

## SECTION ONE II

### **market**

overview & trends

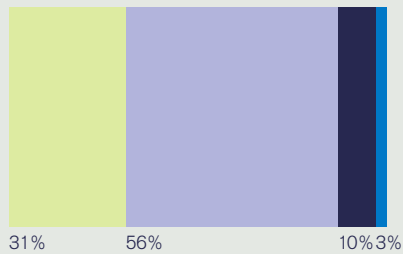
### **employer**

questionnaire results



# MARKET OVERVIEW & TRENDS | SALARY POLICY

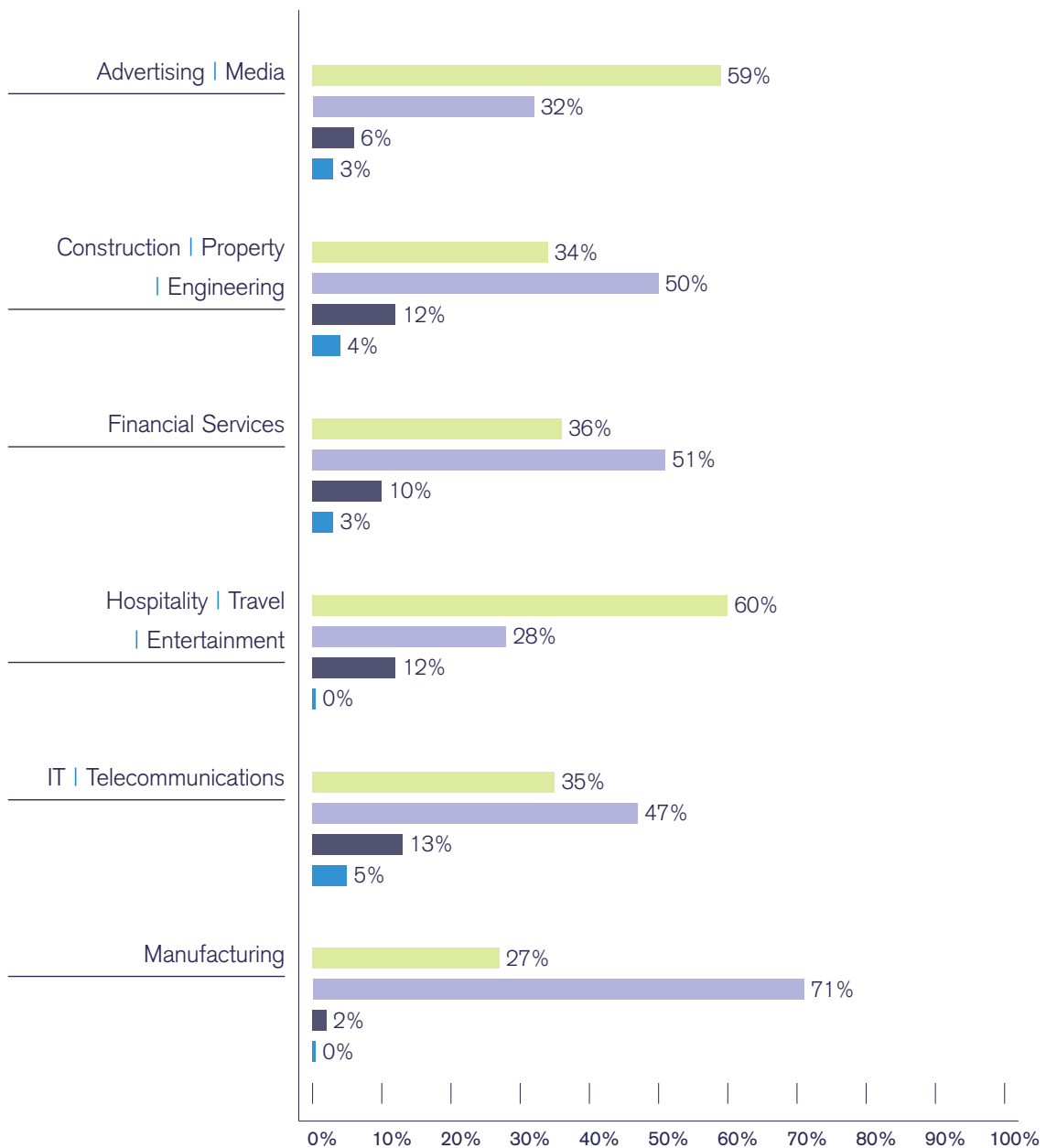
1. On average in your last review, by what percentage did you increase salaries?



## LEGEND

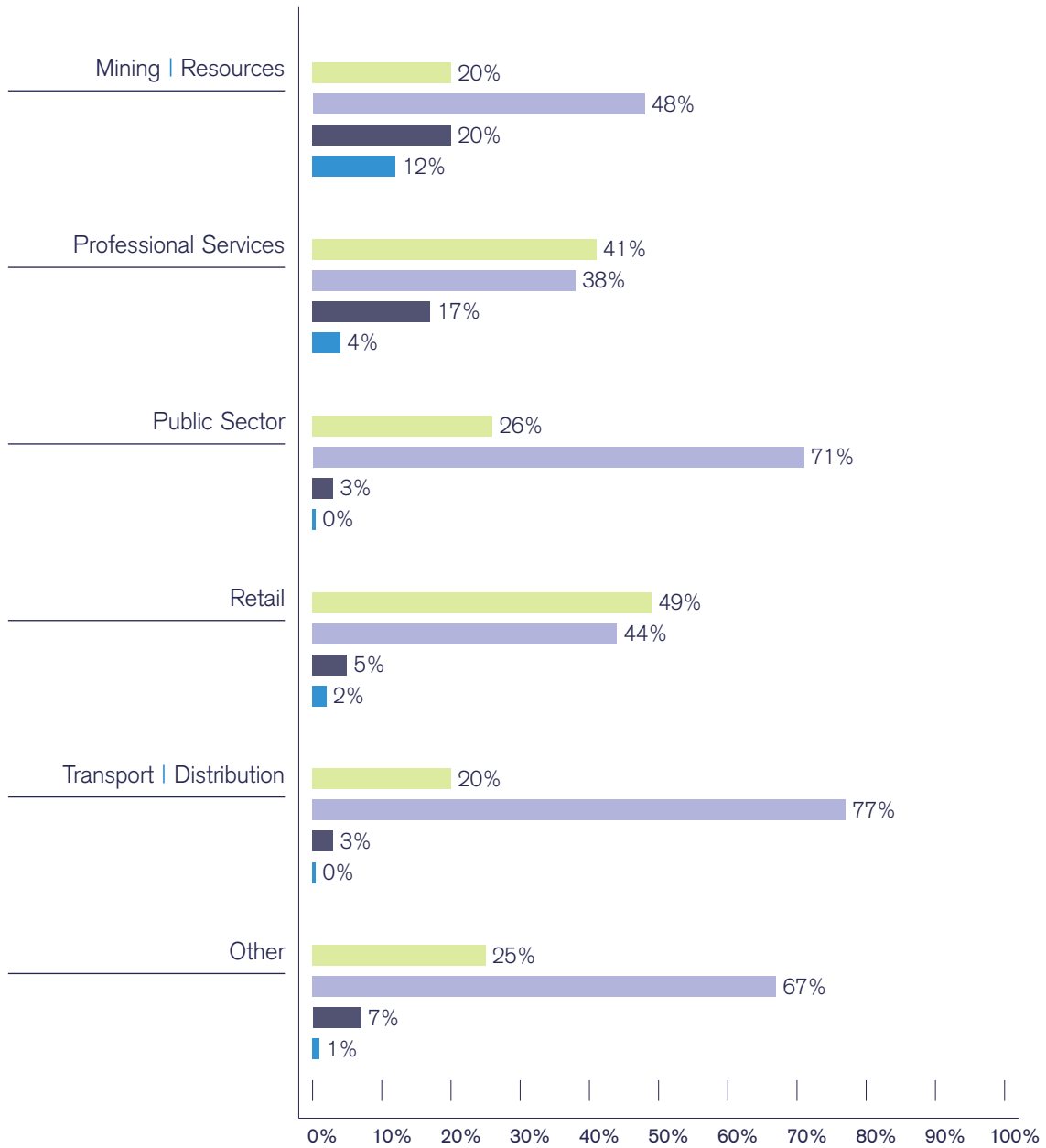
- Less than 3%
- From 3% to 6%
- From 6% to 10%
- More than 10%

