	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-
Refused	0	-	1	-	0	-	0	-	0	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 116: Q5 Does the business have health and safety inductions for all new employees? IF REQUIRED: 'Employees' includes full-time and part-time employees but does not include contractors or the business owners.

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1869*		532		476		393		468	
Weighted base=	181287*	+/-	111357	+/-	50346	+/-	12912	+/-	6672	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	85	2.6	81	3.9	88	3.4	93	3.1	97	2.0
No	13	2.4	16	3.6	10	3.2	5	2.6	3	1.8
Don't know	1	-	1	-	1	-	1	-	1	-
Refused	2	-	2	-	1	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 117: Q6A. Does the business have a process for identifying and assessing the business's main risks and hazards?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1871*		534		475		394		468	
Weighted base=	181603*	+/-	111647	+/-	50306	+/-	12978	+/-	6672	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	89	2.3	86	3.5	93	2.8	97	2.2	99	-
No	7	2.0	10	3.0	5	2.3	1	-	0	-
Don't know	2	-	2	-	1	-	1	-	1	-
Refused	2	-	2	-	1	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 118: Q6B. Does the business know which workers could be affected by the main risks and hazards?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1863*		529		473		394		467	
Weighted base=	180277*	+/-	110437	+/-	50202	+/-	12978	+/-	6660	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	93	1.8	92	2.7	94	2.4	96	2.3	97	1.7
No	4	1.4	5	2.2	3	1.7	2	-	0	-
Don't know	1	-	1	-	2	-	2	-	2	-
Refused	1	-	2	-	1	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 119: Q6C. Does the business have processes in place to manage the main risks to workers?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1864*		531		473		393		467	
Weighted base=	180492*	+/-	110677	+/-	50202	+/-	12952	+/-	6660	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	92	2.0	89	3.1	95	2.3	97	2.1	98	-
No	5	1.6	6	2.5	3	1.7	1	-	0	-
Don't know	2	-	2	-	1	-	1	-	1	-
Refused	2	-	2	-	1	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 120: Q6D. Does the business regularly review its systems and processes for managing the main risks and hazards?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1862*		530		473		392		467	
Weighted base=	180283*	+/-	110530	+/-	50202	+/-	12890	+/-	6660	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	82	2.7	78	4.0	87	3.5	92	3.1	97	1.8
No	13	2.3	16	3.5	9	3.0	5	2.5	2	-
Don't know	3	1.2	3	1.8	2	-	2	-	2	-
Refused	2	-	3	1.7	2	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 121: Q6A_C. Employers with a process for identifying, assessing and managing the main risks

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1864*		531		473		393		467	
Weighted base=	180492*	+/-	110677	+/-	50202	+/-	12952	+/-	6660	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	87	2.5	83	3.7	91	3.1	96	2.5	98	-
No	8	2.0	11	3.1	5	2.4	2	-	1	-
Don't know	3	1.2	4	1.9	2	-	2	-	1	-
Refused	2	-	2	-	1	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1878).

Table 122: Q6A_C_D. Employers with a process for identifying, assessing and managing the main risks, who also review these systems

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1861*		530		473		391		467	
Weighted base=	180257*	+/-	110530	+/-	50202	+/-	12865	+/-	6660	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	79	2.9	74	4.3	85	3.8	92	3.3	96	2.1
No	15	2.5	19	3.8	10	3.2	5	2.4	2	-
Don't know	4	1.4	5	2.1	3	2.0	3	2.0	2	-
Refused	2	-	3	1.7	2	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1878).

Table 123: Q7.How often does the business involve workers (including any contractors) in decisions that affect their health and safety?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1875*		536		477		395		467	
Weighted base=	181874*	+/-	111776	+/-	50412	+/-	13017	+/-	6669	+/-
	%	%	%	%	%	%	%	%	%	%
All or most of the time	61	3.3	58	4.8	64	5.0	63	5.6	72	4.7
Some of the time	30	3.0	30	4.4	31	4.8	36	5.6	26	4.6
Never	6	1.8	8	2.8	3	1.7	1	-	1	-
Don't know	2	-	2	-	1	-	0	-	1	-
Refused	1	-	2	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 124: Q8. Does the business have...?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1875*		535		478		395		467	
Weighted base=	181816	+/-	111532	+/-	50598	+/-	13017	+/-	6669	+/-
	%	%	%	%	%	%	%	%	%	%
Elected health and safety representatives	28	2.6	16	3.5	39	5.0	58	5.6	75	4.4
Informal health and safety reps or champions	27	2.9	23	4.1	33	4.9	34	5.4	43	5.0
A health and safety committee	18	2.1	8	2.8	21	4.2	57	5.5	89	3.2
A system for regular health and safety communications	42	3.1	31	4.4	55	5.1	67	5.4	82	3.9
Regular meetings where health and safety is discussed	52	3.2	42	4.7	63	5.0	78	4.8	88	3.4
Regular health and safety briefings, such as tool box or tail gate meetings	36	3.0	34	4.3	36	4.6	44	5.4	59	5.0
None of the above	15	2.6	22	4.1	6	2.5	2	-	0	-
Don't know	1	-	2	-	0	-	0	-	0	-
Refused	2	-	3	1.7	2	-	1	-	0	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 125: Q9. In the last 12 months have the business's officers, that is the business's directors, board members or senior leaders, asked for information about how the business is managing its main health and safety risks and hazards?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1869*		532		476		394		467	
Weighted base=	181339*	+/-	111182	+/-	50494	+/-	12995	+/-	6669	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	54	3.3	43	4.9	66	4.9	79	4.6	91	2.9
No	23	2.9	28	4.4	19	4.0	13	3.7	4	2.1
Not applicable as business is run by a sole trader	19	2.8	25	4.2	13	3.4	5	2.4	2	-
Don't know	2	-	2	-	2	-	3	1.8	3	1.5
Refused	2	-	2	-	1	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 126: Q10. In the last 12 months, has the business:.

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1875*		537		477		394		467	
Weighted base=	182027*	+/-	111972	+/-	50435	+/-	12951	+/-	6669	+/-
	%	%	%	%	%	%	%	%	%	%
Had workers who work on the same site as those from another business	36	3.1	33	4.5	39	4.9	44	5.6	54	5.0
Had work done by contractors or subcontractors from any other business	51	3.1	42	4.5	58	5.1	81	4.6	86	3.6
None of the above	32	3.1	39	4.6	24	4.4	12	3.8	3	1.9
Don't know	2	-	1	-	3	1.8	0	-	2	-
Refused	1	-	1	-	1	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 127: Q11. Does your business work with other businesses to manage shared health and safety risks?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1463*		319		350		353		441	
Weighted base=	118773*	+/-	64973	+/-	36073	+/-	11428	+/-	6300	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	64	3.6	63	5.8	62	5.7	66	5.8	81	4.0
No	31	3.5	33	5.6	33	5.6	28	5.5	13	3.5
Don't know	4	1.3	2	-	5	2.6	7	3.2	6	2.4
Refused	1	-	2	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had workers who worked on the same site as workers from another business, or who had work done by contractors from another business, in the last 12 months (n=1465).

Table 128: Q12 In the last 12 months, has the business made any significant changes to its health and safety systems or practices?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1878		537		478		395		468	
Weighted base=	182259	+/-	111972	+/-	50598	+/-	13017	+/-	6672	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	49	3.3	41	4.8	60	5.0	63	5.5	75	4.3
No	48	3.3	57	4.8	38	5.0	33	5.4	23	4.1
Don't know	2	-	1	-	2	-	3	1.9	2	-
Refused	1	-	1	-	1	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

Table 129: (continues overleaf) Q13. Thinking about the biggest change or changes made to the business's health and safety systems or practices in the last 12 months, what was this change? Was it a change to:

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1088*		221		282		246		339	
Weighted base=	89711	+/-	46086	+/-	30424	+/-	8223	+/-	4978	+/-
	%	%	%	%	%	%	%	%	%	%
Equipment or plant	28	3.8	26	6.1	31	5.9	28	6.3	35	5.5
The workplace or worksite	30	4.0	28	6.5	32	6.1	32	6.5	37	5.7
How the work is carried out	36	4.3	36	7.2	35	6.3	33	6.7	40	5.8
The development of policies or systems	75	4.0	66	7.1	84	4.8	84	5.0	88	3.8
Training of workers, including inductions	63	4.4	63	7.4	63	6.3	64	7.0	66	5.7
Risk management	53	4.5	47	7.4	57	6.6	65	6.7	67	5.7
Managing risks to workers' health, for example, reducing exposure to noise and dust	34	4.0	33	6.6	35	6.2	36	6.8	38	5.7
Investigating accidents and near misses	34	4.0	25	6.4	43	6.5	45	7.2	54	6.0
How the business involves workers in health and safety	49	4.5	45	7.5	51	6.6	57	7.1	59	5.8

How the business works with its officers to understand and manage health and safety	34	4.0	24	6.4	40	6.5	46	7.2	58	5.9
How the business works with other businesses to manage risks and hazards	31	4.0	29	6.6	32	6.0	34	6.8	43	5.9
Or was it some other type of change? (Specify)	2	-	2	-	1	-	2	-	1	-
None of the above	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who had made a significant change to their health and safety systems or practices in the last 12 months (n=1089).

Table 130: Q13aA. The time and effort involved in meeting health and safety legislation requirements are reasonable

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1870*		534		476		393		467	
Weighted base=	180765*	+/-	110737	+/-	50372	+/-	12990	+/-	6665	+/-
	%	%	%	%	%	%	%	%	%	%
Strongly disagree	7	1.8	7	2.6	7	2.7	5	2.7	3	1.5
Disagree	17	2.5	17	3.6	16	3.6	17	4.1	13	3.5
Neutral	26	2.9	27	4.2	27	4.6	20	4.6	13	3.3
Agree	37	3.2	34	4.7	37	5.0	46	5.7	49	5.1
Strongly agree	11	2.1	10	3.0	10	3.2	12	3.7	21	4.3
Don't know	2	-	3	1.6	1	-	0	-	0	-
Refused	1	-	2	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 131: Q13aB. The time and effort involved in meeting health and safety legislation requirements are worthwhile

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1870*		534		476		393		467	
Weighted base=	180933*	+/-	110906	+/-	50372	+/-	12990	+/-	6665	+/-
	%	%	%	%	%	%	%	%	%	%
Strongly disagree	5	1.5	5	2.2	5	2.2	4	2.5	1	-
Disagree	10	2.0	11	3.0	8	2.6	7	2.8	4	2.0
Neutral	23	2.8	24	4.1	25	4.4	15	4.0	13	3.4
Agree	41	3.3	40	4.8	42	5.1	46	5.7	43	5.0
Strongly agree	19	2.6	18	3.9	18	4.0	26	5.1	38	5.0
Don't know	1	-	2	-	1	-	1	-	0	-
Refused	1	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 132: Q13aC. Having good health and safety systems is good for your business

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1871*		534		477		393		467	
Weighted base=	181119*	+/-	110906	+/-	50558	+/-	12990	+/-	6665	+/-
	%	%	%	%	%	%	%	%	%	%
Strongly disagree	3	1.2	3	1.8	3	1.9	3	1.7	1	-
Disagree	2	-	3	1.8	1	-	2	-	0	-
Neutral	11	2.2	13	3.2	11	3.3	4	2.3	2	-
Agree	41	3.3	45	4.9	36	4.9	38	5.5	26	4.5
Strongly agree	41	3.2	35	4.7	48	5.1	53	5.7	70	4.7
Don't know	1	-	1	-	0	-	0	-	0	-
Refused	1	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 133: Q14. The new Health and Safety at Work Act was introduced in September 2015. How confident are you that the business understands its obligations under the Act?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1877*		536		478		395		468	
Weighted base=	181847*	+/-	111560	+/-	50598	+/-	13017	+/-	6672	+/-
	%	%	%	%	%	%	%	%	%	%
Very confident	27	2.9	22	4.1	32	4.8	39	5.5	57	5.0
Somewhat confident	48	3.4	48	4.9	48	5.1	49	5.7	37	4.9
Neither confident nor unconfident	14	2.3	16	3.4	13	3.6	7	2.7	4	2.0
Somewhat unconfident	4	1.5	5	2.2	4	2.0	3	2.0	2	-
Not at all confident	4	1.4	5	2.2	2	-	1	-	0	-
Don't know	1	-	2	-	1	-	0	-	0	-
Refused	1	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 134: Q15. Do all employees of the business have a written employment agreement? IF REQUIRED: "Employees" includes full-time and part-time employees but does not include contractors or the business owners

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1873*		534		477		395		467	
Weighted base=	181480*	+/-	111271	+/-	50532	+/-	13017	+/-	6660	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	87	2.4	82	3.7	95	2.1	99	-	99	-
No	11	2.2	16	3.6	3	1.8	0	-	1	-
Don't know	1	-	1	-	1	-	0	-	1	-
Refused	2	-	2	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1874) were asked this question.

Table 135: Q16 In April 2016, new laws came into effect prohibiting employers from including zero hour clauses in any new employment agreements. Were you aware of this change?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1873*		534		477		395		467	
Weighted base=	181265*	+/-	111056	+/-	50532	+/-	13017	+/-	6660	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	77	2.9	72	4.4	84	3.8	87	4.0	94	2.4
No	17	2.6	21	4.0	12	3.4	11	3.7	4	1.9
Don't know	4	1.4	5	2.1	4	1.9	2	-	2	-
Refused	1	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1874) were asked this question.

Table 136: Q16_17. Proportion of all employers affected by law changes in relation to zero hour contracts.

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1867*		534		475		393		465	
Weighted base=	181096*	+/-	111056	+/-	50419	+/-	12985	+/-	6637	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	15	2.2	14	3.2	15	3.7	19	4.2	22	4.1
No	79	2.6	79	3.8	79	4.1	77	4.6	75	4.3
Don't know	5	1.5	5	2.1	5	2.3	4	2.3	3	1.7
Refused	2	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1874).

Table 137: Q17. Has this change ...?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1572*		388		404		342		438	
Weighted base=	139852	+/-	79948	+/-	42378	+/-	11265	+/-	6260	+/-
	%	%	%	%	%	%	%	%	%	%
Meant employment agreements needed updating	10	2.0	9	2.8	12	3.6	13	3.9	17	3.9
Increased costs for the business	8	1.9	9	2.9	6	2.7	8	3.0	7	2.6
Restricted the business's ability to change employees' hours of work?	5	1.5	4	2.1	6	2.6	5	2.7	6	2.6
Increased certainty for employees	8	1.9	7	2.9	8	2.9	8	3.3	10	3.2
Any other impacts (Specify)	1	-	2	-	1	-	2	-	2	-
No impact	80	2.8	80	4.2	80	4.4	76	5.0	76	4.4
Don't know	1	-	0	-	2	-	2	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who were aware of the April 2016 law change prohibiting zero hour clauses in new employment agreements (n=1578).

Table 138: Q18. The next questions are about minimum wages and payroll systems. Are any of your employees paid the adult minimum wage of \$15.25 per hour?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1872*		533		477		395		467	
Weighted base=	181519*	+/-	111310	+/-	50532	+/-	13017	+/-	6660	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	24	2.6	19	3.6	31	4.7	35	5.0	42	4.9
No	74	2.6	79	3.7	67	4.7	62	5.2	55	5.0
Don't know	1	-	1	-	2	-	2	-	3	1.7
Refused	1	-	1	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1872) were asked this question.

Table 139: Q19. Thinking about all of your current employees aged 20 years or over, are any of them required by their employment agreement to undertake recognised industry training of at least 60 credits a year?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1867*		531		477		395		464	
Weighted base=	180968*	+/-	110805	+/-	50532	+/-	13017	+/-	6614	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	10	1.7	7	2.2	14	3.2	15	3.8	21	3.9
No	84	2.2	87	3.0	81	3.8	79	4.5	70	4.5
Don't know	5	1.4	4	1.9	5	2.3	6	2.7	8	2.9
Refused	1	-	2	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1872) were asked this question.

Table 140: Q20. The training minimum wage is \$12.20 per hour. Are any of these employees paid \$12.20 per hour or any rate between that and \$15.25?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	304*		52		75		72		105	
Weighted base=	18195*	+/-	7983	+/-	6831	+/-	1977	+/-	1404	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	11	5.9	10	10.5	13	9.5	5	4.4	11	5.9
No	88	6.0	90	10.5	86	9.6	90	8.0	84	7.6
Don't know	1	-	0	-	0	-	5	7.1	5	5.2
Refused	0	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had employees aged 20 years or over who were required by their employment agreement to undertake recognised industry training of at least 60 credits a year (n=304).

Table 141: Q19_20. Proportion of all employers paying the minimum wage of \$12.20 per hour or any rate between that and \$15.25.

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1867*		531		477		395		464	
Weighted base=	180968*	+/-	110805	+/-	50532	+/-	13017	+/-	6614	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	1	-	1	-	2	-	1	-	2	-
No	93	1.6	94	2.3	93	2.8	93	3.0	88	3.3
Don't know	5	1.4	4	1.9	5	2.3	6	2.9	9	3.1
Refused	1	-	2	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1872).

Table 142: Q21. In the last 12 months has your business employed any workers aged 16 to 19 years?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1872		533		477		395		467	
Weighted base=	181519*	+/-	111310	+/-	50532	+/-	13017	+/-	6660	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	31	2.7	20	3.7	44	5.0	58	5.5	67	4.8
No	67	2.7	79	3.8	54	5.0	40	5.5	30	4.7
Don't know	1	-	1	-	2	-	2	-	3	1.6
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. All respondents (n=1872) were asked this question.

Table 143: Q22. The starting-out wage is \$12.20 per hour. Are any of these employees paid \$12.20 per hour or any rate between that and \$15.25?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	908*		115		218		248		327	
Weighted base=	56673*	+/-	22730	+/-	22067	+/-	7440	+/-	4437	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	14	3.4	12	6.2	16	5.6	12	4.7	18	4.7
No	84	3.6	86	6.5	81	5.9	85	5.2	80	4.9
Don't know	1	-	0	-	2	-	2	-	2	-
Refused	1	-	2	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had employed workers aged 16 to 19 years in the last 12 months (n=911).

Table 144: Q21_22. Proportion of all employers paying the starting out wage of \$12.20 per hour.

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1869*		533		476		394		466	
Weighted base=	181283*	+/-	111310	+/-	50369	+/-	12951	+/-	6653	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	4	1.1	2	-	7	2.6	7	2.8	12	3.2
No	93	1.4	96	1.7	90	3.0	89	3.6	83	3.7
Don't know	2	-	1	-	3	1.7	3	2.2	5	2.1
Refused	1	-	1	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1872).

Table 145: Q23. Does an increase in minimum wage rates usually prompt your business to increase wages or salaries for employees who are already being paid above minimum wages?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1868*		533		474		395		466	
Weighted base=	181000*	+/-	111310	+/-	50020	+/-	13017	+/-	6653	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	25	2.7	22	4.0	30	4.3	29	4.8	34	4.5
No	68	3.0	71	4.4	63	4.6	65	5.2	59	4.8
Don't know	4	1.4	4	2.0	4	2.2	6	2.8	6	2.4
Refused	3	1.2	3	1.8	2	-	0	-	2	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1872) were asked this question.

Table 146: Q24. In the last 12 months, has your business paid any employee less than the eligible minimum wage rate?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1869*		532		476		395		466	
Weighted base=	181152*	+/-	111113	+/-	50369	+/-	13017	+/-	6653	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	0	-	0	-	0	-	1	-	1	-
No	98	-	99	-	98	-	97	2.3	96	2.0
Don't know	1	-	0	-	2	-	1	-	3	1.8
Refused	1	-	1	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1872) were asked this question.

Table 147: Q24a. In the last 12 months, has your business paid any employee "off the books"?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1870*		533		476		395		466	
Weighted base=	181349*	+/-	111310	+/-	50369	+/-	13017	+/-	6653	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	1	-	1	-	1	-	0	-	0	-
No	97	1.1	98	-	97	1.9	97	1.9	98	-
Don't know	1	-	1	-	2	-	2	-	2	-
Refused	1	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1872) were asked this question.

Table 148: Q25. As a result of a law change in April 2016, all employers are now required to keep records for every employee of the hours worked each day within a pay period, and the pay received for those hours. Were you aware of these changes?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1862*		530		473		395		464	
Weighted base=	180076*	+/-	110605	+/-	49835	+/-	13017	+/-	6619	+/-
	%	%	%	%	%	%	%	%	%	%
Yes (I was aware of the changes)	48	3.3	45	4.9	47	5.1	57	5.7	70	4.7
No (I thought this was already law / I wasn't aware)	50	3.4	51	4.9	51	5.2	42	5.6	28	4.6
Don't know	2	-	2	-	1	-	1	-	2	-
Refused	1	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1868) were asked this question.

Table 149: Q26. Has the business changed its record keeping practices in response to these new requirements?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1018*		235		236		229		318	
Weighted base=	85733*	+/-	50141	+/-	23603	+/-	7391	+/-	4598	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	23	4.1	26	6.4	21	5.9	18	5.7	16	4.8
No	75	4.2	74	6.4	75	6.4	80	6.0	78	5.3
Don't know	2	-	0	-	4	3.3	2	-	6	3.2
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that were aware of the April 2016 law changes requiring employers to keep records of the hours worked and pay received for those hours, for each employee (n=1019).

Table 150: Q25_26. Proportion of all employers who changed record keeping practices in response to new requirements.

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1861*		530		473		395		463	
Weighted base=	180064*	+/-	110605	+/-	49835	+/-	13017	+/-	6607	+/-
	%	%	%	%	%	%	%	%	%	%
Yes - changed record keeping practices	11	2.1	12	3.2	10	3.0	10	3.4	11	3.4
No - have not changed practices	36	3.2	34	4.6	35	4.9	45	5.7	54	5.1
No (I thought this was already law / I wasn't aware)	50	3.4	51	4.9	51	5.2	42	5.6	29	4.6
Don't know	3	1.0	2	-	3	2.0	3	1.9	6	2.6
Refused	1	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1868).

Table 151: Q27A. Thinking now about wage and salary setting, in the last 12 months has the business undertaken training on how to comply with the Equal Pay Act?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1850*		529		468		391		462	
Weighted base=	179295*	+/-	110262	+/-	49599	+/-	12850	+/-	6584	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	5	1.3	4	1.9	4	2.0	5	2.4	10	3.2
No	87	2.1	89	2.9	84	3.8	85	4.0	77	4.3
Don't know	7	1.6	5	2.1	11	3.4	10	3.4	12	3.2
Refused	1	-	1	-	1	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1865) were asked this question.

