



**HAYS** Recruiting experts  
worldwide

# FY 2019/20 SALARY GUIDE

## INSIGHTS FROM THE EXPERTS

Australia & New Zealand salary and recruitment trends

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## THANK YOU

Hays would like to express our gratitude to all those organisations that participated in our online survey and provided such invaluable feedback, which we feel has contributed to making this the most accurate and up to date survey of its kind in Australia and New Zealand. This year's results are based on a survey of more than 5,000 participants.

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## FEEDBACK

We welcome any feedback or comments regarding this guide whether positive or negative to ensure that it continues to be relevant to Australian and New Zealand organisations across all industries. Please address any suggestions to your local Hays office or to:  
Hays, Level 13, Chifley Tower, 2 Chifley Square, Sydney NSW 2000.  
E: [salaryguide@hays.com.au](mailto:salaryguide@hays.com.au)

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# THE TUG OF WAR OVER SALARIES HEATS UP WHAT'S YOUR GAME PLAN?

**Over the past year we've seen skill shortages intensify and the gap between the skills jobseekers possess and those employers want widen.**

It's no wonder then that while employers tell us they will continue to add to their headcount in the year ahead, 70% simultaneously acknowledge that skill shortages are likely to impact the effective operation of their business or department, up from 67% last year. At the same time, they tell us that turnover has risen as employees seek salary increases or career progression elsewhere.

In response, 90% of employers will increase their employees' salaries in their next review, up from 87% who did so in their last review. However, the value of those increases will fall, meaning pay rises will be less significant than employees are hoping for.

There are of course exceptions, with many employers offering salary increases to the skills in greatest demand. For all other staff though, salary increases are restrained.

For their part, while our survey data shows that employees are now more resigned to the low salary increase overtures made by their employers – 27% do not expect their employer to offer them an increase, for instance – they're not about to grin and bear it.

The cumulative effect of several years of subdued wage growth has seen an uncompetitive salary become a primary motivator for employees leaving their job. As our survey reveals, in the 2019-20 year ahead, 41% of those who say they'll look for a new job cite an uncompetitive salary as a reason. In addition, over half say a pay rise is their number one career priority this year. Evidently, the aggregate effect is taking its toll.

With employees and employers not on the same page when it comes to the value of salary increases, and employers clearly determined to continue curtailing their salary increase budgets despite widening skill shortages, the resulting tug of war will lead to rising turnover and heightened candidate attraction challenges.

To counter the effect on attraction and retention, employers will need to reinvest in training, offer career development pathways, think beyond staggered start and finish times to offer genuine work-life balance initiatives and give diversity policies more than mere lip service.

In the following pages, we share findings from our survey as well as typical salaries in 25 sectors and industries. We hope these insights keep you informed for the year ahead.

**Nick Deligiannis**  
**Managing Director,**  
**Hays Australia & New Zealand**



**41%**

**OF EMPLOYEES WHO PLAN TO LOOK FOR A NEW JOB  
THIS YEAR ARE MOTIVATED BY AN UNCOMPETITIVE SALARY**

**65%**

**OF EMPLOYERS INTEND TO INCREASE SALARIES BY 3% OR LESS THIS FINANCIAL YEAR**

# MORE EMPLOYERS WILL INCREASE SALARIES BUT VALUE DROPS AMID WIDENING EXPECTATION GAP

## General findings

For our FY 2019/20 Hays Salary Guide we surveyed more than 3,400 organisations, representing over 4.7 million employees, for their views on salary policy, hiring intentions and recruitment trends. These employers intend to add headcount and are aware of the growing talent shortage, particularly in technical areas. Yet while more plan to increase salaries compared to their previous reviews, the value of those increases will fall. So what has changed?

## Outlook

Business activity increased in 68% of organisations over the past year, with 70% expecting it to increase in the next 12 months. Almost half (47%) of employers intend to increase permanent staff levels while 17% will boost temporary and contract staff numbers.

## Skill shortages

In a market where employers want to add headcount, skill shortages will remain a critical issue. Indeed, 70% of employers say skill shortages will impact the effective operation of their business or department in either a significant (28%) or minor (42%) way, up from 67% last year.

According to these employers, mid management professionals are the most difficult to recruit, particularly in engineering, technical and IT fields.

Perhaps that's why, in skill short areas, 57% of employers would consider employing or sponsoring a qualified overseas candidate. With the required skills in short supply, it also helps to account for overtime increasing in 31% of organisations over the last 12 months. Of these, 74% said overtime had increased by up to 10% year-on-year. In 57% of cases, these extra hours were unpaid.

Given rising headcount requirements coupled with a shortage of skilled professionals, it's understandable that employers are utilising temporary and contract staff at not only entry (58%) and mid-levels (59%) but also senior (22%) and executive (5%) levels as short-term support or while a permanent employee is sourced.

## Salary trends

Our 2019-20 survey data shows that more employees will receive a salary increase this financial year than last. Just 10% of employers do not intend to increase their employees' salaries in their next review, down from 13% who did not award any increases in their last review.

However, while more employers will increase salaries, the value of those increases will fall. In their next review, 65% intend to raise salaries at

the lower level of 3% or less, up from 57% who increased at this lower level in their last review. In addition, while 9% increased salaries by 6% or more in their last review, just 4% plan to do so this year.

The number of employers intending to increase salaries at the mid-level, between 3 and 6%, remains unchanged at 21%.

Advertising and media tops the list of most generous industries, with 15% of employers planning to award salary increases of 6% or more in their next review. This is followed by IT and telecommunications (11%), construction, property and engineering (7%) and professional services (6%).

## Salary expectations divide

We also spoke to over 1,600 professionals for their perspective on salary and recruitment trends. As a group, 14% expect an increase of 6% or more, highlighting a clear salary expectation gap at this higher level.

At the other end of the scale though, 27% expect no increase whatsoever. A further 41% expect to receive a salary increase at the lower level of 3% or less.

But while these professionals are resigned to little or no increase from their existing employer, they are prepared to take action to improve their earnings elsewhere. In fact, 57% said a salary increase is their number one career priority this year.

How do they plan to achieve this? Almost one half (46%) will ask their current employer for a pay rise, with a further 26% maybe doing the same. In addition, 41% of the employees who say they are already looking – or planning to look – for a new job in the next 12 months are motivated by an uncompetitive salary.

## Benefits

While employers and employees aren't on the same page when it comes to the value of salary increases, it's reassuring to see that they have found common ground in benefits. Flexible work practices are by far the most common benefit offered by employers (83%), ahead of ongoing learning and development (70%) and career progression opportunities (62%).

This aligns with the expectations of employees, who when looking for a new job seek flexible work practices (76%), career progression opportunities (67%) and ongoing learning and development (57%).

# MARKET OVERVIEW & TRENDS

## RECOMMENDATIONS FOR EMPLOYERS

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### **The skill shortage is leading to renewed focus on attraction – but don't ignore retention**

Employers are increasingly aware of the impact of skill shortages and the resulting attraction challenges. 70% of employers believe that skill shortages will impact the effective operation of their business or department, up from 67% last year. In addition, more employers are restructuring to keep up with changing business needs (54% compared to 52% last year). The key driver of these restructures is a change in the required skill sets, further tipping the supply and demand ratio in favour of candidates with the competencies sought. It is therefore understandable that employers need to increase their focus on candidate attraction. However, with 40% of employees already looking – or planning to look – for a new job in the next 12 months, retention needs just as much focus. This becomes even more essential when we consider that only 44% of the professionals we spoke to are 'very satisfied' or 'extremely satisfied' in their current job. Furthermore, only 47% and 54% are 'very satisfied' or 'extremely satisfied' with their current employer and current direct manager respectively.

### **Flexibility is standard, but think beyond compressed working weeks to stand out**

Candidates are placing increased importance on finding a job that offers flexible work practices. 76% said it's the number one benefit they want when looking for a new job, up from 73% last year. It's also the number one benefit 70% currently receive in their existing role. Despite this, just 44% are 'very satisfied' or 'extremely satisfied' with their current level of work-life balance. Therefore, when considering what flexible work practices you can offer, think beyond staggered start and finish times to appeal to a wider range of candidates. For instance, while 75% of employers offer flexible working hours or compressed working weeks, other popular flexible work practices include part-time employment (73%), flex-place, such as working from home or an alternative location (66%), flexible leave options, such as purchased leave (36%), job sharing (26%), career breaks (16%) and phased retirements (14%).

“ The offering of career progression pathways helps you attract highly motivated candidates who are driven and committed to succeed. ”

### **Revisit development and progression opportunities to fortify against future skill shortages**

The number of employers offering ongoing learning and development and career progression opportunities has fallen slightly year-on-year, from 73% and 66% respectively last year to 70% and 62% this year. This downward movement is concerning when skill shortages are intensifying yet employers simultaneously want to add to their team. Often, employers are inflexible in the skills and experience they require in candidates. They want someone who matches every requirement in order to add immediate value. However, by considering candidates with transferable skills who, with minimal coaching, can be trained up into a role, they can more easily plug their talent gaps. Furthermore, these candidates often prove to be committed and loyal, with strong soft skills and an ability to adapt and flex to the inevitable future evolution of job tasks and duties in response to new technology. Meanwhile, the offering of career progression pathways helps you attract and retain highly motivated candidates who are driven and committed to succeed.

### **Commit to your diversity policy – and hold staff accountable**

Just 57% of employers said their organisation has a diversity policy for hiring new staff. Of these, 73% said the people who hire in their organisation generally adhere to it. It is therefore advisable to clearly, regularly and effectively communicate to hiring managers – as well as your entire employee population – that diversity and inclusion is on your organisation's agenda. Design, implement and communicate diversity and inclusion policies, monitor and report on progress, identify and address through training any issues – such as a lack of diversity in a particular team, unfair people practices or career development decisions – and ensure all employees understand the numerous business benefits that diversity and inclusion can bring.

# MARKET OVERVIEW & TRENDS

## RECOMMENDATIONS FOR EMPLOYEES

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### Use your accomplishments to negotiate your fair share of the salary increase pool

While it is good news that more employees will receive a pay rise this year, there is a limited budget on the table. With the overall value of pay rises falling, you need to stand out if you are to secure the maximum of the salary kitty on offer. To do this, prepare a list of your recent achievements that exceed your objectives, then list the resulting benefit to the organisation. The aim here is to provide strong evidence to support the value you provide, so focus on outcomes. Use your accomplishments and the value you add to the organisation as the basis of your negotiation. In this way, you'll clearly demonstrate your worth and will be in a stronger negotiating position.

### Be proactive to future-proof your skills against automation

The automation of routine, repetitive and often time-consuming job tasks is inevitable as robots continue to join workplaces across the country. But rather than fear that robots are taking over, you can benefit from such efficiency improvements – provided you take the appropriate action. Determine how you could fill the time freed up by the automation of routine tasks in a way that allows you to add greater strategic value to your employer. Look for gaps you can fill and upskill to become an expert in those areas. Be proactive and embrace change. Remember, the more valuable, varied and creative work will remain the domain of people.

### No salary increase? Use benefits to bridge the divide

With salary increases restrained but skill shortages and turnover intensifying, employers are utilising benefits to help attract and retain staff. If you have been disappointed by your salary increase, be proactive by continuing the conversation and asking about non-financial rewards. For example, progression, upskilling and development, flexible working, wellness initiatives or additional days off.

“ With the overall value of pay rises falling, you need to stand out if you are to secure the maximum of the salary budget on offer. ”



# MARKET OVERVIEW & TRENDS

## SURVEY HIGHLIGHTS

### Employers

**90%** intend to increase salaries in the year ahead

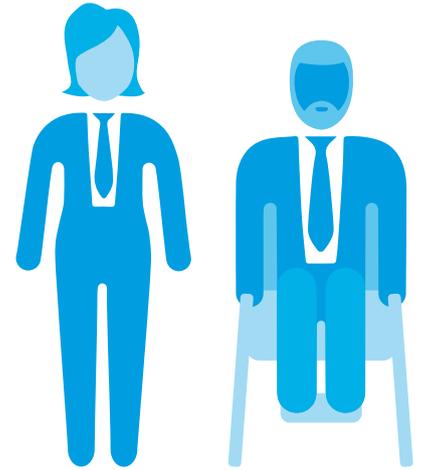
**65%** will offer increases of 3% or less

**92%** expect permanent staff levels to increase or remain the same in the coming year

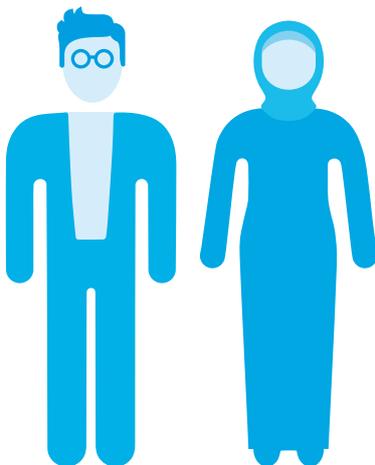
**70%** think skill shortages will impact the effectiveness of their business or department

**52%** say technical skills have the highest impact on the effectiveness of their organisation

**57%** would consider employing or sponsoring a qualified overseas candidate in skill short areas



### Employees



**73%** expect a salary increase in the year ahead

**72%** say they will or might ask for a pay rise in their next review

**57%** say a pay rise is their most important career priority in the year ahead

**40%** are currently looking or planning to look for a new job in the next 12 months

**41%** of these say an uncompetitive salary is one reason behind their job search

**76%** say flexible work practices are an important benefit when looking for a new job

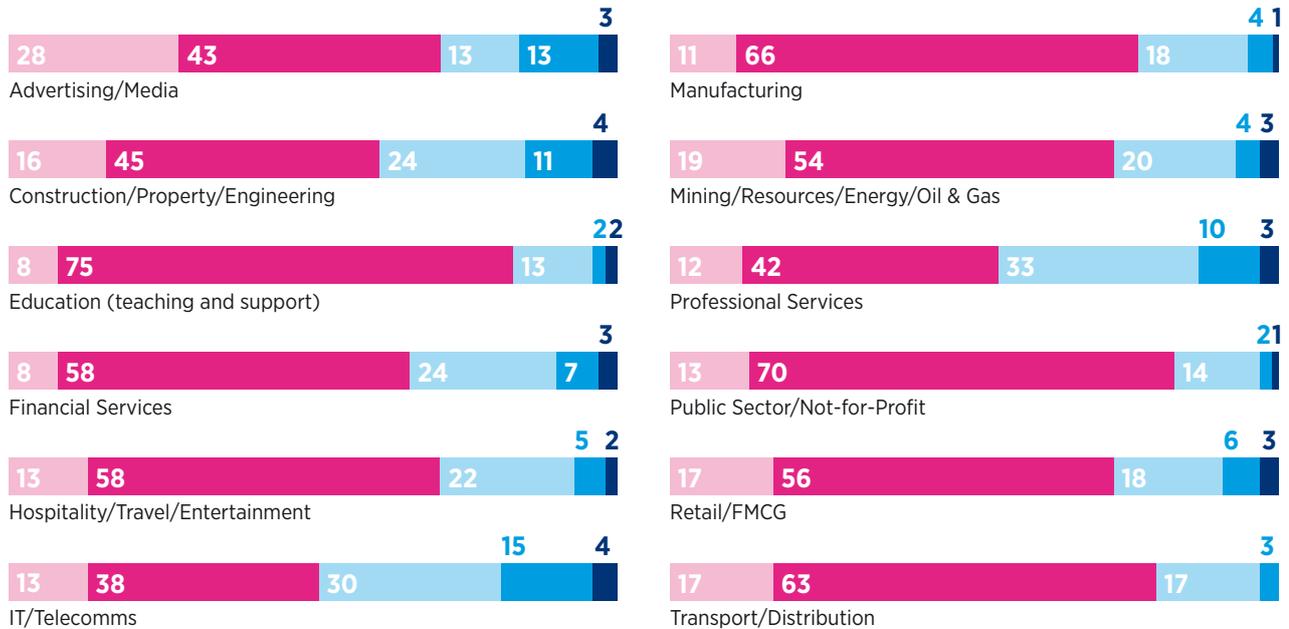
# SALARY POLICY

## SALARY INCREASES LAST REVIEW

### 1. Average percentage salary increases given in last salary review: across all industries



### For specific industries (%):



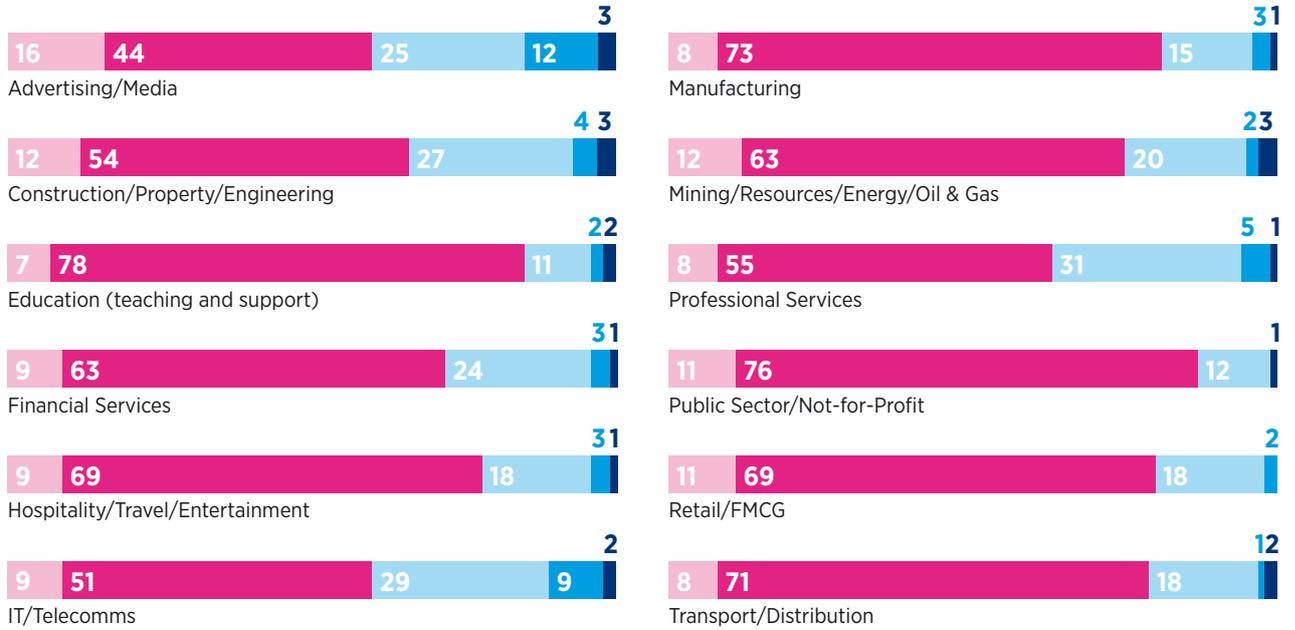
# SALARY POLICY

## SALARY INCREASES NEXT REVIEW & BENEFITS

### 2. When you next review, by what percentage do you intend to increase salaries? across all industries



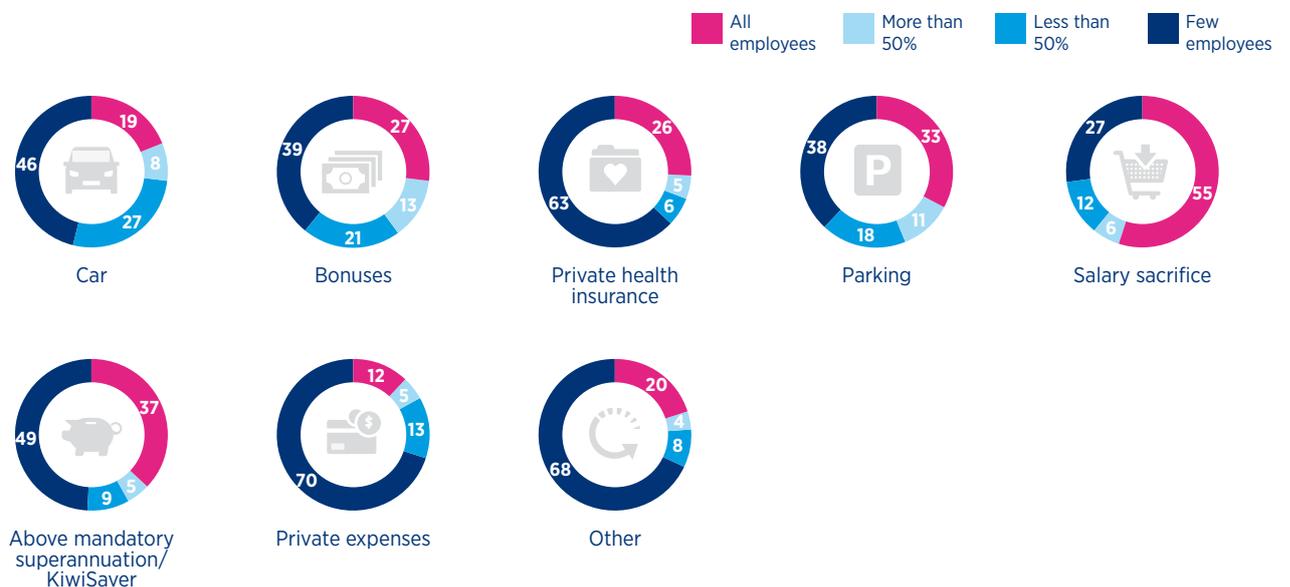
#### For specific industries (%):



### 3. Does your company offer flexible salary packaging?



#### Of those who answered yes, the following benefits were indicated as being commonly offered to (%)...



# SALARY POLICY

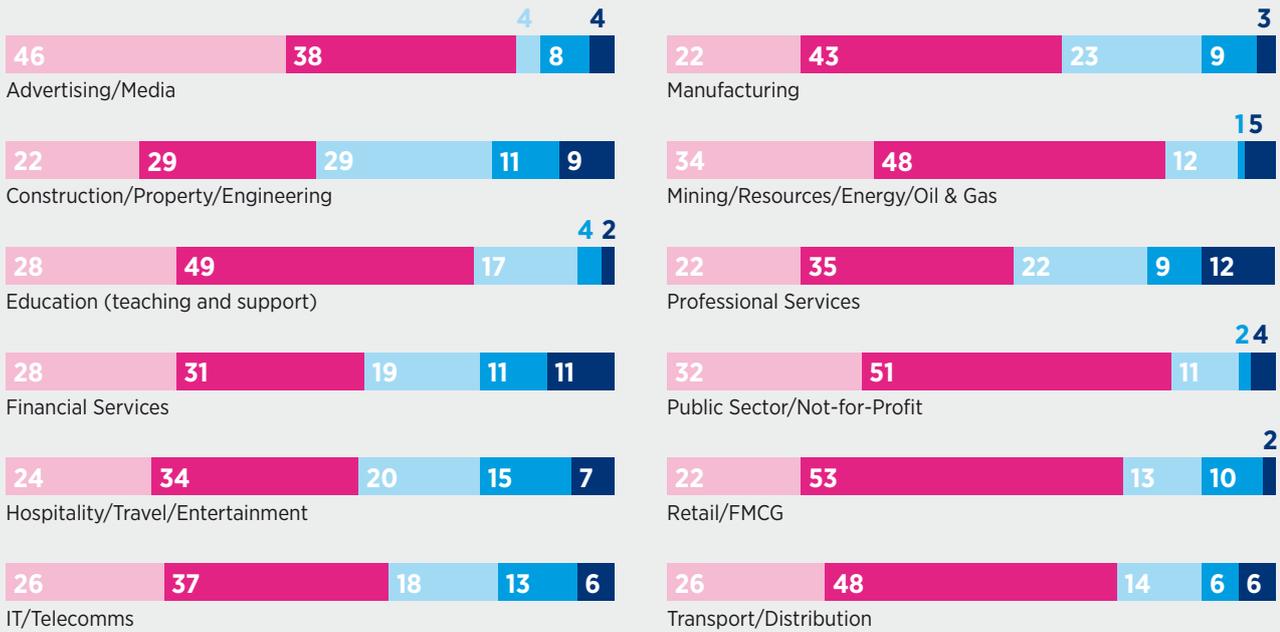
## EMPLOYEE EXPECTATIONS

In a separate survey we asked candidates about their salary expectations.

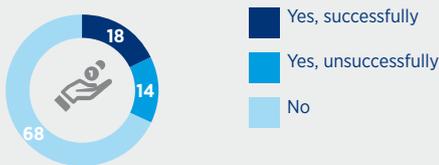
In your next review, what percentage increase do you expect to receive? across all industries



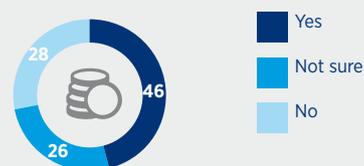
For specific industries (%):



In the past year have you asked for a pay rise (%)?

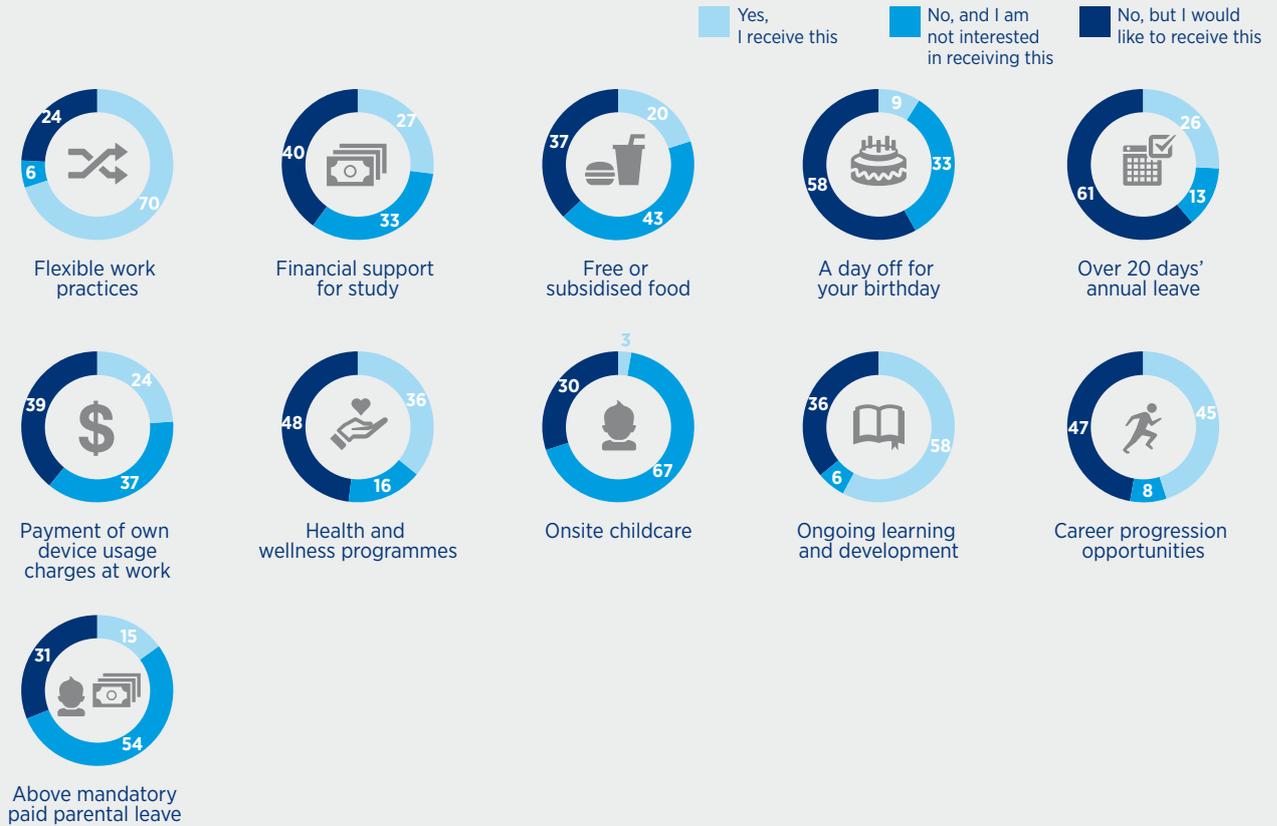


In your next review, do you envisage asking for a pay rise (%)?

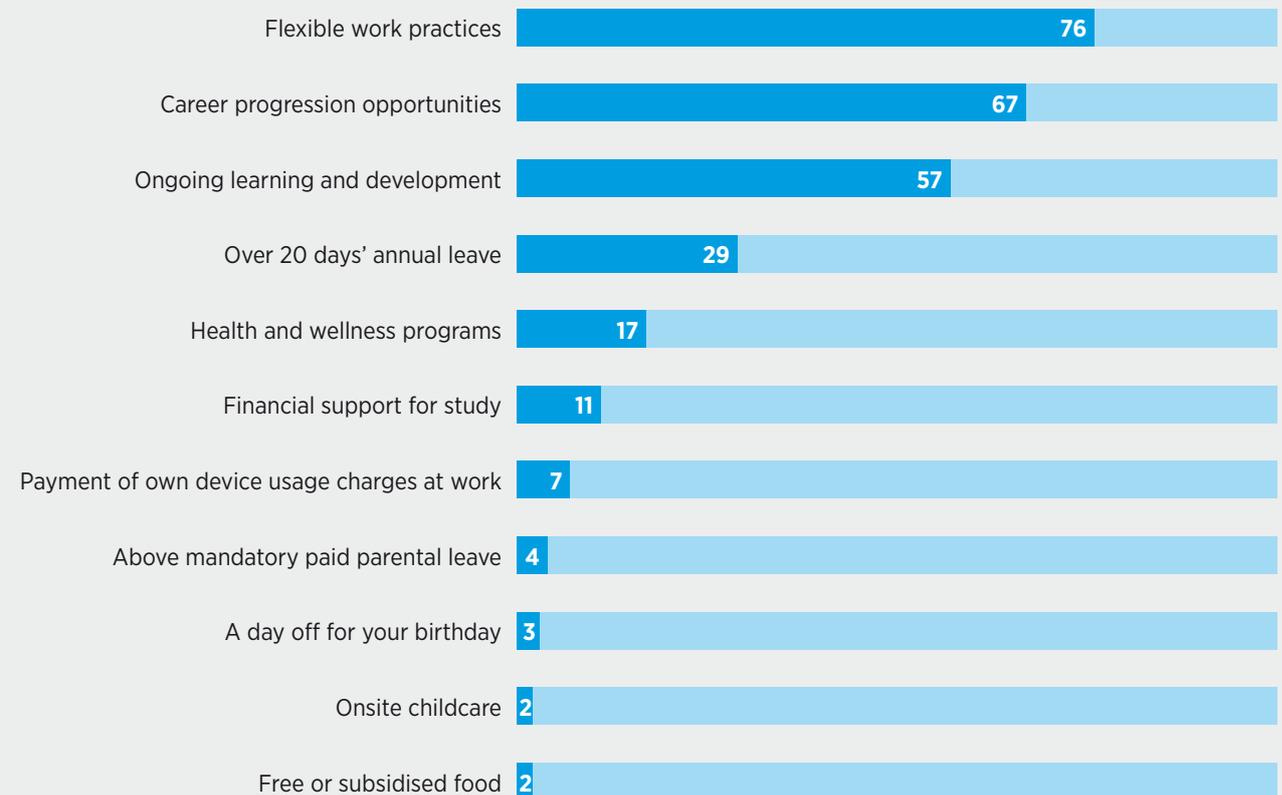


# SALARY POLICY EMPLOYEE EXPECTATIONS

## Do you receive any of the following benefits (%)?



## When looking for a new job, which of the following benefits are important to you (%)?



Note: Multiple choices permitted.

# CAREER DEVELOPMENT EMPLOYEE VIEWS

Thinking of your career, what's important to you in the year ahead?



57%

A pay rise



50%

Being able to work flexibly



48%

More challenging or exciting work



41%

Support from my boss



40%

Enhancing my digital skills

Note: Multiple choices permitted.

## The importance of constant upskilling

The Fourth Industrial Revolution is here and rapidly gaining ground. Many jobs are being automated and research suggests the half-life of learned skills is now about five years. This makes constant learning a requirement for ongoing career success.

To help safeguard your career longevity, we've uncovered the skills you need to remain employable, ways to upskill that won't break the bank and how to showcase to potential employers that you're a constant learner.

Explore our series at [hays.com.au/upskilling](https://hays.com.au/upskilling) and [hays.net.nz/upskilling](https://hays.net.nz/upskilling)



# CAREER DEVELOPMENT EMPLOYEE VIEWS

Are you currently looking or planning to look for a new job in the next 12 months?



If yes or not sure, why?



Note: Multiple choices permitted.

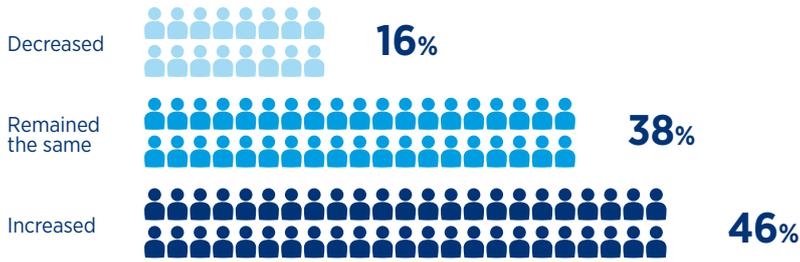
What is your level of satisfaction for the following:

|                        | ☆☆☆☆☆<br>Not at all satisfied | ☆☆☆☆☆<br>Slightly unsatisfied | ☆☆☆☆☆<br>Moderately satisfied | ☆☆☆☆☆<br>Very satisfied | ☆☆☆☆☆<br>Extremely satisfied |
|------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------|------------------------------|
| My current job         | 8%                            | 12%                           | 34%                           | 32%                     | 12%                          |
| My current employer    | 8%                            | 14%                           | 28%                           | 32%                     | 15%                          |
| My current direct boss | 10%                           | 11%                           | 23%                           | 31%                     | 23%                          |
| My work/life balance   | 9%                            | 13%                           | 33%                           | 29%                     | 15%                          |

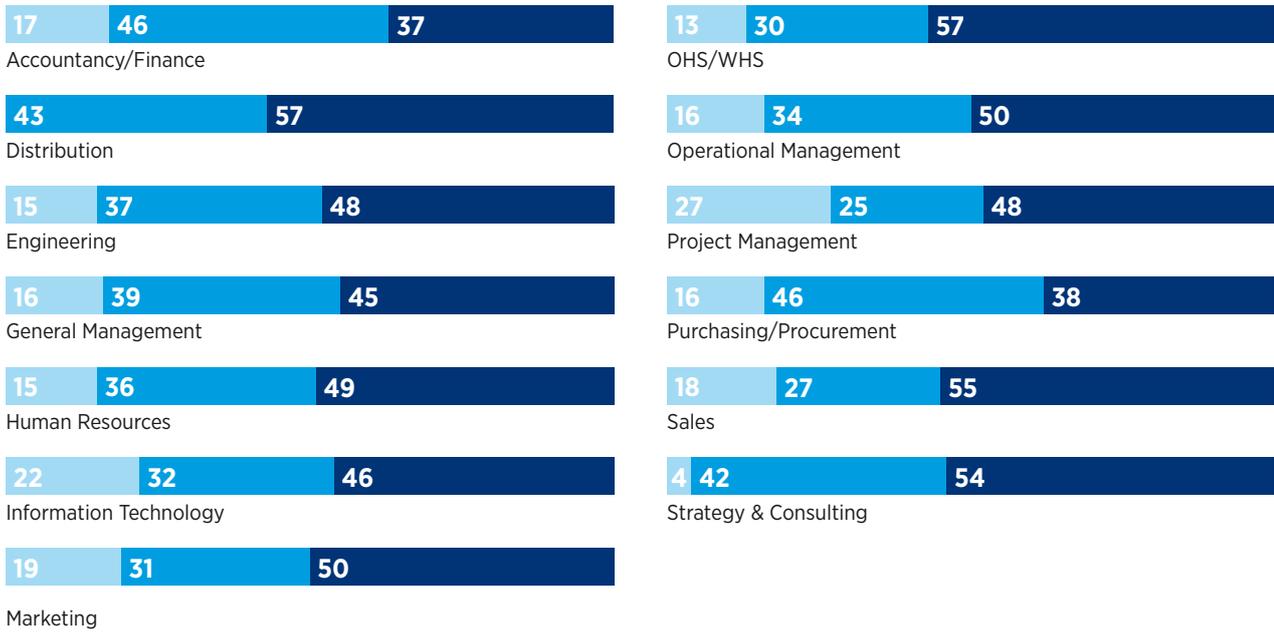
# RECRUITMENT TRENDS

## STAFFING

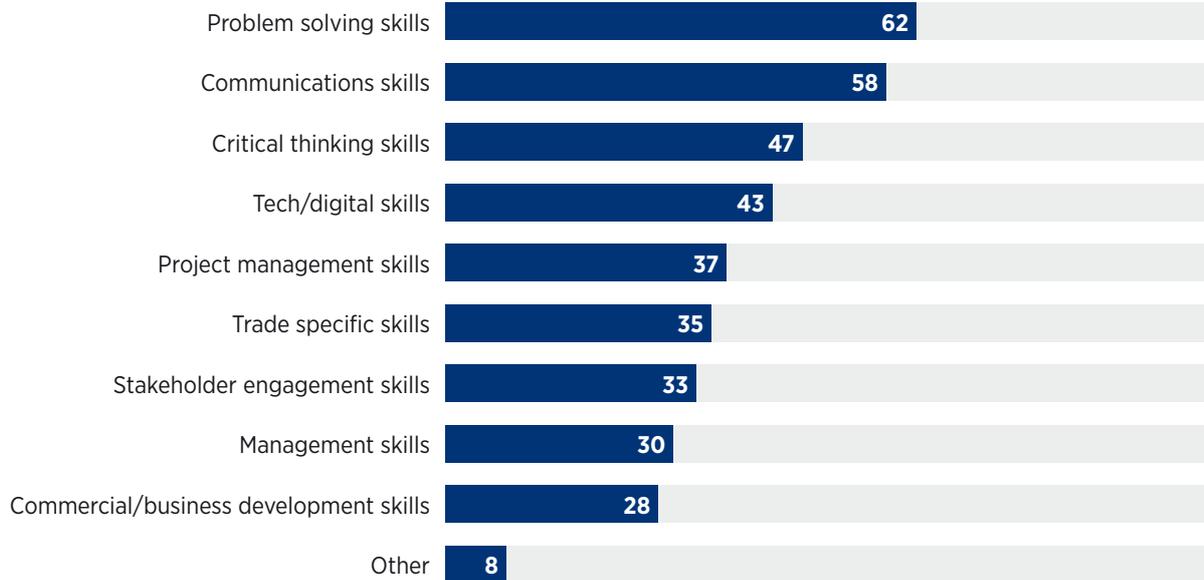
### 4. Over the last 12 months, have permanent staff levels in your department... across all departments



### For specific departments (%):



### 5. What skills are you looking for permanent employees to bring to the team (%)?

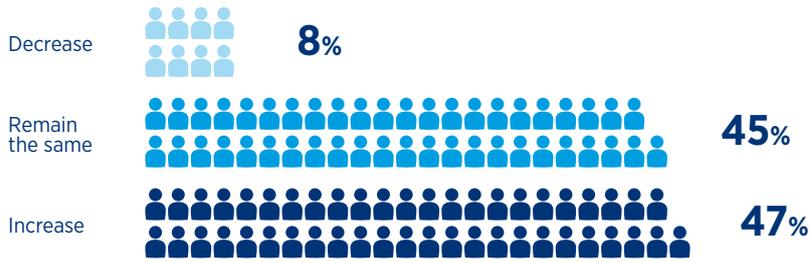


Note: Multiple choices permitted.

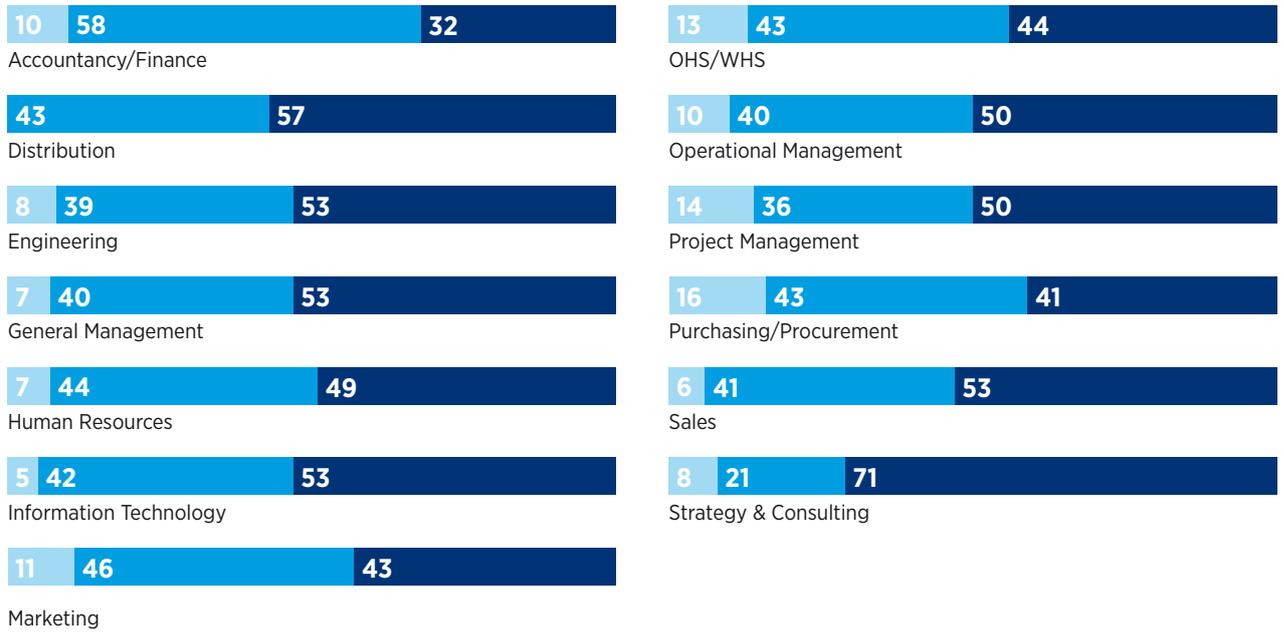
# RECRUITMENT TRENDS

## STAFFING

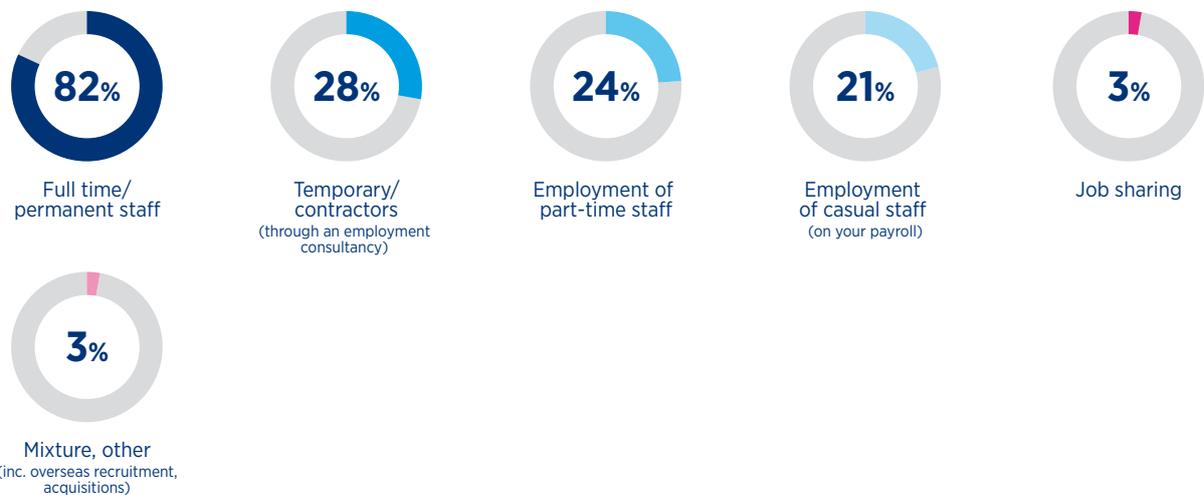
### 6. Over the coming year, do you expect permanent staff levels to... across all departments



### For specific departments (%):



### 7. If you expect staffing levels to increase, please specify how:

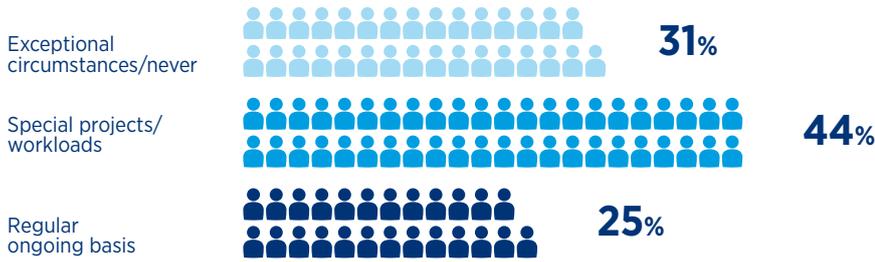


Note: Multiple choices permitted.

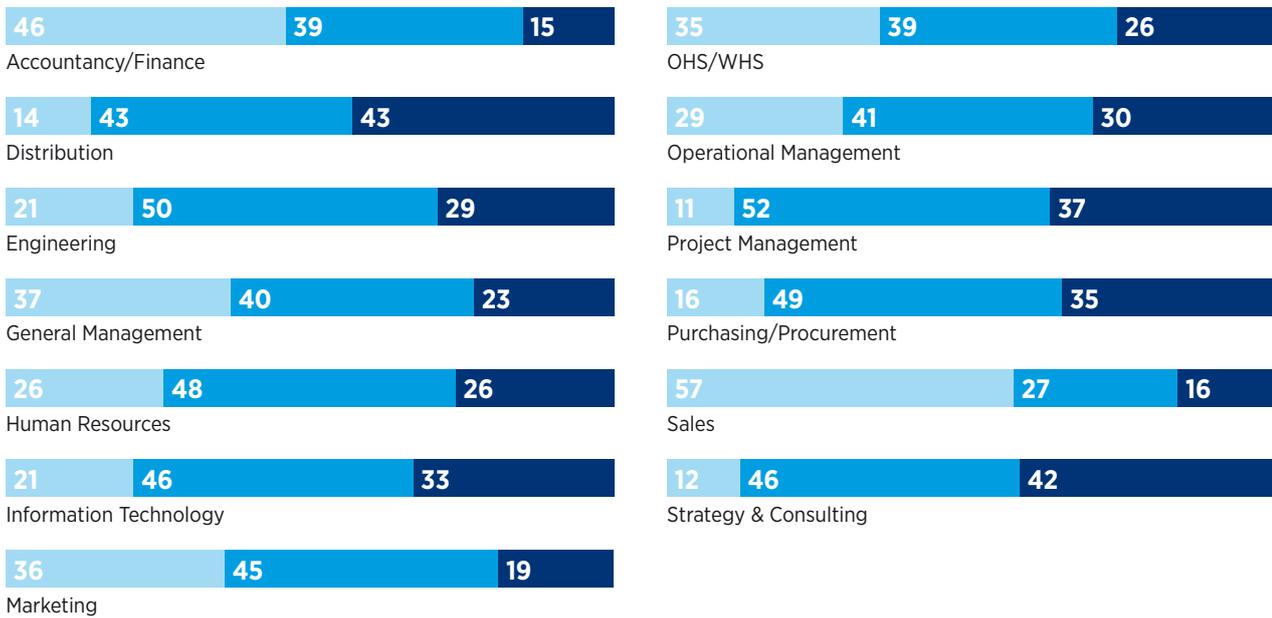
# RECRUITMENT TRENDS

## STAFFING

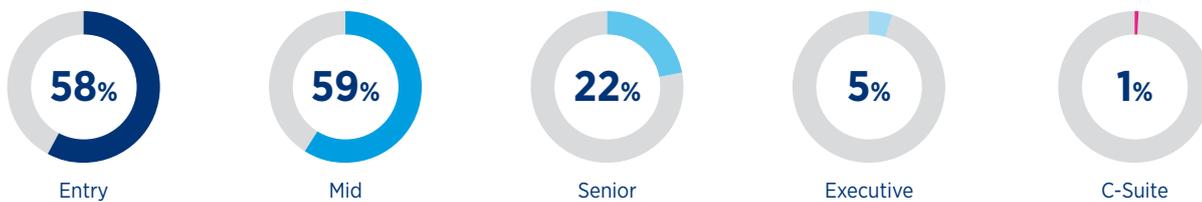
### 8. How often do you employ temporary/contract staff? across all departments



### For specific departments (%):



### 9. Over the past year, at what level have you employed temporary or contract staff?



Note: Multiple choices permitted.

# RECRUITMENT TRENDS

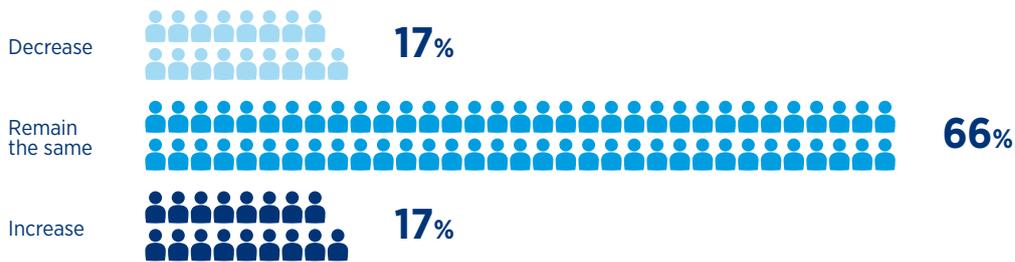
## STAFFING

### 10. What skills are you looking for temporary employees to bring to the team (%)?

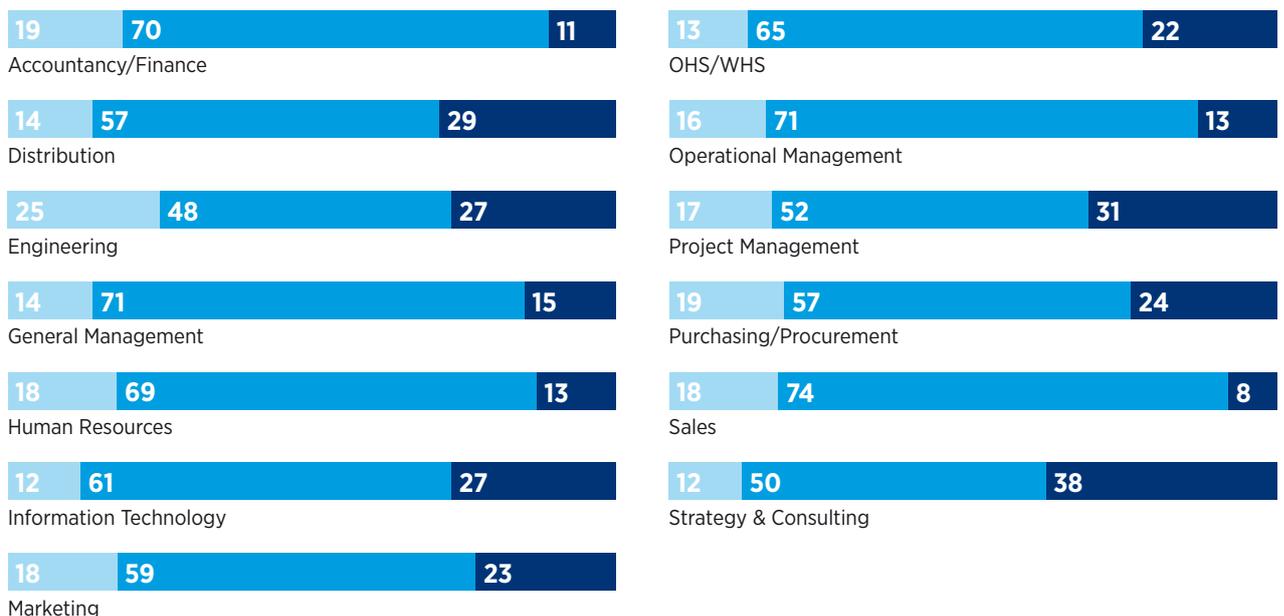


Note: Multiple choices permitted.

### 11. In the next 12 months, do you expect your use of temporary/contract staff to... across all departments



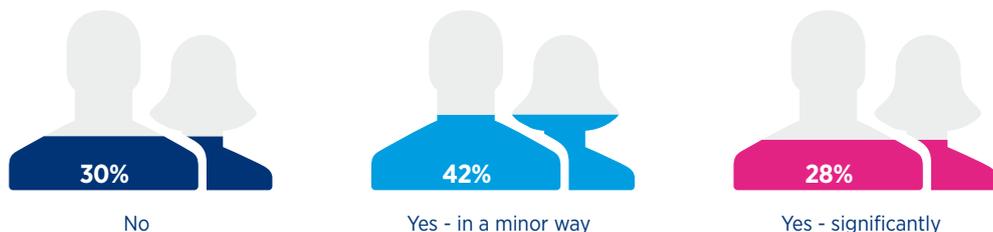
### For specific departments (%):



# RECRUITMENT TRENDS

## SKILL SHORTAGES

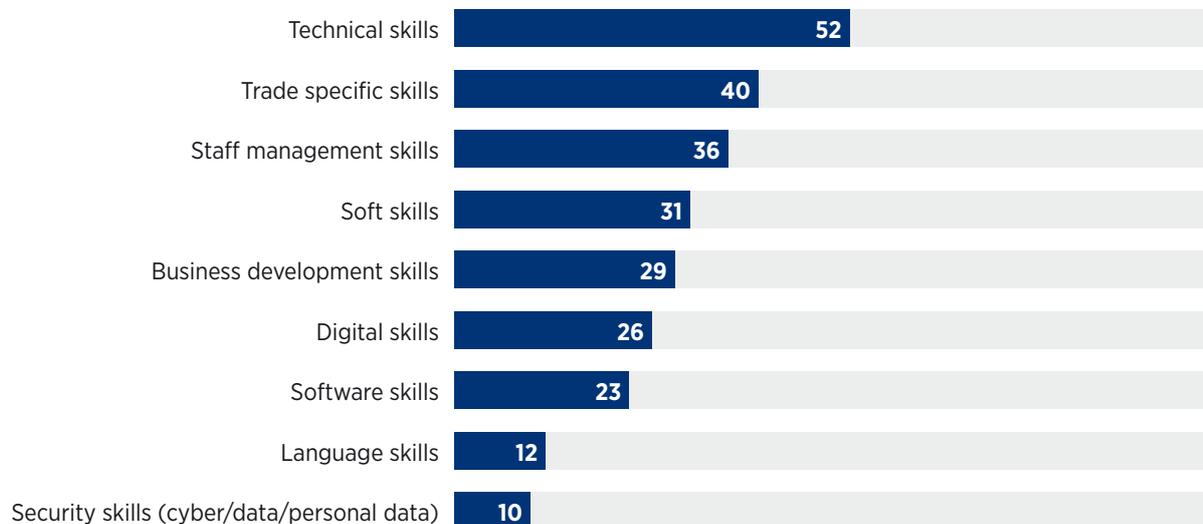
12. Do you think that skill shortages are likely to impact the effective operation of your business/department?



13. In skill-short areas, would you consider employing or sponsoring a qualified overseas candidate (%)?



14. Which skills do you foresee to have the highest impact on the effectiveness of your organisation (%)?

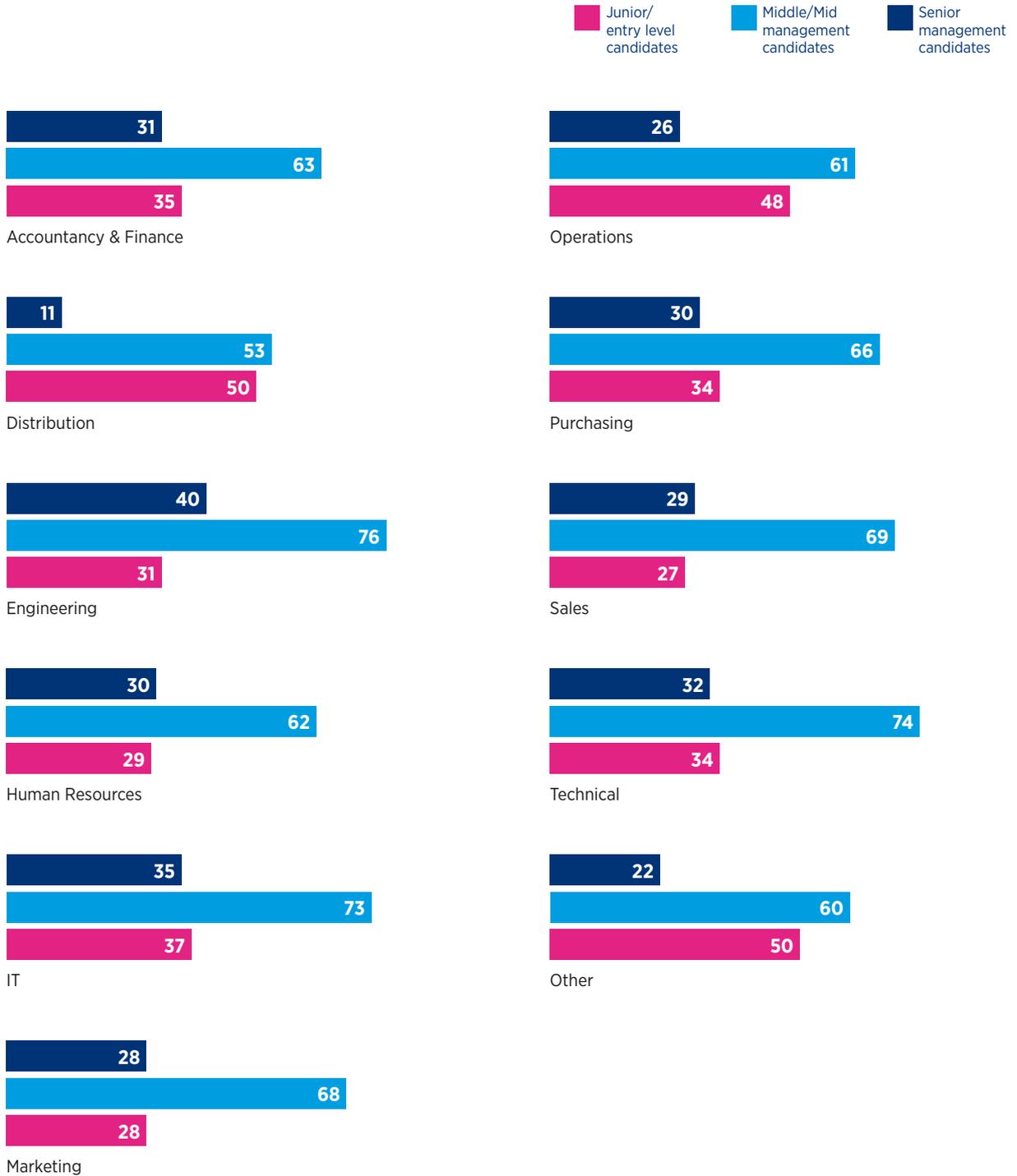


Note: Multiple choices permitted.

# RECRUITMENT TRENDS

## SKILL SHORTAGES

### 15. For which areas have you recently found it difficult to recruit (%)?

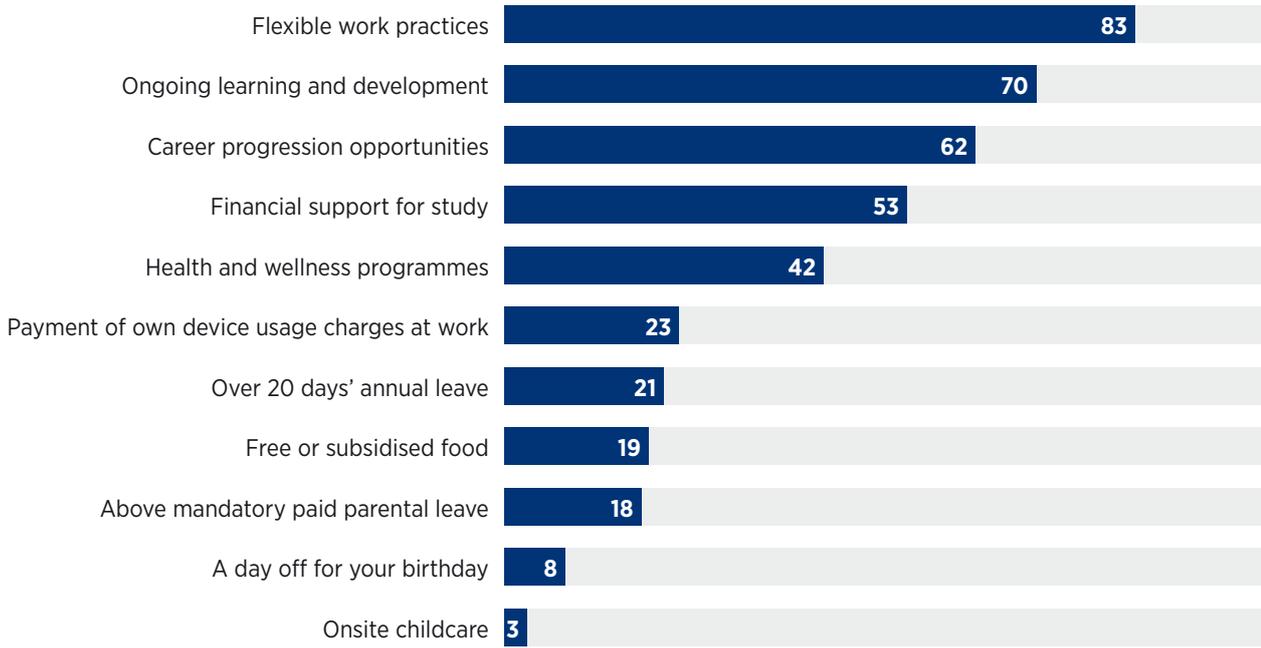


Note: Multiple choices permitted.

# RECRUITMENT TRENDS

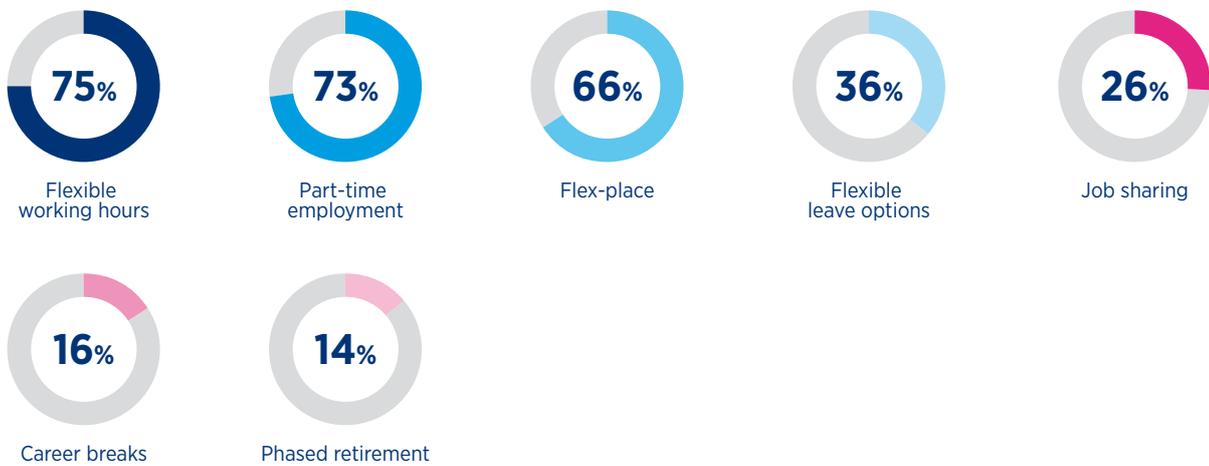
## WORK PRACTICES

### 16. What benefits does your workplace currently offer (%)?



Note: Multiple choices permitted.

### 17. If your workplace allows for flexible work practices, which of the following do you currently offer?



Note: Multiple choices permitted.

# RECRUITMENT TRENDS

## WORK PRACTICES

### 18. Has overtime/extra hours in your organisation over the last 12 months...



### If increased, by how much?



### 19. In your organisation, is overtime/extra hours worked...



Note: In Australia this only applies to non-award staff.

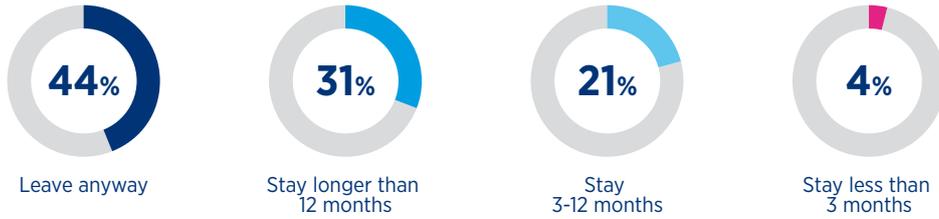
# RECRUITMENT TRENDS

## WORK PRACTICES

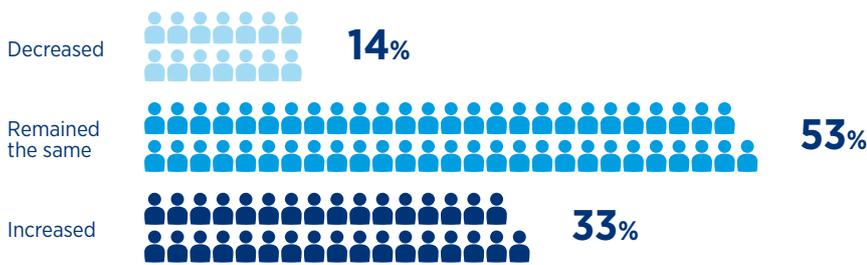
20. Is it your policy to counter-offer staff when they resign?



Of those you counter-offered, on average, did they...



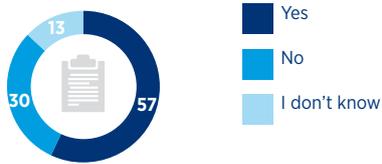
21. Over the last 12 months has your staff turnover rate:



## RECRUITMENT TRENDS

### DIVERSITY

#### 22. Does your organisation have a diversity policy for hiring new staff (%)?



#### If yes, do you think the people who hire in your organisation generally adhere to it (%)?



## Diversity & Inclusion: Don't just talk the talk

A diverse and inclusive workforce is one which takes in a wide variety of demographics and characteristics. But so often when the subject of diversity and inclusion in the workplace arises, the focus is on gender. While this remains a critical issue, and one that we've explored in several reports, we must also be front footed in our need to ensure that we look beyond gender and consciously diversify diversity.



With this in mind, our 2018-19 Diversity & Inclusion Report identifies current key diversity and inclusion considerations and also provides a snapshot of the representation and lived experience for a number of known underrepresented demographic groups in Australia and New Zealand.

[hays.com.au/diversity-inclusion](https://hays.com.au/diversity-inclusion) [hays.net.nz/diversity-inclusion](https://hays.net.nz/diversity-inclusion)

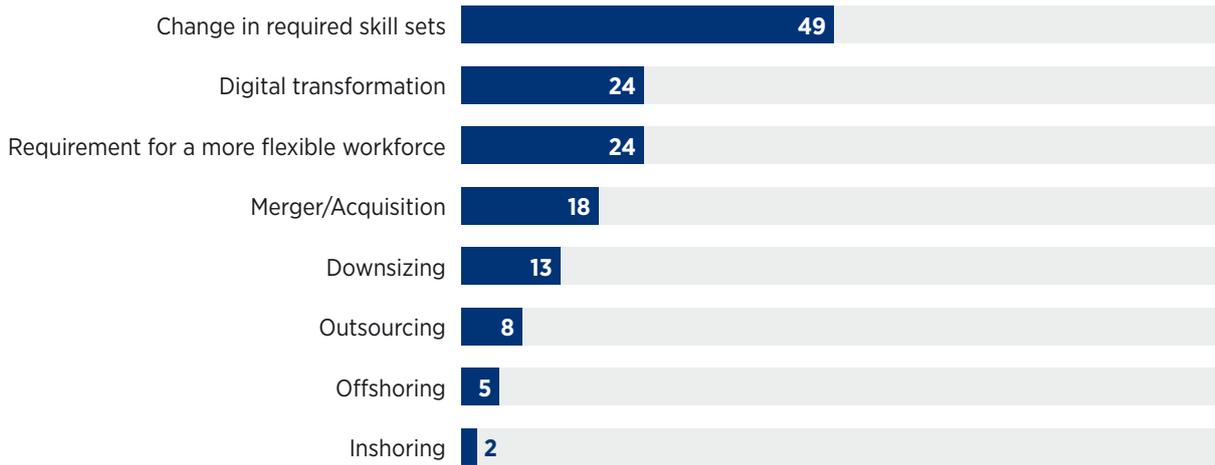
# RECRUITMENT TRENDS

## CHANGING BUSINESS NEEDS

23. Are you currently restructuring your department/organisation to keep up with changing business needs?



If yes, what has/have been the driver(s) (%)?



Note: Multiple choices permitted.

# ECONOMIC OUTLOOK

## 24. In the past 12 months, has business activity...



## 25. In the next 12 months, do you envisage business activity: across all industries

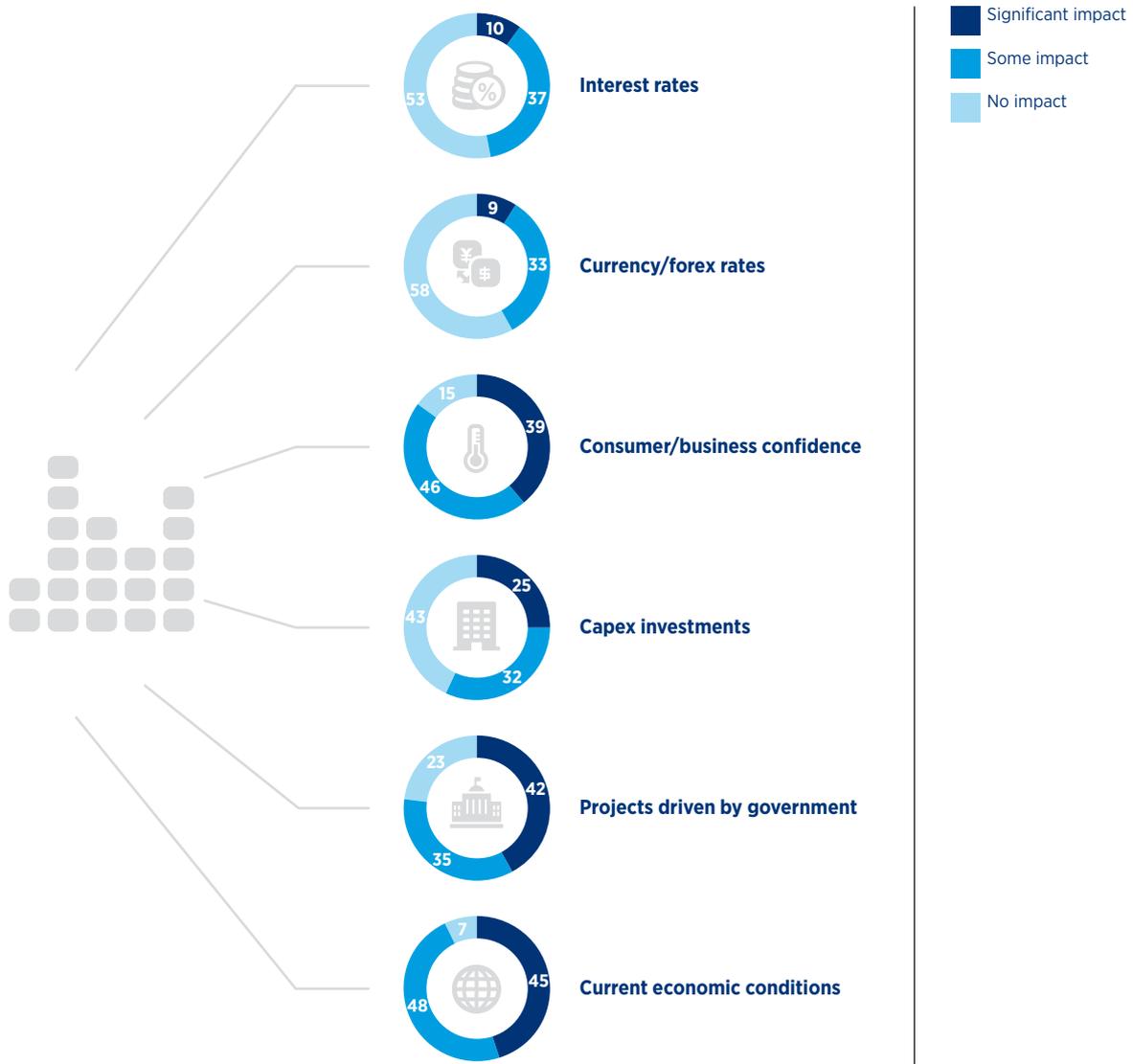


### For specific industries (%):



# ECONOMIC OUTLOOK

## 26. What are the key factors driving your business activity (%)?



## 27. Do you see the general outlook for the economy in the forthcoming 6-12\* months as...



\*This data was collected during March 2019.

# HOW TO NAVIGATE THIS GUIDE

## Using our salary tables

Salaries are in '000, all salaries are exclusive of superannuation (AU) or KiwiSaver (NZ) - which might differ to previous editions. The bold number represents the typical salary. The number(s) underneath represent the salary range. Refer to the notes section under the salary table to determine if other benefits are included. All salaries are represented in local currencies.

| Head of HR/HR Director >1000 employees |   |
|--|---|
| Sydney                                 | <b>280</b> ————— Typical salary<br>200 - 400 ————— Salary range |

## How does your salary compare?

The complete Hays FY 19/20 Salary Guide is available online. Search salaries for more than 1,000 positions and find out how your salary compares in our Salary Check at [hays.com.au/HaysSalaryGuide](https://hays.com.au/HaysSalaryGuide) or [hays.net.nz/HaysSalaryGuide](https://hays.net.nz/HaysSalaryGuide)





## AUSTRALIA

Throughout the 2018-19 financial year, the mining, healthcare and Government sectors emerged as the major employers of executive candidates. Goods, particularly resources and agricultural products, remained the cornerstone of Australian exports while an ageing population stoked demand for leisure and aged care services across all states.

While the fallout from the Banking Royal Commission and tighter credit conditions have led to a contracting housing sector, overall economic growth should remain solid in the 2019-20 financial year. Growth, particularly in Australia's neighbourhood, will add to national income, while a combination of rising commodity exports and government infrastructure spending will ensure that economic growth continues at around trend pace.

As a result, CFO's with experience capital raising for project finance are in demand from companies that want to be part of the infrastructure boom.

Across all industries, C-suite executives who are future focused and see technology-driven change as an opportunity to disrupt a business both nationally and globally are sought.

So too are executives who can manage cyber security risk by making cyber preparedness a board priority and stress testing the resilience of their systems and people to withstand an attack.

**“ Across all industries, C-suite executives who are future focused and see technology-driven change as an opportunity to disrupt a business both nationally and globally are sought.”**

There's also a requirement across many sectors for CEOs with a rounded, nuanced view of the motivations of Millennials and who understand how this generation make decisions. This requires executives who

listen and ensure their corporate values are aligned with those of Millennials.

Equality of pay remains a key focus for all boards, despite salary increases and bonuses being harder to come by in the 2018-19 financial year in certain sectors.

Turning to the not-for-profit (NFP) sector, employers continue to adjust to an ever-changing landscape of outcomes-based funding and increased regulation. There has also been a move to skills-based boards and a focus on governance.

**“ Equality of pay remains a key focus for all boards.”**

Demand remains strong for commercial executives with a social heart and a continuous improvement mindset. Organisations are continually transforming operations to deliver innovative services with measurable quality outcomes. As such, organisations have had to re-evaluate their market position and programmes to ensure delivery on mission.

With women accounting for over 75 per cent of the NFP workforce, yet only a small percentage of management and executive roles, there is clearly still a need to improve gender diversity.

There is also a need for the NFP sector to regain trust with the community following various royal commissions and high profile incidents.

In another trend, a number of mergers between smaller organisations took place over the last financial year. These organisations acted to safeguard those they support by driving economies of scale and offering their clients greater choice by diversifying their services.

Finally, as the NFP sector continued to evolve, salaries came under increasing pressure during the last financial year. Employers require agile skill sets to ensure financial sustainability in an ever-changing world. With a shortage of suitable executive talent who can do more with less, NFP boards have had to benchmark their executive salaries with comparative organisations in order to attract and retain the best people.

## A note on executive salaries

Given the broad range of executive positions, each package is dependent on a number of factors. These include company size (employee numbers and revenue), ownership (public, private or government), industry and responsibilities. To find out more about specific executive salaries please contact your local Hays Executive recruiting expert. You can find our nearest office on the back of this guide.

# EXECUTIVE

| NOT-FOR-PROFIT | CEO/MD<br>(Turnover up to \$50m) | CEO/MD<br>(Turnover \$50m - \$500m) | CEO/MD<br>(Turnover > \$500m) |
|----------------|----------------------------------|-------------------------------------|-------------------------------|
| Australia      | <b>280</b><br>190 - 310          | <b>475</b><br>300 - 530             | <b>500+</b>                   |

|           | COO/EGM<br>(Turnover up to \$50m) | COO/EGM<br>(Turnover \$50m - \$500m) | COO/EGM<br>(Turnover > \$500m) |
|-----------|-----------------------------------|--------------------------------------|--------------------------------|
| Australia | <b>220</b><br>185 - 250           | <b>285</b><br>230 - 355              | <b>400+</b>                    |

|           | CFO/FD<br>(Turnover up to \$50m) | CFO/FD<br>(Turnover \$50m - \$500m) | CFO/FD<br>(Turnover > \$500m) |
|-----------|----------------------------------|-------------------------------------|-------------------------------|
| Australia | <b>220</b><br>185 - 245          | <b>280</b><br>220 - 385             | <b>450+</b>                   |

| COMMERCIAL | CEO/MD<br>(Turnover up to \$50m) | CEO/MD<br>(Turnover \$50m - \$500m) | CEO/MD<br>(Turnover > \$500m) |
|------------|----------------------------------|-------------------------------------|-------------------------------|
| Australia  | <b>400</b><br>220 - 450          | <b>600</b><br>450 - 700             | <b>700+</b>                   |

|           | COO/EGM<br>(Turnover up to \$50m) | COO/EGM<br>(Turnover \$50m - \$500m) | COO/EGM<br>(Turnover > \$500m) |
|-----------|-----------------------------------|--------------------------------------|--------------------------------|
| Australia | <b>250</b><br>190 - 300           | <b>500</b><br>300 - 600              | <b>600+</b>                    |

|           | CFO/FD<br>(Turnover up to \$50m) | CFO/FD<br>(Turnover \$50m - \$500m) | CFO/FD<br>(Turnover > \$500m) |
|-----------|----------------------------------|-------------------------------------|-------------------------------|
| Australia | <b>250</b><br>210 - 350          | <b>500</b><br>350 - 600             | <b>600+</b>                   |

**TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:**

- Additional super
- Health cover
- Fully maintained company car
- Car allowance
- Salary packaging
- Professional memberships
- Cash bonus/share options (STI /LTI)
- Professional development
- Study assistance
- Product allowance
- Parking

**NOTES:**

- All salaries shown are exclusive of superannuation

# ACCOUNTANCY & FINANCE



## AUSTRALIA

Accountancy and finance professionals who are poised to adapt and evolve their skillset in response to the growing demand for business advisers and analysts will see strong job opportunities in the year ahead.

With artificial intelligence and automation impacting the way that accountants add value to an organisation or firm, employers are looking for candidates who can interpret the vast array of data at their disposal. The ability to improve efficiencies and develop cost savings and performance initiatives also remains highly valued.

This is leading to falling demand for traditional number crunchers and rising demand for analysts and advisors, including Commercial Analysts, Business Analysts, Financial Analysts and Business Partners.

It's also fuelling an additional requirement for professionals with solid soft skills, especially communication, business acumen and business partnering, in addition to strong ERP system literacy and the ability to analyse large data sets. Given how rapidly technology is changing the world of work, a continuous learning mindset is sought too.

In other areas of demand, Management Accountants with strong reporting, analytical and business partnering skills and Financial Accountants who can maintain financial control are sought.

An increase in transformational projects and business change is fuelling demand for Project Accountants and Systems Accountants.

Qualified accountants with a Big 4 or mid-tier background who are already in a commercial role and looking for their next opportunity are sought too.

We're also seeing demand for experienced all-round Finance Managers who can add value working with just one accountant and a CFO or FC.

In Western Australia, accountancy professionals with experience working in the oil and gas sector are needed. In Darwin, Financial and Project Accountants with local experience are required. Across the country, Cost Accountants with a manufacturing background are in short supply.

As always, at the accountancy support level employers look for candidates with particular systems experience. However, in some areas this is no longer viable. For example, Payrollers at all levels remain in high demand as this function is brought back in-house. Yet employers struggle to attract candidates if they limit their search to those with certain systems knowledge. Instead, end-to-end payroll experience and knowledge of the various awards should be the focus.

Demand is also rising for Accounts Payable professionals, Credit Controllers and candidates with experience using SAP and Oracle.

Within the public sector, not-for-profits require Commercial Accountants with costing and cash flow management experience in response to changing NDIS funding structures.

**“ Accountants are negotiating flexible working hours or work from home options in lieu of a strong salary increase. ”**

As in commerce, in the public sector payroll candidates with end-to-end payroll experience and knowledge of the relevant Awards are in high demand.

Government roles in New South Wales now offer salaries on par, if not above, those offered in the private sector. Add the genuine work-life balance that Government agencies provide and the range of high profile infrastructure projects underway, and candidates are increasingly viewing this sector as highly desirable.

Within professional practice, internal and external audit, tax and business services candidates with experience working for a reputable local firm remain in short supply. Strong business advisory and communication skills are a must, yet suitable professionals continue to move into commerce for the higher salaries on offer. If they do remain in the profession, they typically look for advisory not compliance work.

In a final trend, an increasing number of graduates are looking for their first professional role yet graduate positions have been declining for several years. This has contributed to today's shortage of intermediate candidates.

Turning to salary trends, senior finance salaries have not increased above CPI. The exceptions are for candidates in the highest level of demand, particularly Analysts, Management Accountants and Commercial Managers, second time movers from professional practice and Systems Accountants.

At the accountancy support level, salaries are increasing in the construction, property, architecture, energy and engineering industries. In all other industries they remain steady. Salaries are also increasing nationally for payroll professionals in response to demand.

In geographical trends, salaries have increased in regional areas in response to candidate shortages. Meanwhile, the Northern Territory faces an attraction challenge as candidates expect an even greater salary in compensation for working in the Territory.

Within professional practice, and despite continuously high demand, firms are not increasing salaries above CPI. With clients looking to keep accounting fees down, firms are unable to offer strong salary increases to their staff. The rare exceptions occur for the highest performers.

For all roles, across both commerce and professional practice, accountants are negotiating flexible working hours or work from home options in lieu of a strong salary increase.

When looking to recruit, employers must move quickly in order to secure their preferred candidate.

Looking ahead, the automation of transactional work is removing routine and repetitive job tasks, creating demand for more highly-skilled candidates. This should impact salaries in the years to come.

# ACCOUNTANCY & FINANCE

## NEW ZEALAND

New Zealand's accountancy & finance job market remains strong, although the continuing shortage of accountants across the country keeps the supply and demand ratio firmly in the favour of candidates.