### ACROSS ALL INDUSTRIES



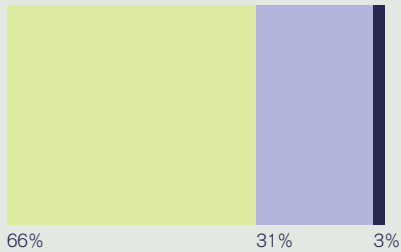
# MARKET OVERVIEW & TRENDS | SALARY POLICY

1. On average in your last review, by what percentage did you increase salaries? *continued...*



# MARKET OVERVIEW & TRENDS | SALARY POLICY

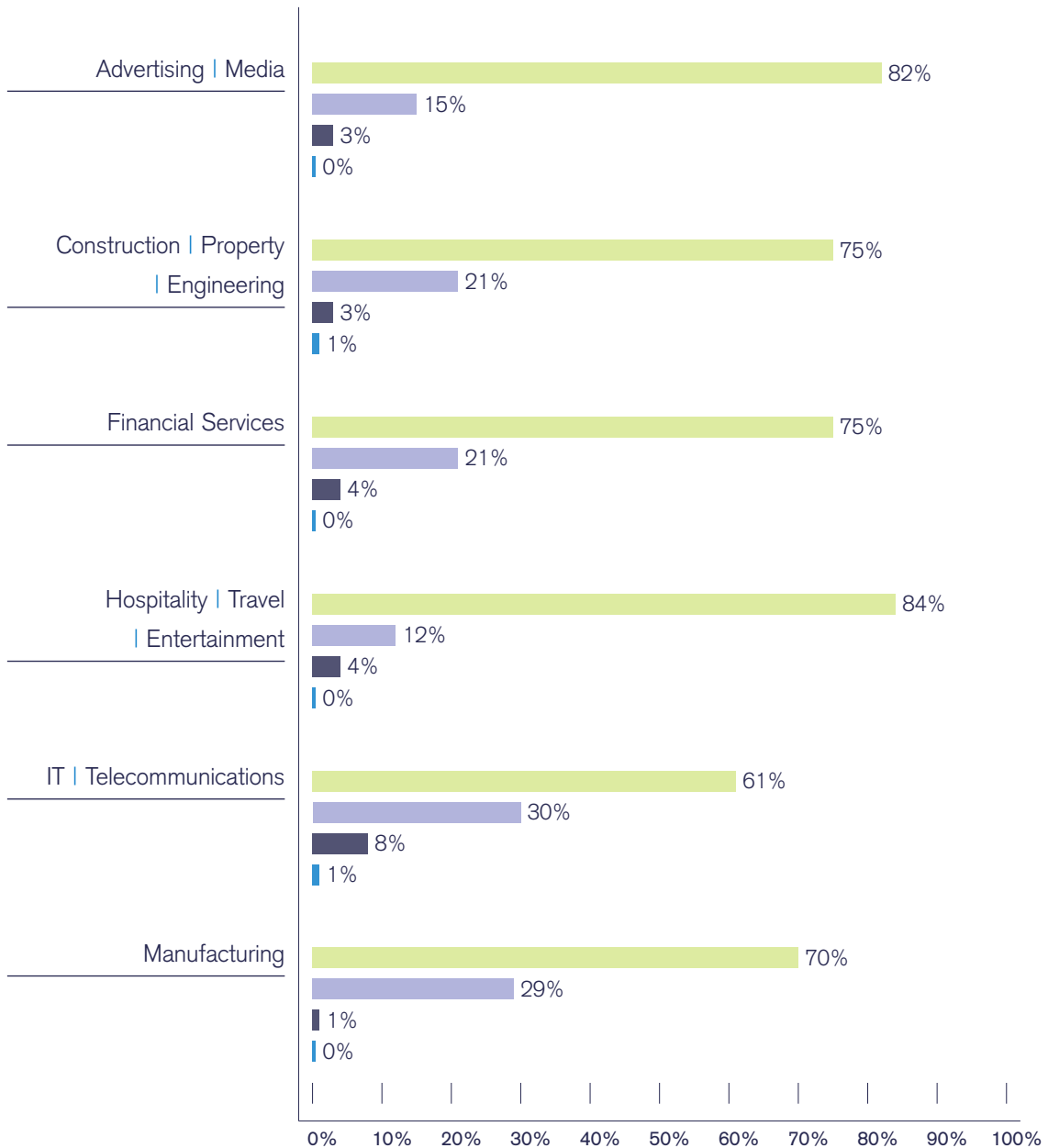
2. When you next review, by what percentage do you intend to increase salaries?