Table 152: Q27B. In the last 12 months has the business sought advice regarding the Equal Pay Act?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1851*		529		469		391		462	
Weighted base=	179278*	+/-	110216	+/-	49628	+/-	12850	+/-	6584	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	7	1.6	6	2.2	8	2.9	7	2.9	13	3.6
No	84	2.2	88	3.1	79	4.2	82	4.4	73	4.5
Don't know	8	1.6	5	2.1	11	3.4	11	3.5	13	3.3
Refused	1	-	1	-	1	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1865) were asked this question.

Table 153: Q27C. In the last 12 months has the business undertaken reviews to check that men and women in the same role are paid equally?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1848*		529		468		390		461	
Weighted base=	179134*	+/-	110262	+/-	49463	+/-	12828	+/-	6581	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	13	2.3	12	3.3	12	3.4	17	4.3	34	4.9
No	79	2.6	83	3.7	76	4.5	73	5.2	53	5.1
Don't know	7	1.4	4	1.7	12	3.4	10	3.6	12	3.2
Refused	1	-	2	-	1	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1865) were asked this question.

Table 154: Q27D. In the last 12 months has the business undertaken training about potential gender bias?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1848*		529		467		391		461	
Weighted base=	179118*	+/-	110262	+/-	49425	+/-	12850	+/-	6581	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	5	1.4	4	2.1	4	2.1	5	2.6	12	3.5
No	87	2.1	89	2.9	84	3.9	87	4.0	73	4.6
Don't know	7	1.5	5	1.9	11	3.4	9	3.2	14	3.5
Refused	1	-	2	-	1	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1865) were asked this question.

Table 155: Q28. In the last 12 months, has the business had any employment relationship problems or disputes that required action or involvement by the business owners or managers?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1863*		531		475		392		465	
Weighted base=	180476*	+/-	110751	+/-	50183	+/-	12916	+/-	6626	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	17	2.0	7	2.5	27	4.6	40	5.6	59	5.0
No	81	2.2	92	2.7	70	4.8	55	5.7	37	4.8
Don't know	1	-	1	-	2	-	2	-	5	2.2
Refused	1	-	1	-	1	-	2	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1864) were asked this question.

Table 156: Q29. Thinking about the business's most recent employment relationship problem or dispute, which of the following describe what this was about? You can choose more than one option. Was it..

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	586*		41		123		162		260	
Weighted base=	30908*	+/-	8183	+/-	13617	+/-	5211	+/-	3897	+/-
	%	%	%	%	%	%	%	%	%	%
Misconduct	37	6.1	30	15.8	37	9.4	40	8.1	45	6.7
A performance issue	47	6.1	39	14.7	50	10.0	46	8.8	54	6.7
A personality conflict	21	5.4	21	13.4	25	8.7	16	6.9	17	5.1
Alleged unfair treatment, such as allegations of harassment or discrimination	14	4.5	12	11.7	14	7.0	13	6.2	19	5.5
Restructuring or redundancy	15	3.8	10	8.4	12	6.1	20	7.4	27	6.2
Or was it some other type of issue? (please specify)	7	3.3	13	9.8	6	4.6	3	2.2	3	2.7
Don't know	2	-	8	10.5	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	1	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had an employment relationship problem or dispute which required involvement by the business owner or manager in the last 12 months (n=586).

Table 157: Q30. And was this problem handled internally or was it handled with the help of an external party?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	586*		41		123		162		260	
Weighted base=	30908	+/-	8183	+/-	13617	+/-	5211	+/-	3897	+/-
	%	%	%	%	%	%	%	%	%	%
It was handled internally	55	6.1	54	14.4	55	10.0	52	8.8	63	6.6
It was handled with the help of an external party	49	6.0	43	14.1	51	10.0	56	8.7	49	6.7
Don't know	1	-	3	5.5	0	-	0	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-

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

* Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had an employment relationship problem or dispute which required involvement by the business owner or manager in the last 12 months (n=586).

Table 158: Q31. And is this how the business usually deals with this type of problem?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	583*		40		123		162		258	
Weighted base=	30627*	+/-	7940	+/-	13617	+/-	5211	+/-	3859	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	82	5.2	78	14.7	84	7.4	80	7.3	89	4.1
No	13	3.9	10	8.2	13	6.7	19	7.0	10	4.0
Don't know	5	3.6	12	12.2	3	3.6	0	-	1	-
Refused	0	-	0	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had an employment relationship problem or dispute which required involvement by the business owner or manager in the last 12 months and that was handled internally and/or with the help of an external party (n=586).

Table 159: Q32. Who or which of the following provided the external help to deal with the most recent problem or dispute? You can choose more than one option. Was it:

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	288*		14**		62		90		122	
Weighted base=	15257	+/-	3552 **	+/-	6904	+/-	2910	+/-	1890	+/-
	%	%	%	%	%	%	%	%	%	%
The Ministry of Business, Innovation and Employment's Employment Mediation Services	20	7.5	12	20.3	23	12.1	21	10.0	29	9.0
An Industry or Employer Association	15	5.3	0	-	17	10.6	23	10.4	20	8.0
A lawyer	60	8.7	75	23.0	55	13.9	53	12.1	60	9.7
A private mediator/contractor/advisor/HR company	19	5.9	14	10.9	17	10.6	30	11.0	22	8.2
A union representative	10	5.7	12	20.3	5	5.5	14	8.9	17	7.5
The Employment Relations Authority or Employment Court	6	3.6	0	-	7	7.1	8	6.8	10	6.4
Or was it some other type of external help? (please specify)	5	5.4	18	23.0	1	-	1	-	1	-
None of the above	0	-	0	-	0	-	0	-	0	-
Don't know	1	-	0	-	3	5.1	0	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had an employment relationship problem or dispute in the last 12 months which required involvement by the business owner or manager and that was handled with the help of an external party (n=288).

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

Table 160: Q33. And which of the following best describes the outcome of this problem or dispute?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
	Unweighted base=	Weighted base=								
	582*	30856	41	8183	123	13617	162	5211	256	3845
	%	+/- %	%	+/- %	%	+/- %	%	+/- %	%	+/- %
The employee stayed on in the job	27	5.1	30	11.3	25	8.7	29	7.8	24	5.8
The employee resigned	35	6.2	36	16.2	38	9.4	34	8.5	26	6.0
The employee was dismissed	21	5.0	18	12.0	22	8.3	20	7.1	24	5.7
The employee was made redundant	9	3.7	8	9.7	10	5.5	9	5.1	10	4.0
Or was there some other outcome (please specify)	7	3.5	8	10.5	5	4.5	6	4.0	13	4.8
Don't know	1	-	0	-	1	-	0	-	1	-
Refused	1	-	0	-	0	-	3	2.9	2	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had an employment relationship problem or dispute in the last 12 months which required involvement by the business owner or manager (n=585).

Table 161: Q34. Did this outcome include a confidential settlement?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	582*		41		122		161		258	
Weighted base=	30678*	+/-	8183	+/-	13431	+/-	5189	+/-	3874	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	30	5.6	33	14.7	24	8.3	35	8.6	36	6.5
No	66	5.8	66	14.7	70	9.0	62	8.7	55	6.6
Don't know	4	2.1	1	-	5	4.5	2	-	7	3.7
Refused	1	-	0	-	1	-	0	-	3	2.4
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had an employment relationship problem or dispute in the last 12 months which required involvement by the business owner or manager (n=585)

Table 162: Q35A. In the last 12 months, has the business had concerns about productivity losses due to any employees using illegal drugs - either on their own time or while at work?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1855*		530		474		389		462	
Weighted base=	180216*	+/-	110658	+/-	50131	+/-	12826	+/-	6600	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	9	1.5	5	2.0	13	3.2	18	4.1	24	4.1
No	89	1.8	93	2.4	83	3.8	79	4.3	69	4.6
Don't know	2	-	1	-	4	2.2	3	1.8	7	2.5
Refused	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1862) were asked this question.

Table 163: Q35B. In the last 12 months, has the business had concerns about productivity losses due to any employees using alcohol – either on their own time or while at work?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
	Unweighted base=	1847*		526		473		388		460
	Weighted base=	179151*	+/-	109757	+/-	50037	+/-	12775	+/-	6583
		%	%	%	%	%	%	%	%	%
Yes	10	1.7	6	2.2	15	3.6	16	3.9	24	4.2
No	88	1.9	92	2.5	82	4.0	82	4.1	68	4.7
Don't know	2	-	1	-	4	2.1	2	-	8	2.8
Refused	1	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1862) were asked this question.

Table 164: Q36A. In the last 12 months, has the business had concerns about risks to workplace health and safety due to any employees using illegal drugs?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
	Unweighted base=	1855*		530		473		389		463
	Weighted base=	180017*	+/-	110658	+/-	49932	+/-	12815	+/-	6612
		%	%	%	%	%	%	%	%	%
Yes	9	1.6	5	2.1	13	3.3	16	3.9	25	4.0
No	90	1.7	94	2.2	84	3.6	83	4.1	70	4.4
Don't know	1	-	0	-	3	1.6	1	-	5	2.1
Refused	0	-	1	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1862) were asked this question.

Table 165: Q36B. In the last 12 months, has the business had concerns about risks to workplace health and safety due to any employees using alcohol?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1846*		526		472		387		461	
Weighted base=	179087*	+/-	109757	+/-	49985	+/-	12764	+/-	6581	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	7	1.5	4	1.9	10	3.2	13	3.6	24	4.2
No	91	1.6	95	2.1	87	3.5	86	3.8	70	4.6
Don't know	1	-	1	-	3	1.8	1	-	6	2.4
Refused	0	-	1	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1862) were asked this question.

Table 166: X35a_X36a (Aggregate) - Proportion of all employers with concerns about productivity and/or risks to workplace health – concerns about productivity losses or risk to workplace health and safety due to illegal drugs

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1851*		530		472		388		461	
Weighted base=	179939*	+/-	110658	+/-	49880	+/-	12805	+/-	6596	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	10	1.7	6	2.2	14	3.3	20	4.3	28	4.3
No	87	1.9	92	2.5	82	3.8	77	4.6	65	4.6
Don't know	2	-	1	-	4	2.2	3	1.9	7	2.5
Refused	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-responses. Constructed variable based on all respondents (n=1862).

Table 167: X35b_X36b (Aggregate) - Proportion of all employers with concerns about productivity and/or risks to workplace health – concerns about productivity losses or risk to workplace health and safety due to alcohol

	Total		1 to 5		6 to 19		20 to 49		50 plus		
	Unweighted base=	1843*		526		472		386		459	
	Weighted base=	179067*	+/-	109757	+/-	49985	+/-	12754	+/-	6571	+/-
		%	%	%	%	%	%	%	%	%	%
Yes		11	1.8	7	2.4	15	3.6	19	4.2	29	4.6
No		86	2.0	91	2.6	81	4.0	79	4.4	62	4.9
Don't know		2	-	1	-	4	2.1	2	-	8	2.8
Refused		1	-	1	-	0	-	0	-	0	-
Total		100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1862).

Table 168: X35ab_36ab (Aggregate) - Proportion of all employers with concerns about productivity or risks to workplace health and safety, due to any employees using illegal drugs or alcohol

	Total		1 to 5		6 to 19		20 to 49		50 plus		
	Unweighted base=	1849*		529		472		388		460	
	Weighted base=	179524*	+/-	110247	+/-	49880	+/-	12805	+/-	6593	+/-
		%	%	%	%	%	%	%	%	%	%
Yes		14	2.0	9	2.6	19	3.8	27	4.9	35	4.7
No		83	2.2	89	2.9	77	4.2	69	5.1	57	5.0
Don't know		3	0.9	1	-	4	2.2	3	1.9	8	2.8
Refused		1	-	1	-	0	-	0	-	0	-
Total		100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1862).

Table 169: Q37A. In the last 12 months, has the business used provisions under the Employment Relations Act to manage the performance of an employee suspected of using drugs?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	364*		32		74		97		161	
Weighted base=	17975*	+/-	6770	+/-	6910	+/-	2444	+/-	1852	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	38	7.8	24	15.5	47	12.7	36	11.3	64	7.7
No	57	7.8	72	15.5	49	12.7	58	11.4	31	7.5
Don't know	4	3.4	4	6.7	5	5.3	6	5.7	5	3.9
Refused	0	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who had concerns about productivity or risks to workplace health and safety due to any employees using illegal drugs (n=379).

Table 170: Q37B. In the last 12 months, has the business included a provision in any employment agreement giving the employer the right to request drug testing?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	368*		32		75		99		162	
Weighted base=	18187*	+/-	6770	+/-	7073	+/-	2471	+/-	1873	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	66	8.0	53	17.7	73	11.0	75	8.5	76	7.8
No	33	8.0	47	17.7	25	11.0	23	8.8	22	7.5
Don't know	1	-	0	-	2	-	2	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who had concerns about productivity or risks to workplace health and safety due to any employees using illegal drugs (n=379).

Table 171: Q37C. In the last 12 months, has the business provided any support to an employee suspected of using drugs?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	365*		32		74		99		160	
Weighted base=	18014*	+/-	6770	+/-	6910	+/-	2486	+/-	1848	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	49	8.7	39	18.2	50	13.0	58	11.6	69	7.6
No	49	8.6	61	18.2	45	12.8	41	11.6	25	6.8
Don't know	3	2.6	0	-	5	6.6	1	-	4	3.6
Refused	0	-	0	-	0	-	0	-	3	3.3
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who had concerns about productivity or risks to workplace health and safety due to any employees using illegal drugs (n=379).

Table 172: Q37D. In the last 12 months, has the business used or introduced a drugs policy to manage the performance of an employee suspected of using drugs?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	368*		32		74		99		163	
Weighted base=	18050*	+/-	6770	+/-	6910	+/-	2486	+/-	1884	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	54	8.0	50	16.8	53	12.0	56	11.3	70	8.0
No	44	8.1	50	16.8	44	12.4	42	11.2	27	7.7
Don't know	2	-	0	-	2	-	2	-	3	3.4
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who had concerns about productivity or risks to workplace health and safety due to any employees using illegal drugs (n=379).

Table 173: Q37E. In the last 12 months, has the business sought advice about implementing drug testing from a lawyer, Government helpline or industry representative?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	366*		32		75		99		160	
Weighted base=	18181*	+/-	6770	+/-	7073	+/-	2482	+/-	1855	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	45	8.4	39	17.6	47	12.8	50	11.9	49	9.0
No	53	8.4	61	17.6	49	12.8	47	12.0	44	8.8
Don't know	2	-	0	-	3	4.6	3	2.5	5	4.3
Refused	0	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who had concerns about productivity or risks to workplace health and safety due to any employees using illegal drugs (n=379).

Table 174: Q38. In the last 12 months has the business required any employee to undergo testing for illegal drugs?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1851*		529		472		389		461	
Weighted base=	179486*	+/-	110097	+/-	50018	+/-	12800	+/-	6571	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	9	1.5	5	2.0	12	3.2	20	4.3	31	4.4
No	90	1.7	94	2.3	87	3.3	80	4.3	64	4.7
Don't know	1	-	1	-	1	-	0	-	4	2.0
Refused	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1860) were asked this question.

Table 175: X38. In the last 12 months has the business required any employee to undergo testing for illegal drugs? – concerns about productivity losses or risk to workplace health and safety due to illegal drugs

	Total	1 to 5		6 to 19		20 to 49		50 plus		
Unweighted base=	364*		30		73		100		161	
Weighted base=	17350*	+/-	6284	+/-	6724	+/-	2490	+/-	1852	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	43	8.0	29	17.1	45	12.3	56	9.4	71	7.6
No	55	8.0	71	17.1	53	12.2	43	9.4	26	7.3
Don't know	0	-	0	-	0	-	1	-	2	-
Refused	1	-	0	-	2	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on those respondents with concerns about productivity losses or risk to workplace health and safety due to illegal drugs (n=367).

Table 176: X38. In the last 12 months has the business required any employee to undergo testing for illegal drugs? – concerns about productivity losses or risk to workplace health and safety due to alcohol

	Total	1 to 5		6 to 19		20 to 49		50 plus		
Unweighted base=	352*		38		75		87		152	
Weighted base=	19700*	+/-	7832	+/-	7585	+/-	2368	+/-	1915	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	24	5.8	11	9.5	26	10.7	33	10.8	55	8.6
No	75	5.8	89	9.5	73	10.7	66	10.8	41	8.8
Don't know	0	-	0	-	0	-	1	-	3	3.3
Refused	1	-	0	-	2	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on those respondents with concerns about productivity losses or risk to workplace health and safety due to alcohol (n=354).

Table 177: X38. In the last 12 months has the business required any employee to undergo testing for illegal drugs? – concerns about productivity losses or risk to workplace health and safety due to alcohol or illegal drugs

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	460*		49		99		125		187	
Weighted base=	24631*	+/-	9750	+/-	9180	+/-	3400	+/-	2301	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	32	6.1	19	11.8	33	10.0	44	9.4	60	7.9
No	68	6.1	81	11.8	65	10.0	56	9.4	38	7.9
Don't know	0	-	0	-	0	-	1	-	2	-
Refused	1	-	0	-	1	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on those respondents with concerns about productivity losses or risk to workplace health and safety due to illegal drugs or alcohol (n=463).

Table 178: Q39. In which of the following situations was this drug testing requested?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	346*		23**		60		92		171	
Weighted base=	15596*	+/-	5069 **	+/-	5964	+/-	2497	+/-	2065	+/-
	%	%	%	%	%	%	%	%	%	%
Before an employee started a job in the business	56	7.1	32	15.7	70	11.6	58	11.8	72	7.9
On a random basis	67	8.3	75	19.3	63	13.2	68	11.8	57	8.4
In response to a workplace accident or near miss	29	6.8	18	14.0	27	12.1	29	11.0	58	8.1
In response to performance issues	26	7.9	33	20.4	17	9.5	32	11.8	29	8.0
Don't know	0	-	0	-	0	-	3	5.0	1	-
Refused	0	-	0	-	0	-	0	-	0	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had required at least one employee to undergo testing for illegal drugs in the last 12 months (n=347).

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

Table 179: Q40. How confident are you that the business is meeting its obligations under the Holidays Act?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
	Unweighted base=	1857*		530		474		391		462
	Weighted base=	180190*	+/-	110508	+/-	50244	+/-	12876	+/-	6561
	%	%	%	%	%	%	%	%	%	%
Very confident	75	3.0	74	4.3	75	4.5	81	4.5	75	4.5
Somewhat confident	21	2.8	21	4.1	20	4.1	17	4.2	21	4.2
Neither confident nor unconfident	2	-	3	1.4	2	-	2	-	1	-
Somewhat unconfident	1	-	1	-	1	-	0	-	1	-
Not at all confident	0	-	0	-	0	-	0	-	1	-
Don't know	1	-	0	-	2	-	1	-	1	-
Refused	1	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1859) were asked this question.

Table 180: Q41. In the last 12 months, have any employees raised concerns with the business about their holidays or leave being underpaid?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
	Unweighted base=	1858*		530		475		391		462
	Weighted base=	180242*	+/-	110508	+/-	50296	+/-	12876	+/-	6561
	%	%	%	%	%	%	%	%	%	%
Yes	5	1.3	2	-	8	2.9	9	3.3	19	4.1
No	93	1.5	96	1.9	90	3.3	88	3.7	75	4.5
Don't know	2	-	1	-	2	-	2	-	5	2.3
Refused	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1859) were asked this question.

Table 181: Q42. Which of the following actions, if any, did the business take in response to these concerns being raised? Did the business:

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	164*		15**		31		35		83	
Weighted base=	9031*	+/-	2626 **	+/-	3987	+/-	1180	+/-	1239	+/-
	%	%	%	%	%	%	%	%	%	%
Undertake an internal investigation of employees' holiday or leave pay	71	11.5	55	31.6	77	14.5	69	17.5	89	7.1
Undertake an audit of the payroll system (this includes both internal and external reviews)	32	10.6	34	27.7	22	14.4	29	16.5	58	11.0
Seek help or advice from MBIE	10	5.2	6	6.6	9	9.9	14	11.9	18	9.6
Seek help or advice from another source	37	11.4	36	27.3	39	17.5	32	16.3	39	11.6
Make any settlement payments to employees who raised concerns	20	10.5	21	27.2	23	14.9	15	14.2	15	8.1
Do anything else in response to concerns raised? (please specify)	6	5.5	2	-	9	11.6	9	11.0	3	3.0
None of the above	4	3.7	4	4.9	4	7.5	3	5.8	4	4.7
Don't know	0	-	0	-	0	-	0	-	1	-
Refused	0	-	0	-	0	-	0	-	1	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had an employee raise concerns in the last 12 months about their holidays or leave being underpaid (n=164).

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

Table 182: Q43. Are there employees in this business who work in a shop, either directly with customers or doing tasks such as shelf stacking or stocktaking? IF NECESSARY: By shop we mean a building, place, or part of a building or place, where goods are kept, sold, or offered for sale, and this includes cafes, bars or restaurants.

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1847*		526		474		387		460	
Weighted base=	179255*	+/-	109689	+/-	50244	+/-	12768	+/-	6555	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	28	2.6	25	3.8	35	4.1	25	4.2	29	3.9
No	70	2.7	72	4.0	64	4.2	74	4.3	70	3.9
Don't know	1	-	2	-	1	-	1	-	0	-
Refused	1	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1859) were asked this question.

Table 183: Q44. Will any of these employees be asked to work on Easter Sunday in April 2017?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	481*		138		127		89		127	
Weighted base=	50124*	+/-	27681	+/-	17345	+/-	3196	+/-	1903	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	22	4.5	13	6.2	30	8.3	44	10.4	41	8.8
No	74	5.0	81	7.2	69	8.5	56	10.4	52	9.0
Don't know	4	2.6	6	4.4	2	-	0	-	6	4.9
Refused	0	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that have employees who work in a shop (including cafes, bars and restaurants) (n=482).

Table 184: Q44a.The Shop Trading Hours Act was amended in 2016 specifically in relation to Easter Sunday. Were you aware of this change?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	482*		138		127		89		128	
Weighted base=	50151*	+/-	27681	+/-	17345	+/-	3196	+/-	1930	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	62	6.0	60	9.2	61	8.9	73	9.9	79	7.3
No	33	5.8	35	8.9	33	8.5	24	9.5	18	7.0
Don't know	5	2.7	5	3.9	7	4.6	3	3.6	2	-
Refused	0	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that have employees who work in a shop (including cafes, bars and restaurants) (n=482).

Table 185: Q45. Will the business inform its employees of their right to refuse to work on Easter Sunday?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	134*		16**		31		39		48	
Weighted base=	10785*	+/-	3667 **	+/-	4949	+/-	1405	+/-	764	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	81	7.5	95	10.0	78	14.0	62	12.8	71	12.6
No	8	5.1	0	-	10	10.8	22	7.9	9	6.8
Don't know	8	4.9	5	10.0	5	6.6	16	11.3	18	11.3
Refused	3	4.0	0	-	7	8.7	0	-	2	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that have employees who work in a shop (cafe etc) and who will ask employees to work on Easter Sunday (n=136).

