

# 5 things to consider when you change jobs

Accepted a new role?

As well as celebrating your next step, there's plenty to think about when you're changing jobs. Will you like your new colleagues? Are there development opportunities on offer? What are the perks and benefits like?

These are all valid, but there are also some practical points worth paying attention to – ideally, well before you get started in your new job.

Here are five things to consider so you can set yourself up for a smooth transition.

## 1. Getting your super sorted

David Whiteley, CEO of Industry Super Australia says it's essential to think about superannuation at this point, as it may help you make sure you have enough money to retire with. "You should check that your super is in one, high-performing fund that has above average returns and low fees. Once you know you're in good hands, stick to that fund. Every time you change jobs, make sure you take your super fund with you. You don't want to end up with multiple accounts and multiple fees," he says.

It's also a good idea to be "admin ready" the moment you walk in the door of your new workplace, Whiteley says. "Have your bank account details, Tax File Number (TFN) and superannuation account information ready," he says.

Super is compulsory and employers must pay you at least 10% super as part of your salary under Australian law. "In most cases, your employer should also offer you a form that allows you to nominate your fund," Whiteley says.

## 2. Money, money, money

It's a good time to think about your finances, and not just your new salary.

Amid the excitement of your new role (and possibly a better salary!) it's important to consider what you're owed from the employer that you're leaving. Do you have annual or long service leave accrued that needs to be paid out? Are you a company shareholder?

Did you have a company car, or did your employer pay your phone bill? If this is the case, think about how you'll finance these things now.

### **3. The time between roles**

It's also worth thinking about the time you're without work as you transition from one role to another. Is it just a couple of days or are you taking several weeks or more until your new job begins?

If you've got a longer time period, are you taking a holiday to refresh and unwind? It's also wise to consider how long you'll be without work and a salary so you can make changes to your lifestyle accordingly.

### **4. Your new commute**

Where is your new role and company based? Can you now wake up 40 minutes early and stroll in, or will you have an extra half hour and a few tollways added to your journey?

Consider how you'll get to work each day, if you can share the ride with anyone, and what the associated costs might be. If you've got some time off before starting your new role, try a practice run to work out the best method.

### **5. Your happiness and wellbeing**

Finally, it's a good time to think of the things you can do for your happiness and wellbeing as you enter your new role.

If the change in jobs comes with a change to your location or routine, do you need to find new places for your grocery run, buying a healthy lunch or exercising? Is there a new social or sports club you can join?

Does your company offer perks such as a wellness program or discounted gym membership that you can start making use of? Do you need some extra help with

family responsibilities while you adjust to your new position? Thinking about the basics of your weekly routine and wellbeing now can be a big help once you're in that busy first week.

Changing roles can be an exciting time – and it's also a good time to check in with a few key aspects of your life to make sure you're set up for a smooth transition. That way, you'll be able to step into your new role with a little more ease and confidence.