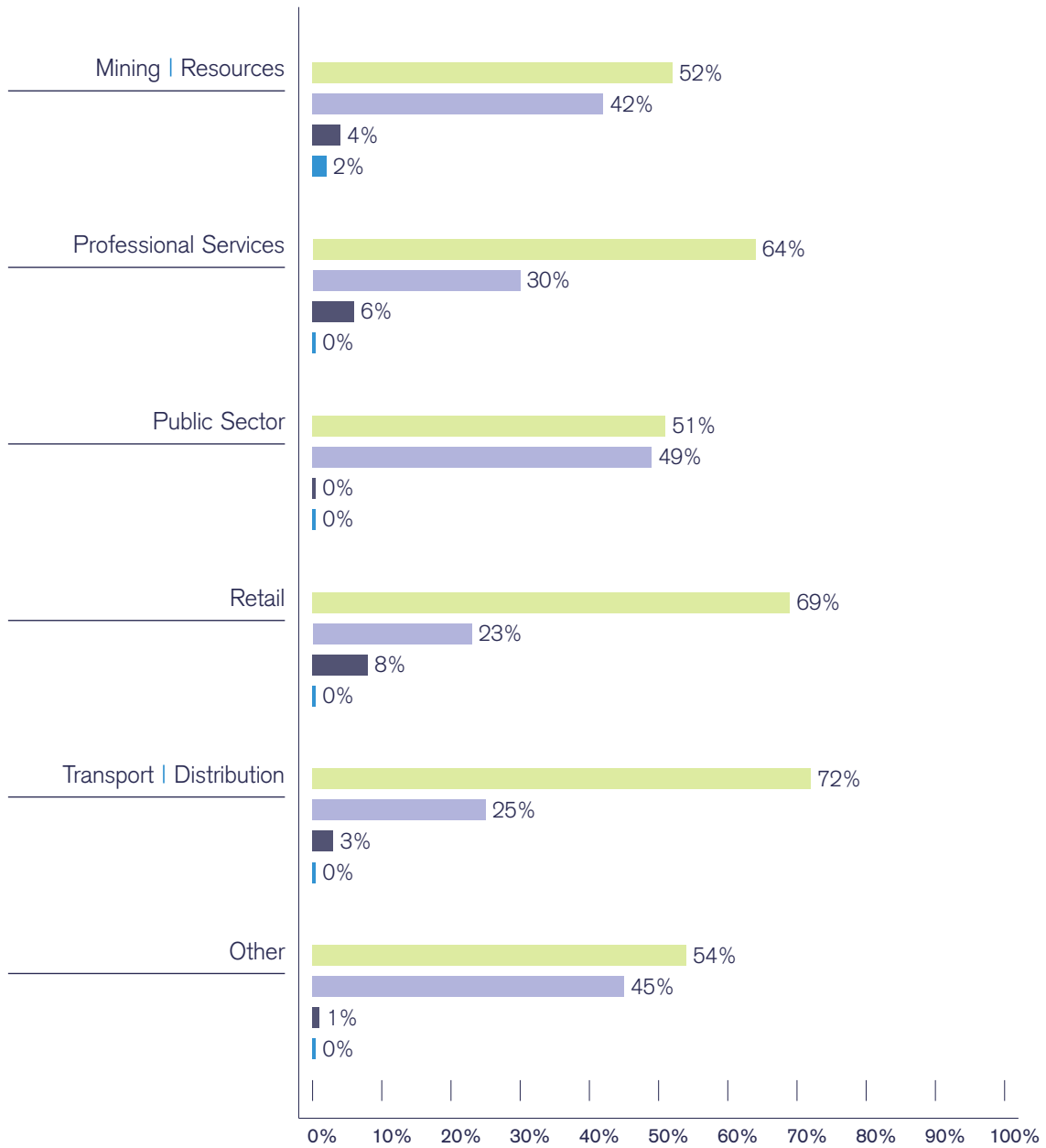
## LEGEND

- Less than 3%
- From 3% to 6%
- From 6% to 10%
- More than 10%

### ACROSS ALL INDUSTRIES

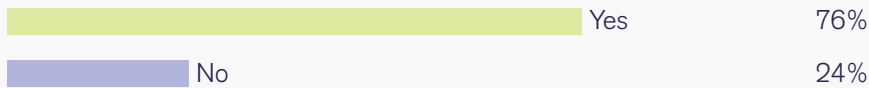


## 2. When you next review, by what percentage do you intend to increase salaries? continued...



# MARKET OVERVIEW & TRENDS | SALARY POLICY

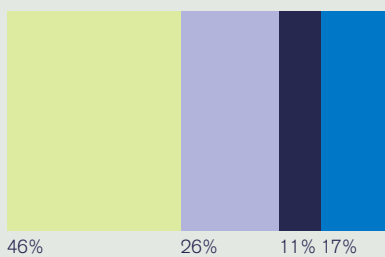
## 3. Do you offer flexible salary packaging?



Of those who said yes, the following benefits were indicated as being commonly offered to...

	All Employees	More than 50%	Less than 50%	Few employees
Car	11%	9%	24%	56%
Bonuses	29%	16%	22%	33%
Private Health Insurance	32%	6%	8%	54%
Parking	40%	10%	17%	33%
Salary Sacrifice	60%	7%	9%	24%
Private Expenses	13%	4%	15%	68%
Other	39%	6%	11%	44%

## 4. What is your company's Fringe Benefits Tax policy? (Australia only)

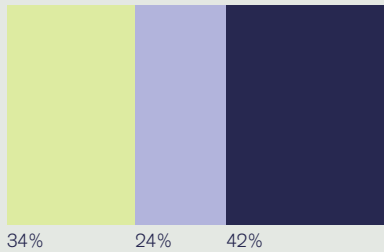


- 46% Employer Bears FBT Cost
- 26% Employee Bears FBT Cost
- 11% Cost Shared between Employer & Employee
- 17% Other

