

SECTION ONE II

market

overview & trends

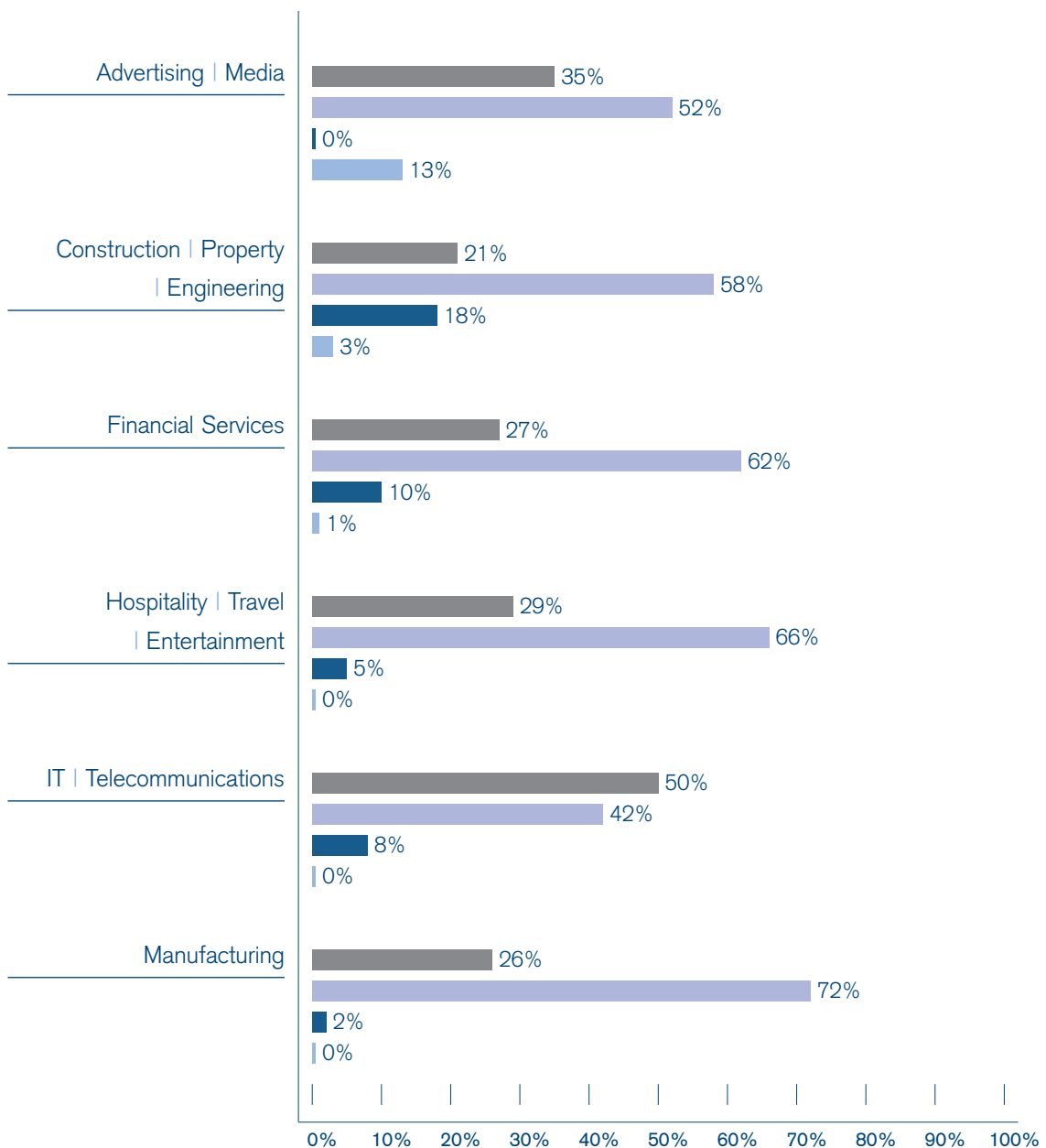
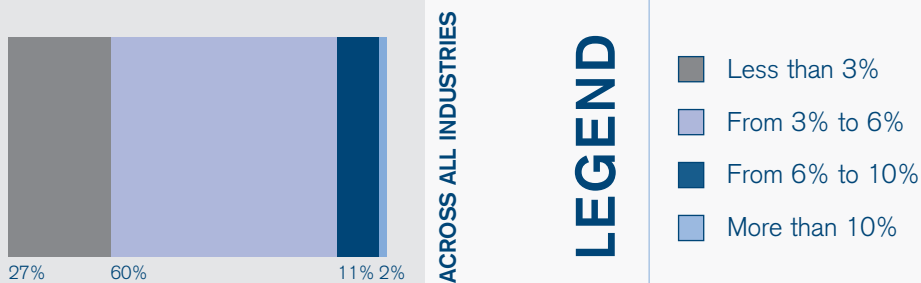
client

