

safesearch™

A ManpowerGroup Company

JUST RELEASED!

2020/21
HEALTH, SAFETY & ENVIRONMENT
REMUNERATION SURVEY



AIHS

Australian Institute
of Health & Safety

Welcome

Ryan McLoughlin

Regional Manager – Safesearch and
Manpower

Introduction and Housekeeping



Market Overview

Andrew Morris

General Manager, Manpower/Safesearch



About ManpowerGroup



ManpowerGroup™

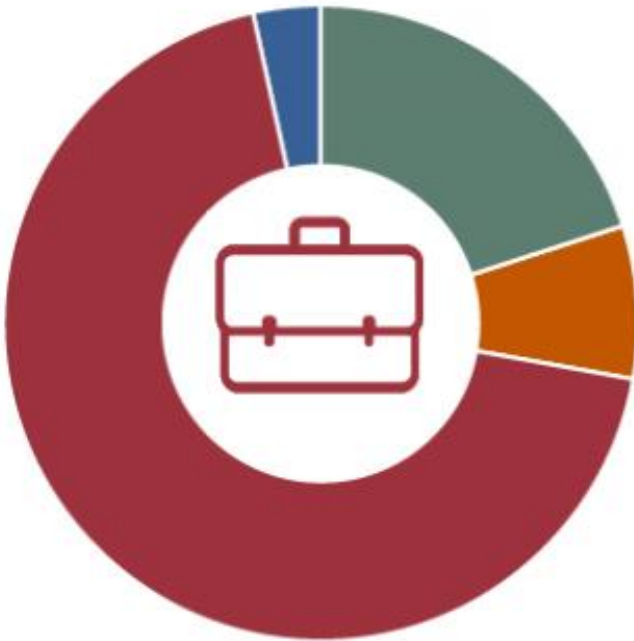


Current Market

- Unemployment rate 6.6%
- Opportunities
- Challenges



Optimistic Outlook



Safesearch Remuneration Survey

- **Why is it important**
- **Covid Impact**
- **Remuneration Summary in Australia**
- **Summary of Key Findings**



Why important?

Company/Manager/Team

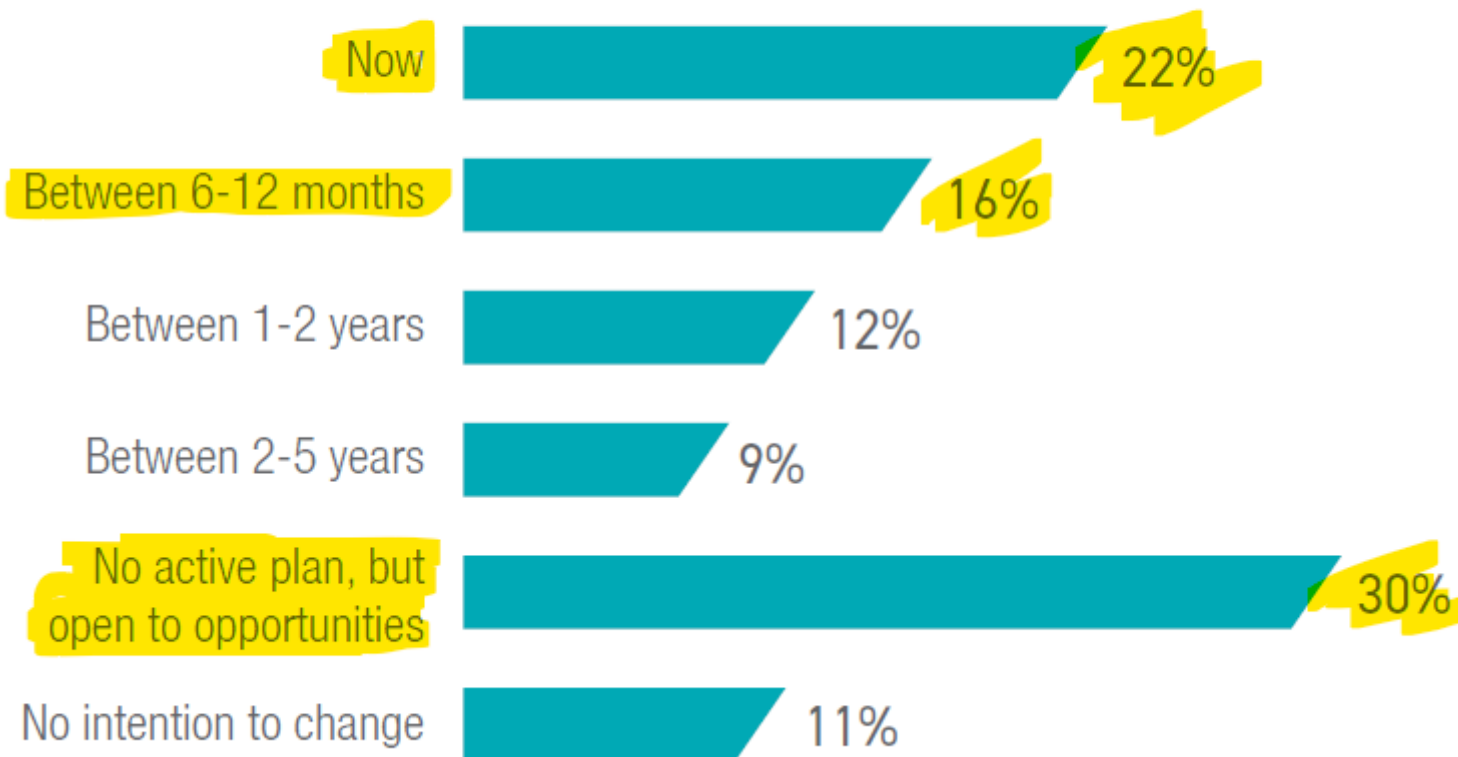
- Know where you stand
- Shape your Employee Value Proposition

