

SPORTSPEOPLE

in conjunction with the

**Graduate College of Management
Southern Cross University**

presents

2008 Sportspeople Workplace Survey (complete report)



Industry Partners:



1. Respondents

In total there were 1005 responses to the survey. Figure 1 shows that 85% of respondents indicated they currently were employed in the sport, fitness or aquatic sector. A number of respondents were not currently employed within the sport, fitness or aquatic sector or they worked on a voluntary basis only and were subsequently excluded from the data and reporting.

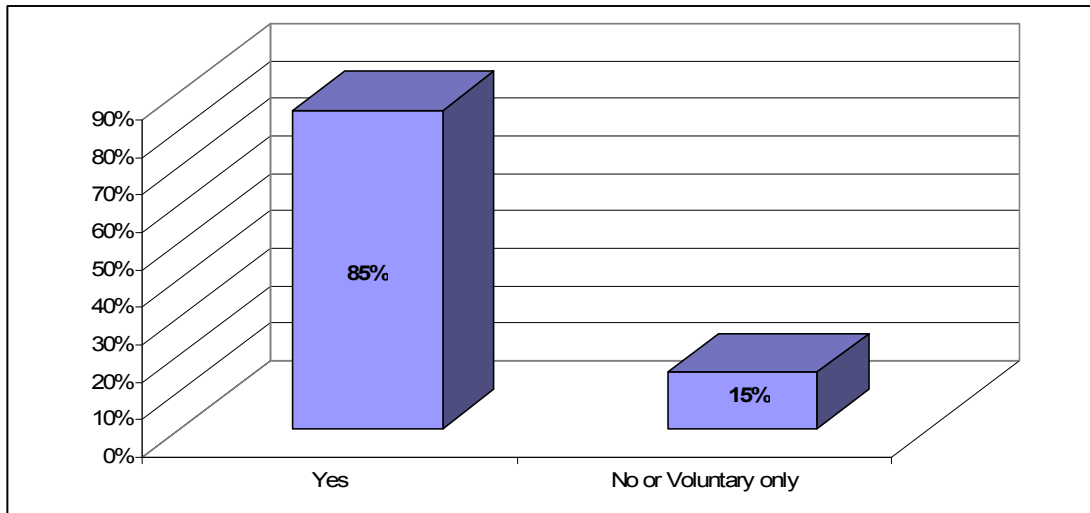


Figure 1: Respondents currently employed in the sport, fitness or aquatic sector.

2. Gender

Figure 2 shows the gender breakdown of survey respondents. There is a relatively equal proportion of males (51%) and females (49%) currently working in the sport, fitness or aquatic sector. This data is very similar to the results in 2003 where survey respondents were males (51.6%) and females (48.4%).

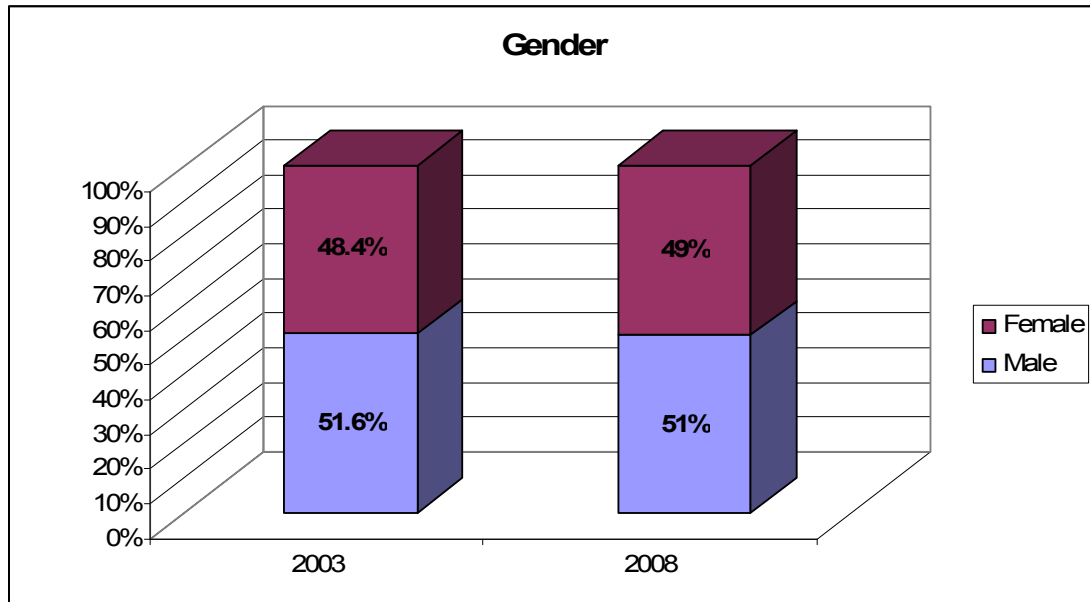


Figure 2: Gender breakdown of respondents in 2003 and 2008.

3. Place of Residence

Respondents resided mostly in the major capitals: Sydney (29%); Melbourne (24%); Perth (13%); Brisbane (5%) and Canberra (5%) (see figure 3).

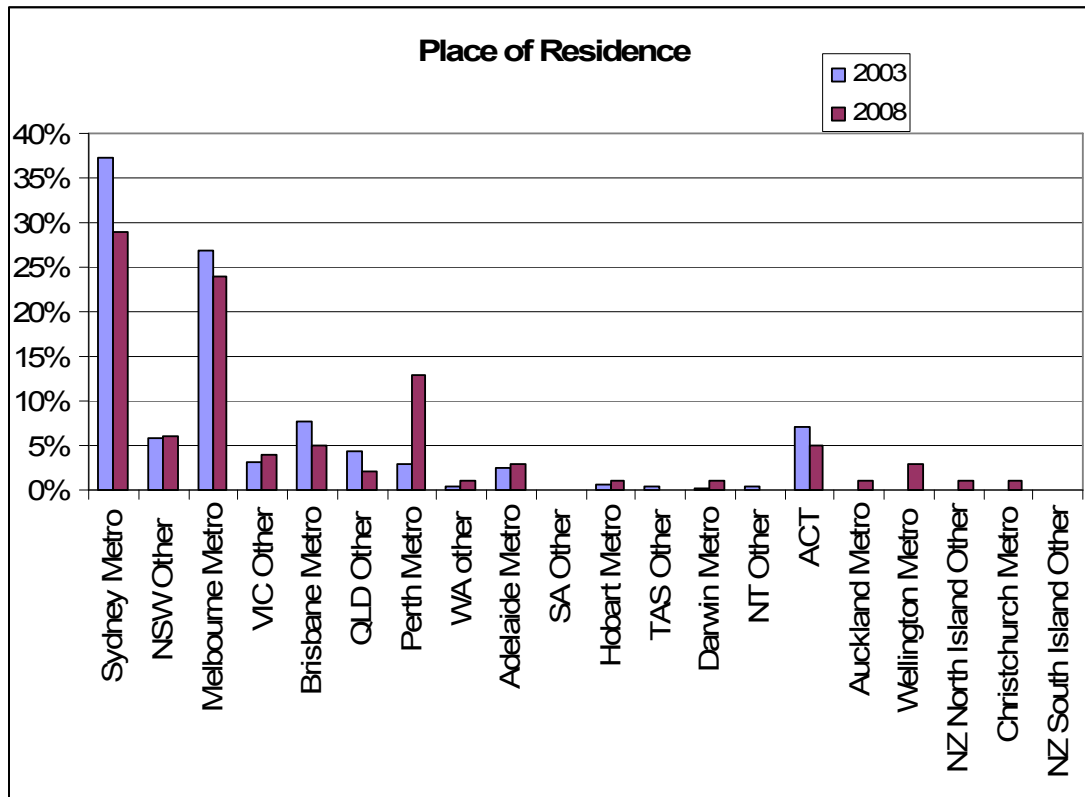


Figure 3: Breakdown of respondents locations in 2003 and 2008.

4. Age Profile of Respondents

Figure 4 shows that over half (54%) of respondents were aged less than 35 years in 2008, while in 2003 54.1% of respondents were aged less than 30 years. One third (34%) of participants were aged 40 or more in 2008, while in 2003 this was only 18.6%.

