



# Salary Guide

## FY25/26

[hays.com.au](https://hays.com.au) | [hays.net.nz](https://hays.net.nz)



# Contents

|                                                     |    |                         |     |                                  |     |
|-----------------------------------------------------|----|-------------------------|-----|----------------------------------|-----|
| Cutting through the noise                           | 3  | Hays services           | 39  | Legal                            | 113 |
| About the survey                                    | 5  | Industry salaries       | 41  | Life Sciences                    | 118 |
| Macro trends                                        | 6  | Accountancy and Finance | 42  | Logistics                        | 121 |
| Key findings                                        | 7  | Architecture            | 58  | Manufacturing and Operations     | 125 |
| Industry and profession key findings                | 9  | Banking                 | 61  | Marketing and Digital            | 129 |
| Salary findings                                     | 12 | Construction            | 74  | Resources and Mining             | 136 |
| Rising expectations                                 | 17 | Contact Centres         | 79  | Office Support                   | 146 |
| Key benefit findings                                | 20 | Defence                 | 82  | Policy and Strategy              | 151 |
| Benefits disconnect between employers and employees | 23 | Energy                  | 86  | Procurement                      | 155 |
| Attraction and retention factors                    | 26 | Engineering             | 89  | Property                         | 157 |
| Change is constant                                  | 29 | Executive               | 97  | Sales                            | 160 |
| The system is stuck                                 | 33 | Facilities Management   | 99  | Sustainability and Environmental | 168 |
| Salaries, benefits and career trends by age         | 37 | Human Resources         | 103 | Technology                       | 171 |
|                                                     |    | Insurance               | 109 |                                  |     |

# Cutting through *the noise*

**There are plenty of great jobs and plenty of quality candidates out there at the moment, it's just getting harder to navigate the increasing traffic. Hopefully we can provide a route through that gridlock so that you can all find each other.**

This year's Salary Guide data illustrates that while the market is rich in opportunities, navigating attraction, expectations, and rewards is becoming increasingly complex. From shifting benefit preferences to evolving views on satisfaction and value, employers and professionals alike are facing new puzzles in how they connect, collaborate, and create shared value.

It appears in the volume of applications and increasing complexity of the recruitment process, you're both finding it harder to get in touch. Let me assure you though, that there are plenty of jobs and candidates out there, it's just getting more difficult to cut through the volume of white noise to talk to each other.

There are several reasons for this mess, this gridlock, or this white noise; whichever metaphor strikes a chord with you. Having recently released the [Hays 2025 Skills Report](#), we know that a skills shortage is one of them. In this survey 84 per cent of hiring managers reported experiencing a skills shortage to some degree. While we wouldn't disagree with the data, there is a caveat; almost right the way across the board there is a shortage of human skills and that needs an education piece and training, but it doesn't mean there aren't

people with the right technical skills and knowledge available to do a great job. Almost everyone in this current age needs to improve communication and teamwork skills as we segue to an even more digital environment, but it's becoming something of a level playing field in that respect.

Another reason for the slowdown has become the level of expectations on both sides, heightened by the cost of living, the huge array and complexity of benefits available to employees, and the need for flexibility on both sides. In some ways it isn't that there isn't enough choice, but that there's almost too much. When it came to benefits available in our survey, there were as many as 25 different options being offered by companies, but the combined amount of people wanting the top two benefits was greater than the combined total of the bottom 20.

There is also, of course, human nature. Just like life itself, your personal views on your job, your salary, and your level of satisfaction, comes down to any number of internal and external factors. As we found in the report, there are a portion of people earning over \$250k who are dissatisfied with that, and a number earning less

*“There are plenty of jobs and candidates out there, it's just getting more difficult to cut through the volume of white noise to talk to each other.”*



**Matthew Dickason**

CEO APAC, Hays

than \$50k who are quite happy. Many who get a pay rise of greater than 20 per cent feel underpaid, some receiving nothing feel fairly rewarded. Yes, there are trends, which we explore in depth throughout the guide, but everybody is unique.

Then throw into this scenario the big spanner which is AI. Suddenly the volume of applications has increased significantly, and often with highly exaggerated CVs and AI-generated cover letters which overly embellish. Candidates are reporting that it takes far more applications to land a job, and often the higher quality candidates who refuse to lower their standards are deciding to stay where they are. Those desperate to find a new job continue to apply in even larger numbers and for longer periods, becoming more and more willing to lower their demands. As a result, organisations are reporting a greater number of applications and a lower suitability of candidate.

The system is stuck. The route to a better job is becoming gridlocked. Change is still happening, a third of people surveyed had moved jobs in the last 12 months, it's just taking a little longer in most cases.

With expert help, knowledge and insights, there are ways to get there quicker. In this report we think you'll find the keys to unlocking your future and regain hope if it has been fading. It's taking almost everybody longer to find a job now, but there is something for everyone.

We hope this year's Salary Guide provides valuable insights and leads to meaningful discussions about the evolving workforce. In a rapidly changing job market, staying informed is key to making confident decisions, whether about hiring, career growth, or industry trends.

**Matthew Dickason**  
*CEO APAC, Hays*



# About the survey

Australia and New Zealand’s most comprehensive guide to salary and recruitment trends.

Over 12,000 respondents across Australia (84%) and New Zealand (16%) took part in our online survey. There was a strong mix of age, gender, and geographical locations, that were also weighted to give an even clearer and more balanced picture of the employment landscape. Hiring managers and professionals were well represented as part of this comprehensive collection of views, making it the most trusted salary guide in Australia and New Zealand.

Roughly equal numbers of men and women took part, and over half of those who responded were aged 30-49. There were 10 per cent at director or c-suite level and 10 per cent at graduate or entry level, the majority were intermediate and manager level in the heart of their career.

Four in ten of those surveyed were involved in hiring within their organisation, and there were a broad mix of organisation sizes – one in five were from small businesses employing less than 20 people, a quarter were from businesses with 1000+ people.

## Industries which took part in the survey

|                                            |                                                                  |
|--------------------------------------------|------------------------------------------------------------------|
| Accommodation and Food Services            | IT/Tech System Design<br>(including Software Design and related) |
| Administrative and Support Services        |                                                                  |
| Advertising                                | Legal                                                            |
| Architectural                              | Life Sciences (including Pharma and Medical Devices)             |
| Agriculture, Forestry and Fishing          | Manufacturing                                                    |
| Arts and Recreation Services               | Market Research and Statistical                                  |
| Construction                               | Management Consulting                                            |
| Education and Training                     | Mining and Resources                                             |
| Energy and Renewables                      | Public Administration and Safety                                 |
| Electricity, Gas, Water and Waste Services | Rental, Hiring and Real Estate Services                          |
| Engineering                                | Retail Trade                                                     |
| Financial and Insurance Services           | Scientific Research                                              |
| Health Care and Social Assistance          | Transport, Postal and Warehousing                                |
| Information Media and Telecommunications   | Wholesale Trade                                                  |

## Salaries of survey respondents

| Salary band     | Percentage |
|-----------------|------------|
| Under \$50k     | 3%         |
| \$50k – \$100k  | 8%         |
| \$100k – \$150k | 58%        |
| \$150k – \$200k | 19%        |
| \$200k – \$250k | 7%         |
| Over \$250k     | 5%         |

## Thank you

We would like to express our thanks to all the organisations and professionals who completed our survey. Your contribution allows us to produce this guide and provide insights into salaries, benefits and recruiting trends across Australia and New Zealand.

Salary  
Checker

Check here ▶



# Macro trends

Change is happening constantly despite the many disruptions that are slowing the job seeking process down.



## Expectations not aligned

- Six in ten workers believe they're underpaid, but satisfaction levels vary widely at all salary levels.
- Salary satisfaction is subjective, some earning \$250k feel underpaid, others on <\$50k are content.
- Pay rises are also open to individual attitudes, 28% were dissatisfied with an increase between 10 and 15%, while 36% were dissatisfied with an increase between 15 and 20%
- Employers can offer up to 25 benefits, but very few are truly valued.
- With 25+ employee benefits available appealing to different life stages, alignment can be complex and yet not tailored individually.
- Flexibility is now a non-negotiable, not a perk.



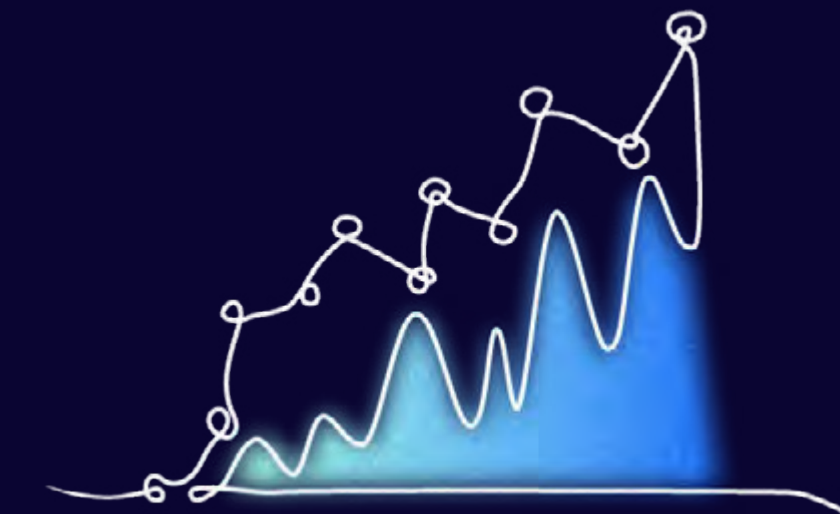
## Skills gap ≠ Talent shortage

- 84% of businesses have experienced a skills shortage in the past year, yet plenty of qualified candidates remain available.
- The challenge lies in human skills, communication, teamwork, adaptability, not just technical ability.
- Human skills need to be nurtured, not just assumed.
- Everyone's learning curve is being tested in a quickly digitising world.



## AI's disruptive impact on recruitment

- Technology has made it easier to apply, but harder to connect.
- Automated applications and AI-generated CVs have led to higher applicant volumes but lower quality matches, with qualifications and experience often exaggerated at application stage.
- High-quality candidates who refuse to lower their standards are choosing to stay put, prolonging hiring cycles.



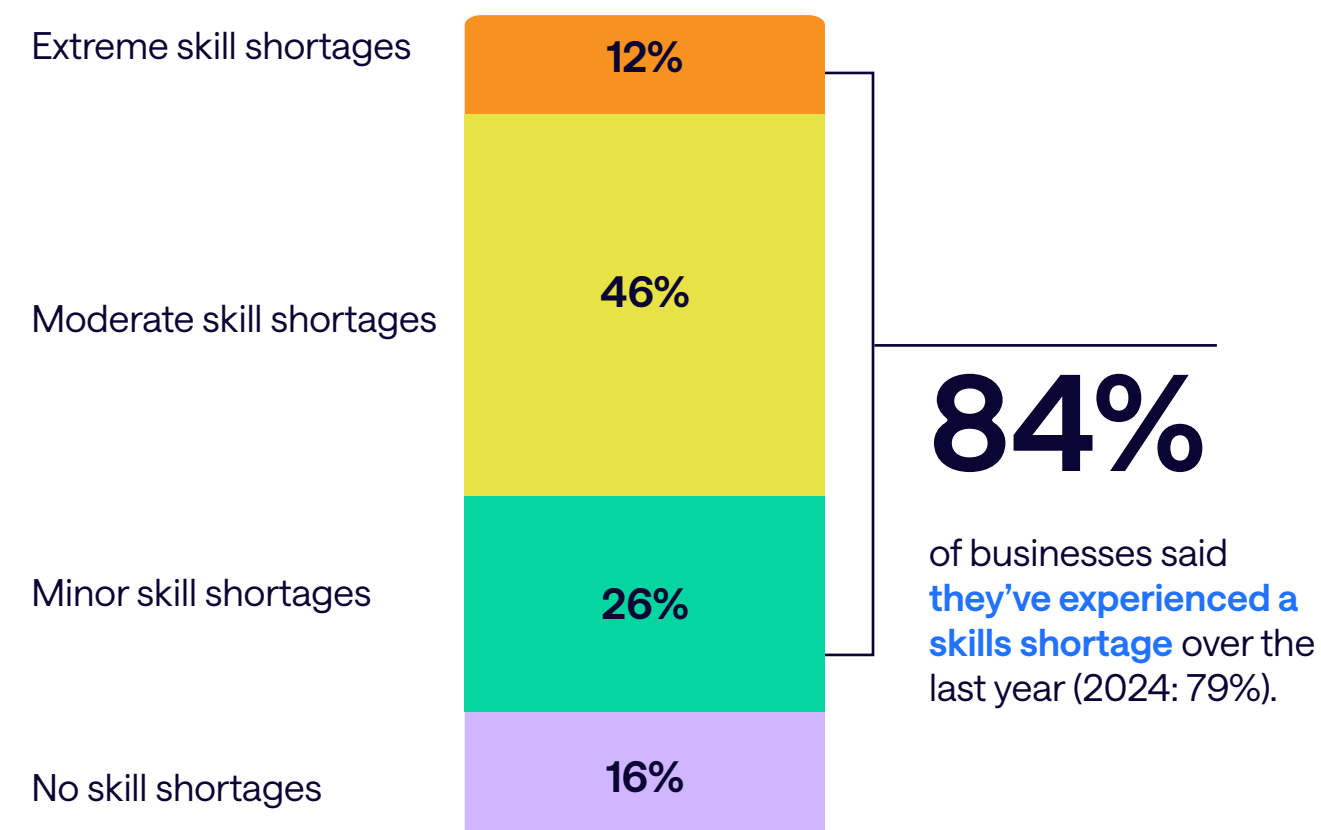
## Job mobility and market sentiment

- A third of professionals have changed jobs in the past year, with almost two-thirds planning a move in the next 12 months.
- There are plenty of jobs and great candidates, but both sides are struggling to connect.
- Despite longer hiring timelines, opportunities exist but matching talent effectively is becoming harder.

# Key findings

**Yes, there's a skills shortage, but there are still plenty of great candidates out there and plenty of jobs for them to apply for. Hiring managers and job seekers just need to find a way to cut through the noise a bit more quickly.**

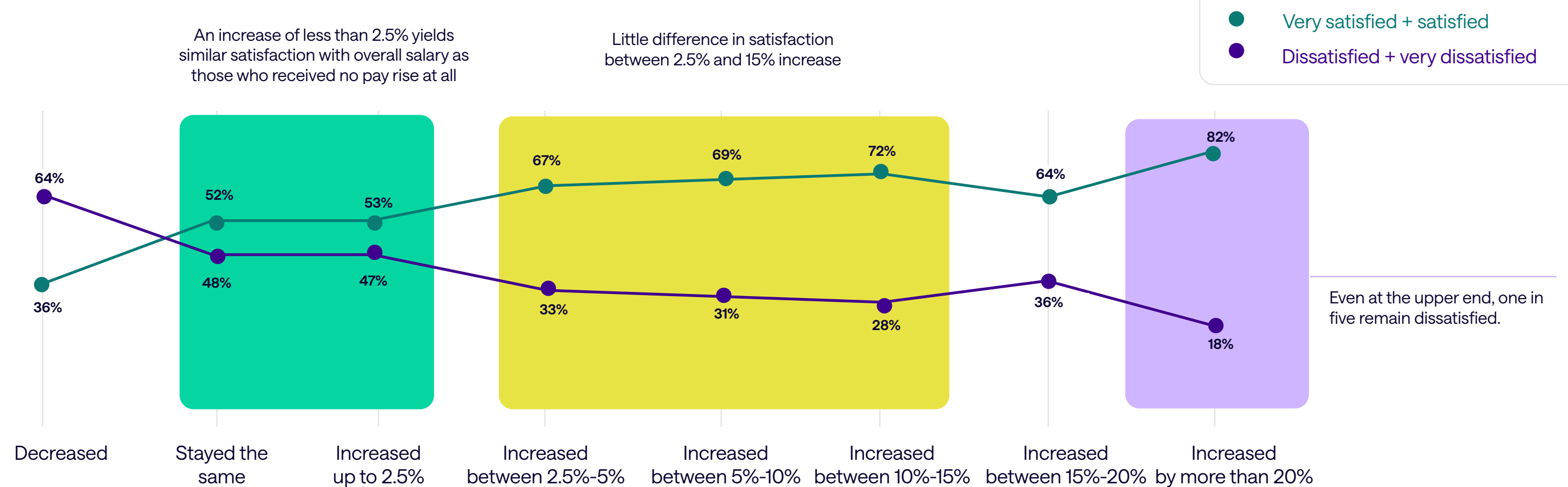
## Extent of skills shortage in past 12 months



As our four key trends on the previous page show, there are some surprising things going on in the world of work. There is clearly confusion and dissatisfaction in the current jobs markets. The cost-of-living, a lack of human skills and the sheer volume of applications are some of the main reasons affecting both hiring managers and candidates. In New Zealand the process is even more difficult with the cost-of-living biting harder. As the graph shows below, there is a skills shortage; but it is so widespread and so based on a lack of human skills, that it shouldn't get in the way of employing candidates. Training is needed at an almost generational level.

Add to these complications the sheer diversity of opinions and attitudes to salary, pay rises, benefits, and pressures of work. Just like life itself, everyone seems to have a different view, which is driven by age, gender, location, life stage, profession, industry and simply whether they are glass half full or half empty. The graph below showing people's reaction to pay rises gives an example of how unpredictable people's opinions can be.

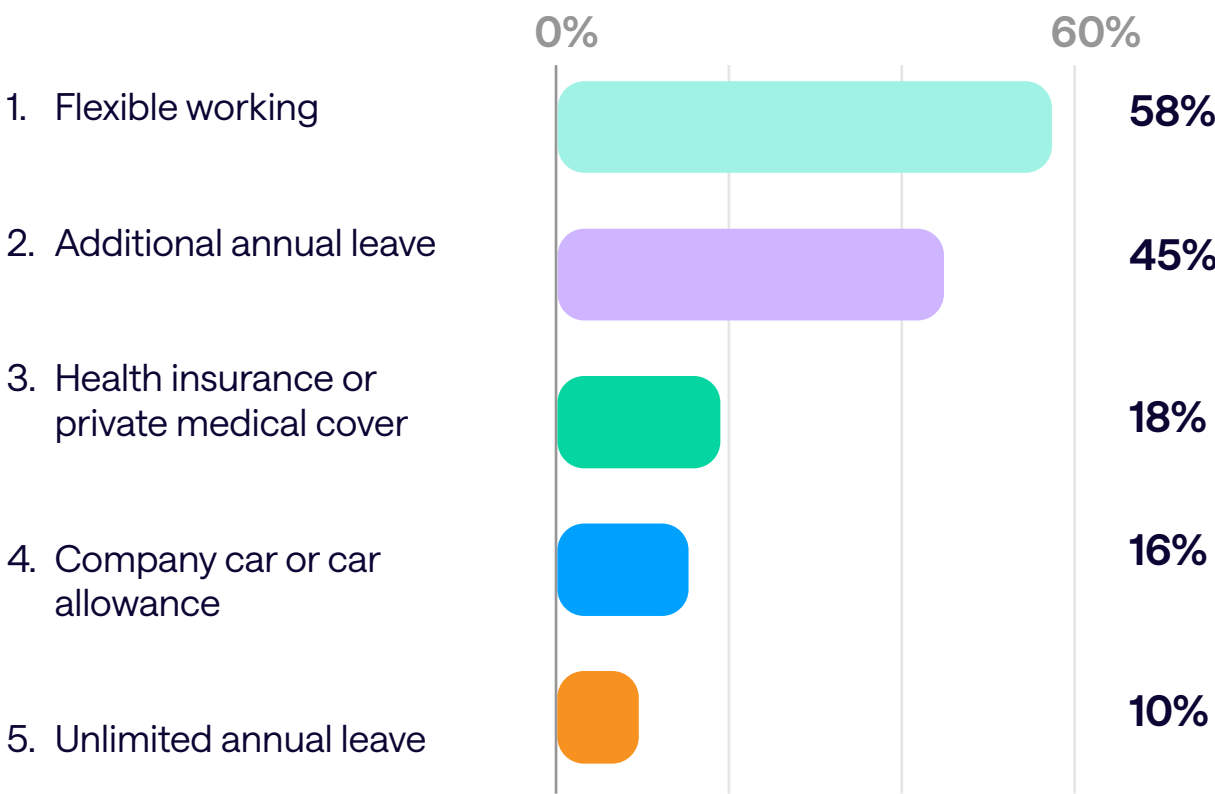
## Relationship between salary increases and satisfaction



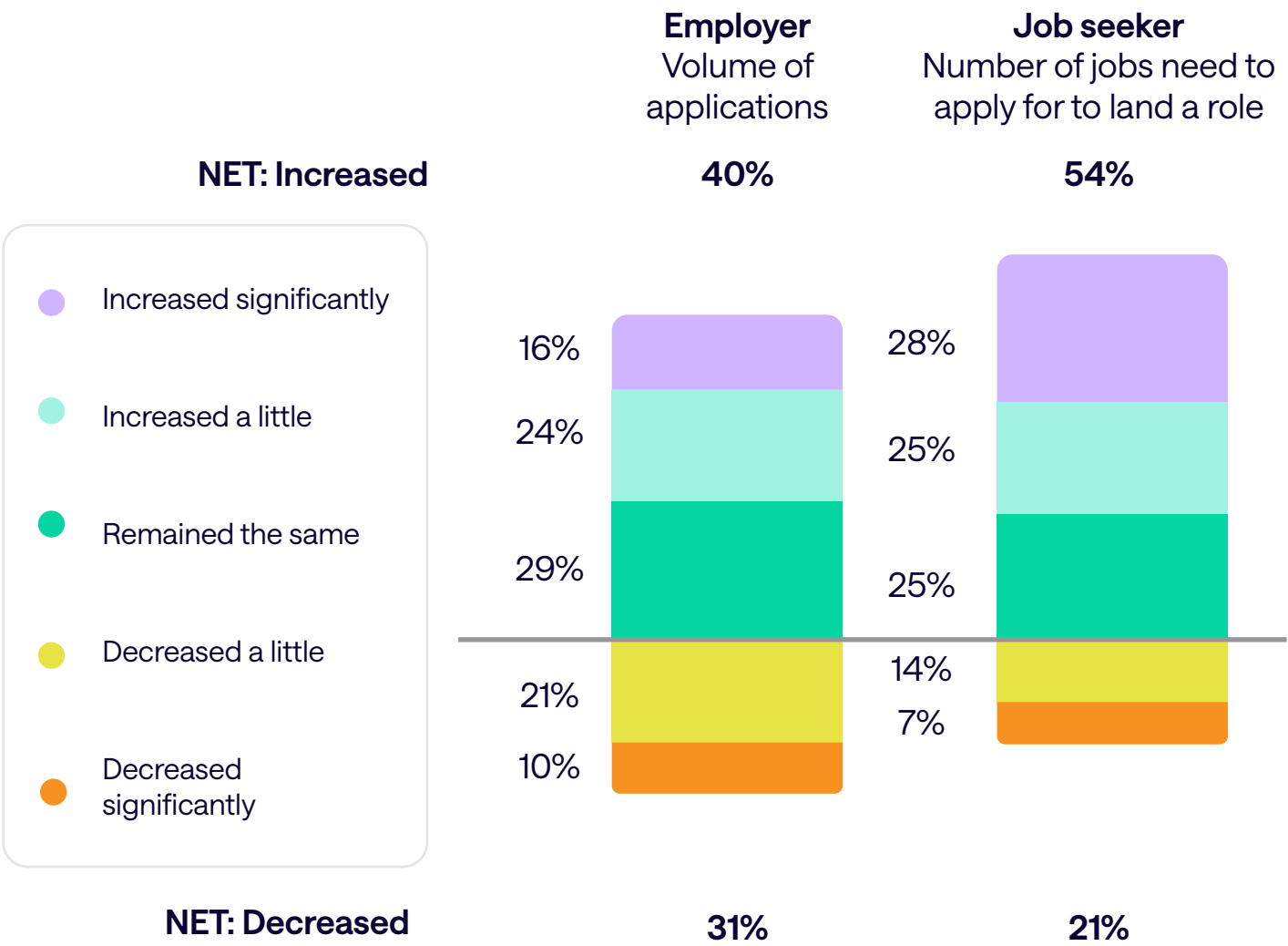
## Key findings continued

Another reason for dissatisfaction and misalignment has become the level of expectations on both sides, heightened by the cost of living, the huge array and complexity of benefits available to employees, and the need for flexibility on both sides. In some ways it isn't that there isn't enough choice, but that there's almost too much. When it came to benefits available in our survey, there were as many as 25 being offered by companies but the combined amount of people wanting the top two benefits was greater than the combined total of the bottom 20. Everybody wants flexibility, to the point where it is becoming a given, rather than a benefit. But the days of thinking a company mobile phone was exciting are long gone.

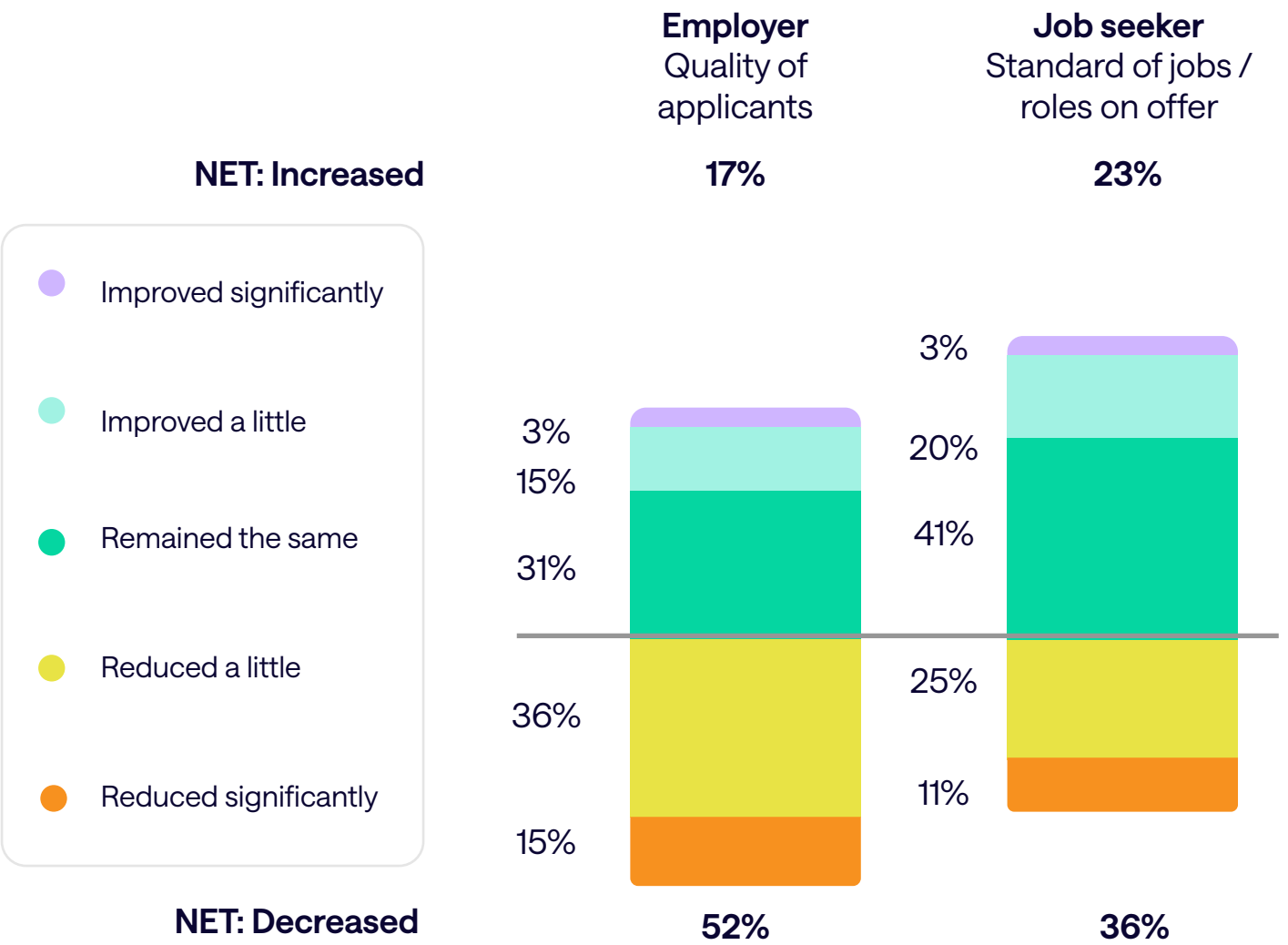
### Most valued employee benefits



### Application volumes are up...



### Whilst suitability is down



# Industry and profession

## *key findings*

**Engineers and accountants are happy and optimistic, architects, marketing and sales people are dissatisfied and feeling underpaid. Here are the winners and losers of the last 12 months.**

Engineering professionals are a happy bunch at the moment. Along with legal professionals they're the profession most likely to have received a larger pay increase (as a percentage of previous pay). They're one of the groups most satisfied with their salary. They're also the profession most likely to feel fairly paid relative to the responsibilities of their role. Of those surveyed, 38 per cent felt they were fairly paid and six per cent actually felt they were overpaid. The reason that engineers look to change organisations is usually down to pay and benefits they are receiving, and as one of the industries currently in growth that's usually achievable.

### Not a good PR story

At the other end of the scale are architects, designers, planners and surveyors, media professionals, and sales, marketing, or public relations professionals, who are all the most dissatisfied with their salary. A huge 70 per cent of architects, designers, planners, and surveyors feel underpaid perhaps because of the length of time it takes to achieve their qualifications, versus the reward at the end.

Sales, marketing, or public relations professionals are among the industries most looking to change jobs, along with education professionals. For the sales, marketing, and PR professionals it often comes because of being dissatisfied with organisational and cultural factors, and the lack of work-life balance that leads to. For workers in education, it can also include location

as part of the issue. The bad news is that changing roles is getting harder, with these professions saying that it takes far more applications to land a role than in previous years. Education professionals and sales, marketing or public relations professionals were also those least optimistic about the economy, probably as a result of their own frustrations at a micro level.

### The optimistic accountants

The optimistic accountant and the happy engineer – both sound like those quirky names given to old English pubs. Perhaps it's the left-brained, practical, and rational natures of such structured roles that lead to a lack of negative emotions around salaries, pay rises and the economy. But both are professions that are happy with the current state of the market and happy to change organisations, usually guided by money when doing so. Perhaps it's just that these are well paid occupations in general.

The professions generally most optimistic about the economy are also those working in it, such as finance brokers and dealers, investment advisors, accountants, and auditors. Along with the professions previously mentioned, accountants and auditors also fell into the group of professionals most likely to change organisations and were one of the only groups to say that it is taking less applications to land a role.

It also helps that both engineering and finance are industries currently in growth.



## Growth (or not)

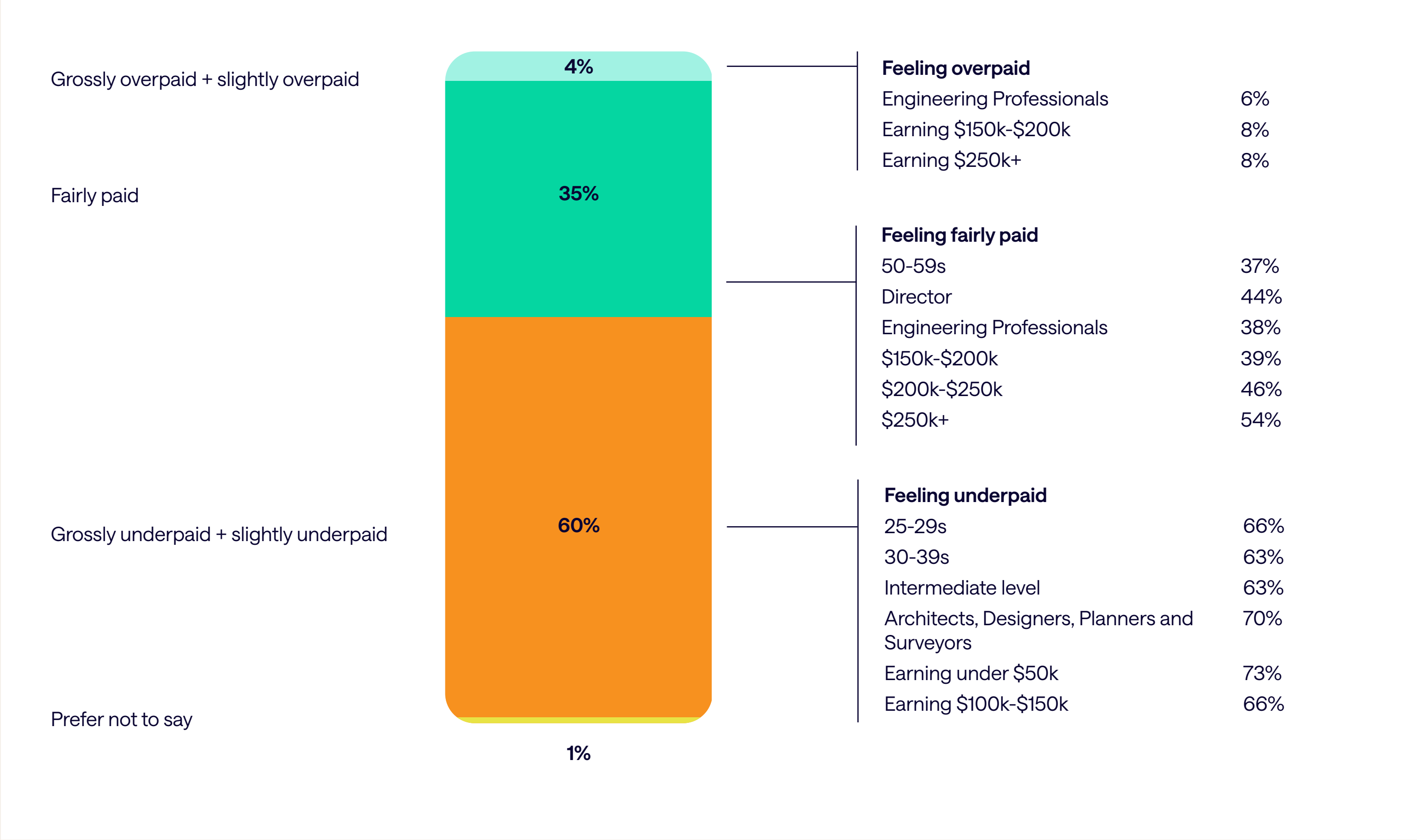
Overall, organisations are reporting that headcounts increased, slightly, in the past year. There was growth of two per cent in Australia, but only 0.1 per cent in New Zealand. Growth of one tenth of a percent shows how much greater the cost-of-living crisis is in New Zealand. The low overall growth reflects a mix of industries in growth and decline.

The industries currently most in growth in Australia and New Zealand include accommodation and food services, energy and renewables, engineering, financial, accounting and insurance services, health care and social assistance. Those in most decline include agriculture, forestry and fishing, construction, information media and telecommunications.

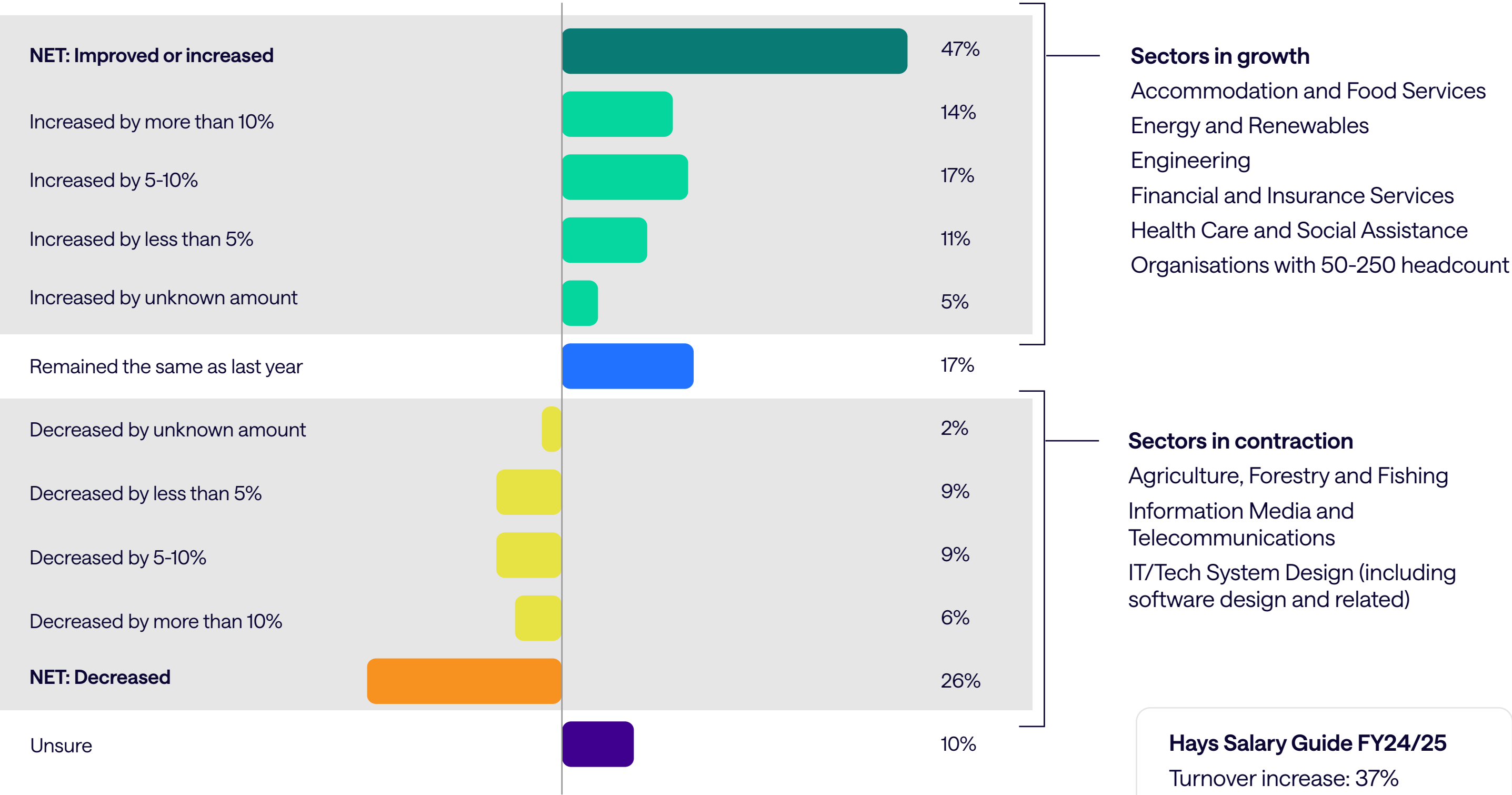
These positions throw up some potential skills shortages; or in some cases it is the skills shortages that are causing the decline. In the case of legal, mining and resources, and fishing and agriculture, it is negative perceptions about the industry that are causing issues. With mining and resources, location is also a problem in many cases, as it is with energy and renewable and education. Mining and resources also suffer from less people entering the market and older workers retiring; this is also the case for transport, postal and warehousing.

The professions generally most optimistic about the economy are also those working in it, such as finance brokers and dealers, investment advisors, accountants and auditors.

## Perceptions of current salary



Change in headcount over last year



**Hays Salary Guide FY24/25**  
Turnover increase: 37%  
Turnover maintenance: 48%  
Turnover decrease: 15%



# Salary *findings*

**The impact of age, gender and profession on your earning potential, and the oddly varying satisfaction levels that provokes.**

You'd be surprised though at some of the results in our survey and how they are perceived by people.

One in five people earning over \$200k are actually dissatisfied with their salary, for instance, while two in five are still satisfied or very satisfied to be earning \$50k or less. Yes, satisfaction tends to go together with salary growth, but not always consistently and logically.

If you're working in New Zealand, older, or at a senior level, you tend to be more satisfied with what you earn. If you're in your twenties, a graduate, or you work in architecture, planning and surveying, or sales and marketing you're more likely to be less satisfied.

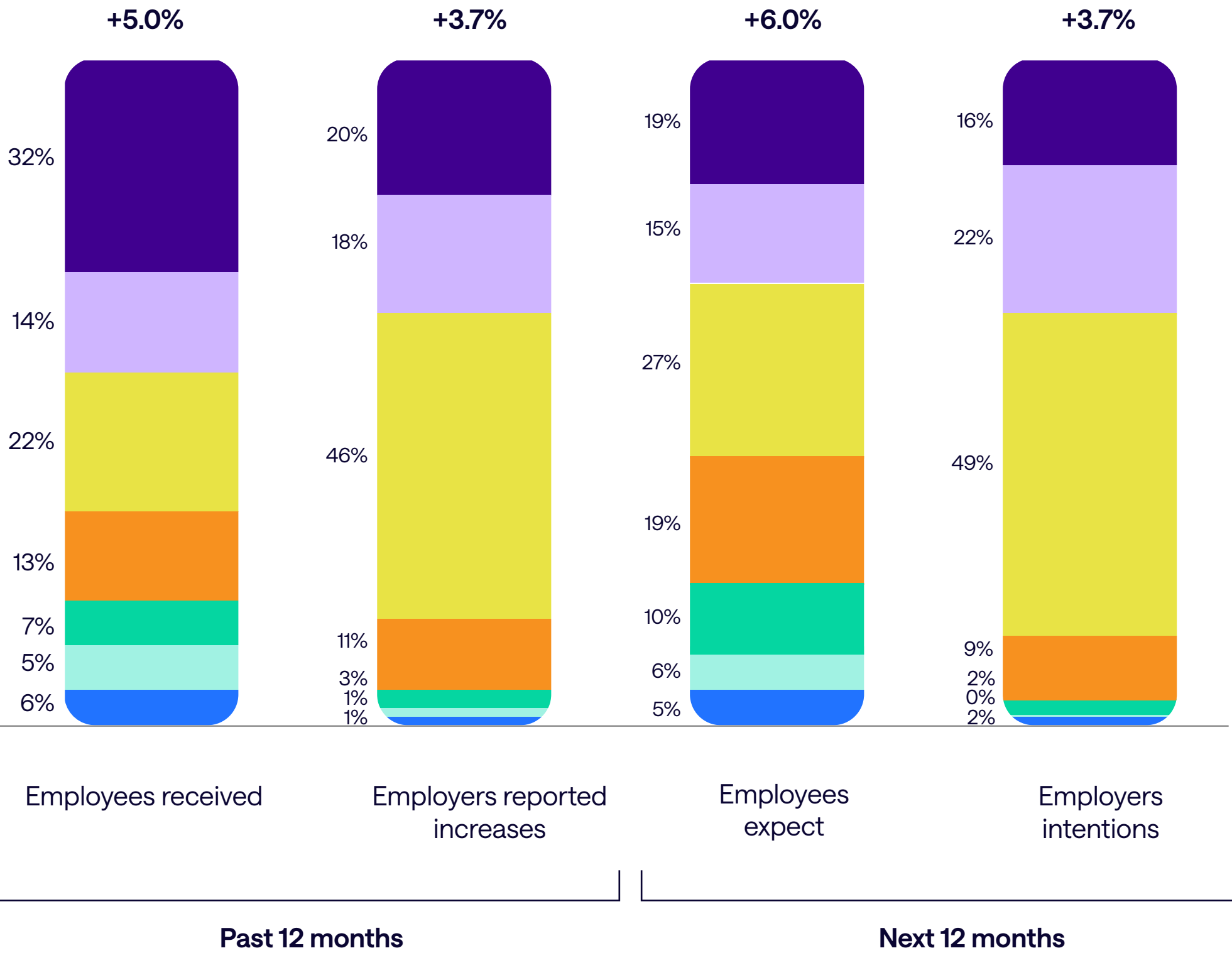
If you're an executive woman in Australia, you're likely to be surrounded by twice as many men earning the same amount or greater than you. Despite legislation to enforce companies to disclose information around men and women's salaries in a bid to drive accountability for gender equality, change is happening very slowly. A gap remains and especially at high salary bands. When you reach the salary bands at \$200k-\$250k and \$250k+ the ratio becomes as high as 2:1 in favour of men. And the gap is even greater in New Zealand.





## Employee expectations vs employer intentions

Average



- Stay the same or decreased
- Increase up to 2.5%
- Increase between 2.5%-5%
- Increase between 5%-10%
- Increase between 10%-15%
- Increase between 15%-20%
- Increased by more than 20%

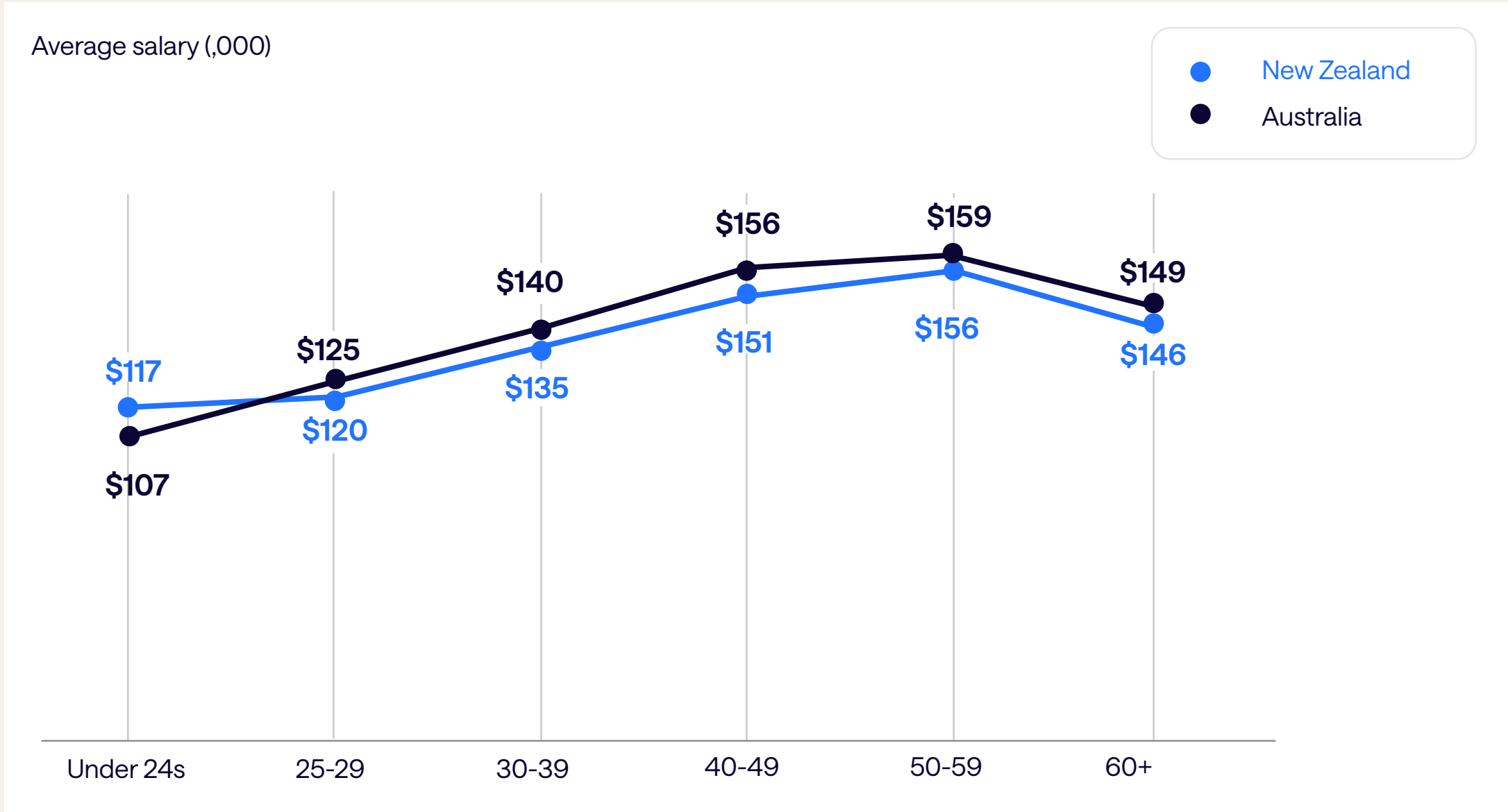
89% of those who had a salary increase expect to receive a salary increase in the next 12 months, with 22% expecting an increase of more than 10%

## Getting better with age

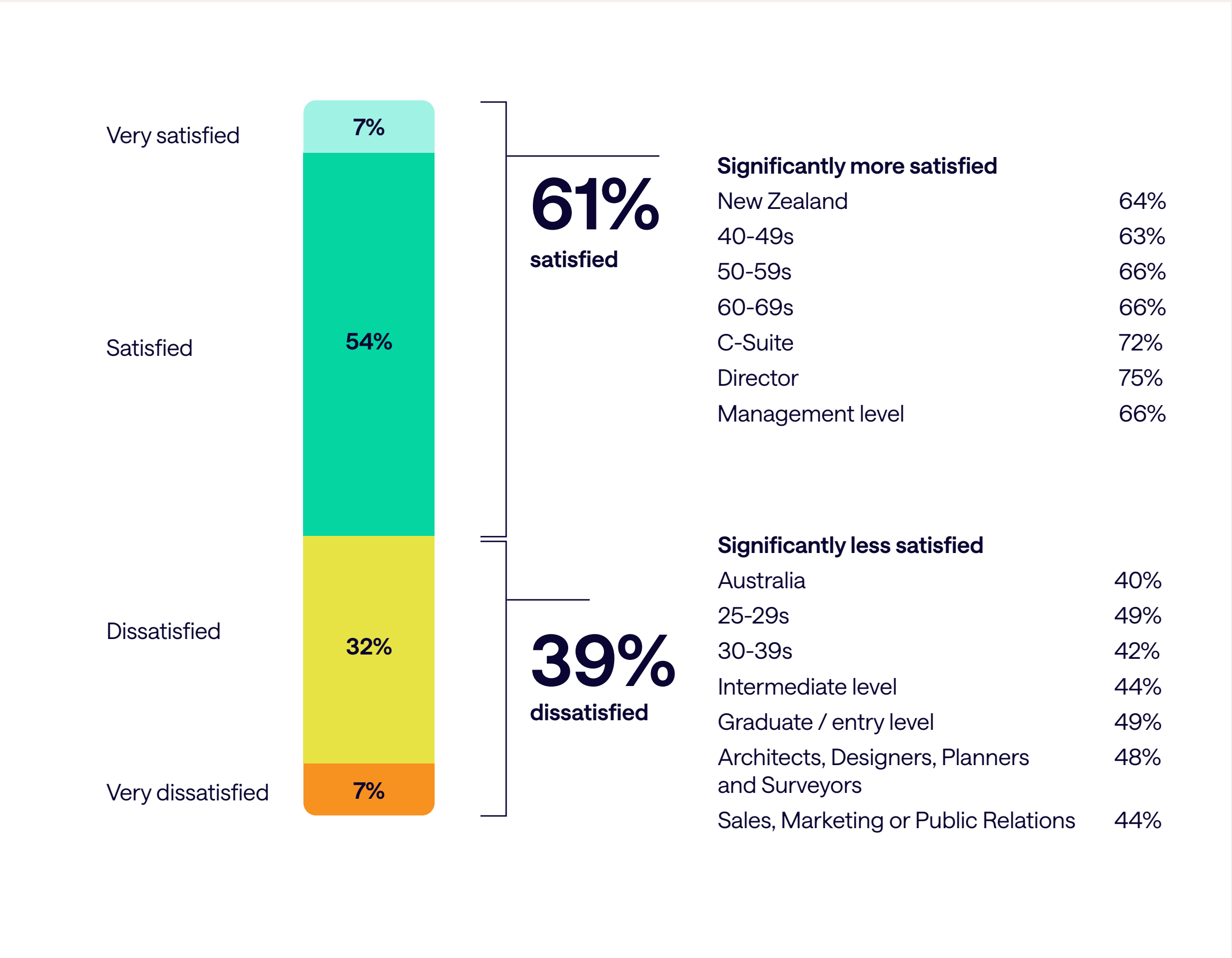
Quite naturally, salary grows as you and your career mature. Starting at the lowest levels at under 24, it rises steadily until your 40s, continues to rise at a slower pace until your 50s, where it peaks, and then declines as you hit 60+. If still working, you’re likely to earn more in your 60s than you did in your 30s. In fact an average 70-year-old earns the same as someone in their 30s. But it’s between 40 and 60 that the biggest earning years happen.

Interestingly, under-24 is the only age bracket where employees in New Zealand earn more than their Australian counterparts, earning on average \$10k a year more. From then on there is a steady gap of \$5k difference per year until people’s 50s, when the gap narrows slightly, but never catches up.

### Salary by age group



### Salary satisfaction



### Gender gap widens at the top

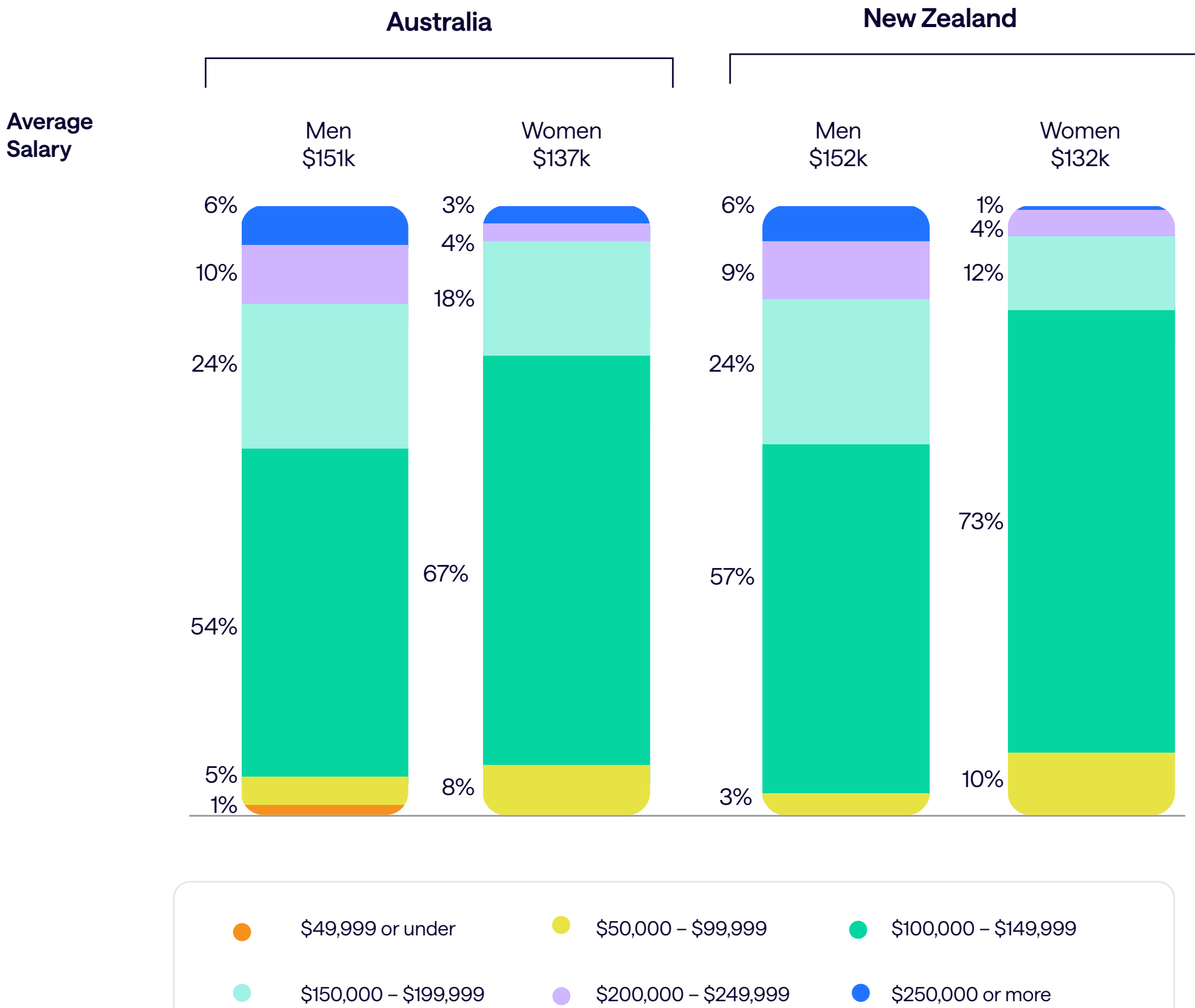
Men, on average, earn more than women. In the lower salary bands, there are a greater percentage of women than men; while 8 per cent of women in Australia are earning below \$100k, only 6 per cent of men are in the same position. Between \$100k and \$150k there are 54 per cent of men and 67 per cent of women in Australia. But then as senior salary bands kick in, the percentage of men grows. Within various bands, 40 per cent of men earn \$150k or more, compared to 25 per cent of women.

In New Zealand the stepped picture is very similar, but the gaps are even greater. While 39 per cent of New Zealand men earn more than \$150k, only 17 per cent of women do.

While that continues to be a situation that needs changing, interestingly, there is no discernible difference in satisfaction levels between men and women at any level of salary.

Aside from stereotypical societal norms affecting outcomes, this is an area that organisations need to proactively work on going forward. They need to play a key role in shaping accessible parental leave and flexible work policies that are available to all; and men should be encouraged explicitly to take parental leave. There is also a need to set gender equality targets alongside the visibility that is happening. Management accountability, regular pay gap analysis, increased transparency around salaries, guidelines for remuneration decisions (hiring and promotion), and equitable access for caring are all things that can help change the current situation.

### Gender pay gap continues: Average salaries for men and women



## (You can't get no) satisfaction

Indeed, satisfaction is an interesting topic and one that is not based on logic. Instead, it throws up some interesting phenomenon. Without getting too psychological, all the above shows that people's perspective on life can influence how they feel about their earnings. While money can't buy you happiness, it clearly helps. But perhaps the most striking statistic is that 6 in 10 people feel they are underpaid.

Satisfaction levels are obviously at their lowest for people earning less than \$50k but are not dissimilar to those earning between \$50k and \$100k. It's over \$100k that satisfaction levels start to increase, before plateauing again above \$150k. The satisfaction level of earning over \$200k is 80 per cent, while it is 83 per cent over \$250k. Beyond certain thresholds there are less linear increases.

As for the other nuances that affect satisfaction levels beyond the amount of salary itself, older people and those living in New Zealand tend to be happier with their lot. From age 50 to 69 the satisfaction level is 66 per cent, its highest, and it's also at 63 per cent in the 40s. Directors (75%), c-suite members (72%) and management positions (66%) are also most satisfied. Between the ages of 25-29 is the window where people are most dissatisfied, 49 per cent saying they are significantly less satisfied, followed by 42 per cent between the ages of 30-39. Graduate and entry level positions are also 49 per cent dissatisfied, while architects, designers and planners are the least satisfied professions at 48 per cent. All those years of study not necessarily equating to expected earnings. Finally, New Zealanders are 64 per cent more satisfied overall, compared to 60 per cent of Australians.

When it comes to feeling underpaid or overpaid relative to responsibilities that your job entails, there are also some interesting findings, with 6 in 10 employees believing themselves to be underpaid (60%) and 12 per cent of those believe they are grossly underpaid. Absolutely nobody feels they are grossly overpaid, but four per cent do admit that they are slightly overpaid for what they do: engineers, those earning between \$150k and \$200k, and those earning over \$250k.