Some easing at the entry and mid-levels has come from the addition in early 2018 of the role of Accountant to the Immediate Skills Shortage List (ISSL). Since then, candidate supply has increased for generalist roles. Some senior candidates from relevant regions, such as the UK, have also been secured.

**“ Employers of traditional accounting skills are increasingly looking instead for candidates with strong business intelligence and analytics skills. ”**

In the year ahead, we therefore expect multiple candidates to be available for generalist accounting positions. As a result, salary demands at the entry to mid-levels have lowered.

Given that demand for accountants is projected to increase, the continuing ability to recruit eligible migrants will boost the candidate pool. So too will a renewed focus on candidate attraction and retention.

Turning to specific trends within commerce and industry, a key development of note is the focus on business partnering between finance and operations as companies link front and back office functions and improve productivity. Consequently, employers of traditional accounting skills are increasingly looking instead for candidates with strong business intelligence and analytics skills. Strong communication and soft skills are also required for a candidate to be successful.

Another trend impacting talent in demand is the renewed focus on process improvement skills. With back office financial processing seeing a high level of automation as organisations face increased pressure to maximise efficiency,

accountancy professionals who can work with robotics or innovate to improve processes and system efficiencies will increasingly be valued.

Meanwhile, the strong economic backdrop of the last five years has led to ongoing demand from start-up businesses and fast growing small to medium sized enterprises for Commercial Accountants.

At the accountancy support level, a major trend is the outsourcing of back office processing functions, which is creating demand for Assistant Accountants. All-round Account Clerks with ample experience and a diverse skill set are needed too, while demand continues to exceed supply for Payrollers, Payroll Managers and Credit Controllers for front-end roles. Accounts Payable and Receivable professionals with strong focussed experience rather than broad experience across multiple functions are also sought. With fewer people wanting to pursue a career in transactional accounting, these candidate shortages are set to intensify over the year ahead.

Salaries for accountancy support professionals remain unchanged. The exception is in payroll, with the supply of Payroll Administrators failing to meet demand and leading to strong increases for suitable candidates.

Turning to professional practice, high demand is evident for intermediate to senior level candidates given the movement into commerce upon completion of their qualification.

Adding to demand for Intermediate Accountants is the lack of sufficient exposure firms are giving candidates to clients. This is intensifying the shortage of suitable candidates who fit the requirements of an 'intermediate'.

Given demand, firms are even more open to considering qualified candidates who are bonded to firms for their professional studies and will buy-out bonds to secure candidates. That said, the request has to come from a firm as employers are cautious of candidates who have broken their bond.

In other areas of demand, tax remains a major focus, with Senior Accountants in BAS and Audit, Associate Directors with

business development skills and Agri Accountants sought.

Finally, salaries within professional practice are set within defined brackets and have not changed. Salary increases occur following a promotion, often based on years of service or completion of a professional qualification.



# ACCOUNTANCY & FINANCE

## Commerce & Industry | Senior Finance

| SENIOR QUALIFIED ACCOUNTANTS                | Financial Controller<br>(Turnover up to \$50m) | Financial Controller<br>(Turnover \$50m - \$500m) | Group Financial Controller/<br>GM Finance*<br>(Turnover > \$500m) |
|---|--|---|---|
| NSW - Sydney                                | <b>150</b><br>100 - 170                        | <b>170</b><br>145 - 200                           | <b>260</b><br>200 - 300   |
| NSW - Regional                              | <b>130</b><br>115 - 150                        | <b>150</b><br>130 - 200                           | <b>160</b><br>140 - 200   |
| VIC - Melbourne                             | <b>125</b><br>110 - 140                        | <b>150</b><br>125 - 175                           | <b>170</b><br>160 - 250   |
| VIC - Regional                              | <b>150</b><br>120 - 180                        | <b>135</b><br>125 - 150                           | <b>160</b><br>140 - 200   |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>120</b><br>100 - 140                        | <b>140</b><br>110 - 170                           | <b>180</b><br>140 - 200   |
| QLD - Regional                              | <b>110</b><br>90 - 120                         | <b>140</b><br>110 - 160                           | <b>140</b><br>110 - 180   |
| SA - Adelaide                               | <b>130</b><br>100 - 140                        | <b>135</b><br>105 - 160                           | <b>160</b><br>140 - 180   |
| WA - Perth                                  | <b>140</b><br>125 - 155                        | <b>140</b><br>135 - 145                           | <b>180</b><br>160 - 200   |
| ACT - Canberra                              | <b>120</b><br>110 - 130                        | <b>140</b><br>120 - 160                           | <b>150</b><br>140 - 200   |
| TAS - Hobart/Launceston                     | <b>125</b><br>95 - 135                         | <b>140</b><br>105 - 150                           | <b>150</b><br>120 - 180   |
| NT - Darwin                                 | <b>130</b><br>110 - 140                        | <b>140</b><br>130 - 160                           | <b>170</b><br>150 - 190   |
| NZ - Auckland                               | <b>130</b><br>100 - 150                        | <b>150</b><br>130 - 180                           | <b>170</b><br>140 - 220   |
| NZ - Wellington                             | <b>120</b><br>90 - 140                         | <b>140</b><br>110 - 160                           | <b>150</b><br>120 - 200   |
| NZ - Christchurch                           | <b>120</b><br>90 - 130                         | <b>130</b><br>110 - 170                           | <b>150</b><br>120 - 200   |

|   | Finance Manager<br>(Turnover up to \$50m) | Finance Manager<br>(Turnover \$50m - \$500m) | Finance Manager<br>(Turnover > \$500m) |
|---|---|--|--|
| NSW - Sydney                                | <b>125</b><br>100 - 150                   | <b>150</b><br>130 - 170                      | <b>170</b><br>140 - 200                |
| NSW - Regional                              | <b>120</b><br>100 - 150                   | <b>150</b><br>130 - 170                      | <b>150</b><br>130 - 180                |
| VIC - Melbourne                             | <b>115</b><br>100 - 120                   | <b>130</b><br>120 - 150                      | <b>125</b><br>100 - 130                |
| VIC - Regional                              | <b>120</b><br>100 - 125                   | <b>120</b><br>100 - 125                      | <b>135</b><br>125 - 160                |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>110</b><br>90 - 120                    | <b>135</b><br>120 - 160                      | <b>160</b><br>125 - 200                |
| QLD - Regional                              | <b>100</b><br>90 - 120                    | <b>120</b><br>100 - 130                      | <b>140</b><br>120 - 160                |
| SA - Adelaide                               | <b>110</b><br>85 - 115                    | <b>125</b><br>95 - 150                       | <b>140</b><br>110 - 150                |
| WA - Perth                                  | <b>115</b><br>100 - 125                   | <b>130</b><br>120 - 140                      | <b>140</b><br>130 - 150                |
| ACT - Canberra                              | <b>115</b><br>100 - 120                   | <b>130</b><br>120 - 140                      | <b>140</b><br>130 - 160                |
| TAS - Hobart/Launceston                     | <b>105</b><br>90 - 120                    | <b>120</b><br>90 - 130                       | <b>140</b><br>110 - 160                |
| NT - Darwin                                 | <b>110</b><br>90 - 130                    | <b>130</b><br>100 - 150                      | <b>130</b><br>110 - 150                |
| NZ - Auckland                               | <b>110</b><br>100 - 130                   | <b>125</b><br>110 - 150                      | <b>150</b><br>120 - 160                |
| NZ - Wellington                             | <b>110</b><br>80 - 120                    | <b>120</b><br>90 - 130                       | <b>130</b><br>100 - 150                |
| NZ - Christchurch                           | <b>110</b><br>90 - 120                    | <b>120</b><br>100 - 140                      | <b>130</b><br>100 - 150                |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Additional super
- Health cover
- Interest free loans
- Car/car allowance
- Cash bonuses
- Study assistance
- Parking
- Share options in company
- Laptops
- Vehicle expenses
- Professional memberships
- School fees

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars
- \* For a more detailed discussion on executive level salaries contact Hays Executive

# ACCOUNTANCY & FINANCE

## Commerce & Industry | Senior Finance

| SENIOR QUALIFIED ACCOUNTANTS                | Commercial Manager<br>(Turnover up to \$50m) | Commercial Manager<br>(Turnover \$50m - \$500m) | Senior Commercial<br>Manager/Director<br>(Turnover > \$500m) |
|---|--|---|--|
| NSW - Sydney                                | <b>140</b><br>100 - 150                      | <b>200</b><br>150 - 220                         | <b>250</b><br>230 - 280                                      |
| NSW - Regional                              | <b>140</b><br>120 - 160                      | <b>150</b><br>140 - 180                         | <b>220</b><br>150 - 250                                      |
| VIC - Melbourne                             | <b>125</b><br>100 - 130                      | <b>150</b><br>140 - 180                         | <b>220</b><br>180 - 250                                      |
| VIC - Regional                              | <b>135</b><br>125 - 150                      | <b>150</b><br>125 - 180                         | <b>200</b><br>175 - 225                                      |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>150</b><br>130 - 170                      | <b>180</b><br>150 - 200                         | <b>175</b><br>150 - 200                                      |
| QLD - Regional                              | <b>150</b><br>120 - 160                      | <b>180</b><br>130 - 230                         | <b>180</b><br>130 - 230                                      |
| SA - Adelaide                               | <b>150</b><br>115 - 170                      | <b>160</b><br>140 - 180                         | <b>160</b><br>140 - 180                                      |
| WA - Perth                                  | <b>135</b><br>120 - 145                      | <b>160</b><br>140 - 180                         | <b>200</b><br>180 - 220                                      |
| ACT - Canberra                              | <b>130</b><br>120 - 140                      | <b>150</b><br>120 - 180                         | <b>160</b><br>140 - 190                                      |
| TAS - Hobart/Launceston                     | <b>130</b><br>110 - 150                      | <b>130</b><br>115 - 160                         | <b>180</b><br>150 - 220                                      |
| NT - Darwin                                 | <b>140</b><br>120 - 160                      | <b>120</b><br>110 - 130                         | <b>145</b><br>130 - 160                                      |
| NZ - Auckland                               | <b>120</b><br>100 - 130                      | <b>150</b><br>110 - 160                         | <b>160</b><br>130 - 220                                      |
| NZ - Wellington                             | <b>110</b><br>100 - 130                      | <b>120</b><br>110 - 140                         | <b>150</b><br>120 - 170                                      |
| NZ - Christchurch                           | <b>110</b><br>100 - 140                      | <b>130</b><br>100 - 150                         | <b>150</b><br>120 - 180                                      |

|   | Group Accountant<br>(Turnover up to \$50m) | Group Accountant<br>(Turnover \$50m - \$500m) | Group Accountant<br>(Turnover > \$500m) |
|---|--|---|---|
| NSW - Sydney                                | <b>100</b><br>90 - 120                     | <b>120</b><br>90 - 150                        | <b>130</b><br>100 - 150                 |
| NSW - Regional                              | <b>110</b><br>90 - 120                     | <b>120</b><br>90 - 130                        | <b>130</b><br>100 - 140                 |
| VIC - Melbourne                             | <b>90</b><br>80 - 100                      | <b>110</b><br>90 - 120                        | <b>120</b><br>100 - 130                 |
| VIC - Regional                              | <b>100</b><br>90 - 115                     | <b>110</b><br>100 - 120                       | <b>130</b><br>120 - 140                 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>100</b><br>85 - 115                     | <b>100</b><br>90 - 120                        | <b>125</b><br>100 - 150                 |
| QLD - Regional                              | <b>85</b><br>75 - 100                      | <b>95</b><br>80 - 110                         | <b>115</b><br>90 - 125                  |
| SA - Adelaide                               | <b>92</b><br>88 - 110                      | <b>100</b><br>88 - 120                        | <b>120</b><br>100 - 140                 |
| WA - Perth                                  | <b>105</b><br>90 - 110                     | <b>120</b><br>100 - 130                       | <b>130</b><br>125 - 135                 |
| ACT - Canberra                              | <b>100</b><br>80 - 110                     | <b>110</b><br>100 - 120                       | <b>120</b><br>110 - 130                 |
| TAS - Hobart/Launceston                     | <b>90</b><br>80 - 115                      | <b>100</b><br>90 - 120                        | <b>120</b><br>110 - 145                 |
| NT - Darwin                                 | <b>95</b><br>90 - 110                      | <b>110</b><br>100 - 120                       | <b>120</b><br>120 - 140                 |
| NZ - Auckland                               | <b>90</b><br>80 - 100                      | <b>110</b><br>95 - 120                        | <b>115</b><br>100 - 130                 |
| NZ - Wellington                             | <b>90</b><br>80 - 110                      | <b>110</b><br>100 - 120                       | <b>120</b><br>100 - 140                 |
| NZ - Christchurch                           | <b>90</b><br>75 - 100                      | <b>110</b><br>90 - 120                        | <b>120</b><br>100 - 140                 |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Additional super
- Health cover
- Interest free loans
- Car/car allowance
- Cash bonuses
- Study assistance
- Parking
- Share options in company
- Laptops
- Vehicle expenses
- Professional memberships
- School fees

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# ACCOUNTANCY & FINANCE

## Commerce & Industry | Senior Finance

| SENIOR QUALIFIED ACCOUNTANTS                | Divisional Accountant<br>(Turnover up to \$50m) | Divisional Accountant<br>(T. o. \$50m - \$500m) | Divisional Accountant<br>(T. o. > \$500m) | Project Accountant     |
|---|---|---|---|------------------------|
| NSW - Sydney                                | <b>95</b><br>80 - 100                           | <b>110</b><br>90 - 120                          | <b>120</b><br>100 - 140                   | <b>105</b><br>85 - 135 |
| NSW - Regional                              | <b>100</b><br>80 - 120                          | <b>110</b><br>90 - 120                          | <b>120</b><br>100 - 140                   | <b>100</b><br>85 - 135 |
| VIC - Melbourne                             | <b>85</b><br>75 - 90                            | <b>90</b><br>80 - 100                           | <b>105</b><br>100 - 120                   | <b>115</b><br>90 - 125 |
| VIC - Regional                              | <b>87</b><br>75 - 95                            | <b>110</b><br>90 - 120                          | <b>120</b><br>110 - 130                   | <b>110</b><br>85 - 120 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>85</b><br>80 - 95                            | <b>100</b><br>90 - 115                          | <b>125</b><br>100 - 130                   | <b>110</b><br>90 - 120 |
| QLD - Regional                              | <b>80</b><br>70 - 85                            | <b>90</b><br>80 - 100                           | <b>100</b><br>90 - 120                    | <b>95</b><br>85 - 120  |
| SA - Adelaide                               | <b>85</b><br>78 - 95                            | <b>95</b><br>85 - 110                           | <b>110</b><br>90 - 120                    | <b>110</b><br>90 - 120 |
| WA - Perth                                  | <b>100</b><br>95 - 110                          | <b>110</b><br>100 - 130                         | <b>120</b><br>110 - 140                   | <b>110</b><br>90 - 135 |
| ACT - Canberra                              | <b>90</b><br>85 - 100                           | <b>100</b><br>90 - 110                          | <b>115</b><br>110 - 120                   | <b>105</b><br>90 - 120 |
| TAS - Hobart/Launceston                     | <b>80</b><br>70 - 85                            | <b>90</b><br>80 - 100                           | <b>95</b><br>85 - 125                     | <b>95</b><br>85 - 105  |
| NT - Darwin                                 | <b>80</b><br>80 - 100                           | <b>90</b><br>90 - 110                           | <b>100</b><br>100 - 120                   | <b>110</b><br>90 - 120 |
| NZ - Auckland                               | <b>85</b><br>75 - 95                            | <b>95</b><br>85 - 105                           | <b>110</b><br>90 - 125                    | <b>110</b><br>95 - 135 |
| NZ - Wellington                             | <b>80</b><br>70 - 90                            | <b>90</b><br>80 - 100                           | <b>100</b><br>90 - 120                    | <b>110</b><br>90 - 140 |
| NZ - Christchurch                           | <b>80</b><br>70 - 95                            | <b>95</b><br>85 - 105                           | <b>105</b><br>90 - 120                    | <b>110</b><br>90 - 135 |

|   | Corporate Accountant<br>(Turnover up to \$50m) | Corporate Accountant<br>(T. o. \$50m - \$500m) | Corporate Accountant<br>(T. o. > \$500m) |
|---|--|--|--|
| NSW - Sydney                                | <b>105</b><br>90 - 120                         | <b>120</b><br>90 - 130                         | <b>135</b><br>115 - 150                  |
| NSW - Regional                              | <b>105</b><br>90 - 120                         | <b>120</b><br>90 - 130                         | <b>125</b><br>110 - 140                  |
| VIC - Melbourne                             | <b>85</b><br>80 - 90                           | <b>100</b><br>90 - 120                         | <b>110</b><br>105 - 120                  |
| VIC - Regional                              | <b>85</b><br>80 - 90                           | <b>100</b><br>85 - 110                         | <b>105</b><br>95 - 115                   |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>95</b><br>85 - 110                          | <b>110</b><br>100 - 120                        | <b>120</b><br>110 - 130                  |
| QLD - Regional                              | <b>85</b><br>75 - 105                          | <b>95</b><br>80 - 120                          | <b>110</b><br>80 - 140                   |
| SA - Adelaide                               | <b>82</b><br>75 - 90                           | <b>95</b><br>85 - 110                          | <b>105</b><br>90 - 120                   |
| WA - Perth                                  | <b>100</b><br>90 - 110                         | <b>115</b><br>100 - 120                        | <b>125</b><br>110 - 145                  |
| ACT - Canberra                              | <b>95</b><br>85 - 100                          | <b>100</b><br>90 - 110                         | <b>110</b><br>100 - 120                  |
| TAS - Hobart/Launceston                     | <b>90</b><br>70 - 95                           | <b>95</b><br>80 - 100                          | <b>105</b><br>90 - 110                   |
| NT - Darwin                                 | <b>80</b><br>70 - 90                           | <b>95</b><br>80 - 110                          | <b>100</b><br>90 - 120                   |
| NZ - Auckland                               | <b>80</b><br>70 - 90                           | <b>100</b><br>85 - 115                         | <b>110</b><br>100 - 130                  |
| NZ - Wellington                             | <b>85</b><br>75 - 90                           | <b>95</b><br>80 - 110                          | <b>110</b><br>100 - 120                  |
| NZ - Christchurch                           | <b>85</b><br>75 - 90                           | <b>95</b><br>85 - 110                          | <b>110</b><br>95 - 120                   |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Additional super
- Car/car allowance
- Parking
- Vehicle expenses
- Health cover
- Cash bonuses
- Professional memberships
- Laptops
- Study assistance

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# ACCOUNTANCY & FINANCE

## Commerce & Industry | Senior Finance

| SENIOR QUALIFIED ACCOUNTANTS                | Financial Accountant<br>(Turnover up to \$50m) | Financial Accountant<br>(Turnover \$50m - \$500m) | Financial Accountant<br>(Turnover > \$500m) |
|---|--|---|---|
| NSW - Sydney                                | <b>90</b><br>75 - 100                          | <b>100</b><br>80 - 105                            | <b>110</b><br>90 - 120                      |
| NSW - Regional                              | <b>90</b><br>75 - 100                          | <b>100</b><br>80 - 120                            | <b>110</b><br>90 - 140                      |
| VIC - Melbourne                             | <b>80</b><br>70 - 90                           | <b>90</b><br>75 - 100                             | <b>100</b><br>85 - 120                      |
| VIC - Regional                              | <b>80</b><br>75 - 95                           | <b>85</b><br>80 - 110                             | <b>100</b><br>90 - 120                      |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>85</b><br>75 - 95                           | <b>90</b><br>80 - 100                             | <b>110</b><br>90 - 120                      |
| QLD - Regional                              | <b>75</b><br>70 - 85                           | <b>85</b><br>75 - 100                             | <b>100</b><br>90 - 120                      |
| SA - Adelaide                               | <b>78</b><br>72 - 88                           | <b>88</b><br>76 - 100                             | <b>95</b><br>85 - 120                       |
| WA - Perth                                  | <b>95</b><br>90 - 100                          | <b>110</b><br>95 - 125                            | <b>125</b><br>110 - 140                     |
| ACT - Canberra                              | <b>85</b><br>75 - 90                           | <b>90</b><br>85 - 95                              | <b>105</b><br>95 - 115                      |
| TAS - Hobart/Launceston                     | <b>80</b><br>70 - 90                           | <b>90</b><br>70 - 105                             | <b>100</b><br>75 - 125                      |
| NT - Darwin                                 | <b>85</b><br>75 - 95                           | <b>95</b><br>85 - 100                             | <b>100</b><br>90 - 110                      |
| NZ - Auckland                               | <b>80</b><br>75 - 90                           | <b>90</b><br>80 - 100                             | <b>110</b><br>90 - 120                      |
| NZ - Wellington                             | <b>80</b><br>70 - 90                           | <b>90</b><br>80 - 100                             | <b>110</b><br>90 - 120                      |
| NZ - Christchurch                           | <b>85</b><br>70 - 95                           | <b>90</b><br>75 - 105                             | <b>110</b><br>90 - 120                      |

|   | Management Accountant<br>(Turnover up to \$50m) | Management Accountant<br>(Turnover \$50m - \$500m) | Management Accountant<br>(Turnover > \$500m) |
|---|---|--|--|
| NSW - Sydney                                | <b>90</b><br>80 - 100                           | <b>110</b><br>95 - 120                             | <b>120</b><br>100 - 140                      |
| NSW - Regional                              | <b>90</b><br>80 - 100                           | <b>110</b><br>80 - 120                             | <b>120</b><br>100 - 140                      |
| VIC - Melbourne                             | <b>85</b><br>75 - 90                            | <b>100</b><br>80 - 105                             | <b>100</b><br>90 - 120                       |
| VIC - Regional                              | <b>85</b><br>75 - 100                           | <b>100</b><br>85 - 110                             | <b>115</b><br>90 - 130                       |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>85</b><br>75 - 90                            | <b>100</b><br>90 - 120                             | <b>120</b><br>110 - 130                      |
| QLD - Regional                              | <b>85</b><br>70 - 120                           | <b>95</b><br>80 - 120                              | <b>120</b><br>90 - 150                       |
| SA - Adelaide                               | <b>80</b><br>70 - 90                            | <b>80</b><br>75 - 90                               | <b>90</b><br>80 - 100                        |
| WA - Perth                                  | <b>95</b><br>90 - 100                           | <b>110</b><br>100 - 125                            | <b>120</b><br>100 - 135                      |
| ACT - Canberra                              | <b>90</b><br>80 - 100                           | <b>95</b><br>90 - 100                              | <b>105</b><br>95 - 115                       |
| TAS - Hobart/Launceston                     | <b>80</b><br>70 - 90                            | <b>90</b><br>75 - 105                              | <b>100</b><br>85 - 125                       |
| NT - Darwin                                 | <b>85</b><br>75 - 95                            | <b>95</b><br>85 - 100                              | <b>100</b><br>90 - 110                       |
| NZ - Auckland                               | <b>85</b><br>75 - 90                            | <b>90</b><br>80 - 100                              | <b>115</b><br>95 - 130                       |
| NZ - Wellington                             | <b>80</b><br>70 - 90                            | <b>90</b><br>80 - 100                              | <b>115</b><br>90 - 130                       |
| NZ - Christchurch                           | <b>85</b><br>70 - 95                            | <b>90</b><br>80 - 100                              | <b>120</b><br>100 - 130                      |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Additional super
- Health cover
- Study assistance
- Cash bonuses
- Professional memberships
- Laptops

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# ACCOUNTANCY & FINANCE

## Commerce & Industry | Senior Finance

| SENIOR QUALIFIED ACCOUNTANTS                | Financial Analyst<br>(T. o. up to \$50m) | Financial Analyst<br>(T. o. \$50m - \$500m) | Financial Analyst<br>(T. o. > \$500m) | Manager/Head of<br>Financial Planning/<br>Analysis |
|---|--|---|---------------------------------------|--|
| NSW - Sydney                                | <b>90</b><br>75 - 100                    | <b>110</b><br>85 - 120                      | <b>120</b><br>115 - 140               | <b>225</b><br>180 - 280                            |
| NSW - Regional                              | <b>90</b><br>75 - 100                    | <b>110</b><br>90 - 120                      | <b>130</b><br>110 - 140               | <b>165</b><br>140 - 200                            |
| VIC - Melbourne                             | <b>85</b><br>80 - 90                     | <b>100</b><br>85 - 110                      | <b>120</b><br>100 - 140               | <b>150</b><br>140 - 180                            |
| VIC - Regional                              | <b>90</b><br>80 - 100                    | <b>100</b><br>85 - 110                      | <b>110</b><br>90 - 125                | <b>140</b><br>125 - 160                            |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>90</b><br>80 - 100                    | <b>100</b><br>85 - 110                      | <b>125</b><br>115 - 135               | <b>160</b><br>140 - 180                            |
| QLD - Regional                              | <b>90</b><br>80 - 100                    | <b>95</b><br>75 - 110                       | <b>100</b><br>80 - 120                | <b>130</b><br>110 - 130                            |
| SA - Adelaide                               | <b>85</b><br>80 - 95                     | <b>95</b><br>80 - 110                       | <b>105</b><br>90 - 120                | <b>150</b><br>120 - 190                            |
| WA - Perth                                  | <b>95</b><br>90 - 100                    | <b>110</b><br>100 - 120                     | <b>120</b><br>100 - 130               | <b>145</b><br>135 - 165                            |
| ACT - Canberra                              | <b>90</b><br>80 - 100                    | <b>95</b><br>90 - 100                       | <b>115</b><br>100 - 120               | <b>150</b><br>120 - 180                            |
| TAS - Hobart/Launceston                     | <b>80</b><br>70 - 90                     | <b>90</b><br>70 - 105                       | <b>100</b><br>80 - 125                | <b>135</b><br>125 - 155                            |
| NT - Darwin                                 | <b>90</b><br>85 - 105                    | <b>95</b><br>85 - 110                       | <b>110</b><br>90 - 120                | <b>130</b><br>120 - 160                            |
| NZ - Auckland                               | <b>80</b><br>75 - 95                     | <b>100</b><br>80 - 120                      | <b>110</b><br>100 - 130               | <b>150</b><br>120 - 190                            |
| NZ - Wellington                             | <b>80</b><br>70 - 90                     | <b>95</b><br>80 - 120                       | <b>110</b><br>90 - 130                | <b>140</b><br>110 - 160                            |
| NZ - Christchurch                           | <b>80</b><br>70 - 90                     | <b>90</b><br>80 - 120                       | <b>110</b><br>90 - 130                | <b>140</b><br>100 - 150                            |

|   | Systems Accountant<br>(T. o. up to \$50m) | Systems Accountant<br>(T. o. \$50m - \$500m) | Systems Accountant<br>(T. o. > \$500m) |
|---|---|--|--|
| NSW - Sydney                                | <b>85</b><br>70 - 100                     | <b>110</b><br>90 - 120                       | <b>125</b><br>90 - 145                 |
| NSW - Regional                              | <b>85</b><br>70 - 100                     | <b>120</b><br>90 - 130                       | <b>130</b><br>120 - 140                |
| VIC - Melbourne                             | <b>90</b><br>80 - 95                      | <b>95</b><br>85 - 105                        | <b>105</b><br>100 - 120                |
| VIC - Regional                              | <b>87</b><br>75 - 95                      | <b>95</b><br>87 - 105                        | <b>110</b><br>85 - 125                 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>85</b><br>75 - 95                      | <b>100</b><br>85 - 110                       | <b>115</b><br>90 - 130                 |
| QLD - Regional                              | <b>75</b><br>70 - 90                      | <b>90</b><br>80 - 100                        | <b>100</b><br>85 - 120                 |
| SA - Adelaide                               | <b>90</b><br>75 - 95                      | <b>95</b><br>80 - 100                        | <b>110</b><br>95 - 120                 |
| WA - Perth                                  | <b>90</b><br>90 - 100                     | <b>100</b><br>100 - 120                      | <b>120</b><br>110 - 140                |
| ACT - Canberra                              | <b>95</b><br>90 - 100                     | <b>100</b><br>90 - 110                       | <b>115</b><br>100 - 130                |
| TAS - Hobart/Launceston                     | <b>85</b><br>75 - 95                      | <b>95</b><br>85 - 110                        | <b>115</b><br>105 - 125                |
| NT - Darwin                                 | <b>85</b><br>75 - 90                      | <b>90</b><br>80 - 100                        | <b>110</b><br>90 - 120                 |
| NZ - Auckland                               | <b>85</b><br>75 - 95                      | <b>90</b><br>80 - 100                        | <b>120</b><br>90 - 150                 |
| NZ - Wellington                             | <b>85</b><br>75 - 95                      | <b>90</b><br>80 - 100                        | <b>120</b><br>100 - 150                |
| NZ - Christchurch                           | <b>85</b><br>75 - 95                      | <b>90</b><br>80 - 100                        | <b>120</b><br>90 - 150                 |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Additional super
- Health cover
- Study assistance
- Cash bonuses
- Professional memberships
- Laptops

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# ACCOUNTANCY & FINANCE

## Commerce & Industry | Senior Finance

| SENIOR QUALIFIED ACCOUNTANTS                | Financial Systems Manager<br>(Turnover up to \$50m) | Financial Systems Manager<br>(Turnover \$50m - \$500m) | Financial Systems Manager<br>(Turnover > \$500m) |
|---|---|--|--|
| NSW - Sydney                                | <b>120</b><br>100 - 140                             | <b>160</b><br>125 - 180                                | <b>170</b><br>150 - 200                          |
| NSW - Regional                              | <b>120</b><br>100 - 120                             | <b>140</b><br>100 - 160                                | <b>170</b><br>130 - 200                          |
| VIC - Melbourne                             | <b>120</b><br>100 - 140                             | <b>140</b><br>120 - 160                                | <b>150</b><br>110 - 180                          |
| VIC - Regional                              | <b>120</b><br>105 - 135                             | <b>120</b><br>105 - 135                                | <b>150</b><br>110 - 180                          |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>105</b><br>95 - 120                              | <b>120</b><br>105 - 130                                | <b>125</b><br>120 - 150                          |
| QLD - Regional                              | <b>90</b><br>85 - 100                               | <b>110</b><br>90 - 120                                 | <b>120</b><br>100 - 130                          |
| SA - Adelaide                               | <b>105</b><br>85 - 120                              | <b>120</b><br>95 - 140                                 | <b>140</b><br>105 - 155                          |
| WA - Perth                                  | <b>110</b><br>100 - 120                             | <b>120</b><br>110 - 130                                | <b>150</b><br>135 - 165                          |
| ACT - Canberra                              | <b>110</b><br>100 - 120                             | <b>120</b><br>110 - 130                                | <b>140</b><br>130 - 150                          |
| TAS - Hobart/Launceston                     | <b>105</b><br>85 - 125                              | <b>125</b><br>105 - 135                                | <b>150</b><br>115 - 180                          |
| NT - Darwin                                 | <b>100</b><br>90 - 110                              | <b>110</b><br>100 - 120                                | <b>120</b><br>110 - 130                          |
| NZ - Auckland                               | <b>100</b><br>90 - 110                              | <b>120</b><br>100 - 130                                | <b>130</b><br>110 - 150                          |
| NZ - Wellington                             | <b>90</b><br>80 - 100                               | <b>100</b><br>90 - 110                                 | <b>130</b><br>110 - 150                          |
| NZ - Christchurch                           | <b>90</b><br>85 - 95                                | <b>100</b><br>90 - 110                                 | <b>130</b><br>120 - 150                          |

| TREASURY                                    | Treasury Accountant<br>(Turnover up to \$50m) | Treasury Accountant<br>(Turnover \$50m - \$500m) | Treasury Accountant<br>(Turnover > \$500m) |
|---|---|--|--|
| NSW - Sydney                                | <b>95</b><br>80 - 100                         | <b>115</b><br>90 - 125                           | <b>135</b><br>100 - 150                    |
| NSW - Regional                              | <b>90</b><br>75 - 100                         | <b>110</b><br>90 - 120                           | <b>120</b><br>100 - 130                    |
| VIC - Melbourne                             | <b>75</b><br>60 - 80                          | <b>90</b><br>80 - 105                            | <b>125</b><br>110 - 150                    |
| VIC - Regional                              | <b>70</b><br>55 - 82                          | <b>80</b><br>70 - 90                             | <b>100</b><br>80 - 120                     |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>80</b><br>75 - 90                          | <b>95</b><br>85 - 100                            | <b>125</b><br>110 - 140                    |
| QLD - Regional                              | <b>75</b><br>70 - 80                          | <b>85</b><br>75 - 100                            | <b>100</b><br>95 - 120                     |
| SA - Adelaide                               | <b>80</b><br>75 - 95                          | <b>95</b><br>80 - 105                            | <b>110</b><br>100 - 130                    |
| WA - Perth                                  | <b>90</b><br>90 - 95                          | <b>95</b><br>90 - 100                            | <b>120</b><br>100 - 130                    |
| ACT - Canberra                              | <b>80</b><br>75 - 90                          | <b>95</b><br>85 - 100                            | <b>115</b><br>100 - 125                    |
| TAS - Hobart/Launceston                     | <b>75</b><br>60 - 85                          | <b>85</b><br>65 - 95                             | <b>105</b><br>70 - 125                     |
| NT - Darwin                                 | <b>80</b><br>70 - 90                          | <b>90</b><br>80 - 100                            | <b>110</b><br>100 - 120                    |
| NZ - Auckland                               | <b>75</b><br>65 - 85                          | <b>95</b><br>80 - 100                            | <b>100</b><br>80 - 120                     |
| NZ - Wellington                             | <b>80</b><br>70 - 90                          | <b>95</b><br>85 - 105                            | <b>105</b><br>95 - 115                     |
| NZ - Christchurch                           | <b>75</b><br>70 - 85                          | <b>85</b><br>75 - 95                             | <b>100</b><br>80 - 120                     |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Additional super
- Health cover
- Study assistance
- Cash bonuses
- Professional memberships
- Laptops

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# ACCOUNTANCY & FINANCE

## Commerce & Industry | Senior Finance

| TREASURY                                    | Treasury Manager<br>(T.o. up to \$50m) | Treasury Manager<br>(T.o. \$50m - \$500m) | Treasury Manager*<br>(T.o. > \$500m) | Head of Treasury*       |
|---|--|---|--------------------------------------|-------------------------|
| NSW - Sydney                                | <b>130</b><br>100 - 150                | <b>180</b><br>150 - 200                   | <b>250</b><br>200 - 280              | <b>400</b><br>280 - 500 |
| NSW - Regional                              | <b>120</b><br>100 - 140                | <b>160</b><br>130 - 200                   | <b>180</b><br>140 - 200              | <b>200</b><br>180 - 250 |
| VIC - Melbourne                             | <b>100</b><br>90 - 115                 | <b>120</b><br>100 - 130                   | <b>150</b><br>125 - 175              | <b>250</b><br>200 - 275 |
| VIC - Regional                              | <b>100</b><br>90 - 110                 | <b>115</b><br>100 - 125                   | <b>130</b><br>115 - 150              | <b>175</b><br>150 - 225 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>100</b><br>90 - 110                 | <b>130</b><br>100 - 150                   | <b>160</b><br>140 - 200              | <b>180</b><br>150 - 200 |
| QLD - Regional                              | <b>100</b><br>90 - 110                 | <b>115</b><br>100 - 120                   | <b>130</b><br>110 - 150              | N/A                     |
| SA - Adelaide                               | <b>100</b><br>95 - 120                 | <b>120</b><br>100 - 140                   | <b>160</b><br>125 - 180              | <b>180</b><br>150 - 210 |
| WA - Perth                                  | <b>120</b><br>100 - 130                | <b>135</b><br>120 - 145                   | <b>185</b><br>170 - 200              | <b>200</b><br>185 - 230 |
| ACT - Canberra                              | <b>120</b><br>100 - 130                | <b>140</b><br>120 - 160                   | <b>170</b><br>150 - 220              | <b>200</b><br>180 - 250 |
| TAS - Hobart/Launceston                     | <b>95</b><br>90 - 105                  | <b>115</b><br>100 - 125                   | <b>130</b><br>115 - 150              | N/A                     |
| NT - Darwin                                 | <b>100</b><br>85 - 110                 | <b>110</b><br>100 - 130                   | <b>140</b><br>120 - 150              | <b>215</b><br>180 - 250 |
| NZ - Auckland                               | <b>100</b><br>80 - 110                 | <b>130</b><br>110 - 140                   | <b>150</b><br>110 - 180              | <b>170</b><br>140 - 200 |
| NZ - Wellington                             | <b>100</b><br>80 - 120                 | <b>120</b><br>110 - 130                   | <b>150</b><br>120 - 180              | <b>160</b><br>130 - 200 |
| NZ - Christchurch                           | <b>90</b><br>80 - 100                  | <b>100</b><br>85 - 110                    | <b>110</b><br>100 - 120              | <b>140</b><br>120 - 160 |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Additional super
- Health cover
- Study assistance
- Cash bonuses
- Professional memberships
- Laptops

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars
- \* For a more detailed discussion on executive level salaries contact Hays Executive

## Commerce & Industry | Mining

|                         | Mine Accountant         |
|-------------------------|-------------------------|
| NSW - Regional          | <b>130</b><br>110 - 145 |
| QLD - Regional          | <b>120</b><br>90 - 150  |
| SA - Adelaide           | <b>100</b><br>90 - 130  |
| WA - Perth              | <b>140</b><br>120 - 160 |
| TAS - Hobart/Launceston | <b>90</b><br>80 - 100   |
| NT - Darwin             | <b>120</b><br>100 - 150 |
| NZ - Auckland           | <b>120</b><br>90 - 130  |
| NZ - Wellington         | <b>100</b><br>90 - 130  |
| NZ - Christchurch       | <b>110</b><br>90 - 120  |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Subsidised accommodation
- Bonus based on mine production and performance
- Flights home if overseas residential
- Rental/utilities allowance
- Health cover
- Relocation assistance
- Site allowance

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# ACCOUNTANCY & FINANCE

## Commerce & Industry | Financial Services

| PRODUCT AND FUNDS                           | Product Control        | Product Control Manager | Fund/Investment Accountant |
|---|------------------------|-------------------------|----------------------------|
| NSW - Sydney                                | <b>110</b><br>90 - 130 | <b>150</b><br>120 - 180 | <b>85</b><br>75 - 90       |
| NSW - Regional                              | <b>90</b><br>85 - 95   | <b>100</b><br>90 - 110  | <b>70</b><br>60 - 75       |
| VIC - Melbourne                             | <b>95</b><br>80 - 100  | <b>135</b><br>120 - 150 | <b>75</b><br>65 - 90       |
| VIC - Regional                              | <b>85</b><br>65 - 90   | <b>95</b><br>90 - 105   | <b>75</b><br>65 - 85       |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>90</b><br>80 - 100  | <b>120</b><br>110 - 130 | <b>85</b><br>65 - 90       |
| QLD - Regional                              | <b>85</b><br>80 - 95   | <b>110</b><br>90 - 120  | <b>70</b><br>60 - 85       |
| SA - Adelaide                               | <b>85</b><br>70 - 90   | <b>110</b><br>100 - 130 | <b>70</b><br>65 - 80       |
| WA - Perth                                  | <b>80</b><br>65 - 85   | <b>95</b><br>90 - 110   | <b>80</b><br>70 - 95       |
| ACT - Canberra                              | N/A                    | N/A                     | <b>80</b><br>70 - 90       |
| TAS - Hobart/Launceston                     | <b>85</b><br>70 - 90   | <b>110</b><br>95 - 140  | <b>75</b><br>65 - 95       |
| NT - Darwin                                 | <b>80</b><br>65 - 85   | <b>90</b><br>85 - 100   | <b>80</b><br>65 - 90       |
| NZ - Auckland                               | <b>75</b><br>65 - 85   | <b>85</b><br>75 - 95    | <b>80</b><br>75 - 85       |
| NZ - Wellington                             | <b>75</b><br>65 - 85   | <b>85</b><br>75 - 95    | <b>80</b><br>70 - 90       |
| NZ - Christchurch                           | <b>75</b><br>65 - 85   | <b>85</b><br>75 - 95    | <b>80</b><br>70 - 90       |

|   | Senior Fund/ Investment Accountant | Fund/Investment Accountant Acctg. Manager |
|---|------------------------------------|---|
| NSW - Sydney                                | <b>100</b><br>85 - 120             | <b>130</b><br>100 - 160                   |
| NSW - Regional                              | <b>80</b><br>70 - 85               | <b>100</b><br>80 - 110                    |
| VIC - Melbourne                             | <b>90</b><br>80 - 110              | <b>120</b><br>110 - 150                   |
| VIC - Regional                              | <b>85</b><br>80 - 90               | <b>100</b><br>90 - 115                    |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>95</b><br>80 - 110              | <b>110</b><br>90 - 130                    |
| QLD - Regional                              | <b>80</b><br>70 - 100              | <b>100</b><br>90 - 120                    |
| SA - Adelaide                               | <b>80</b><br>80 - 95               | <b>100</b><br>85 - 130                    |
| WA - Perth                                  | <b>90</b><br>90 - 100              | <b>110</b><br>95 - 120                    |
| ACT - Canberra                              | <b>100</b><br>90 - 110             | <b>120</b><br>100 - 130                   |
| TAS - Hobart/Launceston                     | <b>85</b><br>80 - 105              | <b>105</b><br>95 - 115                    |
| NT - Darwin                                 | <b>90</b><br>85 - 100              | <b>110</b><br>100 - 120                   |
| NZ - Auckland                               | <b>90</b><br>80 - 100              | <b>105</b><br>85 - 115                    |
| NZ - Wellington                             | <b>90</b><br>80 - 100              | <b>100</b><br>90 - 110                    |
| NZ - Christchurch                           | <b>85</b><br>80 - 95               | <b>100</b><br>90 - 110                    |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Additional super
- Health cover
- Study assistance
- Cash bonuses
- Professional memberships
- Laptops

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# ACCOUNTANCY & FINANCE

## Commerce & Industry | Financial Services

| STATUTORY AND TAX                           | Tax Accountant         | Tax Manager             | Head of Tax             | Reporting Accountant   |
|---|------------------------|-------------------------|-------------------------|------------------------|
| NSW - Sydney                                | <b>90</b><br>80 - 110  | <b>180</b><br>120 - 230 | <b>210</b><br>160 - 260 | <b>110</b><br>95 - 130 |
| NSW - Regional                              | <b>85</b><br>75 - 100  | <b>150</b><br>120 - 180 | <b>180</b><br>150 - 220 | <b>110</b><br>90 - 140 |
| VIC - Melbourne                             | <b>100</b><br>85 - 110 | <b>100</b><br>85 - 110  | <b>180</b><br>150 - 200 | <b>120</b><br>90 - 130 |
| VIC - Regional                              | <b>80</b><br>75 - 85   | <b>115</b><br>105 - 130 | <b>150</b><br>120 - 160 | <b>95</b><br>85 - 105  |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>90</b><br>80 - 100  | <b>140</b><br>100 - 160 | <b>170</b><br>140 - 200 | <b>90</b><br>85 - 100  |
| QLD - Regional                              | <b>80</b><br>70 - 95   | <b>125</b><br>100 - 150 | <b>160</b><br>140 - 200 | <b>90</b><br>85 - 100  |
| SA - Adelaide                               | <b>80</b><br>70 - 95   | <b>130</b><br>100 - 150 | <b>160</b><br>160 - 220 | <b>90</b><br>80 - 100  |
| WA - Perth                                  | <b>95</b><br>90 - 105  | <b>135</b><br>120 - 150 | <b>180</b><br>160 - 210 | N/A                    |
| ACT - Canberra                              | <b>90</b><br>80 - 105  | <b>125</b><br>110 - 140 | <b>150</b><br>120 - 180 | <b>90</b><br>85 - 100  |
| TAS - Hobart/Launceston                     | <b>80</b><br>75 - 90   | <b>125</b><br>105 - 155 | <b>155</b><br>125 - 165 | N/A                    |
| NT - Darwin                                 | <b>90</b><br>75 - 95   | <b>120</b><br>100 - 130 | <b>160</b><br>140 - 200 | <b>80</b><br>75 - 90   |
| NZ - Auckland                               | <b>90</b><br>65 - 100  | <b>110</b><br>100 - 120 | <b>150</b><br>120 - 180 | <b>90</b><br>80 - 100  |
| NZ - Wellington                             | <b>85</b><br>70 - 100  | <b>110</b><br>90 - 120  | <b>120</b><br>100 - 140 | <b>90</b><br>80 - 100  |
| NZ - Christchurch                           | <b>90</b><br>70 - 100  | <b>110</b><br>90 - 120  | <b>115</b><br>100 - 130 | <b>90</b><br>80 - 100  |

|   | Reporting Manager       | Regulatory Accounting Manager | Statutory Accountant    | Financial Reporting Manager |
|---|-------------------------|-------------------------------|-------------------------|-----------------------------|
| NSW - Sydney                                | <b>130</b><br>120 - 150 | <b>130</b><br>120 - 150       | <b>100</b><br>80 - 115  | <b>190</b><br>150 - 220     |
| NSW - Regional                              | <b>140</b><br>120 - 150 | <b>120</b><br>100 - 130       | <b>110</b><br>90 - 120  | <b>130</b><br>120 - 150     |
| VIC - Melbourne                             | <b>130</b><br>100 - 150 | <b>140</b><br>120 - 160       | <b>115</b><br>100 - 130 | <b>135</b><br>100 - 150     |
| VIC - Regional                              | <b>120</b><br>105 - 140 | <b>105</b><br>90 - 115        | <b>95</b><br>90 - 115   | <b>105</b><br>95 - 120      |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>90</b><br>85 - 100   | <b>125</b><br>100 - 140       | <b>90</b><br>85 - 110   | <b>130</b><br>110 - 150     |
| QLD - Regional                              | <b>90</b><br>85 - 100   | <b>125</b><br>100 - 140       | <b>90</b><br>85 - 95    | <b>130</b><br>110 - 150     |
| SA - Adelaide                               | <b>90</b><br>80 - 100   | <b>120</b><br>95 - 130        | <b>100</b><br>80 - 110  | <b>130</b><br>120 - 150     |
| WA - Perth                                  | N/A                     | <b>120</b><br>100 - 140       | <b>110</b><br>95 - 130  | <b>135</b><br>110 - 150     |
| ACT - Canberra                              | <b>120</b><br>95 - 130  | <b>110</b><br>95 - 120        | <b>95</b><br>80 - 120   | <b>130</b><br>110 - 150     |
| TAS - Hobart/Launceston                     | N/A                     | <b>100</b><br>90 - 115        | <b>95</b><br>90 - 115   | <b>105</b><br>95 - 120      |
| NT - Darwin                                 | <b>100</b><br>90 - 120  | <b>120</b><br>90 - 130        | <b>95</b><br>85 - 110   | <b>130</b><br>120 - 150     |
| NZ - Auckland                               | <b>120</b><br>110 - 130 | <b>110</b><br>100 - 120       | <b>90</b><br>85 - 110   | <b>120</b><br>110 - 150     |
| NZ - Wellington                             | <b>120</b><br>110 - 130 | <b>115</b><br>95 - 125        | <b>95</b><br>85 - 110   | <b>120</b><br>110 - 140     |
| NZ - Christchurch                           | <b>120</b><br>110 - 130 | <b>110</b><br>90 - 120        | <b>95</b><br>80 - 110   | <b>110</b><br>90 - 140      |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Additional super
- Health cover
- Study assistance
- Cash bonuses
- Professional memberships
- Laptops

#### NOTES:

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# ACCOUNTANCY & FINANCE

## Commerce & Industry | Financial Services

| COMPLIANCE/RISK                             | Compliance/<br>Risk Analyst | Compliance/<br>Risk Manager | Operations<br>Risk Analyst | Operations<br>Risk Manager | Head of Risk            |
|---|-----------------------------|-----------------------------|----------------------------|----------------------------|-------------------------|
| NSW - Sydney                                | <b>100</b><br>90 - 110      | <b>130</b><br>110 - 150     | <b>95</b><br>90 - 110      | <b>140</b><br>120 - 160    | <b>250</b><br>200 - 300 |
| NSW - Regional                              | <b>100</b><br>70 - 110      | <b>130</b><br>110 - 150     | <b>95</b><br>90 - 110      | <b>140</b><br>120 - 160    | <b>220</b><br>180 - 250 |
| VIC - Melbourne                             | <b>90</b><br>75 - 100       | <b>140</b><br>100 - 170     | <b>95</b><br>80 - 120      | <b>140</b><br>130 - 160    | N/A                     |
| VIC - Regional                              | <b>80</b><br>70 - 90        | <b>115</b><br>95 - 125      | <b>95</b><br>80 - 110      | <b>130</b><br>125 - 150    | <b>220</b><br>185 - 225 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>90</b><br>80 - 100       | <b>130</b><br>100 - 150     | <b>95</b><br>85 - 115      | <b>150</b><br>120 - 160    | <b>210</b><br>200 - 250 |
| QLD - Regional                              | <b>75</b><br>70 - 85        | <b>100</b><br>90 - 120      | <b>80</b><br>70 - 95       | <b>110</b><br>100 - 120    | N/A                     |
| SA - Adelaide                               | <b>85</b><br>75 - 90        | <b>105</b><br>90 - 130      | <b>90</b><br>80 - 95       | <b>105</b><br>100 - 125    | <b>150</b><br>130 - 200 |
| WA - Perth                                  | <b>95</b><br>90 - 100       | <b>120</b><br>100 - 130     | <b>110</b><br>100 - 130    | <b>145</b><br>130 - 160    | <b>165</b><br>150 - 180 |
| ACT - Canberra                              | <b>85</b><br>70 - 90        | <b>110</b><br>100 - 120     | <b>90</b><br>80 - 105      | <b>120</b><br>110 - 135    | <b>150</b><br>140 - 180 |
| TAS - Hobart/Launceston                     | <b>85</b><br>75 - 100       | <b>115</b><br>95 - 135      | <b>90</b><br>80 - 100      | <b>120</b><br>115 - 145    | N/A                     |
| NT - Darwin                                 | <b>90</b><br>80 - 110       | <b>110</b><br>90 - 120      | <b>90</b><br>75 - 110      | <b>110</b><br>95 - 120     | <b>150</b><br>120 - 180 |
| NZ - Auckland                               | <b>75</b><br>70 - 80        | <b>110</b><br>80 - 120      | <b>85</b><br>75 - 95       | <b>125</b><br>100 - 140    | <b>170</b><br>150 - 200 |
| NZ - Wellington                             | <b>75</b><br>70 - 85        | <b>110</b><br>90 - 120      | <b>90</b><br>80 - 100      | <b>125</b><br>100 - 140    | <b>165</b><br>140 - 190 |
| NZ - Christchurch                           | <b>80</b><br>70 - 90        | <b>100</b><br>80 - 120      | <b>85</b><br>70 - 100      | <b>125</b><br>100 - 140    | <b>140</b><br>120 - 160 |

| INTERNAL AUDIT                              | Internal Auditor       | Senior<br>Internal Auditor | Internal<br>Audit Manager | Head of<br>Internal Audit |
|---|------------------------|----------------------------|---------------------------|---------------------------|
| NSW - Sydney                                | <b>90</b><br>75 - 95   | <b>100</b><br>90 - 110     | <b>150</b><br>120 - 180   | <b>260</b><br>230 - 300   |
| NSW - Regional                              | <b>100</b><br>90 - 110 | <b>105</b><br>95 - 115     | <b>140</b><br>110 - 180   | <b>180</b><br>150 - 270   |
| VIC - Melbourne                             | <b>95</b><br>80 - 100  | <b>115</b><br>90 - 125     | <b>140</b><br>120 - 160   | <b>160</b><br>120 - 180   |
| VIC - Regional                              | <b>85</b><br>75 - 95   | <b>105</b><br>95 - 115     | <b>125</b><br>115 - 140   | <b>155</b><br>130 - 180   |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>85</b><br>75 - 95   | <b>100</b><br>90 - 110     | <b>140</b><br>120 - 160   | <b>180</b><br>150 - 200   |
| QLD - Regional                              | <b>80</b><br>70 - 90   | <b>90</b><br>75 - 100      | <b>120</b><br>100 - 150   | <b>150</b><br>130 - 170   |
| SA - Adelaide                               | <b>80</b><br>75 - 90   | <b>110</b><br>85 - 130     | <b>120</b><br>100 - 140   | <b>150</b><br>140 - 190   |
| WA - Perth                                  | <b>85</b><br>80 - 100  | <b>100</b><br>90 - 120     | <b>140</b><br>130 - 150   | <b>165</b><br>150 - 180   |
| ACT - Canberra                              | <b>85</b><br>80 - 100  | <b>95</b><br>90 - 110      | <b>120</b><br>100 - 125   | <b>150</b><br>130 - 200   |
| TAS - Hobart/Launceston                     | <b>70</b><br>60 - 80   | <b>85</b><br>75 - 105      | <b>110</b><br>90 - 130    | <b>110</b><br>95 - 130    |
| NT - Darwin                                 | <b>75</b><br>65 - 80   | <b>80</b><br>75 - 90       | <b>100</b><br>95 - 110    | <b>140</b><br>130 - 170   |
| NZ - Auckland                               | <b>80</b><br>65 - 85   | <b>100</b><br>90 - 110     | <b>130</b><br>110 - 140   | <b>150</b><br>130 - 180   |
| NZ - Wellington                             | <b>80</b><br>70 - 90   | <b>100</b><br>90 - 110     | <b>130</b><br>100 - 140   | <b>150</b><br>130 - 160   |
| NZ - Christchurch                           | <b>75</b><br>70 - 90   | <b>100</b><br>90 - 110     | <b>110</b><br>100 - 130   | <b>140</b><br>110 - 160   |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Additional super
- Health cover
- Study assistance
- Cash bonuses
- Professional memberships
- Laptops

#### NOTES:

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- New Zealand salaries are represented in New Zealand dollars

# ACCOUNTANCY & FINANCE

## Commerce & Industry | Accounting Support

| <b>NON CPA/CA QUALIFIED EXPERIENCED ACCOUNTANTS</b> | <b>3-5 yrs exp</b>   | <b>5-10 yrs exp</b>  | <b>Over 10 yrs exp</b> |
|---|----------------------|----------------------|------------------------|
| NSW - Sydney  | <b>75</b><br>70 - 75 | <b>80</b><br>75 - 80 | <b>85</b><br>80 - 90   |
| NSW - Regional                                      | <b>70</b><br>65 - 75 | <b>80</b><br>70 - 85 | <b>80</b><br>80 - 85   |
| VIC - Melbourne                                     | <b>65</b><br>60 - 70 | <b>75</b><br>70 - 80 | <b>85</b><br>80 - 90   |
| VIC - Regional                                      | <b>60</b><br>55 - 70 | <b>80</b><br>70 - 90 | <b>80</b><br>70 - 90   |
| QLD - Brisbane, Gold Coast & Sunshine Coast         | <b>70</b><br>60 - 75 | <b>70</b><br>60 - 80 | <b>75</b><br>70 - 85   |
| QLD - Regional                                      | <b>70</b><br>60 - 75 | <b>70</b><br>60 - 80 | <b>75</b><br>70 - 85   |
| SA - Adelaide                                       | <b>66</b><br>62 - 72 | <b>75</b><br>68 - 80 | <b>80</b><br>72 - 90   |
| WA - Perth  | <b>70</b><br>60 - 80 | <b>85</b><br>70 - 95 | <b>95</b><br>85 - 100  |
| ACT - Canberra                                      | <b>65</b><br>60 - 70 | <b>80</b><br>75 - 85 | <b>80</b><br>70 - 90   |
| TAS - Hobart/Launceston                             | <b>65</b><br>60 - 70 | <b>70</b><br>65 - 85 | <b>75</b><br>70 - 90   |
| NT - Darwin   | <b>60</b><br>55 - 65 | <b>75</b><br>70 - 80 | <b>80</b><br>75 - 85   |
| NZ - Auckland                                       | <b>70</b><br>65 - 75 | <b>80</b><br>70 - 85 | <b>90</b><br>80 - 100  |
| NZ - Wellington                                     | <b>75</b><br>65 - 80 | <b>80</b><br>75 - 90 | <b>90</b><br>80 - 110  |
| NZ - Christchurch                                   | <b>60</b><br>55 - 65 | <b>65</b><br>60 - 70 | <b>75</b><br>70 - 80   |

### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

• For internal audit and taxation salary details, please see the professional practice section or ask your consultant for advice

| <b>ASSISTANT ACCOUNTANTS</b>                | <b>Graduate (No experience)</b> | <b>Assistant Accountant (up to 2 yrs)</b> | <b>Assistant Accountant (2-4 yrs)</b> | <b>Assistant Accountant (4+ yrs)</b> |
|---|---------------------------------|---|---------------------------------------|--------------------------------------|
| NSW - Sydney                                | <b>50</b><br>50 - 55            | <b>60</b><br>60 - 65                      | <b>65</b><br>65 - 70                  | <b>70</b><br>70 - 75                 |
| NSW - Regional                              | <b>55</b><br>50 - 65            | <b>65</b><br>60 - 70                      | <b>70</b><br>65 - 75                  | <b>70</b><br>65 - 75                 |
| VIC - Melbourne                             | <b>45</b><br>45 - 50            | <b>60</b><br>55 - 65                      | <b>65</b><br>60 - 70                  | <b>80</b><br>70 - 90                 |
| VIC - Regional                              | <b>40</b><br>38 - 45            | <b>55</b><br>50 - 60                      | <b>65</b><br>55 - 70                  | <b>68</b><br>65 - 80                 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>50</b><br>40 - 55            | <b>60</b><br>55 - 65                      | <b>65</b><br>60 - 70                  | <b>70</b><br>65 - 75                 |
| QLD - Regional                              | <b>40</b><br>38 - 45            | <b>60</b><br>55 - 65                      | <b>65</b><br>60 - 70                  | <b>70</b><br>65 - 75                 |
| SA - Adelaide                               | <b>52</b><br>48 - 55            | <b>57</b><br>54 - 62                      | <b>60</b><br>55 - 65                  | <b>65</b><br>60 - 75                 |
| WA - Perth                                  | <b>50</b><br>45 - 60            | <b>60</b><br>55 - 65                      | <b>70</b><br>60 - 95                  | <b>75</b><br>70 - 85                 |
| ACT - Canberra                              | <b>45</b><br>40 - 50            | <b>50</b><br>45 - 55                      | <b>60</b><br>55 - 65                  | <b>65</b><br>60 - 70                 |
| TAS - Hobart/Launceston                     | <b>45</b><br>40 - 50            | <b>48</b><br>45 - 60                      | <b>55</b><br>50 - 60                  | <b>62</b><br>50 - 65                 |
| NT - Darwin                                 | <b>45</b><br>40 - 55            | <b>60</b><br>55 - 65                      | <b>70</b><br>60 - 75                  | <b>70</b><br>65 - 75                 |
| NZ - Auckland                               | <b>45</b><br>40 - 45            | <b>50</b><br>45 - 55                      | <b>60</b><br>55 - 65                  | <b>68</b><br>60 - 75                 |
| NZ - Wellington                             | <b>45</b><br>40 - 50            | <b>50</b><br>45 - 55                      | <b>62</b><br>55 - 70                  | <b>70</b><br>60 - 80                 |
| NZ - Christchurch                           | <b>45</b><br>40 - 45            | <b>50</b><br>45 - 55                      | <b>58</b><br>50 - 60                  | <b>65</b><br>60 - 70                 |

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# ACCOUNTANCY & FINANCE

## Commerce & Industry | Accounting Support

| PAYROLL                                     | Payroll Officer      | Senior Payroll Officer | Payroll Team Lead      | Payroll Systems Analyst |
|---|----------------------|------------------------|------------------------|-------------------------|
| NSW - Sydney                                | <b>75</b><br>70 - 80 | <b>85</b><br>80 - 90   | <b>95</b><br>85 - 100  | <b>100</b><br>95 - 100  |
| NSW - Regional                              | <b>75</b><br>70 - 80 | <b>85</b><br>80 - 90   | <b>100</b><br>90 - 110 | <b>100</b><br>95 - 100  |
| VIC - Melbourne                             | <b>60</b><br>50 - 70 | <b>80</b><br>70 - 90   | <b>90</b><br>80 - 110  | <b>95</b><br>85 - 105   |
| VIC - Regional                              | <b>60</b><br>55 - 65 | <b>65</b><br>60 - 75   | <b>80</b><br>75 - 95   | N/A                     |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>65</b><br>60 - 70 | <b>75</b><br>70 - 80   | <b>80</b><br>75 - 95   | <b>85</b><br>80 - 95    |
| QLD - Regional                              | <b>65</b><br>60 - 70 | <b>75</b><br>70 - 80   | <b>80</b><br>75 - 95   | N/A                     |
| SA - Adelaide                               | <b>60</b><br>55 - 65 | <b>65</b><br>65 - 75   | <b>75</b><br>70 - 80   | <b>75</b><br>70 - 85    |
| WA - Perth                                  | <b>65</b><br>60 - 70 | <b>80</b><br>70 - 85   | <b>90</b><br>80 - 100  | <b>100</b><br>90 - 110  |
| ACT - Canberra                              | <b>75</b><br>70 - 80 | <b>75</b><br>75 - 85   | <b>85</b><br>80 - 90   | <b>90</b><br>85 - 95    |
| TAS - Hobart/Launceston                     | <b>60</b><br>55 - 65 | <b>65</b><br>60 - 75   | <b>72</b><br>65 - 85   | <b>72</b><br>70 - 90    |
| NT - Darwin                                 | <b>60</b><br>55 - 65 | <b>65</b><br>60 - 70   | <b>75</b><br>70 - 80   | <b>75</b><br>70 - 80    |
| NZ - Auckland                               | <b>58</b><br>55 - 60 | <b>65</b><br>60 - 75   | <b>85</b><br>65 - 110  | <b>85</b><br>70 - 100   |
| NZ - Wellington                             | <b>55</b><br>50 - 60 | <b>65</b><br>60 - 75   | <b>90</b><br>70 - 110  | <b>90</b><br>70 - 110   |
| NZ - Christchurch                           | <b>53</b><br>50 - 55 | <b>60</b><br>55 - 70   | <b>75</b><br>65 - 90   | <b>75</b><br>65 - 90    |

|   | Remuneration and Payroll Manager | Supervisor/Manager (<1000 employees) | Supervisor/Manager (1000 - 3000 empl) | Supervisor/Manager (>3000 empl) |
|---|----------------------------------|--------------------------------------|---------------------------------------|---------------------------------|
| NSW - Sydney                                | <b>120</b><br>100 - 130          | <b>100</b><br>95 - 105               | <b>120</b><br>110 - 130               | <b>150</b><br>130 - 170         |
| NSW - Regional                              | <b>120</b><br>100 - 130          | <b>100</b><br>90 - 110               | <b>100</b><br>90 - 110                | <b>110</b><br>100 - 120         |
| VIC - Melbourne                             | <b>130</b><br>100 - 160          | <b>80</b><br>70 - 90                 | <b>80</b><br>75 - 95                  | <b>100</b><br>85 - 150          |
| VIC - Regional                              | N/A                              | <b>70</b><br>65 - 90                 | <b>80</b><br>70 - 90                  | <b>90</b><br>75 - 100           |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>100</b><br>90 - 120           | <b>85</b><br>80 - 95                 | <b>95</b><br>90 - 100                 | <b>120</b><br>100 - 140         |
| QLD - Regional                              | <b>100</b><br>90 - 120           | <b>85</b><br>80 - 95                 | <b>95</b><br>90 - 100                 | <b>120</b><br>100 - 140         |
| SA - Adelaide                               | <b>100</b><br>85 - 110           | <b>75</b><br>70 - 85                 | <b>95</b><br>80 - 120                 | <b>100</b><br>90 - 120          |
| WA - Perth                                  | <b>120</b><br>100 - 150          | <b>95</b><br>85 - 110                | <b>130</b><br>110 - 160               | <b>140</b><br>130 - 160         |
| ACT - Canberra                              | <b>120</b><br>100 - 140          | <b>85</b><br>75 - 100                | <b>95</b><br>85 - 110                 | <b>100</b><br>90 - 110          |
| TAS - Hobart/Launceston                     | <b>95</b><br>90 - 115            | <b>70</b><br>65 - 90                 | <b>80</b><br>70 - 100                 | <b>95</b><br>70 - 120           |
| NT - Darwin                                 | <b>85</b><br>80 - 100            | <b>80</b><br>75 - 85                 | <b>85</b><br>80 - 90                  | <b>95</b><br>90 - 100           |
| NZ - Auckland                               | <b>125</b><br>110 - 150          | <b>80</b><br>65 - 90                 | <b>115</b><br>90 - 140                | <b>130</b><br>100 - 160         |
| NZ - Wellington                             | <b>125</b><br>100 - 150          | <b>85</b><br>70 - 100                | <b>90</b><br>80 - 100                 | <b>100</b><br>90 - 120          |
| NZ - Christchurch                           | <b>100</b><br>70 - 110           | <b>80</b><br>70 - 90                 | <b>90</b><br>80 - 100                 | <b>100</b><br>90 - 110          |

### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# ACCOUNTANCY & FINANCE

## Commerce & Industry | Accounting Support

| CREDIT CONTROL/<br>ACCOUNTS RECEIVABLE      | Accounts<br>Receivable<br>Officer | Credit<br>Controller | Senior Credit<br>Controller | Supervisor/<br>Manager<br>(1-5 staff) | Supervisor/<br>Manager<br>(> 5 staff) |
|---|-----------------------------------|----------------------|-----------------------------|---------------------------------------|---------------------------------------|
| NSW - Sydney                                | <b>65</b><br>60 - 65              | <b>65</b><br>60 - 70 | <b>75</b><br>70 - 80        | <b>90</b><br>85 - 95                  | <b>110</b><br>100 - 120               |
| NSW - Regional                              | <b>60</b><br>55 - 65              | <b>65</b><br>60 - 70 | <b>75</b><br>70 - 80        | <b>80</b><br>75 - 85                  | <b>95</b><br>80 - 100                 |
| VIC - Melbourne                             | <b>60</b><br>50 - 65              | <b>65</b><br>55 - 80 | <b>85</b><br>75 - 95        | <b>90</b><br>85 - 95                  | <b>110</b><br>90 - 125                |
| VIC - Regional                              | <b>55</b><br>50 - 65              | <b>60</b><br>55 - 65 | <b>65</b><br>60 - 70        | <b>70</b><br>60 - 80                  | <b>75</b><br>70 - 90                  |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>60</b><br>55 - 65              | <b>65</b><br>60 - 70 | <b>65</b><br>65 - 70        | <b>85</b><br>80 - 90                  | <b>95</b><br>85 - 115                 |
| QLD - Regional                              | <b>60</b><br>55 - 65              | <b>65</b><br>60 - 70 | <b>65</b><br>65 - 70        | <b>85</b><br>80 - 90                  | <b>95</b><br>85 - 115                 |
| SA - Adelaide                               | <b>56</b><br>52 - 62              | <b>62</b><br>55 - 70 | <b>67</b><br>62 - 80        | <b>76</b><br>65 - 85                  | <b>85</b><br>70 - 100                 |
| WA - Perth                                  | <b>60</b><br>55 - 70              | <b>60</b><br>55 - 65 | <b>65</b><br>60 - 70        | <b>75</b><br>70 - 80                  | <b>95</b><br>85 - 110                 |
| ACT - Canberra                              | <b>55</b><br>50 - 60              | <b>60</b><br>55 - 65 | <b>65</b><br>60 - 70        | <b>70</b><br>65 - 75                  | <b>80</b><br>75 - 85                  |
| TAS - Hobart/Launceston                     | <b>55</b><br>50 - 65              | <b>52</b><br>47 - 60 | <b>65</b><br>55 - 75        | <b>65</b><br>55 - 70                  | <b>65</b><br>60 - 75                  |
| NT - Darwin                                 | <b>55</b><br>50 - 60              | <b>55</b><br>50 - 60 | <b>60</b><br>55 - 65        | <b>70</b><br>65 - 75                  | <b>75</b><br>70 - 80                  |
| NZ - Auckland                               | <b>56</b><br>50 - 65              | <b>58</b><br>55 - 60 | <b>65</b><br>60 - 75        | <b>75</b><br>65 - 80                  | <b>90</b><br>75 - 100                 |
| NZ - Wellington                             | <b>55</b><br>50 - 60              | <b>55</b><br>50 - 60 | <b>60</b><br>55 - 70        | <b>70</b><br>60 - 75                  | <b>85</b><br>70 - 90                  |
| NZ - Christchurch                           | <b>53</b><br>50 - 55              | <b>55</b><br>50 - 60 | <b>60</b><br>55 - 65        | <b>65</b><br>65 - 70                  | <b>70</b><br>65 - 90                  |

| BOOKKEEPERS                                 | To Trial Balance     | To Balance Sheet     | Senior<br>Bookkeeper |
|---|----------------------|----------------------|----------------------|
| NSW - Sydney                                | <b>75</b><br>70 - 80 | <b>80</b><br>75 - 85 | <b>90</b><br>85 - 95 |
| NSW - Regional                              | <b>75</b><br>65 - 85 | <b>80</b><br>75 - 85 | <b>90</b><br>85 - 95 |
| VIC - Melbourne                             | <b>60</b><br>55 - 70 | <b>65</b><br>55 - 70 | <b>85</b><br>75 - 95 |
| VIC - Regional                              | <b>55</b><br>50 - 60 | <b>60</b><br>55 - 65 | <b>65</b><br>60 - 70 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>65</b><br>60 - 70 | <b>65</b><br>60 - 70 | <b>70</b><br>65 - 75 |
| QLD - Regional                              | <b>65</b><br>60 - 70 | <b>65</b><br>60 - 70 | <b>70</b><br>65 - 75 |
| SA - Adelaide                               | <b>56</b><br>52 - 62 | <b>62</b><br>57 - 67 | <b>70</b><br>65 - 80 |
| WA - Perth                                  | <b>65</b><br>60 - 75 | <b>80</b><br>75 - 90 | <b>85</b><br>75 - 95 |
| ACT - Canberra                              | <b>65</b><br>60 - 70 | <b>70</b><br>65 - 75 | <b>75</b><br>70 - 85 |
| TAS - Hobart/Launceston                     | <b>55</b><br>50 - 65 | <b>60</b><br>60 - 70 | <b>62</b><br>60 - 70 |
| NT - Darwin                                 | <b>60</b><br>55 - 65 | <b>65</b><br>60 - 70 | <b>65</b><br>60 - 70 |
| NZ - Auckland                               | <b>60</b><br>58 - 65 | <b>65</b><br>60 - 70 | <b>70</b><br>65 - 80 |
| NZ - Wellington                             | <b>55</b><br>50 - 60 | <b>60</b><br>50 - 70 | <b>67</b><br>60 - 75 |
| NZ - Christchurch                           | <b>60</b><br>55 - 60 | <b>65</b><br>60 - 70 | <b>70</b><br>65 - 75 |

### NOTES:

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- New Zealand salaries are represented in New Zealand dollars

# ACCOUNTANCY & FINANCE

## Commerce & Industry | Accounting Support

| ACCOUNTS PAYABLE                            | Accounts Payable Officer | Accounts Payable Officer - Senior | Experienced Supervisor Accounts Payable | Manager Accounts Payable |
|---|--------------------------|-----------------------------------|---|--------------------------|
| NSW - Sydney                                | <b>60</b><br>55 - 65     | <b>68</b><br>60 - 70              | <b>80</b><br>80 - 85                    | <b>100</b><br>85 - 110   |
| NSW - Regional                              | <b>55</b><br>55 - 60     | <b>65</b><br>60 - 65              | <b>70</b><br>65 - 75                    | <b>75</b><br>70 - 80     |
| VIC - Melbourne                             | <b>60</b><br>50 - 65     | <b>70</b><br>60 - 80              | <b>75</b><br>70 - 85                    | <b>90</b><br>75 - 100    |
| VIC - Regional                              | <b>50</b><br>45 - 55     | <b>55</b><br>50 - 65              | <b>65</b><br>60 - 70                    | <b>75</b><br>65 - 85     |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>60</b><br>55 - 65     | <b>65</b><br>60 - 70              | <b>80</b><br>75 - 85                    | <b>95</b><br>85 - 110    |
| QLD - Regional                              | <b>60</b><br>55 - 65     | <b>65</b><br>60 - 70              | <b>80</b><br>75 - 85                    | <b>95</b><br>85 - 110    |
| SA - Adelaide                               | <b>55</b><br>50 - 60     | <b>62</b><br>57 - 67              | <b>65</b><br>60 - 70                    | <b>75</b><br>70 - 90     |
| WA - Perth                                  | <b>55</b><br>50 - 60     | <b>60</b><br>55 - 70              | <b>65</b><br>60 - 70                    | <b>85</b><br>80 - 90     |
| ACT - Canberra                              | <b>55</b><br>50 - 65     | <b>65</b><br>55 - 70              | <b>70</b><br>65 - 75                    | <b>75</b><br>65 - 85     |
| TAS - Hobart/Launceston                     | <b>55</b><br>50 - 60     | <b>60</b><br>55 - 65              | <b>65</b><br>55 - 70                    | <b>65</b><br>60 - 80     |
| NT - Darwin                                 | <b>55</b><br>50 - 60     | <b>60</b><br>55 - 65              | <b>60</b><br>55 - 65                    | <b>65</b><br>60 - 75     |
| NZ - Auckland                               | <b>55</b><br>50 - 58     | <b>60</b><br>56 - 65              | <b>65</b><br>60 - 68                    | <b>90</b><br>70 - 100    |
| NZ - Wellington                             | <b>55</b><br>50 - 60     | <b>60</b><br>55 - 65              | <b>65</b><br>60 - 75                    | <b>92</b><br>78 - 110    |
| NZ - Christchurch                           | <b>48</b><br>45 - 50     | <b>55</b><br>48 - 60              | <b>58</b><br>55 - 63                    | <b>85</b><br>70 - 100    |

| ACCOUNTS OFFICERS                           | Entry Level Accounts Officer | Accounts Officer     |
|---|------------------------------|----------------------|
| NSW - Sydney                                | <b>50</b><br>50 - 55         | <b>60</b><br>55 - 60 |
| NSW - Regional                              | <b>50</b><br>50 - 55         | <b>55</b><br>50 - 60 |
| VIC - Melbourne                             | <b>55</b><br>50 - 60         | <b>60</b><br>55 - 65 |
| VIC - Regional                              | <b>44</b><br>44 - 50         | <b>45</b><br>45 - 55 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>45</b><br>44 - 45         | <b>60</b><br>55 - 65 |
| QLD - Regional                              | <b>45</b><br>44 - 45         | <b>60</b><br>55 - 65 |
| SA - Adelaide                               | <b>50</b><br>48 - 53         | <b>56</b><br>52 - 60 |
| WA - Perth                                  | <b>50</b><br>45 - 55         | <b>60</b><br>55 - 70 |
| ACT - Canberra                              | <b>45</b><br>44 - 50         | <b>55</b><br>50 - 60 |
| TAS - Hobart/Launceston                     | <b>50</b><br>45 - 55         | <b>52</b><br>50 - 55 |
| NT - Darwin                                 | <b>50</b><br>45 - 55         | <b>55</b><br>50 - 60 |
| NZ - Auckland                               | <b>45</b><br>40 - 50         | <b>58</b><br>50 - 60 |
| NZ - Wellington                             | <b>45</b><br>40 - 50         | <b>55</b><br>50 - 60 |
| NZ - Christchurch                           | <b>45</b><br>40 - 50         | <b>55</b><br>50 - 55 |

### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
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# ACCOUNTANCY & FINANCE

## Professional Practice

| <b>BUSINESS SERVICES UNDERGRADUATES</b>     | <b>0-2 yrs exp</b>   | <b>2-3 yrs exp</b>   | <b>3+ yrs exp</b>    |
|---|----------------------|----------------------|----------------------|
| NSW - Sydney                                | <b>40</b><br>38 - 45 | <b>45</b><br>44 - 50 | <b>48</b><br>46 - 55 |
| NSW - Regional                              | <b>38</b><br>38 - 40 | <b>40</b><br>38 - 42 | <b>46</b><br>42 - 48 |
| VIC - Melbourne                             | <b>40</b><br>38 - 45 | <b>45</b><br>43 - 55 | <b>55</b><br>49 - 60 |
| VIC - Regional                              | <b>47</b><br>42 - 50 | <b>55</b><br>50 - 60 | <b>60</b><br>55 - 70 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>45</b><br>40 - 50 | <b>50</b><br>45 - 55 | <b>55</b><br>50 - 55 |
| QLD - Regional                              | <b>38</b><br>38 - 40 | <b>38</b><br>38 - 40 | <b>45</b><br>40 - 48 |
| SA - Adelaide                               | <b>38</b><br>38 - 40 | <b>40</b><br>38 - 44 | <b>44</b><br>42 - 48 |
| WA - Perth                                  | <b>40</b><br>38 - 42 | <b>45</b><br>40 - 49 | <b>52</b><br>50 - 55 |
| ACT - Canberra                              | <b>40</b><br>38 - 42 | <b>42</b><br>42 - 45 | <b>50</b><br>45 - 55 |
| TAS - Hobart/Launceston                     | <b>40</b><br>38 - 42 | <b>40</b><br>40 - 45 | <b>42</b><br>38 - 44 |
| NT - Darwin                                 | <b>50</b><br>45 - 55 | <b>60</b><br>55 - 70 | <b>70</b><br>60 - 80 |
| NZ - Auckland                               | <b>40</b><br>35 - 40 | <b>45</b><br>40 - 45 | <b>50</b><br>48 - 60 |
| NZ - Wellington                             | <b>45</b><br>40 - 50 | <b>55</b><br>45 - 60 | <b>57</b><br>50 - 65 |
| NZ - Christchurch                           | <b>37</b><br>35 - 40 | <b>45</b><br>40 - 50 | <b>55</b><br>50 - 60 |

| <b>BUSINESS SERVICES GRADUATES</b>          | <b>No exp</b>        | <b>1-2 yrs exp</b>   | <b>2-3 yrs exp</b>   | <b>3+ yrs exp</b>    |
|---|----------------------|----------------------|----------------------|----------------------|
| NSW - Sydney                                | <b>38</b><br>38 - 40 | <b>45</b><br>40 - 50 | <b>52</b><br>48 - 60 | <b>62</b><br>55 - 70 |
| NSW - Regional                              | <b>38</b><br>38 - 40 | <b>42</b><br>38 - 44 | <b>48</b><br>42 - 50 | <b>56</b><br>50 - 65 |
| VIC - Melbourne                             | <b>45</b><br>42 - 50 | <b>52</b><br>45 - 55 | <b>57</b><br>55 - 60 | <b>60</b><br>60 - 65 |
| VIC - Regional                              | <b>45</b><br>42 - 50 | <b>55</b><br>50 - 60 | <b>65</b><br>55 - 70 | <b>75</b><br>65 - 80 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>45</b><br>40 - 45 | <b>45</b><br>42 - 50 | <b>50</b><br>45 - 55 | <b>55</b><br>55 - 60 |
| QLD - Regional                              | <b>38</b><br>38 - 40 | <b>38</b><br>38 - 40 | <b>45</b><br>40 - 48 | <b>55</b><br>50 - 65 |
| SA - Adelaide                               | <b>42</b><br>38 - 46 | <b>44</b><br>40 - 48 | <b>48</b><br>44 - 53 | <b>54</b><br>49 - 58 |
| WA - Perth                                  | <b>42</b><br>40 - 45 | <b>50</b><br>45 - 55 | <b>55</b><br>50 - 60 | <b>65</b><br>60 - 70 |
| ACT - Canberra                              | <b>40</b><br>38 - 42 | <b>47</b><br>42 - 50 | <b>52</b><br>45 - 55 | <b>60</b><br>55 - 65 |
| TAS - Hobart/Launceston                     | <b>44</b><br>40 - 47 | <b>45</b><br>40 - 48 | <b>47</b><br>40 - 50 | <b>57</b><br>52 - 65 |
| NT - Darwin                                 | <b>45</b><br>40 - 50 | <b>60</b><br>50 - 65 | <b>70</b><br>60 - 80 | <b>85</b><br>70 - 95 |
| NZ - Auckland                               | <b>43</b><br>35 - 45 | <b>50</b><br>45 - 55 | <b>55</b><br>50 - 65 | <b>60</b><br>55 - 70 |
| NZ - Wellington                             | <b>45</b><br>40 - 50 | <b>50</b><br>45 - 55 | <b>55</b><br>50 - 65 | <b>65</b><br>55 - 80 |
| NZ - Christchurch                           | <b>43</b><br>42 - 45 | <b>50</b><br>45 - 55 | <b>55</b><br>50 - 65 | <b>60</b><br>55 - 70 |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Flexible packaging
- High level of training
- Performance based bonuses
- Professional development
- Study support for professional and academic studies

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# ACCOUNTANCY & FINANCE

## Professional Practice

| <b>BUSINESS SERVICES (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS</b> | <b>3-4 yrs exp</b>   | <b>4-5 yrs exp</b>   | <b>5-6 yrs exp</b>    | <b>6+ yrs exp</b>      |
|---|----------------------|----------------------|-----------------------|------------------------|
| NSW - Sydney  | <b>70</b><br>60 - 75 | <b>75</b><br>65 - 78 | <b>85</b><br>75 - 90  | <b>90</b><br>85 - 95   |
| NSW - Regional  | <b>68</b><br>62 - 72 | <b>72</b><br>66 - 75 | <b>82</b><br>76 - 84  | <b>86</b><br>81 - 90   |
| VIC - Melbourne   | <b>66</b><br>60 - 70 | <b>75</b><br>75 - 85 | <b>85</b><br>83 - 90  | <b>95</b><br>87 - 115  |
| VIC - Regional  | <b>78</b><br>70 - 87 | <b>85</b><br>70 - 90 | <b>90</b><br>75 - 100 | <b>95</b><br>87 - 115  |
| QLD - Brisbane, Gold Coast & Sunshine Coast   | <b>65</b><br>60 - 70 | <b>70</b><br>65 - 80 | <b>75</b><br>70 - 80  | <b>85</b><br>80 - 90   |
| QLD - Regional  | <b>60</b><br>55 - 65 | <b>65</b><br>58 - 70 | <b>70</b><br>68 - 80  | <b>75</b><br>70 - 95   |
| SA - Adelaide   | <b>68</b><br>64 - 72 | <b>72</b><br>68 - 72 | <b>77</b><br>73 - 82  | <b>82</b><br>76 - 85   |
| WA - Perth  | <b>70</b><br>65 - 75 | <b>75</b><br>70 - 80 | <b>80</b><br>75 - 90  | <b>85</b><br>80 - 95   |
| ACT - Canberra  | <b>70</b><br>65 - 75 | <b>75</b><br>70 - 80 | <b>80</b><br>75 - 85  | <b>90</b><br>85 - 95   |
| TAS - Hobart/Launceston   | <b>65</b><br>58 - 72 | <b>68</b><br>62 - 80 | <b>80</b><br>75 - 85  | <b>85</b><br>80 - 105  |
| NT - Darwin   | <b>75</b><br>70 - 80 | <b>85</b><br>80 - 90 | <b>95</b><br>90 - 100 | <b>100</b><br>90 - 110 |
| NZ - Auckland   | <b>65</b><br>62 - 75 | <b>75</b><br>65 - 80 | <b>85</b><br>75 - 90  | <b>95</b><br>85 - 100  |
| NZ - Wellington   | <b>70</b><br>65 - 75 | <b>80</b><br>75 - 90 | <b>90</b><br>80 - 100 | <b>98</b><br>85 - 110  |
| NZ - Christchurch   | <b>65</b><br>60 - 70 | <b>70</b><br>65 - 80 | <b>83</b><br>75 - 90  | <b>90</b><br>85 - 90   |

| <b>BUSINESS SERVICES MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS</b> | <b>Manager for 0-2 yrs</b> | <b>Senior Manager for 2-5 yrs</b> | <b>Principals/Directors</b> |
|--|----------------------------|-----------------------------------|-----------------------------|
| NSW - Sydney   | <b>105</b><br>90 - 120     | <b>125</b><br>110 - 140           | <b>175</b><br>150+          |
| NSW - Regional   | <b>100</b><br>90 - 110     | <b>115</b><br>100 - 135           | <b>155</b><br>125+          |
| VIC - Melbourne  | <b>110</b><br>100 - 120    | <b>130</b><br>120 - 140           | <b>175</b><br>150+          |
| VIC - Regional   | <b>110</b><br>90 - 120     | <b>120</b><br>110 - 130           | <b>160</b><br>130+          |
| QLD - Brisbane, Gold Coast & Sunshine Coast                              | <b>110</b><br>100 - 120    | <b>125</b><br>110 - 140           | <b>160</b><br>140+          |
| QLD - Regional   | <b>85</b><br>75 - 95       | <b>95</b><br>80 - 120             | <b>130</b><br>115+          |
| SA - Adelaide  | <b>90</b><br>85 - 95       | <b>115</b><br>110 - 125           | <b>160</b><br>140+          |
| WA - Perth   | <b>110</b><br>90 - 130     | <b>125</b><br>100 - 140           | <b>150</b><br>150+          |
| ACT - Canberra   | <b>105</b><br>100 - 110    | <b>130</b><br>120 - 140           | <b>160</b><br>150 - 180     |
| TAS - Hobart/Launceston  | <b>85</b><br>75 - 100      | <b>110</b><br>90 - 120            | <b>130</b><br>120 - 140     |
| NT - Darwin  | <b>100</b><br>90 - 110     | <b>110</b><br>100 - 120           | <b>130</b><br>120+          |
| NZ - Auckland  | <b>100</b><br>85 - 110     | <b>120</b><br>100 - 150           | <b>160</b><br>150+          |
| NZ - Wellington  | <b>100</b><br>90 - 110     | <b>125</b><br>105 - 140           | <b>170</b><br>150+          |
| NZ - Christchurch  | <b>85</b><br>80 - 95       | <b>100</b><br>90 - 125            | <b>150</b><br>130 - 150     |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Flexible packaging
- High level of training
- Performance based bonuses
- Professional development
- Study support for professional and academic studies

