

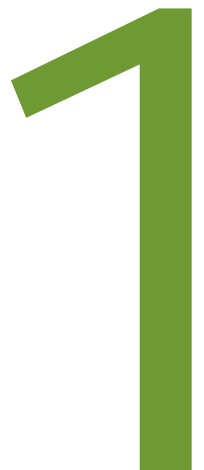
SECTION ONE ||

market

overview & trends

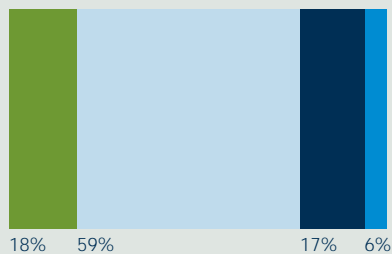
employer

questionnaire results



MARKET OVERVIEW & TRENDS | SALARY POLICY

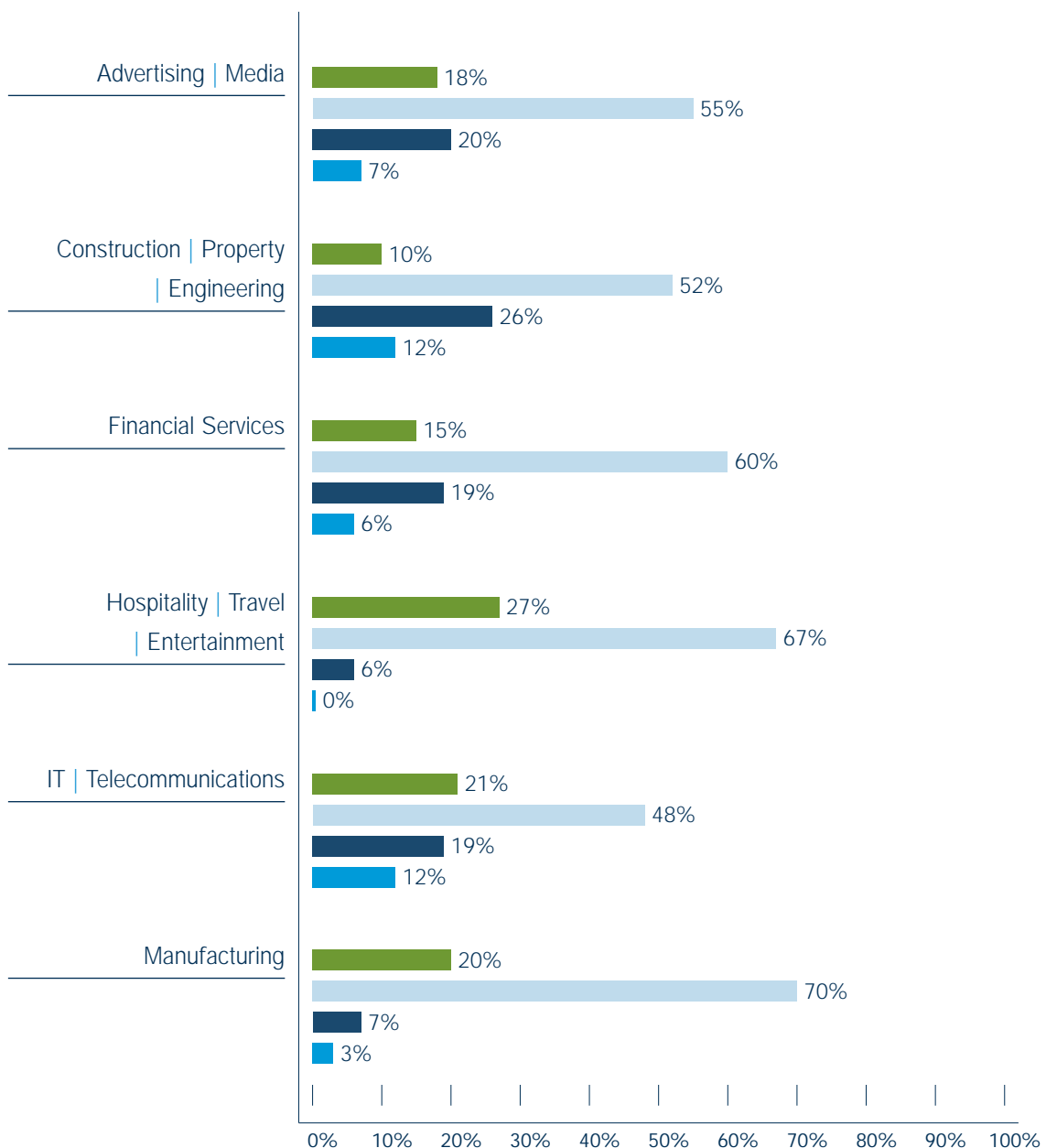
1. On average in your last review, by what percentage did you increase salaries?



