



**Media release: 15 June, 2009**

## **PAY RISES EXPECTED THIS FINANCIAL YEAR**

*More than a third said they will walk if they don't get a pay rise*

*Most people need a five per cent pay rise to keep up with expenditure*

*CareerOne.com.au offers 10 tips on how to pitch for a successful pay rise*

A survey by national employment site CareerOne.com.au has found that 57 per cent of workers expect a pay rise this year and despite current economic conditions 41 per cent will look for another job if they don't get one.

The CareerOne.com.au survey completed by 850 respondents found:

- Two thirds of respondents said they require a pay increase of five per cent or more to keep pace with their current expenditure.
- The most popular non-financial rewards respondents want in lieu of a pay rise are training and development (31 per cent) and flexible working hours (25 per cent)
- Almost 40 per cent of respondents said that their company communicates the pay rise process poorly – employees don't know how, why or when they will get a pay rise
- 24 per cent of respondents are afraid to ask their manager about a pay rise especially given the current economic climate
- Almost three quarters (71 per cent) said they would work a shorter week to save their job.

CareerOne.com.au editor, Kate Southam said that the pay rise process was a tightrope for employers and employees this year.

"With so much being asked of employees it is important employers find a way to recognise people even if it isn't in cold, hard cash.

"While the global financial crisis is putting pressure on businesses nationwide, through redundancy programs, employees are working harder to cover the gaps.

"At the very least, employers need to be as honest as they can be about the budget for pay increases and the process of reviewing pay and awarding pay rises.

"This way, expectations can be managed and negotiations for non-monetary rewards can be worked through.

"For some people a small increase is better than no pay rise at all. Or an employee might value a training course more than a few extra dollars in their pay packet.

"For the employer, training usually comes from a different budget than salaries.

"Our survey also showed people value flexibility with many prepared to work shorter weeks to save their jobs."

CareerOne.com.au's advice on how to pitch for a pay rise successfully:

1. Don't just sit back and expect a pay rise.
2. Let the boss know you will be making a case for a pay rise in writing.
3. Next document your achievements.
4. Compare what you do in reality to your job description to demonstrate what you do beyond what you get paid to do.
5. Include any extra responsibilities due to redundancies.
6. Research salaries by checking with a recruitment consultant and the surveys in the Salary Centre on CareerOne.com.au
7. Let the boss have your pitch and give him/her time to read through it alone.
8. If the boss doesn't set up meeting time, follow up.
9. When asking for pay rise stay calm. Don't whine or threaten.
10. Have a list of non-monetary rewards ready in case there is no money for a pay rise.

-ends-

**For more information, please contact:**

Vida Redoblado – CareerOne.com.au

(w) 02 8114 7325

(m) 0401 435 309

(e) [vida.redoblado@newsdigitalmedia.com.au](mailto:vida.redoblado@newsdigitalmedia.com.au)

To visit CareerOne.com.au's Salary Centre: <http://www.careerone.com.au/news-advice/salary-centre>

**About CareerOne.com.au:**

[CareerOne.com.au](http://www.careerone.com.au), one of Australia's leading digital employment brands, is a 50/50 joint venture between News Limited and Monster Worldwide.

CareerOne.com.au successfully integrates the print and online strengths of News Limited newspapers, News Digital Media and Monster.com, creating a leading recruitment service with national and international reach.

With jobs listed on-site and an unrivalled collection of career advice, articles, and resources, CareerOne.com.au provides first-class information and support tools for people looking for jobs wherever they are at in their career

CareerOne also provides advertisers a cost effective range of flexible advertising opportunities, including job listings, display and location based advertising and sponsorship of e-newsletters and job alerts.