

Personnel Officer	Australia
ASCO Code: 2291-11	January 2008
Labour market rating	No Shortage
Comment	

Occupational Demand

Personnel officers provide staffing and administration services in support of an organisations human resources policy and programs and are part of a larger group of occupations entitled human resource professionals. Evidence from employers surveyed suggest that many vacancies occurred through business expansions, this in turn may be attributed to the strong period of economic growth experienced in Australia in recent years. Demand for human resource professionals has increased over the 2005 – 2007 period as indicated by employment growth. According to the ABS Labour Force survey employment grew at a rate of approximately 8 per cent per annum over the 2005 – 2007 period. ABS 2006 census data show that the total number of personnel officers employed at this time stood at just over 12,000.

Occupational Supply

Qualification as a personnel officer can be gained through a number of different courses Australia wide, many of which are business diplomas or degrees with human resources as a specialty. Supply from higher education and net migration has been steady over recent years. Higher education data shows that commencements have averaged around 2110 persons for the period 2004 – 2006 and that completions have averaged at around 1287 for the same period. Department of Immigration And Citizenship data show that net migration numbers for the periods 2004 – 2007 average out at around 576 persons per year equivalent to nearly 5 per cent of total employment.

Employer and industry comments/current labour market

Over 85 per cent of surveyed vacancies were filled. On average there were around 14 applicants per vacancy with 3 applicants per vacancy considered by employers to be suitable. Applicants were in the main considered by employers to be unsuitable due to lack of experience.

Approximately half of employers interviewed commented that they did not have any difficulties when recruiting for personnel officers. Most were satisfied with the standard of applicants and their qualifications. Approximately 40 per cent of employers surveyed indicated there were sufficient human resource professionals in the current labour market to meet demand, in fact some employers noted that in their opinion there were less jobs than there were people. Public sector employers reported that remuneration was often better in the private sector and that they had lost staff to private sector agencies because of this.

Labour market outlook

There is no evidence to suggest that there will be any significant change in the labour market for this profession over the next six months.