questionnaire results

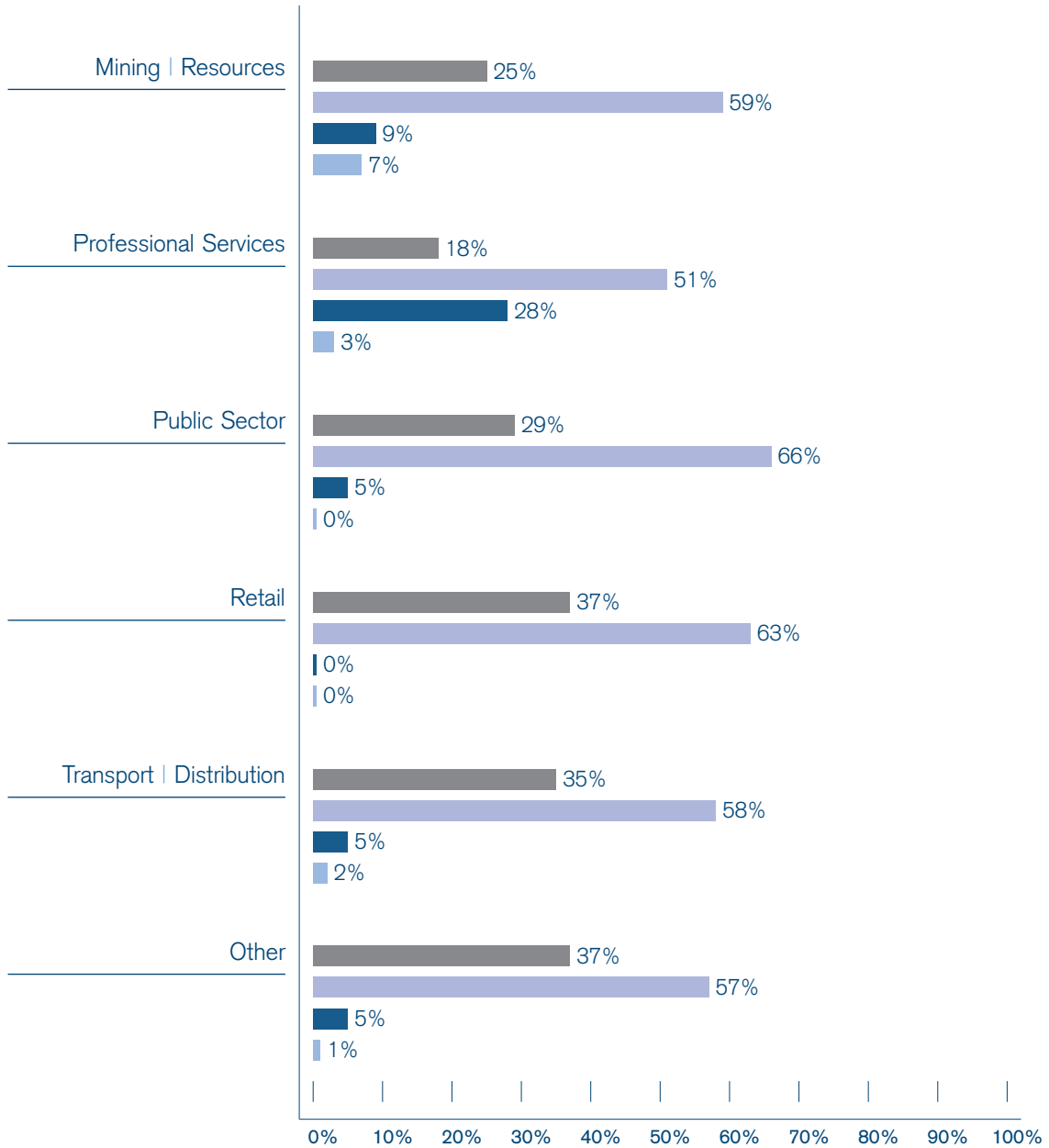


MARKET OVERVIEW & TRENDS | SALARY POLICY

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

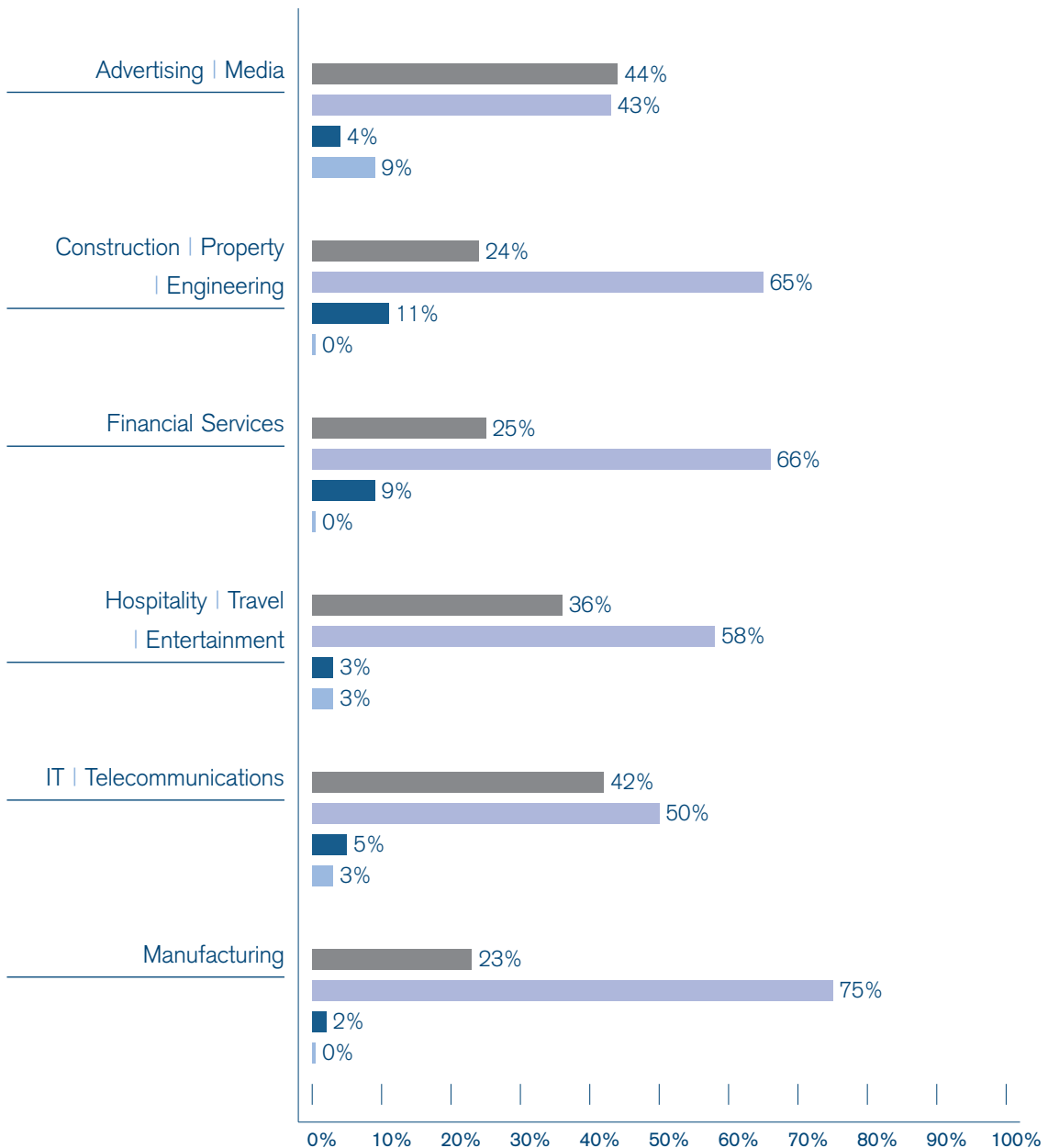
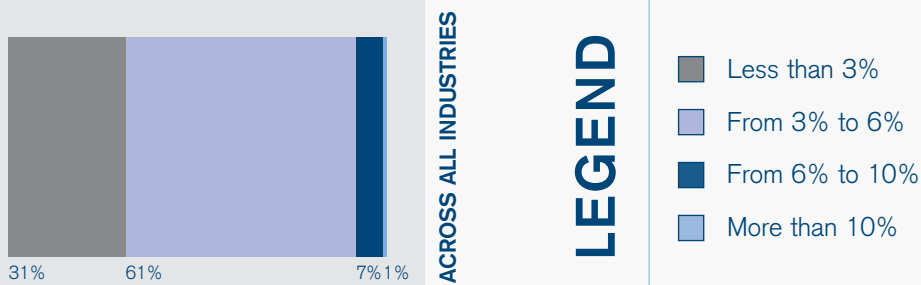