Only just over a third of employees believe they are fairly paid (35%). Which interestingly includes the \$200k to \$250k salary band. As for those feeling underpaid relative to their responsibilities it is those earning less than \$100k, employees aged between 25 and 39, and people in the intermediate stage of their career.

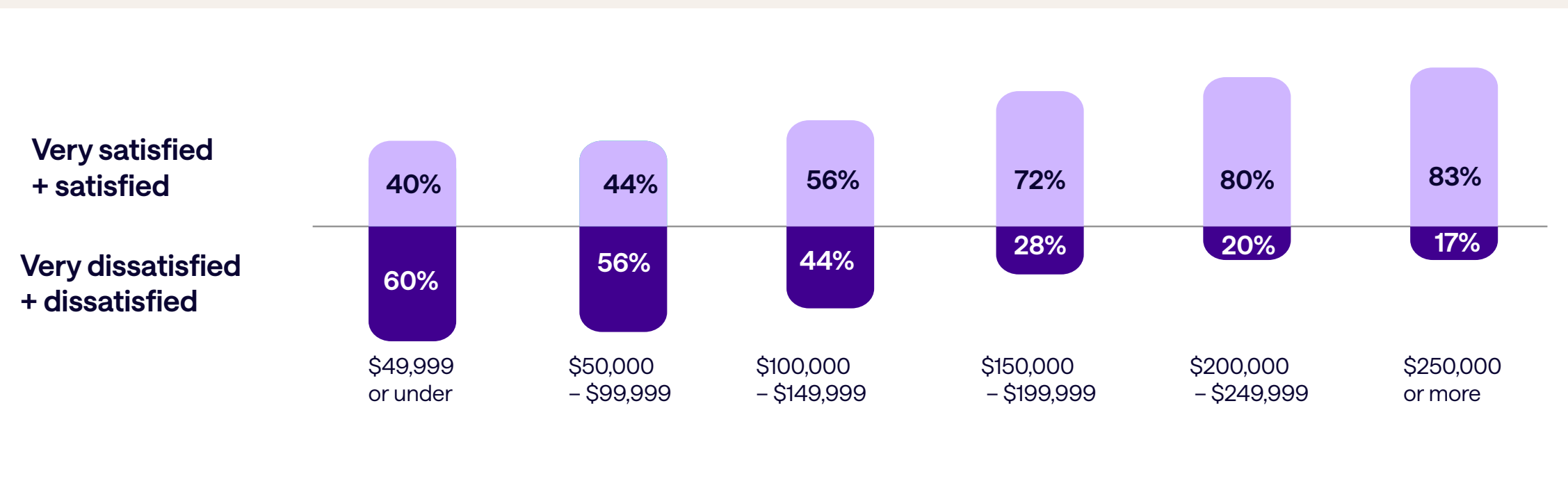
**6 in 10 employees believe themselves to be underpaid (60%) and 12 per cent of those believe they are grossly underpaid.**

## Salary Checker

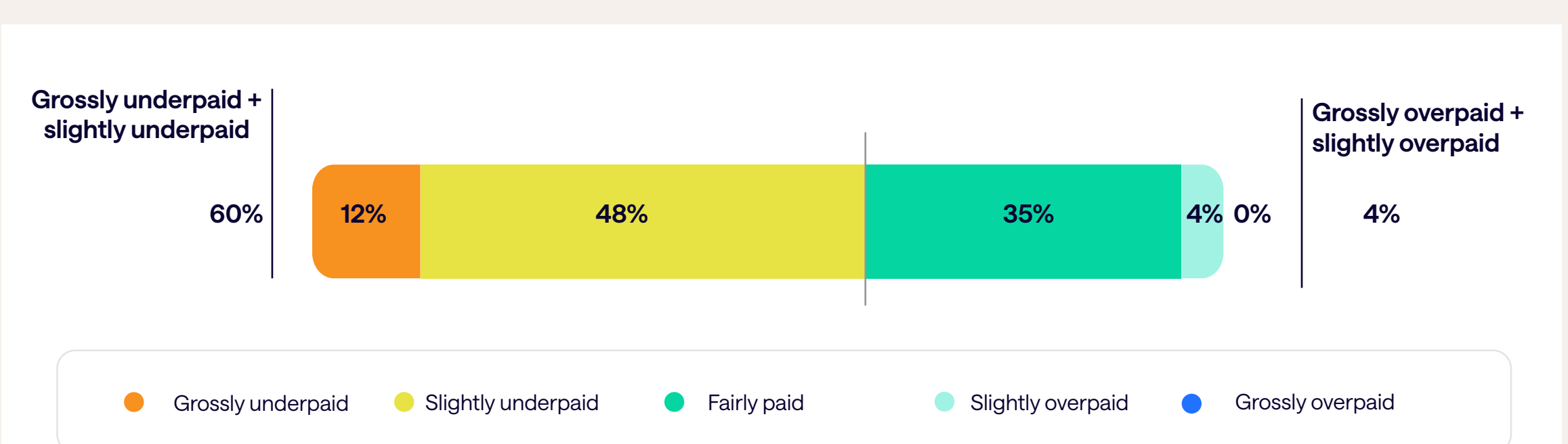
Check here ▶



### Satisfaction by salary band



### Most feel underpaid for responsibilities



# Rising *expectations*

**Pay rises are a strange business when it comes to satisfaction levels, with expectations no doubt playing a large part. And if you want a big pay rise, then changing jobs or getting a promotion are your surest ways, but that comes with added responsibility.**

If there is a lack of logic and consistency in a linear fashion when it comes to salaries, then there is even less so when it comes to pay rises. Yes, a pay rise can bring satisfaction, but there is a 'sweet spot'. For instance, the same level of dissatisfaction was recorded for those who received an increase of less than 2.5 per cent as those who received nothing at all. The implication being that if you're going to offer someone less than 2.5 per cent, then don't bother.

Bizarrely, there was then little overall difference in satisfaction in people receiving increases of between 2.5 and 15 per cent. An increase of between 2.5 and 5 per cent was far more satisfying than receiving less than 2.5 per cent, but then the level of satisfaction stays steady until 15 per cent.

Then it gets even stranger... when the increase is between 15 and 20 per cent satisfaction levels drop again. Increases of between 10 and 15 per cent had a satisfaction level of 72 per cent, that drops to 64 per

cent for increases between 15 and 20 per cent. The dissatisfaction level goes from 28 per cent to 36 per cent.

Normal service is resumed for big increases of 20 per cent or more. Although the satisfaction level with a pay rise greater than 20 per cent is 82 per cent, when you might assume it would be in the high nineties.

They say that 'expectations can be a resentment waiting to happen', and that seems the case with pay rises. The lesson for employers is if you can give over 20 per cent, then give it, if not, then offer between 2.5 and 5 per cent or nothing at all. It's also worth considering how benefits factor into salary increases, however, and there may be a chance to soften the blow or incentivise employees with tailored benefits that are beneficial to both sides.



## Who gets the big rises?

Trite though it sounds, age is still the factor most closely linked to pay rises, although this could well be a result of the way careers generally progress with age, starting high in percentage terms and gradually tailing off. Under 29s receive the largest pay increases, over 70s the least.

In terms of professions, engineers and legal professionals experienced the biggest net percentage increases relative to their salaries in the past 12 months. Promotion or changing roles within an organisation also leads to decent pay rises, 12.4 per cent average increase for a promotion or changing role. There was also a healthy 7.9 per cent average increase that employees attributed to their individual performance.

Changing organisations and starting a new role entirely led to the biggest increases, with one in four having an increase over 20 per cent. However, there is the potential to earn less when changing organisations with 20 per cent actually experiencing a decrease. Having said that, with many of those being in an older bracket that may be a conscious choice in later life to take a step down, less responsibility and more of a life choice.

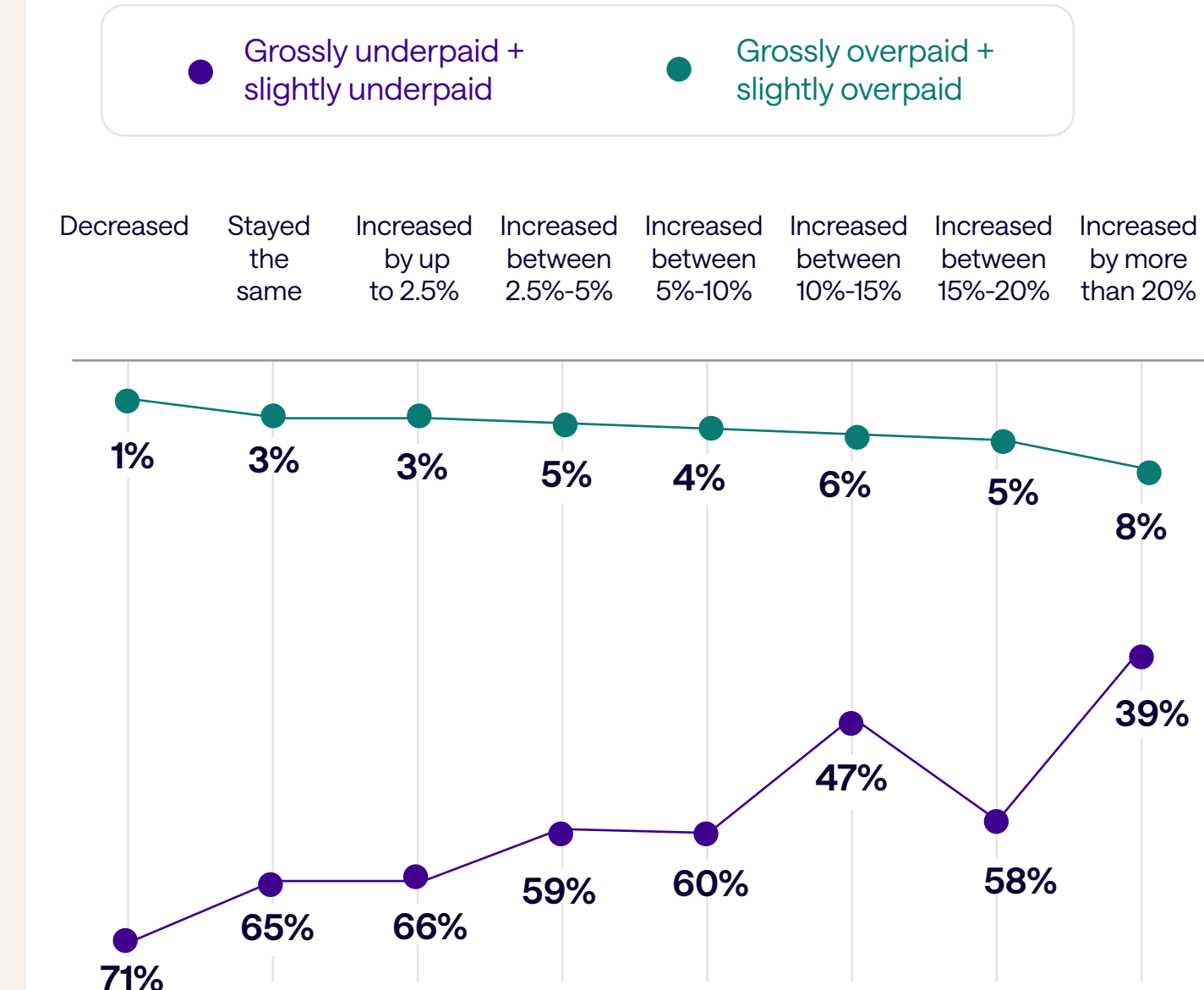
## Responsibility comes with a rise

Money for nothing is a rarity in today's working world. Be careful what you wish for, because the greater the increase in pay the greater the increase in responsibilities, especially if the increase is greater than five per cent. But sadly, for some, workload and responsibilities increased even if their salary went down.

For those whose salary stayed the same or went backwards, a third said their workload had still increased, a third said it remained the same and the final third said workload decreased. It may well be that this segment includes people who changed jobs or professions, knowingly taking a decrease, even if the workload increased. For those with a salary increase less than five per cent it was pretty much status quo, with 69 per cent saying their responsibilities were unchanged. But from then on there are stepped increases of 46 per cent extra workload for increases between 5 and 10 per cent; 57 per cent extra between 10 and 20 per cent; and 68 per cent extra responsibility with increases greater than 20 per cent. Again, contrary to logic, six per cent of those surveyed said that their workload and responsibilities actually decreased when they received a pay increase of over 20 per cent. Nice work if you can get it.

As a result of these added workloads people generally feel underpaid, even after a pay rise. Only with a pay rise greater than 20 per cent does the amount of people who think they are underpaid drop below 40 per cent – to 39 per cent. Even with a pay rise of between 15 and 20 per cent some 58 per cent still feel underpaid.

## Salary Satisfaction



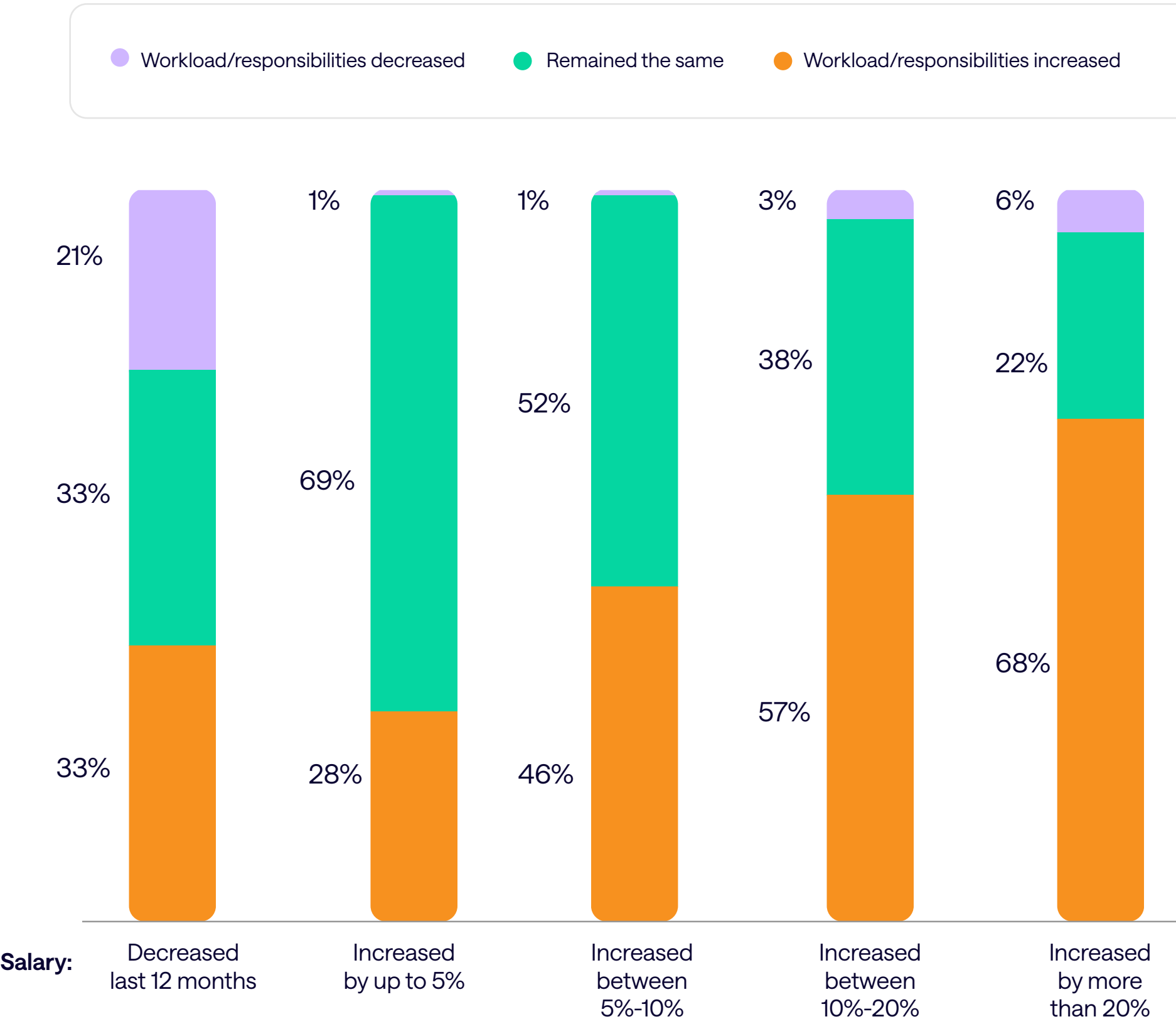
Changing organisations and starting a new role entirely led to the biggest increases, with one in four having an increase over 20 per cent. However, there is the potential to earn less when changing organisations with 20 per cent actually experiencing a decrease.

**Salary  
Checker**

[Check here ▶](#)



### As salary increases, so too does the workload and responsibilities



### Drivers of salary increases in the last 12 months

A new job

A promotion or different role in the same organisation

Individual performance

Inflation or cost of living

Standard organisation-wide increase



9%

12%

8%

4%

4%

# Key benefit findings

Flexibility is the most important thing to all genders, every age group and whichever side of the Tasman you live. But beyond that, things start to get interesting depending on what life stage you are at.

Without wanting to split hairs, it is worth considering what is considered a benefit and what should be an expected element of work. For instance, a good working atmosphere is certainly not an added benefit, it should be a fundamental goal of every organisation. It’s a big reason for employees changing jobs (more on that later), but it shouldn’t be classed as a benefit.

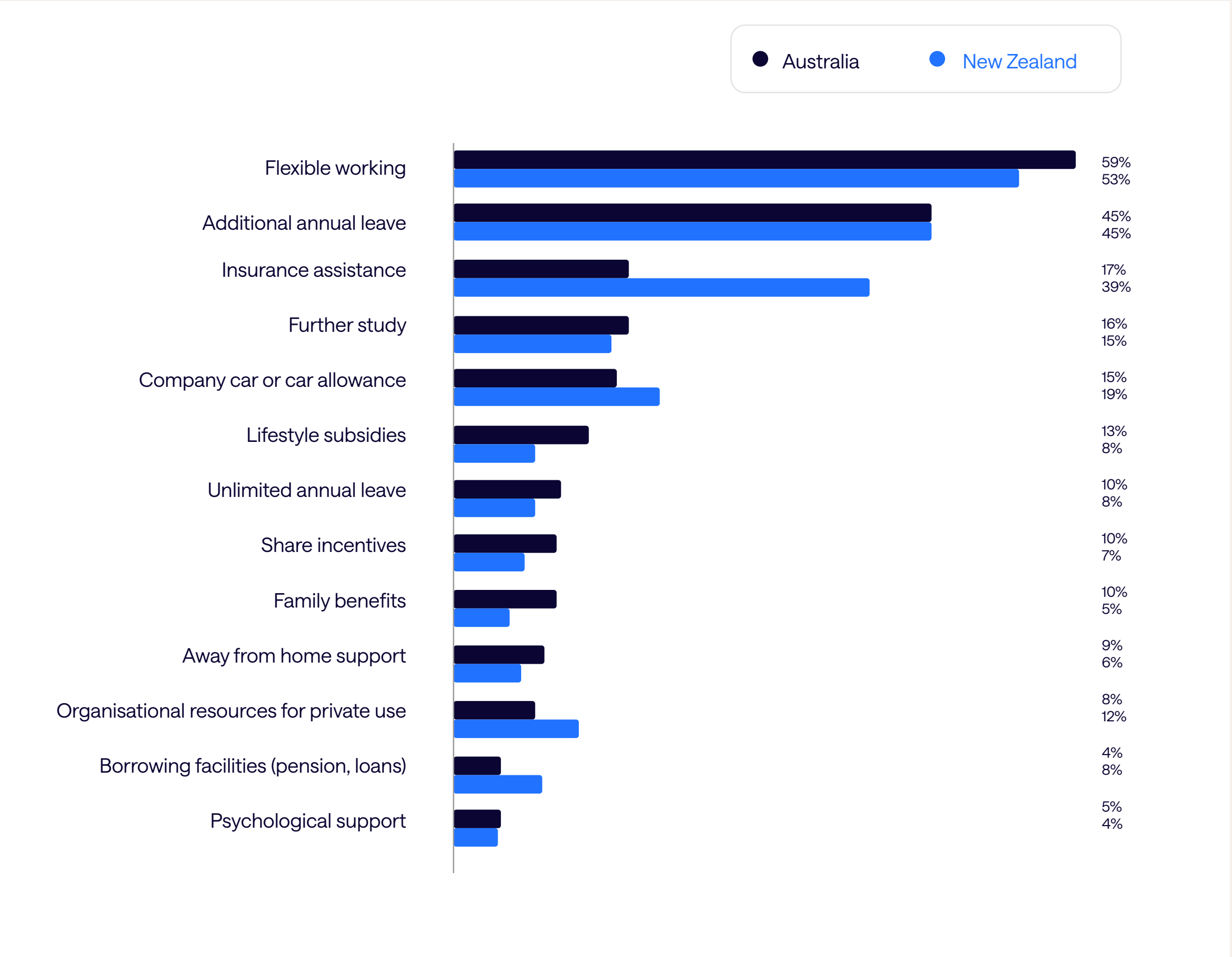
Additionally, flexible working is quickly falling into this category as well. In our survey it was ranked by far the most important work benefit to people at 58 per cent and with the extreme reactions often seen to return to work proposals, it feels one more step along the road to becoming a given of most jobs, rather than an added benefit.

Second to flexible working was additional annual leave at 45 per cent, cementing the importance of work/life balance to employees, and then there is a drop off to everything else, with health insurance in third at 18% (this is the overall average, with a much higher

percentage recorded in New Zealand), and a company car or allowance at 16 per cent. While different stages of life lead to different preferences of additional work benefits, it seems that everybody wants flexibility.

After the top four there was then a long tail of other benefits, an additional 21 in all, that ranged between nine per cent and one per cent in importance. Benefits that used to carry some weight such as the use of a company phone, now only resonate with five per cent of employees; cofinancing of electricity and internet bills only one per cent. Employee loans, meal vouchers, childcare vouchers all sit at two per cent or below. All largely unvalued by employees.

Benefits by country: Australia vs. New Zealand



## Age, gender, and New Zealanders

While there were some general trends, there was also much diversity within that based on age, gender and whether you work in Australia or New Zealand. For instance, over twice as many New Zealanders placed a value on health insurance or private medical versus Australians. Men placed more value on company car and share incentives, while women placed more value on annual leave and flexible working. But most differences were found at different ages and life stages.

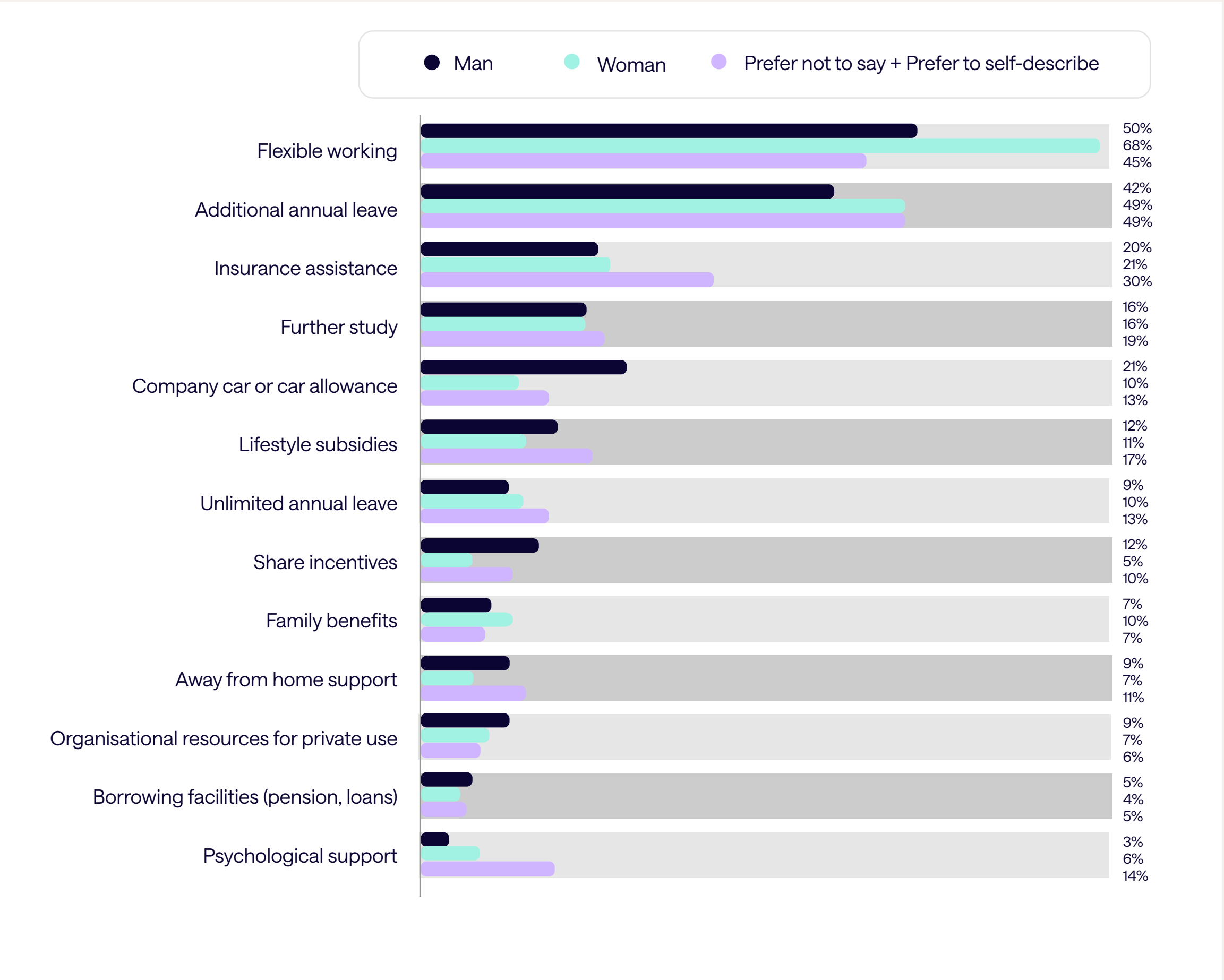
Starting with which side of the Tasman you sit, the economic issues effecting New Zealand are much greater than in Australia and this is reflected in the sort of benefits that are sought from employers. Health insurance assistance was over twice as important to New Zealanders as employees in Australia. At 39 per cent compared to 17 per cent, it is almost at the same level as additional annual leave. Likewise, company car or car allowance, borrowing facilities such as loans and pensions, and organisational resources for personal use all ranked about four per cent higher, reflecting the tougher economic environment.

When it comes to gender, men generally placed more value on benefits of monetary value, while women placed more value on flexibility, perhaps reflecting the older and ongoing societal gender stereotypes.

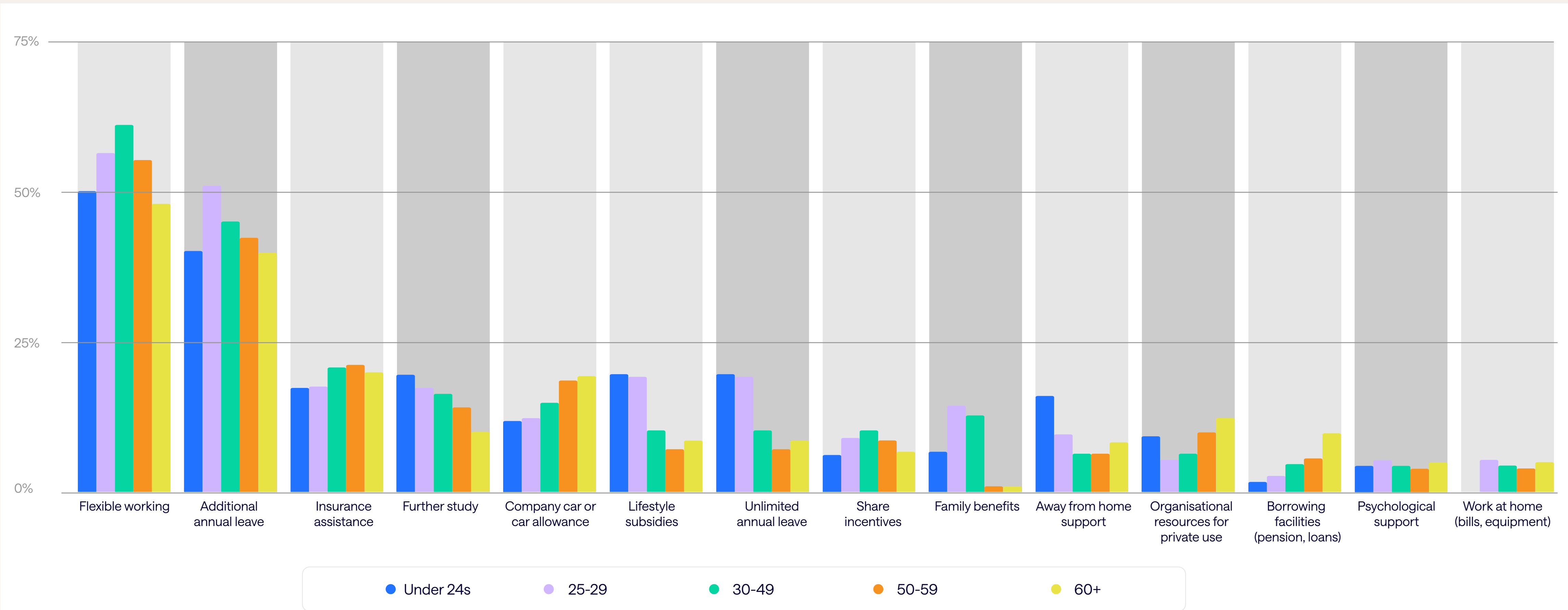
Flexible working was by far the most important to women at 68 per cent (compared to men at 50 per cent), and additional annual leave dates were at 49 per cent compared to 42 per cent for men. Also higher for women were family benefits, health insurance assistance and psychological support (double that of men).

For men, a company car or car allowance was twice as important as for women (21% versus 10%), while share incentives, lifestyle subsidies and borrowing facilities were also higher. This may be affected partly by profession, with construction and trades valuing car or transport allowance more than any other.

## Benefits by gender



# Benefits by life stage



# Benefits disconnect between *employers and employees*

**The irony of a system that offers at least 25 different potential benefits to employees, is that there is still a one-size-fits-all mentality. The system needs simplifying and targeting if organisations are to keep employees happy.**

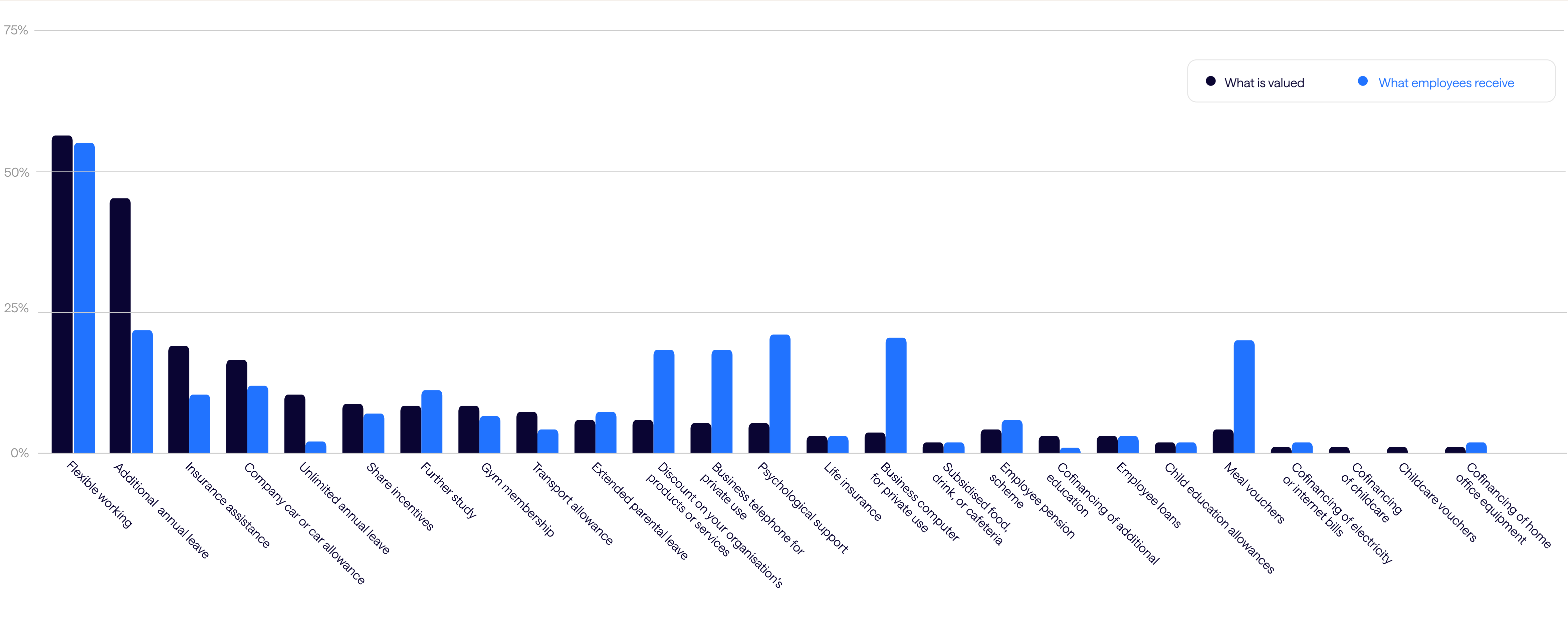
There were 25 additional salary benefits recorded as part of our survey, but only two of them scored over 20 per cent in terms of being valued. Flexible working and additional annual leave were streaks ahead at 58 per cent and 45 per cent respectively. Only five of the 25 scored 10 per cent or more; health insurance (18%), company car (16%) and unlimited annual leave (10%). The majority, 20 of the 25, scored less than 10 per cent, and 14 of those scored five per cent or less. The bottom 21 combined scored less than the top two combined. It is a system that needs simplifying.

Despite the existing complexity and variability in benefits offered, there is often still a one-size-fits all mentality, with all benefits offered to everyone. Gym memberships are valued far more by younger employees, while workers over 50 are largely uninterested in family benefits. There appear to be three stages to desired benefits: under 29, 30-49 and over 50, with these three periods relating to life stages. With exceptions, for most people this relates to before kids, during kids, and after kids, and many of the benefits desired reflect this.

To avoid ageism or preconceptions about people's desires, it would be worth employers considering offering a mix of benefits that employees can choose from that best fit what is happening in their life.



Gap between valued and provided benefits



## Lack of alignment between employers and employees

How the system has become so complicated, compared to the basics people want (flexibility and more leave, along with tangible financial benefits) comes down to three reasons, firstly what benefits the employer more than the employee (benefits that are perhaps most tax efficient or subsidised), benefits that society suggests they should be offering (such as psychological support), and legacy benefits that were once popular and now outdated (remember when a company phone seemed like a real bonus?).

There were some benefits that had a startling lack of alignment between what employees value and what they receive. Flexible working arrangements were not one of them and the message seems to have been received loud and clear, with 56 per cent saying they receive flexible working arrangements (recalling 58 per cent valued this). Additional annual leave were harder to come by though (21 per cent received this versus 45 per cent who would like this). Other discrepancies included that only nine per cent enjoyed health insurance or private medical (versus 18 per cent desired), and only 11 per cent received company car allowance (versus 16 per cent desired).

Other more prevalent benefits being offered by employees included business computer access for private use (20 per cent versus the four per cent who valued this), business telephone access for private use (18 per cent versus five per cent who value it), discount on organisation's products or services (18 per cent versus six per cent), and psychological support (21 per cent, compared to five per cent who value this). While it is entirely possible that more than one in 20 people seek psychological support, perhaps they do so externally, rather than via their employer.

**Despite the existing complexity and variability in benefits offered, there is often still a one-size-fits all mentality, with all benefits offered to everyone.**



# Attraction and retention *factors*

**Beyond benefits, there are some fundamental needs of employees that contribute to whether they consider joining, and staying with, an organisation or not. And they aren’t always aligned with what the employers consider important.**

While salary and benefits are a large part of what attracts job seekers, there are some fundamental aspects of work that are also important to employees. Factors that keep employees happy or make them start to look elsewhere. In this area, there is an opportunity for organisations to better understand what it is that employees are looking for. While there is alignment on many of the aspects, there are quite a few where employers over or underestimate the appeal.

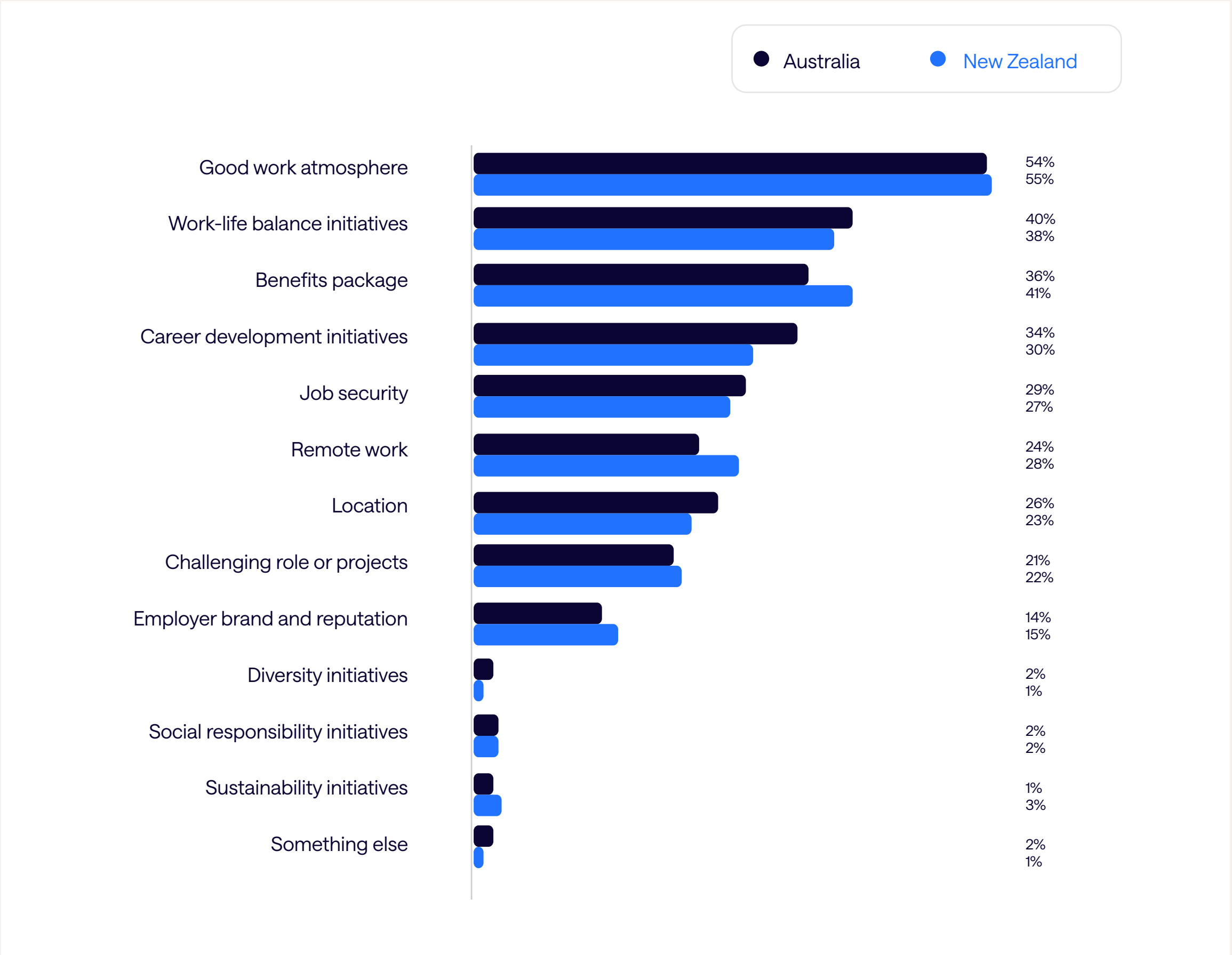
A good work atmosphere is most important to employees at 55 per cent and with employers ranking it at 54 per cent, they are almost in complete alignment. There is also close alignment between the value placed on work-life balance initiatives (employees 40%, employers 38%), benefits package (employees 37%, employers 33%), job security (employees 29%, employers 26%), and challenging roles or projects (employees 21%, employers 22%).

The gap starts to widen however when it comes to career development. While it is a major factor for employees at 33 per cent, it isn’t as high as the 41 per cent weighting given by employers. Employer brand and reputation is another one that ranks highly for

the hiring company at 26 per cent, but less so to the employee at 14 per cent. There is far more to read on this in our recent Chief People Officer Viewpoint . It may be a focus for organisations, but is it as important as they think? Or is it a factor that employees feel instinctually rather than overtly?

Conversely, hiring managers are not valuing location in the same way that employees are. Organisations put it at 17 per cent, whereas employees have it at 25 per cent.

## What job seekers value beyond salary



## Packages for industries and professions

Where things get interesting for employers and hiring managers is when the lessons learned from our survey, across both benefits and attraction strategies, are tailored to specific professions and industries. This is something that our consultants can offer hiring managers to help them create a bespoke attraction strategy.

For instance, accountants and auditors are one of the few who value organisational resources for private use, along with architects, designers, planners, and surveyors. Construction professionals and engineers value car benefits, along with sales people and trades, perhaps not surprising. Also unsurprising is the fact that IT and tech workers value remote working, but it's still good to confirm the hunch.

Psychological support is most valued by education professionals and people who work in social and welfare. Education professionals also value location more than any other workers. Family benefits are most important to HR professionals and legal professionals. Legal professionals also rate a good working atmosphere more highly than others.

The lesson here is that it's great that there is a large diversity of benefits on offer to various employees, but you don't have to offer all of them. Pick what best suits your workforce in terms of demographics, industry, and gender, and simplify the whole process.

**It's great that there is a large diversity of benefits on offer to various employees, but you don't have to offer all of them. Pick what best suits your workforce, and when.**



## Preferred benefits by profession

### Accountants, Auditors and Company Secretaries

- Further study
- Organisational resources for private use

### Education

- Borrowing facilities (pension, loans)
- Psychological support
- Location

### Human Resources and Training

- Insurance assistance
- Company car or car allowance
- Share incentives
- Challenging role or projects

### Social and Welfare

- Company car or car allowance
- Psychological support

### Architects, Designers, Planners and Surveyors

- Organisational resources for private use
- Sustainability initiatives

### Engineering

- Insurance assistance
- Company car or car allowance
- Share incentives
- Challenging role or projects

### Legal

- Additional annual leave
- Family benefits
- Good work atmosphere
- Employer brand and reputation

### Technology and IT

- Insurance assistance
- Remote work

### Construction

- Company car or car allowance
- Away from home support

### Financial Brokers & Dealers, and Investment Advisors

- Benefits package

### Sales, Marketing and Public Relations

- Company car or car allowance

### Trades and Labour

- Company car or car allowance
- Away from home support
- Borrowing facilities (pension, loans)
- Job security



**Of the 33% who have changed jobs in the last 12 months, only 13% of them have stayed at their organisation.**

## Change is *constant*

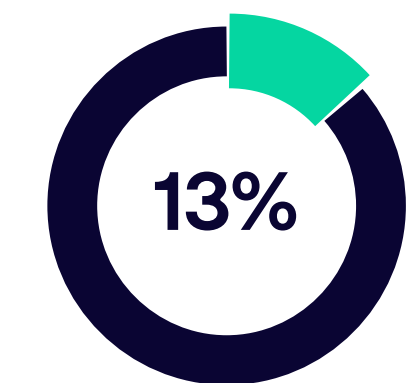
**A third of those surveyed said they had changed career path in the last 12 months, and 61% said they planned change in the next 12 months. Change is happening and only likely to increase.**

Apparently, it was the Greek philosopher Heraclitus who came up with the saying ‘the only constant is change’. If he hadn’t got there first, then you can bet that a recruitment consultant would have been the first to coin the phrase. Growth in headcount is almost static, there is a large skills shortage (84% of hiring managers reported one to some degree), but still a third of employees have changed jobs in the last 12 months (33%), and 61 per cent plan to change their career path in the next year. If there wasn’t overlap between those two groups, you could almost say that everyone is moving. But it’s still fair to say that it’s a very large proportion of the workforce.

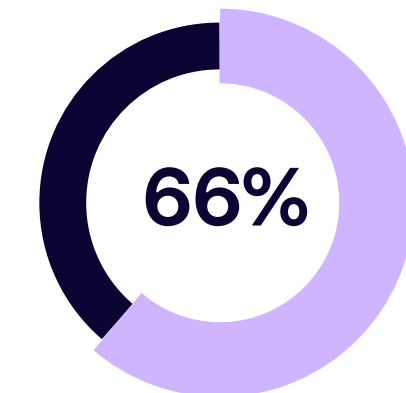
As a whole, the 33 per cent who made a change are more likely to be Australian, education professionals, sales, marketing or public relations professionals, social and welfare professionals or trades and labour. Salary among them was polarised, they are more likely to be on a low salary (<\$50k) or a high salary (>\$250k).

Where they went and why throws up a whole new set of data.

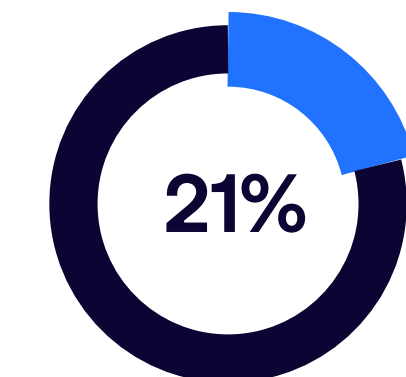
### Of those who have changed jobs



got promoted within the same organisation



different organisation



changed profession completely

## Where they went and why

Of the 33 per cent who have changed jobs in the last 12 months, only 13 per cent of them have stayed at their organisation, changing roles or getting promoted. The vast majority, two thirds of them (66%), have moved to a different organisation, while one-in-five (21%) have changed profession completely.

Those who moved organisations did so due to salary, of course, but also due to factors affecting career development, and due to challenging relationships with other people they worked with. Low salary (35%), a lack of career progression (32%), problems with their manager (19%) or colleagues (4%), lack of job security (18%), lack of learning and development (17%), retirement or redundancy (15%) or unmanageable workload were the leading factors.

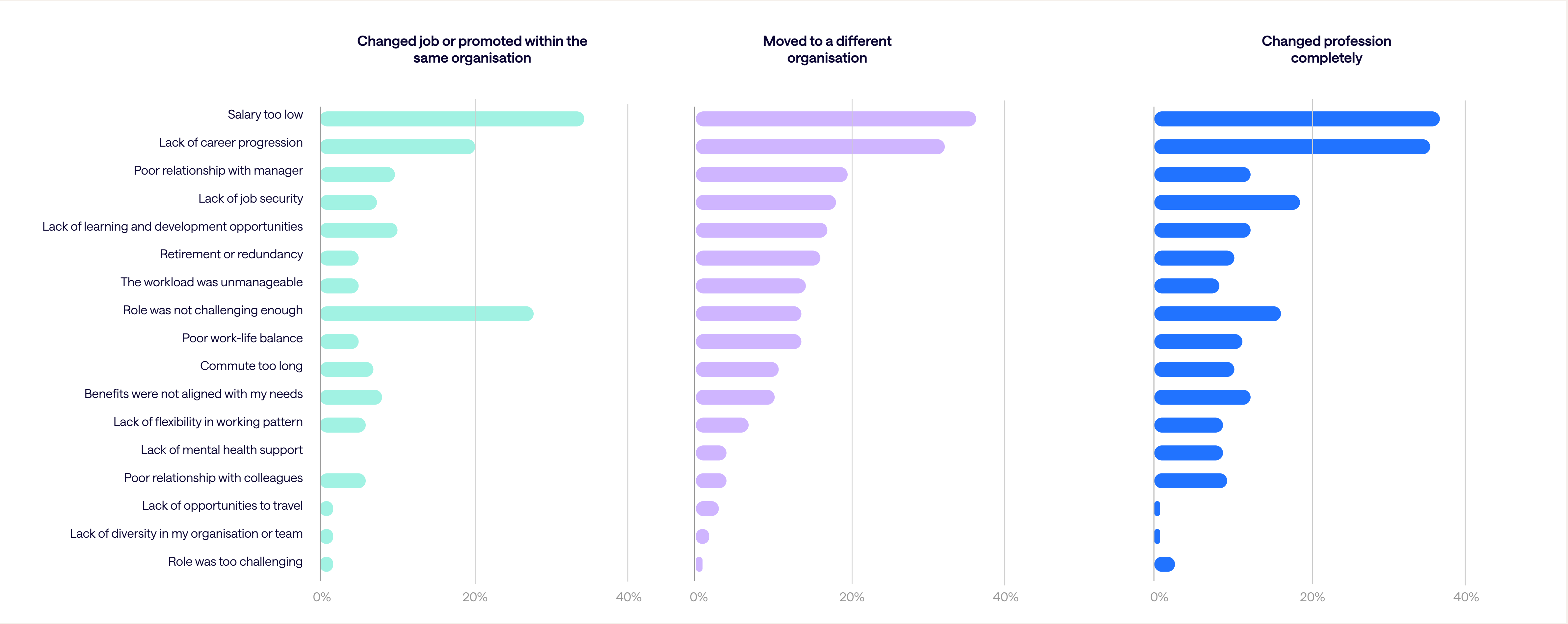
The people most likely to change organisations were aged 40-59, and in intermediate or management levels. People who have progressed their career to a point where they are perhaps confident in their skills and experience to land them a job elsewhere. Of the professions and industries moving organisations, it was accountants, auditors, architects, designers, planners, and surveyors. In the case of accountants and

auditors there seems a lot of opportunities available and changing jobs feels relatively easy. For those in architecture and associated professions there is a high level of dissatisfaction associated with their roles that they are no doubt trying to fix elsewhere. Whether they do so or not will decide whether they are in the 61 per cent moving again in the next 12 months.

Those who changed profession entirely are largely chasing career (35%) and salary (36%), noting that one in ten also spoke to a lack of mental health support (9%, and significantly higher than those who changed within organisation or changed organisation but kept the same job). Those who made the decision to change careers were usually in the early stages of their working career (under 24s, graduates and those earning less than \$100k), or those who were very dissatisfied with their salary or pay rise or hadn't actually had a pay rise. All of those factors would suggest a nothing-to-lose mindset.



Drivers of past change



## Future changes

Of the 61 per cent planning to make a change to their career path, just under a quarter (23%) are looking to make that change within the organisation they are working for, either to change roles (13%), increase hours (3%) or decrease hours (7%). A third (34%), however, are planning on leaving their current employer (change industry or change organisation).

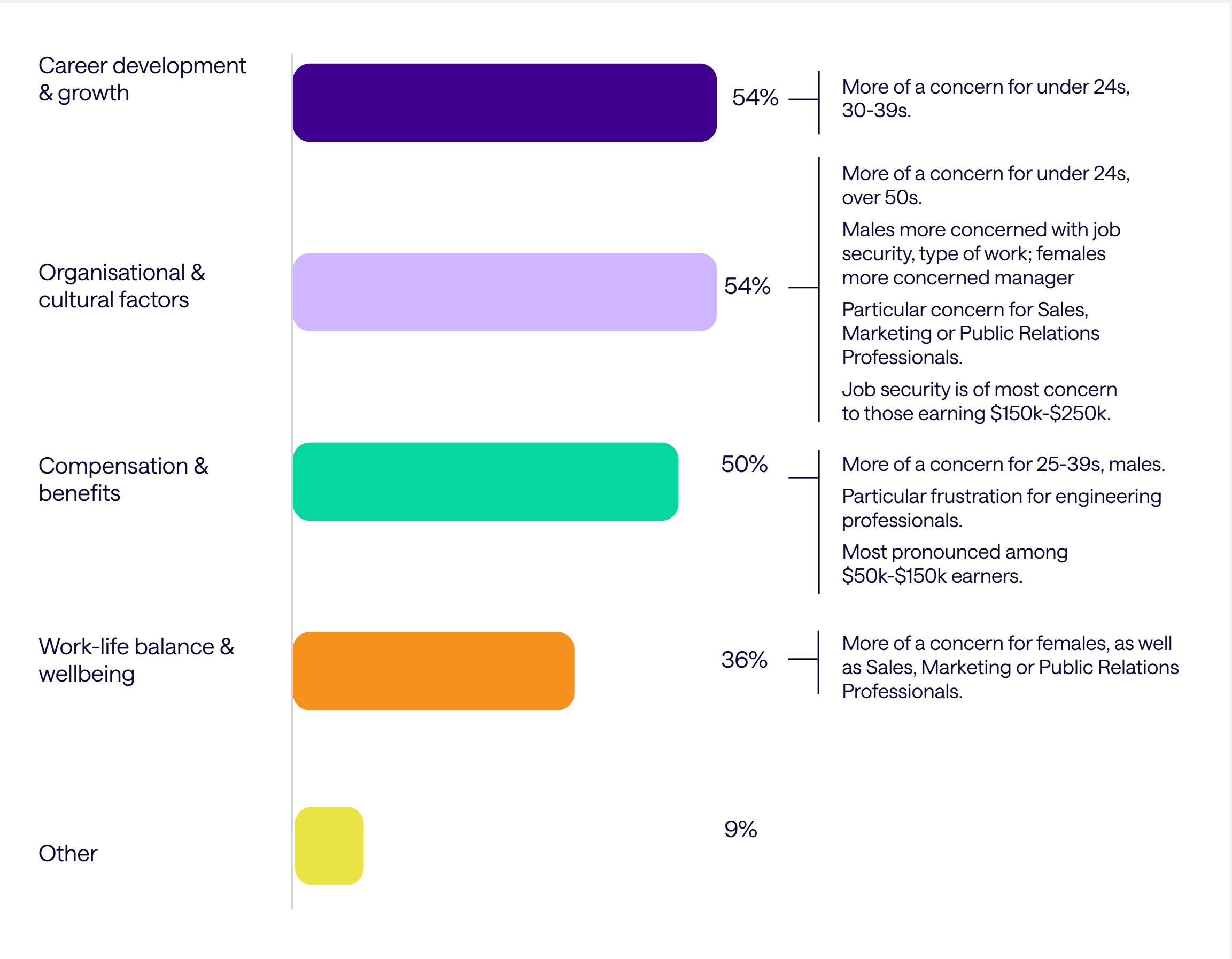
Of those planning to leave their organisation the majority (a quarter of those surveyed) are looking to change organisation, while 6 per cent plan to change industry and 3 per cent are intending to become a contractor.

Those planning to leave their current organisation attribute this to lack of future opportunities (45%) and low salary (42%). Others talk to concerns about job security (20%), role not being challenging enough (21%), work-life balance or workload (18%), benefits package (18%), their manager (16%), and the type of work (14%).

For those seeking to become contractors, the main drivers centre on more money (49%) and work-life balance (48%), less so variety in work assignments (22%), more opportunities (21%) or control (19%).

The people most likely to change organisations were aged 40-59, and in intermediate or management levels. People who have progressed their career to a point where they are perhaps confident in their skills and experience to land them a job elsewhere.

## Drivers of wanting to leave organisation



# The system is *stuck*

**Yes there is a skills shortage, but the shortage is in human skills right the way across the board. There are still plenty of jobs, and plenty of candidates, but a lot of white noise, some of it because of AI clogging up the system and causing gridlock.**

Leaving aside concerns about the economy and the fact that headcounts are largely static, there is certainly intent on the part of organisations to grow, but a feeling that a lack of skills is holding them back. Both with bringing in new staff and their existing workforce.

Most businesses have a ‘growth’ focus in their strategic goals, but when asked what’s limiting achievement of these aims, nine in 10 mentioned constraints related to people: retention, shortage of skilled professionals on the market, resourcing constraints, staff facing rising costs of living, and a shortage of both management level and graduates/young people entering the market.

Not surprisingly then, organisations say they want to invest in staff in a bid to retain their talent. There is near universal intent by organisations to invest in their people with nearly all hirers (94%) saying their organisation has a focus on HR investment over the next year.

## Investment in people

The main focus is on employee retention, supported by recruitment, training programs, automation of processes and adapting structures, followed by EVP and AI integration. And in terms of training, the most important skills are related to creating and fostering interpersonal connection.

As seen in many Hays reports over the last 12 months, and in particular the [Chief People Officer Viewpoint](#) and the [Hays 2025 Skills Report](#) there appears to be a distinct lack of human skills at all levels of the organisation.

When asked about the human skills most needed, three broad themes emerged: first and foremost, skills in working with other people, followed by navigating change, then by creativity: 82 per cent spoke about people skills (communication and interpersonal skills, coordinating well with others, people management, EQ, negotiation); 73 per cent spoke to people being able to navigate change and uncertainty (adopt change, learn and upskill, flexibility and adaptability); 59 per cent spoke to creativity (critical thinking, problem-solving, judgment and decision-making, creativity).



Skills shortages

Perhaps it is not a shock then, that most organisations (84%) have experienced skills shortages in the past year, over half saying this is moderate to extreme. This is most likely to impact smaller businesses (under 5) or larger (251-1000).

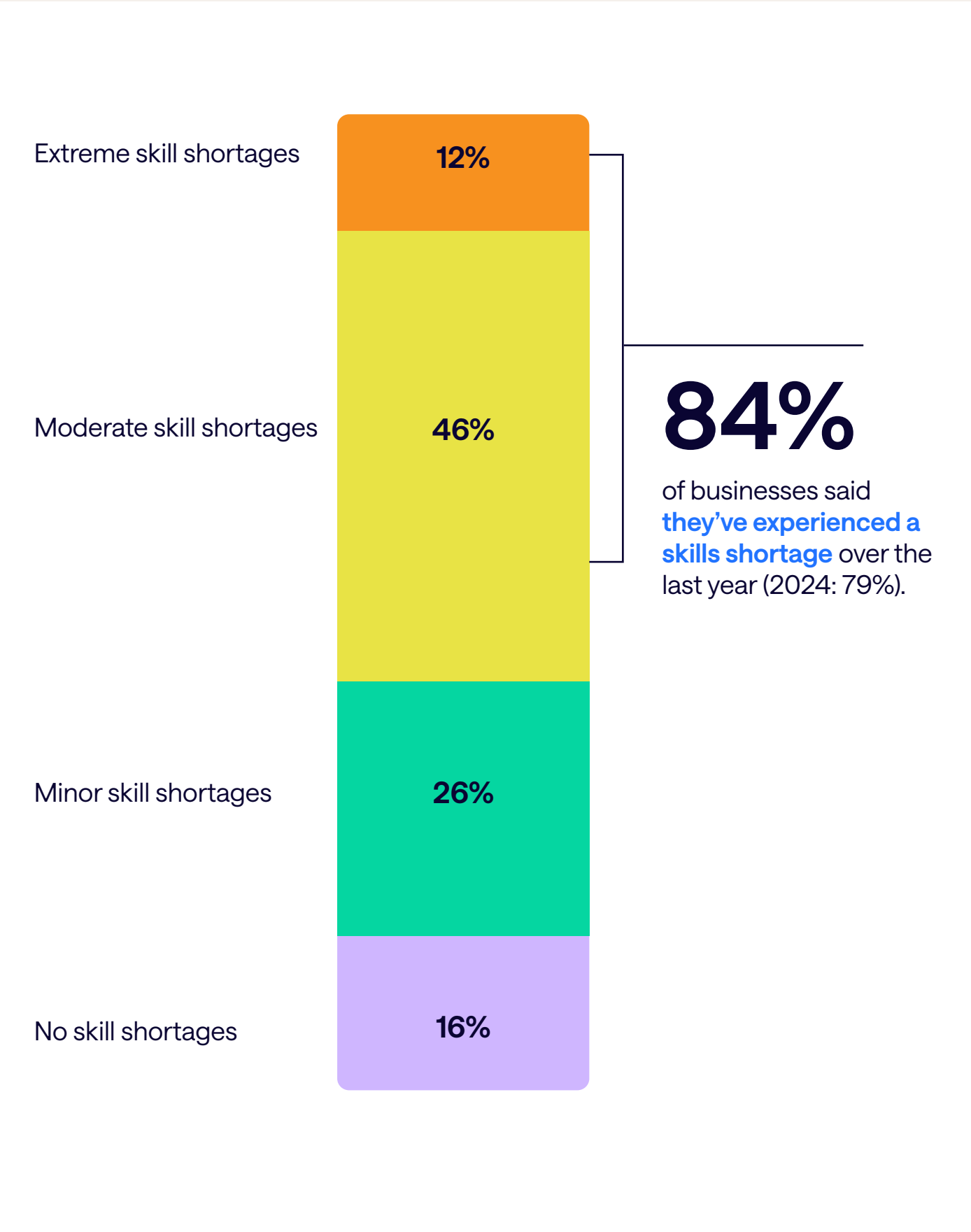
Skills shortages are most likely to be attributed to competition from other employers, pay, fewer people entering the industry, and lack of progression.

