

ROBERT WALTERS

HIRING INTENTIONS SURVEY AUSTRALIA 2015

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We asked over 650 hiring managers across Australia for their hiring forecasts over the next six months, including their plans to take on new staff, at which level, and the prospect of salary increases.

Overall, 35% are likely to increase headcount over the next six months, up from 22% in 2014.

16% are looking to downsize, a decrease of 12% from the first half of 2015, while half expect the size of their workforce to remain stable.



“The Australian economy has encountered some challenging headwinds in recent times, leaving businesses facing difficult questions about whether to expand headcount and at what level. Compared to last year, however, the survey tells us that confidence is starting to return to the recruitment market, with a significant rise in the number of organisations looking to onboard more staff. Yet as more employers invest in new hires – especially for permanent roles – the more difficult the challenge of sourcing the right professionals in sufficient numbers becomes.”

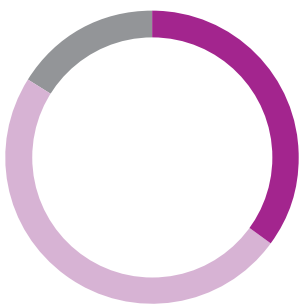
James Nicholson, Managing Director, Australia

Six in ten hiring managers are focusing on permanent hires in 2015, 10% more than in 2014. Nearly nine in ten (87%) organisations looking to hire will be recruiting at the mid-level, 12% higher than in 2014.

39% are anticipated to reward their workforces with a salary increase this year.

THE NEXT SIX MONTHS IN RECRUITMENT

Headcount expectations across Australia



- 35% are expecting to increase headcount
- 49% are expecting headcount to remain stable
- 16% are expecting to downsize

More than three in ten (35%) Australian hiring managers are looking to increase headcount over the next six months, a rise of 13% on last year.

While 16% are looking to downsize, this still represents an improvement on the first six months of 2015, when 28% of hiring managers reported that headcount had decreased.

Half (49%) of hiring managers are expecting headcount to remain stable this year.



22%

more hiring managers expect to increase headcount compared to last year

Headcount expectations by company size



Small (0 – 19 employees)

31% are expecting to increase headcount



Medium (20 – 199 employees)

43% are expecting to increase headcount



Large (200 or more employees)

32% are expecting to increase headcount

Medium-sized organisations are more likely to increase headcount over the next six months than small or large organisations, the survey shows.

Percentage of hiring managers expecting to increase headcount in the next six months by state

	Overall	NSW	QLD	SA	VIC	WA
Expecting to increase headcount	35%	45%	38%	34%	50%	34%
Expecting headcount to remain stable	49%	32%	19%	34%	26%	33%
Expecting headcount to decrease	16%	23%	44%	31%	24%	33%

Half of Victoria employers are set to increase headcount over the next six months, more than any other state and considerably higher than the 35% rate reported nationally.



“With its impressive local talent pool, Victoria remains a real hub for business, and these results are testament to the endurance of the regional economy. Organisations here are also projected to be least likely to downsize rates than any other part of the country, again underlining its attractive position as a place to do business. As a result, we would expect to see increased competition for top talent, so understand your employer value proposition and use it to your advantage during the recruitment process.”

Chris Kidd, Director, Melbourne

1/2

of Victoria employers expect to increase headcount over the next six months

PERMANENT VS CONTRACT HIRING

60% of hiring managers say their focus for the next six months will be on permanent employees, an increase on 2014, when only 50% said the same.

More than eight in ten organisations with hiring intentions in South Australia are set to focus on permanent hires, more than any other state.

Will the majority of your hires be contract, permanent or even mix?

	Overall	NSW	QLD	SA	VIC	WA
Contract	60%	13%	13%	1%	11%	12%
Permanent	27%	64%	52%	82%	53%	60%
Even mix	24%	23%	35%	17%	36%	28%



“Permanent hiring tends to suggest that employers are thinking about their ‘talent pipeline’ and ensuring a range of skill sets are available across the business to deliver on key objectives. Convincing working professionals to leave existing roles for permanent vacancies can be difficult in a tight market, and employees tend to prioritise a wide array of factors beyond remuneration when considering employment offers – flexible or remote working opportunities, for instance, or clearly defined paths for career development. Selling these during the recruitment process will help you stand out as an employer of choice.”