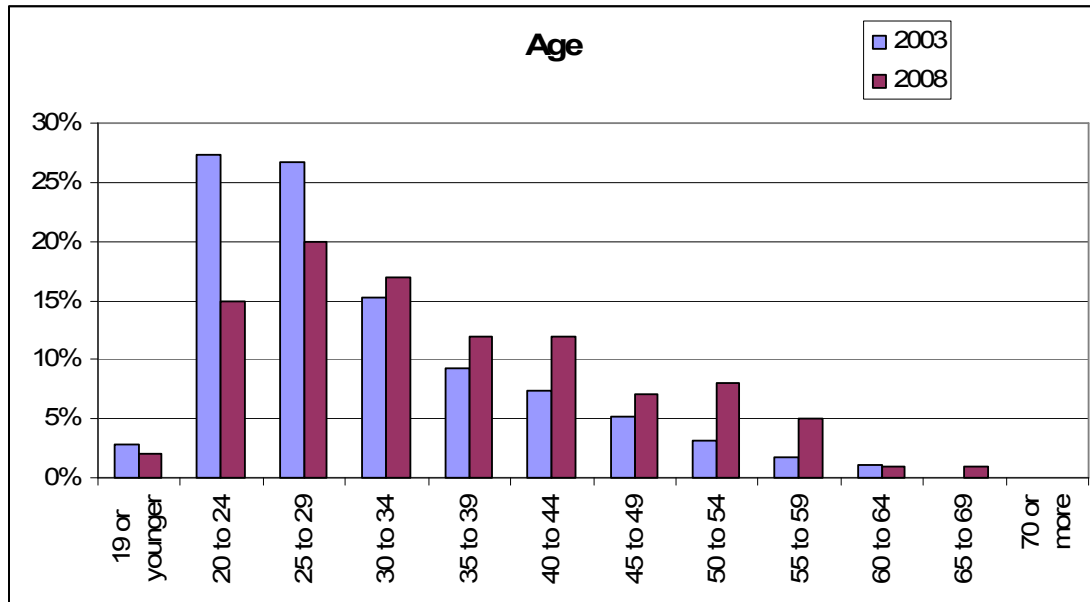


Figure 4: Age profile of respondents in 2003 and 2008.

5. Education Profile of Respondents

The majority of respondents have completed a tertiary education course. Figure 5.1 shows that 62% of respondents hold a Bachelors degree or higher qualification in 2008, down from 63.5% in 2003. There is an increase in respondents with an industry specific accreditation (10%) as their highest qualification, up from 1% in 2003. The inclusion of the fitness and aquatic sectors in the 2008 survey (not included in the survey group in 2003) will be a contributing factor in this increase.

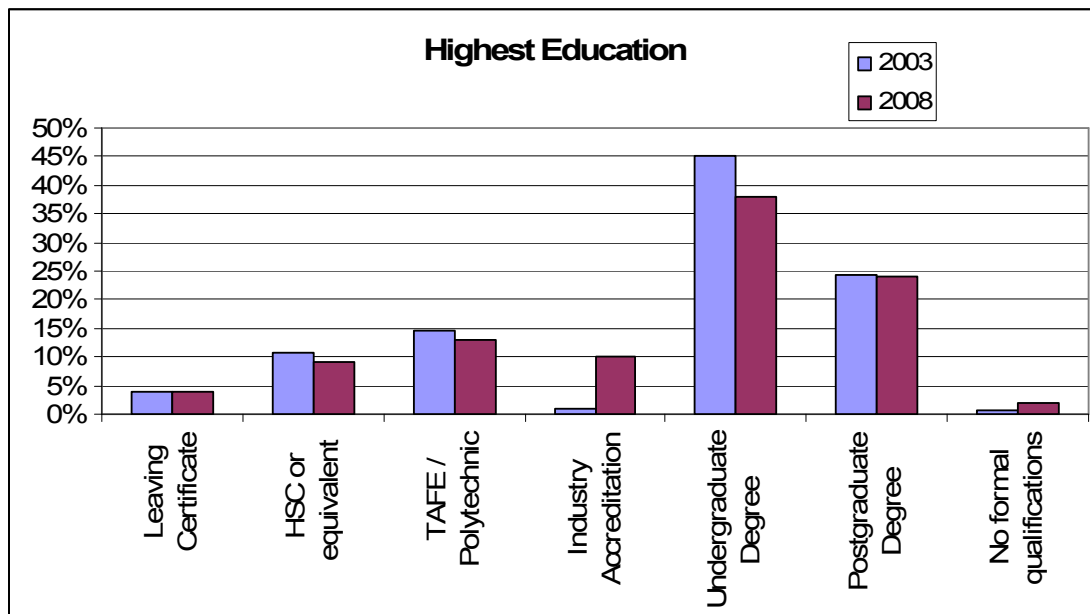


Figure 5.1: Education profile of respondents in 2003 and 2008.

Further breakdown of the data showed education based on respondent gender (see figure 5.2).

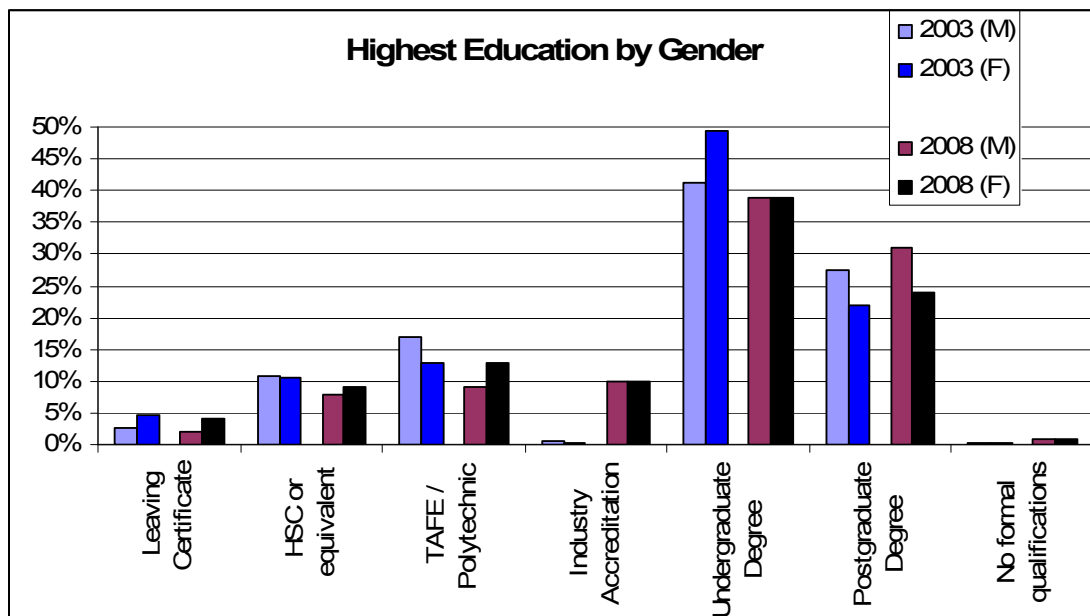


Figure 5.2: Education profile of respondents in 2003 and 2008 based on Gender.

5. Education Profile of Respondents (Continued)

23% of all respondents are currently studying. Of these, 35.2% are studying a postgraduate qualification, 17.6% are studying an undergraduate qualification, and 35.2% are completing either a TAFE or industry specific qualification (see figure 5.3).

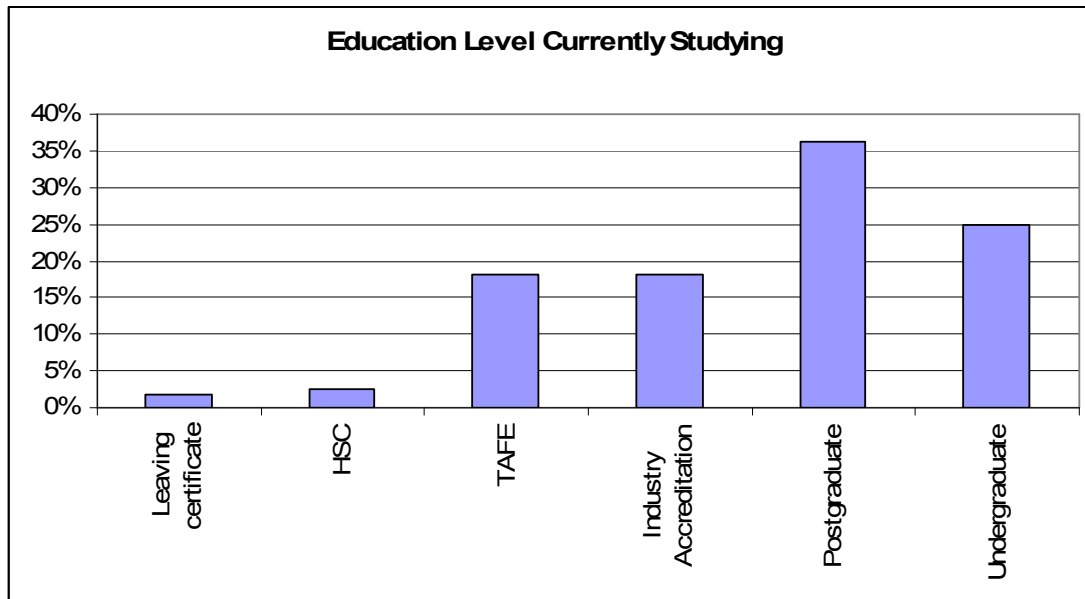


Figure 5.3: Level of education being studied in 2008.

The reasons for currently studying are outlined in figure 5.4. Career Advancement was quoted as a reason for every qualification; Career Change was quoted as a reason for every qualification higher than Leaving Certificate; and Career Change was quoted as a reason for every qualification higher than HSC.

