

NorthEast JOBS

Circulating in Wangaratta, Myrtleford, Bright, Mt Beauty, Beechworth, Yackandandah, Rutherglen, Chiltern and districts

To place an ad, phone 5723 0101 or email classifieds@nemedial.com.au

www.northeastjobs.com.au

'Tug of war' over salaries: Will you receive a pay rise this year?

MORE employees will receive a pay rise this year than last, but it will be a less significant increase than they hoped for.

According to the FY 2019/20 Hays Salary Guide, based on a survey of more than 3400 organisations representing over 4.7 million employees, 90 per cent of employers will increase salaries in their next review, up from 87 per cent who did so in their last review.

However, the value of these increases will fall.

Almost two-thirds (65 per cent) intend to raise salaries at the lower level of three per cent or less, up from 57 per cent who did so in their last review.

At the other end of the scale, just four per cent of employers, down from nine per cent, intend to grant pay increases of more than six per cent.

The number of employers who will increase salaries at the mid-level, between 3-6 per cent, remains unchanged at 21 per cent.

Not all Australians will receive equal

salary rewards either.

Advertising and media tops the list of most generous industries, with 15 per cent of employers planning to award salary increases of six per cent or more in their next review.

This is followed by IT & telecommunications (11 per cent), construction, property and engineering (seven per cent) and professional services (six per cent)

Professionals prioritise a salary increase

For their part, 27 per cent of the more than 1600 professionals Hays also spoke to expect no increase whatsoever and a further 41 per cent expect three per cent or less.

Yet while these professionals anticipate little or no increase, they're not going to sit idly by and accept it.

In fact, more than half (57 per cent) say a salary increase is their number one career priority this year.

46 per cent intend to achieve this by asking for a pay rise, while others are

looking elsewhere – 41 per cent of job-seekers say their uncompetitive salary provoked their job search.

Tug of war over salaries

"Evidently, the aggregate effect of several years of sedate salary increases is taking its toll and we're now seeing a tug of war over salaries," says Nick Deligiannis, Managing Director of Hays in Australia and New Zealand.

"On the one hand, we have professionals telling us they've prioritised a pay rise and are prepared to enter the job market to improve their earnings.

"On the other, employers tell us they want to add to their headcount and are being impacted by skill shortages, yet they plan to curtail salary increases."

"The resulting salary friction will lead to rising turnover.

"Already, one third (33 per cent) of employers say turnover increased during the last 12 months, while 40 per cent of professionals are either currently looking or planning to look for a new

job in the next 12 months.

"These professionals are responding to low wage growth by seeking external opportunities as a means to achieve the step-change rise they're looking for."

In other key findings, the 2019/20 Hays Salary Guide found:

Flexible work practices are the most common non-financial benefit offered – by 83 per cent of employers – ahead of ongoing learning & development (offered by 70 per cent) and career progression opportunities (62 per cent);

67 per cent of organisations offer flexible salary packaging. Of these, the most common benefit is salary sacrifice, offered by 55 per cent of employers to all employees. This is followed by above mandatory superannuation (offered by 37 per cent of employers to all their employees), parking (33 per cent), bonuses (27 per cent) and private health insurance (26 per cent);

Of the benefits offered to a select few employees, private expenses tops

the list, with 70 per cent of employers offering it to a hand-picked number of employees;

68 per cent of employers said business activity had increased over the past year, with 70 per cent expecting it to increase in the next 12 months;

47 per cent intend to increase permanent staff levels over the coming year;

70 per cent say skill shortages will impact the effective operation of their business or department in either a significant (28 per cent) or minor (42 per cent) way, up from 67 per cent last year;

54 per cent of employers are restructuring to keep up with changing business needs – the key driver of these restructures is a change in the required skill sets;

In skill short areas, 57 per cent of employers would consider employing or sponsoring a qualified overseas candidate.

Get your copy of the Hays Salary Guide by visiting www.hays.com.au/salary-guide.



ASSISTANT FARM MANAGER Hop Products Australia – Eurobin

Hop Products Australia is Australia's largest hop producer; growing, processing and packaging hops for customers around the world.

HPA are expanding and need an additional Assistant Farm Manager for our Rostrevor Hop Gardens, located in Eurobin. You will work closely with the Farm Manager to help coordinate and plan our annual crop production activities. Hands on experience in crop production is essential. You will assist with land preparation, establishing the crop, irrigation and pest management, through to harvesting and processing the crop. You will spend time in the paddock working alongside and coordinating farm crews but also in the office on admin tasks to assist the Farm Manager.