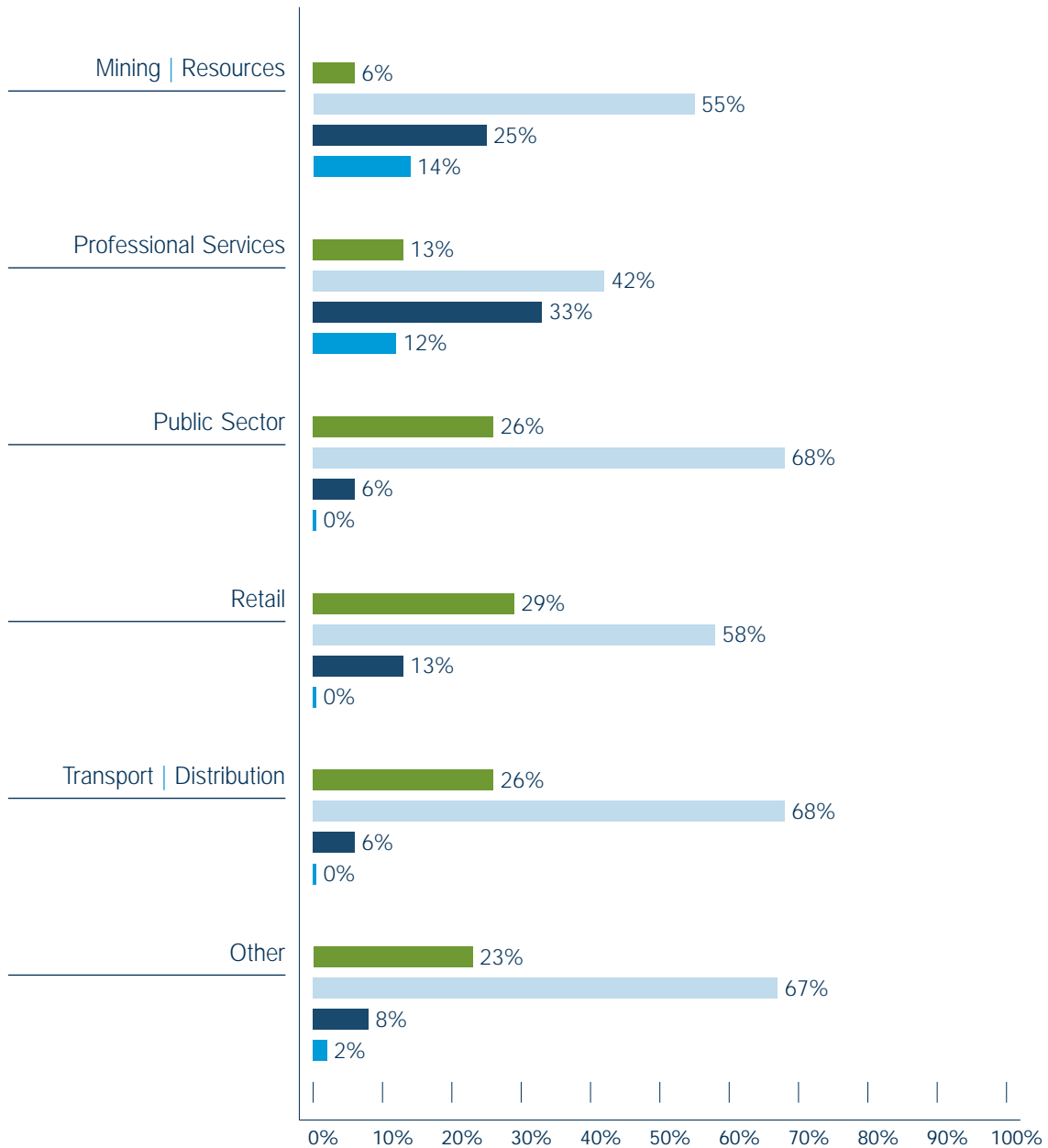
LEGEND

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

ACROSS ALL INDUSTRIES

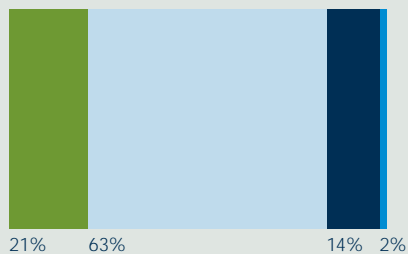


1. On average in your last review, by what percentage did you increase salaries? *continued...*



MARKET OVERVIEW & TRENDS | SALARY POLICY

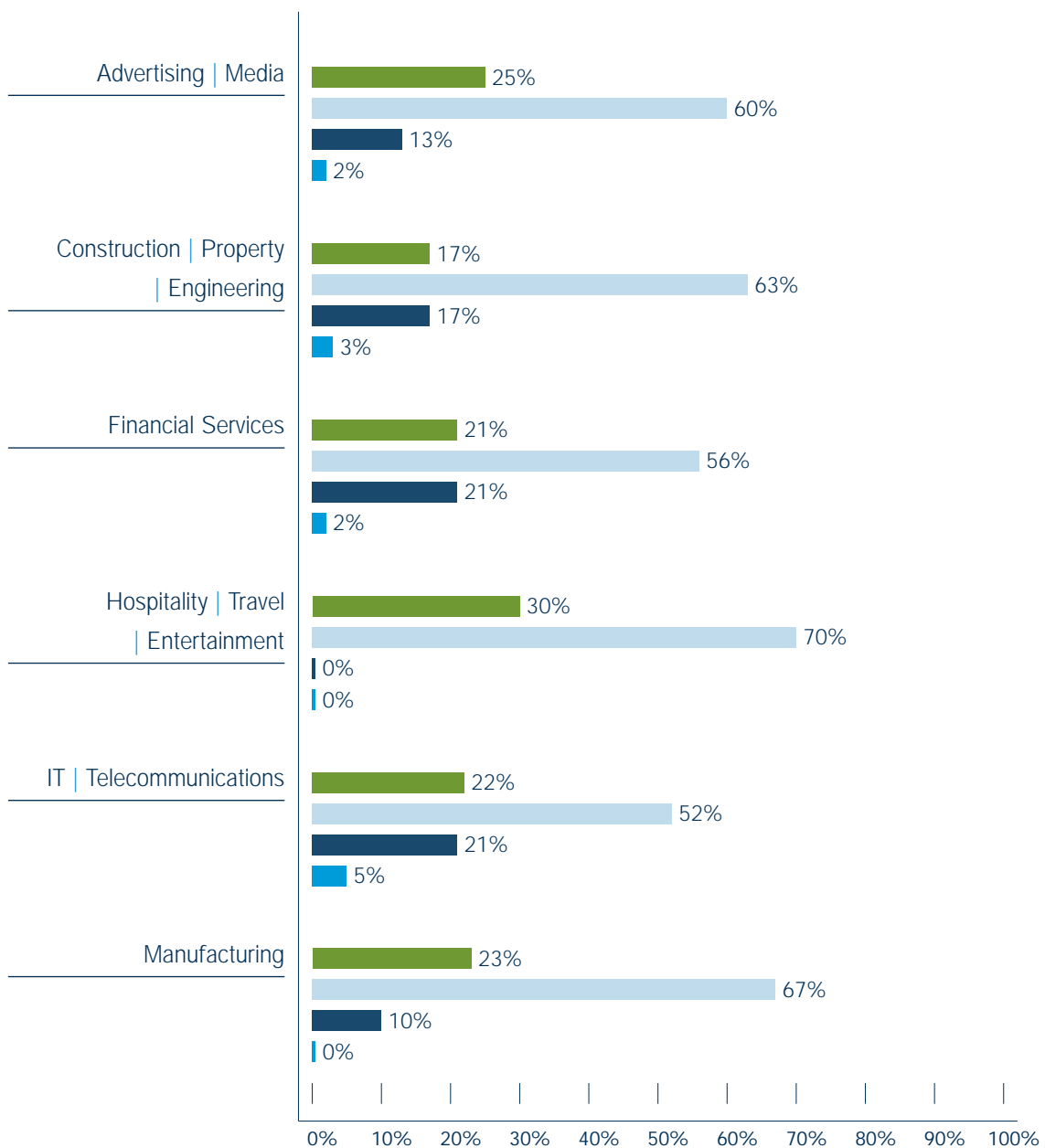
2. When you next review, by what percentage do you intend to increase salaries?