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# ACCOUNTANCY & FINANCE

## Professional Practice

| EXTERNAL AUDIT UNDERGRADUATES               | 0-2 yrs exp          | 2-3 yrs exp          | 3+ yrs exp           |
|---|----------------------|----------------------|----------------------|
| NSW - Sydney                                | <b>40</b><br>38 - 45 | <b>45</b><br>44 - 50 | <b>48</b><br>46 - 55 |
| NSW - Regional                              | <b>38</b><br>38 - 40 | <b>41</b><br>38 - 43 | <b>46</b><br>43 - 48 |
| VIC - Melbourne                             | <b>40</b><br>38 - 45 | <b>45</b><br>42 - 50 | <b>50</b><br>46 - 55 |
| VIC - Regional                              | <b>47</b><br>42 - 50 | <b>50</b><br>45 - 55 | <b>63</b><br>55 - 70 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>40</b><br>38 - 40 | <b>40</b><br>38 - 42 | <b>45</b><br>38 - 48 |
| QLD - Regional                              | <b>38</b><br>38 - 40 | <b>38</b><br>38 - 40 | <b>45</b><br>40 - 48 |
| SA - Adelaide                               | <b>38</b><br>38 - 40 | <b>42</b><br>40 - 45 | <b>46</b><br>42 - 50 |
| WA - Perth                                  | <b>40</b><br>38 - 42 | <b>42</b><br>40 - 45 | <b>50</b><br>45 - 60 |
| ACT - Canberra                              | <b>40</b><br>38 - 42 | <b>48</b><br>45 - 50 | <b>50</b><br>45 - 55 |
| TAS - Hobart/Launceston                     | <b>40</b><br>38 - 42 | <b>40</b><br>40 - 45 | <b>50</b><br>42 - 55 |
| NT - Darwin                                 | <b>40</b><br>40 - 45 | <b>50</b><br>45 - 55 | <b>60</b><br>50 - 70 |
| NZ - Auckland                               | <b>40</b><br>35 - 42 | <b>45</b><br>40 - 50 | <b>55</b><br>45 - 58 |
| NZ - Wellington                             | <b>42</b><br>40 - 45 | <b>47</b><br>45 - 50 | <b>55</b><br>45 - 60 |
| NZ - Christchurch                           | <b>37</b><br>35 - 40 | <b>45</b><br>40 - 50 | <b>55</b><br>50 - 60 |

| EXTERNAL AUDIT GRADUATES                    | No exp               | 1-2 yrs exp          | 2-3 yrs exp          | 3+ yrs exp           |
|---|----------------------|----------------------|----------------------|----------------------|
| NSW - Sydney                                | <b>38</b><br>38 - 40 | <b>45</b><br>40 - 50 | <b>51</b><br>48 - 60 | <b>62</b><br>55 - 70 |
| NSW - Regional                              | <b>40</b><br>38 - 45 | <b>45</b><br>40 - 50 | <b>52</b><br>48 - 56 | <b>58</b><br>55 - 60 |
| VIC - Melbourne                             | <b>43</b><br>40 - 45 | <b>45</b><br>45 - 50 | <b>52</b><br>45 - 60 | <b>58</b><br>55 - 70 |
| VIC - Regional                              | <b>43</b><br>40 - 45 | <b>47</b><br>43 - 50 | <b>55</b><br>52 - 58 | <b>65</b><br>60 - 70 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>40</b><br>38 - 45 | <b>45</b><br>40 - 48 | <b>50</b><br>43 - 60 | <b>60</b><br>55 - 65 |
| QLD - Regional                              | <b>38</b><br>38 - 40 | <b>40</b><br>38 - 42 | <b>45</b><br>38 - 50 | <b>50</b><br>42 - 55 |
| SA - Adelaide                               | <b>42</b><br>38 - 46 | <b>44</b><br>40 - 48 | <b>48</b><br>44 - 53 | <b>54</b><br>49 - 58 |
| WA - Perth                                  | <b>40</b><br>38 - 42 | <b>50</b><br>45 - 55 | <b>58</b><br>55 - 65 | <b>62</b><br>62 - 67 |
| ACT - Canberra                              | <b>40</b><br>38 - 42 | <b>48</b><br>45 - 50 | <b>55</b><br>50 - 60 | <b>60</b><br>55 - 65 |
| TAS - Hobart/Launceston                     | <b>45</b><br>40 - 48 | <b>50</b><br>42 - 55 | <b>55</b><br>50 - 65 | <b>62</b><br>55 - 75 |
| NT - Darwin                                 | <b>40</b><br>40 - 45 | <b>50</b><br>40 - 55 | <b>60</b><br>55 - 70 | <b>70</b><br>60 - 75 |
| NZ - Auckland                               | <b>43</b><br>35 - 45 | <b>50</b><br>45 - 55 | <b>55</b><br>50 - 60 | <b>60</b><br>55 - 70 |
| NZ - Wellington                             | <b>45</b><br>40 - 50 | <b>50</b><br>40 - 55 | <b>55</b><br>50 - 60 | <b>65</b><br>55 - 70 |
| NZ - Christchurch                           | <b>42</b><br>38 - 45 | <b>47</b><br>40 - 55 | <b>60</b><br>45 - 65 | <b>60</b><br>50 - 70 |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Flexible packaging
- High level of training
- Performance based bonuses
- Professional development
- Study support for professional and academic studies

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# ACCOUNTANCY & FINANCE

## Professional Practice

| EXTERNAL AUDIT (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS | 3-4 yrs exp          | 4-5 yrs exp          | 5-6 yrs exp          | 6+ yrs exp             |
|---|----------------------|----------------------|----------------------|------------------------|
| NSW - Sydney  | <b>70</b><br>65 - 75 | <b>76</b><br>70 - 80 | <b>80</b><br>75 - 85 | <b>88</b><br>85 - 95   |
| NSW - Regional  | <b>68</b><br>62 - 69 | <b>71</b><br>70 - 76 | <b>83</b><br>75 - 85 | <b>90</b><br>86 - 95   |
| VIC - Melbourne   | <b>65</b><br>65 - 75 | <b>75</b><br>70 - 82 | <b>80</b><br>75 - 85 | <b>88</b><br>85 - 95   |
| VIC - Regional  | <b>65</b><br>60 - 70 | <b>70</b><br>65 - 75 | <b>75</b><br>70 - 80 | <b>80</b><br>75 - 85   |
| QLD - Brisbane, Gold Coast & Sunshine Coast                                       | <b>70</b><br>65 - 75 | <b>75</b><br>70 - 80 | <b>85</b><br>80 - 90 | <b>95</b><br>90 - 100  |
| QLD - Regional  | <b>60</b><br>50 - 65 | <b>65</b><br>55 - 75 | <b>75</b><br>65 - 85 | <b>85</b><br>70 - 90   |
| SA - Adelaide   | <b>68</b><br>64 - 72 | <b>72</b><br>68 - 77 | <b>77</b><br>73 - 82 | <b>82</b><br>76 - 85   |
| WA - Perth  | <b>73</b><br>70 - 76 | <b>75</b><br>70 - 80 | <b>80</b><br>75 - 85 | <b>95</b><br>90 - 100  |
| ACT - Canberra  | <b>65</b><br>60 - 75 | <b>80</b><br>75 - 85 | <b>90</b><br>85 - 95 | <b>100</b><br>95 - 110 |
| TAS - Hobart/Launceston   | <b>65</b><br>60 - 75 | <b>70</b><br>62 - 80 | <b>75</b><br>70 - 85 | <b>85</b><br>75 - 95   |
| NT - Darwin   | <b>70</b><br>60 - 80 | <b>75</b><br>65 - 85 | <b>80</b><br>70 - 90 | <b>90</b><br>75 - 100  |
| NZ - Auckland   | <b>68</b><br>62 - 75 | <b>75</b><br>65 - 80 | <b>80</b><br>75 - 85 | <b>90</b><br>80 - 95   |
| NZ - Wellington   | <b>70</b><br>60 - 80 | <b>75</b><br>65 - 85 | <b>82</b><br>76 - 90 | <b>92</b><br>82 - 95   |
| NZ - Christchurch   | <b>65</b><br>60 - 70 | <b>70</b><br>65 - 80 | <b>83</b><br>75 - 90 | <b>90</b><br>85 - 90   |

| EXTERNAL AUDIT MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS | Manager for 0-2 yrs     | Senior Manager for 2-5 yrs | Principals/Directors    |
|--|-------------------------|----------------------------|-------------------------|
| NSW - Sydney   | <b>105</b><br>95 - 110  | <b>125</b><br>110 - 135    | <b>175</b><br>135+      |
| NSW - Regional   | <b>103</b><br>90 - 110  | <b>120</b><br>110 - 125    | <b>160</b><br>125+      |
| VIC - Melbourne  | <b>100</b><br>85 - 115  | <b>125</b><br>110 - 130    | <b>170</b><br>130+      |
| VIC - Regional   | <b>80</b><br>70 - 90    | <b>110</b><br>100 - 120    | <b>135</b><br>115+      |
| QLD - Brisbane, Gold Coast & Sunshine Coast                    | <b>110</b><br>100 - 120 | <b>130</b><br>110 - 140    | <b>170</b><br>140+      |
| QLD - Regional   | <b>85</b><br>70 - 100   | <b>115</b><br>90 - 130     | <b>140</b><br>130+      |
| SA - Adelaide  | <b>90</b><br>85 - 95    | <b>115</b><br>110 - 125    | <b>160</b><br>140+      |
| WA - Perth   | <b>100</b><br>95 - 110  | <b>125</b><br>115 - 130    | <b>170</b><br>150 - 210 |
| ACT - Canberra   | <b>110</b><br>100 - 120 | <b>125</b><br>120 - 140    | <b>160</b><br>140+      |
| TAS - Hobart/Launceston  | <b>85</b><br>80 - 100   | <b>112</b><br>95 - 125     | <b>140</b><br>120 - 150 |
| NT - Darwin  | <b>90</b><br>85 - 95    | <b>115</b><br>110 - 125    | <b>150</b><br>140+      |
| NZ - Auckland  | <b>100</b><br>85 - 110  | <b>120</b><br>95 - 130     | <b>160</b><br>150+      |
| NZ - Wellington  | <b>100</b><br>80 - 110  | <b>120</b><br>95 - 125     | <b>180</b><br>150+      |
| NZ - Christchurch  | <b>85</b><br>80 - 95    | <b>100</b><br>90 - 110     | <b>150</b><br>140 - 150 |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Flexible packaging
- High level of training
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- Professional development
- Study support for professional and academic studies

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# ACCOUNTANCY & FINANCE

## Professional Practice

| INSOLVENCY GRADUATES                        | No exp               | 1-2 yrs exp          | 2-3 yrs exp          | 3+ yrs exp           |
|---|----------------------|----------------------|----------------------|----------------------|
| NSW - Sydney                                | <b>38</b><br>38 - 40 | <b>45</b><br>40 - 50 | <b>52</b><br>48 - 60 | <b>62</b><br>55 - 70 |
| NSW - Regional                              | <b>39</b><br>38 - 42 | <b>46</b><br>42 - 51 | <b>57</b><br>49 - 63 | <b>62</b><br>58 - 65 |
| VIC - Melbourne                             | <b>45</b><br>38 - 45 | <b>47</b><br>43 - 54 | <b>55</b><br>49 - 64 | <b>63</b><br>56 - 69 |
| VIC - Regional                              | <b>47</b><br>42 - 50 | <b>48</b><br>45 - 50 | <b>50</b><br>47 - 53 | <b>55</b><br>50 - 60 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>42</b><br>40 - 43 | <b>50</b><br>45 - 55 | <b>52</b><br>48 - 58 | <b>60</b><br>55 - 65 |
| QLD - Regional                              | <b>38</b><br>38 - 41 | <b>45</b><br>42 - 48 | <b>50</b><br>45 - 55 | <b>60</b><br>50 - 65 |
| SA - Adelaide                               | <b>42</b><br>38 - 46 | <b>44</b><br>40 - 48 | <b>48</b><br>44 - 53 | <b>54</b><br>49 - 58 |
| WA - Perth                                  | <b>42</b><br>40 - 45 | <b>50</b><br>44 - 55 | <b>60</b><br>55 - 65 | <b>70</b><br>65 - 75 |
| ACT - Canberra                              | <b>42</b><br>38 - 44 | <b>40</b><br>38 - 42 | <b>45</b><br>42 - 50 | <b>60</b><br>55 - 65 |
| TAS - Hobart/Launceston                     | <b>45</b><br>40 - 48 | <b>47</b><br>42 - 50 | <b>52</b><br>46 - 60 | <b>57</b><br>55 - 65 |
| NT - Darwin                                 | <b>40</b><br>40 - 45 | <b>50</b><br>44 - 55 | <b>50</b><br>45 - 55 | <b>60</b><br>55 - 65 |
| NZ - Auckland                               | <b>42</b><br>38 - 46 | <b>48</b><br>45 - 55 | <b>52</b><br>45 - 58 | <b>60</b><br>55 - 65 |
| NZ - Wellington                             | <b>44</b><br>40 - 45 | <b>50</b><br>45 - 55 | <b>55</b><br>50 - 60 | <b>65</b><br>55 - 70 |
| NZ - Christchurch                           | <b>38</b><br>35 - 43 | <b>48</b><br>40 - 52 | <b>53</b><br>50 - 60 | <b>65</b><br>65 - 65 |

| INSOLVENCY (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS | 3-4 yrs exp          | 4-5 yrs exp          | 5-6 yrs exp          | 6+ yrs exp             |
|---|----------------------|----------------------|----------------------|------------------------|
| NSW - Sydney  | <b>70</b><br>63 - 74 | <b>75</b><br>68 - 80 | <b>80</b><br>75 - 90 | <b>100</b><br>90 - 110 |
| NSW - Regional  | <b>65</b><br>60 - 72 | <b>74</b><br>68 - 78 | <b>82</b><br>74 - 85 | <b>92</b><br>82 - 97   |
| VIC - Melbourne   | <b>67</b><br>62 - 73 | <b>75</b><br>67 - 85 | <b>85</b><br>75 - 90 | <b>95</b><br>85 - 100  |
| VIC - Regional  | <b>63</b><br>60 - 65 | <b>70</b><br>62 - 75 | <b>80</b><br>75 - 85 | <b>90</b><br>80 - 100  |
| QLD - Brisbane, Gold Coast & Sunshine Coast                                   | <b>70</b><br>60 - 75 | <b>75</b><br>70 - 80 | <b>80</b><br>75 - 85 | <b>90</b><br>80 - 100  |
| QLD - Regional  | <b>60</b><br>55 - 70 | <b>70</b><br>65 - 75 | <b>80</b><br>75 - 85 | <b>85</b><br>80 - 90   |
| SA - Adelaide   | <b>68</b><br>64 - 72 | <b>72</b><br>68 - 77 | <b>77</b><br>73 - 82 | <b>82</b><br>76 - 85   |
| WA - Perth  | <b>70</b><br>65 - 75 | <b>80</b><br>75 - 85 | <b>90</b><br>85 - 95 | <b>120</b><br>95 - 150 |
| ACT - Canberra  | <b>70</b><br>65 - 75 | <b>80</b><br>75 - 85 | <b>90</b><br>85 - 95 | <b>100</b><br>95 - 110 |
| TAS - Hobart/Launceston   | <b>66</b><br>60 - 68 | <b>65</b><br>63 - 75 | <b>70</b><br>65 - 85 | <b>75</b><br>65 - 90   |
| NT - Darwin   | <b>65</b><br>60 - 70 | <b>70</b><br>65 - 75 | <b>80</b><br>75 - 85 | <b>95</b><br>85 - 105  |
| NZ - Auckland   | <b>68</b><br>65 - 70 | <b>78</b><br>70 - 88 | <b>85</b><br>80 - 90 | <b>95</b><br>90 - 110  |
| NZ - Wellington   | <b>75</b><br>70 - 80 | <b>80</b><br>70 - 90 | <b>90</b><br>85 - 95 | <b>105</b><br>95 - 125 |
| NZ - Christchurch   | <b>65</b><br>60 - 80 | <b>70</b><br>65 - 85 | <b>80</b><br>75 - 90 | <b>90</b><br>80 - 90   |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Flexible packaging
- High level of training
- Performance based bonuses
- Professional development
- Study support for professional and academic studies

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# ACCOUNTANCY & FINANCE

## Professional Practice

| <b>INSOLVENCY MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS</b> | <b>Manager for 0-2 yrs</b> | <b>Senior Manager for 2-5 yrs</b> | <b>Principals/Directors</b> |
|---|----------------------------|-----------------------------------|-----------------------------|
| NSW - Sydney  | <b>110</b><br>95 - 120     | <b>140</b><br>110 - 145           | <b>200</b><br>140+          |
| NSW - Regional  | <b>100</b><br>83 - 105     | <b>115</b><br>105 - 120           | <b>150</b><br>120+          |
| VIC - Melbourne   | <b>110</b><br>92 - 113     | <b>130</b><br>106 - 139           | <b>190</b><br>150+          |
| VIC - Regional  | <b>85</b><br>75 - 90       | <b>100</b><br>90 - 115            | <b>130</b><br>115+          |
| QLD - Brisbane, Gold Coast & Sunshine Coast                       | <b>95</b><br>85 - 100      | <b>115</b><br>90 - 130            | <b>125</b><br>110 - 140     |
| QLD - Regional  | <b>85</b><br>80 - 95       | <b>110</b><br>100 - 120           | <b>150</b><br>120+          |
| SA - Adelaide   | <b>90</b><br>85 - 95       | <b>115</b><br>110 - 125           | <b>160</b><br>140+          |
| WA - Perth  | <b>110</b><br>105 - 115    | <b>125</b><br>110 - 140           | <b>170</b><br>135 - 180     |
| ACT - Canberra  | <b>105</b><br>100 - 110    | <b>115</b><br>110 - 120           | <b>160</b><br>140+          |
| TAS - Hobart/Launceston   | <b>85</b><br>72 - 92       | <b>100</b><br>90 - 105            | <b>120</b><br>110 - 130     |
| NT - Darwin   | <b>90</b><br>85 - 95       | <b>115</b><br>105 - 120           | <b>130</b><br>120+          |
| NZ - Auckland   | <b>100</b><br>95 - 110     | <b>120</b><br>100 - 150           | <b>160</b><br>140+          |
| NZ - Wellington   | <b>100</b><br>90 - 110     | <b>130</b><br>105 - 150           | <b>160</b><br>140+          |
| NZ - Christchurch   | <b>90</b><br>70 - 110      | <b>110</b><br>85 - 120            | <b>130</b><br>120 - 130     |

| <b>TAX CONSULTING (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS</b> | <b>Up to 4 yrs exp</b> | <b>4-5 yrs exp</b>   | <b>5-6 yrs exp</b>     | <b>6+ yrs exp</b>       |
|--|------------------------|----------------------|------------------------|-------------------------|
| NSW - Sydney   | <b>75</b><br>70 - 80   | <b>80</b><br>75 - 85 | <b>90</b><br>80 - 95   | <b>95</b><br>90 - 100   |
| NSW - Regional   | <b>68</b><br>62 - 70   | <b>73</b><br>69 - 75 | <b>80</b><br>76 - 84   | <b>86</b><br>84 - 100   |
| VIC - Melbourne  | <b>70</b><br>65 - 75   | <b>75</b><br>70 - 80 | <b>85</b><br>75 - 90   | <b>89</b><br>82 - 105   |
| VIC - Regional   | <b>65</b><br>60 - 70   | <b>73</b><br>70 - 75 | <b>77</b><br>75 - 80   | <b>85</b><br>77 - 95    |
| QLD - Brisbane, Gold Coast & Sunshine Coast  | <b>70</b><br>65 - 75   | <b>75</b><br>70 - 80 | <b>85</b><br>75 - 90   | <b>90</b><br>80 - 95    |
| QLD - Regional   | <b>60</b><br>55 - 65   | <b>65</b><br>65 - 75 | <b>75</b><br>70 - 85   | <b>85</b><br>80 - 90    |
| SA - Adelaide  | <b>68</b><br>65 - 72   | <b>75</b><br>70 - 80 | <b>80</b><br>75 - 85   | <b>86</b><br>80 - 91    |
| WA - Perth   | <b>75</b><br>65 - 80   | <b>85</b><br>70 - 95 | <b>100</b><br>95 - 105 | <b>110</b><br>100 - 120 |
| ACT - Canberra   | <b>70</b><br>60 - 75   | <b>80</b><br>75 - 85 | <b>90</b><br>85 - 100  | <b>100</b><br>95 - 110  |
| TAS - Hobart/Launceston  | <b>60</b><br>55 - 70   | <b>65</b><br>65 - 75 | <b>70</b><br>62 - 85   | <b>75</b><br>65 - 85    |
| NT - Darwin  | <b>75</b><br>70 - 80   | <b>85</b><br>75 - 90 | <b>90</b><br>85 - 95   | <b>100</b><br>85 - 115  |
| NZ - Auckland  | <b>70</b><br>60 - 75   | <b>75</b><br>65 - 85 | <b>80</b><br>75 - 85   | <b>90</b><br>80 - 100   |
| NZ - Wellington  | <b>72</b><br>65 - 80   | <b>75</b><br>70 - 85 | <b>82</b><br>72 - 88   | <b>90</b><br>77 - 105   |
| NZ - Christchurch  | <b>70</b><br>60 - 75   | <b>75</b><br>65 - 85 | <b>80</b><br>70 - 85   | <b>85</b><br>75 - 100   |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Flexible packaging
- High level of training
- Performance based bonuses
- Professional development
- Study support for professional and academic studies

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# ACCOUNTANCY & FINANCE

## Professional Practice

| TAX CONSULTING INCL MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS | Manager for 0-2 yrs     | Senior Manager for 2-5 yrs | Principals/Directors    |
|---|-------------------------|----------------------------|-------------------------|
| NSW - Sydney  | <b>115</b><br>90 - 118  | <b>140</b><br>120 - 150    | <b>180</b><br>150+      |
| NSW - Regional  | <b>110</b><br>100 - 115 | <b>130</b><br>120 - 135    | <b>150</b><br>128+      |
| VIC - Melbourne   | <b>105</b><br>87 - 115  | <b>140</b><br>120 - 150    | <b>185</b><br>160+      |
| VIC - Regional  | <b>85</b><br>70 - 90    | <b>105</b><br>100 - 110    | <b>135</b><br>115+      |
| QLD - Brisbane, Gold Coast & Sunshine Coast                         | <b>120</b><br>100 - 130 | <b>140</b><br>130 - 150    | <b>150</b><br>140+      |
| QLD - Regional  | <b>100</b><br>85 - 105  | <b>115</b><br>105 - 125    | <b>125</b><br>120+      |
| SA - Adelaide   | <b>95</b><br>90 - 103   | <b>120</b><br>115 - 125    | <b>160</b><br>140+      |
| WA - Perth  | <b>120</b><br>110 - 130 | <b>135</b><br>120 - 150    | <b>155</b><br>150+      |
| ACT - Canberra  | <b>95</b><br>90 - 100   | <b>120</b><br>110 - 130    | <b>150</b><br>140+      |
| TAS - Hobart/Launceston   | <b>85</b><br>72 - 90    | <b>100</b><br>92 - 105     | <b>125</b><br>110 - 130 |
| NT - Darwin   | <b>95</b><br>90 - 100   | <b>120</b><br>110 - 125    | <b>150</b><br>140+      |
| NZ - Auckland   | <b>100</b><br>85 - 110  | <b>110</b><br>100 - 130    | <b>150</b><br>140+      |
| NZ - Wellington   | <b>100</b><br>90 - 110  | <b>110</b><br>100 - 130    | <b>180</b><br>150+      |
| NZ - Christchurch   | <b>90</b><br>80 - 100   | <b>100</b><br>90 - 110     | <b>150</b><br>130 - 150 |

| CORPORATE FINANCE (TYPICALLY CA/CPA/SIA/MASTERS FINANCE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS | Up to 4 yrs exp      | 4-5 yrs exp           | 5-6 yrs exp            | 6+ yrs exp              |
|---|----------------------|-----------------------|------------------------|-------------------------|
| NSW - Sydney  | <b>80</b><br>70 - 85 | <b>85</b><br>75 - 90  | <b>90</b><br>85 - 95   | <b>120</b><br>95 - 130  |
| NSW - Regional  | <b>60</b><br>51 - 65 | <b>65</b><br>60 - 71  | <b>76</b><br>74 - 81   | <b>85</b><br>76 - 94    |
| VIC - Melbourne   | <b>74</b><br>69 - 78 | <b>80</b><br>75 - 85  | <b>85</b><br>80 - 94   | <b>100</b><br>85 - 110  |
| VIC - Regional  | <b>70</b><br>65 - 75 | <b>75</b><br>70 - 80  | <b>85</b><br>78 - 90   | <b>95</b><br>90 - 100   |
| QLD - Brisbane, Gold Coast & Sunshine Coast   | <b>75</b><br>70 - 80 | <b>80</b><br>80 - 90  | <b>90</b><br>85 - 100  | <b>110</b><br>100 - 120 |
| QLD - Regional  | <b>65</b><br>60 - 75 | <b>75</b><br>70 - 80  | <b>80</b><br>75 - 85   | <b>90</b><br>85 - 95    |
| SA - Adelaide   | <b>68</b><br>65 - 72 | <b>75</b><br>70 - 80  | <b>80</b><br>75 - 85   | <b>86</b><br>80 - 91    |
| WA - Perth  | <b>75</b><br>70 - 80 | <b>85</b><br>80 - 90  | <b>100</b><br>90 - 110 | <b>120</b><br>100 - 150 |
| ACT - Canberra  | <b>65</b><br>60 - 70 | <b>70</b><br>65 - 75  | <b>80</b><br>75 - 85   | <b>85</b><br>80 - 90    |
| TAS - Hobart/Launceston   | <b>70</b><br>60 - 75 | <b>70</b><br>65 - 75  | <b>72</b><br>65 - 85   | <b>72</b><br>70 - 85    |
| NT - Darwin   | <b>85</b><br>80 - 90 | <b>90</b><br>80 - 100 | <b>100</b><br>90 - 110 | <b>110</b><br>90 - 120  |
| NZ - Auckland   | <b>70</b><br>65 - 80 | <b>78</b><br>70 - 85  | <b>80</b><br>75 - 90   | <b>95</b><br>85 - 110   |
| NZ - Wellington   | <b>70</b><br>65 - 80 | <b>75</b><br>65 - 85  | <b>80</b><br>70 - 90   | <b>90</b><br>75 - 115   |
| NZ - Christchurch   | <b>70</b><br>60 - 80 | <b>75</b><br>60 - 85  | <b>80</b><br>70 - 90   | <b>90</b><br>80 - 110   |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Flexible packaging
- High level of training
- Performance based bonuses
- Professional development
- Study support for professional and academic studies

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# ACCOUNTANCY & FINANCE

## Professional Practice

| <b>CORPORATE FINANCE MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS</b> | <b>Manager for 0-2 yrs</b> | <b>Senior Manager for 2-5 yrs</b> | <b>Principals/Directors</b> |
|--|----------------------------|-----------------------------------|-----------------------------|
| NSW - Sydney   | <b>120</b><br>110 - 130    | <b>170</b><br>120 - 180           | <b>220</b><br>150+          |
| NSW - Regional   | <b>105</b><br>90 - 110     | <b>130</b><br>110 - 140           | <b>150</b><br>130+          |
| VIC - Melbourne  | <b>115</b><br>93 - 129     | <b>160</b><br>125 - 170           | <b>220</b><br>160+          |
| VIC - Regional   | <b>105</b><br>90 - 110     | <b>120</b><br>110 - 150           | <b>140</b><br>130+          |
| QLD - Brisbane, Gold Coast & Sunshine Coast                              | <b>110</b><br>100 - 120    | <b>140</b><br>125 - 150           | <b>200</b><br>140+          |
| QLD - Regional   | <b>90</b><br>85 - 100      | <b>110</b><br>105 - 125           | <b>130</b><br>120+          |
| SA - Adelaide  | <b>95</b><br>90 - 103      | <b>120</b><br>115 - 125           | <b>160</b><br>140+          |
| WA - Perth   | <b>115</b><br>105 - 125    | <b>140</b><br>120 - 170           | <b>180</b><br>145+          |
| ACT - Canberra   | <b>95</b><br>90 - 100      | <b>120</b><br>100 - 130           | <b>160</b><br>140+          |
| TAS - Hobart/Launceston  | <b>80</b><br>70 - 90       | <b>95</b><br>85 - 105             | <b>120</b><br>110 - 140     |
| NT - Darwin  | <b>95</b><br>85 - 105      | <b>110</b><br>100 - 120           | <b>135</b><br>125+          |
| NZ - Auckland  | <b>100</b><br>90 - 110     | <b>120</b><br>100 - 140           | <b>160</b><br>150+          |
| NZ - Wellington  | <b>112</b><br>90 - 115     | <b>125</b><br>100 - 150           | <b>180</b><br>180+          |
| NZ - Christchurch  | <b>90</b><br>85 - 100      | <b>110</b><br>100 - 130           | <b>150</b><br>130+          |

| <b>MANAGEMENT CONSULTING (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS</b> | <b>Up to 4 yrs exp</b> | <b>4-5 yrs exp</b>   | <b>5-6 yrs exp</b>     | <b>6+ yrs exp</b>       |
|---|------------------------|----------------------|------------------------|-------------------------|
| NSW - Sydney  | <b>70</b><br>68 - 75   | <b>75</b><br>68 - 80 | <b>85</b><br>80 - 90   | <b>95</b><br>85 - 110   |
| NSW - Regional  | <b>60</b><br>53 - 63   | <b>68</b><br>55 - 72 | <b>74</b><br>69 - 78   | <b>83</b><br>76 - 87    |
| VIC - Melbourne   | <b>64</b><br>60 - 69   | <b>72</b><br>65 - 78 | <b>80</b><br>74 - 84   | <b>90</b><br>85 - 95    |
| VIC - Regional  | <b>70</b><br>62 - 75   | <b>75</b><br>70 - 80 | <b>80</b><br>75 - 85   | <b>90</b><br>82 - 95    |
| QLD - Brisbane, Gold Coast & Sunshine Coast   | <b>65</b><br>65 - 75   | <b>75</b><br>70 - 80 | <b>85</b><br>80 - 90   | <b>90</b><br>90 - 100   |
| QLD - Regional  | <b>60</b><br>55 - 65   | <b>68</b><br>64 - 72 | <b>75</b><br>68 - 76   | <b>80</b><br>74 - 90    |
| SA - Adelaide   | <b>68</b><br>64 - 72   | <b>72</b><br>68 - 77 | <b>77</b><br>73 - 82   | <b>82</b><br>76 - 85    |
| WA - Perth  | <b>75</b><br>65 - 75   | <b>80</b><br>70 - 80 | <b>90</b><br>80 - 95   | <b>100</b><br>85 - 110  |
| ACT - Canberra  | <b>70</b><br>65 - 75   | <b>85</b><br>80 - 90 | <b>100</b><br>90 - 105 | <b>110</b><br>100 - 115 |
| TAS - Hobart/Launceston   | <b>65</b><br>55 - 70   | <b>65</b><br>60 - 75 | <b>70</b><br>62 - 80   | <b>75</b><br>70 - 85    |
| NT - Darwin   | <b>75</b><br>70 - 85   | <b>90</b><br>85 - 90 | <b>95</b><br>90 - 100  | <b>95</b><br>90 - 100   |
| NZ - Auckland   | <b>65</b><br>60 - 70   | <b>70</b><br>65 - 80 | <b>80</b><br>75 - 90   | <b>90</b><br>80 - 100   |
| NZ - Wellington   | <b>65</b><br>60 - 70   | <b>72</b><br>65 - 80 | <b>80</b><br>75 - 85   | <b>90</b><br>85 - 95    |
| NZ - Christchurch   | <b>65</b><br>60 - 70   | <b>70</b><br>65 - 75 | <b>80</b><br>75 - 85   | <b>85</b><br>80 - 90    |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Flexible packaging
- High level of training
- Performance based bonuses
- Professional development
- Study support for professional and academic studies

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# ACCOUNTANCY & FINANCE

## Professional Practice

| MANAGEMENT CONSULTING MANAGERS,<br>SENIOR MANAGERS, PRINCIPALS/DIRECTORS | Manager for 0-2yrs      | Senior Manager<br>for 2-5 yrs | Principals/Directors    |
|--|-------------------------|-------------------------------|-------------------------|
| NSW - Sydney   | <b>100</b><br>90 - 115  | <b>130</b><br>110 - 150       | <b>170</b><br>150+      |
| NSW - Regional   | <b>85</b><br>70 - 95    | <b>105</b><br>100 - 120       | <b>135</b><br>120+      |
| VIC - Melbourne  | <b>105</b><br>87 - 115  | <b>130</b><br>110 - 155       | <b>170</b><br>150+      |
| VIC - Regional   | <b>90</b><br>85 - 100   | <b>110</b><br>95 - 120        | <b>135</b><br>120+      |
| QLD - Brisbane, Gold Coast & Sunshine Coast                              | <b>110</b><br>100 - 120 | <b>130</b><br>120 - 140       | <b>160</b><br>150+      |
| QLD - Regional   | <b>85</b><br>80 - 95    | <b>100</b><br>100 - 120       | <b>125</b><br>125+      |
| SA - Adelaide  | <b>90</b><br>85 - 95    | <b>115</b><br>110 - 125       | <b>160</b><br>140+      |
| WA - Perth   | <b>110</b><br>100 - 120 | <b>130</b><br>115 - 140       | <b>170</b><br>150+      |
| ACT - Canberra   | <b>110</b><br>105 - 120 | <b>125</b><br>120 - 130       | <b>160</b><br>140+      |
| TAS - Hobart/Launceston  | <b>80</b><br>72 - 90    | <b>100</b><br>90 - 115        | <b>125</b><br>110 - 140 |
| NT - Darwin  | <b>100</b><br>90 - 110  | <b>115</b><br>110 - 125       | <b>130</b><br>125+      |
| NZ - Auckland  | <b>90</b><br>80 - 100   | <b>110</b><br>100 - 130       | <b>150</b><br>130+      |
| NZ - Wellington  | <b>90</b><br>80 - 95    | <b>105</b><br>90 - 120        | <b>150</b><br>120+      |
| NZ - Christchurch  | <b>85</b><br>70 - 90    | <b>95</b><br>80 - 110         | <b>115</b><br>100+      |

| RISK CONSULTING/INTERNAL AUDIT<br>(TYPICALLY CA/CPA COMPLETE) SENIOR,<br>SUPERVISOR, ASSISTANT MANAGERS | Up to 4 yrs exp      | 4-5 yrs exp          | 5-6 yrs exp           | 6+ yrs exp             |
|---|----------------------|----------------------|-----------------------|------------------------|
| NSW - Sydney  | <b>75</b><br>65 - 80 | <b>80</b><br>78 - 86 | <b>95</b><br>87 - 95  | <b>98</b><br>95 - 110  |
| NSW - Regional  | <b>63</b><br>57 - 68 | <b>70</b><br>66 - 78 | <b>80</b><br>76 - 86  | <b>85</b><br>78 - 92   |
| VIC - Melbourne   | <b>66</b><br>60 - 70 | <b>75</b><br>68 - 77 | <b>80</b><br>75 - 86  | <b>88</b><br>82 - 95   |
| VIC - Regional  | <b>68</b><br>62 - 70 | <b>75</b><br>70 - 80 | <b>85</b><br>80 - 90  | <b>85</b><br>80 - 90   |
| QLD - Brisbane, Gold Coast & Sunshine Coast   | <b>65</b><br>60 - 70 | <b>75</b><br>65 - 75 | <b>80</b><br>70 - 90  | <b>85</b><br>75 - 90   |
| QLD - Regional  | <b>65</b><br>60 - 70 | <b>70</b><br>65 - 75 | <b>75</b><br>70 - 80  | <b>80</b><br>75 - 85   |
| SA - Adelaide   | <b>68</b><br>64 - 72 | <b>72</b><br>68 - 77 | <b>77</b><br>73 - 82  | <b>82</b><br>76 - 85   |
| WA - Perth  | <b>70</b><br>60 - 80 | <b>75</b><br>70 - 80 | <b>80</b><br>75 - 90  | <b>90</b><br>85 - 95   |
| ACT - Canberra  | <b>70</b><br>65 - 75 | <b>75</b><br>70 - 80 | <b>85</b><br>80 - 90  | <b>100</b><br>95 - 105 |
| TAS - Hobart/Launceston   | <b>60</b><br>55 - 65 | <b>65</b><br>60 - 75 | <b>70</b><br>60 - 80  | <b>75</b><br>65 - 90   |
| NT - Darwin   | <b>70</b><br>60 - 80 | <b>80</b><br>65 - 85 | <b>90</b><br>80 - 100 | <b>100</b><br>85 - 115 |
| NZ - Auckland   | <b>70</b><br>55 - 78 | <b>80</b><br>70 - 85 | <b>90</b><br>80 - 95  | <b>90</b><br>80 - 100  |
| NZ - Wellington   | <b>70</b><br>65 - 75 | <b>80</b><br>75 - 85 | <b>90</b><br>85 - 95  | <b>95</b><br>90 - 100  |
| NZ - Christchurch   | <b>65</b><br>50 - 70 | <b>75</b><br>65 - 85 | <b>90</b><br>80 - 100 | <b>90</b><br>85 - 110  |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Flexible packaging
- High level of training
- Performance based bonuses
- Professional development
- Study support for professional and academic studies

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# ACCOUNTANCY & FINANCE

## Professional Practice

| <b>RISK CONSULTING/INTERNAL AUDIT MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS</b> | <b>Manager for 0-2 yrs</b> | <b>Senior Manager for 2-5 yrs</b> | <b>Principals/Directors</b> |
|---|----------------------------|-----------------------------------|-----------------------------|
| NSW - Sydney  | <b>110</b><br>92 - 115     | <b>125</b><br>110 - 135           | <b>170</b><br>140+          |
| NSW - Regional  | <b>95</b><br>85 - 100      | <b>120</b><br>95 - 130            | <b>155</b><br>120+          |
| VIC - Melbourne   | <b>100</b><br>85 - 110     | <b>125</b><br>105 - 140           | <b>160</b><br>140+          |
| VIC - Regional  | <b>90</b><br>80 - 100      | <b>120</b><br>105 - 140           | <b>150</b><br>140+          |
| QLD - Brisbane, Gold Coast & Sunshine Coast   | <b>90</b><br>80 - 100      | <b>120</b><br>110 - 125           | <b>160</b><br>130+          |
| QLD - Regional  | <b>95</b><br>80 - 100      | <b>115</b><br>105 - 125           | <b>125</b><br>125+          |
| SA - Adelaide   | <b>90</b><br>85 - 95       | <b>115</b><br>110 - 125           | <b>160</b><br>140+          |
| WA - Perth  | <b>100</b><br>90 - 105     | <b>120</b><br>110 - 145           | <b>150</b><br>140+          |
| ACT - Canberra  | <b>110</b><br>105 - 120    | <b>120</b><br>110 - 130           | <b>160</b><br>140+          |
| TAS - Hobart/Launceston   | <b>80</b><br>72 - 95       | <b>100</b><br>85 - 110            | <b>130</b><br>110 - 140     |
| NT - Darwin   | <b>90</b><br>80 - 100      | <b>110</b><br>95 - 120            | <b>120</b><br>110+          |
| NZ - Auckland   | <b>100</b><br>85 - 115     | <b>120</b><br>95 - 130            | <b>150</b><br>140+          |
| NZ - Wellington   | <b>100</b><br>85 - 115     | <b>120</b><br>110 - 135           | <b>165</b><br>130+          |
| NZ - Christchurch   | <b>80</b><br>65 - 90       | <b>100</b><br>80 - 125            | <b>150</b><br>130+          |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Flexible packaging
- High level of training
- Performance based bonuses
- Professional development
- Study support for professional and academic studies

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# ACCOUNTANCY & FINANCE

## Professional Practice

| PRACTICE ADMINISTRATION                     | Accountant           | Practice Manager       | Finance Manager         |
|---|----------------------|------------------------|-------------------------|
| NSW - Sydney                                | <b>85</b><br>72 - 87 | <b>100</b><br>85 - 110 | <b>115</b><br>95 - 125  |
| NSW - Regional                              | <b>76</b><br>60 - 81 | <b>90</b><br>85 - 98   | <b>100</b><br>85 - 110  |
| VIC - Melbourne                             | <b>80</b><br>70 - 87 | <b>90</b><br>75 - 100  | <b>110</b><br>90 - 125  |
| VIC - Regional                              | <b>75</b><br>70 - 80 | <b>85</b><br>80 - 90   | <b>105</b><br>95 - 110  |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>70</b><br>60 - 75 | <b>90</b><br>80 - 100  | <b>105</b><br>100 - 110 |
| QLD - Regional                              | <b>65</b><br>60 - 70 | <b>80</b><br>75 - 90   | <b>95</b><br>90 - 110   |
| SA - Adelaide                               | <b>75</b><br>70 - 80 | <b>83</b><br>78 - 90   | <b>90</b><br>85 - 105   |
| WA - Perth                                  | <b>80</b><br>75 - 90 | <b>110</b><br>95 - 130 | <b>100</b><br>95 - 125  |
| ACT - Canberra                              | <b>80</b><br>75 - 85 | <b>90</b><br>80 - 95   | <b>110</b><br>95 - 125  |
| TAS - Hobart/Launceston                     | <b>70</b><br>60 - 75 | <b>85</b><br>75 - 100  | <b>90</b><br>80 - 105   |
| NT - Darwin                                 | <b>70</b><br>65 - 75 | <b>90</b><br>80 - 100  | <b>95</b><br>90 - 105   |
| NZ - Auckland                               | <b>80</b><br>70 - 85 | <b>90</b><br>80 - 110  | <b>100</b><br>85 - 115  |
| NZ - Wellington                             | <b>75</b><br>60 - 80 | <b>85</b><br>75 - 95   | <b>90</b><br>80 - 100   |
| NZ - Christchurch                           | <b>70</b><br>60 - 80 | <b>100</b><br>90 - 110 | <b>90</b><br>80 - 100   |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Education costs
- Performance based bonuses

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

| ADMINISTRATION                              | Team Assistant       | Office/Admin Manager | PA to Partner (1 on 1) | PA to Partners (2 or 3) |
|---|----------------------|----------------------|------------------------|-------------------------|
| NSW - Sydney                                | <b>50</b><br>45 - 55 | <b>70</b><br>60 - 75 | <b>70</b><br>65 - 80   | <b>65</b><br>65 - 75    |
| NSW - Regional                              | <b>45</b><br>40 - 50 | <b>60</b><br>52 - 65 | <b>58</b><br>55 - 63   | <b>60</b><br>52 - 65    |
| VIC - Melbourne                             | <b>48</b><br>40 - 55 | <b>60</b><br>50 - 70 | <b>58</b><br>55 - 70   | <b>58</b><br>55 - 70    |
| VIC - Regional                              | <b>55</b><br>47 - 60 | <b>65</b><br>55 - 75 | <b>65</b><br>55 - 70   | <b>65</b><br>55 - 70    |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>50</b><br>45 - 55 | <b>65</b><br>60 - 70 | <b>75</b><br>70 - 80   | <b>75</b><br>70 - 80    |
| QLD - Regional                              | <b>50</b><br>45 - 55 | <b>60</b><br>55 - 65 | <b>58</b><br>55 - 63   | <b>60</b><br>50 - 80    |
| SA - Adelaide                               | <b>50</b><br>40 - 55 | <b>61</b><br>55 - 65 | <b>60</b><br>50 - 65   | <b>70</b><br>65 - 80    |
| WA - Perth                                  | <b>60</b><br>55 - 70 | <b>70</b><br>65 - 75 | <b>70</b><br>65 - 75   | <b>75</b><br>70 - 80    |
| ACT - Canberra                              | <b>45</b><br>40 - 50 | <b>60</b><br>50 - 65 | <b>60</b><br>50 - 70   | <b>65</b><br>55 - 75    |
| TAS - Hobart/Launceston                     | <b>50</b><br>45 - 55 | <b>60</b><br>55 - 75 | <b>60</b><br>47 - 68   | <b>60</b><br>50 - 70    |
| NT - Darwin                                 | <b>60</b><br>45 - 70 | <b>80</b><br>70 - 90 | <b>60</b><br>50 - 65   | <b>65</b><br>60 - 75    |
| NZ - Auckland                               | <b>45</b><br>40 - 50 | <b>65</b><br>55 - 70 | <b>60</b><br>55 - 70   | <b>65</b><br>55 - 70    |
| NZ - Wellington                             | <b>45</b><br>40 - 50 | <b>55</b><br>45 - 60 | <b>55</b><br>50 - 65   | <b>55</b><br>50 - 65    |
| NZ - Christchurch                           | <b>50</b><br>48 - 55 | <b>60</b><br>55 - 65 | <b>60</b><br>55 - 70   | <b>70</b><br>60 - 80    |

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# BANKING



## AUSTRALIA

Change is coming to the Australian financial services sector with the Banking Royal Commission acting as the catalyst that will see organisations become far more accountable and transparent.

Given the spotlight that's being shone on the industry, the ability to effectively assess and monitor risk and compliance has leapt to the forefront of most organisations' agendas. This has led to a massive spike in demand for risk and compliance professionals.

In order to facilitate this change, individuals with skills across operational risk, compliance, AML/CTF and financial crime are in increasing demand. From specialists in risk framework design and implementation to data analytics, reporting optimisation, monitoring and control, the need for such professionals will hit an all-time high this coming financial year.

Given demand and the necessity for organisations to act quickly, we expect salaries for niche risk and compliance professionals to increase over the year ahead.

**“ Given the spotlight that's being shone on the industry, the ability to effectively assess and monitor risk and compliance has leapt to the forefront of most organisations' agendas. This has led to a massive spike in demand for risk and compliance professionals. ”**

In financial planning, new qualification requirements have been finalised and organisations have subsequently lifted recruitment holds. As a result, financial planning vacancy activity will increase in 2019-20.

It is however expected that qualification requirements will see a large number of Advisors exit the industry. This will further add to the demand for highly qualified

Advisers and lead to salary increases for suitability qualified candidates. Remuneration structures may also change, with base salaries increasing at the expense of commissions.

The continued movement of Financial Planners and Paraplanners to remediation projects related to the Royal Commission will further add to the shortage of suitable candidates and, in turn, will impact salaries across the board.

Within home lending, demand has increased for Credit Assessors as banks tighten their lending standards. One of the many consequences of the Royal Commission is the requirement for lenders to complete more thorough checks on a customer's living expenses. This will continue to drive up demand for these professionals and, accordingly, salaries.

Looking ahead, further change may come from proposed amendments to mortgage broker payments, which could potentially reshape the sector and see many mortgage brokers exit the industry.

Turning to FinTech, these companies continue to disrupt the financial services market, particularly across lending. Consequently, demand will remain high for staff at all levels from back office through to business development and relationship management. Demand is unlikely to impact salaries though, with the innovative nature and desirability of the FinTech industry enough to attract candidates.

Within the retail space, banks continue to reduce headcount in some branches and close others as customers increasingly use technology to complete their transactions online rather than in a branch.

In other trends, background checks have been heightened across the board, with the biggest escalation occurring for temporary recruitment. Candidates cannot start a new role until these checks are fully complete, which lengthens the process and delays start dates.

Finally, the big banks are leading the way when it comes to flexible working with the traditional 9 to 5 model rapidly becoming a thing of the past. The financial services sector is also pioneering the adoption of technology in the

workplace by reinventing the modern office, which can only be good news for existing and future employees.

# BANKING

| RETAIL BANKING                              | Teller               | Customer Service Officer | Branch Supervisor    | Personal Banker      |
|---|----------------------|--------------------------|----------------------|----------------------|
| NSW - Sydney                                | <b>53</b><br>50 - 55 | <b>55</b><br>48 - 60     | <b>70</b><br>60 - 75 | <b>65</b><br>55 - 75 |
| VIC - Melbourne                             | <b>53</b><br>52 - 57 | <b>55</b><br>53 - 57     | <b>70</b><br>60 - 80 | <b>65</b><br>55 - 75 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>43</b><br>43 - 44 | <b>48</b><br>45 - 50     | <b>65</b><br>55 - 65 | <b>60</b><br>48 - 65 |
| SA - Adelaide                               | <b>44</b><br>44 - 46 | <b>47</b><br>42 - 50     | <b>66</b><br>60 - 70 | <b>57</b><br>50 - 60 |
| WA - Perth                                  | <b>45</b><br>44 - 47 | <b>48</b><br>44 - 50     | <b>60</b><br>50 - 65 | <b>57</b><br>52 - 62 |
| ACT - Canberra                              | <b>48</b><br>44 - 50 | <b>48</b><br>45 - 50     | <b>65</b><br>50 - 70 | <b>60</b><br>50 - 70 |
| TAS - Hobart                                | <b>44</b><br>44 - 48 | <b>44</b><br>43 - 48     | <b>65</b><br>50 - 65 | <b>55</b><br>50 - 60 |
| NT - Darwin                                 | <b>42</b><br>42 - 44 | <b>47</b><br>42 - 50     | <b>60</b><br>55 - 65 | <b>57</b><br>50 - 60 |

|   | Lender                 | Mobile Lending Manager | Branch Manager         | Regional/<br>District Manager |
|---|------------------------|------------------------|------------------------|-------------------------------|
| NSW - Sydney                                | <b>100</b><br>80 - 115 | <b>110</b><br>95 - 120 | <b>110</b><br>80 - 160 | <b>145</b><br>140 - 180       |
| VIC - Melbourne                             | <b>85</b><br>75 - 95   | <b>95</b><br>90 - 125  | <b>95</b><br>70 - 130  | <b>130</b><br>115 - 155       |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>80</b><br>70 - 85   | <b>95</b><br>80 - 105  | <b>100</b><br>70 - 110 | <b>130</b><br>110 - 140       |
| SA - Adelaide                               | <b>70</b><br>60 - 80   | <b>80</b><br>65 - 85   | <b>80</b><br>70 - 85   | <b>110</b><br>100 - 120       |
| WA - Perth                                  | <b>85</b><br>75 - 90   | <b>100</b><br>80 - 110 | <b>100</b><br>85 - 125 | <b>135</b><br>125 - 160       |
| ACT - Canberra                              | <b>75</b><br>60 - 90   | <b>90</b><br>70 - 110  | <b>100</b><br>70 - 120 | <b>110</b><br>100 - 135       |
| TAS - Hobart                                | <b>65</b><br>55 - 70   | <b>70</b><br>60 - 85   | <b>80</b><br>75 - 90   | <b>110</b><br>85 - 135        |
| NT - Darwin                                 | <b>70</b><br>60 - 75   | <b>100</b><br>80 - 105 | <b>80</b><br>70 - 110  | <b>110</b><br>100 - 120       |

| MORTGAGE BROKING                            | Broker Support       | Account Manager       | Broker                 |
|---|----------------------|-----------------------|------------------------|
| NSW - Sydney                                | <b>65</b><br>55 - 75 | <b>90</b><br>70 - 105 | <b>90</b><br>80 - 100  |
| VIC - Melbourne                             | <b>60</b><br>50 - 70 | <b>85</b><br>70 - 100 | <b>90</b><br>80 - 100  |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>55</b><br>50 - 65 | <b>80</b><br>70 - 95  | <b>100</b><br>80 - 115 |
| SA - Adelaide                               | <b>55</b><br>50 - 55 | <b>80</b><br>75 - 85  | <b>85</b><br>80 - 95   |
| WA - Perth                                  | <b>55</b><br>50 - 60 | <b>65</b><br>60 - 68  | <b>80</b><br>60 - 90   |
| ACT - Canberra                              | <b>55</b><br>50 - 60 | <b>60</b><br>50 - 75  | <b>60</b><br>46 - 75   |
| TAS - Hobart                                | N/A                  | N/A                   | N/A                    |
| NT - Darwin                                 | N/A                  | N/A                   | N/A                    |

## NOTES:

- All salaries shown are exclusive of superannuation

# BANKING

| LENDING OPERATIONS                          | Operations Officer   | Settlements Officer  | Collections Officer  | Credit Analyst        | Senior Credit Analyst |
|---|----------------------|----------------------|----------------------|-----------------------|-----------------------|
| NSW - Sydney                                | <b>55</b><br>50 - 58 | <b>65</b><br>55 - 70 | <b>70</b><br>60 - 75 | <b>85</b><br>75 - 100 | <b>95</b><br>90 - 120 |
| VIC - Melbourne                             | <b>55</b><br>45 - 60 | <b>60</b><br>55 - 65 | <b>60</b><br>50 - 65 | <b>70</b><br>65 - 85  | <b>80</b><br>75 - 95  |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>48</b><br>45 - 55 | <b>60</b><br>45 - 65 | <b>45</b><br>45 - 50 | <b>70</b><br>65 - 75  | <b>85</b><br>75 - 85  |
| SA - Adelaide                               | <b>55</b><br>50 - 58 | <b>55</b><br>50 - 60 | <b>58</b><br>50 - 60 | <b>65</b><br>60 - 70  | <b>70</b><br>60 - 75  |
| WA - Perth                                  | <b>50</b><br>45 - 52 | <b>55</b><br>50 - 55 | <b>55</b><br>55 - 60 | <b>65</b><br>60 - 70  | <b>80</b><br>70 - 90  |
| ACT - Canberra                              | <b>48</b><br>45 - 50 | <b>45</b><br>45 - 50 | <b>50</b><br>50 - 55 | <b>60</b><br>55 - 70  | <b>70</b><br>60 - 80  |
| TAS - Hobart                                | <b>48</b><br>45 - 50 | <b>50</b><br>45 - 55 | <b>53</b><br>50 - 58 | <b>55</b><br>50 - 60  | <b>65</b><br>55 - 70  |
| NT - Darwin                                 | <b>48</b><br>45 - 50 | <b>50</b><br>45 - 55 | <b>50</b><br>50 - 55 | <b>55</b><br>50 - 60  | <b>65</b><br>55 - 70  |

|   | Team Leader/<br>Supervisor | Manager                | Senior Manager          | General Manager         |
|---|----------------------------|------------------------|-------------------------|-------------------------|
| NSW - Sydney                                | <b>95</b><br>85 - 110      | <b>110</b><br>95 - 140 | <b>140</b><br>110 - 160 | <b>190</b><br>160 - 240 |
| VIC - Melbourne                             | <b>80</b><br>70 - 90       | <b>90</b><br>80 - 105  | <b>110</b><br>95 - 140  | <b>160</b><br>140 - 220 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>65</b><br>55 - 70       | <b>75</b><br>65 - 85   | <b>110</b><br>80 - 115  | <b>150</b><br>120 - 195 |
| SA - Adelaide                               | <b>63</b><br>60 - 65       | <b>75</b><br>65 - 80   | <b>82</b><br>75 - 100   | <b>120</b><br>100 - 135 |
| WA - Perth                                  | <b>80</b><br>70 - 90       | <b>90</b><br>80 - 95   | <b>115</b><br>95 - 120  | <b>150</b><br>100 - 180 |
| ACT - Canberra                              | <b>80</b><br>70 - 90       | <b>75</b><br>60 - 80   | <b>100</b><br>80 - 110  | <b>135</b><br>100 - 185 |
| TAS - Hobart                                | <b>55</b><br>50 - 65       | <b>75</b><br>60 - 82   | <b>82</b><br>75 - 90    | <b>140</b><br>105 - 190 |
| NT - Darwin                                 | <b>65</b><br>60 - 70       | <b>75</b><br>65 - 80   | <b>90</b><br>75 - 110   | <b>125</b><br>110 - 150 |

| BUSINESS & COMMERCIAL LENDING               | Assistant Relationship Manager | Relationship Manager    | Senior Relationship Manager | Executive Manager       | State Manager           | Business Development Manager |
|---|--------------------------------|-------------------------|-----------------------------|-------------------------|-------------------------|------------------------------|
| NSW - Sydney                                | <b>85</b><br>80 - 95           | <b>110</b><br>100 - 120 | <b>140</b><br>120 - 170     | <b>220</b><br>190 - 240 | <b>220</b><br>200 - 260 | <b>120</b><br>100 - 150      |
| VIC - Melbourne                             | <b>80</b><br>65 - 85           | <b>100</b><br>87 - 120  | <b>130</b><br>110 - 140     | <b>180</b><br>155 - 210 | <b>220</b><br>180 - 250 | <b>130</b><br>110 - 145      |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>70</b><br>65 - 80           | <b>100</b><br>80 - 120  | <b>120</b><br>120 - 150     | <b>160</b><br>140 - 170 | <b>200</b><br>180 - 220 | <b>120</b><br>100 - 150      |
| SA - Adelaide                               | <b>65</b><br>60 - 70           | <b>110</b><br>90 - 120  | <b>130</b><br>115 - 150     | <b>150</b><br>135 - 165 | <b>170</b><br>160 - 185 | <b>110</b><br>100 - 120      |
| WA - Perth                                  | <b>80</b><br>75 - 90           | <b>120</b><br>100 - 140 | <b>135</b><br>120 - 160     | <b>170</b><br>150 - 180 | <b>200</b><br>180 - 230 | <b>130</b><br>110 - 140      |
| ACT - Canberra                              | <b>75</b><br>60 - 85           | <b>95</b><br>80 - 130   | <b>120</b><br>100 - 140     | <b>145</b><br>120 - 170 | <b>175</b><br>145 - 200 | <b>130</b><br>100 - 145      |
| TAS - Hobart                                | <b>65</b><br>60 - 80           | <b>95</b><br>85 - 110   | <b>110</b><br>105 - 130     | <b>150</b><br>135 - 165 | <b>170</b><br>160 - 185 | <b>110</b><br>90 - 120       |
| NT - Darwin                                 | <b>65</b><br>60 - 70           | <b>80</b><br>70 - 90    | <b>110</b><br>95 - 120      | <b>125</b><br>110 - 130 | <b>160</b><br>140 - 165 | <b>110</b><br>100 - 120      |

#### NOTES:

- All salaries shown are exclusive of superannuation

# BANKING

| <b>CORPORATE &amp; LENDING</b>              | <b>Assistant Relationship Manager</b> | <b>Relationship Manager</b> | <b>Senior Relationship Manager</b> | <b>Executive Manager</b> | <b>State Manager</b>    | <b>Business Development Manager</b> |
|---|---------------------------------------|-----------------------------|------------------------------------|--------------------------|-------------------------|-------------------------------------|
| NSW - Sydney                                | <b>110</b><br>85 - 130                | <b>135</b><br>120 - 165     | <b>185</b><br>165 - 200            | <b>260</b><br>220 - 280  | <b>280</b><br>235 - 310 | <b>135</b><br>120 - 165             |
| VIC - Melbourne                             | <b>85</b><br>70 - 100                 | <b>115</b><br>100 - 130     | <b>140</b><br>120 - 160            | <b>180</b><br>155 - 210  | <b>210</b><br>180 - 250 | <b>130</b><br>110 - 155             |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>75</b><br>65 - 75                  | <b>115</b><br>85 - 130      | <b>150</b><br>120 - 150            | <b>150</b><br>140 - 170  | <b>230</b><br>185 - 240 | <b>140</b><br>120 - 150             |
| SA - Adelaide                               | <b>70</b><br>60 - 75                  | <b>110</b><br>85 - 110      | <b>140</b><br>115 - 150            | <b>150</b><br>135 - 165  | <b>170</b><br>160 - 185 | <b>130</b><br>110 - 135             |
| WA - Perth                                  | <b>80</b><br>75 - 90                  | <b>140</b><br>100 - 150     | <b>150</b><br>140 - 160            | <b>190</b><br>180 - 200  | <b>260</b><br>200 - 290 | <b>130</b><br>115 - 165             |
| ACT - Canberra                              | <b>70</b><br>60 - 80                  | <b>100</b><br>80 - 120      | <b>120</b><br>90 - 140             | <b>145</b><br>100 - 165  | <b>130</b><br>100 - 145 | <b>130</b><br>100 - 145             |
| TAS - Hobart                                | <b>70</b><br>60 - 75                  | <b>110</b><br>85 - 110      | <b>130</b><br>115 - 150            | <b>150</b><br>135 - 165  | <b>170</b><br>160 - 185 | <b>130</b><br>110 - 135             |
| NT - Darwin                                 | <b>65</b><br>60 - 70                  | <b>110</b><br>85 - 115      | <b>130</b><br>115 - 150            | <b>150</b><br>135 - 165  | <b>170</b><br>165 - 185 | <b>130</b><br>110 - 135             |

| <b>ASSET FINANCE</b>                        | <b>Client Services</b> | <b>Settlements Officer</b> | <b>Credit Analyst</b> | <b>Senior Credit Analyst</b> | <b>Business Development Manager</b> |
|---|------------------------|----------------------------|-----------------------|------------------------------|-------------------------------------|
| NSW - Sydney                                | <b>56</b><br>53 - 60   | <b>65</b><br>60 - 75       | <b>80</b><br>70 - 85  | <b>95</b><br>85 - 110        | <b>120</b><br>100 - 140             |
| VIC - Melbourne                             | <b>55</b><br>50 - 60   | <b>65</b><br>55 - 70       | <b>70</b><br>65 - 85  | <b>75</b><br>65 - 85         | <b>90</b><br>80 - 100               |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>55</b><br>50 - 60   | <b>50</b><br>45 - 55       | <b>65</b><br>55 - 70  | <b>80</b><br>60 - 85         | <b>120</b><br>85 - 145              |
| SA - Adelaide                               | <b>60</b><br>55 - 65   | <b>58</b><br>50 - 60       | <b>65</b><br>60 - 65  | <b>70</b><br>60 - 70         | <b>95</b><br>85 - 110               |
| WA - Perth                                  | <b>55</b><br>50 - 60   | <b>55</b><br>50 - 60       | <b>70</b><br>65 - 75  | <b>85</b><br>75 - 90         | <b>120</b><br>90 - 130              |
| ACT - Canberra                              | <b>55</b><br>50 - 60   | <b>50</b><br>45 - 55       | <b>50</b><br>46 - 60  | <b>60</b><br>60 - 70         | <b>90</b><br>80 - 120               |
| TAS - Hobart                                | <b>55</b><br>50 - 60   | <b>50</b><br>45 - 55       | <b>55</b><br>50 - 60  | <b>65</b><br>55 - 70         | <b>90</b><br>80 - 100               |
| NT - Darwin                                 | <b>60</b><br>55 - 65   | <b>50</b><br>45 - 55       | <b>60</b><br>55 - 65  | <b>70</b><br>60 - 70         | <b>110</b><br>85 - 130              |

| <b>SUPERANNUATION ADMIN</b>                 | <b>Administrator</b> | <b>Senior Administrator</b> | <b>Team Leader</b>   | <b>Manager</b>         | <b>Senior Manager</b>   |
|---|----------------------|-----------------------------|----------------------|------------------------|-------------------------|
| NSW - Sydney                                | <b>52</b><br>50 - 60 | <b>65</b><br>55 - 70        | <b>70</b><br>70 - 80 | <b>95</b><br>85 - 110  | <b>120</b><br>110 - 130 |
| VIC - Melbourne                             | <b>50</b><br>47 - 55 | <b>65</b><br>55 - 70        | <b>70</b><br>70 - 80 | <b>95</b><br>85 - 110  | <b>120</b><br>110 - 130 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>45</b><br>45 - 50 | <b>55</b><br>50 - 65        | <b>70</b><br>65 - 80 | <b>95</b><br>75 - 110  | <b>130</b><br>100 - 140 |
| SA - Adelaide                               | <b>45</b><br>40 - 50 | <b>50</b><br>46 - 50        | <b>65</b><br>55 - 70 | <b>100</b><br>75 - 110 | <b>120</b><br>100 - 130 |
| WA - Perth                                  | <b>55</b><br>50 - 55 | <b>60</b><br>55 - 60        | <b>70</b><br>60 - 75 | <b>90</b><br>80 - 110  | <b>120</b><br>100 - 130 |
| ACT - Canberra                              | <b>50</b><br>45 - 55 | <b>55</b><br>50 - 60        | <b>65</b><br>60 - 75 | <b>85</b><br>80 - 100  | <b>120</b><br>100 - 130 |
| TAS - Hobart                                | <b>45</b><br>40 - 45 | <b>50</b><br>46 - 50        | <b>65</b><br>55 - 70 | <b>80</b><br>65 - 90   | <b>120</b><br>100 - 130 |
| NT - Darwin                                 | <b>45</b><br>40 - 45 | <b>50</b><br>46 - 53        | <b>65</b><br>55 - 70 | <b>100</b><br>75 - 110 | <b>120</b><br>100 - 130 |

## NOTES:

- All salaries shown are exclusive of superannuation

# BANKING

| <b>SUPERANNUATION</b>                       | <b>CSO</b>           | <b>CSM</b>           | <b>Manager</b>        | <b>Senior Manager</b>   | <b>Fund Manager</b>     |
|---|----------------------|----------------------|-----------------------|-------------------------|-------------------------|
| NSW - Sydney                                | <b>60</b><br>50 - 65 | <b>70</b><br>60 - 80 | <b>90</b><br>80 - 100 | <b>120</b><br>110 - 135 | <b>115</b><br>105 - 130 |
| VIC - Melbourne                             | <b>55</b><br>50 - 65 | <b>70</b><br>60 - 80 | <b>85</b><br>75 - 100 | <b>115</b><br>110 - 125 | <b>110</b><br>100 - 120 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>50</b><br>45 - 60 | <b>55</b><br>51 - 60 | <b>75</b><br>65 - 80  | <b>85</b><br>65 - 100   | <b>110</b><br>80 - 115  |
| SA - Adelaide                               | <b>50</b><br>45 - 55 | <b>65</b><br>55 - 65 | <b>65</b><br>55 - 70  | <b>70</b><br>60 - 80    | <b>100</b><br>75 - 110  |
| WA - Perth                                  | <b>55</b><br>55 - 60 | <b>60</b><br>55 - 70 | <b>75</b><br>65 - 80  | <b>85</b><br>75 - 90    | <b>110</b><br>100 - 120 |
| ACT - Canberra                              | <b>50</b><br>45 - 60 | <b>51</b><br>51 - 65 | <b>70</b><br>60 - 75  | <b>75</b><br>60 - 80    | <b>95</b><br>75 - 100   |
| TAS - Hobart                                | <b>50</b><br>45 - 55 | <b>60</b><br>51 - 60 | <b>65</b><br>55 - 70  | <b>70</b><br>60 - 80    | <b>100</b><br>75 - 110  |
| NT - Darwin                                 | <b>50</b><br>45 - 55 | <b>60</b><br>51 - 60 | <b>65</b><br>60 - 70  | <b>75</b><br>75 - 80    | <b>100</b><br>90 - 110  |

| <b>FUNDS MANAGEMENT</b>                     | <b>Administrator</b> | <b>Senior Administrator</b> | <b>Manager</b>        | <b>Business Development Manager</b> | <b>General Manager</b>  |
|---|----------------------|-----------------------------|-----------------------|-------------------------------------|-------------------------|
| NSW - Sydney                                | <b>55</b><br>50 - 60 | <b>65</b><br>50 - 70        | <b>95</b><br>80 - 110 | <b>130</b><br>100 - 145             | <b>155</b><br>135 - 165 |
| VIC - Melbourne                             | <b>60</b><br>55 - 70 | <b>65</b><br>60 - 70        | <b>90</b><br>80 - 100 | <b>110</b><br>90 - 130              | <b>145</b><br>130 - 155 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>50</b><br>50 - 55 | <b>55</b><br>50 - 65        | <b>85</b><br>80 - 90  | <b>100</b><br>100 - 125             | <b>140</b><br>130 - 160 |
| SA - Adelaide                               | <b>45</b><br>40 - 45 | <b>50</b><br>45 - 50        | <b>75</b><br>60 - 80  | <b>90</b><br>75 - 110               | <b>120</b><br>100 - 135 |
| WA - Perth                                  | <b>50</b><br>50 - 55 | <b>55</b><br>55 - 60        | <b>80</b><br>60 - 90  | <b>110</b><br>100 - 120             | <b>135</b><br>130 - 145 |
| ACT - Canberra                              | <b>50</b><br>40 - 60 | <b>55</b><br>50 - 60        | <b>80</b><br>75 - 90  | <b>110</b><br>100 - 120             | <b>145</b><br>130 - 155 |
| TAS - Hobart                                | <b>45</b><br>40 - 45 | <b>50</b><br>45 - 50        | <b>75</b><br>60 - 80  | <b>95</b><br>85 - 120               | <b>120</b><br>100 - 135 |
| NT - Darwin                                 | <b>45</b><br>40 - 45 | <b>45</b><br>45 - 50        | <b>80</b><br>75 - 90  | <b>110</b><br>100 - 120             | <b>135</b><br>130 - 145 |

|   | <b>Settlements Officer</b> | <b>Senior Settlements Officer</b> | <b>Supervisor</b>    | <b>Unit Registry</b> | <b>Unit Pricing</b>  |
|---|----------------------------|-----------------------------------|----------------------|----------------------|----------------------|
| NSW - Sydney                                | <b>65</b><br>55 - 72       | <b>65</b><br>55 - 72              | <b>80</b><br>75 - 90 | <b>57</b><br>50 - 60 | <b>65</b><br>60 - 70 |
| VIC - Melbourne                             | <b>60</b><br>55 - 65       | <b>65</b><br>60 - 75              | <b>80</b><br>70 - 90 | <b>55</b><br>50 - 60 | <b>65</b><br>60 - 70 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>55</b><br>45 - 60       | <b>60</b><br>55 - 65              | <b>75</b><br>65 - 85 | <b>55</b><br>45 - 60 | <b>55</b><br>50 - 60 |
| SA - Adelaide                               | <b>50</b><br>45 - 55       | <b>55</b><br>50 - 55              | <b>60</b><br>55 - 70 | <b>45</b><br>44 - 50 | <b>50</b><br>45 - 55 |
| WA - Perth                                  | <b>55</b><br>55 - 65       | <b>65</b><br>60 - 70              | <b>70</b><br>65 - 75 | <b>50</b><br>45 - 55 | <b>55</b><br>50 - 60 |
| ACT - Canberra                              | <b>50</b><br>45 - 55       | <b>55</b><br>50 - 60              | <b>65</b><br>60 - 70 | <b>45</b><br>44 - 55 | <b>50</b><br>45 - 55 |
| TAS - Hobart                                | <b>50</b><br>45 - 55       | <b>55</b><br>50 - 55              | <b>60</b><br>55 - 70 | <b>45</b><br>44 - 50 | <b>45</b><br>44 - 50 |
| NT - Darwin                                 | <b>45</b><br>45 - 55       | <b>50</b><br>45 - 55              | <b>65</b><br>50 - 70 | <b>45</b><br>44 - 50 | <b>50</b><br>45 - 55 |

**NOTES:**

• All salaries shown are exclusive of superannuation

# BANKING

| FUNDS MANAGEMENT                            | Client Services Officer | Client Services Supervisor | Client Services Manager |
|---|-------------------------|----------------------------|-------------------------|
| NSW - Sydney                                | <b>60</b><br>55 - 65    | <b>75</b><br>70 - 85       | <b>95</b><br>85 - 105   |
| VIC - Melbourne                             | <b>55</b><br>50 - 60    | <b>70</b><br>65 - 80       | <b>80</b><br>75 - 95    |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>60</b><br>50 - 65    | <b>70</b><br>65 - 80       | <b>75</b><br>70 - 80    |
| SA - Adelaide                               | <b>55</b><br>45 - 55    | <b>65</b><br>55 - 70       | <b>65</b><br>55 - 70    |
| WA - Perth                                  | <b>55</b><br>50 - 60    | <b>65</b><br>60 - 70       | <b>75</b><br>70 - 85    |
| ACT - Canberra                              | <b>45</b><br>44 - 50    | <b>60</b><br>55 - 70       | <b>70</b><br>65 - 80    |
| TAS - Hobart                                | <b>50</b><br>45 - 55    | <b>55</b><br>46 - 55       | <b>65</b><br>55 - 70    |
| NT - Darwin                                 | <b>50</b><br>44 - 55    | <b>65</b><br>55 - 70       | <b>65</b><br>55 - 70    |

| TREASURY INVESTMENT OPERATIONS              | Settlements Officer  | Senior Settlements Officer | Reconciliations Officer | Payments Officer     | Supervisor/<br>Senior Manager |
|---|----------------------|----------------------------|-------------------------|----------------------|-------------------------------|
| NSW - Sydney                                | <b>65</b><br>55 - 65 | <b>75</b><br>60 - 80       | <b>60</b><br>55 - 65    | <b>65</b><br>60 - 70 | <b>80</b><br>75 - 85          |
| VIC - Melbourne                             | <b>60</b><br>55 - 65 | <b>70</b><br>60 - 75       | <b>60</b><br>50 - 65    | <b>60</b><br>55 - 70 | <b>80</b><br>75 - 90          |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>55</b><br>45 - 60 | <b>60</b><br>55 - 60       | <b>50</b><br>45 - 50    | <b>60</b><br>55 - 65 | <b>80</b><br>70 - 85          |
| SA - Adelaide                               | <b>50</b><br>45 - 55 | <b>55</b><br>50 - 60       | <b>50</b><br>45 - 60    | <b>55</b><br>50 - 60 | <b>75</b><br>65 - 80          |
| WA - Perth                                  | <b>55</b><br>50 - 55 | <b>55</b><br>55 - 60       | <b>55</b><br>50 - 60    | <b>55</b><br>50 - 60 | <b>75</b><br>65 - 80          |
| ACT - Canberra                              | <b>50</b><br>45 - 55 | <b>55</b><br>50 - 60       | <b>50</b><br>45 - 60    | <b>55</b><br>50 - 60 | <b>75</b><br>65 - 80          |
| TAS - Hobart                                | <b>50</b><br>45 - 55 | <b>55</b><br>50 - 60       | <b>50</b><br>45 - 60    | <b>55</b><br>50 - 60 | <b>75</b><br>65 - 80          |
| NT - Darwin                                 | <b>50</b><br>45 - 55 | <b>55</b><br>50 - 60       | <b>50</b><br>45 - 60    | <b>55</b><br>50 - 60 | <b>75</b><br>65 - 80          |

| MIDDLE OFFICE                               | Portfolio Analyst      | Performance & Attribution | Research Analyst      | Trade Support        | Corporate Actions    |
|---|------------------------|---------------------------|-----------------------|----------------------|----------------------|
| NSW - Sydney                                | <b>100</b><br>90 - 110 | <b>110</b><br>100 - 120   | <b>95</b><br>85 - 110 | <b>85</b><br>75 - 95 | <b>90</b><br>80 - 95 |
| VIC - Melbourne                             | <b>100</b><br>90 - 110 | <b>110</b><br>100 - 130   | <b>85</b><br>80 - 110 | <b>80</b><br>70 - 90 | <b>70</b><br>65 - 80 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>95</b><br>80 - 105  | <b>100</b><br>85 - 120    | <b>82</b><br>75 - 110 | <b>75</b><br>65 - 85 | <b>55</b><br>50 - 60 |
| SA - Adelaide                               | <b>82</b><br>75 - 100  | <b>87</b><br>80 - 100     | <b>82</b><br>75 - 110 | <b>75</b><br>65 - 85 | <b>50</b><br>45 - 50 |
| WA - Perth                                  | <b>85</b><br>75 - 100  | <b>90</b><br>80 - 100     | <b>85</b><br>75 - 110 | <b>75</b><br>65 - 85 | <b>55</b><br>50 - 65 |
| ACT - Canberra                              | <b>82</b><br>75 - 100  | <b>87</b><br>80 - 100     | <b>82</b><br>75 - 110 | <b>75</b><br>65 - 85 | <b>45</b><br>45 - 60 |
| TAS - Hobart                                | <b>82</b><br>75 - 100  | <b>87</b><br>80 - 100     | <b>82</b><br>75 - 110 | <b>75</b><br>65 - 85 | <b>55</b><br>50 - 65 |
| NT - Darwin                                 | <b>82</b><br>75 - 100  | <b>87</b><br>80 - 100     | <b>82</b><br>75 - 110 | <b>75</b><br>65 - 85 | <b>55</b><br>50 - 65 |

## NOTES:

- All salaries shown are exclusive of superannuation

# BANKING

| TRADE FINANCE                               | Processing Officer   | Senior Processing Officer | Team Leader          | Manager                |
|---|----------------------|---------------------------|----------------------|------------------------|
| NSW - Sydney                                | <b>55</b><br>50 - 60 | <b>65</b><br>60 - 70      | <b>80</b><br>75 - 85 | <b>100</b><br>90 - 115 |
| VIC - Melbourne                             | <b>55</b><br>45 - 60 | <b>60</b><br>50 - 65      | <b>70</b><br>60 - 75 | <b>110</b><br>75 - 110 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>47</b><br>45 - 50 | <b>50</b><br>50 - 57      | <b>60</b><br>55 - 75 | <b>90</b><br>75 - 110  |
| SA - Adelaide                               | <b>47</b><br>45 - 50 | <b>50</b><br>46 - 50      | <b>60</b><br>51 - 60 | <b>80</b><br>65 - 80   |
| WA - Perth                                  | <b>50</b><br>50 - 55 | <b>55</b><br>55 - 60      | <b>65</b><br>60 - 70 | <b>90</b><br>75 - 100  |
| ACT - Canberra                              | <b>47</b><br>45 - 50 | <b>46</b><br>46 - 50      | <b>55</b><br>51 - 55 | <b>65</b><br>60 - 70   |
| TAS - Hobart                                | <b>47</b><br>45 - 50 | <b>50</b><br>46 - 50      | <b>60</b><br>51 - 60 | <b>80</b><br>65 - 80   |
| NT - Darwin                                 | <b>47</b><br>45 - 50 | <b>50</b><br>50 - 60      | <b>60</b><br>55 - 65 | <b>90</b><br>75 - 110  |

| FINANCIAL PLANNING                          | Client Services      | Paraplanner          | Senior Paraplanner    | Associate Advisor    | Financial Planner      |
|---|----------------------|----------------------|-----------------------|----------------------|------------------------|
| NSW - Sydney                                | <b>63</b><br>55 - 75 | <b>80</b><br>70 - 90 | <b>95</b><br>80 - 110 | <b>80</b><br>75 - 90 | <b>100</b><br>80 - 110 |
| VIC - Melbourne                             | <b>60</b><br>55 - 70 | <b>75</b><br>70 - 80 | <b>85</b><br>75 - 95  | <b>80</b><br>65 - 95 | <b>95</b><br>85 - 105  |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>55</b><br>50 - 65 | <b>70</b><br>60 - 85 | <b>85</b><br>75 - 90  | <b>75</b><br>70 - 95 | <b>100</b><br>85 - 110 |
| SA - Adelaide                               | <b>60</b><br>45 - 65 | <b>70</b><br>60 - 70 | <b>75</b><br>70 - 85  | <b>77</b><br>70 - 80 | <b>85</b><br>80 - 90   |
| WA - Perth                                  | <b>60</b><br>55 - 70 | <b>75</b><br>65 - 80 | <b>85</b><br>75 - 100 | <b>75</b><br>70 - 80 | <b>90</b><br>80 - 95   |
| ACT - Canberra                              | <b>55</b><br>45 - 65 | <b>70</b><br>65 - 80 | <b>85</b><br>70 - 90  | <b>75</b><br>65 - 85 | <b>100</b><br>85 - 120 |
| TAS - Hobart                                | <b>60</b><br>45 - 65 | <b>70</b><br>60 - 70 | <b>68</b><br>65 - 80  | <b>68</b><br>50 - 70 | <b>100</b><br>85 - 120 |
| NT - Darwin                                 | <b>55</b><br>45 - 65 | <b>70</b><br>60 - 75 | <b>75</b><br>70 - 80  | <b>70</b><br>60 - 75 | <b>90</b><br>85 - 110  |

|   | Senior Financial Planner | Financial Planning Manager | Head of Financial Planning | Practice Development Manager |
|---|--------------------------|----------------------------|----------------------------|------------------------------|
| NSW - Sydney                                | <b>120</b><br>100 - 150  | <b>160</b><br>130 - 180    | <b>230</b><br>200 - 280    | <b>150</b><br>120 - 170      |
| VIC - Melbourne                             | <b>110</b><br>90 - 120   | <b>140</b><br>120 - 160    | <b>220</b><br>200 - 250    | <b>135</b><br>110 - 160      |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>120</b><br>100 - 120  | <b>150</b><br>120 - 160    | <b>200</b><br>180 - 230    | <b>130</b><br>110 - 140      |
| SA - Adelaide                               | <b>100</b><br>80 - 110   | <b>125</b><br>110 - 135    | <b>145</b><br>135 - 165    | <b>128</b><br>100 - 137      |
| WA - Perth                                  | <b>120</b><br>110 - 130  | <b>125</b><br>110 - 140    | <b>180</b><br>150 - 200    | <b>130</b><br>100 - 150      |
| ACT - Canberra                              | <b>120</b><br>90 - 140   | <b>140</b><br>110 - 150    | <b>140</b><br>110 - 180    | <b>130</b><br>100 - 140      |
| TAS - Hobart                                | <b>110</b><br>90 - 130   | <b>125</b><br>110 - 135    | <b>145</b><br>135 - 165    | <b>130</b><br>100 - 135      |
| NT - Darwin                                 | <b>100</b><br>80 - 110   | <b>125</b><br>110 - 135    | <b>145</b><br>135 - 165    | <b>130</b><br>100 - 135      |

#### NOTES:

- All salaries shown are exclusive of superannuation

# BANKING

| CREDIT, MARKET & OPERATIONAL RISK           | Junior Analyst       | Senior Analyst        | Manager                 | Senior Manager          | Head of                 |
|---|----------------------|-----------------------|-------------------------|-------------------------|-------------------------|
| NSW - Sydney                                | <b>75</b><br>68 - 85 | <b>85</b><br>75 - 100 | <b>110</b><br>100 - 135 | <b>160</b><br>130 - 200 | <b>220</b><br>180 - 250 |
| VIC - Melbourne                             | <b>65</b><br>60 - 75 | <b>90</b><br>75 - 100 | <b>120</b><br>110 - 135 | <b>160</b><br>140 - 185 | <b>205</b><br>180 - 230 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>50</b><br>46 - 55 | <b>80</b><br>70 - 85  | <b>110</b><br>100 - 120 | <b>135</b><br>130 - 145 | <b>185</b><br>175 - 190 |
| SA - Adelaide                               | <b>50</b><br>46 - 55 | <b>65</b><br>55 - 70  | <b>80</b><br>68 - 85    | <b>82</b><br>75 - 90    | <b>120</b><br>100 - 135 |
| WA - Perth                                  | <b>50</b><br>50 - 55 | <b>70</b><br>60 - 80  | <b>110</b><br>100 - 120 | <b>130</b><br>125 - 145 | <b>185</b><br>175 - 200 |
| ACT - Canberra                              | <b>50</b><br>46 - 55 | <b>60</b><br>50 - 70  | <b>110</b><br>90 - 120  | <b>120</b><br>100 - 150 | <b>140</b><br>100 - 200 |
| TAS - Hobart                                | <b>47</b><br>46 - 50 | <b>60</b><br>50 - 70  | <b>78</b><br>68 - 82    | <b>82</b><br>75 - 90    | <b>120</b><br>100 - 135 |
| NT - Darwin                                 | <b>47</b><br>46 - 50 | <b>60</b><br>50 - 70  | <b>78</b><br>70 - 82    | <b>82</b><br>75 - 90    | <b>120</b><br>100 - 135 |

| QUANTITATIVE RISK                           | Junior Analyst       | Senior Analyst          | Manager                 | Senior Manager          | Head of                 |
|---|----------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| NSW - Sydney                                | <b>80</b><br>75 - 85 | <b>125</b><br>100 - 150 | <b>160</b><br>130 - 180 | <b>200</b><br>175 - 225 | <b>275</b><br>200 - 300 |
| VIC - Melbourne                             | <b>80</b><br>70 - 85 | <b>120</b><br>100 - 140 | <b>150</b><br>135 - 170 | <b>190</b><br>170 - 200 | <b>240</b><br>200 - 260 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>75</b><br>70 - 80 | <b>120</b><br>100 - 130 | <b>135</b><br>130 - 165 | <b>175</b><br>165 - 185 | <b>210</b><br>185 - 220 |
| SA - Adelaide                               | <b>55</b><br>50 - 75 | <b>82</b><br>75 - 100   | <b>110</b><br>100 - 120 | <b>137</b><br>120 - 155 | <b>165</b><br>155 - 205 |
| WA - Perth                                  | <b>70</b><br>60 - 80 | <b>110</b><br>90 - 130  | <b>140</b><br>130 - 160 | <b>160</b><br>150 - 180 | <b>200</b><br>180 - 250 |
| ACT - Canberra                              | <b>55</b><br>50 - 75 | <b>85</b><br>75 - 100   | <b>110</b><br>100 - 130 | <b>135</b><br>120 - 155 | <b>165</b><br>155 - 200 |
| TAS - Hobart                                | <b>55</b><br>50 - 75 | <b>82</b><br>75 - 100   | <b>110</b><br>100 - 120 | <b>137</b><br>120 - 155 | <b>165</b><br>155 - 205 |
| NT - Darwin                                 | <b>55</b><br>50 - 75 | <b>85</b><br>80 - 100   | <b>110</b><br>100 - 120 | <b>137</b><br>120 - 155 | <b>165</b><br>155 - 205 |

| COMPLIANCE                                  | Junior Analyst       | Senior Analyst         | Manager                 | Senior Manager          | Head of                 |
|---|----------------------|------------------------|-------------------------|-------------------------|-------------------------|
| NSW - Sydney                                | <b>70</b><br>60 - 75 | <b>95</b><br>80 - 110  | <b>125</b><br>110 - 140 | <b>165</b><br>140 - 190 | <b>240</b><br>180 - 300 |
| VIC - Melbourne                             | <b>70</b><br>60 - 75 | <b>90</b><br>80 - 110  | <b>125</b><br>110 - 135 | <b>155</b><br>140 - 180 | <b>220</b><br>170 - 250 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>55</b><br>55 - 60 | <b>100</b><br>80 - 105 | <b>125</b><br>110 - 135 | <b>170</b><br>160 - 170 | <b>220</b><br>180 - 230 |
| SA - Adelaide                               | <b>47</b><br>46 - 50 | <b>60</b><br>50 - 70   | <b>90</b><br>70 - 100   | <b>110</b><br>80 - 120  | <b>120</b><br>100 - 135 |
| WA - Perth                                  | <b>55</b><br>50 - 60 | <b>90</b><br>80 - 100  | <b>110</b><br>90 - 130  | <b>140</b><br>120 - 160 | <b>180</b><br>150 - 200 |
| ACT - Canberra                              | <b>50</b><br>46 - 55 | <b>60</b><br>50 - 70   | <b>90</b><br>70 - 100   | <b>110</b><br>80 - 120  | <b>120</b><br>100 - 135 |
| TAS - Hobart                                | <b>47</b><br>46 - 50 | <b>60</b><br>50 - 70   | <b>90</b><br>70 - 100   | <b>110</b><br>80 - 120  | <b>120</b><br>100 - 135 |
| NT - Darwin                                 | <b>47</b><br>46 - 50 | <b>60</b><br>50 - 70   | <b>90</b><br>70 - 100   | <b>110</b><br>80 - 120  | <b>120</b><br>110 - 135 |

## NOTES:

- All salaries shown are exclusive of superannuation

# BANKING

| AML & REGULATORY RISK                       | Junior Analyst       | Senior Analyst        | Manager                 | Senior Manager          | Head of                 |
|---|----------------------|-----------------------|-------------------------|-------------------------|-------------------------|
| NSW - Sydney                                | <b>80</b><br>60 - 90 | <b>90</b><br>75 - 100 | <b>130</b><br>110 - 140 | <b>175</b><br>160 - 190 | <b>240</b><br>185 - 300 |
| VIC - Melbourne                             | <b>65</b><br>60 - 70 | <b>80</b><br>75 - 100 | <b>120</b><br>100 - 130 | <b>165</b><br>155 - 175 | <b>220</b><br>160 - 250 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>50</b><br>46 - 55 | <b>80</b><br>75 - 100 | <b>120</b><br>100 - 130 | <b>165</b><br>155 - 175 | <b>185</b><br>165 - 200 |
| SA - Adelaide                               | <b>47</b><br>46 - 50 | <b>70</b><br>55 - 75  | <b>90</b><br>70 - 100   | <b>110</b><br>90 - 135  | <b>135</b><br>120 - 155 |
| WA - Perth                                  | <b>55</b><br>50 - 60 | <b>90</b><br>75 - 100 | <b>110</b><br>90 - 130  | <b>140</b><br>120 - 150 | <b>180</b><br>150 - 200 |
| ACT - Canberra                              | <b>50</b><br>46 - 55 | <b>70</b><br>55 - 75  | <b>90</b><br>70 - 100   | <b>110</b><br>90 - 135  | <b>140</b><br>120 - 170 |
| TAS - Hobart                                | <b>47</b><br>46 - 50 | <b>70</b><br>55 - 75  | <b>90</b><br>70 - 100   | <b>110</b><br>90 - 135  | <b>135</b><br>120 - 155 |
| NT - Darwin                                 | <b>50</b><br>46 - 55 | <b>70</b><br>60 - 75  | <b>90</b><br>70 - 100   | <b>115</b><br>100 - 140 | <b>150</b><br>130 - 155 |

| TRANSACTIONAL BANKING                       | Account Manager       | Transaction Banking Manager | Senior Transaction Banking Manager | Implementation Manager | Business Development Manager |
|---|-----------------------|-----------------------------|------------------------------------|------------------------|------------------------------|
| NSW - Sydney                                | <b>85</b><br>75 - 100 | <b>100</b><br>85 - 120      | <b>120</b><br>110 - 140            | <b>105</b><br>85 - 115 | <b>125</b><br>100 - 140      |
| VIC - Melbourne                             | <b>82</b><br>75 - 90  | <b>100</b><br>85 - 110      | <b>120</b><br>110 - 135            | <b>100</b><br>80 - 110 | <b>120</b><br>100 - 130      |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>80</b><br>80 - 90  | <b>100</b><br>85 - 110      | <b>130</b><br>125 - 135            | <b>100</b><br>90 - 110 | <b>120</b><br>100 - 135      |
| SA - Adelaide                               | <b>78</b><br>75 - 80  | <b>82</b><br>78 - 87        | <b>100</b><br>90 - 110             | <b>100</b><br>85 - 105 | <b>110</b><br>100 - 115      |
| WA - Perth                                  | <b>80</b><br>75 - 90  | <b>100</b><br>80 - 110      | <b>120</b><br>110 - 130            | <b>100</b><br>80 - 110 | <b>120</b><br>100 - 130      |
| ACT - Canberra                              | <b>80</b><br>75 - 90  | <b>100</b><br>80 - 120      | <b>100</b><br>100 - 130            | <b>90</b><br>85 - 100  | <b>100</b><br>90 - 120       |
| TAS - Hobart                                | <b>78</b><br>75 - 80  | <b>82</b><br>78 - 87        | <b>100</b><br>90 - 110             | <b>100</b><br>85 - 105 | <b>110</b><br>100 - 115      |
| NT - Darwin                                 | <b>78</b><br>75 - 80  | <b>100</b><br>80 - 110      | <b>120</b><br>110 - 130            | <b>90</b><br>80 - 100  | <b>110</b><br>100 - 120      |

| PRIVATE BANKING                             | Assistant Private Banker | Private Banker         | Senior Private Banker   | Executive/Manager       |
|---|--------------------------|------------------------|-------------------------|-------------------------|
| NSW - Sydney                                | <b>85</b><br>65 - 90     | <b>100</b><br>90 - 110 | <b>130</b><br>120 - 150 | <b>185</b><br>165 - 200 |
| VIC - Melbourne                             | <b>75</b><br>65 - 85     | <b>100</b><br>80 - 110 | <b>130</b><br>115 - 145 | <b>165</b><br>125 - 185 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>75</b><br>65 - 80     | <b>100</b><br>85 - 105 | <b>130</b><br>110 - 140 | <b>150</b><br>130 - 170 |
| SA - Adelaide                               | <b>65</b><br>60 - 70     | <b>80</b><br>70 - 85   | <b>85</b><br>70 - 90    | <b>110</b><br>90 - 120  |
| WA - Perth                                  | <b>80</b><br>70 - 90     | <b>120</b><br>90 - 130 | <b>130</b><br>120 - 150 | <b>170</b><br>150 - 180 |
| ACT - Canberra                              | <b>70</b><br>60 - 80     | <b>95</b><br>80 - 110  | <b>110</b><br>100 - 130 | <b>130</b><br>120 - 150 |
| TAS - Hobart                                | <b>65</b><br>55 - 70     | <b>100</b><br>80 - 110 | <b>82</b><br>73 - 87    | <b>110</b><br>100 - 128 |
| NT - Darwin                                 | <b>55</b><br>50 - 60     | <b>80</b><br>65 - 90   | <b>85</b><br>75 - 90    | <b>120</b><br>100 - 145 |

#### NOTES:

• All salaries shown are exclusive of superannuation

# INSURANCE



## AUSTRALIA

Whilst change is inevitable, Australia's general and life insurance industries are facing numerous transformations that will radically alter the landscape and the way insurers do business. For those riding this roller coaster of change and transition, there will be significant job opportunities across the industry, allowing skilled candidates to advance their career and new entrants to build the foundation of a strong and lasting vocation.

