

SPORTSPEOPLE

in conjunction with



presents

2009 Sportspeople Workplace Survey



Industry Partners:



1. Respondents

In total there were 1,129 responses to the survey. Figure 1 shows that 84.4% of respondents indicated they currently were employed (or have been in the past 12 months) in the sport, fitness, aquatic, coaching, venues, events, leisure or lifestyle sector. A number of respondents were not currently employed within these sectors or they worked on a voluntary basis only and were subsequently excluded from this data and report. Volunteer results will be published in a separate report.

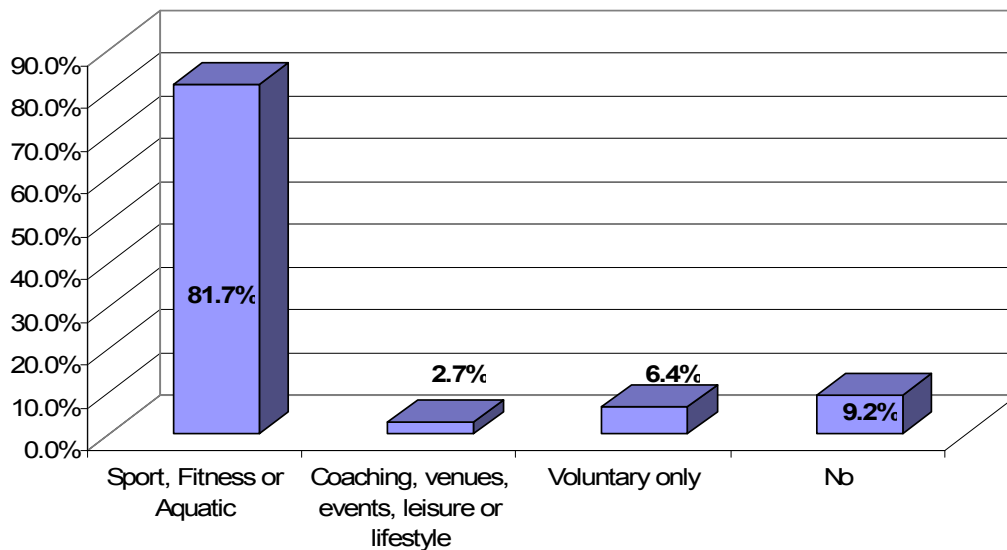


Figure 1: Respondents currently employed in the sport, fitness or aquatic sector.

2. Gender

Figure 2 shows the gender breakdown of survey respondents. There is slightly more females (54.6%) than males (45.4%) currently working in the sport, fitness or aquatic sector. This data varies slightly from 2008 where survey respondents were males (51%) and females (49%).

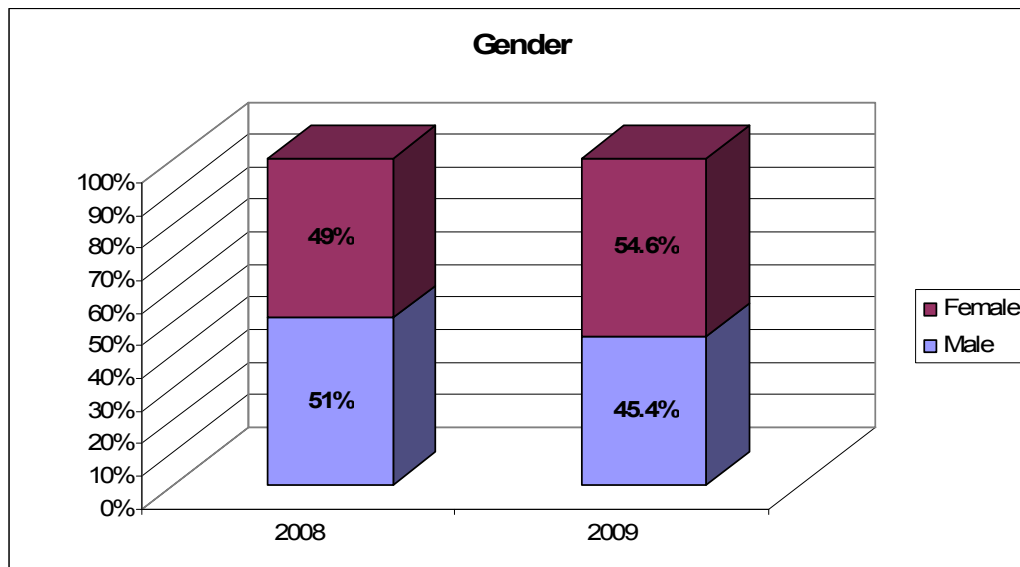


Figure 2: Gender breakdown of respondents in 2008 and 2009.

3. Place of Residence

Respondents resided mostly in the major capitals: Sydney (31.8%); Melbourne (21.8%); Perth (5.6%); Brisbane (7%) and Canberra (4.1%) (see figure 3). More respondents resided in regional areas in 2009 (22.7%) than in 2008 (14%).

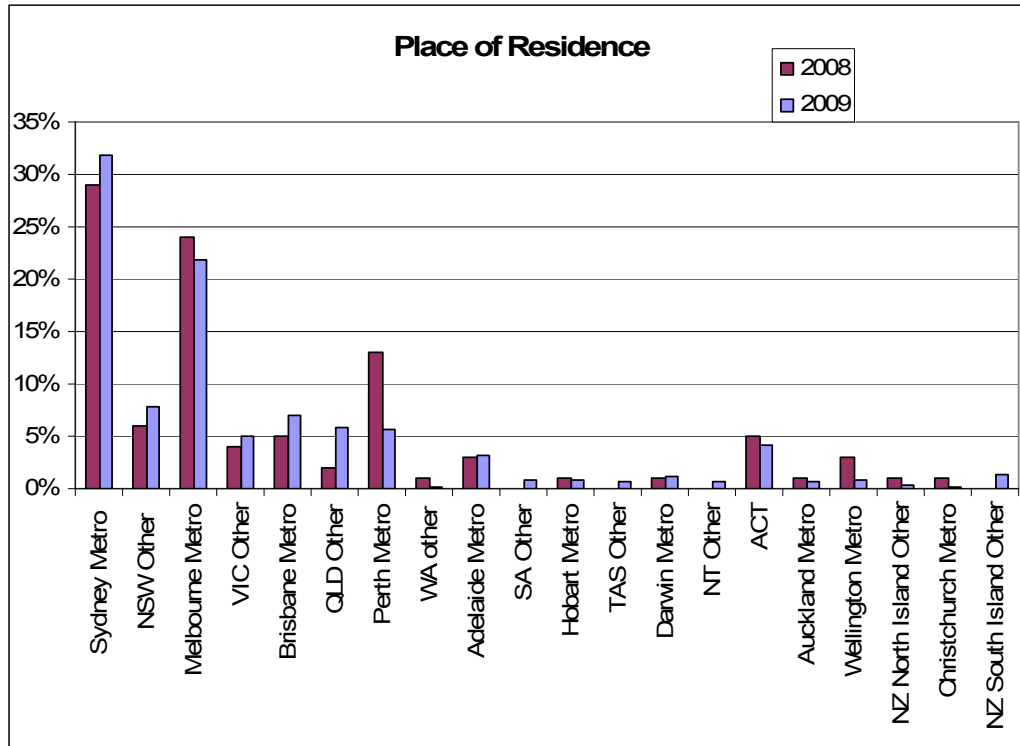


Figure 3: Breakdown of respondents locations in 2008 and 2009.

4. Education Profile of Respondents

The majority of respondents have completed a tertiary education course. Figure 4.1 shows that 68.3% of respondents hold a Bachelors Degree or higher qualification in 2009, up from 62% in 2008. Almost one third (29%) of respondents who have completed a Bachelor Degree have also completed an Industry Accreditation (incl. Coaching, AUSTSWIM, Fitness Leader).

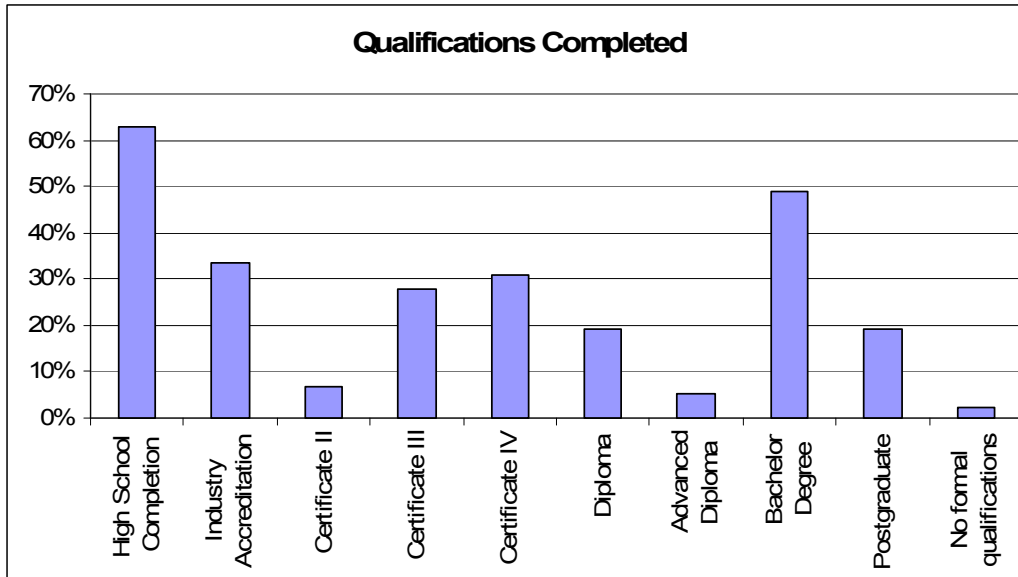


Figure 4.1: Education profile of respondents in 2009.