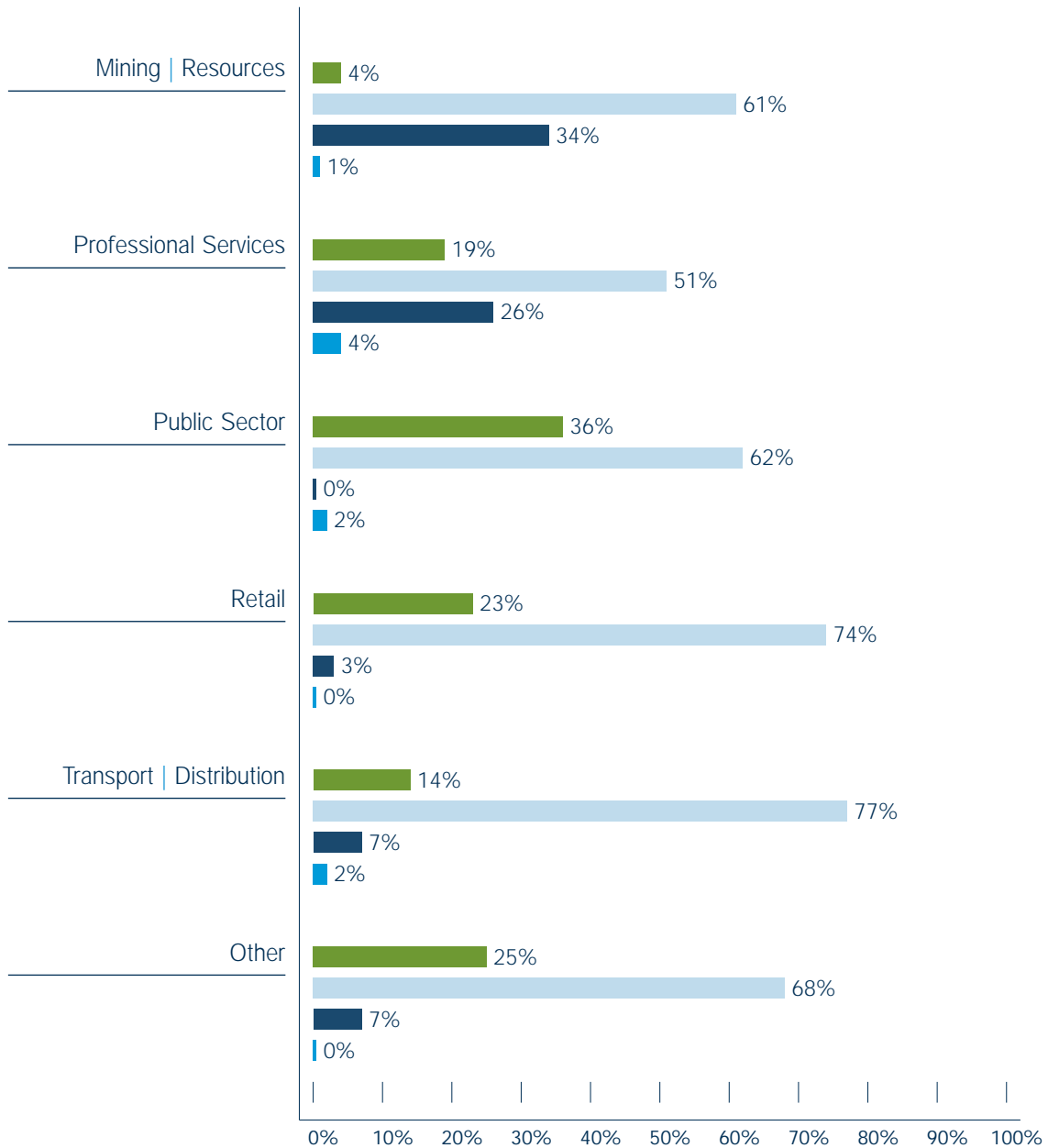
LEGEND

- Less than 3%
- From 3% to 6%
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ACROSS ALL INDUSTRIES

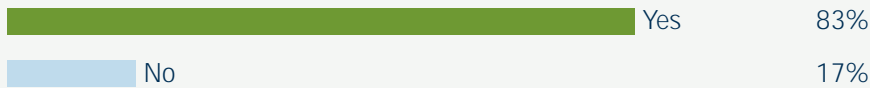


2. When you next review, by what percentage do you intend to increase salaries? *continued...*



MARKET OVERVIEW & TRENDS | SALARY POLICY

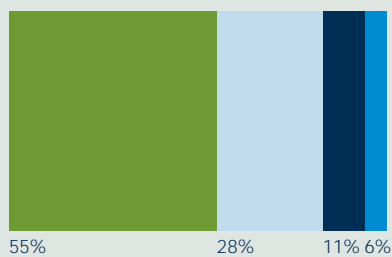
3. Do you offer flexible salary packaging | fringe benefits?



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%	10%	28%	51%
Bonuses	32%	19%	20%	29%
Private Health Insurance	30%	6%	9%	55%
Parking	38%	14%	18%	30%
Salary Sacrifice Superannuation	65%	7%	11%	17%
Private Expenses	14%	9%	11%	66%
Other	48%	6%	10%	36%

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

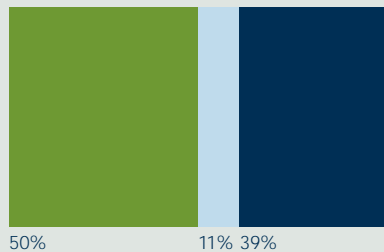


- 55% Employer Bears FBT Cost
- 28% Employee Bears FBT Cost
- 11% Cost Shared between Employer & Employee
- 6% Other