One of the drivers of change is the Banking Royal Commission. Its impact is being felt across the industry and Commissioner Hayne's list of recommended changes, designed to bring life and general insurance in line with the more heavily regulated financial services sector, could lead to further new job opportunities as organisations prepare for possible reforms. As a result, we expect to see increased demand within risk and compliance, underwriting, analytics and claims.

Given that there is already a shortage of insurance professionals with experience handling complex insurance claims, this demand will see salaries increase. Adding to salary pressure is life insurers' reluctance to recruit and upskill entry-level candidates, with senior claims candidates instead preferred. Employers will however recruit workers' compensation claims professionals as they understand a similar claims cycle and are willing to move for an increase in salary.

On the other hand, large general insurers are taking a different approach. Adverse weather conditions lead to workload peaks in claims and the subsequent need for high-volume recruitment drives to secure people for short-term contracts. When recruiting for these entry-level roles, customer service skills and resilience are the main attributes sought.

We also note a peak in requirements for assessing professionals nationally, both property and motor, which is driving up salaries.

Brokers meanwhile are under heavy scrutiny and are retaining the most skilled employees to ensure their continued growth and retention of business portfolios. Assistant Account Executives with exposure

to specific insurance software are in high demand and salaries have increased in order to attract and retain experienced professionals. Compliance professionals have also been sought within broking to undertake auditing and process improvement projects.

“ We expect to see increased demand within risk and compliance, underwriting, analytics and claims. ”

Underwriters are increasingly sought to supply quotes and issue policies in less than a day. Technology has continued to positively disrupt the underwriting process by providing real time data to analyse risks accurately. Although there is less demand for Underwriters, salaries have been stable and organisations are under increasing pressure to retain their experienced staff. Underwriters play an integral role in the relationship between customer and insurer, allowing for a speedy response and accurate decisions regarding policy coverage and price.

Given the importance placed on underwriting, demand will also rise for contract data analytics, business analysis and project management skills.

In a final trend, climate change has become a talking point within the insurance industry. The number of high risk regions across Australia is increasing and it is possible that some may become 'uninsurable' in future. As a result, demand is rising for climate change experts who can paint a better picture for boards of what the future of insurance will look like.

## NEW ZEALAND

New Zealand's insurance market is active, with various trends impacting skills in demand.

One is the continued movement of Brokers either back into underwriting or overseas after gaining three to five years of experience. This is creating high

demand for skilled and experienced Commercial Brokers. In response, employers have begun to consider candidates from Australia and the UK.

Another is the trend of brokerages bringing their claims in-house in order to increase customer service and create a one-stop shop for all insurance needs. This is fuelling demand for end-to-end claims professionals with a holistic understanding of the claims process. Meanwhile, population growth will also add to ongoing demand for claims professionals.

Property Underwriters and Property Loss Adjusters are highly sought after too due to New Zealand's strong residential construction industry as well as the increase in the commercial property market.

We also expect to see growing demand for financial advice providers with a level five qualification due to new legislation. By the end of 2020, this will be a requirement for all Brokers and broker support professionals.

Salaries in larger companies remain steady however smaller brokerages are offering increases in order to retain high performing staff and attract candidates from larger organisations. As a result, larger companies will need to assess their packages if they want to retain staff.

Finally, higher salaries are also being offered in specialist areas such as professional indemnity and liability.

# INSURANCE

| <b>SALES &amp; SERVICE</b>                  | <b>Customer Service Officer</b> | <b>Inbound/<br/>Outbound Sales Consultant</b> | <b>Team Leader</b>   | <b>Client Services Manager</b> | <b>Business Development Manager</b> |
|---|---------------------------------|---|----------------------|--------------------------------|-------------------------------------|
| NSW - Sydney                                | <b>52</b><br>50 - 57            | <b>55</b><br>55 - 62                          | <b>80</b><br>75 - 90 | <b>90</b><br>80 - 95           | <b>110</b><br>110 - 150             |
| VIC - Melbourne                             | <b>45</b><br>44 - 50            | <b>50</b><br>45 - 55                          | <b>65</b><br>55 - 75 | <b>75</b><br>65 - 85           | <b>90</b><br>75 - 110               |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>45</b><br>44 - 50            | <b>50</b><br>45 - 55                          | <b>60</b><br>55 - 65 | <b>82</b><br>75 - 90           | <b>90</b><br>82 - 110               |
| SA - Adelaide                               | <b>50</b><br>45 - 50            | <b>53</b><br>50 - 55                          | <b>63</b><br>55 - 65 | <b>68</b><br>60 - 70           | <b>95</b><br>70 - 100               |
| WA - Perth                                  | <b>46</b><br>44 - 50            | <b>46</b><br>44 - 50                          | <b>60</b><br>55 - 65 | <b>85</b><br>70 - 90           | <b>100</b><br>90 - 130              |
| ACT - Canberra                              | <b>45</b><br>45 - 50            | <b>44</b><br>44 - 46                          | <b>55</b><br>50 - 65 | <b>82</b><br>75 - 90           | <b>90</b><br>82 - 110               |
| TAS - Hobart                                | <b>48</b><br>45 - 50            | <b>48</b><br>44 - 50                          | <b>65</b><br>60 - 70 | <b>67</b><br>57 - 72           | <b>85</b><br>67 - 105               |
| NT - Darwin                                 | <b>45</b><br>44 - 46            | <b>44</b><br>44 - 46                          | <b>60</b><br>55 - 65 | <b>68</b><br>55 - 70           | <b>87</b><br>65 - 100               |
| New Zealand                                 | <b>46</b><br>42 - 55            | <b>48</b><br>42 - 58                          | <b>75</b><br>55 - 90 | <b>90</b><br>70 - 110          | <b>100</b><br>80 - 130              |

| <b>GENERAL INSURANCE UNDERWRITING</b>       | <b>Underwriting Assistant</b> | <b>Domestic Underwriter</b> | <b>Commercial Underwriter</b> | <b>Senior Technical Underwriter</b> | <b>Underwriting Manager</b> |
|---|-------------------------------|-----------------------------|-------------------------------|-------------------------------------|-----------------------------|
| NSW - Sydney                                | <b>55</b><br>50 - 55          | <b>68</b><br>60 - 75        | <b>100</b><br>85 - 115        | <b>120</b><br>105 - 140             | <b>170</b><br>145 - 200     |
| VIC - Melbourne                             | <b>50</b><br>50 - 55          | <b>65</b><br>60 - 75        | <b>85</b><br>75 - 100         | <b>100</b><br>80 - 110              | <b>135</b><br>120 - 155     |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>50</b><br>49 - 55          | <b>60</b><br>55 - 75        | <b>70</b><br>65 - 90          | <b>80</b><br>70 - 100               | <b>100</b><br>90 - 120      |
| SA - Adelaide                               | <b>55</b><br>50 - 55          | <b>60</b><br>55 - 65        | <b>75</b><br>65 - 100         | <b>80</b><br>70 - 100               | <b>100</b><br>90 - 110      |
| WA - Perth                                  | <b>49</b><br>49 - 50          | <b>55</b><br>51 - 60        | <b>80</b><br>75 - 90          | <b>115</b><br>100 - 130             | <b>130</b><br>110 - 145     |
| ACT - Canberra                              | <b>50</b><br>49 - 55          | <b>60</b><br>51 - 70        | <b>70</b><br>65 - 80          | <b>80</b><br>70 - 90                | <b>100</b><br>90 - 110      |
| TAS - Hobart                                | <b>50</b><br>49 - 55          | <b>55</b><br>51 - 60        | <b>78</b><br>67 - 105         | <b>85</b><br>72 - 102               | <b>105</b><br>94 - 112      |
| NT - Darwin                                 | <b>50</b><br>49 - 55          | <b>51</b><br>51 - 55        | <b>75</b><br>65 - 100         | <b>80</b><br>70 - 100               | <b>100</b><br>90 - 110      |
| New Zealand                                 | <b>53</b><br>45 - 60          | <b>68</b><br>50 - 80        | <b>90</b><br>65 - 120         | <b>120</b><br>75 - 150              | <b>140</b><br>100 - 180     |

**NOTES:**

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- New Zealand salaries are represented in New Zealand dollars
- All salaries are representative of the total package value

# INSURANCE

| GENERAL INSURANCE BROKING                   | Assistant Account Executive | Account Executive    | Account Broker        | Senior Account Broker  | Divisional Manager      |
|---|-----------------------------|----------------------|-----------------------|------------------------|-------------------------|
| NSW - Sydney                                | <b>50</b><br>44 - 60        | <b>65</b><br>55 - 75 | <b>85</b><br>75 - 95  | <b>110</b><br>95 - 130 | <b>135</b><br>105 - 140 |
| VIC - Melbourne                             | <b>55</b><br>50 - 65        | <b>65</b><br>55 - 75 | <b>75</b><br>65 - 90  | <b>90</b><br>80 - 120  | <b>130</b><br>120 - 135 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>50</b><br>44 - 55        | <b>65</b><br>55 - 75 | <b>75</b><br>65 - 82  | <b>90</b><br>80 - 110  | <b>110</b><br>90 - 130  |
| SA - Adelaide                               | <b>50</b><br>44 - 55        | <b>65</b><br>60 - 70 | <b>78</b><br>75 - 80  | <b>90</b><br>80 - 90   | <b>105</b><br>90 - 120  |
| WA - Perth                                  | <b>46</b><br>45 - 50        | <b>60</b><br>55 - 65 | <b>80</b><br>75 - 90  | <b>90</b><br>80 - 110  | <b>115</b><br>90 - 135  |
| ACT - Canberra                              | <b>45</b><br>44 - 55        | <b>55</b><br>45 - 70 | <b>65</b><br>55 - 80  | <b>85</b><br>75 - 100  | <b>100</b><br>90 - 120  |
| TAS - Hobart                                | <b>50</b><br>44 - 55        | <b>60</b><br>55 - 70 | <b>67</b><br>55 - 75  | <b>83</b><br>77 - 92   | <b>108</b><br>92 - 124  |
| NT - Darwin                                 | <b>48</b><br>44 - 55        | <b>60</b><br>50 - 65 | <b>73</b><br>55 - 78  | <b>90</b><br>75 - 90   | <b>105</b><br>90 - 120  |
| New Zealand                                 | <b>55</b><br>45 - 65        | <b>68</b><br>60 - 80 | <b>80</b><br>65 - 100 | <b>100</b><br>80 - 130 | <b>150</b><br>100 - 180 |

| GENERAL INSURANCE CLAIMS                    | Domestic Claims Assessor | Commercial Claims Assessor | Senior Technical Claims Assessor | Claims Team Leader    | Claims Manager          |
|---|--------------------------|----------------------------|----------------------------------|-----------------------|-------------------------|
| NSW - Sydney                                | <b>58</b><br>55 - 65     | <b>70</b><br>62 - 82       | <b>80</b><br>80 - 100            | <b>90</b><br>85 - 105 | <b>120</b><br>100 - 150 |
| VIC - Melbourne                             | <b>50</b><br>48 - 60     | <b>65</b><br>60 - 75       | <b>85</b><br>75 - 100            | <b>85</b><br>78 - 100 | <b>115</b><br>90 - 125  |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>50</b><br>48 - 55     | <b>64</b><br>55 - 75       | <b>87</b><br>75 - 100            | <b>87</b><br>78 - 100 | <b>115</b><br>100 - 125 |
| SA - Adelaide                               | <b>60</b><br>55 - 60     | <b>65</b><br>60 - 75       | <b>87</b><br>78 - 100            | <b>87</b><br>78 - 100 | <b>115</b><br>100 - 125 |
| WA - Perth                                  | <b>50</b><br>48 - 55     | <b>65</b><br>60 - 75       | <b>80</b><br>75 - 95             | <b>90</b><br>80 - 100 | <b>115</b><br>100 - 130 |
| ACT - Canberra                              | <b>50</b><br>48 - 55     | <b>65</b><br>60 - 75       | <b>87</b><br>75 - 95             | <b>90</b><br>80 - 100 | <b>115</b><br>100 - 120 |
| TAS - Hobart                                | <b>52</b><br>50 - 55     | <b>65</b><br>62 - 75       | <b>90</b><br>79 - 105            | <b>90</b><br>80 - 100 | <b>115</b><br>100 - 125 |
| NT - Darwin                                 | <b>48</b><br>48 - 50     | <b>64</b><br>60 - 75       | <b>87</b><br>78 - 100            | <b>87</b><br>78 - 100 | <b>115</b><br>100 - 125 |
| New Zealand                                 | <b>58</b><br>45 - 65     | <b>70</b><br>55 - 80       | <b>85</b><br>70 - 110            | <b>90</b><br>60 - 110 | <b>100</b><br>85 - 140  |

## NOTES:

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- New Zealand salaries are represented in New Zealand dollars
- All salaries are representative of the total package value

# INSURANCE

| LOSS ADJUSTING/ASSESSING                    | Loss Assessor/<br>Adjustor | Senior Loss<br>Assessor/Adjustor | Technical/<br>Specialist Loss<br>Assessor/Adjustor | Assessing<br>Manager    |
|---|----------------------------|----------------------------------|--|-------------------------|
| NSW - Sydney                                | <b>55</b><br>55 - 75       | <b>70</b><br>70 - 85             | <b>105</b><br>85 - 120                             | <b>120</b><br>110 - 135 |
| VIC - Melbourne                             | <b>55</b><br>50 - 70       | <b>70</b><br>65 - 85             | <b>80</b><br>75 - 90                               | <b>90</b><br>85 - 120   |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>55</b><br>50 - 70       | <b>70</b><br>60 - 80             | <b>80</b><br>75 - 90                               | <b>90</b><br>82 - 110   |
| SA - Adelaide                               | <b>50</b><br>48 - 53       | <b>50</b><br>48 - 55             | <b>68</b><br>50 - 70                               | <b>82</b><br>68 - 82    |
| WA - Perth                                  | <b>50</b><br>48 - 60       | <b>65</b><br>60 - 80             | <b>85</b><br>75 - 100                              | <b>110</b><br>90 - 130  |
| ACT - Canberra                              | <b>50</b><br>48 - 55       | <b>65</b><br>50 - 70             | <b>75</b><br>55 - 80                               | <b>82</b><br>75 - 90    |
| TAS - Hobart                                | <b>50</b><br>48 - 53       | <b>50</b><br>48 - 60             | <b>65</b><br>55 - 75                               | <b>82</b><br>75 - 90    |
| NT - Darwin                                 | <b>48</b><br>48 - 50       | <b>50</b><br>48 - 55             | <b>68</b><br>50 - 70                               | <b>80</b><br>68 - 82    |
| New Zealand                                 | <b>75</b><br>55 - 90       | <b>95</b><br>80 - 125            | <b>120</b><br>80 - 140                             | <b>125</b><br>80 - 145  |

| WORKERS COMPENSATION                        | Claims Assessor      | Case Manager         | Senior Case<br>Manager | Team Leader           | Manager                 |
|---|----------------------|----------------------|------------------------|-----------------------|-------------------------|
| NSW - Sydney                                | <b>70</b><br>60 - 85 | <b>70</b><br>60 - 85 | <b>85</b><br>75 - 100  | <b>90</b><br>80 - 95  | <b>140</b><br>120 - 150 |
| VIC - Melbourne                             | <b>55</b><br>50 - 60 | <b>65</b><br>60 - 70 | <b>75</b><br>70 - 85   | <b>90</b><br>75 - 95  | <b>100</b><br>90 - 120  |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>55</b><br>50 - 60 | <b>55</b><br>50 - 60 | <b>60</b><br>55 - 70   | <b>70</b><br>65 - 80  | <b>80</b><br>73 - 100   |
| SA - Adelaide                               | <b>55</b><br>50 - 60 | <b>58</b><br>50 - 60 | <b>65</b><br>60 - 70   | <b>65</b><br>55 - 65  | <b>70</b><br>60 - 75    |
| WA - Perth                                  | <b>55</b><br>50 - 70 | <b>70</b><br>60 - 80 | <b>80</b><br>75 - 90   | <b>85</b><br>80 - 90  | <b>110</b><br>90 - 130  |
| ACT - Canberra                              | <b>55</b><br>46 - 68 | <b>70</b><br>48 - 85 | <b>75</b><br>65 - 90   | <b>85</b><br>70 - 95  | <b>100</b><br>82 - 120  |
| TAS - Hobart                                | <b>50</b><br>46 - 55 | <b>55</b><br>46 - 65 | <b>60</b><br>55 - 65   | <b>60</b><br>50 - 62  | <b>70</b><br>60 - 75    |
| NT - Darwin                                 | <b>50</b><br>46 - 60 | <b>55</b><br>46 - 60 | <b>60</b><br>55 - 65   | <b>75</b><br>68 - 78  | <b>82</b><br>78 - 100   |
| New Zealand                                 | <b>65</b><br>50 - 75 | <b>75</b><br>55 - 90 | <b>80</b><br>70 - 95   | <b>90</b><br>60 - 100 | <b>100</b><br>75 - 130  |

## NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars
- All salaries are representative of the total package value

# INSURANCE

| LIFE INSURANCE                              | Group Life Administrator | Life Claims Assessor | Senior Claims Assessor | Claims Team Leader      | Claims Manager          |
|---|--------------------------|----------------------|------------------------|-------------------------|-------------------------|
| NSW - Sydney                                | <b>55</b><br>55 - 60     | <b>85</b><br>75 - 90 | <b>110</b><br>95 - 120 | <b>130</b><br>110 - 140 | <b>150</b><br>130 - 180 |
| VIC - Melbourne                             | <b>50</b><br>45 - 55     | <b>75</b><br>70 - 80 | <b>90</b><br>80 - 100  | <b>100</b><br>95 - 120  | <b>115</b><br>110 - 135 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>48</b><br>45 - 55     | <b>60</b><br>50 - 65 | <b>68</b><br>60 - 78   | <b>75</b><br>65 - 85    | <b>100</b><br>82 - 110  |
| SA - Adelaide                               | <b>46</b><br>44 - 46     | <b>60</b><br>50 - 65 | <b>70</b><br>60 - 78   | <b>70</b><br>65 - 75    | <b>90</b><br>75 - 110   |
| WA - Perth                                  | <b>46</b><br>44 - 50     | <b>60</b><br>48 - 65 | <b>73</b><br>68 - 78   | <b>68</b><br>65 - 75    | <b>82</b><br>75 - 90    |
| ACT - Canberra                              | <b>46</b><br>44 - 50     | <b>60</b><br>50 - 65 | <b>70</b><br>60 - 80   | <b>75</b><br>65 - 85    | <b>100</b><br>80 - 110  |
| TAS - Hobart                                | <b>44</b><br>44 - 46     | <b>57</b><br>50 - 60 | <b>65</b><br>60 - 78   | <b>68</b><br>65 - 75    | <b>100</b><br>82 - 110  |
| NT - Darwin                                 | <b>46</b><br>44 - 46     | <b>55</b><br>48 - 60 | <b>65</b><br>55 - 68   | <b>65</b><br>55 - 70    | <b>73</b><br>55 - 75    |
| New Zealand                                 | <b>55</b><br>45 - 65     | <b>68</b><br>50 - 80 | <b>85</b><br>65 - 100  | <b>88</b><br>65 - 100   | <b>110</b><br>85 - 135  |

|   | Underwriting Support | Underwriter           | Senior Underwriter      | Underwriting Manager    | Chief Underwriter       |
|---|----------------------|-----------------------|-------------------------|-------------------------|-------------------------|
| NSW - Sydney                                | <b>60</b><br>55 - 70 | <b>82</b><br>75 - 105 | <b>110</b><br>100 - 130 | <b>160</b><br>130 - 190 | <b>180</b><br>170 - 220 |
| VIC - Melbourne                             | <b>50</b><br>45 - 55 | <b>80</b><br>70 - 100 | <b>115</b><br>100 - 130 | <b>130</b><br>115 - 160 | <b>170</b><br>160 - 210 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>52</b><br>46 - 60 | <b>70</b><br>65 - 80  | <b>90</b><br>82 - 100   | <b>90</b><br>82 - 110   | <b>100</b><br>90 - 130  |
| SA - Adelaide                               | <b>55</b><br>50 - 55 | <b>65</b><br>50 - 70  | <b>85</b><br>70 - 90    | <b>90</b><br>82 - 100   | <b>100</b><br>90 - 120  |
| WA - Perth                                  | <b>50</b><br>44 - 55 | <b>70</b><br>65 - 75  | <b>85</b><br>75 - 95    | <b>120</b><br>90 - 140  | <b>130</b><br>100 - 150 |
| ACT - Canberra                              | <b>52</b><br>46 - 55 | <b>70</b><br>65 - 80  | <b>90</b><br>82 - 100   | <b>100</b><br>82 - 120  | <b>100</b><br>90 - 120  |
| TAS - Hobart                                | <b>50</b><br>48 - 55 | <b>55</b><br>48 - 62  | <b>72</b><br>62 - 85    | <b>82</b><br>70 - 85    | <b>80</b><br>75 - 85    |
| NT - Darwin                                 | <b>46</b><br>44 - 55 | <b>70</b><br>48 - 75  | <b>82</b><br>70 - 85    | <b>90</b><br>82 - 100   | <b>100</b><br>90 - 120  |
| New Zealand                                 | <b>50</b><br>45 - 65 | <b>80</b><br>60 - 100 | <b>125</b><br>90 - 150  | <b>140</b><br>100 - 160 | <b>160</b><br>140 - 190 |

## NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars
- All salaries are representative of the total package value

# OFFICE SUPPORT



## AUSTRALIA

Australia's office support job market remains buoyant, with demand focused on candidates with hybrid skills and a constant learning mindset in response to the automation of repetitive and routine job tasks.

Those office support professionals who embrace automation and use it for efficiency gains, while simultaneously upskilling in order to add greater value to their organisation, will therefore see continued career success in the year ahead.

In terms of specific skills in demand, Executive Assistants (EAs) are sought, particularly senior candidates with board experience.

Entry-level Receptionists and Administrators are in short supply too. Employers require candidates who are proficient in MYOB, XERO, SAP and PRONTO.

Accountancy practices and legal firms require Office Managers and EAs with a professional services background. As a result, salaries have increased as these employers attempt to attract and secure highly experienced candidates.

Professional services employers also increasingly request candidates with experience using the MYOB Accountants Enterprise suite. As this is a fairly new accounting system, candidates with this experience are rare.

Meanwhile, the impact of the Banking Royal Commission will continue to fuel short-term project administration roles within the financial services sector. These include Team Assistants with project experience and EAs who can support Project Directors. Given the short-term nature of these roles, higher hourly rates are available.

Office support professionals with mining, construction and manufacturing industry experience are also sought in Western Australia and Queensland. In particular demand are Mobilisation Administrators, Production Administrators and Document Controllers.

Turning to the software skills in demand, candidates with SAP expertise are now sought across most industries, whereas last year this demand was predominantly focused in the

manufacturing and mining industries.

Advanced Excel skills remain highly regarded, as do MYOB and Xero expertise.

For all office support roles, employers prefer hybrid candidates with diverse skills who can add greater value to an organisation. For example, a Receptionist with accounts payable experience or a Production Administrator with a forklift license. Employers look for candidates who will step outside their job description and assist in other areas when required. A positive can-do attitude and varied background ensures a candidate stands out.

Given demand, candidates with the technical expertise and soft skills required are receiving multiple offers. As a result, employers need to move quickly through their recruitment process if they are to secure their preferred candidate. They must also think outside the box, such as by offering a solid career progression pathway.

This is particularly crucial when salaries, for the most part, are remaining steady yet the expectations of candidates in demand are rising. Bridging this gap will be a challenge for employers in the year ahead.

Already employers in certain locations, notably Western Australia and Queensland, have increased salaries for experienced candidates. Whether other states follow suit remains to be seen.

We've also seen salary growth in regional locations as organisations attempt to attract skills in short supply from major cities.

Within the government sector, EAs are in greatest demand. Rather than APS3 entry-level positions, generalist roles exist at the APS4 and APS5 levels. APS5 candidates with project, program and policy experience are also sought. Contractors with a government security clearance are required too and receive multiple job offers.

Higher hourly rates are being offered to attract, retain and engage candidates for the duration of an assignment. A clear salary disparity is therefore emerging, with temporary and contract candidates receiving a substantially higher rate than an equivalent permanent employee.

As a result, candidates with skills in demand will rarely consider permanent roles, electing instead to remain

contractors. Permanent employees are also resigning from their job in order to gain a contract role.

## NEW ZEALAND

New Zealand's office support job market currently offers multi-skilled administration and support professionals solid career opportunities.

The adoption of technology and automation has fuelled this demand for multi-skilled candidates. With office support professionals utilising automation for routine processing tasks, such as records management, data entry and transcriptions, their time is freed up to focus on other job responsibilities that deliver greater value to their organisation.

This is leading to demand for candidates with an aptitude to learn and take on additional responsibilities. For example, Receptionists who are also responsible for facilities administration and PAs and EAs who can support projects, manage change and provide finance or HR support.

Data auditing, analysis or manipulation is also now a standard component in PA and EA roles, whereas traditionally data entry was the focus.

Modest upward salary pressure is evident for such hybrid candidates.

Demand is also strong from accountancy and legal firms for entry-level Administrators and Legal Secretaries who have one or more years of experience. Firms will not consider candidates who lack professional services experience as the environment is very different to a commercial organisation.

EAs and PAs with experience supporting multiple managers or directors in large organisations are also sought. However, candidates require realistic salary expectations to be successful. With many EAs and PAs looking for their next role, salaries have dropped slightly in some cases. In contrast, salaries for general Administrators have increased slightly, with companies also offering career progression in order to retain employees.

Finally, office support roles in the construction industry require candidates with prior industry experience.

# OFFICE SUPPORT

| ADMINISTRATION                              | Administration Assistant (6-12 mths exp) | Administration Assistant (12+ mths exp) | Project Admin Assistant (3+ yrs exp) | Office Manager        | Project Coordinator  |
|---|--|---|--------------------------------------|-----------------------|----------------------|
| NSW - Sydney                                | <b>43</b><br>40 - 47                     | <b>58</b><br>48 - 65                    | <b>68</b><br>58 - 78                 | <b>80</b><br>70 - 100 | <b>75</b><br>60 - 85 |
| NSW - Regional                              | <b>40</b><br>40 - 45                     | <b>50</b><br>42 - 55                    | <b>55</b><br>50 - 60                 | <b>75</b><br>60 - 80  | <b>65</b><br>60 - 70 |
| VIC - Melbourne                             | <b>43</b><br>40 - 46                     | <b>46</b><br>44 - 50                    | <b>55</b><br>50 - 65                 | <b>70</b><br>60 - 80  | <b>75</b><br>55 - 80 |
| VIC - Regional                              | <b>45</b><br>40 - 50                     | <b>50</b><br>45 - 55                    | <b>55</b><br>50 - 55                 | <b>70</b><br>60 - 80  | <b>60</b><br>55 - 65 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>40</b><br>40 - 45                     | <b>50</b><br>45 - 55                    | <b>60</b><br>55 - 65                 | <b>70</b><br>60 - 80  | <b>60</b><br>55 - 65 |
| QLD - Regional                              | <b>40</b><br>40 - 45                     | <b>50</b><br>45 - 55                    | <b>60</b><br>55 - 65                 | <b>70</b><br>60 - 80  | <b>60</b><br>55 - 65 |
| SA - Adelaide                               | <b>45</b><br>40 - 47                     | <b>50</b><br>45 - 55                    | <b>65</b><br>55 - 70                 | <b>60</b><br>55 - 70  | <b>70</b><br>60 - 75 |
| WA - Perth                                  | <b>40</b><br>40 - 45                     | <b>55</b><br>45 - 60                    | <b>60</b><br>55 - 65                 | <b>65</b><br>60 - 80  | <b>70</b><br>65 - 80 |
| ACT - Canberra                              | <b>55</b><br>50 - 60                     | <b>60</b><br>55 - 65                    | <b>75</b><br>65 - 80                 | <b>85</b><br>75 - 90  | <b>75</b><br>65 - 75 |
| TAS - Hobart/Launceston                     | <b>42</b><br>40 - 45                     | <b>45</b><br>42 - 50                    | <b>50</b><br>47 - 58                 | <b>65</b><br>55 - 70  | <b>65</b><br>55 - 70 |
| NT - Darwin                                 | <b>50</b><br>45 - 55                     | <b>55</b><br>50 - 60                    | <b>65</b><br>60 - 70                 | <b>75</b><br>65 - 85  | <b>65</b><br>60 - 75 |
| NZ - Auckland                               | <b>40</b><br>38 - 45                     | <b>45</b><br>40 - 48                    | <b>55</b><br>50 - 65                 | <b>65</b><br>55 - 80  | <b>60</b><br>50 - 70 |
| NZ - Wellington                             | <b>42</b><br>40 - 45                     | <b>45</b><br>42 - 50                    | <b>55</b><br>50 - 60                 | <b>65</b><br>60 - 75  | <b>70</b><br>60 - 80 |
| NZ - Christchurch                           | <b>40</b><br>37 - 42                     | <b>45</b><br>40 - 48                    | <b>52</b><br>50 - 55                 | <b>60</b><br>50 - 65  | <b>58</b><br>55 - 65 |

| ADMINISTRATION/SUPPORT                      | Team Assistant/Administrator (12+ mths exp) | Team Assistant/Administrator (3+ yrs exp) | Personal Assistant (Assisting a number of execs) | Executive Assistant (Working for 1 person) |
|---|---|---|--|--|
| NSW - Sydney                                | <b>55</b><br>48 - 60                        | <b>60</b><br>55 - 70                      | <b>70</b><br>68 - 80                             | <b>90</b><br>80 - 120                      |
| NSW - Regional                              | <b>50</b><br>45 - 60                        | <b>70</b><br>60 - 80                      | <b>75</b><br>65 - 80                             | <b>85</b><br>75 - 100                      |
| VIC - Melbourne                             | <b>50</b><br>45 - 55                        | <b>55</b><br>50 - 60                      | <b>75</b><br>65 - 78                             | <b>80</b><br>75 - 100                      |
| VIC - Regional                              | <b>50</b><br>44 - 55                        | <b>55</b><br>50 - 60                      | <b>70</b><br>60 - 80                             | <b>70</b><br>60 - 80                       |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>55</b><br>55 - 60                        | <b>60</b><br>55 - 65                      | <b>70</b><br>65 - 75                             | <b>80</b><br>70 - 90                       |
| QLD - Regional                              | <b>55</b><br>50 - 60                        | <b>60</b><br>55 - 65                      | <b>65</b><br>60 - 70                             | <b>70</b><br>60 - 80                       |
| SA - Adelaide                               | <b>55</b><br>48 - 60                        | <b>60</b><br>55 - 65                      | <b>65</b><br>60 - 70                             | <b>70</b><br>60 - 80                       |
| WA - Perth                                  | <b>50</b><br>50 - 60                        | <b>55</b><br>55 - 70                      | <b>70</b><br>60 - 80                             | <b>85</b><br>75 - 100                      |
| ACT - Canberra                              | <b>60</b><br>55 - 65                        | <b>70</b><br>65 - 75                      | <b>80</b><br>70 - 85                             | <b>85</b><br>80 - 90                       |
| TAS - Hobart/Launceston                     | <b>45</b><br>42 - 52                        | <b>50</b><br>45 - 58                      | <b>60</b><br>55 - 65                             | <b>65</b><br>58 - 75                       |
| NT - Darwin                                 | <b>55</b><br>50 - 60                        | <b>60</b><br>58 - 65                      | <b>68</b><br>60 - 75                             | <b>75</b><br>65 - 85                       |
| NZ - Auckland                               | <b>48</b><br>45 - 55                        | <b>55</b><br>48 - 58                      | <b>65</b><br>55 - 75                             | <b>70</b><br>60 - 90                       |
| NZ - Wellington                             | <b>48</b><br>45 - 55                        | <b>55</b><br>50 - 60                      | <b>60</b><br>55 - 70                             | <b>65</b><br>60 - 80                       |
| NZ - Christchurch                           | <b>48</b><br>45 - 50                        | <b>53</b><br>50 - 55                      | <b>55</b><br>50 - 60                             | <b>65</b><br>60 - 70                       |

## NOTES:

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## OFFICE SUPPORT

| ADMINISTRATION/SPECIALISTS                  | Data Entry Operator  | Sales Coordinator    | Records Officer      | Medical Secretary    |
|---|----------------------|----------------------|----------------------|----------------------|
| NSW - Sydney                                | <b>42</b><br>40 - 45 | <b>60</b><br>48 - 70 | <b>70</b><br>55 - 80 | <b>60</b><br>55 - 75 |
| NSW - Regional                              | <b>45</b><br>40 - 50 | <b>65</b><br>55 - 75 | <b>60</b><br>55 - 65 | <b>55</b><br>50 - 60 |
| VIC - Melbourne                             | <b>42</b><br>40 - 48 | <b>55</b><br>45 - 60 | <b>45</b><br>40 - 50 | <b>50</b><br>45 - 55 |
| VIC - Regional                              | <b>42</b><br>38 - 45 | <b>42</b><br>40 - 50 | <b>43</b><br>40 - 45 | <b>45</b><br>42 - 50 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>50</b><br>40 - 55 | <b>50</b><br>45 - 55 | <b>45</b><br>45 - 50 | <b>50</b><br>45 - 55 |
| QLD - Regional                              | <b>45</b><br>40 - 50 | <b>50</b><br>45 - 55 | <b>45</b><br>45 - 50 | <b>55</b><br>50 - 65 |
| SA - Adelaide                               | <b>50</b><br>45 - 55 | <b>60</b><br>55 - 70 | <b>50</b><br>45 - 55 | <b>50</b><br>45 - 55 |
| WA - Perth                                  | <b>50</b><br>40 - 55 | <b>55</b><br>50 - 60 | <b>55</b><br>45 - 65 | <b>55</b><br>50 - 65 |
| ACT - Canberra                              | <b>50</b><br>50 - 55 | <b>60</b><br>55 - 65 | <b>60</b><br>55 - 65 | <b>65</b><br>60 - 75 |
| TAS - Hobart/Launceston                     | <b>42</b><br>40 - 45 | <b>45</b><br>40 - 50 | <b>48</b><br>45 - 52 | <b>50</b><br>45 - 55 |
| NT - Darwin                                 | <b>50</b><br>45 - 55 | <b>50</b><br>45 - 55 | <b>55</b><br>50 - 60 | <b>55</b><br>50 - 60 |
| NZ - Auckland                               | <b>40</b><br>38 - 45 | <b>52</b><br>42 - 58 | <b>50</b><br>45 - 55 | <b>55</b><br>43 - 65 |
| NZ - Wellington                             | <b>37</b><br>36 - 38 | <b>50</b><br>45 - 52 | <b>45</b><br>40 - 50 | <b>50</b><br>45 - 60 |
| NZ - Christchurch                           | <b>39</b><br>38 - 40 | <b>48</b><br>45 - 50 | <b>46</b><br>42 - 50 | <b>50</b><br>50 - 60 |

| RECEPTION                                   | Switchboard Operator | Receptionist (Up to 12 mths exp) | Receptionist (12+ mths exp) | Receptionist/Admin Assistant (12+ mths exp) |
|---|----------------------|----------------------------------|-----------------------------|---|
| NSW - Sydney                                | <b>55</b><br>43 - 60 | <b>50</b><br>45 - 60             | <b>55</b><br>47 - 62        | <b>57</b><br>45 - 65                        |
| NSW - Regional                              | <b>45</b><br>40 - 55 | <b>50</b><br>42 - 55             | <b>55</b><br>42 - 60        | <b>55</b><br>45 - 65                        |
| VIC - Melbourne                             | <b>50</b><br>45 - 55 | <b>45</b><br>42 - 50             | <b>50</b><br>45 - 60        | <b>55</b><br>45 - 60                        |
| VIC - Regional                              | <b>42</b><br>40 - 45 | <b>48</b><br>45 - 50             | <b>55</b><br>50 - 60        | <b>55</b><br>45 - 60                        |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>48</b><br>45 - 55 | <b>43</b><br>42 - 50             | <b>50</b><br>45 - 55        | <b>55</b><br>50 - 60                        |
| QLD - Regional                              | <b>48</b><br>45 - 55 | <b>42</b><br>40 - 45             | <b>50</b><br>45 - 55        | <b>50</b><br>45 - 55                        |
| SA - Adelaide                               | <b>45</b><br>40 - 50 | <b>45</b><br>42 - 50             | <b>48</b><br>45 - 50        | <b>50</b><br>45 - 55                        |
| WA - Perth                                  | <b>45</b><br>40 - 55 | <b>45</b><br>42 - 50             | <b>50</b><br>45 - 55        | <b>55</b><br>50 - 60                        |
| ACT - Canberra                              | <b>60</b><br>55 - 60 | <b>50</b><br>50 - 55             | <b>60</b><br>55 - 60        | <b>65</b><br>60 - 70                        |
| TAS - Hobart/Launceston                     | <b>45</b><br>40 - 50 | <b>44</b><br>42 - 48             | <b>50</b><br>45 - 55        | <b>50</b><br>45 - 55                        |
| NT - Darwin                                 | <b>49</b><br>45 - 55 | <b>48</b><br>43 - 55             | <b>50</b><br>45 - 55        | <b>55</b><br>45 - 55                        |
| NZ - Auckland                               | <b>40</b><br>38 - 40 | <b>45</b><br>40 - 48             | <b>55</b><br>50 - 58        | <b>55</b><br>50 - 60                        |
| NZ - Wellington                             | <b>40</b><br>38 - 40 | <b>40</b><br>38 - 45             | <b>42</b><br>40 - 45        | <b>48</b><br>45 - 50                        |
| NZ - Christchurch                           | <b>37</b><br>35 - 40 | <b>40</b><br>35 - 45             | <b>42</b><br>37 - 45        | <b>48</b><br>45 - 50                        |

### NOTES:

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- New Zealand salaries are represented in New Zealand dollars

# OFFICE SUPPORT

| LEGAL SUPPORT                               | Legal Secretary<br>(Up to 2 yrs exp) | Legal Secretary<br>(2-4 yrs exp) | Legal Secretary<br>(4+ yrs exp) | Legal Personal<br>Assistant |
|---|--------------------------------------|----------------------------------|---------------------------------|-----------------------------|
| NSW - Sydney                                | <b>63</b><br>54 - 67                 | <b>70</b><br>55 - 75             | <b>75</b><br>65 - 85            | <b>75</b><br>75 - 90        |
| NSW - Regional                              | <b>60</b><br>45 - 67                 | <b>65</b><br>50 - 75             | <b>65</b><br>50 - 80            | <b>75</b><br>55 - 80        |
| VIC - Melbourne                             | <b>50</b><br>45 - 55                 | <b>55</b><br>50 - 65             | <b>65</b><br>50 - 70            | <b>70</b><br>55 - 75        |
| VIC - Regional                              | <b>42</b><br>42 - 44                 | <b>45</b><br>42 - 50             | <b>50</b><br>45 - 55            | <b>50</b><br>45 - 55        |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>55</b><br>50 - 60                 | <b>55</b><br>55 - 60             | <b>60</b><br>55 - 65            | <b>68</b><br>60 - 70        |
| QLD - Regional                              | <b>50</b><br>45 - 55                 | <b>55</b><br>55 - 60             | <b>60</b><br>55 - 65            | <b>60</b><br>55 - 65        |
| SA - Adelaide                               | <b>55</b><br>50 - 60                 | <b>55</b><br>50 - 60             | <b>60</b><br>55 - 70            | <b>65</b><br>55 - 75        |
| WA - Perth                                  | <b>60</b><br>55 - 65                 | <b>65</b><br>60 - 70             | <b>75</b><br>70 - 80            | <b>75</b><br>70 - 80        |
| ACT - Canberra                              | <b>65</b><br>60 - 75                 | <b>70</b><br>65 - 80             | <b>75</b><br>65 - 80            | <b>85</b><br>75 - 90        |
| TAS - Hobart/Launceston                     | <b>48</b><br>45 - 55                 | <b>48</b><br>45 - 55             | <b>55</b><br>50 - 60            | <b>62</b><br>55 - 68        |
| NT - Darwin                                 | <b>60</b><br>53 - 65                 | <b>65</b><br>55 - 70             | <b>68</b><br>60 - 75            | <b>70</b><br>60 - 75        |
| NZ - Auckland                               | <b>55</b><br>45 - 60                 | <b>60</b><br>52 - 65             | <b>65</b><br>55 - 70            | <b>68</b><br>60 - 75        |
| NZ - Wellington                             | <b>48</b><br>45 - 55                 | <b>60</b><br>55 - 65             | <b>62</b><br>58 - 70            | <b>65</b><br>60 - 70        |
| NZ - Christchurch                           | <b>50</b><br>45 - 55                 | <b>55</b><br>50 - 60             | <b>58</b><br>55 - 60            | <b>60</b><br>55 - 65        |

| BANKING & FINANCE SUPPORT                   | Specialist Finance PA | Investment Banking<br>Personal Assistant | Advisor Support      |
|---|-----------------------|--|----------------------|
| NSW - Sydney                                | <b>85</b><br>75 - 100 | <b>85</b><br>75 - 95                     | <b>60</b><br>55 - 65 |
| NSW - Regional                              | <b>80</b><br>60 - 90  | <b>80</b><br>60 - 90                     | <b>55</b><br>50 - 60 |
| VIC - Melbourne                             | <b>70</b><br>65 - 80  | <b>80</b><br>70 - 90                     | <b>55</b><br>45 - 60 |
| VIC - Regional                              | <b>50</b><br>45 - 55  | <b>50</b><br>45 - 55                     | <b>48</b><br>43 - 53 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>60</b><br>60 - 70  | <b>65</b><br>60 - 70                     | <b>50</b><br>45 - 55 |
| QLD - Regional                              | <b>60</b><br>60 - 70  | <b>65</b><br>60 - 70                     | <b>50</b><br>45 - 55 |
| SA - Adelaide                               | <b>65</b><br>60 - 70  | <b>65</b><br>60 - 70                     | <b>55</b><br>50 - 60 |
| WA - Perth                                  | <b>65</b><br>55 - 75  | <b>65</b><br>55 - 75                     | <b>50</b><br>45 - 55 |
| ACT - Canberra                              | <b>70</b><br>65 - 75  | <b>70</b><br>65 - 75                     | <b>70</b><br>65 - 75 |
| TAS - Hobart/Launceston                     | <b>55</b><br>50 - 60  | <b>55</b><br>50 - 60                     | <b>55</b><br>50 - 60 |
| NT - Darwin                                 | <b>62</b><br>60 - 70  | <b>65</b><br>60 - 70                     | <b>55</b><br>55 - 60 |
| NZ - Auckland                               | <b>65</b><br>56 - 75  | <b>68</b><br>58 - 75                     | <b>58</b><br>50 - 65 |
| NZ - Wellington                             | <b>60</b><br>55 - 65  | <b>60</b><br>55 - 75                     | <b>52</b><br>40 - 58 |
| NZ - Christchurch                           | <b>60</b><br>55 - 65  | <b>60</b><br>55 - 65                     | <b>45</b><br>40 - 50 |

## NOTES:

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- New Zealand salaries are represented in New Zealand dollars

## OFFICE SUPPORT

| PROPERTY & CONSTRUCTION SUPPORT             | Document Controller  | Project Secretary/<br>Administrator | Site Secretary/Administrator |
|---|----------------------|-------------------------------------|------------------------------|
| NSW - Sydney                                | <b>80</b><br>70 - 90 | <b>70</b><br>60 - 85                | <b>70</b><br>60 - 85         |
| NSW - Regional                              | <b>75</b><br>60 - 85 | <b>60</b><br>50 - 70                | <b>65</b><br>60 - 75         |
| VIC - Melbourne                             | <b>60</b><br>55 - 70 | <b>65</b><br>55 - 70                | <b>55</b><br>50 - 60         |
| VIC - Regional                              | <b>55</b><br>50 - 70 | <b>52</b><br>45 - 55                | <b>55</b><br>50 - 70         |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>70</b><br>55 - 80 | <b>60</b><br>55 - 65                | <b>60</b><br>55 - 65         |
| QLD - Regional                              | <b>70</b><br>55 - 80 | <b>60</b><br>55 - 65                | <b>60</b><br>55 - 65         |
| SA - Adelaide                               | <b>70</b><br>65 - 75 | <b>70</b><br>65 - 75                | <b>60</b><br>55 - 65         |
| WA - Perth                                  | <b>75</b><br>65 - 85 | <b>65</b><br>60 - 75                | <b>80</b><br>70 - 100        |
| ACT - Canberra                              | <b>75</b><br>65 - 85 | <b>75</b><br>70 - 85                | <b>70</b><br>65 - 75         |
| TAS - Hobart/Launceston                     | <b>55</b><br>50 - 60 | <b>58</b><br>50 - 62                | <b>55</b><br>50 - 60         |
| NT - Darwin                                 | <b>70</b><br>60 - 80 | <b>65</b><br>55 - 70                | <b>80</b><br>60 - 100        |
| NZ - Auckland                               | <b>60</b><br>50 - 70 | <b>58</b><br>50 - 68                | <b>58</b><br>48 - 68         |
| NZ - Wellington                             | <b>50</b><br>45 - 55 | <b>52</b><br>50 - 55                | <b>55</b><br>50 - 60         |
| NZ - Christchurch                           | <b>50</b><br>45 - 55 | <b>55</b><br>52 - 60                | <b>53</b><br>50 - 55         |

|   | Facilities Administrator | Contracts Administrator<br>(Residential) | Client Liaison<br>(Residential) |
|---|--------------------------|--|---------------------------------|
| NSW - Sydney                                | <b>53</b><br>43 - 58     | <b>65</b><br>60 - 80                     | <b>62</b><br>58 - 77            |
| NSW - Regional                              | <b>55</b><br>40 - 60     | <b>60</b><br>55 - 75                     | <b>60</b><br>55 - 75            |
| VIC - Melbourne                             | <b>50</b><br>45 - 55     | <b>55</b><br>45 - 65                     | <b>55</b><br>45 - 65            |
| VIC - Regional                              | <b>45</b><br>40 - 50     | <b>48</b><br>45 - 55                     | <b>47</b><br>40 - 50            |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>50</b><br>45 - 55     | <b>50</b><br>40 - 55                     | <b>55</b><br>50 - 60            |
| QLD - Regional                              | <b>50</b><br>45 - 55     | <b>55</b><br>50 - 60                     | <b>55</b><br>50 - 60            |
| SA - Adelaide                               | <b>50</b><br>45 - 55     | <b>55</b><br>50 - 65                     | <b>58</b><br>55 - 60            |
| WA - Perth                                  | <b>45</b><br>40 - 50     | <b>65</b><br>50 - 75                     | <b>55</b><br>45 - 65            |
| ACT - Canberra                              | <b>70</b><br>65 - 75     | <b>80</b><br>75 - 85                     | <b>60</b><br>50 - 65            |
| TAS - Hobart/Launceston                     | <b>50</b><br>45 - 55     | <b>55</b><br>50 - 60                     | <b>55</b><br>50 - 60            |
| NT - Darwin                                 | <b>55</b><br>50 - 60     | <b>75</b><br>65 - 80                     | <b>55</b><br>55 - 60            |
| NZ - Auckland                               | <b>52</b><br>45 - 60     | <b>62</b><br>50 - 70                     | <b>55</b><br>50 - 60            |
| NZ - Wellington                             | <b>50</b><br>45 - 55     | <b>55</b><br>50 - 60                     | <b>50</b><br>45 - 55            |
| NZ - Christchurch                           | <b>45</b><br>42 - 50     | <b>50</b><br>40 - 55                     | <b>48</b><br>43 - 54            |

### NOTES:

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- New Zealand salaries are represented in New Zealand dollars

# CONTACT CENTRES



## AUSTRALIA

The skills that contact centre candidates require are starting to evolve, with employers increasingly requesting professionals with strong technical skills over traditional call centre experience. While verbal communication skills remain important, employers now also require candidates with strong written communication skills who can use a web chat system, social media and secure mail to build connections with customers. Such candidates are aware of the demand for their skills and consequently expect a pay rise, which is driving up salaries.

Graduates remain highly sought after for entry-level client services and customer care roles, particularly those with a business, commerce or economics degree. However, the shortage of such candidates could lead to salary increases during the 2019-20 financial year as employers act to secure top talent.

Telesales professionals remain in high demand too. Given the competition for top salespeople, some organisations have increased salaries, which has created an attraction challenge for those who have not. We expect average base salaries and incentives to therefore rise this financial year, particularly for roles within the manufacturing and technology industries where salespeople are required to understand technical products in order to successfully pitch to prospective clients.

Telesales professionals are in short supply for temporary assignments, which is leading to increased hourly rates. Given the competitive market for such candidates, some businesses are offering incentives and non-financial rewards in order to motivate and retain them. There is also a strong focus on culture and team cohesion to drive the retention of temporary candidates.

Salaries are expected to increase this financial year for Team Leaders. These professionals are usually in stable roles that offer clear career progression. As a result, the pool of available talent is small, which will lead to salary pressure for senior contact centre and customer service professionals with relevant industry experience.

With many financial services remediation projects underway, Dispute Resolution Consultants and Advisors are in increasing demand. Adding to headcount growth is the increasing volume of customer complaints. As a result of demand, salaries are subsequently rising.

Within the banking sector, salaries have risen incrementally or in line with inflation in recent years. However, in response to renewed scrutiny following the Banking Royal Commission, roles are becoming more complex. This will lead to salary increases as employers attempt to attract higher quality applicants and retain top performers. Non-financial rewards and benefits are also expected to increase, with a focus on work-life balance to attract a new breed of candidates to the industry.

Salaries remain steady for all other roles, despite the job rich nature of the market that sees strong candidates receive multiple offers.

In a geographical trend, salary growth in regional areas has been notable as organisations attempt to attract skills in short supply from major cities.

However, following several years of sedate salary increases, candidate expectations for a pay rise are growing. Employers are able to bridge the gulf – for now – with bonuses or benefits such as flexible working hours, a modern facility, career progression and a supportive, fun work environment.

We've also seen instances of employers offering additional annual leave, higher superannuation contributions and improved non-rostered hours in order to attract top talent.

Turning to the public sector, budget and headcount restrictions will see the focus remain on temporary recruitment. While there is limited permanent recruitment taking place, a recent trend has been the conversion of temporary workers to permanent roles when workloads allow.

Contact centre professionals with local council experience are a growing area of demand. With councils generally enjoying a low attrition rate due to their provision of a good work environment, ongoing contracts and healthy hourly rates, there is a shortage of suitable candidates to meet demand.

Candidates with banking industry experience are also sought in key government call centres.

Across the public sector, salaries and hourly rates remain steady in line with modern awards.

In a final trend, diversity is becoming a focus for many call centre employers, who have altered their candidate attraction strategy to appeal to people from a wide range of demographics.

## NEW ZEALAND

Contact centre vacancy activity for 2019-20 appears promising, with a large percentage of employers looking to add to their team. An increase in team size leads to more opportunities for existing staff, with jobs such as Quality Assurance and Team Leader, as well as additional senior roles and promotions, combining to create career progression opportunities.

While the past year saw some mergers and company restructures, the good news is that more organisations have reversed their decision to offshore their call centre and are re-establishing it in New Zealand. This is keeping vacancy activity buoyant.

Temporary staff are still sought by employers to assist during busy periods and on projects such as rolling out changes to customer plans, technology support and other instances when call volumes peak for a short period of time.

In another trend, employers increasingly look for jobseekers who can work flexible hours as organisations extend their hours of operation. Shift work remains common in the industry too, with hours such as 7am to 7pm or 7pm to 7am customary in call centres that operate 24 hours a day.

## CONTACT CENTRES

|                         | Inbound Service      | Inbound Sales & Service | Snr Customer Service Representative | Sales/ Telesales Team Leader | Sales/ Telesales Manager |
|-------------------------|----------------------|-------------------------|-------------------------------------|------------------------------|--------------------------|
| NSW - Sydney            | <b>55</b><br>48 - 60 | <b>55</b><br>48 - 65    | <b>58</b><br>52 - 65                | <b>80</b><br>65 - 100        | <b>100</b><br>75 - 130   |
| NSW - Regional          | <b>50</b><br>45 - 55 | <b>55</b><br>45 - 65    | <b>60</b><br>50 - 65                | <b>75</b><br>60 - 90         | <b>95</b><br>70 - 120    |
| VIC - Melbourne         | <b>53</b><br>45 - 60 | <b>55</b><br>45 - 60    | <b>58</b><br>50 - 65                | <b>70</b><br>60 - 80         | <b>100</b><br>80 - 130   |
| VIC - Regional          | <b>50</b><br>42 - 58 | <b>50</b><br>45 - 55    | <b>55</b><br>50 - 60                | <b>65</b><br>58 - 78         | <b>85</b><br>75 - 110    |
| QLD - Brisbane          | <b>48</b><br>45 - 55 | <b>50</b><br>45 - 55    | <b>53</b><br>50 - 60                | <b>70</b><br>60 - 85         | <b>90</b><br>70 - 120    |
| SA - Adelaide           | <b>48</b><br>45 - 52 | <b>50</b><br>45 - 55    | <b>55</b><br>49 - 59                | <b>70</b><br>50 - 80         | <b>90</b><br>70 - 120    |
| WA - Perth              | <b>50</b><br>40 - 55 | <b>55</b><br>45 - 60    | <b>50</b><br>44 - 55                | <b>70</b><br>60 - 90         | <b>100</b><br>80 - 120   |
| ACT - Canberra          | <b>57</b><br>50 - 65 | <b>50</b><br>45 - 55    | <b>62</b><br>55 - 70                | <b>76</b><br>60 - 80         | <b>90</b><br>75 - 115    |
| TAS - Hobart/Launceston | <b>45</b><br>40 - 48 | <b>50</b><br>45 - 55    | <b>55</b><br>50 - 58                | <b>55</b><br>55 - 65         | <b>75</b><br>60 - 120    |
| NZ - Auckland           | <b>43</b><br>43 - 48 | <b>48</b><br>44 - 50    | <b>48</b><br>48 - 50                | <b>60</b><br>58 - 68         | <b>75</b><br>70 - 110    |
| NZ - Wellington         | <b>43</b><br>40 - 47 | <b>45</b><br>40 - 50    | <b>49</b><br>45 - 54                | <b>60</b><br>58 - 68         | <b>75</b><br>70 - 110    |
| NZ - Christchurch       | <b>43</b><br>40 - 45 | <b>43</b><br>40 - 45    | <b>48</b><br>45 - 50                | <b>60</b><br>55 - 65         | <b>70</b><br>65 - 80     |

|                         | Appointment Setter   | Telemarketer         | Telesales Outbound   | Outbound Sales & Service | Account Manager      | Business Development Consultant |
|-------------------------|----------------------|----------------------|----------------------|--------------------------|----------------------|---------------------------------|
| NSW - Sydney            | <b>55</b><br>50 - 60 | <b>60</b><br>50 - 60 | <b>55</b><br>50 - 65 | <b>55</b><br>50 - 60     | <b>60</b><br>55 - 65 | <b>60</b><br>50 - 75            |
| NSW - Regional          | <b>50</b><br>45 - 55 | <b>55</b><br>50 - 60 | <b>55</b><br>50 - 60 | <b>55</b><br>50 - 60     | <b>60</b><br>55 - 65 | <b>60</b><br>50 - 75            |
| VIC - Melbourne         | <b>55</b><br>50 - 60 | <b>54</b><br>45 - 65 | <b>54</b><br>45 - 65 | <b>60</b><br>50 - 65     | <b>60</b><br>55 - 70 | <b>75</b><br>60 - 85            |
| VIC - Regional          | <b>55</b><br>45 - 58 | <b>50</b><br>40 - 50 | <b>50</b><br>40 - 63 | <b>55</b><br>50 - 55     | <b>60</b><br>55 - 70 | <b>70</b><br>55 - 80            |
| QLD - Brisbane          | <b>50</b><br>44 - 55 | <b>55</b><br>50 - 60 | <b>50</b><br>45 - 55 | <b>48</b><br>45 - 52     | <b>55</b><br>50 - 60 | <b>60</b><br>55 - 65            |
| SA - Adelaide           | <b>45</b><br>45 - 55 | <b>50</b><br>45 - 60 | <b>50</b><br>45 - 55 | <b>50</b><br>48 - 53     | <b>65</b><br>55 - 75 | <b>55</b><br>45 - 68            |
| WA - Perth              | <b>45</b><br>40 - 50 | <b>45</b><br>40 - 50 | <b>50</b><br>42 - 60 | <b>48</b><br>42 - 54     | <b>50</b><br>45 - 60 | <b>60</b><br>45 - 70            |
| ACT - Canberra          | <b>50</b><br>45 - 55 | <b>55</b><br>50 - 60 | <b>50</b><br>45 - 55 | <b>45</b><br>40 - 50     | <b>65</b><br>55 - 75 | <b>58</b><br>45 - 65            |
| TAS - Hobart/Launceston | <b>45</b><br>40 - 48 | <b>45</b><br>41 - 50 | <b>45</b><br>40 - 50 | <b>45</b><br>40 - 50     | <b>55</b><br>45 - 65 | <b>55</b><br>42 - 65            |
| NZ - Auckland           | <b>45</b><br>43 - 48 | <b>43</b><br>40 - 48 | <b>45</b><br>40 - 50 | <b>50</b><br>48 - 58     | <b>55</b><br>50 - 70 | <b>65</b><br>60 - 80            |
| NZ - Wellington         | <b>44</b><br>40 - 48 | <b>43</b><br>39 - 46 | <b>44</b><br>40 - 48 | <b>50</b><br>45 - 55     | <b>55</b><br>50 - 65 | <b>70</b><br>60 - 80            |
| NZ - Christchurch       | <b>44</b><br>40 - 45 | <b>40</b><br>37 - 42 | <b>43</b><br>37 - 45 | <b>43</b><br>37 - 45     | <b>55</b><br>50 - 80 | <b>70</b><br>60 - 80            |

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- At the more senior level, larger contact centres tend to be at the higher end of the ranges shown, whilst agent level roles tend to sit at the lower to medium level. Across industries such as pharmaceutical/medical devices and FMCG, salaries are also at the higher end of the range

# CONTACT CENTRES

|                         | Call Coach/QA        | Reporting Analyst    | Workforce Planner    | Project Manager        |
|-------------------------|----------------------|----------------------|----------------------|------------------------|
| NSW - Sydney            | <b>60</b><br>55 - 70 | <b>70</b><br>65 - 85 | <b>80</b><br>75 - 90 | <b>110</b><br>80 - 160 |
| NSW - Regional          | <b>60</b><br>55 - 70 | <b>70</b><br>65 - 85 | <b>90</b><br>70 - 85 | <b>110</b><br>75 - 150 |
| VIC - Melbourne         | <b>52</b><br>48 - 60 | <b>65</b><br>50 - 75 | <b>72</b><br>63 - 90 | <b>110</b><br>85 - 130 |
| VIC - Regional          | <b>52</b><br>48 - 60 | <b>65</b><br>50 - 75 | <b>72</b><br>60 - 90 | <b>110</b><br>85 - 130 |
| QLD - Brisbane          | <b>55</b><br>48 - 65 | <b>65</b><br>50 - 70 | <b>80</b><br>65 - 90 | <b>90</b><br>80 - 120  |
| SA - Adelaide           | <b>50</b><br>45 - 60 | <b>55</b><br>45 - 70 | <b>65</b><br>60 - 90 | <b>75</b><br>65 - 100  |
| WA - Perth              | <b>55</b><br>45 - 60 | <b>65</b><br>50 - 70 | <b>75</b><br>60 - 85 | <b>85</b><br>75 - 110  |
| ACT - Canberra          | <b>60</b><br>50 - 70 | <b>68</b><br>52 - 75 | <b>80</b><br>68 - 95 | <b>90</b><br>75 - 110  |
| TAS - Hobart/Launceston | <b>55</b><br>45 - 65 | <b>50</b><br>45 - 65 | <b>55</b><br>50 - 70 | <b>70</b><br>60 - 110  |
| NZ - Auckland           | <b>55</b><br>48 - 60 | <b>55</b><br>50 - 60 | <b>55</b><br>50 - 70 | <b>75</b><br>65 - 85   |
| NZ - Wellington         | <b>55</b><br>48 - 60 | <b>55</b><br>50 - 60 | <b>57</b><br>50 - 70 | <b>75</b><br>65 - 85   |
| NZ - Christchurch       | <b>55</b><br>48 - 60 | <b>55</b><br>50 - 60 | <b>55</b><br>50 - 70 | <b>75</b><br>65 - 90   |

|                         | Collections Representative | Collections Team Leader | Collections Manager    |
|-------------------------|----------------------------|-------------------------|------------------------|
| NSW - Sydney            | <b>50</b><br>45 - 55       | <b>75</b><br>65 - 85    | <b>110</b><br>90 - 150 |
| NSW - Regional          | <b>55</b><br>50 - 60       | <b>70</b><br>60 - 75    | <b>95</b><br>80 - 110  |
| VIC - Melbourne         | <b>50</b><br>46 - 55       | <b>60</b><br>55 - 65    | <b>95</b><br>75 - 130  |
| VIC - Regional          | <b>50</b><br>45 - 53       | <b>60</b><br>55 - 65    | <b>95</b><br>75 - 130  |
| QLD - Brisbane          | <b>45</b><br>42 - 50       | <b>70</b><br>60 - 80    | <b>80</b><br>70 - 90   |
| SA - Adelaide           | <b>48</b><br>45 - 52       | <b>63</b><br>50 - 70    | <b>90</b><br>65 - 120  |
| WA - Perth              | <b>45</b><br>40 - 55       | <b>70</b><br>60 - 80    | <b>80</b><br>75 - 100  |
| ACT - Canberra          | <b>48</b><br>45 - 55       | <b>72</b><br>55 - 80    | <b>90</b><br>80 - 115  |
| TAS - Hobart/Launceston | <b>40</b><br>40 - 50       | <b>50</b><br>50 - 60    | <b>50</b><br>50 - 65   |
| NZ - Auckland           | <b>48</b><br>42 - 52       | <b>55</b><br>50 - 65    | <b>65</b><br>60 - 75   |
| NZ - Wellington         | <b>44</b><br>40 - 48       | <b>55</b><br>50 - 60    | <b>65</b><br>60 - 75   |
| NZ - Christchurch       | <b>45</b><br>40 - 50       | <b>60</b><br>50 - 55    | <b>60</b><br>60 - 65   |

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- At the more senior level, larger contact centres tend to be at the higher end of the ranges shown, whilst agent level roles tend to sit at the lower to medium level. Across industries such as pharmaceutical/medical devices and FMCG, salaries are also at the higher end of the range

## CONTACT CENTRES

|                         | Supervisor           | Trainer              | Team Leader          | Team Manager          |
|-------------------------|----------------------|----------------------|----------------------|-----------------------|
| NSW - Sydney            | <b>60</b><br>55 - 75 | <b>75</b><br>50 - 85 | <b>75</b><br>60 - 85 | <b>85</b><br>70 - 110 |
| NSW - Regional          | <b>60</b><br>55 - 75 | <b>70</b><br>50 - 85 | <b>75</b><br>60 - 85 | <b>85</b><br>70 - 100 |
| VIC - Melbourne         | <b>65</b><br>60 - 75 | <b>70</b><br>55 - 90 | <b>70</b><br>62 - 80 | <b>80</b><br>68 - 100 |
| VIC - Regional          | <b>63</b><br>58 - 73 | <b>70</b><br>55 - 80 | <b>68</b><br>60 - 75 | <b>80</b><br>65 - 100 |
| QLD - Brisbane          | <b>60</b><br>50 - 65 | <b>60</b><br>50 - 75 | <b>60</b><br>50 - 80 | <b>65</b><br>50 - 85  |
| SA - Adelaide           | <b>60</b><br>50 - 60 | <b>60</b><br>50 - 60 | <b>65</b><br>50 - 80 | <b>70</b><br>55 - 80  |
| WA - Perth              | <b>70</b><br>60 - 80 | <b>65</b><br>55 - 75 | <b>65</b><br>60 - 80 | <b>80</b><br>65 - 90  |
| ACT - Canberra          | <b>62</b><br>50 - 75 | <b>70</b><br>50 - 80 | <b>67</b><br>55 - 80 | <b>80</b><br>60 - 90  |
| TAS - Hobart/Launceston | <b>55</b><br>50 - 70 | <b>60</b><br>50 - 80 | <b>55</b><br>50 - 70 | <b>70</b><br>60 - 75  |
| NZ - Auckland           | <b>55</b><br>50 - 65 | <b>60</b><br>55 - 75 | <b>60</b><br>50 - 75 | <b>75</b><br>70 - 90  |
| NZ - Wellington         | <b>55</b><br>50 - 65 | <b>60</b><br>55 - 75 | <b>60</b><br>50 - 75 | <b>70</b><br>65 - 90  |
| NZ - Christchurch       | <b>53</b><br>50 - 55 | <b>60</b><br>50 - 70 | <b>60</b><br>50 - 65 | <b>70</b><br>65 - 80  |

|                         | Customer Service Manager | Contact Centre Manager | Operations Manager      | Director Customer Service/ Contact Centres |
|-------------------------|--------------------------|------------------------|-------------------------|--|
| NSW - Sydney            | <b>100</b><br>80 - 140   | <b>130</b><br>80 - 150 | <b>120</b><br>100 - 180 | <b>185</b><br>130 - 210                    |
| NSW - Regional          | <b>95</b><br>80 - 120    | <b>120</b><br>80 - 140 | <b>120</b><br>100 - 160 | <b>160</b><br>120 - 180                    |
| VIC - Melbourne         | <b>105</b><br>90 - 140   | <b>130</b><br>80 - 150 | <b>130</b><br>85 - 160  | <b>180</b><br>125 - 200                    |
| VIC - Regional          | <b>90</b><br>80 - 120    | <b>105</b><br>80 - 125 | <b>120</b><br>80 - 150  | <b>155</b><br>110 - 200                    |
| QLD - Brisbane          | <b>90</b><br>70 - 120    | <b>100</b><br>80 - 130 | <b>110</b><br>85 - 150  | <b>170</b><br>120 - 220                    |
| SA - Adelaide           | <b>90</b><br>70 - 120    | <b>100</b><br>75 - 130 | <b>110</b><br>75 - 140  | <b>155</b><br>115 - 180                    |
| WA - Perth              | <b>90</b><br>70 - 120    | <b>100</b><br>80 - 130 | <b>120</b><br>100 - 150 | <b>180</b><br>100 - 200                    |
| ACT - Canberra          | <b>80</b><br>75 - 120    | <b>115</b><br>80 - 135 | <b>125</b><br>80 - 160  | <b>135</b><br>110 - 200                    |
| TAS - Hobart/Launceston | <b>80</b><br>60 - 100    | <b>100</b><br>80 - 120 | <b>100</b><br>80 - 130  | <b>150</b><br>90 - 180                     |
| NZ - Auckland           | <b>75</b><br>70 - 90     | <b>80</b><br>70 - 110  | <b>90</b><br>75 - 130   | <b>150</b><br>120 - 190                    |
| NZ - Wellington         | <b>75</b><br>70 - 90     | <b>85</b><br>75 - 105  | <b>90</b><br>80 - 130   | <b>145</b><br>120 - 180                    |
| NZ - Christchurch       | <b>80</b><br>70 - 90     | <b>80</b><br>70 - 100  | <b>85</b><br>80 - 120   | <b>140</b><br>120 - 180                    |

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# HUMAN RESOURCES



## AUSTRALIA

Australia's human resources industry experienced significant private and public sector jobs growth in 2018-19, which was an encouraging trend for HR professionals after a period of retrenchments and offshoring that marked previous years.

Internal recruitment candidates have been, and will remain, a prime focus of demand as organisations recognise the value of an in-house professional who can manage talent acquisition. The required skills are however shifting, with employers now requiring Internal Recruiters with a strategic focus and deeper talent acquisition expertise who can also present the employee value proposition and engage staff. With supply falling short of demand, salaries for skilled candidates are rising.

HR Business Partners are another common requirement, with organisations seeking skilled generalists who can strategically align the HR function with the needs of the business. We have seen some subtle salary increases in response to candidate shortages. Given the strategic importance of this role, we have this year added the new position of Senior HR Business Partner to our Salary Guide tables.

Growing demand for generalists is also evident in Australia's active SME market, particularly for HR Managers with a broad skill set who can establish greenfield HR operations. Larger organisations in South Australia, Western Australia, the Northern Territory, Australian Capital Territory and Tasmania are also recruiting more generalists, whereas specialist roles are more prevalent in New South Wales, Queensland and Victoria.

In other areas of demand, Change Managers and Organisational Development Specialists with mergers and acquisitions and organisational design experience are sought. This will put upward pressure on salaries.

Within New South Wales and the Australian Capital Territory, the Banking Royal Commission has led to an increased need within financial services organisations for specialised HR professionals. HR Business Partners with employee relations, restructuring and redeployment experience are in demand

due to the creation of new processes and procedures for employees. This in turn has redefined roles and systems, with HR supporting the business to implement these changes.

In addition, learning and development professionals are increasingly sought to design and deliver training material that covers the new Code of Practice policy within banking and insurance.

Turning to other trends, in recent years organisations have become increasingly aware of the importance of a diverse workforce. Many have implemented diversity targets and awareness programmes. This will continue as organisations realise the benefits of a diverse workforce. Consequently, Diversity Managers and Advisors with experience designing, delivering and measuring the diversity agenda will be looked at favourably.

Throughout Australia, the rise in temporary, project and contract workers is expected to continue. A traditionally regulated working week is no longer the norm for most industries and employers therefore want to create dynamic and adaptable teams with headcounts that can flex in accordance to outside market conditions.

In the same vein, HR professionals increasingly look for roles that offer flexible working options, particularly part-time hours and work from home arrangements.

Within the public sector the focus on short-term contracts remains, particularly in State and Federal Government departments which often elect to employ temporary HR contractors.

Increased activity in the mining sector is a key trend to watch over the year ahead. It will have a particular impact on Western Australia since candidates who left the state following the mining downturn are yet to return. As a result, the supply of suitably skilled and experienced candidates fails to meet demand. This is adding to salary pressure, with significant increases already seen in some cases.

## NEW ZEALAND

It is an exciting time to be part of New Zealand's human resources industry. Over the next 12 months, New Zealand will see dramatic new immigration laws come into

effect, an increase to the minimum wage and changes to Employment Relations laws.

As the market adapts and grows, demand will increase for multi-skilled and industry experienced HR professionals, particularly Learning & Development, Employment Relations and Industrial Relations Managers, Advisors and Consultants. Coordinators and Administrators will continue to be trained up in a manner that fits their current organisation.

These candidates will be sought to help organisations retain and upskill their workforce. Demand will remain high since candidate shortages and the retention of staff are key challenges for organisations across the country.

In other areas of demand, Internal Recruiters and Talent Acquisition specialists are increasingly sought in all industries. Existing HR departments typically lack the ability to implement strategic polices and bulk recruitment campaigns on a daily basis, which is fuelling demand. Add the remodelling of recruitment in response to technology, the dynamics of the digital world, data science and artificial intelligence, and these candidates will continue to be sought.