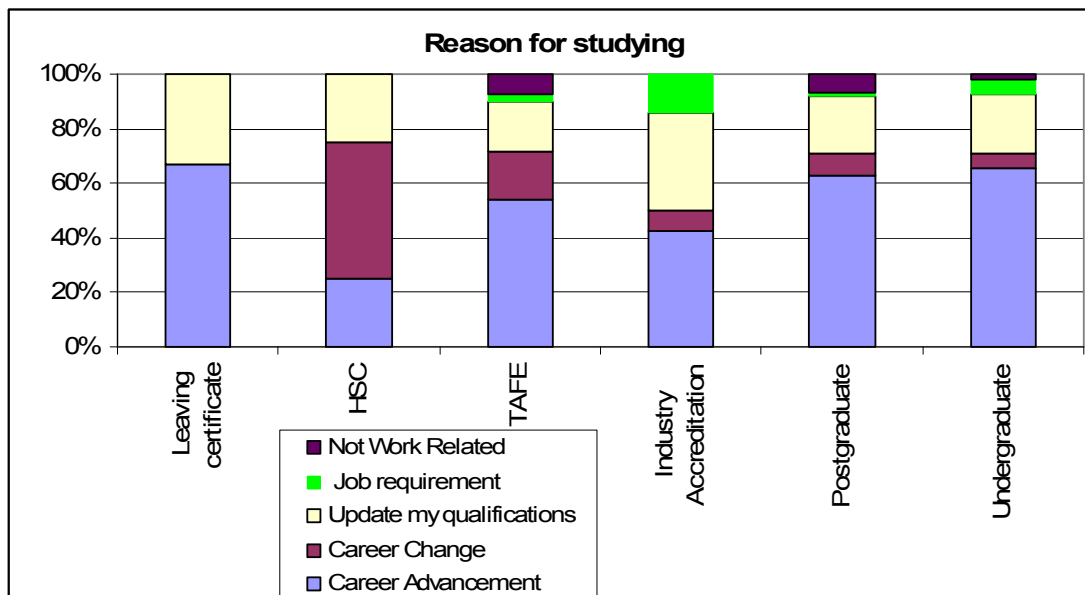


Figure 5.4: Reason for studying each level of education being studied in 2008.

6. Nature of Employment

The majority (93%) of respondents were engaged under an employee (PAYG) arrangement (see figure 6.1). The fitness sector has the highest percentage (12%) of respondents engaged on a contractor (service fee) arrangement.

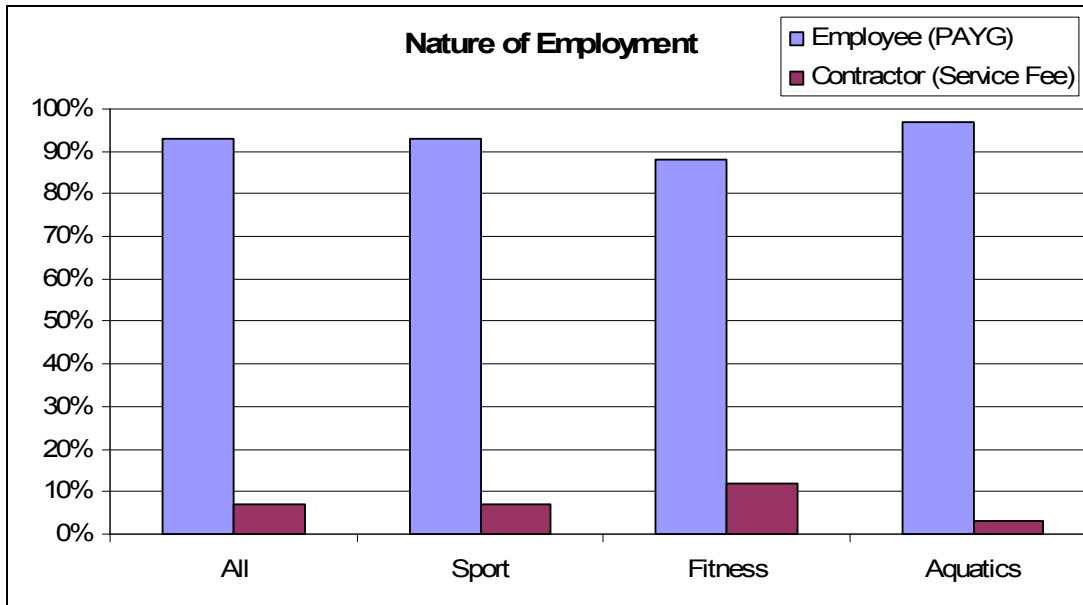


Figure 6.1: Nature of respondents' employment in sport, fitness and aquatics in 2008.

The majority (77%) of respondents were employed on a permanent full-time basis in 2008 (see figure 6.2), down from 80.5% in 2003. The increase in casual and part-time workers (working 30 hours per week or less) may be attributable to the inclusion of the fitness and aquatic sectors in the 2008 survey. Not surprisingly, given the prevailing workplace culture of the sport, fitness and aquatic sectors, most of the [full-time] respondents also worked more than 40 hours per week, with 18% working in excess of 50 hours weekly in 2008 (see figure 6.3). This is a decrease from the 2003 survey.

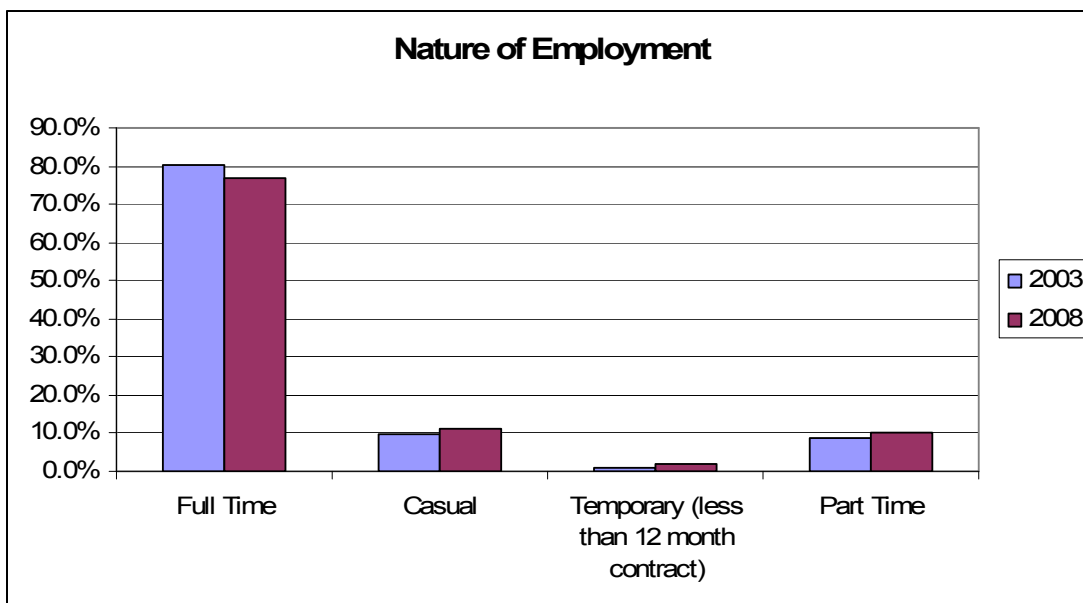


Figure 6.2: Nature of respondents' employment in 2003 and 2008.

6. Nature of Employment (Continued)

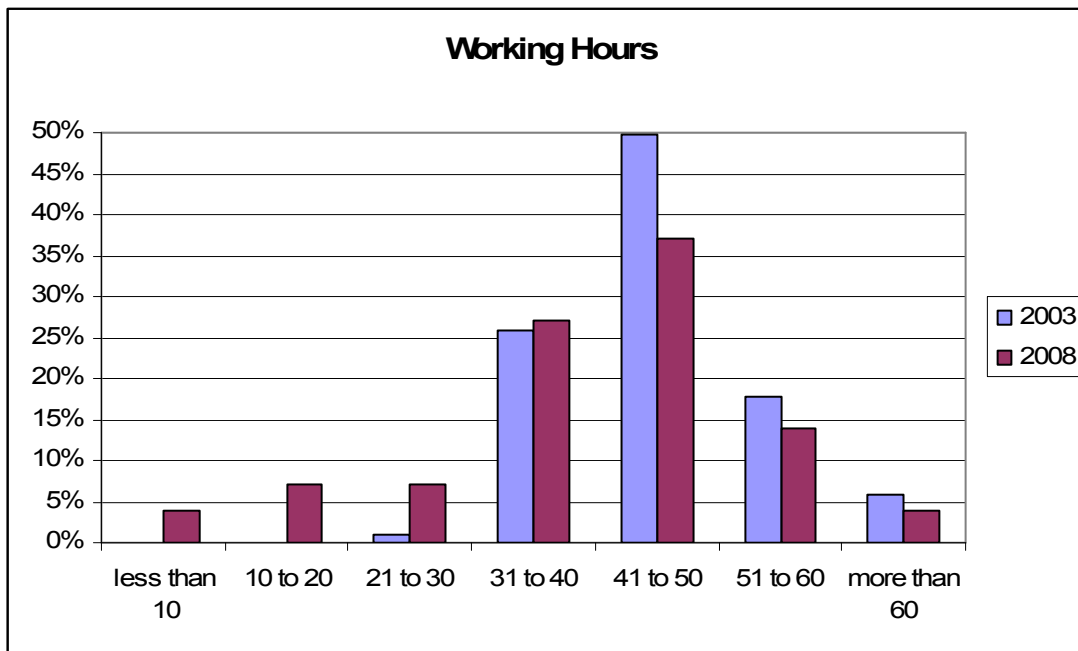


Figure 6.3: Typical number of hours worked per week in 2003 and 2008.

