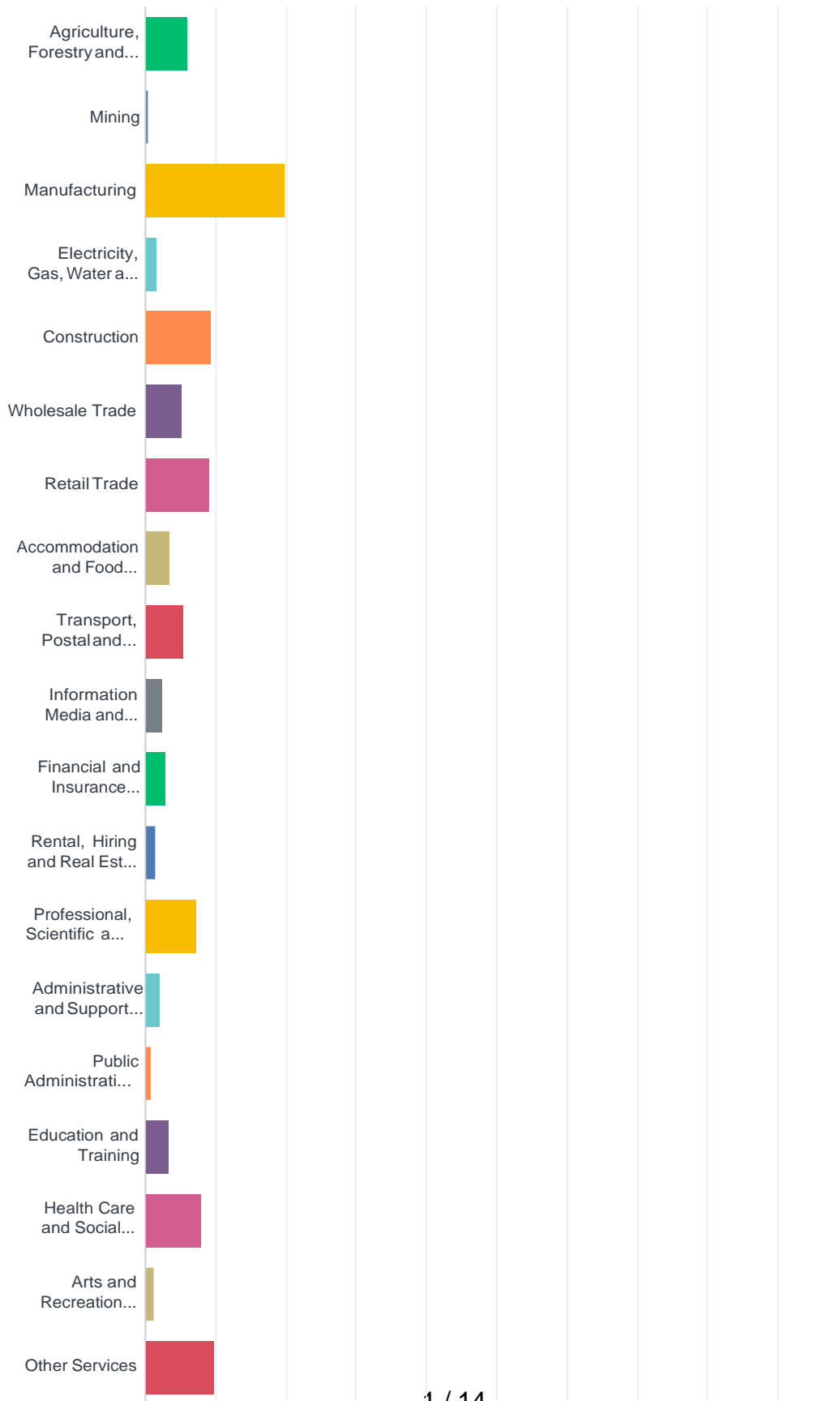


Q1 What Sector do you operate within?