As laws change, Business Partners are highly respected and sought across all industries. As employee champions, they set the bar high and continue to drive organisations forward by developing new, strategic and bold innovative methods.

Despite economic growth, salaries remain consistent, fluctuating no more than 5 per cent across the board. As the industry continues to grow and change, we expect this will impact salaries in 2020.

Finally, when they look for a new role HR professionals increasingly search for improved work-life balance, flexible working hours and work from home options. Wellness and mental health initiatives are also a growing focus. In order to help improve their work-life balance, we've also seen an increase in the number of Advisors, HR Business Partners and HR Managers looking for contract roles.

# HUMAN RESOURCES

|                         | Head of HR/<br>HR Director<br>>1000<br>employees | Head of HR/<br>HR Director<br>250 - 1000<br>employees | Head of HR/<br>HR Director<br><250<br>employees | HR Manager<br>>1000<br>employees | HR Manager<br>250 - 1000<br>employees | HR Manager<br><250<br>employees |
|-------------------------|--|---|---|----------------------------------|---------------------------------------|---------------------------------|
| NSW - Sydney            | <b>280</b><br>200 - 400                          | <b>200</b><br>150 - 220                               | <b>165</b><br>140 - 180                         | <b>200</b><br>150 - 250          | <b>150</b><br>130 - 180               | <b>130</b><br>110 - 150         |
| VIC - Melbourne         | <b>250</b><br>170 - 350                          | <b>200</b><br>150 - 250                               | <b>150</b><br>140 - 200                         | <b>160</b><br>130 - 200          | <b>140</b><br>100 - 160               | <b>120</b><br>100 - 150         |
| QLD - Brisbane          | <b>200</b><br>170 - 230                          | <b>170</b><br>150 - 200                               | <b>150</b><br>130 - 180                         | <b>150</b><br>100 - 180          | <b>130</b><br>90 - 150                | <b>120</b><br>80 - 140          |
| SA - Adelaide           | <b>200</b><br>160 - 250                          | <b>190</b><br>140 - 230                               | <b>150</b><br>120 - 180                         | <b>150</b><br>130 - 180          | <b>130</b><br>110 - 180               | <b>120</b><br>100 - 150         |
| WA - Perth              | <b>230</b><br>200 - 300                          | <b>220</b><br>180 - 250                               | <b>160</b><br>150 - 180                         | <b>180</b><br>170 - 210          | <b>160</b><br>140 - 180               | <b>130</b><br>100 - 150         |
| ACT - Canberra          | <b>220</b><br>150 - 250                          | <b>190</b><br>160 - 250                               | <b>160</b><br>120 - 180                         | <b>140</b><br>110 - 180          | <b>125</b><br>100 - 150               | <b>120</b><br>100 - 150         |
| NT - Darwin             | <b>200</b><br>180 - 230                          | <b>180</b><br>160 - 200                               | <b>160</b><br>140 - 180                         | <b>150</b><br>135 - 160          | <b>130</b><br>120 - 140               | <b>120</b><br>90 - 130          |
| TAS - Hobart/Launceston | <b>180</b><br>150 - 250                          | <b>150</b><br>110 - 170                               | <b>140</b><br>100 - 150                         | <b>130</b><br>90 - 140           | <b>120</b><br>90 - 140                | <b>115</b><br>85 - 130          |
| New Zealand             | <b>200</b><br>155 - 280                          | <b>190</b><br>135 - 250                               | <b>160</b><br>125 - 200                         | <b>150</b><br>120 - 180          | <b>130</b><br>110 - 150               | <b>125</b><br>100 - 140         |

|                         | Senior HR<br>Business Ptr | HR Business<br>Partner  | Senior HR<br>Advisor    | HR Advisor             | HR<br>Coordinator    | HR Admin             |
|-------------------------|---------------------------|-------------------------|-------------------------|------------------------|----------------------|----------------------|
| NSW - Sydney            | <b>155</b><br>110 - 180   | <b>140</b><br>100 - 150 | <b>140</b><br>100 - 150 | <b>90</b><br>80 - 110  | <b>65</b><br>60 - 75 | <b>60</b><br>55 - 70 |
| VIC - Melbourne         | <b>150</b><br>120 - 170   | <b>120</b><br>100 - 150 | <b>120</b><br>100 - 150 | <b>80</b><br>70 - 95   | <b>65</b><br>60 - 75 | <b>60</b><br>55 - 65 |
| QLD - Brisbane          | <b>120</b><br>100 - 150   | <b>110</b><br>90 - 130  | <b>110</b><br>90 - 130  | <b>90</b><br>80 - 110  | <b>60</b><br>55 - 65 | <b>55</b><br>45 - 60 |
| SA - Adelaide           | <b>120</b><br>100 - 150   | <b>115</b><br>100 - 130 | <b>115</b><br>100 - 130 | <b>90</b><br>80 - 110  | <b>60</b><br>55 - 70 | <b>55</b><br>50 - 60 |
| WA - Perth              | <b>140</b><br>100 - 150   | <b>130</b><br>110 - 150 | <b>130</b><br>110 - 150 | <b>100</b><br>90 - 110 | <b>75</b><br>65 - 80 | <b>60</b><br>55 - 65 |
| ACT - Canberra          | <b>120</b><br>100 - 150   | <b>115</b><br>100 - 130 | <b>115</b><br>100 - 130 | <b>90</b><br>80 - 110  | <b>70</b><br>55 - 80 | <b>55</b><br>50 - 65 |
| NT - Darwin             | <b>130</b><br>115 - 145   | <b>115</b><br>100 - 135 | <b>115</b><br>90 - 135  | <b>80</b><br>70 - 100  | <b>65</b><br>60 - 80 | <b>55</b><br>55 - 70 |
| TAS - Hobart/Launceston | <b>115</b><br>90 - 140    | <b>110</b><br>90 - 130  | <b>110</b><br>90 - 130  | <b>80</b><br>70 - 90   | <b>60</b><br>55 - 65 | <b>55</b><br>45 - 60 |
| New Zealand             | <b>130</b><br>100 - 140   | <b>120</b><br>90 - 130  | <b>115</b><br>80 - 130  | <b>90</b><br>70 - 100  | <b>60</b><br>50 - 70 | <b>55</b><br>45 - 60 |

|                         | IR Manager              | ER Manager              | IR Advisor              | ER Advisor             | HR Analyst             | HR Policy<br>Writers    |
|-------------------------|-------------------------|-------------------------|-------------------------|------------------------|------------------------|-------------------------|
| NSW - Sydney            | <b>150</b><br>120 - 190 | <b>150</b><br>120 - 190 | <b>100</b><br>80 - 120  | <b>100</b><br>80 - 120 | <b>90</b><br>85 - 100  | <b>120</b><br>100 - 150 |
| VIC - Melbourne         | <b>150</b><br>110 - 200 | <b>130</b><br>110 - 180 | <b>110</b><br>85 - 130  | <b>100</b><br>75 - 100 | <b>85</b><br>75 - 100  | <b>90</b><br>85 - 125   |
| QLD - Brisbane          | <b>160</b><br>120 - 200 | <b>160</b><br>120 - 180 | <b>100</b><br>80 - 120  | <b>90</b><br>75 - 100  | <b>85</b><br>75 - 100  | <b>90</b><br>80 - 120   |
| SA - Adelaide           | <b>150</b><br>120 - 190 | <b>150</b><br>120 - 190 | <b>100</b><br>80 - 120  | <b>100</b><br>80 - 120 | <b>85</b><br>75 - 100  | <b>80</b><br>70 - 100   |
| WA - Perth              | <b>180</b><br>150 - 200 | <b>180</b><br>150 - 200 | <b>110</b><br>90 - 120  | <b>110</b><br>90 - 120 | <b>90</b><br>80 - 110  | <b>90</b><br>80 - 110   |
| ACT - Canberra          | <b>130</b><br>110 - 140 | <b>130</b><br>110 - 140 | <b>100</b><br>90 - 120  | <b>100</b><br>90 - 110 | <b>90</b><br>75 - 100  | <b>90</b><br>80 - 110   |
| NT - Darwin             | <b>130</b><br>110 - 160 | <b>120</b><br>100 - 140 | <b>120</b><br>100 - 140 | <b>90</b><br>75 - 120  | <b>90</b><br>75 - 120  | <b>90</b><br>80 - 100   |
| TAS - Hobart/Launceston | <b>130</b><br>100 - 160 | <b>110</b><br>100 - 160 | <b>90</b><br>70 - 120   | <b>85</b><br>70 - 120  | <b>85</b><br>75 - 100  | <b>90</b><br>80 - 100   |
| New Zealand             | <b>120</b><br>90 - 150  | <b>125</b><br>100 - 150 | <b>105</b><br>90 - 120  | <b>105</b><br>90 - 120 | <b>100</b><br>90 - 130 | <b>100</b><br>80 - 120  |

## NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# HUMAN RESOURCES

|                         | Head of L&D/<br>L&D Director | Learning &<br>Development<br>Manager | Learning &<br>Development<br>Advisor | Learning &<br>Development<br>Coordinator | Training<br>Manager     | Trainer                |
|-------------------------|------------------------------|--------------------------------------|--------------------------------------|--|-------------------------|------------------------|
| NSW - Sydney            | <b>220</b><br>150 - 250      | <b>150</b><br>120 - 180              | <b>100</b><br>80 - 120               | <b>75</b><br>65 - 85                     | <b>130</b><br>100 - 150 | <b>95</b><br>80 - 120  |
| VIC - Melbourne         | <b>180</b><br>150 - 250      | <b>140</b><br>110 - 175              | <b>90</b><br>80 - 120                | <b>70</b><br>60 - 80                     | <b>110</b><br>90 - 140  | <b>90</b><br>75 - 120  |
| QLD - Brisbane          | <b>180</b><br>120 - 200      | <b>120</b><br>100 - 140              | <b>80</b><br>70 - 90                 | <b>65</b><br>55 - 70                     | <b>90</b><br>70 - 100   | <b>85</b><br>60 - 100  |
| SA - Adelaide           | <b>165</b><br>135 - 200      | <b>120</b><br>100 - 150              | <b>90</b><br>80 - 100                | <b>70</b><br>60 - 80                     | <b>100</b><br>80 - 130  | <b>90</b><br>70 - 120  |
| WA - Perth              | <b>180</b><br>150 - 200      | <b>130</b><br>110 - 150              | <b>100</b><br>90 - 110               | <b>80</b><br>70 - 90                     | <b>130</b><br>120 - 150 | <b>110</b><br>90 - 130 |
| ACT - Canberra          | <b>150</b><br>120 - 200      | <b>120</b><br>90 - 150               | <b>90</b><br>80 - 120                | <b>70</b><br>65 - 87                     | <b>90</b><br>70 - 110   | <b>90</b><br>70 - 110  |
| NT - Darwin             | <b>150</b><br>120 - 200      | <b>120</b><br>90 - 140               | <b>90</b><br>80 - 100                | <b>70</b><br>65 - 90                     | <b>100</b><br>80 - 120  | <b>85</b><br>70 - 100  |
| TAS - Hobart/Launceston | <b>150</b><br>130 - 200      | <b>120</b><br>90 - 140               | <b>85</b><br>75 - 95                 | <b>70</b><br>60 - 80                     | <b>100</b><br>80 - 110  | <b>85</b><br>70 - 100  |
| New Zealand             | <b>175</b><br>120 - 220      | <b>125</b><br>95 - 145               | <b>95</b><br>85 - 125                | <b>65</b><br>55 - 80                     | <b>120</b><br>90 - 150  | <b>90</b><br>70 - 110  |

|                         | Diversity<br>Manager    | Diversity<br>Advisor    | Recruitment<br>Mgr/Talent<br>Acquisition Mgr | Recruitment<br>Advisor | Recruitment<br>Coordinator | Workforce<br>Planner   |
|-------------------------|-------------------------|-------------------------|--|------------------------|----------------------------|------------------------|
| NSW - Sydney            | <b>155</b><br>120 - 180 | <b>135</b><br>120 - 160 | <b>140</b><br>75 - 110                       | <b>75</b><br>60 - 100  | <b>70</b><br>65 - 75       | <b>110</b><br>90 - 130 |
| VIC - Melbourne         | <b>140</b><br>120 - 180 | <b>110</b><br>85 - 130  | <b>135</b><br>110 - 160                      | <b>90</b><br>70 - 115  | <b>70</b><br>60 - 75       | <b>110</b><br>90 - 130 |
| QLD - Brisbane          | <b>120</b><br>90 - 140  | <b>100</b><br>90 - 120  | <b>120</b><br>95 - 150                       | <b>80</b><br>65 - 85   | <b>60</b><br>50 - 70       | <b>110</b><br>80 - 130 |
| SA - Adelaide           | <b>120</b><br>90 - 140  | <b>100</b><br>80 - 120  | <b>120</b><br>100 - 150                      | <b>80</b><br>70 - 100  | <b>60</b><br>50 - 70       | <b>95</b><br>80 - 120  |
| WA - Perth              | <b>140</b><br>120 - 160 | <b>100</b><br>90 - 125  | <b>145</b><br>120 - 160                      | <b>95</b><br>80 - 110  | <b>75</b><br>70 - 80       | <b>100</b><br>90 - 120 |
| ACT - Canberra          | <b>120</b><br>90 - 140  | <b>100</b><br>80 - 120  | <b>120</b><br>100 - 150                      | <b>80</b><br>70 - 100  | <b>60</b><br>50 - 70       | <b>100</b><br>90 - 130 |
| NT - Darwin             | <b>105</b><br>90 - 130  | <b>85</b><br>75 - 100   | <b>100</b><br>80 - 120                       | <b>80</b><br>70 - 90   | <b>65</b><br>60 - 80       | <b>90</b><br>70 - 110  |
| TAS - Hobart/Launceston | <b>110</b><br>80 - 130  | <b>80</b><br>70 - 100   | <b>110</b><br>100 - 140                      | <b>75</b><br>60 - 100  | <b>55</b><br>50 - 65       | <b>85</b><br>65 - 100  |
| New Zealand             | <b>100</b><br>80 - 130  | <b>80</b><br>70 - 100   | <b>115</b><br>90 - 140                       | <b>80</b><br>60 - 100  | <b>55</b><br>50 - 65       | <b>80</b><br>60 - 100  |

|                         | Change<br>Manager       | Change<br>Analyst       | Instructional<br>Designer | Organisational<br>Development<br>Manager | Organisational<br>Development<br>Advisor |
|-------------------------|-------------------------|-------------------------|---------------------------|--|--|
| NSW - Sydney            | <b>200</b><br>140 - 240 | <b>150</b><br>100 - 200 | <b>150</b><br>110 - 200   | <b>165</b><br>135 - 230                  | <b>110</b><br>90 - 120                   |
| VIC - Melbourne         | <b>200</b><br>140 - 240 | <b>130</b><br>80 - 150  | <b>110</b><br>90 - 170    | <b>150</b><br>130 - 180                  | <b>120</b><br>95 - 125                   |
| QLD - Brisbane          | <b>150</b><br>120 - 200 | <b>130</b><br>90 - 150  | <b>110</b><br>80 - 140    | <b>130</b><br>100 - 150                  | <b>100</b><br>90 - 120                   |
| SA - Adelaide           | <b>150</b><br>130 - 180 | <b>110</b><br>80 - 130  | <b>110</b><br>90 - 130    | <b>125</b><br>100 - 150                  | <b>95</b><br>80 - 120                    |
| WA - Perth              | <b>180</b><br>150 - 200 | <b>120</b><br>110 - 130 | <b>140</b><br>120 - 160   | <b>180</b><br>150 - 200                  | <b>120</b><br>100 - 130                  |
| ACT - Canberra          | <b>200</b><br>140 - 240 | <b>125</b><br>100 - 180 | <b>120</b><br>80 - 180    | <b>150</b><br>100 - 180                  | <b>110</b><br>90 - 120                   |
| NT - Darwin             | <b>130</b><br>100 - 160 | <b>100</b><br>80 - 120  | <b>110</b><br>90 - 130    | <b>130</b><br>100 - 150                  | <b>90</b><br>70 - 110                    |
| TAS - Hobart/Launceston | <b>130</b><br>110 - 170 | <b>120</b><br>80 - 120  | <b>110</b><br>90 - 150    | <b>130</b><br>100 - 150                  | <b>115</b><br>90 - 140                   |
| New Zealand             | <b>130</b><br>110 - 160 | <b>110</b><br>90 - 130  | <b>125</b><br>100 - 160   | <b>130</b><br>100 - 165                  | <b>115</b><br>90 - 140                   |

## NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# HUMAN RESOURCES

|                         | Head of/Director<br>Remuneration &<br>Benefits | Remuneration<br>& Benefits<br>Manager | Remuneration<br>& Benefits<br>Advisor | HRIS<br>Advisor        | HR Project<br>Manager   |
|-------------------------|--|---------------------------------------|---------------------------------------|------------------------|-------------------------|
| NSW - Sydney            | <b>200</b><br>160 - 300                        | <b>150</b><br>120 - 180               | <b>100</b><br>90 - 120                | <b>90</b><br>80 - 120  | <b>150</b><br>120 - 190 |
| VIC - Melbourne         | <b>200</b><br>150 - 250                        | <b>140</b><br>100 - 160               | <b>100</b><br>80 - 115                | <b>85</b><br>80 - 110  | <b>130</b><br>100 - 150 |
| QLD - Brisbane          | <b>190</b><br>150 - 220                        | <b>130</b><br>90 - 150                | <b>95</b><br>80 - 110                 | <b>70</b><br>60 - 80   | <b>130</b><br>100 - 150 |
| SA - Adelaide           | <b>190</b><br>150 - 220                        | <b>120</b><br>90 - 150                | <b>85</b><br>75 - 100                 | <b>85</b><br>70 - 100  | <b>100</b><br>90 - 130  |
| WA - Perth              | <b>180</b><br>150 - 200                        | <b>140</b><br>120 - 150               | <b>120</b><br>100 - 130               | <b>110</b><br>90 - 130 | <b>140</b><br>120 - 180 |
| ACT - Canberra          | <b>180</b><br>120 - 200                        | <b>130</b><br>110 - 150               | <b>90</b><br>80 - 100                 | <b>85</b><br>75 - 120  | <b>100</b><br>90 - 130  |
| NT - Darwin             | <b>150</b><br>120 - 210                        | <b>120</b><br>90 - 140                | <b>80</b><br>65 - 90                  | <b>80</b><br>65 - 90   | <b>110</b><br>90 - 130  |
| TAS - Hobart/Launceston | <b>150</b><br>120 - 210                        | <b>120</b><br>90 - 140                | <b>80</b><br>65 - 90                  | <b>85</b><br>70 - 95   | <b>110</b><br>90 - 130  |
| New Zealand             | <b>175</b><br>150 - 220                        | <b>110</b><br>90 - 140                | <b>85</b><br>70 - 110                 | <b>80</b><br>65 - 100  | <b>120</b><br>90 - 140  |

|                         | Head of WHS/<br>WHS Director | Health & Wellbeing<br>Manager/Officer | WHS Manager             | WHS Advisor            | WHS<br>Coordinator   |
|-------------------------|------------------------------|---------------------------------------|-------------------------|------------------------|----------------------|
| NSW - Sydney            | <b>170</b><br>150 - 250      | <b>120</b><br>100 - 130               | <b>130</b><br>100 - 160 | <b>100</b><br>80 - 120 | <b>85</b><br>65 - 90 |
| VIC - Melbourne         | <b>200</b><br>180 - 250      | <b>140</b><br>100 - 170               | <b>140</b><br>120 - 180 | <b>100</b><br>80 - 120 | <b>80</b><br>70 - 90 |
| QLD - Brisbane          | <b>180</b><br>120 - 250      | <b>110</b><br>80 - 150                | <b>120</b><br>80 - 150  | <b>80</b><br>60 - 100  | <b>55</b><br>50 - 65 |
| SA - Adelaide           | <b>150</b><br>130 - 200      | <b>110</b><br>90 - 120                | <b>130</b><br>100 - 150 | <b>90</b><br>70 - 120  | <b>70</b><br>60 - 80 |
| WA - Perth              | <b>180</b><br>140 - 200      | <b>110</b><br>90 - 140                | <b>150</b><br>120 - 180 | <b>95</b><br>85 - 110  | <b>70</b><br>60 - 80 |
| ACT - Canberra          | <b>150</b><br>110 - 170      | <b>100</b><br>90 - 110                | <b>130</b><br>90 - 140  | <b>90</b><br>80 - 100  | <b>65</b><br>55 - 80 |
| NT - Darwin             | <b>150</b><br>120 - 180      | <b>120</b><br>100 - 140               | <b>120</b><br>90 - 140  | <b>90</b><br>80 - 100  | <b>75</b><br>65 - 85 |
| TAS - Hobart/Launceston | <b>150</b><br>120 - 180      | <b>110</b><br>90 - 130                | <b>110</b><br>90 - 130  | <b>75</b><br>65 - 95   | <b>60</b><br>55 - 65 |
| New Zealand             | <b>130</b><br>95 - 180       | <b>95</b><br>80 - 110                 | <b>110</b><br>75 - 140  | <b>75</b><br>55 - 90   | <b>50</b><br>45 - 60 |

|                         | Injury/RTW<br>Manager   | Injury/RTW<br>Advisor | RTW Coordinator      |
|-------------------------|-------------------------|-----------------------|----------------------|
| NSW - Sydney            | <b>130</b><br>100 - 140 | <b>90</b><br>75 - 100 | <b>80</b><br>65 - 90 |
| VIC - Melbourne         | <b>110</b><br>100 - 120 | <b>90</b><br>80 - 100 | <b>75</b><br>60 - 80 |
| QLD - Brisbane          | <b>100</b><br>75 - 110  | <b>70</b><br>60 - 80  | <b>60</b><br>50 - 70 |
| SA - Adelaide           | <b>100</b><br>75 - 120  | <b>75</b><br>65 - 90  | <b>70</b><br>60 - 80 |
| WA - Perth              | <b>100</b><br>80 - 120  | <b>80</b><br>75 - 90  | <b>70</b><br>60 - 80 |
| ACT - Canberra          | <b>105</b><br>85 - 110  | <b>80</b><br>70 - 90  | <b>70</b><br>65 - 75 |
| NT - Darwin             | <b>110</b><br>100 - 140 | <b>90</b><br>80 - 100 | <b>70</b><br>60 - 80 |
| TAS - Hobart/Launceston | <b>85</b><br>75 - 100   | <b>70</b><br>60 - 85  | <b>60</b><br>55 - 65 |
| New Zealand             | <b>90</b><br>60 - 120   | <b>75</b><br>60 - 85  | <b>50</b><br>45 - 60 |

#### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# SALES



## AUSTRALIA

Proven sales professionals will remain in high demand across Australia, but various trends are altering the exact skills required and creating a new profile of the future salesperson.

One of these is the growing focus on technical and niche expertise. In particular, demand is increasing for Business Development Managers with technical IT, SaaS and resources and mining or oil and gas knowledge. Employers look for such technical expertise in order to ensure their new hire can quickly build relationships and develop new business. To be successful, Business Development Managers must have relevant experience in these industries, a well-developed network within their specific vertical and a proven track record.

**“ As the market for proven technical and specialist salespeople with a strong network increases, employers will need to review their salaries and benefits. ”**

However, the supply of technical Business Development Managers fails to meet demand. As a result, salaries have increased in this area, as have monetary incentives. Employers who have not yet increased their salary offer struggle to attract quality candidates.

Demand is also increasing for Business Development Managers with niche industry experience, such as in freight forwarding or logistics. Such candidates are often headhunted for their industry knowledge, with employers offering high salaries to secure them.

We are also seeing growing demand from Chinese-owned companies for proven salespeople who can penetrate the Australian market and quickly grow market share. This is adding to vacancy activity for experienced regional and national salespeople with existing networks.

In another trend, when they recruit employers now look for candidates with not only the necessary skills but also the right cultural fit. They want to ensure their new salesperson is aligned with their organisation's values and will accurately represent their company and its products or services. Crucially, candidates need to reflect the organisation's values in all their interactions with clients.

Employers have also begun to move away from their requirement of only considering tertiary educated candidates for entry and mid-level roles. The focus instead is being placed back on a candidate's product knowledge, relationship management skills and existing professional network.

While demand is high for Business Development Managers and salespeople, in contrast there are few vacancies for Sales Managers. Experienced Business Development Managers and Account Managers are looking to step up into a management role, however there are limited opportunities available.

In addition, Account Managers see less demand for their skills compared to Business Development Managers as organisations continue to set ambitious growth targets.

In a local trend, the strong Tasmanian economy is attracting the attention of national brands that traditionally managed their local customer base from interstate. Manufacturing and construction employers in particular are creating specialist Business Development Manager and Account Manager jobs in Tasmania in order to grow market share and increase customer satisfaction. This creates opportunities for local candidates.

In terms of benefits, candidates increasingly request higher car allowances to cover the rising cost of road tolls.

In a final trend, the number of entry-level candidates entering sales has fallen. Most candidates have several years of experience, however without entry-level candidates securing their first role and progressing their career, the industry will face an even greater skills shortage in the years to come.

Looking ahead, as the market for proven technical and specialist salespeople with a

strong network increases, employers will need to review their salaries and benefits. Having open and honest conversations with top performers about their salary expectations and potential career progression will also help retain staff.

## NEW ZEALAND

Low trending unemployment and increasing activity across several industries continues to fuel high demand but a short supply of strong sales professionals across New Zealand.

Unsurprisingly, with one in seven jobs directly or indirectly related to tourism, the hospitality industry sees particularly high demand for customer-oriented salespeople.

As New Zealand's technology sector grows and becomes increasingly more competitive, IT sales professionals are in rising demand. Given the technical nature of these roles, employers look for candidates with previous experience and favour proven performers who are working for direct competitors. This has impacted salaries to an extent and has also led to tighter contractual restrictions with regards to non-compete clauses. In some instances, it has also led to more protracted notice periods.

The industrial sector is also active, with particular demand from SMEs in construction and related industries, although this is yet to significantly impact salaries. Employers look for candidates with proven experience winning new business as well as managing existing accounts.

In addition, organisations ideally seek salespeople with wider commercial experience who can draw on an existing network and consult with prospects as well as assist with strategic planning, commercial analysis and reporting.

# SALES

|                   | Sales Executive/Rep  | Sales Engineer         | Channel Manager        | Category Manager       |
|-------------------|----------------------|------------------------|------------------------|------------------------|
| NSW - Sydney      | <b>75</b><br>60 - 90 | <b>90</b><br>75 - 120  | <b>100</b><br>80 - 120 | <b>100</b><br>80 - 120 |
| VIC - Melbourne   | <b>70</b><br>60 - 80 | <b>90</b><br>80 - 120  | <b>100</b><br>90 - 110 | <b>110</b><br>85 - 120 |
| QLD - Brisbane    | <b>70</b><br>55 - 80 | <b>85</b><br>65 - 110  | <b>85</b><br>65 - 110  | <b>90</b><br>75 - 105  |
| SA - Adelaide     | <b>65</b><br>60 - 75 | <b>85</b><br>75 - 90   | <b>70</b><br>55 - 80   | <b>85</b><br>70 - 95   |
| WA - Perth        | <b>70</b><br>60 - 80 | <b>90</b><br>80 - 100  | <b>85</b><br>80 - 110  | <b>95</b><br>90 - 130  |
| ACT - Canberra    | <b>70</b><br>55 - 80 | <b>80</b><br>65 - 90   | <b>80</b><br>70 - 90   | <b>95</b><br>80 - 110  |
| TAS - Hobart      | <b>65</b><br>55 - 75 | <b>90</b><br>80 - 100  | <b>75</b><br>70 - 85   | <b>85</b><br>70 - 90   |
| NZ - Auckland     | <b>70</b><br>55 - 85 | <b>100</b><br>80 - 115 | <b>95</b><br>75 - 115  | <b>95</b><br>80 - 120  |
| NZ - Wellington   | <b>68</b><br>55 - 75 | <b>85</b><br>75 - 100  | <b>90</b><br>70 - 105  | <b>90</b><br>75 - 105  |
| NZ - Christchurch | <b>55</b><br>50 - 65 | <b>85</b><br>75 - 100  | <b>85</b><br>65 - 110  | <b>95</b><br>70 - 110  |

|                   | Business Manager        | Account Manager      | Senior Account Manager | National Account Manager |
|-------------------|-------------------------|----------------------|------------------------|--------------------------|
| NSW - Sydney      | <b>140</b><br>120 - 180 | <b>75</b><br>65 - 95 | <b>100</b><br>80 - 115 | <b>120</b><br>100 - 140  |
| VIC - Melbourne   | <b>145</b><br>115 - 170 | <b>80</b><br>70 - 90 | <b>100</b><br>90 - 110 | <b>130</b><br>120 - 150  |
| QLD - Brisbane    | <b>110</b><br>80 - 115  | <b>70</b><br>55 - 90 | <b>85</b><br>75 - 100  | <b>115</b><br>95 - 130   |
| SA - Adelaide     | <b>120</b><br>90 - 130  | <b>60</b><br>55 - 70 | <b>70</b><br>65 - 85   | <b>90</b><br>75 - 110    |
| WA - Perth        | <b>110</b><br>100 - 145 | <b>80</b><br>70 - 90 | <b>85</b><br>80 - 120  | <b>100</b><br>90 - 120   |
| ACT - Canberra    | <b>100</b><br>80 - 120  | <b>70</b><br>60 - 75 | <b>85</b><br>75 - 90   | <b>110</b><br>95 - 120   |
| TAS - Hobart      | <b>110</b><br>80 - 120  | <b>65</b><br>55 - 75 | <b>75</b><br>70 - 95   | <b>90</b><br>80 - 120    |
| NZ - Auckland     | <b>115</b><br>95 - 130  | <b>80</b><br>70 - 90 | <b>95</b><br>80 - 120  | <b>120</b><br>90 - 135   |
| NZ - Wellington   | <b>110</b><br>90 - 125  | <b>70</b><br>65 - 75 | <b>80</b><br>70 - 105  | <b>105</b><br>80 - 130   |
| NZ - Christchurch | <b>90</b><br>75 - 110   | <b>70</b><br>60 - 80 | <b>80</b><br>65 - 95   | <b>95</b><br>80 - 110    |

## NOTES:

• All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)

• All salaries shown exclude car and commission

• New Zealand salaries are represented in New Zealand dollars

# SALES

|                   | <b>Business Development Manager</b> | <b>Territory Manager</b> | <b>State/Regional Manager</b> | <b>National Sales Manager</b> | <b>Director of Sales</b> |
|-------------------|-------------------------------------|--------------------------|-------------------------------|-------------------------------|--------------------------|
| NSW - Sydney      | <b>100</b><br>80 - 140              | <b>75</b><br>60 - 90     | <b>120</b><br>90 - 150        | <b>150</b><br>120 - 200       | <b>220</b><br>170 - 280  |
| VIC - Melbourne   | <b>120</b><br>100 - 140             | <b>80</b><br>60 - 90     | <b>100</b><br>90 - 110        | <b>150</b><br>130 - 180       | <b>220</b><br>180 - 260  |
| QLD - Brisbane    | <b>85</b><br>65 - 110               | <b>65</b><br>55 - 85     | <b>100</b><br>80 - 130        | <b>140</b><br>110 - 180       | <b>170</b><br>120 - 220  |
| SA - Adelaide     | <b>70</b><br>65 - 75                | <b>75</b><br>65 - 85     | <b>90</b><br>80 - 115         | <b>110</b><br>85 - 135        | <b>125</b><br>95 - 150   |
| WA - Perth        | <b>90</b><br>80 - 130               | <b>80</b><br>75 - 100    | <b>120</b><br>100 - 130       | <b>120</b><br>120 - 150       | <b>185</b><br>170 - 200  |
| ACT - Canberra    | <b>100</b><br>90 - 130              | <b>90</b><br>70 - 95     | <b>100</b><br>90 - 120        | <b>120</b><br>90 - 140        | <b>140</b><br>110 - 150  |
| TAS - Hobart      | <b>75</b><br>65 - 90                | <b>80</b><br>70 - 100    | <b>90</b><br>80 - 120         | <b>120</b><br>90 - 130        | <b>160</b><br>130 - 160  |
| NZ - Auckland     | <b>90</b><br>80 - 110               | <b>75</b><br>65 - 85     | <b>120</b><br>110 - 150       | <b>140</b><br>110 - 170       | <b>190</b><br>135 - 230  |
| NZ - Wellington   | <b>85</b><br>75 - 110               | <b>75</b><br>65 - 80     | <b>110</b><br>90 - 140        | <b>125</b><br>90 - 150        | <b>150</b><br>130 - 220  |
| NZ - Christchurch | <b>80</b><br>70 - 110               | <b>75</b><br>60 - 85     | <b>100</b><br>80 - 135        | <b>110</b><br>90 - 140        | <b>140</b><br>100 - 180  |

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## AUSTRALIA

As technology continues to advance at a rapid rate, digital expertise is one key focus of vacancy activity. For most roles, employers look for talent to lead and guide on new trends and consequently a strong understanding of digital is now essential for career success.

So too is an understanding of data and statistics. Employers increasingly demand Campaign Analysts and Market Insights Analysts to drive more sophisticated customer profiling, impact measurement and ultimately lead to more precise and accurate decision-making. However, supply fails to meet demand and as a result, salaries are becoming very competitive in this area.

Another focus of vacancy activity comes as transformation projects advance to implementation. Last year, digital strategists and user research candidates were in high demand. This year, the subsequent rollout of mar-tech projects has seen the recruitment focus shift from strategy creation to strategy execution. Content Specialists are therefore now sought to work alongside Marketing Analysts and Digital Channel Managers to deliver to the increasingly complex campaign requirements and in the assessment of performance and progress. Salaries have consequently increased for those who specialise in data science, analytics or content.

Market distributors such as the NDIS and various Government initiatives have increased competition in the not-for-profit sector, necessitating a requirement for more commercial strategies. As a result, private sector candidates are sought to drive profits. Given demand, employers have either made salary packages more comparable to candidate expectations or offered flexible working options.

Like all industries, artificial intelligence and cloud computing are having an impact on marketing with routine, repetitive tasks automated. In addition to such efficiency improvements, targeting and personalisation enhancements can also be achieved. As a result, marketing and CRM professionals with experience using automated AI customer relationship management platforms are in growing demand. Salary pressure is not yet

widespread, although we expect salaries to increase next year in response to the competition for talent and movement of candidates across industries.

In a continuing trend, content management experts remain in demand, with content increasingly used to strategically qualify and nurture leads and drive customer acquisition. As a result, Content Managers and Communications Executives with content writing and video production skills will be a growing focus of demand. While technical content producers, such as those using a CMS to manage and publish content, have not seen any salary increase, creative content specialists are receiving an increase as employers look for people with exceptional writing skills along with technical nous.

In other trends, given the increasing scope and complexity of the traditional Marketing Manager role more organisations are investing in lifecycle specialisation - separating out acquisition and retention. Consumer choice and online transparency are necessitating a growing emphasis on retention marketing to support a sustainable operating model for many organisations. Loyalty Marketing/CRM Specialists and customer centric Digital Marketers are growing in demand as a result.

Within the design space, the number of pure Graphic Design roles is decreasing as employers instead expect marketing candidates to possess basic design skills. Consequently, marketing generalists must upskill in order to remain competitive.

This requirement to upskill is essential for marketing professionals at all levels. To advance your career, marketers now require a constant learning mindset in order to keep their understanding of all media, including digital, current.

Meanwhile, the traditional marketing career move from agency to client side continues, but is accelerating as candidates seek to make this transition earlier in their career. As a result, agencies are adapting by hiring graduates, offering sponsorship packages and providing freelance opportunities.

In a new trend, employers are increasingly willing to consider candidates without like-for-like industry experience. As a result, industries that typically offered

lower salaries are increasing their offers to compete for the top talent.

## NEW ZEALAND

Chief Marketing Officers in New Zealand are following their global peers to move their marketing spend allocation from advertising agencies and paid media towards marketing technology and personalisation. To ensure the success of enterprise content and marketing automation programmes, client side CMOs have continued to hire data driven marketers, customer experience specialists and content specialists.

In particular demand are Digital Analysts with knowledge of segmentation and contact strategy combined with data analysis skills. With these candidates in short supply, salaries have increased in both agencies and the corporate sector.

Customer Experience specialists who can attract and cultivate long term relationships with customers through the full range of brand touchpoints are in high demand too as companies move from a transactional focus to maximising customer value.

How marketing interacts with the sales team continues to evolve as organisations learn how to optimise their messaging to attract qualified inbound leads. Demand exists for Content Editors and Communications Executives with content writing, imagery and video production skills.

Another factor driving demand for marketing professionals is the adoption of automation and AI, particularly through the use of automated AI customer relationship management platforms. Demand will only continue to grow for candidates with experience using such platforms.

At the entry level, supply continues to outweigh demand, suppressing salaries. As a result, when looking for their next role Marketing Assistants and Coordinators need to develop good rapport with their interviewers and demonstrate their writing and creative skills, commercial acumen and positive attitude. Technical skills in web development or data analysis can differentiate candidates from their competition and justify a higher starting salary.

## MARKETING & DIGITAL

| MARKETING       | Marketing Coordinator | Marketing Executive  | Marketing Manager       | Snr Marketing Manager   | Marketing Director      | Event Coordinator    |
|-----------------|-----------------------|----------------------|-------------------------|-------------------------|-------------------------|----------------------|
| NSW - Sydney    | <b>65</b><br>60 - 70  | <b>80</b><br>70 - 90 | <b>120</b><br>100 - 145 | <b>145</b><br>130 - 170 | <b>210</b><br>180 - 260 | <b>65</b><br>55 - 75 |
| VIC - Melbourne | <b>65</b><br>55 - 70  | <b>75</b><br>70 - 85 | <b>100</b><br>90 - 120  | <b>140</b><br>120 - 160 | <b>200</b><br>150 - 250 | <b>65</b><br>55 - 70 |
| QLD - Brisbane  | <b>65</b><br>55 - 75  | <b>75</b><br>65 - 85 | <b>95</b><br>80 - 120   | <b>120</b><br>110 - 160 | <b>140</b><br>120 - 170 | <b>55</b><br>45 - 65 |
| SA - Adelaide   | <b>60</b><br>55 - 70  | <b>75</b><br>65 - 85 | <b>95</b><br>90 - 110   | <b>110</b><br>95 - 125  | <b>135</b><br>125 - 165 | <b>65</b><br>60 - 75 |
| NT - Darwin     | <b>65</b><br>50 - 75  | <b>75</b><br>65 - 85 | <b>100</b><br>75 - 130  | <b>140</b><br>100 - 180 | <b>145</b><br>120 - 200 | <b>65</b><br>50 - 80 |
| WA - Perth      | <b>60</b><br>45 - 65  | <b>75</b><br>65 - 80 | <b>110</b><br>90 - 130  | <b>140</b><br>120 - 170 | <b>195</b><br>160 - 230 | <b>60</b><br>55 - 75 |
| ACT - Canberra  | <b>70</b><br>55 - 75  | <b>80</b><br>70 - 90 | <b>110</b><br>90 - 120  | <b>150</b><br>120 - 170 | <b>175</b><br>150 - 200 | <b>65</b><br>55 - 75 |
| TAS - Hobart    | <b>60</b><br>55 - 70  | <b>75</b><br>65 - 85 | <b>90</b><br>80 - 120   | <b>100</b><br>90 - 120  | <b>130</b><br>110 - 150 | <b>65</b><br>60 - 70 |
| New Zealand     | <b>55</b><br>45 - 60  | <b>70</b><br>60 - 80 | <b>100</b><br>90 - 130  | <b>130</b><br>110 - 155 | <b>180</b><br>160 - 220 | <b>60</b><br>50 - 75 |

|                 | Event Manager          | Graphic Designer      | Brand Manager           | Campaign Manager       | Product Manager        | Bid Coordinator       |
|-----------------|------------------------|-----------------------|-------------------------|------------------------|------------------------|-----------------------|
| NSW - Sydney    | <b>100</b><br>80 - 120 | <b>90</b><br>70 - 120 | <b>120</b><br>100 - 140 | <b>115</b><br>90 - 140 | <b>110</b><br>90 - 140 | <b>80</b><br>70 - 90  |
| VIC - Melbourne | <b>90</b><br>80 - 110  | <b>75</b><br>55 - 90  | <b>100</b><br>90 - 120  | <b>110</b><br>90 - 140 | <b>110</b><br>80 - 130 | <b>85</b><br>70 - 100 |
| QLD - Brisbane  | <b>75</b><br>60 - 90   | <b>65</b><br>60 - 80  | <b>100</b><br>80 - 120  | <b>105</b><br>80 - 125 | <b>100</b><br>80 - 120 | <b>55</b><br>45 - 60  |
| SA - Adelaide   | <b>80</b><br>75 - 100  | <b>60</b><br>55 - 65  | <b>75</b><br>75 - 90    | <b>75</b><br>60 - 90   | <b>85</b><br>75 - 100  | <b>80</b><br>70 - 90  |
| NT - Darwin     | <b>90</b><br>70 - 110  | <b>80</b><br>55 - 100 | <b>80</b><br>70 - 100   | <b>85</b><br>60 - 110  | <b>85</b><br>75 - 100  | <b>80</b><br>70 - 90  |
| WA - Perth      | <b>85</b><br>75 - 95   | <b>80</b><br>65 - 90  | <b>100</b><br>80 - 110  | <b>95</b><br>80 - 110  | <b>100</b><br>80 - 110 | <b>70</b><br>60 - 80  |
| ACT - Canberra  | <b>95</b><br>80 - 110  | <b>80</b><br>75 - 110 | <b>110</b><br>100 - 120 | <b>110</b><br>90 - 120 | <b>95</b><br>80 - 110  | N/A                   |
| TAS - Hobart    | <b>70</b><br>65 - 80   | <b>65</b><br>55 - 80  | <b>90</b><br>80 - 100   | <b>70</b><br>65 - 80   | N/A                    | N/A                   |
| New Zealand     | <b>80</b><br>60 - 100  | <b>65</b><br>50 - 90  | <b>90</b><br>80 - 110   | <b>80</b><br>70 - 100  | <b>95</b><br>80 - 120  | <b>60</b><br>50 - 70  |

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- New Zealand salaries are represented in New Zealand dollars

# MARKETING & DIGITAL

| MARKETING       | Bid Writer             | Bid Manager             | Research Executive/<br>Marketing Analyst | Direct Marketing Manager | Internal Communications Advisor | Communications Advisor |
|-----------------|------------------------|-------------------------|--|--------------------------|---------------------------------|------------------------|
| NSW - Sydney    | <b>110</b><br>90 - 130 | <b>150</b><br>130 - 200 | <b>100</b><br>70 - 140                   | <b>120</b><br>90 - 130   | <b>100</b><br>80 - 120          | <b>95</b><br>80 - 120  |
| VIC - Melbourne | <b>110</b><br>95 - 130 | <b>145</b><br>130 - 200 | <b>100</b><br>80 - 135                   | <b>100</b><br>90 - 120   | <b>110</b><br>80 - 140          | <b>80</b><br>70 - 95   |
| QLD - Brisbane  | <b>90</b><br>75 - 100  | <b>125</b><br>100 - 150 | <b>90</b><br>75 - 105                    | <b>85</b><br>70 - 100    | <b>75</b><br>65 - 90            | <b>80</b><br>65 - 95   |
| SA - Adelaide   | <b>90</b><br>85 - 100  | N/A                     | <b>70</b><br>60 - 80                     | <b>85</b><br>80 - 100    | <b>80</b><br>65 - 100           | <b>90</b><br>85 - 95   |
| NT - Darwin     | <b>90</b><br>85 - 100  | <b>100</b><br>90 - 130  | <b>80</b><br>70 - 95                     | <b>95</b><br>80 - 110    | <b>75</b><br>65 - 90            | <b>80</b><br>60 - 100  |
| WA - Perth      | <b>80</b><br>65 - 90   | <b>110</b><br>90 - 120  | <b>80</b><br>70 - 95                     | <b>90</b><br>80 - 110    | <b>80</b><br>70 - 90            | <b>85</b><br>75 - 90   |
| ACT - Canberra  | N/A                    | N/A                     | <b>80</b><br>70 - 90                     | <b>100</b><br>80 - 110   | <b>85</b><br>65 - 100           | <b>90</b><br>90 - 120  |
| TAS - Hobart    | N/A                    | N/A                     | <b>95</b><br>70 - 100                    | N/A                      | <b>70</b><br>65 - 80            | <b>80</b><br>75 - 90   |
| New Zealand     | <b>80</b><br>70 - 90   | <b>90</b><br>80 - 130   | <b>70</b><br>60 - 80                     | <b>95</b><br>85 - 110    | <b>80</b><br>70 - 100           | <b>70</b><br>60 - 90   |

|                 | Communications Manager  | Major Gifts Manager     | Sponsorship/<br>Fundraising Manager | Sponsorship/<br>Fundraising Director |
|-----------------|-------------------------|-------------------------|-------------------------------------|--------------------------------------|
| NSW - Sydney    | <b>120</b><br>100 - 140 | <b>120</b><br>100 - 140 | <b>125</b><br>90 - 150              | <b>180</b><br>140 - 200              |
| VIC - Melbourne | <b>100</b><br>90 - 130  | <b>110</b><br>90 - 130  | <b>100</b><br>90 - 120              | <b>150</b><br>140 - 180              |
| QLD - Brisbane  | <b>110</b><br>90 - 120  | <b>70</b><br>60 - 90    | <b>85</b><br>70 - 100               | <b>105</b><br>90 - 120               |
| SA - Adelaide   | <b>110</b><br>100 - 125 | <b>90</b><br>75 - 100   | <b>85</b><br>80 - 95                | N/A                                  |
| NT - Darwin     | <b>110</b><br>90 - 130  | <b>90</b><br>75 - 100   | <b>80</b><br>55 - 100               | <b>110</b><br>90 - 135               |
| WA - Perth      | <b>100</b><br>90 - 110  | <b>80</b><br>75 - 90    | <b>90</b><br>75 - 100               | <b>120</b><br>95 - 130               |
| ACT - Canberra  | <b>110</b><br>100 - 130 | N/A                     | <b>85</b><br>80 - 95                | <b>130</b><br>115 - 160              |
| TAS - Hobart    | <b>100</b><br>90 - 120  | N/A                     | <b>100</b><br>90 - 110              | N/A                                  |
| New Zealand     | <b>100</b><br>90 - 130  | N/A                     | <b>85</b><br>70 - 100               | <b>100</b><br>90 - 120               |

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**It's not hard to see the appeal of the top marketing job. But how do you get there? Find out in our report 'The DNA of a Marketing Director'. Download your copy now.**

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# MARKETING & DIGITAL

| DIGITAL         | eCommerce Specialist    | eCommerce Manager       | Online Manager         | Online Marketing Manager | Digital Project Manager | Digital Marketing Coordinator |
|-----------------|-------------------------|-------------------------|------------------------|--------------------------|-------------------------|-------------------------------|
| NSW - Sydney    | <b>90</b><br>80 - 100   | <b>135</b><br>110 - 160 | <b>110</b><br>90 - 130 | <b>120</b><br>100 - 140  | <b>120</b><br>100 - 140 | <b>70</b><br>50 - 75          |
| VIC - Melbourne | <b>90</b><br>80 - 110   | <b>130</b><br>100 - 150 | N/A                    | N/A                      | <b>120</b><br>100 - 140 | <b>70</b><br>65 - 80          |
| QLD - Brisbane  | <b>85</b><br>75 - 90    | <b>90</b><br>80 - 110   | <b>85</b><br>80 - 90   | <b>90</b><br>80 - 100    | <b>95</b><br>85 - 110   | <b>80</b><br>70 - 90          |
| SA - Adelaide   | N/A                     | <b>90</b><br>80 - 100   | <b>90</b><br>85 - 95   | <b>90</b><br>80 - 100    | <b>90</b><br>85 - 105   | <b>65</b><br>60 - 75          |
| NT - Darwin     | <b>85</b><br>75 - 100   | <b>90</b><br>80 - 100   | <b>85</b><br>75 - 100  | <b>90</b><br>80 - 110    | <b>100</b><br>80 - 130  | <b>80</b><br>60 - 90          |
| WA - Perth      | <b>110</b><br>100 - 120 | <b>125</b><br>100 - 150 | <b>100</b><br>75 - 120 | <b>110</b><br>90 - 130   | <b>95</b><br>80 - 110   | <b>70</b><br>60 - 80          |
| ACT - Canberra  | <b>105</b><br>90 - 120  | <b>130</b><br>100 - 150 | <b>100</b><br>90 - 130 | <b>95</b><br>90 - 100    | <b>120</b><br>100 - 140 | <b>80</b><br>75 - 95          |
| TAS - Hobart    | N/A                     | N/A                     | N/A                    | <b>85</b><br>75 - 95     | N/A                     | <b>70</b><br>60 - 80          |
| New Zealand     | <b>60</b><br>50 - 80    | <b>140</b><br>125 - 150 | <b>100</b><br>80 - 110 | <b>110</b><br>100 - 120  | <b>110</b><br>80 - 120  | <b>45</b><br>40 - 55          |

|                 | Digital Marketing Executive | Digital Producer      | Digital Designer      | Digital Marketing Manager | Multimedia Developer | Content Manager        |
|-----------------|-----------------------------|-----------------------|-----------------------|---------------------------|----------------------|------------------------|
| NSW - Sydney    | <b>90</b><br>80 - 100       | <b>95</b><br>80 - 120 | <b>90</b><br>80 - 120 | <b>140</b><br>100 - 150   | N/A                  | <b>95</b><br>70 - 100  |
| VIC - Melbourne | <b>90</b><br>85 - 100       | <b>95</b><br>80 - 130 | <b>90</b><br>70 - 100 | <b>130</b><br>100 - 180   | N/A                  | <b>85</b><br>70 - 95   |
| QLD - Brisbane  | <b>80</b><br>75 - 95        | <b>85</b><br>70 - 95  | <b>85</b><br>70 - 95  | <b>100</b><br>90 - 160    | <b>70</b><br>60 - 80 | <b>80</b><br>60 - 100  |
| SA - Adelaide   | <b>75</b><br>65 - 85        | <b>65</b><br>60 - 80  | <b>70</b><br>60 - 80  | <b>100</b><br>90 - 110    | N/A                  | <b>85</b><br>80 - 95   |
| NT - Darwin     | <b>80</b><br>65 - 95        | <b>70</b><br>60 - 80  | <b>75</b><br>60 - 90  | <b>100</b><br>80 - 120    | <b>75</b><br>55 - 95 | <b>100</b><br>80 - 120 |
| WA - Perth      | <b>90</b><br>80 - 100       | <b>85</b><br>75 - 90  | <b>70</b><br>65 - 80  | <b>120</b><br>100 - 140   | <b>75</b><br>65 - 85 | <b>75</b><br>65 - 85   |
| ACT - Canberra  | <b>100</b><br>95 - 110      | <b>85</b><br>75 - 100 | <b>85</b><br>80 - 95  | <b>140</b><br>100 - 190   | <b>80</b><br>75 - 90 | <b>80</b><br>70 - 95   |
| TAS - Hobart    | N/A                         | N/A                   | N/A                   | <b>100</b><br>80 - 110    | N/A                  | N/A                    |
| New Zealand     | <b>70</b><br>55 - 80        | <b>90</b><br>70 - 110 | <b>90</b><br>80 - 120 | <b>105</b><br>95 - 125    | <b>70</b><br>60 - 80 | <b>75</b><br>65 - 85   |

## NOTES:

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- New Zealand salaries are represented in New Zealand dollars

## MARKETING & DIGITAL

| DIGITAL         | Web Content Editor    | Website Manager         | SEO Specialist        | SEM Specialist        | Optimization/Conversion Specialist | Content Writer        |
|-----------------|-----------------------|-------------------------|-----------------------|-----------------------|------------------------------------|-----------------------|
| NSW - Sydney    | <b>85</b><br>70 - 100 | <b>120</b><br>100 - 130 | <b>85</b><br>70 - 100 | <b>80</b><br>70 - 90  | <b>100</b><br>90 - 150             | <b>85</b><br>75 - 100 |
| VIC - Melbourne | <b>85</b><br>70 - 95  | <b>100</b><br>90 - 120  | <b>80</b><br>70 - 100 | <b>80</b><br>70 - 100 | <b>100</b><br>90 - 120             | <b>85</b><br>75 - 90  |
| QLD - Brisbane  | <b>70</b><br>60 - 80  | <b>90</b><br>80 - 100   | <b>90</b><br>70 - 105 | <b>80</b><br>70 - 90  | <b>85</b><br>70 - 95               | <b>70</b><br>60 - 80  |
| SA - Adelaide   | <b>75</b><br>70 - 85  | <b>85</b><br>75 - 95    | <b>75</b><br>65 - 85  | <b>80</b><br>70 - 90  | <b>75</b><br>65 - 85               | <b>80</b><br>75 - 90  |
| NT - Darwin     | <b>80</b><br>65 - 95  | <b>95</b><br>75 - 110   | <b>85</b><br>70 - 100 | <b>80</b><br>70 - 90  | <b>75</b><br>65 - 85               | <b>80</b><br>75 - 90  |
| WA - Perth      | <b>75</b><br>65 - 85  | <b>90</b><br>75 - 105   | <b>85</b><br>75 - 95  | <b>95</b><br>80 - 105 | <b>90</b><br>85 - 100              | <b>75</b><br>65 - 85  |
| ACT - Canberra  | <b>80</b><br>60 - 90  | <b>105</b><br>90 - 120  | <b>90</b><br>85 - 110 | <b>90</b><br>85 - 100 | <b>85</b><br>80 - 110              | <b>90</b><br>80 - 100 |
| TAS - Hobart    | N/A                   | N/A                     | N/A                   | N/A                   | N/A                                | N/A                   |
| New Zealand     | <b>70</b><br>60 - 80  | <b>80</b><br>70 - 90    | <b>80</b><br>70 - 90  | <b>80</b><br>70 - 90  | <b>90</b><br>80 - 100              | <b>70</b><br>65 - 75  |

|                 | Digital Analyst        | Digital Product Owner   | Digital Channel Manager | Digital Strategy Manager | Social Media Coordinator | Social Media Executive |
|-----------------|------------------------|-------------------------|-------------------------|--------------------------|--------------------------|------------------------|
| NSW - Sydney    | <b>110</b><br>70 - 140 | <b>130</b><br>110 - 150 | <b>130</b><br>110 - 150 | <b>150</b><br>120 - 180  | <b>60</b><br>50 - 70     | <b>80</b><br>70 - 90   |
| VIC - Melbourne | <b>110</b><br>90 - 120 | <b>130</b><br>120 - 150 | <b>140</b><br>120 - 160 | <b>130</b><br>100 - 160  | <b>55</b><br>50 - 60     | <b>65</b><br>60 - 75   |
| QLD - Brisbane  | <b>90</b><br>70 - 120  | <b>85</b><br>70 - 110   | <b>105</b><br>90 - 125  | <b>120</b><br>100 - 140  | <b>60</b><br>55 - 65     | <b>70</b><br>65 - 75   |
| SA - Adelaide   | <b>70</b><br>65 - 80   | N/A                     | N/A                     | <b>110</b><br>100 - 120  | <b>60</b><br>55 - 70     | <b>75</b><br>70 - 80   |
| NT - Darwin     | <b>70</b><br>65 - 80   | <b>80</b><br>70 - 90    | <b>90</b><br>80 - 100   | <b>110</b><br>100 - 120  | <b>65</b><br>55 - 75     | <b>70</b><br>60 - 80   |
| WA - Perth      | <b>75</b><br>65 - 85   | <b>90</b><br>80 - 100   | <b>100</b><br>90 - 110  | <b>120</b><br>100 - 150  | <b>75</b><br>65 - 85     | <b>85</b><br>75 - 90   |
| ACT - Canberra  | <b>95</b><br>80 - 110  | <b>110</b><br>90 - 140  | <b>100</b><br>90 - 110  | <b>120</b><br>90 - 160   | <b>60</b><br>50 - 70     | <b>75</b><br>60 - 80   |
| TAS - Hobart    | N/A                    | N/A                     | N/A                     | N/A                      | <b>55</b><br>50 - 70     | <b>65</b><br>60 - 80   |
| New Zealand     | <b>80</b><br>65 - 100  | <b>130</b><br>110 - 150 | <b>95</b><br>85 - 115   | <b>150</b><br>140 - 160  | <b>50</b><br>40 - 55     | <b>60</b><br>55 - 70   |

### NOTES:

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- New Zealand salaries are represented in New Zealand dollars

## MARKETING & DIGITAL

| DIGITAL         | Social Media Manager    | CRM Manager            |
|-----------------|-------------------------|------------------------|
| NSW - Sydney    | <b>120</b><br>100 - 150 | <b>110</b><br>90 - 140 |
| VIC - Melbourne | <b>110</b><br>80 - 130  | <b>100</b><br>85 - 130 |
| QLD - Brisbane  | <b>85</b><br>75 - 95    | <b>80</b><br>70 - 90   |
| SA - Adelaide   | <b>85</b><br>75 - 95    | <b>75</b><br>70 - 90   |
| NT - Darwin     | <b>90</b><br>70 - 100   | <b>85</b><br>70 - 95   |
| WA - Perth      | <b>100</b><br>90 - 115  | <b>100</b><br>90 - 110 |
| ACT - Canberra  | <b>110</b><br>85 - 140  | <b>100</b><br>80 - 130 |
| TAS - Hobart    | N/A                     | <b>80</b><br>70 - 95   |
| New Zealand     | <b>110</b><br>85 - 140  | <b>100</b><br>90 - 110 |

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- New Zealand salaries are represented in New Zealand dollars

## MARKETING & DIGITAL

| PR & COMMUNICATIONS | PR Coordinator       | PR Executive         | PR Manager             | PR Director             |
|---------------------|----------------------|----------------------|------------------------|-------------------------|
| NSW - Sydney        | <b>65</b><br>60 - 75 | <b>80</b><br>75 - 90 | <b>125</b><br>90 - 140 | <b>150</b><br>130 - 180 |
| VIC - Melbourne     | <b>65</b><br>60 - 70 | <b>75</b><br>70 - 80 | <b>110</b><br>90 - 130 | <b>140</b><br>130 - 160 |
| QLD - Brisbane      | <b>65</b><br>50 - 75 | <b>75</b><br>60 - 85 | <b>90</b><br>80 - 110  | <b>120</b><br>100 - 130 |
| SA - Adelaide       | <b>65</b><br>60 - 70 | <b>80</b><br>65 - 90 | <b>95</b><br>90 - 125  | <b>130</b><br>85 - 135  |
| NT - Darwin         | <b>75</b><br>65 - 80 | <b>80</b><br>70 - 90 | <b>100</b><br>90 - 120 | <b>130</b><br>110 - 150 |
| WA - Perth          | <b>75</b><br>65 - 85 | <b>80</b><br>70 - 90 | <b>100</b><br>85 - 115 | <b>135</b><br>120 - 150 |
| ACT - Canberra      | <b>55</b><br>50 - 60 | <b>85</b><br>80 - 90 | <b>100</b><br>90 - 110 | <b>130</b><br>120 - 140 |
| TAS - Hobart        | <b>55</b><br>50 - 60 | <b>80</b><br>70 - 90 | <b>90</b><br>80 - 100  | <b>100</b><br>90 - 110  |
| New Zealand         | <b>60</b><br>50 - 70 | <b>70</b><br>60 - 80 | <b>90</b><br>70 - 110  | <b>150</b><br>120 - 160 |

|                 | Media Relations Manager | Corporate Relations Advisor | Corporate Relations Manager |
|-----------------|-------------------------|-----------------------------|-----------------------------|
| NSW - Sydney    | <b>120</b><br>100 - 140 | <b>100</b><br>70 - 120      | <b>85</b><br>70 - 100       |
| VIC - Melbourne | <b>110</b><br>90 - 130  | <b>75</b><br>70 - 85        | <b>120</b><br>90 - 150      |
| QLD - Brisbane  | <b>100</b><br>80 - 120  | <b>75</b><br>70 - 85        | <b>110</b><br>80 - 130      |
| SA - Adelaide   | <b>100</b><br>90 - 110  | <b>75</b><br>70 - 85        | <b>100</b><br>85 - 115      |
| NT - Darwin     | <b>95</b><br>80 - 110   | <b>90</b><br>80 - 100       | <b>105</b><br>90 - 120      |
| WA - Perth      | <b>100</b><br>85 - 120  | <b>75</b><br>65 - 85        | <b>100</b><br>85 - 120      |
| ACT - Canberra  | <b>100</b><br>90 - 110  | <b>90</b><br>85 - 110       | <b>135</b><br>95 - 140      |
| TAS - Hobart    | <b>100</b><br>90 - 110  | <b>70</b><br>65 - 80        | <b>120</b><br>95 - 140      |
| New Zealand     | <b>100</b><br>90 - 120  | <b>75</b><br>70 - 90        | <b>120</b><br>100 - 140     |

### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# RETAIL



## AUSTRALIA

Australia's retail sector witnessed steady vacancy activity in many areas in 2018-19, with several key trends set to impact the skills needed in the year ahead.

The first of these is the investment a number of large global retail businesses are making in our local market. With certain well-known brands establishing stores in Australia, particularly in Melbourne, Sydney and Brisbane, vacancy activity has increased for Senior Store Managers, Store Managers and Assistant Managers. The entry of international brands has also resulted in salary increases, with packages typically ranging from \$80,000 to \$100,000 for senior operational management roles.

The second is the intensification of store management skill shortages. In particular demand are Store Managers with specific category experience, especially leather goods, fine jewellery and timepieces. There is also a shortage of Store Managers for suburban roles, with most candidates preferring to work in CBDs where they can earn a higher base salary.

In addition, an increasing level of responsibility is being placed on retail operations staff, such as Senior Sales Associates and Supervisors. As a result, retail operations salaries have increased slightly across all roles, from supervisors to specialists.

This trend is also behind the interest shown from Australian fashion retailers in candidates who have run their own small business and are now looking to return to the retail industry. Employers value the wealth of creativity and solid business acumen that such candidates possess.

Given the skill shortages that exist in store management, retail employers are investing in the training and development of staff, which is creating opportunities for retail candidates to progress to Store Assistants and Assistant Store Managers. This trend ensures that the future is promising for entry-level retail candidates seeking a career in this industry.

Another trend is the growth of disruption across the industry resulting from pure-play online retailers. In response, many local retailers have improved their

e-commerce offering, which has fuelled demand for Allocators, Planners and Merchandisers, as well as retail operations candidates. Demand exists for retail professionals with digital, product management and marketing expertise as retailers develop e-commerce head office teams and add digital responsibilities to traditional bricks and mortar roles.

In addition, with margins continuing to narrow across the retail landscape, there will be an increasing demand for data-driven Merchandise Planners for optimal inventory management. Specific category experience is important too, such as fashion, apparel versus big box and hard goods.

Merchandise Allocators with previous experience continue to be sought. The typical movement of these candidates into Assistant Planner roles creates an ongoing shortage of experienced Merchandise Allocators. With many candidates viewing the role as a side-step rather than a move forward in their career, employers need to offer a clear development pathway to attract top talent.

| MERCHANDISE PLANNING | Merchandise Assistant | Assistant Planner | Merchandise Planner | Senior Merchandise Planner | Planning Manager | Group Planning Manager/Director |
|----------------------|-----------------------|-------------------|---------------------|----------------------------|------------------|---------------------------------|
| Sydney               | 52 - 60               | 65 - 80           | 80 - 130            | 110 - 140                  | 130 - 200        | 150 - 350                       |
| Melbourne            | 50 - 60               | 60 - 75           | 80 - 100            | 100 - 140                  | 125 - 200        | 150 - 350                       |

| BUYING    | Buying Assistant | Assistant Buyer | Buyer    | Senior Buyer | Buying Manager | Merchandise Manager/Buying Director |
|-----------|------------------|-----------------|----------|--------------|----------------|-------------------------------------|
| Sydney    | 52 - 65          | 65 - 80         | 90 - 140 | 100 - 160    | 135 - 200      | 150 - 400                           |
| Melbourne | 50 - 60          | 60 - 75         | 80 - 100 | 90 - 150     | 125 - 200      | 150 - 400                           |

### NOTES:

• All salaries shown are exclusive of superannuation

# RETAIL

| DESIGN    | Assistant Designer | Designer | Senior Designer | Head of Design/<br>Creative Director |  |  |
|-----------|--------------------|----------|-----------------|--------------------------------------|--|--|
| Sydney    | 55 - 65            | 65 - 125 | 90 - 150        | 120 - 250                            |  |  |
| Melbourne | 50 - 60            | 80 - 150 | 100 - 180       | 180 - 250                            |  |  |

| PRODUCT DEVELOPMENT & TECHNICAL | Pattern Cutter | Garment Technician/<br>QA | Assistant Product Developer | Product Developer | Product Development Manager |  |
|---------------------------------|----------------|---------------------------|-----------------------------|-------------------|-----------------------------|--|
| Sydney                          | 60 - 90        | 55 - 85                   | 55 - 70                     | 60 - 90           | 90 - 125                    |  |
| Melbourne                       | 60 - 90        | 50 - 85                   | 50 - 65                     | 60 - 90           | 85 - 125                    |  |

| VISUAL MERCHANDISING | Visual Merchandiser Coordinator | Store Visual Merchandiser | Area Visual Merchandiser | State Visual Merchandiser | National Visual Merchandiser Manager |  |
|----------------------|---------------------------------|---------------------------|--------------------------|---------------------------|--------------------------------------|--|
| Sydney               | 47 - 55                         | 47 - 55                   | 50 - 80                  | 65 - 100                  | 80 - 200                             |  |
| Melbourne            | 45 - 55                         | 42 - 55                   | 45 - 80                  | 65 - 100                  | 80 - 200                             |  |

| OPERATIONS | In-store Sales Professional | Assistant SM/2IC (Turnover up \$2 m) | Assistant SM/2IC (Turnover \$2-5 m) | Assistant SM/2IC (Turnover \$5-10 m) | Assistant SM/2IC (Turnover \$10-20 m) | Assistant SM/2IC (Turnover \$20+ m) |
|------------|-----------------------------|--------------------------------------|-------------------------------------|--------------------------------------|---------------------------------------|-------------------------------------|
| Sydney     | 47 - 65                     | 47 - 50                              | 50 - 55                             | 50 - 75                              | 65 - 90                               | 75 - 110                            |
| Melbourne  | 45 - 55                     | 50 - 55                              | 60 - 65                             | 50 - 75                              | 65 - 90                               | 75 - 100                            |

|           | Store Manager (Turnover up \$2 m) | Store Manager (Turnover \$2-5 m) | Store Manager (Turnover \$5-10 m) | Store Manager (Turnover \$10-20 m) | Store Manager (Turnover \$20+ m) | Cluster/<br>Area Manager 5-10 Stores |
|-----------|-----------------------------------|----------------------------------|-----------------------------------|------------------------------------|----------------------------------|--------------------------------------|
| Sydney    | 50 - 60                           | 55 - 65                          | 65 - 110                          | 80 - 115                           | 90 - 125                         | 60 - 85                              |
| Melbourne | 45 - 60                           | 50 - 70                          | 65 - 110                          | 80 - 115                           | 90 - 125                         | 60 - 85                              |

|           | Area/Regional Manager 10-20 Stores | Area/Regional Manager 20+ Stores | State Manager | Big Box - Multi-site 5-10 Stores | Big Box - Multi-site 11-20 Stores | Big Box - Multi-site 20+ Stores |
|-----------|------------------------------------|----------------------------------|---------------|----------------------------------|-----------------------------------|---------------------------------|
| Sydney    | 80 - 120                           | 90 - 150                         | 80 - 150      | 75 - 150                         | 85 - 180                          | 120 - 200                       |
| Melbourne | 70 - 110                           | 90 - 150                         | 80 - 150      | 75 - 150                         | 85 - 180                          | 120 - 200                       |

| HEAD OFFICE | Loss Prevention Manager | E-Commerce Manager | National Operations Manager | Retail Director | General Manager |
|-------------|-------------------------|--------------------|-----------------------------|-----------------|-----------------|
| Sydney      | 80 - 120                | 90 - 200           | 150 - 300                   | 150 - 400       | 200 - 500       |
| Melbourne   | 80 - 120                | 90 - 200           | 150 - 300                   | 150 - 400       | 200 - 500       |

**NOTES:**

• All salaries shown are exclusive of superannuation



## AUSTRALIA

Like all industries, economies and geographies, the rapid advancement of technology is having a significant impact on Australia's logistics sector.

Automation, robotics and technological efficiencies that improve the supply chain are advancing strongly year-on-year.

The vast continent of Australia also brings multispeed economies, shoots of growth, challenges and opportunities that vary depending on the location, climate, population and investment.

**“ As vacancy activity continues to grow and competition for the top talent increases, salary pressure will become more widespread in 2019-20. ”**

Overall conditions were fairly positive throughout the past financial year. The larger states of New South Wales and Victoria had high vacancy activity across all roles, with an increasing number of mid to senior and Logistics and Supply Chain Manager jobs.

Tasmania's positive economic climate was also a contributor, with a surge in interstate and international exports. Consequently, we expect continuing demand for supply chain and transport professionals to achieve company expectations. Demand will also remain high for warehouse staff, particularly those with a high-risk forklift ticket, Warehouse Supervisors willing to manage small teams and Multi Combination Drivers.

The Tasmanian Government's initiative of targeting skilled migrants through the skilled state sponsored visa has attracted several experienced warehouse staff from interstate to Tasmania. This addition to the talent pool eased salary pressure during the last financial year. Looking ahead however, salaries are expected to increase in Tasmania for Multi Combination Drivers and Warehouse Supervisors, who remain in short supply.

Elsewhere we have seen shoots of opportunities, leading to optimism for the year ahead. Multi-skilled candidates across Australia with strong experience using systems and processes will remain in high demand but short supply.

Meanwhile, the heavy vehicle regulations will continue to create demand in the transport sector for qualified Supervisors with a Chain of Responsibility accreditation.

Another key trend is the recovery of the senior supply chain market, leading to demand for Supply Chain Managers and, in turn, mid-tier Demand and Supply Planners. In some states, salaries have increased in response to this demand.

The growing 3PL footprint is creating high demand for permanent Warehouse Managers, Logistics Coordinators, Analysts, Pallet Controllers and Dispatch Coordinators to ensure service delivery levels are met and, ideally, exceeded. While demand is growing so too are the expectations of employers, who now want degree qualified candidates with experience in a similar environment.

In the warehousing sector, diploma or degree qualified candidates with experience in lean principles are increasingly sought. With the exception of New South Wales and Victoria, salaries have not adjusted in response to demand. Salaries for warehousing roles remain steady in smaller organisations, which typically offer between \$55,000 and \$65,000. Larger companies however are offering salaries over \$90,000 for highly skilled and experienced candidates, especially those with safety qualifications and experience.

In New South Wales and Victoria, higher vacancy activity has significantly drained the available pool of candidates and created a war for talent. As a result, employers in these states have begun to offer higher salaries for senior Warehouse Supervisors, Operations Managers, Transport Managers and Fleet Managers and Controllers.

The Trans-Pacific Partnership has increased vacancy activity in freight forwarding across Australia and subsequently demand for import/export professionals, particularly sea freight and Mandarin speaking candidates. Those with

CargoWise knowledge are also sought. Despite the demand, salaries on offer fail to attract suitable candidates.

In a new trend, fixed-term contracts and project roles are available. This is a notable change in a market that was previously dominated by permanent roles.

Crucially, while highly experienced and qualified candidates will continue to be sought, hands-on operational experience will remain a key requirement.

In summary, minimal salary increases have been seen across logistics. Small increases have been limited to particular skills in demand, candidates with a proven ability to reduce costs by driving efficiencies and in certain geographies.

As vacancy activity continues to grow and competition for the top talent increases, salary pressure will become more widespread in 2019-20. With a promising year ahead, Australia's logistics industry is poised to survive and thrive, whatever the future brings.

# LOGISTICS

| WAREHOUSE/DISTRIBUTION | Operations Manager      | Distribution Centre Manager | Project Manager         | Warehouse Manager      | Warehouse Supervisor |
|------------------------|-------------------------|-----------------------------|-------------------------|------------------------|----------------------|
| NSW - Sydney           | <b>140</b><br>120 - 150 | <b>120</b><br>110 - 135     | <b>110</b><br>100 - 120 | <b>100</b><br>75 - 120 | <b>75</b><br>65 - 85 |
| WA - Perth             | <b>100</b><br>85 - 130  | <b>120</b><br>100 - 150     | <b>95</b><br>80 - 120   | <b>90</b><br>75 - 110  | <b>85</b><br>70 - 90 |
| VIC - Melbourne        | <b>120</b><br>100 - 140 | <b>120</b><br>110 - 130     | <b>110</b><br>100 - 120 | <b>90</b><br>80 - 110  | <b>70</b><br>55 - 80 |
| QLD - Brisbane         | <b>95</b><br>80 - 110   | <b>100</b><br>65 - 120      | <b>110</b><br>90 - 135  | <b>80</b><br>65 - 95   | <b>65</b><br>55 - 75 |
| SA - Adelaide          | <b>85</b><br>80 - 100   | <b>75</b><br>70 - 100       | <b>80</b><br>70 - 90    | <b>70</b><br>55 - 80   | <b>55</b><br>45 - 65 |
| ACT - Canberra         | <b>110</b><br>90 - 120  | <b>110</b><br>100 - 120     | <b>90</b><br>80 - 110   | <b>80</b><br>70 - 100  | <b>70</b><br>60 - 80 |
| NT - Darwin            | <b>100</b><br>85 - 120  | <b>85</b><br>75 - 110       | <b>90</b><br>80 - 110   | <b>85</b><br>80 - 90   | <b>70</b><br>65 - 75 |
| TAS - Hobart           | <b>100</b><br>85 - 120  | <b>80</b><br>75 - 100       | <b>80</b><br>70 - 90    | <b>70</b><br>55 - 80   | <b>55</b><br>45 - 65 |

|                 | Contract/Account Manager | Warehouse Coordinator | Stock/Inventory Controller | Storeperson           |
|-----------------|--------------------------|-----------------------|----------------------------|-----------------------|
| NSW - Sydney    | <b>100</b><br>90 - 120   | <b>65</b><br>55 - 70  | <b>70</b><br>65 - 75       | <b>55</b><br>45 - 55  |
| WA - Perth      | <b>95</b><br>80 - 100    | <b>70</b><br>60 - 85  | <b>75</b><br>50 - 100      | <b>70</b><br>50 - 100 |
| VIC - Melbourne | <b>110</b><br>90 - 140   | <b>60</b><br>50 - 70  | <b>60</b><br>55 - 70       | <b>45</b><br>40 - 50  |
| QLD - Brisbane  | <b>80</b><br>65 - 90     | <b>50</b><br>45 - 60  | <b>60</b><br>45 - 75       | <b>40</b><br>40 - 50  |
| SA - Adelaide   | <b>90</b><br>75 - 110    | <b>45</b><br>45 - 60  | <b>50</b><br>45 - 65       | <b>45</b><br>40 - 50  |
| ACT - Canberra  | <b>80</b><br>75 - 90     | <b>70</b><br>60 - 80  | <b>65</b><br>60 - 75       | <b>55</b><br>50 - 60  |
| NT - Darwin     | <b>100</b><br>80 - 120   | <b>55</b><br>45 - 64  | <b>60</b><br>50 - 70       | <b>50</b><br>45 - 55  |
| TAS - Hobart    | <b>80</b><br>65 - 90     | <b>45</b><br>45 - 60  | <b>45</b><br>45 - 55       | <b>40</b><br>40 - 50  |

| TRANSPORT       | Operations Manager      | Transport Manager       | Contract/Account Manager | Transport Analyst    | Fleet Manager         | Fleet Controller      |
|-----------------|-------------------------|-------------------------|--------------------------|----------------------|-----------------------|-----------------------|
| NSW - Sydney    | <b>130</b><br>120 - 150 | <b>135</b><br>120 - 160 | <b>90</b><br>80 - 100    | <b>75</b><br>65 - 80 | <b>85</b><br>80 - 100 | <b>80</b><br>65 - 100 |
| WA - Perth      | <b>110</b><br>90 - 120  | <b>100</b><br>70 - 150  | <b>110</b><br>90 - 130   | <b>70</b><br>60 - 85 | <b>75</b><br>65 - 90  | <b>75</b><br>60 - 90  |
| VIC - Melbourne | <b>110</b><br>90 - 140  | <b>120</b><br>100 - 130 | <b>110</b><br>90 - 120   | <b>80</b><br>70 - 90 | <b>80</b><br>70 - 100 | <b>70</b><br>60 - 90  |
| QLD - Brisbane  | <b>110</b><br>75 - 130  | <b>80</b><br>75 - 95    | <b>80</b><br>75 - 90     | <b>65</b><br>55 - 75 | <b>75</b><br>65 - 80  | <b>65</b><br>55 - 70  |
| SA - Adelaide   | <b>85</b><br>80 - 100   | <b>80</b><br>75 - 90    | <b>80</b><br>75 - 90     | <b>50</b><br>40 - 55 | <b>65</b><br>60 - 75  | <b>55</b><br>50 - 60  |
| ACT - Canberra  | <b>110</b><br>90 - 120  | <b>95</b><br>80 - 100   | <b>80</b><br>75 - 90     | <b>65</b><br>60 - 70 | <b>85</b><br>70 - 90  | <b>65</b><br>60 - 75  |
| NT - Darwin     | <b>100</b><br>85 - 120  | <b>90</b><br>80 - 110   | <b>100</b><br>80 - 120   | <b>65</b><br>55 - 80 | <b>75</b><br>70 - 90  | <b>65</b><br>55 - 80  |
| TAS - Hobart    | <b>100</b><br>85 - 120  | <b>85</b><br>75 - 100   | <b>80</b><br>75 - 90     | <b>60</b><br>45 - 65 | <b>70</b><br>65 - 80  | <b>60</b><br>50 - 65  |

## NOTES:

- All salaries shown are exclusive of superannuation
- Supply Chain salaries are related solely to this function within Logistics, not Procurement

# LOGISTICS

| TRANSPORT       | MR/HR Driver         | HC/MC Driver          | Mechanic              |
|-----------------|----------------------|-----------------------|-----------------------|
| NSW - Sydney    | <b>55</b><br>45 - 60 | <b>55</b><br>50 - 65  | <b>70</b><br>60 - 75  |
| WA - Perth      | <b>65</b><br>50 - 75 | <b>75</b><br>65 - 100 | <b>75</b><br>65 - 90  |
| VIC - Melbourne | <b>55</b><br>45 - 60 | <b>55</b><br>50 - 65  | <b>68</b><br>60 - 75  |
| QLD - Brisbane  | <b>50</b><br>45 - 60 | <b>55</b><br>50 - 65  | <b>65</b><br>60 - 75  |
| SA - Adelaide   | <b>50</b><br>40 - 60 | <b>65</b><br>55 - 80  | <b>68</b><br>60 - 75  |
| ACT - Canberra  | <b>60</b><br>55 - 70 | <b>65</b><br>60 - 75  | <b>85</b><br>70 - 110 |
| NT - Darwin     | <b>54</b><br>53 - 55 | <b>58</b><br>55 - 60  | <b>75</b><br>70 - 80  |
| TAS - Hobart    | <b>55</b><br>45 - 60 | <b>55</b><br>50 - 70  | <b>65</b><br>60 - 70  |

| SUPPLY CHAIN    | Demand Planner         | Supply Chain Analyst  | Supply Chain Planner  | Supply Chain Manager    | Supply Chain Director   |
|-----------------|------------------------|-----------------------|-----------------------|-------------------------|-------------------------|
| NSW - Sydney    | <b>100</b><br>80 - 110 | <b>75</b><br>70 - 85  | <b>85</b><br>75 - 95  | <b>135</b><br>120 - 165 | <b>185</b><br>160 - 205 |
| WA - Perth      | <b>85</b><br>70 - 100  | <b>80</b><br>65 - 110 | <b>80</b><br>65 - 100 | <b>130</b><br>100 - 160 | <b>180</b><br>150 - 200 |
| VIC - Melbourne | <b>90</b><br>80 - 110  | <b>70</b><br>60 - 85  | <b>80</b><br>70 - 90  | <b>150</b><br>130 - 170 | <b>175</b><br>150 - 200 |
| QLD - Brisbane  | <b>75</b><br>70 - 85   | <b>75</b><br>60 - 85  | <b>75</b><br>60 - 85  | <b>130</b><br>110 - 150 | <b>145</b><br>135 - 165 |
| SA - Adelaide   | <b>60</b><br>55 - 75   | <b>60</b><br>55 - 70  | <b>55</b><br>45 - 65  | <b>105</b><br>90 - 120  | <b>132</b><br>125 - 140 |
| ACT - Canberra  | <b>70</b><br>60 - 80   | <b>65</b><br>60 - 75  | <b>65</b><br>60 - 75  | <b>120</b><br>110 - 140 | <b>150</b><br>140 - 170 |
| NT - Darwin     | <b>70</b><br>65 - 80   | <b>85</b><br>70 - 100 | <b>70</b><br>50 - 85  | <b>130</b><br>110 - 145 | <b>140</b><br>110 - 165 |
| TAS - Hobart    | <b>60</b><br>55 - 70   | <b>60</b><br>55 - 70  | <b>60</b><br>55 - 70  | <b>100</b><br>85 - 110  | <b>125</b><br>120 - 140 |

| INTERNATIONAL TRADE | Logistics Manager/<br>Branch Manager | Customer/<br>Account<br>Manager | Operations/<br>Customs | Logistics/<br>Operations<br>Supervisor | Import/Export<br>Documentation<br>Clerk |
|---------------------|--------------------------------------|---------------------------------|------------------------|--|---|
| NSW - Sydney        | <b>120</b><br>110 - 140              | <b>85</b><br>80 - 100           | <b>80</b><br>75 - 110  | <b>70</b><br>60 - 90                   | <b>65</b><br>60 - 70                    |
| WA - Perth          | <b>140</b><br>110 - 180              | <b>80</b><br>65 - 90            | <b>75</b><br>65 - 90   | <b>80</b><br>70 - 95                   | <b>55</b><br>45 - 70                    |
| VIC - Melbourne     | <b>115</b><br>110 - 145              | <b>70</b><br>60 - 85            | <b>80</b><br>70 - 90   | <b>70</b><br>65 - 90                   | <b>55</b><br>50 - 65                    |
| QLD - Brisbane      | <b>110</b><br>100 - 140              | <b>65</b><br>50 - 80            | <b>80</b><br>65 - 110  | <b>80</b><br>65 - 90                   | <b>45</b><br>40 - 50                    |
| SA - Adelaide       | <b>110</b><br>110 - 145              | <b>60</b><br>50 - 85            | <b>80</b><br>65 - 110  | <b>75</b><br>65 - 90                   | <b>50</b><br>45 - 55                    |
| ACT - Canberra      | <b>90</b><br>80 - 130                | <b>60</b><br>55 - 85            | <b>70</b><br>65 - 95   | <b>75</b><br>65 - 85                   | <b>50</b><br>40 - 55                    |
| NT - Darwin         | <b>125</b><br>100 - 150              | <b>85</b><br>65 - 95            | <b>82</b><br>75 - 90   | <b>90</b><br>80 - 110                  | <b>65</b><br>55 - 75                    |

## NOTES:

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- Supply Chain salaries are related solely to this function within Logistics, not Procurement

# PROCUREMENT



## AUSTRALIA

Several key trends are driving vacancy activity and skills in demand across Australia's procurement market.