ACROSS ALL INDUSTRIES

MARKET OVERVIEW & TRENDS | RECRUITMENT TRENDS

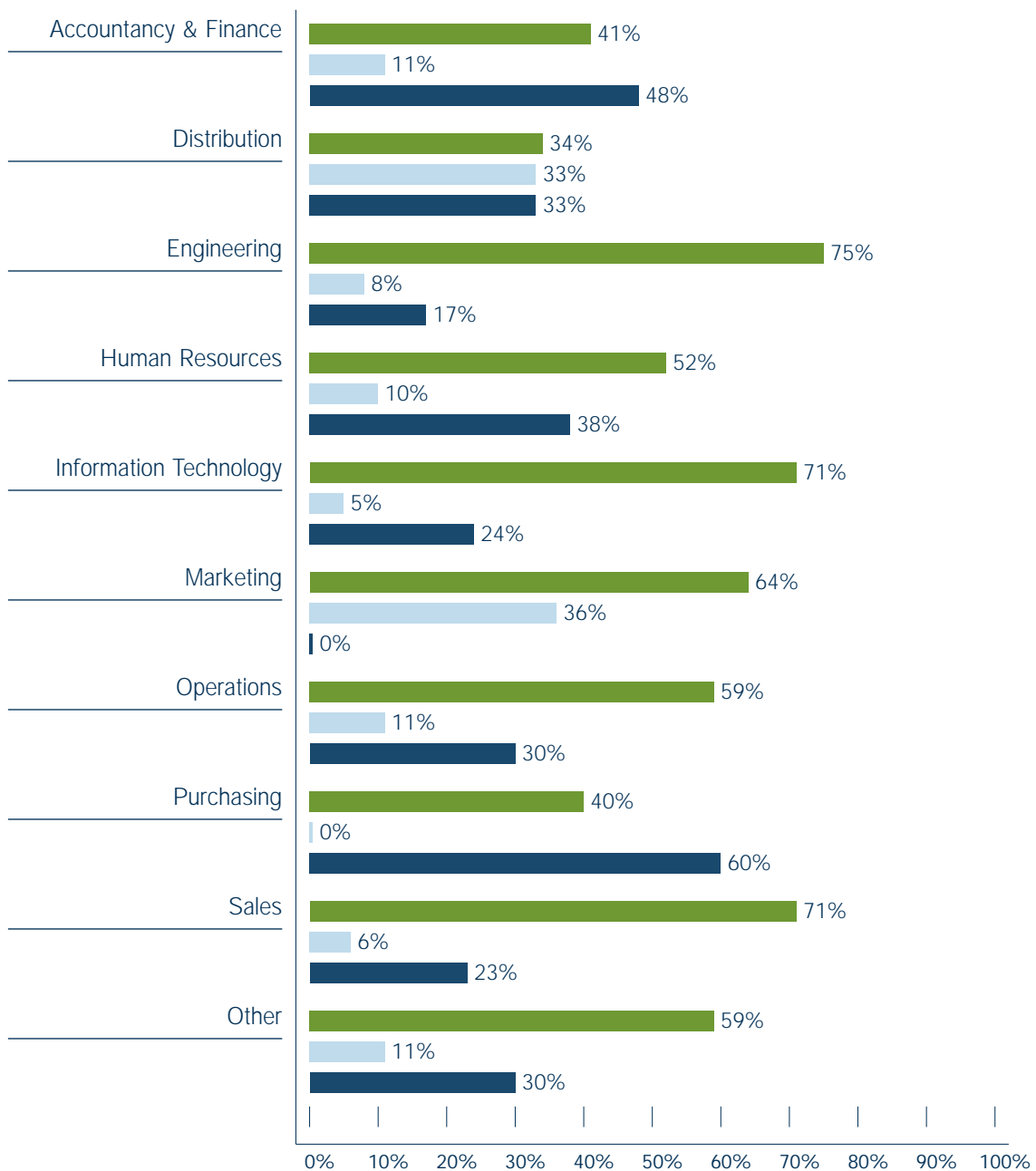
5. In the last 12 months, have permanent staff levels in your department...



LEGEND

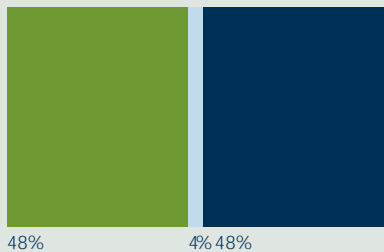
- Increased
- Decreased
- Remained the same

ACROSS ALL INDUSTRIES



MARKET OVERVIEW & TRENDS | RECRUITMENT TRENDS

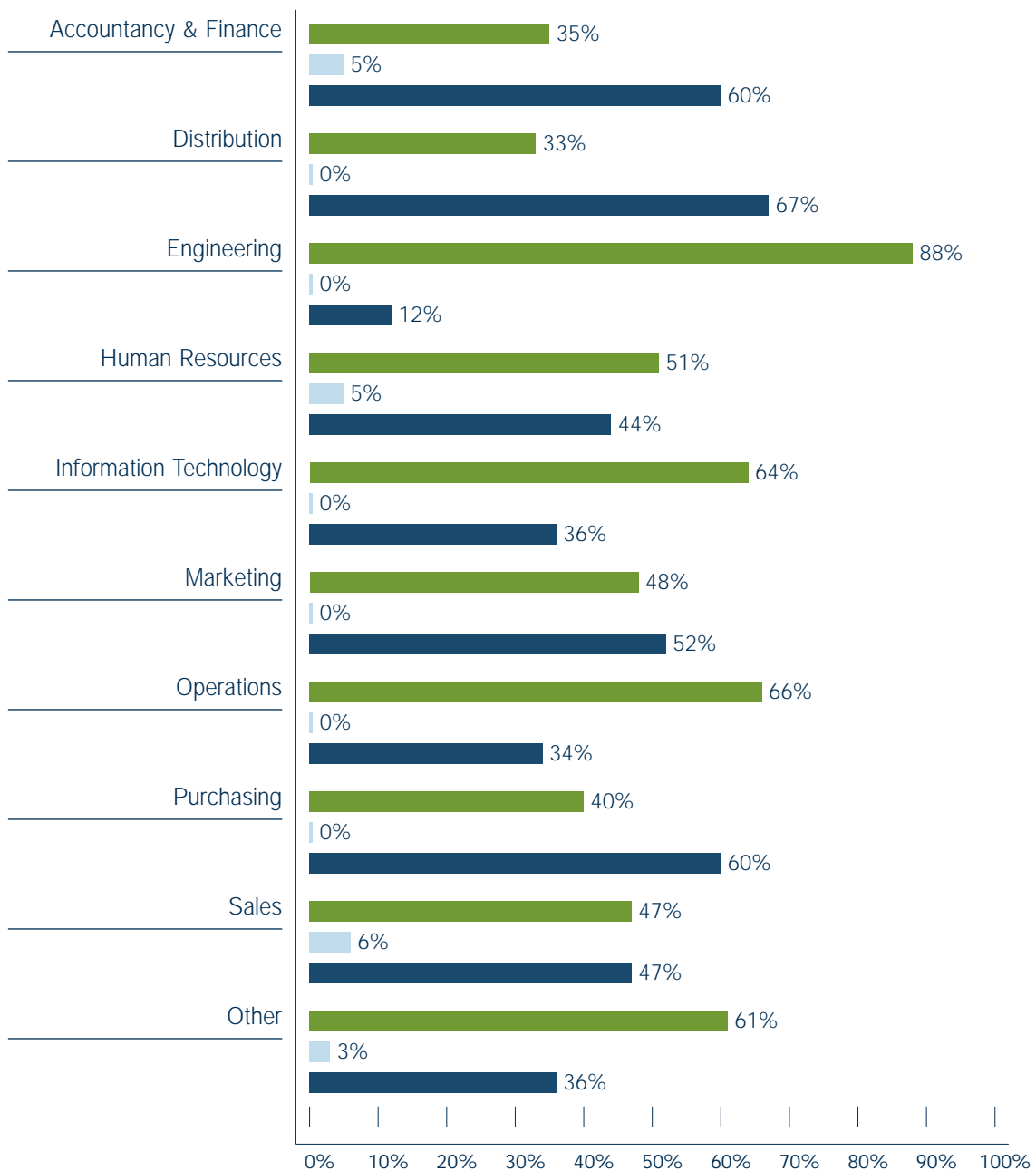
6. In the next 12 months, do you expect permanent staff levels to...



