

GUIDE TO PAY & BONUS EXPECTATIONS FOR AUSTRALIAN PROFESSIONALS

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WHAT PAY AND BONUSES ARE AUSTRALIANS EXPECTING IN 2016?

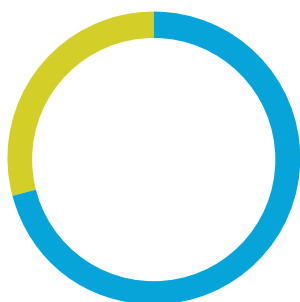
We surveyed over 1200 Australian professionals on their annual pay, benefits and incentives packages. The professions surveyed included accounting, banking, financial services, human resources, information technology, sales, marketing, procurement, supply chain, logistics and secretarial and business support.

Over half the surveyed professionals (60%) received a salary increase in 2015, and 34% received a bonus payment on top of their base salary. Expectations are higher for 2016, with 71% of Australian professionals anticipating a pay rise and 45% expecting to receive a bonus.

Fewer Australian professionals are looking to leave their jobs in the near future compared to late 2014, however 28% of professionals are looking to change jobs in the next three months. Once again, the majority of professionals are most motivated to change jobs by opportunities for career progression.

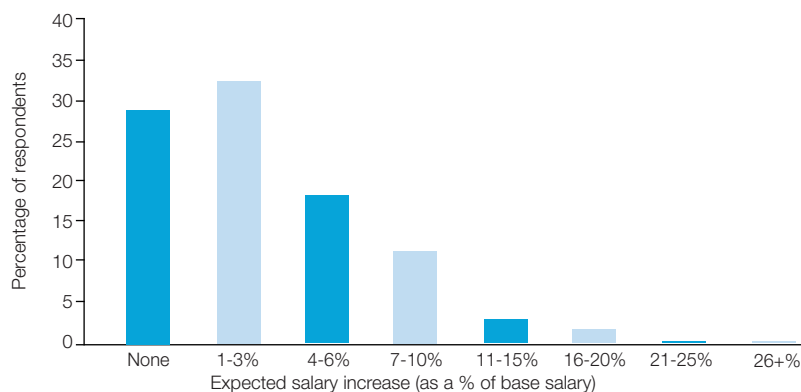
SALARY EXPECTATIONS FOR 2016

Percentage of Australian professionals expecting a salary increase in 2016



- 71% are expecting to receive a salary increase
- 29% are not expecting to receive a salary increase

Size of salary increase expected in 2016



A large majority of Australian professionals are expecting to receive a salary increase in 2016, with nearly three quarters of the workforce anticipating a pay rise.

The majority of professionals are expecting to receive a modest pay increase of between 1% and 10% in 2016, however 7% of respondents are anticipating more. In 2015, 60% of Australian professionals received a pay rise, with 31% of salaries increasing by 1-3%.



“Australian professionals are much more optimistic about receiving a pay increase in 2016 compared to 2015. This is most likely due to improving business confidence across a range of industries.”

Chris Kidd, Director, Melbourne



Percentage of Australians expecting a salary increase in 2016 by region

Expected increase	Overall	NSW	QLD	SA	Vic	WA
None	29%	23%	33%	39%	32%	33%
1-3%	33%	33%	38%	35%	28%	33%
4-6%	19%	21%	17%	10%	23%	14%
7-10%	12%	15%	9%	12%	10%	11%
11-15%	3%	4%	1%	4%	3%	3%
16-20%	2%	3%	1%	0%	3%	2.5%
21-25%	1%	0%	0.5%	0%	0.5%	2.5%
26+%	1%	1%	0.5%	0%	0.5%	1%



“NSW professionals are by far the most positive about receiving a salary increase in 2016, compared to their colleagues in other regions in Australia. This is reflective of the stronger competition for talent we have been witnessing in the second half of 2015.”

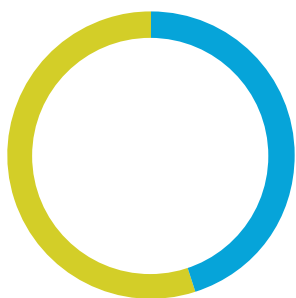
Andrew Hanson, Director, Sydney

Professionals in NSW are most confident about receiving a pay rise in 2016, with 77% stating they expect their salaries to increase. South Australian professionals are the least expectant of a pay rise in 2016, with 39% of respondents expecting their salaries to remain unchanged.