Figure 6.4 shows a breakdown of hours worked by full time employees on a gender comparative basis. 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, meaning that the total hours worked typically in a given week, may be more than 40 hours.

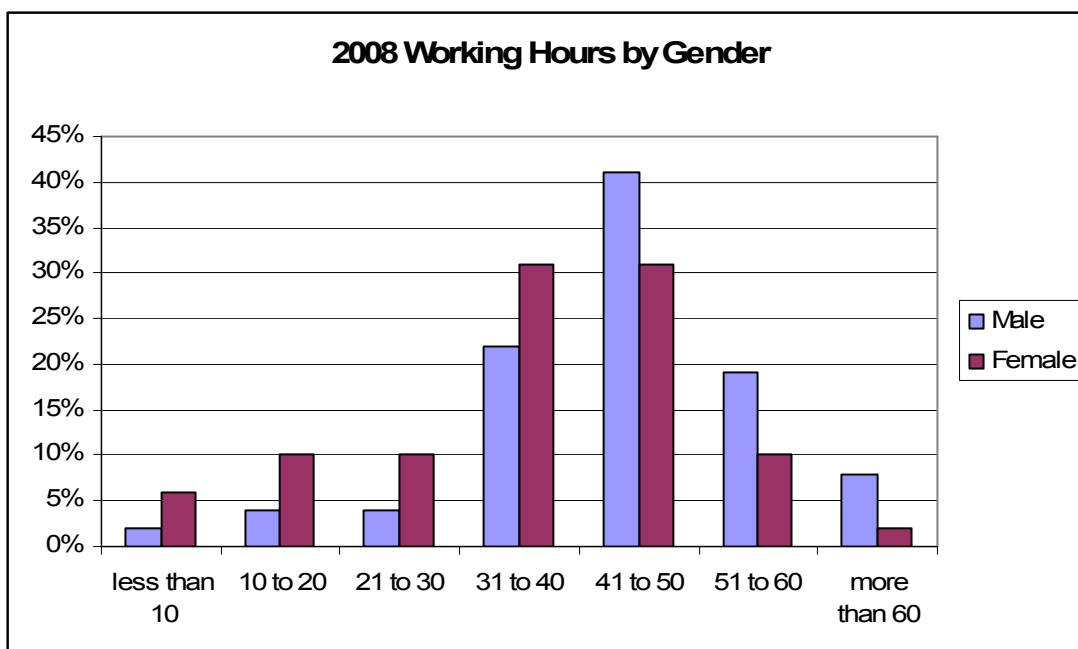


Figure 6.4: Typical number of hours worked per week by gender in 2008.

7. Remuneration

Salary levels for all full-time respondents are shown in figure 7.1. The majority of salaries in 2003 were in the \$30,000 - \$60,000 range, compared to \$40,000 - \$80,000 range in 2008. The mean salary in 2008 for all full-time respondents is between \$65,000 and \$70,000.

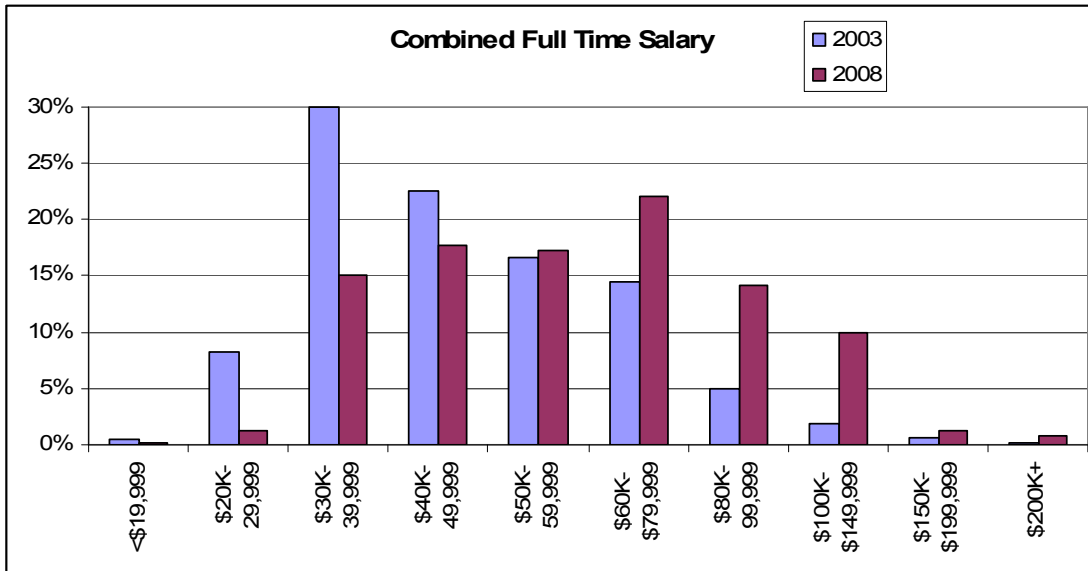


Figure 7.1: Full-time salary levels in 2003 and 2008.

Figure 7.2 compares the salary levels for males and females in both 2003 and 2008. In 2003 more males than females earned salaries in excess of \$50,000 and in 2008 this difference is evident where the salary is in excess of \$80,000. The highest salary for males is between \$300,000 and \$350,000 both years. For females the highest reported salary is between \$180,000 and \$200,000 in 2003 and less than \$180,000 in 2008. The mean salary for males is between \$70,000 and \$75,000 (up from between \$45,000 and \$50,000 in 2003) whilst for females mean salary is between \$55,000 and \$60,000 (up from between \$40,000 and \$45,000 in 2003).

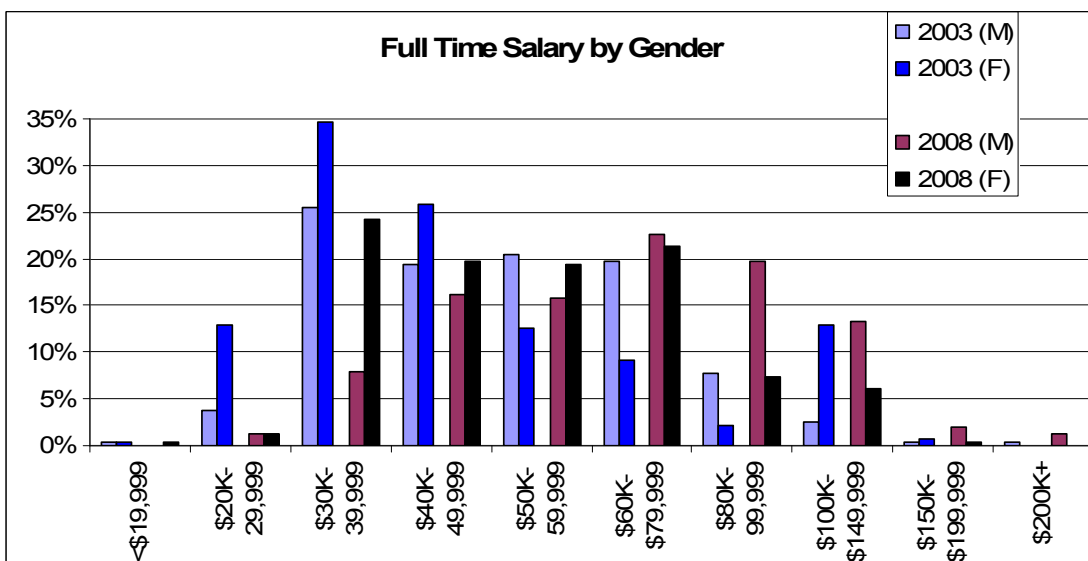


Figure 7.2: Full-time salary levels of males and females in 2003 and 2008.

7. Remuneration (Continued)

Figure 7.3 compares the salary levels for different industry sectors. The mean salary for each sector (sport, fitness and aquatics) fell between \$60,000 and \$65,000.