Further breakdown of the data showed education based on gender (see figure 4.2).

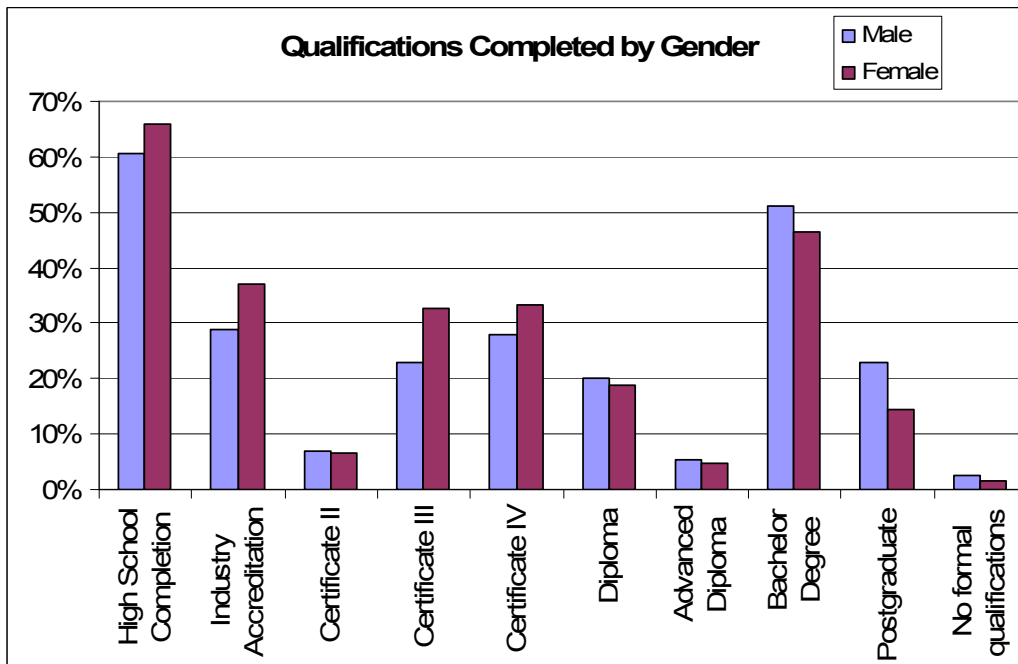


Figure 4.2: Education profile of respondents in 2009 based on Gender.

4. Education Profile of Respondents (Continued)

The majority (57.6%) of formal qualifications are specific to the sport, fitness or aquatic sector. 85.6% of qualifications are either wholly or partially specific to the job in which they are presently employed.

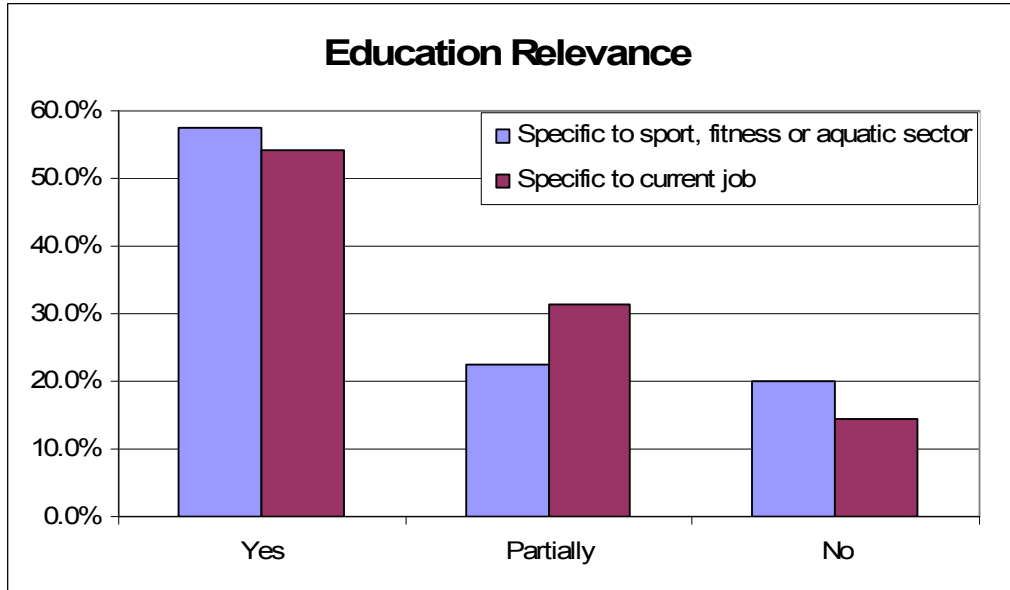


Figure 4.3: Relevance of education in 2009.

24.6% are currently studying (up from 23% in 2008). Of these, 28.4% are studying a postgraduate qualification, 24.2% are studying a Bachelor Degree, and 46.5% are completing either a TAFE or industry specific qualification (see figure 4.4).

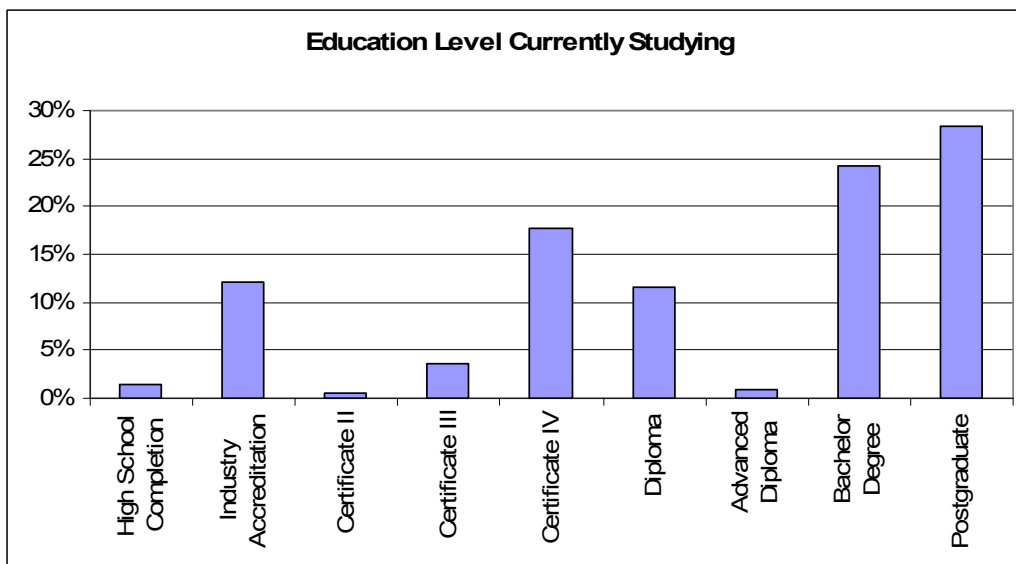


Figure 4.4: Level of education being studied in 2009.

4. Education Profile of Respondents (Continued)

The reasons for currently studying are outlined in figure 4.5. "Career Advancement" was quoted as a reason for 60.5% and for every qualification (except Cert II); "Update qualifications" was quoted as a reason for 23.3% and for every qualification (except Cert II and High School); only 8.6% are studying for a "career change".

