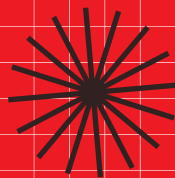


Talent *Guide*

“Powering Strategic
Workforce Decisions”

HR &
Talent
Acquisition
edition



REAL DATA

REAL STRATEGIES

REAL PLANS

HR

talentpath
RECRUITMENT

2025 2026

Introduction

Powering Strategic Workforce Decisions

This guide is your strategic advantage in planning for the future.

In an era where business success is defined by the strength of its people, workforce planning is no longer just a HR initiative, it's a critical business strategy. As decision-makers prepare for the 2025/26 financial year, having real-time, data-driven insights into talent trends, salary benchmarks, and workforce dynamics isn't just helpful, it's essential.

That's where the Talentpath Talent Guide comes in. **Repurposed specifically for recruitment and workforce planning leaders**, this guide transforms raw talent data into actionable intelligence, helping organisations **make smarter, more informed decisions about headcount planning, budget allocation, and workforce investment.**

This resource is designed to offer critical insight into;

- What is driving the talent market and how your strategy and budget allocation connects to your existing and prospective talent.
- What are the essential workforce strategies to attract and retain top talent.
- Developing people strategies that are financially efficient and have a high ROI.

As businesses navigate talent shortages, shifting employee expectations, and economic uncertainty, the ability to budget effectively for the most important asset, your people, has never been more crucial.

We look forward to partnering with you to build a high-performing and resilient workforce.

Talentpath Recruitment Team

Salary Guide

HR & Talent Acquisition

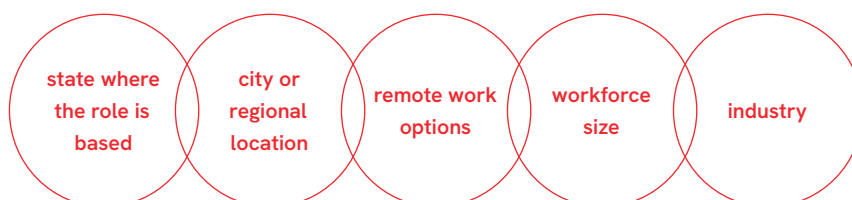
HR Practices	24/25
HR Director	\$210 - 300k+
HR Manager/People & Culture Manager	\$130 - 250k
HR Business Partner	\$90 - 150k+
HR Advisor	\$85 - 130k
HR Coordinator	\$65 - 90k

Specialist Practices	24/25
HR Change Manager	\$130 - 180k
Learning & Development Manager	\$120 - 180k
Learning & Development Coordinator	\$75 - 90k
Workforce Planning Manager	\$95 - 150k
IR/ER Manager	\$130 - 240k+
IR/ER Advisor - Business Partner	\$90 - 150k
Remuneration & Benefits Specialist	\$120 - 230k

Recruitment & Talent Practices	Brisbane
Talent Acquisition/Recruitment Manager	\$120 - 220k
Talent Acquisition Partner/Recruitment Specialist	\$85 - 130k
Recruitment Coordinator	\$65 - 85k

*salary figures are base only - super not included in bands

Our salary banding is based on national data and considers the following factors:



Turning Talent Insights into Strategic Workforce Investment: **A Guide for FY25/26**

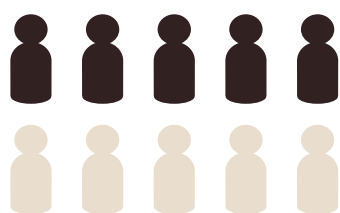
As businesses enter planning mode for the 2025/26 financial year, the smartest organisations are taking a people first approach.

These insights aren't just interesting, they're essential to shaping the talent strategies that will set high-performing teams apart in the year ahead.

Based on exclusive insights from Talentpath's 24/25 Talent Guide survey, we've uncovered critical trends across the HR & Talent Acquisition community that can directly influence how businesses attract, engage, and retain their most valuable asset; their people.

With salaries, workforce development, and retention strategies often making up a significant portion of operational budgets, now is the time to ensure every people decision is informed by real data.

1. *Prioritise Wellbeing & Culture in Workforce Design.*



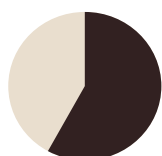
50%

of HR professionals are reporting lack of motivation and 49% are citing fatigue.

Burnout is real and it's rising

Strategic action: Budget for wellbeing initiatives, mental health support, and workloads that reflect sustainable performance expectations.

2. *Invest in Career Development That's Actually Working.*

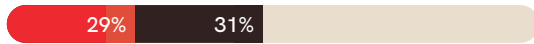


60%

are networking to progress their career, yet only 34% feel supported with a clear pathway.

Strategic action: Build structured development plans, invest in mentorship and coaching (especially for women), and ensure progression discussions are part of manager KPIs. Think outside the box when it comes to development – it doesn't have to be vertical. Incorporate project work and cross-divisional secondments into development pathways.

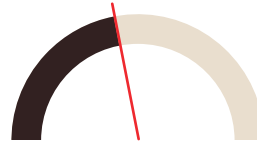
3. Reframe Total Rewards Beyond Salary.



Flexibility (31%) and WFH options (29%) are ranked higher than salary by a large portion of HR talent.