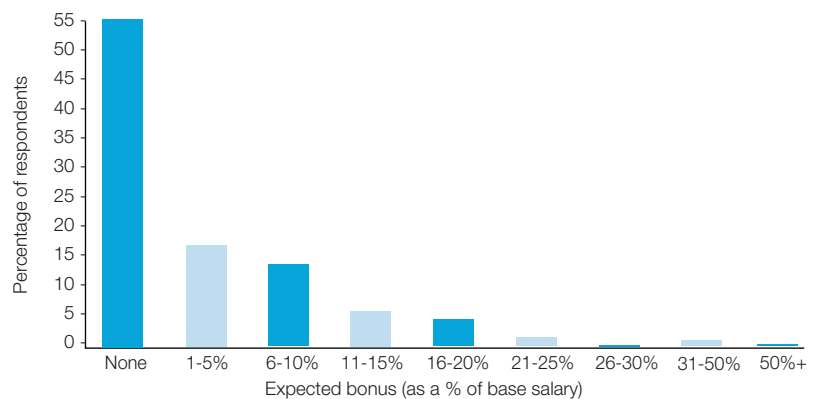
BONUS EXPECTATIONS FOR 2016

Percentage of Australian professionals expecting a bonus in 2016



- 45% are expecting to receive a bonus
- 55% are not expecting to receive a bonus

Size of bonus expected in 2016



The number of Australian professionals expecting to receive a bonus in 2016 has increased to 45%, compared to 38% who expected to receive a bonus in 2015. However, expectations for bonus amounts have remained modest, with the majority of respondents expecting a bonus of between 1% and 10% of their base salaries.

In 2015, 34% of Australian professionals received a bonus and of these bonuses, most were worth 1-10% of base salaries. Bonuses were most commonly awarded for meeting individual targets or for strong company performance.



Percentage of Australian professionals expecting a bonus in 2016 by region

Expected increase	Overall	NSW	QLD	SA	Vic	WA
None	55%	46%	59%	68%	58%	65%
1-5%	17%	19%	18%	9%	16%	13%
6-10%	14%	16%	13%	11%	13%	12%
11-15%	6%	8%	4%	4%	5%	6%
16-20%	5%	6%	4%	5%	5%	1.5%
21-25%	1%	1.5%	1%	0%	0.5%	1.5%
26-30%	0.5%	1%	0%	0%	0.5%	1%
31-50%	1%	1.5%	0%	3%	1%	0%
More than 50%	0.5%	1%	1%	0%	1%	0%

Professionals in NSW are most optimistic about receiving a bonus in 2016, with 54% expecting to be rewarded. Professionals in South Australia are once again the least hopeful of receiving a bonus, with only 32% anticipating a payment on top of their base salary.



“Overall, the number of professionals in Australia expecting a bonus in the next 12 months has increased from 38% last year to 45% this year. While more professionals are hopeful of receiving a bonus in 2016, expectations are still modest with most anticipating a bonus of 1-10% of their base salary.”

Michelle Christie, Associate Director, Adelaide

54%

of professionals in NSW are expecting a bonus in 2016



CHANGING JOBS IN 2016

When are you next looking to move jobs?



- 28% In the next 3 months
- 14% In the next 3-6 months
- 8.5% In the next 6-9 months
- 6% In the next 9-12 months
- 11.5% In the next 1-2 years
- 32% I am not currently looking to change jobs

Fewer Australians are looking to leave their current role in the near future than in the same period last year, with 32% saying they are not currently looking to change jobs compared to 24%. Almost a third of respondents (28%) stated they were looking to change jobs in the next three months.



MAIN MOTIVATION FOR CHANGING JOBS

If you were to change jobs, which of the following would be your primary motivation for moving?



- 35% Career progression
- 29% A pay rise/change in salary package
- 18% Improved work/life balance
- 18% Improved stability/job security

The majority of Australian professionals (35%) value opportunities for career progression over any other factor when assessing job satisfaction and looking for a new role. Less than a third of professionals (29%) will seek to change roles to improve their salary package.



“Once again we have found that Australian professionals predominantly value opportunities for career progression when it comes to job satisfaction and motivation for changing roles. Of course while a competitive salary package will always be important to candidates, employers must increase their focus on offering and promoting genuine career pathways when seeking to attract and retain the best talent.”

Ryan Hathrill, Director, Perth



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