The first is the development and implementation of CSR focused policy, which has seen organisations commit to environmental and social sustainability and work closely with strategic suppliers to ensure the whole supply chain is dedicated to sustainability. This has led to demand for Procurement Managers with a firm grasp on policy to implement the necessary procurement reform, as well as Procurement Specialists and Category Managers with experience enabling the supplier base to align with wider CSR objectives.

The creation of a digital strategy for procurement is another emerging trend. This is creating significant demand for IT category management expertise. It's also seeing organisations implement a range of procurement technology platforms to create process efficiencies in their S2C, S2P, P2P and contract management systems. This is fuelling increased demand for Procurement Officers, Procurement Specialists and Contract Managers with sourcing systems subject matter expertise and change management skills.

Over the last 12 months we have seen a renewed focus on the demand for procurement professionals as organisations look to more tightly control their supply chains. Of note is an increased interest in candidates who have CIPS/MCIPS accreditations. However, there is a shortage of Category Managers, especially those with end-to-end tender experience. As a result, salaries have increased to attract such candidates.

Salaries have also increased in the Australian Capital Territory at all levels, from Procurement Officers to Senior Procurement Specialists and Procurement Managers. This has been driven by the commerce and industry sector that supplies into government through professional service firms, defence outsourced partners and facilities management service providers, to name a few.

This contrasts with previous years, where most vacancies existed within Local and Federal Governments and offered salaries

in line with relevant enterprise agreements. However, a limit on full-time positions and need to outsource projects to the private sector has seen vacancy activity, and salaries, increase.

Given that supply fails to meet demand, counter offers are increasing as employers attempt to retain existing staff.

A new trend in Victoria is the focus on candidates with strong commercial skills and the ability to deliver high-value project procurement while managing complex stakeholder groups. This is in response to new projects across the construction, infrastructure, social welfare and justice sectors. The abundance of these opportunities has attracted Procurement Officers and Specialists from the private sector.

Within South Australia, contractors will be required to undertake end-to-end request for quotation processes. Those Departments willing to offer market rates to secure contractors will have the pick of the talent since rates remain conservative.

An increasing number of infrastructure and defence projects is also fuelling vacancy activity within the private sector. One prime example of this occurs in Tasmania, where significant investment in a range of projects is creating demand for contract procurement professionals. As a result, many Tasmanians are returning home and achieving greater work-life balance compared to their experience working on the mainland.

The mining, oil and gas industries are also active drivers of procurement vacancy activity, particularly in Queensland and Western Australia. As a result of demand, salaries have increased for Procurement Specialists and Category Specialists, although they have not returned to the record levels seen during the mining boom.

In addition, while vacancy activity is high for procurement professionals at the \$120,000 salary level, there is little movement at the \$150,000 level. With ambitious senior professionals unable to advance their career, many are changing industries, often to IT, in order to diversify their skills and progress.

With procurement now fully imbedded within organisations and valued for its

ability to deliver cost savings, procurement professionals will remain in high demand. However, in many industries and locations there is a shortage of the required skills. As a result, employers need to consider new ways to attract and retain top talent. Becoming more flexible in the industry background required in candidates, engaging staff and upskilling will therefore become more important in the year ahead.

## NEW ZEALAND

New Zealand's active procurement market experienced a fundamental shift over the past year, with an increased number of permanent vacancies repositioning the focus from contract roles to permanent recruitment. In highest demand are Category Managers, Procurement Specialists, Procurement Managers and Coordinators. Those with specific skills in property, IT and services will remain in particularly high demand during the year ahead.

Candidates with end-to-end procurement experience also continue to be sought. The need to manage internal customers and build long-term strategic relationships with suppliers has fuelled a requirement for candidates who also possess relationship building and stakeholder management skills.

Another trend of note was the lengthening of contracts, with 12 month and two-year contracts offered to provide some level of job security for candidates moving from permanent roles. These candidates often found that the variety of assignments also led to career progression.

Finally, sustainability, corporate social responsibility, technological change and a need to educate internal stakeholders on the value of procurement remain agenda items in executive meetings and when planning procurement strategy and delivery. Consequently, candidates with skills in these areas of procurement have a competitive advantage in today's job market.

# PROCUREMENT

|                 | Procurement Officer  | Senior Procurement Officer | Procurement Manager     | Strategic Sourcing Manager | Chief Procurement Officer |
|-----------------|----------------------|----------------------------|-------------------------|----------------------------|---------------------------|
| NSW - Sydney    | <b>65</b><br>60 - 75 | <b>80</b><br>65 - 90       | <b>140</b><br>110 - 160 | <b>135</b><br>110 - 165    | <b>255</b><br>200+        |
| VIC - Melbourne | <b>70</b><br>60 - 80 | <b>90</b><br>75 - 105      | <b>140</b><br>100 - 160 | <b>145</b><br>110 - 170    | <b>250</b><br>200+        |
| QLD - Brisbane  | <b>65</b><br>60 - 75 | <b>70</b><br>65 - 80       | <b>130</b><br>90 - 160  | <b>130</b><br>110 - 160    | <b>200</b><br>150 - 250   |
| SA - Adelaide   | <b>60</b><br>55 - 65 | <b>65</b><br>60 - 70       | <b>120</b><br>90 - 120  | <b>110</b><br>90 - 165     | <b>230</b><br>135+        |
| WA - Perth      | <b>70</b><br>50 - 85 | <b>90</b><br>75 - 110      | <b>140</b><br>105 - 180 | <b>130</b><br>110 - 185    | <b>200</b><br>160 - 240   |
| ACT - Canberra  | <b>80</b><br>65 - 80 | <b>110</b><br>95 - 110     | <b>140</b><br>120 - 150 | <b>110</b><br>90 - 120     | <b>150</b><br>130 - 170   |
| NT - Darwin     | <b>60</b><br>55 - 65 | <b>65</b><br>60 - 70       | <b>100</b><br>80 - 120  | <b>110</b><br>90 - 165     | <b>230</b><br>135+        |
| New Zealand     | <b>70</b><br>60 - 80 | <b>90</b><br>70 - 120      | <b>125</b><br>110 - 150 | <b>130</b><br>110 - 150    | <b>180</b><br>150 - 200   |

|                 | Purchasing Analyst    | Materials Manager      | Purchasing Manager      | Category Manager        | Contract Administrator | Contract Manager        |
|-----------------|-----------------------|------------------------|-------------------------|-------------------------|------------------------|-------------------------|
| NSW - Sydney    | <b>75</b><br>65 - 85  | <b>80</b><br>65 - 90   | <b>100</b><br>90 - 120  | <b>135</b><br>100 - 170 | <b>80</b><br>75 - 90   | <b>130</b><br>100 - 160 |
| VIC - Melbourne | <b>70</b><br>70 - 100 | <b>80</b><br>65 - 90   | <b>105</b><br>80 - 120  | <b>150</b><br>100 - 170 | <b>80</b><br>75 - 90   | <b>130</b><br>90 - 155  |
| QLD - Brisbane  | <b>70</b><br>60 - 80  | <b>80</b><br>65 - 100  | <b>100</b><br>90 - 120  | <b>120</b><br>90 - 150  | <b>80</b><br>65 - 110  | <b>100</b><br>80 - 120  |
| SA - Adelaide   | <b>75</b><br>65 - 80  | <b>80</b><br>65 - 90   | <b>90</b><br>75 - 110   | <b>110</b><br>90 - 120  | <b>75</b><br>65 - 90   | <b>110</b><br>100 - 120 |
| WA - Perth      | <b>70</b><br>65 - 85  | <b>100</b><br>90 - 110 | <b>110</b><br>105 - 130 | <b>135</b><br>120 - 160 | <b>100</b><br>80 - 130 | <b>145</b><br>120 - 200 |
| ACT - Canberra  | <b>80</b><br>70 - 80  | N/A                    | <b>90</b><br>80 - 110   | <b>100</b><br>100 - 120 | <b>80</b><br>80 - 90   | <b>120</b><br>110 - 140 |
| NT - Darwin     | <b>70</b><br>60 - 75  | <b>80</b><br>65 - 90   | <b>90</b><br>75 - 110   | <b>110</b><br>80 - 110  | <b>70</b><br>65 - 85   | <b>100</b><br>90 - 110  |
| New Zealand     | <b>70</b><br>60 - 80  | <b>85</b><br>70 - 100  | <b>100</b><br>90 - 120  | <b>120</b><br>100 - 130 | <b>65</b><br>60 - 75   | <b>100</b><br>80 - 120  |

## NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- Supply Chain salaries are related solely to this function within Procurement, not Logistics
- New Zealand salaries are represented in New Zealand dollars

**In our report 'The DNA of a CPO' we aim to provide aspiring CPOs in Australia & New Zealand with insight on how they can reach the top procurement job. Download your copy now.**

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## AUSTRALIA

The Banking Royal Commission, a growing preference to recruit in-house rather than outsource and the resurgence of the resources industry are dominant factors driving Australia's legal jobs market at present. However, with the supply and demand ratio continuing to favour legal professionals, employers are still plagued by candidate shortages and mounting salary pressure as a result.

Looking firstly at private practice, in response to the Banking Royal Commission many firms have created new teams to deal with the high volume of resulting work. These firms require litigation and financial advisory specialists at all levels.

In other areas of demand, Commercial, Construction, Property, Environment, Family, Employment and Finance Lawyers with 3 or more years P.A.E continue to be sought.

Corporate M&A Lawyers with 3 to 9 years P.A.E are also required as firms attempt to avoid losing these candidates to in-house roles that offer internal business exposure and improved work-life balance.

Firms of all sizes have also been recruiting more graduates than in previous years, which is further positive news for the future skills pipeline.

In terms of salaries, increases have been seen for Lawyers with 4 to 5 years P.A.E, particularly in small practices in response to the scarcity of candidates. Salaries for Senior Associates in mid-tier firms are also steadily increasing as a retention strategy. Top-tier salaries have seen some increases too as firms attempt to attract candidates in demand.

Turning to the in-house market, vacancy activity has increased as organisations elect to recruit an in-house counsel rather than outsource. This trend will continue, particularly following the recommendations of the Banking Royal Commission and an intensifying regulatory and compliance regime.

While senior lawyers are aware of these trends and are consequently exploring their options, a shortage of strong and experienced candidates remains across every area of law.

Demand will also continue to increase for specialist professionals, particularly in litigation & dispute resolution and for Financial Services Advisory Lawyers as a result of the Banking Royal Commission. Vacancies will exist within the banks, across professional services companies and within regulatory bodies.

Construction Litigation Lawyers with 5 to 8 years P.A.E will remain in high demand in response to the number of current and planned transport and infrastructure projects.

Within Queensland and Western Australia, the resurgence of the resources, mining, oil and gas industries has fuelled increasing demand for in-house Lawyers and Company Secretaries.

In-house salaries have improved for most levels of P.A.E across all industry sectors. In particular, the high demand for Lawyers with 3 to 5 years P.A.E and for those with leading and mid-tier private practice training in commercial law, IT and M&A, is adding to salary pressure.

Within the public sector, Paralegals are increasingly sought to offer additional support in response to Royal Commission findings. There has also been a significant focus on construction law due to public-private partnerships.

Meanwhile, State and Federal Governments continue to seek candidates with a commercial law background, including strong contracts experience.

Consistent demand remains for candidates with legal policy experience, particularly legislative development. Legislative drafting skills are highly desirable too as teams increase their capability in this area.

Despite demand, public sector salaries remain steady. This creates a gap between the salaries on offer and the expectations of candidates, which adds to the shortage of Lawyers looking for work in this sector.

## NEW ZEALAND

2018-2019 was a very active year for legal recruitment across New Zealand. Looking ahead, demand will remain particularly high within both private practice and in-house for Construction Lawyers in response to current building activity and a shortage of candidates.

In addition, an increasing number of large property developments across New Zealand has created demand for Commercial Property Lawyers at the intermediate and senior levels. Although highly sought after, the technical nature of commercial property does not appeal to everyone. Add the requirement from employers for experienced hands-on candidates, and supply fails to meet demand.

Corporate and Commercial Lawyers with experience running their own files are also needed at the intermediate and senior levels. With business confidence strong, demand will continue. However, this is a niche area and not every firm offers in-depth exposure to M&A and other areas of corporate law. Add demand within banking and finance, especially within the transactional space, and the movement of candidates with 3 to 6 years P.A.E offshore for their OE experience or to in-house roles, and this will remain a candidate short area.

Employment Solicitors with 2 to 5 years P.A.E are another area of high demand. This is a very specific field in law. With smaller firms offering a mixture of litigation and employment rather than a subdivision specialising in employment matters, there is a shortage of experienced candidates.

A new trend is the growing demand for Resource Management Lawyers and Litigation Lawyers at the intermediate and senior levels. The former is in response to the active construction market and subsequent focus on environmental issues while the latter results from senior candidates moving into Barrister roles.

In terms of salaries, increases have been seen across all tiers for Solicitors with 3 to 6 years P.A.E as firms act to retain these candidates in high demand. Senior Associate salaries have increased slightly in high demand areas too. In specialist or new sectors where few highly talented individuals exist, such as technology and digital, firms will make very competitive offers to secure the required expertise.

Given the extent of candidate shortages, firms are starting to offer a range of flexible working options to attract top talent.

# LEGAL

| PRIVATE PRACTICE - TOP TIER  | Paralegal            | Graduate             | 0 - 1 yrs P.A.E      | 1 - 2 yrs P.A.E      | 2 - 3 yrs P.A.E       |
|------------------------------|----------------------|----------------------|----------------------|----------------------|-----------------------|
| NSW - Sydney                 | <b>59</b><br>50 - 87 | <b>59</b><br>55 - 68 | <b>64</b><br>60 - 75 | <b>73</b><br>68 - 85 | <b>85</b><br>79 - 100 |
| VIC - Melbourne              | <b>65</b><br>46 - 70 | <b>55</b><br>51 - 65 | <b>64</b><br>55 - 70 | <b>75</b><br>65 - 85 | <b>85</b><br>75 - 90  |
| QLD - Brisbane               | <b>55</b><br>46 - 75 | <b>55</b><br>55 - 69 | <b>62</b><br>55 - 75 | <b>68</b><br>60 - 85 | <b>78</b><br>75 - 92  |
| WA - Perth                   | <b>55</b><br>46 - 75 | <b>55</b><br>55 - 64 | <b>62</b><br>55 - 68 | <b>70</b><br>65 - 79 | <b>78</b><br>75 - 89  |
| ACT - Canberra               | <b>58</b><br>46 - 62 | <b>58</b><br>51 - 65 | <b>63</b><br>53 - 68 | <b>70</b><br>61 - 77 | <b>84</b><br>74 - 94  |
| NZ - Auckland                | <b>55</b><br>40 - 65 | <b>50</b><br>45 - 60 | <b>55</b><br>48 - 60 | <b>60</b><br>55 - 70 | <b>75</b><br>65 - 85  |
| NZ - Christchurch/Wellington | <b>50</b><br>40 - 58 | <b>45</b><br>43 - 50 | <b>50</b><br>45 - 55 | <b>55</b><br>50 - 58 | <b>70</b><br>65 - 80  |

|                              | 3 - 4 yrs P.A.E        | 4 - 5 yrs P.A.E        | 5 - 6 yrs P.A.E         | 6+ yrs P.A.E            |
|------------------------------|------------------------|------------------------|-------------------------|-------------------------|
| NSW - Sydney                 | <b>100</b><br>85 - 117 | <b>110</b><br>95 - 128 | <b>135</b><br>120 - 146 | <b>155</b><br>130 - 165 |
| VIC - Melbourne              | <b>95</b><br>80 - 110  | <b>105</b><br>90 - 125 | <b>125</b><br>100 - 145 | <b>140</b><br>120 - 160 |
| QLD - Brisbane               | <b>87</b><br>80 - 105  | <b>105</b><br>87 - 130 | <b>119</b><br>96 - 145  | <b>128</b><br>110 - 164 |
| WA - Perth                   | <b>88</b><br>80 - 105  | <b>105</b><br>91 - 123 | <b>119</b><br>100 - 132 | <b>128</b><br>110 - 155 |
| ACT - Canberra               | <b>100</b><br>85 - 105 | <b>105</b><br>95 - 120 | <b>116</b><br>106 - 136 | <b>130</b><br>112 - 157 |
| NZ - Auckland                | <b>88</b><br>75 - 100  | <b>98</b><br>85 - 115  | <b>115</b><br>90 - 140  | <b>125</b><br>105 - 155 |
| NZ - Christchurch/Wellington | <b>75</b><br>70 - 90   | <b>90</b><br>85 - 110  | <b>100</b><br>85 - 125  | <b>120</b><br>95 - 130  |

|                              | Senior Associate        | Special Counsel          | Salaried Partner | Equity Partner |
|------------------------------|-------------------------|--------------------------|------------------|----------------|
| NSW - Sydney                 | <b>183</b><br>146 - 228 | <b>200+</b>              | <b>280+</b>      | <b>685+</b>    |
| VIC - Melbourne              | <b>170</b><br>140 - 210 | <b>200+</b><br>185 - 230 | <b>270+</b>      | <b>520+</b>    |
| QLD - Brisbane               | <b>155</b><br>125 - 230 | <b>200</b><br>183 - 230  | <b>250</b>       | <b>500</b>     |
| WA - Perth                   | <b>155</b><br>137 - 183 | <b>200</b><br>190 - 228  | <b>250</b>       | <b>500</b>     |
| ACT - Canberra               | <b>154</b><br>120 - 193 | <b>200</b>               | <b>250</b>       | <b>400</b>     |
| NZ - Auckland                | <b>160</b><br>125 - 190 | <b>180+</b>              | <b>190+</b>      | <b>320+</b>    |
| NZ - Christchurch/Wellington | <b>140</b><br>110 - 160 | <b>160+</b>              | <b>180+</b>      | <b>250+</b>    |

## POTENTIAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN

- Parking
- Health cover
- Further education studies
- Gym membership
- Vehicle expenses
- Bonuses
- Laptops/mobile phone

## NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- Salaries shown are including benefits and professional memberships
- P.A.E: Post admission experience
- The salary packages above have been compiled on the basis of information from top tier law firms within the CBD

- New Zealand salaries are represented in New Zealand dollars
- New Zealand figures are representative of those offered in larger commercial practices
- Equity partner salary is representative of profit drawing plus base and superannuation

# LEGAL

| PRIVATE PRACTICE - MID TIER  | Paralegal            | Graduate             | 0 - 1 yrs P.A.E      | 1 - 2 yrs P.A.E      | 2 - 3 yrs P.A.E      |
|------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| NSW - Sydney                 | <b>55</b><br>46 - 73 | <b>55</b><br>51 - 64 | <b>60</b><br>55 - 70 | <b>65</b><br>59 - 78 | <b>78</b><br>66 - 89 |
| VIC - Melbourne              | <b>55</b><br>46 - 70 | <b>51</b><br>51 - 65 | <b>55</b><br>50 - 70 | <b>64</b><br>55 - 75 | <b>73</b><br>60 - 85 |
| QLD - Brisbane               | <b>55</b><br>50 - 75 | <b>51</b><br>51 - 60 | <b>55</b><br>55 - 68 | <b>64</b><br>58 - 75 | <b>73</b><br>65 - 85 |
| WA - Perth                   | <b>55</b><br>46 - 68 | <b>51</b><br>51 - 59 | <b>55</b><br>55 - 64 | <b>64</b><br>59 - 68 | <b>73</b><br>64 - 78 |
| ACT - Canberra               | <b>46</b><br>46 - 50 | <b>60</b><br>55 - 65 | <b>63</b><br>53 - 73 | <b>72</b><br>68 - 82 | <b>88</b><br>75 - 95 |
| NZ - Auckland                | <b>53</b><br>40 - 60 | <b>48</b><br>40 - 55 | <b>53</b><br>45 - 60 | <b>58</b><br>51 - 65 | <b>70</b><br>60 - 80 |
| NZ - Christchurch/Wellington | <b>50</b><br>40 - 58 | <b>45</b><br>43 - 50 | <b>50</b><br>45 - 55 | <b>55</b><br>50 - 58 | <b>70</b><br>65 - 80 |

|                              | 3 - 4 yrs P.A.E        | 4 - 5 yrs P.A.E        | 5 - 6 yrs P.A.E         | 6+ yrs P.A.E            |
|------------------------------|------------------------|------------------------|-------------------------|-------------------------|
| NSW - Sydney                 | <b>90</b><br>75 - 100  | <b>100</b><br>90 - 120 | <b>115</b><br>105 - 135 | <b>131</b><br>115 - 149 |
| VIC - Melbourne              | <b>82</b><br>70 - 95   | <b>100</b><br>85 - 110 | <b>110</b><br>95 - 130  | <b>125</b><br>100 - 135 |
| QLD - Brisbane               | <b>84</b><br>75 - 92   | <b>91</b><br>85 - 115  | <b>105</b><br>95 - 130  | <b>119</b><br>110 - 140 |
| WA - Perth                   | <b>84</b><br>78 - 91   | <b>95</b><br>90 - 119  | <b>105</b><br>100 - 123 | <b>119</b><br>110 - 137 |
| ACT - Canberra               | <b>100</b><br>85 - 105 | <b>100</b><br>95 - 115 | <b>120</b><br>106 - 125 | <b>123</b><br>110 - 140 |
| NZ - Auckland                | <b>75</b><br>70 - 90   | <b>85</b><br>75 - 100  | <b>90</b><br>75 - 110   | <b>110</b><br>85 - 130  |
| NZ - Christchurch/Wellington | <b>75</b><br>70 - 85   | <b>80</b><br>70 - 95   | <b>85</b><br>70 - 100   | <b>100</b><br>80 - 100  |

|                              | Senior Associate        | Special Counsel          | Salaried Partner | Equity Partner |
|------------------------------|-------------------------|--------------------------|------------------|----------------|
| NSW - Sydney                 | <b>146</b><br>137 - 174 | <b>183+</b>              | <b>230+</b>      | <b>300+</b>    |
| VIC - Melbourne              | <b>137</b><br>125 - 165 | <b>180+</b><br>160 - 200 | <b>220+</b>      | <b>290+</b>    |
| QLD - Brisbane               | <b>137</b><br>125 - 170 | <b>183</b><br>150 - 201  | <b>230</b>       | <b>280</b>     |
| WA - Perth                   | <b>137</b><br>128 - 164 | <b>169</b><br>155 - 183  | <b>220</b>       | <b>274</b>     |
| ACT - Canberra               | <b>115</b><br>110 - 145 | <b>144</b><br>117 - 171  | <b>192</b>       | <b>240</b>     |
| NZ - Auckland                | <b>130</b><br>100 - 160 | <b>140+</b>              | <b>150+</b>      | <b>200+</b>    |
| NZ - Christchurch/Wellington | <b>110</b><br>100 - 130 | <b>140+</b>              | <b>125+</b>      | <b>180+</b>    |

## POTENTIAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN

- Parking
- Health cover
- Further education studies
- Gym membership
- Vehicle expenses
- Bonuses
- Laptops/mobile phone

## NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- Salaries shown are including benefits and professional memberships
- P.A.E: Post admission experience
- The salary packages above have been compiled on the basis of information from top tier law firms within the CBD

- New Zealand salaries are represented in New Zealand dollars
- Equity partner salary is representative of profit drawing plus base and superannuation

# LEGAL

| PRIVATE PRACTICE - SMALL PRACTICES | Paralegal            | Graduate             | 0 - 1 yrs P.A.E      | 1 - 2 yrs P.A.E      | 2-3 yrs P.A.E        |
|------------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| NSW - Sydney                       | <b>46</b><br>46 - 68 | <b>53</b><br>51 - 55 | <b>50</b><br>46 - 60 | <b>57</b><br>50 - 73 | <b>66</b><br>59 - 82 |
| VIC - Melbourne                    | <b>46</b><br>46 - 60 | <b>51</b><br>50 - 52 | <b>46</b><br>45 - 60 | <b>50</b><br>45 - 65 | <b>60</b><br>50 - 80 |
| QLD - Brisbane                     | <b>50</b><br>46 - 75 | <b>51</b><br>50 - 52 | <b>46</b><br>45 - 60 | <b>50</b><br>50 - 64 | <b>59</b><br>55 - 75 |
| WA - Perth                         | <b>46</b><br>46 - 59 | <b>51</b><br>50 - 52 | <b>46</b><br>46 - 55 | <b>50</b><br>50 - 64 | <b>59</b><br>55 - 78 |
| ACT - Canberra                     | <b>48</b><br>46 - 58 | <b>53</b><br>51 - 62 | <b>58</b><br>53 - 62 | <b>67</b><br>62 - 71 | <b>77</b><br>72 - 86 |
| NZ - Auckland                      | <b>50</b><br>40 - 60 | <b>48</b><br>40 - 55 | <b>52</b><br>40 - 55 | <b>55</b><br>45 - 60 | <b>62</b><br>50 - 75 |
| NZ - Christchurch/Wellington       | <b>50</b><br>40 - 55 | <b>45</b><br>40 - 48 | <b>50</b><br>42 - 55 | <b>50</b><br>45 - 58 | <b>60</b><br>55 - 70 |

|                              | 3 - 4 yrs P.A.E      | 4-5 yrs P.A.E         | 5 - 6 yrs P.A.E        | 6+ yrs P.A.E            |
|------------------------------|----------------------|-----------------------|------------------------|-------------------------|
| NSW - Sydney                 | <b>75</b><br>68 - 91 | <b>85</b><br>77 - 105 | <b>93</b><br>90 - 120  | <b>110</b><br>105 - 135 |
| VIC - Melbourne              | <b>75</b><br>65 - 90 | <b>75</b><br>70 - 100 | <b>90</b><br>85 - 110  | <b>105</b><br>95 - 130  |
| QLD - Brisbane               | <b>73</b><br>68 - 85 | <b>75</b><br>75 - 100 | <b>83</b><br>80 - 110  | <b>96</b><br>85 - 130   |
| WA - Perth                   | <b>73</b><br>68 - 82 | <b>75</b><br>67 - 91  | <b>83</b><br>79 - 109  | <b>96</b><br>79 - 117   |
| ACT - Canberra               | <b>86</b><br>82 - 91 | <b>89</b><br>84 - 114 | <b>100</b><br>95 - 120 | <b>105</b><br>105 - 137 |
| NZ - Auckland                | <b>70</b><br>55 - 80 | <b>80</b><br>60 - 90  | <b>85</b><br>60 - 95   | <b>95</b><br>75 - 120   |
| NZ - Christchurch/Wellington | <b>70</b><br>65 - 80 | <b>70</b><br>65 - 80  | <b>75</b><br>70 - 85   | <b>90</b><br>80 - 100   |

|                              | Senior Associate        | Special Counsel          | Salaried Partner | Equity Partner |
|------------------------------|-------------------------|--------------------------|------------------|----------------|
| NSW - Sydney                 | <b>120</b><br>115 - 155 | <b>150+</b><br>146 - 174 | <b>185+</b>      | <b>230+</b>    |
| VIC - Melbourne              | <b>115</b><br>90 - 140  | <b>150+</b><br>130 - 160 | <b>180+</b>      | <b>230+</b>    |
| QLD - Brisbane               | <b>100</b><br>90 - 145  | <b>142</b><br>133 - 160  | <b>180</b>       | <b>228</b>     |
| WA - Perth                   | <b>100</b><br>91 - 142  | <b>142</b><br>125 - 150  | <b>180</b>       | <b>228</b>     |
| ACT - Canberra               | <b>105</b><br>105 - 135 | <b>140</b><br>107 - 157  | <b>144</b>       | <b>172</b>     |
| NZ - Auckland                | <b>100</b><br>85 - 125  | <b>130+</b>              | <b>150+</b>      | <b>180+</b>    |
| NZ - Christchurch/Wellington | <b>105</b><br>95 - 120  | <b>115+</b>              | <b>120+</b>      | <b>150+</b>    |

## POTENTIAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN

- Parking
- Health cover
- Further education studies
- Gym membership
- Vehicle expenses
- Bonuses
- Laptops/mobile phone

## NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- Salaries shown are including benefits and professional memberships
- P.A.E: Post admission experience
- The salary packages above have been compiled on the basis of information from top tier law firms within the CBD

- New Zealand salaries are represented in New Zealand dollars
- Equity partner salary is representative of profit drawing plus base and superannuation

# LEGAL

| IN-HOUSE                     | Paralegal            | 0-1 yrs P.A.E        | Legal Counsel<br>1-2 yrs P.A.E | Legal Counsel<br>2-3 yrs P.A.E | Legal Counsel<br>3-4 yrs P.A.E |
|------------------------------|----------------------|----------------------|--------------------------------|--------------------------------|--------------------------------|
| NSW - Sydney                 | 46 - 87              | 55 - 65              | 60 - 75                        | 70 - 95                        | 87 - 115                       |
| VIC - Melbourne              | 46 - 75              | 50 - 60              | 55 - 75                        | 65 - 90                        | 85 - 110                       |
| QLD - Brisbane               | 46 - 78              | 46 - 60              | 55 - 75                        | 65 - 85                        | 73 - 110                       |
| WA - Perth                   | 46 - 78              | 50 - 55              | 55 - 75                        | 65 - 90                        | 75 - 110                       |
| ACT - Canberra               | 46 - 55              | 65 - 75              | 75 - 80                        | 80 - 85                        | 85 - 100                       |
| NZ - Auckland                | <b>55</b><br>44 - 65 | <b>58</b><br>50 - 65 | <b>65</b><br>55 - 75           | <b>75</b><br>66 - 90           | <b>85</b><br>75 - 100          |
| NZ - Christchurch/Wellington | <b>50</b><br>40 - 60 | <b>55</b><br>45 - 65 | <b>60</b><br>50 - 70           | <b>70</b><br>60 - 85           | <b>85</b><br>70 - 90           |

|                              | Legal Counsel<br>4-5 yrs P.A.E | Legal Counsel<br>5 - 6 yrs P.A.E | Legal Counsel<br>6+ yrs P.A.E | Senior Legal<br>Counsel | General Counsel         |
|------------------------------|--------------------------------|----------------------------------|-------------------------------|-------------------------|-------------------------|
| NSW - Sydney                 | 100 - 135                      | 120 - 150                        | 125 - 165                     | 140 - 205               | 190 - 280+              |
| VIC - Melbourne              | 95 - 130                       | 115 - 150                        | 120 - 155                     | 135 - 190               | 175+                    |
| QLD - Brisbane               | 80 - 120                       | 90 - 130                         | 105 - 160                     | 110 - 180               | 180 - 350               |
| WA - Perth                   | 90 - 120                       | 100 - 130                        | 110 - 145                     | 110 - 155               | 160 - 274+              |
| ACT - Canberra               | 100 - 108                      | 115 - 130                        | 120 - 150                     | 132 - 180               | 155+                    |
| NZ - Auckland                | <b>100</b><br>85 - 120         | <b>140</b><br>100 - 150          | <b>150</b><br>120 - 160       | <b>170</b><br>130 - 190 | <b>220</b><br>160 - 280 |
| NZ - Christchurch/Wellington | <b>90</b><br>80 - 110          | <b>110</b><br>95 - 130           | <b>120</b><br>115 - 150       | <b>130</b><br>120 - 165 | <b>200</b><br>150 - 250 |

**POTENTIAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN**

- Car
- Parking
- Gym memberships
- Health cover
- Vehicle expenses
- Bonuses
- Laptops/mobile phone
- School fees
- Interest free loans

**NOTES:**

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- Salaries shown are including benefits and professional memberships
- P.A.E: Post admission experience

- New Zealand salaries are represented in New Zealand dollars
- In-house lawyers in financial services would receive a bonus, not included in packages indicated

| COMPANY SECRETARIAL | Assistant<br>Company<br>Secretary<br>(unlisted company) | Assistant<br>Company<br>Secretary<br>(listed company) | Company<br>Secretary<br>(unlisted company) | Company<br>Secretary<br>(listed company) |
|---------------------|---|---|--|--|
| NSW - Sydney        | 73 - 100  | 82 - 137  | 110 - 146                                  | 137 - 190                                |
| VIC - Melbourne     | 75 - 100  | 80 - 130  | 110 - 145                                  | 135 - 185                                |
| QLD - Brisbane      | 73 - 91   | 110 - 175   | 110 - 180                                  | 150 - 250                                |
| WA - Perth          | 75 - 100  | 91 - 128  | 110 - 155                                  | 146 - 183                                |

**NOTES:**

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- Salaries shown are excluding bonus, as they greatly vary
- New Zealand salaries are represented in New Zealand dollars

# LIFE SCIENCES



## AUSTRALIA

2018-19 was a solid year for Australia's life sciences industry with a focus on digital transformation and customer centricity.

Looking ahead, digital transformation and digital strategy will remain key talking points for most pharma companies. Yet while organisations have been increasing their digital marketing budget, progress is slow and pharma lags behind other industries in its digital maturity. This is, in part, due to the heavily regulated environment and the risks associated with data privacy and care.

As a result, employers continue to look for digital marketing professionals from outside the industry, however top talent generally prefer more innovative industries. A skill shortage is therefore evident in this area and we may, over time, see salaries gradually increase as digital becomes more of a focus.

Technology has also allowed customers greater access to information. With customers playing a more active role in their healthcare choices, social media marketing has increased and organisations are working harder to prove their value and point of difference. As pharma becomes more customer-centric and adopts a customer first mindset, demand will increase for marketing professionals who focus on the customer journey and can optimise the customer experience.

Entry-level talent are sought to ensure social media strategies align with customer experience strategies. Since entry-level candidates are digital natives, to whom social media is second nature, salaries are not increasing and candidate supply is meeting demand for this new skillset.

Mergers and acquisitions (M&A) between life sciences organisations show no sign of abating as companies strive to increase market share. Meanwhile, changes to medicinal cannabis legislation have led to new international and local entrants into Australia's market.

A number of companies have downsized and offshored their manufacturing operations, and in turn relocated out of the traditional 'pharma-hubs' into smaller premises. This has created demand for HR professionals with change management experience, which is proving to be a wise strategy as it is keeping turnover rates stable. A key element in these HR plans has been the offering of flexible working arrangements, which is something life sciences candidates increasingly look for.

Together, this M&A and relocation activity has led to an increase in contract roles to support permanent staff through transitions. Quality Assurance professionals have been in particular demand for these roles given the level of change and integration work they necessitate. Despite demand, hourly rates remain steady.

In other trends, Australia remains a favourable location to conduct clinical trials, which has led to an increase in Study Start Up roles. Salaries remain stable, although there is some inconsistency between companies, with some offering a car allowance. Those companies that do not are attracting more junior talent.

Vacancy activity within Regulatory Affairs remains steady, with regulatory experience of class III and new drug registration experience in greatest demand. Despite this, we expect minimal impact on salaries this year.

In the commercial sector, employers are focusing less on a candidate's therapeutic expertise and more on cultural fit, soft skills and emotional intelligence. In response, jobseekers must demonstrate in an interview their alignment with an organisation's core values if they are to be successful.

Demand is increasing for candidates with cross border experience in emerging markets, particularly China, for OTC and consumer health roles.

Medical Science Liaisons also remain in high demand, with therapy area knowledge and academic credentials the key deciders. Given candidate shortages, employers need to become more flexible in their requirements in order to secure their next hire. Salaries for these professionals are expected to increase.

| OPERATIONS | Clinical Trial Administrator | CRA*          | Senior CRA*     | Lead/Principal CRA* | Clinical Data Manager |
|------------|------------------------------|---------------|-----------------|---------------------|-----------------------|
| Australia  | 75<br>65 - 83                | 81<br>72 - 90 | 100<br>90 - 110 | 110<br>100 - 115    | 100<br>80 - 125       |

|           | Clinical Project Manager* | Senior Clinical Project Manager* | Clinical Operations Manager* | Clinical Director/Head of Clinical* |
|-----------|---------------------------|----------------------------------|------------------------------|-------------------------------------|
| Australia | 130<br>115 - 145          | 150<br>125 - 165                 | 130<br>115 - 160             | 195<br>175 - 220                    |

### NOTES:

• All salaries shown are exclusive of superannuation, car allowance and any other benefits

\*These roles may include a car allowance of between \$15,000- \$25,000 in the base salaries shown

# LIFE SCIENCES

|                   |  |   |  |                                     |   |  |
|-------------------|--|---|--|-------------------------------------|---|--|
| <b>OPERATIONS</b> | <b>Regulatory Affairs Assistant</b>    | <b>Regulatory Affairs Associate</b>       | <b>Snr Regulatory Affairs Assoc*</b>                 | <b>Regulatory Project Manager*</b>  | <b>Regulatory Affairs Manager*</b>              | <b>Head of Regulatory Affairs*</b>           |
| Australia         | <b>65</b><br>55 - 75                   | <b>85</b><br>70 - 95                      | <b>110</b><br>95 - 130                               | <b>130</b><br>125 - 140             | <b>150</b><br>125 - 180                         | <b>195</b><br>165 - 230                      |
|                   | <b>Drug Safety Associate</b>           | <b>Senior Drug Safety Associate*</b>      | <b>Drug Safety Manager*</b>                          | <b>Head of Drug Safety*</b>         | <b>Medical Information Associate</b>            | <b>Senior Medical Information Associate*</b> |
| Australia         | <b>80</b><br>70 - 90                   | <b>107</b><br>87 - 122                    | <b>150</b><br>130 - 165                              | <b>195</b><br>155 - 225             | <b>83</b><br>70 - 90                            | <b>105</b><br>90 - 120                       |
|                   | <b>Medical Information Manager*</b>    | <b>Medical Science Liaison/SMSL*</b>      | <b>Medical Science Liaison Manager*</b>              | <b>Medical Manager*</b>             | <b>Medical Advisor*</b>                         | <b>Senior Medical Advisor*</b>               |
| Australia         | <b>140</b><br>125 - 160                | <b>130</b><br>100 - 155                   | <b>155</b><br>145 - 170                              | <b>150</b><br>130 - 165             | <b>167</b><br>150 - 185                         | <b>190</b><br>160 - 210                      |
|                   | <b>Medical Director*</b>               | <b>Health Economics Associate</b>         | <b>Senior Health Economics Associate/Specialist*</b> | <b>Health Economics Manager*</b>    | <b>Health Economics/Market Access Director*</b> |  |
| Australia         | <b>265</b><br>220 - 320                | <b>110</b><br>90 - 125                    | <b>130</b><br>120 - 145                              | <b>155</b><br>140 - 170             | <b>255</b><br>210 - 290                         |  |
|                   | <b>GP Sales Rep</b>                    | <b>Hospital Specialist Sales Rep</b>      | <b>Business Development Manager</b>                  | <b>Regional/State Sales Manager</b> | <b>Territory Manager</b>                        | <b>Product Specialist</b>                    |
| Australia         | <b>80</b><br>75 - 100                  | <b>105</b><br>90 - 120                    | <b>120</b><br>100 - 130                              | <b>130</b><br>110 - 140             | <b>90</b><br>80 - 110                           | <b>110</b><br>90 - 120                       |
|                   | <b>Key Account Manager</b>             | <b>National Key Account Manager</b>       | <b>National Sales Manager</b>                        | <b>Sales Director</b>               | <b>Business Unit Manager</b>                    |  |
| Australia         | <b>110</b><br>95 - 125                 | <b>120</b><br>100 - 130                   | <b>160</b><br>140 - 190                              | <b>200</b><br>180 - 230             | <b>170</b><br>150 - 210                         |  |
|                   | <b>Associate Brand/Product Manager</b> | <b>Brand/Product Manager</b>              | <b>Senior Brand/Product Manager</b>                  | <b>Marketing Manager</b>            | <b>Marketing Director</b>                       |  |
| Australia         | <b>95</b><br>85 - 100                  | <b>120</b><br>95 - 140                    | <b>140</b><br>120 - 150                              | <b>160</b><br>120 - 185             | <b>190</b><br>170 - 220                         |  |
|                   | <b>Quality Assurance Associate</b>     | <b>Senior Quality Assurance Associate</b> | <b>Quality Assurance Manager</b>                     |                                     |   |  |
| Australia         | <b>80</b><br>65 - 90                   | <b>90</b><br>80 - 100                     | <b>120</b><br>90 - 135                               |                                     |   |  |
|                   | <b>Quality Control Associate</b>       | <b>Senior Quality Control Associate</b>   | <b>Quality Control Manager</b>                       | <b>Quality Director</b>             |   |  |
| Australia         | <b>58</b><br>50 - 60                   | <b>75</b><br>62 - 85                      | <b>100</b><br>85 - 105                               | <b>165</b><br>150 - 190             |   |  |

#### TYPICAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN:

- Additional super
- Health cover
- Interest free loans
- Car/car allowance
- Cash bonuses
- Study assistance
- Parking
- Share options in company
- Laptops
- Vehicle expenses
- Professional memberships

#### NOTES:

- All salaries shown are exclusive of superannuation, car allowance and any other benefits
- \*These roles may include a car allowance of between \$15,000- \$25,000 in the base salaries shown

# HEALTHCARE



## AUSTRALIA

Vacancy activity will remain high across Australia's healthcare market in 2019-20, with several factors driving staffing demand.

Firstly, a continuing shortage of allied health professionals combined with the surge in National Disability Insurance Scheme providers striving to offer an all-round service are together creating demand for Occupational Therapists, Speech Pathologists and Physiotherapists in the disability sector.

“ Employers with vacancies in regional Australia continue to face a staff attraction challenge. ”

In addition to the ongoing shortage of candidates for the aged care sector, the Royal Commission into Aged Care Quality and Safety will see demand remain high for Registered Nurses to ensure that high quality care is provided. Changes and restructures at the managerial level are also leading to demand for experienced managers to ensure that regulatory needs are met and quality is sustained on an ongoing basis.

Additional mental health funding, a focus on community-based outreach services to support young people following a suicide attempt or self-harm and a general aim to reduce mental health stigma will create demand over the next three years for Psychologists, Case Managers, Mental Health Nurses and Counsellors.

Within community services, demand has increased for Social Workers registered with the Australian Association of Social Workers and Psychologists registered with the Australian Health Practitioner Regulation Agency. The requirement for registered candidates exists even for roles that have no clinical component. This demand has led to a shortage of registered candidates across the entire community services sector, which has in turn seen salaries increase.

There is also a shortage of community services managers in the Northern Territory, with employers recruiting from interstate in order to secure top talent.

Social Workers and Case Managers with experience in family violence or child protection are in high demand too. Organisations who had previously offered salaries in line with the Social, Community, Home Care and Disability Services Industry Award have now increased salaries in order to secure suitably skilled candidates.

Employers with vacancies in regional Australia continue to face a staff attraction challenge. There are quality candidates willing to relocate to regional and remote locations however they are discouraged by the salaries on offer. The exception is employers in the Northern Territory, who are increasing salaries to attract skilled professionals within the areas of highest community need. In particular, employers are offering above award rates for allied health professionals to attract and secure candidates.

Northern Territory employers are also offering more generous packages for managers across aged care, domestic violence and disability and for AHPRA Registered Nurses who are willing to work in remote community clinics.

Given candidate shortages across the Northern Territory, salaries are expected to continue to increase in order to attract and retain staff, particularly managers and senior level professionals. This trend is evident across both the public sector and within community services as not-for-profits compete with the public sector for top talent.

# HEALTHCARE

## Nursing Professionals

| <b>NURSING PROFESSIONALS AGED CARE</b> | <b>Enrolled Nurse</b> | <b>Registered Nurse</b> | <b>Clinical Care Coordinator/<br/>Nurse Unit Manager</b> | <b>Care Manager/<br/>DDON</b> | <b>DON/Facility Manager</b> | <b>Executive DON</b> |
|--|-----------------------|-------------------------|--|-------------------------------|-----------------------------|----------------------|
| NSW                                    | 45 - 60               | 60 - 85                 | 70 - 100   | 75 - 100                      | 95 - 145                    | 140 - 170            |
| NT                                     | 50 - 65               | 60 - 80                 | 75 - 90  | 80 - 100                      | 90 - 120                    | 120 - 160            |
| WA                                     | 50 - 85               | 60 - 90                 | 70 - 95  | 75 - 110                      | 90 - 140                    | 130 - 160            |
| VIC                                    | 55 - 68               | 60 - 90                 | 75 - 100   | 85 - 110                      | 90 - 145                    | 140 - 170            |
| QLD                                    | 55 - 75               | 60 - 90                 | 75 - 90  | 93 - 110                      | 100 - 140                   | 130 - 160            |
| TAS                                    | 50 - 67               | 56 - 85                 | 70 - 90  | 85 - 105                      | 95 - 135                    | 120 - 170            |
| SA                                     | 50 - 70               | 60 - 80                 | 85 - 95  | 90 - 100                      | 90 - 120                    | 120 - 165            |

|     | <b>ACFI Manager</b> | <b>Quality Manager</b> | <b>Lifestyle Assistant</b> | <b>Lifestyle Manager</b> | <b>Nurse Educator</b> |
|-----|---------------------|------------------------|----------------------------|--------------------------|-----------------------|
| NSW | 90 - 120            | 100 - 150              | 45 - 65                    | 75 - 100                 | 75 - 98               |
| NT  | 80 - 100            | 80 - 100               | 55 - 60                    | 65 - 80                  | 70 - 90               |
| WA  | 90 - 110            | 75 - 125               | 45 - 60                    | 60 - 80                  | 65 - 97               |
| VIC | 95 - 120            | 100 - 140              | 45 - 65                    | 75 - 100                 | 80 - 105              |
| QLD | 70 - 90             | 75 - 110               | 50 - 60                    | 80 - 100                 | 80 - 100              |
| TAS | 88 - 108            | 85 - 105               | 40 - 58                    | 65 - 85                  | 80 - 110              |
| SA  | 95 - 110            | 95 - 110               | 40 - 60                    | 65 - 90                  | 100 - 110             |

| <b>NURSING PROFESSIONALS NON-AGED CARE</b> | <b>Enrolled Nurse</b> | <b>Registered Nurse/<br/>Midwife</b> | <b>Clinical Nurse/<br/>Midwife/ACSC</b> | <b>Clinical Manager/Clinical Services Coordinator/<br/>Education Facilitator</b> |
|--|-----------------------|--------------------------------------|---|--|
| NSW  | 45 - 60               | 55 - 80                              | 70 - 85                                 | 80 - 105   |
| NT   | 45 - 55               | 60 - 70                              | 70 - 85                                 | 80 - 95  |
| WA   | 50 - 76               | 50 - 76                              | 60 - 80                                 | 65 - 95  |
| VIC  | 50 - 65               | 60 - 85                              | 75 - 85                                 | 85 - 105   |
| QLD  | 55 - 65               | 60 - 80                              | 80 - 90                                 | 90 - 100   |
| TAS  | 50 - 60               | 54 - 80                              | 70 - 85                                 | 80 - 95  |
| SA   | 50 - 70               | 60 - 80                              | 65 - 85                                 | 85 - 95  |

**NOTES:**

- Above salaries exclude superannuation, bonuses, on-call, or penalty rates

# HEALTHCARE

## Nursing Professionals

| <b>NURSING PROFESSIONALS<br/>NON-AGED CARE</b> | <b>Advanced Clinical Service Coordinator/<br/>Clinical Practice Consultant</b> | <b>Director of Nursing/<br/>Midwifery</b> | <b>Practice Nurse</b> |
|--|--|---|-----------------------|
| NSW  | 80 - 110   | 110 - 150                                 | 60 - 90               |
| NT   | 90 - 110   | 100 - 130                                 | 80 - 100              |
| WA   | 75 - 105   | 85 - 135                                  | 65 - 85               |
| VIC  | 90 - 110   | 100 - 150                                 | 75 - 100              |
| QLD  | 100 - 110  | 115 - 160                                 | 55 - 70               |
| TAS  | 90 - 105   | 100 - 140                                 | 60 - 80               |
| SA   | 90 - 110   | 110 - 180                                 | 60 - 85               |

### NOTES:

- Above salaries exclude superannuation, bonuses, on-call, or penalty rates

## Medical Imaging Specialists

|           | <b>Radiographer<br/>1-3 yrs</b> | <b>Radiographer<br/>3-5 yrs</b> | <b>Radiographer<br/>5-10 yrs</b> | <b>Radiographer<br/>10+ yrs</b> |
|-----------|---------------------------------|---------------------------------|----------------------------------|---------------------------------|
| Australia | 54 - 65                         | 65 - 78                         | 75 - 100                         | 100 - 110                       |

|           | <b>Sonographer<br/>1-3 yrs</b> | <b>Sonographer<br/>3-5 yrs</b> | <b>Sonographer<br/>5-10 yrs</b> | <b>Sonographer<br/>10+ yrs</b> |
|-----------|--------------------------------|--------------------------------|---------------------------------|--------------------------------|
| Australia | 90 - 100                       | 100 - 120                      | 120 - 135                       | 135 - 150                      |

|           | <b>Mammographer<br/>1-3 yrs</b> | <b>Mammographer<br/>3-5 yrs</b> | <b>Mammographer<br/>5-10 yrs</b> | <b>Mammographer<br/>10+ yrs</b> |
|-----------|---------------------------------|---------------------------------|----------------------------------|---------------------------------|
| Australia | 60 - 75                         | 75 - 85                         | 85 - 100                         | 100 - 120                       |

### NOTES:

- Above salaries exclude superannuation, bonuses, on-call, or penalty rates

# HEALTHCARE

## Social Care & Psychology

| SOCIAL/COMMUNITY SERVICES | Support Worker | Case Worker | Social Worker | Team Leader/<br>Program<br>Coordinator |
|---------------------------|----------------|-------------|---------------|--|
| NSW                       | 41 - 60        | 50 - 65     | 60 - 85       | 60 - 90                                |
| NT                        | 45 - 50        | 60 - 65     | 65 - 80       | 70 - 80                                |
| WA                        | 45 - 50        | 50 - 55     | 65 - 75       | 65 - 85                                |
| VIC                       | 45 - 50        | 50 - 65     | 60 - 80       | 70 - 80                                |
| QLD                       | 41 - 52        | 40 - 55     | 55 - 75       | 60 - 75                                |
| TAS                       | 41 - 50        | 48 - 55     | 60 - 78       | 65 - 80                                |
| SA                        | 45 - 60        | 45 - 60     | 60 - 85       | 60 - 85                                |

|     | Program<br>Manager | Program<br>Director |
|-----|--------------------|---------------------|
| NSW | 75 - 95            | 90+                 |
| NT  | 75 - 85            | 90 - 100            |
| WA  | 70 - 90            | 90+                 |
| VIC | 80 - 95            | 100+                |
| QLD | 70 - 90            | 90+                 |
| TAS | 75 - 90            | 90+                 |
| SA  | 60 - 85            | 90 - 110            |

| PSYCHOLOGISTS | Graduate | Counsellor | Psychologist | Senior<br>Psychologist | Clinical<br>Psychologist |
|---------------|----------|------------|--------------|------------------------|--------------------------|
| NSW           | 45 - 55  | 60 - 80    | 60 - 90      | 85 - 105               | 95 - 115                 |
| NT            | 45 - 55  | 55 - 65    | 75 - 85      | 85 - 100               | 95 - 110                 |
| WA            | 45 - 55  | 55 - 65    | 65 - 85      | 80 - 95                | 90 - 115                 |
| VIC           | 45 - 55  | 60 - 75    | 65 - 85      | 80 - 100               | 85 - 105                 |
| QLD           | 45 - 55  | 55 - 75    | 65 - 80      | 70 - 90                | 85 - 115                 |
| TAS           | 45 - 50  | 55 - 70    | 65 - 85      | 75 - 92                | 80 - 105                 |
| SA            | 45 - 55  | 55 - 75    | 60 - 80      | 75 - 100               | 75 - 100                 |

### NOTES:

- Above salaries exclude superannuation, bonuses, on-call, or penalty rates
- Salaries might vary for regional/remote roles
- There are bandings for NFP under SCHADS and grades in Government/Health
- Salary packaging available for most NFP roles

# HEALTHCARE

## Allied Health Professionals

| ALLIED HEALTH PROFESSIONALS | Occupational Therapist (Graduate) | Occupational Therapist | Senior Occupational Therapist | Team Leader | Physiotherapist (Graduate) |
|-----------------------------|-----------------------------------|------------------------|-------------------------------|-------------|----------------------------|
| NSW                         | 50 - 57                           | 55 - 75                | 70 - 85                       | 80 - 95     | 50 - 57                    |
| NT                          | 50 - 58                           | 60 - 75                | 70 - 85                       | 75 - 90     | 50 - 55                    |
| WA                          | 50 - 55                           | 55 - 65                | 70 - 80                       | 85 - 95     | 45 - 50                    |
| VIC                         | 50 - 60                           | 60 - 75                | 70 - 90                       | 80 - 95     | 50 - 60                    |
| QLD                         | 45 - 50                           | 58 - 70                | 70 - 85                       | 80 - 95     | 50 - 60                    |
| TAS                         | 45 - 50                           | 55 - 75                | 68 - 85                       | 75 - 85     | 50 - 55                    |
| SA                          | 48 - 60                           | 55 - 70                | 65 - 80                       | 70 - 80     | 50 - 60                    |

|     | Physiotherapist | Senior Physiotherapist | Team Leader | Speech Pathologist (Graduate) | Speech Pathologist |
|-----|-----------------|------------------------|-------------|-------------------------------|--------------------|
| NSW | 55 - 75         | 75 - 90                | 80 - 95     | 50 - 57                       | 55 - 70            |
| NT  | 65 - 75         | 70 - 85                | 80 - 95     | 50 - 55                       | 55 - 65            |
| WA  | 60 - 70         | 70 - 85                | 85 - 95     | 45 - 50                       | 50 - 65            |
| VIC | 55 - 75         | 75 - 90                | 80 - 95     | 45 - 60                       | 60 - 75            |
| QLD | 55 - 70         | 70 - 85                | 85 - 95     | 50 - 57                       | 60 - 70            |
| TAS | 55 - 75         | 70 - 85                | 80 - 95     | 50 - 55                       | 60 - 68            |
| SA  | 55 - 70         | 65 - 90                | 65 - 90     | 50 - 60                       | 55 - 65            |

|     | Senior Speech Pathologist | Team Leader | Diversional Therapist (Graduate) | Diversional Therapist |
|-----|---------------------------|-------------|----------------------------------|-----------------------|
| NSW | 70 - 80                   | 75 - 90     | 46 - 50                          | 50 - 60               |
| NT  | 65 - 80                   | 75 - 90     | 46 - 50                          | 50 - 60               |
| WA  | 60 - 75                   | 75 - 90     | 46 - 50                          | 45 - 55               |
| VIC | 75 - 90                   | 80 - 90     | 46 - 50                          | 55 - 60               |
| QLD | 65 - 80                   | 80 - 90     | 46 - 55                          | 45 - 60               |
| TAS | 65 - 75                   | 75 - 90     | 46 - 50                          | 50 - 55               |
| SA  | 65 - 80                   | 70 - 90     | 46 - 55                          | 50 - 60               |

### NOTES:

- Above salaries exclude superannuation, bonuses, on-call, or penalty rates

# EDUCATION



## AUSTRALIA

In the early childhood sector, we continue to see growth and high demand for Early Childhood Teachers and Diploma Educators. The industry is extremely competitive, with larger organisations growing at a rapid rate and taking market share.

In response to this, it is now standard practice for employers to offer salaries above the modern award in order to attract top talent ahead of competitors. However, salaries and benefits still do not compare to those available in the primary school sector.

“ The state sector has made some moves to close the salary gap with other sectors, yet independent schools continue to offer the highest salaries, followed by Catholic and then state schools. ”

Childcare centres now look for educators with a minimum six months to one year of experience in addition to a Diploma or a Certificate III. Directors seek engaging educators with a genuine passion for working with children and a dedication to children’s development.

Demand remains for Area Managers and experienced Centre Directors who can drive policy, improve services and engage parents and children.

Childcare Cooks with experience working in a childcare setting and a willingness to commit to the limited hours are another area of continuous demand. In general, childcare Cooks continue to be paid above award rates, especially in candidate short areas.

The 2018 change to childcare subsidy packages has led to a decrease in the number of families utilising fulltime childcare. This has impacted employment requirements and we have therefore seen an increase in part-time roles. There has also been a slight increase in ‘float’ positions to cover changed regulations

relating to midday sleep time supervision.

Turning to the schools sector, salaries remain tightly governed by award conditions aligned to professional standards. The state sector has made some moves to close the salary gap with other sectors, yet independent schools continue to offer the highest salaries, followed by Catholic and then state schools.

Salaries within the vocational and higher education sector remain stable due to awards and market conditions.

| SCHOOLS                            | Principal | Deputy Principal | Director of Study | Head of Department | Teacher  |
|------------------------------------|-----------|------------------|-------------------|--------------------|----------|
| Australia - Government Schools     | 118 - 185 | 116 - 138        | 97 - 108          | 100 - 118          | 68 - 109 |
| Australia - Non-Government Schools | 140 - 400 | 130 - 160        | 130 - 150         | 119 - 130          | 73 - 111 |

| VOCATIONAL EDUCATION AND TRAINING | Tutor   | Educator/<br>VET Teacher | Head of Faculty/<br>Head Teacher | Director of<br>Studies | Manager/<br>Principal |
|-----------------------------------|---------|--------------------------|----------------------------------|------------------------|-----------------------|
| Australia                         | 50 - 65 | 60 - 100                 | 75 - 130                         | 70 - 150               | 80 - 180              |

| EARLY CHILDHOOD | Area Manager | Director<br>(Degree Qualified) | Director<br>(Diploma Qualified) |
|-----------------|--------------|--------------------------------|---------------------------------|
| Australia       | 80 - 130     | 80 - 100                       | 70 - 85                         |

|           | Early Childhood<br>Teacher | Diploma Trained<br>Childcare Worker | Certificate 111<br>Childcare Worker | Cook    |
|-----------|----------------------------|-------------------------------------|-------------------------------------|---------|
| Australia | 60 - 90                    | 50 - 60                             | 44 - 50                             | 40 - 52 |

**NOTES:**

- All salaries shown are exclusive of superannuation

# POLICY & STRATEGY



## AUSTRALIA

Australia’s policy and strategy market remains active with several trends driving up demand for skilled professionals. One of these stems from Royal Commissions and other significant reviews, which have created rising demand for Regulatory Advisers and Policy Managers to implement significant change resulting from the recommendations. With demand expected to exceed supply, hourly rates and salaries may rise.

Meanwhile, the Royal Commission into Aged Care Quality and Safety has created demand for trained governance professionals focused on accreditation standards and risk mitigation within the aged care sector and its supply chain.

Another trend fuelling vacancy activity is the nation’s current focus on infrastructure projects. This is creating a multitude of short-term project management, analysis and policy development roles.

Demand is also evident for Grants Officers and Managers across Federal and State Governments. With supply failing to meet demand, some salary increases have been noted.

Within State Governments, high-level policy and project contractors are sought

to assist with reforms, legislative changes or during a restructure.

Niche skills in risk, compliance and investigations are sought too in socially focused line agencies. With these roles created to support major Government initiatives, demand comes in peaks and troughs and therefore salaries remain steady.

In State Governments that are undertaking large scale reform, such as Victoria and NSW, salaries have experienced strong and consistent growth. Policy Officers and Project Officers now receive a slightly inflated market equivalent compared to Senior Policy and Project roles and their equivalent permanent positions as a result of casual loadings for temporary staff.

In contrast, salary increases have been restricted in Federal and Local Governments due to salary freezes, rate caps and headcount limits. However, EBA reviews may bring about some change.

Turning to the not-for-profit market, vacancy activity remains buoyant with Policy and Advocacy Officers, Risk and Compliance Advisers and Executive Officers in demand as organisations strategise and organise workforces for the future. However, while vacancy activity is increasing, typical salaries remain below those offered in the public and private sectors.

## NEW ZEALAND

Policy and strategy experts have been in demand since the 2017-18 election to work on legislative and policy changes. Recently, we have seen an increased need for Policy Advisers, Governance specialists and Program and Project Managers. Also in demand are those with regularity experience given tax, education, health, environmental, immigration, housing, security and social services reforms, including the rollout of key government programs.

Subject matter experts and those with a background in social, economic, financial and environmental policy will be sought too. While staffing requirements will be high in the public sector, key policy changes will also impact small to medium businesses across the spectrum as industries and organisations seek advice from external professional consultancies or recruit in-house experts to review their current and proposed policy and operational changes.

Despite demand, salaries will remain consistent in response to tightening resources and budgets. The exception will be for highly skilled professionals with specific subject matter expertise, including Economists and Data & Research Analysts.

|                 | Policy Officer/<br>Policy Advisor | Senior Policy<br>Officer/<br>Policy Advisor | Policy Manager   | Government<br>Relations<br>Manager | Strategic<br>Manager |
|-----------------|-----------------------------------|---|------------------|------------------------------------|----------------------|
| NSW - Sydney    | 90<br>75 - 95                     | 100<br>90 - 120                             | 120<br>105 - 160 | 130<br>110 - 160                   | 130<br>120 - 160     |
| VIC - Melbourne | 90<br>75 - 95                     | 100<br>95 - 115                             | 120<br>105 - 160 | 125<br>110 - 150                   | 130<br>120 - 160     |
| QLD - Brisbane  | 85<br>70 - 90                     | 95<br>85 - 110                              | 110<br>100 - 120 | 110<br>95 - 120                    | 110<br>95 - 120      |
| WA - Perth      | 77<br>65 - 90                     | 95<br>85 - 110                              | 110<br>90 - 150  | 120<br>100 - 140                   | 130<br>100 - 160     |
| ACT - Canberra  | 77<br>65 - 90                     | 95<br>85 - 110                              | 110<br>90 - 150  | 110<br>90 - 130                    | 110<br>95 - 130      |
| SA - Adelaide   | 77<br>70 - 90                     | 95<br>85 - 115                              | 110<br>105 - 130 | 125<br>100 - 140                   | 130<br>100 - 160     |
| NZ - Wellington | 80<br>70 - 90                     | 100<br>90 - 120                             | 135<br>110 - 150 | 110<br>100 - 120                   | 110<br>100 - 120     |

### NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

## POLICY & STRATEGY

|                 | Programme Manager*      | Programme Officer/Coordinator* | Project Officer*      | Project Manager*        | Research Analyst      |
|-----------------|-------------------------|--------------------------------|-----------------------|-------------------------|-----------------------|
| NSW - Sydney    | <b>140</b><br>90 - 160  | <b>90</b><br>75 - 100          | <b>90</b><br>85 - 100 | <b>130</b><br>120 - 150 | <b>85</b><br>70 - 90  |
| VIC - Melbourne | <b>140</b><br>120 - 160 | <b>95</b><br>85 - 100          | <b>85</b><br>85 - 95  | <b>130</b><br>120 - 160 | <b>90</b><br>70 - 105 |
| QLD - Brisbane  | <b>105</b><br>85 - 140  | <b>65</b><br>55 - 75           | <b>85</b><br>65 - 90  | <b>105</b><br>85 - 120  | <b>60</b><br>50 - 70  |
| WA - Perth      | <b>105</b><br>85 - 140  | <b>90</b><br>80 - 100          | <b>85</b><br>65 - 90  | <b>95</b><br>85 - 130   | <b>75</b><br>65 - 80  |
| ACT - Canberra  | <b>110</b><br>85 - 150  | <b>90</b><br>80 - 100          | <b>85</b><br>65 - 90  | <b>95</b><br>90 - 130   | <b>85</b><br>80 - 100 |
| SA - Adelaide   | <b>105</b><br>85 - 140  | <b>90</b><br>80 - 100          | <b>85</b><br>65 - 90  | <b>95</b><br>85 - 130   | <b>80</b><br>70 - 90  |
| NZ - Wellington | <b>110</b><br>90 - 130  | <b>70</b><br>60 - 80           | <b>70</b><br>60 - 80  | <b>100</b><br>90 - 120  | <b>80</b><br>70 - 90  |

|                 | Data Analyst          | Executive Officer      | Business Analyst       | Ministerial Liaison Officer | Regulatory Advisor     |
|-----------------|-----------------------|------------------------|------------------------|-----------------------------|------------------------|
| NSW - Sydney    | <b>90</b><br>85 - 110 | <b>120</b><br>85 - 140 | <b>120</b><br>85 - 140 | <b>100</b><br>85 - 115      | <b>100</b><br>90 - 130 |
| VIC - Melbourne | <b>90</b><br>85 - 110 | <b>110</b><br>85 - 120 | <b>110</b><br>85 - 115 | <b>95</b><br>85 - 105       | <b>95</b><br>90 - 110  |
| QLD - Brisbane  | <b>80</b><br>50 - 90  | <b>85</b><br>65 - 100  | <b>90</b><br>70 - 100  | <b>85</b><br>70 - 95        | <b>90</b><br>80 - 100  |
| WA - Perth      | <b>80</b><br>65 - 90  | <b>95</b><br>75 - 120  | <b>90</b><br>75 - 115  | <b>85</b><br>65 - 90        | <b>90</b><br>80 - 100  |
| ACT - Canberra  | <b>85</b><br>75 - 100 | <b>95</b><br>90 - 125  | <b>99</b><br>90 - 130  | <b>95</b><br>85 - 100       | <b>100</b><br>90 - 115 |
| SA - Adelaide   | <b>80</b><br>70 - 90  | <b>95</b><br>85 - 120  | <b>100</b><br>85 - 115 | <b>95</b><br>85 - 100       | <b>100</b><br>90 - 115 |
| NZ - Wellington | <b>70</b><br>60 - 80  | <b>85</b><br>70 - 100  | <b>85</b><br>70 - 100  | <b>80</b><br>70 - 90        | <b>80</b><br>70 - 90   |

|                 | Regulatory Manager      | Economist              | Senior Economist        | Governance Officer    | Governance Manager      |
|-----------------|-------------------------|------------------------|-------------------------|-----------------------|-------------------------|
| NSW - Sydney    | <b>130</b><br>110 - 150 | <b>105</b><br>90 - 130 | <b>150</b><br>110 - 180 | <b>90</b><br>85 - 95  | <b>125</b><br>110 - 140 |
| VIC - Melbourne | <b>130</b><br>110 - 150 | <b>100</b><br>95 - 125 | <b>130</b><br>115 - 150 | <b>85</b><br>85 - 95  | <b>120</b><br>105 - 135 |
| QLD - Brisbane  | <b>110</b><br>100 - 120 | <b>100</b><br>80 - 115 | <b>120</b><br>95 - 150  | <b>90</b><br>80 - 100 | <b>105</b><br>95 - 115  |
| WA - Perth      | <b>120</b><br>85 - 145  | <b>100</b><br>90 - 125 | <b>120</b><br>100 - 145 | <b>85</b><br>80 - 95  | <b>110</b><br>95 - 135  |
| ACT - Canberra  | <b>110</b><br>95 - 120  | <b>105</b><br>95 - 120 | <b>120</b><br>110 - 150 | <b>90</b><br>80 - 100 | <b>125</b><br>115 - 150 |
| SA - Adelaide   | <b>125</b><br>100 - 150 | <b>100</b><br>90 - 125 | <b>120</b><br>105 - 135 | <b>85</b><br>80 - 95  | <b>110</b><br>95 - 135  |
| NZ - Wellington | <b>95</b><br>80 - 110   | <b>100</b><br>80 - 120 | <b>120</b><br>100 - 140 | <b>80</b><br>75 - 85  | <b>100</b><br>90 - 110  |

### NOTES:

• All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)

• New Zealand salaries are represented in New Zealand dollars

\* These roles generally occur in a NFP context and would be supplemented with tax benefits (generally the benevolent sacrificing which is up to \$16,050 tax free but most of our clients are able to offer more tax related incentives – travel, meal, health and wellbeing etc)

# INFORMATION TECHNOLOGY



## AUSTRALIA

IT remains one of the highest remunerated industries in Australia with salaries for technology roles continuing to outperform most sectors. Continuing salary growth is largely driven by skill shortages, particularly in areas such as cyber security, data and software development with numerous roles seeing double digit year-on-year growth.

Many enterprises have undergone and continue to undergo major transformations in the pursuit of increasing productivity and efficiency, resulting in an increased need for Change professionals and Agile practitioners.

**“ When recruiting, employers increasingly look at what candidates can offer on top of their technical capabilities. ”**

In digital technology, there has been growing demand and rising salaries as a result for Full Stack Developers and DevOps Engineers.

As security threats become more prevalent and sophisticated, cyber security remains a top priority for most organisations. There has been a significant increase in the need for cyber security consultants, resulting in an upwards movement in remuneration.

Whilst new and emerging technologies have captured headlines, traditional IT roles have fared well over the last year. An example is the uplift in salaries for End User Support positions. Organisations are offering higher salaries for professionals who can demonstrate strong communication skills as well as technical capabilities to ensure better customer service and higher resolution rates.

Nationally, the highest salaries for IT roles can be found within the major cities of Sydney, Melbourne and Canberra, however there has been considerable growth in regional areas. Organisations will have to adjust their salary offerings upwards to attract candidates to regional

areas from major cities, particularly when recruiting for a niche skill-set. Regional demand has been particularly driven by Government-led initiatives.

We anticipate another strong year for IT professionals with ongoing recruitment needs and salary spikes for specialist roles. As technology continues to play a central role in enabling change and developing new services and products, most companies are committed to investing in IT and increasing IT headcount. Even organisations that have had a year of transformation and technology implementations will continue to face another wave of disruption.

While many companies may not be ready just yet, it is anticipated there will be a sharp rise in demand for skills related to Artificial Intelligence, machine learning and Robotic Process Automation. IT professionals with expertise in these technologies will be increasingly required as organisations investigate ways to remain competitive and drive innovation.

Professionals with a broad skill set across multiple cloud technologies and exposure to cloud migration projects will be in demand, with AWS and Azure continuing to dominate this space.

The demand for data professionals is still growing at a rapid rate as organisations continue to exploit their data. With privacy a key focus for regulators, demand for such professionals will continue to rise. As such, data professionals should see an increase in salaries or benefits this year.

When recruiting, employers increasingly look at what candidates can offer on top of their technical capabilities. As IT continues to evolve from a “keeping the lights on” function to an enabler of transformation, companies are seeking candidates who understand business drivers. In addition, the changing technical landscape means candidates need to have a continuous learning mindset and the ability to adapt to emerging technologies and changing business needs.

Whilst most large organisations augment their IT teams with a blend of contractors and outsourced solutions, there is a trend toward building in-house capability. This

will put more pressure on permanent hiring demands in an already candidate-short market.

# INFORMATION TECHNOLOGY

## NEW ZEALAND

Digital transformations are driving up vacancy activity and fuelling skill shortages across New Zealand's IT market, particularly within development, data and quality assurance. Given demand, salaries have started to increase as organisations compete for the top talent.

Within digital technology, demand is particularly high for .NET Core, AWS, Azure, React, React Native and CI and CD technologies. As a result, salaries and contract rates for these skills are under pressure. In addition, digital technology experts with DevOps, cloud and modern JavaScript library development skills will see salary increases in the coming year.

“ Given demand, salaries have started to increase as organisations compete for the top talent. ”

Across New Zealand, the supply of candidates with modern .NET technologies, newer JS frameworks, UX and UI design and business intelligence expertise fails to meet demand. There's also a shortage of Automation Testers. In response, salaries are starting to rise.

Given the focus on big data, digital professionals with strong business intelligence and ETL skills can expect an increase in salaries or benefits this financial year.

Demand is also rising for candidates with experience using disruptive technologies, including augmented reality, virtual reality and machine learning. Organisations are starting to experiment and adopt these new tools, however those with sound commercial experience are rare and are demanding premium salaries.

The focus on becoming more customer centric continues and is leading to demand for Senior UX and Product Designers who can take ideas from conception through to deployment.

Cyber security remains high on most organisations' agendas to ensure correct security procedures are in place to protect

information. Add the push for cloud infrastructure services, and cyber security specialists are in growing demand to ensure that all information stored on the cloud and on the wider web is safe and complies with data protection laws.

However, due to very strict vetting processes and a relatively small pool of professionals who specialise in this field, organisations are increasingly looking to develop cyber security talent internally and encourage existing staff to upskill by undertaking training and certifications.

As organisations implement major IT and business process transformation projects, demand is increasing for seasoned Project Managers in implementation and digital delivery. Change Managers and Business Analysts with business process mapping and reengineering expertise are needed too. Salaries and hourly rates have increased as a result. Demand across the Tasman, particularly on the East coast, has also attracted project professionals, adding to the competition for local New Zealand talent.

Given demand, firms are working hard to retain their current staff. While money talks, it isn't all that matters. The best way to invest in talent is to keep them engaged and create a retention strategy that provides value to employees. For example, evaluate your EVP, ensure staff understand their purpose and contribution to the organisation, invest in their technical development and promote from within.

In a final trend, organisations are attempting to decrease the length of their recruitment process in order to secure top talent. Those organisations that still take a week to complete their interview process are missing out on their preferred candidate.

Consequently, organisations that conduct technical working exercises or solutions as part of their recruitment process need to ensure they do so in a speedy fashion.



