

Press release
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A fifth of Australians would look for a new job if they don't receive a pay rise

- 44% of Australian office workers plan to ask for a pay rise.
- 47% say the main reason to ask for a rise is because their salary hasn't grown with their job duties and responsibilities.
- 19% would look for a new job if they asked for a salary increase at their current employer but did not receive one.

Sydney, 26 May 2016 – Independent research from specialised recruiter [Robert Half](#) reveals that almost half (44%) of Australian office workers plan to ask for a pay rise this year and a fifth (19%) would look for a new job if they were denied a salary increase.

The results of this survey reveal that Generation Y are more willing (57%) to ask for a pay rise compared to Generation X (46%) and the Baby Boomer generation (30%).

When asked what the main reason is for requesting a pay rise, almost half (47%) state that their salary has not evolved with their job duties and responsibilities. A quarter find a salary increase necessary to support their lifestyle, while 14% say their salary doesn't align with the market rate in the industry. Finally, more than one in ten (12%) say they need a rise to cover basic living needs.

David Jones, Senior Managing Director Robert Half Asia Pacific said the following: *"With as many as 56% of Australian office workers saying they are more confident in their job prospects compared to one year ago, there is a growing confidence among workers about their future employment prospects."*

"In the current market, employees generally know their market value and will take this into account when they come into contact with new job opportunities and when they are negotiating salary increases."

"Businesses recognise the importance of salary increases to keep talent within the company. Having a competitive remuneration policy is a critical priority for businesses today," **David Jones** said.

It can of course happen that an employer decides not to grant a wage increase. In that case, 35% of Australian office workers would wait until the next performance review to ask again for a salary rise. Nearly three in ten (28%) would request an alternative, such as non-financial benefits or a different role that pays more. Almost one fifth (19%) would take more drastic measures and would look for another job if they get a no.

If you asked for a salary increase at your current employer but did not receive one, what would be your next move?

Wait for next performance review to ask again for a salary increase	35%
Ask for something else (like more benefits, or a different role that pays more)	28%
Look for a new job	19%
Complain to someone other than my boss (e.g., co-worker, friend)	3%
Other	2%
Do nothing	13%

Source: independent survey commissioned by Robert Half among 1,000 Australian office workers.

"Not getting a pay increase does not necessarily mean the end of the negotiation. There are several alternatives to a salary increase. Just think about non-financial benefits or flexible working hours. By proposing an alternative employees can increase the likelihood of achieving a positive outcome."

"It is important, however, for employees to determine why they haven't received a pay rise and - if possible - address with their employer about what is required to achieve one in the future," **David Jones** said.

"No, you do not get a salary increase." - 5 tips to cope with a 'no'

- 1. Remain professional** - No matter what your plan is if you do not get a pay rise, always act professionally. It is important not to hurt your manager's trust and to keep the door open for a future discussion on wage increases. Jokes and empty threats are definitely not appropriate.
- 2. Look for creative alternatives** - No pay rise? That does not mean you cannot get a better overall remuneration package. You can, for example, ask for additional holidays, flexible working hours and better/more non-financial benefits. Many companies would grant these extras more easily than a (permanent) wage increase.
- 3. Put yourself in the shoes of your manager** - Try to take into account external factors such as the overall business results and the pressure that your leadership is facing. Perhaps there is temporarily no room to grant wage increases. By asking open questions during the discussion you can find out more about the underlying reason for the decision and take action from there.
- 4. Time for self-reflection** - This is a perfect opportunity to reflect on how you evaluate yourself as an employee. What projects have you managed successfully the past year? What problems did you encounter and what was the main reason? By asking yourself these questions, you can easily pick up on your manager's expectations and your own objectives.
- 5. Look ahead** - Do not feel discouraged if the answer is 'no'. Although you have not received a pay rise, this is a chance to explore how you can exceed the expectations of your supervisor. Set some clear goals with your manager and plan a follow-up meeting after a few months in order to discuss your progress and results. Who knows, you might get a pay rise faster than you think.

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Notes to editors

About the research

The study was initiated by Robert Half and was conducted anonymously by an independent research firm, among 1,000 Australian office workers.

About Robert Half

Robert Half is the world's first and largest specialised recruitment consultancy and member of the S&P 500. Founded in 1948, the company has over 325 offices worldwide providing temporary, interim and permanent recruitment solutions for accounting and finance, financial services, technology, and administrative professionals. Robert Half Australia has offices in Brisbane, Melbourne, Mount Waverley, Perth and Sydney. More information on roberthalf.com.au.

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[Vox Pop: What would YOU do with a salary increase?](#)

We've hit the streets to find out what people think about remuneration. We asked some questions, and had some interesting responses. Are your opinions the same or different? Watch this video and find out.



[How to effectively negotiate a pay rise](#)

Robert Half's Andrew Morris shares his tips for employees on how to negotiate a pay rise effectively. Watch this video and find out what you should be aware of when negotiating your salary with your manager.

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