LEGEND

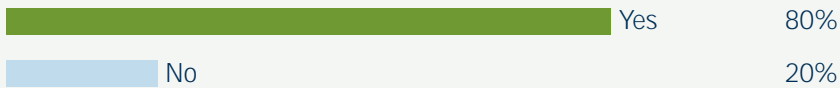
- Increase
- Decrease
- Remain the same

ACROSS ALL INDUSTRIES

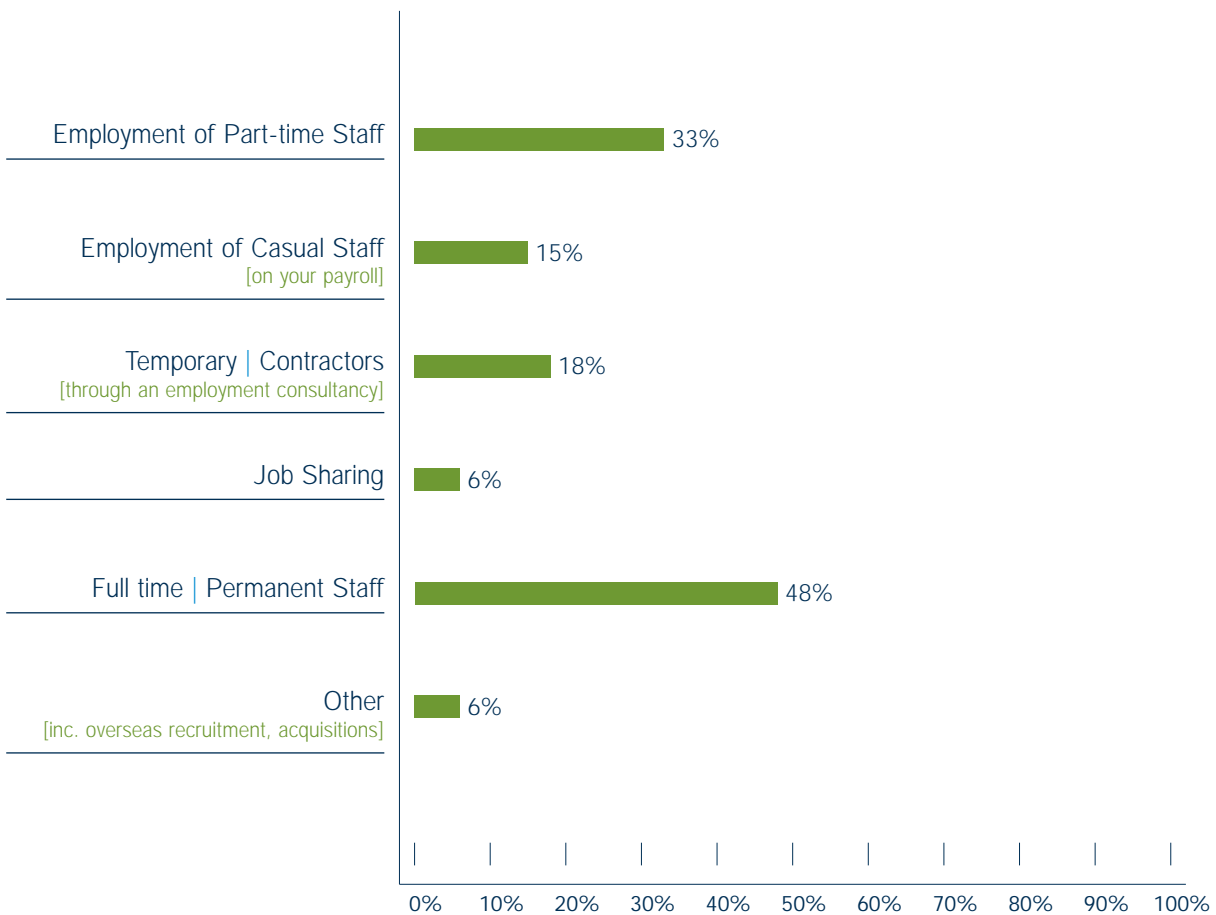


MARKET OVERVIEW & TRENDS | RECRUITMENT TRENDS

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

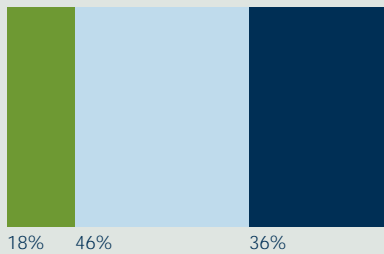


If you expect staffing levels to increase, which staffing approaches are you likely to use?