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

Table 186: Q45a. Will the business do this by..?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	97		15**		24**		25**		33	
Weighted base=	8741	+/-	3470 **	+/-	3860 **	+/-	868 **	+/-	543	+/-
	%	%	%	%	%	%	%	%	%	%
Sending an email to all employees	12	7.7	11	14.2	8	11.1	25	17.4	23	14.1
A letter to each employee	11	5.9	6	10.6	6	8.1	34	19.0	41	16.9
A phone call to each employee	7	6.3	6	10.6	9	10.4	0	-	5	8.8
A discussion with each employee	61	11.4	65	20.7	63	17.1	48	19.4	46	16.1
Another method (please specify)	14	8.4	13	14.3	13	13.2	23	16.9	26	14.1
Don't know	2	-	0	-	5	6.6	0	-	3	4.8
Refused	2	-	6	10.6	0	-	0	-	0	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that have employees who work in a shop (cafe etc) and will ask employees to work on Easter Sunday and will inform employees of their right to refuse to work (n=97).

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

Table 187: Q46. Which of the following has the business used to find out about the changes to shop trading laws?.

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	290		68		67		59		96	
Weighted base=	27387	+/-	14581	+/-	9199	+/-	2121	+/-	1486	+/-
	%	%	%	%	%	%	%	%	%	%
MBIE's website	23	6.8	25	11.4	17	8.6	23	10.7	30	9.1
MBIE's service centre	2	-	3	3.6	0	-	3	5.6	2	-
Another employer	10	5.3	14	9.5	3	4.1	8	7.6	6	4.8
Employee	1	-	1	-	0	-	2	-	0	-
Union	1	-	0	-	2	-	2	-	7	6.0
Lawyer	3	2.2	1	-	4	4.8	4	4.4	18	8.3
Business/industry organisation	33	6.8	19	10.0	45	12.4	53	13.1	55	10.1
General media	50	7.6	54	11.9	48	12.2	49	12.6	31	9.5
Another method (please specify)	13	5.5	15	8.8	11	8.3	5	5.3	10	6.0
None	2	-	1	-	4	5.1	3	5.6	5	4.6
Don't know	2	-	1	-	2	-	4	4.9	4	4.2
Refused	0	-	0	-	0	-	0	-	1	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that have employees who work in a shop (including cafes, bars and restaurants) and who were aware of the changes to shop trading laws (n=323).

Table 188: Q47. Have any employees taken parental leave in the last 2 years? This includes female and male employees.

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1855*		528		474		391		462	
Weighted base=	179617*	+/-	110069	+/-	50110	+/-	12876	+/-	6561	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	22	2.2	9	2.8	32	4.8	56	5.6	85	3.4
No	77	2.3	89	3.1	67	4.9	43	5.5	13	3.3
Don't know	1	-	1	-	1	-	2	-	2	-
Refused	1	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1858) were asked this question.

Table 189: Q48. Were any of these employees given additional parental leave entitlements on top of statutory requirements?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	764*		52		147		199		366	
Weighted base=	38691*	+/-	9979	+/-	15965	+/-	7179	+/-	5568	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	28	5.0	23	13.5	26	7.9	29	7.3	38	5.5
No	65	5.4	77	13.5	61	9.0	64	7.6	55	5.6
Don't know	7	2.8	0	-	13	6.5	7	3.8	7	3.0
Refused	0	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had employees who had taken parental leave in the last 2 years (n=764).

Table 190: Q49. Have any of these employees worked "keeping in touch days" while they were on parental leave? IF NECESSARY: 'Keeping in Touch' days were introduced in 2016, allowing employees on paid parental leave to work up to a total of 40 hours during their paid leave period, by agreement with their employer.

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	763*		52		147		199		365	
Weighted base=	38679*	+/-	9979	+/-	15965	+/-	7179	+/-	5556	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	18	4.4	19	12.5	15	6.4	20	6.6	22	4.7
No	76	4.7	81	12.5	78	7.6	74	7.1	68	5.3
Don't know	5	2.2	0	-	7	5.0	5	3.6	10	3.5
Refused	0	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had employees who had taken parental leave in the last 2 years (n=764).

Table 191: Q50. Were any of these employees offered flexible or reduced hours on their return to work?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	762*		51		147		199		365	
Weighted base=	38468*	+/-	9782	+/-	15965	+/-	7179	+/-	5541	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	60	5.7	59	15.4	55	9.1	66	7.4	71	5.0
No	26	5.2	29	14.5	31	8.2	17	5.7	17	4.1
Not applicable - None have returned to work	11	3.8	12	10.6	11	5.8	10	4.8	8	2.8
Don't know	3	1.6	0	-	3	3.2	7	4.1	5	2.4
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had employees who had taken parental leave in the last 2 years (n=764).

Table 192: Q51. Do most employees in the business who have taken parental leave return to work at the end of their parental leave?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	763*		52		147		199		365	
Weighted base=	38664*	+/-	9979	+/-	15965	+/-	7179	+/-	5541	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	71	5.5	61	15.4	72	8.4	72	7.0	80	4.3
No	17	4.7	19	12.9	18	7.4	14	5.6	11	3.6
Not applicable – still on parental leave	9	3.6	15	10.9	8	4.9	7	4.1	5	2.4
Don't know	3	1.7	2	-	2	-	6	4.0	3	1.8
Refused	1	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had employees who had taken parental leave in the last 2 years (n=764).

Table 193: Q52. In April 2016, changes to parental leave laws came into effect. Were you aware of these changes?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1843*		523		472		389		459	
Weighted base=	178569*	+/-	109421	+/-	49858	+/-	12794	+/-	6496	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	59	3.4	54	4.9	62	5.0	72	5.1	81	4.1
No	37	3.3	41	4.9	34	4.9	24	4.9	16	3.8
Don't know	3	1.2	3	1.6	4	2.0	4	2.3	3	1.7
Refused	1	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1856) were asked this question.

Table 194: Q53. Thinking about the overall impact of these changes on the business, have the changes had a positive or negative impact, or no impact?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1227*		282		298		279		368	
Weighted base=	104711*	+/-	59522	+/-	30722	+/-	9204	+/-	5264	+/-
	%	%	%	%	%	%	%	%	%	%
Positive	7	1.9	5	2.8	5	2.9	17	5.5	17	4.5
Negative	6	2.1	6	3.2	8	3.6	6	3.0	5	2.4
No impact	82	3.2	84	5.0	82	5.0	74	6.1	69	5.4
Don't know	5	1.9	5	3.0	5	2.5	3	2.1	8	3.1
Refused	0	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-responses. Sub-sample based on businesses that were aware of the April 2016 changes to parental leave laws (n=1231).

Table 195: Q52_Q53. Proportion of all employers impacted by changes to parental leave laws.

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1839*		522		470		388		459	
Weighted base=	178229*	+/-	109357	+/-	49600	+/-	12777	+/-	6496	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	8	1.7	6	2.3	8	2.8	16	4.5	18	4.1
No	85	2.3	87	3.4	84	3.7	77	5.0	72	4.7
Don't know	6	1.6	6	2.3	7	2.5	6	2.7	10	3.0
Refused	1	-	2	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Contracted variable based on all respondents (n=1856)

Table 196: Q54. Does the business currently have any recent migrant employees on staff?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1850*		527		474		391		458	
Weighted base=	179862*	+/-	110279	+/-	50229	+/-	12876	+/-	6477	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	25	2.6	16	3.5	32	4.8	52	5.7	80	4.2
No	73	2.7	82	3.7	66	4.8	46	5.7	16	3.8
Don't know	1	-	1	-	2	-	1	-	4	2.2
Refused	1	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1856) were asked this question.

Table 197: Q55. And in the last 12 months, has the business hired any recent migrants?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1851*		529		474		390		458	
Weighted base=	180008*	+/-	110491	+/-	50229	+/-	12811	+/-	6477	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	24	2.6	17	3.6	27	4.5	46	5.5	75	4.5
No	74	2.7	81	3.8	70	4.7	51	5.6	19	4.1
Don't know	2	-	1	-	3	1.7	3	1.9	6	2.6
Refused	0	-	1	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1856) were asked this question.

Table 198: Q56.Thinking about the migrant most recently hired by the business, for which of the following reasons did the business choose to employ this person?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	776*		91		134		202		349	
Weighted base=	43319	+/-	18873	+/-	13683	+/-	5913	+/-	4850	+/-
	%	%	%	%	%	%	%	%	%	%
Their skills or qualifications	71	4.7	68	8.5	69	8.6	73	6.7	82	4.1
Their experience	53	5.9	44	11.4	56	9.5	60	7.7	70	5.2
It seemed like they had a strong work ethic	51	6.0	47	11.6	60	9.4	48	8.0	47	5.9
It seemed like they would be a 'good fit' for the business	54	5.9	54	11.3	54	9.6	55	7.8	52	5.9
New Zealanders were not willing to do job or did not apply	38	5.7	39	11.2	37	8.7	39	7.7	37	5.3
New Zealanders who applied did not have the necessary skills, qualifications or experience	37	5.6	32	10.5	35	9.4	46	7.9	55	5.8
Other (Specify)	6	3.0	7	5.9	6	4.7	3	2.2	2	-
No reason (No particular preference for migrant vs. New Zealander)	0	-	0	-	0	-	0	-	0	-
Don't know	1	-	1	-	0	-	1	-	0	-
Refused	1	-	3	4.2	0	-	0	-	0	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had hired recent migrants in the last 12 months (n=776).

Table 199: Q57A. To the best of your knowledge, in the last 12 months have any recent migrant employees in the business had difficulties with fitting into the workplace culture?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	891*		106		170		236		379	
Weighted base=	51517*	+/-	21670	+/-	17524	+/-	7081	+/-	5243	+/-
	%	%	%	%	%	%	%	%	%	%
Yes - had difficulties	12	3.9	17	8.2	10	5.3	8	3.9	10	3.1
No	83	4.4	77	9.2	87	6.0	91	4.1	83	4.1
Not applicable	2	-	4	5.1	1	-	0	-	1	-
Don't know	2	-	2	-	2	-	2	-	6	2.8
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had hired recent migrants in the last 12 months and/or currently have recent migrant employees on staff (n=900).

Table 200: Q57B. To the best of your knowledge, in the last 12 months have any recent migrant employees in the business had difficulties with doing the job?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	892*		106		170		236		380	
Weighted base=	51528*	+/-	21670	+/-	17524	+/-	7081	+/-	5254	+/-
	%	%	%	%	%	%	%	%	%	%
Yes - had difficulties	8	3.0	10	6.3	7	4.0	7	3.4	7	2.7
No	89	3.4	87	7.3	93	4.1	92	3.5	89	3.4
Not applicable	1	-	3	3.8	1	-	0	-	1	-
Don't know	1	-	1	-	0	-	1	-	3	2.0
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had hired recent migrants in the last 12 months and/or currently have recent migrant employees on staff (n=900).

Table 201: Q57C. To the best of your knowledge, in the last 12 months have any recent migrant employees in the business had difficulties with settling into life in New Zealand?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	891*		105		170		236		380	
Weighted base=	51133*	+/-	21258	+/-	17524	+/-	7081	+/-	5270	+/-
	%	%	%	%	%	%	%	%	%	%
Yes - had difficulties	8	3.1	9	6.1	7	4.6	8	4.1	13	3.9
No	79	4.4	80	8.6	82	6.7	79	6.1	68	5.3
Not applicable	2	-	3	3.9	1	-	0	-	2	-
Don't know	11	3.0	9	5.3	10	5.3	13	5.0	17	4.3
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had hired recent migrants in the last 12 months and/or currently have recent migrant employees on staff (n=900).

Table 202: Q57D. To the best of your knowledge, in the last 12 months have any recent migrant employees in the business had difficulties with connecting and communicating with New Zealand colleagues?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	894*		108		170		236		380	
Weighted base=	51784*	+/-	21910	+/-	17524	+/-	7081	+/-	5270	+/-
	%	%	%	%	%	%	%	%	%	%
Yes - had difficulties	17	4.2	19	8.4	15	5.9	17	5.6	16	3.9
No	77	4.7	74	9.5	82	6.5	79	5.7	76	4.6
Not applicable	2	-	4	5.1	1	-	0	-	1	-
Don't know	3	1.8	3	3.4	2	-	3	1.7	7	2.7
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had hired recent migrants in the last 12 months and/or currently have recent migrant employees on staff (n=900).

Table 203: Q57E. To the best of your knowledge, in the last 12 months have any recent migrant employees in the business had difficulties with English language skills in the workplace?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	891*		107		169		235		380	
Weighted base=	51629*	+/-	21817	+/-	17472	+/-	7071	+/-	5270	+/-
	%	%	%	%	%	%	%	%	%	%
Yes - had difficulties	21	4.4	21	8.7	18	6.4	24	6.0	27	4.8
No	74	4.8	71	9.7	79	6.8	72	6.3	68	5.0
Not applicable	3	2.3	4	5.1	2	-	1	-	1	-
Don't know	2	-	3	3.2	0	-	3	2.3	4	1.9
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had hired recent migrants in the last 12 months and/or currently have recent migrant employees on staff (n=900).

Table 204: Q58. In the last 12 months has the business had any difficulties finding staff to fill job vacancies?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1851*		529		475		388		459	
Weighted base=	179913*	+/-	110359	+/-	50296	+/-	12778	+/-	6481	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	38	2.9	25	4.1	52	5.1	67	5.5	76	4.5
No	61	3.0	73	4.2	47	5.1	32	5.5	23	4.4
Don't know	1	-	1	-	0	-	0	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1855) were asked this question.

Table 205: Q59. Did the business intentionally seek out a migrant for any of these job vacancies that were hard to fill?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1038*		144		256		278		360	
Weighted base=	67814*	+/-	28074	+/-	26176	+/-	8622	+/-	4942	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	17	3.4	17	6.4	15	5.0	18	5.2	27	5.1
No	80	3.7	81	7.0	82	5.5	81	5.3	72	5.2
Don't know	2	-	2	-	2	-	0	-	2	-
Refused	1	-	0	-	1	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had difficulties finding staff to fill job vacancies in the last 12 months (n=1039).

Table 206: Q58_Q59. Proportion of all employers intentionally seeking out a migrant for hard to fill job vacancies.

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1850*		529		474		388		459	
Weighted base=	179847*	+/-	110359	+/-	50229	+/-	12778	+/-	6481	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	6	1.4	4	1.8	8	2.7	12	3.6	21	4.1
No	92	1.7	94	2.3	90	3.2	87	3.7	77	4.3
Don't know	1	-	1	-	2	-	0	-	2	-
Refused	1	-	1	-	1	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1856).

Table 207: Q60. In the last two years has this business experienced any difficulties with employing migrant workers in New Zealand or from overseas?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1838*		521		473		386		458	
Weighted base=	178192*	+/-	108910	+/-	50058	+/-	12751	+/-	6474	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	8	1.5	5	2.0	11	3.0	13	3.3	21	3.9
No	87	2.1	89	3.0	84	3.6	82	4.1	72	4.4
Don't know	4	1.4	4	2.0	5	2.2	5	2.5	6	2.4
Refused	1	-	2	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1855) were asked this question.

Table 208: Q61. What types of difficulties have you experienced with employing migrant workers in New Zealand or from overseas? Was it difficult:

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	257*		31		55		61		110	
Weighted base=	13670	+/-	5572	+/-	5138	+/-	1611	+/-	1348	+/-
	%	%	%	%	%	%	%	%	%	%
Getting people with the right skills for the job	42	9.5	39	18.1	48	15.0	40	12.9	33	9.9
Getting people with good English language skills	32	8.7	31	16.1	35	14.3	32	12.2	27	9.2
Finding a reputable recruitment agency	7	4.3	0	-	15	11.1	7	4.9	8	5.9
Finding suitable places to advertise vacancies	5	3.2	0	-	8	8.3	9	6.4	6	4.9
Retaining the workers once hired	21	8.1	15	14.5	29	14.2	21	11.7	18	8.2
Difficulties with the visa process	71	8.9	63	17.9	73	12.9	82	10.3	83	8.3
Or some other difficulties? (Specify)	14	7.2	25	17.0	5	3.9	13	10.2	4	3.2
Don't know	0	-	0	-	0	-	1	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had experienced difficulties with employing migrant workers in New Zealand or from overseas in the last two years (n=261).

Table 209: Q62. How have these difficulties with employing migrant workers impacted on the business? Have these difficulties meant you needed to:

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	250*		31		54		60		105	
Weighted base=	13528	+/-	5572	+/-	5065	+/-	1590	+/-	1301	+/-
	%	%	%	%	%	%	%	%	%	%
Employ someone locally	21	8.0	23	15.4	21	12.5	22	11.9	12	6.2
Stop carrying out some activities / lost business opportunities	37	9.2	35	17.5	40	14.4	37	12.8	30	10.0
Automate more tasks or processes	13	6.3	17	12.5	13	9.4	7	7.9	5	4.9
Use contractors/consultants	17	5.6	16	7.1	18	12.4	11	7.5	26	9.4
Redesign jobs / existing staff have to take on extra work	25	8.9	22	16.9	27	13.9	27	12.4	24	9.4
Improve pay or conditions to attract New Zealand workers	11	5.6	5	6.7	20	12.5	12	9.4	8	5.4
Offer current staff better pay or conditions to get them to stay	16	6.8	11	11.0	24	13.0	15	10.6	9	6.5
Any other impacts? (Specify)	13	6.0	18	13.6	5	4.3	18	9.6	18	7.7
No impact	2	-	4	7.6	0	-	0	-	2	-
Don't know	5	3.8	4	6.4	5	6.5	9	8.9	12	6.9
Refused	3	3.3	6	7.9	0	-	1	-	2	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had experienced difficulties with employing migrant workers in New Zealand or from overseas in the last two years (n=261).

Table 210: Q63. Which of the following best describes your position or job title in this business?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1846*		527		475		387		457	
Weighted base=	179095*	+/-	109668	+/-	50296	+/-	12669	+/-	6463	+/-
	%	%	%	%	%	%	%	%	%	%
Business owner or partner in the business	67	2.9	79	4.1	56	5.1	38	5.4	19	3.8
Human resources manager	3	0.9	1	-	3	1.8	9	3.3	32	4.9
Other senior manager	23	2.6	14	3.5	36	5.0	49	5.8	40	5.0
Or some other type of position (Specify)	5	1.5	5	2.2	4	2.1	3	2.2	8	3.1
Refused	1	-	2	-	1	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1851) were asked this question.

Table 211: Q64. Were you born in New Zealand?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1847*		528		475		387		457	
Weighted base=	179507*	+/-	110079	+/-	50296	+/-	12669	+/-	6463	+/-
	%	%	%	%	%	%	%	%	%	%
Yes	78	2.8	77	4.1	80	4.1	80	4.5	73	4.7
No	21	2.7	22	4.0	20	4.1	19	4.5	26	4.6
Refused	1	-	1	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1851) were asked this question.

Table 212: Q65. Which country were you born in?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	401*		121		93		78		109	
Weighted base=	38531*	+/-	24385	+/-	10031	+/-	2426	+/-	1689	+/-
	%	%	%	%	%	%	%	%	%	%
Australia	5	2.3	4	3.1	4	4.2	3	3.6	15	7.7
Other Oceania	2	-	1	-	5	5.1	2	-	3	3.4
Asia/Middle East	27	6.1	29	8.5	30	10.5	8	6.9	11	6.3
Europe	40	6.9	36	9.7	43	11.4	64	12.1	41	10.3
Africa	10	4.6	10	6.7	8	6.1	16	9.7	17	7.7
North/Central America	6	3.6	7	5.4	4	4.8	3	5.2	5	4.6
South America	2	-	2	-	2	-	1	-	1	-
Refused	9	4.4	12	6.6	4	4.8	2	-	7	5.1
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on respondents who were not born in New Zealand (n=401).

Table 213: Q66. How many years have you lived in New Zealand?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	401*		121		93		78		109	
Weighted base=	38531*	+/-	24385	+/-	10031	+/-	2426	+/-	1689	+/-
	%	%	%	%	%	%	%	%	%	%
Less than 5 years	7	4.4	9	6.6	4	4.8	3	5.3	8	5.7
5 to 10 years	10	3.9	7	4.9	17	8.6	10	7.0	10	6.1
More than 10 years	81	5.8	82	8.3	79	9.4	85	8.9	82	8.0
Don't know	0	-	0	-	0	-	0	-	0	-
Refused	1	-	2	-	0	-	2	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on respondents who were not born in New Zealand (n=401).

Table 214: Q67. READ IF NECESSARY, OTHERWISE CODE. Are you male or female?

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1846*		529		474		386		457	
Weighted base=	179488*	+/-	110143	+/-	50244	+/-	12647	+/-	6454	+/-
	%	%	%	%	%	%	%	%	%	%
Male	56	3.3	56	4.9	56	5.1	55	5.7	45	5.0
Female	43	3.3	42	4.9	43	5.1	43	5.6	53	5.1
Refused	1	-	2	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1851) were asked this question.

Table 215: Q68. And which of the following ethnic groups do you belong to? You can choose more than one.

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1848*		528		475		387		458	
Weighted base=	179510	+/-	110079	+/-	50296	+/-	12669	+/-	6466	+/-
	%	%	%	%	%	%	%	%	%	%
Maori	7	1.6	7	2.4	7	2.6	6	2.9	9	3.0
NZ European (Pakeha or New Zealander)	80	2.7	79	3.9	81	4.1	84	4.3	79	4.2
Other European	8	1.9	8	2.8	7	2.6	8	3.1	11	3.4
Pasifika	1	-	1	-	2	-	1	-	2	-
Asian	7	1.7	8	2.5	7	2.7	3	1.6	5	2.3
Other ethnic group (Specify)	1	-	1	-	1	-	0	-	1	-
Don't know	0	-	0	-	0	-	0	-	0	-
Refused	2	-	2	-	2	-	2	-	3	1.6

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

*Base figures exclude non-response (paper questionnaire). All respondents were asked this question (n=1851).

Table 216: Industry by size category

	Total	1 to 5	6 to 19	20 to 49	50 plus
Unweighted base =	1878	537	478	395	468
Weighted base =	1878	1154	521	134	69
	%	%	%	%	%
Ag/Forestry/Fishing	12	15	8	5	4
Manufacturing	7	5	8	11	12
Construction	12	13	9	8	6
Retail Trade/Accom/Food Services	19	16	25	19	16
Health and Social Assistance	6	5	6	8	12
Other	45	45	43	48	51
Total	100	100	100	100	100

Total may not sum to 100% due to rounding.

