

FACTSHEET

Why is recruitment important?

September 2023

Employing the right person for the role will positively influence the performance and productivity of the work team as a whole. Selecting the wrong person can result in lower performance, higher operating costs, reduced morale, and increased turnover among other staff members.

A proven way to enhance your teams is to attract the right applicants. A well thought out recruitment process and then identifying the best person for the role using sound selection techniques.

The recruitment and selection process also provides an insight into a business that job seekers may be considering for future employment. Having a professional and organised approach to these processes reflects positively on the farm business.

- It is common in the food and fibre sector for employees to move jobs and gain experience in different systems, regions, and properties. This is not usually indicative of their current employment relationship but more to ensure career progression and further upskilling. This is seen more often in entry level roles where one to two years in each role is becoming more common.
- Federated Farmers Remuneration Review (2021 – 2022) found that the employment term was five years or less for 70% of employees in the sheep and beef sector.

As part of your recruitment process, consider any career planning and development. Signaling growth opportunities may increase the number

of applicants and also the retention of your employee. Examples of this are the potential for extra responsibilities, mentoring, involvement in discussion groups and further training.

The key components for successfully managing staff

See Beef + Lamb New Zealand’s ‘Employing and Managing Farm Staff’ online learning module for more details: <https://beeflambnz.com/knowledge-hub/module/employing-and-managing-farm-staff>





Preparation required for a successful recruitment process

There are important things to consider to ensure a successful employment relationship as per the checklist below:

- Consider your farm budget and ensure you have a clear idea of all the costs involved in employing someone.
- Map out a clear, consistent, and good faith employment process.
- Complete a skills matrix for your business to identify the skills and responsibilities required for the role. Refer to Staff Planning resource. <https://beeflambnz.com/knowledge-hub/PDF/staff-planning>
- Confirm a Job Description – check out B+LNZ’s Employment Hub <https://beeflambnz.com/knowledge-hub/employment-hub>
- Understand your legal responsibilities around the Employment Relations Act and the other relevant legislation as per B+LNZ’s Legislation Factsheet: <https://beeflambnz.com/knowledge-hub/PDF/legislation>, particularly:
 - Privacy and confidentiality of applicant’s personal information, especially when sourcing information from third parties - <https://www.privacy.org.nz>
 - Ensure advertising, selection and hiring decisions are lawful and comply with legislation. For example, discrimination on the basis of race, gender, marital or family status, age, religion or beliefs – Discrimination when hiring » Employment New Zealand <https://www.employment.govt.nz/starting-employment/hiring/discrimination-when-hiring/>
 - Negotiation for an employment agreement is fair, in good faith and complies with the Employment Relations Act 2000.
- There is a clear induction process, giving the employee a fair chance of reaching the expected standard of performance for the role.

If you are short of time, or the recruitment process seems too difficult, there are recruitment agencies that specialise in primary sector recruitment. They can manage the full process from customising job descriptions, advertising, reviewing applications, interviews, and offering advice on all aspects of recruitment and human resources.

For more information on this topic and others like it, visit B+LNZ’s Employment Hub <https://beeflambnz.com/knowledge-hub/employment-hub>

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