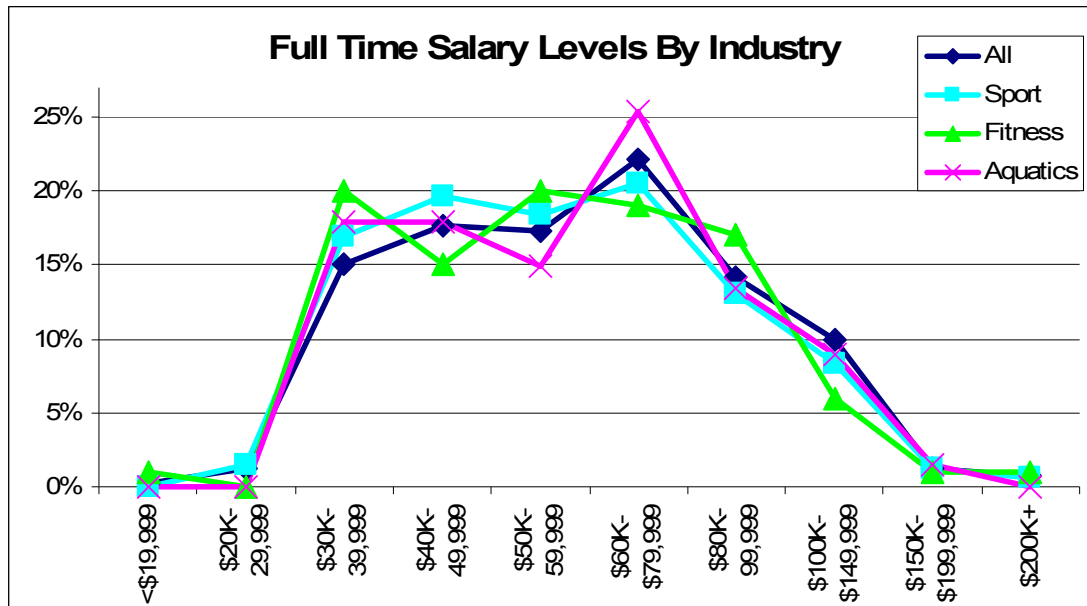


Figure 7.3: Full-time salary levels for sport, fitness and aquatics in 2008.

Hourly rate levels for all part-time respondents are shown in figure 7.4. This figure shows the majority (76.1%) of hourly rates were in the \$15 - \$29.99 range. The mean hourly rate for all part-time respondents is between \$25 and \$30.

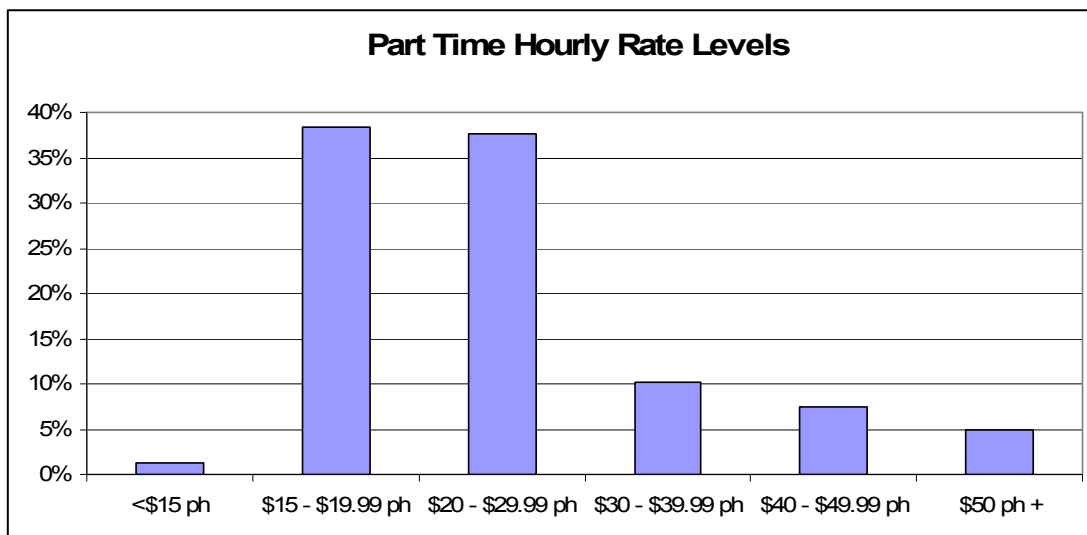


Figure 7.4: Part-time hourly rate levels in 2008.

7. Remuneration (Continued)

Figure 7.5 compares the hourly rate for males and females. Hourly rates in excess of \$30 were earned by more males than females. The highest hourly rate for males is between \$70 and \$90. For females the highest reported hourly rate is between \$50 and \$55. The mean hourly rate for males is between \$25 and \$30 whilst for females mean hourly rate is between \$20 and \$25.

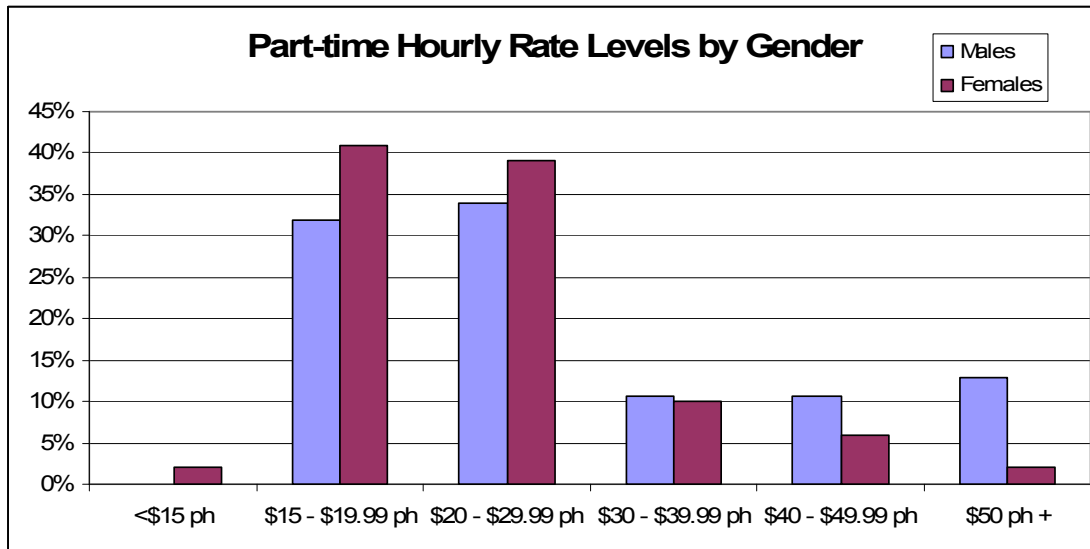


Figure 7.5: Part-time hourly rate levels of males and females in 2008.

Figure 7.6 compares the hourly rate for the industry sectors. The mean hourly rate for aquatics was between \$15 and \$20 whilst for both fitness and aquatics the mean hourly rate was between \$25 and \$30.

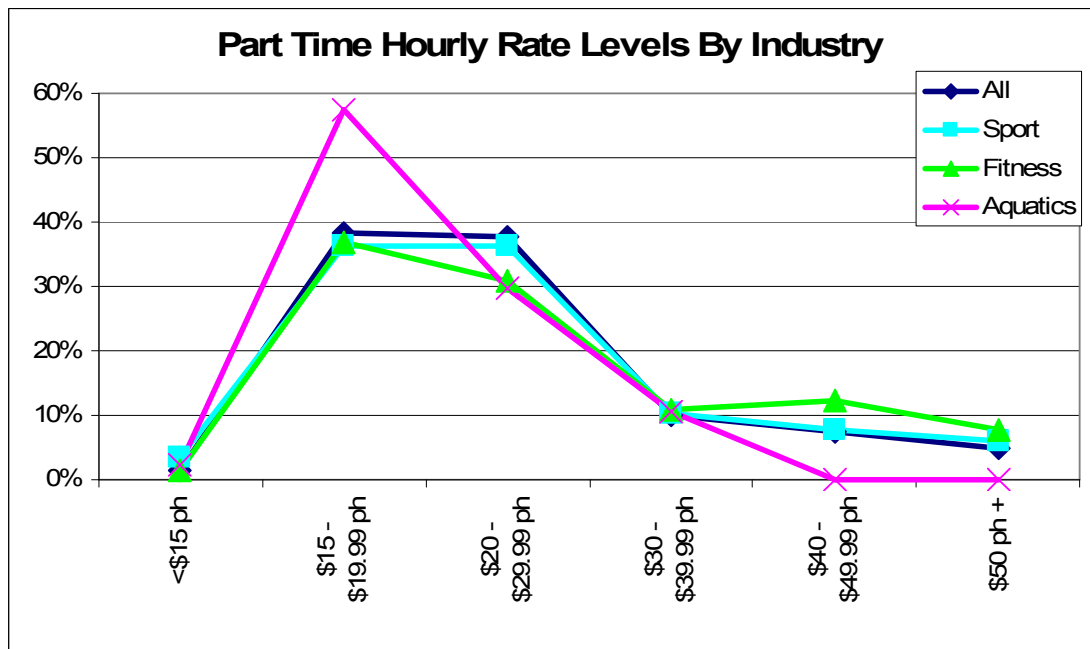


Figure 7.6: Part-time hourly rate levels for sport, fitness and aquatics in 2008.

7. Remuneration (Continued)

49.3% of respondents received remuneration or benefits in addition to their base salary. The majority (55.4%) received up to \$5,000 additional remuneration or benefits (see figure 7.7). 17.7% received over \$15,000 additional remuneration or benefits. 41% received a motor vehicle or allowance while the majority (71.7%) received a mobile phone (see figure 7.8). Only 2.9% received health insurance.