# INFORMATION TECHNOLOGY

| IT OPERATIONS & SUPPORT                     | End User Support/Level 1 | End User Support/Level 2 | Applications Support  | Service Desk Manager   | Team Leader            |
|---|--------------------------|--------------------------|-----------------------|------------------------|------------------------|
| NSW - Sydney                                | <b>55</b><br>50 - 60     | <b>70</b><br>60 - 75     | <b>80</b><br>70 - 95  | <b>100</b><br>85 - 110 | <b>85</b><br>70 - 95   |
| NSW - Regional                              | <b>50</b><br>45 - 65     | <b>75</b><br>65 - 80     | <b>80</b><br>65 - 100 | <b>100</b><br>85 - 110 | <b>90</b><br>75 - 110  |
| VIC - Melbourne                             | <b>60</b><br>55 - 70     | <b>70</b><br>65 - 85     | <b>85</b><br>70 - 100 | <b>100</b><br>90 - 130 | <b>100</b><br>85 - 115 |
| VIC - Regional                              | <b>50</b><br>45 - 55     | <b>60</b><br>55 - 65     | <b>75</b><br>70 - 90  | <b>90</b><br>80 - 105  | <b>85</b><br>80 - 90   |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>55</b><br>45 - 60     | <b>60</b><br>55 - 65     | <b>80</b><br>70 - 90  | <b>95</b><br>80 - 110  | <b>80</b><br>65 - 90   |
| SA - Adelaide                               | <b>52</b><br>48 - 60     | <b>65</b><br>55 - 70     | <b>75</b><br>65 - 85  | <b>75</b><br>65 - 90   | <b>80</b><br>65 - 100  |
| WA - Perth                                  | <b>50</b><br>45 - 55     | <b>60</b><br>50 - 70     | <b>80</b><br>65 - 90  | <b>95</b><br>85 - 105  | <b>80</b><br>70 - 90   |
| ACT - Canberra                              | <b>60</b><br>55 - 65     | <b>70</b><br>65 - 75     | <b>80</b><br>70 - 90  | <b>100</b><br>90 - 110 | <b>100</b><br>80 - 120 |
| TAS - Hobart/Launceston                     | <b>52</b><br>45 - 60     | <b>60</b><br>55 - 70     | <b>75</b><br>65 - 80  | <b>90</b><br>85 - 100  | <b>80</b><br>75 - 95   |
| NT - Darwin                                 | <b>50</b><br>45 - 55     | <b>60</b><br>55 - 70     | <b>80</b><br>70 - 90  | <b>75</b><br>60 - 85   | <b>75</b><br>65 - 85   |
| NZ - Auckland                               | <b>50</b><br>45 - 55     | <b>55</b><br>50 - 65     | <b>75</b><br>60 - 95  | <b>85</b><br>75 - 110  | <b>85</b><br>70 - 95   |
| NZ - Wellington                             | <b>50</b><br>45 - 55     | <b>55</b><br>45 - 60     | <b>85</b><br>75 - 95  | <b>90</b><br>80 - 110  | <b>70</b><br>60 - 85   |
| NZ - Christchurch                           | <b>50</b><br>40 - 60     | <b>50</b><br>40 - 60     | <b>85</b><br>70 - 95  | <b>85</b><br>70 - 100  | <b>70</b><br>60 - 80   |

|   | Linux Engineer         | Systems Administration/Level 3 | Server Engineer         | Cloud Engineer          | DevOps Engineer         |
|---|------------------------|--------------------------------|-------------------------|-------------------------|-------------------------|
| NSW - Sydney                                | <b>90</b><br>85 - 110  | <b>90</b><br>75 - 100          | <b>120</b><br>100 - 130 | <b>125</b><br>110 - 140 | <b>100</b><br>85 - 110  |
| NSW - Regional                              | <b>90</b><br>80 - 100  | <b>110</b><br>85 - 130         | <b>110</b><br>85 - 120  | <b>120</b><br>90 - 130  | <b>110</b><br>90 - 130  |
| VIC - Melbourne                             | <b>120</b><br>90 - 150 | <b>95</b><br>80 - 120          | <b>120</b><br>100 - 130 | <b>120</b><br>110 - 140 | <b>130</b><br>120 - 150 |
| VIC - Regional                              | <b>95</b><br>80 - 110  | <b>75</b><br>60 - 90           | <b>90</b><br>70 - 110   | <b>95</b><br>80 - 120   | <b>90</b><br>75 - 100   |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>95</b><br>85 - 110  | <b>80</b><br>70 - 85           | <b>100</b><br>85 - 120  | <b>120</b><br>100 - 140 | <b>110</b><br>100 - 130 |
| SA - Adelaide                               | <b>85</b><br>75 - 100  | <b>80</b><br>70 - 90           | <b>90</b><br>75 - 110   | <b>100</b><br>85 - 120  | <b>90</b><br>85 - 120   |
| WA - Perth                                  | <b>100</b><br>85 - 115 | <b>85</b><br>75 - 95           | <b>100</b><br>85 - 110  | <b>105</b><br>90 - 120  | <b>120</b><br>110 - 140 |
| ACT - Canberra                              | <b>110</b><br>90 - 130 | <b>100</b><br>80 - 110         | <b>130</b><br>110 - 140 | <b>130</b><br>110 - 140 | <b>130</b><br>110 - 140 |
| TAS - Hobart/Launceston                     | <b>85</b><br>80 - 100  | <b>75</b><br>65 - 80           | <b>90</b><br>80 - 100   | <b>100</b><br>85 - 120  | <b>90</b><br>85 - 110   |
| NT - Darwin                                 | <b>85</b><br>80 - 100  | <b>90</b><br>80 - 110          | <b>100</b><br>80 - 120  | <b>110</b><br>90 - 130  | <b>100</b><br>90 - 120  |
| NZ - Auckland                               | <b>80</b><br>80 - 100  | <b>80</b><br>65 - 90           | <b>80</b><br>65 - 90    | <b>95</b><br>85 - 130   | <b>100</b><br>75 - 140  |
| NZ - Wellington                             | <b>90</b><br>80 - 100  | <b>70</b><br>60 - 80           | <b>80</b><br>70 - 90    | <b>100</b><br>80 - 120  | <b>100</b><br>80 - 120  |
| NZ - Christchurch                           | <b>90</b><br>80 - 100  | <b>60</b><br>55 - 75           | <b>80</b><br>70 - 90    | <b>80</b><br>75 - 110   | <b>80</b><br>70 - 95    |

## NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# INFORMATION TECHNOLOGY

| IT OPERATIONS & SUPPORT                     | Network Administration | Network Engineer        | Network Designer        | Network Architect       | Data/Voice Engineer     |
|---|------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| NSW - Sydney                                | <b>95</b><br>85 - 105  | <b>110</b><br>100 - 125 | <b>115</b><br>100 - 135 | <b>135</b><br>125 - 165 | <b>100</b><br>95 - 120  |
| NSW - Regional                              | <b>80</b><br>65 - 85   | <b>100</b><br>85 - 110  | <b>110</b><br>85 - 120  | <b>120</b><br>100 - 140 | <b>90</b><br>80 - 100   |
| VIC - Melbourne                             | <b>95</b><br>85 - 110  | <b>115</b><br>90 - 130  | <b>140</b><br>120 - 160 | <b>140</b><br>120 - 170 | <b>110</b><br>80 - 130  |
| VIC - Regional                              | <b>80</b><br>70 - 90   | <b>95</b><br>70 - 110   | <b>90</b><br>80 - 110   | <b>120</b><br>105 - 135 | <b>100</b><br>80 - 120  |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>80</b><br>70 - 90   | <b>100</b><br>80 - 120  | <b>105</b><br>90 - 120  | <b>120</b><br>110 - 140 | <b>100</b><br>90 - 130  |
| SA - Adelaide                               | <b>85</b><br>75 - 100  | <b>95</b><br>85 - 120   | <b>110</b><br>95 - 120  | <b>120</b><br>100 - 140 | <b>95</b><br>80 - 120   |
| WA - Perth                                  | <b>85</b><br>75 - 95   | <b>100</b><br>90 - 120  | <b>110</b><br>95 - 120  | <b>130</b><br>110 - 150 | <b>105</b><br>85 - 120  |
| ACT - Canberra                              | <b>100</b><br>90 - 110 | <b>130</b><br>110 - 140 | <b>130</b><br>120 - 140 | <b>150</b><br>140 - 170 | <b>130</b><br>110 - 140 |
| TAS - Hobart/Launceston                     | <b>85</b><br>75 - 100  | <b>95</b><br>85 - 105   | <b>100</b><br>90 - 110  | <b>115</b><br>95 - 130  | <b>90</b><br>80 - 110   |
| NT - Darwin                                 | <b>80</b><br>70 - 90   | <b>100</b><br>70 - 120  | <b>110</b><br>100 - 125 | <b>130</b><br>115 - 150 | <b>100</b><br>90 - 120  |
| NZ - Auckland                               | <b>70</b><br>60 - 75   | <b>90</b><br>80 - 110   | <b>110</b><br>90 - 125  | <b>120</b><br>95 - 140  | <b>80</b><br>60 - 105   |
| NZ - Wellington                             | <b>85</b><br>75 - 95   | <b>90</b><br>80 - 110   | <b>110</b><br>90 - 120  | <b>130</b><br>110 - 150 | <b>100</b><br>85 - 115  |
| NZ - Christchurch                           | <b>80</b><br>70 - 90   | <b>80</b><br>70 - 90    | <b>100</b><br>80 - 110  | <b>125</b><br>110 - 150 | <b>100</b><br>80 - 110  |

|   | Storage Engineer        | Security Analyst        | Security Consultant     | Security Architect      |
|---|-------------------------|-------------------------|-------------------------|-------------------------|
| NSW - Sydney                                | <b>110</b><br>100 - 120 | <b>120</b><br>100 - 145 | <b>125</b><br>110 - 150 | <b>170</b><br>150 - 210 |
| NSW - Regional                              | <b>95</b><br>80 - 120   | <b>110</b><br>95 - 130  | <b>120</b><br>100 - 150 | <b>155</b><br>140 - 170 |
| VIC - Melbourne                             | <b>115</b><br>100 - 140 | <b>120</b><br>100 - 150 | <b>160</b><br>130 - 180 | <b>160</b><br>140 - 190 |
| VIC - Regional                              | <b>105</b><br>85 - 130  | <b>90</b><br>85 - 110   | <b>100</b><br>80 - 110  | <b>130</b><br>120 - 155 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>100</b><br>90 - 110  | <b>95</b><br>85 - 100   | <b>130</b><br>100 - 150 | <b>140</b><br>130 - 150 |
| SA - Adelaide                               | <b>95</b><br>85 - 110   | <b>90</b><br>80 - 110   | <b>120</b><br>100 - 150 | <b>145</b><br>110 - 200 |
| WA - Perth                                  | <b>95</b><br>85 - 110   | <b>105</b><br>90 - 120  | <b>130</b><br>120 - 150 | <b>150</b><br>130 - 170 |
| ACT - Canberra                              | <b>130</b><br>110 - 140 | <b>140</b><br>100 - 150 | <b>160</b><br>110 - 200 | <b>180</b><br>150 - 200 |
| TAS - Hobart/Launceston                     | <b>100</b><br>90 - 110  | <b>100</b><br>90 - 120  | <b>110</b><br>100 - 140 | <b>140</b><br>115 - 160 |
| NT - Darwin                                 | <b>110</b><br>95 - 120  | <b>95</b><br>80 - 110   | <b>120</b><br>100 - 150 | <b>150</b><br>130 - 160 |
| NZ - Auckland                               | <b>75</b><br>70 - 110   | <b>110</b><br>90 - 120  | <b>135</b><br>110 - 160 | <b>160</b><br>110 - 200 |
| NZ - Wellington                             | <b>80</b><br>70 - 110   | <b>95</b><br>80 - 110   | <b>120</b><br>100 - 140 | <b>140</b><br>100 - 180 |
| NZ - Christchurch                           | <b>75</b><br>70 - 110   | <b>100</b><br>80 - 110  | <b>110</b><br>100 - 130 | <b>140</b><br>100 - 170 |

#### NOTES:

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- New Zealand salaries are represented in New Zealand dollars

# INFORMATION TECHNOLOGY

| DIGITAL TECHNOLOGY                          | .Net Developer         | Senior .Net Developer   | Full Stack Developer .Net | Team Leader - .Net      | Java Developer         |
|---|------------------------|-------------------------|---------------------------|-------------------------|------------------------|
| NSW - Sydney                                | <b>100</b><br>85 - 110 | <b>120</b><br>110 - 130 | <b>130</b><br>120 - 140   | <b>140</b><br>130 - 150 | <b>110</b><br>85 - 120 |
| NSW - Regional                              | <b>80</b><br>70 - 95   | <b>115</b><br>90 - 125  | <b>130</b><br>120 - 140   | <b>120</b><br>110 - 130 | <b>85</b><br>65 - 95   |
| VIC - Melbourne                             | <b>80</b><br>70 - 100  | <b>100</b><br>95 - 120  | <b>120</b><br>100 - 130   | <b>130</b><br>120 - 140 | <b>90</b><br>70 - 100  |
| VIC - Regional                              | <b>75</b><br>65 - 90   | <b>85</b><br>75 - 100   | <b>90</b><br>80 - 110     | <b>100</b><br>85 - 110  | <b>80</b><br>70 - 90   |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>80</b><br>60 - 90   | <b>110</b><br>95 - 125  | <b>107</b><br>90 - 125    | <b>120</b><br>100 - 140 | <b>75</b><br>60 - 90   |
| SA - Adelaide                               | <b>85</b><br>60 - 90   | <b>110</b><br>90 - 120  | <b>110</b><br>90 - 120    | <b>120</b><br>110 - 130 | <b>80</b><br>60 - 90   |
| WA - Perth                                  | <b>90</b><br>75 - 100  | <b>115</b><br>100 - 130 | <b>120</b><br>100 - 135   | <b>130</b><br>120 - 145 | <b>90</b><br>75 - 100  |
| ACT - Canberra                              | <b>105</b><br>95 - 115 | <b>115</b><br>105 - 130 | <b>120</b><br>110 - 130   | <b>150</b><br>140 - 160 | <b>105</b><br>95 - 110 |
| TAS - Hobart/Launceston                     | <b>80</b><br>75 - 90   | <b>100</b><br>85 - 110  | <b>100</b><br>85 - 110    | <b>100</b><br>90 - 120  | <b>85</b><br>75 - 100  |
| NT - Darwin                                 | <b>90</b><br>75 - 110  | <b>110</b><br>100 - 130 | <b>105</b><br>90 - 130    | <b>125</b><br>110 - 140 | <b>85</b><br>75 - 100  |
| NZ - Auckland                               | <b>75</b><br>65 - 95   | <b>110</b><br>95 - 135  | <b>110</b><br>95 - 130    | <b>130</b><br>120 - 145 | <b>85</b><br>75 - 90   |
| NZ - Wellington                             | <b>75</b><br>65 - 95   | <b>100</b><br>95 - 120  | <b>100</b><br>95 - 125    | <b>130</b><br>120 - 140 | <b>80</b><br>70 - 90   |
| NZ - Christchurch                           | <b>70</b><br>60 - 80   | <b>85</b><br>70 - 100   | <b>90</b><br>75 - 110     | <b>95</b><br>85 - 110   | <b>60</b><br>50 - 70   |

|   | Senior Java Developer   | Full Stack Developer Java | Team Leader - Java      | C/C++ Developer         | Snr C/C++ Developer     |
|---|-------------------------|---------------------------|-------------------------|-------------------------|-------------------------|
| NSW - Sydney                                | <b>140</b><br>120 - 160 | <b>140</b><br>120 - 160   | <b>160</b><br>140 - 180 | <b>90</b><br>80 - 100   | <b>135</b><br>120 - 150 |
| NSW - Regional                              | <b>120</b><br>90 - 130  | <b>120</b><br>110 - 140   | <b>120</b><br>90 - 130  | <b>90</b><br>75 - 110   | <b>100</b><br>85 - 120  |
| VIC - Melbourne                             | <b>110</b><br>100 - 120 | <b>120</b><br>100 - 130   | <b>130</b><br>120 - 140 | <b>90</b><br>70 - 100   | <b>110</b><br>100 - 120 |
| VIC - Regional                              | <b>100</b><br>85 - 120  | <b>100</b><br>85 - 120    | <b>95</b><br>85 - 110   | <b>85</b><br>70 - 100   | <b>100</b><br>90 - 110  |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>105</b><br>90 - 125  | <b>105</b><br>90 - 125    | <b>115</b><br>100 - 130 | <b>85</b><br>70 - 100   | <b>105</b><br>90 - 120  |
| SA - Adelaide                               | <b>110</b><br>90 - 120  | <b>110</b><br>80 - 120    | <b>120</b><br>90 - 125  | <b>95</b><br>80 - 110   | <b>100</b><br>90 - 110  |
| WA - Perth                                  | <b>120</b><br>100 - 130 | <b>115</b><br>95 - 140    | <b>130</b><br>120 - 150 | <b>90</b><br>75 - 100   | <b>115</b><br>100 - 130 |
| ACT - Canberra                              | <b>130</b><br>110 - 150 | <b>110</b><br>105 - 125   | <b>150</b><br>140 - 160 | <b>115</b><br>110 - 120 | <b>130</b><br>115 - 150 |
| TAS - Hobart/Launceston                     | <b>100</b><br>90 - 110  | <b>100</b><br>85 - 110    | <b>100</b><br>90 - 115  | <b>75</b><br>70 - 80    | <b>90</b><br>85 - 95    |
| NT - Darwin                                 | <b>100</b><br>85 - 120  | <b>105</b><br>90 - 120    | <b>115</b><br>100 - 130 | <b>100</b><br>80 - 110  | <b>120</b><br>110 - 130 |
| NZ - Auckland                               | <b>115</b><br>100 - 125 | <b>115</b><br>100 - 130   | <b>130</b><br>120 - 150 | <b>80</b><br>70 - 85    | <b>100</b><br>80 - 120  |
| NZ - Wellington                             | <b>110</b><br>90 - 120  | <b>100</b><br>95 - 125    | <b>115</b><br>100 - 130 | <b>70</b><br>70 - 85    | <b>100</b><br>80 - 120  |
| NZ - Christchurch                           | <b>85</b><br>70 - 100   | <b>90</b><br>75 - 100     | <b>100</b><br>85 - 110  | <b>70</b><br>60 - 80    | <b>90</b><br>70 - 100   |

## NOTES:

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- New Zealand salaries are represented in New Zealand dollars

# INFORMATION TECHNOLOGY

| DIGITAL TECHNOLOGY                          | Developer (Other)      | Snr Developer (Other)   | Front-End Developer    | Senior Front-End Developer | Mobile Apps Developer  |
|---|------------------------|-------------------------|------------------------|----------------------------|------------------------|
| NSW - Sydney                                | <b>100</b><br>80 - 110 | <b>120</b><br>110 - 130 | <b>115</b><br>80 - 130 | <b>130</b><br>110 - 150    | <b>110</b><br>90 - 140 |
| NSW - Regional                              | <b>90</b><br>75 - 110  | <b>120</b><br>90 - 130  | <b>100</b><br>80 - 120 | <b>120</b><br>85 - 135     | <b>100</b><br>75 - 120 |
| VIC - Melbourne                             | <b>80</b><br>50 - 100  | <b>110</b><br>90 - 120  | <b>100</b><br>95 - 120 | <b>120</b><br>100 - 140    | <b>110</b><br>90 - 130 |
| VIC - Regional                              | <b>85</b><br>55 - 100  | <b>90</b><br>75 - 110   | <b>80</b><br>65 - 100  | <b>90</b><br>75 - 110      | <b>95</b><br>90 - 100  |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>85</b><br>70 - 100  | <b>110</b><br>95 - 130  | <b>95</b><br>85 - 105  | <b>105</b><br>90 - 120     | <b>105</b><br>85 - 125 |
| SA - Adelaide                               | <b>90</b><br>60 - 100  | <b>100</b><br>70 - 110  | <b>80</b><br>70 - 100  | <b>90</b><br>80 - 110      | <b>80</b><br>70 - 100  |
| WA - Perth                                  | <b>85</b><br>70 - 95   | <b>100</b><br>90 - 120  | <b>95</b><br>80 - 110  | <b>110</b><br>90 - 125     | <b>105</b><br>80 - 130 |
| ACT - Canberra                              | <b>100</b><br>80 - 110 | <b>110</b><br>100 - 120 | <b>100</b><br>90 - 110 | <b>120</b><br>110 - 130    | <b>100</b><br>90 - 110 |
| TAS - Hobart/Launceston                     | <b>75</b><br>70 - 85   | <b>90</b><br>85 - 100   | <b>85</b><br>75 - 90   | <b>90</b><br>80 - 100      | <b>85</b><br>75 - 95   |
| NT - Darwin                                 | <b>85</b><br>75 - 100  | <b>110</b><br>100 - 120 | <b>100</b><br>90 - 110 | <b>120</b><br>100 - 130    | <b>90</b><br>80 - 100  |
| NZ - Auckland                               | <b>90</b><br>75 - 100  | <b>110</b><br>90 - 125  | <b>100</b><br>75 - 120 | <b>120</b><br>100 - 135    | <b>100</b><br>80 - 120 |
| NZ - Wellington                             | <b>80</b><br>75 - 100  | <b>110</b><br>90 - 125  | <b>100</b><br>75 - 120 | <b>110</b><br>100 - 135    | <b>100</b><br>90 - 110 |
| NZ - Christchurch                           | <b>70</b><br>60 - 80   | <b>85</b><br>70 - 100   | <b>80</b><br>70 - 90   | <b>100</b><br>80 - 120     | <b>75</b><br>70 - 90   |

|   | Web/UX/UI Designer     | Test Analyst           | Senior Test Analyst     | Automation Test Analyst | Test/QA Manager         |
|---|------------------------|------------------------|-------------------------|-------------------------|-------------------------|
| NSW - Sydney                                | <b>110</b><br>80 - 120 | <b>80</b><br>75 - 90   | <b>90</b><br>75 - 110   | <b>110</b><br>80 - 120  | <b>125</b><br>120 - 140 |
| NSW - Regional                              | <b>110</b><br>75 - 130 | <b>90</b><br>85 - 100  | <b>110</b><br>85 - 130  | <b>100</b><br>90 - 120  | <b>120</b><br>110 - 140 |
| VIC - Melbourne                             | <b>100</b><br>80 - 120 | <b>80</b><br>60 - 90   | <b>95</b><br>80 - 100   | <b>110</b><br>90 - 120  | <b>120</b><br>100 - 140 |
| VIC - Regional                              | <b>80</b><br>70 - 100  | <b>90</b><br>75 - 100  | <b>100</b><br>90 - 110  | <b>95</b><br>85 - 105   | <b>115</b><br>105 - 130 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>100</b><br>80 - 120 | <b>80</b><br>70 - 90   | <b>90</b><br>80 - 100   | <b>110</b><br>90 - 130  | <b>115</b><br>100 - 130 |
| SA - Adelaide                               | <b>80</b><br>70 - 100  | <b>75</b><br>65 - 85   | <b>85</b><br>75 - 100   | <b>95</b><br>85 - 110   | <b>100</b><br>85 - 110  |
| WA - Perth                                  | <b>100</b><br>80 - 120 | <b>80</b><br>75 - 95   | <b>95</b><br>85 - 110   | <b>100</b><br>90 - 120  | <b>120</b><br>100 - 140 |
| ACT - Canberra                              | <b>110</b><br>90 - 130 | <b>100</b><br>85 - 110 | <b>110</b><br>100 - 120 | <b>120</b><br>110 - 150 | <b>150</b><br>120 - 160 |
| TAS - Hobart/Launceston                     | <b>90</b><br>80 - 100  | <b>80</b><br>70 - 90   | <b>90</b><br>80 - 100   | <b>80</b><br>75 - 95    | <b>90</b><br>80 - 100   |
| NT - Darwin                                 | <b>95</b><br>80 - 110  | <b>80</b><br>70 - 90   | <b>105</b><br>90 - 120  | <b>80</b><br>70 - 90    | <b>110</b><br>95 - 120  |
| NZ - Auckland                               | <b>100</b><br>75 - 130 | <b>85</b><br>70 - 90   | <b>90</b><br>80 - 100   | <b>110</b><br>90 - 120  | <b>115</b><br>110 - 130 |
| NZ - Wellington                             | <b>90</b><br>75 - 110  | <b>80</b><br>70 - 85   | <b>90</b><br>80 - 100   | <b>110</b><br>90 - 120  | <b>115</b><br>100 - 130 |
| NZ - Christchurch                           | <b>85</b><br>70 - 95   | <b>70</b><br>60 - 85   | <b>85</b><br>70 - 100   | <b>110</b><br>90 - 115  | <b>110</b><br>95 - 120  |

## NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# INFORMATION TECHNOLOGY

| DIGITAL TECHNOLOGY                          | Report Writer        | Data Analyst           | Data Scientist          | Data Modeller           |
|---|----------------------|------------------------|-------------------------|-------------------------|
| NSW - Sydney                                | <b>75</b><br>55 - 90 | <b>100</b><br>80 - 120 | <b>150</b><br>100 - 220 | <b>120</b><br>100 - 140 |
| NSW - Regional                              | <b>80</b><br>70 - 90 | <b>85</b><br>75 - 115  | <b>140</b><br>110 - 160 | <b>130</b><br>110 - 160 |
| VIC - Melbourne                             | <b>80</b><br>65 - 90 | <b>90</b><br>75 - 130  | <b>160</b><br>130 - 240 | <b>135</b><br>110 - 155 |
| VIC - Regional                              | <b>60</b><br>50 - 70 | <b>85</b><br>70 - 100  | <b>120</b><br>110 - 165 | N/A                     |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>75</b><br>60 - 90 | <b>95</b><br>80 - 110  | <b>115</b><br>90 - 140  | <b>115</b><br>100 - 130 |
| SA - Adelaide                               | <b>75</b><br>55 - 80 | <b>80</b><br>70 - 100  | <b>120</b><br>100 - 150 | <b>110</b><br>90 - 120  |
| WA - Perth                                  | <b>80</b><br>60 - 95 | <b>100</b><br>80 - 120 | <b>140</b><br>115 - 180 | <b>125</b><br>115 - 135 |
| ACT - Canberra                              | <b>80</b><br>70 - 90 | <b>110</b><br>85 - 130 | <b>140</b><br>120 - 160 | <b>130</b><br>110 - 150 |
| TAS - Hobart/Launceston                     | <b>80</b><br>65 - 85 | <b>80</b><br>65 - 100  | <b>115</b><br>100 - 130 | <b>115</b><br>100 - 130 |
| NT - Darwin                                 | <b>65</b><br>50 - 70 | <b>95</b><br>80 - 110  | N/A                     | <b>110</b><br>100 - 120 |
| NZ - Auckland                               | <b>65</b><br>55 - 80 | <b>80</b><br>65 - 95   | <b>100</b><br>90 - 120  | <b>100</b><br>85 - 130  |
| NZ - Wellington                             | <b>70</b><br>60 - 80 | <b>85</b><br>75 - 95   | <b>105</b><br>90 - 120  | <b>110</b><br>90 - 130  |
| NZ - Christchurch                           | <b>65</b><br>55 - 80 | <b>75</b><br>65 - 85   | <b>100</b><br>90 - 120  | <b>100</b><br>85 - 130  |

|   | Database Developer      | BI/DW Development       | Architect               | DBA                     |
|---|-------------------------|-------------------------|-------------------------|-------------------------|
| NSW - Sydney                                | <b>90</b><br>70 - 110   | <b>115</b><br>90 - 130  | <b>190</b><br>170 - 200 | <b>130</b><br>110 - 140 |
| NSW - Regional                              | <b>105</b><br>85 - 120  | <b>130</b><br>110 - 150 | <b>140</b><br>110 - 160 | <b>130</b><br>120 - 160 |
| VIC - Melbourne                             | <b>90</b><br>85 - 105   | <b>120</b><br>90 - 140  | <b>140</b><br>120 - 180 | <b>125</b><br>110 - 150 |
| VIC - Regional                              | <b>85</b><br>80 - 100   | <b>100</b><br>95 - 115  | <b>110</b><br>100 - 120 | <b>115</b><br>100 - 140 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>95</b><br>80 - 110   | <b>110</b><br>95 - 125  | <b>125</b><br>110 - 140 | <b>110</b><br>80 - 140  |
| SA - Adelaide                               | <b>100</b><br>80 - 120  | <b>100</b><br>80 - 110  | <b>120</b><br>100 - 135 | <b>100</b><br>85 - 110  |
| WA - Perth                                  | <b>105</b><br>85 - 120  | <b>120</b><br>105 - 135 | <b>140</b><br>130 - 160 | <b>120</b><br>100 - 130 |
| ACT - Canberra                              | <b>120</b><br>110 - 140 | <b>120</b><br>110 - 160 | <b>180</b><br>160 - 200 | <b>120</b><br>110 - 140 |
| TAS - Hobart/Launceston                     | <b>80</b><br>65 - 90    | <b>90</b><br>75 - 110   | <b>100</b><br>90 - 115  | <b>105</b><br>90 - 125  |
| NT - Darwin                                 | <b>100</b><br>80 - 120  | <b>100</b><br>95 - 125  | <b>110</b><br>100 - 120 | <b>105</b><br>90 - 115  |
| NZ - Auckland                               | <b>100</b><br>75 - 120  | <b>110</b><br>90 - 130  | <b>125</b><br>120 - 160 | <b>110</b><br>80 - 110  |
| NZ - Wellington                             | <b>95</b><br>75 - 110   | <b>110</b><br>90 - 130  | <b>130</b><br>120 - 150 | <b>110</b><br>85 - 120  |
| NZ - Christchurch                           | <b>80</b><br>60 - 90    | <b>95</b><br>90 - 110   | <b>125</b><br>100 - 140 | <b>110</b><br>85 - 120  |

## NOTES:

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# INFORMATION TECHNOLOGY

| PROJECTS & BUSINESS CHANGE                  | Systems Analyst        | Business Analyst        | Senior Business Analyst | Project Coordinator    | Project Manager         |
|---|------------------------|-------------------------|-------------------------|------------------------|-------------------------|
| NSW - Sydney                                | <b>95</b><br>85 - 105  | <b>120</b><br>100 - 140 | <b>135</b><br>120 - 150 | <b>90</b><br>80 - 100  | <b>150</b><br>130 - 170 |
| NSW - Regional                              | <b>100</b><br>85 - 110 | <b>115</b><br>90 - 130  | <b>130</b><br>120 - 140 | <b>80</b><br>70 - 90   | <b>130</b><br>120 - 140 |
| VIC - Melbourne                             | <b>100</b><br>85 - 110 | <b>115</b><br>90 - 125  | <b>135</b><br>110 - 145 | <b>100</b><br>80 - 110 | <b>145</b><br>120 - 160 |
| VIC - Regional                              | <b>75</b><br>65 - 85   | <b>85</b><br>70 - 95    | <b>115</b><br>95 - 130  | <b>85</b><br>75 - 95   | <b>100</b><br>90 - 130  |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>85</b><br>75 - 105  | <b>100</b><br>80 - 125  | <b>120</b><br>110 - 140 | <b>75</b><br>60 - 90   | <b>120</b><br>100 - 145 |
| SA - Adelaide                               | <b>90</b><br>70 - 110  | <b>85</b><br>70 - 95    | <b>120</b><br>100 - 130 | <b>75</b><br>65 - 100  | <b>100</b><br>90 - 125  |
| WA - Perth                                  | <b>95</b><br>75 - 105  | <b>100</b><br>80 - 105  | <b>115</b><br>95 - 130  | <b>85</b><br>75 - 100  | <b>125</b><br>110 - 140 |
| ACT - Canberra                              | <b>100</b><br>80 - 110 | <b>100</b><br>90 - 110  | <b>120</b><br>110 - 140 | <b>80</b><br>70 - 100  | <b>130</b><br>100 - 140 |
| TAS - Hobart/Launceston                     | <b>80</b><br>75 - 85   | <b>85</b><br>80 - 95    | <b>100</b><br>85 - 115  | <b>70</b><br>65 - 80   | <b>105</b><br>90 - 115  |
| NT - Darwin                                 | <b>95</b><br>75 - 110  | <b>110</b><br>90 - 130  | <b>135</b><br>120 - 160 | <b>90</b><br>80 - 110  | <b>120</b><br>100 - 140 |
| NZ - Auckland                               | <b>95</b><br>70 - 110  | <b>100</b><br>80 - 120  | <b>120</b><br>95 - 135  | <b>80</b><br>60 - 90   | <b>120</b><br>100 - 140 |
| NZ - Wellington                             | <b>85</b><br>75 - 100  | <b>90</b><br>75 - 110   | <b>110</b><br>95 - 125  | <b>75</b><br>65 - 85   | <b>105</b><br>90 - 120  |
| NZ - Christchurch                           | <b>85</b><br>70 - 95   | <b>80</b><br>75 - 100   | <b>100</b><br>90 - 110  | <b>65</b><br>55 - 75   | <b>100</b><br>90 - 110  |

|   | Senior Project Manager  | Project Director        | PMO Manager             | IT Project Scheduler    |
|---|-------------------------|-------------------------|-------------------------|-------------------------|
| NSW - Sydney                                | <b>175</b><br>160 - 200 | <b>230</b><br>200 - 260 | <b>170</b><br>150 - 190 | <b>115</b><br>95 - 135  |
| NSW - Regional                              | <b>150</b><br>140 - 160 | <b>165</b><br>150 - 180 | <b>180</b><br>150 - 200 | <b>120</b><br>85 - 130  |
| VIC - Melbourne                             | <b>170</b><br>140 - 190 | <b>200</b><br>180 - 240 | <b>180</b><br>145 - 220 | <b>110</b><br>90 - 140  |
| VIC - Regional                              | <b>140</b><br>120 - 160 | <b>160</b><br>140 - 180 | <b>160</b><br>140 - 180 | <b>100</b><br>60 - 150  |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>140</b><br>120 - 160 | <b>170</b><br>160 - 200 | <b>170</b><br>140 - 200 | <b>100</b><br>70 - 130  |
| SA - Adelaide                               | <b>130</b><br>120 - 150 | <b>160</b><br>130 - 200 | <b>145</b><br>120 - 180 | <b>110</b><br>90 - 140  |
| WA - Perth                                  | <b>140</b><br>125 - 175 | <b>180</b><br>160 - 220 | <b>190</b><br>180 - 200 | <b>100</b><br>70 - 130  |
| ACT - Canberra                              | <b>150</b><br>120 - 170 | <b>190</b><br>170 - 220 | <b>170</b><br>150 - 200 | <b>110</b><br>100 - 120 |
| TAS - Hobart/Launceston                     | <b>120</b><br>110 - 130 | <b>130</b><br>120 - 150 | <b>150</b><br>130 - 180 | <b>75</b><br>65 - 80    |
| NT - Darwin                                 | <b>140</b><br>125 - 165 | <b>175</b><br>150 - 200 | <b>160</b><br>130 - 180 | <b>90</b><br>80 - 100   |
| NZ - Auckland                               | <b>140</b><br>120 - 160 | <b>150</b><br>130 - 175 | <b>160</b><br>130 - 175 | <b>65</b><br>60 - 80    |
| NZ - Wellington                             | <b>135</b><br>120 - 150 | <b>160</b><br>135 - 180 | <b>135</b><br>120 - 155 | <b>60</b><br>55 - 65    |
| NZ - Christchurch                           | <b>130</b><br>110 - 150 | <b>150</b><br>120 - 180 | <b>130</b><br>125 - 145 | <b>60</b><br>50 - 65    |

#### NOTES:

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# INFORMATION TECHNOLOGY

| PROJECTS & BUSINESS CHANGE                  | Change Analyst          | Change Manager          | Senior Change Manager/<br>Change Lead |
|---|-------------------------|-------------------------|---------------------------------------|
| NSW - Sydney                                | <b>120</b><br>110 - 130 | <b>150</b><br>130 - 170 | <b>180</b><br>160 - 200               |
| NSW - Regional                              | <b>120</b><br>110 - 130 | <b>145</b><br>120 - 160 | <b>165</b><br>140 - 190               |
| VIC - Melbourne                             | <b>120</b><br>95 - 135  | <b>150</b><br>115 - 160 | <b>175</b><br>150 - 190               |
| VIC - Regional                              | <b>100</b><br>90 - 120  | <b>110</b><br>100 - 130 | <b>130</b><br>120 - 160               |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>90</b><br>70 - 110   | <b>140</b><br>100 - 180 | <b>150</b><br>120 - 180               |
| SA - Adelaide                               | <b>85</b><br>70 - 95    | <b>120</b><br>85 - 160  | <b>130</b><br>120 - 160               |
| WA - Perth                                  | <b>110</b><br>90 - 120  | <b>130</b><br>110 - 150 | <b>140</b><br>130 - 165               |
| ACT - Canberra                              | <b>110</b><br>100 - 120 | <b>130</b><br>110 - 140 | <b>150</b><br>120 - 170               |
| TAS - Hobart/Launceston                     | <b>90</b><br>80 - 100   | <b>110</b><br>90 - 130  | <b>135</b><br>120 - 150               |
| NT - Darwin                                 | <b>100</b><br>80 - 120  | <b>120</b><br>100 - 140 | <b>145</b><br>120 - 160               |
| NZ - Auckland                               | <b>110</b><br>100 - 120 | <b>130</b><br>100 - 140 | <b>160</b><br>130 - 200               |
| NZ - Wellington                             | <b>110</b><br>90 - 120  | <b>120</b><br>100 - 140 | <b>140</b><br>120 - 160               |
| NZ - Christchurch                           | <b>100</b><br>90 - 110  | <b>115</b><br>100 - 130 | <b>140</b><br>120 - 150               |

| MISCELLANEOUS                               | IT Trainer             | Technical Writer       |
|---|------------------------|------------------------|
| NSW - Sydney                                | <b>100</b><br>70 - 120 | <b>85</b><br>70 - 100  |
| NSW - Regional                              | <b>110</b><br>90 - 120 | <b>100</b><br>90 - 115 |
| VIC - Melbourne                             | <b>100</b><br>85 - 125 | <b>100</b><br>90 - 115 |
| VIC - Regional                              | <b>75</b><br>65 - 100  | <b>85</b><br>75 - 95   |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>90</b><br>70 - 120  | <b>90</b><br>70 - 100  |
| SA - Adelaide                               | <b>75</b><br>55 - 110  | <b>75</b><br>55 - 95   |
| WA - Perth                                  | <b>85</b><br>65 - 105  | <b>90</b><br>80 - 100  |
| ACT - Canberra                              | <b>90</b><br>80 - 100  | <b>90</b><br>80 - 100  |
| TAS - Hobart/Launceston                     | <b>80</b><br>70 - 100  | <b>75</b><br>70 - 90   |
| NT - Darwin                                 | <b>90</b><br>75 - 115  | <b>100</b><br>85 - 110 |
| NZ - Auckland                               | <b>80</b><br>60 - 100  | <b>85</b><br>75 - 95   |
| NZ - Wellington                             | <b>90</b><br>70 - 110  | <b>90</b><br>80 - 95   |
| NZ - Christchurch                           | <b>75</b><br>65 - 85   | <b>80</b><br>75 - 95   |

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# INFORMATION TECHNOLOGY

| MANAGEMENT                                  | Infrastructure Manager  | Service Delivery Manager | IT Manager              | Development Manager     | Applications Manager    |
|---|-------------------------|--------------------------|-------------------------|-------------------------|-------------------------|
| NSW - Sydney                                | <b>150</b><br>130 - 180 | <b>145</b><br>120 - 175  | <b>160</b><br>135 - 175 | <b>180</b><br>140 - 200 | <b>180</b><br>140 - 200 |
| NSW - Regional                              | <b>115</b><br>110 - 150 | <b>125</b><br>100 - 145  | <b>125</b><br>110 - 155 | <b>140</b><br>120 - 160 | <b>140</b><br>120 - 160 |
| VIC - Melbourne                             | <b>150</b><br>130 - 180 | <b>145</b><br>120 - 175  | <b>160</b><br>120 - 200 | <b>160</b><br>120 - 200 | <b>160</b><br>120 - 200 |
| VIC - Regional                              | <b>110</b><br>100 - 130 | <b>110</b><br>100 - 130  | <b>90</b><br>80 - 120   | <b>120</b><br>100 - 140 | <b>110</b><br>90 - 120  |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>130</b><br>110 - 160 | <b>130</b><br>100 - 160  | <b>140</b><br>100 - 160 | <b>140</b><br>120 - 180 | <b>140</b><br>100 - 180 |
| SA - Adelaide                               | <b>130</b><br>100 - 160 | <b>100</b><br>80 - 125   | <b>130</b><br>90 - 160  | <b>145</b><br>110 - 220 | <b>145</b><br>110 - 220 |
| WA - Perth                                  | <b>150</b><br>130 - 170 | <b>130</b><br>105 - 160  | <b>135</b><br>100 - 170 | <b>145</b><br>130 - 160 | <b>130</b><br>110 - 150 |
| ACT - Canberra                              | <b>140</b><br>120 - 160 | <b>150</b><br>110 - 160  | <b>150</b><br>140 - 180 | <b>145</b><br>135 - 155 | <b>145</b><br>135 - 155 |
| TAS - Hobart/Launceston                     | <b>115</b><br>100 - 130 | <b>100</b><br>90 - 120   | <b>120</b><br>110 - 150 | <b>115</b><br>100 - 130 | <b>115</b><br>100 - 130 |
| NT - Darwin                                 | <b>130</b><br>120 - 140 | <b>120</b><br>100 - 140  | <b>140</b><br>130 - 150 | <b>140</b><br>115 - 150 | <b>130</b><br>110 - 140 |
| NZ - Auckland                               | <b>130</b><br>100 - 150 | <b>120</b><br>90 - 150   | <b>130</b><br>120 - 170 | <b>130</b><br>120 - 160 | <b>120</b><br>110 - 140 |
| NZ - Wellington                             | <b>130</b><br>100 - 150 | <b>110</b><br>90 - 130   | <b>120</b><br>110 - 140 | <b>130</b><br>100 - 160 | <b>120</b><br>90 - 140  |
| NZ - Christchurch                           | <b>115</b><br>100 - 130 | <b>100</b><br>80 - 110   | <b>120</b><br>100 - 140 | <b>110</b><br>85 - 120  | <b>110</b><br>80 - 140  |

|   | Enterprise Architect    | Head of Digital         | CISO                    | CIO                     | CTO                     |
|---|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| NSW - Sydney                                | <b>200</b><br>160 - 240 | <b>220</b><br>180 - 275 | <b>250</b><br>200 - 320 | <b>300</b><br>250 - 350 | <b>300</b><br>250 - 350 |
| NSW - Regional                              | <b>150</b><br>140 - 160 | <b>165</b><br>140 - 200 | <b>210</b><br>190 - 240 | <b>240</b><br>180 - 280 | <b>210</b><br>170 - 250 |
| VIC - Melbourne                             | <b>210</b><br>180 - 250 | <b>220</b><br>180 - 275 | <b>250</b><br>200 - 320 | <b>270</b><br>220 - 350 | <b>260</b><br>220 - 350 |
| VIC - Regional                              | <b>145</b><br>130 - 160 | <b>150</b><br>130 - 180 | <b>175</b><br>140 - 200 | <b>200</b><br>160 - 240 | <b>200</b><br>160 - 220 |
| QLD - Brisbane, Gold Coast & Sunshine Coast | <b>140</b><br>120 - 160 | <b>200</b><br>180 - 250 | <b>200</b><br>170 - 250 | <b>250</b><br>180 - 300 | <b>230</b><br>165 - 300 |
| SA - Adelaide                               | <b>150</b><br>120 - 180 | <b>150</b><br>130 - 180 | <b>190</b><br>160 - 250 | <b>230</b><br>140 - 300 | <b>215</b><br>150 - 260 |
| WA - Perth                                  | <b>175</b><br>150 - 190 | <b>160</b><br>150 - 200 | <b>210</b><br>190 - 240 | <b>240</b><br>220 - 250 | <b>240</b><br>220 - 250 |
| ACT - Canberra                              | <b>220</b><br>200 - 240 | <b>150</b><br>120 - 180 | <b>200</b><br>180 - 250 | <b>230</b><br>180 - 260 | <b>220</b><br>200 - 280 |
| TAS - Hobart/Launceston                     | <b>145</b><br>120 - 170 | <b>140</b><br>120 - 160 | <b>160</b><br>120 - 180 | <b>190</b><br>160 - 260 | <b>160</b><br>140 - 220 |
| NT - Darwin                                 | <b>185</b><br>150 - 225 | <b>175</b><br>150 - 210 | <b>180</b><br>160 - 220 | <b>220</b><br>180 - 260 | <b>220</b><br>190 - 280 |
| NZ - Auckland                               | <b>150</b><br>130 - 200 | <b>140</b><br>110 - 180 | <b>175</b><br>150 - 220 | <b>180</b><br>150 - 250 | <b>180</b><br>140 - 220 |
| NZ - Wellington                             | <b>150</b><br>130 - 200 | <b>140</b><br>110 - 180 | <b>175</b><br>150 - 220 | <b>185</b><br>150 - 220 | <b>180</b><br>150 - 220 |
| NZ - Christchurch                           | <b>150</b><br>130 - 200 | <b>135</b><br>110 - 180 | <b>175</b><br>150 - 220 | <b>180</b><br>140 - 215 | <b>180</b><br>120 - 215 |

## NOTES:

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- New Zealand salaries are represented in New Zealand dollars



## AUSTRALIA

### Construction

Looking firstly at Australia's construction market, it's clear that the industry is at a tipping point, with residential activity starting to slow and infrastructure spend increasing. This shift from residential to infrastructure will naturally impact skills in demand, which do vary based on location.

In NSW, Site Managers and Supervisors with \$150m project experience will remain highly sought after as projects in the commercial, health and transport sectors increase in size across the CBD. Salary pressure has stabilised, with companies instead offering alternative benefits to attract employees such as family days, flexible working arrangements and bonuses on project completion.

Canberra's construction market remains strong with Project Managers with large-scale commercial experience, as well as Project Engineers and Contract Administrators in high demand. Continuing staffing shortages will ensure gentle upwards pressure on salaries in 2019-20.

Victoria's market remains active too, with increased demand for experienced Contract Administrators, Project Managers, Design Managers, Engineers and Site Managers in civil infrastructure and the commercial market. Salaries continue to increase and we do not foresee this slowing in 2019-20.

In Tasmania, strong economic growth coupled with heightened investment in infrastructure, renewables and accommodation developments ensures high demand for Project Managers and Contract Administrators. Ongoing skill shortages will keep upward pressure on salaries, particularly in infrastructure.

“ The shift from residential to infrastructure will naturally impact skills in demand, which do vary based on location. ”

South East Queensland's solid project pipeline will fuel high demand for Commercial Estimators, Contract Administrators and infrastructure professionals. However, we expect salaries to remain relatively stable after a period of growth.

Perth's active commercial sector will create demand for Project and Construction Managers. Despite this, salaries will remain stable.

Commercial construction has improved in South Australia with high confidence fuelling demand for Project Managers. The civil construction market will be strong throughout 2019-20 with a number of large-scale projects creating demand for Project Managers, Site Managers and Civil Estimators. Salaries however will remain stable.

Darwin's construction market is experiencing a downturn with several key projects coming to an end. As a result, salaries will remain consistent.

Finally, salary growth in regional locations is likely to continue as organisations attempt to attract skills in short supply from major cities.

### Architecture

Turning to the architecture market, in NSW activity is focused on State Government Transport and Health projects as well as commercial hotel projects. This is fuelling demand for Interior Designers and Architects with public sector or commercial experience, which will place continued upward pressure on salaries.

With a number of exciting projects and plans in the pipeline in Canberra, demand will rise for Senior Planners, Urban Designers and Interior Designers. Salaries are expected to continue to see moderate growth.

In Victoria there is a strong focus on commercial, infrastructure and health projects. We are seeing demand for Architects and Interior Designers, particularly those with experience with Revit, which will help fuel salary growth in these areas.

Tasmania's strong construction industry has added to demand for architectural services throughout the state. Architects with

commercial and residential experience are sought, which is pushing up salaries.

In Queensland the market is steady with demand evident for intermediate level Drafters, Architects, Landscape Architects and Interior Designers. There will be moderate increases in salaries for architectural professionals with experience in major projects.

Perth saw stronger growth in early 2019, with demand remaining high for Architects. However, salaries have not experienced any growth since 2018 and this trend is expected to continue throughout 2019-20.

South Australia's architecture market will remain active thanks to major defence and development projects. Demand for dedicated Interior Designers, Landscape Architects and Urban Planners is set to continue, with commensurate increases in salaries expected.

In the Northern Territory the market is currently steady with demand rising for Project Architects. While salaries remain steady overall, there are some increases at a more junior level.

### Engineering

Australia's engineering market is very active, with several skill shortages evident. In NSW the market has strengthened following significant investment from the State Government in roads and rail. Demand will consequently increase for civil and rail specialists. We expect to see continued salary increases over the year.

ACT is experiencing candidate shortages across the entire engineering space, leading to upward salary pressure.

Victoria's market remains strong with a particular shortage of technical candidates with experience in rail, signalling and track design. Salaries have increased slightly year-on-year, which we expect to continue.

In Tasmania, significant government investment in the state highway network has created demand for civil and structural Project Managers. This will place upward pressure on salaries.

In Queensland, salaries are increasing for Civil and Structural Engineers with 12D

# CONSTRUCTION, ARCHITECTURE & ENGINEERING

expertise and subdivision and land development project experience.

In Perth, transport and traffic engineering will provide the largest increase in vacancy activity in 2019-20 as major projects such as Metronet commence, helping to increase salaries.

The engineering market in South Australia saw strong growth over the last 12 months. Demand will remain high for 12D Designers and Geotechnical Engineers. Salaries have increased gently throughout the year and with continued skill shortages we expect this to continue.

In the Northern Territory, Electrical Engineers, Mining Engineers, Civil Engineers and experienced Project Managers will be in high demand. We expect moderate salary increases, especially at the graduate level.

Finally, in a trend that mirrors that seen in the construction industry, engineering employers in certain regional locations are expected to continue to adjust their salary offers upwards in order to attract candidates from major cities.

## NEW ZEALAND

Strong vacancy activity has been evident across New Zealand, with commercial construction dominating in the South and a more varied project portfolio across infrastructure, commercial and residential in the North.

“ Strong vacancy activity has been evident across New Zealand, with commercial construction dominating in the South and a more varied project portfolio across infrastructure, commercial and residential in the North.”

In Central Otago, activity remains extremely high thanks to continued investment in the tourism industry across

hospitality and retail in the Queenstown and Wanaka region. In Dunedin, projects in the healthcare and education sectors will add to demand for Quantity Surveyors, Project Managers and Estimators as well as all disciplines in the building trades.

Activity in Canterbury is less upbeat, however there is a strong demand for all construction, project and design architects and civil, structural and building services engineering professionals since many Cantabrian firms are working on projects in Otago and further north into the Tasman region.

Add a growing market in the South and North in addition to steady activity in the central Canterbury region, and continued upwards pressure on salaries and contract rates has been evident. Firms are also starting to become more open to making counter offers in an attempt to retain staff, although the salaries proposed are not huge.

Wellington and Auckland's construction industry continues to face a major skill shortage across the board, from Quantity Surveyors to Site Managers. With several of the country's flagship projects based in Auckland and the infrastructure, commercial and residential industries all active, demand has led to some upwards salary pressure, although this is often countered by the ongoing strain on margins.

Turning to engineering, the New Zealand Government is investing in infrastructure in response to population growth and the need to upgrade or replace existing assets. This is creating strong job opportunities for engineering professionals, particularly in the North Island. Both Auckland and Wellington require Civil Infrastructure Engineers with experience in roading, rail, tunnelling or water. With a healthy building sector in the North Island, structural and building services engineering skills remain in demand, pushing up salaries.

Architecture salaries are also increasing thanks to growing demand from the multi-unit residential, terrace housing, commercial and hospitality sectors. Candidates with local experience within both the design and technical side are in high demand, which has influenced

salaries, especially in Auckland. In particular, Revit Technicians continue to earn strong salaries across New Zealand since this skill is experiencing the greatest talent shortage.

In a final trend, Project Architects are moving into client-side project management for the improved benefits on offer. In response, salary increases may be offered as this skill shortage intensifies and employers attempt to retain their Project Architects.



# ARCHITECTURE

|   | Graduate Architect<br>2-5 yrs exp | Project Architect<br>5-10 yrs exp | Architect<br>5-10 yrs exp | Senior Architect<br>10+ yrs exp | Drafter  | BIM/CAD Manager |
|---|-----------------------------------|-----------------------------------|---------------------------|---------------------------------|----------|-----------------|
| NSW - Sydney                                | 60 - 80                           | 80 - 120                          | 75 - 100                  | 100 - 150                       | 55 - 80  | 100 - 140       |
| NSW - Regional                              | 52 - 65                           | 70 - 95                           | 65 - 80                   | 80 - 120                        | 50 - 80  | 80 - 120        |
| VIC - Melbourne                             | 55 - 75                           | 75 - 100                          | 70 - 95                   | 100 - 150                       | 55 - 100 | 95 - 150        |
| VIC - Regional                              | 52 - 70                           | 70 - 90                           | 70 - 90                   | 90 - 120                        | 50 - 80  | 80 - 120        |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 52 - 70                           | 75 - 110                          | 80 - 100                  | 90 - 130                        | 50 - 90  | 85 - 115        |
| QLD - Regional                              | 52 - 60                           | 65 - 80                           | 60 - 80                   | 75 - 95                         | 47 - 65  | 70 - 90         |
| SA - Adelaide                               | 52 - 60                           | 65 - 95                           | 60 - 75                   | 80 - 110                        | 47 - 75  | 70 - 110        |
| WA - Perth                                  | 52 - 65                           | 75 - 90                           | 75 - 100                  | 80 - 130                        | 50 - 80  | 80 - 110        |
| ACT - Canberra                              | 52 - 65                           | 80 - 115                          | 70 - 100                  | 95 - 130                        | 50 - 90  | 90 - 120        |
| TAS - Hobart/Launceston                     | 52 - 70                           | 70 - 90                           | 70 - 90                   | 80 - 110                        | 50 - 65  | 75 - 90         |
| NT - Darwin                                 | 52 - 65                           | 65 - 85                           | 70 - 90                   | 90 - 120                        | 50 - 85  | 65 - 120        |
| NZ - Auckland                               | 55 - 75                           | 90 - 115                          | 80 - 120                  | 120 - 140                       | 70 - 110 | 95 - 130        |
| NZ - Wellington                             | 52 - 65                           | 80 - 110                          | 75 - 95                   | 95 - 140                        | 55 - 95  | 85 - 120        |
| NZ - Christchurch                           | 52 - 75                           | 80 - 110                          | 80 - 110                  | 110 - 130                       | 47 - 100 | 80 - 120        |

|   | Interior Designer<br>2-7 yrs exp | Senior Interior Designer<br>7+ yrs exp | Planner<br>2-5 yrs exp | Senior Planner<br>5+ yrs exp | Urban Designer | Landscape Architect |
|---|----------------------------------|--|------------------------|------------------------------|----------------|---------------------|
| NSW - Sydney                                | 55 - 85                          | 85 - 130                               | 60 - 90                | 90 - 130                     | 60 - 120       | 55 - 120            |
| NSW - Regional                              | 50 - 80                          | 85 - 95                                | 55 - 75                | 85 - 110                     | 60 - 100       | 55 - 80             |
| VIC - Melbourne                             | 55 - 85                          | 90 - 130                               | 60 - 90                | 85 - 120                     | 55 - 120       | 55 - 120            |
| VIC - Regional                              | 55 - 85                          | 90 - 130                               | 55 - 75                | 75 - 90                      | 45 - 90        | 45 - 90             |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 50 - 90                          | 90 - 110                               | 55 - 75                | 75 - 110                     | 60 - 90        | 70 - 100            |
| QLD - Regional                              | 45 - 55                          | 65 - 80                                | 50 - 65                | 65 - 90                      | 75 - 85        | 45 - 80             |
| SA - Adelaide                               | 45 - 65                          | 65 - 90                                | 50 - 75                | 70 - 100                     | 75 - 110       | 55 - 85             |
| WA - Perth                                  | 50 - 70                          | 70 - 100                               | 55 - 65                | 75 - 110                     | 55 - 110       | 55 - 120            |
| ACT - Canberra                              | 55 - 90                          | 90 - 120                               | 70 - 100               | 90 - 130                     | 70 - 115       | 60 - 100            |
| TAS - Hobart/Launceston                     | 60 - 70                          | 70 - 90                                | 60 - 75                | 65 - 90                      | 60 - 75        | 60 - 80             |
| NT - Darwin                                 | 40 - 60                          | 60 - 90                                | 45 - 70                | 70 - 110                     | 55 - 120       | 50 - 80             |
| NZ - Auckland                               | 50 - 80                          | 80 - 95                                | 45 - 70                | 70 - 120                     | 70 - 110       | 75 - 110            |
| NZ - Wellington                             | 45 - 70                          | 70 - 90                                | 45 - 70                | 70 - 120                     | 60 - 110       | 65 - 100            |
| NZ - Christchurch                           | 45 - 70                          | 70 - 90                                | 45 - 70                | 70 - 120                     | 70 - 110       | 55 - 100            |

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# ENGINEERING

| <b>BUILDING SERVICES<br/>DESIGN CONSULTANCY</b> | <b>CAD Drafter -<br/>Design Drafter</b> | <b>CAD Manager</b> | <b>Graduate/<br/>Entry-level<br/>Design Engineer</b> | <b>Intermediate<br/>- Senior Design<br/>Engineer</b> | <b>Associate/<br/>Senior<br/>Associate</b> | <b>Principal/<br/>Director</b> |
|---|---|--------------------|--|--|--|--------------------------------|
| NSW - Sydney                                    | 55 - 95                                 | 85 - 110           | 50 - 70  | 70 - 120   | 140 - 180                                  | 160 - 250                      |
| NSW - Regional                                  | 50 - 80                                 | 60 - 85            | 50 - 65  | 65 - 90  | 100 - 140                                  | 140+                           |
| VIC - Melbourne                                 | 50 - 90                                 | 75 - 100           | 55 - 70  | 75 - 130   | 110 - 160                                  | 137 - 200                      |
| VIC - Regional                                  | 46 - 85                                 | 60 - 90            | 55 - 70  | 60 - 95  | 90 - 130                                   | 137 - 200                      |
| QLD - Brisbane, Gold Coast & Sunshine Coast     | 50 - 80                                 | 80 - 100           | 50 - 70  | 70 - 130   | 130 - 150                                  | 150 - 180                      |
| QLD - Regional                                  | 46 - 55                                 | 65 - 90            | 50 - 65  | 70 - 110   | 120 - 140                                  | 130+                           |
| SA - Adelaide                                   | 50 - 80                                 | 65 - 80            | 50 - 60  | 65 - 85  | 90 - 130                                   | 130 - 180                      |
| WA - Perth                                      | 60 - 90                                 | 80 - 110           | 60 - 70  | 80 - 120   | 110 - 150                                  | 130 - 250                      |
| ACT - Canberra                                  | 50 - 75                                 | 70 - 90            | 50 - 70  | 70 - 120   | 110 - 140                                  | 140 - 250                      |
| TAS - Hobart/Launceston                         | 55 - 75                                 | 80 - 100           | 50 - 60  | 65 - 90  | 100 - 130                                  | 130 - 180                      |
| NT - Darwin                                     | 50 - 70                                 | 60 - 85            | 55 - 65  | 80 - 120   | 110 - 145                                  | 130+                           |
| NZ - Auckland                                   | 50 - 85                                 | 85 - 120           | 50 - 70  | 75 - 120   | 120 - 140                                  | 150 - 200                      |
| NZ - Wellington                                 | 50 - 80                                 | 70 - 110           | 50 - 70  | 75 - 120   | 110 - 140                                  | 130 - 175                      |
| NZ - Christchurch                               | 50 - 80                                 | 70 - 110           | 50 - 65  | 75 - 120   | 110 - 140                                  | 130 - 170                      |

| <b>BUILDING SERVICES<br/>CONTRACTOR</b>     | <b>Foreperson/<br/>Supervisor</b> | <b>Estimator -<br/>Snr Estimator</b> | <b>Project<br/>Manager</b> | <b>Senior Project<br/>Manager</b> | <b>Operations<br/>Manager</b> | <b>Building<br/>Services Manager</b> |
|---|-----------------------------------|--------------------------------------|----------------------------|-----------------------------------|-------------------------------|--------------------------------------|
| NSW - Sydney                                | 75 - 110                          | 75 - 140                             | 90 - 130                   | 130 - 150                         | 140 - 180                     | 140 - 200                            |
| NSW - Regional                              | 60 - 75                           | 65 - 80                              | 85 - 95                    | 100 - 120                         | 110 - 130                     | 110 - 165                            |
| VIC - Melbourne                             | 65 - 75                           | 70 - 135                             | 90 - 140                   | 110 - 180                         | 110 - 180                     | 110 - 180                            |
| VIC - Regional                              | 55 - 75                           | 65 - 125                             | 90 - 140                   | 110 - 180                         | 110 - 180                     | 110 - 180                            |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 80 - 110                          | 70 - 120                             | 95 - 130                   | 100 - 160                         | 110 - 160                     | 130 - 175                            |
| QLD - Regional                              | 70 - 90                           | 70 - 120                             | 95 - 130                   | 110 - 145                         | 140 - 160                     | 130 - 165                            |
| SA - Adelaide                               | 60 - 70                           | 70 - 110                             | 75 - 120                   | 90 - 140                          | 110 - 165                     | 110 - 145                            |
| WA - Perth                                  | 70 - 100                          | 90 - 120                             | 90 - 130                   | 120 - 155                         | 140 - 180                     | 140 - 180                            |
| ACT - Canberra                              | 70 - 90                           | 80 - 100                             | 90 - 130                   | 120 - 150                         | 140 - 160                     | 90 - 130                             |
| TAS - Hobart/Launceston                     | 70 - 80                           | 80 - 110                             | 90 - 120                   | 110 - 130                         | 140 - 170                     | 110 - 150                            |
| NT - Darwin                                 | 65 - 90                           | 75 - 120                             | 80 - 130                   | 110 - 160                         | 130 - 185                     | 100 - 165                            |
| NZ - Auckland                               | 60 - 80                           | 60 - 105                             | 85 - 110                   | 95 - 130                          | 110 - 150                     | 110 - 170                            |
| NZ - Wellington                             | 50 - 65                           | 50 - 100                             | 80 - 110                   | 90 - 130                          | 100 - 140                     | 120 - 150                            |
| NZ - Christchurch                           | 55 - 75                           | 70 - 100                             | 90 - 110                   | 100 - 130                         | 110 - 130                     | 100 - 170                            |

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# ENGINEERING

| <b>CIVIL &amp; STRUCTURAL</b>               | <b>Civil/<br/>Structural<br/>Drafter</b> | <b>Civil<br/>Designer/<br/>Engineer</b> | <b>Structural<br/>Engineer</b> | <b>Client Side<br/>Rep/Resident<br/>Engineer</b> | <b>Environmental<br/>Engineer</b> |
|---|--|---|--------------------------------|--|-----------------------------------|
| NSW - Sydney                                | 55 - 95                                  | 70 - 150                                | 65 - 150                       | 80 - 140   | 65 - 150                          |
| NSW - Regional                              | 60 - 80                                  | 65 - 85                                 | 70 - 110                       | 60 - 90  | 60 - 110                          |
| VIC - Melbourne                             | 50 - 100                                 | 70 - 125                                | 65 - 130                       | 60 - 130   | 65 - 150                          |
| VIC - Regional                              | 46 - 80                                  | 50 - 100                                | 55 - 130                       | 60 - 120   | 60 - 150                          |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 50 - 80                                  | 70 - 120                                | 70 - 140                       | 80 - 130   | 70 - 120                          |
| QLD - Regional                              | 46 - 70                                  | 70 - 100                                | 70 - 125                       | 85 - 120   | 65 - 95                           |
| SA - Adelaide                               | 55 - 72                                  | 50 - 75                                 | 70 - 90                        | 55 - 90  | 75 - 120                          |
| WA - Perth                                  | 60 - 90                                  | 75 - 110                                | 80 - 110                       | 80 - 110   | 90 - 140                          |
| ACT - Canberra                              | 55 - 70                                  | 60 - 80                                 | 70 - 130                       | 60 - 110   | 65 - 120                          |
| TAS - Hobart/Launceston                     | 55 - 75                                  | 60 - 80                                 | 60 - 90                        | 70 - 90  | 65 - 90                           |
| NT - Darwin                                 | 50 - 80                                  | 55 - 80                                 | 75 - 140                       | 75 - 130   | 75 - 110                          |
| NZ - Auckland                               | 50 - 90                                  | 65 - 90                                 | 65 - 150                       | 80 - 130   | 60 - 130                          |
| NZ - Wellington                             | 50 - 90                                  | 50 - 90                                 | 60 - 150                       | 60 - 120   | 50 - 120                          |
| NZ - Christchurch                           | 50 - 90                                  | 50 - 90                                 | 60 - 140                       | 60 - 120   | 50 - 120                          |

|   | <b>Geotechnical<br/>Engineer</b> | <b>Transportation<br/>Engineer</b> | <b>Structural/<br/>Civil Project<br/>Engineer</b> | <b>Land<br/>Surveyor</b> | <b>Associate</b> | <b>Group<br/>Manager/<br/>Principal</b> |
|---|----------------------------------|------------------------------------|---|--------------------------|------------------|---|
| NSW - Sydney                                | 65 - 130                         | 100 - 180                          | 60 - 140  | 80 - 140                 | 120 - 170        | 160+                                    |
| NSW - Regional                              | 75 - 125                         | 75 - 120                           | 90 - 140  | 70 - 120                 | 110 - 130        | 140+                                    |
| VIC - Melbourne                             | 70 - 180                         | 65 - 120                           | 50 - 120  | 55 - 150                 | 120 - 160        | 150 - 200                               |
| VIC - Regional                              | 60 - 130                         | 65 - 120                           | 50 - 120  | 55 - 120                 | 120 - 150        | 130 - 180                               |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 60 - 100                         | 70 - 130                           | 100 - 130   | 60 - 120                 | 110 - 145        | 130 - 200                               |
| QLD - Regional                              | 80 - 110                         | 70 - 130                           | 70 - 125  | 70 - 115                 | 120 - 150        | 150+                                    |
| SA - Adelaide                               | 75 - 90                          | 75 - 105                           | 75 - 110  | 55 - 80                  | 100 - 130        | 140 - 170                               |
| WA - Perth                                  | 75 - 90                          | 80 - 120                           | 90 - 130  | 90 - 140                 | 110 - 200        | 140 - 140                               |
| ACT - Canberra                              | 65 - 130                         | 70 - 110                           | 80 - 130  | 55 - 90                  | 85 - 150         | 140 - 220                               |
| TAS - Hobart/Launceston                     | 70 - 90                          | 65 - 85                            | 75 - 90   | 70 - 90                  | 120 - 140        | 160 - 180                               |
| NT - Darwin                                 | 90 - 120                         | 90 - 110                           | 75 - 140  | 75 - 90                  | 120 - 165        | 135 - 180                               |
| NZ - Auckland                               | 65 - 130                         | 60 - 140                           | 80 - 140  | 60 - 120                 | 130 - 170        | 150 - 200                               |
| NZ - Wellington                             | 60 - 130                         | 60 - 140                           | 65 - 140  | 55 - 130                 | 120 - 160        | 140 - 200                               |
| NZ - Christchurch                           | 55 - 120                         | 60 - 140                           | 65 - 140  | 55 - 115                 | 120 - 160        | 140 - 200                               |

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# ENGINEERING

| RAIL INFRASTRUCTURE                         | Track Specialists | Signalling Specialists | Systems Assurance Specialists | Project Engineer | Project Manager |
|---|-------------------|------------------------|-------------------------------|------------------|-----------------|
| NSW - Sydney                                | 80 - 180          | 100 - 180              | 120 - 220                     | 90 - 140         | 120 - 250       |
| NSW - Regional                              | 80 - 180          | 100 - 180              | 120 - 200                     | 90 - 130         | 120 - 250       |
| VIC - Melbourne                             | 80 - 180          | 100 - 180              | 120 - 220                     | 90 - 130         | 120 - 250       |
| VIC - Regional                              | 80 - 180          | 100 - 180              | 120 - 220                     | 90 - 130         | 120 - 250       |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 70 - 160          | 95 - 170               | 120 - 220                     | 80 - 160         | 120 - 250       |
| QLD - Regional                              | 70 - 160          | 95 - 160               | 120 - 220                     | 80 - 160         | 120 - 250       |
| SA - Adelaide                               | 70 - 140          | 95 - 180               | 120 - 200                     | 80 - 160         | 140 - 250       |
| WA - Perth                                  | 70 - 180          | 100 - 180              | 120 - 220                     | 90 - 130         | 120 - 250       |
| ACT - Canberra                              | 80 - 140          | 100 - 180              | 120 - 200                     | 80 - 160         | 140 - 250       |

| LOCAL GOVERNMENT                            | Traffic Engineer | Civil Designer | Civil Project Manager | Asset Manager | Town Planner |
|---|------------------|----------------|-----------------------|---------------|--------------|
| NSW - Sydney                                | 60 - 110         | 60 - 120       | 95 - 120              | 75 - 100      | 55 - 110     |
| NSW - Regional                              | 55 - 90          | 65 - 85        | 80 - 105              | 65 - 80       | 75 - 125     |
| VIC - Melbourne                             | 51 - 80          | 50 - 85        | 55 - 90               | 55 - 90       | 50 - 110     |
| VIC - Regional                              | 51 - 70          | 50 - 75        | 55 - 75               | 55 - 75       | 50 - 100     |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 75 - 140         | 70 - 120       | 80 - 150              | 60 - 95       | 50 - 100     |
| QLD - Regional                              | 70 - 95          | 65 - 80        | 90 - 125              | 70 - 115      | 60 - 100     |
| SA - Adelaide                               | 70 - 90          | 50 - 70        | 70 - 95               | 65 - 95       | 65 - 95      |
| WA - Perth                                  | 85 - 105         | 65 - 90        | 90 - 110              | 80 - 100      | 70 - 90      |
| ACT - Canberra                              | 60 - 100         | 55 - 90        | N/A                   | N/A           | 60 - 100     |
| TAS - Hobart/Launceston                     | 60 - 80          | 60 - 80        | 80 - 120              | 80 - 120      | 60 - 90      |
| NT - Darwin                                 | 40 - 85          | 70 - 100       | 70 - 110              | 60 - 100      | 40 - 90      |
| NZ - Auckland                               | 60 - 130         | 65 - 100       | 85 - 150              | 80 - 130      | 65 - 100     |
| NZ - Wellington                             | 60 - 130         | 60 - 100       | 80 - 130              | 60 - 100      | 60 - 115     |
| NZ - Christchurch                           | 60 - 120         | 55 - 95        | 80 - 130              | 55 - 95       | 60 - 100     |

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- New Zealand salaries are represented in New Zealand dollars

# CONSTRUCTION

| CONSTRUCTION CIVIL                          | Leading Hand | Foreperson | Project Manager | Construction Manager | Design Manager | Site Engineer |
|---|--------------|------------|-----------------|----------------------|----------------|---------------|
| NSW - Sydney                                | 90 - 110     | 100 - 160  | 150 - 190       | 180 - 250            | 150 - 190      | 85 - 95       |
| NSW - Regional                              | 60 - 90      | 90 - 135   | 140 - 190       | 165 - 200            | 100 - 130      | 55 - 80       |
| VIC - Melbourne                             | 60 - 80      | 90 - 160   | 130 - 190       | 160 - 300            | 150 - 190      | 70 - 120      |
| VIC - Regional                              | 60 - 80      | 90 - 160   | 130 - 190       | 160 - 300            | 150 - 190      | 70 - 120      |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 60 - 85      | 90 - 130   | 130 - 250       | 180 - 250            | 110 - 190      | 65 - 95       |
| QLD - Regional                              | 55 - 80      | 80 - 120   | 140 - 180       | 145 - 200            | 110 - 180      | 75 - 90       |
| SA - Adelaide                               | 55 - 80      | 85 - 105   | 100 - 125       | 120 - 160            | 75 - 110       | 70 - 80       |
| WA - Perth                                  | 80 - 90      | 100 - 120  | 135 - 180       | 105 - 135            | 85 - 115       | 70 - 90       |
| ACT - Canberra                              | 70 - 80      | 90 - 120   | 100 - 150       | 130 - 200            | 80 - 120       | 70 - 90       |
| TAS - Hobart/Launceston                     | 65 - 75      | 80 - 90    | 100 - 150       | 170 - 195            | 120 - 150      | 70 - 90       |
| NT - Darwin                                 | 65 - 85      | 70 - 110   | 120 - 150       | 114 - 220            | 90 - 160       | 70 - 120      |
| NZ - Auckland                               | 55 - 70      | 70 - 85    | 110 - 160       | 140 - 160            | 120 - 150      | 65 - 90       |
| NZ - Wellington                             | 50 - 78      | 65 - 100   | 90 - 125        | 120 - 150            | 90 - 125       | 60 - 90       |
| NZ - South Island                           | 59 - 70      | 63 - 84    | 85 - 120        | 120 - 150            | 100 - 200      | 60 - 80       |

|   | Project Engineer | Contracts Admin/ Qty Surveyor - Jnr/Inter | Contracts Admin/ Qty Surveyor - Senior | Estimator - Junior/ Intermediate | Estimator - Senior |
|---|------------------|---|--|----------------------------------|--------------------|
| NSW - Sydney                                | 140 - 180        | 75 - 110                                  | 120 - 180                              | 120 - 150                        | 180 - 220          |
| NSW - Regional                              | 120 - 140        | 70 - 100                                  | 105 - 130                              | 80 - 100                         | 110 - 160          |
| VIC - Melbourne                             | 90 - 160         | 80 - 160                                  | 80 - 150                               | 70 - 100                         | 120 - 180          |
| VIC - Regional                              | 90 - 160         | 80 - 160                                  | 75 - 135                               | 70 - 100                         | 120 - 180          |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 90 - 135         | 70 - 90                                   | 95 - 150                               | 90 - 130                         | 120 - 250          |
| QLD - Regional                              | 90 - 120         | 70 - 90                                   | 90 - 135                               | 90 - 130                         | 120 - 250          |
| SA - Adelaide                               | 80 - 120         | 53 - 75                                   | 80 - 120                               | 60 - 90                          | 90 - 135           |
| WA - Perth                                  | 90 - 135         | 70 - 80                                   | 90 - 120                               | 90 - 130                         | 140 - 180          |
| ACT - Canberra                              | 90 - 140         | 53 - 70                                   | 80 - 120                               | 60 - 90                          | 90 - 130           |
| TAS - Hobart/Launceston                     | 80 - 95          | 65 - 80                                   | 90 - 120                               | 70 - 90                          | 90 - 130           |
| NT - Darwin                                 | 80 - 140         | 60 - 90                                   | 80 - 130                               | 80 - 110                         | 100 - 180          |
| NZ - Auckland                               | 75 - 110         | 45 - 95                                   | 110 - 150                              | 45 - 95                          | 110 - 150          |
| NZ - Wellington                             | 80 - 150         | 50 - 90                                   | 100 - 130                              | 50 - 90                          | 100 - 140          |
| NZ - South Island                           | 75 - 100         | 50 - 90                                   | 90 - 140                               | 50 - 90                          | 100 - 140          |

## NOTES:

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# CONSTRUCTION

| CONSTRUCTION BUILDING                       | Leading Hand | Foreperson | Site Manager | Project Manager | Construction Manager | Design Manager |
|---|--------------|------------|--------------|-----------------|----------------------|----------------|
| NSW - Sydney                                | 100 - 130    | 150 - 180  | 160 - 200    | 150 - 250       | 220 - 300            | 180 - 200      |
| NSW - Regional                              | 60 - 90      | 90 - 130   | 150 - 180    | 140 - 200       | 140 - 200            | 115 - 140      |
| VIC - Melbourne                             | 75 - 85      | 85 - 110   | 110 - 170    | 150 - 180       | 180 - 250            | 120 - 165      |
| VIC - Regional                              | 75 - 85      | 85 - 110   | 110 - 170    | 150 - 180       | 180 - 250            | 120 - 165      |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 60 - 70      | 90 - 140   | 100 - 160    | 120 - 200       | 135 - 230            | 110 - 185      |
| QLD - Regional                              | 65 - 80      | 80 - 120   | 100 - 145    | 140 - 200       | 150 - 220            | 120 - 170      |
| SA - Adelaide                               | 48 - 67      | 64 - 120   | 85 - 160     | 100 - 200       | 120 - 220            | 100 - 180      |
| WA - Perth                                  | 65 - 85      | 90 - 110   | 110 - 150    | 120 - 160       | 130 - 195            | 100 - 140      |
| ACT - Canberra                              | 70 - 90      | 110 - 160  | 150 - 250    | 140 - 220       | 150 - 300            | 90 - 140       |
| TAS - Hobart/Launceston                     | 65 - 75      | 80 - 90    | 90 - 130     | 100 - 150       | 170 - 195            | 120 - 150      |
| NT - Darwin                                 | 65 - 85      | 70 - 110   | 100 - 145    | 110 - 160       | 115 - 180            | 90 - 135       |
| NZ - Auckland                               | 55 - 70      | 70 - 85    | 110 - 170    | 90 - 200        | 150 - 220            | 120 - 150      |
| NZ - Wellington                             | 52 - 58      | 65 - 80    | 90 - 125     | 100 - 150       | 120 - 200            | 90 - 120       |
| NZ - South Island                           | 65 - 82      | 70 - 90    | 85 - 120     | 100 - 140       | 120 - 160            | 100 - 150      |

|   | Site Engineer | Project Engineer | Contracts Admin/ Qty Surveyor - Entry-level/ Intermediate | Contracts Admin/ Qty Surveyor - Senior | Estimator - Junior/ Intermediate | Estimator - Senior |
|---|---------------|------------------|---|--|----------------------------------|--------------------|
| NSW - Sydney                                | 90 - 110      | 160 - 200        | 90 - 110  | 150 - 180                              | 90 - 100                         | 150 - 220          |
| NSW - Regional                              | 60 - 85       | 90 - 130         | 75 - 95   | 100 - 130                              | 90 - 105                         | 110 - 150          |
| VIC - Melbourne                             | 60 - 100      | 80 - 110         | 60 - 90   | 120 - 180                              | 70 - 100                         | 120 - 180          |
| VIC - Regional                              | 60 - 100      | 80 - 110         | 60 - 90   | 120 - 180                              | 70 - 100                         | 120 - 180          |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 65 - 90       | 75 - 120         | 60 - 70   | 90 - 150                               | 70 - 80                          | 100 - 200          |
| QLD - Regional                              | 70 - 95       | 90 - 130         | 60 - 90   | 90 - 140                               | 75 - 120                         | 120 - 190          |
| SA - Adelaide                               | 65 - 120      | 85 - 130         | 55 - 85   | 85 - 135                               | 55 - 90                          | 85 - 130           |
| WA - Perth                                  | 90 - 110      | 90 - 130         | 75 - 100  | 120 - 170                              | 70 - 95                          | 95 - 130           |
| ACT - Canberra                              | 80 - 100      | 90 - 130         | 55 - 75   | 110 - 150                              | 60 - 80                          | 110 - 150          |
| TAS - Hobart/Launceston                     | 70 - 90       | 80 - 95          | 65 - 80   | 65 - 80                                | 90 - 120                         | 90 - 130           |
| NT - Darwin                                 | 60 - 85       | 80 - 110         | 60 - 85   | 80 - 135                               | 80 - 110                         | 100 - 155          |
| NZ - Auckland                               | 65 - 90       | 75 - 110         | 45 - 95   | 110 - 150                              | 45 - 95                          | 110 - 150          |
| NZ - Wellington                             | 60 - 80       | 80 - 110         | 50 - 95   | 110 - 140                              | 50 - 90                          | 100 - 140          |
| NZ - South Island                           | 65 - 85       | 75 - 100         | 50 - 90   | 100 - 140                              | 50 - 90                          | 100 - 140          |

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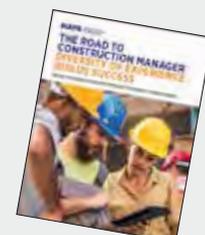
# CONSTRUCTION

| LOCAL GOVERNMENT                            | Building Surveyor | Facilities Coordinator | Facilities Manager | Project Manager | Property Manager |
|---|-------------------|------------------------|--------------------|-----------------|------------------|
| NSW - Sydney                                | 65 - 120          | 42 - 55                | 50 - 90            | 80 - 120        | 60 - 130         |
| NSW - Regional                              | 55 - 85           | 55 - 75                | 75 - 100           | 75 - 100        | 45 - 105         |
| VIC - Melbourne                             | 145 - 200         | 65 - 75                | 80 - 130           | 90 - 130        | 80 - 100         |
| VIC - Regional                              | 110 - 140         | 60 - 70                | 75 - 100           | 80 - 98         | 70 - 90          |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 50 - 80           | 42 - 55                | 60 - 90            | 60 - 120        | 45 - 75          |
| QLD - Regional                              | 65 - 100          | 48 - 75                | 75 - 100           | 90 - 120        | 48 - 85          |
| SA - Adelaide                               | 60 - 85           | 55 - 65                | 75 - 95            | 70 - 95         | 55 - 95          |
| WA - Perth                                  | 80 - 115          | 60 - 75                | 80 - 100           | 85 - 110        | 75 - 90          |
| TAS - Hobart/Launceston                     | 80 - 110          | 60 - 70                | 70 - 90            | 80 - 100        | 80 - 100         |
| NT - Darwin                                 | 50 - 80           | 40 - 60                | 60 - 90            | 60 - 100        | 45 - 75          |
| NZ - Auckland                               | 65 - 110          | 50 - 65                | 80 - 120           | 120 - 150       | 70 - 120         |
| NZ - Wellington                             | 60 - 95           | 50 - 65                | 75 - 115           | 100 - 150       | 70 - 120         |
| NZ - South Island                           | 70 - 100          | 50 - 65                | 70 - 100           | 100 - 140       | 70 - 120         |

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**A diverse technical foundation and strong communication, problem solving and decision making soft skills are required for any aspiring Construction Manager. But what path should you take to the top job? Download our 'Road to Construction Manager' report to find out more.**



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# PROPERTY



## AUSTRALIA

Australia's property market is undergoing a transition from residential to commercial and industrial, which will impact vacancy activity and skills in demand in the year ahead.

The Royal Commission into banking led to a crackdown on lending by the big banks which, coupled with tighter lending standards for investment properties, has seen the once dominant residential sector taper off. As a result, demand for project marketing salespeople has fallen, particularly in Melbourne and Sydney. Residential Valuers are also seeing demand for their skills fall.

“ Australia's property market is undergoing a transition from residential to commercial and industrial, which will impact vacancy activity and skills in demand in the year ahead. ”

However, other residential skills remain highly sought after. With a number of residential developments in the delivery phase, Development Managers and Assistant Development Managers are still required, provided they have project management experience. Entry-level candidates with some project exposure are also sought and now receive higher salaries in Melbourne, Sydney and Perth.

Due to the maturation of the sector, experienced Development Directors with experience working on high-end, high-value projects are required too and receive top salaries in all locations.

With the banking sector tightening lending practices following the Royal Commission, demand has increased for Investment and Portfolio Managers with debt fund modelling skills.

But while the residential market is slowing, the commercial market is growing. Commercial vacancy rates in nearly all cities are at an all-time low and rents are increasing as a result, creating demand for Leasing Agents. Given activity, good

Leasing Agents as well as Commercial Sales Agents can command strong salaries.

The industrial market is also growing, with demand evident for Industrial Development Managers, Leasing Agents and Sales Agents. We're also seeing a requirement for Industrial Asset Managers from agencies as well as larger developers that are bringing this function in-house. Like the commercial market, successful leasing and sales professionals can receive strong salaries.

In a localised trend, Queensland's industrial sector is seeing high demand for Leasing and Property Managers.

In addition, there has been notable salary growth in regional areas as organisations attempt to attract skills in short supply from major cities.

Meanwhile, corporate real estate companies are busy, with Lease Administrators in particular demand.

Larger property owners have identified industrial and health properties as the focus of future growth. As a result, industrial developers are trying to keep up with demand, which is creating a requirement for industrial feasibility, development and acquisition candidates.

In a new trend, developers now not only require candidates with commercial or industrial project experience but strong acquisition and investment skills too, including joint venture structuring and financial modelling. Such candidates are in short supply.

Looking ahead, Australia's property sector will remain a tale of two markets, with the residential decline counteracted by commercial and industrial growth. Sydney and Melbourne will continue to be the centres of activity, with vacancies high for skills in demand.

## NEW ZEALAND

Low vacancy rates, positive investment conditions and increased activity across both the retail and industrial sectors will continue to drive the demand for property professionals in the year ahead. With an increase in public sector spending in Auckland, the continued Christchurch CBD rebuild, and the replacement of demolished buildings in Wellington,

demand is high in all major cities.

Consequently, salaries have increased at all levels, from entry-level up to the most experienced property professionals.

In greatest demand are candidates with strong local market knowledge in leasing, sales and property management. Given the positive construction market, with more offices, industrial units and retail sites to manage, lease or sell, employers continue to value candidates with relevant New Zealand experience.

In other areas of demand, Commercial Property Brokers with office leasing experience are sought, from the graduate entry-level to Brokers with many years of experience. There are always strong job opportunities available for such professionals.

Likewise, experienced Residential and Commercial Development Managers are sought to scope feasible project opportunities, take projects through to resource consent and project manage the developments. Demand has filtered through to the public sector in response to initiatives such as KiwiBuild and the Government's investment in schools and hospitals.

Meanwhile, the increase in new property developments will continue to drive up demand for experienced Property Managers and Client Side Project Managers in both the public and private sectors. Client Side Project Managers are key to the delivery of these projects and a highly experienced industry professional will see their value increase. Property Managers are also increasingly in demand to ensure tenants are well looked after and the maximum revenue possible is obtained for each property.

Finally, getting a correct valuation is essential given the current housing shortage and level of construction. However, there is a shortage of Registered Valuers that cannot be eased in the short-term since professional registration requires many years of training. As a result, demand will continue to outstrip supply.

With a buoyant market across both city and rural locations, the year ahead will remain active with strong job opportunities for New Zealand's property professionals.

# PROPERTY

|   | Commercial/Industrial/<br>Retail Property Management<br>0-3 yrs exp | Commercial/Industrial/<br>Retail Property Management<br>3+ yrs exp | Residential<br>Property Manager<br>0-3 yrs exp |
|---|---|--|--|
| NSW - Sydney                                | 55 - 90   | 80 - 130   | 48 - 70  |
| NSW - Regional                              | 45 - 65   | 60 - 115   | 45 - 65  |
| VIC - Melbourne                             | 50 - 70   | 60 - 100   | 45 - 55  |
| VIC - Regional                              | 38 - 55   | 55 - 95  | 38 - 50  |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 50 - 65   | 60 - 100   | 45 - 60  |
| QLD - Regional                              | 45 - 55   | 60 - 90  | 45 - 55  |
| SA - Adelaide                               | 38 - 65   | 60 - 85  | 39 - 55  |
| WA - Perth                                  | 50 - 75   | 65 - 135   | 40 - 60  |
| ACT - Canberra                              | 50 - 65   | 65 - 110   | 45 - 60  |
| TAS - Hobart                                | 50 - 65   | 65 - 85  | 45 - 60  |
| NT - Darwin                                 | 55 - 75   | 60 - 100   | 48 - 65  |
| NZ - Auckland                               | 60 - 75   | 90 - 120   | 60 - 80  |
| NZ - Wellington                             | 60 - 75   | 85 - 110   | 60 - 80  |
| NZ - Christchurch                           | 55 - 70   | 85 - 110   | 60 - 80  |

|   | Residential<br>Property Manager<br>3+ yrs exp | Asset Manager<br>0-3 yrs exp | Asset Manager<br>3+ yrs exp |
|---|---|------------------------------|-----------------------------|
| NSW - Sydney                                | 70 - 85                                       | 70 - 110                     | 110 - 180                   |
| NSW - Regional                              | 65 - 80                                       | 65 - 100                     | 75 - 120                    |
| VIC - Melbourne                             | 55 - 80                                       | 65 - 90                      | 90 - 120                    |
| VIC - Regional                              | 45 - 85                                       | 60 - 85                      | 85 - 115                    |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 55 - 70                                       | 65 - 90                      | 90 - 120                    |
| QLD - Regional                              | 48 - 65                                       | 70 - 90                      | 90 - 120                    |
| SA - Adelaide                               | 50 - 70                                       | 55 - 85                      | 68 - 110                    |
| WA - Perth                                  | 60 - 75                                       | 75 - 90                      | 90 - 135                    |
| ACT - Canberra                              | 60 - 90                                       | 70 - 100                     | 100 - 140                   |
| TAS - Hobart                                | 55 - 70                                       | 65 - 80                      | 80 - 110                    |
| NT - Darwin                                 | 60 - 80                                       | 65 - 90                      | 80 - 120                    |
| NZ - Auckland                               | 80 - 100                                      | 90 - 110                     | 110 - 150                   |
| NZ - Wellington                             | 80 - 100                                      | 80 - 110                     | 100 - 130                   |
| NZ - Christchurch                           | 80 - 100                                      | 80 - 110                     | 100 - 130                   |

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# PROPERTY

|   | Retail Centre Manager | Lease Administrator | Commercial/Industrial Sales & Leasing |
|---|-----------------------|---------------------|---------------------------------------|
| NSW - Sydney                                | 80 - 130              | 50 - 100            | 60 - 150                              |
| NSW - Regional                              | 70 - 120              | 45 - 80             | 55 - 120                              |
| VIC - Melbourne                             | 75 - 130              | 50 - 60             | 60 - 120                              |
| VIC - Regional                              | 65 - 105              | 38 - 50             | 55 - 115                              |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 80 - 120              | 45 - 60             | 55 - 150                              |
| QLD - Regional                              | 75 - 140              | 40 - 50             | 50 - 150                              |
| SA - Adelaide                               | 75 - 140              | 50 - 65             | 50 - 100                              |
| WA - Perth                                  | 75 - 140              | 40 - 55             | 75 - 165                              |
| ACT - Canberra                              | 90 - 140              | 50 - 65             | 70 - 140                              |
| TAS - Hobart                                | 90 - 110              | 45 - 55             | 60 - 90                               |
| NT - Darwin                                 | 80 - 120              | 45 - 60             | 60 - 100                              |
| NZ - Auckland                               | 90 - 150              | 55 - 75             | 130 - 200                             |
| NZ - Wellington                             | 90 - 120              | 50 - 65             | 130 - 150                             |
| NZ - Christchurch                           | 90 - 120              | 50 - 65             | 130 - 150                             |

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# PROPERTY

|   | Valuer CPV/RPV<br>0-3 yrs exp | Valuer CPV/RPV<br>3+ yrs exp | Client Side<br>Project Manager<br>0-3 yrs exp | Client Side Pro-<br>ject Manager 3+<br>yrs exp | Client Side<br>Project Director |
|---|-------------------------------|------------------------------|---|--|---------------------------------|
| NSW - Sydney                                | 45 - 85                       | 65 - 120                     | 70 - 100                                      | 100 - 155                                      | 175 - 240                       |
| NSW - Regional                              | 40 - 80                       | 55 - 100                     | 70 - 100                                      | 100 - 155                                      | 160 - 220                       |
| VIC - Melbourne                             | 55 - 65                       | 65 - 110                     | 70 - 120                                      | 120 - 180                                      | 180 - 250                       |
| VIC - Regional                              | 45 - 65                       | 65 - 100                     | 70 - 120                                      | 120 - 180                                      | 180 - 250                       |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 45 - 75                       | 65 - 100                     | 70 - 95                                       | 95 - 140                                       | 150 - 210                       |
| QLD - Regional                              | 45 - 75                       | 65 - 100                     | 70 - 95                                       | 90 - 120                                       | 120 - 160                       |
| SA - Adelaide                               | 45 - 75                       | 65 - 100                     | 65 - 90                                       | 85 - 140                                       | 120 - 250                       |
| WA - Perth                                  | 55 - 82                       | 75 - 120                     | 65 - 100                                      | 100 - 150                                      | 150 - 200                       |
| ACT - Canberra                              | 55 - 75                       | 80 - 130                     | 70 - 110                                      | 110 - 160                                      | 180 - 250                       |
| TAS - Hobart                                | 55 - 70                       | 70 - 90                      | 70 - 90                                       | 90 - 150                                       | 130 - 190                       |
| NT - Darwin                                 | 55 - 80                       | 65 - 110                     | 70 - 90                                       | 90 - 140                                       | 145 - 200                       |
| NZ - Auckland                               | 55 - 85                       | 85 - 135                     | 75 - 95                                       | 100 - 150                                      | 170 - 210                       |
| NZ - Wellington                             | 55 - 85                       | 85 - 135                     | 75 - 95                                       | 85 - 130                                       | 130 - 160                       |
| NZ - Christchurch                           | 55 - 85                       | 85 - 135                     | 75 - 95                                       | 85 - 130                                       | 130 - 160                       |

|   | Acquisitions<br>0-4 yrs exp | Acquisitions<br>4+ yrs exp | Assistant<br>Development<br>Manager | Development<br>Manager | Development<br>Director |
|---|-----------------------------|----------------------------|-------------------------------------|------------------------|-------------------------|
| NSW - Sydney                                | 70 - 120                    | 100 - 380                  | 70 - 120                            | 130 - 250              | 220 - 380               |
| NSW - Regional                              | 55 - 95                     | 100 - 300                  | 55 - 110                            | 120 - 250              | 220 - 380               |
| VIC - Melbourne                             | 75 - 95                     | 95 - 150                   | 65 - 110                            | 100 - 200              | 250 - 350               |
| VIC - Regional                              | 65 - 100                    | 90 - 165                   | 50 - 85                             | 110 - 155              | 155 - 200               |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 70 - 105                    | 80 - 165                   | 55 - 75                             | 100 - 160              | 200 - 300               |
| QLD - Regional                              | 60 - 100                    | 80 - 140                   | 50 - 65                             | 100 - 140              | 150 - 200               |
| SA - Adelaide                               | 40 - 85                     | 110 - 140                  | 55 - 95                             | 130 - 200              | 145 - 230               |
| WA - Perth                                  | 55 - 100                    | 110 - 160                  | 60 - 90                             | 110 - 155              | 165 - 250               |
| ACT - Canberra                              | 60 - 100                    | 90 - 180                   | 65 - 90                             | 100 - 180              | 180 - 240               |
| TAS - Hobart                                | 70 - 100                    | 85 - 115                   | 55 - 90                             | 100 - 150              | 140 - 180               |
| NT - Darwin                                 | 50 - 85                     | 70 - 120                   | 55 - 90                             | 110 - 145              | 150 - 190               |
| NZ - Auckland                               | 65 - 85                     | 85 - 130                   | 75 - 130                            | 190 - 260              | 300 - 400               |
| NZ - Wellington                             | 65 - 85                     | 75 - 115                   | 75 - 120                            | 155 - 210              | 250 - 350               |
| NZ - Christchurch                           | 65 - 85                     | 75 - 115                   | 75 - 120                            | 155 - 210              | 250 - 350               |

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# FACILITIES MANAGEMENT



## AUSTRALIA

Cyber security, outsourcing, a desire for greater value, a focus on health and wellbeing and the resurgence of the mining sector are the driving factors behind rising vacancy activity and a changing set of facilities management (FM) skills in demand.