Where things get slightly confusing though, is that much of the skills shortage tends to be around the intermediate level, right in the middle of people's careers when you would assume that they have the necessary skills required. Certainly, from data earlier in this report, this is the main group of employees leaving their organisations in search of greater challenge and better pay.

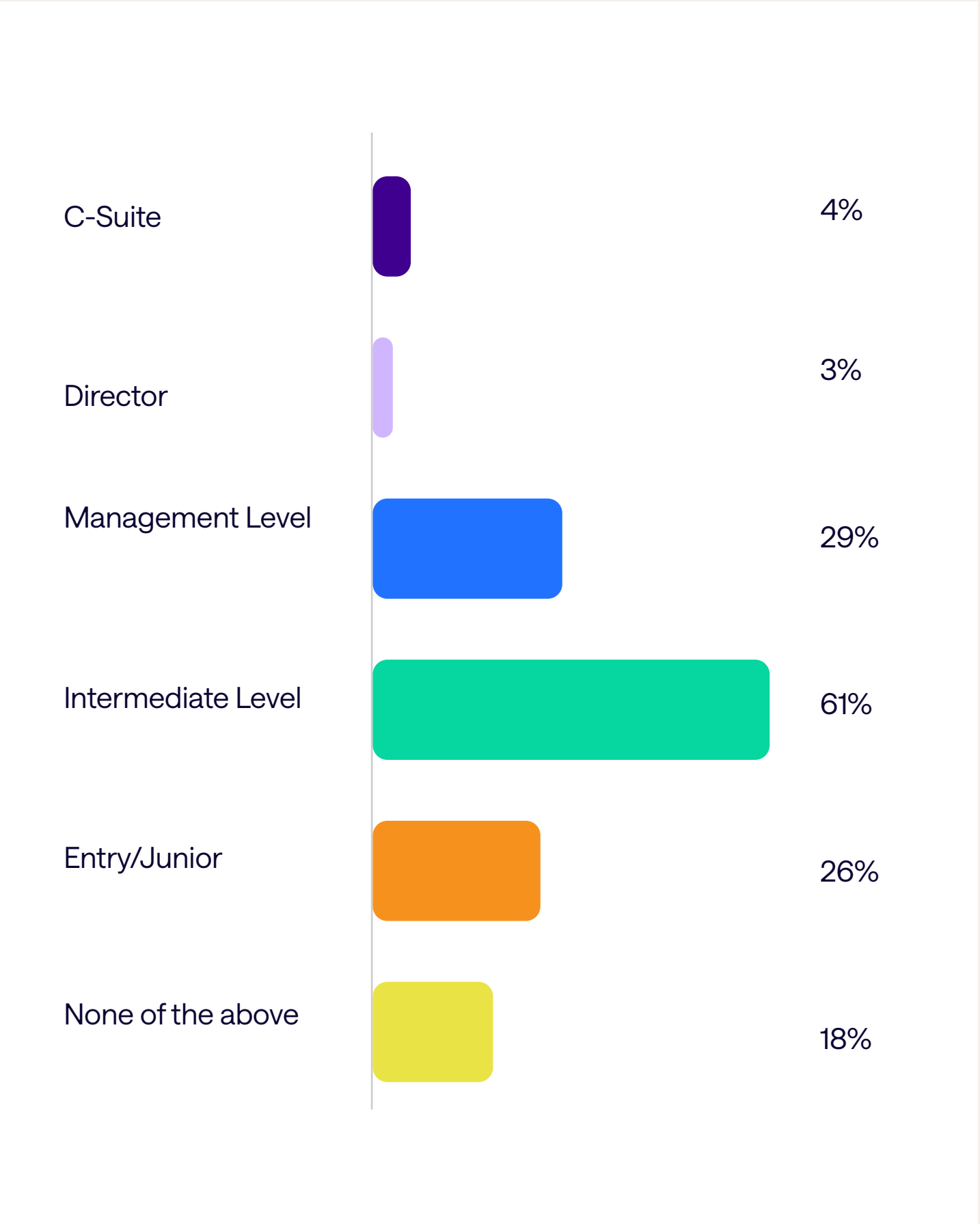
It might be argued that rather than a skills shortage in terms of technical skills and job experience, there is actually a lack of human skills right the way across the board that, yes, needs an education piece, but might need to be taken into consideration when hiring at the intermediate level. It's an endemic problem rather than one specific to any single role.

Let's park that thought and look at the volume of applications needed to land a job from both that of a hirer and a candidate perspective

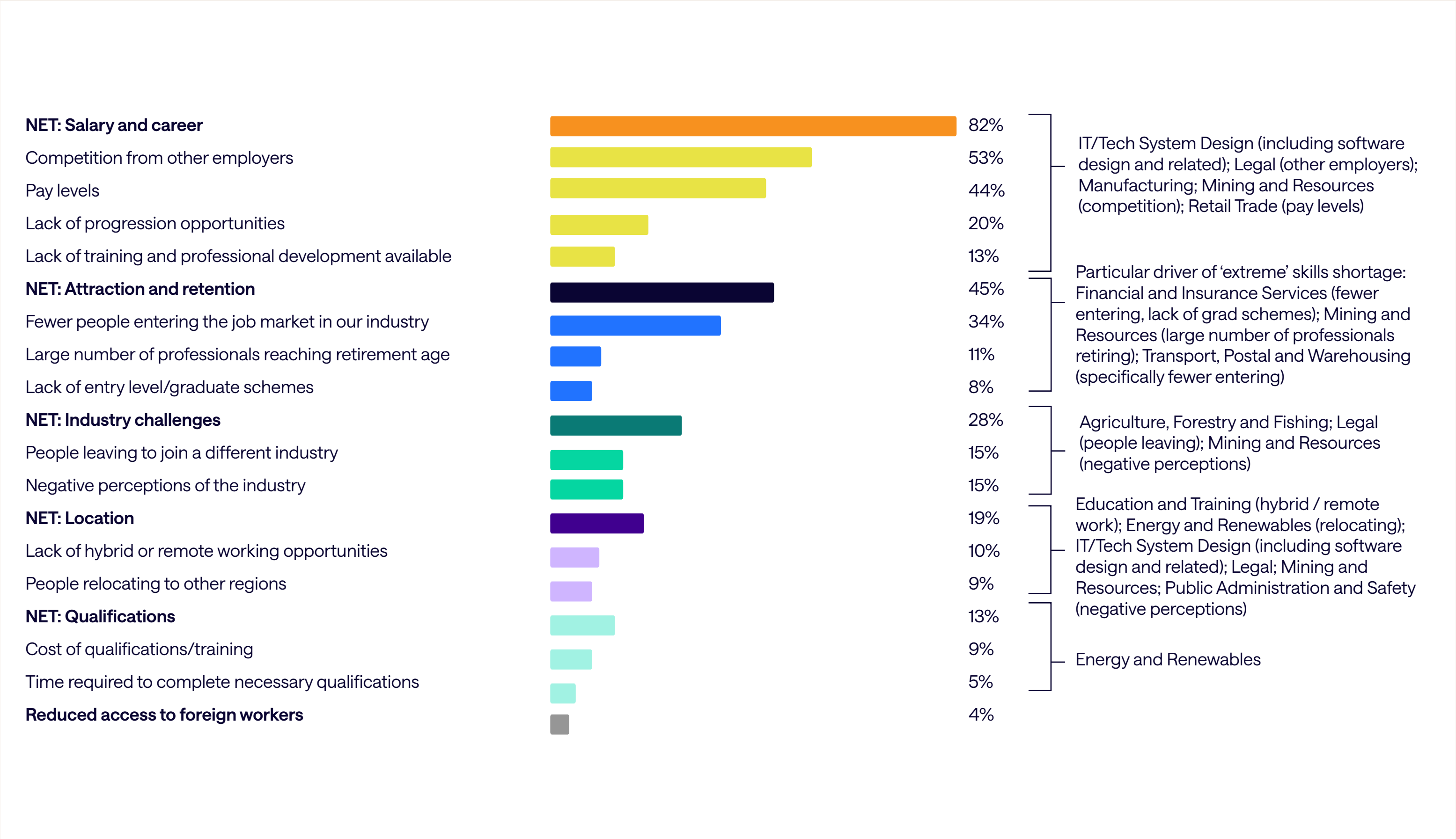
Extent of skills shortage in past 12 months



Positions most difficult to fill



## Drivers of skills shortage



## White noise

The challenge of the market for those applying for roles is that they are putting more effort across more channels but receiving less feedback than ever before. This is leading to job search fatigue as people start to apply for less roles or are put off applying completely. That would seem to be confirmed by the quantity of applications increasing, but the suitability of those applications apparently decreasing.

As a result, the view from hirers is that the volume of applications is up (seven in ten feeling it had stayed the same or increased), but the number of suitable applications is down. This varies across industries, but the general trend is more applications with less alignment. The view from candidates is that the number of jobs needed to apply for to land a job is up considerably (over half feeling the need to apply for more jobs to land one), while the suitability of jobs is down.

At this point, we should introduce the fact that AI has increased the volume of applications significantly and put forward the premise that rather than a true skills shortage, the system has just become clogged with too many unsuitable applications. It is harder to connect the right jobs with the right people, leading to a spiral of disappointment and disengagement in the process.

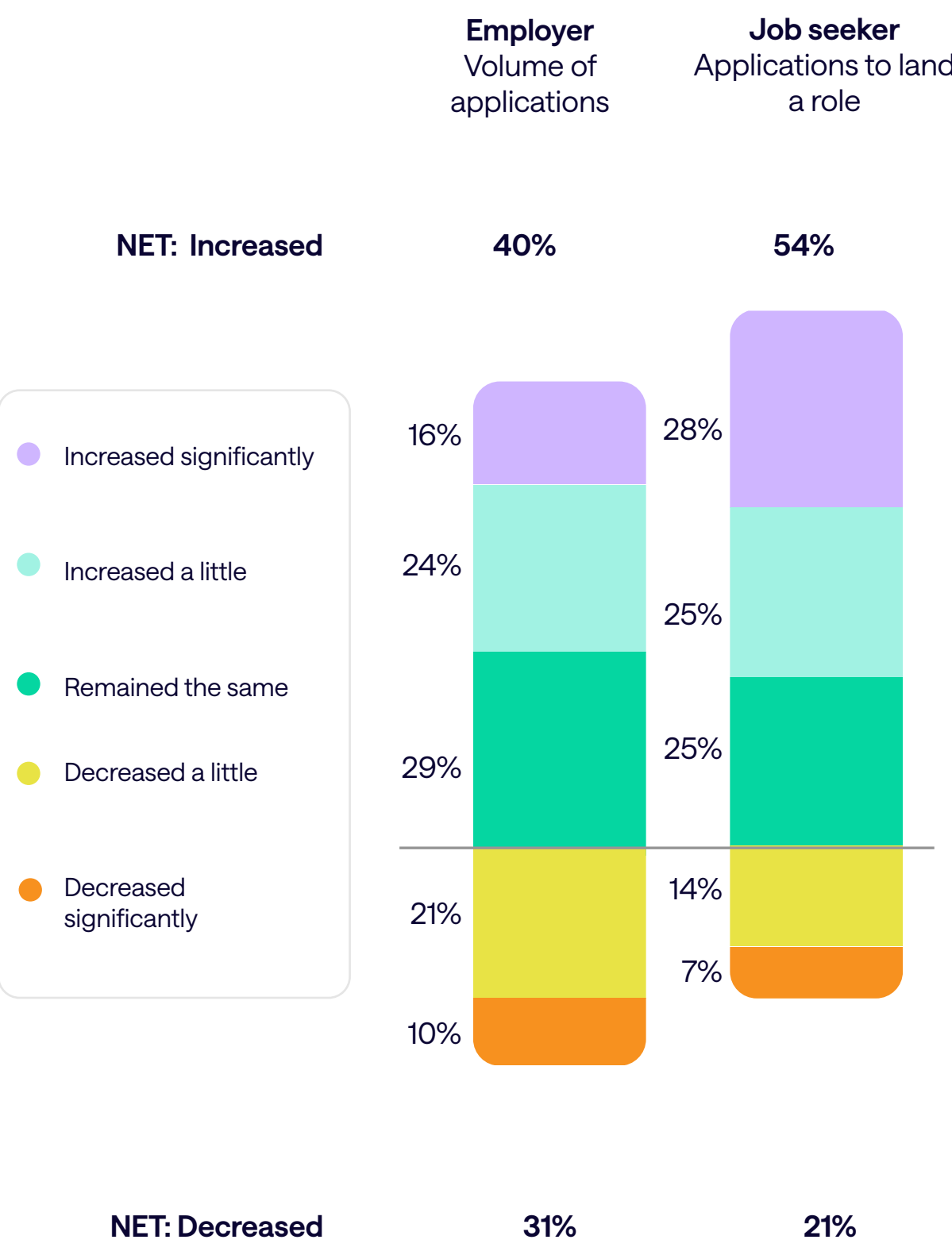
The system needs expert help in navigating it more quickly. And some upskilling in human skills in parallel.

**The challenge of the market for those applying for roles is that they are putting more effort across more channels but receiving less feedback than ever before.**

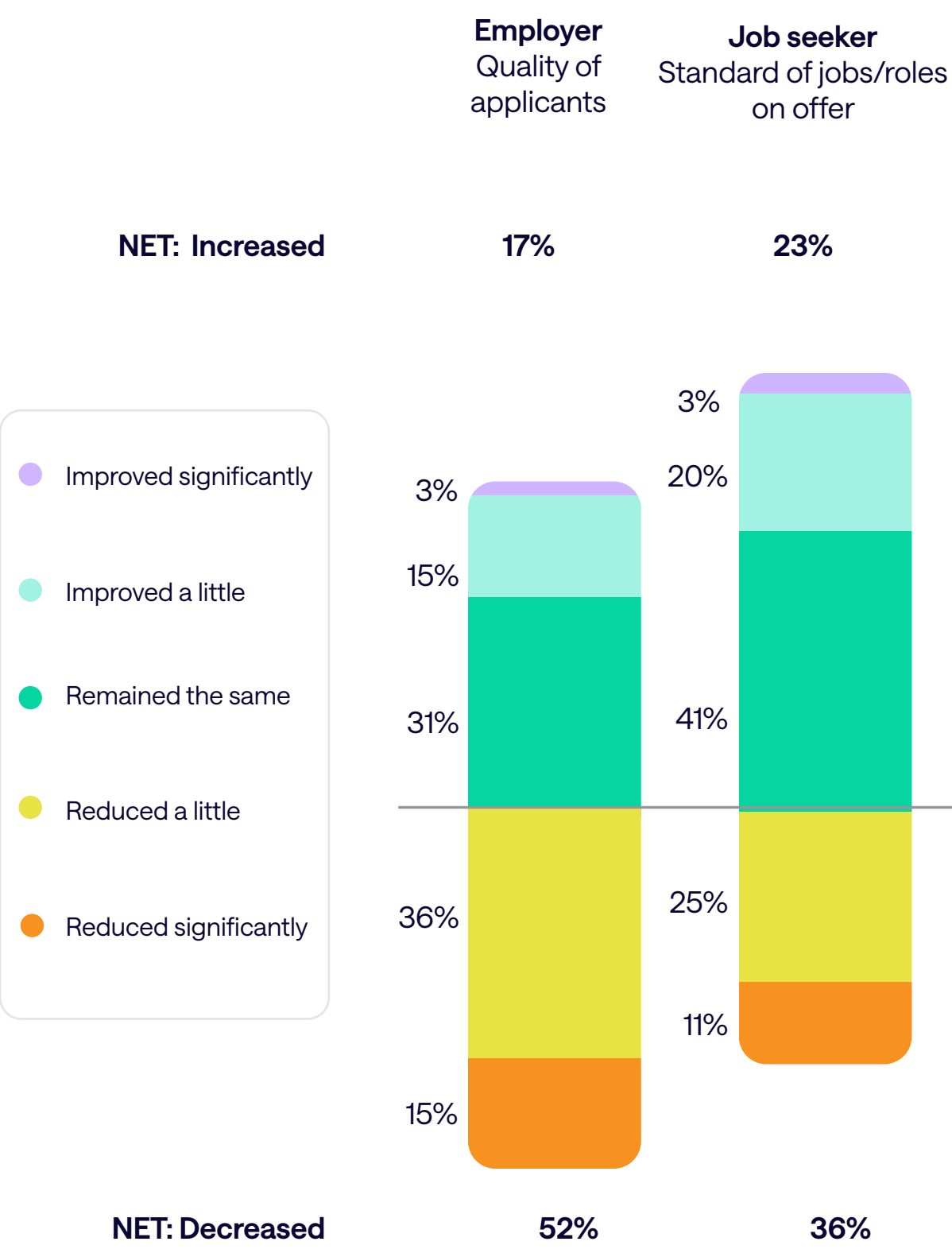
# Perceived career impact of job search effort



# Application volumes are up...



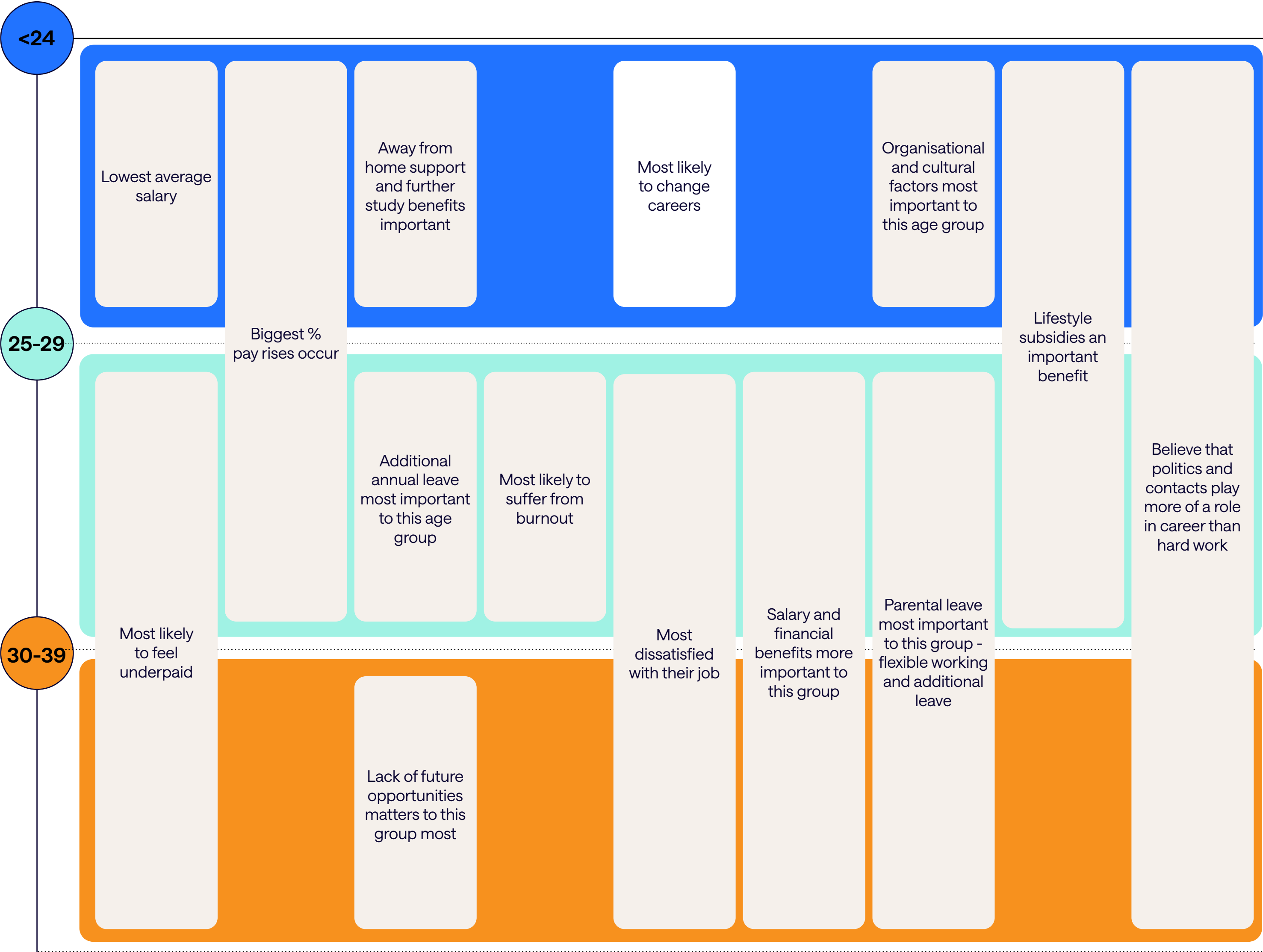
# Whilst suitability is down



# Salaries, benefits and career trends by age

## Under 24s to 39

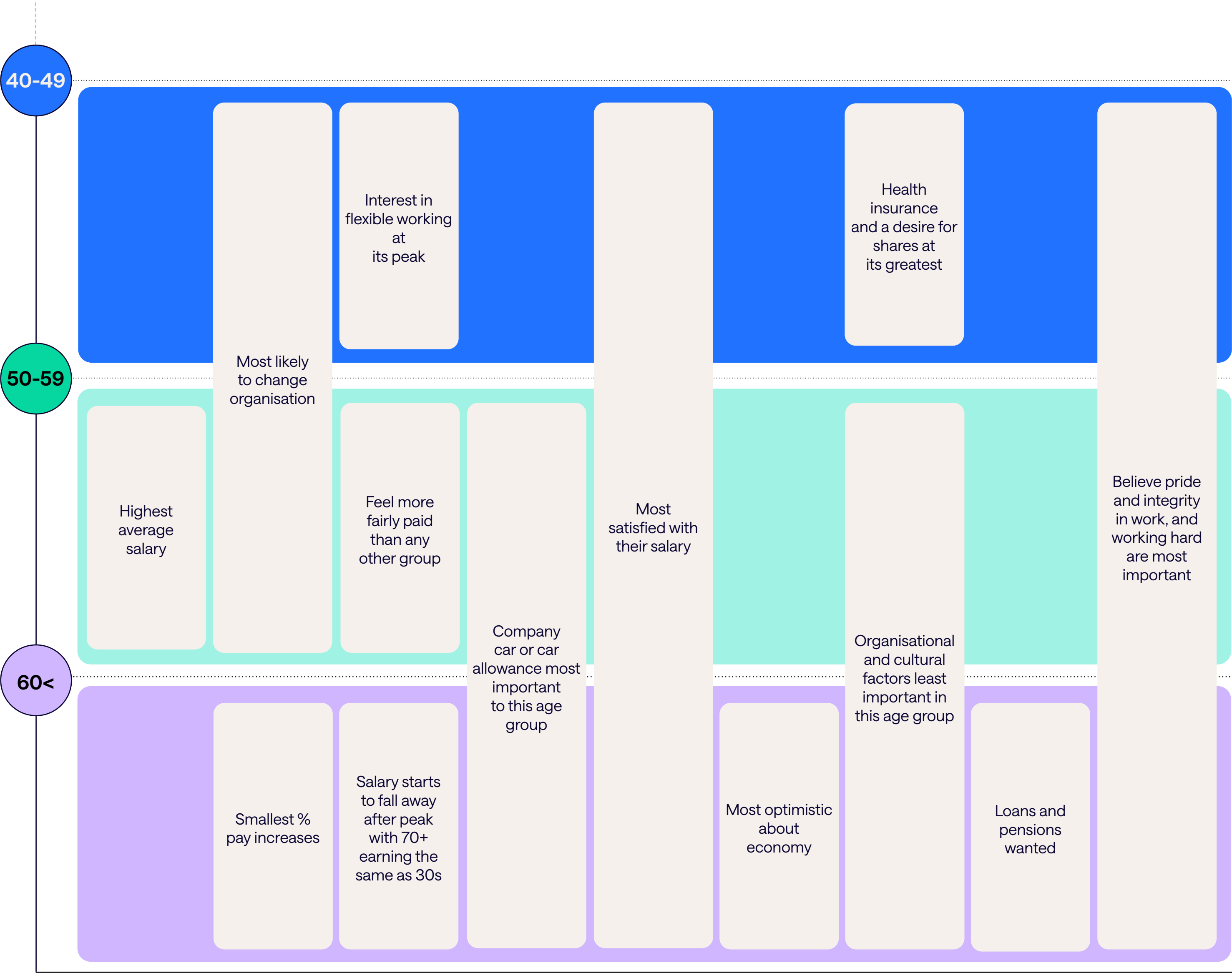
Salary and benefits are at their most important, as is parental leave. The biggest pay increases happen and yet it's the group that feel most underpaid. There is a belief that politics is more important than hard work and there is most dissatisfaction with their job. It is the years of fighting and scrapping to get ahead, seemingly without too much enjoyment.



# Salaries, benefits and career trends by age

## 40 to over 60s

Then you turn 40 and your life priorities start to change. Health and financial security become priorities, earning capacity is at a peak before it wanes and people are more satisfied with their earnings. Cynicism around politics starts to give way to a belief in working hard and smart.



# Hays services

## Permanent recruitment

To help you meet ever-changing workforce demands, we bring the people, the technology, and the partnership you need to achieve your goals, now and in the future.

We make it easy for you to find solutions for the complex talent and recruitment issues you need to solve. We have the scale, knowledge, and insights to help you make the right decisions.

Whether you have a single vacancy to fill or multiple roles, or even jobs in more than one location or country, we can support you with bespoke solutions to address your unique needs now and in the future.

Register a vacancy or submit a workforce enquiry here. [AU](#) | [NZ](#)

## Temporary and contract recruitment

Access highly skilled talent, fast. With temporary and contract recruitment you can unlock the flexibility you need in your workforce.

Whether you need to scale up to deliver a key project, or looking to fill a temporary vacancy, we offer Australia and New Zealand's largest network of temporary and contract workers with expertise in 25 different industries. Our expert recruitment consultants are ready to find you the right people, with the right skills, right where you are.

Unlock qualified and highly skilled talent, fast with Hays temporary and contract recruitment. [AU](#) | [NZ](#)



## Contractor Management Outsourcing (CMO)

Our Contractor Management Outsourcing (CMO) service combines a contractor-centric approach to onboarding and contractor care, while offering the fundamentals of speedy, compliant contracting and payment to be able to maximise the efficiencies of your contingent workforce. Regardless of source or classification, our CMO service enables your organisation to quickly and safely engage any contingent worker, right when you need them.

Find out more about our CMO service [AU](#) | [NZ](#)

## Recruitment Process Outsourcing (RPO)

Our Recruitment Process Outsourcing service enables your organisation to access expert recruitment capability at scale, and in a cost-effective way, enabling you to transfer all or part of your permanent recruitment and staffing supplier management to us.

Our team of expert recruiters will operate as an extension of your in-house talent acquisition team. They will partner with your hiring managers, within the governance of your brand and culture, to handle any talent acquisition activities.

Find out more about our RPO service [AU](#) | [NZ](#)

## RPO for Skills

RPO for Skills can evolve your talent acquisition to create a skills-first recruitment capability to build a workforce of highly skilled, adaptable teams that continuously evolve to meet current and future business needs.

Our team of talent acquisition specialists, powered by advanced AI Skills Assessment technology and Hays proprietary skills-based talent acquisition methodology, can operate as an extension of your in-house team while simultaneously transforming your recruitment capability to bring all the benefits of skills-based hiring to your organisation.

Find out more about our RPO for Skills [AU](#) | [NZ](#)

## Managed Services Provider (MSP)

We provide MSP services to manage contractors, freelancers and other for many of the Australia and New Zealand's largest employers. Having access to current contractor market pay rates is an essential component of what we do in an MSP, as pay rates form by far the largest component of the total cost. The pay data we generate is loaded into the VMS platform, and can be used by hiring managers, in either a mandatory or advisory capacity, to ensure contractors are paid an appropriate and competitive rate for the job they've been engaged for. This information also helps support your organisation's compliance to the new Australian 'Same Job Same Pay' legislation.

Find out more about our MSP service [AU](#) | [NZ](#)

## Emposo

Emposo, Hays' sister company is a global customer-driven consultancy and professional services provider offering clear and simple solutions that enable organisations to achieve digital transformation.

We can take on any complex large-scale change project to deliver solutions that meet the individual needs of every customer. We achieve this through a range of offerings, including advisory, programme and project services and technology-enabled change and delivery. Our team of experts is committed to delivering solutions with passion and care, ensuring each customer's transformation journey is productive and successful.

E-mail us at [info@emposo.com](mailto:info@emposo.com)

## Assessment and development

Delivering expertise assessment, selection and talent advisory services, including project recruitment and unbundled recruitment services.

This includes partnering with your internal talent teams to design and deliver end-to-end recruitment projects, supporting your graduate program campaigns, providing salary benchmarking and market insight reports, organisational restructuring and outplacements, psychometric and skills testing and a range of unbundled assessment, selection and development solutions tailored to your needs.

Get in contact with Hays Assessment and Development to discuss our services and potential requirements [assessmentdev@hays.com.au](mailto:assessmentdev@hays.com.au)

## Learning and development

Whether it's your own upskilling or recommendations to your team, Hays has a portal of online learning that is easily accessible. A whole range of free courses to help you or your teams upskill in areas that are constantly changing. The most up to date courses are available at Hays Learning [AU](#) | [NZ](#) for you, or [Thrive](#) for your teams.

# Industry salaries

## How to navigate our salary tables

Salaries are in ‘000, all salaries are exclusive of superannuation (AU) or KiwiSaver(NS) – which might differ to previous editions. The bold number represents the typical salary. The number(s) to the side represent the salary range. All salaries are represented in local currencies.

AU salaries are based on a 38 hour working week. NZ salaries are based on a 40 hour week.

## Common benefits

The following salary tables don’t represent the value of typical benefits that are offered within some professions. Some of these benefits can include flexible packaging, high levels of training, additional super, professional; memberships, vehicle expenses/parking, study assistance and health cover. For a complete picture of remuneration and benefits packages, please speak with one of our expert consultants.

|              |                              |         |                                               |                         |
|--------------|------------------------------|---------|-----------------------------------------------|-------------------------|
| Profession   | Senior Qualified Accountants |         | Financial Controller<br>Turnover up to \$100m | Role title              |
|              |                              |         |                                               |                         |
|              |                              | Typical | Range                                         |                         |
| NSW - Sydney |                              | 180     | 150 - 200                                     | Salary range for a role |
|              | Typical salary for a role    |         |                                               |                         |



# Accountancy and Finance

To gain access to industry insights for Accountancy and Finance professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

Contact us today

# Accountancy and Finance

## Commerce and Industry | Senior Finance

| Senior Qualified Accountants                  | Financial Controller<br>Turnover up to \$100m |           | Financial Controller<br>Turnover \$100m + |           | Finance Manager<br>Turnover up to \$100m |           | Finance Manager<br>Turnover \$100m + |           | Commercial Analyst |           | Finance Business Partner |           | Finance Business Partner<br>Turnover \$100m + |           | Commercial Manager<br>Turnover > \$100m |           | Commercial Manager<br>Turnover \$100m + |           | Senior Commercial Manager / Director<br>Turnover \$100m + |           |
|-----------------------------------------------|-----------------------------------------------|-----------|-------------------------------------------|-----------|------------------------------------------|-----------|--------------------------------------|-----------|--------------------|-----------|--------------------------|-----------|-----------------------------------------------|-----------|-----------------------------------------|-----------|-----------------------------------------|-----------|-----------------------------------------------------------|-----------|
|                                               | Typical                                       | Range     | Typical                                   | Range     | Typical                                  | Range     | Typical                              | Range     | Typical            | Range     | Typical                  | Range     | Typical                                       | Range     | Typical                                 | Range     | Typical                                 | Range     | Typical                                                   | Range     |
| NSW - Sydney                                  | 180                                           | 150 - 200 | 200                                       | 180 - 250 | 150                                      | 130 - 170 | 160                                  | 140 - 190 | 130                | 120 - 150 | 155                      | 140 - 180 | 155                                           | 140 - 180 | 180                                     | 160 - 200 | 210                                     | 180 - 250 | 270                                                       | 240 - 300 |
| NSW - Regional                                | 150                                           | 120 - 180 | 180                                       | 140 - 215 | 140                                      | 110 - 160 | 160                                  | 140 - 190 | 130                | 120 - 150 | 145                      | 130 - 165 | 145                                           | 130 - 165 | 140                                     | 130 - 180 | 170                                     | 150 - 220 | 250                                                       | 150 - 280 |
| VIC - Melbourne                               | 160                                           | 140 - 180 | 180                                       | 160 - 220 | 135                                      | 130 - 160 | 150                                  | 140 - 170 | 130                | 120 - 150 | 140                      | 120 - 160 | 140                                           | 120 - 160 | 160                                     | 150 - 180 | 180                                     | 160 - 210 | 260                                                       | 220 -300  |
| VIC - Regional                                | 140                                           | 130 - 160 | 160                                       | 150 - 200 | 130                                      | 120 - 150 | 140                                  | 130 - 160 | 120                | 100 - 130 | 130                      | 110 - 150 | 130                                           | 110 - 150 | 145                                     | 130 - 170 | 170                                     | 150 - 190 | 220                                                       | 180 - 250 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 150                                           | 130 - 170 | 180                                       | 150 - 200 | 140                                      | 120 - 150 | 165                                  | 140 - 175 | 125                | 110 - 140 | 150                      | 130 - 160 | 150                                           | 130 - 160 | 155                                     | 135 - 180 | 185                                     | 150 -220  | 240                                                       | 175 - 280 |
| QLD - Regional                                | 135                                           | 120 - 160 | 165                                       | 145 - 200 | 115                                      | 110 - 140 | 135                                  | 120 - 160 | -                  | -         | -                        | -         | -                                             | -         | 160                                     | 140 - 180 | 185                                     | 160 -250  | 230                                                       | 170 - 280 |
| SA - Adelaide                                 | 150                                           | 130 - 160 | 150                                       | 140 - 180 | 130                                      | 130 - 140 | 140                                  | 130 - 160 | 130                | 140 - 175 | 130                      | 120 - 150 | 130                                           | 120 - 150 | 165                                     | 130 - 180 | 180                                     | 140 - 200 | 200                                                       | 150 - 250 |
| WA - Perth                                    | 175                                           | 150 - 195 | 190                                       | 165 - 225 | 140                                      | 125 - 155 | 160                                  | 150 - 185 | 140                | 120 - 185 | 150                      | 130 - 180 | 150                                           | 130 - 180 | 160                                     | 150 - 180 | 195                                     | 160 -225  | 235                                                       | 190 - 270 |
| ACT - Canberra                                | 125                                           | 120 - 130 | 140                                       | 130 - 160 | 125                                      | 125 - 130 | 135                                  | 130 - 145 | 130                | 120 - 140 | 120                      | 120 - 140 | 120                                           | 120 - 140 | 130                                     | 120 - 160 | 160                                     | 130 - 190 | 180                                                       | 170 - 240 |
| TAS - Hobart / Launceston                     | 150                                           | 145 - 180 | 180                                       | 145 - 200 | 130                                      | 120 - 150 | 150                                  | 125 - 160 | 125                | 100 - 140 | 120                      | 100 - 135 | 120                                           | 100 - 135 | 155                                     | 140 - 180 | 165                                     | 150 -200  | 200                                                       | 170 - 240 |
| NT - Darwin                                   | 135                                           | 115 - 145 | 140                                       | 135 - 165 | 115                                      | 105 - 145 | 145                                  | 110 - 155 | 130                | 120 - 140 | 135                      | 120 - 150 | 135                                           | 120 - 150 | 145                                     | 130 - 165 | 135                                     | 130 - 145 | 150                                                       | 135 - 165 |
| NZ - Auckland                                 | 160                                           | 160 - 170 | 180                                       | 180 - 210 | 135                                      | 125 - 150 | 155                                  | 140 - 170 | 130                | 120 - 140 | 150                      | 130 - 180 | 160                                           | 140 - 185 | 150                                     | 145 - 165 | 170                                     | 160 - 190 | 220                                                       | 190 - 240 |
| NZ - Wellington                               | 150                                           | 145 - 155 | 175                                       | 165 - 200 | 135                                      | 125 - 150 | 150                                  | 140 - 170 | 120                | 110 - 135 | 145                      | 130 - 180 | 145                                           | 135 - 185 | 150                                     | 145 - 165 | 165                                     | 160 - 180 | 200                                                       | 180 - 260 |
| NZ - Christchurch                             | 140                                           | 130 - 150 | 175                                       | 150 - 180 | 135                                      | 120 - 150 | 130                                  | 130 - 150 | 120                | 120 - 150 | 140                      | 130 - 160 | 145                                           | 135 - 165 | 140                                     | 140 - 160 | 155                                     | 140 - 180 | 195                                                       | 180 - 220 |
| NZ - Dunedin                                  | 125                                           | 120 - 140 | 160                                       | 135 - 175 | 120                                      | 100 - 130 | 130                                  | 120 - 150 | 115                | 100 - 135 | 125                      | 120 - 148 | 143                                           | 130 - 160 | 135                                     | 125 - 150 | 150                                     | 130 - 160 | 195                                                       | 160 -220  |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Accountancy and Finance

## Commerce and Industry | Senior Finance

| Senior Qualified Accountants                  | Group Accountant<br>Turnover up to \$100m |           | Group Accountant<br>Turnover \$100m + |           | Project Accountant<br>Turnover up to \$100m |           | Project Accountant<br>Turnover \$100m + |           | Corporate Accountant<br>Turnover up to \$100m |           | Corporate Accountant<br>Turnover \$100m + |           | Financial Accountant<br>Turnover up to \$100m |           | Financial Accountant<br>Turnover \$100m + |           | Management Accountant<br>Turnover > \$100m |           | Management Accountant<br>Turnover \$100m + |           |
|-----------------------------------------------|-------------------------------------------|-----------|---------------------------------------|-----------|---------------------------------------------|-----------|-----------------------------------------|-----------|-----------------------------------------------|-----------|-------------------------------------------|-----------|-----------------------------------------------|-----------|-------------------------------------------|-----------|--------------------------------------------|-----------|--------------------------------------------|-----------|
|                                               | Typical                                   | Range     | Typical                               | Range     | Typical                                     | Range     | Typical                                 | Range     | Typical                                       | Range     | Typical                                   | Range     | Typical                                       | Range     | Typical                                   | Range     | Typical                                    | Range     | Typical                                    | Range     |
| NSW - Sydney                                  | 120                                       | 110 - 130 | 130                                   | 120 - 140 | 135                                         | 120 - 150 | 135                                     | 120 - 150 | 125                                           | 110 - 135 | 125                                       | 110 - 135 | 110                                           | 90 - 120  | 120                                       | 100 - 130 | 110                                        | 90 - 120  | 120                                        | 100 - 130 |
| NSW - Regional                                | 115                                       | 100 - 130 | 125                                   | 100 - 140 | 110                                         | 100 - 140 | 110                                     | 100 - 140 | 122                                           | 95 - 135  | 125                                       | 110 - 140 | 110                                           | 85 - 120  | 120                                       | 85 - 140  | 110                                        | 85 - 120  | 120                                        | 85 - 140  |
| VIC - Melbourne                               | 120                                       | 110 - 130 | 130                                   | 120 - 150 | 125                                         | 110 - 140 | 125                                     | 110 - 140 | 120                                           | 110 - 140 | 130                                       | 120 - 150 | 110                                           | 90 - 120  | 120                                       | 105 - 125 | 110                                        | 90 - 120  | 125                                        | 110 - 140 |
| VIC - Regional                                | 110                                       | 100 - 120 | 120                                   | 110 - 130 | 115                                         | 100 - 130 | 115                                     | 100 - 130 | 155                                           | 105 - 125 | 110                                       | 110 - 140 | 100                                           | 90 - 110  | 110                                       | 100 - 125 | 105                                        | 90 - 120  | 115                                        | 100 - 140 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 115                                       | 120 - 130 | 130                                   | 110 - 140 | 125                                         | 115 - 140 | 125                                     | 115 - 140 | 125                                           | 110 - 140 | 130                                       | 130 - 145 | 110                                           | 100 - 120 | 125                                       | 120 - 130 | 110                                        | 100 - 120 | 125                                        | 120 - 135 |
| QLD - Regional                                | 110                                       | 90 - 130  | 120                                   | 100 - 140 | 110                                         | 100 - 130 | 110                                     | 100 - 130 | 120                                           | 115 - 140 | 120                                       | 120 - 150 | 90                                            | 90 - 110  | 115                                       | 100 - 130 | 95                                         | 90 - 115  | 114                                        | 95 - 130  |
| SA - Adelaide                                 | 130                                       | 120 - 150 | 140                                   | 130 - 160 | 120                                         | 120 - 150 | 120                                     | 120 - 150 | 110                                           | 120 - 140 | 120                                       | 120 - 150 | 100                                           | 90 - 120  | 110                                       | 90 - 120  | 95                                         | 90 - 120  | 95                                         | 90 - 120  |
| WA - Perth                                    | 145                                       | 120 - 150 | 145                                   | 135 - 165 | 145                                         | 115 - 180 | 145                                     | 115 - 180 | 145                                           | 130 - 165 | 165                                       | 150 - 190 | 130                                           | 110 - 150 | 155                                       | 135 - 180 | 135                                        | 110 - 145 | 140                                        | 120 - 160 |
| ACT - Canberra                                | 110                                       | 100 - 120 | 120                                   | 110 - 130 | 107                                         | 100 - 130 | 107                                     | 100 - 130 | 100                                           | 100 - 120 | 120                                       | 100 - 135 | 100                                           | 95 - 115  | 120                                       | 100 - 130 | 95                                         | 90 - 110  | 100                                        | 90 - 120  |
| TAS - Hobart / Launceston                     | 120                                       | 110 - 140 | 125                                   | 110 - 140 | 120                                         | 105 - 130 | 120                                     | 105 - 130 | 115                                           | 100 - 130 | 120                                       | 110 - 140 | 100                                           | 90 - 110  | 110                                       | 95 - 125  | 100                                        | 90 - 110  | 110                                        | 90 - 120  |
| NT - Darwin                                   | 100                                       | 96 - 120  | 120                                   | 110 - 130 | 115                                         | 95 - 125  | 115                                     | 95 - 125  | 100                                           | 85 - 115  | 105                                       | 100 - 125 | 100                                           | 85 - 110  | 105                                       | 90 - 110  | 95                                         | 90 - 100  | 100                                        | 90 - 105  |
| NZ - Auckland                                 | 125                                       | 120 - 135 | 135                                   | 130 - 145 | 115                                         | 120 - 150 | 130                                     | 120 - 150 | 120                                           | 120 - 130 | 130                                       | 120 - 140 | 120                                           | 110 - 130 | 130                                       | 120 - 140 | 118                                        | 110 - 130 | 125                                        | 120 - 130 |
| NZ - Wellington                               | 110                                       | 110 - 125 | 125                                   | 115 - 130 | 130                                         | 110 - 135 | 120                                     | 110 - 135 | 110                                           | 95 - 125  | 115                                       | 110 - 130 | 115                                           | 105 - 120 | 120                                       | 110 - 130 | 110                                        | 110 - 125 | 125                                        | 120 - 130 |
| NZ - Christchurch                             | 110                                       | 110 - 125 | 120                                   | 115 - 130 | 120                                         | 110 - 150 | 120                                     | 110 - 150 | 105                                           | 90 - 120  | 115                                       | 110 - 130 | 115                                           | 100 - 130 | 119                                       | 105 - 135 | 100                                        | 105 - 128 | 125                                        | 110 - 133 |
| NZ - Dunedin                                  | 105                                       | 95 - 120  | 120                                   | 110 - 130 | 115                                         | 95 - 140  | 115                                     | 95 - 140  | 95                                            | 90 - 100  | 105                                       | 95 - 115  | 109                                           | 96 - 125  | 112                                       | 100 - 128 | 100                                        | 101 - 120 | 119                                        | 110 - 130 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Accountancy and Finance

## Commerce and Industry | Senior Finance

| Senior Qualified Accountants                  | Financial Analyst<br>Turnover up to \$100m |           | Financial Analyst<br>Turnover \$100m + |           | Manager / Head of Financial<br>Planning / Analysis |           | Systems Accountant |           |
|-----------------------------------------------|--------------------------------------------|-----------|----------------------------------------|-----------|----------------------------------------------------|-----------|--------------------|-----------|
|                                               | Typical                                    | Range     | Typical                                | Range     | Typical                                            | Range     | Typical            | Range     |
| NSW - Sydney                                  | 110                                        | 100 - 120 | 120                                    | 110 - 135 | 250                                                | 180 - 300 | 130                | 120 - 150 |
| NSW - Regional                                | 120                                        | 95 - 130  | 120                                    | 95 - 130  | 200                                                | 150 - 250 | 140                | 120 - 150 |
| VIC - Melbourne                               | 110                                        | 100 - 120 | 120                                    | 110 - 140 | 230                                                | 180 - 280 | 130                | 120 - 150 |
| VIC - Regional                                | 95                                         | 90 - 110  | 110                                    | 100 - 120 | 180                                                | 150 - 220 | 120                | 110 - 140 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 100                                        | 95 - 110  | 115                                    | 105 - 135 | 190                                                | 160 - 240 | 130                | 120 - 140 |
| QLD - Regional                                | 105                                        | 90 - 115  | 115                                    | 100 - 135 | 180                                                | 145 - 225 | 130                | 100 - 160 |
| SA - Adelaide                                 | 105                                        | 95 - 130  | 110                                    | 95 - 130  | 165                                                | 150 - 210 | 130                | 120 - 150 |
| WA - Perth                                    | 120                                        | 110 - 130 | 135                                    | 120 - 150 | 170                                                | 150 - 185 | 155                | 130 - 185 |
| ACT - Canberra                                | 110                                        | 90 - 120  | 110                                    | 100 - 120 | 160                                                | 160 - 220 | 120                | 120 - 140 |
| TAS - Hobart / Launceston                     | 100                                        | 90 - 120  | 115                                    | 95 - 130  | 185                                                | 150 - 210 | 120                | 120 - 135 |
| NT - Darwin                                   | 95                                         | 90 - 110  | 100                                    | 90 - 115  | 135                                                | 125 - 165 | 115                | 95 - 125  |
| NZ - Auckland                                 | 105                                        | 120 - 130 | 125                                    | 120 - 130 | 180                                                | 150 - 200 | 135                | 120 - 155 |
| NZ - Wellington                               | 110                                        | 105 - 115 | 115                                    | 110 - 135 | 180                                                | 150 - 220 | 140                | 120 - 160 |
| NZ - Christchurch                             | 105                                        | 105 - 120 | 115                                    | 110 - 125 | 165                                                | 140 - 180 | 122                | 120 - 153 |
| NZ - Dunedin                                  | 105                                        | 100 - 115 | 115                                    | 105 - 125 | 150                                                | 140 - 180 | 120                | 110 - 145 |

| Treasury                                      | Treasury Accountant<br>Turnover up to \$100m |           | Treasury Accountant<br>Turnover \$100m + |           | Treasury Manager |           | Head of Treasury* |           |
|-----------------------------------------------|----------------------------------------------|-----------|------------------------------------------|-----------|------------------|-----------|-------------------|-----------|
|                                               | Typical                                      | Range     | Typical                                  | Range     | Typical          | Range     | Typical           | Range     |
| NSW - Sydney                                  | 110                                          | 100 - 120 | 120                                      | 110 - 140 | 200              | 150 - 230 | 410               | 286 - 510 |
| NSW - Regional                                | 110                                          | 95 - 120  | 120                                      | 100 - 140 | 180              | 140 - 220 | -                 | -         |
| VIC - Melbourne                               | 105                                          | 100 - 115 | 120                                      | 110 - 140 | 170              | 150 - 180 | 280               | 220 - 300 |
| VIC - Regional                                | 100                                          | 90 - 110  | 110                                      | 100 - 125 | 140              | 130 - 170 | -                 | -         |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 115                                          | 100 - 120 | 130                                      | 125 - 135 | 165              | 150 - 180 | 230               | 200 -250  |
| QLD - Regional                                | 95                                           | 90 - 105  | 115                                      | 100 - 125 | 150              | 140 - 170 | 225               | 200 - 250 |
| SA - Adelaide                                 | 95                                           | 100 - 120 | 110                                      | 110 - 130 | 135              | 120 - 180 | 195               | 180 - 250 |
| WA - Perth                                    | 115                                          | 110 - 120 | 120                                      | 115 - 125 | 155              | 135 - 170 | 220               | 200 - 250 |
| ACT - Canberra                                | 95                                           | 90 - 110  | 100                                      | 90 - 110  | 145              | 130 - 160 | 220               | 210 - 240 |
| TAS - Hobart / Launceston                     | 100                                          | 90 - 110  | 105                                      | 90 - 120  | 130              | 115 - 140 | -                 | -         |
| NT - Darwin                                   | 90                                           | 85 - 95   | 100                                      | 85 - 105  | 115              | 105 - 135 | 220               | 185 - 255 |
| NZ - Auckland                                 | 92                                           | 90 - 100  | 100                                      | 95 - 115  | 133              | 115 - 150 | 173               | 143 - 204 |
| NZ - Wellington                               | 90                                           | 90 - 100  | 100                                      | 95 - 115  | 130              | 110 - 150 | 163               | 135 - 204 |
| NZ - Christchurch                             | 90                                           | 90 - 100  | 110                                      | 95 - 115  | 115              | 100 - 120 | 150               | 130 - 170 |
| NZ - Dunedin                                  | 90                                           | 85 - 95   | 100                                      | 90 - 105  | 102              | 100 - 115 | 143               | 122 - 163 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Accountancy and Finance

## Commerce and Industry | Senior Finance

| Product and Funds                             | Product Control |           | Product Control Manager |           | Group Financial Fund / Investment Accountant |          | Senior Fund / Investment Accountant |           | Fund / Investment Accountant Accounting Manager |           |
|-----------------------------------------------|-----------------|-----------|-------------------------|-----------|----------------------------------------------|----------|-------------------------------------|-----------|-------------------------------------------------|-----------|
|                                               | Typical         | Range     | Typical                 | Range     | Typical                                      | Range    | Typical                             | Range     | Typical                                         | Range     |
| NSW - Sydney                                  | 115             | 95 - 135  | 170                     | 130 - 200 | 110                                          | 90 - 120 | 125                                 | 100 - 140 | 140                                             | 130 - 170 |
| NSW - Regional                                | -               | -         | -                       | -         | 90                                           | 65 - 100 | 100                                 | 75 - 120  | 120                                             | 110 - 130 |
| VIC - Melbourne                               | 115             | 95 - 135  | 150                     | 140 - 180 | 110                                          | 90 - 120 | 125                                 | 100 - 140 | 140                                             | 130 - 160 |
| VIC - Regional                                | -               | -         | -                       | -         | -                                            | -        | -                                   | -         | -                                               | -         |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 100             | 90 - 120  | 130                     | 120 - 150 | 100                                          | 90 - 110 | 115                                 | 100 - 130 | 130                                             | 120 - 160 |
| QLD - Regional                                | 90              | 100 - 120 | 115                     | 110 - 140 | 90                                           | 80 - 110 | 105                                 | 100 - 120 | 125                                             | 110 - 150 |
| SA - Adelaide                                 | 95              | 90 - 120  | 120                     | 110 - 140 | 95                                           | 90 - 115 | 105                                 | 100 - 130 | 115                                             | 110 - 140 |
| WA - Perth                                    | 82              | 70 - 90   | 105                     | 100 - 120 | 95                                           | 85 - 115 | 110                                 | 105 - 115 | 125                                             | 115 - 135 |
| ACT - Canberra                                | -               | -         | -                       | -         | 100                                          | 90 - 110 | 100                                 | 90 - 110  | 105                                             | 100 - 110 |
| TAS - Hobart / Launceston                     | 97              | 90 - 120  | 120                     | 105 - 160 | 100                                          | 90 - 110 | 115                                 | 95 - 120  | 120                                             | 105 - 130 |
| NT - Darwin                                   | 85              | 75 - 90   | 95                      | 90 - 105  | 85                                           | 75 - 95  | 95                                  | 90 - 105  | 115                                             | 105 - 125 |
| NZ - Auckland                                 | 77              | 70 - 90   | 95                      | 90 - 105  | 90                                           | 80 - 100 | 95                                  | 82 - 102  | 107                                             | 90 - 117  |
| NZ - Wellington                               | 77              | 70 - 90   | 95                      | 90 - 105  | 82                                           | 80 - 100 | 95                                  | 82 - 102  | 102                                             | 92 - 117  |
| NZ - Christchurch                             | 77              | 70 - 90   | 95                      | 80 - 105  | 82                                           | 80 - 100 | 95                                  | 90 - 100  | 102                                             | 100 - 112 |

| Internal Audit                                | Internal Auditor |           | Senior Internal Auditor |           | Internal Audit Manager |           | Head of Internal Audit |           |
|-----------------------------------------------|------------------|-----------|-------------------------|-----------|------------------------|-----------|------------------------|-----------|
|                                               | Typical          | Range     | Typical                 | Range     | Typical                | Range     | Typical                | Range     |
| NSW - Sydney                                  | 120              | 100 - 130 | 130                     | 120 - 150 | 180                    | 150 - 200 | 300                    | 240 - 400 |
| NSW - Regional                                | 102              | 92 - 112  | 115                     | 110 - 120 | 150                    | 120 - 184 | 184                    | 153 - 275 |
| VIC - Melbourne                               | 110              | 100 - 120 | 130                     | 120 - 140 | 145                    | 122 - 165 | 170                    | 150 - 190 |
| VIC - Regional                                | 90               | 85 - 110  | 110                     | 100 - 120 | 135                    | 120 - 150 | 158                    | 133 - 184 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 100              | 90 - 120  | 125                     | 110 - 140 | 160                    | 140 - 190 | 210                    | 170 - 250 |
| QLD - Regional                                | 95               | 80 - 110  | 110                     | 90 - 130  | 135                    | 110 - 170 | 190                    | 160 - 230 |
| SA - Adelaide                                 | 90               | 90 - 120  | 120                     | 100 - 140 | 130                    | 120 - 150 | 175                    | 160 - 220 |
| WA - Perth                                    | 105              | 90 - 115  | 115                     | 100 - 130 | 150                    | 140 - 160 | 180                    | 160 - 190 |
| ACT - Canberra                                | 95               | 90 - 110  | 110                     | 100 - 120 | 140                    | 110 - 150 | 153                    | 133 - 204 |
| TAS - Hobart / Launceston                     | 90               | 90 - 115  | 110                     | 95 - 130  | 125                    | 120 - 160 | 150                    | 130 - 180 |
| NT - Darwin                                   | 80               | 75 - 90   | 95                      | 90 - 105  | 105                    | 100 - 115 | 150                    | 140 - 175 |
| NZ - Auckland                                 | 82               | 90 - 100  | 102                     | 100 - 120 | 133                    | 130 - 150 | 153                    | 140 - 160 |
| NZ - Wellington                               | 85               | 75 - 100  | 102                     | 100 - 112 | 133                    | 110 - 143 | 153                    | 140 - 175 |
| NZ - Christchurch                             | 77               | 75 - 92   | 102                     | 100 - 112 | 112                    | 105 - 133 | 153                    | 115 - 170 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Accountancy and Finance

Commerce and Industry | Senior Finance

Commerce and Industry | Mining

| Statutory and Tax                             | Tax Accountant |           | Tax Manager |           | Head of Tax |           | Reporting Accountant |           | Reporting Manager |           | Regulatory Accounting Manager |           | Financial Reporting Manager |           |
|-----------------------------------------------|----------------|-----------|-------------|-----------|-------------|-----------|----------------------|-----------|-------------------|-----------|-------------------------------|-----------|-----------------------------|-----------|
|                                               | Typical        | Range     | Typical     | Range     | Typical     | Range     | Typical              | Range     | Typical           | Range     | Typical                       | Range     | Typical                     | Range     |
| NSW - Sydney                                  | 110            | 90 - 140  | 200         | 150 - 250 | 300         | 200 - 400 | 120                  | 100 - 140 | 150               | 130 - 165 | 135                           | 120 - 155 | 160                         | 140 - 200 |
| NSW - Regional                                | 100            | 80 - 120  | 150         | 130 - 180 | 184         | 153 - 224 | 120                  | 95 - 140  | 150               | 122 - 180 | 150                           | 120 - 180 | 150                         | 125 - 180 |
| VIC - Melbourne                               | 120            | 100 - 130 | 160         | 140 - 180 | 250         | 180 - 280 | 125                  | 100 - 140 | 150               | 130 - 160 | 150                           | 130 - 160 | 160                         | 140 - 180 |
| VIC - Regional                                | 100            | 90 - 110  | 130         | 120 - 150 | 160         | 150 - 200 | 110                  | 100 - 120 | 140               | 120 - 150 | 130                           | 120 - 150 | 140                         | 130 - 160 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 120            | 100 - 130 | 160         | 140 - 180 | 200         | 180 - 240 | 115                  | 120 - 130 | 150               | 140 - 160 | 140                           | 125 - 160 | 150                         | 130 - 180 |
| QLD - Regional                                | 105            | 85 - 120  | 145         | 120 - 170 | 180         | 160 - 220 | 100                  | 90 - 115  | 120               | 120 - 150 | 130                           | 120 - 160 | 145                         | 130 - 170 |
| SA - Adelaide                                 | 95             | 90 - 120  | 130         | 110 - 150 | 200         | 180 - 235 | -                    | -         | -                 | -         | 130                           | 120 - 150 | 145                         | 130 - 165 |
| WA - Perth                                    | 115            | 100 - 125 | 165         | 145 - 195 | 195         | 180 - 225 | -                    | -         | -                 | -         | 145                           | 115 - 160 | 155                         | 130 - 185 |
| ACT - Canberra                                | 115            | 110 - 125 | 160         | 140 - 170 | 200         | 180 - 220 | 100                  | 80 - 100  | 118               | 100 - 125 | 125                           | 120 - 130 | 135                         | 120 - 150 |
| TAS - Hobart / Launceston                     | 100            | 90 - 120  | 170         | 130 - 180 | 180         | 150 - 200 | -                    | -         | -                 | -         | 120                           | 115 - 130 | 145                         | 130 - 150 |
| NT - Darwin                                   | 95             | 80 - 100  | 125         | 105 - 135 | 165         | 145 - 205 | 85                   | 80 - 95   | 105               | 95 - 125  | 125                           | 95 - 135  | 135                         | 125 - 155 |
| NZ - Auckland                                 | 95             | 110 - 130 | 112         | 140 - 160 | 153         | 150 - 185 | 92                   | 110 - 130 | 122               | 130 - 160 | 112                           | 130 - 160 | 140                         | 130 - 160 |
| NZ - Wellington                               | 95             | 85 - 102  | 120         | 100 - 130 | 130         | 110 - 150 | 92                   | 90 - 110  | 122               | 115 - 133 | 117                           | 100 - 128 | 122                         | 115 - 143 |
| NZ - Christchurch                             | 116            | 98 - 130  | 138         | 125 - 150 | 120         | 130 - 165 | 92                   | 90 - 110  | 122               | 115 - 133 | 112                           | 97 - 122  | 115                         | 100 - 143 |
| NZ - Dunedin                                  | 112            | 85 - 120  | 128         | 120 - 138 | 117         | 125 - 160 | 92                   | 82 - 102  | 122               | 112 - 133 | 112                           | 92 - 122  | 115                         | 100 - 143 |

| Senior Qualified Accountants | Financial Controller<br>Turnover up to \$100m |           |
|------------------------------|-----------------------------------------------|-----------|
|                              | Typical                                       | Range     |
| NSW - Regional               | 140                                           | 120 - 160 |
| QLD - Regional               | 150                                           | 130 - 200 |
| SA - Adelaide                | 130                                           | 120 - 160 |
| WA - Perth                   | 185                                           | 160 - 220 |
| TAS - Hobart / Launceston    | 110                                           | 100 - 130 |
| NT - Darwin                  | 125                                           | 105 - 155 |
| NZ - Auckland                | 122                                           | 100 - 133 |
| NZ - Wellington              | 115                                           | 100 - 133 |
| NZ - Christchurch            | 118                                           | 105 - 127 |
| NZ - Dunedin                 | 115                                           | 102 - 126 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Accountancy and Finance