Answered: 951 Skipped: 3



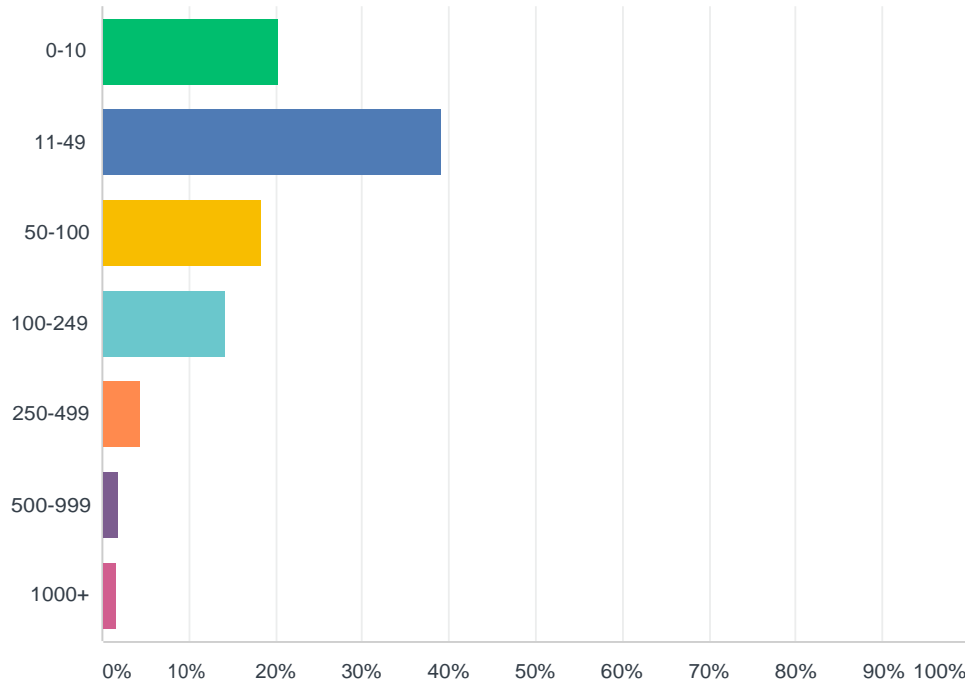
Proposed Employment Law 90 Day Trial Changes Survey, May 2018. Brought to you by, EMA, Business Central,
CECC & OSEA

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Agriculture, Forestry and Fishing	6.10%	58
Mining	0.42%	4
Manufacturing	19.87%	189
Electricity, Gas, Water and Waste Services	1.68%	16
Construction	9.46%	90
Wholesale Trade	5.26%	50
Retail Trade	9.25%	88
Accommodation and Food Services	3.47%	33
Transport, Postal and Warehousing	5.36%	51
Information Media and Telecommunications	2.52%	24
Financial and Insurance Services	2.94%	28
Rental, Hiring and Real Estate Services	1.37%	13
Professional, Scientific and Technical Services	7.36%	70
Administrative and Support Services	2.00%	19
Public Administration and Safety	0.74%	7
Education and Training	3.26%	31
Health Care and Social Assistance	7.89%	75
Arts and Recreation Services	1.26%	12
Other Services	9.78%	93
TOTAL		951

Q2 How many staff do you employ?

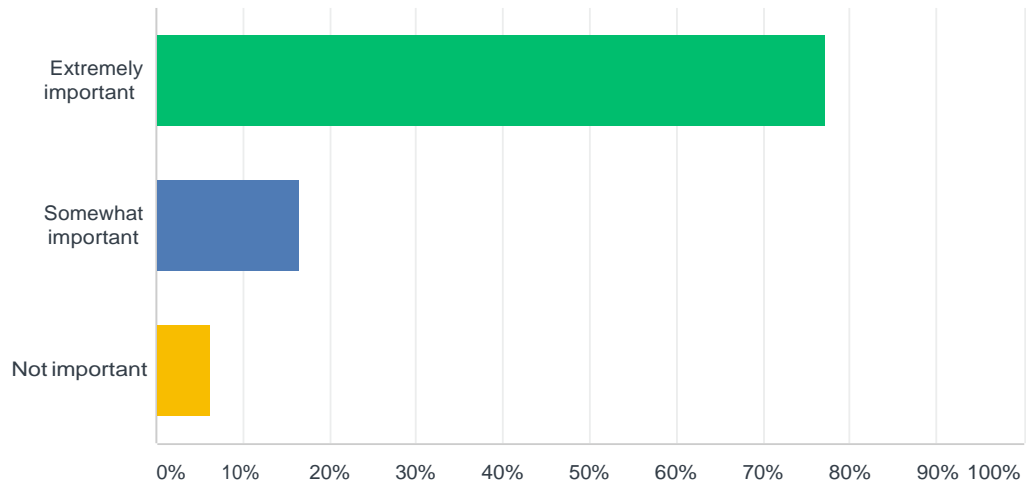
Answered: 952 Skipped: 2



ANSWER CHOICES	RESPONSES	
0-10	20.38%	194
11-49	39.08%	372
50-100	18.38%	175
100-249	14.29%	136
250-499	4.31%	41
500-999	1.89%	18
1000+	1.68%	16
TOTAL		952

