

**HUMAN RESOURCES NEEDS TO BECOME  
DATA-DRIVEN.**

**HOW DO WE GET THERE?**

# OUR PANEL



Julie Clifton, Director APS Recruitment at Department of Defence

Arvinder Singh, Manager HR Systems at Western Sydney University

Ivan Seow, Global Product Marketing Manager at Yellowfin BI

Panel facilitated by Liam Ackland, Managing Director APAC at Acendré

# WORKFORCE PERFORMANCE

# THERE IS A WORKFORCE PERFORMANCE PROBLEM IN AUSTRALIA TODAY



Australian organisations  
spend **over \$1 trillion** on  
their workforce every year.

Low productivity costs  
Australian organisations  
**over \$100 billion** every year.

*“Employee retention and engagement is the #1 problem that companies face.”  
(Deloitte survey of 3,000 professionals in 100 countries)*

*“Australia is last amongst 11 developed countries at 23% for staff turnover within 12 months.” (PwC)*

*“The cost of turnover in Australia is estimated to be \$3.8 billion in lost productivity and \$385 million in avoidable recruitment costs.” (PwC)*

*“Key positions remaining vacant can result in a cost equivalent of \$1,000 per day.”  
(Dr John Sullivan – Talent Through Leadership)*

*“Almost half of all senior external hires fail within 18 months.” (Society for Human Resource Management)*

*“Unplanned or unscheduled absences cause the highest net loss (19%) of productivity per day or almost 9% of payroll.” (Mercer)*

# THE WORKFORCE PERFORMANCE PROBLEM EXTENDS TO AUSTRALIAN UNIVERSITIES



*Universities* employ over **1% of the total Australian workforce.**

Universities face **greater people challenges** than the average Australian organisation and are bound by **greater constraints** in addressing these problems.

Over the past four years, **the proportion of staff with less than 1 year of service has increased by 27%.**

Over the past five years, **the proportion of staff less than 35 years of age has fallen by 4.1%, while staff eligible for retirement have increased by 9.5%.**

Over the past five years, **unscheduled absences have increased 10%.**

Over the past five years, **employee initiated turnover increased 16.1%.**

Over the past four years, **applicants per job have decreased by 14%.**

Over the past four years, **the average 'days to offer' increased 13.9%.**

Over the past three years, **human resources staffing levels have dropped 1%.**

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