

NEW ZEALAND
**EMPLOYMENT
MARKET REPORT 2024**

GOVERNMENT & POLICY

Government & Policy

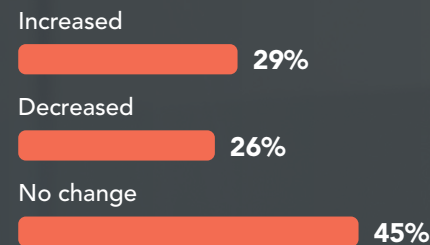
The Market

Throughout 2023, recruitment activity in the government and policy sectors gradually decreased. This was due to several factors, such as widespread hiring freezes leading up to the election and much discussion surrounding economic conditions. At the start of the year, many projects were either delayed or paused and department spending was reallocated as the country focused on recovering from natural disasters such as Cyclone Gabrielle.

In 2023, the job market experienced fewer skills shortages than in previous years. This saw more job seekers vying to be considered for available positions. However, candidates with compliance-related skills were still scarce and there was a growing demand for experience in risk and assurance. The creation of new departments and mergers of several agencies led to a rise in demand for project and change management skills.

Some government departments were relatively sheltered from hiring freezes and the economic influences felt elsewhere. These departments favoured hiring temporary and contractor staff instead of permanent employees due to the level of continuous change and project-based work.

Government & Policy workforce size in 2023



Employers

In 2023, government employers reverted to their traditional approach of hiring which involved giving preference to candidates with relevant public sector experience. This approach had been relaxed in 2021 and 2022 when finding talent was challenging and concessions had to be made.

Despite this change, government departments still received a large number of job applications last year. Candidates were attracted to the sector's development opportunities and felt there was room to progress through promotions or secondments to other agencies.

Due to budget constraints, government employers were limited in what they could offer in terms of bonuses and benefits. However, they continued to provide flexible working options to their employees, in some cases a notable difference from the private sector. In the public sector, a hybrid model of two to three days working from the

office, and the rest from home per week is still prevalent. The exception was for customer-facing roles which required office-based work. Last year, an emerging trend was that more government agencies leveraged their existing premises in both Wellington and Auckland to offer more location options to candidates. This helped grow the available talent pools in both cities.



55%

of Government & Policy Employers went through a restructure in 2023



Government & Policy

Job Seekers

In the lead-up to the election, many government employees were hesitant about changing departments or moving roles in the face of uncertainty. With fewer contracting roles available, we saw more job seekers open to considering fixed-term or permanent work after a period of contracting or temping.

Job seekers were open to changing jobs for more interesting and varied work especially if there was room for career development and growth. Flexible working options remained a top priority when considering a job change, and candidates' pay expectations adjusted during the tough job market of 2023. While government departments were restricted on pay due to banding, salaries generally rose to meet living wage standards for entry-level roles last year. At other levels, salaries stayed the same or increased slightly.

In 2023, the government and policy workforce became increasingly mobile with job seekers accepting jobs in more affordable cities such as Hamilton and Christchurch. Candidates for contact centres, business support, and other entry-level roles would not necessarily move cities for a job but would sometimes consider it. Senior candidates were more willing to move cities for the right job.



78%

of Government & Policy Job Seekers consider their workplace a good place to work

The Year Ahead

The hiring outlook for the government and policy sector in early 2024 remains uncertain as the coalition government gathers momentum implementing its priorities. There will likely be further disestablishment of roles while new initiatives and policies will create employment opportunities. However, the overall headcount is expected to reduce with the focus on lowering spending in 2024.

With fewer jobs available and more competition among candidates, hiring managers will not feel compelled to offer higher salaries. Some pay raises may be offered but broader directives will be followed. We expect pay increases will be slight, with the decision up to individual managers, or following organisation-wide directives.

We hope to see balance return to the government and policy employment market in 2024. Meanwhile, prioritising hiring for hard skills and prior experience

over future potential is expected. During periods of uncertainty and change, some government employees may seek other opportunities that offer security, stability, or higher salaries. Hiring freezes will persist in some areas, and the impact of challenges obtaining approval for new roles may lead to skills gaps in some areas.

Top reasons Government & Policy Job Seekers are considering moving to a new workplace in 2024



1st

Contract coming to an end



2nd

Management style and/or team environment



3rd

Training and/or career development opportunities

Government & Policy Salary Guide

ROLE	AUCKLAND		WELLINGTON	
	Low	High	Low	High
Policy Manager	180	240	180	240
Principal Policy Advisor	135	160	130	180
Senior Policy Advisor	105	135	95	130
Policy Advisor	85	95	85	110
Policy Analyst	85	100	70	95
Principal Advisor	130	145	120	170
Senior Advisor	95	140	90	130
Advisor	80	115	70	100

Salary range in NZD \$'000s



About Madison

Madison was established in 1998 and is part of the Accordant Group, the only New Zealand recruitment company listed on the NZX. We operate across seven key locations in Auckland, Hamilton, Tauranga, Wairarapa, Manawatū-Whanganui, Wellington and Christchurch.