Table 217: Region (from sample)

	Total		1 to 5		6 to 19		20 to 49		50 plus		
	Unweighted base=	1878	537		478		395		468		
	Weighted base=	182259	+/-	111972	+/-	50598	+/-	13017	+/-	6672	+/-
	%	%	%	%	%	%	%	%	%	%	
Northland	3	1.1	3	1.5	4	2.0	4	2.3	1	-	
Auckland	24	2.8	21	4.0	29	4.7	29	5.2	34	4.9	
Waikato	9	1.9	11	2.9	7	2.6	7	2.7	7	2.6	
Bay of Plenty	7	1.7	7	2.5	6	2.3	8	3.2	10	3.0	
Gisborne	2	-	2	-	2	-	1	-	2	-	
Hawke's Bay	5	1.4	5	2.0	5	2.1	4	2.2	5	2.1	
Taranaki	3	1.3	4	1.9	3	1.7	1	-	2	-	
Manawatu- Wanganui	5	1.3	4	1.8	5	2.2	5	2.6	5	2.0	
Wellington	12	2.2	11	3.1	12	3.4	14	4.2	12	3.5	
Tasman	1	-	1	-	0	-	0	-	0	-	
Nelson	3	1.2	3	1.8	2	-	2	-	1	-	
Marlborough	1	-	1	-	1	-	1	-	1	-	
West Coast	1	-	1	-	1	-	1	-	0	-	
Canterbury	15	2.4	16	3.5	14	3.5	13	3.7	14	3.4	
Otago	6	1.7	7	2.6	6	2.4	5	2.2	5	2.3	
Southland	3	1.3	3	1.9	3	1.9	4	2.5	1	-	
Other	0	-	0	-	0	-	0	-	0	-	
Total	100	-	100	-	100	-	100	-	100	-	

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

Table 218: North Island versus South Island

	Total		1 to 5		6 to 19		20 to 49		50 plus	
Unweighted base=	1878		537		478		395		468	
Weighted base=	182259	+/-	111972	+/-	50598	+/-	13017	+/-	6672	+/-
	%	%	%	%	%	%	%	%	%	%
North Island	70	3.1	68	4.6	73	4.5	73	4.9	77	4.2
South Island	30	3.1	32	4.6	27	4.5	27	4.9	23	4.2
Other	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-

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

2.4 Results by industry category

Table 219: Q1. First of all, does your organisation operate from more than one site in New Zealand?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1866*		281		265		280		308		271		461	
Weighted base=	180990*	+/-	21347	+/-	12143	+/-	20853	+/-	34636	+/-	10401	+/-	81609	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	32	3.0	32	8.7	27	5.9	27	6.4	34	6.3	35	5.9	32	5.2
No	68	3.0	67	8.8	73	5.9	72	6.5	66	6.3	64	5.9	67	5.3
Don't know	0	-	1	-	0	-	1	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 220: Q2. For the purposes of this survey, the questions apply only to the business site you currently work from. How many employees are employed at the business site you currently work from? Please include full-time and part-time employees but do not include contractors or the business owners.

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	795*		118		105		108		125		123		216	
Weighted base=	58836*	+/-	7384	+/-	3251	+/-	5799	+/-	11846	+/-	3720	+/-	26836	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1 - 5	47	1.4	76	-	29	-	63	-	41	-	31	3.3	43	2.9
6 – 9	10	2.5	6	3.2	10	7.5	8	5.0	14	7.0	18	6.3	8	4.1
10 – 19	24	2.5	13	3.2	26	7.5	18	5.0	30	7.0	22	6.3	26	4.1
20 – 49	10	-	4	-	17	-	7	-	10	-	11	-	12	-
50 – 99	4	0.5	1	-	11	2.2	2	-	2	-	9	2.2	5	0.9
100 or more	3	0.5	1	-	6	2.2	3	0.7	2	-	7	2.2	4	0.9
No employees	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	1	-	0	-	0	-	0	-	0	-	2	-	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that operate from more than one site in New Zealand (n=805).

Table 221: Q2b. How many employees are employed by the business? Please include full-time and part-time employees but do not include contractors or the business owners.

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1073*		165		160		172		183		148		245	
Weighted base=	122408*	+/-	14216	+/-	8892	+/-	15054	+/-	22790	+/-	6682	+/-	54774	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1 - 5	68	0.7	79	-	57	-	74	-	59	-	61	-	69	1.5
6 – 9	12	1.6	9	2.5	13	4.6	10	3.1	19	4.8	14	3.9	10	2.7
10 – 19	13	1.6	9	2.5	18	4.6	11	3.1	15	4.8	13	3.9	12	2.7
20 – 49	6	0.0	3	0.1	10	-	4	-	6	-	10	-	6	-
50 – 99	1	-	0	-	2	-	0	-	1	-	2	-	1	-
100 or more	1	-	0	-	1	-	0	-	1	-	1	-	1	-
No employees	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	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. Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that operate from only one site in New Zealand (n=1073).

Table 222: X2. Business size (collapsed - 6 categories)

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1868*		283		265		280		308		271		461	
Weighted base=	181243*	+/-	21600	+/-	12143	+/-	20853	+/-	34636	+/-	10401	+/-	81609	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1 - 5	61	0.6	78	-	49	-	71	-	53	-	50	1.2	61	1.4
6 – 9	11	1.4	8	2.0	12	3.9	9	2.7	17	4.1	15	3.4	10	2.3
10 – 19	16	1.4	10	2.0	20	3.9	13	2.7	20	4.1	16	3.4	17	2.3
20 – 49	7	0.0	3	0.1	12	-	5	-	7	-	10	-	8	-
50 – 99	2	-	1	-	4	0.7	1	-	1	-	4	0.9	2	-
100 or more	2	-	1	-	2	-	1	-	2	-	3	0.9	2	-
No employees	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1878).

Table 223: Q3. And for how long has your business been operating in New Zealand?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1868*		283		265		280		308		271		461	
Weighted base=	181243*	+/-	21600	+/-	12143	+/-	20853	+/-	34636	+/-	10401	+/-	81609	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Less than 2 years	5	1.5	4	3.8	4	3.1	5	3.5	8	3.7	6	3.3	4	2.5
2 to less than 6 years	14	2.3	12	6.3	15	5.6	18	5.9	22	5.7	11	4.3	11	3.9
6 to less than 10 years	11	2.2	9	5.3	11	4.6	11	4.9	14	4.8	13	4.5	10	3.8
10 years or more	68	3.1	75	8.2	70	6.9	65	7.1	54	6.8	69	6.2	73	5.5
Don't know	1	-	0	-	0	-	0	-	2	-	1	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 224: Q4. Who is mainly responsible for providing health and safety leadership for the business?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1873		283		268		281		309		271		461	
Weighted base=	181839	+/-	21600	+/-	12396	+/-	21000	+/-	34833	+/-	10401	+/-	81609	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Business owners	67	3.0	77	7.6	68	6.2	76	6.2	72	5.8	57	6.4	61	5.5
Directors, board members or senior leaders	31	2.9	17	6.2	34	6.3	29	6.3	20	4.9	37	6.2	39	5.5
Managers	37	3.0	31	8.1	40	6.6	28	5.8	44	6.4	42	6.0	38	5.4
A health and safety specialist within the business	10	1.6	7	3.5	18	4.7	10	3.3	10	3.4	9	2.8	10	2.8
Health and safety reps	11	1.6	8	4.1	16	4.1	12	4.0	8	3.2	18	4.5	11	2.8
A health and safety committee	10	1.5	5	3.3	20	4.6	9	2.7	6	2.2	13	3.2	13	2.9
A contracted health and safety specialist from outside the business	9	1.8	9	4.6	12	4.6	16	5.2	7	3.2	5	2.8	8	3.2
A staff member/all staff	2	-	2	-	2	-	2	-	3	2.2	0	-	1	-
Any other provider (Specify)	1	-	0	-	0	-	1	-	0	-	0	-	2	-
No one	0	-	0	-	0	-	0	-	1	-	1	-	1	-
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	1	-	0	-	1	-	1	-

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

*Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 225: Q5 Does the business have health and safety inductions for all new employees? IF REQUIRED: 'Employees' includes full-time and part-time employees but does not include contractors or the business owners.

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1869*		283		267		281		307		271		460	
Weighted base=	181287*	+/-	21600	+/-	12303	+/-	21000	+/-	34440	+/-	10401	+/-	81544	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	85	2.6	87	6.5	89	5.0	92	4.2	84	5.1	83	5.2	82	4.9
No	13	2.4	10	5.9	9	4.5	8	4.2	14	4.9	14	4.8	15	4.5
Don't know	1	-	1	-	1	-	0	-	1	-	1	-	1	-
Refused	2	-	1	-	2	-	0	-	1	-	2	-	3	2.2
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 226: Q6A. Does the business have a process for identifying and assessing the business's main risks and hazards?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1871*		283		268		281		308		270		461	
Weighted base=	181603*	+/-	21600	+/-	12396	+/-	21000	+/-	34636	+/-	10361	+/-	81609	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	89	2.3	90	5.9	96	3.0	96	3.0	84	5.1	92	3.8	87	4.2
No	7	2.0	7	5.2	3	2.7	2	-	10	4.3	4	2.9	9	3.6
Don't know	2	-	2	-	1	-	1	-	3	2.6	1	-	2	-
Refused	2	-	0	-	0	-	1	-	2	-	3	2.3	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 227: Q6B. Does the business know which workers could be affected by the main risks and hazards?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1863*		281		267		279		308		269		459	
Weighted base=	180277*	+/-	21496	+/-	12303	+/-	20706	+/-	34636	+/-	10349	+/-	80786	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	93	1.8	93	4.9	97	2.7	92	4.3	90	4.2	96	2.4	94	3.1
No	4	1.4	4	3.9	2	-	5	3.5	7	3.5	1	-	4	2.5
Don't know	1	-	2	-	2	-	2	-	1	-	1	-	1	-
Refused	1	-	1	-	0	-	1	-	2	-	2	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 228: Q6C. Does the business have processes in place to manage the main risks to workers?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1864*		281		268		280		308		268		459	
Weighted base=	180492*	+/-	21496	+/-	12396	+/-	20853	+/-	34636	+/-	10324	+/-	80786	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	92	2.0	95	4.4	96	3.3	96	3.0	89	4.3	93	3.7	90	3.9
No	5	1.6	5	4.4	1	-	1	-	7	3.5	3	2.5	5	3.0
Don't know	2	-	0	-	3	2.8	2	-	2	-	2	-	2	-
Refused	2	-	0	-	0	-	1	-	2	-	3	2.3	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 229: Q6D. Does the business regularly review its systems and processes for managing the main risks and hazards?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1862*		281		267		279		308		269		458	
Weighted base=	180283*	+/-	21496	+/-	12374	+/-	20706	+/-	34636	+/-	10349	+/-	80721	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	82	2.7	82	7.5	86	5.4	87	5.3	75	5.9	86	4.9	83	4.7
No	13	2.3	16	7.3	11	4.9	11	5.0	16	5.1	9	4.1	11	4.0
Don't know	3	1.2	2	-	2	-	0	-	6	3.4	2	-	3	2.1
Refused	2	-	0	-	1	-	2	-	2	-	3	2.3	3	2.2
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 230: Q6A_C. Employers with a process for identifying, assessing and managing the main risks

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1864*		281		268		280		308		268		459	
Weighted base=	180492*	+/-	21496	+/-	12396	+/-	20853	+/-	34636	+/-	10324	+/-	80786	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	87	2.5	87	6.5	94	3.7	94	3.7	81	5.5	91	4.1	86	4.5
No	8	2.0	10	6.0	3	2.5	3	2.7	12	4.6	4	3.0	9	3.7
Don't know	3	1.2	2	-	3	2.8	2	-	5	3.1	2	-	3	2.2
Refused	2	-	0	-	0	-	1	-	2	-	3	2.3	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1878).

Table 231: Q6A_C_D. Employers with a process for identifying, assessing and managing the main risks, who also review these systems

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1861*		281		267		279		308		268		458	
Weighted base=	180257*	+/-	21496	+/-	12374	+/-	20706	+/-	34636	+/-	10324	+/-	80721	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	79	2.9	77	8.2	85	5.6	86	5.4	70	6.2	84	5.1	80	5.1
No	15	2.5	20	7.9	11	4.9	10	4.7	19	5.5	10	4.3	13	4.3
Don't know	4	1.4	3	3.2	3	2.9	2	-	8	3.9	3	2.4	4	2.4
Refused	2	-	0	-	1	-	2	-	2	-	3	2.3	3	2.2
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1878).

Table 232: Q7. How often does the business involve workers (including any contractors) in decisions that affect their health and safety?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1875*		282		269		281		309		273		461	
Weighted base=	181874*	+/-	21597	+/-	12462	+/-	21000	+/-	34676	+/-	10530	+/-	81609	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
All or most of the time	61	3.3	63	9.1	65	6.9	70	6.9	49	6.7	64	6.4	62	5.8
Some of the time	30	3.0	33	8.8	26	6.5	27	6.7	37	6.5	30	6.1	29	5.3
Never	6	1.8	4	3.8	6	3.9	2	-	9	4.1	4	2.7	7	3.3
Don't know	2	-	0	-	4	3.0	0	-	4	2.9	1	-	1	-
Refused	1	-	0	-	0	-	1	-	1	-	1	-	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 233: Q8. Does the business have...?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1875*		281		269		281		309		273		462	
Weighted base=	181816	+/-	21354	+/-	12462	+/-	21000	+/-	34676	+/-	10530	+/-	81795	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Elected health and safety representatives	28	2.6	19	6.8	40	6.7	35	6.8	23	5.1	35	5.6	27	4.5
Informal health and safety reps or champions	27	2.9	23	7.8	30	6.6	28	6.4	23	5.4	27	5.7	29	5.3
A health and safety committee	18	2.1	12	5.5	30	5.5	19	4.7	11	3.3	20	3.8	21	3.9
A system for regular health and safety communications	42	3.1	44	9.1	53	7.3	47	7.1	39	6.4	45	6.3	39	5.4
Regular meetings where health and safety is discussed	52	3.2	63	9.2	66	7.0	60	7.3	42	6.4	58	6.2	48	5.8
Regular health and safety briefings, such as tool box or tail gate meetings	36	3.0	47	9.4	44	7.0	80	6.2	24	5.7	11	3.5	29	5.3
None of the above	15	2.6	13	6.8	12	5.1	6	3.8	22	5.7	14	4.9	16	4.8
Don't know	1	-	0	-	1	-	1	-	2	-	1	-	1	-
Refused	2	-	0	-	1	-	1	-	3	2.4	2	-	3	2.3

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
 *Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 234: Q9. In the last 12 months have the business's officers, that is the business's directors, board members or senior leaders, asked for information about how the business is managing its main health and safety risks and hazards?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1869*		278		267		280		310		272		462	
Weighted base=	181339*	+/-	21007	+/-	12347	+/-	20853	+/-	34872	+/-	10466	+/-	81795	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	54	3.3	47	9.4	61	7.1	50	7.0	51	6.5	56	6.5	56	5.9
No	23	2.9	26	8.4	21	6.2	23	6.5	24	5.9	24	5.8	22	5.2
Not applicable as business is run by a sole trader	19	2.8	22	8.1	16	5.7	25	6.6	20	5.6	16	5.1	17	4.8
Don't know	2	-	4	3.9	1	-	1	-	4	2.5	2	-	2	-
Refused	2	-	1	-	1	-	1	-	1	-	2	-	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 235: Q10. In the last 12 months, has the business:

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1875*		282		269		281		309		273		461	
Weighted base=	182027*	+/-	21597	+/-	12462	+/-	21000	+/-	34709	+/-	10530	+/-	81729	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Had workers who work on the same site as those from another business	36	3.1	30	8.5	39	7.1	71	6.8	23	5.5	24	5.5	36	5.7
Had work done by contractors or subcontractors from any other business	51	3.1	72	8.4	54	6.8	65	7.2	46	6.5	51	6.4	43	5.6
None of the above	32	3.1	16	6.9	31	6.7	9	4.5	42	6.6	36	6.4	37	5.8
Don't know	2	-	0	-	2	-	0	-	4	2.7	2	-	1	-
Refused	1	-	0	-	0	-	1	-	1	-	2	-	2	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 236: Q11. Does your business work with other businesses to manage shared health and safety risks?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1463*		242		214		266		210		186		345	
Weighted base=	118773*	+/-	18082	+/-	8321	+/-	18946	+/-	18283	+/-	6279	+/-	48864	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	64	3.6	57	10.2	69	7.9	81	6.3	41	8.5	53	8.2	69	6.7
No	31	3.5	41	10.2	27	7.6	16	5.9	49	8.7	40	8.1	26	6.4
Don't know	4	1.3	2	-	4	2.9	2	-	9	5.0	6	3.8	3	2.0
Refused	1	-	0	-	0	-	1	-	1	-	1	-	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had workers who worked on the same site as workers from another business, or who had work done by contractors from another business, in the last 12 months (n=1465).

Table 237: Q12. In the last 12 months, has the business made any significant changes to its health and safety systems or practices?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1878		283		269		281		310		273		462	
Weighted base=	182259	+/-	21600	+/-	12462	+/-	21000	+/-	34872	+/-	10530	+/-	81795	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	49	3.3	52	9.4	52	7.0	56	7.3	45	6.5	44	6.5	49	5.9
No	48	3.3	48	9.4	45	7.1	43	7.3	52	6.5	53	6.5	48	5.9
Don't know	2	-	0	-	2	-	2	-	3	2.3	1	-	1	-
Refused	1	-	0	-	1	-	0	-	0	-	3	2.3	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 238: (continues overleaf) Q13. Thinking about the biggest change or changes made to the business's health and safety systems or practices in the last 12 months, what was this change? Was it a change to:

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1088*		169		163		176		163		134		283	
Weighted base=	89711	+/-	11207	+/-	6471	+/-	11696	+/-	15606	+/-	4604	+/-	40127	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Equipment or plant	28	3.8	33	12.1	43	9.4	41	9.3	35	9.4	18	7.6	20	6.0
The workplace or worksite	30	4.0	29	11.8	40	8.8	47	9.6	30	8.9	18	7.6	26	6.8
How the work is carried out	36	4.3	34	12.2	32	8.7	52	9.6	38	9.5	19	7.6	33	7.6
The development of policies or systems	75	4.0	65	12.4	71	9.0	66	9.2	79	7.8	86	7.0	78	7.0

Training of workers, including inductions	63	4.4	55	12.7	67	9.0	76	8.1	72	8.8	61	9.5	59	8.0
Risk management	53	4.5	54	12.7	58	9.6	66	9.2	52	9.7	59	9.6	48	7.9
Managing risks to workers' health, for example, reducing exposure to noise and dust	34	4.0	40	12.5	50	9.7	55	9.6	33	9.2	24	8.5	26	6.8
Investigating accidents and near misses	34	4.0	28	11.3	41	9.0	39	9.2	39	8.7	34	8.9	32	7.1
How the business involves workers in health and safety	49	4.5	47	12.7	50	9.5	62	9.3	46	9.5	49	9.4	47	8.0
How the business works with its officers to understand and manage health and safety	34	4.0	26	10.9	30	8.5	33	8.7	36	9.1	43	9.3	34	7.1
How the business works with other businesses to manage risks and hazards	31	4.0	26	10.9	27	8.3	56	9.6	24	8.1	32	8.9	29	7.1
Or was it some other type of change? (Specify)	2	-	0	-	4	3.9	4	3.8	0	-	1	-	2	-
None of the above	0	-	0	-	1	-	0	-	0	-	0	-	0	-
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who had made a significant change to their health and safety systems or practices in the last 12 months (n=1089).

Table 239: Q13aA. The time and effort involved in meeting health and safety legislation requirements are reasonable

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1870*		282		269		279		310		272		458	
Weighted base=	180765*	+/-	21590	+/-	12462	+/-	20976	+/-	34872	+/-	10490	+/-	80375	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Strongly disagree	7	1.8	3	2.4	7	3.8	6	3.6	8	3.8	4	2.6	8	3.4
Disagree	17	2.5	21	7.4	16	5.2	21	6.0	18	5.3	11	4.0	14	4.3
Neutral	26	2.9	33	9.0	27	6.6	29	6.8	26	6.0	30	6.1	23	5.1
Agree	37	3.2	31	8.6	39	7.0	34	7.0	33	6.3	39	6.4	39	5.9
Strongly agree	11	2.1	11	5.9	9	4.1	8	3.7	10	3.9	13	4.4	12	3.8
Don't know	2	-	1	-	3	2.8	0	-	4	2.8	2	-	2	-
Refused	1	-	0	-	0	-	1	-	1	-	2	-	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 240: Q13aB. The time and effort involved in meeting health and safety legislation requirements are worthwhile

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1870*		281		269		279		310		272		459	
Weighted base=	180933*	+/-	21347	+/-	12462	+/-	20976	+/-	34872	+/-	10490	+/-	80786	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Strongly disagree	5	1.5	1	-	5	3.5	5	3.2	6	3.1	1	-	6	2.9
Disagree	10	2.0	19	7.4	8	3.8	13	5.0	10	4.1	7	3.5	7	3.2
Neutral	23	2.8	26	8.3	21	6.1	22	6.3	31	6.3	22	5.6	20	4.9
Agree	41	3.3	37	9.1	44	7.3	44	7.4	37	6.5	43	6.5	42	5.9
Strongly agree	19	2.6	17	7.1	19	5.4	15	5.0	13	4.3	23	5.5	23	5.0
Don't know	1	-	0	-	3	2.8	0	-	4	2.7	1	-	1	-
Refused	1	-	0	-	0	-	1	-	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. Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 241: Q13aC. Having good health and safety systems is good for your business

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1871*		281		269		279		310		272		460	
Weighted base=	181119*	+/-	21347	+/-	12462	+/-	20976	+/-	34872	+/-	10490	+/-	80972	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Strongly disagree	3	1.2	1	-	3	2.7	1	-	5	3.0	2	-	3	2.3
Disagree	2	-	3	3.1	2	-	1	-	2	-	2	-	3	2.2
Neutral	11	2.2	9	5.4	6	3.4	13	5.3	19	5.4	9	4.1	10	3.7
Agree	41	3.3	53	9.3	41	7.2	37	7.2	38	6.5	41	6.5	40	5.9
Strongly agree	41	3.2	34	8.7	47	7.2	46	7.3	34	6.2	44	6.5	43	5.8
Don't know	1	-	0	-	1	-	1	-	2	-	1	-	0	-
Refused	1	-	0	-	0	-	1	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 242: Q14. The new Health and Safety at Work Act was introduced in September 2015. How confident are you that the business understands its obligations under the Act?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1877*		283		269		281		310		273		461	
Weighted base=	181847*	+/-	21600	+/-	12462	+/-	21000	+/-	34872	+/-	10530	+/-	81383	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very confident	27	2.9	23	7.9	29	6.4	27	6.2	25	5.6	34	6.1	29	5.2
Somewhat confident	48	3.4	53	9.4	50	7.3	49	7.4	43	6.7	44	6.6	48	6.0
Neither confident nor unconfident	14	2.3	15	6.8	10	4.5	17	5.9	19	5.4	13	4.6	12	3.9
Somewhat unconfident	4	1.5	4	3.8	4	2.7	5	3.4	4	2.8	2	-	5	2.7
Not at all confident	4	1.4	4	3.8	1	-	1	-	5	3.0	2	-	4	2.6
Don't know	1	-	0	-	4	3.4	0	-	3	2.3	3	2.5	1	-
Refused	1	-	1	-	1	-	1	-	0	-	2	-	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1878) were asked this question.

