

Q4.21

The profile Report

The Canterbury Overview for Accounting,
Administration & Executive

The 2022 Labour So Far

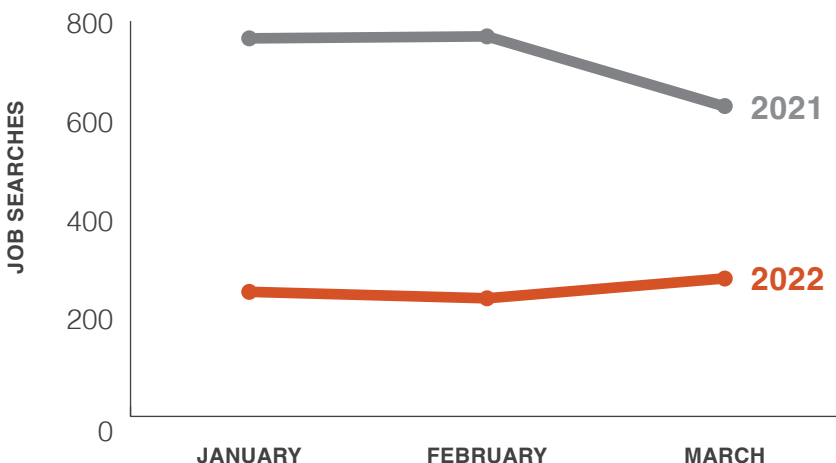
Perhaps unsurprisingly, skills shortages across almost every level (and in every discipline) will continue to create ongoing labour supply issues for at least the majority of 2022 in New Zealand. As such, businesses must continue to look at their retention strategies (see [page 2](#)). The more extreme labour shortages lie in the immediately available/temp/contract labour market, as per the 'Top 4 Skills Shortages' below.



Image: Freepik.com

Profile Group Application Activity

2021 first quarter vs 2022 first quarter



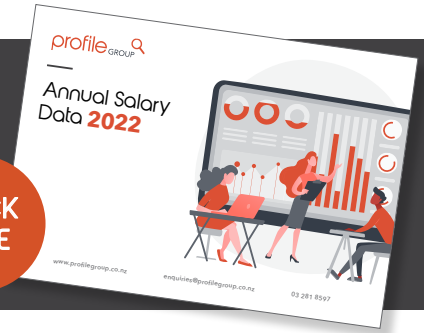
Top 4 Skill Shortages of 2022 so far

- 1 Temporary Accountant
- 2 Temporary Accounts Payable
- 3 Temporary Payroll
- 4 Chief Financial Officer

Annual Salary Data 2022

View our entire range of current salary data – [click here](#) to request your copy of the report.

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PROFILE STATS

Retention and Employee Disengagement

According to SEEK, 69% of employees 'won't think about leaving as long as they feel engaged at work'. From their recent survey, the **3 biggest reasons** behind employee disengagement are:



53%

WORK CONDITIONS / ENVIRONMENT



39%

ORGANISATIONAL CHANGES / RESTRUCTURE



31%

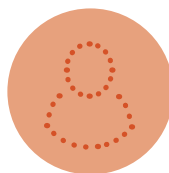
MANAGEMENT / LEADERSHIP IN THE BUSINESS

The most common signs of inner resignation include:



59%

STARTING TO COMPLAIN OR CHANGE IN ATTITUDE



54%

AN INCREASE IN SICK DAYS OR ANNUAL LEAVE



47%

UNENGAGED IN MEETINGS AND PROJECTS

Recent Senior & Executive Appointments

Farmlands

Group FC

Synlait

Group FP&A Manager

Environment Canterbury

Risk & Assurance Manager

Groundline

CFO

Top voted **retention factors** within an organisation's control

30%

SALARY

(Accounting professionals rated this at 78%)

25%

FLEXIBLE WORKING

24%

WORK CONDITIONS / ENVIRONMENT



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