MARKET OVERVIEW & TRENDS | RECRUITMENT TRENDS

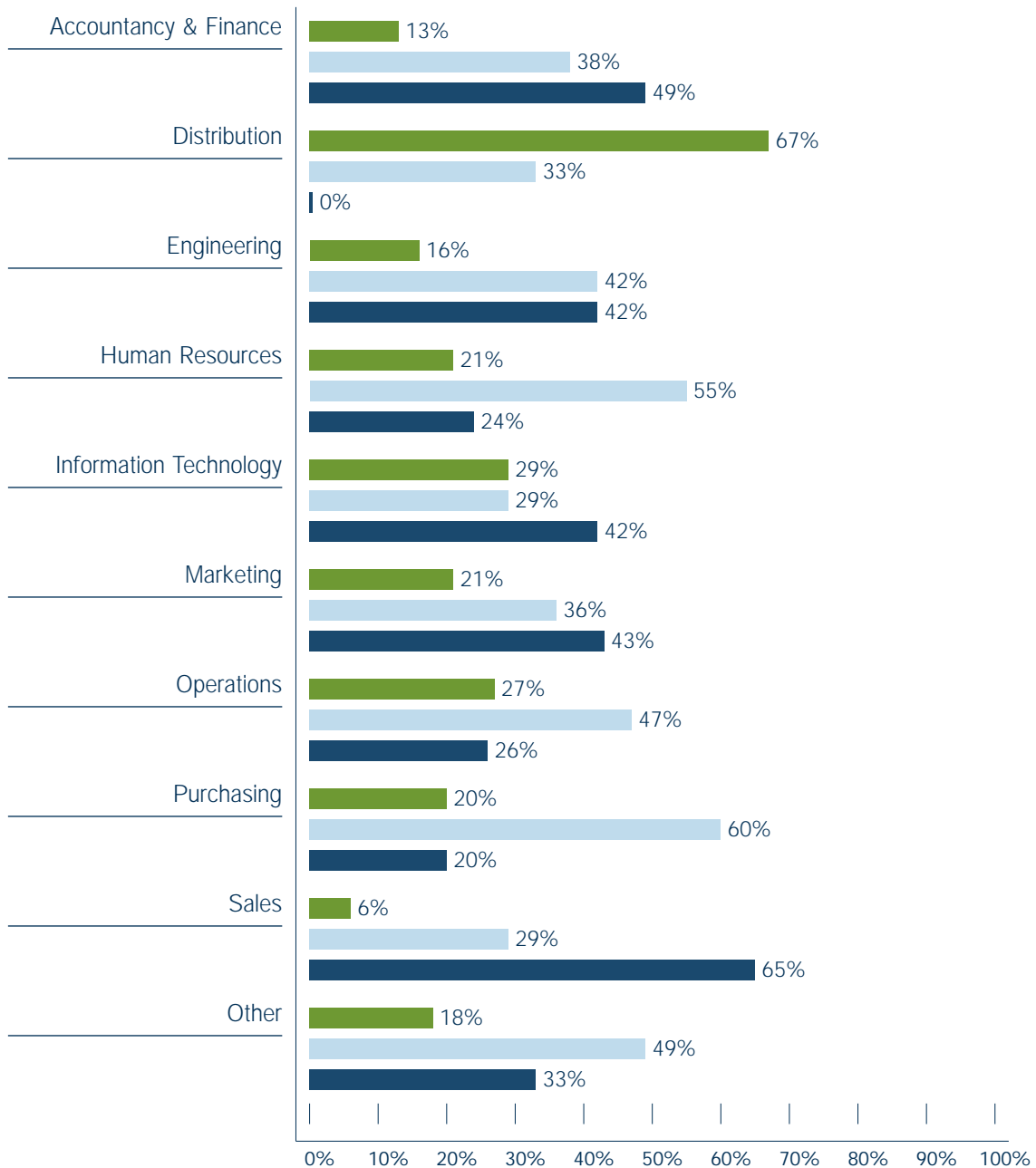
8. How often do you employ temporary | contract staff?



LEGEND

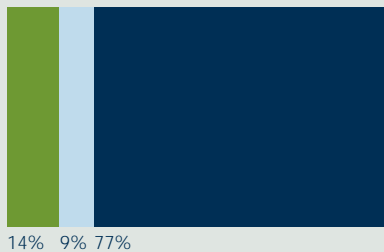
- Regular Ongoing Basis
- Special Projects | Workloads
- Exceptional Circumstances | Never

ACROSS ALL INDUSTRIES



MARKET OVERVIEW & TRENDS | RECRUITMENT TRENDS

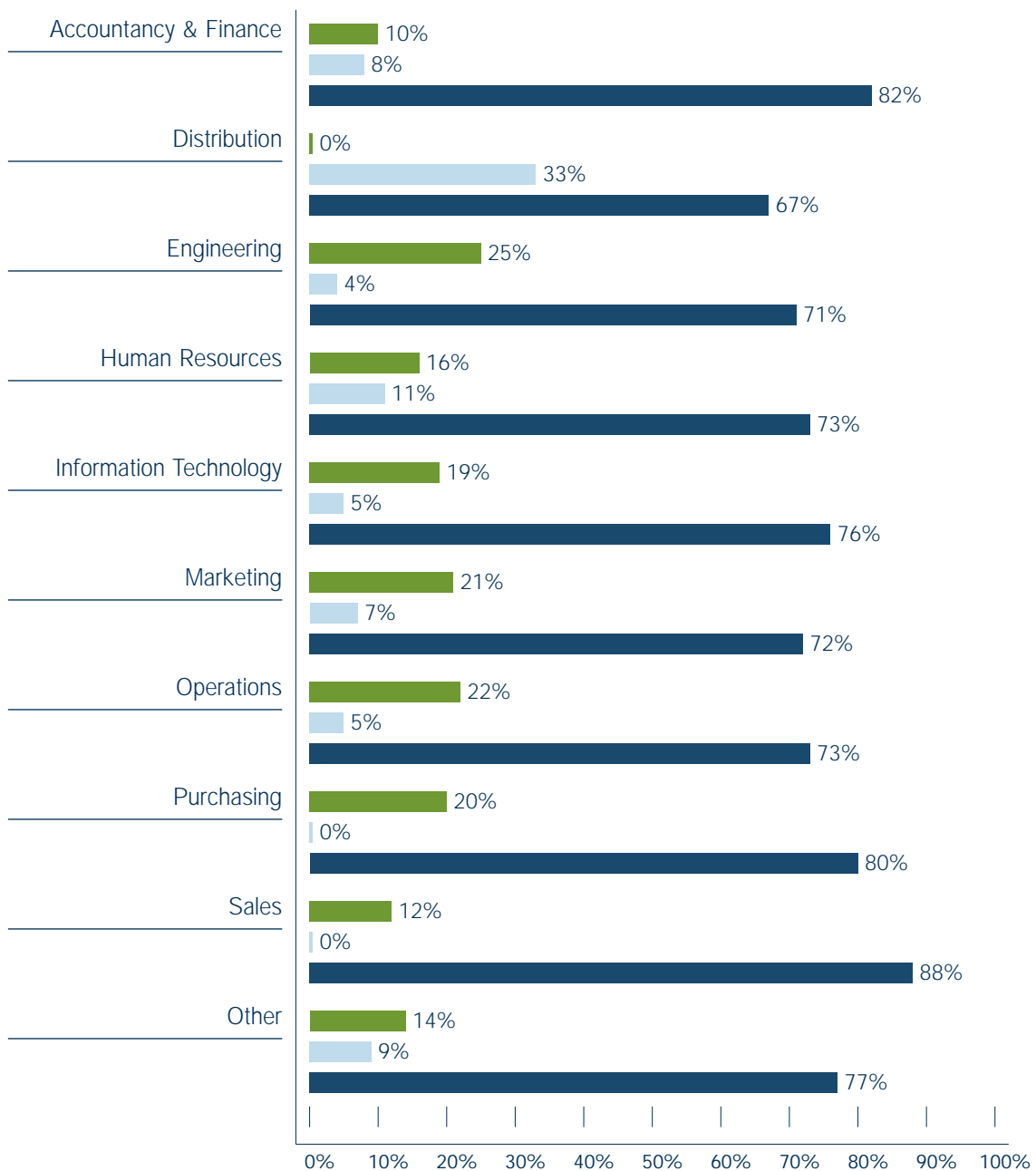
9. In the next 12 months, do you expect your use of temporary | contract staff to....