Table 243: Q15. Do all employees of the business have a written employment agreement? IF REQUIRED: "Employees" includes full-time and part-time employees but does not include contractors or the business owners

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1873*		283		267		281		309		272		461	
Weighted base=	181480*	+/-	21600	+/-	12303	+/-	21000	+/-	34676	+/-	10518	+/-	81383	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	87	2.4	82	7.5	88	5.1	82	6.0	88	4.5	92	3.8	89	4.1
No	11	2.2	17	7.3	10	4.7	14	5.5	7	3.7	5	3.2	10	4.0
Don't know	1	-	0	-	0	-	1	-	2	-	1	-	0	-
Refused	2	-	1	-	2	-	3	2.8	3	2.4	2	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1874) were asked this question.

Table 244: Q16 In April 2016, new laws came into effect prohibiting employers from including zero hour clauses in any new employment agreements. Were you aware of this change?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1873*		283		267		281		310		272		460	
Weighted base=	181265*	+/-	21600	+/-	12303	+/-	21000	+/-	34872	+/-	10518	+/-	80972	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	77	2.9	70	8.8	82	5.9	72	6.8	79	5.6	87	4.7	78	5.2
No	17	2.6	27	8.6	13	5.1	20	6.1	14	4.8	9	3.8	17	4.7
Don't know	4	1.4	2	-	3	2.9	8	4.0	6	3.2	2	-	4	2.5
Refused	1	-	1	-	2	-	1	-	2	-	2	-	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1874) were asked this question.

Table 245: Q16_17. Proportion of all employers affected by law changes in relation to zero hour contracts.

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1867*		282		265		280		310		270		460	
Weighted base=	181096*	+/-	21590	+/-	12270	+/-	20927	+/-	34872	+/-	10466	+/-	80972	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	15	2.2	18	7.3	12	4.6	17	5.6	24	5.7	15	4.5	10	3.4
No	79	2.6	79	7.7	81	5.8	75	6.5	67	6.3	78	5.5	84	4.4
Don't know	5	1.5	2	-	5	3.4	8	4.0	7	3.6	4	2.6	4	2.6
Refused	2	-	1	-	2	-	1	-	2	-	3	2.6	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1874).

Table 246: Q17. Has this change ...?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1572*		228		231		222		261		241		389	
Weighted base=	139852	+/-	15047	+/-	10021	+/-	14960	+/-	27511	+/-	9064	+/-	63249	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Meant employment agreements needed updating	10	2.0	15	7.9	10	4.6	14	6.1	18	5.7	8	3.5	5	2.5
Increased costs for the business	8	1.9	12	7.4	5	3.4	9	5.3	16	5.6	4	2.8	4	2.5
Restricted the business's ability to change employees' hours of work?	5	1.5	8	6.1	4	3.4	4	3.1	10	4.4	4	2.4	2	-
Increased certainty for employees	8	1.9	7	5.5	5	3.4	7	4.4	13	5.0	11	4.3	6	3.1
Any other impacts (Specify)	1	-	5	5.3	0	-	0	-	1	-	2	-	1	-
No impact	80	2.8	74	9.8	83	5.8	76	7.5	67	7.0	80	5.4	87	4.4
Don't know	1	-	0	-	2	-	0	-	2	-	2	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	1	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who were aware of the April 2016 law change prohibiting zero hour clauses in new employment agreements (n=1578).

Table 247: Q18. The next questions are about minimum wages and payroll systems. Are any of your employees paid the adult minimum wage of \$15.25 per hour?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1872*		283		266		281		310		271		461	
Weighted base=	181519*	+/-	21600	+/-	12210	+/-	21000	+/-	34872	+/-	10454	+/-	81383	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	24	2.6	26	7.8	25	6.2	11	3.8	48	6.7	18	4.3	18	4.3
No	74	2.6	72	8.1	74	6.2	87	4.2	50	6.8	79	4.7	81	4.4
Don't know	1	-	0	-	1	-	1	-	3	2.3	1	-	1	-
Refused	1	-	2	-	0	-	1	-	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. Base figures exclude non-response (paper questionnaire). All respondents (n=1872) were asked this question.

Table 248: Q19. Thinking about all of your current employees aged 20 years or over, are any of them required by their employment agreement to undertake recognised industry training of at least 60 credits a year?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1867*		283		265		280		310		270		459	
Weighted base=	180968*	+/-	21600	+/-	12116	+/-	20993	+/-	34872	+/-	10442	+/-	80945	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	10	1.7	3	2.5	10	3.9	27	6.2	8	3.5	21	5.2	7	2.8
No	84	2.2	94	4.0	85	5.0	64	6.9	85	4.7	74	5.7	88	3.8
Don't know	5	1.4	1	-	4	3.0	7	3.9	5	3.1	3	2.1	5	2.5
Refused	1	-	2	-	1	-	1	-	2	-	2	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1872) were asked this question.

Table 249: Q20. The training minimum wage is \$12.20 per hour. Are any of these employees paid \$12.20 per hour or any rate between that and \$15.25?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	304*		20**		44		95		32		67		46	
Weighted base=	18195*	+/-	689 **	+/-	1229	+/-	5728	+/-	2822	+/-	2168	+/-	5558	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	11	5.9	0	-	9	9.8	9	7.6	14	14.5	5	5.8	15	15.6
No	88	6.0	92	13.6	91	9.8	91	7.6	85	14.7	95	5.9	83	15.8
Don't know	1	-	0	-	0	-	0	-	1	-	1	-	2	-
Refused	0	-	8	13.6	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had employees aged 20 years or over who were required by their employment agreement to undertake recognised industry training of at least 60 credits a year (n=304).

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

Table 250: Q19_20. Proportion of all employers paying the minimum wage of \$12.20 per hour or any rate between that and \$15.25.

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1867*		283		265		280		310		270		459	
Weighted base=	180968*	+/-	21600	+/-	12116	+/-	20993	+/-	34872	+/-	10442	+/-	80945	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	1	-	0	-	1	-	2	-	1	-	1	-	1	-
No	93	1.6	97	3.2	94	3.5	89	4.7	92	3.7	93	3.2	93	2.9
Don't know	5	1.4	1	-	4	3.0	7	3.9	6	3.1	3	2.1	5	2.5
Refused	1	-	2	-	1	-	1	-	2	-	2	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1872).

Table 251: Q21. In the last 12 months has your business employed any workers aged 16 to 19 years?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1872		283		266		281		310		271		461	
Weighted base=	181519*	+/-	21600	+/-	12210	+/-	21000	+/-	34872	+/-	10454	+/-	81383	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	31	2.7	39	8.6	44	6.7	36	6.8	41	6.2	21	4.8	23	4.4
No	67	2.7	59	8.7	56	6.7	63	6.8	56	6.3	76	4.9	76	4.5
Don't know	1	-	2	-	0	-	1	-	3	2.2	1	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. All respondents (n=1872) were asked this question.

Table 252: Q22. The starting-out wage is \$12.20 per hour. Are any of these employees paid \$12.20 per hour or any rate between that and \$15.25?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	908*		181		144		145		181		82		175	
Weighted base=	56673*	+/-	8445	+/-	5340	+/-	7607	+/-	14127	+/-	2241	+/-	18913	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	14	3.4	6	3.3	21	8.7	14	8.3	20	7.6	12	8.3	12	7.1
No	84	3.6	93	3.3	77	9.0	86	8.3	76	8.4	82	9.9	86	7.3
Don't know	1	-	0	-	2	-	0	-	1	-	6	6.4	2	-
Refused	1	-	0	-	0	-	0	-	3	3.7	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had employed workers aged 16 to 19 years in the last 12 months (n=911).

Table 253: Q21_22. Proportion of all employers paying the starting out wage of \$12.20 per hour.

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1869*		283		266		280		309		271		460	
Weighted base=	181283*	+/-	21600	+/-	12210	+/-	20993	+/-	34709	+/-	10454	+/-	81318	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	4	1.1	2	-	9	4.3	5	3.2	8	3.3	3	1.9	3	1.7
No	93	1.4	96	2.6	90	4.5	94	3.3	88	4.2	94	2.9	96	2.1
Don't know	2	-	2	-	1	-	1	-	3	2.4	3	1.9	1	-
Refused	1	-	0	-	0	-	0	-	1	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1872).

Table 254: Q23. Does an increase in minimum wage rates usually prompt your business to increase wages or salaries for employees who are already being paid above minimum wages?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1868*		283		266		280		308		271		460	
Weighted base=	181000*	+/-	21600	+/-	12210	+/-	20993	+/-	34546	+/-	10454	+/-	81198	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	25	2.7	23	7.6	27	6.5	18	5.6	46	6.4	24	5.5	18	4.7
No	68	3.0	70	8.4	67	6.9	78	6.1	49	6.5	71	5.9	73	5.4
Don't know	4	1.4	6	4.4	4	3.1	2	-	3	2.5	3	2.1	5	2.5
Refused	3	1.2	1	-	2	-	2	-	2	-	1	-	4	2.3
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. Base figures exclude non-response (paper questionnaire). All respondents (n=1872) were asked this question.

Table 255: Q24. In the last 12 months, has your business paid any employee less than the eligible minimum wage rate?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1869*		283		266		280		308		271		461	
Weighted base=	181152*	+/-	21600	+/-	12210	+/-	20993	+/-	34513	+/-	10454	+/-	81383	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	0	-	0	-	1	-	0	-	1	-	1	-	0	-
No	98	-	100	-	99	-	99	-	97	2.5	97	2.2	98	-
Don't know	1	-	0	-	1	-	0	-	2	-	1	-	1	-
Refused	1	-	0	-	0	-	0	-	1	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1872) were asked this question.

Table 256: Q24a. In the last 12 months, has your business paid any employee "off the books"?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1870*		283		266		280		309		271		461	
Weighted base=	181349*	+/-	21600	+/-	12210	+/-	20993	+/-	34709	+/-	10454	+/-	81383	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	1	-	0	-	2	-	1	-	2	-	0	-	0	-
No	97	1.1	100	-	95	3.4	98	-	96	2.8	97	2.1	97	1.9
Don't know	1	-	0	-	1	-	0	-	2	-	1	-	2	-
Refused	1	-	0	-	1	-	1	-	1	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1872) were asked this question.

Table 257: Q25. As a result of a law change in April 2016, all employers are now required to keep records for every employee of the hours worked each day within a pay period, and the pay received for those hours. Were you aware of these changes?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1862*		283		266		277		308		271		457	
Weighted base=	180076*	+/-	21600	+/-	12210	+/-	20692	+/-	34546	+/-	10454	+/-	80574	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes (I was aware of the changes)	48	3.3	61	9.1	46	7.3	43	7.3	47	6.8	49	6.5	46	6.0
No (I thought this was already law / I wasn't aware)	50	3.4	38	9.1	52	7.4	55	7.4	51	6.8	48	6.6	51	6.0
Don't know	2	-	0	-	1	-	1	-	1	-	1	-	2	-
Refused	1	-	1	-	1	-	1	-	1	-	2	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1868) were asked this question.

Table 258: Q26. Has the business changed its record keeping practices in response to these new requirements?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1018*		186		134		142		160		147		249	
Weighted base=	85733*	+/-	13203	+/-	5594	+/-	8814	+/-	16210	+/-	5069	+/-	36842	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	23	4.1	40	11.7	16	8.0	18	8.7	21	8.0	14	6.1	22	7.4
No	75	4.2	60	11.7	81	8.6	81	8.9	77	8.2	83	6.6	76	7.5
Don't know	2	-	0	-	3	4.0	1	-	2	-	2	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that were aware of the April 2016 law changes requiring employers to keep records of the hours worked and pay received for those hours, for each employee (n=1019).

Table 259: Q25_26. Proportion of all employers who changed record keeping practices in response to new requirements.

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1861*		283		266		277		308		270		457	
Weighted base=	180064*	+/-	21600	+/-	12210	+/-	20692	+/-	34546	+/-	10442	+/-	80574	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes - changed record keeping practices	11	2.1	24	8.1	7	3.9	7	4.0	10	4.0	7	3.1	10	3.7
No - have not changed practices	36	3.2	37	9.0	37	7.0	35	6.9	36	6.5	40	6.4	35	5.7
No (I thought this was already law / I wasn't aware)	50	3.4	38	9.1	52	7.4	55	7.4	51	6.8	48	6.6	51	6.0
Don't know	3	1.0	0	-	3	2.4	2	-	2	-	2	-	4	2.0
Refused	1	-	1	-	1	-	1	-	1	-	3	2.3	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1868).

Table 260: Q27A. Thinking now about wage and salary setting, in the last 12 months has the business undertaken training on how to comply with the Equal Pay Act?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1850*		277		266		280		306		267		454	
Weighted base=	179295*	+/-	21187	+/-	12210	+/-	20993	+/-	34153	+/-	10336	+/-	80416	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	5	1.3	8	5.3	3	2.6	3	2.5	7	3.6	4	2.0	3	2.0
No	87	2.1	90	5.7	86	5.0	92	3.9	77	5.8	84	4.5	90	3.4
Don't know	7	1.6	1	-	9	4.1	4	2.7	14	4.8	9	3.5	7	2.7
Refused	1	-	1	-	2	-	1	-	2	-	3	2.3	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1865) were asked this question.

Table 261: Q27B. In the last 12 months has the business sought advice regarding the Equal Pay Act?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1851*		277		266		280		308		267		453	
Weighted base=	179278*	+/-	20996	+/-	12210	+/-	20993	+/-	34513	+/-	10336	+/-	80230	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	7	1.6	6	4.5	7	3.7	4	2.7	11	4.3	9	3.4	6	2.6
No	84	2.2	91	5.4	82	5.6	90	4.2	74	6.0	79	5.1	87	3.8
Don't know	8	1.6	2	-	9	4.1	5	3.0	13	4.5	10	3.7	7	2.8
Refused	1	-	1	-	2	-	1	-	2	-	2	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1865) were asked this question.

Table 262: Q27C. In the last 12 months has the business undertaken reviews to check that men and women in the same role are paid equally?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1848*		279		264		280		306		266		453	
Weighted base=	179134*	+/-	21340	+/-	12121	+/-	20993	+/-	34153	+/-	10296	+/-	80230	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	13	2.3	13	6.1	11	4.4	7	3.4	17	5.0	8	3.1	14	4.1
No	79	2.6	83	7.0	79	5.8	88	4.4	69	6.3	80	5.0	80	4.6
Don't know	7	1.4	3	3.2	9	4.1	3	2.3	12	4.5	10	3.7	6	2.2
Refused	1	-	1	-	1	-	2	-	2	-	3	2.1	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1865) were asked this question.

Table 263: Q27D. In the last 12 months has the business undertaken training about potential gender bias?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1848*		277		266		280		306		266		453	
Weighted base=	179118*	+/-	21236	+/-	12210	+/-	20993	+/-	34153	+/-	10296	+/-	80230	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	5	1.4	6	4.8	2	-	2	-	6	3.4	3	1.9	5	2.5
No	87	2.1	89	6.0	86	5.0	93	3.5	79	5.6	85	4.4	89	3.5
Don't know	7	1.5	3	3.2	10	4.3	4	2.4	13	4.6	10	3.7	6	2.4
Refused	1	-	1	-	2	-	2	-	2	-	2	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1865) were asked this question.

Table 264: Q28. In the last 12 months, has the business had any employment relationship problems or disputes that required action or involvement by the business owners or managers?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1863*		282		266		279		309		270		457	
Weighted base=	180476*	+/-	21590	+/-	12210	+/-	20846	+/-	34709	+/-	10428	+/-	80694	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	17	2.0	17	6.7	18	4.3	17	4.8	16	4.4	21	4.5	17	3.4
No	81	2.2	83	6.7	80	4.6	83	4.8	81	4.7	75	4.7	81	3.7
Don't know	1	-	0	-	1	-	0	-	2	-	2	-	1	-
Refused	1	-	0	-	1	-	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. Base figures exclude non-response (paper questionnaire). All respondents (n=1864) were asked this question.

Table 265: Q29. Thinking about the business's most recent employment relationship problem or dispute, which of the following describe what this was about?

You can choose more than one option. Was it:

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	586*		78		88		92		87		84		157	
Weighted base=	30908*	+/-	3674	+/-	2207	+/-	3440	+/-	5708	+/-	2240	+/-	13638	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Misconduct	37	6.1	33	17.4	38	11.5	36	13.7	47	14.8	41	10.9	33	10.6
A performance issue	47	6.1	47	21.3	49	13.4	61	15.0	46	14.0	56	12.1	42	10.2
A personality conflict	21	5.4	24	17.3	17	9.9	11	9.8	19	12.0	26	10.6	25	9.5
Alleged unfair treatment, such as allegations of harassment or discrimination	14	4.5	20	17.1	4	2.8	4	4.3	9	7.8	18	9.3	17	8.4
Restructuring or redundancy	15	3.8	16	16.6	34	13.0	13	10.3	2	-	17	9.4	17	6.3
Or was it some other type of issue? (please specify)	7	3.3	18	16.9	2	-	7	9.0	10	9.6	5	5.7	4	3.7
Don't know	2	-	7	12.3	0	-	0	-	0	-	0	-	3	5.4
Refused	0	-	0	-	0	-	1	-	0	-	0	-	0	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had an employment relationship problem or dispute which required involvement by the business owner or manager in the last 12 months (n=586).

Table 266: Q30. And was this problem handled internally or was it handled with the help of an external party?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	586*		78		88		92		87		84		157	
Weighted base=	30908	+/-	3674	+/-	2207	+/-	3440	+/-	5708	+/-	2240	+/-	13638	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
It was handled internally	55	6.1	58	20.9	78	9.5	65	14.9	62	14.0	56	10.9	46	10.2
It was handled with the help of an external party	49	6.0	38	19.6	31	10.7	38	15.0	40	14.0	55	11.2	61	10.1
Don't know	1	-	7	12.3	0	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

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

* Base figures exclude non-response. Sub-sample based on businesses that had an employment relationship problem or dispute which required involvement by the business owner or manager in the last 12 months (n=586).

Table 267: Q31. And is this how the business usually deals with this type of problem?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	583*		77		87		92		87		84		156	
Weighted base=	30627*	+/-	3431	+/-	2196	+/-	3440	+/-	5708	+/-	2240	+/-	13611	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	82	5.2	87	13.7	89	8.8	89	9.8	80	12.1	78	10.0	80	9.4
No	13	3.9	13	13.7	8	6.7	7	5.8	17	11.1	20	9.7	12	6.0
Don't know	5	3.6	0	-	4	5.7	5	7.9	3	5.4	2	-	7	7.3
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.

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had an employment relationship problem or dispute which required involvement by the business owner or manager in the last 12 months and that was handled internally and/or with the help of an external party (n=586).

Table 268: Q32. Who or which of the following provided the external help to deal with the most recent problem or dispute? You can choose more than one option. Was it:

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other		
Unweighted base=	288*		44		34		41		33		46		90	
Weighted base=	7	+/-	1382	+/-	680	+/-	1297	+/-	2292	+/-	1236	+/-	8370	+/-
		%	%	%	%	%	%	%	%	%	%	%	%	%
The Ministry of Business, Innovation and Employment's Employment Mediation Services	20	7.5	3	2.3	21	18.0	17	13.5	13	13.9	20	11.0	26	12.9
An Industry or Employer Association	15	5.3	2	-	34	19.7	9	10.6	17	17.7	17	11.6	15	7.9
A lawyer	60	8.7	54	6	47	20.0	85	11.2	64	20.6	61	14.2	57	6.6
A private mediator/contractor/advisor/HR company	19	5.9	48	8	34	19.7	7	4.4	25	18.3	18	10.8	14	7.8
A union representative	10	5.7	2	-	8	7.6	1	-	3	4.3	19	11.1	13	10.1
The Employment Relations Authority or Employment Court	6	3.6	6	7.1	3	4.0	7	10.4	9	13.5	2	1.3	6	4.9
Or was it some other type of external help? (please specify)	5	5.4	18	1	3	28.0	5.9	0	1	-	3	6.0	5	8.6
None of the above	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Don't know	1	-	0	-	0	-	0	-	0	-	1	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had an employment relationship problem or dispute in the last 12 months which required involvement by the business owner or manager and that was handled with the help of an external party (n=288).

Table 269: Q33. And which of the following best describes the outcome of this problem or dispute?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other		
			+/-		+/-		+/-		+/-		+/-		+/-	
Unweighted base=	582*													
Weighted base=	30856	30856	3674	2196	3426	5708	2240	13611						
	%	%	%	%	%	%	%	%	%	%	%	%	%	
The employee stayed on in the job	27	5.1	33	20.5	34	11.9	28	14.4	40	12.8	20	9.2	19	7.4
The employee resigned	35	6.2	39	20.9	23	11.0	21	11.4	38	13.9	55	11.3	35	10.8
The employee was dismissed	21	5.0	18	13.5	10	6.9	38	15.6	16	9.4	15	7.9	22	9.2
The employee was made redundant	9	3.7	1	-	27	12.7	10	9.7	1	-	8	5.8	12	7.6
Or was there some other outcome (please specify)	7	3.5	9	12.6	4	3.3	3	4.2	4	5.6	2	-	9	6.8
Don't know	1	-	0	-	0	-	0	-	0	-	0	-	2	-
Refused	1	-	0	-	1	-	0	-	1	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had an employment relationship problem or dispute in the last 12 months which required involvement by the business owner or manager (n=585).

Table 270: Q34. Did this outcome include a confidential settlement?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other		
		Unweighted base=	Weighted base=	Unweighted base=	Weighted base=	Unweighted base=	Weighted base=	Unweighted base=	Weighted base=	Unweighted base=	Weighted base=	Unweighted base=	Weighted base=	
	582*	30678*	3674	2174	3440	5708	2228	13453						
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	30	5.6	30	19.5	27	12.0	25	11.8	14	9.4	32	10.8	37	10.2
No	66	5.8	64	19.7	70	12.2	74	11.8	82	10.4	63	11.7	57	10.5
Don't know	4	2.1	4	4.3	2	-	1	-	3	5.5	3	5.3	5	4.0
Refused	1	-	2	-	1	-	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.