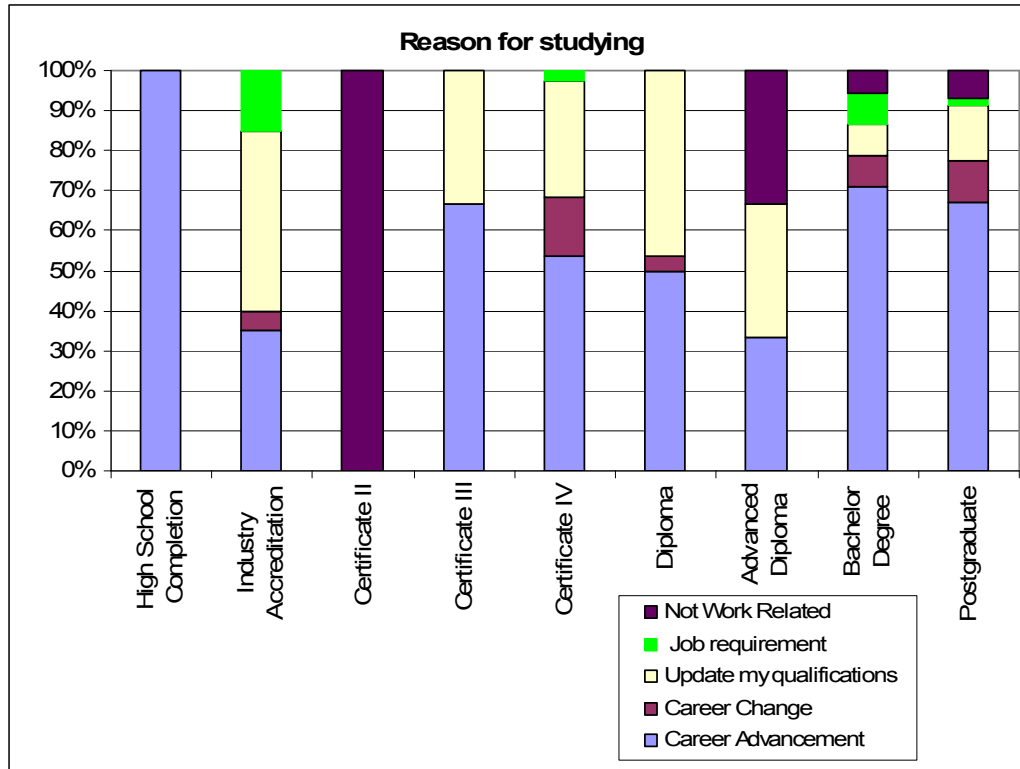


Figure 4.5: Reason for studying each level of education being studied in 2009.

5. Nature of Employment

The majority (83.2%) were engaged under an employee (PAYG) arrangement (see figure 5.1). The fitness sector has the highest percentage of respondents engaged on a contractor (service fee) arrangement (11.8%) or self employed (18%).

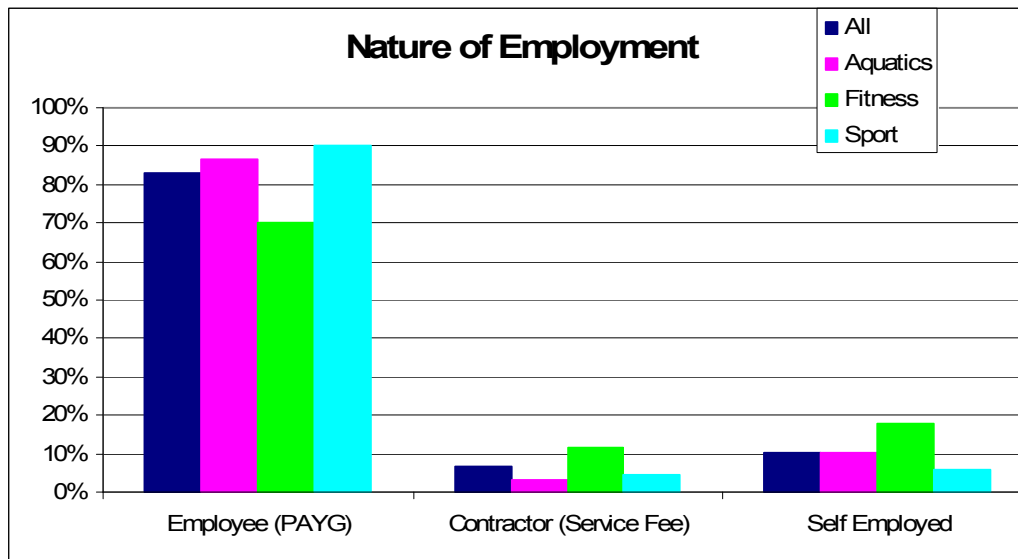


Figure 5.1: Nature of respondents' employment in sport, fitness and aquatics in 2009.

The majority (66.8%) were employed on a permanent full-time basis in 2009 (see figure 5.2), down from 77% in 2008 and 80.5% in 2003. The increase in casual and part-time workers (working 30 hours per week or less) may be attributable to the current workplace climate and entirely consistent with trending in the broader job market. 28% of part time employees work more than one job, with some working for as many as six different employers. Consistent with previous results, most (64.8%) of the [full-time] respondents also worked more than 40 hours per week, with 19% working in excess of 50 hours weekly in 2009 (see figure 5.3).

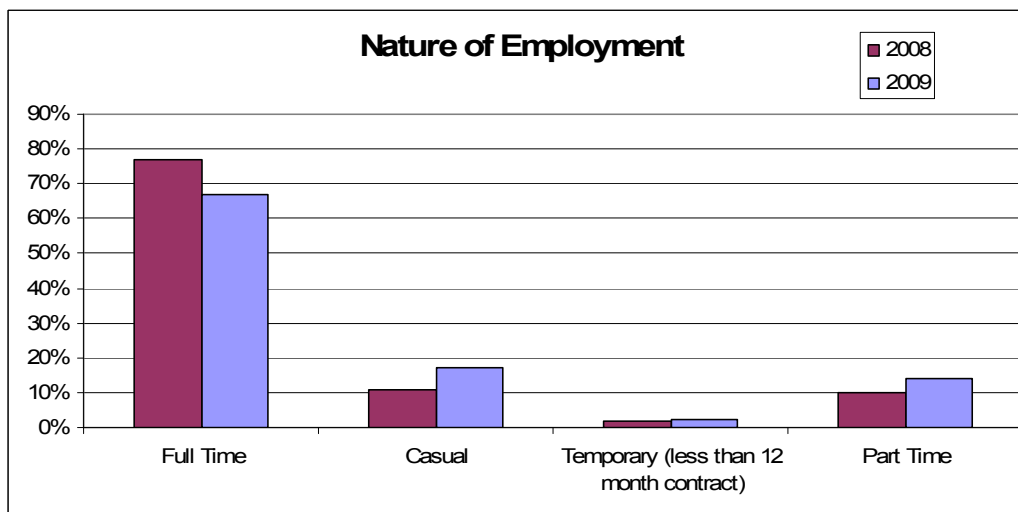


Figure 5.2: Nature of respondents' employment in 2008 and 2009.

5. Nature of Employment (Continued)

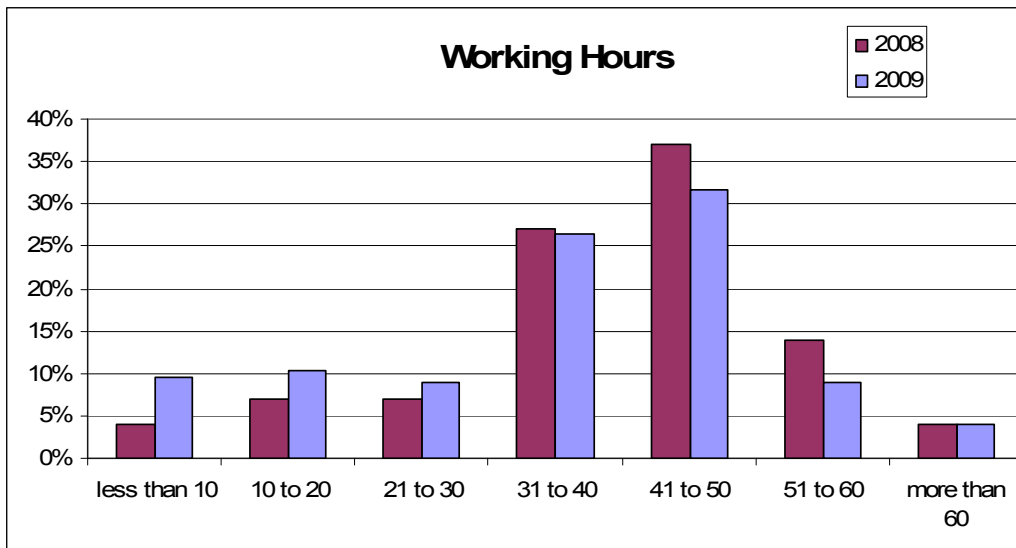


Figure 5.3: Typical number of hours worked per week in 2008 and 2009.

Figure 5.4 shows a breakdown of hours worked by full time employees by gender. Females typically work more part time hours (30 or less hours per week) and males typically work more than 40 hours per week. It should also be acknowledged that a respondent may work in more than one job.

