



# keynotes

Human Management Recruitment & Training



## Inside this issue:

Skills shortage in the Insurance industry  
Embrace older candidates now  
Salary survey (WorkCover)  
Cup Fever

## So where has all the talent gone?

Retirement, thanks to the generous superannuation legislation, has become more attractive with many baby boomers opting to take advantage of the new rules and have a lifestyle change.

Australians like to travel and whilst prior to FSRA, overseas visitors were able to fill the gaps as temps on working holidays, now their ability to work in the industry is much more constrained not being FSR accredited.

In addition Dubai, Asia Pacific, China and to a lesser extent India are attracting expatriates from a wide range of skill sets from Hospitality to Property Management. New hospitals, schools, hotels and business expansion are attracting Australians in their thousands.

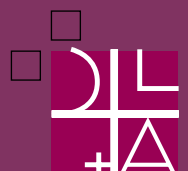
The Insurance industry has ever-growing Middle East hubs in Dubai & Saudi Arabia with China and others opening up ever increasingly to the industry.

For details of the Top 5 most difficult professions to recruit for at present see inside.

Happy Recruiting and remember, we are here to help.

Best wishes,

**Denise Lock and the DLA Team**





## Skills shortage in the Insurance industry

According to national statistics released in August, Australia is in the midst of a worsening skills shortage as job vacancies continue to grow whilst job seeker activity falls, with new job ads rising by 4.3% in the month. Job vacancies were particularly high in Western Australia (9.8%), Victoria and Queensland (both with 4.3%).



The reason for the tightening in the labour market is simply because there is a reduction in the number of people looking for work. Initially, the resources boom created a demand for labour in the areas of Mining, Oil & Gas, (which are now being met), yet now there are skilled workers in other areas of the economy that are in short supply.

Professionals such as Insurance Brokers, Solicitors, Architects and Healthcare Professionals (Nurses/Midwives) are in short supply and there are not enough of them to go around. With such skills shortages in these professions apparent, graduates in these streams can expect strong employment opportunities for many years to come.

It should also be noted that these shortages pose serious challenges to employers, especially when one takes into account the strong Australian dollar and strong consumer confidence.

<b>Top 5 positions most difficult to recruit for in August 2007 are;</b>
Insurance, Life & Superannuation particularly Brokers
Solicitors mainly for private practice
Healthcare especially Nurses/Midwives
Architects including design
Construction including planning

Sourced from Seek

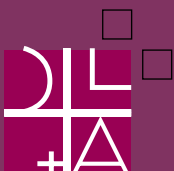
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## Embrace older candidates now

People aged 55-64 will be the fastest growing group of workers over the next 40 years in Australia.

The Department of Treasury's Intergenerational Report 2007 showed that the number of workers aged 55-64 is set to rise by nearly 50 per cent over the next 40 years. This reflects the dramatic increase in the proportion of the population aged 65 and over.

Now is a good time for both employers and recruiters to consider that older workers are valuable candidates who have a wealth of experience and knowledge and who may wish to continue their participation in the labour force, either on a project or job sharing basis.



Sourced from CareersMultiList

# Salary survey

## WorkCover – Victoria

Claims Administrator/Processor	44,000
Case Manager	50,000
Compliance Officer	60,000
Team Leader	65,000
Manager	75,000
Claims Manager	70,000
RTW Officers (From)	58,000
Injury Management Specialists	70,000
Risk Manager (From)	80,000

### Please note:

These salary guides are indicative only for Victoria and salaries vary across the industry.

The rates above exclude superannuation from 9 -13%, bonuses and other benefits such as RDO's, Health Insurance etc.

Benefits vary between companies, such as offering cars as part of a job.

Some are granted as tool of trade and others are packages with the value being an average of \$15-20K, with parking at cost (inc. GST) to the Employer.

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## Searching for a Winner

# this Spring?

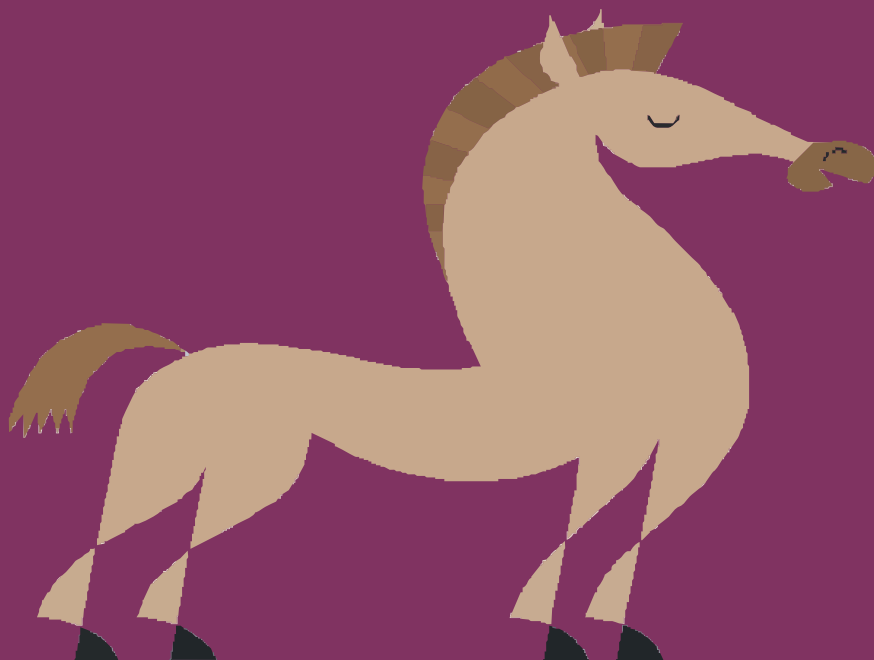
Spring is here! The Racing Carnival is about to begin, and the Melbourne Cup is fast approaching.

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