ACROSS ALL INDUSTRIES

# MARKET OVERVIEW & TRENDS | RECRUITMENT TRENDS

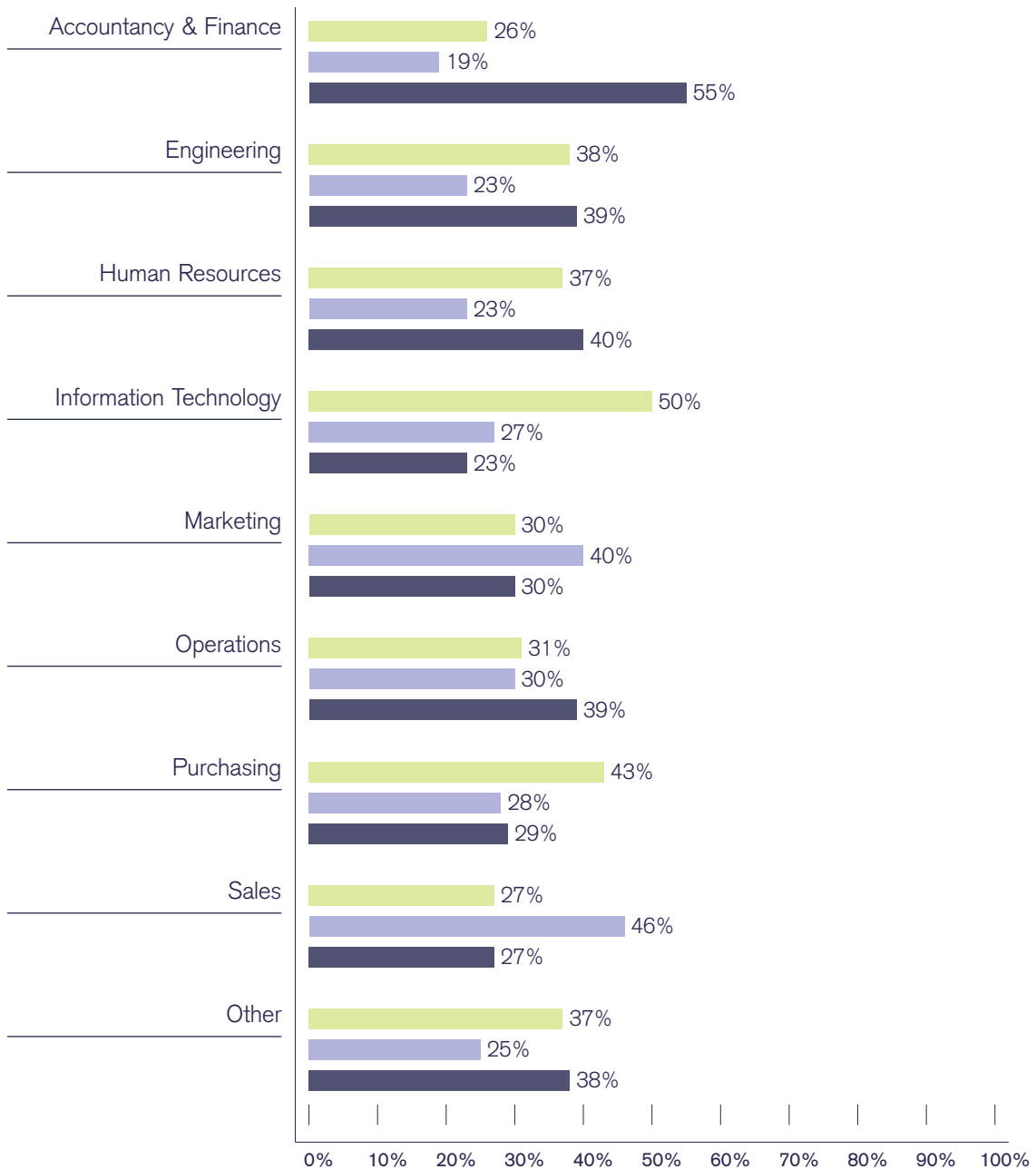
5. In the last 12 months, have permanent staff levels in your department...



## LEGEND

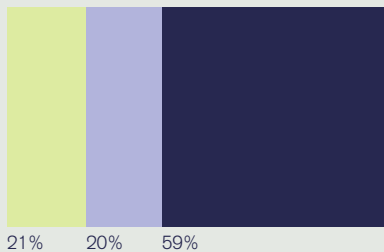
- Increased
- Decreased
- Remained the same

### ACROSS ALL INDUSTRIES



# MARKET OVERVIEW & TRENDS | RECRUITMENT TRENDS

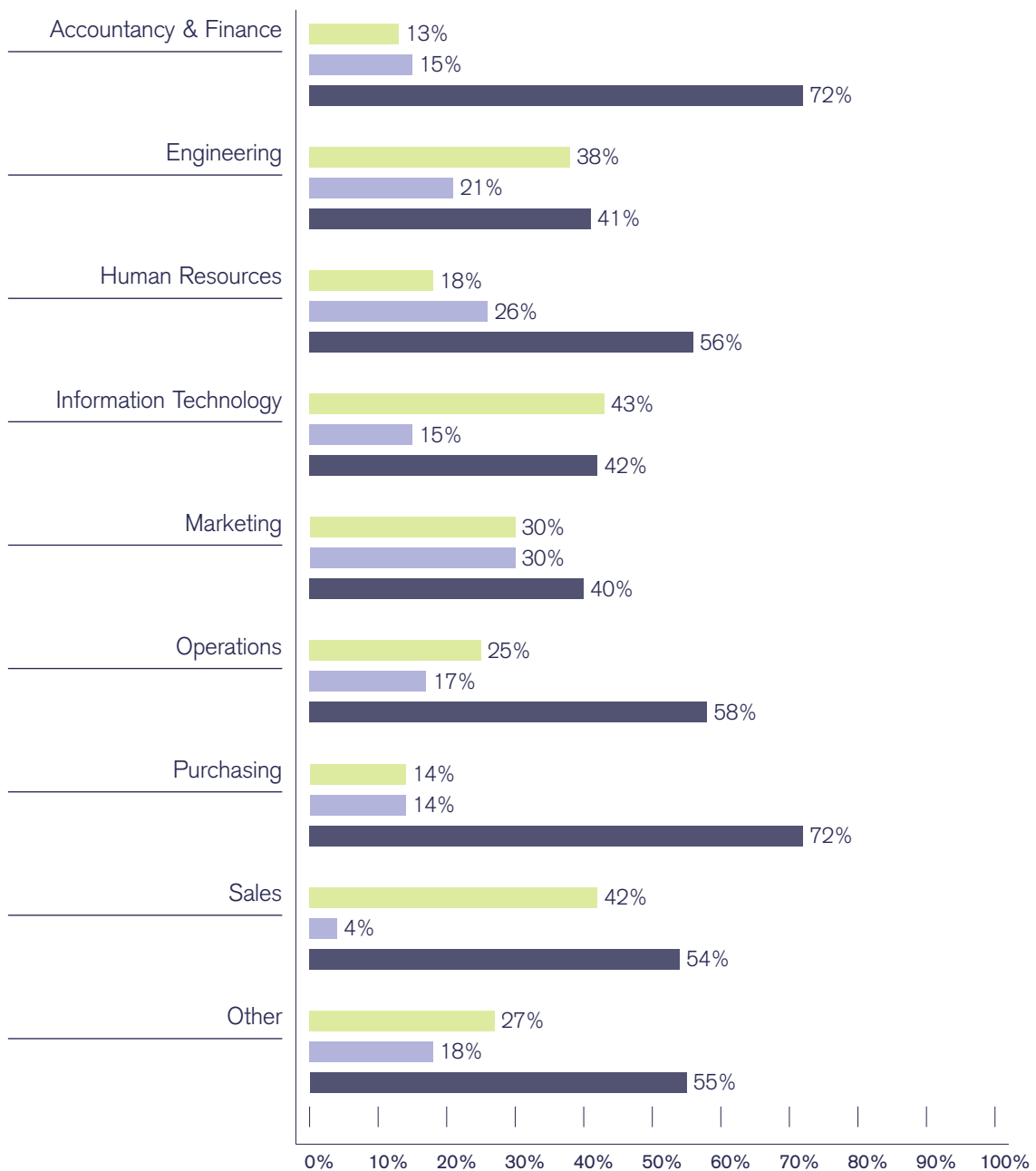
6. In the next 12 months, do you expect permanent staff levels to...