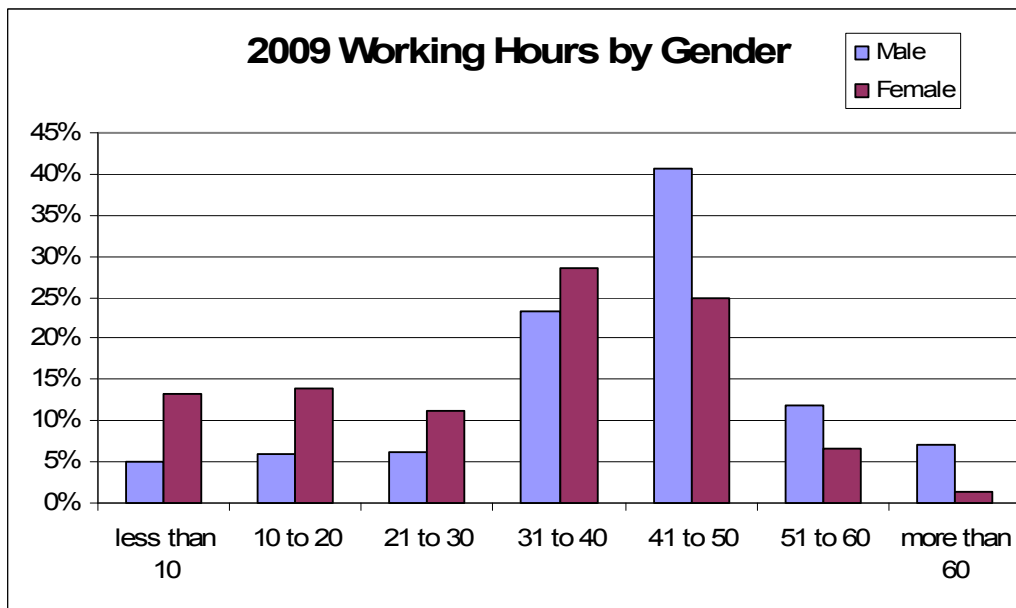


Figure 5.4: Typical number of hours worked per week by gender in 2009.

5. Nature of Employment (Continued)

Approximately one third (32.1%) of all respondents (34% of females and 30.9% of males) typically take less than 15 minutes for their lunch break (see figures 5.5 and 5.6). Also one third (33.5%) of all respondents (32.3% of females and 34.8% of males) typically take 15 - 29 minutes for their lunch break. More females (13%) than males (9.7%) take up to their full hour (45-60 minutes) for their lunch break. The fitness sector recorded the highest percentage (6.9%) who typically take more than an hour for their lunch break.

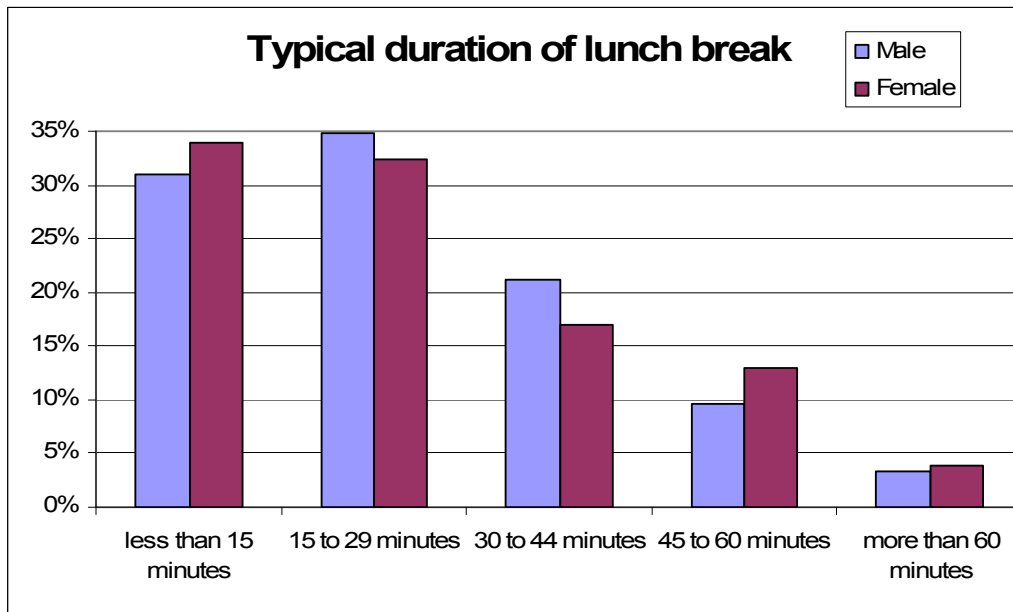


Figure 5.5: Typical duration of lunch break by gender in 2009.

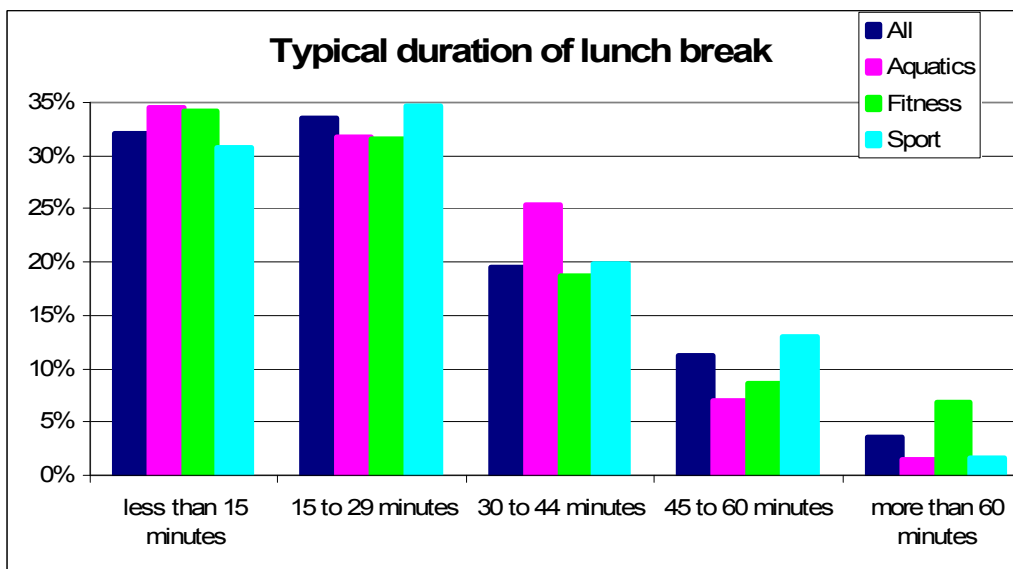


Figure 5.5: Typical duration of lunch break by industry sector in 2009.

6. Remuneration

Salary levels for all full-time respondents is shown in figure 6.1. There is a greater concentration of salaries in the \$60,000 - \$70,000 range in 2009 (26.9%) up from 2008 (22.1%). The mean salary in 2009 for all full-time respondents is between \$65,000 and \$70,000. The 2009 mean salary increased 3.6% from the 2008 mean salary. Salaries for the sport, fitness and aquatic sector increased 3.6% in 2009 compared to the 4.2% increase in total earnings (all employees) as published by the Australian Bureau of Statistics for the full year (August 2009).

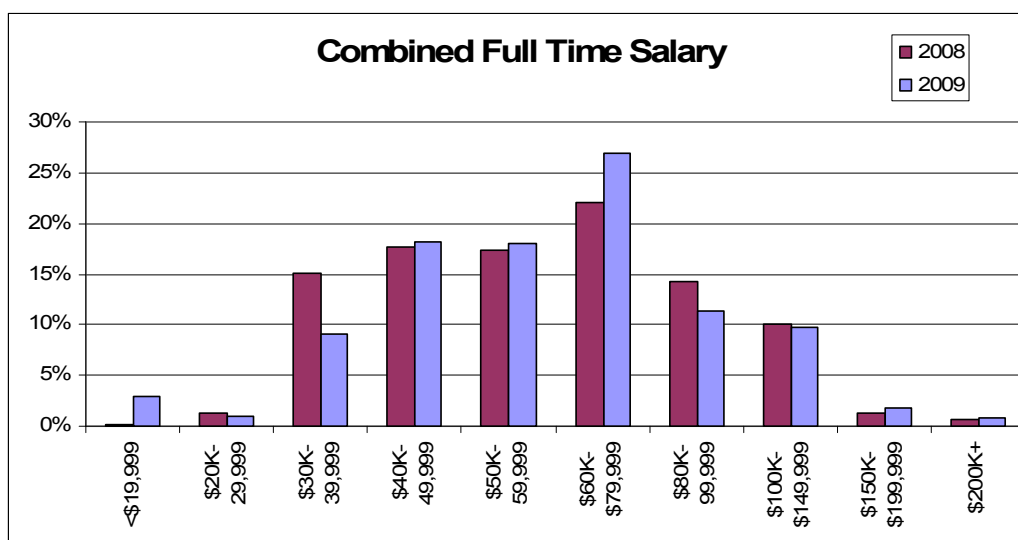


Figure 6.1: Full-time salary levels in 2008 and 2009.