What We Do

Madison works across almost all industry sectors, with clients that range from small start-ups to global blue-chip corporates, large public sector and not-for-profit organisations. Our track record includes full-service recruitment covering temporary, permanent and contractor needs across the following sectors:

- Accounting, Banking, Finance and Insurance
- Business Support and Administration
- Business Transformation, Programme and Project Management
- Contact Centre and Customer Service
- Engineering
- Government and Policy
- Human Resources and Recruitment
- Industrial
- Marketing and Communications
- Procurement and Supply Chain
- Project and Volume
- Property and Construction
- Sales and Relationship Management

Within these disciplines, we recruit for the full range of positions from entry-level through to executive appointments. Depending on our clients' needs, our recruiters will deliver an end-to-end solution or unbundle the recruitment process to supplement the expertise and resources you have in your organisation.

How We Do It

Because we have a broad focus, but we are staffed by specialist recruitment professionals, we're able to offer the combined benefits of breadth, reach and personalised, expert service. Collaboration, sharing, building a real relationship and true partnerships are what set us apart. Not only do we understand New Zealand, but we have been specifically built and grown for this market.

Support & Partnership

We offer specialist consulting services to support our client organisations' talent lifecycles. Some of the key services we deliver via workshop, training or coaching include:

- Talent development
- Assessment centre design
- Outplacement services
- Psychometric profiling & skills testing
- High performance profiling

The Accordant Group

Delivering recruitment, resourcing and people solutions across New Zealand

Madison is part of the Accordant Group, which is the only staffing provider listed on the NZX. The Group comprises five businesses: Absolute IT, AWF, Hobson Leavy, JacksonStone & Partners and Madison Recruitment. Accordant Group's capability spans all levels and aspects of commercial and industrial recruitment services, including permanent roles, temporary assignments and contractor placements. In addition to this, in 2019 Accordant established The Work Collective, a social employment initiative.

To find out more, visit accordant.nz

Absolute IT is a specialist agency that operates solely in the tech and digital market, recruiting permanent and contract IT professionals.

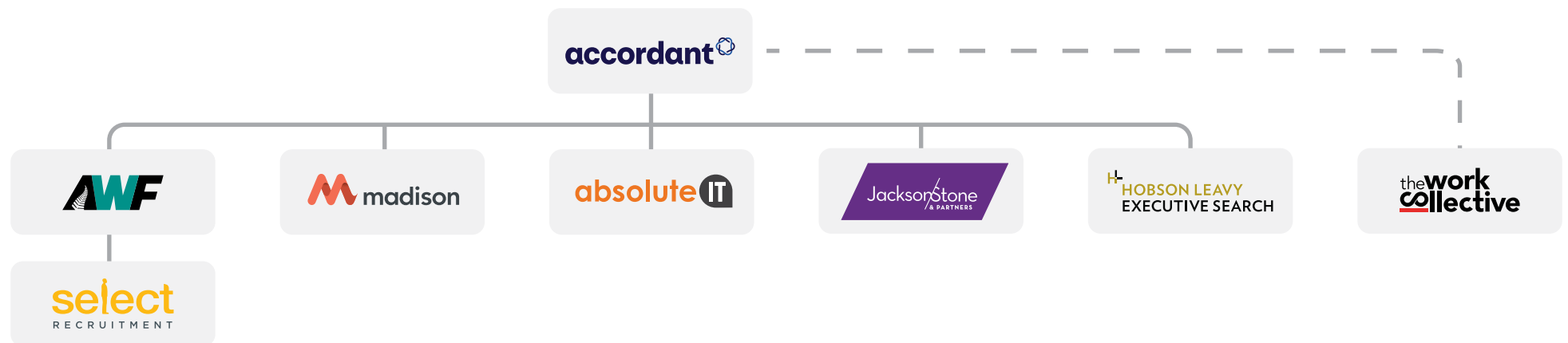
AWF provides labour hire and recruitment services from 21 branches across the country including Select Recruitment in Dunedin.

Hobson Leavy is a retained executive search firm with an extensive track record in both the public and private sectors, successfully appointing some of New Zealand's most senior leaders at Board, CEO and Executive level.

JacksonStone & Partners is one of the most experienced executive search, recruitment and contracting agencies in New Zealand, covering all disciplines up to chief executive and board appointments across the private, public and not-for-profit sectors.

Madison recruits temporary, contract and permanent staff for a broad range of clients and industries in the commercial and government sectors.

The Work Collective, our social employment initiative, is supported by each of our businesses and focuses on helping people with barriers to employment find meaningful work opportunities.



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To find out more about Madison and our services,
you can visit our website or call us on **0508 MADISON**.

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