

ROBERT WALTERS

# HIRING INTENTIONS SURVEY 2015

## HUMAN RESOURCES

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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, 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.”

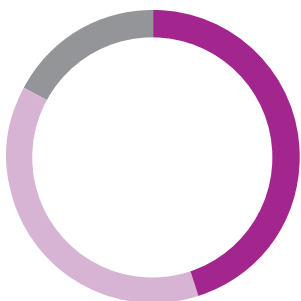
**James Nicholson**, Managing Director – ANZ

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% of hiring managers anticipate rewarding their workforce with a salary increase this year.

## THE NEXT SIX MONTHS IN HUMAN RESOURCES HIRING INTENTIONS

### Human Resources Headcount Expectations



- 45% are expecting to increase headcount
- 38% are expecting headcount to remain stable
- 17% are expecting to downsize

More than four in ten (45%) human resources hiring managers are set to boost headcount in 2015, double the figure for 2014 (22%).

While 17% are looking to downsize, this still represents a marked improvement on the first six months of 2015, when a third of human resources hiring managers reported that headcount had decreased.

38% of human resources hiring managers are expecting headcount to remain stable this year.



“Quality human resources teams are the lynchpin of successful attraction and retention strategies, ensuring that businesses get it right in calibrating everything from training strategies to remuneration. Consequently, to attract the best human resources professionals, an attractive workplace proposition makes all the difference, especially if your competitors are recruiting from the same talent pools.”

**Jodie Gillespie**,  
Associate Director, Perth



# 23%

more human resources  
hiring managers expect  
to increase headcount  
compared to 2014



52% of New South Wales employers anticipate increasing headcount over the next six months, more than any other state and higher than the 45% rate reported nationally.



“While uncertainty remains over the short-term strength of the national economy, New South Wales – and Sydney in particular – shows no sign of giving up its reputation as regional powerhouse. Given the importance of the state as a services and financial hub, the fact that it is leading the way in HR hires bodes well for the country as a whole.”

**Andrew Hanson**, Director, Sydney

**45%**

of employers expect to increase headcount over the next six months



## PERMANENT VS CONTRACT HIRING

**Will a majority of your human resources hires be permanent, contract or a mix of both?**



Overall, over half of human resources hiring managers are focused on permanent hires, 10% more than in 2014.

This shift is partly explained by decreased projections of contractor hiring: only 7% are concentrating on contract recruitment in 2015, down from 27% the previous year.

Employers in South Australia and Victoria are more focused on permanent hires than any other state.



“During a downturn, it’s not uncommon to see the attention of employers turn to contract hiring, with many wary of taking on new permanent headcount. The anticipated shift towards permanent hiring in 2015 reflects the renewed importance of developing loyal HR teams with the necessary skills to source, retain and upskill the right staff to help you succeed.”

**Michelle Christie**, Associate Director, Adelaide

**10%**

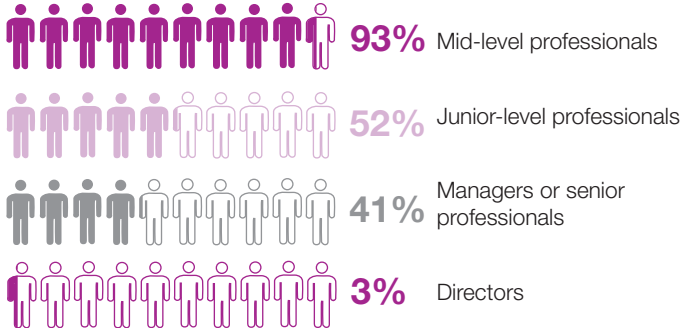
more human resources managers expect to focus on permanent hires compared to 2014

## EXPERIENCE LEVEL REQUIREMENTS

Nine in ten (93%) organisations looking to hire human resources professionals will be recruiting at the mid-level, 9% more than in 2014.

While hires of both junior and senior level professionals are projected to remain stable, the survey predicts a downturn in demand for directors. 3% will be recruiting at this level in 2015, compared to 10% a year ago.

### Human Resources Experience Level Requirements



“While talented directors deliver the management experience, expertise and wisdom to take the business forward, these results acknowledge a ‘talent gap’ at the mid-level that some organisations have overlooked. Your mid-level employees of today are your future leaders and influencers; those who, if properly nurtured, will be able to connect your brand values and corporate identity with the HR policies of tomorrow.”

**Mary Darke**, Associate Director, Brisbane

**93%**  
of human resources hires will be mid-level professionals

## REMUNERATION

Three in ten (30%) human resources hiring managers anticipate rewarding their workforces with a salary increase this year. This represents a small decrease on 2014, where our survey projected that 34% of bosses would offer their workforce a raise.

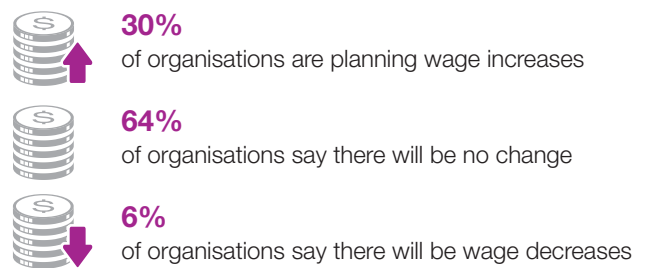
6% are set to cut wages this year, consistent with 2014.



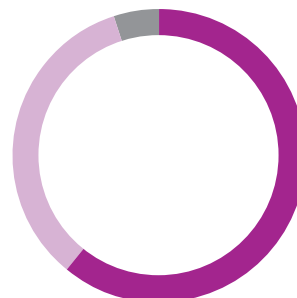
“Despite a drop in the number of employers willing to offer HR teams a raise this year, it’s important to note that six in ten do not expect salary pressures to affect hiring. With this in mind, consider non-financial incentives such as flexible or remote working, career development and opportunities to engage with senior management as a way to differentiate your organisation and attract top talent.”

**Louise Stewart**, Manager, Melbourne

### Human Resources Remuneration Expectations



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












61% of organisations say human resources hiring will not be affected by wage pressures, a significant improvement since 2014, when over half noted their concerns about salary inflation.









- 61% say wage pressures will not affect ability to hire
- 34% say wage pressures will mean taking on fewer new employees
- 5% say wage pressures will lead to redundancies

## 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%

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