Figure 6.2 compares the salary levels for males and females in 2009. As was the case in 2008, in 2009 more males than females earned salaries in excess of \$80,000. The highest salary for all male respondents is between \$300,000 and \$350,000. For females the highest salary is between \$180,000 and \$200,000. The mean salary for males is between \$70,000 and \$75,000, and increased by 2.8% from 2008, whilst the female mean salary is between \$55,000 and \$60,000 an increase of 6.5% from 2008.

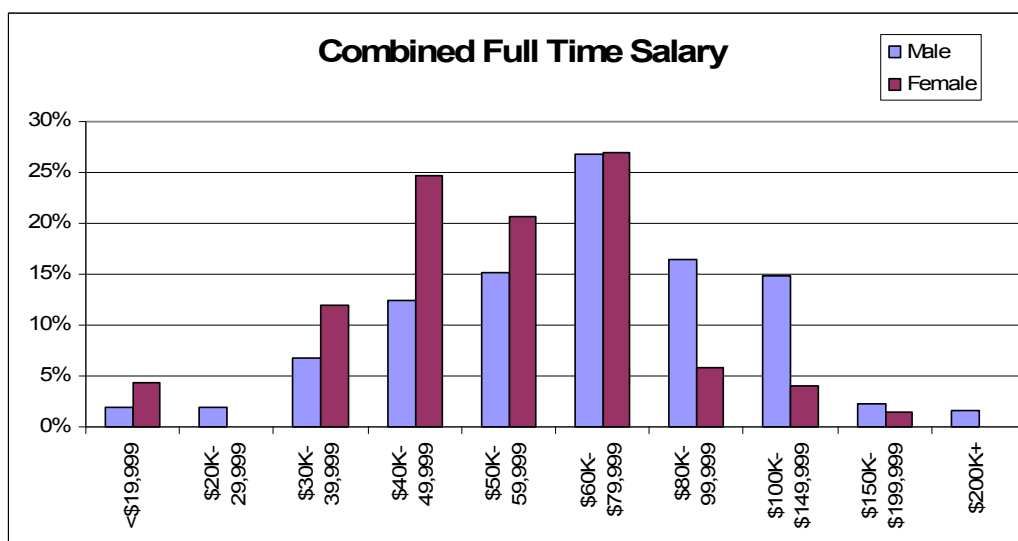


Figure 6.2: Full-time salary levels of males and females in 2009.

6. Remuneration (Continued)

Figure 6.3 compares the salary levels for different industry sectors. The mean salary for both fitness and aquatics is between \$60,000 and \$65,000, whilst for sport the mean salary is between \$65,000 and \$70,000. The sport sector was the highest paid, with the mean salary 9.9% higher than aquatics and 15.4% higher than fitness.

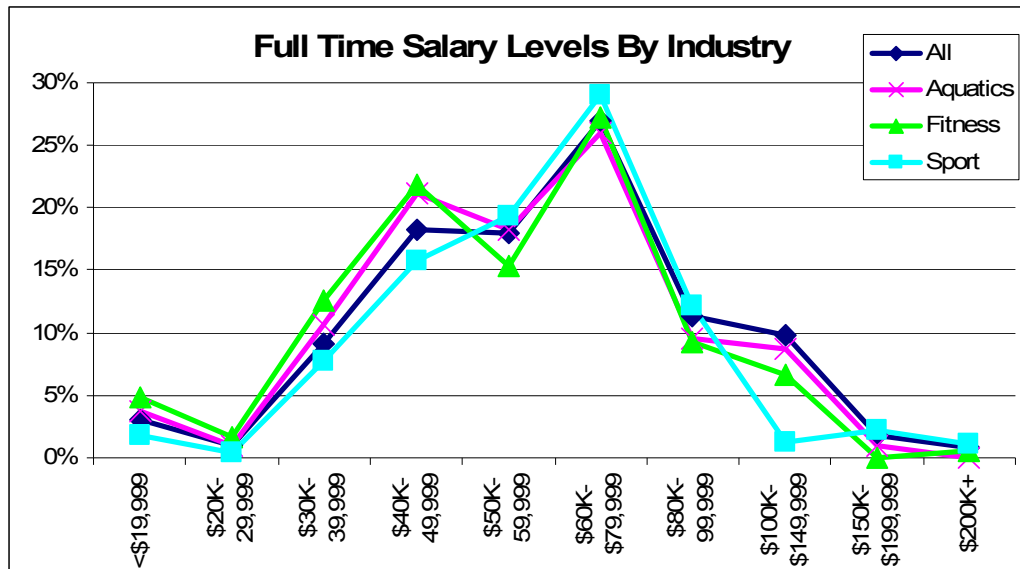


Figure 6.3: Full-time salary levels for sport, fitness and aquatics in 2009.

Hourly rate levels for all part-time respondents is shown in figure 6.4. There is a greater concentration of hourly rate levels in the \$20 – \$29.99 range in 2009 (40.5%). There is a greater percentage of respondents earning \$30 or more in 2009 (39.8%) than in 2008 (22.6%). The mean hourly rate for all part-time respondents in 2009 was between \$30 and \$35, up 25.3% from 2008.

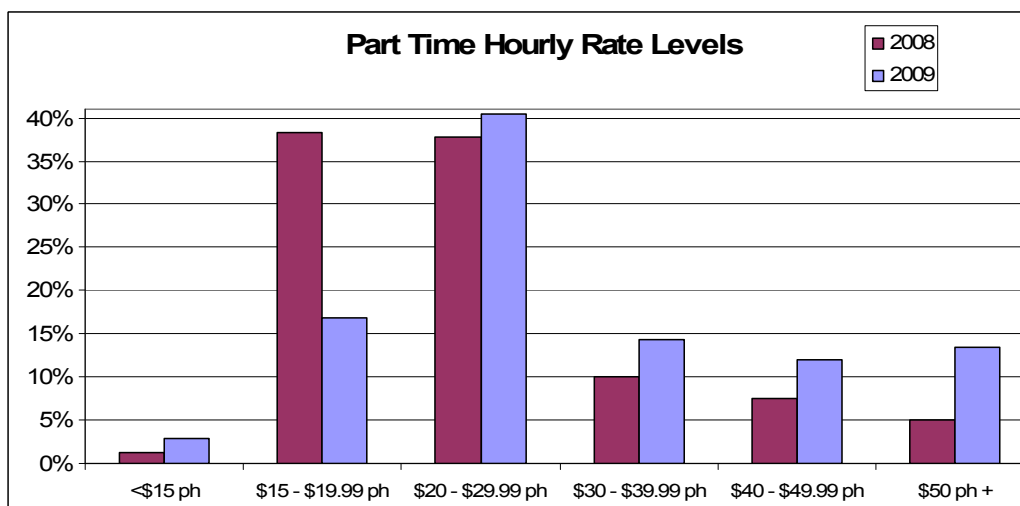


Figure 6.4: Part-time hourly rate levels in 2008 and 2009.

6. Remuneration (Continued)

Figure 6.5 compares the hourly rate for males and females. Hourly rates in excess of \$30 were earned by more females (44%) than males (29.9%), and a reversal of data from 2008. The highest hourly rate for males is between \$150 and \$200. For females the highest reported hourly rate is between \$100 and \$150. The mean hourly rate for both males and females is between \$30 and \$35, with females earning 2.8% more than males.

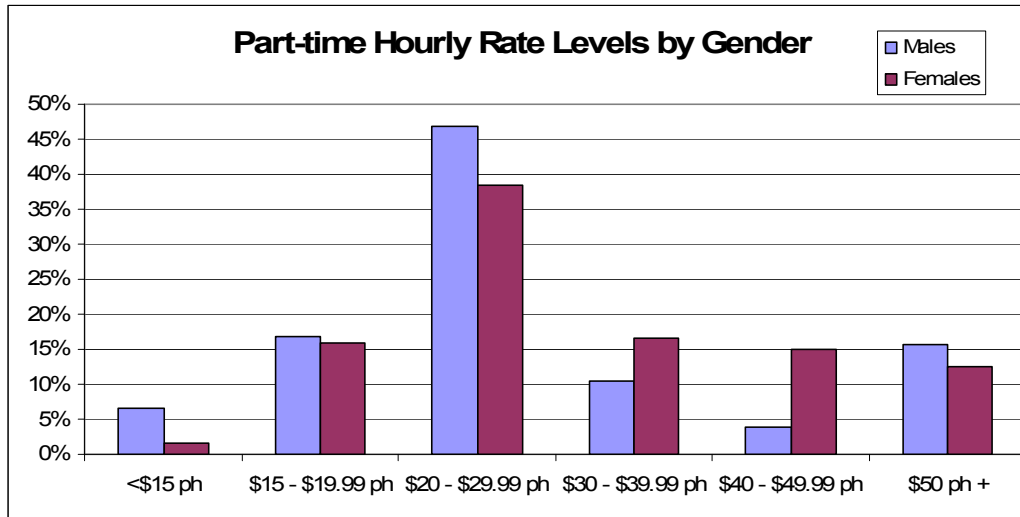


Figure 6.5: Part-time hourly rate levels of males and females in 2009.