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had an employment relationship problem or dispute in the last 12 months which required involvement by the business owner or manager (n=585).

Table 271: Q35A. In the last 12 months, has the business had concerns about productivity losses due to any employees using illegal drugs – either on their own time or while at work?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	
	1855*	180216*	21524	12105	20846	34630	10416	80694						
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	9	1.5	16	6.2	11	3.7	15	4.5	7	3.1	2	-	6	2.4
No	89	1.8	81	7.0	85	4.3	84	4.5	89	3.9	96	2.5	91	2.9
Don't know	2	-	4	3.8	3	2.0	0	-	3	2.3	2	-	2	-
Refused	0	-	0	-	1	-	0	-	1	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1862) were asked this question.

Table 272: Q35B. In the last 12 months, has the business had concerns about productivity losses due to any employees using alcohol – either on their own time or while at work?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1847*		280		262		274		307		269		455	
Weighted base=	179151*	+/-	21576	+/-	12083	+/-	20399	+/-	34473	+/-	10403	+/-	80217	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	10	1.7	14	6.1	13	4.5	14	4.8	12	4.2	6	2.8	7	2.6
No	88	1.9	83	6.9	83	4.9	85	5.0	84	4.7	92	3.1	91	2.9
Don't know	2	-	4	3.7	3	2.0	0	-	3	2.1	1	-	2	-
Refused	1	-	0	-	1	-	1	-	1	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1862) were asked this question.

Table 273: Q36A. In the last 12 months, has the business had concerns about risks to workplace health and safety due to any employees using illegal drugs?

	Total		Agriculture & Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1855*		281		262		279		307		270		456	
Weighted base=	180017*	+/-	21586	+/-	12017	+/-	20846	+/-	34630	+/-	10428	+/-	80508	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	9	1.6	17	6.4	13	4.2	13	4.1	6	2.9	1	-	7	2.6
No	90	1.7	83	6.4	84	4.7	86	4.1	92	3.3	97	1.8	91	2.9
Don't know	1	-	0	-	2	-	1	-	2	-	1	-	1	-
Refused	0	-	0	-	1	-	0	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1862) were asked this question.

Table 274: Q36B. In the last 12 months, has the business had concerns about risks to workplace health and safety due to any employees using alcohol?

	Total		Agriculture & Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1846*		279		262		275		307		268		455	
Weighted base=	179087*	+/-	21517	+/-	12083	+/-	20406	+/-	34473	+/-	10391	+/-	80217	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	7	1.5	12	6.0	10	3.4	7	2.8	6	3.1	2	-	6	2.4
No	91	1.6	85	6.6	87	4.0	92	2.9	92	3.5	96	2.2	92	2.7
Don't know	1	-	2	-	2	-	1	-	2	-	1	-	1	-
Refused	0	-	0	-	1	-	0	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1862) were asked this question.

Table 275: X35a_X36a (Aggregate) - Proportion of all employers with concerns about productivity and/or risks to workplace health – concerns about productivity losses or risk to workplace health and safety due to illegal drugs

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services	Health and Social Assistance		Other		
Unweighted base=	1851*		278		262		279		307		269		456	
Weighted base=	179939*	+/-	21521	+/-	12017	+/-	20846	+/-	34630	+/-	10416	+/-	80508	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	10	1.7	19	6.7	14	4.3	17	4.7	7	3.1	2	-	7	2.6
No	87	1.9	77	7.4	82	4.8	83	4.7	89	3.9	95	2.5	90	3.0
Don't know	2	-	4	3.8	3	2.0	1	-	4	2.3	2	-	2	-
Refused	0	-	0	-	1	-	0	-	1	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 *Base figures exclude non-responses. Constructed variable based on all respondents (n=1862).

Table 276: X35b_X36b (Aggregate) - Proportion of all employers with concerns about productivity and/or risks to workplace health – concerns about productivity losses or risk to workplace health and safety due to alcohol

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1843*		277		262		274		307		268		455	
Weighted base=	179067*	+/-	21503	+/-	12083	+/-	20399	+/-	34473	+/-	10391	+/-	80217	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	11	1.8	18	6.9	15	4.6	15	4.8	12	4.2	6	2.8	8	2.8
No	86	2.0	79	7.6	81	5.0	84	5.0	84	4.7	92	3.1	90	3.1
Don't know	2	-	4	3.7	3	2.0	1	-	3	2.1	1	-	2	-
Refused	1	-	0	-	1	-	1	-	1	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1862).

Table 277: X35ab_36ab (Aggregate) - Proportion of all employers with concerns about productivity or risks to workplace health and safety, due to any employees using illegal drugs or alcohol

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services	Health and Social Assistance		Other		
Unweighted base=	1849*		277		262		279		307	269		455		
Weighted base=	179524*	+/-	21517	+/-	12017	+/-	20846	+/-	34630	+/-	10416	+/-	80097	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	14	2.0	23	7.2	19	5.2	22	5.7	13	4.2	6	2.8	10	3.0
No	83	2.2	74	7.8	77	5.6	76	5.8	83	4.7	91	3.4	87	3.4
Don't know	3	0.9	4	3.8	3	2.0	1	-	4	2.3	2	-	2	-
Refused	1	-	0	-	1	-	1	-	1	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1862).

Table 278: Q37A. In the last 12 months, has the business used provisions under the Employment Relations Act to manage the performance of an employee suspected of using drugs?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	364*		100		65		93		41		5**		60	
Weighted base=	17975*	+/-	4336	+/-	1731	+/-	3384	+/-	2455	+/-	154**	+/-	5916	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	38	7.8	46	19.0	27	10.9	33	9.3	17	15.4	34	10.4	49	17.0
No	57	7.8	48	19.0	71	11.0	66	9.3	67	15.5	66	10.4	50	17.0
Don't know	4	3.4	6	10.5	2	-	1	-	16	15.1	0	-	2	-
Refused	0	-	0	-	1	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who had concerns about productivity or risks to workplace health and safety due to any employees using illegal drugs (n=379).

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

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Table 279: Q37B. In the last 12 months, has the business included a provision in any employment agreement giving the employer the right to request drug testing?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	368*		100		66		94		43		5**		60	
Weighted base=	18187*	+/-	4343	+/-	1742	+/-	3400	+/-	2632	+/-	154**	+/-	5916	+/-
		%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	66	8.0	74	16.9	72	15.2	69	13.2	35	20.7	34	10.4	71	16.9
No	33	8.0	26	16.9	28	15.2	31	13.2	56	20.8	66	10.4	28	16.9
Don't know	1	-	0	-	0	-	0	-	8	11.6	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who had concerns about productivity or risks to workplace health and safety due to any employees using illegal drugs (n=379).

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

Table 280: Q37C. In the last 12 months, has the business provided any support to an employee suspected of using drugs?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	365*		99		65		94		41		6**		60	
Weighted base=	18014*	+/-	4333	+/-	1731	+/-	3400	+/-	2455	+/-	179**	+/-	5916	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	49	8.7	48	19.0	48	16.1	42	14.0	41	21.6	57	8.9	56	18.3
No	49	8.6	52	19.0	50	16.0	58	14.0	50	20.9	43	8.9	40	18.2
Don't know	3	2.6	0	-	2	-	0	-	8	11.9	0	-	4	6.0
Refused	0	-	0	-	1	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who had concerns about productivity or risks to workplace health and safety due to any employees using illegal drugs (n=379).

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

Table 281: Q37D. In the last 12 months, has the business used or introduced a drugs policy to manage the performance of an employee suspected of using drugs?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	368*		99		67		94		42		6**		60	
Weighted base=	18050*	+/-	4333	+/-	1753	+/-	3400	+/-	2469	+/-	179**	+/-	5916	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	54	8.0	65	17.2	49	15.5	65	15.1	23	18.5	21	21.2	55	16.7
No	44	8.1	34	17.2	50	15.5	34	15.1	69	20.6	79	21.2	45	16.7
Don't know	2	-	0	-	1	-	1	-	8	11.9	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who had concerns about productivity or risks to workplace health and safety due to any employees using illegal drugs (n=379).

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

Table 282: Q37E. In the last 12 months, has the business sought advice about implementing drug testing from a lawyer, Government helpline or industry representative?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	366*		99		66		93		43		5**		60	
Weighted base=	18181*	+/-	4333	+/-	1752	+/-	3393	+/-	2632	+/-	154**	+/-	5916	+/-
		%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	45	8.4	43	18.9	42	15.9	56	15.6	40	20.9	8	10.4	44	17.1
No	53	8.4	57	18.9	55	15.9	41	15.4	53	20.9	92	10.4	55	17.1
Don't know	2	-	1	-	3	3.4	3	4.1	7	11.2	0	-	1	-
Refused	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses who had concerns about productivity or risks to workplace health and safety due to any employees using illegal drugs (n=379).

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

Table 283: Q38. In the last 12 months has the business required any employee to undergo testing for illegal drugs?

	Total		Agriculture & Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1851*		278		265		278		307		269		454	
Weighted base=	179486*	+/-	21281	+/-	12199	+/-	20773	+/-	34655	+/-	10388	+/-	80190	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	9	1.5	14	6.2	11	3.2	18	4.7	3	1.8	2	-	8	2.6
No	90	1.7	86	6.2	87	3.6	82	4.8	95	2.7	97	1.9	91	3.0
Don't know	1	-	0	-	1	-	0	-	2	-	1	-	1	-
Refused	0	-	0	-	1	-	0	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1860) were asked this question.

Table 284: X38. In the last 12 months has the business required any employee to undergo testing for illegal drugs? – concerns about productivity losses or risk to workplace health and safety due to illegal drugs

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	364*		99		66		92		42		7**		58	
Weighted base=	17350*	+/-	3868	+/-	1742	+/-	3377	+/-	2469	+/-	191 **	+/-	5704	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	43	8.0	42	19.4	40	12.2	56	14.9	11	12.0	20	20.4	53	17.2
No	55	8.0	56	19.4	58	12.2	42	14.6	88	12.0	80	20.4	47	17.2
Don't know	0	-	0	-	1	-	0	-	1	-	0	-	0	-
Refused	1	-	1	-	0	-	2	-	1	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on those respondents with concerns about productivity losses or risk to workplace health and safety due to illegal drugs (n=367).

Table 285: X38. In the last 12 months has the business required any employee to undergo testing for illegal drugs? – concerns about productivity losses or risk to workplace health and safety due to alcohol

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	352*		78		59		73		53		23**		66	
Weighted base=	19700*	+/-	3543	+/-	1791	+/-	2974	+/-	4165	+/-	645 **	+/-	6582	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	24	5.8	29	20.1	29	10.6	34	12.8	5	7.4	2	-	28	10.9
No	75	5.8	69	20.2	69	10.6	63	12.7	94	7.4	94	5.1	72	10.9
Don't know	0	-	0	-	1	-	0	-	0	-	4	4.4	0	-
Refused	1	-	1	-	0	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on those respondents with concerns about productivity losses or risk to workplace health and safety due to alcohol (n=354).

Table 286: X38. In the last 12 months has the business required any employee to undergo testing for illegal drugs? – concerns about productivity losses or risk to workplace health and safety due to alcohol or illegal drugs

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	460*		113		76		105		61		23**		82	
Weighted base=	24631*	+/-	4624	+/-	2330	+/-	4608	+/-	4388	+/-	658 **	+/-	8025	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	32	6.1	35	17.3	33	10.4	41	12.0	6	7.1	7	7.7	39	13.6
No	68	6.1	63	17.4	66	10.4	57	11.9	93	7.1	91	8.0	61	13.6
Don't know	0	-	0	-	1	-	0	-	0	-	2	-	0	-
Refused	1	-	1	-	0	-	2	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on those respondents with concerns about productivity losses or risk to workplace health and safety due to illegal drugs or alcohol (n=463).

Table 287: Q39. In which of the following situations was this drug testing requested?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other		
Unweighted base=	346*		68		71		109		17**		11**		70	
Weighted base=	15596*	+/-	3002	+/-	1378	+/-	3753	+/-	886 **	+/-	198 **	+/-	6379	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Before an employee started a job in the business	56	7.1	60	23.0	68	12.9	55	14.4	45	36.3	69	16.1	53	8.9
On a random basis	67	8.3	77	20.1	54	13.2	75	12.3	38	31.5	12	14.2	66	15.7
In response to a workplace accident or near miss	29	6.8	30	20.5	36	13.1	37	13.6	5	4.5	6	10.7	26	10.6
In response to performance issues	26	7.9	41	23.2	22	11.1	24	12.3	23	31.4	25	14.2	21	13.1
Don't know	0	-	0	-	1	-	0	-	0	-	0	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had required at least one employee to undergo testing for illegal drugs in the last 12 months (n=347).

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

Table 288: Q40. How confident are you that the business is meeting its obligations under the Holidays Act?

	Total		Agriculture & Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1857*		280		265		278		308		270		456	
Weighted base=	180190*	+/-	21295	+/-	12199	+/-	20773	+/-	34670	+/-	10428	+/-	80826	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Very confident	75	3.0	73	8.3	77	6.3	73	6.7	75	5.9	75	5.8	75	5.3
Somewhat confident	21	2.8	22	7.8	20	5.9	22	6.2	20	5.5	20	5.3	21	5.0
Neither confident nor unconfident	2	-	2	-	2	-	4	3.0	3	2.3	2	-	2	-
Somewhat unconfident	1	-	1	-	0	-	0	-	1	-	0	-	1	-
Not at all confident	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Don't know	1	-	0	-	0	-	0	-	1	-	1	-	1	-
Refused	1	-	1	-	1	-	1	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1859) were asked this question.

Table 289: Q41. In the last 12 months, have any employees raised concerns with the business about their holidays or leave being underpaid?

	Total		Agriculture & Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services	Health and Social Assistance		Other		
Unweighted base=	1858*		281		265		278		308		270		456	
Weighted base=	180242*	+/-	21347	+/-	12199	+/-	20773	+/-	34670	+/-	10428	+/-	80826	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	5	1.3	1	-	6	3.1	2	-	5	2.7	9	3.6	6	2.5
No	93	1.5	99	-	91	3.8	97	2.5	92	3.3	87	4.3	92	2.9
Don't know	2	-	0	-	2	-	2	-	2	-	2	-	2	-
Refused	0	-	0	-	1	-	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. Base figures exclude non-response (paper questionnaire). All respondents (n=1859) were asked this question.

Table 290: Q42. Which of the following actions, if any, did the business take in response to these concerns being raised? Did the business:

	Total		Agriculture & Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	164*		18**		28**		15**		25**		29**		49	
Weighted base=	9031*	+/-	193 **	+/-	790 **	+/-	350 **	+/-	1853 **	+/-	895 **	+/-	4951	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Undertake an internal investigation of employees' holiday or leave pay	71	11.5	70	37.2	74	22.5	24	10.2	69	23.9	73	19.2	75	18.1
Undertake an audit of the payroll system (this includes both internal and external reviews)	32	10.6	14	10.1	31	22.9	30	9.1	46	24.1	49	21.4	24	16.2
Seek help or advice from MBIE	10	5.2	12	10.1	20	17.9	7	8.6	18	21.1	17	16.1	5	3.3
Seek help or advice from another source	37	11.4	39	38.4	24	9.2	76	10.2	61	23.9	40	20.9	27	18.2
Make any settlement payments to employees who raised concerns	20	10.5	9	9.7	17	15.6	30	9.1	2	-	20	18.6	28	18.7
Do anything else in response to concerns raised? (please specify)	6	5.5	0	-	0	-	9	9.1	1	-	11	13.9	9	9.7
None of the above	4	3.7	0	-	12	16.2	2	-	12	16.6	0	-	1	-
Don't know	0	-	0	-	0	-	0	-	1	-	0	-	0	-
Refused	0	-	0	-	0	-	2	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had an employee raise concerns in the last 12 months about their holidays or leave being underpaid (n=164).

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

Table 291: Q43. Are there employees in this business who work in a shop, either directly with customers or doing tasks such as shelf stacking or stocktaking?
 IF NECESSARY: By shop we mean a building, place, or part of a building or place, where goods are kept, sold, or offered for sale, and this includes cafes, bars or restaurants.

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1847*		276		264		277		307		269		454	
Weighted base=	179255*	+/-	21267	+/-	12177	+/-	20626	+/-	34473	+/-	10364	+/-	80348	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	28	2.6	10	5.7	28	6.7	4	2.7	76	5.9	17	5.2	20	4.8
No	70	2.7	90	5.7	71	6.8	93	3.5	24	5.9	81	5.4	77	5.1
Don't know	1	-	0	-	0	-	1	-	0	-	1	-	3	2.1
Refused	1	-	0	-	1	-	1	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 Base figures exclude non-response (paper questionnaire). All respondents (n=1859) were asked this question.

Table 292: Q44. Will any of these employees be asked to work on Easter Sunday in April 2017?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other		
Unweighted base=	481*		30		71		13**		244		38		85	
Weighted base=	50124*	+/-	2036	+/-	3452	+/-	910 **	+/-	26180	+/-	1784	+/-	15762	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	22	4.5	26	27.9	9	5.6	0	-	30	6.7	1	-	14	8.4
No	74	5.0	62	30.6	87	7.0	100	-	66	7.1	99	-	82	9.7
Don't know	4	2.6	12	21.6	4	4.9	0	-	4	3.2	1	-	4	5.5
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that have employees who work in a shop (including cafes, bars and restaurants) (n=482).

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

Table 293: Q44a.The Shop Trading Hours Act was amended in 2016 specifically in relation to Easter Sunday. Were you aware of this change?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	482*		30		71		13**		244		38		86	
Weighted base=	50151*	+/-	2036	+/-	3452	+/-	910 **	+/-	26180	+/-	1784	+/-	15789	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	62	6.0	86	21.7	57	13.8	50	31.4	64	7.5	52	16.9	58	13.4
No	33	5.8	13	21.6	40	13.8	42	30.9	29	7.2	41	16.9	38	13.1
Don't know	5	2.7	1	-	3	3.8	8	14.7	7	3.9	4	6.9	4	5.5
Refused	0	-	0	-	0	-	0	-	0	-	4	6.8	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that have employees who work in a shop (including cafes, bars and restaurants) (n=482).

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

Table 294: Q45. Will the business inform its employees of their right to refuse to work on Easter Sunday?

	Unweighted base=	Total	Agriculture, Forestry & Fishing		Manufacturing		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
			Weighted base=	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-
			%	%	%	%	%	%	%	%	%	%
Yes	81	7.5	95	3.1	57	33.8	84	9.0	100	-	69	18.4
No	8	5.1	2	-	11	13.5	6	5.6	0	-	19	15.7
Don't know	8	4.9	3	3.1	32	32.5	6	5.1	0	-	12	16.0
Refused	3	4.0	0	-	0	-	4	5.5	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that have employees who work in a shop (cafe etc) and who will ask employees to work on Easter Sunday (n=136).

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

Table 295: Q45a. Will the business do this by..?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other		
		Unweighted base=	Weighted base=	Unweighted base=	Weighted base=	Unweighted base=	Weighted base=	Unweighted base=	Weighted base=	Unweighted base=	Weighted base=	
	97*	8741	4**	500 **	6**	176 **	75	6672	1**	12 **	11**	1382 **
		+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-
	%	%	%	%	%	%	%	%	%	%	%	%
Sending an email to all employees	12	7.7	0	-	12	21.3	15	10.1	0	-	2	-
A letter to each employee	11	5.9	0	-	50	21.3	11	7.6	0	-	8	4.9
A phone call to each employee	7	6.3	0	-	0	-	5	7.2	0	-	15	18.9
A discussion with each employee	61	11.4	51	67.3	50	21.3	61	14.0	0	-	69	4.5
Another method (please specify)	14	8.4	49	67.3	0	-	15	9.7	100	-	2	-
Don't know	2	-	0	-	0	-	0	-	0	-	13	18.5
Refused	2	-	0	-	0	-	3	5.5	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that have employees who work in a shop (cafe etc) and will ask employees to work on Easter Sunday and will inform employees of their right to refuse to work (n=97).
 **Caution: low base number of respondents-results are indicative only.

Table 296: Q46. Which of the following has the business used to find out about the changes to shop trading laws?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other		
Unweighted base=	290		21**		39		4**		159		16**		51	
Weighted base=	27387	+/-	1704 **	+/-	1740	+/-	227 **	+/-	14432	+/-	699 **	+/-	8586	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
MBIE's website	23	6.8	21	26.0	38	17.1	32	51.3	24	8.9	11	16.8	18	14.4
MBIE's service centre	2	-	0	-	0	-	0	-	3	3.6	0	-	1	-
Another employer	10	5.3	19	26.0	4	6.9	0	-	8	5.5	0	-	13	12.9
Employee	1	-	0	-	0	-	0	-	2	-	0	-	0	-
Union	1	-	0	-	0	-	0	-	0	-	0	-	3	4.2
Lawyer	3	2.2	0	-	4	3.4	0	-	5	4.1	6	9.9	2	-
Business/industry organisation	33	6.8	9	5.1	21	14.4	0	-	43	9.6	20	21.6	25	14.2
General media	50	7.6	49	34.5	56	18.4	97	-	36	9.8	63	25.7	71	16.0
Another method (please specify)	13	5.5	29	32.2	7	10.2	0	-	14	7.3	0	-	9	10.6
None	2	-	0	-	0	-	0	-	3	3.4	0	-	3	4.3
Don't know	2	-	0	-	0	-	3	-	3	3.5	0	-	0	-
Refused	0	-	0	-	1	-	0	-	0	-	0	-	0	-

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

*Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that have employees who work in a shop (including cafes, bars and restaurants) and who were aware of the changes to shop trading laws (n=323).

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

Table 297: Q47. Have any employees taken parental leave in the last 2 years? This includes female and male employees.

	Total		Agriculture & Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1855*		280		265		278		307		270		455	
Weighted base=	179617*	+/-	21104	+/-	12199	+/-	20773	+/-	34473	+/-	10428	+/-	80640	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	22	2.2	12	5.8	24	5.1	16	4.5	22	5.1	37	5.2	23	3.8
No	77	2.3	87	6.2	74	5.5	82	4.9	77	5.2	61	5.4	75	4.1
Don't know	1	-	0	-	1	-	2	-	1	-	1	-	2	-
Refused	1	-	1	-	2	-	1	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1858) were asked this question.

Table 298: Q48. Were any of these employees given additional parental leave entitlements on top of statutory requirements?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	764*		74		111		91		125		144		219	
Weighted base=	38691*	+/-	2553	+/-	2939	+/-	3267	+/-	7508	+/-	3843	+/-	18582	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	28	5.0	23	22.6	32	11.4	26	14.4	16	8.0	27	7.7	32	8.8
No	65	5.4	74	22.9	65	11.6	71	14.8	75	9.5	64	8.0	58	9.3
Don't know	7	2.8	1	-	3	2.5	3	4.3	9	7.0	7	4.5	9	4.9
Refused	0	-	2	-	0	-	0	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had employees who had taken parental leave in the last 2 years (n=764).