## Commerce and Industry | Accounting Support

| Non CPA / CA Qualified<br>Experienced Accountants | 3 - 5 yrs exp |          | 5 - 10 yrs exp |          | Over 10 yrs exp |           |
|---------------------------------------------------|---------------|----------|----------------|----------|-----------------|-----------|
|                                                   | Typical       | Range    | Typical        | Range    | Typical         | Range     |
| NSW - Sydney                                      | 90            | 80 - 95  | 100            | 90 - 110 | 110             | 100 - 120 |
| NSW - Regional                                    | 95            | 75 - 100 | 100            | 90 - 120 | 110             | 100 - 120 |
| VIC - Melbourne                                   | 80            | 75 - 85  | 85             | 80 - 95  | 95              | 90 - 110  |
| VIC - Regional                                    | 80            | 75 - 85  | 85             | 80 - 95  | 95              | 90 - 110  |
| QLD - Brisbane, Gold Coast<br>and Sunshine Coast  | 78            | 70 - 85  | 85             | 80 - 90  | 85              | 80 - 88   |
| QLD - Regional                                    | 72            | 75 - 80  | 88             | 90 - 110 | 90              | 90 - 120  |
| SA - Adelaide                                     | 74            | 80 - 90  | 84             | 80 - 95  | 89              | 90 - 105  |
| WA - Perth                                        | 92            | 82 - 105 | 100            | 95 - 110 | 110             | 100 - 120 |
| ACT - Canberra                                    | 85            | 75 - 90  | 85             | 80 - 100 | 90              | 90 - 110  |
| TAS - Hobart / Launceston                         | 80            | 70 - 90  | 85             | 80 - 100 | 90              | 80 - 105  |
| NT - Darwin                                       | 75            | 70 - 80  | 85             | 80 - 90  | 90              | 85 - 95   |
| NZ - Auckland                                     | 85            | 75 - 90  | 85             | 80 - 90  | 100             | 95 - 120  |
| NZ - Wellington                                   | 80            | 70 - 90  | 90             | 82 - 100 | 95              | 82 - 112  |
| NZ - Christchurch                                 | 75            | 66 - 80  | 80             | 75 - 95  | 95              | 80 - 100  |
| NZ - Dunedin                                      | 74            | 65 - 78  | 80             | 72 - 90  | 95              | 80 - 105  |

| Assistant Accountants                            | Graduate<br>No experience |         | Assistant Accountant<br>up to 2 yrs |         | Assistant Accountant<br>2 - 4 yrs |         | Assistant Accountant<br>4+ yrs |          |
|--------------------------------------------------|---------------------------|---------|-------------------------------------|---------|-----------------------------------|---------|--------------------------------|----------|
|                                                  | Typical                   | Range   | Typical                             | Range   | Typical                           | Range   | Typical                        | Range    |
| NSW - Sydney                                     | 65                        | 60 - 67 | 70                                  | 65 - 75 | 80                                | 75 - 85 | 90                             | 85 - 95  |
| NSW - Regional                                   | 60                        | 55 - 65 | 70                                  | 65 - 80 | 80                                | 75 - 85 | 90                             | 85 - 95  |
| VIC - Melbourne                                  | 70                        | 65 - 72 | 75                                  | 72 - 80 | 80                                | 75 - 85 | 90                             | 85 - 95  |
| VIC - Regional                                   | 65                        | 60 - 70 | 70                                  | 68 - 75 | 78                                | 70 - 80 | 80                             | 75 - 90  |
| QLD - Brisbane, Gold Coast<br>and Sunshine Coast | 65                        | 55 - 70 | 75                                  | 70 - 80 | 75                                | 70 - 80 | 80                             | 75 - 85  |
| QLD - Regional                                   | 60                        | 55 - 65 | 65                                  | 65 - 75 | 70                                | 70 - 85 | 78                             | 70 - 90  |
| SA - Adelaide                                    | 60                        | 58 - 65 | 70                                  | 65 - 75 | 75                                | 70 - 80 | 85                             | 80 - 90  |
| WA - Perth                                       | 65                        | 60 - 75 | 80                                  | 75 - 85 | 85                                | 80 - 90 | 95                             | 85 - 100 |
| ACT - Canberra                                   | 55                        | 50 - 60 | 65                                  | 60 - 70 | 70                                | 65 - 75 | 85                             | 80 - 90  |
| TAS - Hobart / Launceston                        | 63                        | 57 - 70 | 70                                  | 65 - 75 | 72                                | 65 - 80 | 80                             | 70 - 85  |
| NT - Darwin                                      | 60                        | 55 - 65 | 70                                  | 60 - 75 | 75                                | 65 - 80 | 80                             | 70 - 85  |
| NZ - Auckland                                    | 60                        | 55 - 65 | 73                                  | 70 - 78 | 80                                | 75 - 85 | 85                             | 80 - 90  |
| NZ - Wellington                                  | 65                        | 60 - 70 | 70                                  | 65 - 75 | 80                                | 75 - 85 | 90                             | 80 - 90  |
| NZ - Christchurch                                | 60                        | 55 - 60 | 72                                  | 65 - 75 | 80                                | 75 - 85 | 85                             | 80 - 90  |
| NZ - Dunedin                                     | 58                        | 55 - 60 | 68                                  | 63 - 70 | 78                                | 75 - 83 | 84                             | 80 - 88  |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Accountancy and Finance

## Commerce and Industry | Accounting Support

| Payroll                                       | Payroll Officer |         | Senior Payroll Officer |          | Payroll Team Lead |           | Payroll Systems Analyst |           | Remuneration and Payroll Manager |           | Supervisor / Manager < 1000 employees |           | Supervisor / Manager 1000 - 3000 employees |           | Supervisor / Manager > 3000 employees |           |
|-----------------------------------------------|-----------------|---------|------------------------|----------|-------------------|-----------|-------------------------|-----------|----------------------------------|-----------|---------------------------------------|-----------|--------------------------------------------|-----------|---------------------------------------|-----------|
|                                               | Typical         | Range   | Typical                | Range    | Typical           | Range     | Typical                 | Range     | Typical                          | Range     | Typical                               | Range     | Typical                                    | Range     |                                       |           |
| NSW - Sydney                                  | 80              | 75 - 85 | 95                     | 85 - 110 | 125               | 110 - 135 | 130                     | 110 - 140 | 125                              | 115 - 135 | 120                                   | 110 - 130 | 140                                        | 125 - 150 | 160                                   | 140 - 175 |
| NSW - Regional                                | 80              | 75 - 90 | 90                     | 85 - 100 | 110               | 100 - 120 | 120                     | 100 - 130 | 120                              | 100 - 140 | 120                                   | 110 - 130 | 130                                        | 120 - 150 | 140                                   | 130 - 160 |
| VIC - Melbourne                               | 82              | 80 - 85 | 95                     | 90 - 110 | 110               | 100 - 120 | 100                     | 90 - 110  | 135                              | 110 - 165 | 120                                   | 110 - 130 | 140                                        | 120 - 155 | 190                                   | 160 - 220 |
| VIC - Regional                                | 75              | 70 - 80 | 90                     | 80 - 100 | 95                | 90 - 110  | -                       | -         | -                                | -         | 110                                   | 100 - 120 | 140                                        | 110 - 150 | 190                                   | 160 - 220 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 80              | 75 - 85 | 95                     | 90 - 100 | 120               | 100 - 130 | 110                     | 100 - 120 | 125                              | 110 - 150 | 120                                   | 100 - 130 | 130                                        | 120 - 160 | 150                                   | 130 - 180 |
| QLD - Regional                                | 75              | 72 - 80 | 90                     | 90 - 110 | 100               | 95 - 130  | -                       | -         | 114                              | 110 - 130 | 102                                   | 92 - 122  | -                                          | -         | -                                     | -         |
| SA - Adelaide                                 | 80              | 75 - 85 | 100                    | 90 - 120 | 110               | 100 - 125 | 110                     | 100 - 120 | 110                              | 110 - 130 | 110                                   | 110 - 130 | 120                                        | 120 - 140 | 125                                   | 125 - 150 |
| WA - Perth                                    | 90              | 85 - 95 | 100                    | 95 - 120 | 110               | 100 - 130 | 120                     | 100 - 130 | 140                              | 120 - 160 | 130                                   | 115 - 150 | 150                                        | 120 - 180 | 160                                   | 130 - 200 |
| ACT - Canberra                                | 70              | 75 - 85 | 85                     | 85 - 95  | 110               | 100 - 120 | 110                     | 100 - 110 | 120                              | 115 - 125 | 120                                   | 110 - 130 | 125                                        | 120 - 135 | 140                                   | 130 - 150 |
| TAS - Hobart / Launceston                     | 80              | 75 - 90 | 90                     | 85 - 100 | 110               | 90 - 130  | 100                     | 90 - 120  | 140                              | 110 - 165 | 105                                   | 90 - 120  | 115                                        | 95 - 140  | 140                                   | 110 - 165 |
| NT - Darwin                                   | 70              | 65 - 75 | 80                     | 75 - 85  | 90                | 85 - 95   | 80                      | 75 - 90   | 100                              | 95 - 110  | 95                                    | 90 - 100  | 95                                         | 90 - 105  | 110                                   | 105 - 115 |
| NZ - Auckland                                 | 75              | 70 - 80 | 88                     | 75 - 95  | 100               | 90 - 115  | 87                      | 71 - 110  | 130                              | 110 - 160 | 120                                   | 100 - 115 | 117                                        | 100 - 143 | 145                                   | 110 - 163 |
| NZ - Wellington                               | 75              | 65 - 70 | 90                     | 80 - 95  | 100               | 90 - 110  | 95                      | 71 - 112  | 130                              | 110 - 153 | 110                                   | 100 - 120 | 120                                        | 100 - 115 | 125                                   | 110 - 130 |
| NZ - Christchurch                             | 76              | 70 - 80 | 90                     | 80 - 95  | 97                | 90 - 105  | 82                      | 70 - 100  | 120                              | 100 - 155 | 105                                   | 95 - 120  | 113                                        | 100 - 125 | 118                                   | 105 - 130 |
| NZ - Dunedin                                  | 74              | 66 - 80 | 88                     | 78 - 95  | 94                | 86 - 102  | 82                      | 70 - 100  | 115                              | 100 - 155 | 103                                   | 93 - 115  | -                                          | -         | 115                                   | 105 - 130 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Accountancy and Finance

## Commerce and Industry | Accounting Support

| Credit Control / Accounts Receivable          | Accounts Receivable / Billing Officer |         | Credit Controller |         | Senior Credit Controller |          | Supervisor / Manager<br>1 - 5 staff |           | Supervisor / Manager<br>> 5 staff |           |
|-----------------------------------------------|---------------------------------------|---------|-------------------|---------|--------------------------|----------|-------------------------------------|-----------|-----------------------------------|-----------|
|                                               | Typical                               | Range   | Typical           | Range   | Typical                  | Range    | Typical                             | Range     | Typical                           | Range     |
| NSW - Sydney                                  | 75                                    | 70 - 85 | 80                | 70 - 85 | 85                       | 75 - 90  | 100                                 | 90 - 115  | 125                               | 110 - 140 |
| NSW - Regional                                | 70                                    | 60 - 85 | 80                | 60 - 85 | 85                       | 75 - 90  | 100                                 | 90 - 110  | 110                               | 90 - 120  |
| VIC - Melbourne                               | 80                                    | 75 - 85 | 85                | 80 - 90 | 95                       | 90 - 100 | 115                                 | 100 - 120 | 125                               | 110 - 140 |
| VIC - Regional                                | 73                                    | 65 - 80 | 80                | 75 - 90 | 90                       | 80 - 95  | 95                                  | 85 - 115  | 105                               | 95 - 120  |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 75                                    | 65 - 80 | 75                | 70 - 80 | 80                       | 75 - 85  | 95                                  | 90 - 110  | 110                               | 100 - 130 |
| QLD - Regional                                | 70                                    | 65 - 75 | 72                | 65 - 80 | 80                       | 70 - 90  | 95                                  | 85 - 110  | 105                               | 95 - 125  |
| SA - Adelaide                                 | 75                                    | 70 - 80 | 80                | 75 - 90 | 85                       | 75 - 95  | 90                                  | 90 - 110  | 110                               | 95 - 130  |
| WA - Perth                                    | 85                                    | 75 - 90 | 85                | 80 - 95 | 90                       | 85 - 110 | 100                                 | 95 - 120  | 100                               | 100 - 120 |
| ACT - Canberra                                | 68                                    | 63 - 75 | 75                | 70 - 80 | 85                       | 75 - 90  | 100                                 | 90 - 120  | 130                               | 110 - 140 |
| TAS - Hobart / Launceston                     | 75                                    | 70 - 88 | 75                | 70 - 88 | 85                       | 75 - 95  | 95                                  | 90 - 120  | 100                               | 90 - 130  |
| NT - Darwin                                   | 65                                    | 60 - 70 | 75                | 65 - 80 | 75                       | 70 - 80  | 85                                  | 80 - 90   | 90                                | 85 - 100  |
| NZ - Auckland                                 | 70                                    | 65 - 75 | 75                | 65 - 85 | 80                       | 75 - 90  | 90                                  | 85 - 110  | 115                               | 95 - 130  |
| NZ - Wellington                               | 70                                    | 65 - 75 | 75                | 62 - 70 | 80                       | 70 - 80  | 85                                  | 75 - 85   | 100                               | 90 - 110  |
| NZ - Christchurch                             | 65                                    | 62 - 68 | 71                | 66 - 75 | 77                       | 70 - 88  | 88                                  | 80 - 95   | 93                                | 87 - 102  |
| NZ - Dunedin                                  | 62                                    | 60 - 65 | 69                | 63 - 72 | 75                       | 70 - 82  | 85                                  | 75 - 90   | 90                                | 86 - 100  |

| Bookkeepers                                   | To Trial Balance |          | To Balance Sheet |          | Senior Bookkeeper |          |
|-----------------------------------------------|------------------|----------|------------------|----------|-------------------|----------|
|                                               | Typical          | Range    | Typical          | Range    | Typical           | Range    |
| NSW - Sydney                                  | 85               | 75 - 90  | 85               | 80 - 90  | 95                | 90 - 100 |
| NSW - Regional                                | 85               | 75 - 90  | 85               | 80 - 90  | 92                | 90 - 100 |
| VIC - Melbourne                               | 82               | 75 - 85  | 80               | 75 - 85  | 100               | 90 - 120 |
| VIC - Regional                                | 75               | 70 - 80  | 80               | 75 - 85  | 95                | 90 - 115 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 75               | 70 - 85  | 77               | 70 - 85  | 83                | 75 - 90  |
| QLD - Regional                                | 72               | 65 - 85  | 70               | 60 - 80  | 75                | 70 - 95  |
| SA - Adelaide                                 | 80               | 75 - 85  | 80               | 80 - 90  | 85                | 80 - 95  |
| WA - Perth                                    | 90               | 85 - 100 | 90               | 85 - 100 | 100               | 95 - 110 |
| ACT - Canberra                                | 85               | 75 - 90  | 85               | 80 - 90  | 95                | 90 - 110 |
| TAS - Hobart / Launceston                     | 75               | 70 - 80  | 75               | 70 - 80  | 80                | 77 - 95  |
| NT - Darwin                                   | 70               | 65 - 75  | 75               | 70 - 80  | 75                | 70 - 80  |
| NZ - Auckland                                 | 80               | 70 - 85  | 75               | 70 - 85  | 90                | 75 - 100 |
| NZ - Wellington                               | 75               | 65 - 75  | 66               | 65 - 71  | 80                | 75 - 85  |
| NZ - Christchurch                             | 72               | 65 - 80  | 75               | 68 - 82  | 82                | 75 - 90  |
| NZ - Dunedin                                  | 72               | 65 - 80  | 75               | 68 - 83  | 81                | 73 - 88  |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Accountancy and Finance

## Commerce and Industry | Accounting Support

| Accounts Payable                              | Accounts Payable Officer |         | Accounts Payable Officer Senior |          | Experienced Supervisor Accounts Payable |          | Manager Accounts Payable |           |
|-----------------------------------------------|--------------------------|---------|---------------------------------|----------|-----------------------------------------|----------|--------------------------|-----------|
|                                               | Typical                  | Range   | Typical                         | Range    | Typical                                 | Range    | Typical                  | Range     |
| NSW - Sydney                                  | 75                       | 65 - 80 | 80                              | 75 - 90  | 95                                      | 90 - 110 | 120                      | 100 - 130 |
| NSW - Regional                                | 75                       | 65 - 80 | 80                              | 75 - 90  | 90                                      | 80 - 110 | 100                      | 90 - 120  |
| VIC - Melbourne                               | 75                       | 70 - 78 | 82                              | 80 - 85  | 95                                      | 90 - 100 | 120                      | 110 - 130 |
| VIC - Regional                                | 70                       | 65 - 75 | 75                              | 70 - 80  | 85                                      | 80 - 95  | 100                      | 95 - 115  |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 75                       | 65 - 78 | 78                              | 75 - 85  | 90                                      | 80 - 95  | 105                      | 95 - 120  |
| QLD - Regional                                | 72                       | 68 - 80 | 76                              | 70 - 85  | 90                                      | 80 - 95  | 90                       | 80 - 100  |
| SA - Adelaide                                 | 75                       | 70 - 80 | 80                              | 75 - 85  | 80                                      | 90 - 110 | 90                       | 90 - 120  |
| WA - Perth                                    | 85                       | 75 - 90 | 90                              | 80 - 100 | 100                                     | 95 - 110 | 110                      | 100 - 120 |
| ACT - Canberra                                | 75                       | 65 - 85 | 80                              | 75 - 90  | 95                                      | 90 - 115 | 115                      | 100 - 130 |
| TAS - Hobart / Launceston                     | 75                       | 65 - 88 | 80                              | 72 - 90  | 85                                      | 80 - 95  | 100                      | 90 - 120  |
| NT - Darwin                                   | 65                       | 60 - 70 | 75                              | 65 - 80  | 80                                      | 75 - 90  | 90                       | 80 - 100  |
| NZ - Auckland                                 | 75                       | 65 - 80 | 80                              | 70 - 85  | 90                                      | 85 - 100 | 110                      | 85 - 125  |
| NZ - Wellington                               | 68                       | 60 - 70 | 75                              | 70 - 75  | 80                                      | 75 - 85  | 100                      | 85 - 120  |
| NZ - Christchurch                             | 66                       | 62 - 70 | 75                              | 70 - 80  | 80                                      | 75 - 85  | 95                       | 80 - 110  |
| NZ - Dunedin                                  | 65                       | 62 - 70 | 75                              | 70 - 80  | 79                                      | 72 - 87  | 95                       | 80 - 110  |

| Accounts Officers                             | Entry Level Accounts Officer |         | Accounts Officer |         |
|-----------------------------------------------|------------------------------|---------|------------------|---------|
|                                               | Typical                      | Range   | Typical          | Range   |
| NSW - Sydney                                  | 60                           | 60 - 65 | 75               | 65 - 80 |
| NSW - Regional                                | 60                           | 60 - 65 | 65               | 65 - 80 |
| VIC - Melbourne                               | 70                           | 70 - 75 | 80               | 75 - 85 |
| VIC - Regional                                | 65                           | 60 - 70 | 75               | 65 - 80 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 55                           | 55 - 60 | 75               | 70 - 80 |
| QLD - Regional                                | 60                           | 55 - 65 | 70               | 65 - 75 |
| SA - Adelaide                                 | 60                           | 60 - 65 | 65               | 60 - 70 |
| WA - Perth                                    | 60                           | 65 - 75 | 80               | 75 - 85 |
| ACT - Canberra                                | 65                           | 60 - 70 | 70               | 60 - 80 |
| TAS - Hobart / Launceston                     | 65                           | 60 - 75 | 75               | 60 - 85 |
| NT - Darwin                                   | 60                           | 55 - 65 | 65               | 60 - 70 |
| NZ - Auckland                                 | 60                           | 55 - 65 | 70               | 65 - 80 |
| NZ - Wellington                               | 57                           | 55 - 60 | 65               | 60 - 70 |
| NZ - Christchurch                             | 57                           | 55 - 60 | 66               | 62 - 72 |
| NZ - Dunedin                                  | 58                           | 55 - 60 | 66               | 62 - 72 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Accountancy and Finance

## Professional Practice

| Business Services Undergraduates              | 0 - 2 yrs exp |         | 2 - 3 yrs exp |         | 3+ yrs exp |         |
|-----------------------------------------------|---------------|---------|---------------|---------|------------|---------|
|                                               | Typical       | Range   | Typical       | Range   | Typical    | Range   |
| NSW - Sydney                                  | 58            | 58 - 60 | 68            | 60 - 70 | 68         | 60 - 70 |
| NSW - Regional                                | 49            | 49 - 50 | 56            | 55 - 70 | 60         | 55 - 65 |
| VIC - Melbourne                               | 50            | 47 - 55 | 65            | 60 - 70 | 60         | 55 - 65 |
| VIC - Regional                                | 49            | 49 - 55 | 56            | 55 - 70 | 60         | 55 - 65 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 55            | 55 - 65 | 58            | 55 - 62 | 60         | 58 - 65 |
| QLD - Regional                                | 52            | 55 - 60 | 60            | 55 - 65 | 65         | 60 - 69 |
| SA - Adelaide                                 | 50            | 49 - 52 | 56            | 54 - 58 | 58         | 55 - 62 |
| WA - Perth                                    | 55            | 50 - 60 | 60            | 55 - 65 | 65         | 60 - 70 |
| ACT - Canberra                                | 55            | 50 - 60 | 60            | 55 - 65 | 65         | 60 - 70 |
| TAS - Hobart / Launceston                     | 52            | 50 - 56 | 56            | 54 - 58 | 59         | 57 - 62 |
| NT - Darwin                                   | 55            | 50 - 60 | 65            | 60 - 70 | 70         | 65 - 80 |
| NZ - Auckland                                 | 50            | 50 - 55 | 50            | 52 - 55 | 58         | 58 - 65 |
| NZ - Wellington                               | 49            | 49 - 55 | 56            | 52 - 61 | 58         | 58 - 66 |
| NZ - Christchurch                             | 50            | 50 - 55 | 56            | 52 - 60 | 62         | 58 - 66 |
| NZ - Dunedin                                  | 50            | 50 - 55 | 56            | 53 - 60 | 62         | 58 - 66 |

| Business Services Graduates                   | No exp  |         | 1 - 2 yrs exp |         | 2 - 3 yrs exp |         | 3+ yrs exp |         |
|-----------------------------------------------|---------|---------|---------------|---------|---------------|---------|------------|---------|
|                                               | Typical | Range   | Typical       | Range   | Typical       | Range   | Typical    | Range   |
| NSW - Sydney                                  | 58      | 58 - 60 | 70            | 63 - 72 | 75            | 70 - 80 | 85         | 80 - 90 |
| NSW - Regional                                | 49      | 49- 50  | 60            | 55 - 65 | 70            | 64 - 75 | 57         | 51 - 66 |
| VIC - Melbourne                               | 58      | 58 - 65 | 65            | 60 - 71 | 70            | 64 - 75 | 75         | 70 - 85 |
| VIC - Regional                                | 50      | 50 - 60 | 60            | 55 - 65 | 70            | 65 - 75 | 75         | 70 - 85 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 55      | 50 - 60 | 65            | 60 - 70 | 70            | 65 - 75 | 75         | 70 - 80 |
| QLD - Regional                                | 55      | 55 - 65 | 65            | 60 - 70 | 65            | 65 - 80 | 75         | 70 - 85 |
| SA - Adelaide                                 | 58      | 55 - 65 | 64            | 58 - 68 | 66            | 63 - 75 | 73         | 68 - 78 |
| WA - Perth                                    | 55      | 50 - 60 | 65            | 60 - 70 | 70            | 65 - 75 | 75         | 65 - 80 |
| ACT - Canberra                                | 55      | 50 - 60 | 60            | 55 - 65 | 70            | 65 - 75 | 70         | 68 - 80 |
| TAS - Hobart / Launceston                     | 58      | 55 - 65 | 60            | 52 - 68 | 66            | 63 - 75 | 75         | 68 - 80 |
| NT - Darwin                                   | 60      | 55 - 65 | 65            | 55 - 70 | 73            | 65 - 85 | 85         | 75 - 90 |
| NZ - Auckland                                 | 52      | 50 - 55 | 55            | 53 - 60 | 60            | 55 - 66 | 72         | 65 - 82 |
| NZ - Wellington                               | 52      | 50 - 55 | 55            | 53 - 60 | 60            | 55 - 66 | 72         | 65 - 82 |
| NZ - Christchurch                             | 52      | 50 - 55 | 55            | 53 - 60 | 60            | 55 - 66 | 72         | 65 - 71 |
| NZ - Dunedin                                  | 52      | 50 - 55 | 58            | 53 - 60 | 63            | 58 - 68 | 72         | 65 - 78 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Accountancy and Finance

## Professional Practice

| Business services<br>Typically CA / CPA Complete<br>Senior, Supervisor, Assistant<br>Manager | 3 - 4 yrs exp |          | 4 - 5 yrs exp |           | 5 - 6 yrs exp |           | 6+ yrs exp |           |
|----------------------------------------------------------------------------------------------|---------------|----------|---------------|-----------|---------------|-----------|------------|-----------|
|                                                                                              | Typical       | Range    | Typical       | Range     | Typical       | Range     | Typical    | Range     |
| NSW - Sydney                                                                                 | 90            | 85 - 100 | 108           | 100 - 120 | 117           | 108 - 130 | 120        | 110 - 135 |
| NSW - Regional                                                                               | 69            | 63 - 73  | 73            | 67 - 77   | 84            | 78 - 86   | 88         | 83 - 92   |
| VIC - Melbourne                                                                              | 88            | 80 - 95  | 100           | 90 - 110  | 115           | 100 - 120 | 115        | 100 - 130 |
| VIC - Regional                                                                               | 85            | 80 - 95  | 95            | 90 - 110  | 110           | 100 - 120 | 115        | 110 - 130 |
| QLD - Brisbane, Gold Coast<br>and Sunshine Coast                                             | 90            | 85 - 95  | 90            | 90 - 105  | 110           | 100 - 120 | 115        | 100 - 130 |
| QLD - Regional                                                                               | 82            | 75 - 95  | 90            | 85 - 105  | 100           | 95 - 120  | 110        | 105 - 135 |
| SA - Adelaide                                                                                | 88            | 82 - 92  | 93            | 88 - 98   | 98            | 93 - 105  | 102        | 98 - 109  |
| WA - Perth                                                                                   | 85            | 80 - 90  | 85            | 80 - 90   | 95            | 90 - 100  | 100        | 90 - 110  |
| ACT - Canberra                                                                               | 85            | 80 - 90  | 90            | 85 - 100  | 100           | 100 - 110 | 95         | 95 - 130  |
| TAS - Hobart / Launceston                                                                    | 75            | 68 - 82  | 85            | 80 - 95   | 98            | 93 - 105  | 110        | 95 - 125  |
| NT - Darwin                                                                                  | 85            | 75 - 90  | 90            | 85 - 100  | 100           | 95 - 105  | 105        | 100 - 115 |
| NZ - Auckland                                                                                | 85            | 80 - 90  | 90            | 85 - 95   | 115           | 100 - 120 | 118        | 100 - 125 |
| NZ - Wellington                                                                              | 85            | 80 - 90  | 90            | 85 - 95   | 115           | 100 - 120 | 118        | 100 - 125 |
| NZ - Christchurch                                                                            | 88            | 82 - 95  | 90            | 85 - 105  | 115           | 98 - 120  | 118        | 102 - 125 |
| NZ - Dunedin                                                                                 | 86            | 81 - 95  | 90            | 85 - 98   | 100           | 96 - 107  | 105        | 102 - 120 |

| Business Services<br>Managers and Senior<br>Managers | Manager for 0 - 2 yrs |           | Senior Manager for 2 - 5 yrs. |           |
|------------------------------------------------------|-----------------------|-----------|-------------------------------|-----------|
|                                                      | Typical               | Range     | Typical                       | Range     |
| NSW - Sydney                                         | 125                   | 117 - 130 | 150                           | 135 - 175 |
| NSW - Regional                                       | 102                   | 92 - 112  | 117                           | 102 - 138 |
| VIC - Melbourne                                      | 120                   | 115 - 125 | 148                           | 135 - 170 |
| VIC - Regional                                       | 115                   | 100 - 125 | 125                           | 115 - 140 |
| QLD - Brisbane, Gold Coast<br>and Sunshine Coast     | 120                   | 105 - 130 | 145                           | 130 - 160 |
| QLD - Regional                                       | 110                   | 90 - 125  | 135                           | 120 - 150 |
| SA - Adelaide                                        | 120                   | 115 - 125 | 145                           | 130 - 155 |
| WA - Perth                                           | 120                   | 100 - 130 | 130                           | 110 - 140 |
| ACT - Canberra                                       | 115                   | 110 - 125 | 140                           | 130 - 150 |
| TAS - Hobart / Launceston                            | 120                   | 100 - 130 | 130                           | 110 - 140 |
| NT - Darwin                                          | 105                   | 100 - 120 | 115                           | 105 - 125 |
| NZ - Auckland                                        | 110                   | 100 - 120 | 140                           | 110 - 160 |
| NZ - Wellington                                      | 110                   | 100 - 120 | 128                           | 107 - 143 |
| NZ - Christchurch                                    | 120                   | 115 - 125 | 102                           | 135 - 150 |
| NZ - Dunedin                                         | 120                   | 115 - 125 | 102                           | 135 - 150 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Accountancy and Finance

## Professional Practice

| External Audit Undergraduates                 | 0 - 2 yrs exp |         | 2 - 3 yrs exp |         | 3+ yrs exp |         |
|-----------------------------------------------|---------------|---------|---------------|---------|------------|---------|
|                                               | Typical       | Range   | Typical       | Range   | Typical    | Range   |
| NSW - Sydney                                  | 58            | 58 - 60 | 65            | 65 - 75 | 68         | 70 - 75 |
| NSW - Regional                                | 50            | 49 - 50 | 55            | 50 - 60 | 62         | 56 - 71 |
| VIC - Melbourne                               | 50            | 49 - 55 | 62            | 58 - 65 | 62         | 60 - 65 |
| VIC - Regional                                | 50            | 49 - 55 | 55            | 50 - 60 | 62         | 56 - 71 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 50            | 50 - 60 | 58            | 55 - 65 | 65         | 60 - 70 |
| QLD - Regional                                | 50            | 50 - 60 | 60            | 60 - 70 | 65         | 65 - 75 |
| SA - Adelaide                                 | 50            | 49 - 52 | 56            | 54 - 58 | 58         | 55 - 62 |
| WA - Perth                                    | 55            | 50 - 60 | 55            | 50 - 60 | 60         | 55 - 65 |
| ACT - Canberra                                | 60            | 55 - 60 | 60            | 60 - 65 | 65         | 65 - 70 |
| TAS - Hobart / Launceston                     | 52            | 49 - 56 | 56            | 54 - 58 | 65         | 55 - 70 |
| NT - Darwin                                   | 52            | 50 - 55 | 58            | 52 - 60 | 65         | 55 - 75 |
| NZ - Auckland                                 | 48            | 48 - 50 | 55            | 48 - 60 | 58         | 50 - 65 |
| NZ - Wellington                               | 48            | 48 - 50 | 55            | 48 - 60 | 58         | 48 - 65 |
| NZ - Christchurch                             | 48            | 48 - 50 | 55            | 48 - 60 | 58         | 51 - 65 |
| NZ - Dunedin                                  | 48            | 48 - 50 | 55            | 48 - 60 | 58         | 51 - 65 |

| External Audit Graduates                      | No exp  |         | 1 - 2 yrs exp |         | 2 - 3 yrs exp |         | 3+ yrs exp |         |
|-----------------------------------------------|---------|---------|---------------|---------|---------------|---------|------------|---------|
|                                               | Typical | Range   | Typical       | Range   | Typical       | Range   | Typical    | Range   |
| NSW - Sydney                                  | 58      | 58 - 60 | 68            | 65 - 75 | 75            | 70 - 80 | 80         | 75 - 85 |
| NSW - Regional                                | 58      | 55 - 60 | 65            | 60 - 70 | 70            | 65 - 75 | 75         | 70 - 85 |
| VIC - Melbourne                               | 60      | 55 - 68 | 68            | 60 - 75 | 70            | 65 - 75 | 75         | 70 - 90 |
| VIC - Regional                                | 60      | 55 - 65 | 65            | 60 - 70 | 70            | 65 - 75 | 75         | 70 - 85 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 60      | 55 - 65 | 65            | 60 - 70 | 68            | 63 - 75 | 78         | 70 - 85 |
| QLD - Regional                                | 55      | 50 - 60 | 60            | 60 - 70 | 65            | 55 - 75 | 72         | 55 - 80 |
| SA - Adelaide                                 | 60      | 55 - 68 | 64            | 58 - 68 | 66            | 63 - 75 | 73         | 68 - 78 |
| WA - Perth                                    | 55      | 50 - 60 | 55            | 50 - 60 | 75            | 65 - 80 | 80         | 70 - 90 |
| ACT - Canberra                                | 60      | 60 - 65 | 65            | 65 - 70 | 70            | 67 - 75 | 75         | 70 - 80 |
| TAS - Hobart / Launceston                     | 60      | 55 - 68 | 64            | 58 - 68 | 70            | 63 - 75 | 73         | 68 - 82 |
| NT - Darwin                                   | 55      | 50 - 60 | 60            | 55 - 65 | 65            | 60 - 75 | 75         | 70 - 80 |
| NZ - Auckland                                 | 48      | 48 - 55 | 55            | 50 - 58 | 56            | 52 - 60 | 75         | 65 - 80 |
| NZ - Wellington                               | 48      | 48 - 55 | 53            | 48 - 58 | 56            | 51 - 61 | 75         | 65 - 80 |
| NZ - Christchurch                             | 48      | 48 - 55 | 53            | 50 - 61 | 61            | 53 - 62 | 70         | 65 - 80 |
| NZ - Dunedin                                  | 48      | 48 - 55 | 53            | 49 - 59 | 61            | 52 - 65 | 70         | 65 - 80 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Accountancy and Finance

## Professional Practice

| External Audit<br>Typically CA/CPA Complete<br>Senior, Supervisor, Assistant<br>Managers | 3 - 4 yrs exp |          | 4 - 5 yrs exp |          | 5 - 6 yrs exp |           | 6+ yrs exp |           |
|------------------------------------------------------------------------------------------|---------------|----------|---------------|----------|---------------|-----------|------------|-----------|
|                                                                                          | Typical       | Range    | Typical       | Range    | Typical       | Range     | Typical    | Range     |
| NSW - Sydney                                                                             | 82            | 80 - 98  | 90            | 90 - 110 | 120           | 108 - 130 | 120        | 110 - 135 |
| NSW - Regional                                                                           | 69            | 63 - 70  | 72            | 71 - 78  | 85            | 77 - 87   | 92         | 88 - 97   |
| VIC - Melbourne                                                                          | 90            | 85 - 95  | 95            | 90 - 105 | 108           | 100 - 115 | 118        | 105 - 120 |
| VIC - Regional                                                                           | 80            | 80 - 95  | 90            | 85 - 100 | 100           | 90 - 110  | 110        | 95 - 120  |
| QLD - Brisbane, Gold Coast<br>and Sunshine Coast                                         | 85            | 75 - 95  | 90            | 85 - 100 | 95            | 90 - 110  | 110        | 100 - 120 |
| QLD - Regional                                                                           | 82            | 75 - 88  | 85            | 78 - 95  | 90            | 80 - 100  | 95         | 85 - 115  |
| SA - Adelaide                                                                            | 88            | 82 - 92  | 93            | 88 - 98  | 98            | 93 - 105  | 102        | 98 - 109  |
| WA - Perth                                                                               | 85            | 75 - 90  | 90            | 85 - 100 | 100           | 90 - 110  | 105        | 100 - 110 |
| ACT - Canberra                                                                           | 90            | 80 - 100 | 100           | 85 - 105 | 110           | 110 - 120 | 120        | 110 - 125 |
| TAS - Hobart / Launceston                                                                | 80            | 70 - 90  | 90            | 75 - 98  | 95            | 85 - 100  | 102        | 95 - 115  |
| NT - Darwin                                                                              | 75            | 70 - 85  | 85            | 75 - 95  | 90            | 85 - 100  | 100        | 90 - 110  |
| NZ - Auckland                                                                            | 72            | 65 - 82  | 80            | 70 - 85  | 85            | 77 - 90   | 90         | 82 - 100  |
| NZ - Wellington                                                                          | 72            | 65 - 82  | 80            | 73 - 85  | 84            | 78 - 92   | 94         | 84 - 97   |
| NZ - Christchurch                                                                        | 70            | 65 - 77  | 80            | 73 - 85  | 85            | 77 - 92   | 90         | 85 - 95   |
| NZ - Dunedin                                                                             | 72            | 65 - 80  | 80            | 73 - 85  | 85            | 77 - 92   | 88         | 83 - 98   |

| External Audit Managers,<br>Senior Managers and Senior<br>Managers | Manager for 0 - 2 yrs |           | Senior Manager for 2 - 5 yrs. |           |
|--------------------------------------------------------------------|-----------------------|-----------|-------------------------------|-----------|
|                                                                    | Typical               | Range     | Typical                       | Range     |
| NSW - Sydney                                                       | 125                   | 117 - 135 | 160                           | 150 - 175 |
| NSW - Regional                                                     | 105                   | 92 - 112  | 122                           | 112 - 128 |
| VIC - Melbourne                                                    | 120                   | 118 - 130 | 150                           | 130 - 165 |
| VIC - Regional                                                     | 120                   | 115 - 130 | 130                           | 120 - 140 |
| QLD - Brisbane, Gold Coast<br>and Sunshine Coast                   | 125                   | 120 - 130 | 140                           | 125 - 155 |
| QLD - Regional                                                     | 115                   | 110 - 125 | 130                           | 115 - 150 |
| SA - Adelaide                                                      | 120                   | 115 - 125 | 145                           | 130 - 155 |
| WA - Perth                                                         | 110                   | 105 - 120 | 130                           | 120 - 140 |
| ACT - Canberra                                                     | 120                   | 120 - 125 | 140                           | 130 - 150 |
| TAS - Hobart / Launceston                                          | 110                   | 100 - 125 | 130                           | 110 - 140 |
| NT - Darwin                                                        | 105                   | 95 - 110  | 120                           | 115 - 130 |
| NZ - Auckland                                                      | 110                   | 90 - 120  | 130                           | 115 - 150 |
| NZ - Wellington                                                    | 110                   | 90 - 120  | 125                           | 105 - 140 |
| NZ - Christchurch                                                  | 90                    | 85 - 100  | 102                           | 97 - 125  |
| NZ - Dunedin                                                       | 90                    | 85 - 100  | 102                           | 97 - 125  |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Accountancy and Finance

## Professional Practice

| Tax Consulting<br>Typically CA/CPA Complete<br>Senior, Supervisor, Assistant<br>Managers | Up to 4 yrs exp |         | 4 - 5 yrs exp |          | 5 - 6 yrs exp |           | 6+ yrs exp |           |
|------------------------------------------------------------------------------------------|-----------------|---------|---------------|----------|---------------|-----------|------------|-----------|
|                                                                                          | Typical         | Range   | Typical       | Range    | Typical       | Range     | Typical    | Range     |
| NSW - Sydney                                                                             | 85              | 80 - 95 | 85            | 90 - 100 | 115           | 100 - 120 | 115        | 110 - 130 |
| NSW - Regional                                                                           | 69              | 63 - 71 | 74            | 70 - 77  | 82            | 78 - 86   | 88         | 86 - 102  |
| VIC - Melbourne                                                                          | 88              | 82 - 92 | 95            | 90 - 103 | 100           | 92 - 108  | 110        | 105 - 120 |
| VIC - Regional                                                                           | 85              | 75 - 90 | 90            | 80 - 100 | 100           | 90 - 110  | 105        | 95 - 115  |
| QLD - Brisbane, Gold Coast<br>and Sunshine Coast                                         | 88              | 80 - 95 | 90            | 80 - 95  | 110           | 100 - 120 | 120        | 110 - 130 |
| QLD - Regional                                                                           | 83              | 75 - 90 | 80            | 75 - 95  | 92            | 95 - 100  | 110        | 100 - 120 |
| SA - Adelaide                                                                            | 88              | 82 - 92 | 93            | 88 - 98  | 98            | 93 - 105  | 102        | 98 - 109  |
| WA - Perth                                                                               | 85              | 80 - 90 | 95            | 90 - 105 | 110           | 100 - 120 | 120        | 110 - 130 |
| ACT - Canberra                                                                           | 85              | 80 - 90 | 90            | 85 - 95  | 95            | 90 - 100  | 120        | 110 - 140 |
| TAS - Hobart / Launceston                                                                | 85              | 82 - 90 | 85            | 80 - 90  | 87            | 80 - 100  | 90         | 85 - 100  |
| NT - Darwin                                                                              | 80              | 75 - 90 | 90            | 80 - 95  | 95            | 90 - 100  | 105        | 95 - 120  |
| NZ - Auckland                                                                            | 70              | 65 - 75 | 80            | 70 - 85  | 85            | 77 - 90   | 90         | 85 - 100  |
| NZ - Wellington                                                                          | 73              | 66 - 82 | 77            | 71 - 87  | 84            | 73 - 90   | 92         | 79 - 107  |
| NZ - Christchurch                                                                        | 71              | 65 - 82 | 77            | 71 - 87  | 82            | 75 - 87   | 92         | 87 - 102  |
| NZ - Dunedin                                                                             | 73              | 65 - 82 | 79            | 71 - 90  | 82            | 75 - 88   | 92         | 88 - 105  |

| Tax Consulting Including<br>Managers and Senior<br>Managers | Manager for 0 - 2 yrs |           | Senior Manager for 2 - 5 yrs. |           |
|-------------------------------------------------------------|-----------------------|-----------|-------------------------------|-----------|
|                                                             | Typical               | Range     | Typical                       | Range     |
| NSW - Sydney                                                | 125                   | 115 - 140 | 150                           | 125 - 160 |
| NSW - Regional                                              | 112                   | 102 - 117 | 133                           | 122 - 138 |
| VIC - Melbourne                                             | 120                   | 115 - 125 | 145                           | 130 - 155 |
| VIC - Regional                                              | 115                   | 110 - 125 | 125                           | 115 - 140 |
| QLD - Brisbane, Gold Coast<br>and Sunshine Coast            | 125                   | 115 - 140 | 145                           | 135 - 160 |
| QLD - Regional                                              | 110                   | 95 - 125  | 135                           | 110 - 150 |
| SA - Adelaide                                               | 120                   | 115 - 125 | 145                           | 130 - 155 |
| WA - Perth                                                  | 130                   | 120 - 140 | 145                           | 130 - 160 |
| ACT - Canberra                                              | 110                   | 95 - 120  | 130                           | 120 - 150 |
| TAS - Hobart / Launceston                                   | 105                   | 95 - 120  | 115                           | 105 - 125 |
| NT - Darwin                                                 | 105                   | 100 - 110 | 125                           | 115 - 130 |
| NZ - Auckland                                               | 110                   | 95 - 120  | 125                           | 110 - 140 |
| NZ - Wellington                                             | 102                   | 92 - 112  | 112                           | 102 - 133 |
| NZ - Christchurch                                           | 94                    | 82 - 108  | 102                           | 105 - 130 |
| NZ - Dunedin                                                | 93                    | 82 - 106  | 102                           | 105 - 130 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Accountancy and Finance

## Professional Practice

| Practice Administration                       | Accountant |          | Practice Manager |           | Finance Manager |           |
|-----------------------------------------------|------------|----------|------------------|-----------|-----------------|-----------|
|                                               | Typical    | Range    | Typical          | Range     | Typical         | Range     |
| NSW - Sydney                                  | 95         | 85 - 100 | 110              | 90 - 120  | 120             | 100 - 140 |
| NSW - Regional                                | 78         | 61 - 83  | 92               | 87 - 100  | 102             | 87 - 112  |
| VIC - Melbourne                               | 93         | 80 - 95  | 105              | 92 - 110  | 115             | 100 - 130 |
| VIC - Regional                                | 85         | 75 - 90  | 95               | 85 - 100  | 112             | 97 - 120  |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 85         | 80 - 95  | 100              | 90 - 110  | 107             | 102 - 112 |
| QLD - Regional                                | 80         | 75 - 85  | 82               | 77 - 92   | 97              | 92 - 112  |
| SA - Adelaide                                 | 93         | 80 - 95  | 105              | 92 - 110  | 112             | 100 - 125 |
| WA - Perth                                    | 100        | 90 - 120 | 125              | 100 - 150 | 120             | 110 - 150 |
| ACT - Canberra                                | 90         | 85 - 100 | 100              | 90 - 115  | 115             | 100 - 130 |
| TAS - Hobart / Launceston                     | 80         | 75 - 85  | 100              | 95 - 120  | 120             | 105 - 130 |
| NT - Darwin                                   | 80         | 75 - 85  | 100              | 90 - 110  | 105             | 100 - 110 |
| NZ - Auckland                                 | 82         | 71 - 87  | 100              | 85 - 120  | 102             | 87 - 117  |
| NZ - Wellington                               | 77         | 61 - 82  | 87               | 77 - 97   | 92              | 82 - 102  |
| NZ - Christchurch                             | 71         | 61 - 82  | 102              | 95 - 115  | 92              | 93 - 107  |
| NZ - Dunedin                                  | 71         | 61 - 82  | 102              | 95 - 115  | 92              | 92 - 105  |

| Administration                                | Team Assistant |         | Office / Admin Manager |          | PA to Partner<br>1 on 1 |          | PA to Partners<br>2 or 3 |          |
|-----------------------------------------------|----------------|---------|------------------------|----------|-------------------------|----------|--------------------------|----------|
|                                               | Typical        | Range   | Typical                | Range    | Typical                 | Range    | Typical                  | Range    |
| NSW - Sydney                                  | 75             | 65 - 80 | 90                     | 80 - 100 | 90                      | 85 - 100 | 85                       | 80 - 90  |
| NSW - Regional                                | 48             | 43 - 51 | 61                     | 53 - 66  | 59                      | 56 - 64  | 61                       | 53 - 66  |
| VIC - Melbourne                               | 65             | 60 - 75 | 80                     | 70 - 90  | 80                      | 70 - 90  | 80                       | 70 - 90  |
| VIC - Regional                                | 60             | 55 - 65 | 80                     | 70 - 90  | 75                      | 70 - 80  | 80                       | 70 - 90  |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 51             | 46 - 56 | 66                     | 61 - 71  | 77                      | 71 - 82  | 77                       | 71 - 82  |
| QLD - Regional                                | 55             | 55 - 75 | 75                     | 60 - 90  | 70                      | 70 - 90  | 80                       | 60 - 95  |
| SA - Adelaide                                 | 65             | 60 - 75 | 76                     | 70 - 85  | 75                      | 70 - 80  | 75                       | 70 - 85  |
| WA - Perth                                    | 70             | 65 - 75 | 90                     | 80 - 100 | 90                      | 85 - 95  | 95                       | 85 - 100 |
| ACT - Canberra                                | 70             | 65 - 75 | 83                     | 75 - 95  | 90                      | 85 - 95  | 95                       | 90 - 100 |
| TAS - Hobart / Launceston                     | 70             | 65 - 80 | 80                     | 75 - 100 | 85                      | 80 - 100 | 85                       | 80 - 100 |
| NT - Darwin                                   | 65             | 60 - 75 | 85                     | 75 - 95  | 75                      | 70 - 80  | 80                       | 70 - 85  |
| NZ - Auckland                                 | 48             | 48 - 51 | 66                     | 56 - 71  | 61                      | 56 - 71  | 66                       | 56 - 71  |
| NZ - Wellington                               | 48             | 48 - 51 | 56                     | 48 - 61  | 56                      | 51 - 66  | 56                       | 51 - 66  |
| NZ - Christchurch                             | 51             | 49 - 56 | 61                     | 56 - 66  | 61                      | 56 - 71  | 71                       | 61 - 82  |
| NZ - Dunedin                                  | 51             | 49 - 56 | 61                     | 56 - 66  | 61                      | 56 - 71  | 71                       | 61 - 82  |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Architecture

To gain access to industry insights for Architecture professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

Contact us today

# 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 |           | Architectural<br>Technician / Drafter |          | BIM/CAD Manager |           | 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 |           |
|-----------------------------------------------|-------------------------------------|---------|-------------------------------------|-----------|-----------------------------|-----------|---------------------------------|-----------|---------------------------------------|----------|-----------------|-----------|------------------------------------|----------|----------------------------------------|-----------|--------------------------|----------|------------------------------|-----------|
|                                               | Typical                             | Range   | Typical                             | Range     | Typical                     | Range     | Typical                         | Range     | Typical                               | Range    | Typical         | Range     | Typical                            | Range    | Typical                                | Range     | Typical                  | Range    | Typical                      | Range     |
| NSW - Sydney                                  | 77                                  | 75 - 90 | 120                                 | 100 - 140 | 110                         | 100 - 120 | 130                             | 110 - 160 | 95                                    | 85 - 125 | 140             | 100 - 180 | 80                                 | 70 - 105 | 110                                    | 90 - 130  | 82                       | 61 - 92  | 112                          | 92 - 150  |
| NSW - Regional                                | 70                                  | 70 - 80 | 85                                  | 90 - 120  | 95                          | 90 - 110  | 120                             | 110 - 140 | 85                                    | 75 - 100 | 130             | 100 - 170 | 75                                 | 70 - 90  | 92                                     | 90 - 100  | 80                       | 70 - 90  | 120                          | 90 - 130  |
| VIC - Melbourne                               | 75                                  | 75 - 90 | 120                                 | 95 - 135  | 110                         | 90 - 135  | 135                             | 120 - 160 | 100                                   | 85 - 125 | 130             | 125 - 200 | 85                                 | 75 - 100 | 120                                    | 95 - 120  | 90                       | 65 - 95  | 112                          | 90 - 140  |
| VIC - Regional                                | 75                                  | 70 - 80 | 95                                  | 90 - 100  | 95                          | 90 - 100  | 107                             | 92 - 122  | 85                                    | 75 - 100 | 102             | 82 - 122  | 82                                 | 56 - 87  | 115                                    | 92 - 133  | 90                       | 65 - 95  | 112                          | 90 - 140  |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 70                                  | 65 - 75 | 100                                 | 90 - 120  | 95                          | 90 - 110  | 115                             | 100 - 140 | 75                                    | 60 - 100 | 125             | 100 - 140 | 85                                 | 60 - 100 | 100                                    | 100 - 120 | 75                       | 60 - 80  | 110                          | 80 - 135  |
| QLD - Regional                                | 65                                  | 61 - 70 | 95                                  | 90 - 100  | 95                          | 90 - 100  | 100                             | 90 - 130  | 75                                    | 60 - 80  | 85              | 75 - 100  | 65                                 | 55 - 80  | 85                                     | 75 - 100  | 62                       | 59 - 66  | 80                           | 70 - 95   |
| SA - Adelaide                                 | 68                                  | 61 - 75 | 95                                  | 90 - 100  | 95                          | 90 - 100  | 100                             | 90 - 115  | 70                                    | 60 - 85  | 110             | 90 - 130  | 65                                 | 55 - 75  | 95                                     | 80 - 110  | 70                       | 60 - 85  | 110                          | 85 - 120  |
| WA - Perth                                    | 80                                  | 65 - 85 | 120                                 | 90 - 140  | 100                         | 90 - 120  | 120                             | 90 - 140  | 80                                    | 65 - 90  | 130             | 110 - 170 | 85                                 | 70 - 95  | 95                                     | 85 - 120  | 85                       | 70 - 110 | 120                          | 100 - 150 |
| ACT - Canberra                                | 63                                  | 61 - 66 | 105                                 | 90 - 130  | 100                         | 90 - 120  | 123                             | 97 - 150  | 80                                    | 57 - 92  | 102             | 92 - 122  | 80                                 | 65 - 95  | 111                                    | 92 - 130  | 92                       | 71 - 102 | 116                          | 92 - 140  |
| TAS - Hobart / Launceston                     | 65                                  | 61 - 70 | 95                                  | 90 - 100  | 95                          | 90 - 100  | 100                             | 90 - 120  | 60                                    | 57 - 70  | 90              | 80 - 100  | 66                                 | 61 - 71  | 82                                     | 71 - 92   | 75                       | 65 - 85  | 82                           | 80 - 120  |
| NT - Darwin                                   | 66                                  | 61 - 66 | 95                                  | 90 - 100  | 95                          | 90 - 100  | 112                             | 92 - 122  | 71                                    | 57 - 87  | 92              | 67 - 122  | 56                                 | 55 - 61  | 92                                     | 61 - 92   | 61                       | 59 - 71  | 87                           | 71 - 112  |
| NZ - Auckland                                 | 85                                  | 60 - 85 | 110                                 | 95 - 125  | 110                         | 90 - 130  | 125                             | 125 - 140 | 100                                   | 75 - 120 | 130             | 120 - 150 | 80                                 | 55 - 90  | 110                                    | 100 - 120 | 80                       | 65 - 95  | 110                          | 100 - 130 |
| NZ - Wellington                               | 75                                  | 60 - 85 | 110                                 | 90 - 120  | 100                         | 85 - 125  | 120                             | 120 - 135 | 80                                    | 75 - 120 | 150             | 120 - 150 | 70                                 | 55 - 85  | 100                                    | 95 - 120  | 75                       | 65 - 90  | 100                          | 90 - 120  |
| NZ - Christchurch                             | 75                                  | 60 - 80 | 100                                 | 90 - 120  | 100                         | 85 - 120  | 120                             | 115 - 130 | 80                                    | 70 - 120 | 120             | 110 - 130 | 70                                 | 55 - 80  | 100                                    | 90 - 115  | 70                       | 65 - 85  | 100                          | 90 - 120  |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Architecture

|                                               | Urban Designer |          | Landscape Architect |          |
|-----------------------------------------------|----------------|----------|---------------------|----------|
|                                               | Typical        | Range    | Typical             | Range    |
| NSW - Sydney                                  | 102            | 70 - 122 | 100                 | 70 - 120 |
| NSW - Regional                                | 90             | 75 - 120 | 75                  | 65 - 90  |
| VIC - Melbourne                               | 90             | 60 - 120 | 100                 | 70 - 120 |
| VIC - Regional                                | 66             | 57 - 92  | 75                  | 61 - 92  |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 85             | 65 - 100 | 90                  | 75 - 110 |
| QLD - Regional                                | 87             | 75 - 100 | 80                  | 70 - 100 |
| SA - Adelaide                                 | 97             | 77 - 112 | 80                  | 65 - 100 |
| WA - Perth                                    | 110            | 85 - 140 | 110                 | 85 - 150 |
| ACT - Canberra                                | 98             | 71 - 125 | 90                  | 61 - 120 |
| TAS - Hobart / Launceston                     | 70             | 65 - 80  | 75                  | 65 - 85  |
| NT - Darwin                                   | 92             | 57 - 122 | 71                  | 57 - 82  |
| NZ - Auckland                                 | 95             | 85 - 120 | 95                  | 90 - 120 |
| NZ - Wellington                               | 95             | 85 - 110 | 90                  | 85 - 120 |
| NZ - Christchurch                             | 90             | 80 - 110 | 90                  | 80 - 120 |

**NOTES** | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Banking

To gain access to industry insights for Banking professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

[Contact us today](#)