Figure 6.6 compares the hourly rate for the industry sectors. The mean hourly rate for all sectors was between \$30 and \$35. The aquatic sector was the highest paid, with the mean hourly rate 4.6% higher than fitness and 14% higher than sport. The mean hourly rate for fitness was 9.2% higher than sport.

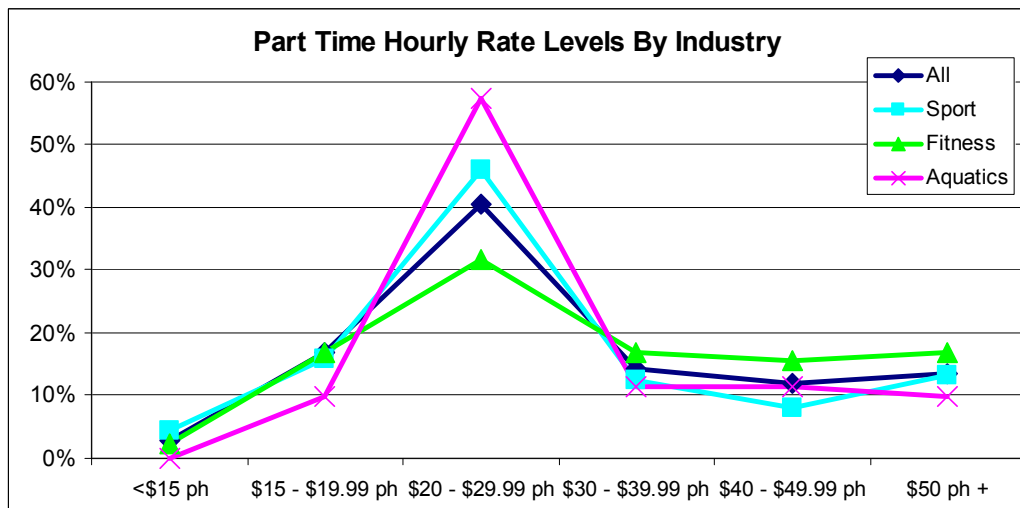


Figure 6.6: Part-time hourly rate levels for sport, fitness and aquatics in 2009.

6. Remuneration (Continued)

43.1% of respondents (down from 49.3% in 2008) received remuneration or benefits in addition to their base salary. The majority (58.3%) received over \$5,000 additional remuneration or benefits, up from 44.6% in 2008 (see figure 7.7). 25.4% received up to \$2,000 additional remuneration or benefits (down from 40.7% in 2008). 44.2% received a motor vehicle or allowance (up from 41% in 2008), 44% received a computer (up from 31.2% in 2008), nearly half (48.4%) received clothing, while the majority (59%) received a mobile phone (up from 71.7% in 2008) (see figure 7.8). More than 4 times more respondents received health insurance in 2009 (12.1%) than in 2008 (2.9%).

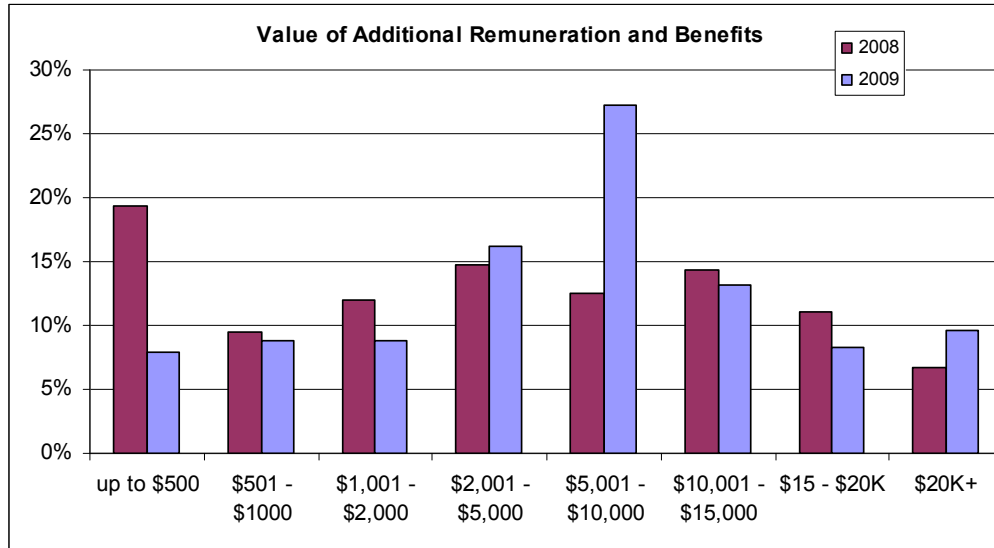


Figure 6.7: Value of remuneration and benefits in addition to base salary in 2008 and 2009.

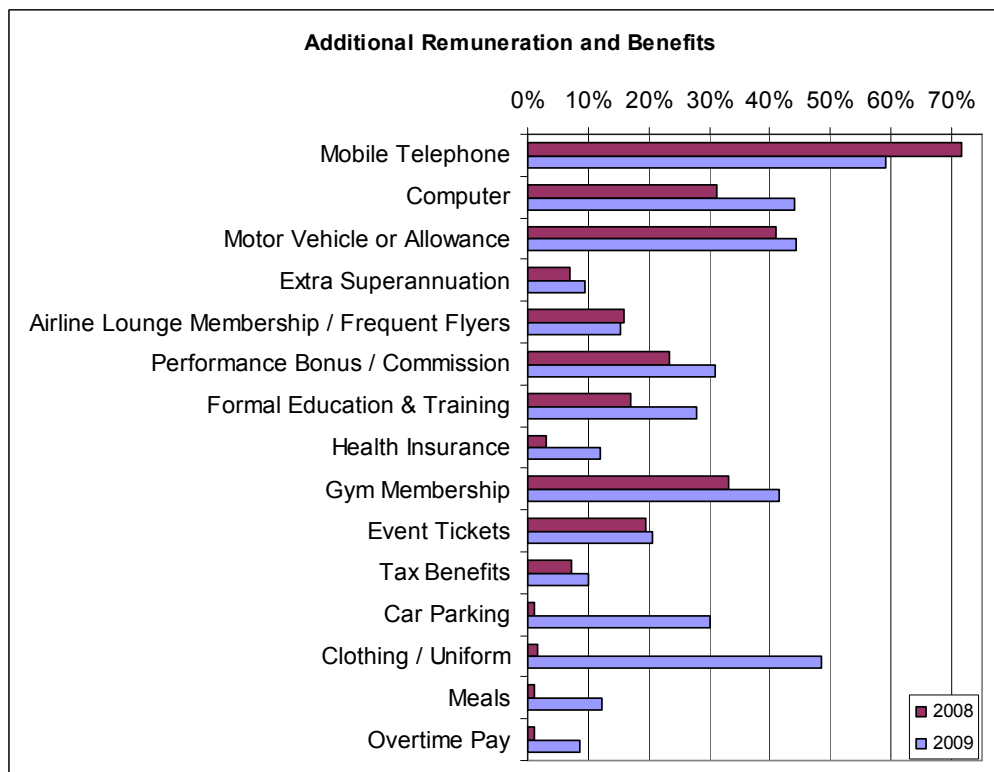


Figure 6.8: Make up of remuneration and benefits in addition to base salary in 2008 and 2009.

7. Industry Experience

Figure 7.1 illustrates that 39.6% of the respondents in 2009 had worked in the sport, fitness and aquatics industry for 4 years or less, up from 34.8% in 2008. The biggest shift in 2009 is the number of employees working from 3 – 4 years in the industry (15.5%) up 4.5% since 2008 (11%).



Figure 7.1: Time employed in the industry in 2003 and 2008.

Figure 7.2 shows the number of years respondents had been employed in their current position. In 2009 8.8% of respondents had boasted longevity of 10 or more years in their current position, up from zero respondents in 2008. There was also a significant drop in the number of respondents who have been in their current position for less than 12 months, possibly reflecting less movement in the sector and entirely consistent with trending in the broader job market.