## LEGEND

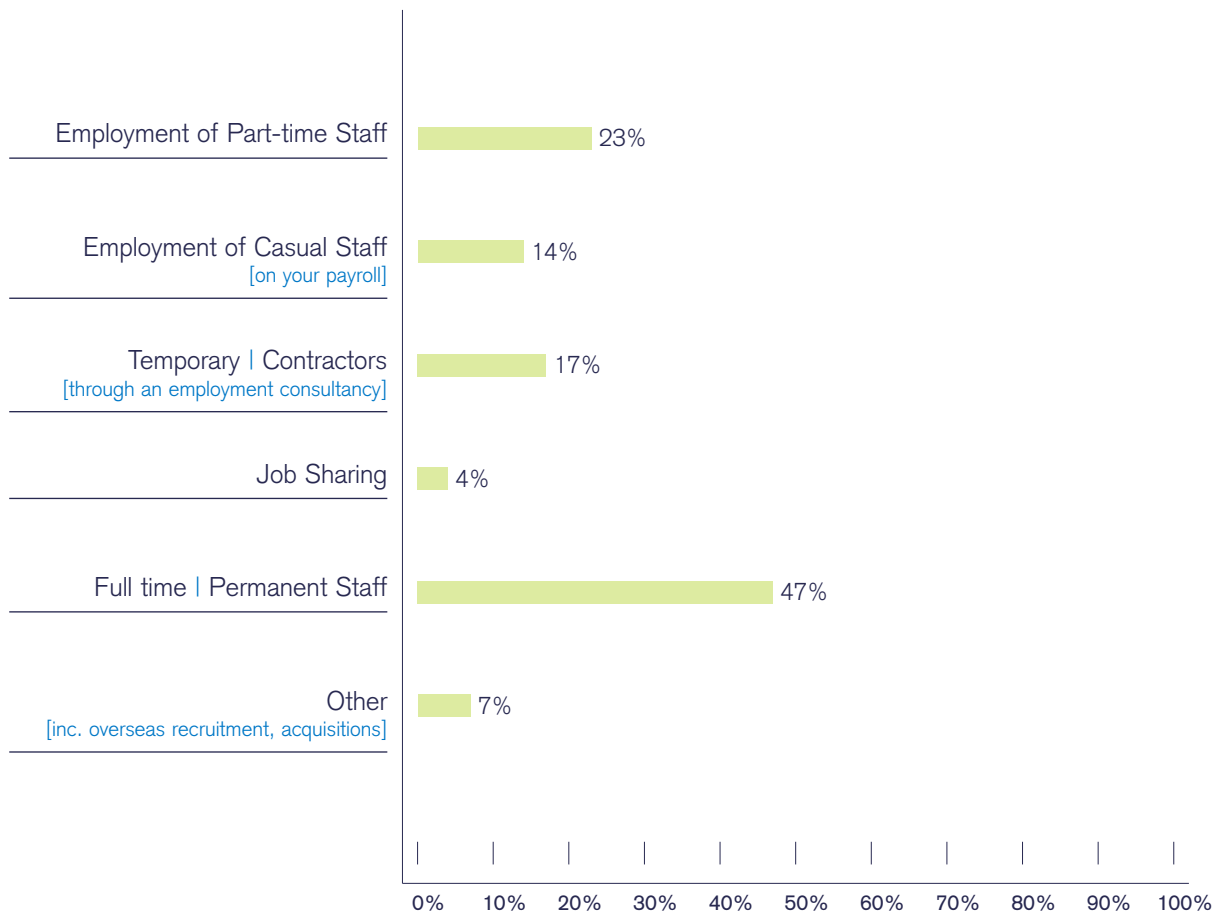
- Increase
- Decrease
- Remain the same

### ACROSS ALL INDUSTRIES



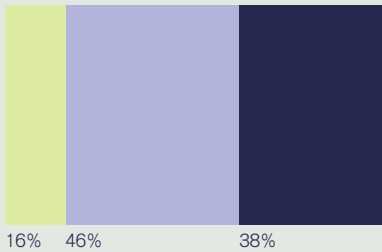
# MARKET OVERVIEW & TRENDS | RECRUITMENT TRENDS

