

The Institute of Managers and Leaders

# NATIONAL SALARY SURVEY

Supporting Australian  
businesses for over 50 years



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IML's National Salary Survey (NSS) is an unbiased up-to-date report of Australian remuneration information across various industries and job families. Optimised for commercial use, the NSS allows businesses to attract and retain the right talent.

For the last 54 years, the NSS has been supplying Australian organisations with invaluable market salary data and key industry insights to ensure business decisions can be made with confidence and quality staff stick around longer.

As part of the survey process, data representing more than 25,000 employees is collected from hundreds of organisations across Australia to profile a wide range of business sectors and positions, so you have a competitive edge in the battle for quality employees.



# Why do you need a Salary Survey?

Salary surveys serve two purposes within an organisation:

- **INTERNAL**

They ensure that the organisation is equitable, remuneration decisions are backed by insights, the staff benefits are in-demand and beneficial, and that the right people are working within your organisation

- **EXTERNAL**

Salary surveys are important to your organisation to stay competitive, up-to-date and doesn't get left behind in the industry

## More than Salary data

Data covering HR policies & benefits:

- Salary forecast, help plan for the future
- Learning and development
- Flexible working arrangement
- And so much more!

You will also receive additional reports throughout the year as part of your National Salary Survey package: **Staff Retention Report:** benchmark your staff turnover rates against state, industry and organisation size averages and discover strategies that you can implement to keep talented staff. **Gender Pay Report:** ensure pay equity in your organisation, give potential candidates another reason to choose you over your competitors and help fight the gender bias.

HIGH EMPLOYEE TURNOVER ISN'T JUST DISRUPTIVE AND POTENTIALLY DAMAGING FOR YOUR WORKPLACE CULTURE, IT'S A HIGH COST TO THE BUSINESS TOO. NEW IML RESEARCH HAS FOUND IT COSTS AN AVERAGE OF \$22,135 TO ATTRACT, HIRE AND TRAIN A NEW STAFF MEMBER.

# An impactful industry resource



Remuneration benchmarking



HR policies and benefits



Trends and forecasts

RELIABLE DATA FROM:

25,000+

Employees

400+

Companies

250

Positions

8

Job families

## Using the National Salary Survey



**Attracting talent**

Offer competitive salary packages



**Staff retention**

Keep your staff from going to competitors



**Promotions and new roles**

Reward staff with the right promotion salaries



**HR policies and practices**

Set up in-demand HR infrastructures

## Customisable online data for your business

The NSS online portal allows you to drill down deep into our salary data so you can tailor the information around your specific business needs.

DRILL DOWN INTO:



Job Department



Region



Company size



Turnover bracket



Industry

## CASE STUDY

# Mrs Mac's recipe for staff retention

Founded in the 1950s, Mrs Mac's has grown from being a humble bakery to become a household name. Today, Mrs Mac's produces over 100 pastry products each year, employs a team of over 300 with an average staff tenure of 7 years.

"We use the NSS as a key part of our annual review process to make adjustments to salaries, ensuring that we're market competitive but also internally aligned. If there have been job changes we use it to see what a job is worth; if we're recruiting for a new position, we use it to determine what someone will be paid.

"We've also used the NSS to make sure there are no discrepancies in salaries giving our Management team and Board the peace of mind that we're an equal opportunity employer.

"I find that the survey also helps during conversations with employees who may be requesting a raise. Salary is someone's livelihood and linked to their self-worth – so employees really need to feel like they've been listened to, and given an answer that has a credible basis. With the NSS, I feel confidence in the recommendations I make.

"Compared to other surveys, it's also a cost-effective solution (plus it's updated twice a year), so we can afford to access reliable salary information that's always current."

- Toni Gray, HR Manager, Mrs Mac's



# Pricing structure

2018 NATIONAL SALARY SURVEY	DESCRIPTION	COST (GST INCLUSIVE)
Individual Position	Select one position	\$250
5 Position Package	Select five positions (salary contribution for the same five positions required)	\$600
NSS (Contribution rate)	Entire report (salary contribution required)	\$1,500
NSS (Standard rate)	Entire report	\$3,500
IML Member rate	Entire report	\$2,500

## Why contribute to the NSS?

Contributing to the NSS ensures that the data is an accurate reflection of the Australian workforce and business landscape year on year. The more contributions the NSS receives, the richer the data and wider the range of incomes the report will encompass.

That's why you'll be rewarded when you contribute to the NSS. Receive a significant discount on the report when you contribute, saving up to \$2,000.

# Back your business decisions with the National Salary Survey

To speak to an NSS consultant today get in touch on:  
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1300 362 631



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