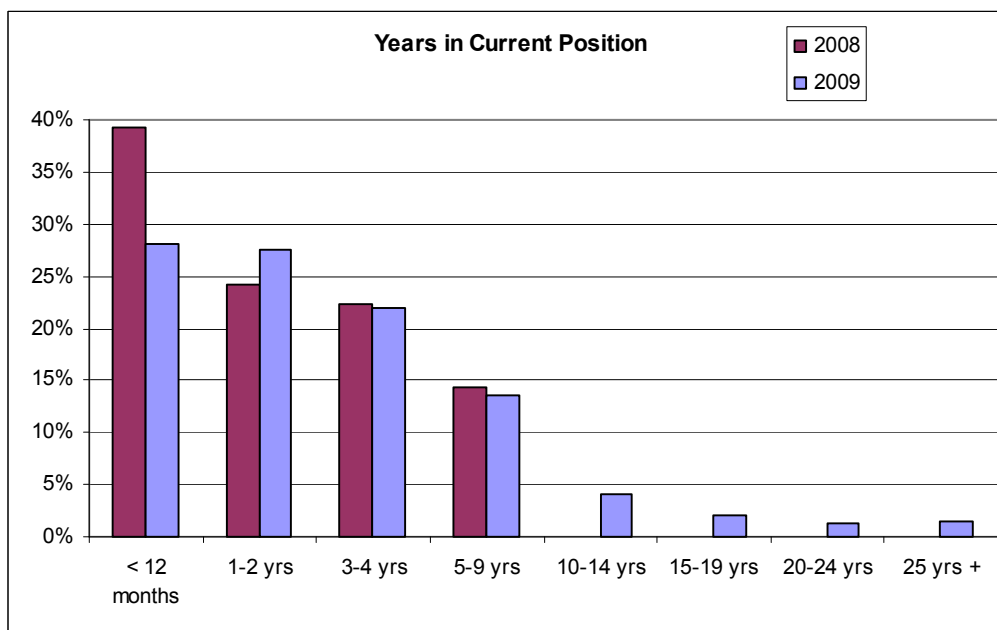


Figure 7.2: Time employed in current position in 2003 and 2008.

7. Industry Experience (Continued)

Figure 7.3 shows the number of years the respondents have been employed in their current position and how long they have been with their current employer. The majority (63.4%) of respondents have worked in their current position for two years or less (down from 71.9% in 2008). A similar amount (70%) have worked with their current employer for 4 years or less (down from 73% in 2008).

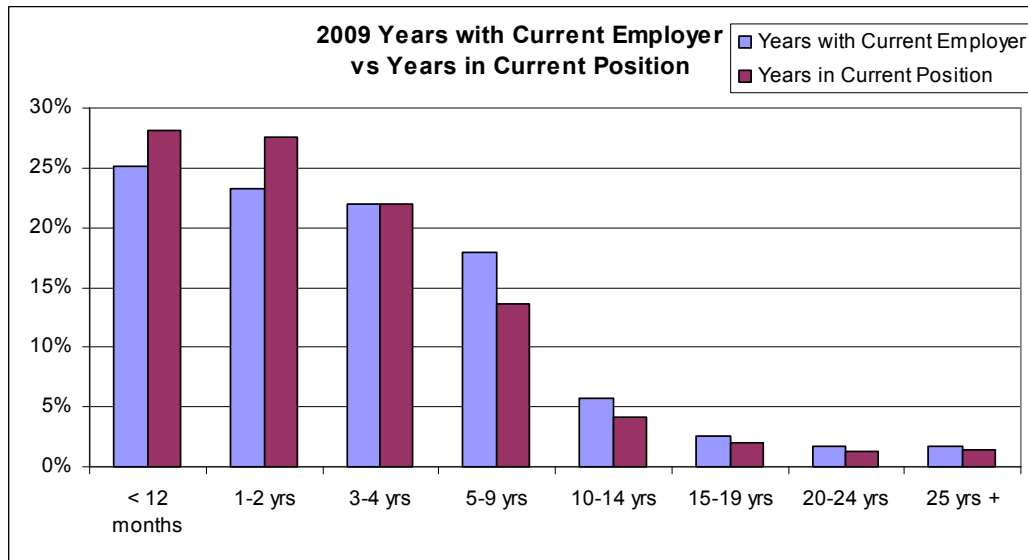


Figure 7.3: Time employed in current position and with current employer in 2009.

8. Travel to place of employment

The majority of respondents (68.4%) travel less than 20 km to work (one way). The fitness sector (42.6%) had the highest percentage of respondents travelling less than 10 km to work, whereas the sport (66.8%) and aquatic (69.6%) sectors had the highest percentage travelling 10km or more (see figure 8.1).

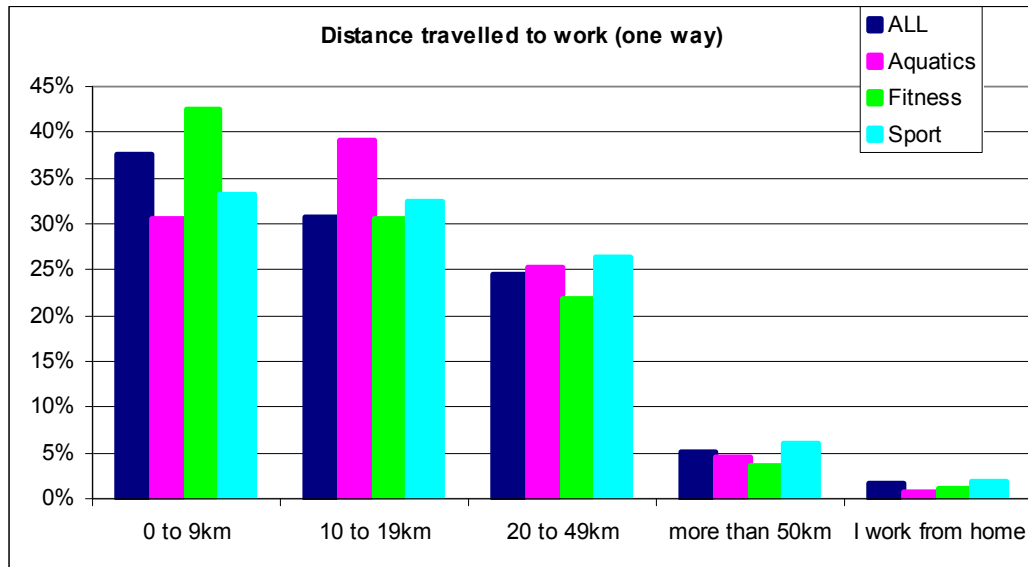


Figure 8.1: Distance travelled to work (one way) in 2009.

The typical time taken to travel to work (one way) is shown in figure 8.2. The majority of respondents (61.4%) travel for less than 30 minutes to work (one way). The fitness sector (36.1%) had the highest percentage of respondents travelling for less than 15 minutes to work, whereas the sport sector had the highest percentage (44.4%) travelling for 30 minutes or more.

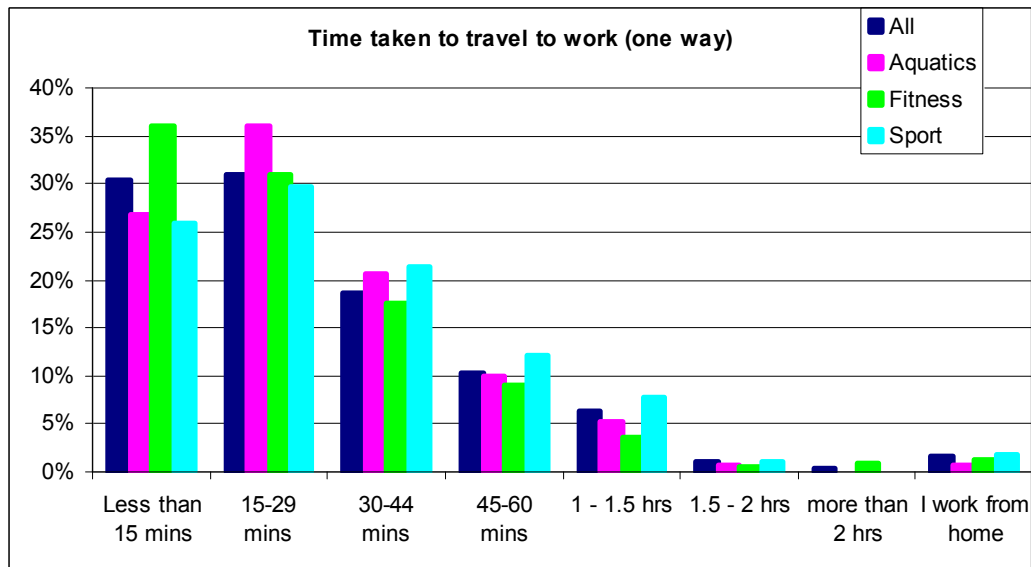


Figure 8.2: Typical time taken to travel to work (one way) in 2009.

9. Job Satisfaction

The majority of respondents (85.1%) are either satisfied or very satisfied with their current job (up from 74.6% in 2008) (see figure 9.1). Only 6.5% rated their overall job satisfaction as either dissatisfied or very dissatisfied. 44.7% rated their current job as "A step towards my dream job" while 20.6% are currently in their dream job (up from 15.8% in 2008) (see figure 9.2). 88.1% intend to stay in the industry long term (up from 85.9% in 2008) (see figure 9.3).