7. If you expect staffing levels to increase, which staffing approaches are you likely to use?



# MARKET OVERVIEW & TRENDS | RECRUITMENT TRENDS

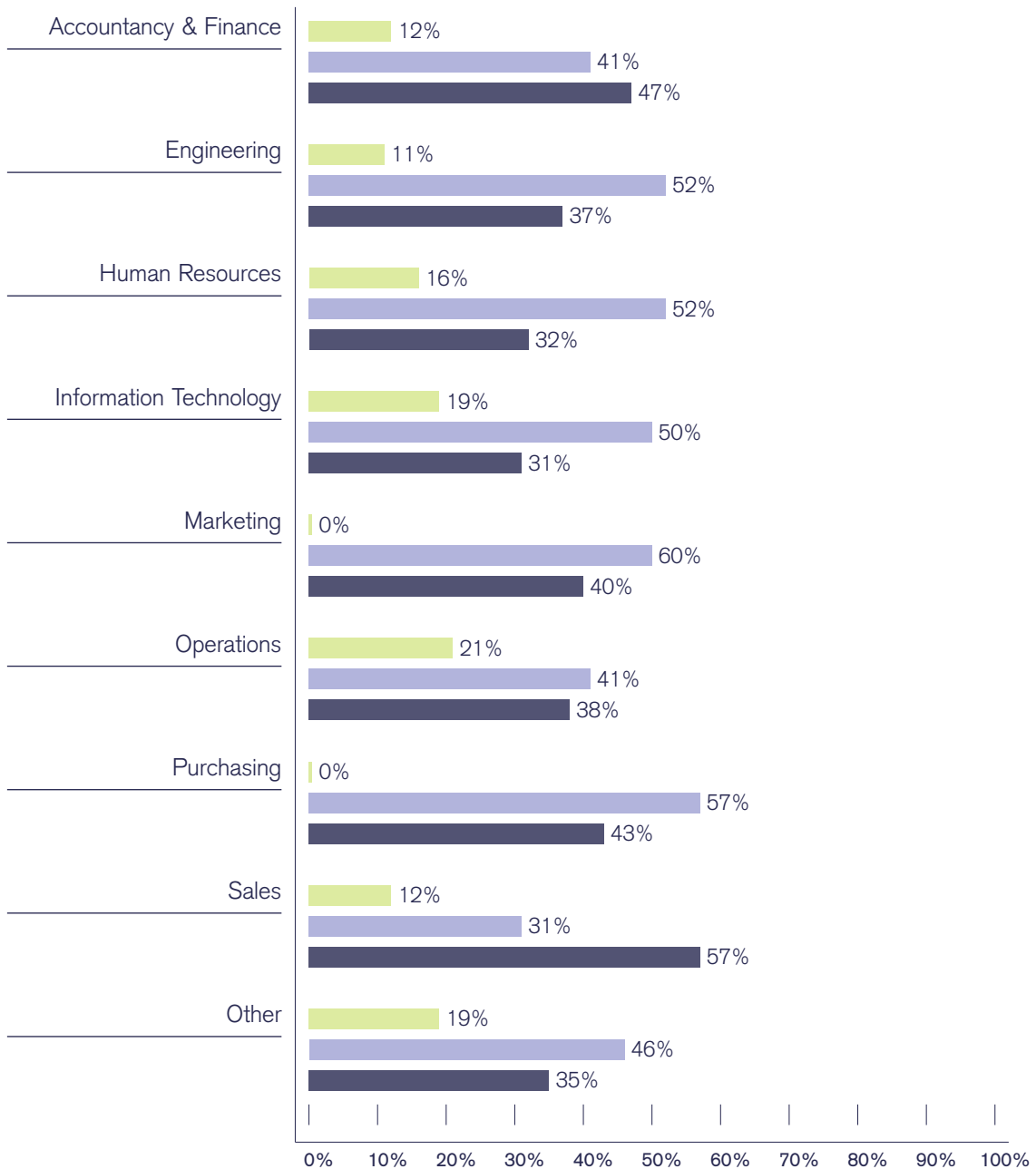
## 8. How often do you employ temporary | contract staff?



### LEGEND

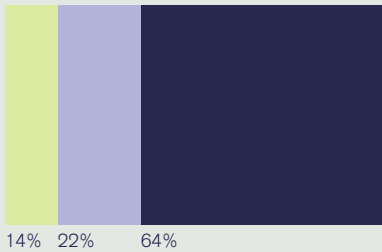
- Regular Ongoing Basis
- Special Projects | Workloads
- Exceptional Circumstances | Never

### ACROSS ALL INDUSTRIES



# MARKET OVERVIEW & TRENDS | RECRUITMENT TRENDS

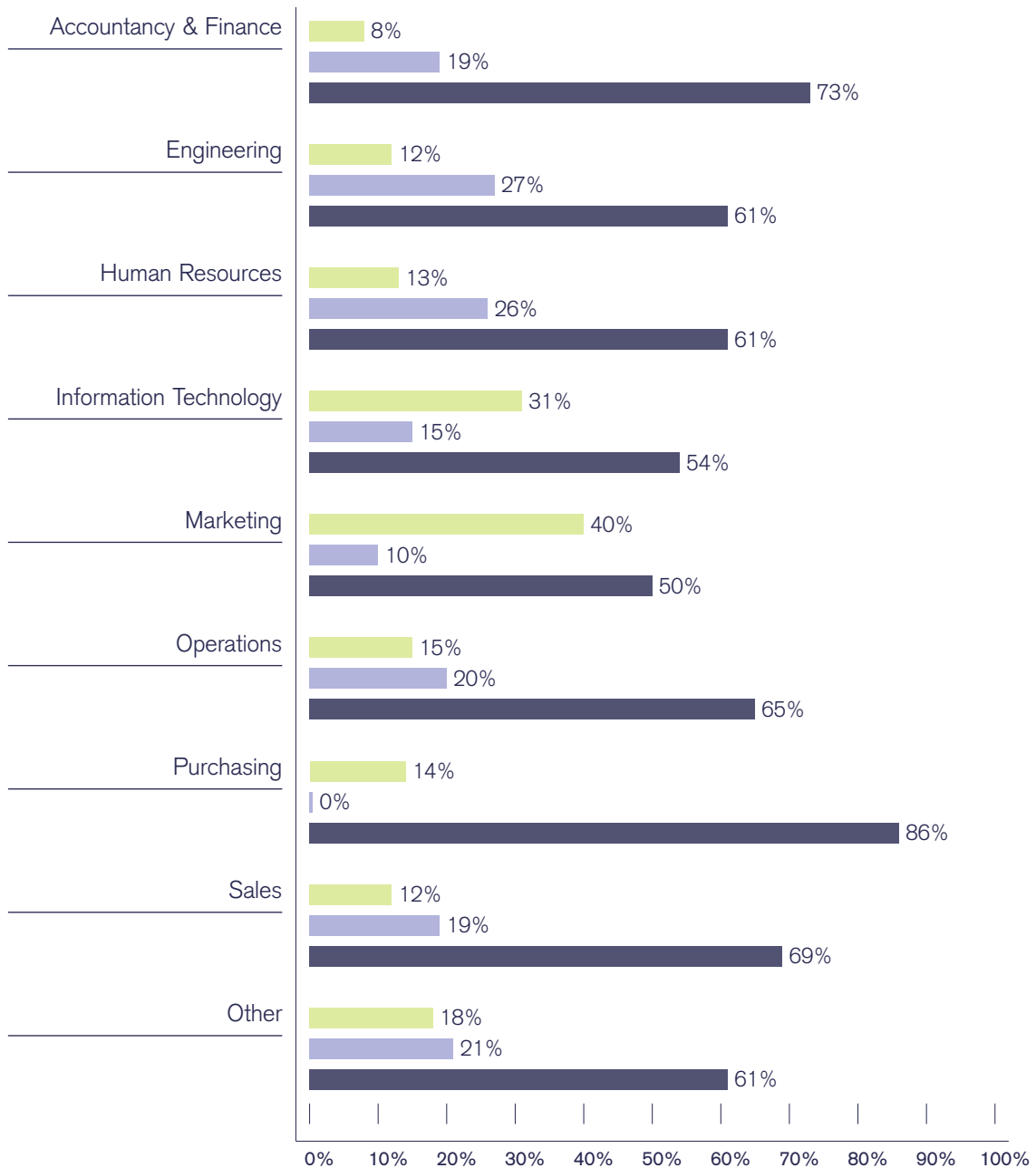
9. In the next 12 months, do you expect your use of temporary | contract staff to....



