

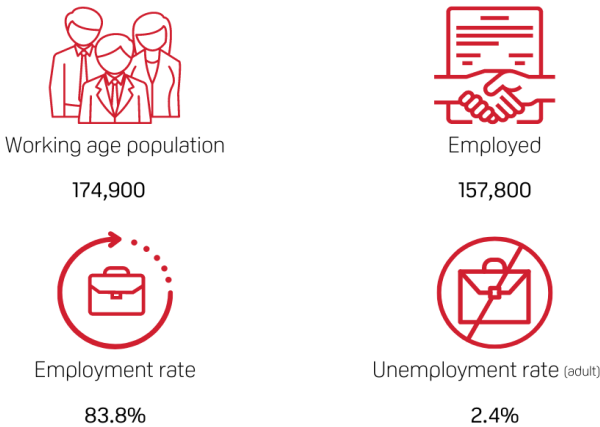
employment market trends

September Quarter, 2022

The September quarter really saw the “great job boom” come to a head. As a whole, the country continued to grapple with the crippling labour crisis. The August New South Wales ABS data showed job vacancy figures sat at 150,800 which was a 3.9% increase* on the prior quarter, highlighting the acute need for labour. Whilst businesses are trying to navigate the war on talent, their workers are exhibiting alarming levels of stress, with 42% feeling burnt out at work and one-third feeling overwhelmed because of their job**. On top of this, getting back in the office is still being widely negotiated with 1/3 of managers expressing their views on wanting their employees back in the office full-time due to inefficiencies**. The threat of employee disharmony and resignations is also a big part of the conversation.

Source: *ABS, Job Vacancies States/Territories ** Elmo , employee sentiment index report, Jul-Sept’22

Northern Beaches Labour Insights Aug '22



Market demand:

For the Northern Beaches it's still very much a case of more jobs than people, giving power to the job seeker. The Northern Beaches **unemployment is below the national rate, sitting at 2.4%***, so it's even tougher for recruiting businesses here on the beaches. Candidate attraction is key and engaging with recruitment partners has increased. Many Northern Beaches businesses are responding to the shortage by becoming more agile, considering transferrable skills, contract/temp assignments, flexible working models and one-time bonuses in a bid to attract and secure quality professionals their competitors can't.

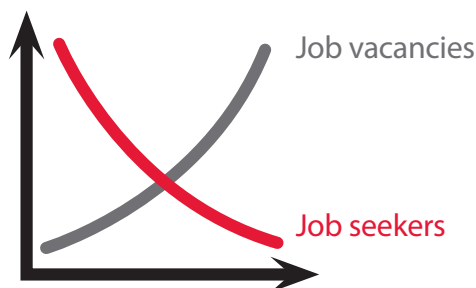
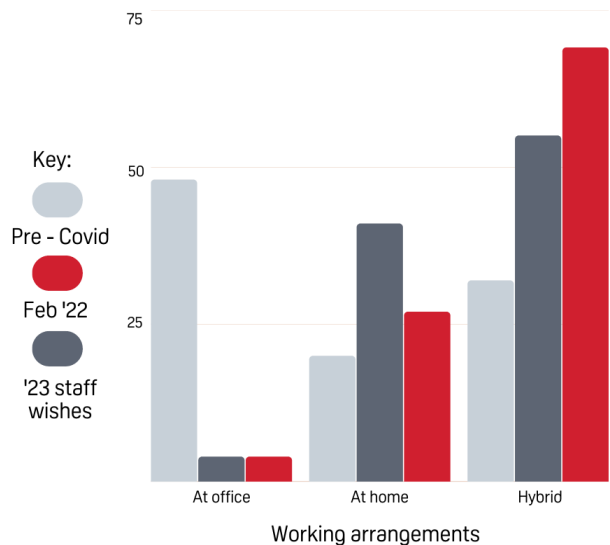
Projected growth:

In September we did see a little plateau in advertised job vacancies. However, the numbers are still strongly surpassing the same time last year, in some areas by 30%. Here at mme, we've noted a slight increase in job seeker activity in October. SEEK also recorded that applications rose in September for the second consecutive month, increasing by 3.5%, this being the largest increase for 2022*. The market has a long way to go to correct the supply vs demand imbalance and job seekers are still looking for stronger remuneration with salary leading the conversation. Business performance is in good health with all industries recording year-on-year increases in business turnover**. We envisage business growth will continue and job mobility will slowly improve, however the imbalance will still be felt for months to come.

Source: *SEEK News, Employment dashboard report, Sept '22 **ABS, Turnover rises, Aug '22

Trends:

NSW has seen a **4.5% increase in total wages paid in the fortnight to 17 September**. It could arguably be associated with companies reacting to the candidate shortage. Either they have secured new talent against their competitors at a higher rate or they are protecting their current staff or both. This increase is still short of the job seeker drivers as **professionals are looking for a 10-20%** salary increase before they'll commit to moving roles**.



The pandemic has had an extraordinary impact on our relationship to work and the workplace. Clearly demonstrated as the work-from-home debate is still on the table for many businesses. Employee resistance remains and companies are fiercely working on policies and creative ways to get their workers onboard with being happy in the office again.



The Job Seeker profile:

After some market testing, the job seeker has become more 'clued up' to their realistic value so their salary expectations have slightly softened. Job seekers are still experiencing a wide and sizeable selection of opportunities. This has lead many to commence the interviewing process with multiple employers, often keeping options open and managing the differing timelines by accepting and then declining jobs whilst waiting for their preferred offer.

Job seekers are being faced with not only counter bids but multiple bids from competing businesses. All employees are being targeted by headhunters, prompting a rise in counter offers as employees use these opportunities to secure better packages.

Expert Opinion:

The Northern Beaches is always a tighter candidate market than other areas with lower unemployment than the national average. However, we have seen a lift in applicant numbers and the rising interest rates and inflation are giving cause for businesses to rethink their needs in the Christmas quarter. Casual labour force numbers are on the rise with borders unlocked and backpackers flooding the beaches, so we may see a keen shift to this strategy whilst businesses wait out the next few months. It's still a wise idea to pipeline new hires, however, take the risk to secure great talent as always.



Source: *ABS, Wages Aust, Sept 17, '22 **SEEK, hiring advice '22, Graph Source: Financial Review, Work from home is here to stay, '22

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