Q3 How important is the ability to have a trial period in your decision to engage a new employee?

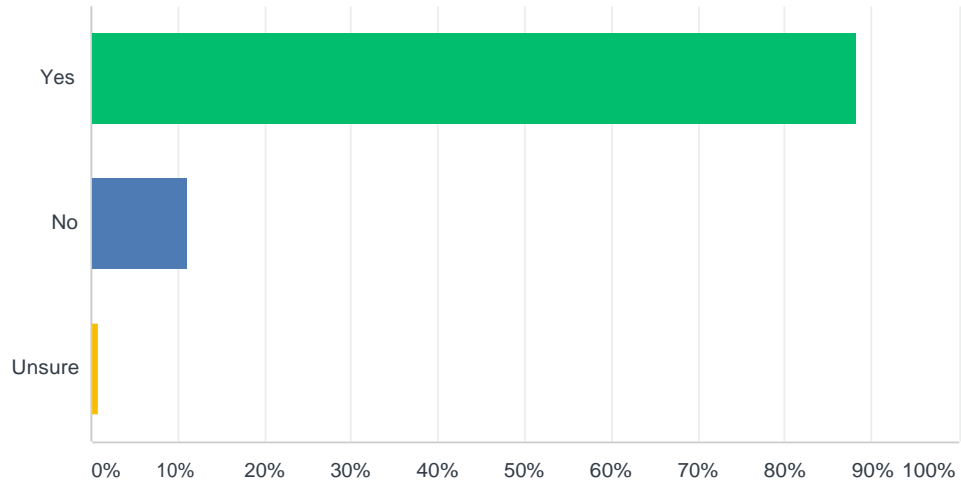
Answered: 954 Skipped: 0



ANSWER CHOICES	RESPONSES	
Extremely important	77.15%	736
Somewhat important	16.56%	158
Not important	6.29%	60
TOTAL		954

Q4 Do you include trial periods in all new employment agreements?

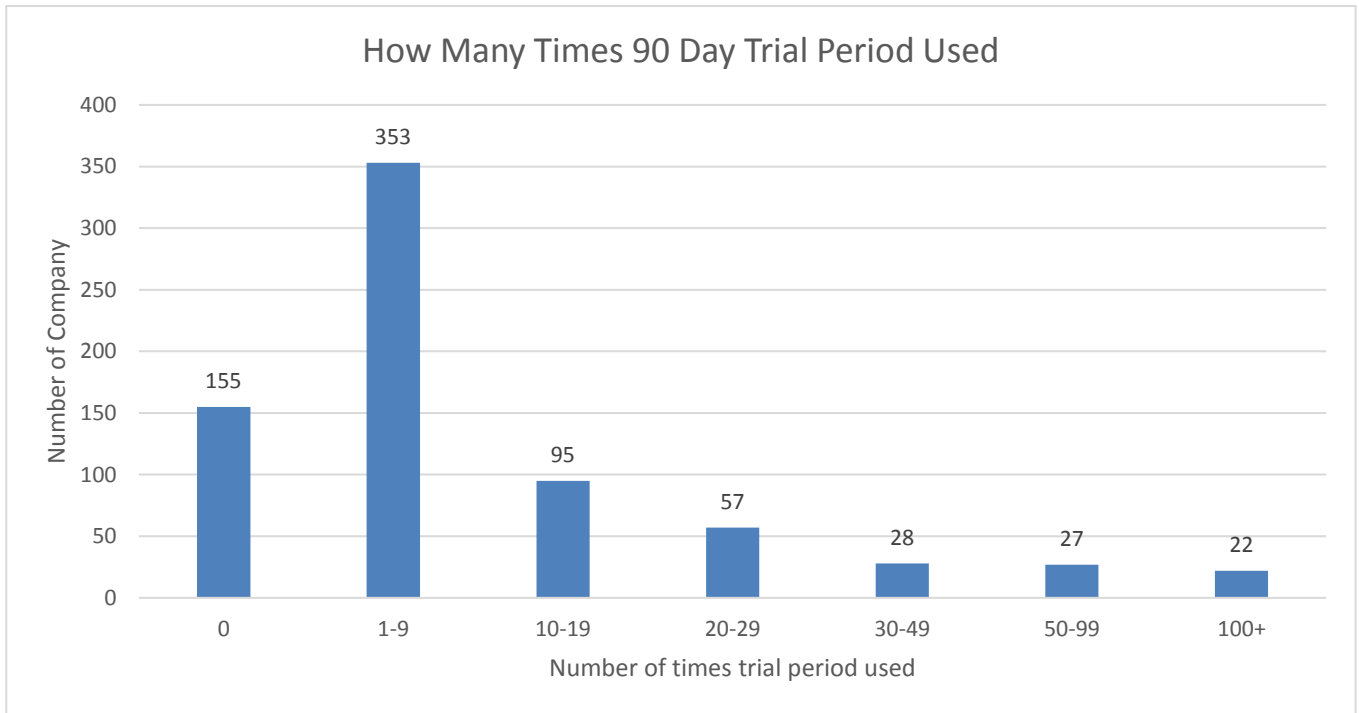
Answered: 951 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	88.22%	839
No	11.04%	105
Unsure	0.74%	7
TOTAL		951

