

### **EthicalJobs.com.au Australian Non-Profit Human Resources Survey Results**

- No of Australian Non-Profit Organisations surveyed: 62
- Average size of surveyed organisations: 293 staff
- Over the past 12 months staff has turnover:
  - Increased: 21.0%
  - Decreased 27.4%
  - Stayed the Same: 51.6%
- Do you plan to increase staffing levels in the next 12 months?
  - Yes: 33.9%
  - No: 25.8%
  - Maybe: 40.3%
- Compared to 12 months ago, how hard is it now to attract the right quality candidates?
  - Easier: 33.9%
  - More Difficult: 24.2%
  - The Same: 41.9%
- How would you describe your human resource department?
  - Under-resourced: 32.3%
  - Adequately resourced: 29.0%
  - Well resourced: 6.5%
  - N/A (if no specific HR department): 32.3%
- What is the most effective way you advertise for staff?
  - Local newspapers: 14.5%
  - Trade/industry media: 9.7%
  - Major newspapers: 27.4%
  - Own website/e-newsletter: 48.4%
  - Careers Expos: 1.6%
  - Through a peak body: 17.7%
  - Word of mouth: 35.5%
  - Internally: 25.8%
  - Online: 64.5%

- What percentage of applicants for your positions are realistic candidates for the position for which they are applying?
  - Less than 10 per cent: 8.1%
  - 10 to 20 per cent: 22.6%
  - 21 to 30 per cent: 19.4%
  - 31 to 40 per cent: 14.5%
  - 41 to 50 per cent: 9.7%
  - More than 50 per cent: 25.8%
  
- Knowing what you know about your organisation, do you see it as an ethical employer?
  - Yes: 100%
  - No: 0%
  
- Do you get candidates from outside the not-for-profit sector applying for equivalent roles with your organisation and willing to work for less money?
  - Yes: 77.4%
  - No: 22.6%
  
- If yes, how much salary are they prepared to forego for the position?
  - Less than 10 percent: 18.8%
  - 10-20 percent: 56.3%
  - 20-30 percent: 18.8%
  - More than 30 percent: 6.3%
  
- Do you think job seekers are more likely to apply for jobs you advertise if they are seen as ethical jobs?
  - Yes: 87.1%
  - No: 12.9%
  
- Do you think there's a need for a website that attracts people looking for ethical jobs?
  - Yes: 82.3%
  - No: 17.7%

**Please direct any queries about this survey to [info@EthicalJobs.com.au](mailto:info@EthicalJobs.com.au) or call us on +61 3 9419 7322**