Individual

- Motivations for choosing an Employer - Salary only one factor
- Up to 68% open to a move in next 12 months



If you were to consider a position change, when would you be looking to do so?



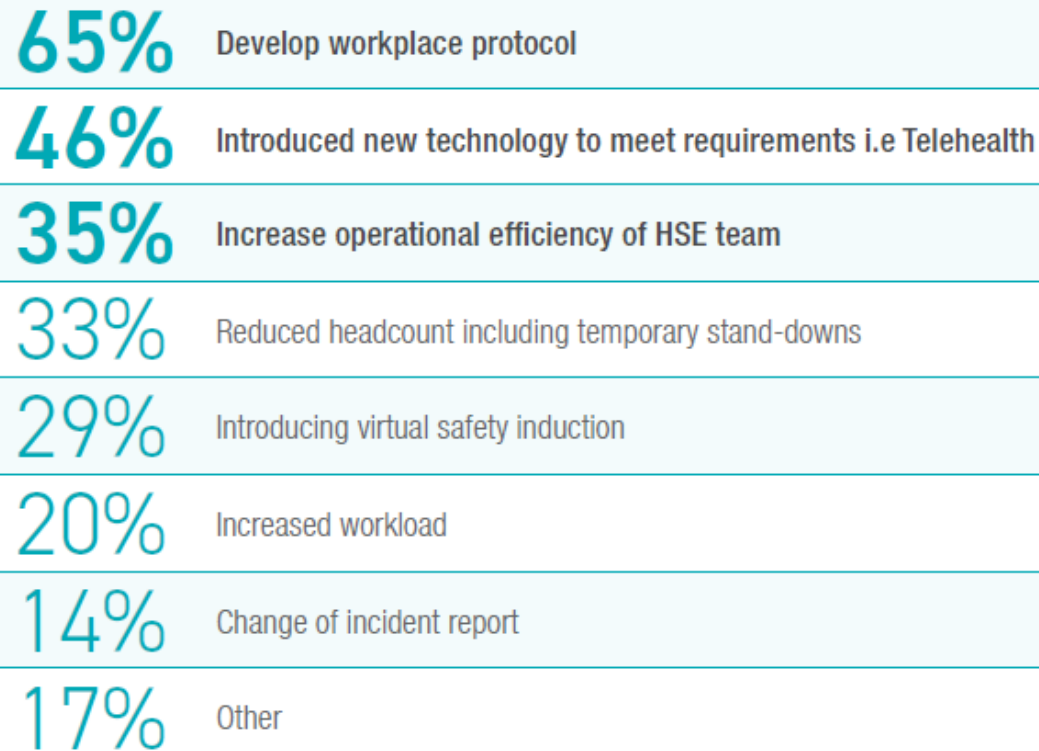
Covid Impact

- Data collected in the middle of Covid-19 pandemic



HSE Covid Impact

What are the main ways COVID has influenced your HSE function?



Working from Home

With many employees working from home, what challenges have you faced managing workplaces (homes)?

69% Mental health & wellbeing

65% Ergonomic set-ups

60% Isolation

50% Ability to communicate effectively with workforce

30% Negative/positive impact from others in home

21% General hazards

12% Increased exposure to domestic violence

16% Other



Ongoing Key processes

As part of your company workplace safety, what key processes would you like to see implemented post Covid?

