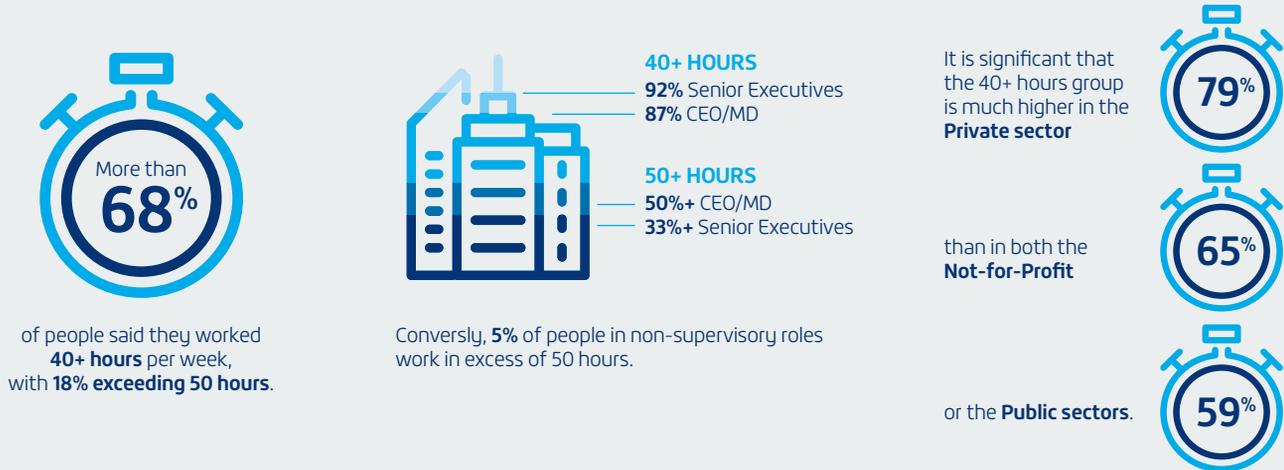


AIM WA PULSE SURVEY

WANT THE BOSS'S JOB? BE CAREFUL WHAT YOU WISH FOR.

Many people aspire to be the Chief Executive or at least in a senior executive role. But the results of the latest AIM WA Members Pulse Survey on Working Hours flag a warning that these senior jobs come at a significant cost to your quality of life.



On a brighter note and somewhat surprisingly, **two thirds (67%)** are commuting for **5 or less hours per week**. This result is consistent across sectors and other demographic profiles.



The impact of seniority is very conspicuous on whether your supervisor expects a reply to an email that was sent out-of-hours. The percentages of Likely and Very Likely responses rise with seniority.

Once again, expectations are higher on **Private sector workers**, with **50%** saying their supervisor would likely or very likely expect a response, compared to only **31%** for **Public sector** workers and **37%** for the **Not-for-Profit** sector.



A similar pattern unfolds for **unpaid work**, like checking emails, **outside normal working hours**. Overall, **approximately 50%** said they do this type of work a few times or several times each day.

This overall figure hides the enormous range of scores from 31% in Non-Supervisory roles through to 85% for the CEO/MD group.



Interestingly, despite significant variations by seniority and sector, one factor that did not vary greatly across these demographics was the impact on the respondent's non-work life. **18%** said doing unpaid work, out of hours, had a **Significant or Very Significant Negative Impact on their non-work life**.

Although **24%** said there was **No Negative Impact**, it is still significant that one in five people are experiencing these negative outcomes from out-of-hours work.

In a 24/7 world, where people are always connected, it is easy for expectations to grow that people are "at work" all the time. In the short-term, this may appear to be a handy boost to productivity and faster decision making. However, as we have seen from previous Member Pulse Surveys, these expectations can have a longer term negative impact on physical and mental health. Plus, your best employees may leave in favour of an employer who has greater respect for the separation between their work and non-work life.

Overall, these results provide an opportunity for you to have an open conversation about the real or perceived expectations for the hours you work and your response times to out-of-hours work commitments.

Please call on 9383 8000 if you would like more information.