

Labour Market Risk – What should you be worrying about?

RISK MANAGEMENT SOCIETY

Sarah Baddeley, Executive Director



Tēnā koutou



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Top 3 risks

1. Global conditions and their impact
2. Who you work with and why its important
3. Talent and your employee experience





01

Global conditions and their direct impact on your business





Questions risk professionals should be asking

Is labour market risk being properly factored into your thinking about economic and commercial risk generally?

Does your organisation have a strategic view of its likely workforce needs up to a 12-month, a two-year, and a five-year horizon?

Is your executive team monitoring the global trends that are relevant for your workforce so that your organisation's integrated risk appetite is better informed?





02 Working with partners and your supply chain





Questions risk professionals should be asking

Who understands your wider workforce structure and the rationale for the business model you have adopted?

What partners and suppliers are critical to your core business? Are any of them dependent on you, or you dependent on them?

How active is your contract management? Are you satisfied that it would meet tests of a genuine sub-contracting arrangements?

Do you have appropriate compliance systems in place and can you demonstrate you are providing a positive experience of working life for migrant workers?





03 Talent and your employee experience





Questions risk professionals should be asking

Does your organisation have a strategy in place to retain and attract employees? Has it been refreshed in light of current conditions and uncertainty?

Have your partners and suppliers got strategies in place to manage retention? Do you also have contractual flexibility to adjust the model if economic circumstances change rapidly?

Do your financial forecasts with respect to wage expectation, recruitment, retention and reorganisations have costs sufficiently factored in?





About MartinJenkins

For 30 years MartinJenkins has been a trusted adviser to clients in the government, private, and non-profit sectors in Aotearoa New Zealand and internationally.

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Our services

Our services include organisational performance, employment relations, financial and economic analysis, economic development, research and evaluation, data analytics, engagement, and public policy and regulatory systems.

By connecting those different skill sets and applying fresh thinking, we help our clients solve their most intractable problems, achieve their aspirations, and serve and advance their communities.

We work collaboratively with our clients, meeting tough assignments with a can-do approach and innovative, pragmatic thinking that produces results.

Kei te āwhina mātau ki te whakapai ake i a Aotearoa. In this way we help make Aotearoa New Zealand a better place.

Sarah Baddeley, Executive Director | Ringatohu Hautū

Sarah Baddeley is a highly versatile and experienced strategic advisor. She has a reputation for helping clients tackle wicked and uncomfortable problems and quickly gets to grips with complex issues, framing them in strategic terms, and advising on practical solutions.

Sarah offers a special combination of first-class analytical abilities and strategic thought with excellent communication skills. This, together with her wide experience, enables her to work with Boards and Executive teams on problems that may otherwise be confronting and uncomfortable to tackle.

Sarah heads our Auckland practice where she leads a skilled group of multi-disciplinary professionals. Originally a Treasury-trained commercial regulatory economist, Sarah has moved in and out of the public and private sectors and across water, energy, transport, the labour market, health, and social services.

Her recent areas of focus have been in the labour market including working with large organisations to support improvements in workforce planning, worker welfare, and the detection and prevention of migrant exploitation. She has significant experience supporting improved outcomes for Māori and the application of Te Tiriti o Waitangi analysis to contemporary policy issues.

Before joining MartinJenkins in 2017, Sarah had leadership experience at Counties Manukau District Health Board, the Ministry of Business, Innovation and Employment, Contact Energy and an energy utility based in Australia. She spent her formative years at the NZ Treasury including a period seconded as an Economic Advisor in the Office of the Minister of Finance and Deputy Prime Minister.

Ngā mihi



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