Q5 Please indicate how many times a 90 day trial provision has been used.

Answered: 764

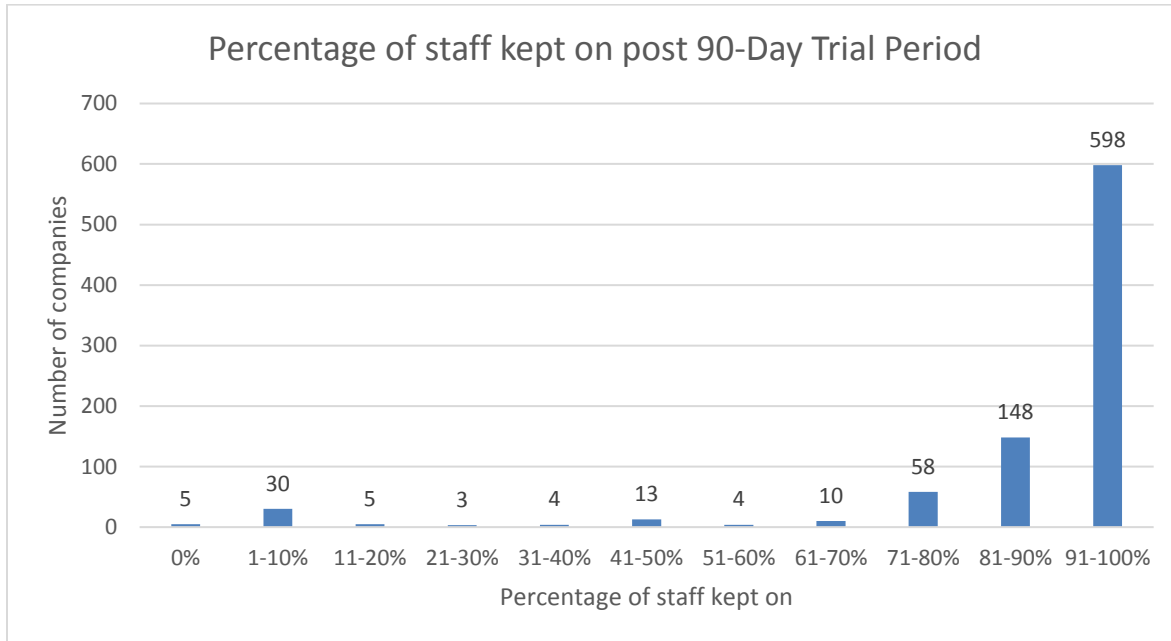


Proposed Employment Law 90 Day Trial Changes Survey, May 2018. Brought to you by, EMA, Business Central,
CECC & OSEA