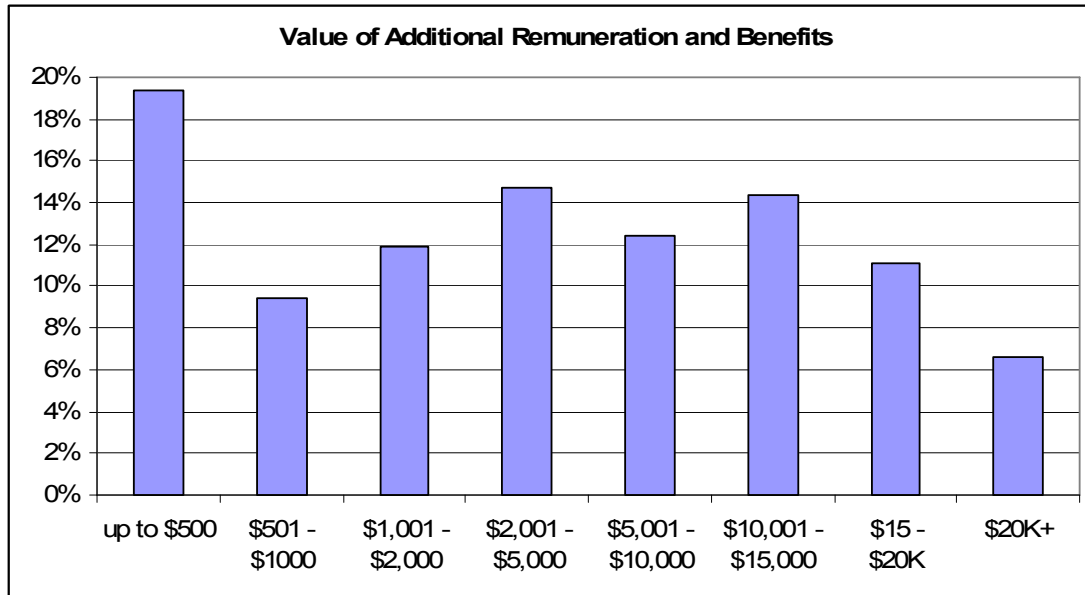


Figure 7.7: Value of remuneration and benefits in addition to base salary in 2008.

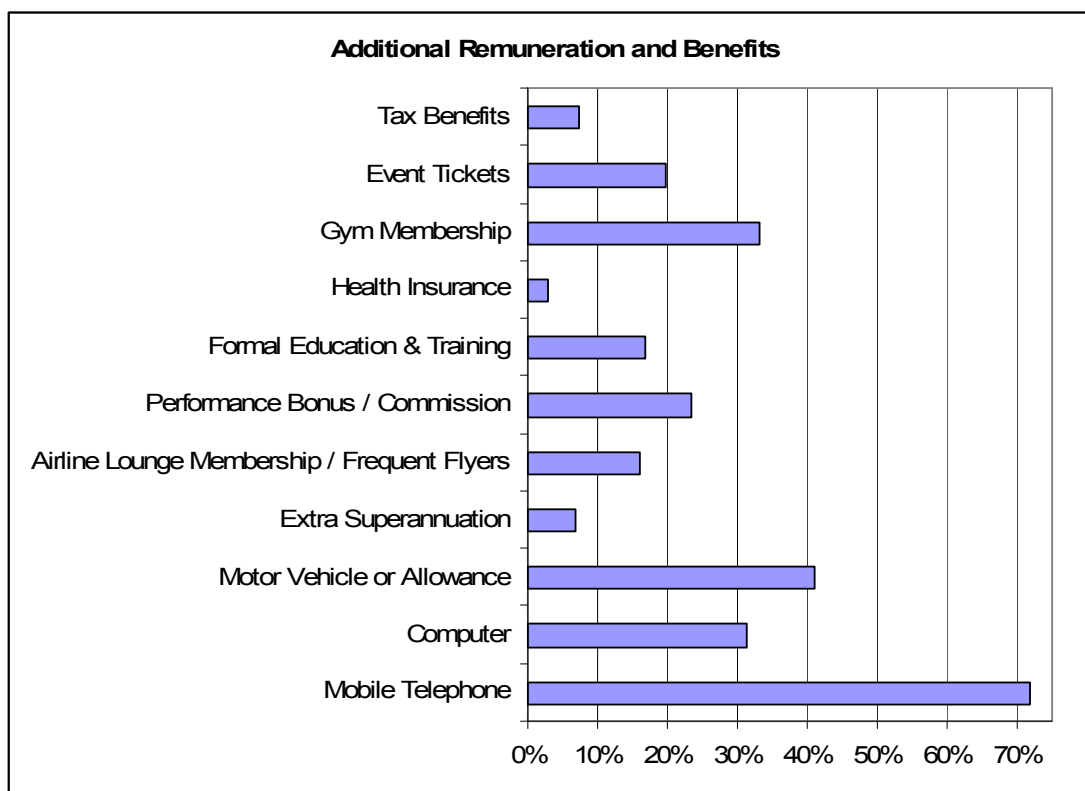


Figure 7.8: Make up of remuneration and benefits in addition to base salary in 2008.

8. Industry Experience

Figure 8.1 illustrates that close to one third (34.8%) of the respondents in 2008 had worked in the sport, fitness and aquatics industry for 4 years or less, down from almost half of the respondents (47.6%) in 2003. Only 19.3% of respondents in 2008 had more than 15 years experience in the industry, up from 10.9% in 2003.

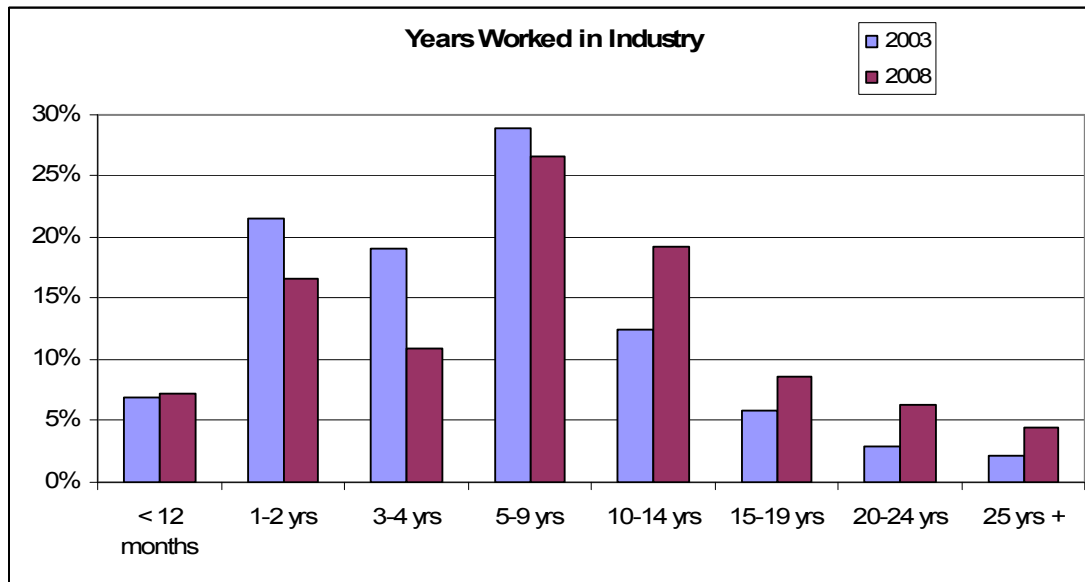


Figure 8.1: Time employed in the industry in 2003 and 2008.

Figure 8.2 shows the number of years respondents had been employed in their current position. In 2008 no respondents had boasted longevity of 10 or more years, down from only 3.1% of 2003 respondents.

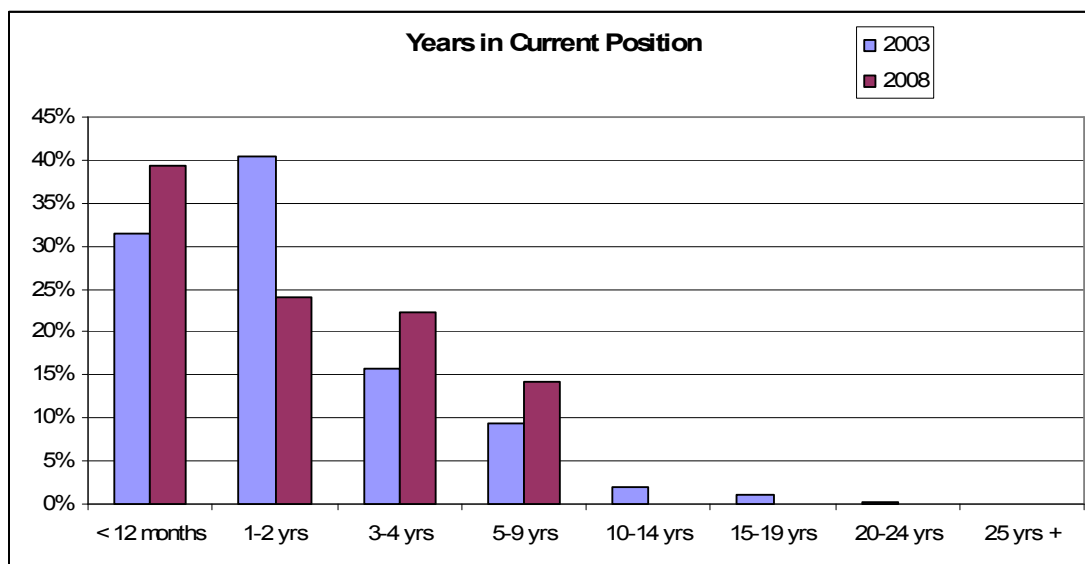


Figure 8.2: Time employed in current position in 2003 and 2008.