# Banking

| Retail Banking                                | Personal Banker |         | Lending Manager |          | Mobile Banker / Lender |           | Branch Manager |           | Regional / District Manager |           |
|-----------------------------------------------|-----------------|---------|-----------------|----------|------------------------|-----------|----------------|-----------|-----------------------------|-----------|
|                                               | Typical         | Range   | Typical         | Range    | Typical                | Range     | Typical        | Range     | Typical                     | Range     |
| NSW - Sydney                                  | 75              | 68 - 80 | 120             | 85 - 150 | 135                    | 110 - 180 | 130            | 100 - 160 | 170                         | 140 - 220 |
| VIC - Melbourne                               | 75              | 65 - 80 | 120             | 85 - 140 | 120                    | 110 - 160 | 130            | 100 - 160 | 170                         | 140 - 220 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 65              | 62 - 75 | 110             | 80 - 130 | 115                    | 95 - 160  | 110            | 90 - 150  | 140                         | 120 - 180 |
| SA - Adelaide                                 | 65              | 62 - 75 | 90              | 75 - 120 | 100                    | 90 - 120  | 100            | 85 - 120  | 130                         | 110 - 160 |
| WA - Perth                                    | 67              | 62 - 75 | 100             | 80 - 120 | 120                    | 100 - 160 | 110            | 90 - 140  | 155                         | 140 - 180 |
| ACT - Canberra                                | 70              | 65 - 75 | 90              | 80 - 110 | 110                    | 90 - 130  | 105            | 85 - 130  | 130                         | 125 - 160 |
| TAS - Hobart                                  | 65              | 60 - 70 | 85              | 75 - 100 | 105                    | 90 - 115  | 90             | 80 - 110  | 120                         | 100 - 140 |
| NT - Darwin                                   | 65              | 60 - 70 | 85              | 75 - 100 | 105                    | 90 - 110  | 85             | 80 - 110  | 110                         | 100 - 130 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Banking

| Lending Operations                            | Operations Officer |         | Settlements Officer |         | Collections Officer |          | Credit Analyst |          | Senior Credit Analyst |           | Team Leader / Supervisor |           | Manager |           | Senior Manager |           | General Manager |           |
|-----------------------------------------------|--------------------|---------|---------------------|---------|---------------------|----------|----------------|----------|-----------------------|-----------|--------------------------|-----------|---------|-----------|----------------|-----------|-----------------|-----------|
|                                               | Typical            | Range   | Typical             | Range   | Typical             | Range    | Typical        | Range    | Typical               | Range     | Typical                  | Range     | Typical | Range     | Typical        | Range     | Typical         | Range     |
| NSW - Sydney                                  | 70                 | 65 - 75 | 80                  | 70 - 90 | 85                  | 75 - 100 | 95             | 80 - 120 | 120                   | 100 - 130 | 120                      | 100 - 140 | 130     | 100 - 160 | 155            | 130 - 220 | 240             | 200 - 300 |
| VIC - Melbourne                               | 75                 | 65 - 75 | 75                  | 65 - 85 | 80                  | 75 - 90  | 85             | 70 - 110 | 115                   | 90 - 130  | 115                      | 95 - 140  | 125     | 100 - 160 | 145            | 130 - 200 | 220             | 170 - 280 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 63                 | 65 - 70 | 70                  | 60 - 80 | 75                  | 70 - 90  | 75             | 70 - 90  | 95                    | 85 - 110  | 95                       | 85 - 115  | 100     | 90 - 130  | 145            | 130 - 200 | 180             | 140 - 260 |
| SA - Adelaide                                 | 60                 | 55 - 65 | 60                  | 55 - 70 | 75                  | 70 - 80  | 75             | 70 - 90  | 85                    | 80 - 100  | 95                       | 85 - 110  | 100     | 90 - 120  | 100            | 95 - 120  | 150             | 130 - 200 |
| WA - Perth                                    | 65                 | 60 - 75 | 65                  | 60 - 75 | 75                  | 70 - 80  | 85             | 70 - 95  | 95                    | 80 - 110  | 95                       | 85 - 115  | 100     | 90 - 130  | 130            | 110 - 145 | 175             | 130 - 220 |
| ACT - Canberra                                | 65                 | 55 - 70 | 70                  | 65 - 75 | 75                  | 65 - 80  | 85             | 70 - 90  | 90                    | 75 - 100  | 90                       | 80 - 100  | 100     | 85 - 110  | 110            | 90 - 120  | 180             | 145 - 200 |
| TAS - Hobart                                  | 60                 | 55 - 65 | 60                  | 55 - 65 | 70                  | 65 - 75  | 70             | 65 - 80  | 75                    | 70 - 85   | 80                       | 75 - 100  | 85      | 80 - 105  | 100            | 90 - 120  | 150             | 120 - 200 |
| NT - Darwin                                   | 60                 | 55 - 65 | 60                  | 55 - 65 | 70                  | 65 - 75  | 65             | 60 - 70  | 75                    | 70 - 85   | 80                       | 75 - 100  | 90      | 80 - 105  | 100            | 90 - 120  | 150             | 120 - 200 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Banking

| Business and Commercial Lending               | Assistant Relationship Manager |          | Relationship Manager |           | Sales Manager |           | Executive Manager |           | State Manager |           | Business Development Manager |           |
|-----------------------------------------------|--------------------------------|----------|----------------------|-----------|---------------|-----------|-------------------|-----------|---------------|-----------|------------------------------|-----------|
|                                               | Typical                        | Range    | Typical              | Range     | Typical       | Range     | Typical           | Range     | Typical       | Range     | Typical                      | Range     |
| NSW - Sydney                                  | 90                             | 80 - 100 | 130                  | 105 - 150 | 150           | 135 - 200 | 230               | 190 - 260 | 245           | 210 - 300 | 165                          | 120 - 210 |
| VIC - Melbourne                               | 85                             | 70 - 100 | 120                  | 90 - 140  | 150           | 125 - 200 | 230               | 190 - 250 | 245           | 210 - 300 | 150                          | 115 - 180 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 90                             | 75 - 100 | 120                  | 90 - 140  | 140           | 125 - 180 | 200               | 160 - 240 | 220           | 200 - 260 | 150                          | 115 - 200 |
| SA - Adelaide                                 | 75                             | 70 - 85  | 100                  | 85 - 125  | 130           | 115 - 150 | 170               | 150 - 190 | 200           | 180 - 230 | 120                          | 110 - 160 |
| WA - Perth                                    | 90                             | 80 - 100 | 100                  | 90 - 140  | 130           | 120 - 160 | 185               | 160 - 200 | 220           | 185 - 250 | 140                          | 120 - 180 |
| ACT - Canberra                                | 80                             | 75 - 90  | 100                  | 85 - 140  | 130           | 120 - 160 | 170               | 150 - 200 | 190           | 170 - 220 | 140                          | 120 - 180 |
| TAS - Hobart                                  | 80                             | 70 - 85  | 100                  | 90 - 120  | 120           | 110 - 140 | 160               | 150 - 170 | 185           | 170 - 200 | 120                          | 100 - 150 |
| NT - Darwin                                   | 75                             | 70 - 85  | 95                   | 80 - 110  | 115           | 105 - 140 | 150               | 130 - 170 | 185           | 170 - 200 | 120                          | 100 - 150 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Banking

| Corporate and Institutional Lending           | Assistant Relationship Manager |          | Relationship Manager |           | Senior Relationship Manager |           | Executive Manager |           |
|-----------------------------------------------|--------------------------------|----------|----------------------|-----------|-----------------------------|-----------|-------------------|-----------|
|                                               | Typical                        | Range    | Typical              | Range     | Typical                     | Range     | Typical           | Range     |
| NSW - Sydney                                  | 110                            | 80 - 130 | 130                  | 100 - 160 | 190                         | 130 - 240 | 250               | 190 - 270 |
| VIC - Melbourne                               | 110                            | 80 - 130 | 130                  | 100 - 160 | 180                         | 125 - 230 | 240               | 180 - 250 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 100                            | 80 - 130 | 120                  | 100 - 150 | 170                         | 120 - 230 | 220               | 170 - 240 |
| SA - Adelaide                                 | 90                             | 75 - 100 | 115                  | 90 - 120  | 150                         | 110 - 170 | 180               | 150 - 200 |
| WA - Perth                                    | 95                             | 80 - 110 | 120                  | 90 - 140  | 170                         | 120 - 190 | 200               | 160 - 220 |
| ACT - Canberra                                | 90                             | 80 - 110 | 120                  | 90 - 140  | 150                         | 110 - 170 | 200               | 150 - 220 |

| Mortgage Broking                              | Broker Support |          | Loan Writer / Account Executive |          | Broker  |          |
|-----------------------------------------------|----------------|----------|---------------------------------|----------|---------|----------|
|                                               | Typical        | Range    | Typical                         | Range    | Typical | Range    |
| NSW - Sydney                                  | 85             | 65 - 100 | 95                              | 75 - 110 | 110     | 95 - 150 |
| VIC - Melbourne                               | 80             | 65 - 90  | 90                              | 75 - 110 | 110     | 90 - 140 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 75             | 60 - 85  | 82                              | 75 - 97  | 95      | 82 - 120 |
| SA - Adelaide                                 | 65             | 60 - 75  | 82                              | 77 - 87  | 90      | 82 - 100 |
| WA - Perth                                    | 75             | 65 - 80  | 80                              | 70 - 90  | 95      | 85 - 120 |
| ACT - Canberra                                | 75             | 65 - 85  | 80                              | 70 - 90  | 95      | 75 - 110 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Banking

| Asset and Equipment Finance                   | Sales Support |         | Settlements Officer |         | Credit Analyst |          | Senior / Technical Credit Analyst |           | Business Development Manager |           |
|-----------------------------------------------|---------------|---------|---------------------|---------|----------------|----------|-----------------------------------|-----------|------------------------------|-----------|
|                                               | Typical       | Range   | Typical             | Range   | Typical        | Range    | Typical                           | Range     | Typical                      | Range     |
| NSW - Sydney                                  | 75            | 70 - 80 | 85                  | 75 - 90 | 95             | 80 - 110 | 130                               | 105 - 160 | 140                          | 110 - 160 |
| VIC - Melbourne                               | 70            | 65 - 80 | 80                  | 70 - 85 | 85             | 75 - 100 | 100                               | 90 - 130  | 120                          | 100 - 140 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 70            | 65 - 80 | 80                  | 70 - 85 | 85             | 75 - 100 | 115                               | 95 - 140  | 130                          | 100 - 160 |
| SA - Adelaide                                 | 70            | 65 - 75 | 70                  | 65 - 80 | 80             | 70 - 90  | 90                                | 80 - 110  | 100                          | 90 - 120  |
| WA - Perth                                    | 70            | 65 - 80 | 75                  | 65 - 80 | 85             | 70 - 100 | 120                               | 85 - 150  | 140                          | 100 - 160 |
| ACT - Canberra                                | 70            | 65 - 80 | 75                  | 70 - 80 | 85             | 70 - 100 | 110                               | 80 - 140  | 130                          | 90 - 150  |
| TAS - Hobart                                  | 65            | 62 - 70 | 70                  | 65 - 80 | 75             | 70 - 90  | 95                                | 80 - 110  | 100                          | 90 - 130  |
| NT - Darwin                                   | 65            | 62 - 70 | 70                  | 65 - 80 | 80             | 70 - 90  | 95                                | 80 - 120  | 100                          | 90 - 130  |

| Superannuation and Funds Management           | Administrator |         | Senior Administrator |         | Manager |          | Business Development Manager |           |
|-----------------------------------------------|---------------|---------|----------------------|---------|---------|----------|------------------------------|-----------|
|                                               | Typical       | Range   | Typical              | Range   | Typical | Range    | Typical                      | Range     |
| NSW - Sydney                                  | 70            | 65 - 75 | 80                   | 70 - 90 | 105     | 90 - 125 | 130                          | 110 - 160 |
| VIC - Melbourne                               | 70            | 65 - 75 | 80                   | 70 - 90 | 105     | 90 - 125 | 120                          | 100 - 145 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 70            | 65 - 75 | 75                   | 65 - 90 | 100     | 90 - 120 | 110                          | 100 - 130 |
| SA - Adelaide                                 | 65            | 60 - 70 | 70                   | 65 - 80 | 90      | 85 - 110 | 100                          | 95 - 115  |
| WA - Perth                                    | 65            | 60 - 75 | 75                   | 65 - 80 | 95      | 85 - 110 | 125                          | 100 - 135 |
| ACT - Canberra                                | 70            | 65 - 75 | 75                   | 75 - 80 | 90      | 80 - 100 | 115                          | 100 - 125 |
| TAS - Hobart                                  | 65            | 60 - 70 | 70                   | 65 - 80 | 90      | 85 - 95  | 105                          | 100 - 125 |
| NT - Darwin                                   | 65            | 60 - 70 | 70                   | 65 - 80 | 90      | 80 - 95  | 110                          | 100 - 120 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Banking

| Superannuation and Funds Management           | General Manager |           | Settlements Officer |         | Senior Settlements Officer |          | Supervisor |          | Unit Registry |         | Unit Pricing |         | Client Services Officer |         | Client Services Supervisor |          | Client Services Manager |          |
|-----------------------------------------------|-----------------|-----------|---------------------|---------|----------------------------|----------|------------|----------|---------------|---------|--------------|---------|-------------------------|---------|----------------------------|----------|-------------------------|----------|
|                                               | Typical         | Range     | Typical             | Range   | Typical                    | Range    | Typical    | Range    | Typical       | Range   | Typical      | Range   | Typical                 | Range   | Typical                    | Range    | Typical                 | Range    |
| NSW - Sydney                                  | 180             | 150 - 220 | 80                  | 70 - 85 | 90                         | 80 - 100 | 105        | 90 - 115 | 75            | 65 - 80 | 65           | 60 - 75 | 85                      | 70 - 95 | 100                        | 90 - 110 | 110                     | 90 - 115 |
| VIC - Melbourne                               | 155             | 140 - 200 | 65                  | 60 - 75 | 80                         | 70 - 90  | 95         | 90 - 105 | 65            | 60 - 75 | 65           | 60 - 75 | 85                      | 70 - 95 | 100                        | 90 - 110 | 110                     | 90 - 115 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 175             | 150 - 190 | 70                  | 60 - 75 | 80                         | 80 - 90  | 95         | 90 - 110 | 70            | 65 - 75 | 60           | 57 - 65 | 75                      | 65 - 80 | 100                        | 85 - 110 | 100                     | 85 - 110 |
| SA - Adelaide                                 | 155             | 150 - 170 | 70                  | 60 - 75 | 80                         | 80 - 90  | 85         | 80 - 100 | 70            | 60 - 77 | 60           | 57 - 65 | 70                      | 65 - 80 | 90                         | 80 - 95  | 90                      | 80 - 100 |
| WA - Perth                                    | 155             | 140 - 170 | 75                  | 65 - 80 | 80                         | 75 - 90  | 95         | 85 - 115 | 65            | 60 - 70 | 65           | 60 - 75 | 70                      | 70 - 80 | 95                         | 80 - 95  | 95                      | 80 - 100 |
| ACT - Canberra                                | 150             | 135 - 180 | 75                  | 70 - 90 | 80                         | 75 - 90  | 100        | 90 - 115 | 70            | 65 - 75 | 68           | 60 - 75 | 75                      | 70 - 80 | 90                         | 80 - 95  | 95                      | 80 - 100 |
| TAS - Hobart                                  | 130             | 120 - 150 | 75                  | 65 - 80 | 85                         | 75 - 95  | 100        | 90 - 115 | 65            | 60 - 70 | 60           | 60 - 65 | 70                      | 65 - 80 | 75                         | 70 - 80  | 75                      | 70 - 85  |
| NT - Darwin                                   | 135             | 125 - 145 | 75                  | 65 - 80 | 80                         | 75 - 90  | 90         | 80 - 105 | 65            | 60 - 65 | 70           | 65 - 75 | 70                      | 65 - 80 | 80                         | 70 - 90  | 80                      | 70 - 90  |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Banking

| Treasury Investment Operations                | Settlements Officer |         | Senior Settlements Officer |          | Reconciliations Officer |         | Payments Officer |         | Supervisor |          |
|-----------------------------------------------|---------------------|---------|----------------------------|----------|-------------------------|---------|------------------|---------|------------|----------|
|                                               | Typical             | Range   | Typical                    | Range    | Typical                 | Range   | Typical          | Range   | Typical    | Range    |
| NSW - Sydney                                  | 80                  | 70 - 85 | 90                         | 80 - 100 | 80                      | 75 - 95 | 80               | 75 - 95 | 100        | 90 - 120 |
| VIC - Melbourne                               | 80                  | 70 - 85 | 90                         | 80 - 100 | 80                      | 75 - 95 | 80               | 75 - 95 | 100        | 90 - 120 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 75                  | 65 - 80 | 90                         | 85 - 95  | 70                      | 70 - 80 | 75               | 70 - 80 | 95         | 90 - 110 |
| SA - Adelaide                                 | 75                  | 65 - 80 | 90                         | 85 - 95  | 75                      | 70 - 80 | 75               | 70 - 80 | 95         | 90 - 110 |
| WA - Perth                                    | 75                  | 65 - 80 | 90                         | 85 - 95  | 75                      | 70 - 80 | 75               | 70 - 90 | 95         | 90 - 110 |
| ACT - Canberra                                | 75                  | 65 - 80 | 90                         | 85 - 95  | 75                      | 70 - 80 | 75               | 70 - 80 | 95         | 90 - 110 |

| Credit, Market and Operational Risk           | Junior Analyst |         | Senior Analyst |          | Manager |           | Senior Manager |           | Head of Risk |           |
|-----------------------------------------------|----------------|---------|----------------|----------|---------|-----------|----------------|-----------|--------------|-----------|
|                                               | Typical        | Range   | Typical        | Range    | Typical | Range     | Typical        | Range     | Typical      | Range     |
| NSW - Sydney                                  | 85             | 75 - 95 | 105            | 95 - 120 | 135     | 120 - 150 | 170            | 150 - 200 | 250          | 220 - 300 |
| VIC - Melbourne                               | 85             | 75 - 95 | 105            | 90 - 115 | 135     | 120 - 150 | 170            | 150 - 200 | 250          | 220 - 300 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 80             | 70 - 85 | 90             | 80 - 95  | 130     | 110 - 145 | 160            | 140 - 180 | 230          | 220 - 280 |
| SA - Adelaide                                 | 70             | 65 - 75 | 85             | 80 - 95  | 120     | 100 - 125 | 130            | 120 - 140 | 200          | 180 - 220 |
| WA - Perth                                    | 70             | 65 - 75 | 90             | 80 - 95  | 125     | 110 - 135 | 155            | 140 - 175 | 220          | 200 - 250 |
| ACT - Canberra                                | 70             | 65 - 75 | 85             | 80 - 95  | 120     | 100 - 125 | 140            | 120 - 180 | 200          | 180 - 220 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Banking

| Middle Office                                 | Portfolio Analyst |           | Performance and Attribution |           | Research Analyst |          | Trade Support |          | Corporate Actions |          |
|-----------------------------------------------|-------------------|-----------|-----------------------------|-----------|------------------|----------|---------------|----------|-------------------|----------|
|                                               | Typical           | Range     | Typical                     | Range     | Typical          | Range    | Typical       | Range    | Typical           | Range    |
| NSW - Sydney                                  | 130               | 110 - 150 | 120                         | 110 - 135 | 100              | 85 - 120 | 100           | 80 - 115 | 95                | 90 - 115 |
| VIC - Melbourne                               | 130               | 110 - 140 | 115                         | 110 - 135 | 100              | 82 - 115 | 100           | 80 - 110 | 95                | 90 - 115 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 110               | 100 - 125 | 100                         | 90 - 125  | 95               | 90 - 110 | 100           | 90 - 110 | 90                | 70 - 100 |
| SA - Adelaide                                 | 100               | 90 - 110  | 90                          | 85 - 105  | 95               | 80 - 110 | 90            | 80 - 100 | 90                | 70 - 100 |
| WA - Perth                                    | 100               | 90 - 110  | 100                         | 90 - 125  | 95               | 80 - 110 | 95            | 80 - 110 | 90                | 75 - 100 |
| ACT - Canberra                                | 100               | 90 - 110  | 95                          | 90 - 110  | 95               | 80 - 110 | 90            | 85 - 95  | 90                | 70 - 100 |

| Trade Finance                                 | Trade Finance Officer |         | Senior Processing Officer |         | Team Leader |          | Manager |           |
|-----------------------------------------------|-----------------------|---------|---------------------------|---------|-------------|----------|---------|-----------|
|                                               | Typical               | Range   | Typical                   | Range   | Typical     | Range    | Typical | Range     |
| NSW - Sydney                                  | 75                    | 70 - 85 | 80                        | 75 - 90 | 100         | 95 - 120 | 115     | 100 - 130 |
| VIC - Melbourne                               | 75                    | 70 - 85 | 80                        | 70 - 90 | 100         | 90 - 110 | 110     | 90 - 120  |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 65                    | 60 - 70 | 75                        | 70 - 80 | 85          | 80 - 90  | 100     | 85 - 120  |
| SA - Adelaide                                 | 65                    | 60 - 70 | 70                        | 65 - 80 | 80          | 75 - 90  | 100     | 85 - 110  |
| WA - Perth                                    | 62                    | 60 - 70 | 75                        | 65 - 80 | 80          | 70 - 90  | 100     | 85 - 120  |
| ACT - Canberra                                | 62                    | 60 - 70 | 70                        | 65 - 80 | 85          | 70 - 90  | 95      | 80 - 100  |
| TAS - Hobart                                  | 60                    | 55 - 65 | 65                        | 60 - 75 | 75          | 70 - 80  | 85      | 80 - 90   |
| NT - Darwin                                   | 55                    | 55 - 60 | 60                        | 60 - 75 | 75          | 70 - 80  | 85      | 80 - 90   |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Banking

| Financial Planning                            | Client Services |         | Paraplanner |          | Senior Paraplanner |           | Associate Advisor |          | Financial Planner |           | Senior Financial Planner |           | Financial Planning Manager |           | Head of Financial Planning |           | Practice Development Manager |           |
|-----------------------------------------------|-----------------|---------|-------------|----------|--------------------|-----------|-------------------|----------|-------------------|-----------|--------------------------|-----------|----------------------------|-----------|----------------------------|-----------|------------------------------|-----------|
|                                               | Typical         | Range   | Typical     | Range    | Typical            | Range     | Typical           | Range    | Typical           | Range     | Typical                  | Range     | Typical                    | Range     | Typical                    | Range     | Typical                      | Range     |
| NSW - Sydney                                  | 75              | 65 - 85 | 95          | 80 - 100 | 110                | 90 - 130  | 90                | 80 - 100 | 120               | 95 - 140  | 150                      | 140 - 180 | 170                        | 150 - 200 | 230                        | 200 - 280 | 160                          | 130 - 170 |
| VIC - Melbourne                               | 75              | 65 - 85 | 90          | 75 - 100 | 105                | 90 - 120  | 85                | 70 - 100 | 110               | 90 - 130  | 130                      | 110 - 160 | 145                        | 125 - 180 | 225                        | 204 - 265 | 145                          | 120 - 170 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 65              | 60 - 75 | 80          | 70 - 90  | 95                 | 80 - 100  | 80                | 71 - 100 | 105               | 90 - 130  | 125                      | 105 - 140 | 153                        | 122 - 163 | 205                        | 184 - 235 | 135                          | 112 - 150 |
| SA - Adelaide                                 | 65              | 55 - 66 | 75          | 70 - 80  | 90                 | 80 - 95   | 79                | 71 - 82  | 95                | 82 - 115  | 110                      | 95 - 130  | 128                        | 112 - 138 | 160                        | 145 - 180 | 131                          | 110 - 140 |
| WA - Perth                                    | 75              | 65 - 80 | 95          | 80 - 110 | 120                | 100 - 135 | 90                | 80 - 100 | 110               | 100 - 125 | 150                      | 130 - 160 | 140                        | 125 - 160 | 190                        | 170 - 220 | 140                          | 120 - 170 |
| ACT - Canberra                                | 65              | 60 - 75 | 90          | 80 - 100 | 95                 | 85 - 115  | 80                | 75 - 90  | 105               | 90 - 125  | 125                      | 110 - 145 | 145                        | 120 - 160 | 165                        | 145 - 184 | 140                          | 115 - 145 |
| TAS - Hobart                                  | 70              | 65 - 75 | 72          | 65 - 80  | 90                 | 80 - 95   | 78                | 65 - 86  | 105               | 92 - 125  | 120                      | 95 - 135  | 130                        | 115 - 140 | 150                        | 140 - 170 | 135                          | 105 - 140 |
| NT - Darwin                                   | 56              | 55 - 66 | 71          | 61 - 77  | 90                 | 80 - 95   | 71                | 65 - 77  | 95                | 90 - 115  | 110                      | 85 - 125  | 128                        | 112 - 138 | 148                        | 138 - 168 | 133                          | 102 - 138 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Banking

| Quantitative Risk                             | Junior Analyst |         | Senior Analyst |           | Manager |           | Senior Manager |           | Head of Quantitative Risk |           |
|-----------------------------------------------|----------------|---------|----------------|-----------|---------|-----------|----------------|-----------|---------------------------|-----------|
|                                               | Typical        | Range   | Typical        | Range     | Typical | Range     | Typical        | Range     | Typical                   | Range     |
| NSW - Sydney                                  | 90             | 85 - 95 | 128            | 100 - 150 | 160     | 131 - 180 | 210            | 175 - 230 | 275                       | 230 - 350 |
| VIC - Melbourne                               | 85             | 75 - 90 | 130            | 103 - 150 | 170     | 138 - 180 | 200            | 170 - 210 | 275                       | 230 - 350 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 80             | 75 - 85 | 122            | 102 - 133 | 140     | 133 - 170 | 180            | 165 - 190 | 250                       | 210 - 280 |
| SA - Adelaide                                 | 75             | 65 - 80 | 95             | 90 - 102  | 120     | 110 - 130 | 150            | 140 - 170 | 220                       | 190 - 240 |
| WA - Perth                                    | 80             | 65 - 85 | 120            | 95 - 140  | 150     | 140 - 175 | 185            | 160 - 200 | 230                       | 200 - 280 |
| ACT - Canberra                                | 75             | 65 - 80 | 95             | 90 - 105  | 130     | 115 - 150 | 145            | 130 - 160 | 220                       | 190 - 240 |

| Compliance                                    | Junior Analyst |         | Senior Analyst |          | Manager |           | Senior Manager |           | Head of Compliance |           |
|-----------------------------------------------|----------------|---------|----------------|----------|---------|-----------|----------------|-----------|--------------------|-----------|
|                                               | Typical        | Range   | Typical        | Range    | Typical | Range     | Typical        | Range     | Typical            | Range     |
| NSW - Sydney                                  | 75             | 65 - 85 | 110            | 95 - 120 | 130     | 120 - 150 | 175            | 150 - 210 | 280                | 220 - 350 |
| VIC - Melbourne                               | 75             | 67 - 85 | 110            | 95 - 120 | 140     | 130 - 150 | 170            | 140 - 200 | 280                | 220 - 350 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 65             | 65 - 70 | 105            | 85 - 110 | 125     | 115 - 135 | 170            | 150 - 180 | 225                | 190 - 270 |
| SA - Adelaide                                 | 70             | 70 - 80 | 80             | 80 - 85  | 115     | 110 - 130 | 160            | 130 - 180 | 200                | 180 - 220 |
| WA - Perth                                    | 65             | 60 - 75 | 95             | 85 - 110 | 120     | 110 - 140 | 155            | 130 - 180 | 220                | 180 - 280 |
| ACT - Canberra                                | 70             | 65 - 75 | 75             | 80 - 90  | 120     | 110 - 125 | 150            | 130 - 180 | 200                | 180 - 270 |
| TAS - Hobart                                  | 65             | 60 - 80 | 75             | 80 - 90  | 110     | 100 - 120 | 140            | 130 - 170 | 200                | 180 - 270 |
| NT - Darwin                                   | 60             | 60 - 70 | 75             | 80 - 90  | 110     | 100 - 120 | 140            | 130 - 170 | 165                | 150 - 210 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Banking

| Financial Crime / AML                         | Junior Analyst |          | Senior Analyst |          | Manager |           | Senior Manager |           | Head of Financial Crime |           |
|-----------------------------------------------|----------------|----------|----------------|----------|---------|-----------|----------------|-----------|-------------------------|-----------|
|                                               | Typical        | Range    | Typical        | Range    | Typical | Range     | Typical        | Range     | Typical                 | Range     |
| NSW - Sydney                                  | 85             | 75 - 100 | 110            | 90 - 120 | 130     | 120 - 160 | 170            | 160 - 220 | 275                     | 220 - 350 |
| VIC - Melbourne                               | 80             | 70 - 88  | 110            | 90 - 120 | 130     | 110 - 140 | 170            | 160 - 200 | 275                     | 220 - 320 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 80             | 70 - 100 | 90             | 80 - 110 | 125     | 110 - 145 | 160            | 150 - 180 | 220                     | 180 - 250 |
| SA - Adelaide                                 | 80             | 75 - 85  | 90             | 80 - 100 | 120     | 100 - 135 | 130            | 130 - 140 | 190                     | 170 - 220 |
| WA - Perth                                    | 85             | 75 - 95  | 90             | 80 - 105 | 120     | 100 - 140 | 150            | 135 - 170 | 190                     | 170 - 220 |
| ACT - Canberra                                | 85             | 75 - 95  | 90             | 80 - 105 | 120     | 100 - 135 | 130            | 130 - 140 | 190                     | 170 - 250 |
| TAS - Hobart                                  | 85             | 75 - 95  | 90             | 80 - 105 | 120     | 110 - 150 | 130            | 130 - 140 | 190                     | 170 - 230 |
| NT - Darwin                                   | 85             | 75 - 95  | 90             | 80 - 100 | 110     | 100 - 140 | 130            | 120 - 150 | 160                     | 150 - 190 |

| Transaction Banking / Payments                | Payments Officer |         | Account Manager |          | Relationship Manager / Transaction Banking Manager |          | Business Development Manager |           |
|-----------------------------------------------|------------------|---------|-----------------|----------|----------------------------------------------------|----------|------------------------------|-----------|
|                                               | Typical          | Range   | Typical         | Range    | Typical                                            | Range    | Typical                      | Range     |
| NSW - Sydney                                  | 78               | 70 - 90 | 95              | 80 - 120 | 105                                                | 90 - 130 | 135                          | 110 - 160 |
| VIC - Melbourne                               | 78               | 70 - 90 | 95              | 80 - 120 | 105                                                | 90 - 130 | 130                          | 110 - 160 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 78               | 70 - 90 | 95              | 80 - 120 | 105                                                | 90 - 130 | 125                          | 110 - 150 |
| SA - Adelaide                                 | 75               | 65 - 85 | 85              | 75 - 110 | 95                                                 | 80 - 120 | 115                          | 100 - 130 |
| WA - Perth                                    | 75               | 65 - 85 | 85              | 75 - 110 | 100                                                | 85 - 120 | 120                          | 110 - 150 |
| ACT - Canberra                                | 75               | 65 - 90 | 85              | 75 - 110 | 100                                                | 85 - 120 | 120                          | 110 - 150 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Banking

| Private Banking                               | Associate Private Banker |          | Private Banker |           | Senior Private Banker |           | Director |           |
|-----------------------------------------------|--------------------------|----------|----------------|-----------|-----------------------|-----------|----------|-----------|
|                                               | Typical                  | Range    | Typical        | Range     | Typical               | Range     | Typical  | Range     |
| NSW - Sydney                                  | 110                      | 90 - 130 | 145            | 120 - 170 | 220                   | 180 - 230 | 250      | 220 - 280 |
| VIC - Melbourne                               | 110                      | 90 - 120 | 145            | 120 - 170 | 220                   | 180 - 230 | 250      | 210 - 280 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 95                       | 85 - 110 | 120            | 100 - 140 | 210                   | 180 - 220 | 230      | 190 - 260 |
| SA - Adelaide                                 | 90                       | 80 - 100 | 110            | 100 - 130 | 160                   | 130 - 200 | 200      | 160 - 230 |
| WA - Perth                                    | 95                       | 85 - 110 | 120            | 100 - 140 | 160                   | 140 - 200 | 200      | 170 - 250 |
| ACT - Canberra                                | 90                       | 80 - 100 | 110            | 100 - 130 | 180                   | 150 - 210 | 200      | 170 - 250 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Construction

To gain access to industry insights for Construction professionals, get in touch with a recruitment in expert [Australia](#) and [New Zealand](#).

Contact us today

# Construction

| Construction Civil                            | Leading Hand |           | Foreperson |           | Project Manager |           | Construction Manager |           | Design Manager |           | Site Engineer |           | Project Engineer |           | Contracts Administrator / Quantity Surveyor Junior / Intermediate |          | Contracts Administrator / Quantity Surveyor Senior |           | Estimator Junior / Intermediate |           | Estimator Senior |           |
|-----------------------------------------------|--------------|-----------|------------|-----------|-----------------|-----------|----------------------|-----------|----------------|-----------|---------------|-----------|------------------|-----------|-------------------------------------------------------------------|----------|----------------------------------------------------|-----------|---------------------------------|-----------|------------------|-----------|
|                                               | Typical      | Range     | Typical    | Range     | Typical         | Range     | Typical              | Range     | Typical        | Range     | Typical       | Range     | Typical          | Range     | Typical                                                           | Range    | Typical                                            | Range     | Typical                         | Range     | Typical          | Range     |
| NSW - Sydney                                  | 110          | 100 - 120 | 140        | 120 - 160 | 180             | 160 - 210 | 210                  | 180 - 280 | 150            | 155 - 190 | 120           | 100 - 140 | 130              | 100 - 160 | 120                                                               | 80 - 140 | 180                                                | 140 - 200 | 120                             | 100 - 140 | 160              | 140 - 180 |
| NSW - Regional                                | 110          | 100 - 120 | 120        | 100 - 140 | 180             | 150 - 200 | 195                  | 170 - 220 | 140            | 120 - 170 | 100           | 90 - 120  | 130              | 110 - 140 | 90                                                                | 80 - 110 | 125                                                | 110 - 150 | 100                             | 80 - 110  | 150              | 130 - 200 |
| VIC - Melbourne                               | 90           | 80 - 120  | 150        | 100 - 180 | 170             | 140 - 200 | 260                  | 200 - 300 | 160            | 150 - 200 | 110           | 78 - 130  | 140              | 90 - 160  | 90                                                                | 80 - 130 | 130                                                | 120 - 160 | 110                             | 90 - 140  | 150              | 140 - 180 |
| VIC - Regional                                | 90           | 80 - 120  | 130        | 105 - 160 | 170             | 130 - 190 | 260                  | 160 - 300 | 160            | 150 - 190 | 100           | 80 - 130  | 140              | 90 - 160  | 90                                                                | 80 - 110 | 120                                                | 120 - 150 | 110                             | 90 - 140  | 150              | 140 - 180 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 90           | 80 - 110  | 130        | 115 - 150 | 170             | 150 - 210 | 230                  | 190 - 270 | 150            | 120 - 200 | 115           | 90 - 130  | 145              | 110 - 175 | 100                                                               | 85 - 110 | 125                                                | 110 - 150 | 120                             | 95 - 140  | 150              | 125 - 160 |
| QLD - Regional                                | 85           | 80 - 105  | 115        | 110 - 140 | 165             | 140 - 190 | 180                  | 170 - 220 | 145            | 120 - 190 | 115           | 90 - 130  | 145              | 110 - 160 | 90                                                                | 80 - 100 | 125                                                | 105 - 135 | 115                             | 90 - 140  | 150              | 125 - 160 |
| SA - Adelaide                                 | 80           | 70 - 100  | 110        | 95 - 130  | 160             | 130 - 190 | 175                  | 150 - 200 | 125            | 100 - 160 | 90            | 80 - 100  | 150              | 90 - 160  | 80                                                                | 65 - 95  | 115                                                | 100 - 160 | 80                              | 70 - 90   | 130              | 110 - 200 |
| WA - Perth                                    | 95           | 80 - 120  | 120        | 100 - 140 | 180             | 140 - 220 | 210                  | 160 - 250 | 150            | 100 - 190 | 100           | 80 - 140  | 150              | 110 - 200 | 105                                                               | 85 - 140 | 170                                                | 110 - 200 | 120                             | 85 - 140  | 175              | 130 - 220 |
| ACT - Canberra                                | 90           | 80 - 100  | 120        | 100 - 140 | 150             | 140 - 200 | 180                  | 160 - 230 | 140            | 150 - 190 | 90            | 80 - 120  | 130              | 110 - 150 | 90                                                                | 75 - 110 | 125                                                | 100 - 150 | 80                              | 80 - 120  | 140              | 125 - 180 |
| TAS - Hobart / Launceston                     | 90           | 85 - 95   | 100        | 90 - 110  | 125             | 100 - 150 | 175                  | 150 - 190 | 135            | 120 - 150 | 90            | 80 - 100  | 100              | 90 - 120  | 70                                                                | 65 - 80  | 100                                                | 90 - 120  | 80                              | 70 - 90   | 115              | 95 - 130  |
| NT - Darwin                                   | 87           | 85 - 90   | 120        | 95 - 130  | 160             | 130 - 190 | 200                  | 150 - 220 | 120            | 95 - 160  | 100           | 85 - 130  | 130              | 90 - 150  | 105                                                               | 90 - 115 | 135                                                | 95 - 150  | 90                              | 80 - 110  | 160              | 100 - 185 |
| NZ - Auckland                                 | 70           | 65 - 80   | 85         | 80 - 110  | 130             | 100 - 180 | 153                  | 143 - 163 | 138            | 122 - 153 | 80            | 67 - 105  | 95               | 85 - 120  | 61                                                                | 46 - 97  | 122                                                | 112 - 153 | 85                              | 65 - 110  | 160              | 140 - 220 |
| NZ - Wellington                               | 70           | 65 - 80   | 85         | 80 - 110  | 130             | 100 - 180 | 160                  | 140 - 200 | 120            | 100 - 150 | 82            | 65 - 105  | 100              | 85 - 130  | 61                                                                | 51 - 92  | 130                                                | 110 - 150 | 85                              | 65 - 110  | 160              | 140 - 220 |
| NZ - South Island                             | 82           | 80 - 87   | 90         | 87 - 110  | 130             | 100 - 180 | 150                  | 130 - 180 | 120            | 100 - 150 | 75            | 65 - 105  | 95               | 85 - 120  | 75                                                                | 55 - 90  | 120                                                | 100 - 150 | 85                              | 65 - 110  | 160              | 140 - 220 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Construction

| Construction Building                         | Leading Hand |           | Foreperson |           | Site Manager |           | Project Manager |           | Construction Manager |           | Design Manager |           | Site Engineer |           | Project Engineer |           | Contracts Administrator / Quantity Surveyor<br>Entry-level / Intermediate |           | Contracts Administrator / Quantity Surveyor<br>Senior |           | Estimator<br>Junior / Intermediate |           |
|-----------------------------------------------|--------------|-----------|------------|-----------|--------------|-----------|-----------------|-----------|----------------------|-----------|----------------|-----------|---------------|-----------|------------------|-----------|---------------------------------------------------------------------------|-----------|-------------------------------------------------------|-----------|------------------------------------|-----------|
|                                               | Typical      | Range     | Typical    | Range     | Typical      | Range     | Typical         | Range     | Typical              | Range     | Typical        | Range     | Typical       | Range     | Typical          | Range     | Typical                                                                   | Range     | Typical                                               | Range     | Typical                            | Range     |
| NSW - Sydney                                  | 130          | 100 - 120 | 180        | 160 - 200 | 220          | 160 - 250 | 240             | 160 - 300 | 300                  | 300 - 400 | 210            | 180 - 240 | 130           | 110 - 140 | 140              | 140 - 160 | 120                                                                       | 100 - 140 | 170                                                   | 140 - 200 | 130                                | 100 - 150 |
| NSW - Regional                                | 90           | 70 - 100  | 120        | 95 - 140  | 160          | 155 - 190 | 180             | 160 - 200 | 195                  | 170 - 220 | 140            | 120 - 170 | 100           | 90 - 120  | 120              | 110 - 130 | 90                                                                        | 80 - 110  | 130                                                   | 110 - 150 | 100                                | 90 - 110  |
| VIC - Melbourne                               | 100          | 90 - 120  | 120        | 100 - 140 | 170          | 140 - 250 | 165             | 160 - 220 | 200                  | 200 - 300 | 140            | 140 - 180 | 150           | 100 - 140 | 100              | 90 - 155  | 110                                                                       | 90 - 130  | 155                                                   | 130 - 185 | 90                                 | 80 - 120  |
| VIC - Regional                                | 100          | 90 - 110  | 120        | 100 - 130 | 150          | 130 - 180 | 165             | 150 - 200 | 200                  | 180 - 280 | 140            | 130 - 170 | 140           | 100 - 130 | 100              | 90 - 130  | 100                                                                       | 70 - 120  | 130                                                   | 120 - 170 | 85                                 | 75 - 105  |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 90           | 85 - 110  | 140        | 120 - 180 | 160          | 140 - 260 | 180             | 160 - 280 | 180                  | 150 - 300 | 160            | 130 - 220 | 110           | 95 - 120  | 140              | 120 - 180 | 130                                                                       | 85 - 150  | 180                                                   | 140 - 220 | 100                                | 70 - 130  |
| QLD - Regional                                | 80           | 85 - 110  | 140        | 110 - 180 | 140          | 120 - 180 | 180             | 140 - 240 | 200                  | 155 - 225 | 150            | 125 - 180 | 110           | 95 - 120  | 140              | 120 - 160 | 110                                                                       | 70 - 130  | 140                                                   | 130 - 180 | 100                                | 70 - 120  |
| SA - Adelaide                                 | 75           | 65 - 95   | 95         | 80 - 130  | 125          | 100 - 180 | 150             | 130 - 220 | 180                  | 170 - 240 | 140            | 110 - 180 | 95            | 70 - 120  | 110              | 100 - 140 | 60                                                                        | 70 - 110  | 130                                                   | 110 - 160 | 75                                 | 70 - 100  |
| WA - Perth                                    | 100          | 70 - 120  | 120        | 90 - 140  | 140          | 115 - 190 | 180             | 125 - 220 | 190                  | 150 - 250 | 160            | 120 - 200 | 110           | 85 - 140  | 140              | 110 - 160 | 100                                                                       | 75 - 140  | 160                                                   | 120 - 200 | 110                                | 70 - 130  |
| ACT - Canberra                                | 100          | 75 - 110  | 140        | 120 - 165 | 200          | 150 - 230 | 200             | 140 - 240 | 250                  | 180 - 280 | 130            | 140 - 220 | 110           | 90 - 130  | 140              | 130 - 160 | 80                                                                        | 60 - 130  | 130                                                   | 130 - 185 | 110                                | 75 - 125  |
| TAS - Hobart / Launceston                     | 85           | 80 - 90   | 95         | 90 - 110  | 120          | 120 - 140 | 130             | 100 - 150 | 180                  | 160 - 200 | 135            | 120 - 150 | 80            | 70 - 90   | 90               | 80 - 100  | 70                                                                        | 65 - 80   | 120                                                   | 100 - 140 | 100                                | 90 - 120  |
| NT - Darwin                                   | 90           | 80 - 95   | 115        | 95 - 130  | 140          | 115 - 170 | 160             | 140 - 190 | 200                  | 160 - 220 | 130            | 95 - 180  | 100           | 85 - 115  | 125              | 110 - 150 | 85                                                                        | 80 - 95   | 140                                                   | 100 - 160 | 90                                 | 85 - 115  |
| NZ - Auckland                                 | 85           | 75 - 95   | 90         | 85 - 110  | 128          | 110 - 160 | 158             | 110 - 210 | 194                  | 153 - 224 | 138            | 122 - 153 | 90            | 80 - 120  | 115              | 110 - 120 | 90                                                                        | 65 - 100  | 150                                                   | 120 - 170 | 90                                 | 65 - 100  |
| NZ - Wellington                               | 85           | 70 - 95   | 90         | 85 - 110  | 110          | 100 - 125 | 130             | 100 - 180 | 160                  | 140 - 200 | 120            | 100 - 150 | 75            | 70 - 90   | 90               | 80 - 120  | 80                                                                        | 65 - 95   | 122                                                   | 112 - 143 | 75                                 | 65 - 90   |
| NZ - South Island                             | 85           | 80 - 87   | 90         | 85 - 110  | 110          | 100 - 120 | 130             | 100 - 180 | 140                  | 130 - 180 | 120            | 100 - 150 | 75            | 70 - 90   | 90               | 80 - 120  | 80                                                                        | 65 - 90   | 120                                                   | 100 - 150 | 75                                 | 65 - 90   |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Construction

| Construction Building                         | Estimator Senior |           |
|-----------------------------------------------|------------------|-----------|
|                                               | Typical          | Range     |
| NSW - Sydney                                  | 160              | 150 - 250 |
| NSW - Regional                                | 150              | 130 - 200 |
| VIC - Melbourne                               | 155              | 120 - 200 |
| VIC - Regional                                | 150              | 120 - 200 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 180              | 140 - 250 |
| QLD - Regional                                | 160              | 140 - 190 |
| SA - Adelaide                                 | 150              | 110 - 180 |
| WA - Perth                                    | 160              | 110 - 200 |
| ACT - Canberra                                | 160              | 120 - 200 |
| TAS - Hobart / Launceston                     | 110              | 90 - 130  |
| NT - Darwin                                   | 130              | 115 - 165 |
| NZ - Auckland                                 | 150              | 120 - 170 |
| NZ - Wellington                               | 122              | 102 - 143 |
| NZ - South Island                             | 120              | 100 - 150 |

| Local Government                              | Building Surveyor |           | Facilities Coordinator |          | Facilities Manager |           | Project Manager |           | Property Manager |          |
|-----------------------------------------------|-------------------|-----------|------------------------|----------|--------------------|-----------|-----------------|-----------|------------------|----------|
|                                               | Typical           | Range     | Typical                | Range    | Typical            | Range     | Typical         | Range     | Typical          | Range    |
| NSW - Sydney                                  | 90                | 80 - 120  | 75                     | 60 - 80  | 80                 | 70 - 100  | 110             | 80 - 120  | 85               | 75 - 140 |
| NSW - Regional                                | 150               | 120 - 180 | 75                     | 60 - 80  | 90                 | 75 - 100  | 120             | 100 - 130 | 90               | 70 - 105 |
| VIC - Melbourne                               | 120               | 90 - 150  | 75                     | 60 - 80  | 100                | 90 - 140  | 110             | 90 - 130  | 95               | 75 - 120 |
| VIC - Regional                                | 120               | 90 - 140  | 75                     | 60 - 80  | 100                | 80 - 110  | 90              | 80 - 100  | 95               | 75 - 120 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 90                | 80 - 140  | 65                     | 60 - 75  | 75                 | 75 - 100  | 90              | 100 - 140 | 60               | 70 - 80  |
| QLD - Regional                                | 90                | 80 - 140  | 60                     | 55 - 75  | 75                 | 70 - 90   | 100             | 90 - 120  | 60               | 70 - 80  |
| SA - Adelaide                                 | 90                | 80 - 110  | 60                     | 60 - 75  | 85                 | 80 - 100  | 85              | 120 - 160 | 75               | 75 - 95  |
| WA - Perth                                    | 90                | 80 - 130  | 80                     | 75 - 100 | 100                | 80 - 130  | 110             | 90 - 130  | 90               | 80 - 110 |
| TAS - Hobart / Launceston                     | 100               | 80 - 110  | 80                     | 70 - 90  | 100                | 85 - 120  | 100             | 90 - 130  | 100              | 80 - 120 |
| NT - Darwin                                   | 85                | 80 - 90   | 70                     | 65 - 80  | 110                | 100 - 125 | 115             | 100 - 150 | 70               | 65 - 80  |
| NZ - Auckland                                 | 85                | 66 - 112  | 62                     | 60 - 66  | 102                | 82 - 122  | 133             | 122 - 153 | 102              | 71 - 122 |
| NZ - Wellington                               | 77                | 61 - 97   | 62                     | 60 - 66  | 97                 | 77 - 117  | 122             | 102 - 153 | 102              | 71 - 122 |
| NZ - South Island                             | 87                | 71 - 102  | 62                     | 60 - 66  | 82                 | 71 - 102  | 122             | 102 - 143 | 102              | 71 - 122 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Construction

| Construction Residential                      | Leading Hand |          | Foreperson |           | Site Manager |           | Project Manager |           | Construction Manager |           | Contracts Administrator / Quantity Surveyor<br>Entry-level / Intermediate |          | Contracts Administrator / Quantity Surveyor<br>Senior |           | Estimator<br>Junior / Intermediate |          | Estimator<br>Senior |           |
|-----------------------------------------------|--------------|----------|------------|-----------|--------------|-----------|-----------------|-----------|----------------------|-----------|---------------------------------------------------------------------------|----------|-------------------------------------------------------|-----------|------------------------------------|----------|---------------------|-----------|
|                                               | Typical      | Range    | Typical    | Range     | Typical      | Range     | Typical         | Range     | Typical              | Range     | Typical                                                                   | Range    | Typical                                               | Range     | Typical                            | Range    | Typical             | Range     |
| NSW - Sydney                                  | 90           | 80 - 110 | 150        | 120 - 180 | 170          | 140 - 180 | 190             | 160 - 220 | 200                  | 200 - 230 | 115                                                                       | 80 - 150 | 160                                                   | 120 - 200 | 110                                | 80 - 120 | 150                 | 120 - 160 |
| NSW - Regional                                | 85           | 75 - 95  | 100        | 90 - 130  | 130          | 120 - 150 | 150             | 130 - 180 | 160                  | 140 - 200 | 100                                                                       | 70 - 120 | 120                                                   | 100 - 150 | 90                                 | 75 - 120 | 130                 | 100 - 160 |
| VIC - Melbourne                               | 85           | 80 - 100 | 120        | 100 - 150 | 120          | 100 - 140 | 140             | 110 - 180 | 160                  | 140 - 200 | 85                                                                        | 70 - 90  | 130                                                   | 120 - 170 | 80                                 | 70 - 90  | 110                 | 100 - 150 |
| VIC - Regional                                | 75           | 70 - 100 | 120        | 100 - 150 | 110          | 90 - 130  | 115             | 100 - 130 | 145                  | 120 - 180 | 80                                                                        | 60 - 85  | 120                                                   | 120 - 170 | 80                                 | 70 - 90  | 100                 | 100 - 150 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 90           | 85 - 105 | 110        | 100 - 125 | 120          | 100 - 135 | 140             | 120 - 165 | 160                  | 140 - 180 | 95                                                                        | 75 - 100 | 120                                                   | 110 - 140 | 90                                 | 75 - 100 | 120                 | 100 - 170 |
| QLD - Regional                                | 90           | 85 - 105 | 110        | 100 - 125 | 110          | 100 - 120 | 140             | 120 - 165 | 130                  | 120 - 160 | 95                                                                        | 75 - 100 | 120                                                   | 110 - 140 | 90                                 | 75 - 100 | 110                 | 85 - 130  |
| SA - Adelaide                                 | 70           | 70 - 90  | 95         | 80 - 110  | 130          | 110 - 150 | 150             | 110 - 160 | 160                  | 150 - 190 | 80                                                                        | 70 - 90  | 110                                                   | 100 - 130 | 70                                 | 65 - 80  | 75                  | 100 - 120 |
| WA - Perth                                    | 90           | 80 - 110 | 110        | 100 - 140 | 130          | 110 - 150 | 150             | 100 - 180 | 160                  | 130 - 200 | 110                                                                       | 80 - 130 | 140                                                   | 110 - 200 | 100                                | 80 - 120 | 130                 | 100 - 150 |
| ACT - Canberra                                | 85           | 75 - 95  | 100        | 100 - 160 | 150          | 140 - 180 | 160             | 150 - 180 | 140                  | 160 - 210 | 90                                                                        | 65 - 120 | 100                                                   | 100 - 140 | 65                                 | 60 - 100 | 130                 | 110 - 160 |
| TAS - Hobart / Launceston                     | 70           | 65 - 75  | 80         | 75 - 90   | 90           | 80 - 100  | 90              | 80 - 110  | 100                  | 85 - 110  | -                                                                         | -        | -                                                     | -         | 65                                 | 55-80    | 90                  | 80 - 100  |
| NZ - Auckland                                 | 85           | 80 - 90  | 90         | 85 - 110  | 120          | 100 - 130 | 140             | 110 - 150 | 140                  | 130 - 180 | 90                                                                        | 60 - 100 | 150                                                   | 120 - 170 | 90                                 | 65 - 100 | 150                 | 120 - 170 |
| NZ - Wellington                               | 85           | 70 - 90  | 85         | 80 - 100  | 110          | 100 - 130 | 120             | 100 - 150 | 150                  | 140 - 180 | 75                                                                        | 60 - 90  | 130                                                   | 120 - 150 | 70                                 | 60 - 90  | 130                 | 100 - 150 |
| NZ - South Island                             | 85           | 82 - 87  | 80         | 80 - 100  | 110          | 100 - 130 | 110             | 90 - 140  | 140                  | 130 - 180 | 75                                                                        | 60 - 90  | 120                                                   | 100 - 150 | 75                                 | 65 - 90  | 120                 | 100 - 150 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Contact Centres

To gain access to industry insights for Contact Centre professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#)

Contact us today

# Contact Centres

|                          | Customer Service Officer |         | Sales and Service Consultant |         | Sales Team Leader |          | Sales Manager |           | Appointment Setter |         | Telesales Consultant |         | Outbound Sales Consultant |         | Account Manager |         | Business Development Consultant |         | Call Coach / QA |         | Reporting Analyst |         |
|--------------------------|--------------------------|---------|------------------------------|---------|-------------------|----------|---------------|-----------|--------------------|---------|----------------------|---------|---------------------------|---------|-----------------|---------|---------------------------------|---------|-----------------|---------|-------------------|---------|
|                          | Typical                  | Range   | Typical                      | Range   | Typical           | Range    | Typical       | Range     | Typical            | Range   | Typical              | Range   | Typical                   | Range   | Typical         | Range   | Typical                         | Range   | Typical         | Range   | Typical           | Range   |
| NSW - Sydney             | 70                       | 65 - 75 | 70                           | 65 - 75 | 90                | 85 - 100 | 120           | 110 - 150 | 70                 | 65 - 75 | 75                   | 70 - 80 | 75                        | 70 - 80 | 85              | 75 - 95 | 75                              | 70 - 80 | 80              | 70 - 90 | 80                | 75 - 90 |
| NSW - Regional           | 60                       | 55 - 65 | 65                           | 55 - 67 | 75                | 65 - 80  | 97            | 80 - 122  | 55                 | 55 - 60 | 60                   | 55 - 65 | 65                        | 55 - 70 | 65              | 65 - 75 | 75                              | 70 - 80 | 65              | 60 - 70 | 80                | 70 - 87 |
| VIC - Melbourne          | 65                       | 60 - 75 | 68                           | 62 - 75 | 85                | 80 - 100 | 120           | 100 - 140 | 75                 | 65 - 85 | 65                   | 55 - 70 | 73                        | 62 - 80 | 80              | 70 - 90 | 80                              | 70 - 90 | 75              | 67 - 85 | 80                | 70 - 90 |
| VIC- Regional            | 55                       | 54 - 61 | 55                           | 54 - 60 | 75                | 65 - 80  | 87            | 77 - 112  | 56                 | 54 - 59 | 55                   | 54 - 65 | 57                        | 55 - 60 | 65              | 60 - 75 | 75                              | 65 - 80 | 65              | 60 - 68 | 66                | 57 - 77 |
| QLD - Brisbane           | 56                       | 54 - 60 | 58                           | 54 - 60 | 72                | 65 - 85  | 95            | 80 - 130  | 62                 | 60 - 70 | 58                   | 55 - 63 | 60                        | 55 - 63 | 65              | 60 - 70 | 61                              | 65 - 80 | 65              | 58 - 70 | 70                | 65 - 75 |
| SA - Adelaide            | 56                       | 54 - 61 | 56                           | 54 - 61 | 76                | 70 - 82  | 92            | 80 - 118  | 57                 | 54 - 60 | 55                   | 54 - 58 | 58                        | 55 - 60 | 71              | 65 - 77 | 66                              | 62 - 69 | 61              | 58 - 65 | 64                | 60 - 71 |
| WA - Perth               | 60                       | 55 - 65 | 65                           | 60 - 70 | 90                | 80 - 100 | 110           | 90 - 130  | 65                 | 60 - 70 | 65                   | 60 - 70 | 65                        | 60 - 75 | 80              | 70 - 90 | 75                              | 70 - 80 | 75              | 65 - 85 | 80                | 70 - 90 |
| ACT - Canberra           | 70                       | 65 - 75 | 65                           | 55 - 72 | 85                | 80 - 90  | 100           | 85 - 125  | 65                 | 60 - 75 | 72                   | 65 - 75 | 70                        | 60 - 80 | 75              | 75 - 85 | 88                              | 75 - 90 | 70              | 65 - 75 | 72                | 70 - 80 |
| TAS - Hobart/ Launceston | 65                       | 55 - 72 | 60                           | 54 - 65 | 75                | 70 - 85  | 90            | 80 - 130  | 60                 | 57 - 65 | 65                   | 60 - 72 | 65                        | 57 - 72 | 70              | 60 - 85 | 75                              | 65 - 90 | 75              | 70 - 80 | 75                | 70 - 80 |
| NZ - Auckland            | 60                       | 55 - 65 | 60                           | 55 - 65 | 80                | 73 - 78  | 95            | 85 - 120  | 50                 | 49 - 55 | 55                   | 50 - 58 | 55                        | 50 - 60 | 62              | 55 - 75 | 75                              | 70 - 85 | 62              | 55 - 65 | 65                | 60 - 70 |
| NZ - Wellington          | 57                       | 54 - 62 | 57                           | 52 - 62 | 77                | 75 - 80  | 100           | 80 - 120  | 55                 | 52 - 58 | 55                   | 52 - 58 | 58                        | 54 - 62 | 65              | 60 - 75 | 80                              | 70 - 90 | 62              | 55 - 65 | 65                | 60 - 70 |
| NZ - Christchurch        | 52                       | 50 - 55 | 52                           | 50 - 55 | 65                | 60 - 75  | 80            | 70 - 95   | 49                 | 49 - 55 | 49                   | 49 - 52 | 48                        | 48 - 50 | 60              | 55 - 82 | 71                              | 61 - 82 | 56              | 49 - 61 | 60                | 55 - 65 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Contact Centres

|                          | Workforce Planner |          | Collections Officer |         | Collections Team Leader |          | Collections Manager |          | Supervisor |         | Trainer |         | Team Leader |          | Customer Service Manager |           | Contact Centre Manager |           | Operations Manager |           | Head of Customer Service / Contact Centres |           |
|--------------------------|-------------------|----------|---------------------|---------|-------------------------|----------|---------------------|----------|------------|---------|---------|---------|-------------|----------|--------------------------|-----------|------------------------|-----------|--------------------|-----------|--------------------------------------------|-----------|
|                          | Typical           | Range    | Typical             | Range   | Typical                 | Range    | Typical             | Range    | Typical    | Range   | Typical | Range   | Typical     | Range    | Typical                  | Range     | Typical                | Range     | Typical            | Range     | Typical                                    | Range     |
| NSW - Sydney             | 90                | 80 - 120 | 70                  | 65 - 75 | 90                      | 85 - 100 | 120                 | 95 - 160 | 80         | 75 - 90 | 90      | 80 - 95 | 90          | 85 - 100 | 120                      | 100 - 150 | 150                    | 120 - 200 | 160                | 120 - 200 | 250                                        | 200 - 280 |
| NSW - Regional           | 87                | 71 - 92  | 60                  | 55 - 65 | 75                      | 61 - 77  | 100                 | 82 - 112 | 65         | 62 - 77 | 80      | 70 - 90 | 80          | 70 - 90  | 100                      | 82 - 140  | 140                    | 90 - 150  | 140                | 110 - 170 | 170                                        | 130 - 200 |
| VIC - Melbourne          | 90                | 75 - 115 | 70                  | 60 - 80 | 90                      | 85 - 110 | 115                 | 86 - 140 | 80         | 70 - 90 | 83      | 70 - 92 | 91          | 80 - 110 | 125                      | 100 - 150 | 140                    | 100 - 155 | 140                | 110 - 185 | 200                                        | 180 - 250 |
| VIC- Regional            | 75                | 65 - 92  | 57                  | 55 - 65 | 74                      | 65 - 82  | 97                  | 77 - 133 | 65         | 62 - 75 | 75      | 60 - 85 | 75          | 70 - 85  | 100                      | 85 - 125  | 110                    | 90 - 130  | 130                | 90 - 150  | 158                                        | 112 - 204 |
| QLD - Brisbane           | 82                | 70 - 95  | 60                  | 58 - 64 | 75                      | 68 - 85  | 90                  | 80 - 110 | 65         | 62 - 70 | 68      | 60 - 85 | 70          | 68 - 85  | 95                       | 85 - 125  | 105                    | 85 - 133  | 112                | 95 - 155  | 173                                        | 125 - 225 |
| SA - Adelaide            | 72                | 67 - 92  | 57                  | 55 - 60 | 69                      | 63 - 76  | 92                  | 76 - 120 | 62         | 62 - 65 | 65      | 61 - 73 | 78          | 72 - 82  | 100                      | 85 - 122  | 100                    | 85 - 122  | 118                | 95 - 130  | 158                                        | 120 - 184 |
| WA - Perth               | 80                | 70 - 90  | 65                  | 60 - 70 | 75                      | 70 - 85  | 95                  | 80 - 120 | 75         | 70 - 80 | 75      | 70 - 85 | 75          | 70 - 85  | 100                      | 80 - 130  | 120                    | 90 - 135  | 120                | 90 - 135  | 170                                        | 140 - 200 |
| ACT - Canberra           | 90                | 80 - 100 | 70                  | 65 - 75 | 75                      | 75 - 85  | 110                 | 90 - 130 | 80         | 70 - 85 | 90      | 75 - 95 | 90          | 80 - 95  | 110                      | 95 - 120  | 115                    | 95 - 130  | 165                | 115 - 170 | 170                                        | 120 - 180 |
| TAS - Hobart/ Launceston | 80                | 70 - 90  | 75                  | 65 - 80 | 85                      | 80 - 95  | 90                  | 85 - 115 | 75         | 70 - 85 | 85      | 75 - 95 | 80          | 75 - 100 | 100                      | 85 - 125  | 125                    | 110 - 160 | 135                | 110 - 160 | 160                                        | 125 - 200 |
| NZ - Auckland            | 80                | 65 - 85  | 52                  | 48 - 60 | 75                      | 72 - 78  | 75                  | 70 - 82  | 65         | 60 - 70 | 80      | 75 - 85 | 65          | 60 - 80  | 90                       | 80 - 100  | 105                    | 90 - 115  | 115                | 110 - 135 | 145                                        | 125 - 200 |
| NZ - Wellington          | 80                | 65 - 85  | 52                  | 48 - 60 | 75                      | 72 - 78  | 75                  | 70 - 82  | 65         | 60 - 70 | 80      | 75 - 85 | 80          | 70 - 90  | 110                      | 90 - 120  | 110                    | 90 - 130  | 115                | 110 - 135 | 145                                        | 125 - 200 |
| NZ - Christchurch        | 75                | 55 - 85  | 52                  | 48 - 60 | 60                      | 65 - 75  | 70                  | 65 - 80  | 58         | 55 - 65 | 61      | 51 - 71 | 65          | 55 - 75  | 82                       | 75 - 100  | 92                     | 80 - 110  | 110                | 95 - 130  | 143                                        | 122 - 184 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Defence

