

Harrison Gillespie

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OUR NEWSLETTER FOR GROWING BUSINESSES



Spring has sprung, and with it comes a chance to refresh more than just your garden. The seasonal boost in energy makes now the perfect time to reflect on what (and who) keeps your business thriving.

In this issue, we explore the people power behind every successful enterprise: how to recruit the right talent; a checklist for supporting your team's psychosocial health; and the traits of strong leadership.

And don't worry, sole traders, we haven't forgotten you! See page three for tips on building a business village when you're going it alone.

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Five recruitment tactics that'll help you find the right fit

CVs and rehearsed responses only show so much. The real question is whether a candidate brings the right attitude, initiative, and fit. The wrong hire can be costly, but these subtle tests can help you choose with confidence.

1. The job ad filter

Weed out the copy-and-paste applicants by building a simple request into your listing. Ask candidates to answer a specific question or include a work sample: those who pay attention will stand out straight away.

2. The real-world task

Skip the stock interview questions and give candidates something practical to work with. It could be a short role-relevant task, a scenario to respond to, or a quick problem to solve. You'll learn more from how they think on the spot than from a polished answer.

3. The receptionist treatment

Watch how candidates interact with staff before the interview. Courtesy and respect for everyone, not just the big boss, is a strong indicator of how they'll treat colleagues and clients.

4. The coffee cup test

Offer your interviewee a drink and watch what happens when the interview ends. It's not about coffee or tea: it's whether they ask where to take the empty cup or simply leave it behind. Small actions like this can reveal initiative and a willingness to pitch in.

5. The casual chat

Candidates often relax once the 'official' interview is over, so keep chatting as you walk them out. This will give you a better glimpse of their personality and how they might fit with your team.

NEW INVESTMENT BOOST

The 2025 Budget introduced a new 20% deduction immediately available on eligible new assets (like machinery or equipment), in advance of the normal depreciation available on the asset. It's a smart way to cut your tax bill while investing in growth. Talk to us if you think this could apply to your business.



Manage the risks you can't see with our workplace psychosocial checklist

Workplace safety is about more than hard hats and safety rails. Under New Zealand's Health and Safety at Work Act 2015, employers must manage psychosocial risks at work — not just physical ones.

The trouble is, these risks can be harder to spot than physical dangers. Here's a simple checklist to bring hidden hazards to light:

- ☐ **Clarity:** Would a new hire understand what's expected of them in their first week? If not, review job descriptions and inductions to make sure roles are clear from day one.
- ☐ **Workload check:** Are schedules and deadlines realistic? Look out for red flags, like staff regularly working late or frequently swapping schedules.
- ☐ **Feedback:** How do employees raise concerns around company culture, bullying, or lack of support? From one-on-one check-ins to team discussions to anonymous surveys, multiple channels help issues surface early.
- ☐ **Recognition:** Do you let your people know their efforts matter? Celebrating milestones and acknowledging good work in real time builds morale and reduces the risk of burnout.



Supporting psychosocial health is a big responsibility. Not sure where to start? Get in touch, and we'll connect you with trusted resources and professionals who can help.

Sole traders: Who's in your business village?

Just because you're solo doesn't mean you have to go it alone. Every successful business has a village behind it. Is it time to build yours?

- **Mentors and peers:** Draw on the experience of others who've faced similar challenges to the ones you're tackling now. [Business Mentors NZ](#), for instance, has supported more than 80,000 business owners.
- **Business support groups:** Local meetups help you swap ideas, get advice, and find encouragement. [Regional Business Partner Network](#), [BNI \(Business Network International\)](#), and your local [Chamber of Commerce](#) are a great start.
- **Professional advisors:** An accountant, lawyer, or HR consultant can guide smart decisions and highlight risks you might miss.
- **Trusted contractors:** Outsourcing tasks to the right professionals helps you stay focused on your core business.

As your accountant, we're already part of your village. Get in touch if you'd like help with finances, record-keeping, or tax planning.



Leadership in 2025: The traits that matter most

Workplaces are changing fast, and while climbing corporate ladders and job security still matter, they're no longer the top motivators for many employees. Today's workforce increasingly wants to find their purpose, develop their skills, and feel a sense of belonging.

That means leadership in 2025 looks very different from what it did a decade ago. The leaders who thrive are the ones who adapt with the times to bring out the best in their people. Are you one of them? Here are the traits your team is looking for:

Emotional intelligence

It's no longer just about what you know, but how you connect. By recognising the emotional needs of their people, high-EQ leaders foster morale and loyalty. Plus, staff who know their boss is genuinely tuned in tend to be more engaged and driven to succeed.

Purpose-led thinking

Employees today are motivated by purpose as much as pay cheques. They don't just want instructions; they want to understand the 'why'. Share the bigger vision, tie everyday work back to it, and give people a reason to feel proud of what they're building.

Trust and empowerment

Micromanagement stifles innovation. Show trust in your staff by delegating tasks, giving them autonomy to figure things out, and encouraging collaboration across the team. When people feel trusted, they take ownership, and that's when their best ideas shine.



Calm conflict resolution

Conflict is inevitable, but it doesn't need to derail progress. Listen to every perspective, address issues early, and focus on solutions that respect everyone involved. When handled well, conflict can strengthen relationships and lead to a more resilient team.

Nurturing potential

Strong leaders offer training, feedback, and mentorship because growth and development benefit everyone: the individual, the team, and the business.

Leadership is a work in progress

Great leaders aren't born with these traits; they're built through self-reflection and practice. If you'd like to spend more time growing as a leader, please don't hesitate to contact us. We'll take care of the numbers so you can focus on your people, which is the best investment a business can make.

Tax Calendar - October 2025

DATE	CATEGORY	DESCRIPTION
6 October	PAYE	Large employers' payment due. File employment information within two working days after payday.
20 October	RWT	RWT return and payment due for deductions from dividends and deductions of \$500 or more from interest paid during September.
20 October	NRWT / Approved Issuer Levy	Payment and return due.
20 October	FBT	Return due for the July-September quarter.
20 October	PAYE	Small and large employers' payments due. File employment information within two working days after payday.
28 October	GST	Payment and return for September.

Note: Any provisional tax due dates noted apply to those clients who pay provisional tax on the standard uplift or estimation basis and have a March balance date. No provisional tax for these taxpayers is due in October. Different dates will apply for those clients who have different balance dates, or use the ratio or AIM method. Contact us if you would like to check your provisional tax payment obligations.

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