## LEGEND

- Increase
- Decrease
- Remain the same

### ACROSS ALL INDUSTRIES



# MARKET OVERVIEW & TRENDS | RECRUITMENT TRENDS

10. In skill-short areas, would you consider employing or sponsoring a qualified overseas candidate?



11. For which areas have you recently found it difficult to recruit?

	Entry to Mid Management	Senior Management
Accountancy & Finance	16%	8%
Engineering	13%	11%
Human Resources	3%	1%
IT	7%	4%
Operations	10%	6%
Purchasing	2%	0%
Sales & Marketing	10%	5%
Technical	13%	6%
Other	12%	5%

# MARKET OVERVIEW & TRENDS | HUMAN RESOURCE TRENDS

## 12. Has overtime | extra hours in your organisation over the last 12 months...

■ Increased 18%     
 ■ Decreased 17%     
 ■ Stayed the same 65%

If increased, by how much?

	Per Week	Month End	Year End
None	23%	38%	46%
5 Hours or Less	40%	18%	8%
5 – 10 Hours	28%	24%	14%
More Than 10 Hours	9%	20%	32%

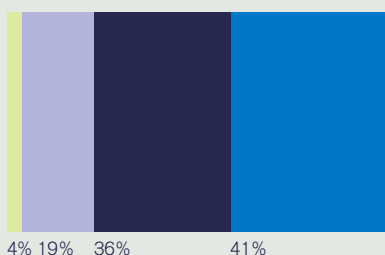
## 13. For non-award staff in your organisation, are overtime | extra hours worked...

■ Paid 28%     
 ■ Unpaid 72%

## 14. Is it your policy to counter-offer staff when they resign?

■ Yes 1%     
 ■ Sometimes 39%     
 ■ No 60%

Of those you counter-offered, on average, did they...



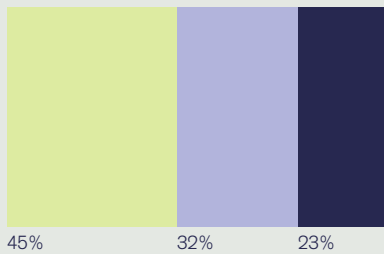
### LEGEND

- 4% Stay less than 3 months
- 19% Stay 3 – 12 months
- 36% Stay longer than 12 months
- 41% Leave anyway

ACROSS ALL INDUSTRIES

# MARKET OVERVIEW & TRENDS | ECONOMIC OUTLOOK

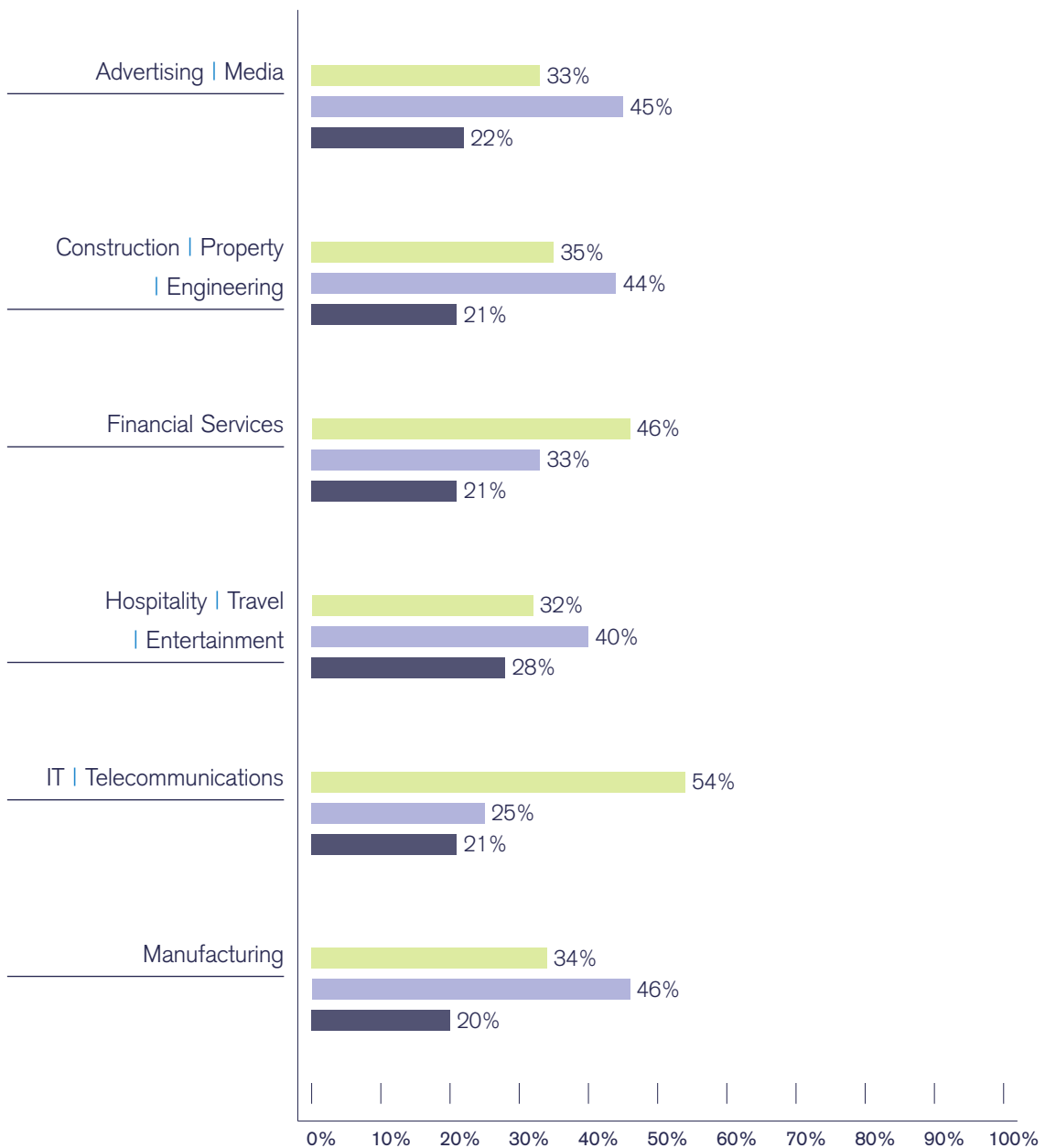
15. In the past 12 months, has business activity increased | decreased for your organisation?