Times used	Responses	Percentage
0	155	20.16%
1	78	10.14%
2	91	11.83%
3	58	7.54%
4	37	4.81%
5	42	5.46%
6	26	3.38%
7	12	1.56%
8	11	1.43%
9	3	0.39%
10	55	7.15%
11	2	0.26%
12	17	2.21%
13	1	0.13%
14	3	0.39%
15	15	1.95%
16	1	0.13%
17	1	0.13%
20	37	4.81%
22	2	0.26%
23	5	0.65%
25	12	1.56%
27	1	0.13%
30	28	3.64%
35	6	0.78%
38	2	0.26%
40	5	0.65%
41	4	0.52%
45	3	0.39%
47	1	0.13%
50	27	3.51%
60	2	0.26%
65	1	0.13%
75	1	0.13%
80	2	0.26%
100+	22	2.86%

Q6 Please indicate what percentage remained employed with you after the 90 day trial period

Answered: 878



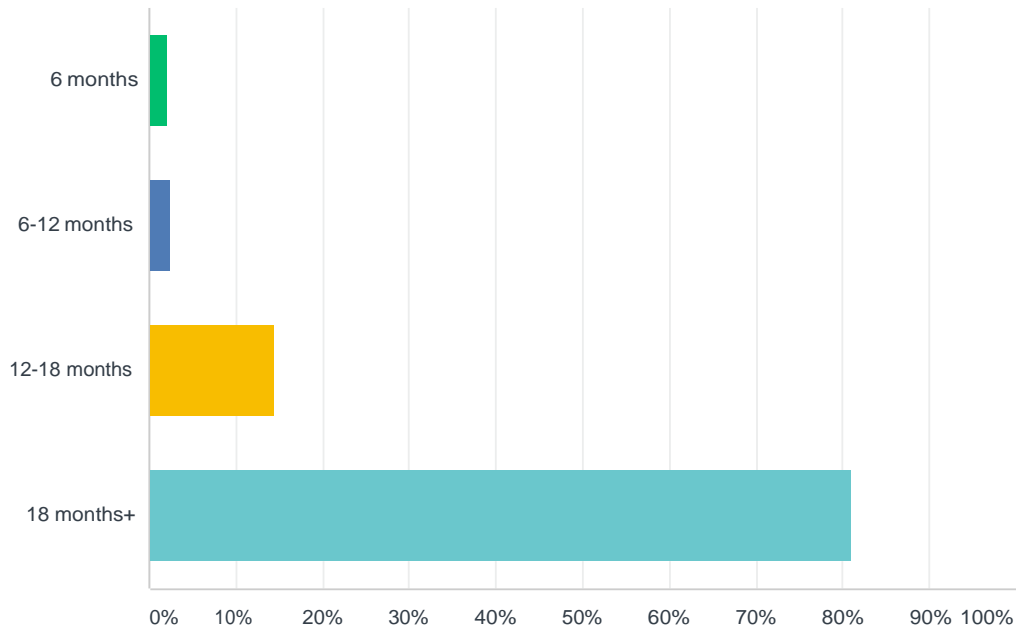
Percentage employed	Companies responded	Percentage responded
0%	5	0.57%
1-10%	30	3.42%
11-20%	5	0.57%
21-30%	3	0.34%
31-40%	4	0.46%
41-50%	13	1.48%
51-60%	4	0.46%
61-70%	10	1.14%
71-80%	58	6.61%
81-90%	148	16.86%
91-100%	598	68.11%

Total

878

Q7 Please indicate what is the average length of employment post 90 day trial period

