

WORKOUT

Hays' Annual Salary Guide has found Australians are receiving very small pay rises, with little optimism on the horizon for big increases.

The latest guide, which surveyed close to 2.9 million employees internationally, found 56 per cent of employers in Australia increased salaries by less than 3 per cent last year while 22 per cent gave increases of between 3 per cent and 6 per cent. The survey found 65 per cent of employers were planning to increase salaries by less than 3 per cent in their next review, and that 68 per cent expected business activity to increase in the next year.

Hays Australia and New Zealand managing director Nick Deligiannis says 36 per cent of employers expect to increase permanent headcount and 68 per cent expect business activity to rise. Salaries will remain stable, but there will be a long-term pick-up in salaries.

Leaders online

A Brisbane-based company has launched what it claims to be a world-first online leadership development tool that uses psychometric testing to determine a person's leadership style and maps personalised training plans to boost their skills.

Pdtraining managing director Paul Findlay says the Leadership Development Companion uses a 15-minute personality profile to map how comfortable a person is in undertaking leadership functions, and then plots results against specific training courses.

"We know a leader's time is important so our aim was to develop an analytics-packed tool that was quick and easy," Findlay says. "We also know leadership development is an ongoing challenge for HR departments because there are many competing tensions at play."

He says the cost of leadership development can be significant and, while it can be key to a company's success, it can be difficult to identify what steps to take to improve leader pools.

Counter offers



Paul Findlay

offering, despite being an ineffective retention method, is being increasingly used as the tool of choice by employers as they struggle to hold on to talent in a rebounding market.

NSW director Sean Roocroft says that, as many employers remain stuck in the defensive mode they adopted last year, counter offering returned with a bang this year.

"Employers have been caught out by how quickly the market is now moving, particularly around IT projects such as security, mobility and digital," Roocroft says.

"Candidates are in short supply and employers don't want to let them go, although relying on a counter-offer strategy is not effective and very costly."

Roocroft says by the time an employer has a resignation letter or finds themselves in a counter-offer situation, the employee is already lost.

He says employees who accept a counter offer tend to leave the organisation within 12 months.

Upfront mentoring

The 2014-15 Workforce Management Trend Survey has found mentoring is a leading trend in new hire best practices.

The survey found companies using mentoring programs while recruiting can garner higher employee job satisfaction and performance as well as decreased turnover.

Workforce Software Australia marketing director James Kissell says a mentorship program engages the employee in the organisation's culture and the advantages of integrating mentorship into hiring are on-the-job training, capturing knowledge and expertise of senior employees, and the increased security that