1. On average in your last review, by what percentage did you increase salaries? *continued...*

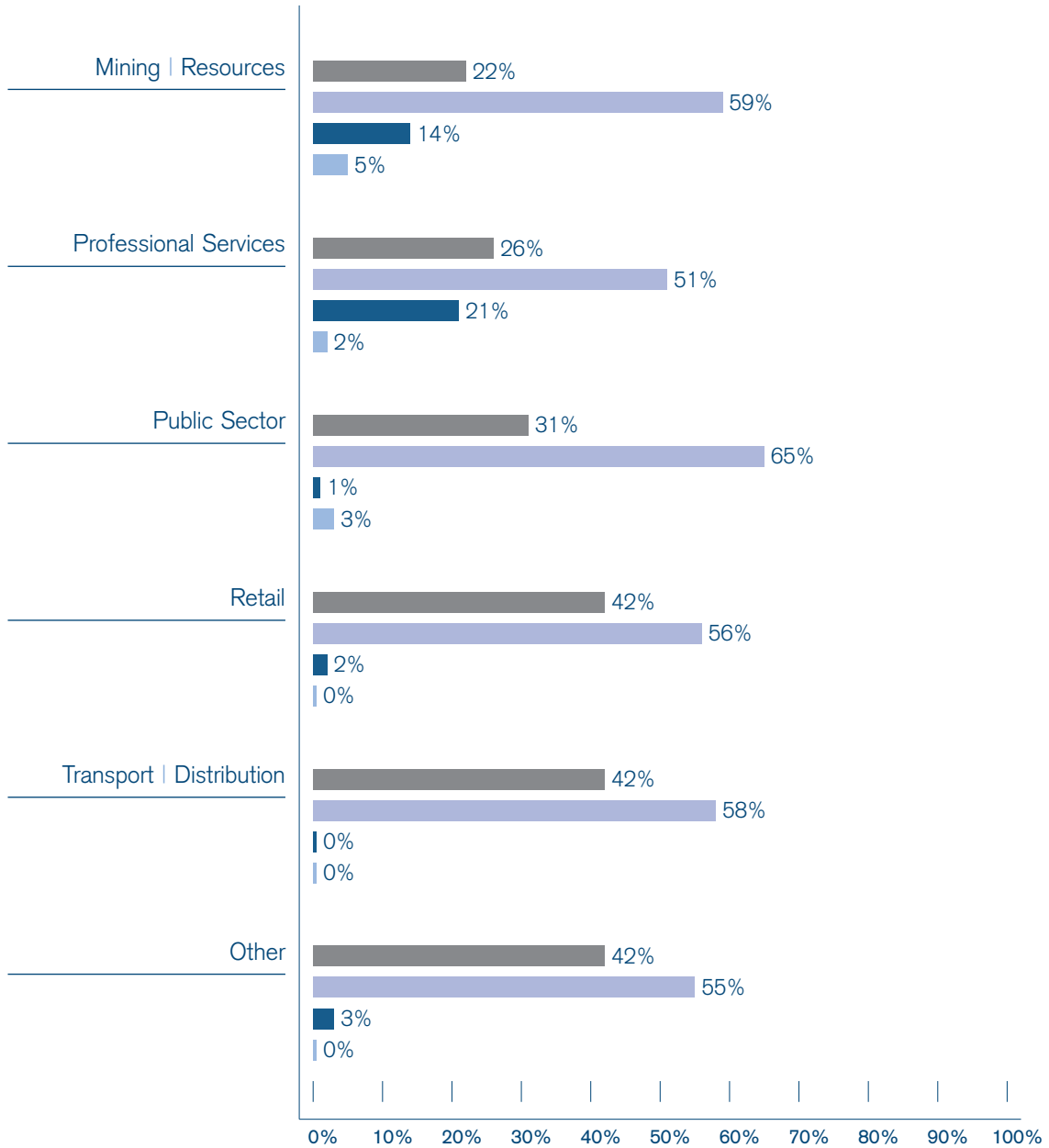


MARKET OVERVIEW & TRENDS | SALARY POLICY

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

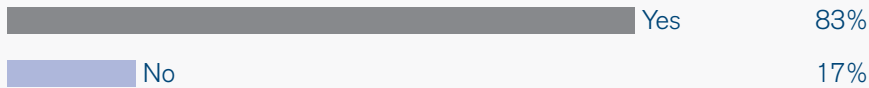


2. When you next review, by what percent do you intend to increase salaries? *continued...*



MARKET OVERVIEW & TRENDS | SALARY POLICY

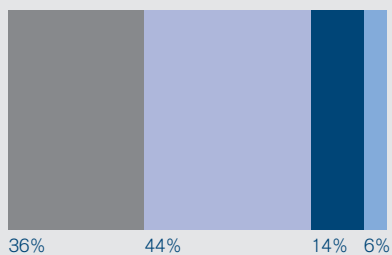
3. Do you offer flexible salary packaging / fringe benefits?



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%	11%	29%	49%
Bonuses	30%	14%	20%	36%
Private Health Insurance	25%	4%	7%	64%
Parking	60%	5%	13%	22%
Salary Sacrifice / Superannuation	33%	11%	18%	38%
Private Expenses	10%	3%	12%	75%
Other	29%	6%	12%	53%

4. What is your company's Fringe Benefits Tax policy?



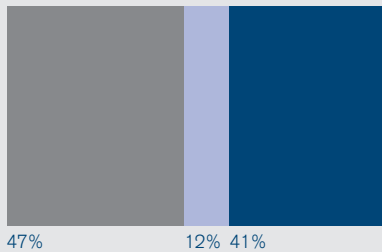
ACROSS ALL INDUSTRIES

LEGEND

- 36% Employer Bears FBT Cost
- 44% Employee Bears FBT Cost
- 14% Cost Shared between Employer & Employee
- 6% Other