LEGEND

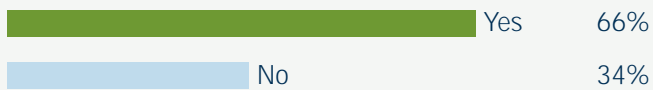
- Increase
- Decrease
- Remain the same

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	39%	14%
Distribution	5%	1%
Engineering	18%	12%
Human Resources	6%	3%
IT	14%	5%
Operations	23%	10%
Purchasing	5%	1%
Sales & Marketing	19%	10%
Technical	18%	10%
Other	17%	6%

MARKET OVERVIEW & TRENDS | HUMAN RESOURCE TRENDS

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

■ Increased 32%
 ■ Decreased 5%
 ■ Stayed the same 63%

If increased, by how much?

	Per Week	Month End	Year End
None	12%	30%	32%
5 Hours or Less	45%	19%	9%
5 – 10 Hours	33%	30%	15%
More Than 10 Hours	10%	21%	44%

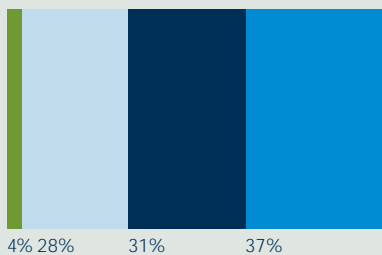
13. For non-award staff in your organisation, are overtime | extra hours worked...

■ Paid 25%
 ■ Unpaid 75%

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

■ Yes 2%
 ■ Sometimes 50%
 ■ No 48%

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



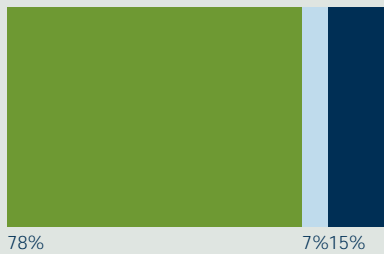
LEGEND

- 4% Stay less than 3 months
- 28% Stay 3 – 12 months
- 31% Stay longer than 12 months
- 37% Leave anyway

ACROSS ALL INDUSTRIES

MARKET OVERVIEW & TRENDS | ECONOMIC OUTLOOK

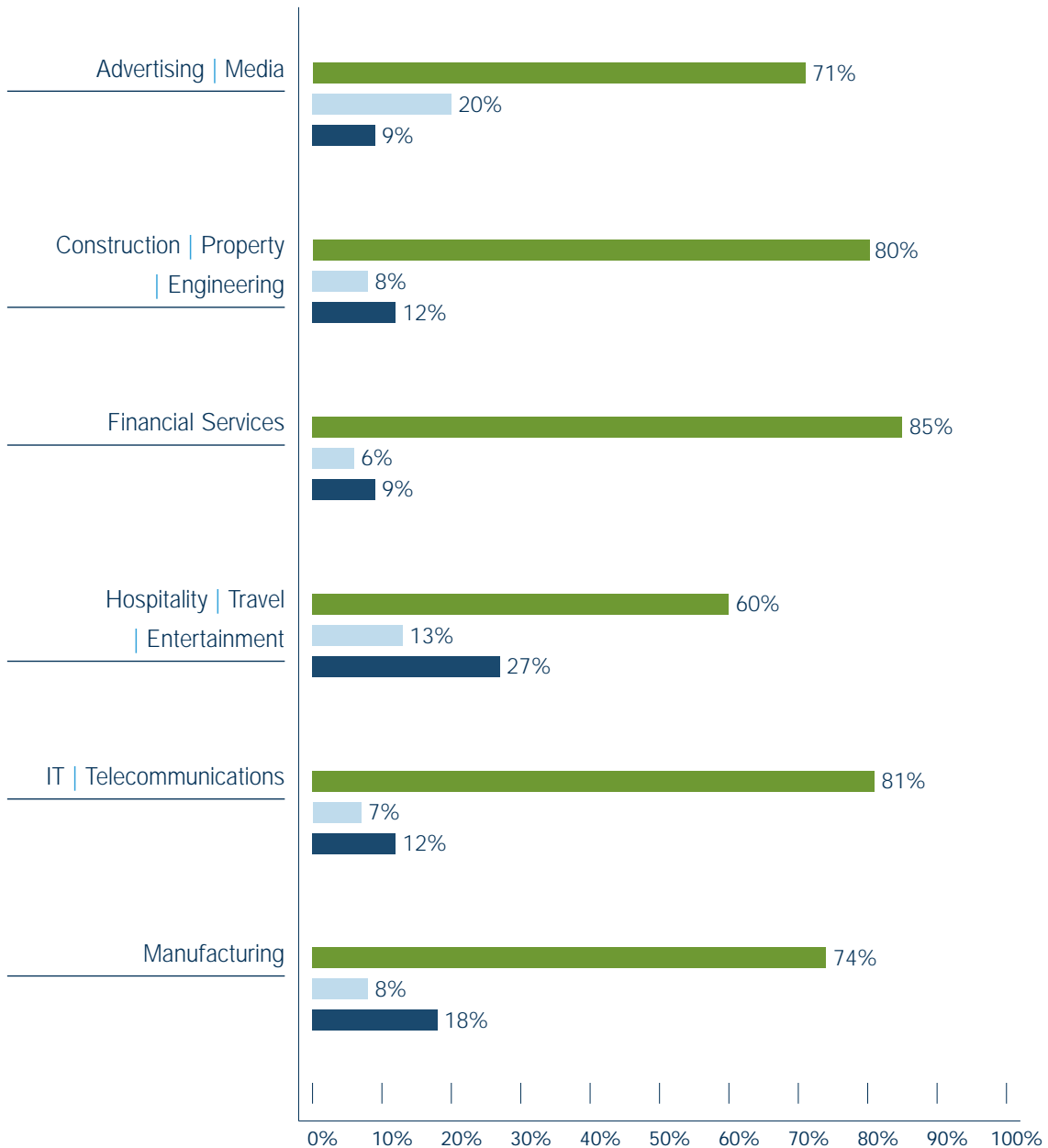
15. In the past 12 months, has business activity increased | decreased for your organisation?



