

CDAA Advises Caution Over “Great Reshuffle” Pay Rise

9 February 2022

The Career Development Association Australia advises Australians to exercise caution before switching jobs solely for a pay rise.

The Federal Treasurer has encouraged Australians to take advantage of a “great reshuffle” for higher wages to help drive unemployment rates down.

CDAA National President Linda Jeffrey says while money is important to people, more factors should be considered when switching jobs.

“Numerous surveys and research show that good employee engagement strategies and feeling your contribution is valuable and valued are extremely high indicators of job satisfaction,” she said.

“With the upheaval of COVID-19, many people are also re-evaluating their work-life balance. Therefore, changing your job just to get more money may not be the best option.”

Changing employers can also pose a risk to your job satisfaction, with the possibility you won’t be the right fit. Ms Jeffrey suggests negotiating with your current employer can also be a good option.

“You could talk to your current employer about a pay rise, but if you are not happy there may be a more appropriate role within your organisation where your skills and experience are better suited,” she said.

“This gives the employer the opportunity to have respectful career conversations with their employees, so that issues can be aired and resolved in a mutually satisfactory way.”

Ms Jeffrey says with a supportive employer, reshuffling can happen successfully within your existing organisation as well as to a new employer.

CDAA members can help you manage your career, make occupational and study decisions and plan career transitions. Find a career specialist [here](#).

The Career Development Association of Australia (CDAA) commenced as the Australian Association of Career Counsellors in 1989, and is Australia’s largest cross-sectoral association of career development professionals working in a diverse range of roles, delivering services in industry, government, education, employment programs and community organisations. The primary purpose of the CDAA is to support its members by leading, building and growing the career development profession.

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