MARKET OVERVIEW & TRENDS | RECRUITMENT TRENDS

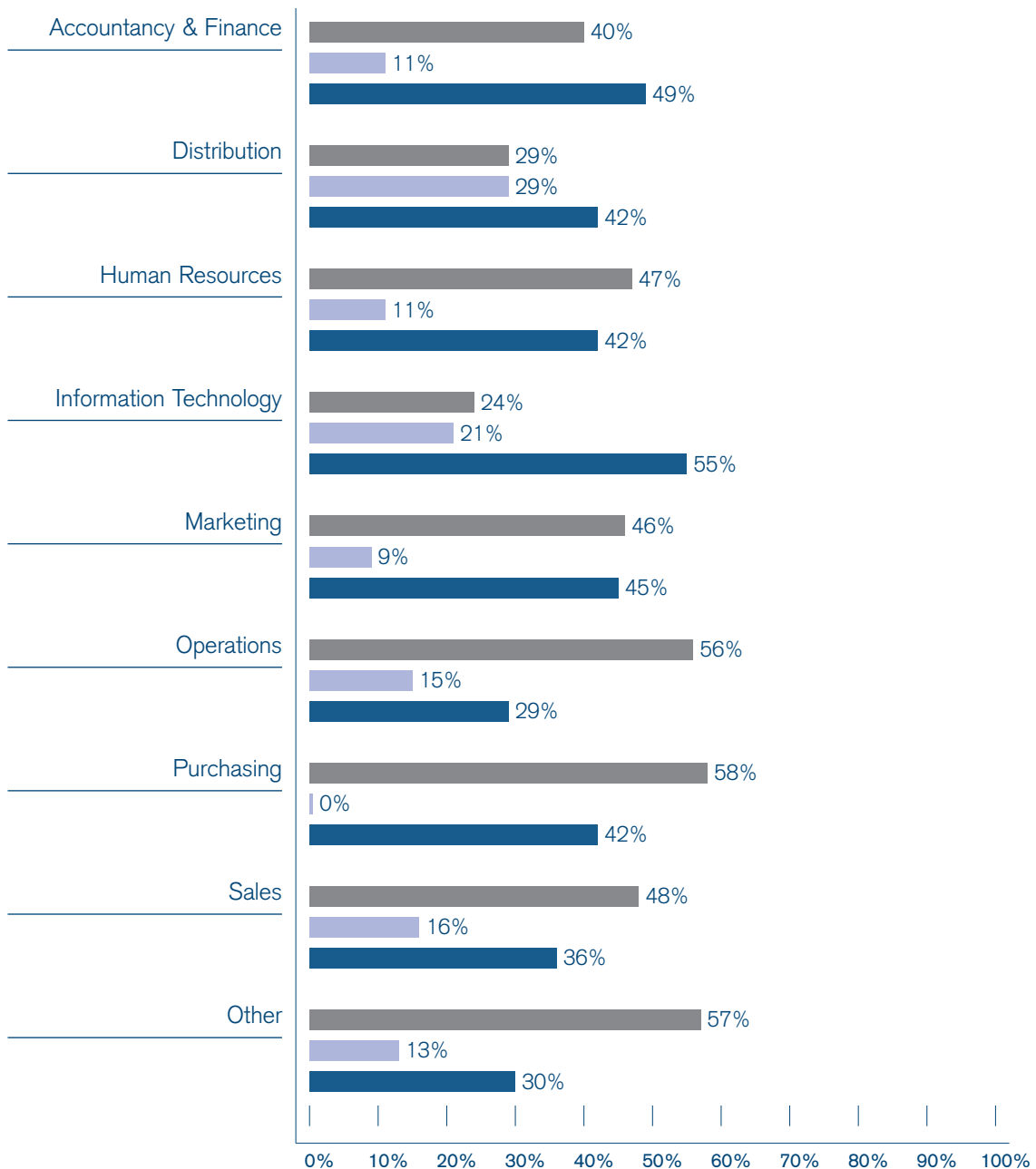
5. In the last 12 months, have permanent staff levels in your department:



ACROSS ALL SECTORS

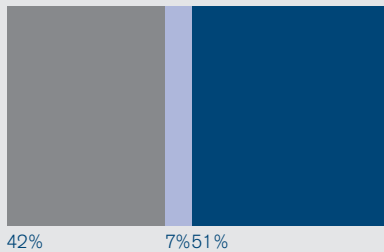
LEGEND

- Increased
- Decreased
- Remained the same



MARKET OVERVIEW & TRENDS | RECRUITMENT TRENDS

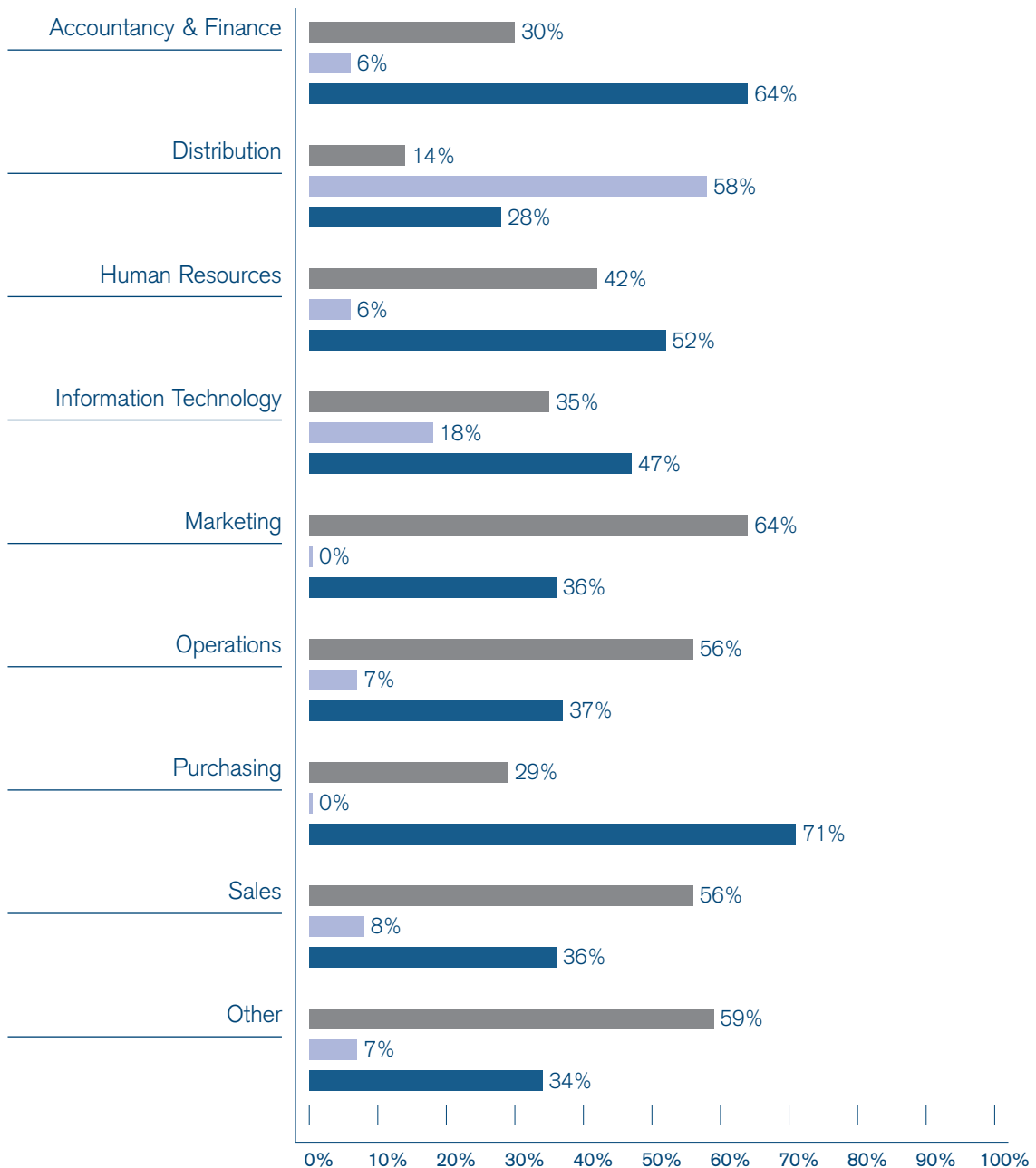
6. In the next 12 months, do you expect permanent staff levels to:



ACROSS ALL SECTORS

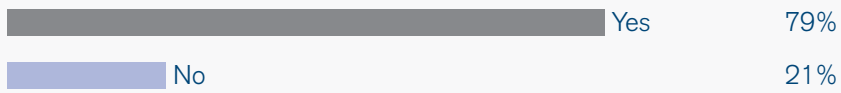
LEGEND

- Increase
- Decrease
- Remain the same

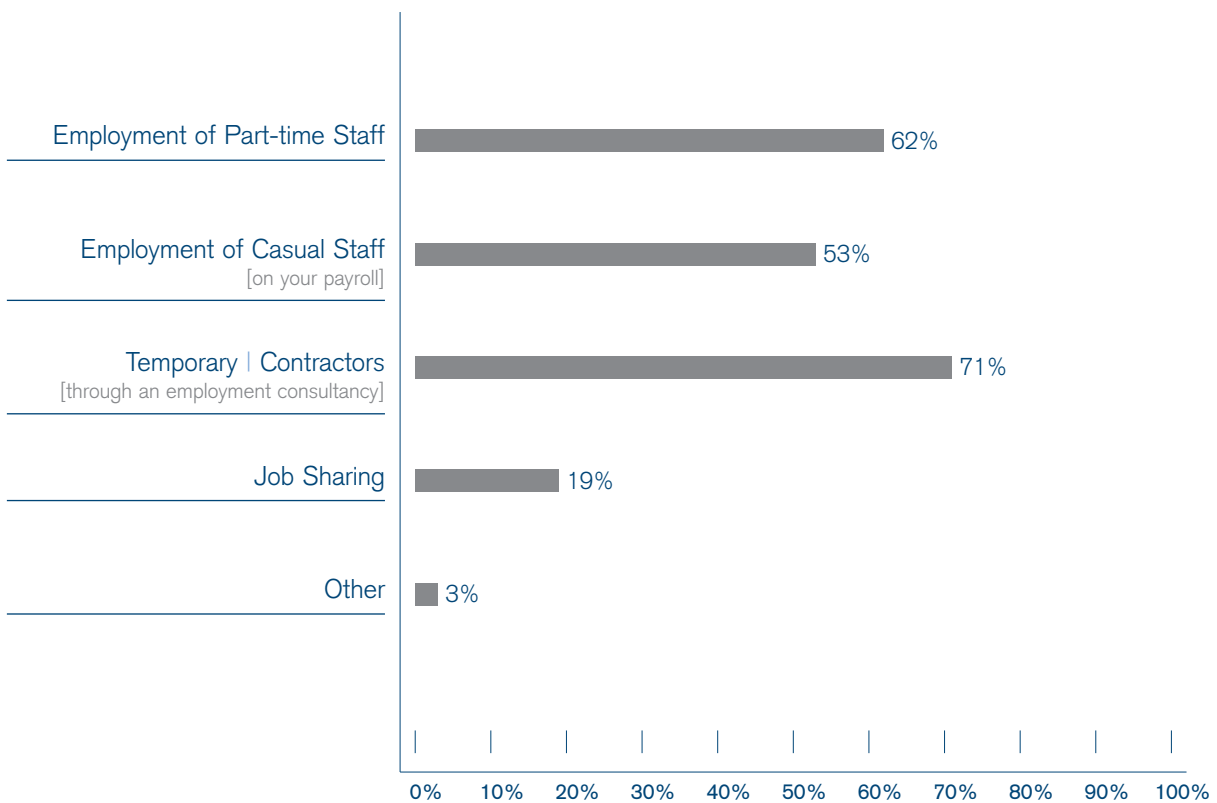


MARKET OVERVIEW & TRENDS | RECRUITMENT TRENDS

7. In the last 12 months, have you utilised a flexible staffing approach?

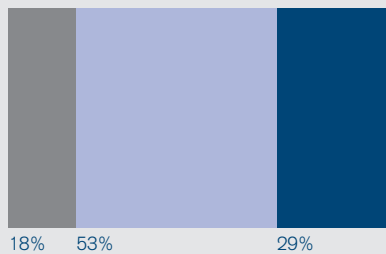


Of those who said yes, the following approaches were most commonly used:



MARKET OVERVIEW & TRENDS | RECRUITMENT TRENDS

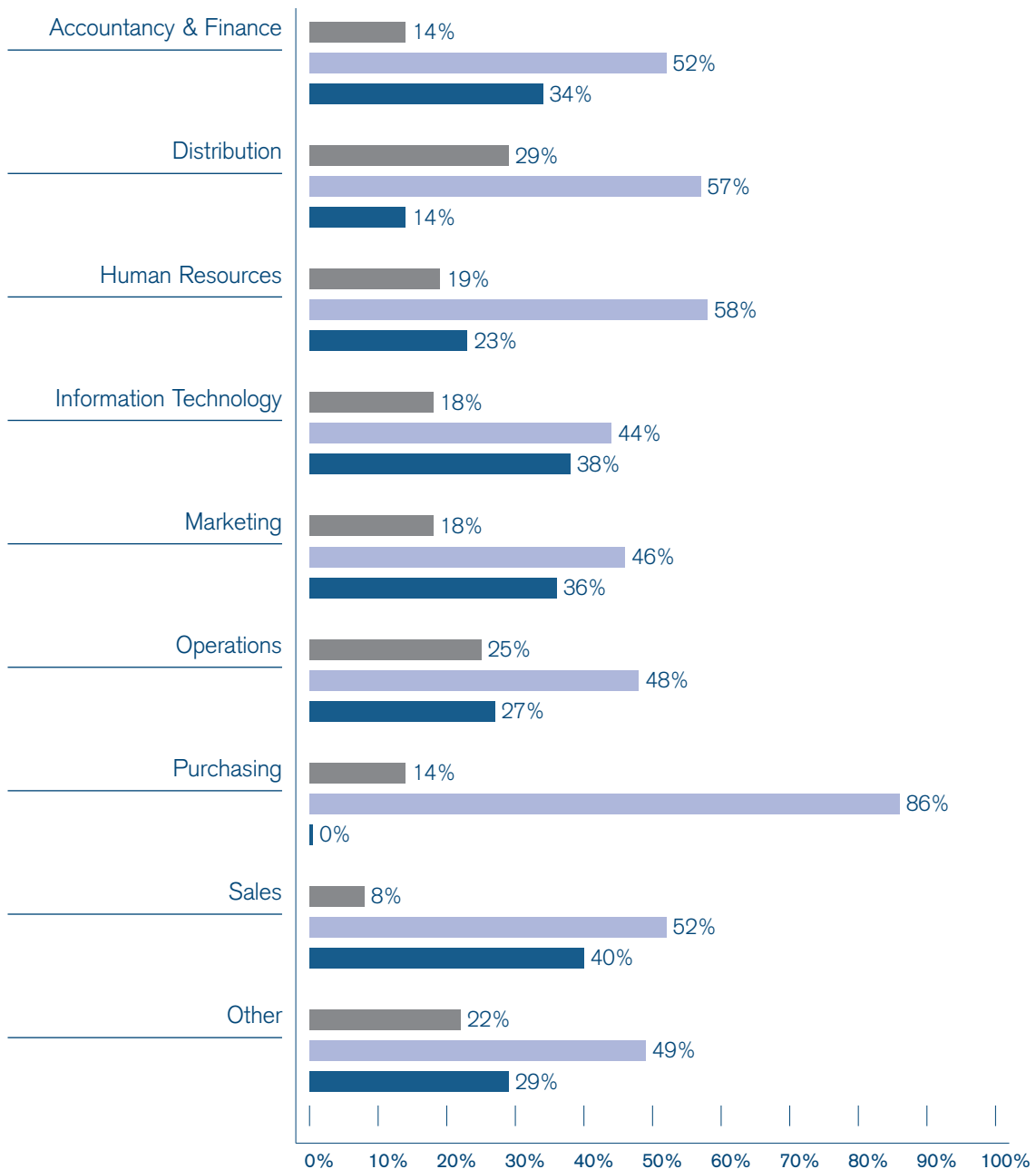
8. How often do you employ temporary | contract staff?



ACROSS ALL SECTORS

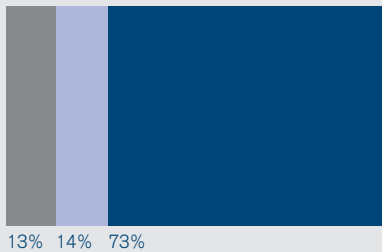
LEGEND

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



MARKET OVERVIEW & TRENDS | RECRUITMENT TRENDS

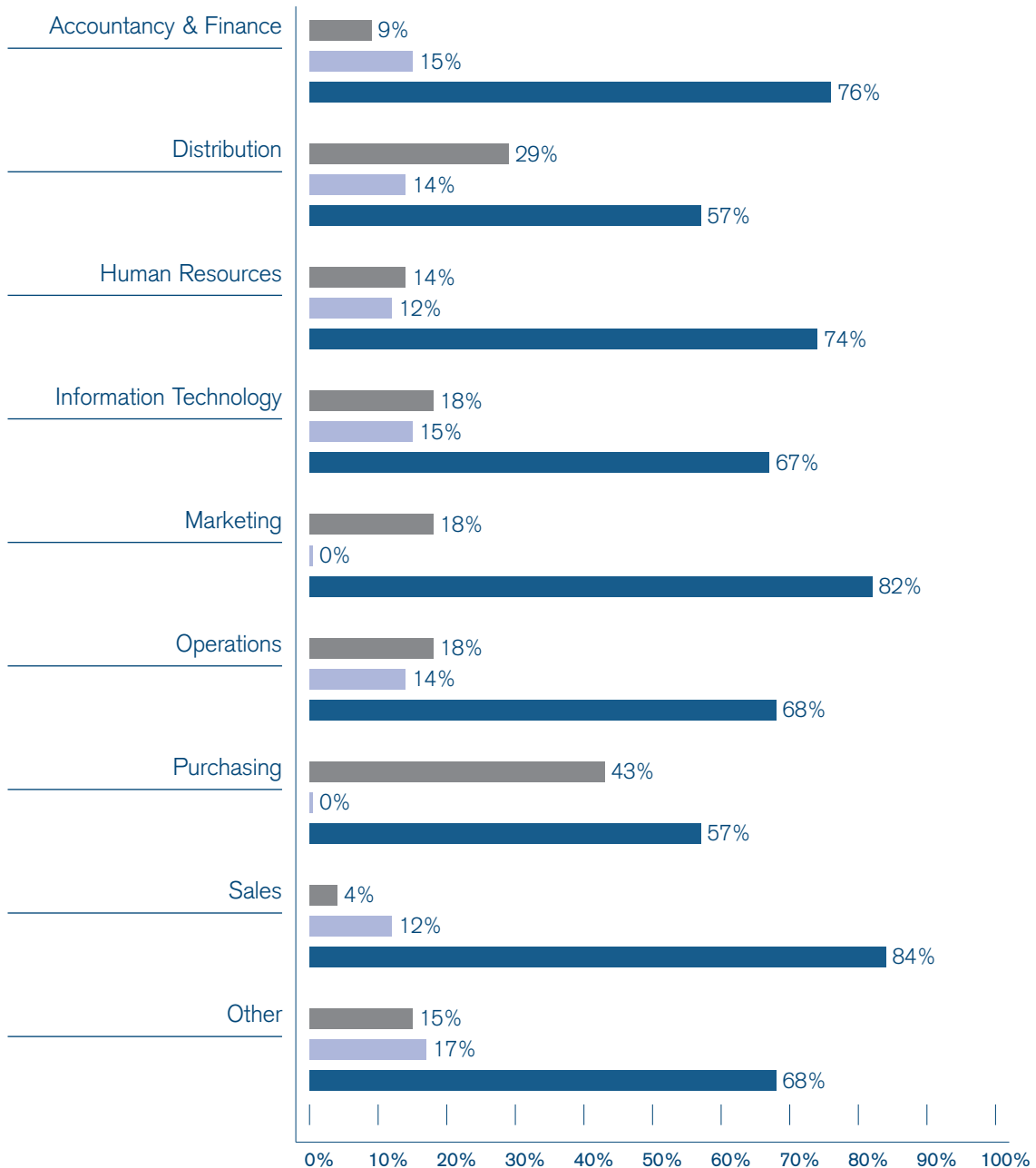
9. In the next 12 months, do you expect your use of temporary / contract staff to:



ACROSS ALL SECTORS

LEGEND

- Increase
- Decrease
- Remain the same



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?

