2019 Total Remuneration Survey

'Hot jobs' of the future

MERCER

Faster and smarter is now

Imagine using data to predict and create your ideal workforce? Now you can.

Salaries are a little like Australia's housing market. Understanding there are markets within markets is essential to forecast remuneration in your industry, profession, and organisation.

As Mercer's **2019 Australian Total Remuneration Survey** reports, growth in a number of emerging job families, organisations are not only competing with competitors, but also industries for talent with these skill sets – many of which can be applied to multiple roles. As work continues to change at speed, this brings opportunity and the chance to embrace the use of data to predict and create your ideal workforce.

Emerging 'hot jobs' for 2019

1

Creative and Design Managers recorded the three highest salary increases, with Graphic Art/Design at +11% and User Interface Design at +10%.

Specialist Professionals were also in the top three for market salary growth, with +13% for User Interface Design and +7% for General Graphic Art/Design.

Experienced Professionals in General Graphic Art/Design and Web Layout Design both experienced a growth of 9% and 6%.

2

New Media User Experience Design roles have *doubled* over the last year for the number of companies reporting to the role.

Companies are bringing in talent and embedding this skill-set into their workforce as a team, rather than relying on a small number of individual contributors.

Salary-wise, the average market rate of base pay for Team Leaders had the highest YOY movement at 9% followed by the Experienced Professional at 6%.

3

Data Analytics, Warehousing and Business Intelligence roles have seen a 29% data level increase across all sectors and industries. The average market rate of pay for these positions has experienced a growth rate of 9% compared to the general market at 3%.

Senior Manager and **Business Intelligence Data Analysis** roles had the highest annual base salary movement at 9%. As data is now king, business intelligence teams are a key driver of growth and rates for this role will to continue to grow.

Analytics are now – ignite your HR playbook

Are analytics the future? Yes. But they're also right here, right now.

The Total Remuneration Survey is the world's largest and most comprehensive source of compensation and benefits market data, covering the full reward package.

Who is involved?

AU

NZ

833 organisations;
245,201 incumbents
(an increase of 10% in Australia).

275 organisations;
18,055 incumbents

The 2019 TRS provides local insight in Australia and New Zealand for over 5000 and 1600 cross-industry positions, including:

Administration, Facilities & Secretarial	Hospitality (Food Service & Lodging)
Communications & Corporate Affairs	Human Resources
Construction	IT, Telecom & Internet
Creative & Design	Legal, Compliance & Audit
Customer Service & Contact Center Operations	Production & Skilled Trades
Data Analytics/Warehousing, & Business Intelligence	Project/Program Management
Engineering & Science	Quality Management
Finance	Real Estate Management, Property Development & Investment
General Management	Sales, Marketing & Product Management
Healthcare/Pharmacy Services	Supply Chain

What do you get with TRS?

Purchase and receive:

· Online access and a tailored analysis of the survey results through Mercer WIN®

· Overview of the latest economic, labour and political trends

· A summary of remuneration policies including salary budget forecasts, compensation mix, best practices and more

· Data roll-ups that extend the position coverage from deeply specialised to combined and related jobs

" Analytics give HR an insightful & strategic seat at the table to drive home the value "

Chi Tran, Mercer Market Insights Leader

Visit Mercer's 2019 TRS website for more information.

Looking ahead

Remuneration is moving toward greater data insights, smarter incentive programs, and more targeted benefits. Use your organisations remuneration data to stay ahead of new trends.

Successful organisations are thinking outside the box, tapping into relevant talent pools and skill-sets to attract and retain the best talent.

Next steps

Want to learn more about trends specific to your industry, compare the market and gain a deeper insight into what top employers are doing?

A bespoke session with our team will help your business eliminate ambiguity and set your own framework for success.

Get in touch – contact.australia@mercer.com

Stay ahead of new trends and deliver on the future of work with the 2019 Total Remuneration Survey today.

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