

# New Zealand Pandemic Business Response

## Survey Results

### Working Placement

#### Key Changes Made to Operate at Level 2

What key changes will you have to make in order to operate under level 2?



43% - Key staff back in workplace, rest of staff working from home



22% - All staff back in workplace but with a roster system



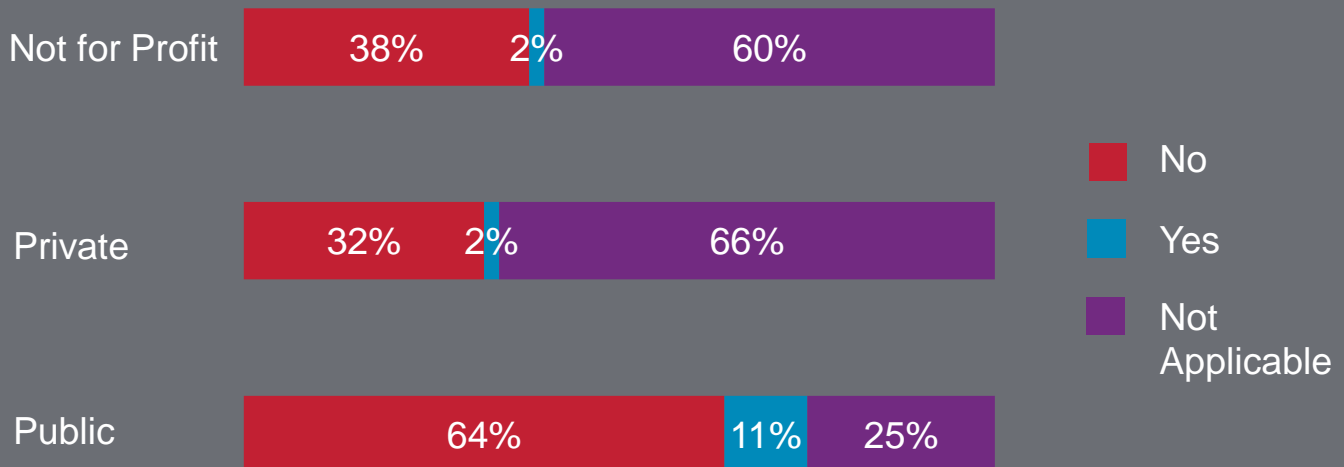
32% - All staff back in workplace but with social distancing measures



4% - Continue having staff work from home on more permanent basis

#### Salary Increases for those on CEA vs IEA

Are you planning to apply increases to staff differently for those on a Collective Employment Agreement vs Individual Employment Agreement, as a result of Covid-19?



# New Zealand Pandemic Business Response

## Survey Results

### Working Placement

#### Salary Increase for those Working vs Not Working under Lockdown

Are you planning to apply salary review increases differently to staff who have been working during the lockdown vs those who have been unable to work?



**33%**

No - Working during lockdown vs not will have no impact on increases applied as a result of the salary review

**33%**

Not Applicable - All our workers have been able to work during lockdown

**16%**

Don't know - We are still considering our approach to increases this year

**16%**

Not Applicable – We are not planning any salary increases

#### Use of IRD Tax Free Reimbursements to Staff for Working from Home

Will your organisation use the recent determination by IRD to make tax free reimbursements to staff for working from home?