	Junior to Mid Management	Senior Management
Accountancy & Finance	14%	18%
Distribution	2%	3%
Human Resources	2%	4%
IT	7%	8%
Marketing	3%	7%
Operations	9%	11%
Purchasing	3%	4%
Sales	6%	9%
Technical	15%	9%
Other	8%	5%

MARKET OVERVIEW & TRENDS | HUMAN RESOURCE TRENDS

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

Increased 33%
 Decreased 7%
 Stayed the same 60%

If increased, by how much?

	Per Week	Month End	Year End
None	7%	9%	16%
5 Hours or Less	50%	33%	14%
5 – 10 Hours	33%	41%	28%
More Than 10 Hours	10%	17%	42%

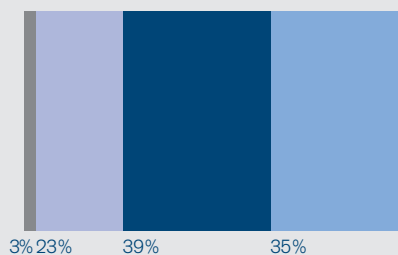
13. For non award staff in your organisation, is overtime/extra hours worked:

Paid 38%
 Unpaid 62%

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:



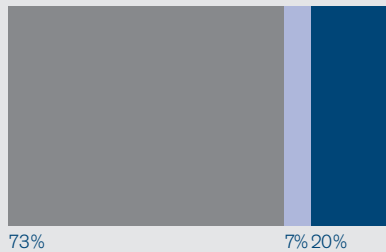
ACROSS ALL INDUSTRIES

LEGEND

- 3% Stay less than 3 months
- 23% Stay 3 – 12 months
- 39% Stay longer than 12 months
- 35% Left anyway