FM is no longer a physical job. Rather than complete manual tasks such as site audits, contractor management and risk assessments, today's FM professional requires a new set of skills.

Topping the list is IT and infrastructure expertise in response to continuous and escalating cyber security threats. Demand is particularly high from service providers for Contract Managers, Relationship Managers, Service Coordinators, Bid and Tender Executives and Estimators with excellent technical skills and computer literacy.

These organisations want to strengthen their tenders and offering by investing in such staff. Given the requirement for strong computer literacy, organisations will consider candidates at a more junior level compared to previous years in order to acquire that specific skillset. Despite demand, salaries remain steady.

At the same time, the rise of agile and shared work spaces is fuelling demand for technical FMs with data centre experience.

Meanwhile, a large number of organisations continue to outsource FM. Research by CBRE shows that by 2025 the global outsourced facilities management market will be worth a huge \$1 trillion. Partnering with service providers is viewed by many organisations as a cost saving measure that brings the added benefit of ensuring that preventative rather than reactive work is completed.

This is leading to increased permanent vacancy activity for Contract Managers, Relationship Managers, Service Coordinators, Bid & Tender Executives and Estimators.

Within the in-house market, organisations increasingly want candidates who can provide greater value than a traditional Building Manager. To be successful, Facilities Managers therefore now require strong project management and tender

writing/bid management knowledge. Stakeholder engagement skills and a customer focus are essential, while tech-savvy candidates stand out. A trade background is also valued so that minor works can be completed internally, thus reducing subcontractor spend.

This desire to add greater value is evident in service providers too, who typically replace departing staff with a candidate who can deliver more, such as looking after larger portfolios.

Another rising trend is the focus on health and wellbeing within the workplace, which has created new roles such as Culture & Change Managers and Health & Wellbeing Managers. Standard job descriptions for Facilities Managers are also evolving to include wellbeing. As a result, candidates with demonstrated experience in this area are in high demand.

In addition, demand is expected to grow for FMs who have sat the new International WELL Building Institute exam and become an approved WELL AP given the productivity and performance benefits such candidates can bring to an organisation.

In response to the resurgence of the mining sector, more FIFO FM roles are available and salaries are increasing. In addition, a growing number of exploration camps require Village Managers and Project Personnel, which further adds to demand.

In a final trend, a lack of entry-level roles in recent years has helped fuel today's skills shortage. A primary catalyst behind this is the constant battle between service providers for new accounts. Upon winning a new account, service providers want to make an immediate impact and therefore only recruit experienced candidates.

Despite these trends, salaries remain stable. The expectations of employers may be increasing, but the high competition between service providers and growing desire to gain value from candidates is keeping salaries steady.

## NEW ZEALAND

New Zealand's facilities management job market will remain active over the year ahead. The nation's building boom in recent years has led to a shortage of suitably qualified and experienced staff, particularly

Building and Maintenance Managers in the commercial and retail sectors.

Demand is also high for Facilities Managers who are capable of understanding the full workings of a large building and can manage large OPEX and CAPEX budgets.

Experienced Helpdesk Coordinators and Administrators who can use facilities management building and financial software are in growing demand.

Facilities Coordinators who can step up and perform some duties at the Facilities Manager level if required are sought too. Consequently, employers look for candidates with knowledge of Building Warrant of Fitness and building management systems.

Despite demand, salaries remain stable for Facilities Managers, Facilities Coordinators and Helpdesk Coordinators. Instead of using salary to compete for the top talent, employers are attempting to attract candidates by promoting their consistency of work and the career development pathways on offer.

Employers typically look for candidates with a strong understanding of local compliance and health and safety regulations. Therefore, New Zealand work experience is valued.

In addition, employers look for staff who can add value to their business, such as through a deep understanding of new regulations or technology, or who can manage and minimise costs or run projects efficiently with minimal disturbance to tenants. Those who can best manage a property upgrade in light of continuous regulatory demands and material and labour costs are also valued, as is IT design or building knowledge.

Overseas candidates often provide such additional value since they have more advanced exposure to clever buildings, such as those with BIMs. Some employers view such expertise as more important than local work experience.

In another trend, the industry is focussed on improving service levels and professionalism in response to both the demands of building owners and increased competition from overseas.

# FACILITIES MANAGEMENT

|   | Building Manager | Facilities Coordinator | Facilities Manager | Service Manager |
|---|------------------|------------------------|--------------------|-----------------|
| NSW - Sydney                                | 70 - 90          | 60 - 75                | 80 - 120           | 80 - 150        |
| NSW - Regional                              | 60 - 75          | 55 - 70                | 80 - 100           | 80 - 130        |
| VIC - Melbourne                             | 70 - 85          | 65 - 75                | 85 - 110           | 100 - 120       |
| VIC - Regional                              | 70 - 85          | 60 - 70                | 80 - 110           | 100 - 120       |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 65 - 80          | 50 - 70                | 70 - 130           | 80 - 110        |
| QLD - Regional                              | 55 - 70          | 45 - 60                | 60 - 100           | 75 - 100        |
| SA - Adelaide                               | 65 - 80          | 55 - 65                | 65 - 85            | 80 - 95         |
| WA - Perth                                  | 65 - 75          | 50 - 60                | 70 - 90            | 85 - 120        |
| ACT - Canberra                              | 70 - 80          | 55 - 65                | 80 - 130           | 80 - 130        |
| TAS - Hobart                                | 60 - 70          | 45 - 65                | 65 - 85            | 70 - 80         |
| NT - Darwin                                 | 65 - 80          | 60 - 78                | 80 - 120           | 100 - 140       |
| NZ - Auckland                               | 75 - 110         | 60 - 75                | 85 - 125           | 85 - 125        |
| NZ - Wellington                             | 75 - 110         | 50 - 70                | 85 - 125           | 80 - 120        |
| NZ - Christchurch                           | 75 - 110         | 50 - 70                | 85 - 115           | 80 - 115        |

|   | Contracts Manager | Operations Manager | Engineering Manager | Bid Manager | General Manager |
|---|-------------------|--------------------|---------------------|-------------|-----------------|
| NSW - Sydney                                | 100 - 150         | 110 - 150          | 120 - 150           | 110 - 150   | 150 - 250       |
| NSW - Regional                              | 80 - 120          | 80 - 120           | 100 - 120           | 100 - 130   | 150 - 250       |
| VIC - Melbourne                             | 75 - 120          | 80 - 120           | 85 - 115            | 80 - 150    | 130 - 230       |
| VIC - Regional                              | 65 - 110          | 80 - 120           | 75 - 115            | 80 - 150    | 110 - 230       |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 80 - 130          | 70 - 130           | 90 - 130            | 85 - 140    | 120 - 200       |
| QLD - Regional                              | 65 - 115          | 75 - 115           | 75 - 95             | 80 - 130    | 110 - 190       |
| SA - Adelaide                               | 85 - 115          | 85 - 120           | 80 - 100            | 85 - 125    | 110 - 185       |
| WA - Perth                                  | 110 - 140         | 130 - 150          | 100 - 125           | 120 - 160   | 150 - 180       |
| ACT - Canberra                              | 120 - 165         | 100 - 150          | 120 - 150           | 100 - 150   | 150 - 250       |
| TAS - Hobart                                | 75 - 90           | 85 - 115           | 80 - 120            | 85 - 100    | 100 - 145       |
| NT - Darwin                                 | 100 - 140         | 95 - 150           | 95 - 160            | 75 - 135    | 130 - 220       |
| NZ - Auckland                               | 85 - 130          | 100 - 130          | 110 - 140           | 110 - 145   | 130 - 230       |
| NZ - Wellington                             | 80 - 120          | 100 - 130          | 110 - 140           | 110 - 145   | 125 - 185       |
| NZ - Christchurch                           | 80 - 120          | 100 - 130          | 110 - 130           | 100 - 140   | 115 - 185       |

**NOTES:**

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# FACILITIES MANAGEMENT

| SOFT SERVICES                               | Cleaning Operations Manager | Cleaning Area Manager | Catering Manager | Facilities Helpdesk |
|---|-----------------------------|-----------------------|------------------|---------------------|
| NSW - Sydney                                | 80 - 100                    | 65 - 80               | 80 - 90          | 55 - 70             |
| NSW - Regional                              | 80 - 100                    | 65 - 80               | 70 - 80          | 50 - 65             |
| VIC - Melbourne                             | 80 - 120                    | 65 - 80               | 75 - 85          | 55 - 65             |
| VIC - Regional                              | 80 - 120                    | 65 - 80               | 75 - 85          | 55 - 65             |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 75 - 105                    | 60 - 75               | 70 - 85          | 50 - 60             |
| QLD - Regional                              | 75 - 100                    | 60 - 75               | 70 - 90          | 50 - 65             |
| SA - Adelaide                               | 75 - 90                     | 60 - 70               | 70 - 80          | 45 - 55             |
| WA - Perth                                  | 70 - 90                     | 75 - 95               | 75 - 95          | 50 - 65             |
| ACT - Canberra                              | 80 - 100                    | 65 - 80               | 65 - 75          | 40 - 55             |
| NZ - Auckland                               | 80 - 95                     | 70 - 80               | 70 - 85          | 50 - 70             |
| NZ - Wellington                             | 80 - 95                     | 65 - 80               | 70 - 85          | 50 - 70             |
| NZ - Christchurch                           | 80 - 95                     | 65 - 80               | 70 - 85          | 50 - 70             |

|   | Control Room Operator | Security Manager | Facilities Officer | Guest Services Agent |
|---|-----------------------|------------------|--------------------|----------------------|
| NSW - Sydney                                | 55 - 65               | 70 - 80          | 50 - 60            | 55 - 65              |
| NSW - Regional                              | 55 - 65               | 70 - 80          | 50 - 60            | 55 - 65              |
| VIC - Melbourne                             | 50 - 60               | 70 - 80          | 55 - 60            | 50 - 60              |
| VIC - Regional                              | 50 - 60               | 70 - 80          | 55 - 60            | 50 - 60              |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 55 - 60               | 65 - 75          | 50 - 70            | 50 - 55              |
| QLD - Regional                              | 55 - 60               | 65 - 77          | 45 - 60            | 50 - 55              |
| SA - Adelaide                               | 50 - 60               | 65 - 80          | 50 - 60            | 45 - 55              |
| WA - Perth                                  | 55 - 65               | 65 - 75          | 50 - 60            | 50 - 55              |
| ACT - Canberra                              | 50 - 60               | 70 - 80          | 50 - 60            | 50 - 55              |
| TAS - Hobart                                | 50 - 65               | 70 - 80          | 50 - 60            | 50 - 55              |
| NT - Darwin                                 | 55 - 65               | 65 - 75          | 55 - 65            | 50 - 55              |
| NZ - Auckland                               | 55 - 65               | 75 - 85          | 55 - 65            | 55 - 60              |
| NZ - Wellington                             | 55 - 65               | 75 - 85          | 55 - 65            | 55 - 60              |
| NZ - Christchurch                           | 55 - 65               | 75 - 85          | 55 - 65            | 55 - 60              |

**NOTES:**

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- New Zealand salaries are represented in New Zealand dollars

# MANUFACTURING & OPERATIONS



## AUSTRALIA

Positive activity levels in Australia's manufacturing sector and growing demand from consumers for quality products have fuelled strong vacancy activity and job opportunities within the industry.

Food and beverage remains a large industry employer, particularly in New South Wales and Victoria. This market's positivity has seen companies offer higher salaries for candidates with industry experience across all areas of production, from Process Workers to Operations Managers. Candidates with cross-functional experience in particular played a big role in this change by asking for salary increases.

“ The year ahead will see continued competition for skilled professionals and strong opportunities for both experienced and graduate candidates. ”

Strict hygiene and food standards have seen organisations introduce new technology and efficiencies to create state of the art production facilities. This has fuelled demand for hands-on Technicians to perform high-level repairs and respond to breakdowns to ensure maximum uptime and efficiency. In turn, highly-skilled Mechanical and Electrical Technicians are sought to join maintenance teams.

Companies have responded to demand by increasing Maintenance Fitter and Electrician salaries in order to attract candidates with the required Good Manufacturing Practice and Hazard Analysis and Critical Control Points expertise.

In South Australia, the post automotive evolution continues with organisations moving away from traditional products into high-spec technology, ship and defence products. The local market has therefore demonstrated its resilience and ability to adapt, which has been paramount to the success of firms in the state. In addition, South Australian SMEs

are benefitting from the resurgence of the mining sector and an active construction market. Consequently, Mechanical Fitters, Diesel Fitters, Welders, Boilermakers and Maintenance Electricians are in high demand but short supply. Mining employers have responded by increasing salaries to attract top talent.

The resurgence of the mining industry has also created demand in Western Australia and Queensland for Design Engineers, Design Drafters, Workshop, Production and Maintenance Managers, Planners and skilled tradespeople. To attract candidates employers have increased salaries while counter offers are being made in an attempt to retain staff.

Given the higher salaries on offer in Western Australia and Queensland's resources sector, organisations operating outside these industries face an attraction challenge. In response, they are attempting to attract skilled candidates by offering additional benefits, such as flex leave, and emphasising their work-life balance and wellbeing initiatives. The ability to work closer to home rather than on a FIFO roster is another point of difference.

Across the Tasman, growth in bespoke manufacturing is evident. Marine and ship building remains the focus, particularly military hardware and ferries, while private yacht manufacturers are building super yachts. This has created demand for skilled tradespeople including Mechanical and Maintenance Fitters, Sheet Metal Workers, Welders, Boilermakers and CNC Programmers. Demand also exists for Production Planners, Design Engineers, Manufacturing Managers, Diesel Mechanics and Diesel Fitters. Salaries however have only increased in line with CPI, although we forecast further increases in the next 12 months as organisations attempt to compete for staff in a national market.

In other trends, large manufacturers are focused on securing employees with a dual trade since process improvement remains top of the agenda. Engineers and Maintenance Managers with a proven ability to impact Capex projects are sought. Candidates are aware of the demand for their skills and are therefore exploring new opportunities.

The increased demand for Australian products from overseas consumers is very encouraging. Process improvements are also playing a big part in terms of delivering quality products. Food, wine, fibre and dairy manufacturers continue to increase production in response. This is adding to demand for experienced Quality Managers and Production Managers to maintain a high product standard, as well as Project Engineers to assist with automation and the streamlining of processes.

Looking ahead, increasing production will likely encourage skilled professionals to continue asking for higher base salaries. With a widening gap between the salaries on offer and candidate expectations, it remains to be seen if and how employers will respond.

Vacancy activity will continue to increase throughout 2019-20, with permanent hires preferred across maintenance, production and engineering. Given that manufacturing and operations remains a healthy and growing industry, the year ahead will see continued competition for skilled professionals and strong opportunities for both experienced and graduate candidates.

## MANUFACTURING & OPERATIONS

| MANUFACTURING & OPERATIONS | Production/<br>Process Worker | Machinist | Boilermaker | Production<br>Supervisor | Production<br>Manager |
|----------------------------|-------------------------------|-----------|-------------|--------------------------|-----------------------|
| NSW - Sydney               | 40 - 50                       | 50 - 70   | 55 - 70     | 70 - 90                  | 80 - 120              |
| VIC - Melbourne            | 40 - 50                       | 50 - 65   | 55 - 70     | 65 - 85                  | 85 - 130              |
| QLD - Brisbane             | 40 - 45                       | 45 - 50   | 60 - 70     | 55 - 80                  | 75 - 110              |
| WA - Perth                 | 45 - 55                       | 65 - 80   | 65 - 80     | 60 - 80                  | 75 - 120              |
| SA - Adelaide              | 37 - 45                       | 45 - 55   | 45 - 55     | 65 - 90                  | 85 - 110              |
| NT - Darwin                | 44 - 48                       | 60 - 70   | 65 - 75     | 55 - 75                  | 75 - 90               |
| TAS - Hobart               | 38 - 45                       | 45 - 55   | 53 - 62     | 65 - 85                  | 85 - 105              |

|                 | Operations<br>Manager | Maintenance<br>Manager | Engineering<br>Manager |
|-----------------|-----------------------|------------------------|------------------------|
| NSW - Sydney    | 120 - 160             | 100 - 140              | 110 - 140              |
| VIC - Melbourne | 110 - 160             | 100 - 130              | 100 - 150              |
| QLD - Brisbane  | 100 - 140             | 110 - 140              | 110 - 150              |
| WA - Perth      | 105 - 155             | 85 - 140               | 100 - 140              |
| SA - Adelaide   | 80 - 130              | 70 - 90                | 90 - 120               |
| NT - Darwin     | 80 - 130              | 70 - 90                | 80 - 120               |
| TAS - Hobart    | 85 - 120              | 70 - 95                | 90 - 115               |

| QUALITY CONTROL & R&D | QA Coordinator | QA Manager | Food<br>Technologist | NPD Manager<br>Food | Technical<br>Manager |
|-----------------------|----------------|------------|----------------------|---------------------|----------------------|
| NSW - Sydney          | 60 - 85        | 90 - 130   | 70 - 90              | 100 - 130           | 110 - 140            |
| VIC - Melbourne       | 50 - 70        | 80 - 130   | 60 - 95              | 85 - 130            | 100 - 140            |
| QLD - Brisbane        | 55 - 75        | 75 - 100   | 65 - 75              | 90 - 130            | 90 - 130             |
| WA - Perth            | 55 - 75        | 80 - 130   | 75 - 100             | 80 - 110            | 80 - 110             |
| SA - Adelaide         | 50 - 80        | 70 - 110   | 55 - 75              | 75 - 100            | 110 - 130            |
| NT - Darwin           | 65 - 85        | 80 - 95    | 60 - 75              | 75 - 100            | 100 - 120            |
| TAS - Hobart          | 55 - 75        | 75 - 110   | 55 - 75              | 80 - 100            | 105 - 125            |

**NOTES:**

- All salaries shown are exclusive of superannuation

# MANUFACTURING & OPERATIONS

| PRODUCT DESIGN & DEVELOPMENT | Drafter  | Mechanical Design Engineer | Project Engineer | Electronics Engineer | R&D Manager |
|------------------------------|----------|----------------------------|------------------|----------------------|-------------|
| NSW - Sydney                 | 65 - 85  | 80 - 95                    | 90 - 130         | 80 - 100             | 110 - 145   |
| VIC - Melbourne              | 65 - 90  | 75 - 100                   | 80 - 130         | 65 - 90              | 80 - 110    |
| QLD - Brisbane               | 50 - 80  | 80 - 110                   | 90 - 120         | 90 - 120             | 90 - 130    |
| WA - Perth                   | 75 - 90  | 90 - 120                   | 90 - 130         | 75 - 105             | 110 - 145   |
| SA - Adelaide                | 60 - 80  | 60 - 80                    | 70 - 100         | 80 - 110             | 75 - 100    |
| NT - Darwin                  | 75 - 100 | 80 - 110                   | 85 - 120         | 80 - 110             | 90 - 120    |
| TAS - Hobart                 | 65 - 85  | 70 - 100                   | 75 - 105         | 80 - 110             | 85 - 110    |

| MAINTENANCE & ENGINEERING | Maintenance Fitter | Maintenance Electrician | Maintenance Planner | Electrical Engineer | Reliability Engineer |
|---------------------------|--------------------|-------------------------|---------------------|---------------------|----------------------|
| NSW - Sydney              | 70 - 95            | 75 - 105                | 80 - 100            | 75 - 95             | 75 - 95              |
| VIC - Melbourne           | 65 - 85            | 70 - 90                 | 70 - 90             | 80 - 110            | 80 - 130             |
| QLD - Brisbane            | 60 - 80            | 70 - 90                 | 70 - 100            | 100 - 130           | 100 - 120            |
| WA - Perth                | 70 - 90            | 70 - 90                 | 75 - 85             | 80 - 100            | 80 - 120             |
| SA - Adelaide             | 50 - 60            | 55 - 75                 | 70 - 80             | 70 - 100            | 75 - 100             |
| NT - Darwin               | 70 - 80            | 70 - 80                 | 70 - 100            | 85 - 100            | 85 - 100             |
| TAS - Hobart              | 60 - 70            | 60 - 70                 | 75 - 90             | 75 - 100            | 80 - 100             |

**NOTES:**

- All salaries shown are exclusive of superannuation

# ENERGY



## AUSTRALIA

Australia's energy industry continues its transition from traditional generation to renewables. During the 2018-19 financial year, the industry saw an influx of new international operators, who added to the skill shortage by draining what was already a small candidate pool.

The key areas of demand across the nation exist within solar and wind development for Project Development Managers, Grid Connection specialists and Project Managers, as well as in HV for Design Engineers and Project Controllers. There is a particular shortage of candidates at the senior level given the newness of the industry within the Australian and New Zealand region and existing skill shortages.

“ Across the sector, experienced candidates can demand a higher market salary, particularly senior and principal-level candidates. ”

There is also a shortage of team leaders in specialist areas, particularly secondary systems, transmission and primary systems design.

Solar developers are looking for regulatory compliance experts to grid connection and development approvals. Changing policies and legislation in multiple states make projects more challenging and approval more difficult to gain.

Meanwhile, Grid Connection Engineers are a growing area of demand as developers and utilities look at how renewable energy will be connected to the grid.

Across the sector, experienced candidates can demand a higher market salary, particularly senior and principal-level candidates. In contrast, graduates and less experienced candidates are more readily available and are therefore accepting lower salaries while they gain an adequate amount of experience.

In response to the domestic shortage of experienced candidates, employers are also widening their attraction strategies by looking overseas for talent, particularly in renewables.

Turning to localised trends, Victoria's renewable energy sector is booming, with both permanent and temporary recruitment activity increasing. While Grid Connections specialists, such as Grid Connection Engineers and Managers, remain in high demand, Estimators, Project Managers, Project Engineers and Project Controllers are increasingly sought for the construction of wind and solar farms.

With an influx of new companies entering the market, Victoria should see a record-breaking year ahead for both live and constructed projects. As a result, Engineers with transmission line project experience and those with strong SCADA experience will be sought to ensure the network remains stable and reliable.

Within South Australia, various generation projects in Port Augusta and Whyalla are underway, fuelling demand for permanent candidates. Given the state's existing skills shortage, demand remains high for Electrical Engineers in the HV design space.

In Queensland, the consolidation of various government-owned corporations into one Energy Queensland business model was a major trend during the 2018-19 financial year. Steady investment in large renewable energy projects, both wind and solar, will continue to fuel rising vacancy activity for contingent staff and contract opportunities across the board.

Within Western Australia, this financial year will be an exciting one given the construction of the state's biggest wind farm. This is fuelling high demand for Project Managers with experience managing large wind or solar construction projects.

We'll also see surging demand for Solar and HV Electricians, as well as ongoing demand for Electrical Design Engineers, Drafters, Power Systems Engineers, Technical Officers, Development Managers and Construction Managers.

# ENERGY

## Design Engineering

| <b>TRANSMISSION &amp; DISTRIBUTION/<br/>GENERATION</b> | <b>Design Engineer*</b> | <b>Senior Design Engineer*</b> | <b>Principal Design Engineer</b> | <b>Engineering Manager</b> | <b>Design Manager</b> |
|--|-------------------------|--------------------------------|----------------------------------|----------------------------|-----------------------|
| NSW - Sydney   | 75 - 90                 | 110 - 130                      | 140 - 170                        | 160 - 200                  | 130 - 160             |
| VIC - Melbourne  | 75 - 110                | 100 - 140                      | 125 - 150                        | 140 - 180                  | 120 - 170             |
| QLD - Brisbane   | 85 - 110                | 110 - 150                      | 150 - 185                        | 155 - 200                  | 120 - 165             |
| WA - Perth   | 75 - 95                 | 110 - 145                      | 140 - 170                        | 160 - 200                  | 130 - 160             |
| SA - Adelaide  | 80 - 110                | 100 - 140                      | 140 - 160                        | 150 - 190                  | 130 - 160             |
| NT - Darwin  | 85 - 115                | 115 - 150                      | 120 - 170                        | 145 - 190                  | 130 - 170             |

|                 | <b>Design Drafter</b> | <b>Senior Design Drafter</b> | <b>Project Engineer (EPCM)</b> | <b>Senior Project Engineer (EPCM)</b> |
|-----------------|-----------------------|------------------------------|--------------------------------|---------------------------------------|
| NSW - Sydney    | 65 - 85               | 75 - 100                     | 85 - 120                       | 130 - 160                             |
| VIC - Melbourne | 60 - 90               | 70 - 110                     | 90 - 130                       | 130 - 170                             |
| QLD - Brisbane  | 65 - 85               | 85 - 110                     | 95 - 145                       | 145 - 190                             |
| WA - Perth      | 65 - 85               | 85 - 100                     | 110 - 135                      | 135 - 170                             |
| SA - Adelaide   | 55 - 80               | 80 - 95                      | 80 - 120                       | 130 - 150                             |
| NT - Darwin     | 65 - 85               | 80 - 110                     | 115 - 140                      | 125 - 170                             |

|                 | <b>Power Systems Engineer</b> | <b>Protection Engineer</b> | <b>Transmission Line Design Engineer</b> | <b>Project Manager</b> |
|-----------------|-------------------------------|----------------------------|--|------------------------|
| NSW - Sydney    | 90 - 130                      | 100 - 130                  | 120 - 160                                | 130 - 160              |
| VIC - Melbourne | 90 - 130                      | 75 - 125                   | 100 - 130                                | 120 - 160              |
| QLD - Brisbane  | 90 - 120                      | 115 - 150                  | 90 - 150                                 | 130 - 165              |
| WA - Perth      | 90 - 130                      | 110 - 130                  | 95 - 145                                 | 125 - 165              |
| SA - Adelaide   | 90 - 120                      | 90 - 125                   | 95 - 140                                 | 120 - 150              |
| NT - Darwin     | 95 - 140                      | 100 - 130                  | 90 - 140                                 | 135 - 180              |

| <b>RENEWABLE</b> | <b>Wind Farm Engineer</b> | <b>Solar Engineer</b> | <b>Geothermal Engineer</b> | <b>Technician</b> | <b>Project Manager</b> |
|------------------|---------------------------|-----------------------|----------------------------|-------------------|------------------------|
| NSW - Sydney     | 100 - 145                 | 90 - 130              | 80 - 110                   | 65 - 85           | 130 - 180              |
| VIC - Melbourne  | 100 - 130                 | 100 - 130             | 90 - 110                   | 85 - 115          | 140 - 180              |
| QLD - Brisbane   | 100 - 140                 | 85 - 125              | 90 - 135                   | 75 - 100          | 130 - 180              |
| WA - Perth       | 100 - 130                 | 100 - 120             | 100 - 130                  | 80 - 100          | 140 - 160              |
| SA - Adelaide    | 100 - 130                 | 100 - 120             | 90 - 120                   | 70 - 90           | 110 - 150              |
| NT - Darwin      | N/A                       | 105 - 125             | 95 - 125                   | 75 - 110          | N/A                    |

### NOTES:

• All salaries shown are exclusive of superannuation

\* Design Engineer/Senior Design Engineer - Mechanical/Process/Elec/I&C Discipline

# ENERGY

## Design Engineering

| RENEWABLE       | Construction Manager | Project Development Manager | Project Development Director | Project Delivery Director |
|-----------------|----------------------|-----------------------------|------------------------------|---------------------------|
| NSW - Sydney    | 150 - 200            | 130 - 180                   | 180 - 220                    | 220 - 300                 |
| VIC - Melbourne | 170 - 220            | 140 - 180                   | 200 - 250                    | 300 - 350                 |
| QLD - Brisbane  | 150 - 200            | 130 - 180                   | 180 - 220                    | 220 - 300                 |
| WA - Perth      | 160 - 200            | 120 - 150                   | 170 - 220                    | 250 - 300                 |
| SA - Adelaide   | 150 - 200            | 120 - 150                   | 180 - 220                    | 200 - 250                 |

|                 | PV Designer | Grid Connection Engineer | Grid Connections Manager |
|-----------------|-------------|--------------------------|--------------------------|
| NSW - Sydney    | 130 - 150   | 130 - 160                | 170 - 200                |
| VIC - Melbourne | 90 - 120    | 140 - 160                | 180 - 220                |
| QLD - Brisbane  | 130 - 150   | 130 - 160                | 170 - 200                |
| WA - Perth      | 80 - 110    | 120 - 150                | 140 - 180                |
| SA - Adelaide   | 100 - 120   | 110 - 130                | 140 - 180                |

**NOTES:**

- All salaries shown are exclusive of superannuation

# ENERGY

## Operations & Maintenance

| OPERATIONS & MAINTENANCE | Control Room Operator | Control Room Manager | Maintenance Superintendent |
|--------------------------|-----------------------|----------------------|----------------------------|
| NSW - Sydney             | 75 - 100              | 85 - 120             | 85 - 100                   |
| VIC - Melbourne          | 95 - 115              | 115 - 140            | 95 - 110                   |
| QLD - Brisbane           | 80 - 105              | 100 - 130            | 120 - 150                  |
| WA - Perth               | 85 - 120              | 110 - 130            | 125 - 175                  |
| SA - Adelaide            | 80 - 110              | 100 - 125            | 100 - 130                  |
| NT - Darwin              | 85 - 95               | 95 - 130             | 110 - 150                  |

|                 | Maintenance Planning/Scheduler | Operations Manager | Asset Engineer (3-7 yrs)* |
|-----------------|--------------------------------|--------------------|---------------------------|
| NSW - Sydney    | 80 - 110                       | 140 - 170          | 90 - 110                  |
| VIC - Melbourne | 80 - 105                       | 130 - 170          | 85 - 130                  |
| QLD - Brisbane  | 110 - 130                      | 160 - 210          | 85 - 125                  |
| WA - Perth      | 95 - 135                       | 175 - 210          | 85 - 130                  |
| SA - Adelaide   | 95 - 130                       | 120 - 150          | 95 - 120                  |
| NT - Darwin     | 100 - 130                      | 160 - 220          | 90 - 130                  |

|                 | Leading Hand | Electrician | Mechanical Fitter |
|-----------------|--------------|-------------|-------------------|
| NSW - Sydney    | 65 - 80      | 65 - 80     | 65 - 75           |
| VIC - Melbourne | 90 - 110     | 90 - 120    | 60 - 80           |
| QLD - Brisbane  | 90 - 125     | 85 - 115    | 75 - 110          |
| WA - Perth      | 95 - 125     | 90 - 110    | 90 - 110          |
| SA - Adelaide   | 80 - 100     | 80 - 100    | 70 - 95           |
| NT - Darwin     | 90 - 120     | 85 - 110    | 85 - 110          |

|                 | E&I Technician | Line Worker | G&B Linesworker |
|-----------------|----------------|-------------|-----------------|
| NSW - Sydney    | 70 - 90        | 75 - 110    | N/A             |
| VIC - Melbourne | 80 - 110       | 65 - 80     | 85 - 130        |
| QLD - Brisbane  | 90 - 150       | 80 - 110    | 95 - 135        |
| WA - Perth      | 120 - 140      | 75 - 95     | 85 - 120        |
| SA - Adelaide   | 80 - 100       | 70 - 100    | 85 - 110        |
| NT - Darwin     | 85 - 110       | 80 - 120    | 85 - 120        |

### NOTES:

• All salaries shown are exclusive of superannuation

\* Asset Engineer (3-7 yrs) - Mechanical/Electrical Discipline

# ENERGY

## Operations & Maintenance

| OPERATIONS & MAINTENANCE | Switching Operator | Protection Technician | Generator Technician | Directional Driller |
|--------------------------|--------------------|-----------------------|----------------------|---------------------|
| NSW - Sydney             | 65 - 85            | 70 - 85               | 70 - 85              | N/A                 |
| VIC - Melbourne          | 85 - 120           | 95 - 120              | 80 - 100             | 70 - 100            |
| QLD - Brisbane           | 90 - 125           | 125 - 165             | 90 - 140             | 115 - 145           |
| WA - Perth               | 95 - 140           | 90 - 135              | 85 - 130             | 65 - 95             |
| SA - Adelaide            | 85 - 120           | 110 - 150             | 85 - 130             | 80 - 110            |
| NT - Darwin              | 95 - 140           | 90 - 135              | 80 - 120             | 70 - 100            |

|                 | Cable Joiner | Cable Layer | Operator/<br>Maintainer |
|-----------------|--------------|-------------|-------------------------|
| NSW - Sydney    | 75 - 100     | 65 - 90     | 75 - 95                 |
| VIC - Melbourne | 85 - 105     | 75 - 95     | 80 - 95                 |
| QLD - Brisbane  | 90 - 115     | 90 - 110    | 130 - 155               |
| WA - Perth      | 80 - 120     | 65 - 90     | 130 - 160               |
| SA - Adelaide   | 85 - 110     | 85 - 110    | 120 - 150               |
| NT - Darwin     | 80 - 120     | 60 - 85     | 130 - 165               |

**NOTES:**

- All salaries shown are exclusive of superannuation
- \* Engineer (Mechanical/Electrical)

# ENERGY

## Project Development

| PROJECT DELIVERY | Project Manager | Project Engineer* | Construction Manager | Site Superintendent |
|------------------|-----------------|-------------------|----------------------|---------------------|
| NSW - Sydney     | 140 - 180       | 90 - 130          | 150 - 175            | 125 - 150           |
| VIC - Melbourne  | 130 - 160       | 95 - 130          | 150 - 180            | 130 - 150           |
| QLD - Brisbane   | 125 - 175       | 95 - 135          | 145 - 175            | 100 - 135           |
| WA - Perth       | 160 - 190       | 95 - 140          | 140 - 170            | 120 - 160           |
| SA - Adelaide    | 120 - 140       | 85 - 130          | 130 - 160            | 110 - 135           |
| NT - Darwin      | 140 - 180       | 110 - 140         | 160 - 200            | 100 - 145           |

|                 | Site Engineer | Commissioning Engineer | Commissioning Manager |
|-----------------|---------------|------------------------|-----------------------|
| NSW - Sydney    | 70 - 100      | 110 - 135              | 140 - 180             |
| VIC - Melbourne | 80 - 130      | 130 - 150              | 160 - 190             |
| QLD - Brisbane  | 80 - 120      | 125 - 165              | 140 - 175             |
| WA - Perth      | 100 - 140     | 130 - 155              | 140 - 190             |
| SA - Adelaide   | 75 - 100      | 120 - 150              | 150 - 180             |
| NT - Darwin     | 80 - 120      | 110 - 160              | 140 - 170             |

| PROJECT SERVICES | Estimator | Senior Estimator | Planner/Scheduler | Planning Manager |
|------------------|-----------|------------------|-------------------|------------------|
| NSW - Sydney     | 110 - 150 | 150 - 180        | 85 - 130          | 130 - 160        |
| VIC - Melbourne  | 110 - 150 | 150 - 180        | 105 - 130         | 130 - 160        |
| QLD - Brisbane   | 90 - 140  | 140 - 185        | 75 - 125          | 125 - 160        |
| WA - Perth       | 95 - 140  | 115 - 145        | 95 - 130          | 125 - 160        |
| SA - Adelaide    | 100 - 120 | 120 - 140        | 110 - 135         | 125 - 155        |
| NT - Darwin      | 85 - 120  | 120 - 160        | 95 - 130          | 100 - 150        |

|                 | Contracts Administrator | Contracts Manager | OHS Supervisor | OHS Manager |
|-----------------|-------------------------|-------------------|----------------|-------------|
| NSW - Sydney    | 80 - 110                | 110 - 140         | 90 - 115       | 140 - 180   |
| VIC - Melbourne | 85 - 105                | 120 - 150         | 85 - 120       | 120 - 150   |
| QLD - Brisbane  | 85 - 120                | 120 - 160         | 95 - 125       | 125 - 145   |
| WA - Perth      | 80 - 100                | 120 - 140         | 95 - 125       | 120 - 140   |
| SA - Adelaide   | 80 - 110                | 110 - 145         | 90 - 110       | 110 - 125   |
| NT - Darwin     | 90 - 120                | 120 - 150         | 100 - 130      | 100 - 160   |

### NOTES:

- All salaries shown are exclusive of superannuation
- \* Project Engineer - Mechanical/Electrical/Instrumentation & Controls Discipline



## AUSTRALIA

Renewed optimism across Australia's resources and mining sector is driving up vacancy activity as large and mid-tier miners all ramp up production and record numbers of bulk carriers head out of port. Iron ore and gold prices remain strong and emerging commodities present exciting new possibilities.

Given this, the range of available jobs is extensive, particularly in Western Australia. But while rising vacancy activity is a clear reflection of the market's current optimism, it also brings challenges as it reignites skill shortages.

Already the Minerals Council of Australia has warned of skill shortages by the end of the decade due to low levels of enrolments in engineering and geology degrees. In its Senate Select Committee on the Future of Work and Workers submission it noted, "For mining engineering the moving average trend for university completions from 2017 to 2020 is expected to decline by 81 per cent. In the same period, labour demand is expected to decline by only 13 per cent."

**“ While rising vacancy activity is a clear reflection of the market's current optimism, it also brings challenges as it reignites skill shortages. ”**

Western Australia's mining industry is at the centre of this skill shortage. With \$1 billion of investment in both new projects and mine expansions in the pipeline and iron ore, gold and lithium remaining the main drivers of growth in the state's economy, the subsequent high levels of vacancy activity are draining the supply of skilled professionals once more.

The Chamber of Minerals and Energy predicts 20,000 local jobs will be created this (2019-20) financial year, with the Pilbara the hotspot. Given this, staffing demand and salaries will continue to rise.

A further increase in exploration spending in all mining jurisdictions will create high demand for Exploration Geologists and Field Assistants. However, these candidates are in short supply. Demand is particularly high from companies looking for base metals as this remains a key focus in the local market. Many gold companies believe the future of their production is underground, which means that demand for Underground Engineers will intensify further. Add the resurgence of nickel mines and salaries for candidates with solid underground experience are expected to increase.

Queensland's mining industry will continue to create strong opportunities for technical professionals, including Mining Engineers, Geotechnical Engineers, Geologists and Surveyors with underground experience. Steady growth has directly translated into increased demand for professionals within mineral processing, including Metallurgists and Lab Technicians.

In addition, experienced Drill and Blast Operators, Auto Electricians and Heavy Diesel Fitters are in short supply. In fact, contractors are now looking to recruit overseas candidates and Fitters from similar industries, such as agriculture, in order to meet demand.

Auto Electricians are also required. Given the increase of automation, OEMs require Auto Electricians to modify and update their mobile plant.

Mining companies will compete with domestic manufacturing and fabrication companies for experienced Boilermakers too, using higher salaries to attempt to attract top talent.

Dump Truck Operators are also sought given the lack of new people entering this field. All-round Operators are in demand too. Sites require candidates with broad experience operating dozers, excavators and articulated dump trucks. Employers are offering higher hourly rates and flexible rosters to attract candidates.

Turning to South Australia, Control System Engineers with heavy industry experience in programming PLC and SCADA systems are scarce. Demand exists in contracting firms for the major mining

sites with FIFO and residential roles available. We expect salaries to rise for these highly specialised roles.

Increased optimism in the Northern Territory is fuelling demand across the board. In particular demand are Refrigeration Technicians for numerous sites given Australia's harsh regional climate. Maintenance Planners/Schedulers and Project Managers are also sought as production ramps up.

In New South Wales, Underground Mine Managers and their deputies in coal are required. Electrical Design Engineers will also be needed due to the ongoing advancements across mining equipment, such as anti-collision and automation, as well as the continued focus on safety legislation. We are also seeing demand for mechanical and electrical tradespeople, safety and training professionals and Mining Engineers.

Mines in New South Wales, like other states, are facing increased competition for talent from infrastructure projects. As a result, employers will need to review base salaries or look at other innovative ways to attract candidates.

Victorian miners require reliable and experienced quarry workers from Superintendents and Quarry Managers to trades and general labour. The increased volume of construction projects is draining candidate availability. Again, wage increases will likely follow this war for talent.

In an active year ahead, where skills will be in high demand but short supply, we expect Australia's mining employers to continue to offer more flexible and family friendly working rosters, relocation packages and allowances as they attempt to attract and retain top talent.

# RESOURCES & MINING

| METALLIFEROUS MINING ENGINEERING | Registered Mine Manager | Underground/ Quarry Manager | Technical Services Mgr | Senior Mining Engineer | Mining Engineer |
|----------------------------------|-------------------------|-----------------------------|------------------------|------------------------|-----------------|
| WA                               | 180 - 260               | 180 - 250                   | 170 - 220              | 140 - 180              | 120 - 150       |
| QLD - Hard Rock                  | 190 - 250               | 180 - 200                   | 180 - 210              | 170 - 190              | 120 - 150       |
| QLD - Coal                       | 220 - 250               | 180 - 210                   | 190 - 220              | 170 - 190              | 130 - 160       |
| NSW                              | 160 - 220               | 120 - 200                   | 180 - 210              | 140 - 170              | 100 - 130       |
| VIC                              | 150 - 200               | 100 - 150                   | 130 - 170              | 130 - 180              | 100 - 130       |
| SA                               | 180 - 220               | 120 - 160                   | 160 - 190              | 140 - 170              | 110 - 140       |
| TAS                              | 150 - 200               | 110 - 140                   | 130 - 170              | 120 - 140              | 90 - 120        |
| NT                               | 185 - 255               | 180 - 210                   | 165 - 185              | 135 - 175              | 115 - 160       |

|                 | Graduate Mining Engineer | Geotechnical Engineer | Chief Surveyor | Senior Surveyor | Mine Surveyor |
|-----------------|--------------------------|-----------------------|----------------|-----------------|---------------|
| WA              | 90 - 120                 | 120 - 160             | 160 - 200      | 130 - 160       | 110 - 140     |
| QLD - Hard Rock | 70 - 105                 | 120 - 160             | 160 - 180      | 140 - 160       | 120 - 140     |
| QLD - Coal      | 70 - 105                 | 120 - 160             | 160 - 180      | 140 - 160       | 120 - 140     |
| NSW             | 75 - 90                  | 130 - 160             | 150 - 180      | 120 - 150       | 120 - 150     |
| VIC             | 55 - 75                  | 110 - 130             | 110 - 150      | 90 - 120        | 75 - 110      |
| SA              | 60 - 90                  | 130 - 150             | 120 - 150      | 110 - 120       | 90 - 120      |
| TAS             | 60 - 85                  | 105 - 130             | 95 - 120       | 85 - 115        | 70 - 90       |
| NT              | 70 - 100                 | 125 - 165             | 145 - 170      | 135 - 155       | 115 - 145     |

| METALLIFEROUS GEOLOGY - MINING | Chief Geologist | Senior Mine Geologist | Mine Geologist | Graduate Geologist | Pit Technician/ Geological Technician |
|--------------------------------|-----------------|-----------------------|----------------|--------------------|---------------------------------------|
| WA                             | 200 - 250       | 130 - 180             | 100 - 140      | 85 - 105           | 70 - 95                               |
| QLD - Hard Rock                | 170 - 210       | 140 - 170             | 100 - 140      | 65 - 95            | 70 - 95                               |
| QLD - Coal                     | 170 - 210       | 140 - 170             | 100 - 140      | 65 - 95            | 70 - 95                               |
| NSW                            | 180 - 230       | 130 - 170             | 100 - 130      | 70 - 90            | 70 - 90                               |
| VIC                            | 150 - 180       | 120 - 150             | 90 - 120       | 55 - 75            | 50 - 80                               |
| SA                             | 120 - 140       | 110 - 120             | 90 - 120       | 50 - 60            | 60 - 85                               |
| TAS                            | 120 - 160       | 95 - 115              | 80 - 100       | 55 - 70            | 55 - 70                               |
| NT                             | 160 - 200       | 125 - 175             | 95 - 140       | 85 - 100           | 85 - 100                              |

## NOTES:

- Metalliferous mining engineering: In WA, SA & NT all salaries are based on 9&5 and 2&1 rosters excluding superannuation and additional benefits
- Metalliferous geology mining: In WA, SA & NT all salaries are based on 8&6 and 2&1 rosters excluding superannuation and additional benefits
- For all other states, salaries are based on residential positions excluding superannuation and additional benefits
- In Queensland more employers are offering drive-in-drive-out (DIDO) options and residential, which has been taken into consideration in these salaries presented

## RESOURCES & MINING

| METALLIFEROUS GEOLOGY - EXPLORATION | Exploration Manager | Senior Exploration Geologist | Exploration Geologist | Field Assistant |
|-------------------------------------|---------------------|------------------------------|-----------------------|-----------------|
| WA                                  | 180 - 250           | 130 - 180                    | 90 - 140              | 70 - 95         |
| QLD - Hard Rock                     | 165 - 200           | 130 - 165                    | 80 - 120              | 70 - 90         |
| QLD - Coal                          | 170 - 200           | 140 - 170                    | 100 - 130             | 70 - 90         |
| NSW                                 | 180 - 220           | 120 - 160                    | 90 - 120              | 60 - 80         |
| VIC                                 | 150 - 180           | 130 - 160                    | 100 - 125             | 60 - 80         |
| SA                                  | 130 - 150           | 120 - 160                    | 90 - 120              | 60 - 80         |
| TAS                                 | 120 - 150           | 95 - 130                     | 80 - 100              | 55 - 70         |
| NT                                  | 150 - 205           | 120 - 170                    | 110 - 145             | 75 - 100        |

| MINERAL PROCESSING | Process Manager | Process Engineer Mid level 3-7yrs | Senior Metallurgist | Metallurgist | Graduate Metallurgist |
|--------------------|-----------------|-----------------------------------|---------------------|--------------|-----------------------|
| WA                 | 180 - 250       | 120 - 160                         | 140 - 180           | 120 - 150    | 75 - 100              |
| QLD                | 200 - 240       | 110 - 155                         | 145 - 180           | 110 - 145    | 70 - 85               |
| NSW                | 170 - 200       | 100 - 120                         | 110 - 135           | 90 - 120     | 70 - 90               |
| VIC                | 160 - 180       | 85 - 110                          | 110 - 135           | 85 - 100     | 60 - 75               |
| SA                 | 140 - 160       | 95 - 120                          | 110 - 130           | 80 - 110     | 60 - 80               |
| TAS                | 150 - 180       | 70 - 100                          | 100 - 125           | 75 - 100     | 55 - 70               |
| NT                 | 170 - 220       | 100 - 140                         | 130 - 170           | 100 - 130    | 60 - 75               |

|     | Mill Superintendent | Shift Supervisor | Mill Operator | Metallurgical Technician | Laboratory Technician |
|-----|---------------------|------------------|---------------|--------------------------|-----------------------|
| WA  | 160 - 200           | 120 - 155        | 85 - 115      | 80 - 95                  | 85 - 110              |
| QLD | 140 - 160           | 110 - 130        | 90 - 120      | 85 - 95                  | 80 - 100              |
| NSW | 130 - 160           | 85 - 105         | 70 - 100      | 70 - 90                  | 70 - 90               |
| VIC | 120 - 140           | 90 - 120         | 80 - 100      | 60 - 75                  | 55 - 75               |
| SA  | 120 - 150           | 90 - 110         | 70 - 90       | 60 - 85                  | 60 - 75               |
| TAS | 110 - 140           | 75 - 90          | 65 - 80       | 55 - 70                  | 50 - 70               |
| NT  | 130 - 150           | 95 - 120         | 80 - 105      | 70 - 85                  | 70 - 85               |

### NOTES:

- In WA, SA & NT all salaries are based on 8&6 and 2&1 rosters excluding superannuation and additional benefits
- For all other states, salaries are based on residential positions excluding superannuation and additional benefits
- In Queensland more employers are offering drive-in-drive-out (DIDO) options and residential, which has been taken into consideration in these salaries presented

## RESOURCES & MINING

| FIXED PLANT MAINTENANCE | Maintenance Superintendent | Maintenance Planner | Maintenance Supervisor | Mechanical Eng Mid level 3-7yrs | Electrical Eng Mid level 3-7yrs |
|-------------------------|----------------------------|---------------------|------------------------|---------------------------------|---------------------------------|
| WA                      | 170 - 210                  | 150 - 185           | 145 - 175              | 120 - 150                       | 120 - 150                       |
| QLD                     | 165 - 190                  | 120 - 150           | 130 - 160              | 120 - 150                       | 120 - 150                       |
| NSW                     | 170 - 200                  | 110 - 135           | 130 - 150              | 100 - 130                       | 100 - 130                       |
| VIC                     | 130 - 180                  | 110 - 160           | 100 - 150              | 90 - 130                        | 90 - 130                        |
| SA                      | 130 - 150                  | 90 - 110            | 100 - 130              | 90 - 120                        | 100 - 140                       |
| TAS                     | 105 - 130                  | 85 - 105            | 80 - 105               | 75 - 100                        | 75 - 100                        |
| NT                      | 160 - 190                  | 125 - 145           | 130 - 160              | 125 - 155                       | 125 - 155                       |

|     | Leading Hand | Mechanical Fitter | Electrician | Boiler Maker/Welder | Instrumentation Technician |
|-----|--------------|-------------------|-------------|---------------------|----------------------------|
| WA  | 140 - 160    | 120 - 150         | 130 - 150   | 120 - 145           | 140 - 160                  |
| QLD | 100 - 125    | 100 - 125         | 105 - 130   | 100 - 125           | 100 - 130                  |
| NSW | 100 - 125    | 100 - 120         | 100 - 120   | 90 - 110            | 90 - 110                   |
| VIC | 120 - 150    | 110 - 150         | 80 - 120    | 100 - 150           | 90 - 120                   |
| SA  | 95 - 120     | 75 - 100          | 90 - 120    | 75 - 90             | 85 - 110                   |
| TAS | 80 - 95      | 70 - 85           | 70 - 85     | 75 - 85             | 75 - 85                    |
| NT  | 105 - 120    | 100 - 120         | 105 - 125   | 95 - 120            | 95 - 130                   |

### NOTES:

- In WA, SA & NT all salaries are based on 8&6 and 2&1 rosters excluding superannuation and additional benefits
- For all other states, salaries are based on residential positions excluding superannuation and additional benefits

## RESOURCES & MINING

| MOBILE PLANT MAINTENANCE | Workshop Supervisor | HD Fitter | Auto Electrician | Boiler Maker/<br>Welder | Service Person |
|--------------------------|---------------------|-----------|------------------|-------------------------|----------------|
| WA                       | 140 - 180           | 120 - 160 | 140 - 170        | 120 - 145               | 100 - 120      |
| QLD                      | 135 - 170           | 125 - 160 | 125 - 150        | 100 - 125               | 95 - 150       |
| NSW                      | 110 - 150           | 80 - 120  | 90 - 120         | 90 - 120                | 85 - 105       |
| VIC                      | 100 - 140           | 90 - 130  | 90 - 120         | 90 - 130                | 70 - 95        |
| SA                       | 90 - 130            | 90 - 130  | 85 - 130         | 80 - 120                | 80 - 100       |
| TAS                      | 80 - 110            | 80 - 110  | 75 - 100         | 65 - 85                 | 70 - 85        |
| NT                       | 130 - 160           | 135 - 165 | 135 - 165        | 130 - 170               | 105 - 125      |

|     | Open Pit Supervisor | Excavator Operator | Dump Truck Operator | Driller   | All-Rounder |
|-----|---------------------|--------------------|---------------------|-----------|-------------|
| WA  | 150 - 180           | 130 - 150          | 120 - 130           | 120 - 145 | 130 - 150   |
| QLD | 140 - 170           | 90 - 120           | 90 - 120            | 100 - 160 | 90 - 120    |
| NSW | 110 - 140           | 100 - 120          | 80 - 110            | 90 - 120  | 90 - 120    |
| VIC | 105 - 140           | 90 - 115           | 70 - 110            | 75 - 120  | 80 - 115    |
| SA  | 110 - 140           | 110 - 140          | 90 - 110            | 80 - 120  | 85 - 120    |
| TAS | 90 - 110            | 70 - 90            | 60 - 85             | 70 - 95   | 65 - 85     |
| NT  | 145 - 165           | 95 - 120           | 95 - 115            | 105 - 130 | 95 - 125    |

|     | Underground Supervisor | Jumbo Operator | Bogger Operator | Service Crew |
|-----|------------------------|----------------|-----------------|--------------|
| WA  | 140 - 180              | 160 - 190      | 120 - 145       | 90 - 120     |
| QLD | 130 - 170              | 140 - 180      | 110 - 130       | 105 - 125    |
| NSW | 135 - 160              | 120 - 140      | 110 - 135       | 90 - 110     |
| VIC | 105 - 145              | 130 - 150      | 110 - 130       | 85 - 105     |
| SA  | 100 - 140              | 100 - 120      | 80 - 100        | 90 - 110     |
| TAS | 90 - 110               | 85 - 110       | 80 - 105        | 60 - 75      |
| NT  | 130 - 165              | 140 - 185      | 110 - 145       | 95 - 125     |

### NOTES:

- In WA, SA & NT all salaries are based on 8&6 and 2&1 rosters excluding superannuation and additional benefits
- For all other states, salaries are based on residential positions excluding superannuation and additional benefits

## RESOURCES & MINING

| OHS & ENVIRONMENTAL | HSE Manager | OH&S Manager/<br>Superintendent | OH&S<br>Coordinator | OH&S Officer |
|---------------------|-------------|---------------------------------|---------------------|--------------|
| WA                  | 170 - 220   | 150 - 180                       | 120 - 150           | 110 - 140    |
| QLD                 | 170 - 220   | 150 - 170                       | 125 - 145           | 95 - 130     |
| NSW                 | 160 - 200   | 140 - 180                       | 110 - 130           | 80 - 110     |
| VIC                 | 140 - 180   | 90 - 120                        | 80 - 100            | 70 - 95      |
| SA                  | 150 - 180   | 120 - 160                       | 80 - 120            | 60 - 90      |
| TAS                 | 130 - 200   | 120 - 180                       | 100 - 130           | 90 - 120     |
| NT                  | 170 - 220   | 150 - 190                       | 120 - 145           | 90 - 130     |

|     | Environmental<br>Superintendent | Environmental<br>Coordinator | Environmental<br>Officer | Training<br>Coordinator |
|-----|---------------------------------|------------------------------|--------------------------|-------------------------|
| WA  | 140 - 170                       | 100 - 150                    | 70 - 100                 | 120 - 140               |
| QLD | 150 - 180                       | 135 - 150                    | 90 - 125                 | 95 - 125                |
| NSW | 140 - 160                       | 110 - 140                    | 90 - 110                 | 90 - 120                |
| VIC | 90 - 120                        | 65 - 85                      | 65 - 85                  | 60 - 75                 |
| SA  | 120 - 140                       | 80 - 100                     | 70 - 90                  | 80 - 100                |
| TAS | 100 - 150                       | 100 - 130                    | 65 - 90                  | 65 - 110                |
| NT  | 140 - 175                       | 130 - 150                    | 90 - 135                 | 90 - 125                |

### NOTES:

- In WA, SA & NT all salaries are based on 8&6 and 2&1 rosters excluding superannuation and additional benefits
- For all other states, salaries are based on residential positions excluding superannuation and additional benefits

## RESOURCES & MINING

| INDUSTRIAL DESIGN | Engineering Manager | Principal/Lead Engineer | Project Manager | Senior Design Engineer |
|-------------------|---------------------|-------------------------|-----------------|------------------------|
| WA                | 200 - 235           | 150 - 190               | 200 - 240       | 120 - 150              |
| QLD               | 200 - 220           | 165 - 200               | 180 - 220       | 130 - 170              |
| NSW               | 150 - 220           | 140 - 170               | 130 - 150       | 100 - 130              |
| VIC               | 180 - 220           | 150 - 180               | 150 - 220       | 100 - 150              |
| SA                | 140 - 180           | 120 - 140               | 120 - 140       | 110 - 140              |
| TAS               | 150 - 190           | 110 - 140               | 110 - 140       | 90 - 110               |
| NT                | 210 - 260           | 165 - 210               | 180 - 255       | 130 - 180              |

|     | Design Engineer | Senior Project Engineer (EPCM) | Project Engineer (EPCM) | Design Manager/Chief Drafter |
|-----|-----------------|--------------------------------|-------------------------|------------------------------|
| WA  | 110 - 130       | 120 - 150                      | 90 - 130                | 130 - 165                    |
| QLD | 85 - 120        | 130 - 170                      | 90 - 130                | 120 - 150                    |
| NSW | 80 - 110        | 130 - 160                      | 90 - 120                | 110 - 130                    |
| VIC | 70 - 110        | 110 - 150                      | 80 - 120                | 110 - 150                    |
| SA  | 90 - 130        | 120 - 160                      | 90 - 110                | 100 - 130                    |
| TAS | 80 - 100        | 90 - 120                       | 80 - 110                | 110 - 160                    |
| NT  | 90 - 130        | 130 - 170                      | 90 - 145                | 120 - 175                    |

|     | Senior Design Drafter | Design Drafter | Piping Designer |
|-----|-----------------------|----------------|-----------------|
| WA  | 100 - 120             | 80 - 105       | 90 - 110        |
| QLD | 85 - 120              | 65 - 100       | 80 - 120        |
| NSW | 90 - 110              | 70 - 90        | 85 - 100        |
| VIC | 100 - 130             | 70 - 100       | 80 - 110        |
| SA  | 90 - 120              | 65 - 90        | 85 - 120        |
| TAS | 80 - 140              | 70 - 100       | 80 - 140        |
| NT  | 80 - 140              | 75 - 105       | 105 - 125       |

### NOTES:

- Salaries are based on residential positions excluding superannuation and additional benefits
- Site allowances are paid on base salary and range from 15 to 45 per cent depending on location

## RESOURCES & MINING

| INDUSTRIAL CONSTRUCTION | Project Manager | Construction Manager/ Superintendent | Senior Estimator | Planning Manager |
|-------------------------|-----------------|--------------------------------------|------------------|------------------|
| WA                      | 180 - 220       | 180 - 200                            | 150 - 190        | 130 - 180        |
| QLD                     | 180 - 220       | 170 - 200                            | 160 - 200        | 155 - 200        |
| NSW                     | 160 - 200       | 150 - 190                            | 130 - 160        | 120 - 170        |
| VIC                     | 180 - 220       | 180 - 200                            | 120 - 150        | 140 - 170        |
| SA                      | 140 - 200       | 130 - 180                            | 130 - 180        | 120 - 180        |
| TAS                     | 120 - 160       | 120 - 160                            | 100 - 130        | 110 - 130        |
| NT                      | 175 - 250       | 145 - 220                            | 160 - 205        | 140 - 200        |

|     | Contracts Manager | Project Engineer (Civil/Mech/Elec) | Estimator | Contracts Administrator |
|-----|-------------------|------------------------------------|-----------|-------------------------|
| WA  | 160 - 190         | 100 - 140                          | 110 - 150 | 80 - 120                |
| QLD | 160 - 200         | 130 - 165                          | 100 - 150 | 100 - 135               |
| NSW | 140 - 180         | 100 - 130                          | 90 - 130  | 90 - 125                |
| VIC | 150 - 180         | 90 - 135                           | 110 - 130 | 80 - 120                |
| SA  | 140 - 180         | 110 - 140                          | 90 - 120  | 80 - 120                |
| TAS | 110 - 130         | 80 - 110                           | 80 - 120  | 80 - 120                |
| NT  | 150 - 220         | 120 - 170                          | 105 - 155 | 95 - 140                |

|     | Planner   | Site Supervisor | Site Engineer (Civil/Mech/Elec) | Safety Advisor |
|-----|-----------|-----------------|---------------------------------|----------------|
| WA  | 90 - 130  | 110 - 140       | 90 - 120                        | 90 - 120       |
| QLD | 100 - 150 | 100 - 140       | 100 - 140                       | 90 - 130       |
| NSW | 100 - 130 | 120 - 140       | 90 - 110                        | 90 - 140       |
| VIC | 110 - 140 | 80 - 110        | 80 - 120                        | 80 - 110       |
| SA  | 100 - 130 | 100 - 140       | 75 - 115                        | 90 - 110       |
| TAS | 80 - 110  | 80 - 110        | 80 - 115                        | 80 - 110       |
| NT  | 90 - 145  | 110 - 150       | 100 - 140                       | 110 - 130      |

- Salaries are based on residential positions excluding superannuation and additional benefits
- Site allowances are paid on base salary and range from 15 to 45 per cent depending on location



## AUSTRALIA

A rising oil price has created a general pick up in the oil and gas sector in Australia which will be good news for vacancy activity in 2019-20, although several subdued years may prevent any real wage pressure.

Victoria's oil and gas sector remains in a maintenance phase with minimal engineering and greenfield projects. With the focus on brownfield upgrades, civil, geotechnical and environmental candidates will be required, including Geotechnical Engineers, Civil Engineers and Environmental Engineers.

Despite demand and a renewed level of confidence, Victorian salaries will remain relatively stable.

**“ Across the oil and gas sector we are seeing renewed interest from employers in multi-skilled Engineers and Technicians. ”**

In Queensland, vacancy activity has increased across both major operators and the firms that support them. An increase in greenfield projects has led to maintenance and infrastructure investment. Some major operators have shifted their sights from the top tier engineering and maintenance firms to smaller companies, which has created job opportunities in these businesses.

This year, we expect to see a greater focus on the areas of project and engineering controls, health and safety, design, reliability and field service. Vacancy activity will also increase across commercial operations within wholesale and retail providers.

In Western Australia, the shift from construction into operations and maintenance is the key focus, with special attention on Woodside Energy's Browse and Scarborough expansions and the use of existing infrastructure. Vacancies will come from operators and larger consultancies associated with these expansions. Add the introduction of autonomous technologies and we expect

to see increasing requirements for project-based roles including Project Managers, Engineers and Planners.

Some wage pressure may arise if similar roles become available in the mining sector.

Activity increased significantly in South Australia's oil and gas sector in 2018-19. In 2019-20 demand will rise for people with experience in the construction and commissioning of greenfield sites, including Construction Superintendents, Geophysicist and Mechanical and Electrical Engineers for support services, including power generation and substations.

Professionals with experience in operations and production in brownfield sites will be required too, including Rig Electricians, Mechanics and experienced Drillers and Operators. With Santos looking to nearly double production by 2025, we expect to see a steady flow of vacancy activity in the region.

Salary increases may arise for candidates with transferrable skills from other sectors or as South Australian businesses are forced to match the higher salaries on offer in Queensland and Western Australia.

Given the focus on maintenance in all states, demand will also be evident for Boilermakers, Welders, Operators, Fitters and HPU Technicians. TAs, Planners and Schedulers are also needed. Skilled Operator Maintainers will be required to carry out operation and maintenance activities on active production plants.

In exploration, Geologists, Drillers, Company Representatives and Rig Crews are in higher demand than in previous years but there is likely to be little wage pressure within Australia. Competition for talent may come from North America, the Middle East and Europe as a rising oil price generally results in all international markets increasing capital investment, with skill shortages surfacing as a result. As these shortages grow, salary increases will likely follow.

For new projects, Project Engineers as well as Cost and Planning Engineers will remain in demand in most states as construction and upgrade projects commence and oil and gas employers compete with mining and construction companies for these transferrable skills. This may result in wage pressure in some areas.

In the downstream segment, Gas Insertion Workers are required as the active residential construction market increases the demand on infrastructure and utilities. In line maintenance and engineering services, demand exists for Engineering Service Managers, Technicians and Mechanical Fitters.

Across the oil and gas sector we are seeing renewed interest from employers in multi-skilled Engineers and Technicians. In previous years, the industry required experts in one particular niche area, for example instrument engineering or controls engineering. Today however, employers look for candidates with a broader skillset who can wear multiple hats. Consequently, candidates with niche skillsets should broaden their experience in order to become more appealing to hiring organisations. For example, complete a project management qualification or look into growth technologies such as automation or robotics.

Finally, of continuing concern for the broader oil and gas industry will be the loss of qualified candidates to the renewable energy sector. One initiative aimed at future-proofing the skills pipeline was the formation of a taskforce in Western Australia to help promote the state as an oil and gas hub. In the year ahead, we expect to see more initiatives aimed at retaining project, reliability and design candidates in the industry.

# OIL & GAS

## Project Development

| DESIGN/ENGINEERING | Graduate Engineer | Design Engineer* | Senior Design Engineer | Principal/Lead Engineer | Engineering Manager |
|--------------------|-------------------|------------------|------------------------|-------------------------|---------------------|
| WA                 | 55 - 75           | 85 - 130         | 130 - 160              | 160 - 220               | 180 - 240           |
| QLD                | 60 - 85           | 80 - 130         | 120 - 150              | 145 - 185               | 180 - 225           |
| NSW                | 55 - 75           | 75 - 120         | 120 - 150              | 160 - 180               | 180 - 230           |
| VIC                | 60 - 75           | 70 - 120         | 85 - 135               | 130 - 150               | 160 - 210           |
| SA                 | 50 - 60           | 65 - 85          | 90 - 120               | 120 - 140               | 140 - 160           |
| NT                 | 65 - 95           | 90 - 135         | 140 - 180              | 160 - 250               | 200 - 260           |

|     | Senior Design Drafter | Design Manager |
|-----|-----------------------|----------------|
| WA  | 90 - 120              | 120 - 160      |
| QLD | 80 - 125              | 120 - 165      |
| NSW | 80 - 110              | 120 - 180      |
| VIC | 65 - 95               | 120 - 160      |
| SA  | 70 - 80               | 90 - 110       |
| NT  | 90 - 130              | 150 - 190      |

| SUBSEA DESIGN/ENGINEERING | Graduate Engineer | Engineer | Senior Engineer | Principal/Lead Engineer | Manager   |
|---------------------------|-------------------|----------|-----------------|-------------------------|-----------|
| WA                        | 65 - 85           | 85 - 130 | 120 - 160       | 160 - 220               | 190 - 250 |
| QLD                       | 60 - 80           | 80 - 120 | 120 - 140       | 140 - 180               | 180 - 220 |
| NSW                       | N/A               | N/A      | N/A             | N/A                     | N/A       |
| VIC                       | 60 - 75           | 80 - 100 | 110 - 125       | 140 - 150               | 170 - 185 |
| SA                        | N/A               | N/A      | N/A             | N/A                     | N/A       |
| NT                        | 60 - 90           | 80 - 125 | 150 - 220       | 180 - 250               | 200 - 325 |

### NOTES:

• All salaries shown are exclusive of superannuation

\* Design Engineer - Civil/Mechanical/Process/Elec/I&C Discipline

# OIL & GAS

## Project Development

| PROJECT DELIVERY/CONTROLS | Planner   | Senior Planner | Planning Manager | Contracts Administrator | Senior Contracts Administrator | Cost Engineer |
|---------------------------|-----------|----------------|------------------|-------------------------|--------------------------------|---------------|
| WA                        | 120 - 160 | 150 - 200      | 180 - 220        | 100 - 130               | 150 - 200                      | 120 - 170     |
| QLD                       | 110 - 135 | 135 - 165      | 165 - 210        | 75 - 130                | 125 - 155                      | 125 - 145     |
| NSW                       | 90 - 110  | 110 - 140      | 150 - 190        | 70 - 110                | 110 - 150                      | 110 - 150     |
| VIC                       | 85 - 115  | 90 - 120       | 120 - 150        | 70 - 95                 | 85 - 110                       | 80 - 120      |
| SA                        | 95 - 110  | 110 - 130      | 130 - 150        | 80 - 110                | 100 - 130                      | 110 - 130     |
| NT                        | 120 - 160 | 140 - 180      | 170 - 220        | 80 - 130                | 120 - 190                      | 120 - 170     |

|     | Senior Cost Engineer | Commercial Manager | Project Controls Manager | Commissioning Engineer | Commissioning Manager |
|-----|----------------------|--------------------|--------------------------|------------------------|-----------------------|
| WA  | 145 - 190            | 200 - 250          | 200 - 250                | 165 - 200              | 200 - 260             |
| QLD | 145 - 175            | 185 - 245          | 175 - 220                | 135 - 175              | 180 - 220             |
| NSW | 150 - 190            | 160 - 230          | 140 - 200                | 110 - 150              | 150 - 190             |
| VIC | 90 - 140             | 140 - 210          | 140 - 170                | 90 - 150               | 140 - 180             |
| SA  | 120 - 130            | 130 - 140          | 140 - 160                | 90 - 130               | 150 - 170             |
| NT  | 155 - 210            | 200 - 275          | 200 - 270                | 120 - 170              | 150 - 210             |

|     | Project Engineer** | Senior Project Engineer | Project Manager | Senior Project Manager | Superintendent*** |
|-----|--------------------|-------------------------|-----------------|------------------------|-------------------|
| WA  | 120 - 160          | 170 - 210               | 170 - 220       | 190 - 240              | 150 - 180         |
| QLD | 120 - 165          | 160 - 220               | 165 - 205       | 205 - 230              | 145 - 185         |
| NSW | 100 - 130          | 130 - 170               | 150 - 190       | 190 - 220              | 130 - 150         |
| VIC | 80 - 110           | 100 - 130               | 120 - 150       | 140 - 170              | 130 - 180         |
| SA  | 90 - 110           | 100 - 130               | 130 - 150       | 150 - 180              | 140 - 160         |
| NT  | 120 - 190          | 165 - 230               | 170 - 220       | 195 - 240              | 140 - 180         |

### NOTES:

• All salaries shown are exclusive of superannuation

x These salaries represent onshore salaries - for offshore you can typically add 15 - 20 per cent

\* Project Engineer - Civil/Structural/Mechanical/Process/Elec/I&C Discipline

\*\* Superintendent - Civil/Structural/Mechanical/Process/Elec/I&C Discipline

# OIL & GAS

## Project Development

| PROJECT DELIVERY/CONTROLS HSEQ | Onshore Advisor/Officer | Offshore Advisor/Officer | HSE Manager | QA/QC Manager |
|--------------------------------|-------------------------|--------------------------|-------------|---------------|
| WA                             | 90 - 120                | 150 - 190                | 140 - 170   | 140 - 170     |
| QLD                            | 95 - 125                | N/A                      | 125 - 170   | 130 - 165     |
| NSW                            | 80 - 120                | N/A                      | 120 - 200   | 110 - 160     |
| VIC                            | 90 - 130                | N/A                      | 140 - 200   | 120 - 150     |
| SA                             | 90 - 140                | N/A                      | 130 - 170   | 120 - 140     |
| NT                             | 90 - 160                | 150 - 200                | 170 - 245   | 135 - 175     |

|     | Corporate HSE Manager | Environmental Engineer | Environmental Advisor |
|-----|-----------------------|------------------------|-----------------------|
| WA  | 180 - 230             | 130 - 150              | 140 - 170             |
| QLD | 165 - 205             | 135 - 180              | 135 - 165             |
| NSW | 190 - 250             | 115 - 165              | 125 - 180             |
| VIC | 140 - 220             | 120 - 155              | 120 - 160             |
| SA  | 160 - 180             | 120 - 160              | 90 - 120              |
| NT  | 220 - 300             | 140 - 185              | 155 - 190             |

| SUBSEA PROJECT DELIVERY | Technician (non degree) | Senior Technician (non degree) | Installation Engineer | Senior Installation Engineer |
|-------------------------|-------------------------|--------------------------------|-----------------------|------------------------------|
| WA                      | 80 - 120                | 100 - 140                      | 130 - 170             | 150 - 190                    |
| QLD                     | N/A                     | N/A                            | N/A                   | N/A                          |
| NSW                     | N/A                     | N/A                            | N/A                   | N/A                          |
| VIC                     | N/A                     | N/A                            | N/A                   | N/A                          |
| SA                      | N/A                     | N/A                            | N/A                   | N/A                          |
| NT                      | 80 - 120                | 100 - 160                      | 130 - 175             | 160 - 220                    |

|     | Installation Manager/<br>Client Rep | Vessel Mgr/<br>Marine Ops Manager |
|-----|-------------------------------------|-----------------------------------|
| WA  | 160 - 210                           | 180 - 220                         |
| QLD | N/A                                 | N/A                               |
| NSW | N/A                                 | N/A                               |
| VIC | N/A                                 | N/A                               |
| SA  | N/A                                 | N/A                               |
| NT  | 180 - 260                           | 160 - 220                         |

### NOTES:

- All salaries shown are exclusive of superannuation

# OIL & GAS

## Operations & Maintenance

| OPERATIONS & MAINTENANCE | Discipline Engineer* | Maintenance Planner | Maintenance Supervisor | Production Superintendent | Production Manager | Process Operator |
|--------------------------|----------------------|---------------------|------------------------|---------------------------|--------------------|------------------|
| WA                       | 130 - 180            | 120 - 160           | 130 - 160              | 140 - 180                 | 150 - 200          | 80 - 110         |
| QLD                      | 110 - 155            | 120 - 165           | 125 - 165              | 135 - 185                 | 145 - 190          | 85 - 120         |
| NSW                      | 100 - 150            | 100 - 140           | 100 - 140              | 110 - 150                 | 150 - 190          | 75 - 115         |
| VIC                      | 75 - 125             | 90 - 120            | 100 - 130              | 110 - 150                 | 150 - 180          | 90 - 130         |
| SA                       | 90 - 120             | 100 - 120           | 120 - 130              | 130 - 160                 | 150 - 180          | 80 - 100         |
| NT                       | 135 - 180            | 120 - 170           | 120 - 160              | 120 - 170                 | 150 - 210          | 100 - 120        |

| DESIGN/ENGINEERING | Discipline Tech** | OIM       | Ops Support Engineer | Ops Superintendent | Ops Manager |
|--------------------|-------------------|-----------|----------------------|--------------------|-------------|
| WA                 | 80 - 120          | 180 - 220 | 110 - 160            | 140 - 180          | 200 - 250   |
| QLD                | 75 - 120          | N/A       | 105 - 145            | 135 - 185          | 190 - 235   |
| NSW                | 70 - 90           | N/A       | 80 - 110             | 120 - 180          | 190 - 260   |
| VIC                | 65 - 90           | 180 - 250 | 90 - 130             | 120 - 170          | 170 - 210   |
| SA                 | 70 - 110          | 170 - 200 | 90 - 130             | 140 - 180          | 180 - 220   |
| NT                 | 85 - 120          | N/A       | 100 - 150            | 150 - 200          | 210 - 300   |

**NOTES:**

• All salaries shown are exclusive of superannuation

\* Discipline Engineer - E&I/Mech/Process/Corrosion/Materials/Reliability Discipline

\*\* Discipline Tech - E&I/Mech/Process Discipline

# OIL & GAS

## Geosciences & Petroleum Engineering

| <b>GEOSCIENCES</b> | <b>Graduate Geoscientist</b> | <b>Intermediate Geoscientist</b> | <b>Senior Geoscientist</b> | <b>Lead Geoscientist</b> | <b>Exploration Manager</b> | <b>Technical Assistant</b> |
|--------------------|------------------------------|----------------------------------|----------------------------|--------------------------|----------------------------|----------------------------|
| WA                 | 60 - 90                      | 85 - 110                         | 140 - 180                  | 180 - 220                | 230 - 300                  | 50 - 80                    |
| QLD                | 65 - 95                      | 95 - 125                         | 125 - 165                  | 165 - 210                | 215 - 290                  | 65 - 85                    |
| NSW                | 65 - 95                      | 90 - 130                         | 120 - 185                  | 180 - 250                | 210 - 290                  | 70 - 95                    |
| VIC                | 60 - 80                      | 70 - 100                         | 80 - 130                   | 140 - 170                | 200 - 280                  | 75 - 95                    |
| SA                 | 45 - 60                      | 60 - 80                          | 80 - 100                   | 100 - 120                | 120 - 150                  | 50 - 70                    |
| NT                 | 70 - 110                     | 90 - 140                         | 150 - 230                  | 200 - 280                | 230 - 300                  | 80 - 110                   |

|     | <b>Geologist</b> | <b>Hydrogeologist</b> | <b>Environmental Geologist</b> | <b>Petrophysicist</b> |
|-----|------------------|-----------------------|--------------------------------|-----------------------|
| WA  | 120 - 220        | 120 - 200             | 120 - 200                      | 150 - 220             |
| QLD | 125 - 205        | 115 - 195             | N/A                            | 140 - 220             |
| NSW | 120 - 190        | 100 - 170             | 100 - 150                      | 150 - 230             |
| VIC | 100 - 140        | 100 - 140             | 80 - 100                       | 150 - 220             |
| SA  | 80 - 100         | 90 - 130              | 70 - 100                       | 120 - 140             |
| NT  | 120 - 200        | 120 - 200             | 120 - 200                      | 140 - 220             |

| <b>PETROLEUM/RESERVOIR ENGINEERING</b> | <b>Graduate Engineer</b> | <b>Intermediate Engineer</b> | <b>Senior Engineer</b> | <b>Lead Engineer</b> | <b>Engineering Manager</b> |
|--|--------------------------|------------------------------|------------------------|----------------------|----------------------------|
| WA                                     | 65 - 85                  | 80 - 120                     | 140 - 180              | 180 - 220            | 220 - 300                  |
| QLD                                    | 65 - 90                  | 90 - 120                     | 130 - 180              | 180 - 220            | 220 - 300                  |
| NSW                                    | 70 - 90                  | 95 - 135                     | 120 - 150              | 130 - 190            | 180 - 220                  |
| VIC                                    | 60 - 80                  | 75 - 100                     | 130 - 150              | 150 - 210            | 190 - 280                  |
| SA                                     | 50 - 55                  | 70 - 100                     | 120 - 130              | 150 - 180            | 180 - 200                  |
| NT                                     | 75 - 125                 | 120 - 180                    | 160 - 220              | 185 - 240            | 230 - 300                  |

| <b>DRILLING</b> | <b>Drilling Engineer</b> | <b>Senior Drilling Engineer</b> | <b>Drilling Manager</b> | <b>LWD/MWD Engineer</b> | <b>Rig Manager</b> |
|-----------------|--------------------------|---------------------------------|-------------------------|-------------------------|--------------------|
| WA              | 120 - 160                | 160 - 200                       | 190 - 250               | 110 - 160               | 180 - 250          |
| QLD             | 145 - 190                | 185 - 235                       | 235 - 260               | 115 - 165               | 170 - 205          |
| NSW             | 110 - 150                | 150 - 190                       | 200 - 270               | N/A                     | 155 - 185          |
| VIC             | 120 - 150                | 150 - 180                       | 200 - 280               | 100 - 140               | 180 - 200          |
| SA              | 120 - 150                | 150 - 180                       | 180 - 200               | 90 - 120                | 150 - 200          |
| NT              | 145 - 180                | 170 - 240                       | 240 - 320               | 90 - 140                | 165 - 195          |

### NOTES:

- All salaries shown are exclusive of superannuation

# ABOUT US

Our passion lies in helping people develop their professional careers, in whatever sector they work; this principle is what makes Hays the world's leading expert in recruiting qualified, professional and skilled people.

We believe that the right job can transform a person's life and the right person can transform an organisation. We have the depth of expertise and market insight to offer advice to both clients and candidates.

Fuelled by energy and passion, we look beyond skills and experience to find the right cultural fit. This enables individuals and organisations to flourish.

We've equipped our consultants with the latest innovative technology to ensure they can find the ideal candidate for their clients' roles more quickly and effectively than ever before. This includes utilising data science tools and digital technologies through our 'Find & Engage' solution and investing in artificial intelligence techniques and machine learning tools.

We've also fostered strategic relationships with SEEK Limited, which allows us access to millions of candidates, and LinkedIn®, which provides real-time data on the active candidate market, behavioural trend analysis for future movers and an additional talent pool.

Together, this ensures we'll power your world of work.

# OUR SPECIALISMS

Accountancy & Finance  
Architecture  
Banking  
Construction  
Contact Centres  
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Energy  
Engineering  
Executive  
Facilities Management  
Healthcare  
Human Resources  
Insurance  
Information Technology  
Legal  
Life Sciences  
Logistics  
Manufacturing & Operations  
Marketing & Digital  
Office Support  
Oil & Gas  
Policy & Strategy  
Procurement  
Property  
Resources & Mining  
Retail  
Sales  
Trades & Labour

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# ABOUT HAYS IN AUSTRALIA & NEW ZEALAND

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**40+**

Years of experience

**30+**

Areas of expertise

**1,000+**

Recruiting experts

**40+**

Offices across  
Australia & New Zealand

**2,000+**

Jobs filled each week

## Australia

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#### Sydney CBD

Chifley Tower T: 02 8226 9600

City South T: 02 9280 3577

#### Sydney Suburbs

Burwood T: 02 9744 3344

Chatswood T: 02 9411 8122

Hurstville T: 02 9580 8333

Liverpool T: 02 9601 8822

North Sydney T: 02 9957 5733

Parramatta T: 02 9635 1133

#### Regional

Newcastle T: 02 4925 3663

Wollongong T: 02 4222 0100

### Victoria

#### Melbourne CBD

Collins St T: 03 9604 9600

St Kilda Rd T: 03 9804 5313

#### Melbourne Suburbs

Camberwell T: 03 9946 3500

Moonee Ponds T: 03 9326 2149

Mulgrave T: 03 8562 4250

#### Regional

Albury/Wodonga T: 02 6062 3000

Ballarat T: 03 5303 9997

Geelong T: 03 5226 8000

### Queensland

#### Brisbane CBD

Brisbane T: 07 3243 3000

#### Brisbane Suburbs

Chermside T: 07 3259 4900

Mt. Gravatt T: 07 3349 6563

#### Regional

Cairns T: 07 4049 2900

Gold Coast T: 07 5571 0751

Ipswich T: 07 3817 1900

Mackay T: 07 4960 1100

Maroochydore T: 07 5412 1100

Mt. Isa T: 07 4960 1121

Toowoomba T: 07 3817 1999

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### Northern Territory

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## New Zealand

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South Auckland T: 09 525 1333

Christchurch T: 03 377 6656

Wellington T: 04 471 4490

## Our international reach - operating in 34 markets

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Austria

Belgium

Brazil

Canada

Chile

China

Colombia

Czech Republic

Denmark

France

Germany

Hong Kong

Hungary

India

Ireland

Italy

Japan

Luxembourg

Malaysia

Mexico

Netherlands

New Zealand

Poland

Portugal

Romania

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Spain

Sweden

Switzerland

United Arab Emirates

United Kingdom

United States of America

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