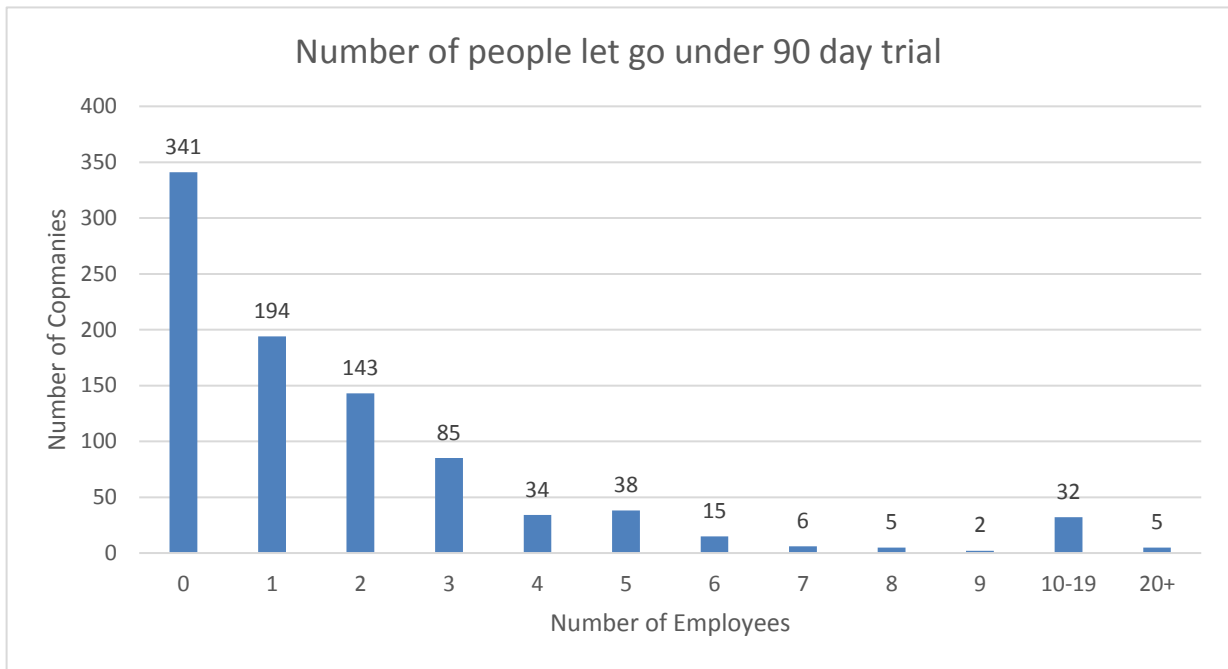
Answered: 928 Skipped: 26



ANSWER CHOICES	RESPONSES	
6 months	2.16%	20
6-12 months	2.59%	24
12-18 months	14.33%	133
18 months+	80.93%	751
TOTAL		928

Q8 How many people have you "let go" under the 90 trial provision?