To gain access to industry insights for Defence professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

Contact us today

# Defence

| Operations | Director |           | Program Manager |           | Project Manager |           | Engineering Manager |           | Operations Manager |           | Configuration Manager |           | Consultant |           | Engineering | Systems Engineer |           |
|------------|----------|-----------|-----------------|-----------|-----------------|-----------|---------------------|-----------|--------------------|-----------|-----------------------|-----------|------------|-----------|-------------|------------------|-----------|
|            | Typical  | Range     | Typical         | Range     | Typical         | Range     | Typical             | Range     | Typical            | Range     | Typical               | Range     | Typical    | Range     |             | Typical          | Range     |
| NSW        | 250      | 250 - 350 | 220             | 180 - 260 | 180             | 160 - 220 | 200                 | 180 - 250 | 200                | 180 - 250 | 180                   | 150 - 250 | 200        | 160 - 300 | NSW         | 160              | 110 - 250 |
| WA         | 250      | 250 - 350 | 200             | 180 - 250 | 170             | 160 - 220 | 200                 | 170 - 240 | 180                | 180 - 240 | 155                   | 145 - 200 | 160        | 150 - 250 | WA          | 150              | 110 - 210 |
| QLD        | 250      | 250 - 320 | 220             | 180 - 250 | 170             | 160 - 220 | 200                 | 170 - 250 | 190                | 160 - 210 | 190                   | 150 - 200 | 200        | 180 - 300 | QLD         | 150              | 140 - 210 |
| VIC        | 250      | 250 - 300 | 230             | 180 - 260 | 180             | 160 - 220 | 200                 | 170 - 240 | 200                | 160 - 230 | 190                   | 150 - 250 | 200        | 180 - 300 | VIC         | 150              | 140 - 220 |
| ACT        | 250      | 250 - 360 | 280             | 180 - 300 | 200             | 160 - 220 | 200                 | 170 - 250 | 200                | 180 - 250 | 195                   | 150 - 200 | 240        | 180 - 350 | ACT         | 190              | 120 - 250 |
| SA         | 250      | 250 - 300 | 230             | 180 - 250 | 180             | 160 - 220 | 200                 | 170 - 250 | 180                | 160 - 210 | 180                   | 150 - 200 | 180        | 160 - 300 | SA          | 160              | 110 - 220 |

| Engineering | Verification and Validation Engineer |           | Avionics Engineer |           | Aerospace Engineer |           | Mechanical Engineer |           | Mechanical Designer |           | Mechanical Drafter |           | Electrical Engineer |           | Electrical Designer |           | Electrical Drafter |           | Systems Safety Engineer |           | Reliability Engineer |           |
|-------------|--------------------------------------|-----------|-------------------|-----------|--------------------|-----------|---------------------|-----------|---------------------|-----------|--------------------|-----------|---------------------|-----------|---------------------|-----------|--------------------|-----------|-------------------------|-----------|----------------------|-----------|
|             | Typical                              | Range     | Typical           | Range     | Typical            | Range     | Typical             | Range     | Typical             | Range     | Typical            | Range     | Typical             | Range     | Typical             | Range     | Typical            | Range     | Typical                 | Range     | Typical              | Range     |
| NSW         | 150                                  | 110 - 240 | 150               | 110 - 180 | 160                | 110 - 200 | 150                 | 110 - 170 | 130                 | 110 - 170 | 100                | 90 - 140  | 150                 | 110 - 190 | 120                 | 110 - 180 | 100                | 100 - 140 | 180                     | 120 - 250 | 150                  | 110 - 180 |
| WA          | 150                                  | 100 - 200 | 140               | 110 - 180 | 150                | 110 - 200 | 140                 | 110 - 170 | 110                 | 110 - 170 | 110                | 100 - 140 | 150                 | 110 - 180 | 130                 | 110 - 180 | 110                | 100 - 140 | 170                     | 120 - 250 | 150                  | 110 - 180 |
| QLD         | 160                                  | 110 - 200 | 140               | 120 - 180 | 160                | 120 - 200 | 140                 | 110 - 170 | 135                 | 110 - 170 | 120                | 90 - 140  | 160                 | 110 - 180 | 150                 | 130 - 180 | 120                | 100 - 140 | 170                     | 120 - 250 | 150                  | 120 - 180 |
| VIC         | 160                                  | 110 - 200 | 150               | 110 - 180 | 140                | 110 - 200 | 150                 | 110 - 170 | 130                 | 110 - 170 | 115                | 90 - 140  | 175                 | 110 - 180 | 150                 | 110 - 180 | 130                | 100 - 140 | 200                     | 120 - 250 | 150                  | 110 - 180 |
| ACT         | 190                                  | 110 - 200 | 150               | 110 - 180 | 160                | 110 - 200 | 165                 | 110 - 180 | 145                 | 110 - 180 | 120                | 90 - 140  | 185                 | 110 - 190 | 160                 | 120 - 180 | 145                | 110 - 150 | 215                     | 130 - 250 | 145                  | 110 - 180 |
| SA          | 150                                  | 110 - 200 | 140               | 110 - 180 | 140                | 110 - 200 | 130                 | 110 - 170 | 120                 | 110 - 170 | 110                | 90 - 140  | 140                 | 110 - 180 | 140                 | 100 - 180 | 110                | 100 - 140 | 180                     | 120 - 250 | 140                  | 110 - 180 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Defence

| Maintenance | Maintenance Manager |           | Licenced Aircraft Maintenance Engineer (LAME) |           | Aircraft Maintenance Engineer (AME) |           | Maintenance Planner / Scheduler |           | Naval Technician |           | Technical Writer |           |
|-------------|---------------------|-----------|-----------------------------------------------|-----------|-------------------------------------|-----------|---------------------------------|-----------|------------------|-----------|------------------|-----------|
|             | Typical             | Range     | Typical                                       | Range     | Typical                             | Range     | Typical                         | Range     | Typical          | Range     | Typical          | Range     |
| NSW         | 150                 | 120 - 180 | 180                                           | 130 - 250 | 130                                 | 110 - 160 | 180                             | 120 - 220 | 150              | 110 - 160 | 140              | 120 - 170 |
| WA          | 150                 | 120 - 180 | 180                                           | 130 - 250 | 130                                 | 110 - 160 | 180                             | 120 - 220 | 150              | 110 - 160 | 130              | 100 - 150 |
| QLD         | 145                 | 120 - 170 | 180                                           | 130 - 250 | 130                                 | 110 - 160 | 180                             | 120 - 220 | 150              | 110 - 160 | 130              | 100 - 160 |
| VIC         | 145                 | 120 - 170 | 180                                           | 130 - 250 | 130                                 | 110 - 160 | 180                             | 120 - 220 | 150              | 110 - 160 | 150              | 120 - 180 |
| ACT         | 155                 | 120 - 170 | 180                                           | 130 - 250 | 130                                 | 110 - 160 | 180                             | 120 - 220 | 150              | 110 - 160 | 160              | 120 - 200 |
| SA          | 140                 | 120 - 180 | 180                                           | 130 - 250 | 130                                 | 110 - 160 | 180                             | 120 - 220 | 150              | 110 - 160 | 120              | 100 - 150 |

| Logistics | Supply Chain Manager |           | Logistics Manager |           | ILS Manager |           | ILS Coordinator |           | ILS Analyst |           | ILS Engineer |           | ILS Modeller |           | Supply Support |           | Repairable Items |           |
|-----------|----------------------|-----------|-------------------|-----------|-------------|-----------|-----------------|-----------|-------------|-----------|--------------|-----------|--------------|-----------|----------------|-----------|------------------|-----------|
|           | Typical              | Range     | Typical           | Range     | Typical     | Range     | Typical         | Range     | Typical     | Range     | Typical      | Range     | Typical      | Range     | Typical        | Range     | Typical          | Range     |
| NSW       | 200                  | 140 - 230 | 150               | 130 - 180 | 200         | 160 - 250 | 140             | 100 - 160 | 150         | 100 - 170 | 150          | 110 - 180 | 150          | 100 - 170 | 110            | 80 - 130  | 120              | 100 - 150 |
| WA        | 160                  | 140 - 230 | 140               | 130 - 180 | 180         | 140 - 220 | 130             | 100 - 150 | 140         | 100 - 150 | 150          | 110 - 180 | 150          | 100 - 170 | 110            | 100 - 130 | 120              | 100 - 140 |
| QLD       | 190                  | 140 - 250 | 150               | 130 - 180 | 190         | 140 - 250 | 150             | 100 - 160 | 140         | 100 - 150 | 150          | 110 - 180 | 150          | 100 - 160 | 120            | 100 - 150 | 130              | 100 - 150 |
| VIC       | 200                  | 140 - 220 | 150               | 130 - 180 | 200         | 160 - 250 | 130             | 100 - 140 | 140         | 100 - 160 | 150          | 120 - 180 | 140          | 100 - 150 | 120            | 80 - 130  | 110              | 100 - 140 |
| ACT       | 200                  | 140 - 220 | 180               | 130 - 200 | 200         | 160 - 250 | 150             | 110 - 170 | 145         | 100 - 160 | 160          | 120 - 200 | 150          | 100 - 160 | 125            | 80 - 130  | 115              | 100 - 140 |
| SA        | 160                  | 140 - 200 | 150               | 130 - 180 | 180         | 140 - 250 | 120             | 100 - 140 | 130         | 110 - 150 | 160          | 120 - 200 | 140          | 100 - 150 | 115            | 100 - 130 | 110              | 100 - 140 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Defence

| Manufacturing | Manufacturing Manager |           | Manufacturing Engineer |           | Production Manager |           | Production Engineer |           | Quality Manager |           | Quality Engineer |           | Industrial Engineer |           | Project Planner / Scheduler |           |
|---------------|-----------------------|-----------|------------------------|-----------|--------------------|-----------|---------------------|-----------|-----------------|-----------|------------------|-----------|---------------------|-----------|-----------------------------|-----------|
|               | Typical               | Range     | Typical                | Range     | Typical            | Range     | Typical             | Range     | Typical         | Range     | Typical          | Range     | Typical             | Range     | Typical                     | Range     |
| NSW           | 160                   | 100 - 180 | 120                    | 110 - 140 | 140                | 110 - 190 | 120                 | 110 - 140 | 160             | 130 - 180 | 130              | 110 - 160 | 120                 | 110 - 150 | 170                         | 110 - 200 |
| WA            | 135                   | 100 - 150 | 120                    | 110 - 140 | 125                | 110 - 190 | 120                 | 110 - 140 | 150             | 130 - 180 | 120              | 110 - 160 | 140                 | 110 - 180 | 160                         | 100 - 200 |
| QLD           | 170                   | 100 - 180 | 120                    | 110 - 140 | 180                | 110 - 190 | 140                 | 110 - 150 | 160             | 130 - 180 | 140              | 120 - 160 | 150                 | 110 - 180 | 170                         | 110 - 200 |
| VIC           | 170                   | 100 - 180 | 120                    | 110 - 140 | 175                | 110 - 190 | 130                 | 110 - 140 | 150             | 130 - 180 | 145              | 110 - 150 | 156                 | 110 - 180 | 180                         | 100 - 220 |
| ACT           | 160                   | 100 - 170 | 140                    | 110 - 150 | 170                | 110 - 190 | 130                 | 110 - 140 | 165             | 130 - 180 | 135              | 110 - 140 | 165                 | 110 - 180 | 200                         | 120 - 250 |
| SA            | 145                   | 110 - 160 | 120                    | 110 - 140 | 145                | 110 - 190 | 120                 | 110 - 140 | 150             | 130 - 170 | 120              | 100 - 140 | 130                 | 110 - 150 | 160                         | 100 - 180 |

| Procurement / Commercial | Director |           | Commercial Manager |           | Contract Manager |           | Contract Support |           | Bids / Business Development Manager | Sales Director |           | Business Development Manager |           | Bid Manager |           |
|--------------------------|----------|-----------|--------------------|-----------|------------------|-----------|------------------|-----------|-------------------------------------|----------------|-----------|------------------------------|-----------|-------------|-----------|
|                          | Typical  | Range     | Typical            | Range     | Typical          | Range     | Typical          | Range     |                                     | Typical        | Range     | Typical                      | Range     | Typical     | Range     |
| NSW                      | 250      | 200 - 300 | 200                | 150 - 250 | 170              | 130 - 200 | 110              | 100 - 130 | NSW                                 | 300            | 200 - 350 | 200                          | 200 - 300 | 200         | 150 - 250 |
| WA                       | 225      | 185 - 235 | 180                | 140 - 250 | 160              | 130 - 180 | 110              | 100 - 130 | WA                                  | 200            | 200 - 350 | 160                          | 200 - 200 | 200         | 150 - 250 |
| QLD                      | 250      | 200 - 300 | 200                | 150 - 240 | 170              | 130 - 200 | 110              | 100 - 130 | QLD                                 | 300            | 200 - 350 | 200                          | 200 - 300 | 200         | 150 - 250 |
| VIC                      | 250      | 200 - 300 | 200                | 150 - 240 | 170              | 130 - 200 | 115              | 100 - 130 | VIC                                 | 300            | 200 - 350 | 200                          | 200 - 300 | 200         | 150 - 250 |
| ACT                      | 250      | 220 - 330 | 220                | 160 - 255 | 190              | 115 - 220 | 140              | 100 - 160 | ACT                                 | 320            | 200 - 350 | 250                          | 200 - 350 | 250         | 200 - 300 |
| SA                       | 240      | 210 - 310 | 180                | 140 - 220 | 160              | 120 - 180 | 100              | 100 - 130 | SA                                  | 250            | 200 - 350 | 175                          | 200 - 300 | 200         | 150 - 250 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Energy

To gain access to industry insights for Energy professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

Contact us today

# Energy

| Engineering     | Distribution Design Engineer |           | Senior Distribution Design Engineer |           | Principal Distribution Design Engineer |           | Solar PV Design Engineer |           | Wind and Site Engineer |           | BESS Engineer |           | Electrical Engineer<br>Primary / Secondary Design |           | Senior Electrical Engineer<br>Primary / Secondary Design |           | Principal Electrical Engineer<br>Primary / Secondary Design |           |
|-----------------|------------------------------|-----------|-------------------------------------|-----------|----------------------------------------|-----------|--------------------------|-----------|------------------------|-----------|---------------|-----------|---------------------------------------------------|-----------|----------------------------------------------------------|-----------|-------------------------------------------------------------|-----------|
|                 | Typical                      | Range     | Typical                             | Range     | Typical                                | Range     | Typical                  | Range     | Typical                | Range     | Typical       | Range     | Typical                                           | Range     | Typical                                                  | Range     | Typical                                                     | Range     |
| NSW - Sydney    | 125                          | 102 - 160 | 150                                 | 140 - 175 | 175                                    | 170 - 195 | 140                      | 130 - 155 | 170                    | 140 - 185 | 160           | 130 - 175 | 132                                               | 125 - 163 | 160                                                      | 145 - 175 | 200                                                         | 180 - 225 |
| VIC - Melbourne | 115                          | 105 - 145 | 150                                 | 140 - 175 | 175                                    | 170 - 195 | 140                      | 130 - 155 | 170                    | 140 - 185 | 160           | 130 - 175 | 132                                               | 125 - 163 | 160                                                      | 150 - 175 | 200                                                         | 180 - 220 |
| QLD - Brisbane  | 120                          | 105 - 145 | 150                                 | 140 - 175 | 175                                    | 160 - 195 | 140                      | 130 - 155 | 170                    | 140 - 185 | 160           | 130 - 175 | 132                                               | 125 - 163 | 160                                                      | 150 - 180 | 200                                                         | 180 - 220 |
| WA - Perth      | 140                          | 110 - 140 | 150                                 | 140 - 175 | 180                                    | 160 - 200 | 140                      | 130 - 155 | 170                    | 140 - 185 | 160           | 130 - 175 | 132                                               | 125 - 163 | 160                                                      | 145 - 180 | 200                                                         | 180 - 220 |
| SA - Adelaide   | 122                          | 105 - 140 | 140                                 | 140 - 170 | 180                                    | 160 - 195 | 140                      | 120 - 155 | 170                    | 140 - 185 | 160           | 130 - 175 | 132                                               | 125 - 163 | 160                                                      | 150 - 180 | 200                                                         | 180 - 220 |
| New Zealand     | -                            | -         | 150                                 | 140 - 160 | 170                                    | 160 - 190 | 140                      | 130 - 150 | 170                    | 140 - 185 | 160           | 130 - 175 | 120                                               | 120 - 160 | 150                                                      | 150 - 180 | 190                                                         | 180 - 210 |

| Grid Connections | Grid Connection Engineer |           | Grid Connection Manager |           | Power Systems Engineer |           | Senior Power Systems Engineer |           | Principal Power Systems Engineer |           | Operations and Maintenance | Asset Engineer |           | Asset Manager |           | Service Engineer |           |
|------------------|--------------------------|-----------|-------------------------|-----------|------------------------|-----------|-------------------------------|-----------|----------------------------------|-----------|----------------------------|----------------|-----------|---------------|-----------|------------------|-----------|
|                  | Typical                  | Range     | Typical                 | Range     | Typical                | Range     | Typical                       | Range     | Typical                          | Range     |                            | Typical        | Range     | Typical       | Range     | Typical          | Range     |
| NSW - Sydney     | 165                      | 130 - 230 | 240                     | 190 - 260 | 130                    | 120 - 150 | 170                           | 160 - 180 | 200                              | 180 - 220 | Operations and Maintenance | 160            | 140 - 170 | 200           | 180 - 250 | 150              | 140 - 170 |
| VIC - Melbourne  | 165                      | 130 - 230 | 240                     | 190 - 260 | 130                    | 120 - 150 | 170                           | 160 - 180 | 200                              | 180 - 220 |                            | 160            | 140 - 170 | 200           | 180 - 250 | 150              | 140 - 170 |
| QLD - Brisbane   | 165                      | 130 - 230 | 240                     | 190 - 260 | 130                    | 120 - 150 | 170                           | 160 - 180 | 200                              | 180 - 220 |                            | 160            | 140 - 170 | 200           | 180 - 250 | 150              | 140 - 170 |
| WA - Perth       | 165                      | 130 - 230 | 240                     | 190 - 260 | 130                    | 120 - 150 | 170                           | 160 - 180 | 200                              | 180 - 220 |                            | 160            | 140 - 170 | 200           | 180 - 250 | 150              | 140 - 170 |
| SA - Adelaide    | 165                      | 130 - 230 | 240                     | 190 - 260 | 130                    | 120 - 150 | 170                           | 160 - 180 | 200                              | 180 - 220 |                            | 160            | 140 - 170 | 200           | 180 - 250 | 150              | 140 - 170 |
| New Zealand      | 165                      | 120 - 230 | 240                     | 180 - 260 | 130                    | 120 - 150 | 170                           | 160 - 180 | 200                              | 180 - 220 |                            | 160            | 140 - 170 | 200           | 180 - 250 | 150              | 140 - 170 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Energy

| Construction    | Project Engineer |           | Project Manager<br>Construction |           | Senior Project Manager<br>Construction |           | Project Director<br>Construction |           | Construction Manager |           | Commissioning Engineer |           | Commissioning Manager |           | Site / QA Engineer |           |
|-----------------|------------------|-----------|---------------------------------|-----------|----------------------------------------|-----------|----------------------------------|-----------|----------------------|-----------|------------------------|-----------|-----------------------|-----------|--------------------|-----------|
|                 | Typical          | Range     | Typical                         | Range     | Typical                                | Range     | Typical                          | Range     | Typical              | Range     | Typical                | Range     | Typical               | Range     | Typical            | Range     |
| NSW - Sydney    | 160              | 140 - 185 | 180                             | 150 - 200 | 230                                    | 220 - 260 | 300                              | 260 - 320 | 210                  | 160 - 250 | 160                    | 130 - 180 | 220                   | 190 - 250 | 185                | 160 - 220 |
| VIC - Melbourne | 160              | 140 - 185 | 180                             | 150 - 200 | 230                                    | 220 - 260 | 300                              | 260 - 320 | 210                  | 160 - 250 | 160                    | 130 - 180 | 220                   | 190 - 250 | 185                | 160 - 220 |
| QLD - Brisbane  | 160              | 140 - 185 | 180                             | 150 - 220 | 230                                    | 220 - 260 | 300                              | 260 - 320 | 210                  | 160 - 250 | 160                    | 130 - 180 | 220                   | 190 - 250 | 185                | 160 - 220 |
| WA - Perth      | 160              | 140 - 185 | 180                             | 150 - 250 | 230                                    | 220 - 260 | 300                              | 260 - 320 | 220                  | 160 - 250 | 160                    | 130 - 180 | 220                   | 190 - 250 | 185                | 160 - 220 |
| SA - Adelaide   | 160              | 140 - 185 | 165                             | 150 - 220 | 230                                    | 220 - 260 | 300                              | 260 - 320 | 210                  | 160 - 250 | 160                    | 130 - 180 | 220                   | 190 - 250 | 185                | 160 - 220 |
| New Zealand     | -                | -         | 190                             | 150 - 250 | 230                                    | 220 - 260 | 300                              | 260 - 320 | 200                  | 150 - 220 | 160                    | 130 - 180 | 220                   | 190 - 250 | 185                | 160 - 220 |

| Development     | Project Development Manager |           | Senior Project Development<br>Manager |           | Project Development Director |           | Land Acquisition Manager |           | Planning and Approvals Manager |           |
|-----------------|-----------------------------|-----------|---------------------------------------|-----------|------------------------------|-----------|--------------------------|-----------|--------------------------------|-----------|
|                 | Typical                     | Range     | Typical                               | Range     | Typical                      | Range     | Typical                  | Range     | Typical                        | Range     |
| NSW - Sydney    | 170                         | 140 - 190 | 220                                   | 200 - 250 | 300                          | 260 - 350 | 190                      | 150 - 250 | 200                            | 160 - 250 |
| VIC - Melbourne | 170                         | 140 - 190 | 220                                   | 200 - 250 | 300                          | 260 - 350 | 190                      | 150 - 250 | 200                            | 160 - 250 |
| QLD - Brisbane  | 170                         | 140 - 190 | 220                                   | 200 - 250 | 270                          | 260 - 350 | 190                      | 150 - 250 | 200                            | 160 - 250 |
| WA - Perth      | 180                         | 140 - 190 | 220                                   | 200 - 260 | 300                          | 260 - 300 | 190                      | 150 - 250 | 200                            | 160 - 250 |
| SA - Adelaide   | 170                         | 140 - 190 | 220                                   | 200 - 240 | 280                          | 260 - 300 | 190                      | 150 - 250 | 200                            | 160 - 250 |
| New Zealand     | 170                         | 140 - 190 | 200                                   | 180 - 240 | 280                          | 240 - 300 | 190                      | 150 - 250 | 200                            | 160 - 250 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Engineering

To gain access to industry insights for Engineering professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

Contact us today

# Engineering

| Civil and Structural                          | Civil / Structural Drafter |          | Civil Designer / Engineer |          | Structural Engineer |          | Client Side Representative / Resident Engineer |           | Geotechnical Engineer |          | Transportation Engineer |           | Structural / Civil Project Engineer |           | Land Surveyor |          | Associate |           | Group Manager / Principal |           |
|-----------------------------------------------|----------------------------|----------|---------------------------|----------|---------------------|----------|------------------------------------------------|-----------|-----------------------|----------|-------------------------|-----------|-------------------------------------|-----------|---------------|----------|-----------|-----------|---------------------------|-----------|
|                                               | Typical                    | Range    | Typical                   | Range    | Typical             | Range    | Typical                                        | Range     | Typical               | Range    | Typical                 | Range     | Typical                             | Range     | Typical       | Range    | Typical   | Range     | Typical                   | Range     |
| NSW - Sydney                                  | 90                         | 75 - 120 | 115                       | 81 - 176 | 110                 | 74 - 176 | 130                                            | 82 - 160  | 130                   | 73 - 148 | 140                     | 90 - 164  | 122                                 | 70 - 150  | 125           | 82 - 143 | 165       | 156 - 204 | -                         | 160 - 242 |
| VIC - Melbourne                               | 85                         | 75 - 110 | 120                       | 80 - 175 | 110                 | 74 - 160 | 130                                            | 100 - 160 | 125                   | 71 - 150 | 110                     | 80 - 155  | 102                                 | 56 - 130  | 100           | 65 - 153 | 165       | 140 - 200 | -                         | 175 - 250 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 85                         | 70 - 105 | 120                       | 71 - 160 | 110                 | 80 - 160 | 105                                            | 82 - 150  | 90                    | 61 - 110 | 115                     | 71 - 150  | 120                                 | 110 - 160 | 102           | 80 - 150 | 150       | 130 - 180 | -                         | 160 - 250 |
| SA - Adelaide                                 | 85                         | 75 - 110 | 100                       | 70 - 120 | 100                 | 75 - 140 | 95                                             | 75 - 120  | 100                   | 85 - 120 | 95                      | 77 - 110  | 100                                 | 77 - 112  | 100           | 75 - 120 | 140       | 130 - 180 | -                         | 140 - 190 |
| WA - Perth                                    | 95                         | 70 - 105 | 125                       | 85 - 160 | 120                 | 80 - 160 | 110                                            | 90 - 125  | 100                   | 80 - 110 | 130                     | 105 - 150 | 130                                 | 110 - 145 | 120           | 92 - 140 | 160       | 145 - 185 | -                         | -         |
| ACT - Canberra                                | 85                         | 65 - 100 | 100                       | 61 - 110 | 102                 | 71 - 133 | 87                                             | 70 - 120  | 102                   | 66 - 133 | 87                      | 71 - 120  | 112                                 | 82 - 133  | 80            | 56 - 92  | 130       | 110 - 160 | -                         | 140 - 220 |
| TAS - Hobart                                  | 85                         | 65 - 100 | 100                       | 65 - 120 | 100                 | 80 - 130 | 100                                            | 75 - 120  | 100                   | 75 - 120 | 85                      | 70 - 120  | 100                                 | 80 - 120  | 85            | 75 - 95  | 135       | 125 - 160 | -                         | 160 - 180 |
| NT - Darwin                                   | 85                         | 65 - 100 | 115                       | 65 - 130 | 112                 | 77 - 143 | 102                                            | 77 - 133  | 107                   | 92 - 122 | 102                     | 92 - 112  | 112                                 | 77 - 143  | 87            | 77 - 92  | 143       | 122 - 168 | -                         | 135 - 180 |
| NZ - Auckland                                 | 95                         | 80 - 120 | 120                       | 85 - 140 | 120                 | 95 - 160 | 120                                            | 95 - 155  | 100                   | 80 - 110 | 115                     | 85 - 160  | 115                                 | 90 - 165  | 110           | 90 - 160 | 165       | 150 - 190 | -                         | 120 - 250 |
| NZ - Wellington                               | 90                         | 70 - 110 | 105                       | 75 - 130 | 110                 | 80 - 155 | 110                                            | 90 - 140  | 95                    | 80 - 110 | 105                     | 80 - 150  | 110                                 | 85 - 155  | 105           | 80 - 135 | 150       | 140 - 180 | -                         | 120 - 250 |
| NZ - Christchurch                             | 90                         | 70 - 110 | 105                       | 70 - 125 | 110                 | 80 - 140 | 110                                            | 80 - 140  | 95                    | 70 - 110 | 100                     | 80 - 150  | 100                                 | 70 - 150  | 100           | 70 - 125 | 150       | 130 - 170 | -                         | 120 - 250 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Engineering

| Rail Infrastructure                           | Track Specialists |          | Signalling Specialists |           | Systems Assurance Specialists |           | Project Engineer |           | Project Manager |           |
|-----------------------------------------------|-------------------|----------|------------------------|-----------|-------------------------------|-----------|------------------|-----------|-----------------|-----------|
|                                               | Typical           | Range    | Typical                | Range     | Typical                       | Range     | Typical          | Range     | Typical         | Range     |
| NSW - Sydney                                  | 150               | 82 - 200 | 160                    | 102 - 250 | 220                           | 122 - 300 | 150              | 130 - 220 | 210             | 140 - 255 |
| VIC - Melbourne                               | 153               | 82 - 184 | 143                    | 102 - 190 | 163                           | 122 - 224 | 133              | 92 - 145  | 210             | 135 - 255 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 135               | 75 - 175 | 140                    | 97 - 190  | 184                           | 122 - 224 | 133              | 90 - 165  | 210             | 135 - 255 |
| SA - Adelaide                                 | 122               | 75 - 143 | 143                    | 97 - 184  | 153                           | 122 - 204 | 133              | 85 - 163  | 184             | 143 - 255 |
| WA - Perth                                    | 160               | 85 - 185 | 160                    | 115 - 210 | 185                           | 120 - 230 | 135              | 110 - 160 | 200             | 150 - 250 |
| ACT - Canberra                                | 122               | 82 - 143 | 143                    | 102 - 184 | 153                           | 122 - 204 | 133              | 82 - 163  | 184             | 143 - 255 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Engineering

| Local Government Engineering                  | Traffic Engineer |          | Civil Designer |          | Civil Project Manager |           | Asset Manager |          | Town Planner |          |
|-----------------------------------------------|------------------|----------|----------------|----------|-----------------------|-----------|---------------|----------|--------------|----------|
|                                               | Typical          | Range    | Typical        | Range    | Typical               | Range     | Typical       | Range    | Typical      | Range    |
| NSW - Sydney                                  | 120              | 75 - 150 | 110            | 80 - 140 | 140                   | 120 - 235 | 120           | 90 - 150 | 115          | 70 - 130 |
| VIC - Melbourne                               | 95               | 80 - 110 | 110            | 70 - 120 | 105                   | 90 - 120  | 110           | 90 - 135 | 100          | 75 - 112 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 112              | 77 - 143 | 110            | 80 - 130 | 140                   | 90 - 160  | 110           | 70 - 125 | 90           | 75 - 120 |
| SA - Adelaide                                 | 90               | 75 - 95  | 85             | 70 - 110 | 110                   | 90 - 130  | 105           | 75 - 110 | 85           | 70 - 97  |
| WA - Perth                                    | 95               | 85 - 110 | 90             | 80 - 95  | 120                   | 90 - 140  | 110           | 83 - 130 | 90           | 75 - 95  |
| ACT - Canberra                                | 85               | 65 - 102 | 85             | 56 - 92  | -                     | -         | -             | -        | 85           | 65 - 102 |
| TAS - Hobart                                  | 80               | 65 - 90  | 80             | 61 - 82  | 110                   | 85 - 122  | 105           | 82 - 122 | 80           | 65 - 92  |
| NT - Darwin                                   | 75               | 65 - 90  | 92             | 71 - 110 | 110                   | 80 - 112  | 100           | 61 - 102 | 85           | 70 - 92  |
| NZ - Auckland                                 | 110              | 75 - 150 | 110            | 80 - 120 | 120                   | 100 - 170 | 100           | 80 - 110 | 100          | 75 - 120 |
| NZ - Wellington                               | 100              | 70 - 145 | 95             | 75 - 115 | 110                   | 95 - 150  | 100           | 80 - 110 | 95           | 70 - 120 |
| NZ - Christchurch                             | 100              | 60 - 130 | 85             | 70 - 110 | 100                   | 85 - 140  | 90            | 75 - 110 | 90           | 70 - 115 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Engineering

| Building Services - Design                       | CAD Drafter<br>Design Drafter |          | CAD Manager |          | Graduate / Entry<br>level Design Engineer |         | Intermediate<br>Senior Design Engineer |          | Associate / Senior Associate |           | Principal / Director |           |
|--------------------------------------------------|-------------------------------|----------|-------------|----------|-------------------------------------------|---------|----------------------------------------|----------|------------------------------|-----------|----------------------|-----------|
|                                                  | Typical                       | Range    | Typical     | Range    | Typical                                   | Range   | Typical                                | Range    | Typical                      | Range     | Typical              | Range     |
| NSW - Sydney                                     | 82                            | 70 - 115 | 100         | 90 - 135 | 70                                        | 65 - 77 | 110                                    | 85 - 145 | 170                          | 160 - 200 | 215                  | 180 - 250 |
| VIC - Melbourne                                  | 85                            | 70 - 110 | 95          | 90 - 130 | 70                                        | 65 - 75 | 110                                    | 90 - 145 | 165                          | 150 - 185 | 200                  | 170 - 250 |
| QLD - Brisbane, Gold Coast<br>and Sunshine Coast | 80                            | 66 - 110 | 100         | 82 - 125 | 70                                        | 65 - 70 | 102                                    | 80 - 145 | 160                          | 150 - 185 | 190                  | 170 - 220 |
| SA - Adelaide                                    | 80                            | 70 - 100 | 90          | 80 - 120 | 70                                        | 65 - 75 | 110                                    | 80 - 130 | 150                          | 130 - 160 | 160                  | 140 - 200 |
| WA - Perth                                       | 90                            | 75 - 105 | 105         | 90 - 125 | 75                                        | 70 - 85 | 112                                    | 90 - 130 | 165                          | 135 - 175 | 180                  | 160 - 230 |
| ACT - Canberra                                   | 68                            | 60 - 85  | 90          | 80 - 100 | 70                                        | 60 - 71 | 92                                     | 85 - 122 | 145                          | 120 - 155 | 180                  | 140 - 240 |
| TAS - Hobart                                     | 70                            | 60 - 75  | 85          | 85 - 110 | 65                                        | 60 - 70 | 85                                     | 85 - 110 | 160                          | 140 - 175 | 180                  | 160 - 220 |
| NT - Darwin                                      | 70                            | 60 - 80  | 90          | 80 - 95  | 70                                        | 60 - 70 | 102                                    | 82 - 122 | 135                          | 112 - 148 | -                    | -         |
| NZ - Auckland                                    | 85                            | 65 - 95  | 110         | 90 - 130 | 75                                        | 70 - 80 | 120                                    | 90 - 130 | 145                          | 135 - 160 | -                    | -         |
| NZ - Wellington                                  | 80                            | 60 - 90  | 105         | 85 - 120 | 70                                        | 65 - 75 | 115                                    | 85 - 125 | 140                          | 125 - 150 | -                    | -         |
| NZ - Christchurch                                | 80                            | 60 - 90  | 105         | 85 - 120 | 70                                        | 65 - 75 | 110                                    | 85 - 122 | 140                          | 120 - 150 | -                    | -         |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Engineering

| Building Services - Delivery                  | Foreperson / Supervisor |          | Estimator<br>Senior Estimator |          | Project Manager |           | Senior Project Manager |           | Operations Manager |           | Building Services Manager |           |
|-----------------------------------------------|-------------------------|----------|-------------------------------|----------|-----------------|-----------|------------------------|-----------|--------------------|-----------|---------------------------|-----------|
|                                               | Typical                 | Range    | Typical                       | Range    | Typical         | Range     | Typical                | Range     | Typical            | Range     | Typical                   | Range     |
| NSW - Sydney                                  | 105                     | 90 - 130 | 112                           | 90 - 180 | 150             | 140 - 190 | 200                    | 180 - 220 | 220                | 220 - 270 | 220                       | 220 - 250 |
| VIC - Melbourne                               | 100                     | 70 - 120 | 102                           | 71 - 138 | 140             | 130 - 180 | 190                    | 160 - 220 | 190                | 180 - 220 | 200                       | 200 - 240 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 92                      | 82 - 112 | 102                           | 71 - 122 | 115             | 97 - 133  | 140                    | 102 - 163 | 153                | 112 - 163 | 163                       | 133 - 179 |
| SA - Adelaide                                 | 90                      | 65 - 100 | 100                           | 71 - 112 | 115             | 110 - 180 | 160                    | 150 - 180 | 170                | 160 - 200 | 160                       | 150 - 180 |
| WA - Perth                                    | 95                      | 71 - 110 | 105                           | 90 - 125 | 120             | 95 - 135  | 145                    | 122 - 160 | 160                | 140 - 185 | 155                       | 143 - 180 |
| ACT - Canberra                                | 92                      | 71 - 100 | 92                            | 82 - 102 | 102             | 92 - 133  | 143                    | 122 - 153 | 153                | 143 - 163 | 135                       | 110 - 145 |
| TAS - Hobart                                  | 90                      | 80 - 105 | 110                           | 90 - 120 | 115             | 100 - 130 | 135                    | 120 - 160 | 180                | 160 - 200 | 145                       | 130 - 170 |
| NT - Darwin                                   | 95                      | 75 - 115 | 112                           | 77 - 122 | 112             | 95 - 140  | 140                    | 112 - 163 | 163                | 133 - 189 | 153                       | 102 - 168 |
| NZ - Auckland                                 | 80                      | 70 - 90  | 90                            | 70 - 115 | 115             | 100 - 130 | 135                    | 110 - 170 | 155                | 135 - 180 | 160                       | 130 - 180 |
| NZ - Wellington                               | 75                      | 60 - 75  | 85                            | 70 - 115 | 115             | 100 - 130 | 125                    | 110 - 160 | 145                | 125 - 170 | 150                       | 130 - 175 |
| NZ - Christchurch                             | 75                      | 65 - 85  | 85                            | 75 - 115 | 115             | 100 - 125 | 125                    | 105 - 160 | 125                | 115 - 145 | 150                       | 110 - 170 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Engineering

## Energy Design Engineering

| Transmission and Distribution/Generation | Design Engineer |           | Senior Design Engineer |           | Principal Design Engineer |           | Engineering Manager |           | Design Manager |           | Design Drafter |          | Project Engineer (EPCM) |           | Senior Project Engineer (EPCM) |           | Power Systems Engineer |           | Project Manager |           |
|------------------------------------------|-----------------|-----------|------------------------|-----------|---------------------------|-----------|---------------------|-----------|----------------|-----------|----------------|----------|-------------------------|-----------|--------------------------------|-----------|------------------------|-----------|-----------------|-----------|
|                                          | Typical         | Range     | Typical                | Range     | Typical                   | Range     | Typical             | Range     | Typical        | Range     | Typical        | Range    | Typical                 | Range     | Typical                        | Range     | Typical                | Range     | Typical         | Range     |
| NSW                                      | 120             | 110 - 140 | 170                    | 160 - 180 | 180                       | 180 - 200 | 184                 | 170 - 240 | 150            | 140 - 180 | 85             | 80 - 90  | 135                     | 115 - 145 | 160                            | 150 - 175 | 170                    | 120 - 200 | 160             | 140 - 200 |
| VIC                                      | 130             | 110 - 140 | 170                    | 160 - 180 | 180                       | 170 - 200 | 180                 | 170 - 240 | 153            | 140 - 185 | 80             | 75 - 92  | 125                     | 115 - 145 | 155                            | 150 - 173 | 170                    | 120 - 200 | 150             | 145 - 200 |
| QLD                                      | 130             | 110 - 140 | 160                    | 150 - 180 | 180                       | 170 - 200 | 179                 | 170 - 240 | 150            | 140 - 170 | 85             | 80 - 90  | 125                     | 115 - 150 | 155                            | 150 - 180 | 170                    | 120 - 200 | 150             | 140 - 200 |
| WA                                       | 125             | 110 - 140 | 160                    | 150 - 180 | 190                       | 170 - 210 | 190                 | 170 - 250 | 160            | 150 - 200 | 100            | 90 - 120 | 135                     | 120 - 145 | 160                            | 150 - 180 | 170                    | 120 - 200 | 160             | 145 - 200 |
| SA                                       | 120             | 110 - 140 | 150                    | 150 - 180 | 170                       | 170 - 200 | 179                 | 160 - 250 | 155            | 140 - 180 | 80             | 80 - 100 | 125                     | 110 - 140 | 160                            | 150 - 170 | 170                    | 120 - 200 | 150             | 145 - 200 |
| NT                                       | 130             | 110 - 140 | 150                    | 150 - 180 | 180                       | 170 - 200 | 180                 | 170 - 194 | 155            | 140 - 173 | 80             | 80 - 100 | 125                     | 117 - 143 | 150                            | 150 - 170 | 170                    | 120 - 200 | 153             | 145 - 200 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Engineering

## Oil and Gas

| Design, OPS and Maintenance | Design Engineer |           | Mechanical Engineer |           | Electrical Engineer |           | Process Engineer |           | Project Engineer |           | Cost Engineer |           | Engineering Manager |           | Planner |           | HSE Advisor |           | Maintenance Supervisor |           | Geoscientist |           |
|-----------------------------|-----------------|-----------|---------------------|-----------|---------------------|-----------|------------------|-----------|------------------|-----------|---------------|-----------|---------------------|-----------|---------|-----------|-------------|-----------|------------------------|-----------|--------------|-----------|
|                             | Typical         | Range     | Typical             | Range     | Typical             | Range     | Typical          | Range     | Typical          | Range     | Typical       | Range     | Typical             | Range     | Typical | Range     | Typical     | Range     | Typical                | Range     | Typical      | Range     |
| WA                          | 160             | 110 - 200 | 155                 | 120 - 200 | 160                 | 120 - 200 | 160              | 120 - 200 | 160              | 125 - 200 | 150           | 120 - 175 | 210                 | 185 - 250 | 150     | 120 - 200 | 140         | 120 - 180 | 150                    | 140 - 180 | 165          | 140 - 184 |
| QLD                         | 160             | 115 - 200 | 150                 | 120 - 200 | 163                 | 120 - 200 | 160              | 122 - 200 | 160              | 125 - 200 | 133           | 120 - 148 | 194                 | 184 - 230 | 140     | 110 - 180 | 140         | 120 - 173 | 150                    | 140 - 180 | 143          | 140 - 168 |
| NSW                         | 160             | 115 - 200 | 155                 | 120 - 200 | 160                 | 120 - 200 | 160              | 120 - 200 | 160              | 125 - 200 | 150           | 120 - 160 | 200                 | 184 - 235 | 140     | 110 - 180 | 135         | 122 - 160 | 150                    | 140 - 180 | 140          | 122 - 189 |
| VIC                         | 160             | 115 - 200 | 160                 | 120 - 200 | 160                 | 120 - 200 | 160              | 120 - 200 | 160              | 125 - 200 | 140           | 120 - 160 | 190                 | 180 - 214 | 140     | 110 - 180 | 135         | 120 - 180 | 150                    | 140 - 180 | 123          | 110 - 133 |
| SA                          | 160             | 115 - 200 | 160                 | 120 - 200 | 160                 | 120 - 200 | 160              | 120 - 200 | 160              | 125 - 200 | 140           | 120 - 133 | 180                 | 180 - 220 | 140     | 110 - 180 | 135         | 120 - 180 | 150                    | 140 - 180 | 131          | 105 - 142 |
| NT                          | 160             | 115 - 200 | 160                 | 120 - 200 | 160                 | 120 - 200 | 160              | 122 - 200 | 160              | 122 - 200 | 140           | 120 - 173 | 200                 | 180 - 250 | 140     | 110 - 180 | 135         | 120 - 200 | 150                    | 140 - 180 | 143          | 135 - 158 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Executive

To gain access to industry insights for Executive professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

Contact us today

# Executive

| Not - For - Profit | CEO / MD<br>Turnover up to \$50m |           | CEO / MD<br>Turnover \$50m - \$500m |           | CEO / MD<br>Turnover > \$500m |       | COO / EGM<br>Turnover up to \$50m |           | COO / EGM<br>Turnover \$50m - \$500m |           | COO / EGM<br>Turnover > \$500m |       | CFO / FD<br>Turnover up to \$50m |           | CFO / FD<br>Turnover \$50m - \$500m |           | CFO / FD<br>Turnover > \$500m |       |
|--------------------|----------------------------------|-----------|-------------------------------------|-----------|-------------------------------|-------|-----------------------------------|-----------|--------------------------------------|-----------|--------------------------------|-------|----------------------------------|-----------|-------------------------------------|-----------|-------------------------------|-------|
|                    | Typical                          | Range     | Typical                             | Range     | Typical                       | Range | Typical                           | Range     | Typical                              | Range     | Typical                        | Range | Typical                          | Range     | Typical                             | Range     | Typical                       | Range |
| Australia          | 300                              | 210 - 350 | 350                                 | 300 - 500 | 500+                          | -     | 225                               | 180 - 250 | 320                                  | 250 - 450 | 450+                           | -     | 220                              | 180 - 250 | 325                                 | 275 - 425 | 450+                          | -     |
| New Zealand        | 275                              | 220 - 350 | 450                                 | 280 - 600 | 450+                          | -     | 250                               | 200 - 300 | 300                                  | 250 - 350 | 400+                           | -     | 240                              | 200 - 280 | 300                                 | 220 - 350 | 400+                          | -     |

| Commercial  | CEO / MD<br>Turnover up to \$50m |           | CEO / MD<br>Turnover \$50m - \$500m |           | CEO / MD<br>Turnover > \$500m |       | COO / EGM<br>Turnover up to \$50m |           | COO / EGM<br>Turnover \$50m - \$500m |           | COO / EGM<br>Turnover > \$500m |       | CFO / FD<br>Turnover up to \$50m |           | CFO / FD<br>Turnover \$50m - \$500m |           | CFO / FD<br>Turnover > \$500m |       |
|-------------|----------------------------------|-----------|-------------------------------------|-----------|-------------------------------|-------|-----------------------------------|-----------|--------------------------------------|-----------|--------------------------------|-------|----------------------------------|-----------|-------------------------------------|-----------|-------------------------------|-------|
|             | Typical                          | Range     | Typical                             | Range     | Typical                       | Range | Typical                           | Range     | Typical                              | Range     | Typical                        | Range | Typical                          | Range     | Typical                             | Range     | Typical                       | Range |
| Australia   | 350                              | 300 - 400 | 600                                 | 400 - 700 | 700+                          | -     | 250                               | 220 - 300 | 500                                  | 300 - 600 | 600+                           | -     | 270                              | 230 - 350 | 450                                 | 350 - 600 | 600+                          | -     |
| New Zealand | 325                              | 220 - 400 | 500                                 | 375 - 650 | 600+                          | -     | 240                               | 200 - 285 | 325                                  | 250 - 450 | 500+                           | -     | 225                              | 180 - 280 | 400                                 | 300 - 500 | 500+                          | -     |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Facilities Management

To gain access to industry insights for Facilities Management professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

Contact us today

# Facilities Management

|                                               | Building Manager |          | Facilities Coordinator |         | Facilities Manager |           | Service Manager |           | Contracts Manager |           | Operations Manager |           | Engineering Manager |           | Bid Manager |           | General Manager |           |
|-----------------------------------------------|------------------|----------|------------------------|---------|--------------------|-----------|-----------------|-----------|-------------------|-----------|--------------------|-----------|---------------------|-----------|-------------|-----------|-----------------|-----------|
|                                               | Typical          | Range    | Typical                | Range   | Typical            | Range     | Typical         | Range     | Typical           | Range     | Typical            | Range     | Typical             | Range     | Typical     | Range     | Typical         | Range     |
| NSW - Sydney                                  | 95               | 85 - 105 | 80                     | 70 - 90 | 120                | 100 - 140 | 150             | 125 - 170 | 122               | 102 - 153 | 125                | 110 - 150 | 133                 | 122 - 153 | 122         | 112 - 153 | 204             | 153 - 255 |
| NSW - Regional                                | 85               | 70 - 90  | 65                     | 55 - 75 | 82                 | 82 - 102  | 102             | 82 - 133  | 102               | 82 - 122  | 102                | 82 - 122  | 112                 | 102 - 122 | 112         | 102 - 133 | 204             | 153 - 255 |
| VIC - Melbourne                               | 85               | 75 - 90  | 75                     | 65 - 80 | 100                | 90 - 125  | 130             | 100 - 140 | 112               | 85 - 130  | 115                | 90 - 135  | 130                 | 95 - 145  | 125         | 90 - 153  | 184             | 150 - 235 |
| VIC - Regional                                | 85               | 75 - 90  | 75                     | 65 - 80 | 100                | 85 - 120  | 130             | 100 - 140 | 112               | 80 - 115  | 115                | 85 - 125  | 115                 | 90 - 130  | 125         | 90 - 153  | 184             | 125 - 235 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 90               | 80 - 100 | 80                     | 65 - 85 | 120                | 90 - 140  | 130             | 100 - 150 | 120               | 85 - 140  | 125                | 110 - 150 | 135                 | 110 - 160 | 130         | 90 - 150  | 200             | 150 - 230 |
| QLD - Regional                                | 80               | 65 - 85  | 70                     | 60 - 80 | 90                 | 70 - 110  | 110             | 80 - 130  | 110               | 80 - 120  | 110                | 85 - 120  | 100                 | 80 - 120  | 125         | 90 - 135  | 200             | 130 - 230 |
| SA - Adelaide                                 | 90               | 80 - 100 | 75                     | 70 - 85 | 115                | 90 - 130  | 110             | 90 - 120  | 120               | 100 - 140 | 120                | 90 - 130  | 120                 | 90 - 130  | 115         | 90 - 130  | 150             | 120 - 195 |
| WA - Perth                                    | 80               | 75 - 90  | 85                     | 75 - 90 | 110                | 95 - 120  | 102             | 87 - 125  | 122               | 112 - 143 | 133                | 133 - 153 | 122                 | 102 - 150 | 133         | 122 - 163 | 160             | 153 - 184 |
| ACT - Canberra                                | 77               | 71 - 82  | 61                     | 60 - 75 | 112                | 95 - 150  | 102             | 95 - 140  | 153               | 122 - 168 | 133                | 110 - 153 | 122                 | 122 - 153 | 133         | 102 - 153 | 204             | 153 - 255 |
| TAS - Hobart                                  | 80               | 70 - 90  | 75                     | 60 - 90 | 90                 | 80 - 100  | 100             | 80 - 120  | 90                | 80 - 120  | 120                | 90 - 150  | 110                 | 90 - 140  | 115         | 90 - 130  | 180             | 150 - 220 |
| NT - Darwin                                   | 71               | 66 - 82  | 70                     | 62 - 82 | 100                | 82 - 122  | 102             | 102 - 142 | 110               | 100 - 140 | 110                | 90 - 150  | 133                 | 97 - 163  | 100         | 75 - 135  | 160             | 130 - 220 |
| NZ - Auckland                                 | 92               | 77 - 112 | 71                     | 61 - 77 | 102                | 87 - 128  | 102             | 87 - 128  | 112               | 87 - 133  | 122                | 102 - 133 | 133                 | 112 - 143 | 128         | 112 - 148 | 173             | 133 - 235 |
| NZ - Wellington                               | 92               | 77 - 112 | 61                     | 51 - 71 | 102                | 87 - 128  | 92              | 82 - 122  | 102               | 82 - 122  | 122                | 102 - 133 | 133                 | 112 - 143 | 122         | 112 - 148 | 153             | 128 - 189 |
| NZ - Christchurch                             | 92               | 77 - 112 | 61                     | 51 - 71 | 92                 | 87 - 117  | 87              | 82 - 117  | 102               | 82 - 122  | 122                | 102 - 133 | 122                 | 112 - 133 | 117         | 102 - 143 | 148             | 117 - 189 |

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 |         | Control Room Operator |          | Security Manager |           | Facilities Officer |         | Guest Services Agent |         |
|-----------------------------------------------|-----------------------------|----------|-----------------------|----------|------------------|----------|---------------------|---------|-----------------------|----------|------------------|-----------|--------------------|---------|----------------------|---------|
|                                               | Typical                     | Range    | Typical               | Range    | Typical          | Range    | Typical             | Range   | Typical               | Range    | Typical          | Range     | Typical            | Range   | Typical              | Range   |
| NSW - Sydney                                  | 100                         | 90 - 180 | 78                    | 70 - 120 | 87               | 82 - 92  | 70                  | 65 - 85 | 75                    | 70 - 80  | 100              | 100 - 150 | 70                 | 70 - 90 | 70                   | 65 - 75 |
| NSW - Regional                                | 92                          | 82 - 102 | 78                    | 66 - 82  | 71               | 71 - 82  | 61                  | 51 - 66 | 63                    | 56 - 66  | 71               | 71 - 82   | 56                 | 51 - 61 | 62                   | 56 - 66 |
| VIC - Melbourne                               | 112                         | 90 - 122 | 80                    | 75 - 90  | 85               | 77 - 90  | 75                  | 70 - 80 | 70                    | 65 - 75  | 85               | 80 - 90   | 70                 | 65 - 75 | 70                   | 65 - 75 |
| VIC - Regional                                | 112                         | 90 - 122 | 80                    | 75 - 90  | 85               | 77 - 90  | 75                  | 70 - 80 | 70                    | 65 - 75  | 85               | 80 - 90   | 70                 | 65 - 75 | 70                   | 65 - 75 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 110                         | 85 - 140 | 75                    | 70 - 100 | 85               | 75 - 90  | 65                  | 60 - 75 | 70                    | 65 - 80  | 100              | 80 - 130  | 70                 | 60 - 90 | 65                   | 55 - 75 |
| QLD - Regional                                | 95                          | 80 - 125 | 70                    | 65 - 90  | 77               | 71 - 92  | 60                  | 55 - 65 | 60                    | 56 - 75  | 85               | 70 - 120  | 65                 | 50 - 80 | 60                   | 55 - 70 |
| SA - Adelaide                                 | 95                          | 80 - 120 | 78                    | 70 - 100 | 80               | 71 - 90  | 65                  | 60 - 70 | 70                    | 60 - 80  | 80               | 75 - 95   | 70                 | 65 - 80 | 65                   | 55 - 75 |
| WA - Perth                                    | 90                          | 75 - 100 | 95                    | 77 - 110 | 95               | 77 - 110 | 65                  | 55 - 75 | 80                    | 75 - 100 | 100              | 75 - 120  | 70                 | 51 - 80 | 65                   | 51 - 75 |
| ACT - Canberra                                | 92                          | 82 - 102 | 80                    | 66 - 82  | 71               | 66 - 77  | 51                  | 49 - 56 | 56                    | 51 - 61  | 77               | 71 - 82   | 61                 | 51 - 61 | 56                   | 51 - 56 |
| TAS - Hobart                                  | -                           | -        | -                     | -        | -                | -        | -                   | -       | 65                    | 55 - 70  | 80               | 70 - 90   | 70                 | 60 - 75 | 51                   | 51 - 56 |
| NT - Darwin                                   | -                           | -        | -                     | -        | -                | -        | -                   | -       | 60                    | 55 - 65  | 68               | 65 - 75   | 60                 | 55 - 65 | 55                   | 50 - 55 |
| NZ - Auckland                                 | 92                          | 82 - 97  | 77                    | 71 - 82  | 77               | 71 - 87  | 61                  | 51 - 71 | 61                    | 56 - 66  | 82               | 77 - 87   | 66                 | 56 - 66 | 58                   | 56 - 61 |
| NZ - Wellington                               | 92                          | 82 - 97  | 71                    | 66 - 82  | 77               | 71 - 87  | 61                  | 51 - 71 | 61                    | 56 - 66  | 82               | 77 - 87   | 61                 | 56 - 66 | 58                   | 56 - 61 |
| NZ - Christchurch                             | 92                          | 82 - 97  | 71                    | 66 - 82  | 77               | 71 - 87  | 61                  | 51 - 71 | 61                    | 56 - 66  | 82               | 77 - 87   | 61                 | 56 - 66 | 58                   | 56 - 61 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Facilities Management

| Local Government Regulations                  | Parking Officer |         | Ranger  |         | Environmental Health Officer |          | Senior Environmental Health Officer |           |
|-----------------------------------------------|-----------------|---------|---------|---------|------------------------------|----------|-------------------------------------|-----------|
|                                               | Typical         | Range   | Typical | Range   | Typical                      | Range    | Typical                             | Range     |
| NSW - Sydney                                  | 65              | 60 - 72 | 78      | 75 - 85 | 85                           | 82 - 110 | 130                                 | 120 - 140 |
| NSW - Regional                                | 63              | 70 - 70 | 75      | 70 - 80 | 85                           | 82 - 110 | 130                                 | 120 - 140 |
| VIC - Melbourne                               | 75              | 72 - 80 | 81      | 78 - 94 | 99                           | 95 - 107 | 111                                 | 105 - 117 |
| VIC - Regional                                | 69              | 69 - 69 | 80      | 78 - 94 | 98                           | 91 - 102 | 95                                  | 95 - 115  |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 65              | 60 - 70 | 70      | 65 - 75 | 85                           | 75 - 100 | 100                                 | 90 - 120  |
| QLD - Regional                                | 60              | 60 - 65 | 60      | 60 - 65 | 85                           | 75 - 100 | 100                                 | 90 - 120  |
| SA - Adelaide                                 | 65              | 55 - 70 | 68      | 65 - 75 | 82                           | 75 - 95  | 100                                 | 100 - 120 |
| WA - Perth                                    | 80              | 70 - 90 | 80      | 70 - 90 | 95                           | 80 - 110 | 115                                 | 95 - 130  |
| ACT - Canberra                                | 65              | 60 - 70 | 65      | 60 - 70 | 80                           | 75 - 100 | 110                                 | 100 - 130 |
| TAS - Hobart                                  | -               | -       | 60      | 60 - 65 | 66                           | 66 - 75  | -                                   | -         |

NOTES | All salaries shown are exclusive of superannuation (AU)

# Human Resources

To gain access to industry insights for Human Resources professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