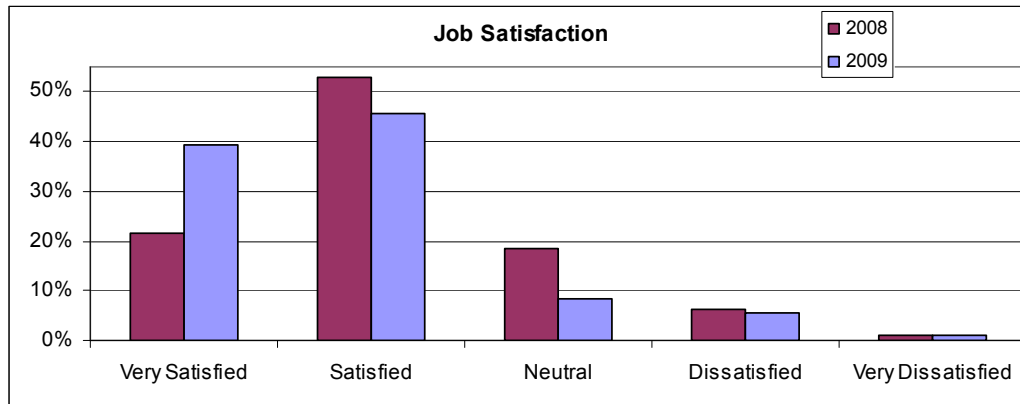


Figure 9.1: Level of job satisfaction in 2008 and 2009.

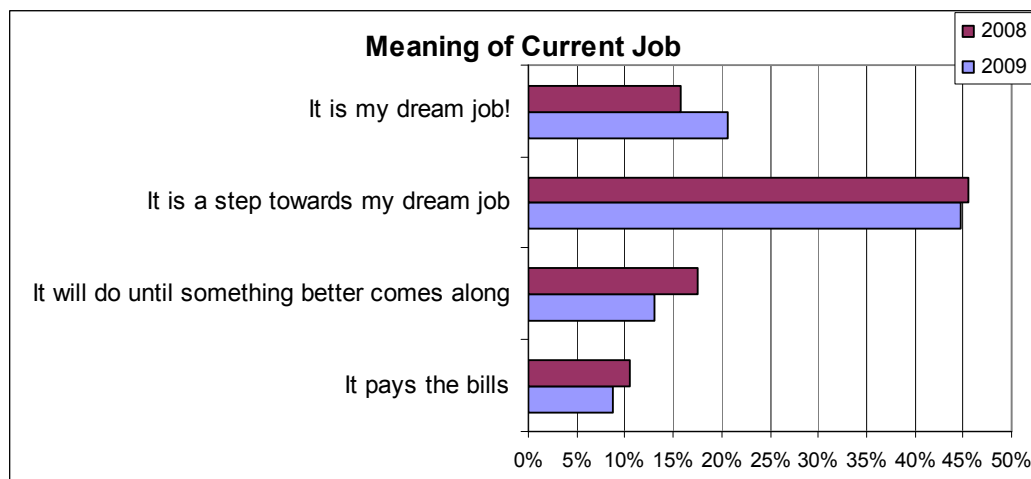


Figure 9.2: What their current job meant to respondents in 2008 and 2009.

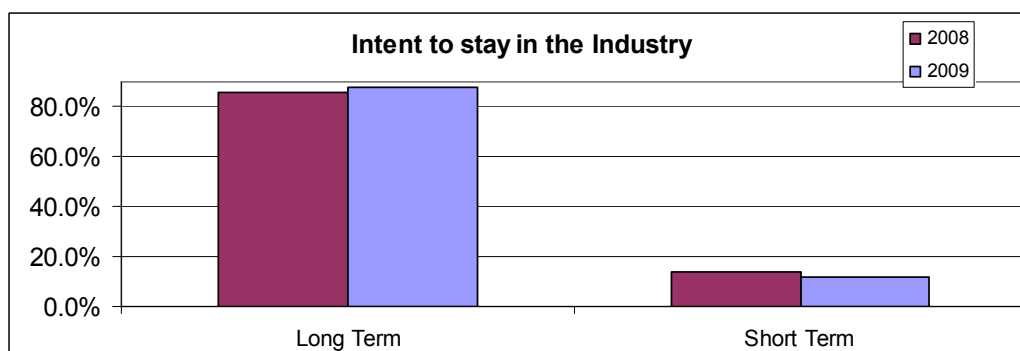


Figure 9.3: Intent to stay in the industry long term in 2008 and 2009.

9. Job Satisfaction (Continued)

56.8% of respondents were initially attracted to their career due to a desire to work in a specific industry (i.e. sport, fitness or aquatics) or an interest in a specific sport (e.g. netball or AFL) (down from 64.7% in 2008) (see figure 9.4).

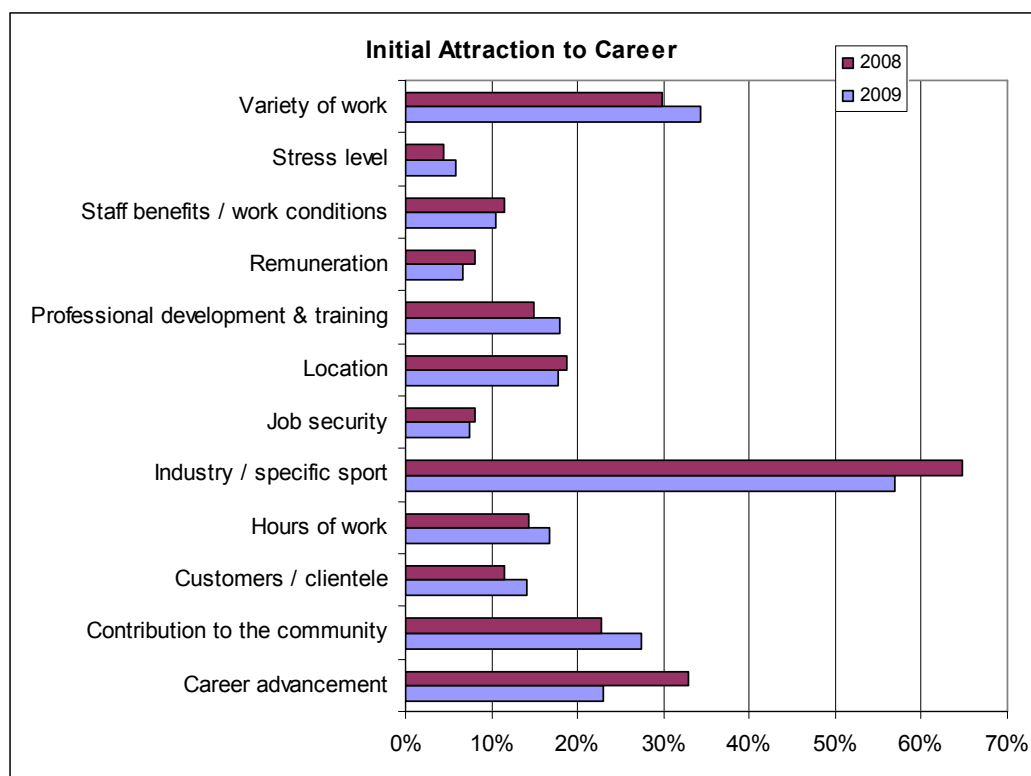


Figure 9.4: Initial attraction to current career in 2008 and 2009.

Table 1: Emotional scores based on current job satisfaction.

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
Appreciation/feedback	23.8%	35%	20.6%	13.4%	7.2%
Opportunity for advancement	20.2%	28.7%	28.3%	15.4%	7.4%
Contribution to community	38.4%	40.9%	16.9%	3%	0.9%
Customers / clientele	28.2%	50.1%	17.8%	3.2%	0.8%
Hours of work	29.2%	40.6%	14.3%	12.5%	3.4%
Industry / specific sport	38.9%	39.9%	17.3%	3.2%	0.8%
Job security	32.8%	34%	17.7%	10.6%	4.9%
Stress level	18.1%	34.5%	25.7%	16.2%	5.5%
Location	49.4%	26.8%	14.1%	7.7%	2%
My Manager	37.5%	29.3%	15.7%	9.4%	8.1%
Development & Training	21.7%	32%	24.6%	14.6%	7%
Quality of management	26.8%	32.4%	18.3%	14.1%	8.4%
Remuneration	15.7%	38.5%	19%	18.6%	8.1%
Staff benefits/conditions	23.8%	37.4%	20.4%	13%	5.5%
Variety/content of work	39.3%	40.9%	11.8%	7%	1.1%
Work colleagues	38.6%	40.9%	14.8%	4.4%	1.4%