60% Option to work from home to remain

57% Flexible work options

40% Work from home if employee shows any signs of sickness

31% Social distancing (aligned to government policy)

22% Better work from home support - checklists, ergonomic support, technology

18% Staggered work shifts

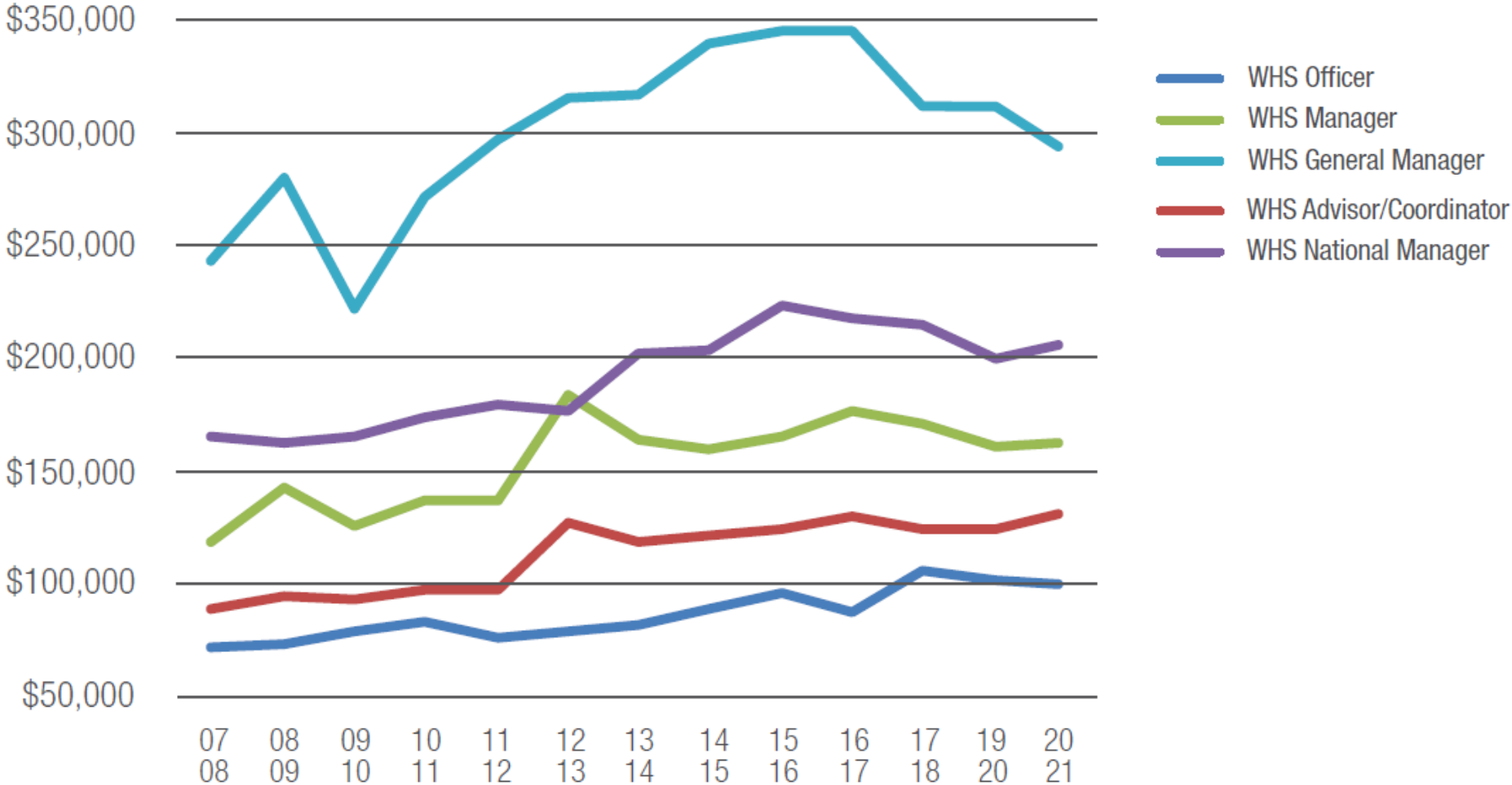
17% Virtual safety inductions

14% Distance between workplace

3% Other



14 year Analysis – WHS



WHS Officer/Coordinator

Lower Quartile: \$89,429

Avg: \$100,860

(<1% decrease YOY)

Upper Quartile: \$117,594

WHS Coordinator/Officer

Role Expanding:

- Supporting more sites
- “No Direct Reports” (74% v 85% in 2019)
- Less Experience listed (55% listed 6+ years exp v 73% in 2019)
- Higher proportion of females (48% female v 40% in 2019)



WHS Advisor/Business Partner

Lower Quartile: \$114,975

Ave: \$131,293

(6.2% increase YOY)

