

Human Resources Institute of New Zealand HRINZ

1. Current economic and political situation in New Zealand

Economy and labour market situation

The key economic trends influencing employment are:

- Business confidence is increasing and with it employers' hiring intentions
- The major metropolitan regions have experienced the greatest economic growth – led by Auckland and Canterbury
- The Canterbury rebuild is picking up post earthquake and with it demand for people working in construction and associated industries
- The agriculture sector is recovering well from the drought that afflicted much of the country in 2013
- Unemployment is lower in most South Island regions than it is in the North Island.
- Demand for people who do highly skilled jobs (managers and other professionals) is strong and increasing.

Political situation

At the time of writing, a General Election will take place on Saturday, 20 September, 2014. Polls indicate that the National Party (centre right party) are in the lead and may well continue in power for a third, three year term - although there is a slim possibility that this might be as part of a coalition.

2. HR challenges

The eight main challenges facing the HR profession in New Zealand at present are:

- Ageing population
- Talent supply plus skills mismatches
- People leadership – the pressure of doing more with less
- Work force engagement

- Rise of the 'selfie'
- Increasing wage disparity
- "Never off" syndrome/well being/stress/bullying
- Influence and profile of HR

3. HRINZ projects and initiatives

Major areas of activity include the following:

- Increasing professionalisation
- Increasing connection – locally, nationally and globally
- Technology
- Compelling value proposition
- Competitive challenge

4. Scheduled Conferences

- NZ Conference & Expo (17-19 September, 2014)
- NZ Summit in Christchurch (May 2015)
- NZ Summit in Auckland (June 2015)

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