Strategic action: Design EVP packages with flexibility at the core, backed by budget for tech, home office support, or 4-day work trials.

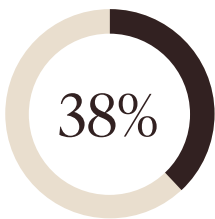
4. Plan for Movement and Plan to Retain.



Nearly half (48%) expect to change jobs within the year, with 24% already looking.

Strategic action: Allocate budget for retention strategies like stay interviews, high-potential pathways, and meaningful reward structures that include salary raises and clear progression.

5. Double Down on Inclusive Leadership.



say their manager always cares about their wellbeing, and just 39% strongly agree their workplace is inclusive.

Strategic action: Budget for leadership development that builds empathy, inclusion capability, and psychological safety. This is a non-negotiable for retaining diverse, high-performing teams.

6. Know What Drives Talent to (and from) You.

- 1 Culture (63%)
- 2 Values alignment (38%)
- 3 Brand reputation (25%)

Meanwhile, **lack of fulfillment** and **career stagnation** are top reasons for exit.

Strategic action: Use this data to guide employer brand investments, refine role design, and ensure your mission and values show up meaningfully in the day-to-day.

These insights aren't abstract, they're a blueprint.

Your workforce strategy doesn't just live in your HR team; **it's a line item in your budget, a lever in your growth plan, and a reflection of your values as a business.**

We'd love to help you use these insights not only to plan for the year ahead, but to build a workforce ready for what's next.

HR & Talent Acquisition

The matchmakers and culture champions of your organisation, **HR & Talent Acquisition** talent are naturally people-oriented and personable. They consistently strive to cultivate meaningful conversations and drive impactful change. Their ability to foster a supportive environment where talent thrives, and culture flourishes makes them invaluable assets in achieving success.

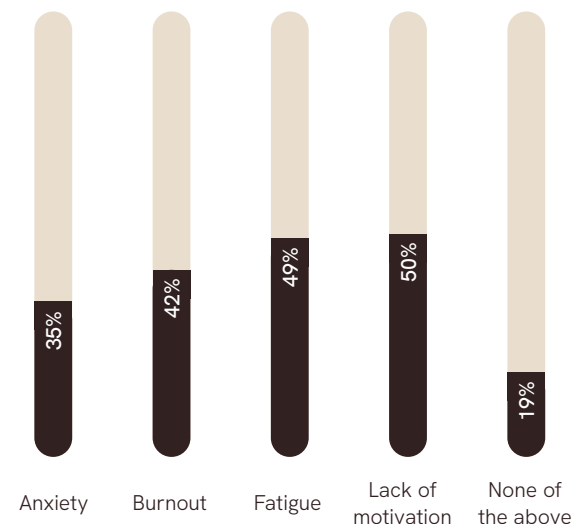
To keep your *HR & Talent Acquisition* stars shining bright, offer them clear career paths, plenty of professional development opportunities, a flexible work arrangement and a salary package that makes them feel rewarded for all they do—because they're ready to take their careers to the next level and beyond!

Top three ways HR & Talent Acquisition talent like to be rewarded for their work:

- 1 Salary raise
- 2 Bonus or financial reward
- 3 Promotion or career progression

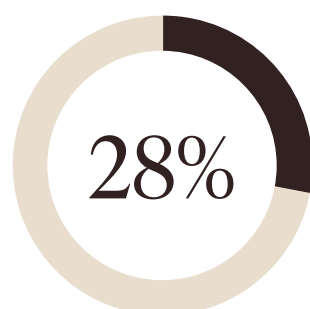


“In the last 12 months, has your ability to perform your best in your role been impacted by any of the below?”



48% of HR & Talent Acquisition talent expect to **change jobs** in the next year with **24%** **currently job hunting**.

*Both have increased from last year.



28% of HR & Talent Acquisition talent are happy with the *career progression support* provided by their organisation.

*This is the highest of all divisions.

*Top three factors that contributed to HR & Talent Acquisition talent **leaving** their last role:*

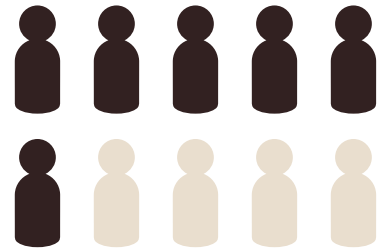
- 1 Feeling unfulfilled
- 2 Lack of career progression
- 3 Salary

*Top three factors that would attract HR & Talent Acquisition talent to a **new** role:*

- 1 Salary
- 2 Flexible working
- 3 Team



*A quarter of HR & Talent Acquisition talent say **brand reputation** is in their *top three* attractions to a **new organisation**.*



60%

of HR & Talent Acquisition are **networking to progress their career**.

*This is the highest of all divisions.

“Do you feel comfortable in your workplace to do any of the following?”



48%

of HR & Talent Acquisition talent say **professional learning and development opportunities** are very important to their job satisfaction.

HR & Talent Acquisition talent are *twice as likely* to accept a role based on the management team over professional learning & development opportunities.

“What could your organisation do better to assist with your career progression?”



37%

of HR & Talent Acquisition talent say **verbal one-on-one recognition** is in the **top 3 ways** they like to be **rewarded** for their work.



Your blueprint to *Budgeting* and *Planning*.



Talent
Guide

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