Table 299: Q49. Have any of these employees worked "keeping in touch days" while they were on parental leave? IF NECESSARY: 'Keeping in Touch' days were introduced in 2016, allowing employees on paid parental leave to work up to a total of 40 hours during their paid leave period, by agreement with their employer.

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	763*		74		111		91		125		143		219	
Weighted base=	38679*	+/-	2553	+/-	2939	+/-	3267	+/-	7508	+/-	3831	+/-	18582	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	18	4.4	13	17.7	21	10.2	24	14.0	15	9.2	19	7.1	18	7.3
No	76	4.7	85	18.0	76	10.4	75	14.0	76	10.6	76	7.7	76	7.9
Don't know	5	2.2	1	-	3	2.5	1	-	9	7.0	4	3.2	6	3.6
Refused	0	-	2	-	0	-	0	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had employees who had taken parental leave in the last 2 years (n=764).

Table 300: Q50. Were any of these employees offered flexible or reduced hours on their return to work?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other		
Unweighted base=	762*		74		111		91		124		144		218	
Weighted base=	38468*	+/-	2553	+/-	2939	+/-	3267	+/-	7311	+/-	3843	+/-	18555	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes	60	5.7	65	23.2	55	12.3	50	11.6	63	12.9	80	6.9	57	9.6
No	26	5.2	20	18.4	27	10.9	41	8.8	16	10.4	11	5.5	30	9.2
Not applicable - None have returned to work	11	3.8	14	17.7	14	8.4	8	9.3	14	9.1	6	4.2	10	6.1
Don't know	3	1.6	1	-	3	2.5	1	-	7	7.0	3	2.3	2	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had employees who had taken parental leave in the last 2 years (n=764).

Table 301: Q51. Do most employees in the business who have taken parental leave return to work at the end of their parental leave?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	763*		74		111		91		125		144		218	
Weighted base=	38664*	+/-	2553	+/-	2939	+/-	3267	+/-	7508	+/-	3843	+/-	18555	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	71	5.5	63	25.1	78	10.5	86	10.9	57	12.9	81	7.6	71	9.0
No	17	4.7	13	17.7	7	5.1	6	5.9	20	9.9	15	7.1	20	8.3
Not applicable – still on parental leave	9	3.6	15	18.0	9	8.1	8	9.3	16	9.7	2	-	7	5.4
Don't know	3	1.7	10	17.2	6	6.1	1	-	4	4.5	2	-	2	-
Refused	1	-	0	-	0	-	0	-	3	4.9	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had employees who had taken parental leave in the last 2 years (n=764).

Table 302: Q52. In April 2016, changes to parental leave laws came into effect. Were you aware of these changes?

	Total		Agriculture & Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1843*		280		263		275		306		268		451	
Weighted base=	178569*	+/-	21104	+/-	12039	+/-	20463	+/-	34277	+/-	10352	+/-	80335	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	59	3.4	52	9.5	63	7.2	55	7.5	57	6.8	67	6.3	61	6.0
No	37	3.3	45	9.4	29	6.9	39	7.4	39	6.7	26	6.0	35	5.9
Don't know	3	1.2	1	-	4	2.7	4	3.1	5	3.0	4	2.7	3	2.0
Refused	1	-	2	-	3	3.0	1	-	0	-	3	2.5	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1856) were asked this question.

Table 303: Q53. Thinking about the overall impact of these changes on the business, have the changes had a positive or negative impact, or no impact?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1227*		174		180		171		198		199		305	
Weighted base=	104711*	+/-	11037	+/-	7642	+/-	11263	+/-	19417	+/-	6896	+/-	48457	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Positive	7	1.9	3	4.3	3	3.0	6	4.6	7	4.1	10	4.7	8	3.3
Negative	6	2.1	3	4.4	7	4.7	5	3.7	7	4.5	8	4.3	7	4.0
No impact	82	3.2	89	7.5	84	6.9	87	6.3	79	7.1	75	6.6	81	5.8
Don't know	5	1.9	5	4.7	5	4.4	2	-	7	4.6	6	3.1	4	3.3
Refused	0	-	0	-	1	-	0	-	0	-	1	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

*Base figures exclude non-responses. Sub-sample based on businesses that were aware of the April 2016 changes to parental leave laws (n=1231).

Table 304: Q52_Q53. Proportion of all employers impacted by changes to parental leave laws.

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1839*		280		263		273		306		267		450	
Weighted base=	178229*	+/-	21104	+/-	12039	+/-	20373	+/-	34277	+/-	10288	+/-	80149	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	8	1.7	3	3.2	6	3.5	6	3.3	8	3.4	12	4.2	9	3.1
No	85	2.3	91	5.0	83	5.7	88	4.8	83	5.0	77	5.6	84	4.3
Don't know	6	1.6	3	2.6	7	3.8	6	3.4	9	3.9	8	3.4	6	2.8
Refused	1	-	2	-	4	3.3	1	-	0	-	4	2.7	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). Contracted variable based on all respondents (n=1856)

Table 305: Q54. Does the business currently have any recent migrant employees on staff?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1850*		281		264		277		307		268		453	
Weighted base=	179862*	+/-	21586	+/-	12132	+/-	20626	+/-	34473	+/-	10300	+/-	80745	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	25	2.6	26	7.8	31	6.0	21	5.5	35	6.2	29	4.9	21	4.2
No	73	2.7	72	8.0	67	6.2	78	5.5	63	6.4	69	5.1	77	4.5
Don't know	1	-	0	-	1	-	1	-	2	-	1	-	1	-
Refused	1	-	1	-	1	-	0	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1856) were asked this question.

Table 306: Q55. And in the last 12 months, has the business hired any recent migrants?

	Total		Agriculture & Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1851*		281		264		278		307		269		452	
Weighted base=	180008*	+/-	21586	+/-	12132	+/-	20773	+/-	34473	+/-	10364	+/-	80679	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	24	2.6	26	7.8	24	5.4	23	5.9	32	6.1	28	5.0	20	4.3
No	74	2.7	73	7.8	75	5.5	76	5.9	65	6.3	70	5.1	77	4.6
Don't know	2	-	0	-	1	-	1	-	3	2.5	1	-	2	-
Refused	0	-	0	-	0	-	0	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1856) were asked this question.

Table 307: Q56. Thinking about the migrant most recently hired by the business, for which of the following reasons did the business choose to employ this person?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other		
Unweighted base=	776*		140		110		108		147		111		160	
Weighted base=	43319	+/-	5708	+/-	2880	+/-	4786	+/-	11127	+/-	2874	+/-	15944	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Their skills or qualifications	71	4.7	40	15.9	59	12.6	66	13.9	65	10.6	75	9.2	88	7.0
Their experience	53	5.9	36	15.9	49	12.3	51	14.3	54	11.2	62	10.0	58	11.7
It seemed like they had a strong work ethic	51	6.0	51	16.8	46	12.4	50	14.3	53	11.2	39	10.3	54	11.8
It seemed like they would be a 'good fit' for the business	54	5.9	50	16.8	46	10.9	48	14.3	54	11.1	47	10.8	60	11.7
New Zealanders were not willing to do job or did not apply	38	5.7	54	16.8	40	12.4	37	13.7	41	10.8	46	10.7	29	11.1
New Zealanders who applied did not have the necessary skills, qualifications or experience	37	5.6	42	16.7	49	12.4	27	12.5	39	10.7	34	9.9	37	10.8
Other (Specify)	6	3.0	13	11.5	6	6.4	5	6.5	2	-	4	3.8	6	6.2
No reason (No particular preference for migrant vs. New Zealander)	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Don't know	1	-	0	-	0	-	0	-	2	-	0	-	0	-
Refused	1	-	0	-	3	5.9	0	-	0	-	1	-	3	4.9

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had hired recent migrants in the last 12 months (n=776).

Table 308: Q57A. To the best of your knowledge, in the last 12 months have any recent migrant employees in the business had difficulties with fitting into the workplace culture?

	Total		Agriculture & Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	891*		152		134		124		166		128		187	
Weighted base=	51517*	+/-	6436	+/-	3885	+/-	5444	+/-	12920	+/-	3419	+/-	19413	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes - had difficulties	12	3.9	9	9.9	14	8.0	12	9.5	13	7.1	14	7.1	13	8.0
No	83	4.4	91	10.0	85	8.1	82	10.8	84	7.9	81	7.6	80	9.3
Not applicable	2	-	0	-	0	-	5	6.2	0	-	1	-	4	5.5
Don't know	2	-	0	-	1	-	1	-	3	4.1	4	2.5	3	2.6
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had hired recent migrants in the last 12 months and/or currently have recent migrant employees on staff (n=900).

Table 309: Q57B. To the best of your knowledge, in the last 12 months have any recent migrant employees in the business had difficulties with doing the job?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other		
Unweighted base=	892*		152		135		124		166		128		187	
Weighted base=	51528*	+/-	6436	+/-	3896	+/-	5444	+/-	12920	+/-	3419	+/-	19413	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes - had difficulties	8	3.0	4	3.2	10	6.7	13	9.2	10	6.5	12	6.5	6	5.9
No	89	3.4	96	3.2	89	6.7	83	10.4	88	7.0	84	7.1	91	6.9
Not applicable	1	-	0	-	0	-	4	5.7	0	-	1	-	2	-
Don't know	1	-	0	-	1	-	0	-	2	-	3	2.3	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had hired recent migrants in the last 12 months and/or currently have recent migrant employees on staff (n=900).

Table 310: Q57C. To the best of your knowledge, in the last 12 months have any recent migrant employees in the business had difficulties with settling into life in New Zealand?

	Total		Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	891*		152		134		124		166		128		187	
Weighted base=	51133*	+/-	6436	+/-	3885	+/-	5444	+/-	12920	+/-	3419	+/-	19029	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes - had difficulties	8	3.1	2	-	10	7.2	11	8.9	6	4.8	8	4.5	11	6.9
No	79	4.4	75	14.3	79	8.8	80	10.9	81	8.2	80	6.3	79	8.4
Not applicable	2	-	0	-	0	-	4	5.7	0	-	3	3.2	2	-
Don't know	11	3.0	22	14.1	11	5.5	4	5.3	13	7.1	9	3.9	7	3.6
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had hired recent migrants in the last 12 months and/or currently have recent migrant employees on staff (n=900).

Table 311: Q57D. To the best of your knowledge, in the last 12 months have any recent migrant employees in the business had difficulties with connecting and communicating with New Zealand colleagues?

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other		
Unweighted base=	894*		152		135		125		166		128		188	
Weighted base=	51784*	+/-	6436	+/-	3978	+/-	5591	+/-	12920	+/-	3419	+/-	19440	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Yes - had difficulties	17	4.2	12	8.2	21	8.9	21	11.2	17	7.7	12	6.2	17	8.6
No	77	4.7	78	12.4	74	9.4	74	11.9	81	8.1	81	6.9	76	9.6
Not applicable	2	-	1	-	0	-	4	5.6	0	-	2	-	4	5.5
Don't know	3	1.8	9	9.9	3	2.3	1	-	2	-	5	2.9	3	2.6
Refused	0	-	0	-	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.

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had hired recent migrants in the last 12 months and/or currently have recent migrant employees on staff (n=900).

Table 312: Q57E. To the best of your knowledge, in the last 12 months have any recent migrant employees in the business had difficulties with English language skills in the workplace?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	891*		150		134		125		166		128		188	
Weighted base=	51629*	+/-	6374	+/-	3885	+/-	5591	+/-	12920	+/-	3419	+/-	19440	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes - had difficulties	21	4.4	19	10.8	30	10.2	25	11.5	20	7.9	25	8.0	19	8.8
No	74	4.8	76	12.5	69	10.2	68	12.3	76	8.7	70	8.4	75	9.6
Not applicable	3	2.3	1	-	1	-	6	6.1	0	-	1	-	5	5.8
Don't know	2	-	4	7.2	0	-	1	-	4	4.1	4	2.5	1	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had hired recent migrants in the last 12 months and/or currently have recent migrant employees on staff (n=900).

Table 313: Q58. In the last 12 months has the business had any difficulties finding staff to fill job vacancies?

	Total		Ag/Forest ry/Fishing		Manufact uring		Constructi on		Retail Trade/Acc om/Food Services		Health and Social Assistanc e		Other	
Unweighted base=	1851*		281		264		278		306		270		452	
Weighted base=	179913*	+/-	21579	+/-	12177	+/-	20773	+/-	34277	+/-	10428	+/-	80679	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	38	2.9	39	8.8	45	6.8	47	7.2	45	6.5	38	5.7	31	4.9
No	61	3.0	60	8.9	55	6.8	53	7.3	55	6.5	61	5.8	68	5.0
Don't know	1	-	1	-	0	-	1	-	1	-	0	-	1	-
Refused	0	-	0	-	0	-	0	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1855) were asked this question.

Table 314: Q59. Did the business intentionally seek out a migrant for any of these job vacancies that were hard to fill?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Constructi on		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1038*		169		160		180		175		134		220	
Weighted base=	67814*	+/-	8352	+/-	5386	+/-	9671	+/-	15358	+/-	3997	+/-	25051	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	17	3.4	29	12.9	24	8.5	10	5.1	18	7.7	17	7.1	14	5.9
No	80	3.7	68	13.3	75	8.7	89	5.2	81	7.9	81	7.4	82	6.8
Don't know	2	-	3	5.6	0	-	1	-	1	-	2	-	3	3.7
Refused	1	-	0	-	2	-	0	-	0	-	0	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had difficulties finding staff to fill job vacancies in the last 12 months (n=1039).

Table 315: Q58_Q59. Proportion of all employers intentionally seeking out a migrant for hard to fill job vacancies.

	Total		Agriculture & Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1850*		281		263		278		306		270		452	
Weighted base=	179847*	+/-	21579	+/-	12110	+/-	20773	+/-	34277	+/-	10428	+/-	80679	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	6	1.4	11	5.7	11	4.1	5	2.4	8	3.7	6	2.9	4	1.9
No	92	1.7	86	6.3	89	4.4	94	2.8	91	3.9	92	3.3	93	2.7
Don't know	1	-	3	3.1	0	-	1	-	1	-	1	-	2	-
Refused	1	-	0	-	1	-	0	-	0	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). Constructed variable based on all respondents (n=1856).

Table 316: Q60. In the last two years has this business experienced any difficulties with employing migrant workers in New Zealand or from overseas?

	Total		Agriculture & Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1838*		278		263		273		305		269		450	
Weighted base=	178192*	+/-	21274	+/-	12084	+/-	20309	+/-	34080	+/-	10364	+/-	80082	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	8	1.5	10	5.0	12	4.5	8	3.6	12	4.3	11	3.6	4	2.2
No	87	2.1	87	5.9	84	5.1	86	4.8	80	5.4	85	4.3	90	3.5
Don't know	4	1.4	4	3.3	2	-	5	3.1	6	3.3	3	1.9	4	2.4
Refused	1	-	0	-	1	-	1	-	2	-	2	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1855) were asked this question.

Table 317: Q61. What types of difficulties have you experienced with employing migrant workers in New Zealand or from overseas? Was it difficult:

	Total	Agriculture, Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other		
		Unweighted base=	Weighted base=	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
	257*	13670		49	44	38	55	39	32					
			2024	1503	1582	4177	1065	3319						
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Getting people with the right skills for the job	42	9.5	21	22.3	46	19.2	32	19.7	44	18.1	33	16.2	58	25.0
Getting people with good English language skills	32	8.7	12	8.2	20	10.1	36	22.9	44	18.1	8	7.9	41	24.1
Finding a reputable recruitment agency	7	4.3	3	4.9	6	4.8	17	12.6	8	9.8	0	-	7	10.3
Finding suitable places to advertise vacancies	5	3.2	4	4.9	4	3.9	3	2.6	9	9.9	4	6.9	1	-
Retaining the workers once hired	21	8.1	13	21.0	22	15.6	8	8.9	19	12.5	22	15.1	34	24.8
Difficulties with the visa process	71	8.9	77	22.5	69	18.0	73	21.8	82	15.0	57	16.9	58	24.2
Or some other difficulties? (Specify)	14	7.2	15	21.5	13	14.0	25	21.7	7	8.9	23	15.8	14	20.1
Don't know	0	-	0	-	1	-	0	-	0	-	0	-	0	-
Refused	0	-	0	-	0	-	0	-	0	-	0	-	0	-

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had experienced difficulties with employing migrant workers in New Zealand or from overseas in the last two years (n=261).

Table 318: Q62. How have these difficulties with employing migrant workers impacted on the business? Have these difficulties meant you needed to:

	Total 250*	Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other		
		49	2024	43	1481	34	1488	54	4163	38	1053	32	3319	
Unweighted base= Weighted base=	13528	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Employ someone locally	21	8.0	0	-	17	11.4	14	11.8	34	17.5	23	15.9	21	22.6
Stop carrying out some activities / lost opportunities	37	9.2	33	22.7	28	17.3	16	12.0	44	17.3	38	17.9	42	24.9
Automate more tasks or processes	13	6.3	19	22.0	11	13.7	10	11.5	23	16.0	2	-	3	3.8
Use contractors/consultants	17	5.6	2	-	28	14.3	45	24.2	11	10.1	22	15.1	15	13.4
Redesign jobs / existing staff have to take on extra work	25	8.9	27	22.7	10	9.3	2	-	36	17.9	14	9.6	30	24.2
Improve pay or conditions to attract New Zealand workers	11	5.6	3	4.9	7	8.5	5	3.3	22	15.1	12	12.8	8	10.8
Offer current staff better pay or conditions to get them to stay	16	6.8	15	21.6	5	8.0	19	19.6	28	15.6	5	7.3	9	10.9
Any other impacts? (Specify)	13	6.0	7	6.6	20	14.8	37	23.0	5	3.0	13	11.9	14	19.9
No impact	2	-	12	21.0	0	-	0	-	0	-	0	-	1	-
Don't know	5	3.8	3	4.9	1	-	1	-	9	11.3	7	7.8	6	4.7
Refused	3	3.3	12	21.0	1	-	0	-	0	-	6	10.3	1	-

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

Base figures exclude non-response (paper questionnaire). Sub-sample based on businesses that had experienced difficulties with employing migrant workers in New Zealand or from overseas in the last two years (n=261).

Table 319: Q63. Which of the following best describes your position or job title in this business?

	Total		Agriculture & Forestry & Fishing		Manufacturing		Construction		Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1846*		280		265		278		306		269		448	
Weighted base=	179095*	+/-	21576	+/-	12199	+/-	20773	+/-	34459	+/-	10364	+/-	79725	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Business owner or partner in the business	67	2.9	81	7.1	67	6.0	81	5.1	69	5.9	56	6.2	61	5.5
Human resources manager	3	0.9	3	2.4	3	1.0	3	1.9	2	-	5	2.3	4	1.8
Other senior manager	23	2.6	12	6.0	26	5.6	10	3.2	25	5.6	34	5.9	27	4.8
Or some other type of position (Specify)	5	1.5	3	3.2	4	2.8	6	3.8	2	-	3	2.5	6	2.9
Refused	1	-	1	-	1	-	0	-	2	-	1	-	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1851) were asked this question.

Table 320: Q64. Were you born in New Zealand?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	1847*		280		265		278		306		269		449	
Weighted base=	179507*	+/-	21576	+/-	12199	+/-	20773	+/-	34459	+/-	10364	+/-	80136	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	78	2.8	89	5.7	76	6.3	80	6.0	69	6.4	76	5.7	79	5.0
No	21	2.7	11	5.7	24	6.3	19	5.9	30	6.3	23	5.5	21	4.9
Refused	1	-	0	-	0	-	1	-	1	-	1	-	1	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1851) were asked this question.

Table 321: Q65. Which country were you born in?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services	Health and Social Assistance		Other		
Unweighted base=	401*		42		61		55		81		64		98	
Weighted base=	38531*	+/-	2375	+/-	2961	+/-	4045	+/-	10325	+/-	2394	+/-	16430	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Australia	5	2.3	16	19.3	1	-	15	12.2	3	3.8	6	7.0	2	-
Other Oceania	2	-	0	-	0	-	6	7.7	0	-	5	6.3	2	-
Asia/Middle East	27	6.1	30	24.8	29	14.1	2	-	49	12.6	21	11.3	19	10.8
Europe	40	6.9	29	24.7	48	15.0	59	16.6	26	10.5	34	11.7	44	13.4
Africa	10	4.6	11	18.6	8	7.5	5	7.0	4	4.8	16	9.7	14	9.6
North/Central America	6	3.6	11	18.5	3	6.0	7	9.5	4	4.7	3	4.4	7	7.1
South America	2	-	2	-	2	-	2	-	0	-	2	-	3	4.8
Refused	9	4.4	0	-	8	8.4	4	6.9	13	8.7	12	9.4	9	8.3
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.
 Base figures exclude non-response (paper questionnaire). Sub-sample based on respondents who were not born in New Zealand (n=401).

Table 322: Q66. How many years have you lived in New Zealand?

	Total		Agriculture , Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services		Health and Social Assistance		Other	
Unweighted base=	401*		42		61		55		81		64		98	
Weighted base=	38531*	+/-	2375	+/-	2961	+/-	4045	+/-	10325	+/-	2394	+/-	16430	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Less than 5 years	7	4.4	0	-	0	-	1	-	8	6.8	2	-	12	9.3
5 to 10 years	10	3.9	17	19.5	8	7.5	10	10.2	16	8.9	9	8.0	6	5.7
More than 10 years	81	5.8	83	19.5	91	7.6	89	10.2	76	10.7	89	8.5	80	11.2
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Refused	1	-	0	-	0	-	0	-	0	-	0	-	3	4.8
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only.
 Base figures exclude non-response (paper questionnaire). Sub-sample based on respondents who were not born in New Zealand (n=401).

Table 323: Q67. READ IF NECESSARY, OTHERWISE CODE. Are you male or female?

	Total		Agriculture & Forestry & Fishing		Manufac- turing		Construc- tion		Retail Trade, Accom- modation & Food Services	Health and Social Assistance		Other		
Unweighted base=	1846*		280		264		278		306		269		449	
Weighted base=	179488*	+/-	21527	+/-	12177	+/-	20773	+/-	34459	+/-	10416	+/-	80136	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
Male	56	3.3	55	9.3	60	7.3	71	6.7	53	6.8	31	6.2	55	6.0
Female	43	3.3	45	9.3	40	7.3	27	6.5	46	6.8	67	6.3	43	6.0
Refused	1	-	0	-	0	-	1	-	1	-	1	-	2	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

Total may not sum to 100% due to rounding. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents (n=1851) were asked this question.

Table 324: Q68. And which of the following ethnic groups do you belong to? You can choose more than one.