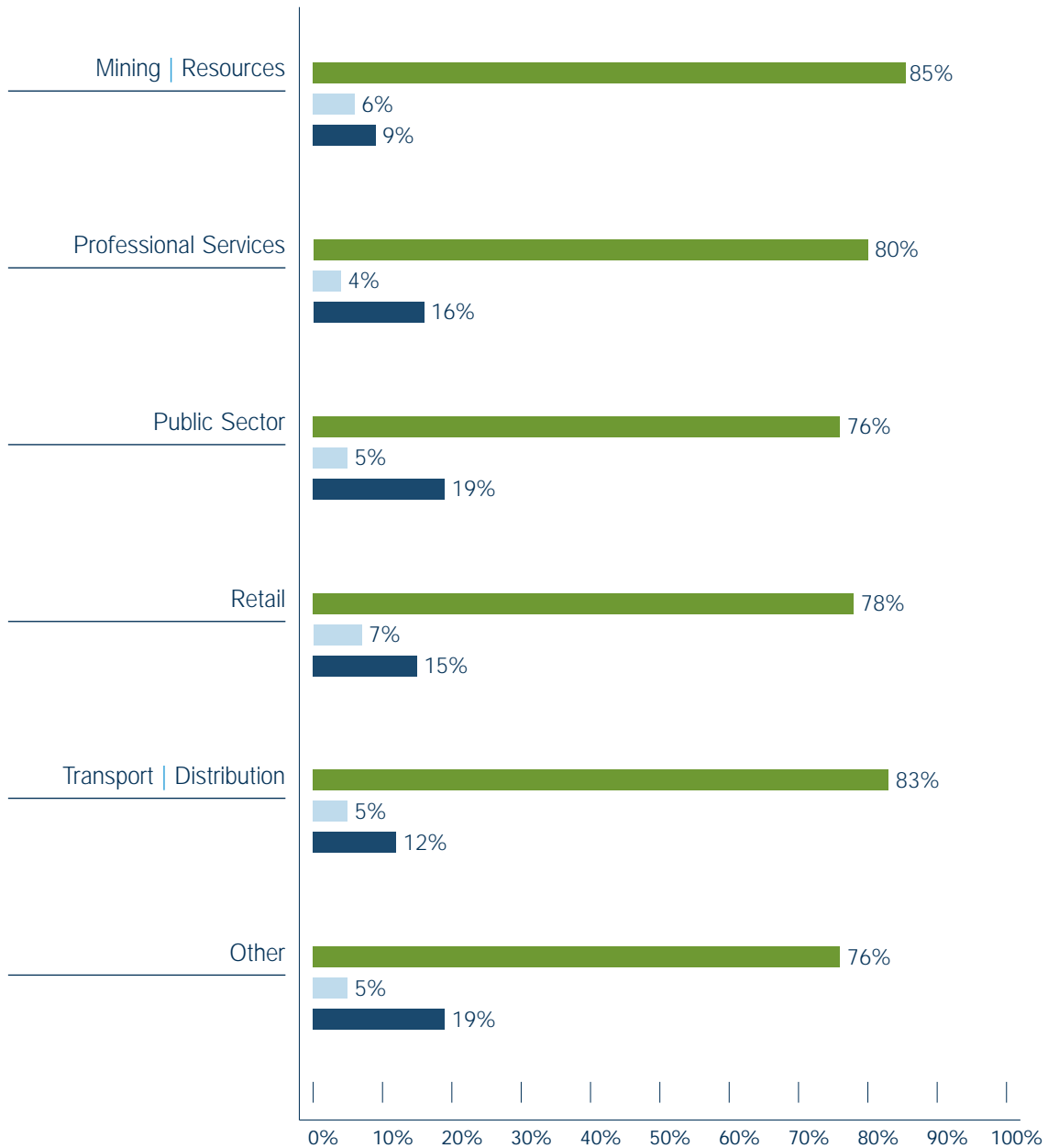
LEGEND

- Increased
- Decreased
- Remained the same

ACROSS ALL INDUSTRIES



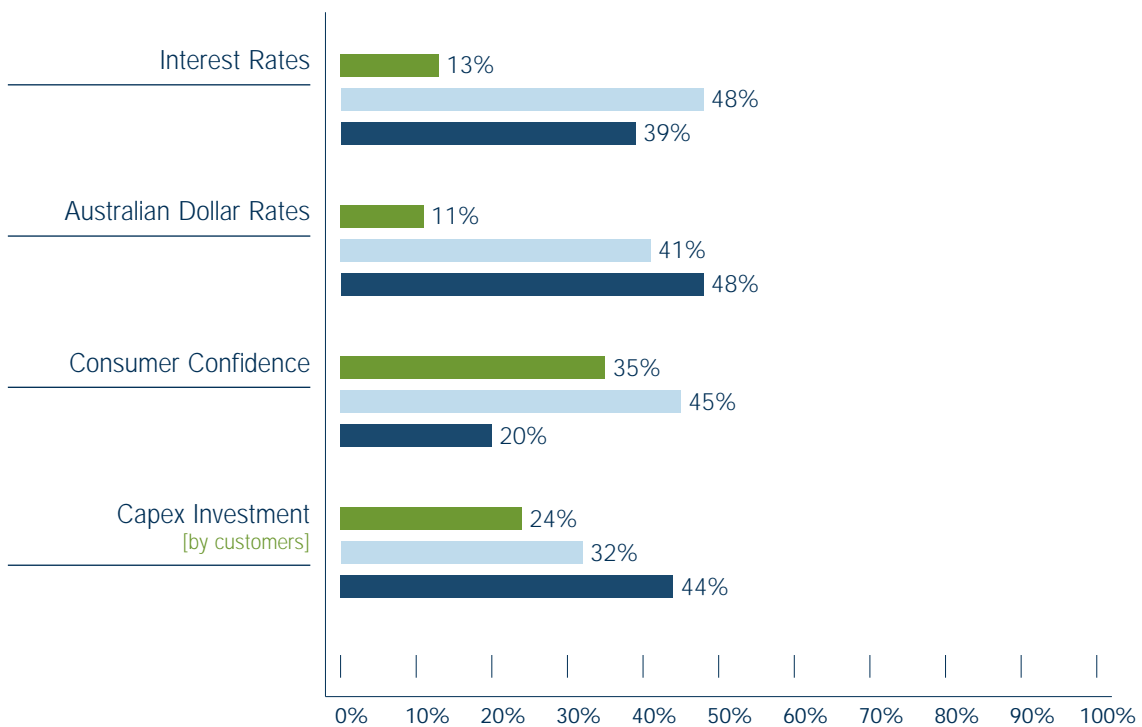
15. In the past 12 months, has business activity increased | decreased for your organisation? *continued...*



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 22%
- Static 47%
- Weakening 31%

*This data was collected during March 2008.