

## **New report gives Australian businesses insight into employees**

- 12% of Australians expect a bonus this year.
- The average bonus Australians expect to receive is \$5,005.
- Men more likely to ask for a pay rise, but women more likely to get one if they ask.
- 16% of people rate the ability to work from home the highest in terms of dream jobs.
- One in five Australians left their last job because of a workplace relationship problem.

Sunsuper, one of Australia's largest superannuation and retirement businesses, today launched its inaugural Australian Employee Insights Report.

The Sunsuper 2015 Australian Employee Insights report is based on research conducted throughout 2014 by Galaxy Research, on behalf of Sunsuper, of more than 1,500 Australian workers. The report covers a range of topical issues of interest to Australian businesses, with particular focus on 'remuneration' and 'engagement and retention'.

Sunsuper's Chief Executive Officer Scott Hartley said the report would be a valuable resource for Australian employers and provide a unique insight into the incentives and benefits that drive their employees, as well as their remuneration expectations.

"As an organisation that is in the business of helping nearly 90,000 employers manage their superannuation obligations, we wanted to give businesses an insight into the opinions and views of employees on a range of relevant topics," said Mr Hartley.

"The Sunsuper 2015 Australian Employee Insights Report covers a range of topical issues that we believe will be of benefit to Australian businesses, including workers' views on bonus expectations, pay rises, employee benefits and engagement, incentives and why they left their last job.

"I am a big believer in employee engagement and workplace culture being the most important capabilities a business can create to drive high performance. As the CEO of a company with more than 600 staff spread across Australia, I understand the needs and challenges businesses face when it comes to managing staff and improving workplace culture.

"Technology, products and customer value propositions can all be copied, but an engaged workforce can be your one true source of sustainable competitive advantage."

### **Other key findings:**

- Men are twice as likely to expect a bonus than women.
- There's a big disparity in people's bonus expectations depending on the state they live. People in NSW expect \$6,286, whereas people in South Australia expect less than half of that, at only \$2,891.
- 41% of employees have asked an employer for a pay rise.
- 64% said 'good pay' was the biggest benefit keeping them with a company.
- 24% believed the best incentive to stay with or join an employer was a company-funded extensive education course.
- 39% of employees have received an incentive to stay with or join a company.

For more information, including copies of infographics, tips for employers and full report data tables, please visit [www.sunsuper.com.au/employeeinsightsreport](http://www.sunsuper.com.au/employeeinsightsreport)



## About Sunsuper

Sunsuper is one of Australia's largest and most highly rated superannuation and retirement businesses.

As a profit-for-members fund, Sunsuper has been taking care of its members' superannuation savings since 1987 and, as at January 2015, has more than one million members and \$31 billion in funds under management.

Sunsuper also helps manage the superannuation needs of over 90,000 employers and is committed to making superannuation easy for Australian businesses.

Sunsuper has more than 600 staff across Australia with offices in Brisbane, Sydney, Melbourne and Perth.

## Research methodology

Sunsuper's 2015 Australian Employee Insights Report was compiled by Galaxy Research based on online surveys conducted throughout 2014 of more than 1,500 Australians.

Some questions were single response only and others allowed multiple responses. A full breakdown can be found in the data report tables at [www.sunsuper.com.au/employeeinsightsreport](http://www.sunsuper.com.au/employeeinsightsreport)

**Ends**

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