Contact us today

# Human Resources

|                           | Head of HR / HR Director<br>>1000 employees |           | Head of HR / HR Director<br>250 - 1000 employees |           | Head of HR / HR<br>Director < 250<br>employees |           | HR Manager<br>>1000 employees |           | HR Manager<br>250 - 1000 employees |           | HR Manager<br>< 250 employees |           | Senior HR Business<br>Partner |           | HR Business Partner |           | Senior HR Advisor |           | HR Advisor |           | HR Coordinator |         |
|---------------------------|---------------------------------------------|-----------|--------------------------------------------------|-----------|------------------------------------------------|-----------|-------------------------------|-----------|------------------------------------|-----------|-------------------------------|-----------|-------------------------------|-----------|---------------------|-----------|-------------------|-----------|------------|-----------|----------------|---------|
|                           | Typical                                     | Range     | Typical                                          | Range     | Typical                                        | Range     | Typical                       | Range     | Typical                            | Range     | Typical                       | Range     | Typical                       | Range     | Typical             | Range     | Typical           | Range     | Typical    | Range     | Typical        | Range   |
| NSW - Sydney              | 290                                         | 200 - 400 | 220                                              | 170 - 290 | 195                                            | 145 - 245 | 180                           | 150 - 220 | 170                                | 140 - 195 | 160                           | 125 - 175 | 180                           | 150 - 230 | 150                 | 120 - 175 | 125               | 100 - 145 | 110        | 95 - 125  | 85             | 75 - 95 |
| VIC - Melbourne           | 260                                         | 220 - 320 | 200                                              | 170 - 220 | 175                                            | 140 - 200 | 180                           | 150 - 200 | 160                                | 140 - 200 | 150                           | 120 - 160 | 150                           | 130 - 200 | 140                 | 120 - 170 | 115               | 100 - 130 | 95         | 90 - 110  | 75             | 65 - 90 |
| QLD - Brisbane            | 250                                         | 200 - 300 | 200                                              | 170 - 220 | 180                                            | 160 - 200 | 180                           | 150 - 200 | 160                                | 130 - 170 | 150                           | 130 - 160 | 150                           | 140 - 180 | 135                 | 120 - 145 | 130               | 110 - 140 | 120        | 100 - 130 | 85             | 70 - 90 |
| SA - Adelaide             | 250                                         | 200 - 300 | 200                                              | 170 - 230 | 170                                            | 140 - 200 | 175                           | 150 - 200 | 170                                | 130 - 190 | 135                           | 120 - 160 | 150                           | 130 - 180 | 135                 | 110 - 160 | 135               | 110 - 160 | 100        | 90 - 120  | 70             | 65 - 90 |
| WA - Perth                | 280                                         | 240 - 350 | 230                                              | 200 - 260 | 180                                            | 160 - 200 | 190                           | 175 - 220 | 170                                | 160 - 190 | 165                           | 150 - 180 | 170                           | 140 - 190 | 150                 | 130 - 170 | 133               | 120 - 153 | 125        | 115 - 140 | 90             | 85 - 95 |
| ACT - Canberra            | 230                                         | 200 - 280 | 220                                              | 180 - 250 | 160                                            | 140 - 220 | 150                           | 140 - 190 | 140                                | 130 - 160 | 130                           | 110 - 160 | 150                           | 120 - 170 | 120                 | 100 - 130 | 110               | 95 - 120  | 105        | 90 - 110  | 85             | 75 - 90 |
| NT - Darwin               | 220                                         | 180 - 260 | 200                                              | 160 - 220 | 165                                            | 140 - 190 | 150                           | 140 - 160 | 140                                | 130 - 150 | 140                           | 120 - 150 | 140                           | 125 - 150 | 120                 | 100 - 140 | 120               | 100 - 135 | 90         | 85 - 100  | 85             | 80 - 90 |
| TAS – Hobart / Launceston | 250                                         | 180 - 280 | 200                                              | 170 - 250 | 160                                            | 140 - 180 | 170                           | 140 - 190 | 150                                | 130 - 190 | 135                           | 120 - 150 | 150                           | 130 - 180 | 120                 | 100 - 140 | 115               | 95 - 135  | 90         | 80 - 100  | 80             | 70 - 90 |
| New Zealand               | 250                                         | 180 - 300 | 194                                              | 138 - 255 | 163                                            | 140 - 204 | 153                           | 130 - 190 | 133                                | 125 - 180 | 130                           | 110 - 150 | 160                           | 130 - 180 | 135                 | 120 - 160 | 115               | 95 - 130  | 90         | 75 - 110  | 70             | 65 - 80 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Human Resources

|                           | HR Admin |         | IR Manager |           | ER Manager |           | IR Advisor |           | ER Advisor |           | HR Analyst |           | HR Policy Writers |           | Head of LandD / LandD Director |           | Learning and Development Manager |           | Learning and Development Advisor |           | Learning and Development Coordinator |          |
|---------------------------|----------|---------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|-------------------|-----------|--------------------------------|-----------|----------------------------------|-----------|----------------------------------|-----------|--------------------------------------|----------|
|                           | Typical  | Range   | Typical    | Range     | Typical    | Range     | Typical    | Range     | Typical    | Range     | Typical    | Range     | Typical           | Range     | Typical                        | Range     | Typical                          | Range     | Typical                          | Range     | Typical                              | Range    |
| NSW - Sydney              | 80       | 75 - 85 | 180        | 150 - 245 | 165        | 140 - 215 | 135        | 115 - 160 | 125        | 110 - 150 | 120        | 100 - 150 | 125               | 102 - 153 | 224                            | 162 - 255 | 155                              | 130 - 200 | 110                              | 95 - 125  | 85                                   | 80 - 100 |
| VIC - Melbourne           | 65       | 60 - 75 | 180        | 160 - 240 | 170        | 150 - 210 | 125        | 110 - 160 | 140        | 120 - 160 | 120        | 100 - 150 | 100               | 80 - 120  | 200                            | 160 - 255 | 140                              | 130 - 200 | 100                              | 90 - 120  | 80                                   | 80 - 100 |
| QLD - Brisbane            | 75       | 65 - 80 | 160        | 130 - 200 | 160        | 130 - 200 | 120        | 110 - 140 | 120        | 110 - 140 | 120        | 100 - 140 | 120               | 110 - 130 | 160                            | 130 - 200 | 140                              | 120 - 150 | 110                              | 95 - 120  | 70                                   | 65 - 80  |
| SA - Adelaide             | 70       | 60 - 80 | 170        | 130 - 200 | 170        | 130 - 200 | 120        | 100 - 140 | 120        | 100 - 140 | 105        | 85 - 125  | 105               | 85 - 130  | 180                            | 150 - 220 | 150                              | 120 - 200 | 100                              | 90 - 120  | 90                                   | 70 - 100 |
| WA - Perth                | 80       | 75 - 85 | 220        | 180 - 280 | 200        | 180 - 220 | 140        | 120 - 160 | 130        | 120 - 140 | 105        | 90 - 120  | 110               | 90 - 120  | 190                            | 160 - 210 | 150                              | 130 - 170 | 120                              | 110 - 130 | 90                                   | 80 - 100 |
| ACT - Canberra            | 75       | 70 - 85 | 160        | 130 - 200 | 140        | 120 - 165 | 110        | 95 - 130  | 110        | 95 - 125  | 95         | 85 - 120  | 120               | 100 - 150 | 165                            | 150 - 250 | 140                              | 120 - 200 | 110                              | 90 - 130  | 100                                  | 85 - 110 |
| NT - Darwin               | 70       | 65 - 75 | 150        | 120 - 170 | 140        | 120 - 165 | 125        | 105 - 145 | 95         | 90 - 125  | 95         | 80 - 125  | 95                | 90 - 110  | 155                            | 130 - 200 | 125                              | 100 - 145 | 95                               | 90 - 105  | 80                                   | 75 - 95  |
| TAS – Hobart / Launceston | 75       | 65 - 85 | 140        | 120 - 170 | 140        | 120 - 165 | 120        | 110 - 130 | 120        | 100 - 130 | 105        | 85 - 125  | 115               | 90 - 130  | 155                            | 140 - 200 | 150                              | 130 - 170 | 100                              | 90 - 120  | 85                                   | 75 - 95  |
| New Zealand               | 65       | 60 - 75 | 150        | 110 - 180 | 160        | 120 - 190 | 120        | 95 - 140  | 120        | 95 - 140  | 90         | 80 - 110  | 102               | 82 - 122  | 179                            | 122 - 224 | 140                              | 100 - 160 | 100                              | 90 - 120  | 70                                   | 60 - 85  |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Human Resources

|                           | Training Manager |           | Trainer |           | Diversity Manager |           | Diversity Advisor |           | Recruitment Manager / Talent Acquisition Manager |           | Recruitment Advisor |           | Recruitment Coordinator |          | Workforce Planner |           | Change Manager |           | Change Analyst |           | Instructional Designer |           |
|---------------------------|------------------|-----------|---------|-----------|-------------------|-----------|-------------------|-----------|--------------------------------------------------|-----------|---------------------|-----------|-------------------------|----------|-------------------|-----------|----------------|-----------|----------------|-----------|------------------------|-----------|
|                           | Typical          | Range     | Typical | Range     | Typical           | Range     | Typical           | Range     | Typical                                          | Range     | Typical             | Range     | Typical                 | Range    | Typical           | Range     | Typical        | Range     | Typical        | Range     | Typical                | Range     |
| NSW - Sydney              | 135              | 110 - 165 | 110     | 90 - 125  | 180               | 150 - 220 | 130               | 120 - 150 | 165                                              | 140 - 220 | 120                 | 95 - 140  | 90                      | 75 - 105 | 122               | 90 - 140  | 204            | 150 - 245 | 150            | 102 - 204 | 150                    | 110 - 200 |
| VIC - Melbourne           | 120              | 100 - 150 | 100     | 90 - 130  | 140               | 125 - 200 | 130               | 120 - 150 | 170                                              | 115 - 190 | 110                 | 80 - 130  | 80                      | 70 - 90  | 125               | 120 - 140 | 200            | 140 - 245 | 130            | 90 - 150  | 130                    | 110 - 200 |
| QLD - Brisbane            | 120              | 100 - 140 | 95      | 80 - 110  | 130               | 120 - 150 | 110               | 100 - 120 | 140                                              | 125 - 180 | 110                 | 85 - 120  | 75                      | 70 - 85  | 115               | 85 - 120  | 160            | 145 - 200 | 130            | 110 - 150 | 120                    | 100 - 140 |
| SA - Adelaide             | 125              | 100 - 150 | 100     | 90 - 130  | 135               | 110 - 160 | 120               | 100 - 150 | 150                                              | 120 - 190 | 110                 | 90 - 120  | 80                      | 70 - 90  | 100               | 85 - 125  | 160            | 140 - 200 | 135            | 95 - 155  | 120                    | 100 - 140 |
| WA - Perth                | 140              | 130 - 170 | 120     | 100 - 140 | 165               | 140 - 190 | 110               | 100 - 128 | 170                                              | 150 - 220 | 120                 | 110 - 130 | 85                      | 80 - 90  | 110               | 95 - 130  | 184            | 153 - 220 | 130            | 120 - 140 | 143                    | 130 - 179 |
| ACT - Canberra            | 130              | 100 - 170 | 100     | 90 - 135  | 140               | 120 - 160 | 110               | 95 - 130  | 140                                              | 110 - 160 | 110                 | 95 - 120  | 85                      | 80 - 105 | 120               | 100 - 140 | 200            | 130 - 250 | 130            | 100 - 180 | 130                    | 100 - 170 |
| NT - Darwin               | 105              | 90 - 125  | 90      | 80 - 105  | 130               | 120 - 150 | 100               | 90 - 110  | 120                                              | 100 - 140 | 85                  | 80 - 95   | 75                      | 70 - 85  | 95                | 80 - 115  | 150            | 120 - 180 | 110            | 85 - 130  | 115                    | 100 - 135 |
| TAS – Hobart / Launceston | 125              | 100 - 150 | 100     | 90 - 130  | 135               | 120 - 160 | 110               | 90 - 130  | 140                                              | 120 - 160 | 100                 | 90 - 110  | 90                      | 80 - 100 | 100               | 85 - 125  | 140            | 120 - 160 | 130            | 110 - 150 | 120                    | 100 - 155 |
| New Zealand               | 122              | 92 - 153  | 90      | 70 - 110  | 140               | 110 - 160 | 105               | 90 - 120  | 130                                              | 110 - 160 | 90                  | 85 - 120  | 70                      | 65 - 80  | 95                | 85 - 110  | 150            | 120 - 180 | 112            | 92 - 133  | 128                    | 102 - 163 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Human Resources

|                           | Organisational Development Manager |           | Organisational Development Advisor |           | Head of / Director Remuneration and Benefits |           | Remuneration and Benefits Manager |           | Remuneration and Benefits Advisor |           | HRIS Advisor |           | HR Project Manager |           | Head of WHS / WHS Director” |           | Health and Wellbeing Manager / Officer |           | WHS Manager |           | WHS Advisor |           |
|---------------------------|------------------------------------|-----------|------------------------------------|-----------|----------------------------------------------|-----------|-----------------------------------|-----------|-----------------------------------|-----------|--------------|-----------|--------------------|-----------|-----------------------------|-----------|----------------------------------------|-----------|-------------|-----------|-------------|-----------|
|                           | Typical                            | Range     | Typical                            | Range     | Typical                                      | Range     | Typical                           | Range     | Typical                           | Range     | Typical      | Range     | Typical            | Range     | Typical                     | Range     | Typical                                | Range     | Typical     | Range     | Typical     | Range     |
| NSW - Sydney              | 175                                | 145 - 235 | 120                                | 100 - 135 | 225                                          | 175 - 320 | 170                               | 145 - 218 | 120                               | 99 - 135  | 120          | 100 - 140 | 160                | 135 - 200 | 250                         | 180 - 320 | 150                                    | 120 - 170 | 155         | 140 - 180 | 120         | 110 - 140 |
| VIC - Melbourne           | 150                                | 130 - 200 | 120                                | 90 - 130  | 210                                          | 175 - 280 | 170                               | 150 - 210 | 120                               | 110 - 130 | 120          | 90 - 140  | 140                | 120 - 180 | 210                         | 150 - 250 | 150                                    | 90 - 170  | 150         | 120 - 180 | 110         | 90 - 130  |
| QLD - Brisbane            | 130                                | 120 - 160 | 120                                | 100 - 130 | 190                                          | 160 - 220 | 150                               | 120 - 160 | 120                               | 110 - 130 | 120          | 100 - 130 | 150                | 130 - 180 | 170                         | 160 - 200 | 140                                    | 110 - 150 | 140         | 120 - 160 | 120         | 100 - 130 |
| SA - Adelaide             | 140                                | 120 - 170 | 120                                | 95 - 140  | 200                                          | 155 - 230 | 140                               | 100 - 170 | 115                               | 90 - 130  | 100          | 80 - 120  | 130                | 110 - 180 | 210                         | 190 - 260 | 125                                    | 100 - 150 | 125         | 100 - 150 | 100         | 80 - 130  |
| WA - Perth                | 184                                | 153 - 220 | 125                                | 110 - 135 | 210                                          | 180 - 250 | 175                               | 150 - 200 | 125                               | 110 - 140 | 120          | 110 - 150 | 155                | 125 - 200 | 220                         | 180 - 240 | 125                                    | 100 - 140 | 170         | 130 - 200 | 110         | 95 - 130  |
| ACT - Canberra            | 200                                | 160 - 250 | 130                                | 110 - 140 | 180                                          | 125 - 200 | 140                               | 120 - 160 | 100                               | 90 - 115  | 110          | 90 - 125  | 130                | 110 - 180 | 180                         | 170 - 300 | 110                                    | 100 - 140 | 130         | 110 - 180 | 110         | 95 - 130  |
| NT - Darwin               | 135                                | 110 - 155 | 95                                 | 85 - 115  | 155                                          | 125 - 215 | 125                               | 100 - 145 | 90                                | 80 - 110  | 90           | 80 - 105  | 115                | 100 - 150 | 170                         | 150 - 200 | 125                                    | 105 - 145 | 125         | 100 - 145 | 100         | 90 - 110  |
| TAS – Hobart / Launceston | 150                                | 120 - 180 | 120                                | 95 - 145  | 180                                          | 150 - 230 | 140                               | 120 - 170 | 120                               | 90 - 140  | 100          | 80 - 120  | 130                | 110 - 150 | 200                         | 170 - 250 | 130                                    | 120 - 150 | 130         | 120 - 150 | 110         | 90 - 120  |
| New Zealand               | 150                                | 120 - 180 | 117                                | 92 - 143  | 179                                          | 153 - 224 | 120                               | 92 - 143  | 87                                | 80 - 112  | 82           | 66 - 102  | 122                | 92 - 143  | 150                         | 120 - 184 | 115                                    | 100 - 140 | 150         | 110 - 180 | 100         | 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

|                           | WHS Coordinator |          | Injury / RTW Manager |           | Injury / RTW Advisor |           | RTW Coordinator |          |
|---------------------------|-----------------|----------|----------------------|-----------|----------------------|-----------|-----------------|----------|
|                           | Typical         | Range    | Typical              | Range     | Typical              | Range     | Typical         | Range    |
| NSW - Sydney              | 100             | 90 - 110 | 150                  | 135 - 160 | 115                  | 100 - 130 | 95              | 85 - 105 |
| VIC - Melbourne           | 80              | 70 - 90  | 110                  | 100 - 120 | 100                  | 90 - 110  | 75              | 90 - 100 |
| QLD - Brisbane            | 80              | 70 - 90  | 115                  | 100 - 130 | 85                   | 80 - 100  | 90              | 80 - 100 |
| SA - Adelaide             | 90              | 75 - 100 | 120                  | 90 - 140  | 100                  | 80 - 120  | 90              | 80 - 100 |
| WA - Perth                | 95              | 85 - 110 | 120                  | 90 - 140  | 90                   | 85 - 95   | 85              | 75 - 95  |
| ACT - Canberra            | 90              | 80 - 110 | 115                  | 90 - 140  | 105                  | 90 - 110  | 90              | 85 - 100 |
| NT - Darwin               | 85              | 75 - 95  | 115                  | 105 - 145 | 95                   | 85 - 105  | 80              | 75 - 90  |
| TAS – Hobart / Launceston | 90              | 80 - 100 | 100                  | 90 - 110  | 90                   | 80 - 100  | 80              | 70 - 90  |
| New Zealand               | 80              | 70 - 85  | 100                  | 80 - 120  | 85                   | 70 - 95   | 70              | 60 - 80  |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Insurance

To gain access to industry insights for Insurance professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

Contact us today

# Insurance

| Underwriting                                  | Underwriting Assistant |         | Commercial Underwriter |           | Business Development Underwriter |           | Senior Technical Underwriter |           | Underwriting Manager |           |
|-----------------------------------------------|------------------------|---------|------------------------|-----------|----------------------------------|-----------|------------------------------|-----------|----------------------|-----------|
|                                               | Typical                | Range   | Typical                | Range     | Typical                          | Range     | Typical                      | Range     | Typical              | Range     |
| NSW - Sydney                                  | 70                     | 65 - 85 | 125                    | 95 - 150  | 140                              | 100 - 160 | 150                          | 120 - 180 | 180                  | 150 - 230 |
| VIC - Melbourne                               | 70                     | 65 - 80 | 125                    | 100 - 150 | 130                              | 100 - 160 | 130                          | 115 - 170 | 180                  | 150 - 220 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 70                     | 60 - 80 | 110                    | 90 - 130  | 120                              | 95 - 150  | 120                          | 100 - 160 | 150                  | 120 - 200 |
| SA - Adelaide                                 | 65                     | 60 - 75 | 95                     | 80 - 120  | 100                              | 90 - 120  | 110                          | 100 - 130 | 135                  | 120 - 160 |
| WA - Perth                                    | 70                     | 65 - 80 | 105                    | 90 - 130  | -                                | -         | 120                          | 100 - 150 | 150                  | 130 - 180 |
| ACT - Canberra                                | 65                     | 60 - 80 | 90                     | 80 - 120  | 110                              | 90 - 130  | 120                          | 100 - 150 | 120                  | 110 - 160 |
| New Zealand                                   | 60                     | 55 - 65 | 90                     | 75 - 120  | 100                              | 80 - 120  | 120                          | 90 - 150  | 145                  | 105 - 185 |

| Life Insurance                                | Claims Assessor |          | Senior Claims Assessor |           | Claims Team Leader |           | Head of Claims |           |
|-----------------------------------------------|-----------------|----------|------------------------|-----------|--------------------|-----------|----------------|-----------|
|                                               | Typical         | Range    | Typical                | Range     | Typical            | Range     | Typical        | Range     |
| NSW - Sydney                                  | 90              | 85 - 100 | 115                    | 100 - 130 | 135                | 120 - 150 | 200            | 150 - 250 |
| VIC - Melbourne                               | 90              | 85 - 100 | 100                    | 90 - 120  | 125                | 100 - 130 | 200            | 150 - 250 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 85              | 80 - 100 | 100                    | 80 - 120  | 100                | 100 - 120 | 160            | 120 - 180 |
| SA - Adelaide                                 | 85              | 75 - 100 | 90                     | 80 - 90   | 110                | 100 - 120 | 160            | 120 - 200 |
| WA - Perth                                    | 80              | 75 - 100 | 90                     | 80 - 90   | 100                | 100 - 110 | -              | -         |
| ACT - Canberra                                | 80              | 75 - 100 | 90                     | 80 - 90   | 100                | 100 - 120 | -              | -         |
| New Zealand                                   | 80              | 75 - 100 | 85                     | 66 - 102  | 110                | 100 - 125 | 170            | 110 - 200 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Insurance

| General Insurance - Claims                    | Claims Assessor |         | Commercial Claims Assessor |         | Senior Technical Claims Assessor |          | Claims Team Leader |          | Head of Claims |           |
|-----------------------------------------------|-----------------|---------|----------------------------|---------|----------------------------------|----------|--------------------|----------|----------------|-----------|
|                                               | Typical         | Range   | Typical                    | Range   | Typical                          | Range    | Typical            | Range    | Typical        | Range     |
| NSW - Sydney                                  | 75              | 65 - 80 | 80                         | 70 - 85 | 120                              | 90 - 150 | 120                | 90 - 150 | 180            | 150 - 230 |
| VIC - Melbourne                               | 75              | 65 - 80 | 68                         | 65 - 85 | 115                              | 80 - 150 | 105                | 90 - 140 | 180            | 140 - 220 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 75              | 65 - 80 | 75                         | 65 - 85 | 115                              | 85 - 150 | 105                | 85 - 140 | 170            | 130 - 220 |
| SA - Adelaide                                 | 65              | 60 - 75 | 71                         | 65 - 82 | 100                              | 85 - 130 | 97                 | 85 - 110 | 160            | 130 - 190 |
| WA - Perth                                    | 70              | 65 - 80 | 80                         | 65 - 85 | 115                              | 90 - 150 | 100                | 85 - 140 | 170            | 130 - 210 |
| ACT - Canberra                                | 70              | 60 - 78 | 71                         | 65 - 82 | 100                              | 90 - 130 | 97                 | 85 - 120 | -              | -         |
| TAS - Hobart                                  | 68              | 60 - 75 | 71                         | 65 - 82 | 100                              | 85 - 120 | 97                 | 85 - 110 | -              | -         |
| NT - Darwin                                   | 65              | 60 - 80 | 71                         | 65 - 85 | 100                              | 85 - 130 | 97                 | 85 - 120 | -              | -         |
| New Zealand                                   | 65              | 55 - 80 | 70                         | 56 - 80 | 95                               | 80 - 130 | 95                 | 80 - 115 | 130            | 110 - 180 |

| Insurance Broking                             | Assistant Account Executive |         | Account Executive |          | Senior Account Executive |           | Account Director |           |
|-----------------------------------------------|-----------------------------|---------|-------------------|----------|--------------------------|-----------|------------------|-----------|
|                                               | Typical                     | Range   | Typical           | Range    | Typical                  | Range     | Typical          | Range     |
| NSW - Sydney                                  | 80                          | 70 - 90 | 100               | 85 - 120 | 140                      | 120 - 170 | 180              | 155 - 220 |
| VIC - Melbourne                               | 80                          | 70 - 90 | 100               | 80 - 120 | 130                      | 110 - 170 | 180              | 155 - 220 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 78                          | 65 - 90 | 95                | 80 - 115 | 130                      | 100 - 160 | 170              | 140 - 220 |
| SA - Adelaide                                 | 70                          | 60 - 80 | 85                | 75 - 110 | 100                      | 90 - 140  | 170              | 140 - 200 |
| WA - Perth                                    | 80                          | 65 - 90 | 95                | 80 - 120 | 130                      | 100 - 160 | 170              | 140 - 200 |
| ACT - Canberra                                | 70                          | 60 - 85 | 85                | 75 - 115 | 100                      | 90 - 130  | 140              | 130 - 180 |
| TAS - Hobart                                  | 68                          | 60 - 85 | 87                | 75 - 105 | 100                      | 90 - 130  | 170              | 140 - 180 |
| NT - Darwin                                   | 70                          | 60 - 90 | 87                | 75 - 110 | -                        | -         | -                | -         |
| New Zealand                                   | 70                          | 50 - 80 | 65                | 60 - 78  | 90                       | 75 - 120  | 150              | 110 - 180 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Insurance

| Loss Adjusting / Loss Assessing               | Loss Assessor / Adjustor |          | Technical / Specialist Loss Assessor / Adjustor |           |
|-----------------------------------------------|--------------------------|----------|-------------------------------------------------|-----------|
|                                               | Typical                  | Range    | Typical                                         | Range     |
| NSW - Sydney                                  | 90                       | 70 - 100 | 130                                             | 100 - 150 |
| VIC - Melbourne                               | 90                       | 70 - 100 | 130                                             | 100 - 150 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 85                       | 70 - 100 | 130                                             | 100 - 150 |
| SA - Adelaide                                 | 80                       | 70 - 90  | 110                                             | 90 - 130  |
| WA - Perth                                    | 85                       | 70 - 100 | 125                                             | 100 - 150 |
| ACT - Canberra                                | 85                       | 70 - 100 | 125                                             | 100 - 140 |
| TAS - Hobart                                  | 80                       | 70 - 90  | 110                                             | 90 - 130  |
| NT - Darwin                                   | 80                       | 70 - 90  | 110                                             | 90 - 130  |
| New Zealand                                   | 80                       | 70 - 90  | 122                                             | 82 - 143  |

| Workers Compensation                          | Claims Assessor |         | Case Manager |          | Technical / Senior Case Manager |          | Team Leader |           | Manager |           |
|-----------------------------------------------|-----------------|---------|--------------|----------|---------------------------------|----------|-------------|-----------|---------|-----------|
|                                               | Typical         | Range   | Typical      | Range    | Typical                         | Range    | Typical     | Range     | Typical | Range     |
| NSW - Sydney                                  | 80              | 70 - 90 | 90           | 80 - 100 | 100                             | 90 - 125 | 115         | 100 - 125 | 140     | 120 - 150 |
| VIC - Melbourne                               | 80              | 70 - 90 | 90           | 80 - 100 | 100                             | 90 - 125 | 105         | 95 - 120  | 130     | 110 - 150 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 80              | 70 - 90 | 90           | 80 - 100 | 100                             | 90 - 125 | 110         | 95 - 120  | 130     | 110 - 150 |
| SA - Adelaide                                 | 60              | 65 - 85 | 80           | 75 - 95  | 90                              | 80 - 120 | 95          | 80 - 100  | 110     | 100 - 130 |
| WA - Perth                                    | 80              | 70 - 90 | 90           | 80 - 100 | 100                             | 90 - 120 | 110         | 95 - 120  | 130     | 110 - 150 |
| ACT - Canberra                                | 80              | 70 - 90 | 80           | 80 - 95  | 90                              | 80 - 120 | 95          | 80 - 100  | 110     | 100 - 130 |
| New Zealand                                   | 75              | 65 - 85 | 85           | 75 - 95  | 90                              | 80 - 120 | 95          | 80 - 100  | 105     | 90 - 135  |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Legal

To gain access to industry insights for Legal professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

[Contact us today](#)

# 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 |           | 3 - 4 yrs P.A.E |           | 4 - 5 yrs P.A.E |           | 5 - 6 yrs P.A.E |           | 6 yrs + P.A.E |           | Senior Associate |           |
|-----------------------------|-----------|----------|----------|----------|-----------------|----------|-----------------|-----------|-----------------|-----------|-----------------|-----------|-----------------|-----------|-----------------|-----------|---------------|-----------|------------------|-----------|
|                             | Typical   | Range    | Typical  | Range    | Typical         | Range    | Typical         | Range     | Typical         | Range     | Typical         | Range     | Typical         | Range     | Typical         | Range     | Typical       | Range     | Typical          | Range     |
| NSW - Sydney                | 75        | 65 - 100 | 85       | 70 - 100 | 85              | 80 - 105 | 105             | 100 - 120 | 130             | 105 - 140 | 140             | 120 - 155 | 160             | 135 - 170 | 170             | 150 - 190 | 180           | 160 - 200 | 220              | 180 - 270 |
| VIC - Melbourne             | 75        | 65 - 100 | 85       | 70 - 90  | 90              | 80 - 105 | 95              | 90 - 110  | 130             | 100 - 140 | 130             | 120 - 150 | 140             | 130 - 160 | 170             | 150 - 190 | 180           | 160 - 200 | 200              | 180 - 250 |
| QLD - Brisbane              | 75        | 65 - 100 | 85       | 70 - 90  | 90              | 75 - 100 | 95              | 80 - 110  | 110             | 90 - 125  | 125             | 105 - 140 | 145             | 125 - 155 | 160             | 140 - 170 | 165           | 145 - 175 | 190              | 150 - 250 |
| WA - Perth                  | 65        | 60 - 80  | 80       | 65 - 85  | 85              | 75 - 95  | 95              | 85 - 110  | 100             | 95 - 130  | 125             | 100 - 140 | 130             | 120 - 150 | 155             | 140 - 170 | 160           | 145 - 175 | 190              | 150 - 250 |
| ACT - Canberra              | 80        | 70 - 80  | 90       | 75 - 85  | 85              | 80 - 90  | 100             | 95-105    | 100             | 100 - 120 | 120             | 100 - 130 | 140             | 120 - 150 | 165             | 140 - 170 | 175           | 155 - 195 | 190              | 170 - 200 |
| NZ                          | 70        | 58 - 80  | 70       | 58 - 80  | 72              | 60 - 82  | 75              | 68 - 85   | 90              | 78 - 105  | 105             | 88 - 115  | 125             | 105 - 135 | 135             | 120 - 161 | 155           | 135 - 177 | 182              | 156 - 218 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# 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 |           | 3 - 4 yrs P.A.E |           | 4 - 5 yrs P.A.E |           | 5 - 6 yrs P.A.E |           | 6 yrs + P.A.E |           | Senior Associate |           |
|-----------------------------|-----------|----------|----------|---------|-----------------|----------|----------------|----------|-----------------|-----------|-----------------|-----------|-----------------|-----------|-----------------|-----------|---------------|-----------|------------------|-----------|
|                             | Typical   | Range    | Typical  | Range   | Typical         | Range    | Typical        | Range    | Typical         | Range     | Typical         | Range     | Typical         | Range     | Typical         | Range     | Typical       | Range     | Typical          | Range     |
| NSW - Sydney                | 80        | 70 - 100 | 80       | 70 - 95 | 85              | 70 - 100 | 95             | 80 - 110 | 110             | 100 - 130 | 130             | 115 - 145 | 145             | 135 - 160 | 155             | 140 - 175 | 170           | 155 - 195 | 185              | 160 - 230 |
| VIC - Melbourne             | 75        | 70 - 100 | 80       | 70 - 95 | 85              | 70 - 100 | 90             | 80 - 110 | 110             | 100 - 130 | 130             | 115 - 145 | 140             | 135 - 155 | 150             | 140 - 175 | 170           | 155 - 190 | 185              | 160 - 230 |
| QLD - Brisbane              | 75        | 65 - 95  | 80       | 70 - 95 | 85              | 72 - 100 | 90             | 77 - 105 | 100             | 90 - 130  | 125             | 100 - 145 | 130             | 120 - 145 | 150             | 140 - 160 | 155           | 140 - 175 | 180              | 145 - 220 |
| WA - Perth                  | 70        | 65 - 90  | 75       | 65 - 80 | 75              | 70 - 85  | 85             | 75 - 100 | 100             | 90 - 130  | 115             | 100 - 140 | 130             | 120 - 145 | 140             | 140 - 150 | 150           | 140 - 175 | 170              | 145 - 190 |
| ACT - Canberra              | 75        | 70 - 80  | 75       | 65 - 75 | 80              | 70 - 80  | 80             | 75 - 90  | 100             | 90 - 130  | 110             | 95 - 120  | 130             | 120 - 135 | 150             | 130 - 155 | 160           | 145 - 175 | 170              | 158 - 200 |
| NZ                          | 70        | 58 - 80  | 70       | 58 - 80 | 72              | 60 - 82  | 75             | 68 - 85  | 90              | 78 - 105  | 105             | 88 - 115  | 125             | 105 - 135 | 130             | 115 - 161 | 152           | 135 - 177 | 182              | 156 - 218 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Legal

| Private Practice -<br>Small Practices | Paralegal |         | Graduate |         | 0 - 1 yrs P.A.E |         | 1 - 2 yrs P.A.E |          | 2 - 3 yrs P.A.E |          | 3 - 4 yrs P.A.E |           | 4 - 5 yrs P.A.E |           | 5 - 6 yrs P.A.E |           | 6 yrs + P.A.E |           | Senior Associate |           |
|---------------------------------------|-----------|---------|----------|---------|-----------------|---------|-----------------|----------|-----------------|----------|-----------------|-----------|-----------------|-----------|-----------------|-----------|---------------|-----------|------------------|-----------|
|                                       | Typical   | Range   | Typical  | Range   | Typical         | Range   | Typical         | Range    | Typical         | Range    | Typical         | Range     | Typical         | Range     | Typical         | Range     | Typical       | Range     | Typical          | Range     |
| NSW - Sydney                          | 70        | 60 - 80 | 80       | 65 - 90 | 85              | 75 - 90 | 90              | 80 - 100 | 100             | 90 - 120 | 120             | 100 - 135 | 135             | 125 - 150 | 145             | 140 - 165 | 165           | 145 - 180 | 180              | 150 - 225 |
| VIC - Melbourne                       | 70        | 60 - 80 | 80       | 65 - 90 | 85              | 75 - 90 | 85              | 80 - 100 | 100             | 90 - 120 | 120             | 100 - 130 | 130             | 115 - 140 | 150             | 140 - 160 | 155           | 145 - 175 | 180              | 150 - 225 |
| QLD - Brisbane                        | 80        | 65 - 90 | 80       | 70 - 90 | 85              | 75 - 90 | 85              | 75 - 95  | 95              | 80 - 110 | 115             | 90 - 130  | 130             | 115 - 140 | 137             | 125 - 152 | 148           | 130 - 170 | 165              | 140 - 200 |
| WA - Perth                            | 70        | 60 - 75 | 70       | 62 - 75 | 75              | 70 - 80 | 80              | 70 - 90  | 90              | 80 - 110 | 110             | 90 - 130  | 120             | 100 - 135 | 135             | 125 - 145 | 140           | 130 - 165 | 165              | 140 - 200 |
| ACT - Canberra                        | 75        | 70 - 80 | 65       | 62 - 70 | 75              | 63 - 80 | 80              | 70 - 90  | 95              | 80 - 100 | 95              | 90 - 115  | 125             | 100 - 135 | 140             | 125 - 150 | 150           | 140 - 165 | 165              | 150 - 200 |
| NZ                                    | 70        | 58 - 80 | 70       | 58 - 80 | 72              | 60 - 82 | 75              | 68 - 85  | 85              | 78 - 105 | 100             | 88 - 115  | 115             | 105 - 135 | 135             | 105 - 150 | 145           | 110 - 177 | 165              | 135 - 180 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Legal

| In - House      | Paralegal |          | 0 - 1yrs P.A.E |         | Legal Counsel<br>1 - 2 yr P.A.E |          | Legal Counsel<br>2 - 3 yrs P.A.E |           | Legal Counsel<br>3 - 4 yrs P.A.E |           | 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 Counsel |           |
|-----------------|-----------|----------|----------------|---------|---------------------------------|----------|----------------------------------|-----------|----------------------------------|-----------|----------------------------------|-----------|----------------------------------|-----------|-------------------------------|-----------|----------------------|-----------|
|                 | Typical   | Range    | Typical        | Range   | Typical                         | Range    | Typical                          | Range     | Typical                          | Range     | Typical                          | Range     | Typical                          | Range     | Typical                       | Range     | Typical              | Range     |
| NSW - Sydney    | 75        | 70 - 115 | 80             | 70 - 95 | 110                             | 90 - 120 | 115                              | 100 - 130 | 135                              | 120 - 150 | 145                              | 140 - 170 | 165                              | 150 - 185 | 175                           | 160 - 200 | 215                  | 180 - 250 |
| VIC - Melbourne | 75        | 70 - 115 | 80             | 70 - 95 | 90                              | 85- 110  | 115                              | 100 - 130 | 135                              | 120 - 150 | 140                              | 130 - 160 | 155                              | 145 - 175 | 175                           | 160 - 185 | 215                  | 180 - 250 |
| QLD - Brisbane  | 75        | 70 - 90  | 80             | 65 - 85 | 90                              | 70 - 100 | 110                              | 95 - 120  | 130                              | 100 - 140 | 140                              | 125 - 150 | 150                              | 135 - 165 | 160                           | 145 - 175 | 200                  | 160 - 240 |
| WA - Perth      | 75        | 65 - 85  | 75             | 65 - 85 | 80                              | 70 -100  | 110                              | 100 - 120 | 130                              | 110 - 150 | 140                              | 130 - 160 | 155                              | 135 - 175 | 165                           | 150 - 185 | 200                  | 175 - 250 |
| ACT - Canberra  | 75        | 60 - 85  | 80             | 70 - 85 | 85                              | 75 - 95  | 120                              | 90 - 130  | 130                              | 100 - 140 | 145                              | 120 - 150 | 170                              | 140 - 180 | 170                           | 150 - 195 | 200                  | 180 - 230 |
| NZ              | 70        | 58 - 85  | 72             | 60 - 85 | 80                              | 64 - 90  | 90                               | 80 - 115  | 120                              | 95 - 135  | 125                              | 105 - 150 | 156                              | 125 - 171 | 187                           | 145 - 213 | 208                  | 166 - 239 |

| Company Secretarial | Assistant Company Secretary<br>Unlisted company |          | Assistant Company Secretary<br>Listed company |           | Company Secretary<br>Unlisted company |       | Company Secretary<br>Listed company |       |
|---------------------|-------------------------------------------------|----------|-----------------------------------------------|-----------|---------------------------------------|-------|-------------------------------------|-------|
|                     | Typical                                         | Range    | Typical                                       | Range     | Typical                               | Range | Typical                             | Range |
| NSW - Sydney        | 130                                             | 90 - 170 | 165                                           | 130 - 180 | 180+                                  | -     | 220+                                | -     |
| VIC - Melbourne     | 125                                             | 90 - 150 | 160                                           | 130 - 180 | 170+                                  | -     | 220+                                | -     |
| QLD - Brisbane      | 125                                             | 90 - 150 | 160                                           | 120 - 180 | 160+                                  | -     | 200+                                | -     |
| WA - Perth          | 120                                             | 90 - 150 | 150                                           | 110 - 170 | 175+                                  | -     | 220+                                | -     |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Life Sciences

To gain access to industry insights for Life Sciences professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

Contact us today

# Life Sciences

|           | Clinical Trial Administrator |         | CRA*    |          | Senior CRA* |           | Lead / Principal CRA* |           | Clinical Data Manager |          | Clinical Project Manager* |           | Senior Clinical Project Manager* |           | Clinical Operations Manager* |           | Clinical Director / Head of Clinical * |           | Regulatory Affairs Assistant |         | Regulatory Affairs Associate |          |
|-----------|------------------------------|---------|---------|----------|-------------|-----------|-----------------------|-----------|-----------------------|----------|---------------------------|-----------|----------------------------------|-----------|------------------------------|-----------|----------------------------------------|-----------|------------------------------|---------|------------------------------|----------|
|           | Typical                      | Range   | Typical | Range    | Typical     | Range     | Typical               | Range     | Typical               | Range    | Typical                   | Range     | Typical                          | Range     | Typical                      | Range     | Typical                                | Range     | Typical                      | Range   | Typical                      | Range    |
| Australia | 80                           | 70 - 90 | 100     | 85 - 110 | 125         | 115 - 140 | 140                   | 125 - 150 | 110                   | 85 - 130 | 135                       | 125 - 160 | 160                              | 145 - 180 | 160                          | 130 - 180 | 200                                    | 180 - 225 | 80                           | 75 - 90 | 100                          | 90 - 110 |

|           | Senior Regulatory Affairs Associate* |           | Regulatory Project Manager* |           | Regulatory Affairs Manager* |           | Head of Regulatory Affairs* |           | Drug Safety Associate |          | Senior Drug Safety Associate* |           | Drug Safety Manager* |           | Head of Drug Safety* |           | Medical Information Associate |          | Senior Medical Information Associate* |           | Medical Information Manager* |           |
|-----------|--------------------------------------|-----------|-----------------------------|-----------|-----------------------------|-----------|-----------------------------|-----------|-----------------------|----------|-------------------------------|-----------|----------------------|-----------|----------------------|-----------|-------------------------------|----------|---------------------------------------|-----------|------------------------------|-----------|
|           | Typical                              | Range     | Typical                     | Range     | Typical                     | Range     | Typical                     | Range     | Typical               | Range    | Typical                       | Range     | Typical              | Range     | Typical              | Range     | Typical                       | Range    | Typical                               | Range     | Typical                      | Range     |
| Australia | 120                                  | 110 - 140 | 140                         | 130 - 150 | 155                         | 130 - 170 | 200                         | 180 - 235 | 90                    | 80 - 100 | 120                           | 110 - 130 | 150                  | 130 - 170 | 200                  | 180 - 220 | 100                           | 80 - 115 | 120                                   | 110 - 130 | 150                          | 130 - 165 |

|           | Medical Science Liaison/ SMLS* |           | Medical Science Liaison Manager* |           | Medical Manager* |           | Medical Advisor* |           | Senior Medical Advisor* |           | Medical Director* |           | Health Economics Associate |          | Senior Health Economics Associate / Specialist* |           | Health Economics Manager* |           | Health Economics / Market Access Director* |           | GP Sales Rep |          |
|-----------|--------------------------------|-----------|----------------------------------|-----------|------------------|-----------|------------------|-----------|-------------------------|-----------|-------------------|-----------|----------------------------|----------|-------------------------------------------------|-----------|---------------------------|-----------|--------------------------------------------|-----------|--------------|----------|
|           | Typical                        | Range     | Typical                          | Range     | Typical          | Range     | Typical          | Range     | Typical                 | Range     | Typical           | Range     | Typical                    | Range    | Typical                                         | Range     | Typical                   | Range     | Typical                                    | Range     | Typical      | Range    |
| Australia | 135                            | 110 - 160 | 170                              | 150 - 190 | 170              | 150 - 190 | 160              | 155 - 170 | 175                     | 160 - 195 | 275               | 250 - 330 | 115                        | 95 - 130 | 135                                             | 125 - 150 | 160                       | 145 - 175 | 265                                        | 230 - 300 | 95           | 85 - 120 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\* These roles may include a car allowance of between \$15,000 - \$25,000 in the base salaries shown

# Life Sciences

|           | Hospital Specialist Sales Rep |           | Business Development Manager |           | Regional / State Sales Manager |           | Territory Manager |           | Product Specialist |           | Key Account Manager |           | National Key Account Manager |           | National Sales Manager |           | Sales Director |           | Business Unit Manager |           | Associate Brand / Product Manager |           |
|-----------|-------------------------------|-----------|------------------------------|-----------|--------------------------------|-----------|-------------------|-----------|--------------------|-----------|---------------------|-----------|------------------------------|-----------|------------------------|-----------|----------------|-----------|-----------------------|-----------|-----------------------------------|-----------|
|           | Typical                       | Range     | Typical                      | Range     | Typical                        | Range     | Typical           | Range     | Typical            | Range     | Typical             | Range     | Typical                      | Range     | Typical                | Range     | Typical        | Range     | Typical               | Range     | Typical                           | Range     |
| Australia | 120                           | 110 - 140 | 135                          | 120 - 150 | 160                            | 150 - 170 | 130               | 120 - 140 | 125                | 110 - 140 | 125                 | 110 - 140 | 140                          | 130 - 150 | 180                    | 160 - 200 | 225            | 200 - 250 | 200                   | 180 - 220 | 110                               | 100 - 120 |

|           | Brand / Product Manager |           | Senior Brand / Product Manager |           | Marketing Manager |           | Marketing Director |           | Quality Assurance Associate |          | Senior Quality Assurance Associate |           | Quality Assurance Manager |           | Quality Control Associate |         | Senior Quality Control Associate |          | Quality Control Manager |           | Quality Director |           |
|-----------|-------------------------|-----------|--------------------------------|-----------|-------------------|-----------|--------------------|-----------|-----------------------------|----------|------------------------------------|-----------|---------------------------|-----------|---------------------------|---------|----------------------------------|----------|-------------------------|-----------|------------------|-----------|
|           | Typical                 | Range     | Typical                        | Range     | Typical           | Range     | Typical            | Range     | Typical                     | Range    | Typical                            | Range     | Typical                   | Range     | Typical                   | Range   | Typical                          | Range    | Typical                 | Range     | Typical          | Range     |
| Australia | 125                     | 110 - 150 | 150                            | 130 - 160 | 175               | 160 - 190 | 230                | 210 - 250 | 90                          | 80 - 100 | 100                                | 100 - 120 | 150                       | 130 - 160 | 80                        | 70 - 90 | 100                              | 90 - 110 | 130                     | 120 - 150 | 220              | 200 - 230 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Logistics

To gain access to industry insights for Logistics professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

[Contact us today](#)

# Logistics

| Warehouse / Distribution | Operations Manager |           | Distribution Centre Manager |           | Project Manager |           | Warehouse Manager |           | Warehouse Supervisor |          | Contract / Account Manager |          | Warehouse Coordinator |          | Stock / Inventory Controller |          | Storeperson |          |
|--------------------------|--------------------|-----------|-----------------------------|-----------|-----------------|-----------|-------------------|-----------|----------------------|----------|----------------------------|----------|-----------------------|----------|------------------------------|----------|-------------|----------|
|                          | Typical            | Range     | Typical                     | Range     | Typical         | Range     | Typical           | Range     | Typical              | Range    | Typical                    | Range    | Typical               | Range    | Typical                      | Range    | Typical     | Range    |
| NSW - Sydney             | 150                | 140 - 180 | 160                         | 120 - 160 | 140             | 120 - 185 | 120               | 90 - 140  | 93                   | 80 - 120 | 105                        | 90 - 132 | 78                    | 70 - 100 | 78                           | 70 - 100 | 60          | 65 - 85  |
| VIC - Melbourne          | 130                | 110 - 160 | 130                         | 115 - 150 | 140             | 120 - 180 | 120               | 100 - 140 | 80                   | 75 - 90  | 120                        | 92 - 150 | 75                    | 65 - 80  | 80                           | 70 - 90  | 65          | 60 - 75  |
| QLD - Brisbane           | 140                | 120 - 160 | 135                         | 120 - 160 | 130             | 120 - 150 | 85                | 80 - 120  | 80                   | 75 - 90  | 100                        | 80 - 120 | 75                    | 65 - 85  | 70                           | 65 - 90  | 65          | 60 - 75  |
| SA - Adelaide            | 120                | 90 - 150  | 110                         | 90 - 140  | 110             | 90 - 120  | 95                | 85 - 120  | 80                   | 75 - 95  | 100                        | 85 - 120 | 70                    | 65 - 85  | 65                           | 60 - 85  | 60          | 65 - 75  |
| WA - Perth               | 120                | 95 - 150  | 125                         | 105 - 155 | 100             | 85 - 130  | 120               | 100 - 140 | 100                  | 80 - 120 | 100                        | 85 - 125 | 100                   | 75 - 120 | 90                           | 70 - 110 | 90          | 60 - 120 |
| ACT - Canberra           | 115                | 92 - 130  | 112                         | 102 - 122 | 100             | 90 - 120  | 90                | 80 - 110  | 80                   | 70 - 90  | 95                         | 90 - 120 | 71                    | 61 - 82  | 66                           | 75 - 90  | 70          | 65 - 85  |
| NT - Darwin              | 115                | 105 - 125 | 120                         | 105 - 125 | 92              | 82 - 112  | 80                | 75 - 95   | 82                   | 75 - 85  | 102                        | 82 - 122 | 70                    | 65 - 75  | 61                           | 55 - 71  | 60          | 48 - 60  |
| TAS - Hobart             | 110                | 95 - 130  | 100                         | 90 - 130  | 90              | 85 - 105  | 90                | 80 - 100  | 75                   | 70 - 85  | 90                         | 80 - 100 | 60                    | 55 - 65  | 60                           | 55 - 65  | 60          | 48 -55   |
| New Zealand              | 110                | 90 - 150  | 100                         | 80 - 140  | 100             | 90 - 120  | 85                | 80 - 100  | 80                   | 70 - 90  | 85                         | 80 - 100 | 65                    | 60 - 75  | 65                           | 60 - 75  | 55          | 50 - 60  |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Logistics

| Transport       | Operations Manager |           | Transport Manager |           | Contract / Account Manager |          | Transport Analyst |          | Fleet Manager |           | Fleet Controller |          | MR/HR Driver |         | HC / MC Driver |          | Mechanic |          |
|-----------------|--------------------|-----------|-------------------|-----------|----------------------------|----------|-------------------|----------|---------------|-----------|------------------|----------|--------------|---------|----------------|----------|----------|----------|
|                 | Typical            | Range     | Typical           | Range     | Typical                    | Range    | Typical           | Range    | Typical       | Range     | Typical          | Range    | Typical      | Range   | Typical        | Range    | Typical  | Range    |
| NSW - Sydney    | 145                | 122 - 165 | 132               | 122 - 155 | 105                        | 90 - 120 | 105               | 90 - 125 | 125           | 100 - 150 | 85               | 75 - 95  | 70           | 65 - 80 | 85             | 85 - 160 | 71       | 90 - 120 |
| VIC - Melbourne | 140                | 100 - 160 | 125               | 110 - 140 | 112                        | 92 - 122 | 95                | 85 - 110 | 110           | 90 - 130  | 80               | 65 - 95  | 62           | 50 - 65 | 80             | 75 - 90  | 93       | 75 - 120 |
| QLD - Brisbane  | 120                | 100 - 150 | 120               | 90 - 140  | 100                        | 90 - 120 | 90                | 85 - 110 | 95            | 80 - 120  | 70               | 65 - 90  | 70           | 60 - 72 | 70             | 70 - 95  | 90       | 80 - 100 |
| SA - Adelaide   | 115                | 95 - 140  | 110               | 95 - 140  | 100                        | 85 - 110 | 90                | 75 - 110 | 85            | 75 - 110  | 80               | 65 - 90  | 65           | 65 - 80 | 80             | 70 - 90  | 80       | 70 - 90  |
| WA - Perth      | 120                | 95 - 150  | 130               | 90 - 160  | 115                        | 95 - 135 | 85                | 75 - 95  | 100           | 80 - 125  | 90               | 70 - 100 | 80           | 70 - 90 | 100            | 85 - 130 | 90       | 80 - 130 |
| ACT - Canberra  | 115                | 95 - 130  | 97                | 90 - 110  | 100                        | 90 - 110 | 95                | 85 - 110 | 95            | 90 - 110  | 80               | 70 - 95  | 75           | 70 - 90 | 85             | 70 - 100 | 87       | 75 - 115 |
| NT - Darwin     | 102                | 105 - 125 | 110               | 105 - 150 | 102                        | 82 - 122 | 66                | 90 - 115 | 95            | 90 - 130  | 78               | 70 - 90  | 75           | 70 - 85 | 95             | 75 - 118 | 95       | 90 - 120 |
| TAS - Hobart    | 110                | 95 - 125  | 105               | 90 - 120  | 90                         | 80 - 100 | 90                | 75 - 110 | 100           | 90 - 110  | 80               | 70 - 90  | 60           | 60 - 75 | 73             | 65 - 80  | 74       | 80 - 100 |
| New Zealand     | 125                | 100 - 140 | 110               | 90 - 130  | 110                        | 85 - 130 | 60                | 60 - 75  | 85            | 80 - 110  | 70               | 65 - 80  | 65           | 60 - 80 | 70             | 65 - 90  | 85       | 70 - 120 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Logistics

| Supply Chain    | Demand Planner |           | Supply Chain Analyst |          | Supply Chain Planner |          | Supply Chain Manager |           | Supply Chain Director |           |
|-----------------|----------------|-----------|----------------------|----------|----------------------|----------|----------------------|-----------|-----------------------|-----------|
|                 | Typical        | Range     | Typical              | Range    | Typical              | Range    | Typical              | Range     | Typical               | Range     |
| NSW - Sydney    | 110            | 100 - 140 | 100                  | 90 - 120 | 105                  | 85 - 130 | 160                  | 150 - 205 | 220                   | 190 - 260 |
| VIC - Melbourne | 100            | 85 - 120  | 90                   | 75 - 120 | 100                  | 85 - 120 | 160                  | 140 - 185 | 179                   | 160 - 210 |
| QLD - Brisbane  | 100            | 80 - 120  | 85                   | 70 - 100 | 90                   | 80 - 110 | 133                  | 115 - 180 | 165                   | 150 - 220 |
| SA - Adelaide   | 95             | 70 - 115  | 90                   | 75 - 110 | 85                   | 70 - 105 | 120                  | 110 - 180 | 190                   | 150 - 220 |
| WA - Perth      | 100            | 75 - 120  | 100                  | 75 - 120 | 100                  | 75 - 120 | 140                  | 110 - 165 | 200                   | 180 - 250 |
| ACT - Canberra  | 71*            | 75 - 100  | 95                   | 90 - 120 | 90                   | 80 - 115 | 130                  | 120 - 155 | 153                   | 143 - 173 |
| NT - Darwin     | 98             | 80 - 100  | 95                   | 75 - 105 | 91                   | 71 - 100 | 125                  | 125 - 145 | 180                   | 150 - 200 |
| TAS - Hobart    | 85             | 75 - 95   | 85                   | 75 - 95  | 85                   | 75 - 95  | 115                  | 100 - 130 | 135                   | 140 - 160 |
| New Zealand     | 80             | 70 - 90   | 80                   | 70 - 90  | 75                   | 65 - 90  | 125                  | 100 - 150 | 160                   | 130 - 200 |

| International Trade | Logistics Manager / Branch Manager |           | Customer / Account Manager |          | Operations / Customs |          | Logistics / Operations Supervisor |          | Import / Export Documentation Clerk |         |
|---------------------|------------------------------------|-----------|----------------------------|----------|----------------------|----------|-----------------------------------|----------|-------------------------------------|---------|
|                     | Typical                            | Range     | Typical                    | Range    | Typical              | Range    | Typical                           | Range    | Typical                             | Range   |
| NSW - Sydney        | 145                                | 125 - 170 | 95                         | 90 - 120 | 90                   | 75 - 120 | 95                                | 80 - 110 | 75                                  | 65 - 80 |
| VIC - Melbourne     | 150                                | 120 - 190 | 80                         | 70 - 100 | 90                   | 80 - 110 | 80                                | 75 - 100 | 70                                  | 60 - 80 |
| QLD - Brisbane      | 140                                | 120 - 160 | 80                         | 70 - 100 | 85                   | 80 - 115 | 82                                | 75 - 110 | 75                                  | 65 - 90 |
| SA - Adelaide       | 120                                | 110 - 150 | 85                         | 65 - 100 | 90                   | 75 - 120 | 90                                | 80 - 105 | 75                                  | 65 - 80 |
| WA - Perth          | 115                                | 112 - 150 | 85                         | 75 - 100 | 85                   | 75 - 100 | 90                                | 80 - 120 | 80                                  | 65 - 90 |
| ACT - Canberra      | 115                                | 100 - 130 | 61                         | 60 - 87  | 71                   | 60 - 97  | 77                                | 70 - 87  | 51                                  | 50 - 56 |
| NT - Darwin         | 128                                | 105 - 153 | 95                         | 70 - 100 | 84                   | 77 - 92  | 92                                | 82 - 112 | 66                                  | 56 - 77 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Manufacturing and Operations

To gain access to industry insights for Manufacturing and Operations professionals, get in touch with a recruitment expert [Australia](#) and [New Zealand](#).