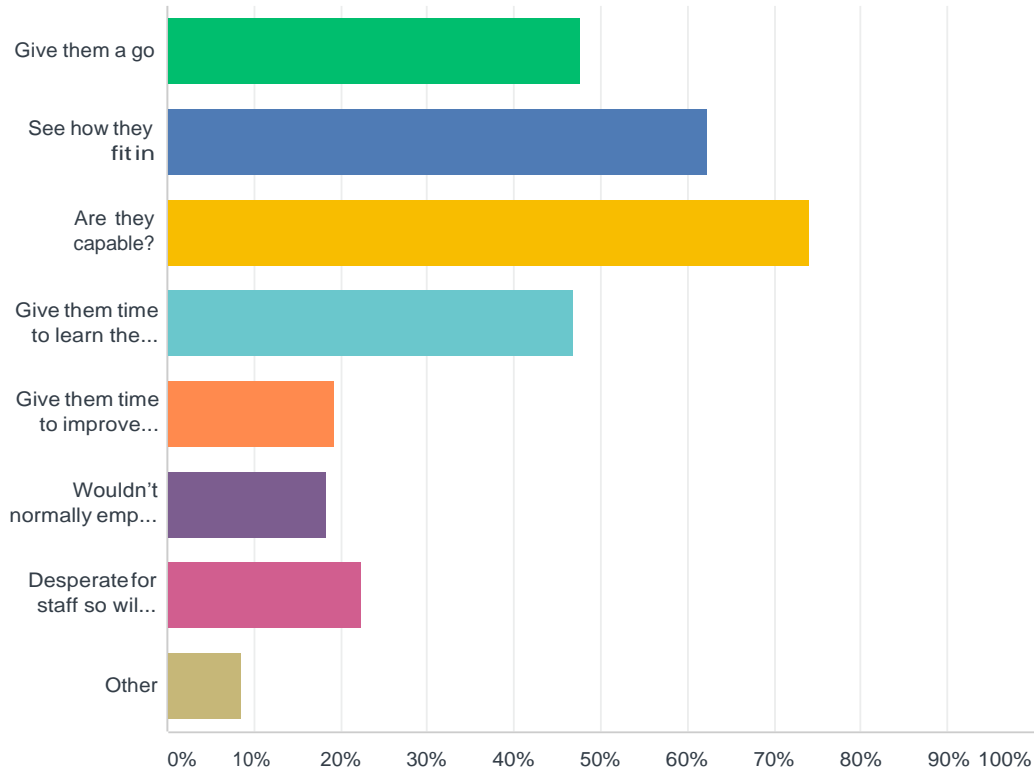
Answered: 900 Skipped: 56



Employees Let Go	Companies Responded	Percentage
0	341	37.89%
1	194	21.56%
2	143	15.89%
3	85	9.44%
4	34	3.78%
5	38	4.22%
6	15	1.67%
7	6	0.67%
8	5	0.56%
9	2	0.22%
10-19	32	3.56%
20+	5	0.56%
Total	900	

Q9 Please indicate the reasons you use the 90 day trial provisions.

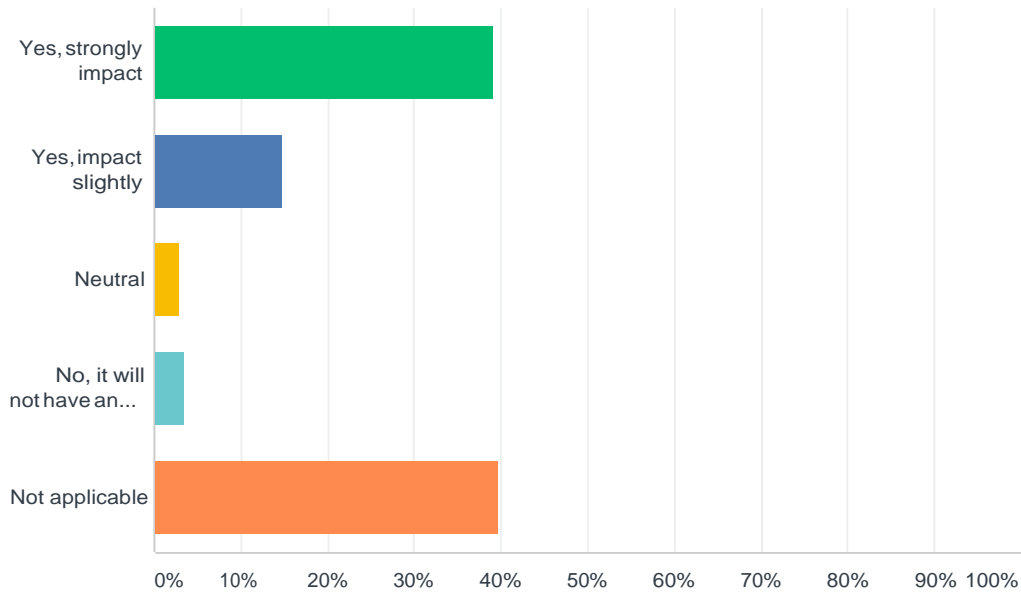
Answered: 923 Skipped: 31



ANSWER CHOICES	RESPONSES	
Give them a go	47.78%	441
See how they fit in	62.30%	575
Are they capable?	74.11%	684
Give them time to learn the job	46.91%	433
Give them time to improve their work ethic	19.18%	177
Wouldn't normally employ this type of person	18.31%	169
Desperate for staff so will take a risk	22.43%	207
Other	8.56%	79
Total Respondents: 923		

Q10 If you have 19-50 employees, do you think the removal of 90 day trial periods will negatively impact the way you hire?

