

Payroll Recruitment Trends

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AGENDA

- Hiring Managers Insights and Perspectives
- Candidates Expectations
- Employee Retention Strategies
- 2023 Hays Salary Guide
- Market Trends



Hiring Manager Insights and Perspectives

What are employers looking for?

- Good tenure
- Sound knowledge of NZ Payroll Legislation
- Strong systems experience
- Analytical mindset
- Strong attention to detail
- Advanced Microsoft Excel skills
- Ability to work independently
- Process improvements





What are employees looking for?

Main concerns:

- Lack of appreciation and acknowledgement
- Over worked
- Lack of support
- Lack of areas for growth

What employees are seeking:

- Higher remuneration
- Learning & development opportunities
- Project, implementation or remediation
- Leadership opportunities
- Being a part of a team



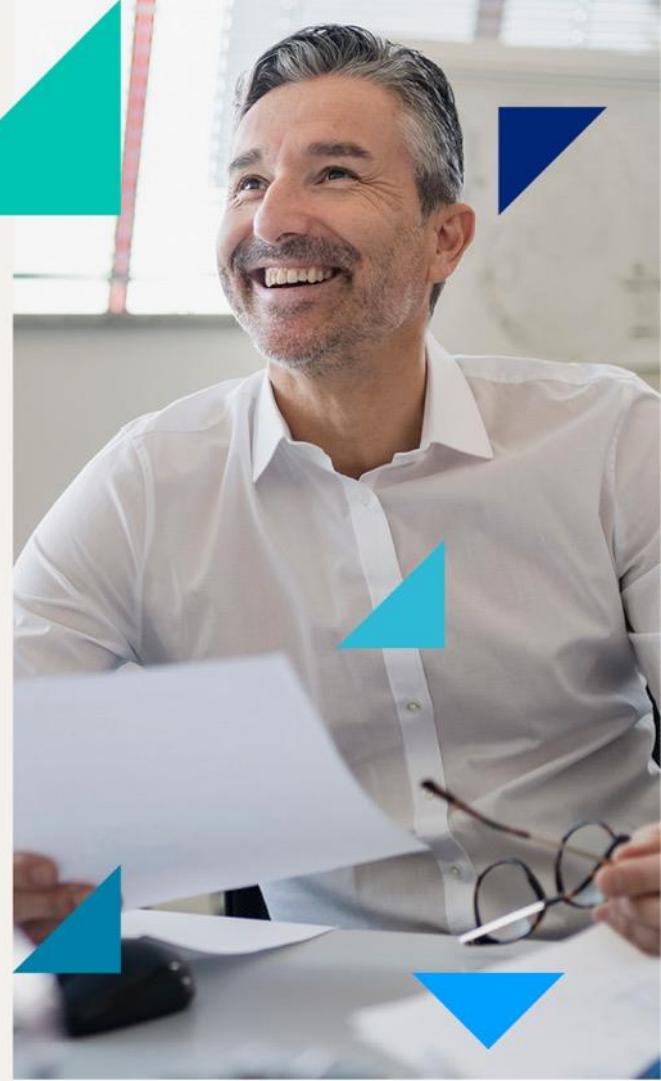
Employee Retention Strategies



- Offering better flexibility
- Meeting market rates for salary
- Offering tasks beyond the BAU
- Offering development and training
- Supportive management, acknowledgement and awards

Hays Salary Guide 2023

- **Payroll Administrator - \$60-\$65k**
- **Payroll Officer - \$68-\$80k**
- **Senior Payroll Officer - \$75k-\$93k**
- **Payroll Team Lead - \$90k-\$115k**
- **Payroll Systems Analyst - \$70k-\$102k**
- **Remuneration and Payroll Manager - \$115k-\$153k**
- **Supervisor/Manager < 1000 employees - \$90k-\$115k**
- **Supervisor/Manager 1000-3000 employees - \$98k-\$143k**
- **Supervisor/Manager > 3000 employees - \$110k-\$163k**



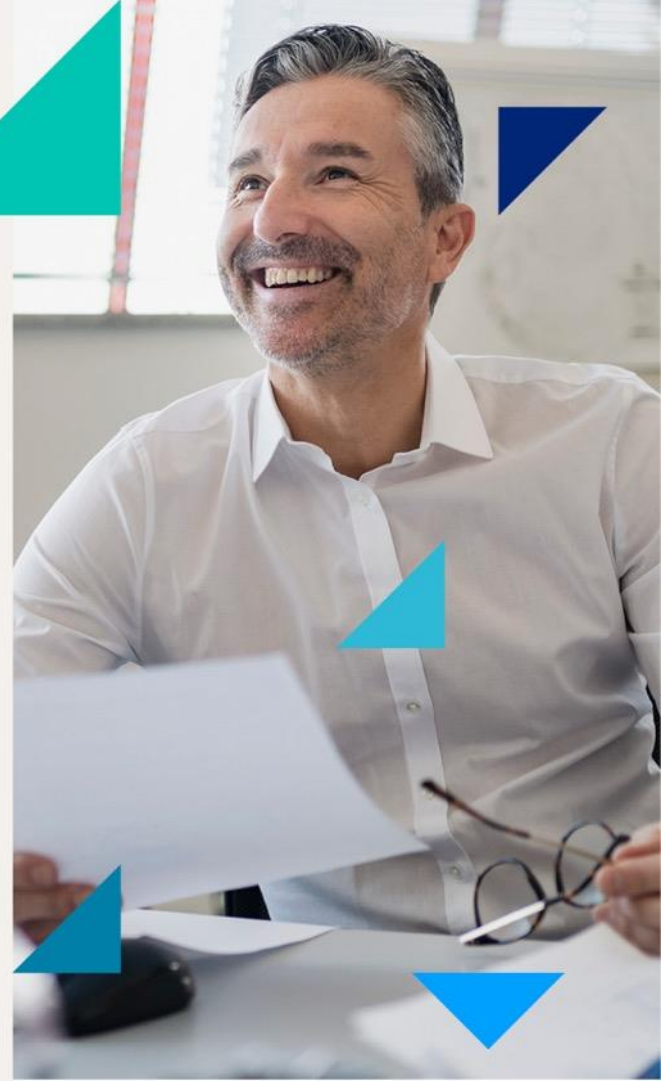
2023 Market Trends

Permanent Payroll Recruitment Trends:

- Shortage of quality candidates
- More demand and more diverse opportunities
- Increase in project roles
- Rise in payroll salaries
- Lots of sights outside of New Zealand

Temporary/Contract Payroll Recruitment Trends:

- Rates have increased throughout the past 12 months
- There has been a rise for contracting opportunities in payroll
- There is a shortage of payroll contractors
- There is more project roles





Thank you for listening!