MARKET OVERVIEW & TRENDS | ECONOMIC OUTLOOK

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

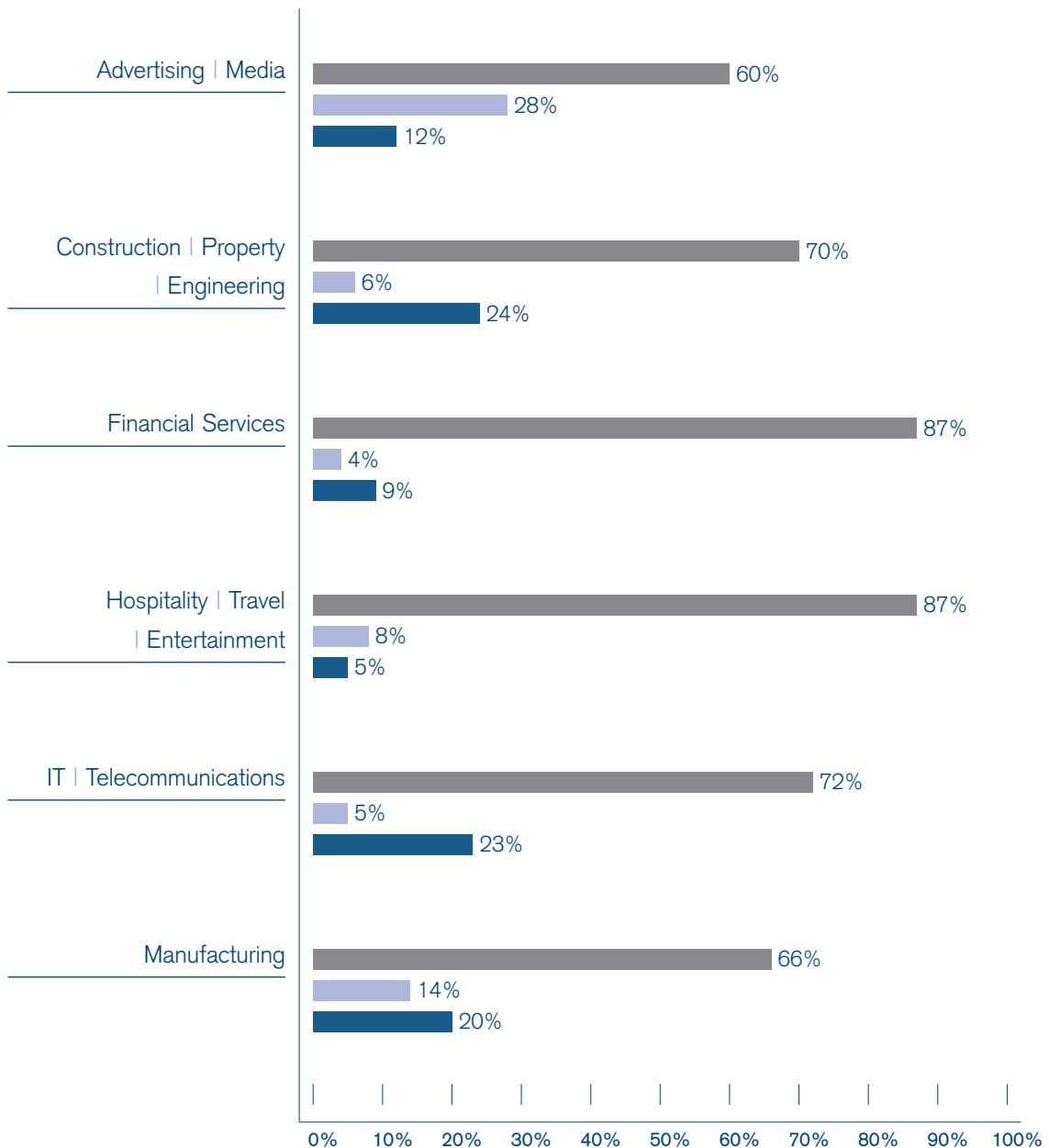


ACROSS ALL INDUSTRIES

LEGEND

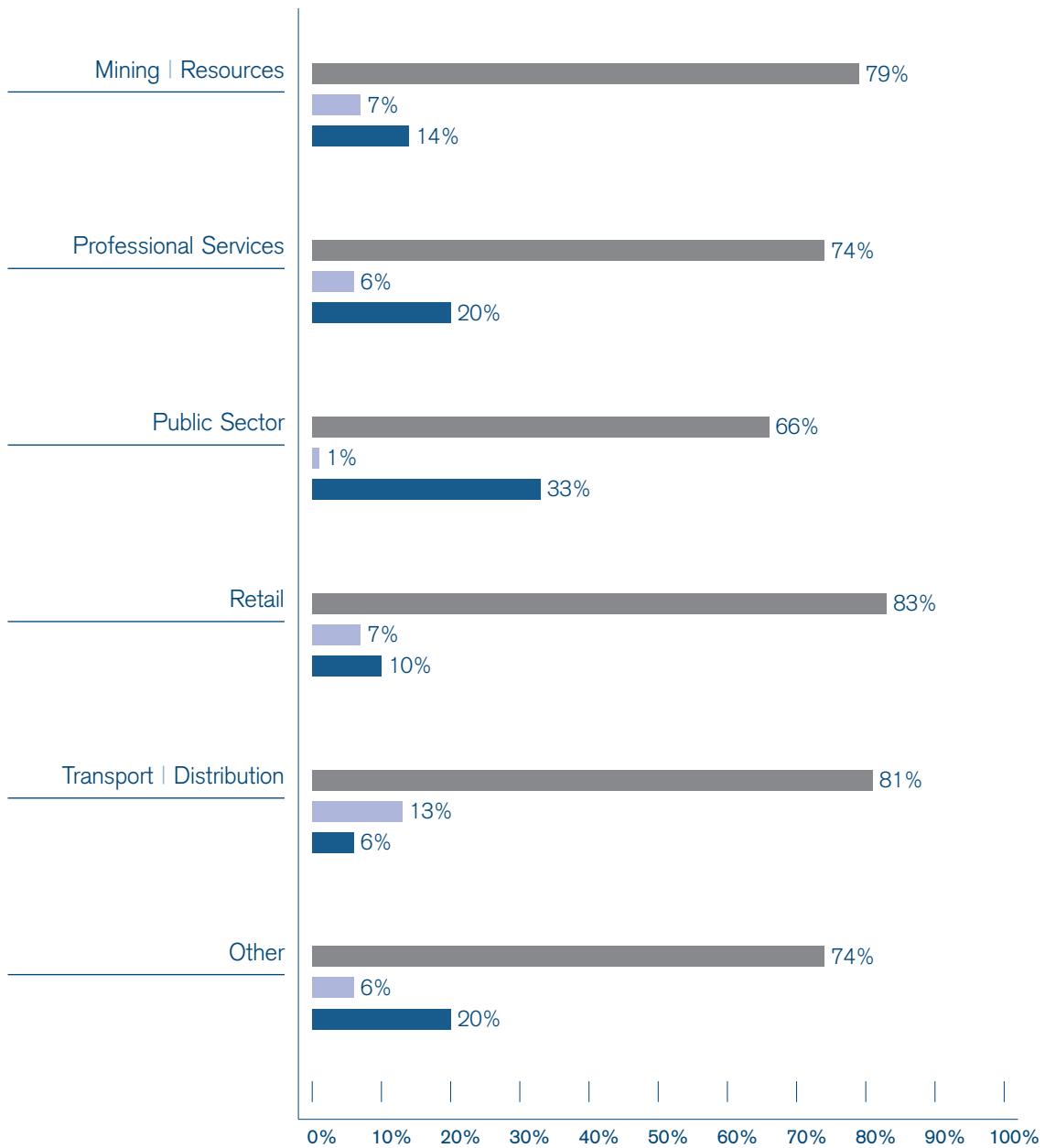
- Increased
- Decreased
- Remained the same

ACROSS ALL INDUSTRIES



MARKET OVERVIEW & TRENDS | ECONOMIC OUTLOOK

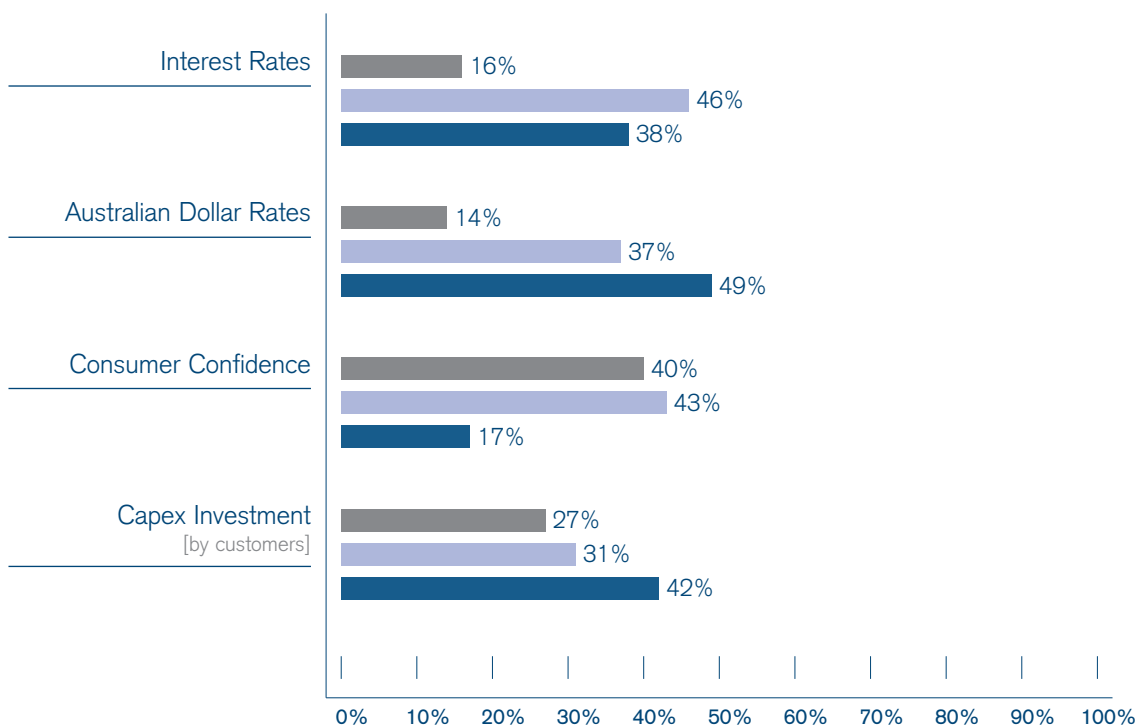
15. In the past 12 months, has business activity increased | decreased for your organisation? continued...



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 30%
- Static 56%
- Weakening 14%

*This data was collected during March 2005.