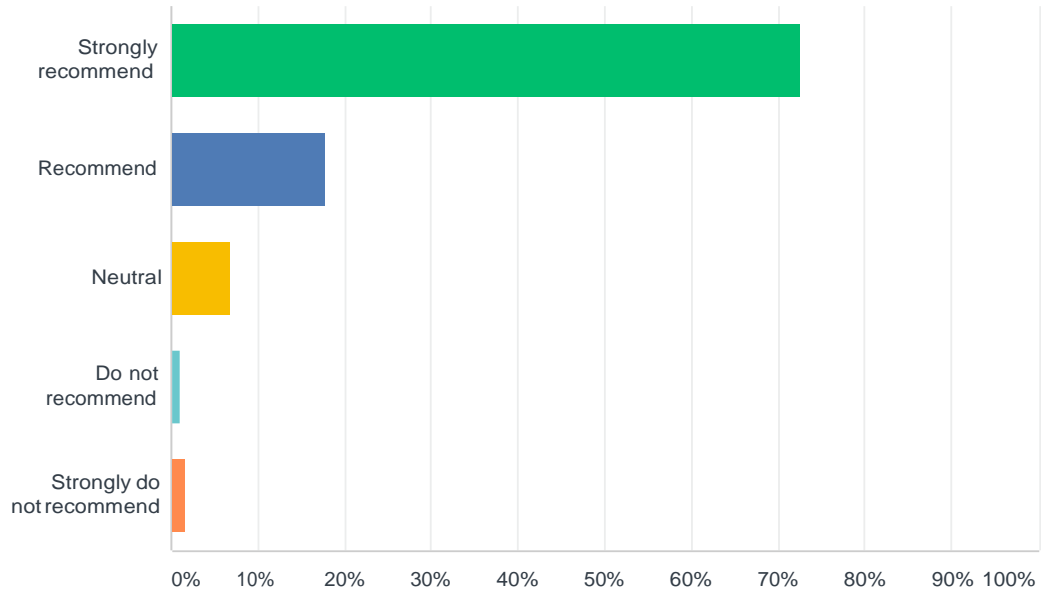
Answered: 890 Skipped: 64



ANSWER CHOICES	RESPONSES	
Yes, strongly impact	39.10%	348
Yes, impact slightly	14.83%	132
Neutral	2.92%	26
No, it will not have an impact	3.48%	31
Not applicable	39.66%	353
TOTAL		890

Q11 If you have used the 90 day trial period, do you recommend it?

Answered: 908 Skipped: 46



ANSWER CHOICES	RESPONSES	
Strongly recommend	72.58%	659
Recommend	17.73%	161
Neutral	6.94%	63
Do not recommend	1.10%	10
Strongly do not recommend	1.65%	15
TOTAL		908

Q12 Any suggestions on trial periods?

Answered: 560 Skipped: 394

Suggestion	Total Responses	
Keep it as is	92.32%	517
Keep it but improve it so it won't be abused	0.71%	4
Make 2 weekly performance updates compulsory for employers to give new employees during the 90 day trial period to make sure there are no "surprises" at the end of the trial	0.18%	1
Extend it past 90 days (make it longer)	2.14%	12
Make it easier to otherwise let someone go	0.18%	1
More employer training on the effective use of trial periods	0.18%	1
Keep but ensure a fair process is followed in the evaluation and decision to let go under the 90 days	0.18%	1
Keep, up to 100 employees	0.18%	1
Retain them but limit how often an employer can use them to prevent abuse - eg 1 per 12 months for every 50 employees or similar provision.	0.18%	1
Discard, it's unethical	0.54%	3
Don't need it (poor recruitment)	0.89%	5
At least keep the 90 day Trial period for employers who take on a person not currently in work.	0.18%	1
Don't need it, it is badly worded anyway	0.18%	1
Probationary periods can also work	0.36%	2

Total 560

Interesting notes from suggestions:

- Works for employees as well as employers
- Necessary when giving a chance especially with such low unemployment rates
- Leave them in place or we will use employment agencies to serve as the 90 trial process but this adds cost to our bottom line.
- If the 90 day trial is removed, fixed term contracts will be used more to 'try' an employee out. This in itself is not very beneficial to either party.
- Recommend it because it puts some onus on the new employee to perform
- The original reason for the trials was to give a break to the smaller employer that struggles with the highly prescriptive and complex procedural employment legislation. This original intent has been eroded away by case determinations to where the application of the trial periods are now highly prescriptive and complex for small employers, and their application thus often fails to be validated thus exposing the employer to a PG - the opposite of the intent of the provision. This needs to be rolled back to where it is a simple, no questions asked trial period again.
- 60 days trial would be another recommendation just in case they say no to 90.
- Continue using it. Clarify it's application and simplify in eyes of courts (if that is possible). Accept it is being abused but poor managers/owners will always exist.
- "It allows the employer to take a Risk in employment of a ""doubtful person"".
- Most employers are fair and reasonable. It is only the disgruntled workers we and the Press hear from and not those who are satisfied with their Employment Conditions and their treatment by their employers and managers.