

Dear Readers

March proved to be an interesting month but despite a very nervous stock market both here and overseas, demand for HR Professionals has remained buoyant. It is a great time to be an HR Professional and your skills will be enhanced in good economic times as well as in bad, it is often the experience gained in both markets which round out your experience and gives a sense of perspective. Challenging economic times allow you to appreciate the really good times when they are here. So whatever your view of the Market, your experience will grow!

Don't forget HR Partners are here to help when you want to move or when you need to recruit for your HR team.

Regards,
Managing Director



Managing Director



HR Remuneration Trends

Courtesy of Hart Consulting Group

While the market is providing approximately 5% salary increases across the board, we find there are considerable variances in the rate of movements in reward for senior HR positions.

HR Executives earning in excess of \$200,000 fixed reward (base plus benefits) are in greater demand than less senior HR roles which has resulted in increases in remuneration of between 7% and 12% per annum.

We now find that Senior HR Directors of top 100 organisations earn on average \$350,000 fixed reward with a 50% short term incentive opportunity and a further 50% long term incentive opportunity.

We anticipate that throughout 2008/2009 demand will continue to outstrip supply for senior HR managers with particular demand in the specialisations of remuneration and organisational development, and for individuals with relationship management responsibilities who exercise strong commercial acumen and in-depth knowledge of their partner's business.

It is also interesting to observe that some senior HR roles are now being filled by commercially adept business managers who have moved sideways into the HR role given the need for in-depth commercial understanding of that organisation's business.

Employment Outlook for Australia in 2008

Article courtesy Vedio Asia Pacific

2008 will be the "Year of Attraction"™ organisations will need to be creative.

Headhunting will continue to rise

According to the 2008 Vedio Asia Pacific Employment Trends Survey, 42 per cent of Australian organisations are using executive search/headhunting more frequently as part of their recruitment process. Once thought of as exclusive to very senior and executive roles, one in five of respondents now use the method for sourcing junior talent. Headhunting will also continue to rise for technical/specialist roles and professions which are experiencing extreme shortages such as accounting and engineering.

How to lead clever people

Courtesy of Human Resources magazine.

www.humanresourcesmagazine.com.au

CLEVER PEOPLE in organisations need a special type of leadership, according to Professor Rob Goffee, an expert in organisational behaviour from London Business School.

Speaking recently at a lecture in the Australian School of Business, Professor Goffee presented research on culture and leadership and what it takes to effectively lead this generation of 'clever people'. As these people can often be difficult to manage, leaders should therefore be aware of the characteristics and traits possessed by their top employees

Because of their resourcefulness, tacit knowledge base and good connections, employees who create disproportionate amounts of value from the limited means made available to them are extremely important according to Professor Goffee. These clever individuals also know their worth, have a low boredom threshold, are organisationally savvy and are unwilling to recognise leadership by thanking their bosses.

For the full article, please go to: [http://www.hrpartners.com.au/files/How to lead clever people.pdf](http://www.hrpartners.com.au/files/How%20to%20lead%20clever%20people.pdf)

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