Michelle Christie, Associate Director, Adelaide

83%

of SA organisations that are set to hire will be focused on recruiting permanent staff

80% of organisations recruiting sales professionals over the next six months anticipate most of these to be permanent hires – 22% more than in 2014.

Hiring managers in procurement, supply chain and logistics (68%), banking & financial services (63%) and business support (71%) also expect to focus on permanent recruitment.

80%

of sales hiring managers are expecting to focus on permanent hires



EXPERIENCE LEVEL REQUIREMENTS

Nearly nine in ten (84%) organisations looking to boost headcount will be hiring at the mid-level, an increase of 9% since the second half of 2014.

A third (34%) are seeking to bring in additional senior headcount, up from 28% a year ago.

6% will be focused on bringing in directors, on a par with 2014.



“It’s unsurprising to see that senior professionals are in greater demand to provide specialist direction and management. Yet equally as interesting is the spike in the number of mid-tier hires. Individuals at this level offer some experience and an ability to mentor more junior employees, and can be developed into the managers and leaders of tomorrow. We advise employers to build a solid talent pipeline while the candidates are still available, helping to develop a firm footing for the future.”

Sinead Hourigan, Director, Brisbane

Experience Level Requirements



REMUNERATION

Four in ten (39%) organisations expect to reward their workforces with a salary increase this year, a small increase on 2014 (36%).

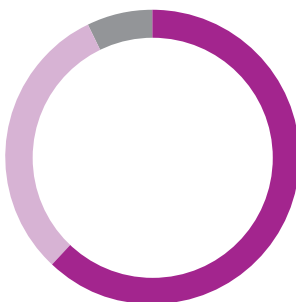
Only 3% are set to cut wages in 2015, level with the previous year.



Are you planning overall wage increases for your workforces in Australia in the next six months?

	Overall	NSW	QLD	SA	VIC	WA
Yes	39%	34%	38%	48%	35%	35%
No change	58%	62%	57%	49%	62%	56%
No, there will be decreases	3%	4%	5%	3%	3%	9%

What effect will wage pressures have on your organisation’s ability to hire over the next six months?



- **64%** say wage pressures will not affect ability to hire
- **30%** say wage pressures will mean taking on fewer new employees
- **6%** say wage pressures will lead to redundancies



“Even if not all organisations are set to offer employees a pay rise this year, a large majority expect salaries to at least remain stable. Only 3% intend to cut pay, underlining the extent to which employers understand the value of remuneration to attracting and retaining talent within a flatter economy. Moreover, an increasing number of influences count as much to employees as pay, including flexibility, training and recognition. Recognising and incorporating these into your recruitment process will have a significant impact on your reputation as an employer of choice.”

Ryan Hathrill, Director, Perth

SECTORS AT A GLANCE

Organisations that are likely to hire in the next six months:

Banking & Financial Services		37%
FMCG		34%
Leisure/Travel/Hospitality		21%
Manufacturing/Construction		32%
Media		39%
Natural Resources		24%
Pharmaceuticals		33%
Professional Services		48%
Property		50%
Public Sector		18%
Retail		43%
Telco		35%

Organisations that are planning wage increases in the next six months:

Banking & Financial Services		39%
FMCG		56%
Leisure/Travel/Hospitality		43%
Manufacturing/Construction		23%
Media		28%
Natural Resources		22%
Pharmaceuticals		42%
Professional Services		36%
Property		47%
Public Sector		38%
Retail		43%
Telco		39%

CONTACT

Adelaide

Tel: +61 (0) 8 8216 3500

Email: adelaide@robertwalters.com.au

Brisbane

Tel: +61 (0) 7 3032 2222

Email: brisbane@robertwalters.com.au

Melbourne

Tel: +61 (0) 3 8628 2100

Email: melbourne@robertwalters.com.au

Perth

Tel: +61 (0) 8 9266 0900

Email: perth@robertwalters.com.au

Sydney

Tel: +61 (0) 2 8289 3100

Email: sydney@robertwalters.com.au

North Sydney (Chatswood)

Tel: +61 (0) 2 8423 1000

Email: chatswood@robertwalters.com.au

Western Sydney (Parramatta)

Tel: +61 (0) 2 8836 3600

Email: parramatta@robertwalters.com.au

