

WORKERS who receive a pay rise this financial year may be able to increase their chances of getting one again next year by investing the extra money back into their careers.

Pay rises often are absorbed into household budgets without a second thought but workers who make the effort to set some, if not all, of a pay rise aside for their careers can see more financial and professional benefits in the long run.

The Adecco Group finds 86 per cent of employers plan to raise salaries this year, up from 69 per cent in 2018.

To automatically receive a raise, workers can be employed under an Award or enterprise bargaining agreement which provides for an annual increase.

However, any worker who produces more in their work day, brings more value or revenue into their organisation, and/or performs beyond their job description may qualify for a pay rise.

Last year, the 1.9 million workers employed under a workplace agreement received an average rise of 2.7 per cent.

If a similar increase applied to the average full-time worker's salary, it would equal an extra \$2200 for the year to invest in career-boosting initiatives.

PUT A SALARY HIKE TO WORK

Investing your pay rise in yourself may pay off again next year. Cara Jenkin reports



TO BUY NEW TOOLS

This tip is not just for tradies. A new laptop or even an old-fashioned pen (or box of) that works quickly and easily are tools all workers can use to be more productive.

A serviceseeking.com.au survey finds 46 per cent of tradies see Google Maps as their favourite app when it comes to getting business done, so a new up-to-date smartphone, for example, may be helpful for every employee.

TO UPSKILL

Gaining new skills may lead to workers becoming more efficient and able to take on new work tasks or roles.

Whether it is a formal qualification to improve job-specific skills, a short course to boost IT skills, or even a

one-day workshop to improve negotiation skills when next asking for a pay rise, there will be a course that meets every budget and requirement.

Leadership and people management specialist Karen Gately says growing personal capabilities is one of the best ways to get a pay rise.

"If you have reached the ceiling of earning potential in your current job, talk to your manager about what skills or experience you need to take on a more senior position," the founder of HR Consultancy Ryan Gately says.

TO UPDATE THE WARDROBE

SEEK research finds 26 per cent of workers believe what they wear to work can affect their career progression, 31 per cent feel what they

wear to work affects motivation and performance, while 41 per cent believe others in their workplace do not dress appropriately.

Gately advises workers to "look the part" to make great impressions on others.

"Be yourself, but recognise also the people you work with, including customers, are likely to form views of your professionalism through the choices you make about your appearance," she says.

A new outfit to wear to important meetings or fresh uniform for the worksite will also help workers build confidence.

TO DRINK COFFEE

Catching up with a mentor for half an hour each week while buying them a

cup of coffee for their time can reap many rewards.

Mentoring software company Mentorloop finds employees who are mentored are five times more likely to be promoted than those who are not.

Research by Gartner finds mentees also are four times as likely to receive a salary increase.

Good People HR principal consultant Kristine Tuazon says having a mentor allows workers to learn directly from people who have experienced many of the same challenges.

"A good mentor will help you avoid the pitfalls and mistakes they may have made," she says.

A coffee catch-up also can be a great networking opportunity, helping to build professional relationships

that can lead to increased sales and referrals, and new ideas.

TO JOIN UP

Associations have been established for workers in most industries to help them maintain and enhance their professional knowledge, such as to keep abreast of legislation changes or new developments, to share ideas, to network, or to improve their skills.

For an annual fee, membership may include entry to networking events, a quarterly magazine outlining news and advice, access to online education tools, and/or discounted access to industry conferences.

It provides upskilling opportunities, enables workers to increase networks, and create a positive brand for themselves and their organisation.



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LISA MORRIS
DIRECTOR, HAYS

There is a good level of HSE (health safety environment) job flow, provided you have the appropriate qualifications and experience. You'll need to start by looking at entry-level roles, such as safety co-ordinator or safety administrator. To secure one of these jobs you require a diploma qualification. A Certificate IV in Training and Assessment is also essential and must be kept current. Longer term, you could look for promotion to HSE co-ordinator and HSE advisor.



JUSTIN HINORA
EXECUTIVE CONSULTANT,
HENDER CONSULTING

You are best to speak with both your employer and tertiary provider about future opportunities. If you are keen to pursue a career in the area of work, health and safety, then undertaking formal studies in the area can only really strengthen your knowledge and add to your work experiences. Bringing an additional skillset above and beyond your core discipline of experience can often give you the edge on others and make you a more appealing candidate.



ANDREW SULLIVAN
MANAGING DIRECTOR,
SULLIVAN CONSULTING

Three years of experience and recognised qualifications will put you in a good position. Work health and safety professionals offer a valuable skillset that is sought after across industries. The complexity and volume of work health and safety regulation means that management increasingly relies on specialists in this area. With a diploma-level qualification, you may well be able to pursue work at a senior level, such as group manager or general manager.



ALEXANDRA ROSSER
HEAD OF ORGANISATIONAL
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Start with the Certificate IV in Health and Safety which is generally the prerequisite for the diploma. Both qualifications will enable you to either to continue to build on your WHS responsibilities in positions that are an adjunct to your current role or you can pursue stand-alone roles, either in-house or externally, such as becoming a WHS officer, inspector or consultant.

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