

**Kim Malone & Associates**

(a division of KM Recruitment Pty Ltd)  
ABN 58 104 081 316

PO Box 13069 George Street Brisbane Qld 4003

t 61 7 3298 6677 f 61 7 3298 5003  
m 0411 107 757 (7 days)

e [info@kmalone-recruitment.com.au](mailto:info@kmalone-recruitment.com.au)  
w [www.kmalone-recruitment.com.au](http://www.kmalone-recruitment.com.au)



**Best Practice Ideas at Christmas – Whatever happened to the Christmas Bonus**

For many years gone by the Christmas bonus was given by employers to all their staff each year, to say thank you to their employees for their hard work and loyalty through-out the year. Generally the bonuses given were mostly money based or some firms provided Christmas hampers, cooked hams or turkeys for the families to enjoy during the festive season. These days the Christmas bonus as such is no longer given at Christmas, and in fact employees now seem to receive their reward for their hard work in the form of a salary increase in their annual salary review.

Year end cash bonuses seem to be going the way of the fruitcake and being replaced by gift certificates and performance based rewards. Gift certificates have become an increasingly popular way for some employers to give their workers a modest Christmas bonus. It appears that this type of reward is more of a trend now, instead of the Christmas fruitcake, turkey etc that were once given away.

In the professional environment today as firms are becoming larger and frequent mergers are taking place across the country, law firms are generally linking any bonuses to individual performances and are no longer giving Christmas / holiday season bonuses. Any bonuses are certainly required to be earned each year. Some bonuses are linked to the overall performance of a team of employees, therefore connecting any rewards as to the overall performance of the team - which often serves to motivate individual employees.

A suggestion perhaps to further aid the retention of your staff and for staff morale, is a small Christmas thank you, which is really just a token to show your appreciation. This can be given in the form of a monetary reward if you choose, alternatively a gift certificate, movie tickets, bottle of wine or just a nice box of chocolates.

So why not provide your employees with some little token of thoughtfulness this Christmas, something as small as a nice bottle of wine will not cost you the earth, and the benefits long term will far out weigh the actual cost. Remember our market is such a tight market with regards to the availability of experienced talent. A small gesture in providing this token to say thank you to your employees will go a long way to increase staff morale and retention.