	Total	Agriculture, Forestry & Fishing				Manufacturing				Construction				Retail Trade, Accommodation & Food Services		Health and Social Assistance		Other	
			+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	+/-	%	
Unweighted base=	1848*																		
Weighted base=	179510																		
Maori	7	1.6	6	4.4	5	2.6	7	4.0	8	3.7	8	3.4	7	2.9					
NZ European (Pakeha or New Zealander)	80	2.7	90	5.4	81	5.9	85	5.4	69	6.4	76	5.7	81	4.8					
Other European	8	1.9	5	3.9	6	3.5	12	5.0	6	3.0	10	4.0	9	3.5					
Pasifika	1	-	0	-	1	-	1	-	1	-	2	-	1	-					
Asian	7	1.7	4	3.8	9	4.5	1	-	18	5.4	8	3.8	5	2.8					
Other ethnic group (Specify)	1	-	0	-	1	-	0	-	2	-	1	-	1	-					
Don't know	0	-	0	-	0	-	0	-	0	-	0	-	0	-					
Refused	2	-	0	-	2	-	1	-	2	-	2	-	2	-					

Total may exceed 100% because of multiple responses. MoE for sample size less than 30 or proportion close to 0 or 1 is indicative only. Base figures exclude non-response (paper questionnaire). All respondents were asked this question (n=1851).

Table 325: Region (from sample)

Unweighted base=	Total	Ag/Forestry/Fishing		Manufacturing		Construction		Retail Trade/Accom/Food Services		Health and Social Assistance		Other		
	1878		283		269		281		310		273		462	
Weighted base=	182259	+/-	21600	+/-	12462	+/-	21000	+/-	34872	+/-	10530	+/-	81795	+/-
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Northland	3	1.1	3	2.5	3	2.5	3	2.3	3	2.5	3	2.1	3	2.0
Auckland	24	2.8	5	3.9	25	6.1	23	6.2	25	5.9	29	5.9	28	5.3
Waikato	9	1.9	15	7.0	11	4.7	13	5.1	9	3.9	9	3.8	7	3.2
Bay of Plenty	7	1.7	11	5.7	14	5.2	5	3.2	5	2.8	4	2.6	6	2.9
Gisborne	2	-	8	5.2	1	-	1	-	3	2.2	1	-	1	-
Hawke's Bay	5	1.4	12	6.3	3	2.1	4	3.0	4	2.5	5	2.8	3	2.2
Taranaki	3	1.3	2	-	2	-	4	3.1	3	2.5	5	3.0	3	2.3
Manawatu-Wanganui	5	1.3	7	4.8	7	3.8	2	-	6	3.2	7	3.5	3	2.0
Wellington	12	2.2	2	-	4	2.9	10	4.5	15	4.9	13	4.5	14	4.1
Tasman	1	-	1	-	1	-	0	-	0	-	1	-	2	-
Nelson	3	1.2	2	-	4	2.9	1	-	3	2.3	4	2.5	3	2.3
Marlborough	1	-	4	3.8	1	-	1	-	1	-	1	-	0	-
West Coast	1	-	1	-	1	-	1	-	1	-	1	-	1	-
Canterbury	15	2.4	13	6.0	15	5.3	23	6.2	13	4.6	14	4.5	14	4.2
Otago	6	1.7	9	5.3	6	3.8	6	3.6	5	2.7	4	2.5	7	3.2
Southland	3	1.3	4	3.8	1	-	3	2.7	4	2.6	1	-	4	2.3
Other	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

Table 326: North Island versus South Island

	Total	Ag/Forestry/Fishing		Manufacturing		Construction		Retail Trade/Accom/Food Services		Health and Social Assistance		Other		
Unweighted base=	1878		283		269		281		310		273		462	
Weighted base=	182259	+/-	21600	+/-	12462	+/-	21000	+/-	34872	+/-	10530	+/-	81795	
	%	%	%	%	%	%	%	%	%	%	%	%	%	
North Island	70	3.1	66	8.8	70	6.8	66	7.0	74	5.9	76	5.7	69	5.6
South Island	30	3.1	34	8.8	30	6.8	34	7.0	26	5.9	24	5.7	31	5.6
Other	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Total	100	-	100	-	100	-	100	-	100	-	100	-	100	-

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

3. Questionnaire

NATIONAL SURVEY OF EMPLOYERS (ONLINE VERSION)

Research New Zealand #4891

DATE January 2017

Thank you for participating in the Ministry of Business, Innovation and Employment's National Survey of Employers. The purpose of this survey is to find out about employer practices and views on recruitment, access to skills, health and safety, employment regulation and employment relations.

This survey takes about 15-20 minutes to complete. You can come back to complete the survey later if you do not have time to finish it all at once. When you log back in, you will be taken back to the point where you left off.

Background information only if needed:

- ◆ We're doing this research on behalf of the Ministry of Business, Innovation and Employment, which includes the former Department of Labour.
- ◆ The name and address of your business was acquired from the Statistics New Zealand Business Register, a listing of New Zealand businesses provided to the Ministry under a legal agreement to enable the collection of national statistics.
- ◆ Your contact details will only be used for the purposes of this survey and will not be shared with any other organisation.
- ◆ A letter was sent to the owner or a manager of your business saying that Research New Zealand would contact your organisation to conduct a confidential interview about your business practices regarding recruitment, access to skills, health and safety, employment regulation and employment relations.
- ◆ The survey can also be completed by telephone, or on paper, if you prefer.
- ◆ Results from this survey will help the Ministry to better understand the impacts of government policies on New Zealand businesses and assess whether policy settings support a business environment that sustains safe, fair and skilled workplaces, and improves productivity.
- ◆ The survey is being conducted in accordance with the Research Association of New Zealand's Code of Practice, which guarantees confidentiality. All the information you provide is confidential. Your name and any other identifying information will not be used in any reporting of survey results. Records may be linked with other statistical data for research or statistical purposes only. When we report survey results back to the Ministry, we group the responses collected to produce summary statistics that do not identify any individual respondents.

Questions about the business

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

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

Q2 **If Q1=1, 98, 99 ask, else skip.** For the purposes of this survey the questions apply only to the business site you currently work from. How many employees are employed at the business site you currently work from?

Note: Please include full-time and part-time employees but do not include contractors or the business owners.

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

Q2b **If Q1=2,** How many employees are employed by the business?

Note: Please include full-time and part-time employees but do not include contractors or the business owners.

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

Termination statement if Q2/2b=97: Thank you for your time today, but this survey is only relevant for people who employ at least one staff member.

Q3 And for how long has the business been operating in New Zealand?

If Q1=1 add: This question applies to your business site specifically.

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

Health and safety

The next few questions are about health and safety systems and practices in the business.

Q4 Who is mainly responsible for providing health and safety **leadership** for the business?

Please select all that apply

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

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

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

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

Q6 Please answer yes, no or don't know to each of the following. Does the business...

	Yes	No	Don't know	Would rather not say
a. Have a process for identifying and assessing the business's main risks and hazards	1	2	98	99
b. Know which workers could be affected by the main risks and hazards	1	2	98	99
c. Have processes in place to manage the main risks to workers	1	2	98	99
f. Regularly review its systems and processes for managing the main risks and hazards	1	2	98	99

Q7 How often does the business involve workers (including any contractors) in decisions that affect their health and safety?

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

Q8 Does the business have...??

Please select all that apply

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

Q9 In the last 12 months have the business's officers, that is the business's directors, board members or senior leaders, **asked** for information about how the business is managing its main health and safety risks and hazards?

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

Q10 In the last 12 months, has the business:

Please select all that apply

- 1 Had workers who work on the same site as those from another business
- 2 Had work done by contractors or subcontractors from any other business
- 97 ... None of the above **E;**
- 98 ... Don't know **E;**
- 99 ... Would rather not say **E;**

Q11 **If Q10=1, or 2 ask** Does your business work with other businesses to manage shared health and safety risks?

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

Q12 In the last 12 months, has the business made any significant changes to its health and safety systems or practices?

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

Q13 **If Q12=1 ask, else skip.** Thinking about the biggest change or changes made to the business's health and safety systems or practices in the last 12 months, what was this change? Was it a change to:

Please select all that apply

- 1Equipment or plant
- 2The workplace or worksite
- 3How the work is carried out
- 4The development of policies or systems.
- 5Training of workers, including inductions
- 6Risk management
- 7Managing risks to workers' health, for example, reducing exposure to noise and dust
- 8Investigating accidents and near misses
- 9How the business involves workers in health and safety
- 10 ...How the business works with its officers to understand and manage health and safety
- 11 ...How the business works with other businesses to manage risks and hazards
- 96 ...Or was it some other type of change? (**please specify**)
- 97 ...None of the above **E;**
- 99...Would rather not say **E;**

Q13a Please rate how much you agree or disagree with each of the following statements:

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Don't know	Would rather not say
a. The time and effort involved in meeting health and safety legislation requirements are reasonable	1	2	3	4	5	98	99
b. The time and effort involved in meeting health and safety legislation requirements are worthwhile	1	2	3	4	5	98	99
c. Having good health and safety systems is good for your business.	1	2	3	4	5	98	99

Q14 The new Health and Safety at Work Act was introduced in September 2015. How confident are you that the business understands its obligations under the Act?

- 1 Very confident
- 2 Somewhat confident
- 3 Neither confident nor unconfident
- 4 Somewhat unconfident
- 5 Not at all confident
- 98 ...Don't know
- 99...Would rather not say

Workplace practices and employment relations

Q15 Do all employees of the business have a written employment agreement?

Note: Employees includes full-time and part-time employees but does not include contractors or the business owners.

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

Q16 In April 2016, new laws came into effect prohibiting employers from including zero hour clauses in any new employment agreements. Were you aware of this change?

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

Q17 **If Q16=1 ask, else skip.** Has this change...?

Please select all that apply

- 1 Meant employment agreements needed updating
- 2 Increased costs for the business
- 3 Restricted the business's ability to change employees' hours of work
- 4 Increased certainty for employees
- 96 ...Any other impacts? (**please specify**)
- 97 ...No impact **E;**
- 98 ...Don't know **E;**
- 99 ...Would rather not say **E;**

Minimum wages and pay

Q18 The next questions are about minimum wages and payroll systems. Are any of your employees paid the adult minimum wage of \$15.25 per hour?

Note: This rate applies to employees aged 16 years and over who are not on the starting-out or training minimum wage.

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

Q19 Thinking about all of your current employees aged 20 years or over, are any of them required by their employment agreement to undertake recognised industry training of at least 60 credits a year?

Note: Recognised industry training is training that leads to a qualification that is recognised by the New Zealand Qualifications Authority – for example, apprenticeships.

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

Q20 **If Q19=1 ask, else skip.** The training minimum wage is \$12.20 per hour. Are any of these employees paid \$12.20 per hour or any rate between that and \$15.25?

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

Q21 In the last 12 months has your business employed any workers aged 16 to 19 years?

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

Q22 **If Q21=1 ask, else skip.** The starting-out wage is \$12.20 per hour. Are any of these employees paid \$12.20 per hour or any rate between that and \$15.25?

Note: The starting-out wage can be used for:

- 16 and 17 year olds hired by any new employer, until they have completed 6 months of work for that employer, or become involved in training or supervising other workers
- 18 and 19 year olds who have been on a benefit for six months or more, until they have completed 6 months of work for that employer, or become involved in training or supervising other workers
- 16 to 19 year olds required, by their employment agreement, to undertake industry training of at least 40 credits a year.

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

Q23 Does an increase in minimum wage rates usually prompt your business to increase wages or salaries for employees who are already being paid above minimum wages?

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

Q24 In the last 12 months, has your business paid any employee less than the eligible minimum wage rate?

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

Q24a In the last 12 months, has your business paid any employee "off the books"?

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

Q25 As a result of a law change in April 2016, all employers are now required to keep records for every employee of the hours worked each day within a pay period, and the pay received for those hours.

Were you aware of these changes?

- 1 Yes (I was aware of the changes)
- 2 No (I thought this was already law / I wasn't aware)
- 98 ... Don't know
- 99 ... Would rather not say

Q26 **If Q25=1 ask, else skip.** Has the business changed its record keeping practices in response to these new requirements?

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

Q27 Thinking now about wage and salary setting, in the last 12 months has the business done any of the following:

	Yes	No	Don't know	Would rather not say
a. Undertaken training on how to comply with the Equal Pay Act	1	2	98	99
b. Sought advice regarding the Equal Pay Act	1	2	98	99
c. Undertaken reviews to check that men and women in the same role are paid equally	1	2	98	99
d. Undertaken training about potential gender bias	1	2	98	99

Employment disputes

Q28 In the last 12 months, has the business had any employment relationship problems or disputes that required action or involvement by the business owners or managers?

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

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

Q29 **If Q28=1 ask, else skip.** Thinking about the business's most recent employment relationship problem or dispute, which of the following describe what this was about? Was it:

Please select all that apply.

- 1 Misconduct
- 2 A performance issue
- 3 A personality conflict
- 4 Alleged unfair treatment, such as allegations of harassment or discrimination
- 5 Restructuring or redundancy
- 96 ... Or was it some other type of issue? **(please specify)**
- 98 ... Don't know **E;**
- 99 ... Would rather not say **E;**

Q30 **If Q28=1 ask, else skip** And was this problem handled internally or was it handled with the help of an external party?

Please select all that apply.

- 1.... It was handled internally
- 2.... It was handled with the help of an external party
- 98 ... Don't know **E;**
- 99 ... Would rather not say **E;**

Q31 **If Q30=1 or 2 ask, else skip.** And is this how the business usually deals with this type of problem?

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

Q32 **If Q30=2 ask, else skip.** Who or which of the following provided the external help to deal with the most recent problem or dispute?

Please select all that apply.

- 1... The Ministry of Business, Innovation and Employment's Employment Mediation Services
- 4... An Industry or Employer Association
- 5... A lawyer
- 6... A private mediator
- 7... A union representative
- 8... The Employment Relations Authority or Employment Court
- 96... Or was it some other type of external help? **(please specify)**
- 97... None of the above **E;**
- 98... Don't know **E;**
- 99... Would rather not say **E;**

Q33 **If Q28=1 ask, else skip.** And which of the following best describes the outcome of this problem or dispute?

Please select one option only.

- 1... The employee stayed on in the job
- 2... The employee resigned
- 3... The employee was dismissed
- 4... The employee was made redundant
- 96... Or was there some other outcome **(please specify)**
- 98... Don't know **E;**
- 99... Would rather not say **E;**

Q34 **If Q28=1 ask, else skip.** Did this outcome include a confidential settlement?

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

Impacts of drugs and alcohol

Q35 In the last 12 months, has the business had concerns about **productivity losses** due to any employees using any of the following substances – either on their own time or while at work?

Note: This includes the effects from substances taken while at work, and the effects from taking substances when not working, e.g. before work, the night before, during the weekend etc.

	Yes	No	Don't know	Would rather not say
a. Illegal drugs	1	2	98	99
b. Alcohol	1	2	98	99

Q36 In the last 12 months, has the business had concerns about **risks to workplace health and safety** due to any employees using any of the following substances?

	Yes	No	Don't know	Would rather not say
a. Illegal drugs	1	2	98	99
b. Alcohol	1	2	98	99

Q37 **IF Q35A OR Q36A=1 ASK, ELSE SKIP:** In the last 12 months, has the business done any of the following because of concerns about suspected use of illegal drugs by employees?

	Yes	No	Don't know	Would rather not say
a. Used provisions under the Employment Relations Act to manage the performance of an employee suspected of using drugs	1	2	98	99
b. Included a provision in any employment agreement giving the employer the right to request drug testing	1	2	98	99
c. Provided any support to an employee suspected of using drugs	1	2	98	99
d. Used or introduced a drugs policy to manage the performance of an employee suspected of using drugs	1	2	98	99
e. Sought advice about implementing drug testing from a lawyer, government helpline or industry representative	1	2	98	99

Q38 In the last 12 months has the business required any employee to undergo testing for illegal drugs?

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

Q39 **IF Q38=1 ASK, ELSE SKIP.** In which of the following situations was this drug testing requested?
Please select all that apply

- 1 Before an employee started a job in the business
- 2On a random basis
- 3In response to a workplace accident or near miss
- 4In response to performance issues
- 98...Don't know
- 99...Would rather not say

Holidays Act 2003

The next few questions are about how the business manages its duties under the Holidays Act.

Q40 How confident are you that the business is meeting its obligations under the Holidays Act?

- 1 Very confident
- 2 Somewhat confident
- 3 Neither confident nor unconfident
- 4 Somewhat unconfident
- 5 Not at all confident
- 98 ... Don't know
- 99 ... Would rather not say

Q41 In the last 12 months, have any employees raised concerns with the business about their holidays or leave being underpaid?

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

Q42 **IF Q41=1 ASK, ELSE SKIP.** Which of the following actions, if any, did the business take in response to these concerns being raised? Did the business:

Please select all that apply

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

Shop trading

Q43 Are there employees in this business who work in a shop, either directly with customers or doing tasks such as shelf stacking or stocktaking?

Note: By shop we mean a building, place, or part of a building or place, where goods are kept, sold, or offered for sale, and this includes cafes, bars or restaurants.

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

Q44 **If Q43=1 ask, else skip to Q47.** Will any of these employees be asked to work on Easter Sunday in April 2017?

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

Q44a The Shop Trading Hours Act was amended in 2016 specifically in relation to Easter Sunday. Were you aware of this change?

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

Q45 **If Q44=1 ask, else skip.** Will the business inform its employees of their right to refuse to work on Easter Sunday?

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

Q45a **If Q45=1 ask, else skip.** Will the business do this by..?
Please select all that apply

- 1Sending an email to all employees
- 2A letter to each employee
- 3A phone call to each employee
- 4A discussion with each employee
- 5Another method (**please specify**)
- 98...Don't know **E;**
- 99...Would rather not say **E;**

Q46 **If Q44=1 ask, else skip.** Which of the following has the business used to find out about the changes to shop trading laws?

Please select all that apply

- 1 MBIE's website
- 2 MBIE's service centre
- 3 Another employer
- 4 Employee
- 5 Union
- 6 Lawyer
- 7 Business organisation
- 8 General media
- 96... Another source (**please specify**)
- 97... None **E;**
- 98... Don't know **E;**
- 99... Would rather not say

Parental leave

The next questions are about how the business manages parental leave for employees when a child is born or an employee becomes a permanent primary carer.

Q47 Have any employees taken parental leave in the last 2 years? This includes female and male employees.

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

Q48 **If Q47=1 ask, else skip.** Were any of these employees given additional parental leave entitlements on top of statutory requirements?

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

Q49 **If Q47=1 ask, else skip** Have any of these employees worked "keeping in touch days" while they were on parental leave?

Note: 'Keeping in Touch' days were introduced in 2016, allowing employees on paid parental leave to work up to a total of 40 hours during their paid leave period, by agreement with their employer.

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

Q50 **If Q47=1 ask, else skip** Were any of these employees offered flexible or reduced hours on their return to work?

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

Q51 **If Q47=1 ask, else skip** Do most employees in the business who have taken parental leave return to work at the end of their parental leave?

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

Q52 In April 2016, changes to parental leave laws came into effect. Were you aware of these changes?

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

Q53 **If Q52=1 ask, else skip.** Thinking about the overall impact of these changes on the business, have the changes had a positive or negative impact, or no impact?

- 1Positive
- 2Negative
- 3No impact
- 98 ...Don't know
- 99 ...Would rather not say

Access to skills and employment of migrants

The next few questions are about recent migrants, by this we mean anyone who was not born in New Zealand and arrived here in the last 5 years. This also includes migrants from the UK, Australia, and the Pacific.

Q54 Does the business currently have any recent migrant employees on staff?

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

Q55 And in the last 12 months, has the business hired any recent migrants?

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

Q56 **If Q55=1 ask, else skip.** Thinking about the migrant most recently hired by the business, for which of the following reasons did the business choose to employ this person?

Please select all that apply

- 1 Their skills or qualifications
- 2 Their experience
- 3 It seemed like they had a strong work ethic
- 4 It seemed like they would be a 'good fit' for the business
- 5 New Zealanders were not willing to do job or did not apply
- 6 New Zealanders who applied did not have the necessary skills, qualifications or experience
- 96 .. Other (**please specify**)
- 98 .. Don't know **E;**
- 99 .. Would rather not say **E;**

Q57 **If Q54 or Q55=1 ask, else skip.** To the best of your knowledge, in the last 12 months have any recent migrant employees in the business had difficulties with the following? **RDM**

	Yes – had difficulties	No	Not applicable	Don't know	Would rather not say
a. Fitting into the workplace culture	1	2	97	98	99
b. Doing the job	1	2	97	98	99
c. Settling into life in New Zealand	1	2	97	98	99
d. Connecting and communicating with New Zealand colleagues	1	2	97	98	99
e. English language skills in the workplace	1	2	97	98	99

Q58 In the last 12 months has the business had any difficulties finding staff to fill job vacancies?

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

Q59 **If Q58=1 ask, else skip** Did the business intentionally seek out a migrant for any of these job vacancies that were hard to fill?

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

Q60 In the last two years has this business experienced any difficulties with employing migrant workers in New Zealand or from overseas?

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

Q61 **If Q60=1 ask, else skip.** What types of difficulties have you experienced with employing migrant workers in New Zealand or from overseas? Was it difficult:

Please select all that apply

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

Q62 **If Q60=1 ask, else skip** How have these difficulties with employing migrant workers impacted on the business? Have these difficulties meant you needed to:

Please select all that apply

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

About you

The last few questions are to make sure that the survey results reflect the views of a range of different people.

Q63 Which of the following best describes your position or job title in this business?

- 1 Business owner or partner in the business
- 2 Human resources manager
- 3 Other senior manager
- 96 ... Or some other type of position (**please specify**)
- 99 ... Would rather not say ***

Q64 Were you born in New Zealand?

- 1 Yes
- 2 No
- 99 ... Would rather not say

Q65 **IF Q64=2 ASK.** Where were you born?

- 1 Answer (specify)
- 99 ... Would rather not say

Q66 **IF Q64=2 ASK** How many years have you lived in New Zealand?

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

Q67 Are you male or female?

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

Q68 And which of the following ethnic groups do you belong to?

Please select all that apply

- 1 Māori
- 2 NZ European (Pakeha or New Zealander)
- 3 Other European
- 4 Pasifika
- 8 Asian
- 96 ... Other ethnic group (**PLEASE SPECIFY**)
- 98 ... Don't know ;E ***
- 99 ... Would rather not say ;E ***

Q69 Thank you for participating in the survey. Do you have any other comments you'd like to make about the subject of this survey?

- 1 Yes (**please specify**)
- 2 No

That is the end of our survey. Thank you for your time and effort in taking part. You may now close the browser window.

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