8. Industry Experience (Continued)

Figure 8.3 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 (71.9%) of respondents have worked in their current position for two years or less. Almost the same amount (73%) have worked with their current employer for 4 years or less.

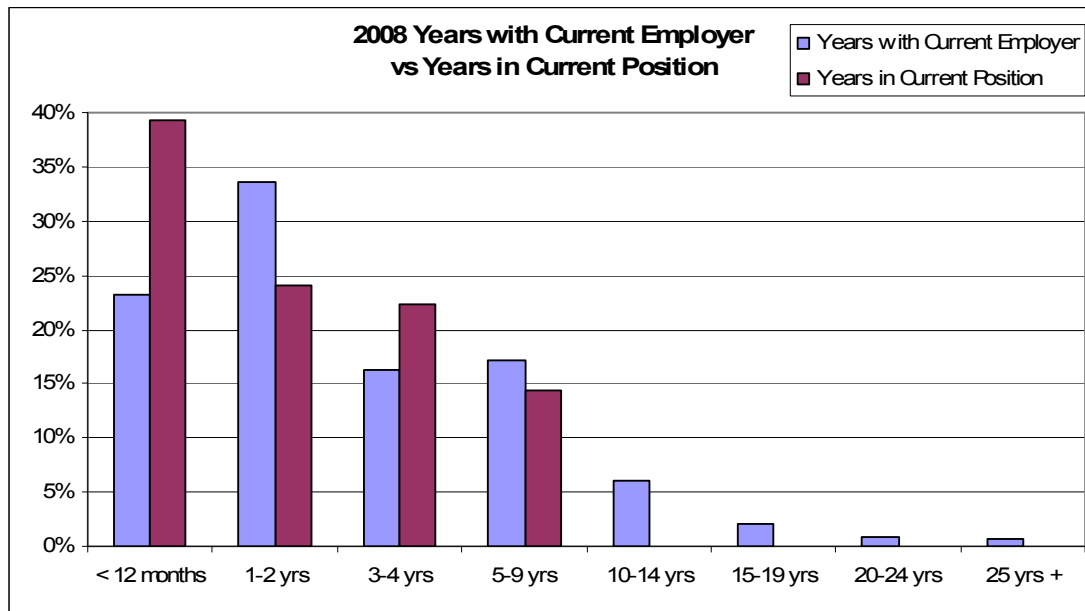


Figure 8.3: Time employed in current position and with current employer in 2008.

Figure 8.4 shows the percentage of respondents who have changed positions within their current employer. Employees within the aquatic sector (44.5%) generally changed positions within their employer more often than the other sectors. The sport sector had the lowest rate of change overall (29.8%), with a large number (45.5%) changing positions the within the first two years of employment.

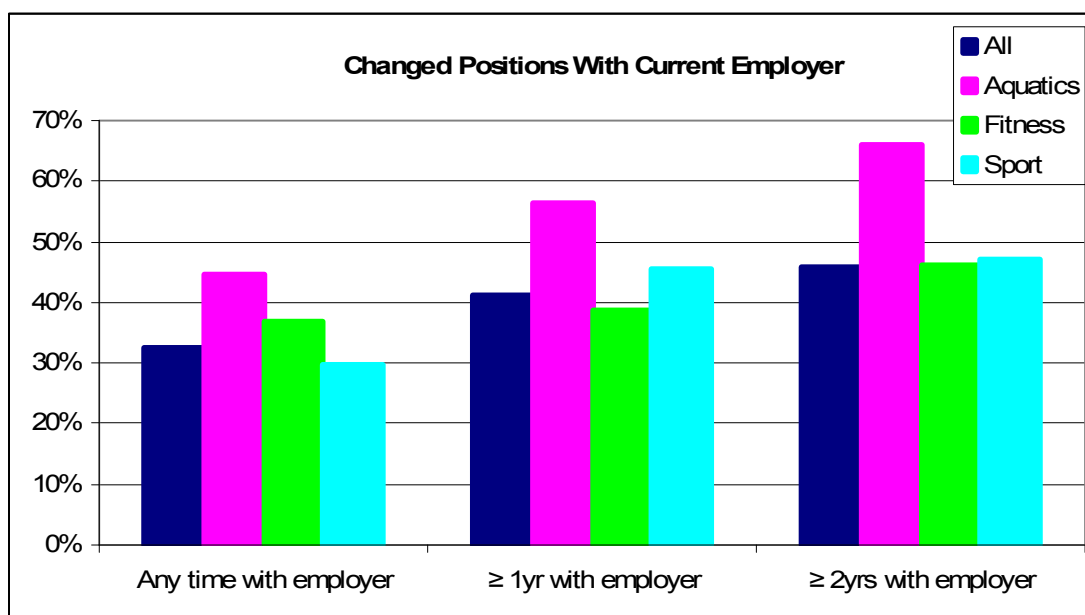


Figure 8.4: Respondents who have changed positions with their current employer.

9. Travel to place of employment

The majority of respondents (68.9%) travel less than 20 km to work (one way). The aquatic (42.5%) and fitness (43.2%) sectors had the highest percentage of respondents travelling less than 10 km to work, whereas the sport sector had the highest percentage (64.7%) travelling 10km or more (see figure 9.1).

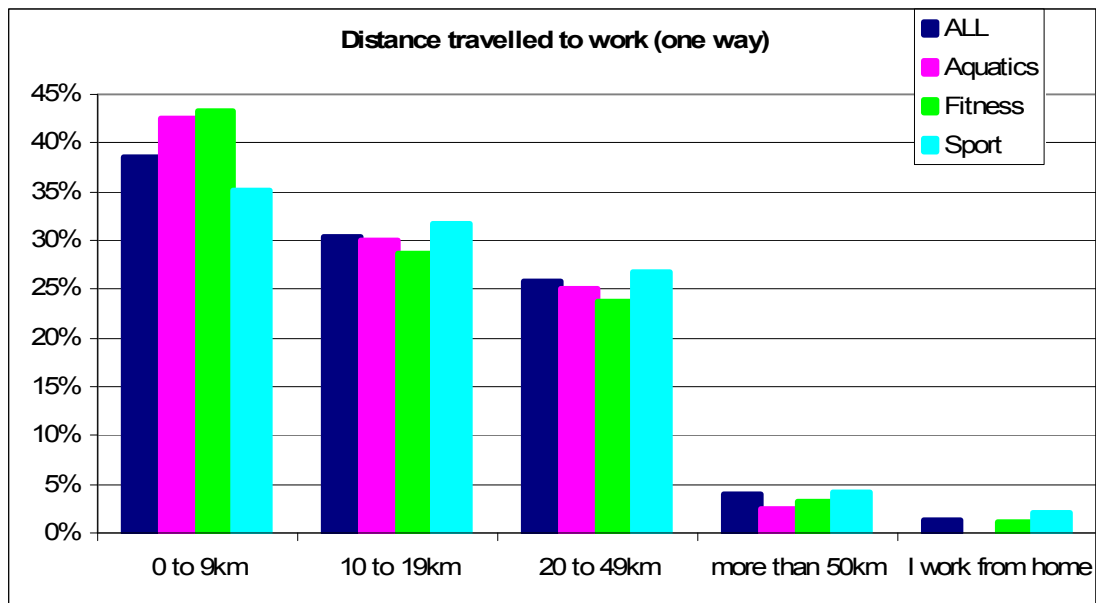


Figure 9.1: Distance travelled to work (one way) in 2008.

The typical time taken to travel to work (one way) is shown in figure 9.2. The majority of respondents (59.8%) travel for less than 30 minutes to work (one way). The aquatic (41.7%) and fitness (38.4%) sectors 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.