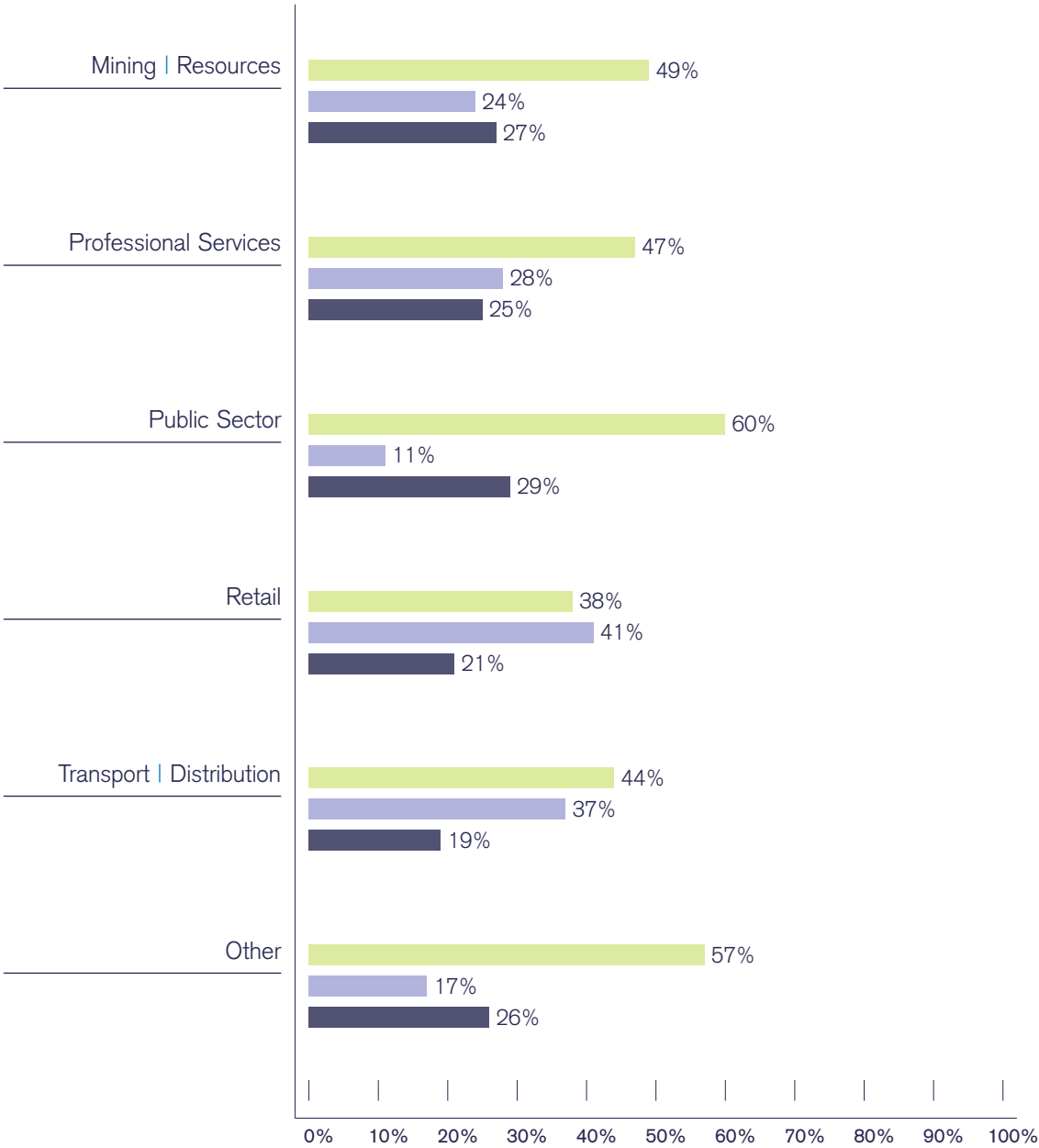
## LEGEND

- Increased
- Decreased
- Remained the same

### ACROSS ALL INDUSTRIES



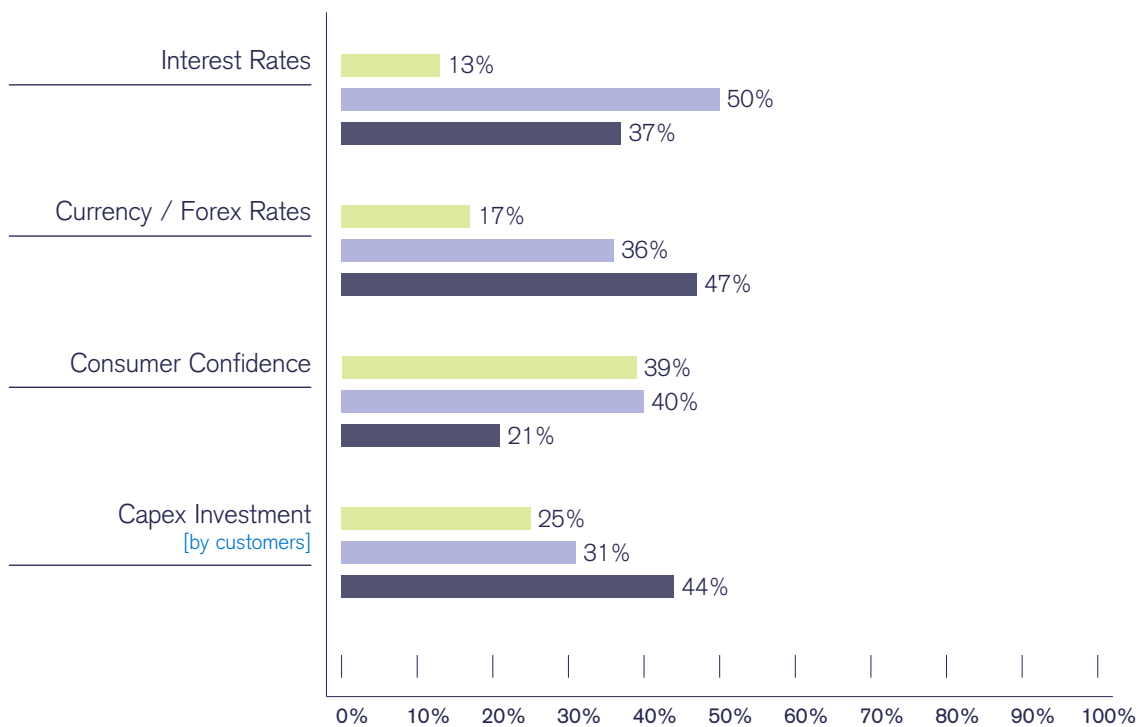
15. In the past 12 months, has business activity increased | decreased for your organisation? *continued...*



## 16. What are the key factors driving your business activity?

### LEGEND

- Significant Impact
- Some Impact
- No Impact



## 17. Do you see the general outlook for the economy in the forthcoming 6-12\* months as...

- Strengthening 6%
- Static 30%
- Weakening 64%

\*This data was collected during March 2009.