Your Knowledge, Skills and Experience:

- Experience in the agricultural industry, preferably in a farming environment
- Crop production (we can teach you about hops!)
- Soil, pest and disease management, irrigation, fertigation and harvesting
- Supervisory and leadership skills, highly organised, good problem solver, initiative
- An understanding of Safety and Quality control systems in Agriculture
- Experience using Microsoft office
- Qualifications in Agronomy/Horticulture are preferred

To apply email your resume and cover letter to nick.leitch@hops.com.au or to request the Job Description contact Nick Leitch (HR Manager) on 0409 136 095.

Applications close Sun 7 July.

northeastjobs.com.au

Important Notice

Discrimination in Advertising is Unlawful

The Victorian Equal Opportunity Act 2010 makes it unlawful for an advertiser to show any intention to discriminate on the basis of sex, pregnancy, race, age, marital status, political or religious belief or activity, industrial activity, parental or career status, physical features, disability, lawful sexual activity/sexual orientation, HIV/AIDS status or on the basis of being associated with a person with one of the above characteristics, unless covered by an exception or granted an exception under the Act. As we could be legally liable if we print an unlawful advertisement we will not accept advertisements that appear to break the law. For more information about discrimination in advertising, contact your legal advisor, the Equal Opportunities Commission on 1800 134 142.



IT'S TIME FOR A CHANGE!

Project Officer (Civil Infrastructure)

We're seeking a Project Officer to join our team to manage infrastructure projects from concept to completion, delivering exceptional outcomes for our community.

Planning Officer

Alpine Shire is one of Victoria's most popular and fastest growing regional locations. Join us to provide specialist planning services that enhance the liveability of our communities.

Maternal Child Health Nurse Coordinator and MCH Nurse opportunities

Are you a qualified MCH Nurse ready to deliver the best possible outcomes to our families and community? Come and join our team.

Apply now at www.alpineshire.vic.gov.au/employment



An opportunity to join the Moira team and develop your career with an innovative leader committed to delivering excellent services.

Position: Recycling and Waste Project Officer (Full Time)

Location: Cobram, Victoria

Salary: \$76,802.16 per annum + 9.5% Superannuation

For further information about the above positions, visit moira.elmotalent.com.au/careers/Moira/jobs.

Moira Shire Council is an Equal Opportunity Employer offering flexible work arrangements for employees in a family-friendly work place.

Moira promotes a workplace that actively seeks to include, welcome and value the contributions of all people and encourages people with a disability, Aboriginal Australians, young people and people from culturally diverse backgrounds to apply.



Reflex Glass Wangaratta have the following positions available:

• Glazier / Joiner

(Experienced in general glazing and fabrication - Domestic and Commercial)

• Joinery Apprenticeship

Excellent work conditions and remuneration for the right candidate.

To arrange for an interview please contact the Office on (03) 5721 3533 during business hours.



The Centre has an exciting opportunity for two enthusiastic staff members to join our expanding team:

Project Manager - Finding Strengths

Program Coordinator - Community Programs

To access the position descriptions, guidelines, and key selection criteria please visit: thecentre.vic.edu.au/careers or call 5721 0200

Applications Close: 5pm Friday 5th July

The Centre is a Child Safe Organisation, an Equal Opportunity employer and pays Above Award wages

www.thecentre.vic.edu.au

Jobs at Indigo



Roads Maintenance Worker (2x positions)

- 1x Yackandandah location
- 1x Rutherglen location
- Permanent, full-time
- \$55,674 - \$59,452 p.a. + super

Applications close 4pm, Friday 28 June 2019.

Visit www.indigoshire.vic.gov.au/jobs to download the position's recruitment kit, and to view instructions on how to apply.

Phone 1300 365 003
www.indigoshire.vic.gov.au

Nortons North East Plumbing Supplies

Qualified plumber required for an immediate start.

Above award rates, and other benefits to the right applicant.

Applicants duties relate to all types of general plumbing, heating/cooling, drainage, roofing and appliance installation.

Must be able to work in a team environment.

Resume may be forwarded to:
Email: admin@nortonsps.com.au
Address: 86 Greta Rd
Wangaratta 3677
Telephone: 03 5722 2325



Catering Officer

Alpine View Children's Centre is a not for profit Child Care Centre located in the picturesque town of Bright.

We are currently looking to add a passionate and enthusiastic Catering Officer to our team. The suitable candidate would bring with them a high level of experience, with a focus on providing healthy, nutritious and attractive meals.

Position: Permanent Part time 35 hours per week - Monday to Friday

The successful candidate will have:

Working with Children Check, Experience in Class 1 kitchen, Certificate of "Use Hygiene practices for food safety" (or equivalent) and a Certificate in catering or equivalent (is desirable)

If you are interested in this position, please contact Leah on 5750 1367 or email lwilliams@alpinechildrensservices.asn.au. We look forward to meeting you.

Applications Close Friday 28th June 2019

northeast jobs.com.au

To book your ad, call
5723 0101