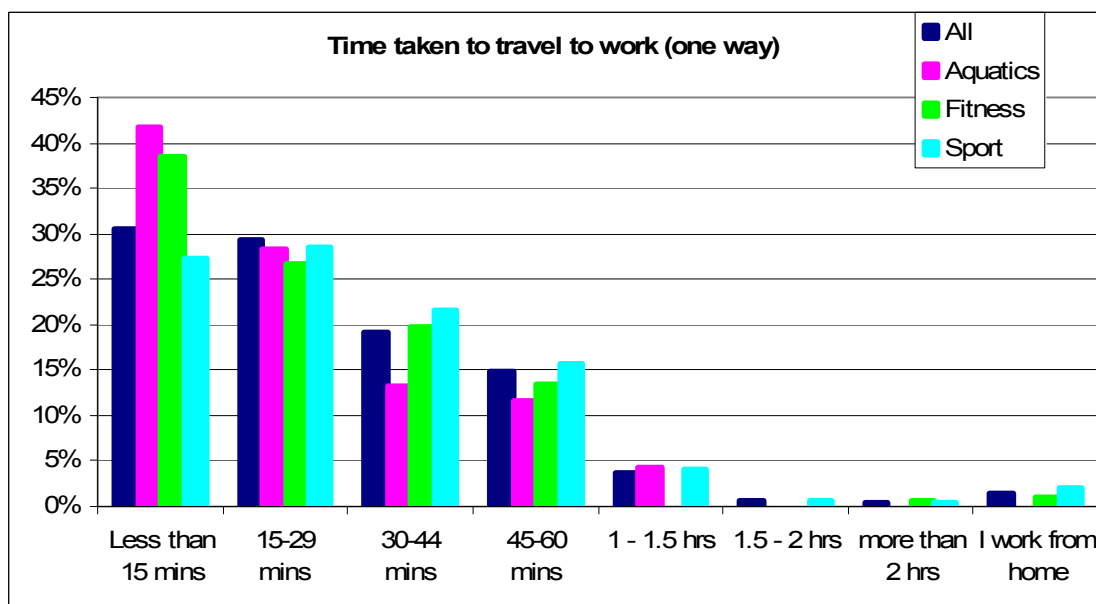


Figure 9.2: Typical time taken to travel to work (one way) in 2008.

10. Job Satisfaction

The majority of respondents (74.6%) are either satisfied or very satisfied with their current job (see figure 10.1). Only 7.1% rated their overall job satisfaction as either dissatisfied or very dissatisfied. 45.6% rated their current job as "A step towards my dream job" while 15.8% are currently in their dream job (see figure 10.2). 85.9% intend to stay in the industry long term (see figure 10.3).



Figure 10.1: Level of job satisfaction.

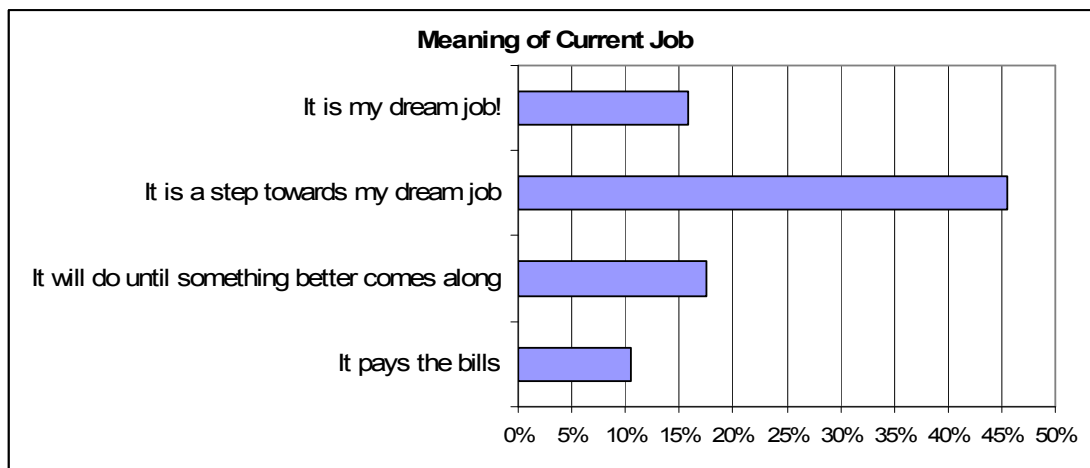


Figure 10.2: What their current job meant to respondents in 2008.

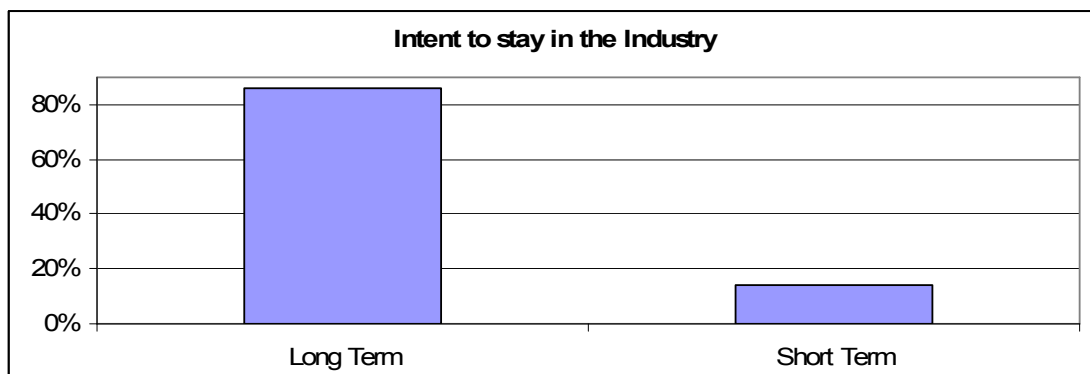


Figure 10.3: Intent to stay in the industry long term.

10. Job Satisfaction (Continued)

64.7% 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) (see figure 10.4).

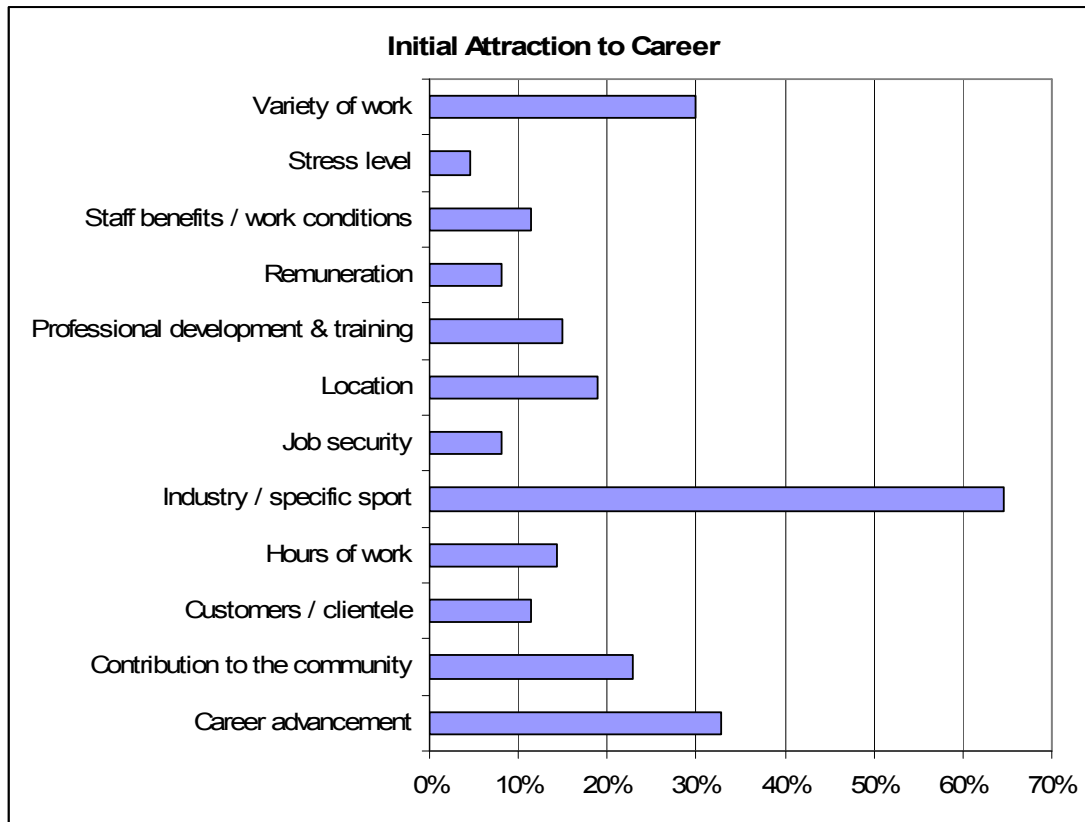


Figure 10.4: Initial attraction to current career.

Table 1: Emotional scores based on current job satisfaction.

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
Level of appreciation	19%	47%	17%	13%	4%
Feedback	12%	44%	29%	13%	3%
Opportunity for advancement	9%	29%	35%	17%	10%
Contribution to community	28%	51%	17%	3%	2%
Customers / clientele	21%	55%	20%	4%	1%
Hours of work	16%	50%	18%	12%	3%
Industry / specific sport	32%	47%	18%	3%	1%
Job security	25%	45%	19%	7%	4%
Stress level	8%	38%	27%	20%	7%
Location	35%	38%	17%	8%	2%
My Manager	30%	37%	17%	9%	6%
Development & Training	14%	37%	28%	14%	7%
Quality of management	16%	37%	25%	15%	7%
Remuneration	8%	33%	26%	23%	10%
Staff benefits	10%	34%	32%	17%	8%
Work conditions	16%	49%	23%	9%	3%
Variety of work	22%	52%	16%	7%	2%
Content of work	18%	55%	18%	6%	2%
Colleagues	32%	48%	15%	4%	1%