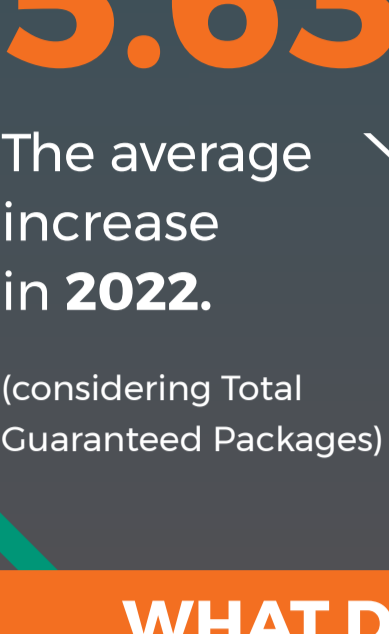


# SOUTH AFRICA'S EMPLOYEE LANDSCAPE



From increases to exits, loud firing to quiet quitting, here's what Remchannel's April 2023 Salary and Wage Movement Survey reveals about the South African workforce.



## INCREASES

**5.63%**

The average increase in 2022.

(considering Total Guaranteed Packages)

**7.1%**

The Consumer Price Index (CPI) in March 2023.

In effect, this means that employees are taking home **less**, despite salary increases.

### WHAT DID EMPLOYERS CONSIDER?

While average increases were below CPI, the index was a key consideration when employers determined increases. The main criteria were:



**Team performance** didn't really matter.

While individual performance was a key consideration, only **6.2%** looked at department performance and just **4.6%** considered team performance.

**Top performers** get treated differently.

**Two-thirds of participants (66.2%)** said they differentiate between top performers and other levels of performance when granting increases.

### HOW WERE TOP PERFORMERS REWARDED?



#### Who received 0%?

<b>TOO NEW</b>	<b>64.6%</b> were new joiners, and hence ineligible for increases
<b>BELOW EXPECTATION</b>	<b>47.7%</b> received poor performance ratings
<b>LEAVING ANYWAY</b>	<b>29.2%</b> had resigned and were serving their notice period
<b>UNDER SCRUTINY</b>	<b>15.4%</b> were facing pending disciplinary action
<b>OVERPAID</b>	<b>12.3%</b> were already positioned above the salary band

## TURNOVER

**16.6%**

of employees left the participating organisations during 2022.

That's high - about more than one out of every 10 employees but down from the 21.4% reported in Remchannel's October 2022 survey.

**13.2%**

of overall labour turnover is due to dismissal for misconduct. This highlights the labour issues that companies are dealing with.

### SALES AND MARKETING

This job discipline had the highest proportion of terminations, at **34.4%**. Human Resources was next, at **19.6%**.

“While there has been less hype about the **Great Resignation** now that the worst of the pandemic is over, it is most certainly not disappearing. **Resignations are still on the rise.**”



**René Richter**  
Remchannel Managing Director

**“I quit!,”**

At **41.2%** of overall labour turnover, resignation remains the most common reason for termination of employment. With temporary employees included, non-renewal of contract (**27.6%**) is the second-most cited reason for termination.

#### Top 5 reasons for resignation



**5.1%**

Resignations where the reasons are not known, as the company doesn't gather this type of information.

### WHO DOES EXIT INTERVIEWS?

**61.5%**

The percentage of employers who conduct exit interviews.

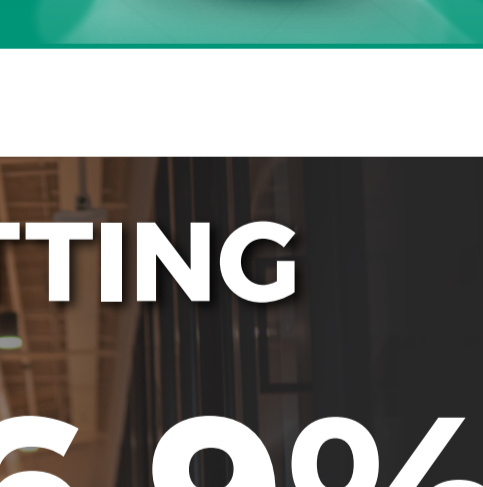
Resignations due to **conflicts** with the employee's manager.

**27.7%**

**Work/life balance** was cited by **35.4%** of employers as the reason given by employees for resigning. A further **29.2%** said they'd quit to work closer to home.

**66.2%**

of respondents said that employees are **“looking for increased mobility and choice in where they are able to work”**.



## QUIET QUITTING

**56.9%**

of respondents agreed that the number of disengaged employees is increasing, while **60%** said that employees are not emotionally or intellectually engaged.

The number of employees who are **no longer prepared to go above and beyond** the scope of the job is increasing.”

Just over half of respondents (**53.8%**) agreed with this statement. A further **63.1%** agreed that **“the number of employees that are staying within the limits of the job is increasing”**.

**58.5%**

of employers agree that quiet quitting can be blamed on poor management.

“Companies need to remain mindful of their EVP (Employee Value Proposition) and steer a course that is a win-win for both employee and company. That said, we have yet to see whether this new worker activism will continue or whether employers will start to claw back and move into the realm of ‘loud firing’ as we have seen Elon Musk do with Twitter staff.”

**René Richter**  
Remchannel Managing Director



## ABOUT THE SURVEY

Remchannel's Salary and Wage Movement is a bi-annual survey providing informed trends on South Africa's annual salary and wage movements. The April 2023 survey reflects trends from 1 January 2022 to 31 December 2022, based on data submitted by 65 organisations, the majority of which are private-sector employers (89.2%) and more than half of which are unlisted companies (55.2%).

#### Survey respondents by economic sector