Upper Quartile: \$140,900

WHS Advisor/Business Partner

Bigger roles:

- Higher percentage qualified (44% Diploma v 34%)
- Higher take home salary (inc incentives)
- Less access to incentives (30% v 49%)



WHS Manager

Lower Quartile: \$131,400

Avg: \$164,011

(4.1% increase YOY)

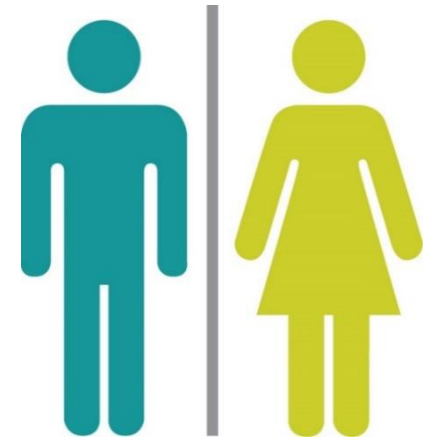
Upper Quartile: \$182,675



WHS Manager

Role expanding:

- Responsible for 100+ employees (73% v 61%)
- One in three (32%) respondents is female
- Females on average are earning 14% less than their male counterparts.
- On average 4.1% increase in take home



WHS National Manager

Lower Quartile: \$165,238

Avg: \$205,904

(5.4% increase YOY)

Upper Quartile: \$224,141



WHS National Manager

- Remuneration has increased by 3.3%
(after three consecutive years of decline)
- Males have a:
 - Lower Fixed salary package (TFR Total Fixed Remuneration)
 - Higher Potential earnings through bonus/Incentive (TTR – Total Target Remuneration)
 - But Lower take home (TAR – Total Actual Remuneration)



WHS General Manager

Lower Quartile: \$229,403

Avg: \$288,328

(5.0% decrease YOY)

Upper Quartile: \$322,340



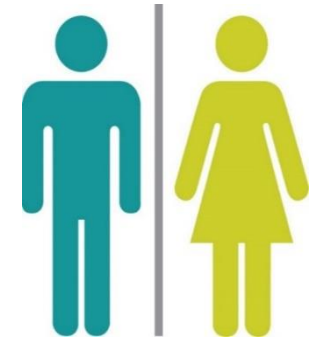
WHS General Manager

- Remuneration has slightly declined year on year since 2017/18 (currently at the lowest point since 2011 TAR)
- Almost 50% reporting into the CEO
- Two thirds receive a bonus, most hit 50% of their target bonus



Key Findings

- WHS Senior leaders showing their worth during Covid-19 response
- Developing pathways to Senior leadership



Key Findings

- Aging Workforce 50-59 (highest represented across all age ranges)
- More Mobility in workforce
- Education and Certification – increasingly important, particularly in more senior level roles



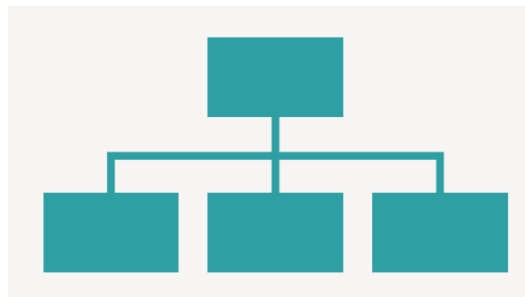
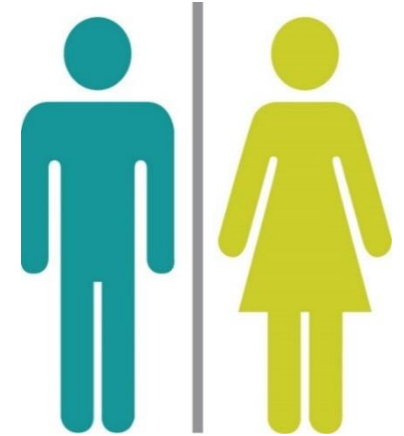
Key Findings

- Covid-19 impact – WFH, increased workload, broadened responsibilities at all levels
- Structure and payment of incentives/bonus have been impacted by COVID



Key Findings

- WHS is a well remunerated function
- Female Senior Leaders
- Development Pathways



Safesearch HSE Recruitment Specialists

Main Phone: 03 9663 5513

Rachael Drum

Senior Consultant

0435 858 469

rdrum@safesearch.com.au

Leighton Cantrill

Managing Consultant

0439 516 164

lcantrell@safesearch.com.au

Nicole Rogalsky

Senior Consultant

0455 673 611

nrogalsky@safesearch.com.au

Rhea D'Souza

Recruitment Specialist

0455 409 667

rdsouza@safesearch.com.au