Contact us today

# Manufacturing and Operations

| Manufacturing and Operations | Production / Process Worker |         | Machinist |          | Boilermaker / Welder |          | Production Supervisor |           | Production Manager |           | Operations Manager |           | Maintenance Manager |           | Engineering Manager |           |
|------------------------------|-----------------------------|---------|-----------|----------|----------------------|----------|-----------------------|-----------|--------------------|-----------|--------------------|-----------|---------------------|-----------|---------------------|-----------|
|                              | Typical                     | Range   | Typical   | Range    | Typical              | Range    | Typical               | Range     | Typical            | Range     | Typical            | Range     | Typical             | Range     | Typical             | Range     |
| NSW - Sydney                 | 70                          | 65 - 80 | 90        | 90 - 100 | 90                   | 80 - 100 | 110                   | 100 - 120 | 140                | 125 - 180 | 180                | 150 - 200 | 150                 | 140 - 180 | 180                 | 150 - 200 |
| VIC - Melbourne              | 63                          | 60 - 68 | 90        | 85 - 100 | 100                  | 90 - 110 | 120                   | 100 - 130 | 150                | 120 - 180 | 150                | 130 - 170 | 130                 | 120 - 150 | 150                 | 140 - 180 |
| QLD - Brisbane               | 60                          | 60 - 70 | 80        | 90 - 100 | 92                   | 95 - 120 | 80                    | 90 - 100  | 120                | 100 - 130 | 140                | 120 - 150 | 130                 | 120 - 150 | 140                 | 130 - 180 |
| WA - Perth                   | 70                          | 65 - 80 | 90        | 75 - 95  | 110                  | 80 - 120 | 115                   | 105 - 125 | 125                | 115 - 135 | 140                | 130 - 160 | 130                 | 115 - 150 | 140                 | 120 - 150 |
| SA - Adelaide                | 60                          | 55 - 65 | 62        | 60 - 70  | 85                   | 80 - 95  | 90                    | 90 - 110  | 105                | 95 - 120  | 130                | 110 - 150 | 110                 | 100 - 130 | 140                 | 120 - 150 |
| NT - Darwin                  | 50                          | 50 - 55 | 66        | 80 - 100 | 95                   | 90 - 120 | 66                    | 70 - 75   | 82                 | 85 - 100  | 102                | 90 - 133  | 87                  | 90 - 133  | 102                 | 85 - 122  |
| ACT - Canberra               | 70                          | 60 - 80 | 90        | 80 - 120 | 83                   | 80 - 120 | 90                    | 80 - 110  | 90                 | 85 - 120  | 110                | 90 - 130  | 100                 | 90 - 125  | 115                 | 100 - 140 |
| TAS - Hobart                 | 55                          | 55 - 65 | 65        | 65 - 70  | 80                   | 75 - 95  | 80                    | 80 - 90   | 110                | 100 - 120 | 140                | 120 - 150 | 120                 | 110 - 140 | 135                 | 120 - 150 |

NOTES | All salaries shown are exclusive of superannuation (AU)

# Manufacturing and Operations

| Quality Control and RANDD | QA Coordinator |          | QA Manager |           | Food Technologist |          | NPD Manager Food |           | Technical Manager |           |
|---------------------------|----------------|----------|------------|-----------|-------------------|----------|------------------|-----------|-------------------|-----------|
|                           | Typical        | Range    | Typical    | Range     | Typical           | Range    | Typical          | Range     | Typical           | Range     |
| NSW - Sydney              | 100            | 90 - 110 | 130        | 120 - 150 | 100               | 90 - 120 | 140              | 130 - 160 | 145               | 140 - 170 |
| VIC - Melbourne           | 85             | 75 - 90  | 130        | 110 - 160 | 77                | 61 - 97  | 140              | 110 - 160 | 130               | 120 - 150 |
| QLD - Brisbane            | 71             | 70 - 90  | 92         | 90 - 120  | 75                | 66 - 90  | 125              | 92 - 140  | 125               | 100 - 140 |
| WA - Perth                | 85             | 80 - 90  | 120        | 85 - 140  | 100               | 85 - 110 | 105              | 90 - 120  | 110               | 100 - 120 |
| SA - Adelaide             | 70             | 65 - 85  | 100        | 90 - 125  | 75                | 70 - 90  | 100              | 80 - 120  | 122               | 112 - 133 |
| NT - Darwin               | 77             | 66 - 87  | 92         | 85 - 97   | 66                | 61 - 77  | 87               | 80 - 102  | 112               | 102 - 122 |
| ACT - Canberra            | 75             | 65 - 90  | 100        | 85 - 110  | 85                | 70 - 90  | 110              | 90 - 130  | 130               | 110 - 140 |
| TAS - Hobart              | 70             | 65 - 80  | 110        | 90 - 120  | 80                | 70 - 90  | 100              | 90 - 120  | 120               | 110 - 130 |

NOTES | All salaries shown are exclusive of superannuation (AU)

# Manufacturing and Operations

| Product Design and Development | Drafter |          | Mechanical Design Engineer |           | Project Engineer |           | Electronics Engineer |           | RandD Manager |           |
|--------------------------------|---------|----------|----------------------------|-----------|------------------|-----------|----------------------|-----------|---------------|-----------|
|                                | Typical | Range    | Typical                    | Range     | Typical          | Range     | Typical              | Range     | Typical       | Range     |
| NSW - Sydney                   | 100     | 90 - 120 | 120                        | 100 - 150 | 120              | 100 - 140 | 130                  | 100 - 150 | 140           | 130 - 160 |
| VIC - Melbourne                | 90      | 70 - 100 | 110                        | 90 - 120  | 110              | 95 - 135  | 120                  | 90 - 135  | 120           | 110 - 160 |
| QLD - Brisbane                 | 85      | 80 - 100 | 105                        | 90 - 130  | 110              | 92 - 130  | 115                  | 92 - 125  | 125           | 100 - 140 |
| WA - Perth                     | 90      | 85 - 110 | 115                        | 100 - 130 | 115              | 100 - 135 | 115                  | 100 - 130 | 130           | 120 - 150 |
| SA - Adelaide                  | 85      | 70 - 100 | 90                         | 80 - 110  | 110              | 85 - 120  | 100                  | 85 - 120  | 115           | 95 - 140  |
| NT - Darwin                    | 92      | 77 - 102 | 97                         | 82 - 112  | 102              | 87 - 122  | 102                  | 85 - 112  | 112           | 92 - 122  |
| ACT - Canberra                 | 90      | 80 - 110 | 100                        | 90 - 125  | 100              | 90 - 120  | 95                   | 85 - 125  | 100           | 85 - 120  |
| TAS - Hobart                   | 80      | 70 - 90  | 90                         | 80 - 100  | 89               | 80 - 107  | 95                   | 85 - 115  | 105           | 95 - 130  |

| Maintenance and Engineering | Maintenance Fitter |           | Maintenance Electrician |           | Maintenance Planner |           | Electrical Engineer |           | Reliability Engineer |           |
|-----------------------------|--------------------|-----------|-------------------------|-----------|---------------------|-----------|---------------------|-----------|----------------------|-----------|
|                             | Typical            | Range     | Typical                 | Range     | Typical             | Range     | Typical             | Range     | Typical              | Range     |
| NSW - Sydney                | 100                | 100 - 120 | 105                     | 110 - 140 | 115                 | 110 - 140 | 125                 | 110 - 150 | 125                  | 120 - 150 |
| VIC - Melbourne             | 100                | 90 - 120  | 110                     | 100 - 130 | 110                 | 100 - 120 | 110                 | 100 - 130 | 120                  | 100 - 130 |
| QLD - Brisbane              | 85                 | 90 - 110  | 100                     | 100 - 130 | 100                 | 85 - 140  | 122                 | 102 - 133 | 122                  | 102 - 130 |
| WA - Perth                  | 110                | 90 - 120  | 110                     | 90 - 130  | 90                  | 80 - 120  | 115                 | 100 - 130 | 115                  | 100 - 130 |
| SA - Adelaide               | 85                 | 85 - 100  | 110                     | 95 - 120  | 95                  | 90 - 110  | 110                 | 85 - 130  | 105                  | 95 - 120  |
| NT - Darwin                 | 90                 | 85 - 120  | 90                      | 90 - 120  | 100                 | 75 - 110  | 97                  | 90 - 115  | 97                   | 87 - 102  |
| ACT - Canberra              | 90                 | 80 - 110  | 90                      | 80 - 100  | 100                 | 80 - 110  | 100                 | 80 - 110  | 100                  | 80 - 120  |
| TAS - Hobart                | 100                | 85 - 110  | 110                     | 90 - 130  | 110                 | 90 - 120  | 90                  | 80 - 110  | 100                  | 90 - 130  |

NOTES | All salaries shown are exclusive of superannuation (AU)

# Marketing and Digital

To gain access to industry insights for Marketing and Digital professionals, get in touch with a recruitment in expert [Australia](#) and [New Zealand](#).

Contact us today

# Marketing and Digital

| Marketing       | Marketing Coordinator |         | Marketing Executive |          | Marketing Manager |           | Senior Marketing Manager |           | Marketing Director |           | Event Coordinator |         | Event Manager |          | Graphic Designer |          | Brand Manager |           | Campaign Manager |           | Product Manager |           |
|-----------------|-----------------------|---------|---------------------|----------|-------------------|-----------|--------------------------|-----------|--------------------|-----------|-------------------|---------|---------------|----------|------------------|----------|---------------|-----------|------------------|-----------|-----------------|-----------|
|                 | Typical               | Range   | Typical             | Range    | Typical           | Range     | Typical                  | Range     | Typical            | Range     | Typical           | Range   | Typical       | Range    | Typical          | Range    | Typical       | Range     | Typical          | Range     | Typical         | Range     |
| NSW - Sydney    | 75                    | 70 - 80 | 90                  | 75 - 95  | 120               | 110 - 130 | 150                      | 140 - 170 | 210                | 180 - 240 | 85                | 75 - 90 | 110           | 90 - 130 | 100              | 80 - 125 | 120           | 95 - 140  | 115              | 100 - 135 | 130             | 120 - 150 |
| VIC - Melbourne | 75                    | 70 - 80 | 90                  | 85 - 95  | 125               | 100 - 140 | 145                      | 130 - 170 | 205                | 170 - 255 | 75                | 70 - 80 | 100           | 85 - 110 | 90               | 75 - 120 | 115           | 90 - 135  | 115              | 95 - 140  | 115             | 95 - 140  |
| QLD - Brisbane  | 70                    | 65 - 80 | 90                  | 80 - 100 | 120               | 100 - 130 | 145                      | 130 - 170 | 200                | 160 - 220 | 75                | 65 - 85 | 90            | 80 - 105 | 90               | 75 - 110 | 115           | 100 - 135 | 115              | 90 - 135  | 110             | 95 - 135  |
| SA - Adelaide   | 72                    | 70 - 75 | 85                  | 80 - 90  | 120               | 100 - 130 | 145                      | 130 - 160 | 200                | 170 - 220 | 75                | 70 - 80 | 100           | 85 - 120 | 80               | 75 - 85  | 110           | 100 - 120 | 105              | 90 - 120  | 90              | 80 - 105  |
| NT - Darwin     | 70                    | 65 - 80 | 85                  | 80 - 90  | 110               | 95 - 130  | 145                      | 130 - 160 | 175                | 140 - 220 | 75                | 70 - 85 | 100           | 85 - 115 | 85               | 75 - 105 | 100           | 90 - 110  | 100              | 85 - 120  | 95              | 85 - 110  |
| WA - Perth      | 70                    | 60 - 80 | 85                  | 75 - 90  | 120               | 100 - 140 | 145                      | 125 - 170 | 200                | 165 - 235 | 70                | 60 - 80 | 90            | 80 - 110 | 85               | 70 - 95  | 102           | 90 - 130  | 97               | 85 - 120  | 110             | 90 - 140  |
| ACT - Canberra  | 72                    | 70 - 90 | 90                  | 85 - 110 | 115               | 100 - 135 | 145                      | 125 - 170 | 180                | 160 - 220 | 70                | 65 - 90 | 110           | 90 - 130 | 100              | 80 - 120 | 110           | 95 - 125  | 110              | 95 - 125  | 100             | 85 - 115  |
| TAS - Hobart    | 72                    | 70 - 80 | 85                  | 80 - 95  | 110               | 100 - 130 | 120                      | 110 - 140 | 145                | 130 - 180 | 70                | 65 - 85 | 90            | 80 - 95  | 85               | 80 - 95  | 110           | 95 - 130  | 100              | 90 - 120  | 95              | 85 - 110  |
| New Zealand     | 65                    | 60 - 80 | 85                  | 75 - 95  | 120               | 100 - 130 | 145                      | 125 - 170 | 190                | 160 - 220 | 70                | 60 - 80 | 100           | 80 - 120 | 85               | 65 - 105 | 100           | 84 - 120  | 95               | 80 - 120  | 110             | 90 - 135  |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Marketing and Digital

| Marketing       | Bid Coordinator |          | Bid Writer |           | Bid Manager |           | Research Executive / Marketing Analyst |          | Direct Marketing Manager |           | Internal Communications Advisor |           | Communications Advisor |          | Communications Manager |           | Major Gifts Manager |           | Sponsorship / Fundraising Manager |           | Sponsorship / Fundraising Director |           |
|-----------------|-----------------|----------|------------|-----------|-------------|-----------|----------------------------------------|----------|--------------------------|-----------|---------------------------------|-----------|------------------------|----------|------------------------|-----------|---------------------|-----------|-----------------------------------|-----------|------------------------------------|-----------|
|                 | Typical         | Range    | Typical    | Range     | Typical     | Range     | Typical                                | Range    | Typical                  | Range     | Typical                         | Range     | Typical                | Range    | Typical                | Range     | Typical             | Range     | Typical                           | Range     | Typical                            | Range     |
| NSW - Sydney    | 110             | 80 - 130 | 120        | 95 - 140  | 180         | 140 - 200 | 110                                    | 80 - 130 | 125                      | 100 - 135 | 110                             | 90 - 140  | 110                    | 90 - 140 | 140                    | 125 - 160 | 120                 | 110 - 140 | 120                               | 100 - 145 | 175                                | 160 - 210 |
| VIC - Melbourne | 90              | 75 - 100 | 115        | 90 - 130  | 150         | 130 - 210 | 100                                    | 75 - 135 | 105                      | 95 - 125  | 110                             | 90 - 130  | 110                    | 85 - 130 | 135                    | 115 - 160 | 115                 | 95 - 135  | 120                               | 100 - 140 | 155                                | 145 - 185 |
| QLD - Brisbane  | 90              | 75 - 100 | 110        | 90 - 120  | 130         | 120 - 155 | 100                                    | 75 - 120 | 100                      | 90 - 115  | 120                             | 85 - 130  | 120                    | 90 - 130 | 130                    | 115 - 150 | 100                 | 90 - 110  | 110                               | 100 - 120 | 150                                | 130 - 175 |
| SA - Adelaide   | 90              | 75 - 95  | 110        | 100 - 120 | 120         | 110 - 140 | 85                                     | 70 - 85  | 110                      | 100 - 120 | 110                             | 100 - 120 | 95                     | 95 - 120 | 130                    | 120 - 140 | 100                 | 90 - 110  | 110                               | 100 - 120 | 130                                | 120 - 150 |
| NT - Darwin     | 85              | 75 - 95  | 100        | 90 - 110  | 115         | 100 - 130 | 90                                     | 80 - 110 | 105                      | 95 - 110  | 90                              | 80 - 100  | 95                     | 80 - 110 | 125                    | 100 - 150 | 85                  | 80 - 100  | 90                                | 85 - 100  | 125                                | 115 - 140 |
| WA - Perth      | 80              | 70 - 95  | 85         | 70 - 95   | 115         | 95 - 125  | 85                                     | 75 - 120 | 110                      | 95 - 125  | 90                              | 80 - 120  | 95                     | 80 - 120 | 120                    | 110 - 170 | 85                  | 80 - 100  | 95                                | 95 - 115  | 125                                | 100 - 145 |
| ACT - Canberra  | 80              | 70 - 95  | 100        | 90 - 120  | 180         | 130 - 200 | 85                                     | 75 - 95  | 105                      | 90 - 120  | 90                              | 80 - 120  | 105                    | 95 - 125 | 120                    | 110 - 170 | 85                  | 80 - 100  | 90                                | 90 - 120  | 135                                | 120 - 160 |
| TAS - Hobart    | 85              | 75 - 100 | 85         | 75 - 95   | 120         | 100 - 130 | 95                                     | 80 - 110 | 100                      | 90 - 120  | 90                              | 80 - 100  | 95                     | 85 - 105 | 110                    | 110 - 140 | 90                  | 85 - 100  | 110                               | 95 - 120  | 125                                | 120 - 150 |
| New Zealand     | 80              | 70 - 90  | 95         | 80 - 120  | 120         | 100 - 160 | 90                                     | 70 - 120 | 100                      | 90 - 120  | 100                             | 80 - 110  | 95                     | 75 - 110 | 160                    | 120 - 170 | 85                  | 80 - 95   | 90                                | 80 - 100  | 105                                | 95 - 125  |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Marketing and Digital

| Digital         | eCommerce Specialist |          | eCommerce Manager |           | Digital Project Manager |           | Digital Marketing Coordinator |          | Digital Marketing Executive |          | Digital Producer |          | Digital Designer |           | Digital Marketing Manager |           | Multimedia Developer |          | Content Manager |           | Web Content Editor |          |
|-----------------|----------------------|----------|-------------------|-----------|-------------------------|-----------|-------------------------------|----------|-----------------------------|----------|------------------|----------|------------------|-----------|---------------------------|-----------|----------------------|----------|-----------------|-----------|--------------------|----------|
|                 | Typical              | Range    | Typical           | Range     | Typical                 | Range     | Typical                       | Range    | Typical                     | Range    | Typical          | Range    | Typical          | Range     | Typical                   | Range     | Typical              | Range    | Typical         | Range     | Typical            | Range    |
| NSW - Sydney    | 95                   | 80 - 115 | 145               | 120 - 165 | 135                     | 115 - 150 | 80                            | 70 - 90  | 100                         | 90 - 120 | 110              | 95 - 125 | 115              | 100 - 130 | 150                       | 120 - 180 | 95                   | 95 - 110 | 100             | 90 - 120  | 100                | 90 - 110 |
| VIC - Melbourne | 100                  | 90 - 115 | 140               | 110 - 165 | 125                     | 105 - 145 | 80                            | 75 - 90  | 100                         | 90 - 110 | 105              | 90 - 133 | 110              | 95 - 120  | 140                       | 110 - 180 | 95                   | 85 - 110 | 100             | 90 - 120  | 95                 | 90 - 100 |
| QLD - Brisbane  | 100                  | 90 - 120 | 140               | 110 - 150 | 120                     | 100 - 135 | 80                            | 75 - 90  | 100                         | 90 - 110 | 100              | 85 - 110 | 105              | 90 - 120  | 135                       | 110 - 165 | 95                   | 80 - 110 | 100             | 90 - 120  | 95                 | 85 - 100 |
| SA - Adelaide   | 95                   | 85 - 105 | 110               | 100 - 120 | 120                     | 100 - 130 | 85                            | 80 - 90  | 95                          | 90 - 100 | 95               | 90 - 100 | 100              | 90 - 115  | 130                       | 120 - 140 | 95                   | 90 - 100 | 100             | 90 - 115  | 100                | 90 - 110 |
| NT - Darwin     | 90                   | 80 - 100 | 100               | 90 - 110  | 120                     | 100 - 140 | 90                            | 80 - 95  | 95                          | 90 - 100 | 95               | 80 - 100 | 90               | 85 - 100  | 120                       | 105 - 130 | 85                   | 75 - 95  | 100             | 85 - 125  | 95                 | 85 - 105 |
| WA - Perth      | 100                  | 90 - 110 | 130               | 110 - 150 | 115                     | 100 - 130 | 80                            | 70 - 90  | 95                          | 85 - 110 | 90               | 85 - 100 | 90               | 80 - 105  | 125                       | 110 - 150 | 90                   | 80 - 100 | 90              | 85 - 100  | 90                 | 85 - 95  |
| ACT - Canberra  | 110                  | 95 - 125 | 130               | 105 - 150 | 140                     | 110 - 150 | 90                            | 80 - 100 | 110                         | 90 - 120 | 90               | 90 - 102 | 110              | 90 - 140  | 140                       | 110 - 180 | 85                   | 80 - 100 | 110             | 100 - 120 | 90                 | 80 - 100 |
| TAS - Hobart    | 95                   | 85 - 105 | 105               | 100 - 120 | 120                     | 100 - 140 | 85                            | 80 - 95  | 97                          | 90 - 105 | 97               | 90 - 105 | 90               | 85 - 115  | 120                       | 100 - 140 | 90                   | 80 - 100 | 95              | 90 - 105  | 85                 | 85 - 100 |
| New Zealand     | 95                   | 80 - 110 | 130               | 105 - 150 | 115                     | 86 - 127  | 75                            | 65 - 90  | 90                          | 80 - 105 | 95               | 80 - 116 | 93               | 85 - 125  | 125                       | 100 - 140 | 80                   | 75 - 90  | 81              | 75 - 100  | 80                 | 75 - 90  |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Marketing and Digital

| Digital         | Web Content Manager |           | SEO Specialist |          | SEM Specialist |          | Performance Marketing Specialist |           | Content Writer |          | Digital Analyst |          | Digital Product Owner |           | Digital Channel Manager |           | Social Media Coordinator |         | Social Media Executive |          | Social Media Manager |           |
|-----------------|---------------------|-----------|----------------|----------|----------------|----------|----------------------------------|-----------|----------------|----------|-----------------|----------|-----------------------|-----------|-------------------------|-----------|--------------------------|---------|------------------------|----------|----------------------|-----------|
|                 | Typical             | Range     | Typical        | Range    | Typical        | Range    | Typical                          | Range     | Typical        | Range    | Typical         | Range    | Typical               | Range     | Typical                 | Range     | Typical                  | Range   | Typical                | Range    | Typical              | Range     |
| NSW - Sydney    | 120                 | 110 - 130 | 110            | 95 - 120 | 110            | 95 - 120 | 130                              | 100 - 150 | 105            | 90 - 120 | 110             | 90 - 145 | 135                   | 120 - 155 | 150                     | 130 - 170 | 80                       | 75 - 90 | 95                     | 90 - 105 | 120                  | 105 - 140 |
| VIC - Melbourne | 125                 | 100 - 140 | 105            | 90 - 120 | 105            | 90 - 120 | 120                              | 95 - 140  | 100            | 90 - 115 | 110             | 90 - 125 | 130                   | 120 - 150 | 140                     | 125 - 160 | 80                       | 75 - 85 | 90                     | 80 - 105 | 115                  | 90 - 130  |
| QLD - Brisbane  | 110                 | 100 - 120 | 105            | 90 - 110 | 105            | 90 - 110 | 115                              | 95 - 130  | 95             | 85 - 105 | 105             | 85 - 125 | 125                   | 115 - 145 | 135                     | 120 - 155 | 80                       | 75 - 90 | 90                     | 80 - 100 | 105                  | 85 - 120  |
| SA - Adelaide   | 110                 | 100 - 120 | 100            | 90 - 105 | 100            | 90 - 105 | 110                              | 100 - 125 | 100            | 90 - 110 | 98              | 85 - 110 | 120                   | 110 - 130 | 130                     | 120 - 140 | 85                       | 80 - 90 | 95                     | 90 - 100 | 110                  | 100 - 120 |
| NT - Darwin     | 105                 | 95 - 120  | 90             | 90 - 105 | 90             | 90 - 105 | 95                               | 85 - 115  | 95             | 85 - 100 | 85              | 78 - 95  | 100                   | 90 - 110  | 100                     | 100 - 125 | 80                       | 75 - 85 | 90                     | 80 - 100 | 100                  | 90 - 110  |
| WA - Perth      | 105                 | 100 - 120 | 90             | 85 - 110 | 90             | 85 - 110 | 105                              | 95 - 120  | 90             | 80 - 105 | 95              | 80 - 110 | 115                   | 100 - 130 | 105                     | 105 - 130 | 80                       | 75 - 90 | 90                     | 80 - 100 | 105                  | 95 - 120  |
| ACT - Canberra  | 110                 | 100 - 125 | 95             | 90 - 110 | 95             | 90 - 110 | 90                               | 90 - 120  | 90             | 90 - 120 | 100             | 85 - 115 | 130                   | 110 - 160 | 105                     | 90 - 120  | 80                       | 70 - 90 | 90                     | 80 - 100 | 115                  | 100 - 130 |
| TAS - Hobart    | 105                 | 90 - 120  | 100            | 90 - 115 | 105            | 90 - 115 | 95                               | 90 - 105  | 92             | 85 - 105 | 90              | 85 - 100 | 105                   | 95 - 130  | 100                     | 90 - 110  | 80                       | 75 - 85 | 85                     | 80 - 90  | 100                  | 90 - 120  |
| New Zealand     | 90                  | 80 - 100  | 95             | 80 - 110 | 95             | 80 - 110 | 100                              | 90 - 120  | 80             | 70 - 90  | 90              | 75 - 115 | 135                   | 115 - 155 | 130                     | 100 - 150 | 70                       | 65 - 80 | 85                     | 75 - 95  | 115                  | 90 - 140  |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Marketing and Digital

| Digital         | CRM Manager |           |
|-----------------|-------------|-----------|
|                 | Typical     | Range     |
| NSW - Sydney    | 120         | 100 - 140 |
| VIC - Melbourne | 110         | 95 - 135  |
| QLD - Brisbane  | 105         | 90 - 120  |
| SA - Adelaide   | 105         | 90 - 120  |
| NT - Darwin     | 95          | 85 - 100  |
| WA - Perth      | 105         | 95 - 120  |
| ACT - Canberra  | 120         | 100 - 145 |
| TAS - Hobart    | 95          | 85 - 105  |
| New Zealand     | 105         | 95 - 115  |

| Agency          | Account Executive |         | Senior Account Executive |         | Account Manager |         | Senior Account Manager |          | Account Director |           | Senior Account Director |           | Group Account Director |           |
|-----------------|-------------------|---------|--------------------------|---------|-----------------|---------|------------------------|----------|------------------|-----------|-------------------------|-----------|------------------------|-----------|
|                 | Typical           | Range   | Typical                  | Range   | Typical         | Range   | Typical                | Range    | Typical          | Range     | Typical                 | Range     | Typical                | Range     |
| NSW - Sydney    | 65                | 60 - 70 | 75                       | 70 - 80 | 80              | 75 - 90 | 100                    | 90 - 110 | 120              | 110 - 130 | 140                     | 130 - 150 | 180                    | 150 - 200 |
| VIC - Melbourne | 60                | 55 - 65 | 70                       | 65 - 75 | 80              | 70 - 90 | 90                     | 80 - 100 | 115              | 100 - 130 | 135                     | 120 - 145 | 175                    | 140 - 190 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Marketing and Digital

| PR and Communications | PR Coordinator |         | PR Executive |          | PR Manager |           | PR Director |           | Media Relations Manager |           | Corporate Relations Advisor |          | Corporate Relations Manager |           | Director of Communications |           | Executive Director of Communications |           |
|-----------------------|----------------|---------|--------------|----------|------------|-----------|-------------|-----------|-------------------------|-----------|-----------------------------|----------|-----------------------------|-----------|----------------------------|-----------|--------------------------------------|-----------|
|                       | Typical        | Range   | Typical      | Range    | Typical    | Range     | Typical     | Range     | Typical                 | Range     | Typical                     | Range    | Typical                     | Range     | Typical                    | Range     | Typical                              | Range     |
| NSW - Sydney          | 80             | 75 - 85 | 90           | 85 - 100 | 130        | 100 - 145 | 180         | 160 - 200 | 130                     | 115 - 150 | 110                         | 80 - 120 | 125                         | 110 - 140 | 230                        | 160 - 275 | 280                                  | 250 - 325 |
| VIC - Melbourne       | 80             | 75 - 85 | 90           | 80 - 95  | 120        | 95 - 135  | 165         | 150 - 185 | 125                     | 100 - 150 | 100                         | 80 - 115 | 120                         | 100 - 140 | 200                        | 150 - 250 | 250                                  | 225 - 300 |
| QLD - Brisbane        | 75             | 70 - 80 | 85           | 70 - 90  | 105        | 90 - 120  | 160         | 145 - 180 | 120                     | 100 - 140 | 95                          | 80 - 110 | 120                         | 100 - 135 | 200                        | 150 - 225 | 225                                  | 200 - 250 |
| SA - Adelaide         | 85             | 80 - 90 | 95           | 90 - 100 | 115        | 100 - 130 | 150         | 130 - 170 | 135                     | 120 - 150 | 95                          | 90 - 100 | 115                         | 95 - 125  | 220                        | 170 - 250 | 300                                  | 225 - 325 |
| NT - Darwin           | 80             | 75 - 85 | 95           | 85 - 100 | 115        | 100 - 130 | 135         | 125 - 160 | 105                     | 95 - 120  | 95                          | 85 - 105 | 110                         | 95 - 125  | 180                        | 150 - 210 | 225                                  | 200 - 250 |
| WA - Perth            | 80             | 70 - 90 | 85           | 80 - 100 | 105        | 90 - 120  | 140         | 130 - 160 | 110                     | 95 - 130  | 95                          | 85 - 110 | 110                         | 95 - 130  | 180                        | 160 - 200 | 225                                  | 200 - 250 |
| ACT - Canberra        | 75             | 70 - 85 | 90           | 85 - 100 | 105        | 95 - 130  | 145         | 125 - 160 | 120                     | 100 - 140 | 95                          | 90 - 115 | 135                         | 105 - 150 | 170                        | 140 - 220 | 225                                  | 220 - 260 |
| TAS - Hobart          | 80             | 75 - 85 | 90           | 80 - 100 | 105        | 90 - 120  | 125         | 120 - 150 | 120                     | 100 - 130 | 90                          | 80 - 95  | 125                         | 105 - 150 | 160                        | 140 - 180 | 225                                  | 200 - 250 |
| New Zealand           | 70             | 60 - 80 | 80           | 70 - 90  | 105        | 85 - 120  | 135         | 125 - 165 | 125                     | 110 - 140 | 80                          | 75 - 95  | 130                         | 105 - 145 | 200                        | 170 - 240 | 240                                  | 200 - 275 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Resources and Mining

To gain access to industry insights for Resources and Mining professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

Contact us today

# Resources and Mining

| Metalliferous Mining Engineering | Registered Mine Manager |           | Underground / Quarry Manager |           | Technical Services Mgr |           | Senior Mining Engineer |           | Mining Engineer |           | Graduate Mining Engineer |           | Geotechnical Engineer |           | Chief Surveyor |           | Senior Surveyor |           | Mine Surveyor |           |
|----------------------------------|-------------------------|-----------|------------------------------|-----------|------------------------|-----------|------------------------|-----------|-----------------|-----------|--------------------------|-----------|-----------------------|-----------|----------------|-----------|-----------------|-----------|---------------|-----------|
|                                  | Typical                 | Range     | Typical                      | Range     | Typical                | Range     | Typical                | Range     | Typical         | Range     | Typical                  | Range     | Typical               | Range     | Typical        | Range     | Typical         | Range     | Typical       | Range     |
| WA                               | 300                     | 280 - 310 | 260                          | 250 - 280 | 250                    | 230 - 260 | 195                    | 165 - 210 | 165             | 150 - 185 | 115                      | 105 - 125 | 190                   | 140 - 200 | 200            | 200 - 220 | 190             | 180 - 200 | 150           | 140 - 170 |
| QLD - Hard Rock                  | 235                     | 200 - 270 | 250                          | 240 - 260 | 220                    | 200 - 240 | 180                    | 160 - 200 | 150             | 140 - 180 | 100                      | 100 - 122 | 143                   | 140 - 200 | 180            | 180 - 210 | 170             | 170 - 190 | 133           | 122 - 143 |
| QLD - Coal                       | 270                     | 250 - 285 | 230                          | 200 - 250 | 220                    | 200 - 235 | 185                    | 175 - 195 | 145             | 135 - 165 | 95                       | 75 - 107  | 143                   | 122 - 163 | 180            | 175 - 200 | 160             | 150 - 175 | 140           | 125 - 150 |
| NSW                              | 270                     | 250 - 285 | 200                          | 180 - 240 | 200                    | 185 - 220 | 180                    | 170 - 190 | 160             | 150 - 180 | 100                      | 100 - 120 | 150                   | 140 - 180 | 175            | 170 - 200 | 150             | 150 - 175 | 150           | 140 - 170 |
| VIC                              | 205                     | 180 - 220 | 175                          | 180 - 240 | 200                    | 185 - 220 | 155                    | 133 - 184 | 153             | 135 - 163 | 100                      | 100 - 120 | 120                   | 112 - 133 | 180            | 180 - 210 | 150             | 150 - 175 | 150           | 140 - 170 |
| SA                               | 235                     | 200 - 270 | 215                          | 190 - 220 | 220                    | 200 - 240 | 180                    | 160 - 200 | 165             | 150 - 185 | 100                      | 100 - 122 | 143                   | 133 - 200 | 180            | 180 - 210 | 170             | 170 - 190 | 150           | 140 - 170 |
| TAS                              | 205                     | 180 - 220 | 215                          | 190 - 220 | 200                    | 185 - 220 | 155                    | 133 - 184 | 153             | 135 - 163 | 100                      | 95 - 105  | 120                   | 107 - 133 | 180            | 180 - 210 | 150             | 150 - 175 | 150           | 140 - 170 |
| NT                               | 260                     | 190 - 265 | 215                          | 190 - 220 | 195                    | 170 - 200 | 175                    | 145 - 185 | 153             | 135 - 163 | 100                      | 95 - 105  | 190                   | 140 - 200 | 200            | 200 - 220 | 190             | 180 - 200 | 150           | 140 - 170 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Resources and Mining

| Metalliferous Geology - Mining | Chief Geologist |           | Senior Mine Geologist |           | Mine Geologist |           | Graduate Geologist |           | Pit Technician / Geological Technician |          |
|--------------------------------|-----------------|-----------|-----------------------|-----------|----------------|-----------|--------------------|-----------|----------------------------------------|----------|
|                                | Typical         | Range     | Typical               | Range     | Typical        | Range     | Typical            | Range     | Typical                                | Range    |
| WA                             | 250             | 220 - 260 | 180                   | 170 - 190 | 140            | 130 - 150 | 115                | 110 - 130 | 110                                    | 95 - 130 |
| QLD - Hard Rock                | 194             | 180 - 240 | 158                   | 150 - 190 | 122            | 110 - 130 | 90                 | 80 - 100  | 82                                     | 75 - 100 |
| QLD - Coal                     | 194             | 173 - 214 | 158                   | 143 - 173 | 122            | 102 - 143 | 87                 | 66 - 97   | 82                                     | 71 - 97  |
| NSW                            | 210             | 180 - 235 | 165                   | 150 - 180 | 130            | 120 - 135 | 90                 | 90 - 110  | 85                                     | 70 - 95  |
| VIC                            | 210             | 180 - 235 | 165                   | 150 - 180 | 130            | 120 - 135 | 90                 | 90 - 110  | 82                                     | 75 - 100 |
| SA                             | 194             | 180 - 240 | 158                   | 150 - 190 | 122            | 110 - 130 | 90                 | 80 - 100  | 100                                    | 95 - 105 |
| TAS                            | 194             | 180 - 240 | 158                   | 150 - 190 | 140            | 130 - 150 | 90                 | 90 - 110  | 82                                     | 75 - 100 |
| NT                             | 220             | 210 - 260 | 180                   | 170 - 190 | 140            | 130 - 150 | 115                | 110 - 130 | 100                                    | 95 - 105 |

| Metalliferous Geology - Exploration | Exploration Manager |           | Senior Exploration Geologist |           | Exploration Geologist |           | Field Assistant |          |
|-------------------------------------|---------------------|-----------|------------------------------|-----------|-----------------------|-----------|-----------------|----------|
|                                     | Typical             | Range     | Typical                      | Range     | Typical               | Range     | Typical         | Range    |
| WA                                  | 230                 | 200 - 260 | 180                          | 170 - 190 | 135                   | 125 - 150 | 95              | 90 - 105 |
| QLD - Hard Rock                     | 189                 | 180 - 250 | 158                          | 140 - 170 | 120                   | 110 - 140 | 82              | 75 - 90  |
| QLD - Coal                          | 189                 | 173 - 204 | 158                          | 143 - 173 | 112                   | 102 - 133 | 82              | 71 - 92  |
| NSW                                 | 205                 | 185 - 225 | 155                          | 140 - 170 | 120                   | 100 - 140 | 80              | 80 - 100 |
| VIC                                 | 189                 | 180 - 250 | 155                          | 140 - 170 | 110                   | 102 - 128 | 82              | 75 - 90  |
| SA                                  | 189                 | 180 - 250 | 180                          | 170 - 190 | 112                   | 110 - 140 | 82              | 75 - 90  |
| TAS                                 | 189                 | 180 - 250 | 155                          | 140 - 170 | 112                   | 110 - 140 | 82              | 75 - 90  |
| NT                                  | 230                 | 200 - 260 | 180                          | 170 - 190 | 135                   | 130 - 150 | 95              | 90 - 105 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Resources and Mining

| Mineral Processing | Process Manager |           | Process Engineer<br>Mid level 3-7 years |           | Senior Metallurgist |           | Metallurgist |           | Graduate Metallurgist |          | Mill Superintendent |           | Shift Supervisor |           | Mill Operator |           | Metallurgical Technician |          | Laboratory Technician |          |
|--------------------|-----------------|-----------|-----------------------------------------|-----------|---------------------|-----------|--------------|-----------|-----------------------|----------|---------------------|-----------|------------------|-----------|---------------|-----------|--------------------------|----------|-----------------------|----------|
|                    | Typical         | Range     | Typical                                 | Range     | Typical             | Range     | Typical      | Range     | Typical               | Range    | Typical             | Range     | Typical          | Range     | Typical       | Range     | Typical                  | Range    | Typical               | Range    |
| WA                 | 210             | 190 - 255 | 150                                     | 140 - 165 | 165                 | 150 - 190 | 145          | 135 - 155 | 105                   | 95 - 110 | 185                 | 165 - 204 | 150              | 135 - 180 | 110           | 95 - 120  | 100                      | 90 - 115 | 100                   | 90 - 115 |
| QLD                | 224             | 204 - 245 | 140                                     | 130 - 160 | 158                 | 148 - 184 | 133          | 120 - 140 | 82                    | 80 - 100 | 165                 | 150 - 200 | 130              | 125 - 155 | 112           | 100 - 122 | 92                       | 90 - 100 | 92                    | 75 - 105 |
| NSW                | 184             | 173 - 204 | 115                                     | 105 - 125 | 125                 | 115 - 135 | 133          | 120 - 140 | 75                    | 70 - 90  | 155                 | 135 - 165 | 100              | 90 - 110  | 90            | 70 - 100  | 80                       | 70 - 90  | 85                    | 75 - 95  |
| VIC                | 170             | 163 - 184 | 140                                     | 130 - 160 | 158                 | 148 - 184 | 133          | 120 - 140 | 105                   | 95 - 110 | 165                 | 150 - 200 | 105              | 92 - 122  | 90            | 82 - 102  | 80                       | 70 - 90  | 85                    | 75 - 95  |
| SA                 | 210             | 190 - 250 | 140                                     | 130 - 160 | 165                 | 150 - 190 | 133          | 120 - 140 | 105                   | 95 - 110 | 165                 | 150 - 200 | 140              | 120 - 150 | 82            | 71 - 92   | 100                      | 90 - 110 | 92                    | 75 - 105 |
| TAS                | 184             | 173 - 204 | 140                                     | 130 - 160 | 158                 | 148 - 184 | 133          | 120 - 140 | 105                   | 95 - 110 | 165                 | 150 - 200 | 90               | 81 - 95   | 70            | 66 - 82   | 82                       | 80 - 90  | 92                    | 75 - 105 |
| NT                 | 210             | 190 - 250 | 150                                     | 150 - 165 | 165                 | 150 - 190 | 145          | 135 - 155 | 105                   | 95 - 110 | 185                 | 165 - 204 | 140              | 120 - 150 | 100           | 90 - 110  | 82                       | 80 - 90  | 82                    | 80 - 90  |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Resources and Mining

| Fixed Plant Maintenance | Maintenance Superintendent |           | Maintenance Planner |           | Maintenance Supervisor |           | Mechanical Eng<br>Mid level 3-7 years |           | Electrical Eng<br>Mid level 3-7 years |           | Leading Hand |           | Mechanical Fitter |           | Electrician |           | Boilermaker/Welder |           | Instrumentation Technician |           |
|-------------------------|----------------------------|-----------|---------------------|-----------|------------------------|-----------|---------------------------------------|-----------|---------------------------------------|-----------|--------------|-----------|-------------------|-----------|-------------|-----------|--------------------|-----------|----------------------------|-----------|
|                         | Typical                    | Range     | Typical             | Range     | Typical                | Range     | Typical                               | Range     | Typical                               | Range     | Typical      | Range     | Typical           | Range     | Typical     | Range     | Typical            | Range     | Typical                    | Range     |
| WA                      | 230                        | 200 - 265 | 170                 | 160 - 190 | 180                    | 165 - 200 | 150                                   | 140 - 180 | 150                                   | 140 - 180 | 160          | 150 - 180 | 160               | 150 - 170 | 175         | 150 - 200 | 175                | 150 - 200 | 175                        | 160 - 200 |
| QLD                     | 250                        | 200 - 265 | 160                 | 140 - 180 | 175                    | 160 - 190 | 148                                   | 129 - 158 | 138                                   | 132 - 159 | 135          | 120 - 140 | 150               | 140 - 170 | 150         | 140 - 170 | 150                | 140 - 160 | 145                        | 130 - 165 |
| NSW                     | 184                        | 173 - 204 | 145                 | 150 - 170 | 130                    | 130 - 160 | 130                                   | 125 - 160 | 130                                   | 125 - 160 | 110          | 100 - 125 | 110               | 100 - 120 | 120         | 100 - 125 | 135                | 120 - 140 | 145                        | 130 - 165 |
| VIC                     | 184                        | 173 - 204 | 145                 | 130 - 160 | 143                    | 140 - 163 | 148                                   | 129 - 158 | 138                                   | 132 - 159 | 130          | 122 - 153 | 140               | 125 - 155 | 140         | 125 - 155 | 135                | 120 - 140 | 145                        | 130 - 165 |
| SA                      | 184                        | 173 - 204 | 145                 | 130 - 160 | 143                    | 140 - 163 | 148                                   | 129 - 158 | 138                                   | 132 - 159 | 130          | 122 - 153 | 140               | 125 - 155 | 140         | 125 - 155 | 135                | 120 - 140 | 145                        | 130 - 165 |
| TAS                     | 184                        | 173 - 204 | 145                 | 130 - 160 | 143                    | 140 - 163 | 148                                   | 129 - 158 | 138                                   | 132 - 159 | 122          | 115 - 140 | 140               | 125 - 155 | 140         | 125 - 155 | 135                | 120 - 140 | 145                        | 130 - 165 |
| NT                      | 179                        | 170 - 190 | 138                 | 128 - 148 | 143                    | 140 - 163 | 143                                   | 140 - 158 | 143                                   | 140 - 158 | 130          | 120 - 140 | 140               | 130 - 150 | 140         | 130 - 150 | 140                | 130 - 150 | 145                        | 130 - 150 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Resources and Mining

| Mobile Plant Maintenance | Workshop Supervisor |           | HD Fitter |           | Auto Electrician |           | Boilermaker / Welder |           | Service Person |           | Open Pit Supervisor |           | Excavator Operator |           | Dump Truck Operator |           | Driller |           | All - Rounder |           |
|--------------------------|---------------------|-----------|-----------|-----------|------------------|-----------|----------------------|-----------|----------------|-----------|---------------------|-----------|--------------------|-----------|---------------------|-----------|---------|-----------|---------------|-----------|
|                          | Typical             | Range     | Typical   | Range     | Typical          | Range     | Typical              | Range     | Typical        | Range     | Typical             | Range     | Typical            | Range     | Typical             | Range     | Typical | Range     | Typical       | Range     |
| WA                       | 225                 | 200 - 250 | 225       | 200 - 250 | 220              | 210 - 250 | 175                  | 150 - 180 | 150            | 130 - 160 | 200                 | 180 - 212 | 175                | 160 - 185 | 130                 | 125 - 140 | 160     | 150 - 175 | 160           | 150 - 180 |
| QLD                      | 170                 | 160 - 185 | 190       | 170 - 220 | 190              | 170 - 220 | 150                  | 130 - 160 | 150            | 130 - 160 | 170                 | 150 - 200 | 145                | 130 - 160 | 120                 | 110 - 130 | 150     | 120 - 170 | 120           | 115 - 130 |
| NSW                      | 140                 | 140 - 160 | 155       | 140 - 168 | 148              | 138 - 168 | 130                  | 120 - 150 | 125            | 110 - 125 | 150                 | 145 - 175 | 112                | 102 - 122 | 102                 | 100 - 140 | 125     | 120 - 155 | 112           | 92 - 122  |
| VIC                      | 140                 | 140 - 160 | 155       | 140 - 168 | 148              | 138 - 168 | 130                  | 120 - 150 | 125            | 110 - 125 | 150                 | 145 - 175 | 140                | 110 - 140 | 115                 | 100 - 125 | 135     | 107 - 150 | 115           | 99 - 125  |
| SA                       | 140                 | 140 - 160 | 155       | 140 - 168 | 148              | 138 - 168 | 130                  | 120 - 150 | 125            | 110 - 125 | 150                 | 145 - 175 | 122                | 112 - 143 | 115                 | 100 - 125 | 135     | 107 - 150 | 115           | 99 - 125  |
| TAS                      | 140                 | 140 - 160 | 155       | 140 - 168 | 148              | 138 - 168 | 130                  | 120 - 150 | 125            | 110 - 125 | 150                 | 145 - 175 | 140                | 110 - 140 | 115                 | 100 - 125 | 135     | 107 - 150 | 115           | 99 - 125  |
| NT                       | 153                 | 133 - 163 | 155       | 140 - 168 | 148              | 138 - 168 | 153                  | 133 - 173 | 125            | 110 - 125 | 158                 | 148 - 168 | 140                | 110 - 140 | 120                 | 110 - 120 | 135     | 107 - 150 | 130           | 120 - 140 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Resources and Mining

|     | Underground Supervisor |           | Jumbo Operator |           | Bogger Operator |           | Service Crew |           |
|-----|------------------------|-----------|----------------|-----------|-----------------|-----------|--------------|-----------|
|     | Typical                | Range     | Typical        | Range     | Typical         | Range     | Typical      | Range     |
| WA  | 185                    | 175 - 212 | 312            | 250 - 330 | 180             | 150 - 200 | 130          | 115 - 145 |
| QLD | 200                    | 180 - 240 | 168            | 143 - 184 | 135             | 120 - 140 | 120          | 110 - 130 |
| NSW | 180                    | 170 - 200 | 128            | 122 - 143 | 117             | 112 - 138 | 102          | 92 - 112  |
| VIC | 130                    | 107 - 148 | 140            | 133 - 153 | 120             | 112 - 133 | 95           | 87 - 107  |
| SA  | 133                    | 102 - 143 | 140            | 133 - 153 | 117             | 112 - 138 | 102          | 92 - 112  |
| TAS | 100                    | 92 - 112  | 140            | 133 - 153 | 117             | 112 - 138 | 112          | 97 - 128  |
| NT  | 148                    | 133 - 168 | 168            | 143 - 189 | 133             | 112 - 148 | 112          | 97 - 128  |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Resources and Mining

| OHS and Environmental | HSE Manager |           | OHS Manager / Superintendent |           | OHS Coordinator |           | OHS Officer |           | Environmental Superintendent |           | Environmental Coordinator |           | Environmental Officer |           | Training Coordinator |           | Industrial Construction | Safety Advisor |           |
|-----------------------|-------------|-----------|------------------------------|-----------|-----------------|-----------|-------------|-----------|------------------------------|-----------|---------------------------|-----------|-----------------------|-----------|----------------------|-----------|-------------------------|----------------|-----------|
|                       | Typical     | Range     | Typical                      | Range     | Typical         | Range     | Typical     | Range     | Typical                      | Range     | Typical                   | Range     | Typical               | Range     | Typical              | Range     |                         | Typical        | Range     |
| WA                    | 210         | 185 - 235 | 175                          | 165 - 195 | 155             | 140 - 170 | 140         | 120 - 160 | 155                          | 145 - 175 | 130                       | 105 - 155 | 115                   | 105 - 135 | 135                  | 125 - 155 | WA                      | 125            | 115 - 135 |
| QLD                   | 210         | 180 - 235 | 163                          | 153 - 173 | 133             | 128 - 148 | 112         | 100 - 140 | 163                          | 153 - 184 | 138                       | 138 - 153 | 122                   | 92 - 128  | 125                  | 100 - 140 | QLD                     | 122            | 92 - 133  |
| NSW                   | 180         | 160 - 200 | 160                          | 140 - 180 | 125             | 125 - 135 | 140         | 120 - 160 | 150                          | 145 - 165 | 138                       | 138 - 153 | 105                   | 90 - 120  | 120                  | 100 - 140 | NSW                     | 130            | 110 - 150 |
| VIC                   | 180         | 160 - 200 | 163                          | 153 - 173 | 133             | 128 - 148 | 140         | 120 - 160 | 163                          | 143 - 179 | 138                       | 138 - 153 | 122                   | 92 - 128  | 117                  | 92 - 128  | VIC                     | 100            | 82 - 112  |
| SA                    | 180         | 160 - 200 | 163                          | 153 - 173 | 133             | 128 - 148 | 140         | 120 - 160 | 163                          | 143 - 179 | 138                       | 138 - 153 | 122                   | 92 - 128  | 117                  | 92 - 128  | SA                      | 102            | 92 - 112  |
| TAS                   | 180         | 160 - 200 | 163                          | 153 - 173 | 133             | 128 - 148 | 140         | 120 - 160 | 163                          | 143 - 179 | 138                       | 138 - 153 | 122                   | 92 - 128  | 117                  | 92 - 128  | TAS                     | 100            | 82 - 112  |
| NT                    | 210         | 185 - 235 | 175                          | 165 - 195 | 155             | 140 - 170 | 140         | 120 - 160 | 163                          | 143 - 179 | 143                       | 133 - 153 | 122                   | 92 - 138  | 117                  | 92 - 128  | NT                      | 122            | 112 - 133 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Resources and Mining

| Industrial Construction | Project Manager |           | Construction Manager / Superintendent |           | Senior Estimator |           | Planning Manager |           | Contracts Manager |           | Project Engineer<br>Civil / Mech / Elec |           | Estimator |           | Contracts Administrator |           | Planner |           | Site Supervisor |           | Site Engineer<br>Civil / Mech / Elec |           |
|-------------------------|-----------------|-----------|---------------------------------------|-----------|------------------|-----------|------------------|-----------|-------------------|-----------|-----------------------------------------|-----------|-----------|-----------|-------------------------|-----------|---------|-----------|-----------------|-----------|--------------------------------------|-----------|
|                         | Typical         | Range     | Typical                               | Range     | Typical          | Range     | Typical          | Range     | Typical           | Range     | Typical                                 | Range     | Typical   | Range     | Typical                 | Range     | Typical | Range     | Typical         | Range     | Typical                              | Range     |
| WA                      | 225             | 195 - 245 | 235                                   | 205 - 265 | 195              | 165 - 255 | 185              | 165 - 225 | 190               | 175 - 225 | 140                                     | 125 - 155 | 155       | 115 - 175 | 135                     | 125 - 155 | 140     | 105 - 175 | 145             | 125 - 155 | 115                                  | 105 - 125 |
| QLD                     | 204             | 200 - 250 | 194                                   | 173 - 225 | 173              | 163 - 204 | 194              | 158 - 204 | 184               | 163 - 220 | 143                                     | 130 - 180 | 122       | 102 - 162 | 122                     | 102 - 138 | 138     | 102 - 165 | 122             | 120 - 160 | 122                                  | 120 - 180 |
| NSW                     | 180             | 180 - 200 | 184                                   | 173 - 215 | 153              | 153 - 185 | 160              | 160 - 208 | 170               | 170 - 184 | 150                                     | 150 - 190 | 120       | 95 - 135  | 125                     | 120 - 145 | 120     | 100 - 160 | 130             | 130 - 150 | 140                                  | 140 - 170 |
| VIC                     | 200             | 184 - 224 | 190                                   | 184 - 204 | 135              | 122 - 153 | 150              | 143 - 173 | 165               | 153 - 184 | 153                                     | 122 - 173 | 105       | 112 - 133 | 122                     | 102 - 138 | 125     | 112 - 143 | 100             | 82 - 112  | 133                                  | 102 - 143 |
| SA                      | 180             | 180 - 200 | 194                                   | 173 - 225 | 173              | 133 - 184 | 153              | 122 - 184 | 163               | 143 - 184 | 153                                     | 122 - 173 | 112       | 92 - 122  | 122                     | 102 - 138 | 112     | 102 - 133 | 122             | 102 - 143 | 133                                  | 102 - 143 |
| TAS                     | 180             | 180 - 200 | 194                                   | 173 - 225 | 135              | 122 - 153 | 120              | 112 - 133 | 184               | 163 - 220 | 153                                     | 122 - 173 | 110       | 82 - 122  | 122                     | 102 - 138 | 100     | 82 - 112  | 100             | 82 - 112  | 133                                  | 102 - 143 |
| NT                      | 235             | 179 - 255 | 204                                   | 148 - 224 | 194              | 163 - 209 | 184              | 143 - 204 | 204               | 153 - 224 | 153                                     | 122 - 173 | 143       | 107 - 158 | 128                     | 97 - 143  | 122     | 92 - 148  | 133             | 112 - 153 | 133                                  | 102 - 143 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Resources and Mining

| Industrial Design | Engineering Manager |           | Principal / Lead Engineer |           | Project Manager |           | Senior Design Engineer |           | Design Engineer |           | Senior Project Engineer EPCM |           | Project Engineer EPCM |           | Design Manager / Chief Drafter |           | Senior Design Drafter |           | Design Drafter |          | Piping Designer |           |
|-------------------|---------------------|-----------|---------------------------|-----------|-----------------|-----------|------------------------|-----------|-----------------|-----------|------------------------------|-----------|-----------------------|-----------|--------------------------------|-----------|-----------------------|-----------|----------------|----------|-----------------|-----------|
|                   | Typical             | Range     | Typical                   | Range     | Typical         | Range     | Typical                | Range     | Typical         | Range     | Typical                      | Range     | Typical               | Range     | Typical                        | Range     | Typical               | Range     | Typical        | Range    | Typical         | Range     |
| WA                | 230                 | 220 - 250 | 190                       | 180 - 225 | 240             | 220 - 265 | 155                    | 140 - 185 | 140             | 115 - 165 | 170                          | 150 - 190 | 150                   | 140 - 160 | 170                            | 150 - 180 | 135                   | 110 - 140 | 100            | 90 - 130 | 115             | 105 - 130 |
| QLD               | 230                 | 220 - 250 | 180                       | 168 - 220 | 204             | 184 - 232 | 153                    | 133 - 179 | 102             | 87 - 124  | 143                          | 133 - 175 | 120                   | 105 - 150 | 138                            | 122 - 165 | 115                   | 110 - 135 | 71             | 66 - 108 | 102             | 82 - 127  |
| NSW               | 195                 | 190 - 205 | 175                       | 165 - 200 | 170             | 160 - 210 | 140                    | 140 - 175 | 130             | 105 - 140 | 160                          | 150 - 180 | 130                   | 130 - 150 | 130                            | 120 - 150 | 120                   | 110 - 130 | 85             | 80 - 95  | 110             | 110 - 130 |
| VIC               | 195                 | 184 - 224 | 165                       | 153 - 184 | 170             | 153 - 224 | 140                    | 140 - 175 | 100             | 71 - 112  | 143                          | 133 - 175 | 110                   | 82 - 122  | 130                            | 120 - 150 | 115                   | 102 - 133 | 85             | 71 - 102 | 105             | 82 - 112  |
| SA                | 173                 | 143 - 184 | 133                       | 122 - 143 | 204             | 184 - 232 | 140                    | 140 - 175 | 122             | 92 - 133  | 143                          | 133 - 175 | 100                   | 92 - 112  | 130                            | 120 - 150 | 112                   | 92 - 122  | 82             | 66 - 92  | 102             | 87 - 122  |
| TAS               | 175                 | 153 - 194 | 125                       | 112 - 143 | 204             | 184 - 232 | 140                    | 140 - 175 | 95              | 82 - 102  | 143                          | 133 - 175 | 100                   | 82 - 112  | 130                            | 120 - 150 | 120                   | 82 - 143  | 85             | 71 - 102 | 120             | 82 - 143  |
| NT                | 245                 | 214 - 265 | 190                       | 170 - 225 | 240             | 205 - 265 | 153                    | 140 - 185 | 112             | 92 - 133  | 140                          | 133 - 173 | 128                   | 92 - 148  | 148                            | 122 - 179 | 122                   | 82 - 143  | 97             | 77 - 107 | 117             | 107 - 128 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Office Support

To gain access to industry insights for Office Support professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

[Contact us today](#)

# Office Support

| Administration                                | Administration Assistant<br>6-12 mths exp |         | Administration Assistant<br>12+ mths exp |         | Project Administration Assistant<br>3+ yrs exp |         | Office Manager |          | Project Co-ordinator |          |
|-----------------------------------------------|-------------------------------------------|---------|------------------------------------------|---------|------------------------------------------------|---------|----------------|----------|----------------------|----------|
|                                               | Typical                                   | Range   | Typical                                  | Range   | Typical                                        | Range   | Typical        | Range    | Typical              | Range    |
| NSW - Sydney                                  | 65                                        | 60 - 70 | 70                                       | 65 - 75 | 85                                             | 75 - 95 | 105            | 90 - 120 | 90                   | 80 - 95  |
| NSW - Regional                                | 60                                        | 55 - 65 | 65                                       | 60 - 75 | 75                                             | 75 - 85 | 90             | 80 - 100 | 80                   | 75 - 85  |
| VIC - Melbourne                               | 65                                        | 55 - 70 | 70                                       | 65 - 75 | 90                                             | 80 - 95 | 95             | 90 - 100 | 90                   | 80 - 95  |
| VIC - Regional                                | 60                                        | 55 - 65 | 65                                       | 60 - 70 | 75                                             | 70 - 80 | 85             | 75 - 90  | 80                   | 70 - 85  |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 60                                        | 55 - 65 | 70                                       | 65 - 75 | 75                                             | 70 - 80 | 90             | 80 - 100 | 75                   | 70 - 80  |
| QLD - Regional                                | 58                                        | 55 - 65 | 65                                       | 60 - 70 | 75                                             | 65 - 80 | 80             | 65 - 85  | 75                   | 65 - 80  |
| SA - Adelaide                                 | 65                                        | 60 - 70 | 68                                       | 65 - 70 | 80                                             | 75 - 85 | 85             | 80 - 90  | 85                   | 80 - 90  |
| WA - Perth                                    | 65                                        | 57 - 70 | 68                                       | 65 - 75 | 80                                             | 75 - 95 | 90             | 80 - 110 | 85                   | 80 - 100 |
| ACT - Canberra                                | 68                                        | 60 - 75 | 75                                       | 75 - 80 | 85                                             | 80 - 90 | 105            | 90 - 120 | 90                   | 90 - 100 |
| TAS - Hobart / Launceston                     | 55                                        | 52 - 62 | 60                                       | 55 - 65 | 85                                             | 70 - 95 | 85             | 75 - 95  | 85                   | 75 - 95  |
| NT - Darwin                                   | 60                                        | 55 - 65 | 70                                       | 65 - 75 | 80                                             | 75 - 95 | 85             | 78 - 95  | 85                   | 65 - 85  |
| NZ - Auckland                                 | 60                                        | 55 - 65 | 62                                       | 60 - 68 | 70                                             | 65 - 75 | 75             | 70 - 80  | 72                   | 65 - 80  |
| NZ - Wellington                               | 58                                        | 55 - 62 | 62                                       | 58 - 65 | 65                                             | 65 - 75 | 80             | 70 - 90  | 73                   | 65 - 80  |
| NZ - Christchurch                             | 54                                        | 52 - 56 | 65                                       | 56 - 65 | 70                                             | 60 - 80 | 70             | 65 - 82  | 72                   | 65 - 80  |

| Administration / Support                      | Team Assistant / Administrator<br>3+ yrs exp |         | Personal Assistant<br>Assisting a number of executives |          | Executive Assistant<br>Working for one person |           |
|-----------------------------------------------|----------------------------------------------|---------|--------------------------------------------------------|----------|-----------------------------------------------|-----------|
|                                               | Typical                                      | Range   | Typical                                                | Range    | Typical                                       | Range     |
| NSW - Sydney                                  | 85                                           | 85 - 90 | 100                                                    | 90 - 110 | 120                                           | 100 - 135 |
| NSW - Regional                                | 70                                           | 65 - 80 | 80                                                     | 75 - 100 | 95                                            | 85 - 110  |
| VIC - Melbourne                               | 75                                           | 70 - 80 | 90                                                     | 85 - 100 | 115                                           | 90 - 130  |
| VIC - Regional                                | 68                                           | 65 - 70 | 90                                                     | 80 - 95  | 90                                            | 85 - 110  |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 70                                           | 70 - 80 | 85                                                     | 80 - 95  | 90                                            | 80 - 120  |
| QLD - Regional                                | 65                                           | 60 - 70 | 75                                                     | 70 - 80  | 85                                            | 75 - 90   |
| SA - Adelaide                                 | 75                                           | 70 - 80 | 85                                                     | 80 - 90  | 90                                            | 85 - 95   |
| WA - Perth                                    | 75                                           | 70 - 85 | 95                                                     | 85 - 110 | 100                                           | 80 - 120  |
| ACT - Canberra                                | 90                                           | 75 - 85 | 100                                                    | 95 - 110 | 120                                           | 100 - 130 |
| TAS - Hobart / Launceston                     | 70                                           | 65 - 75 | 85                                                     | 75 - 95  | 95                                            | 85 - 120  |
| NT - Darwin                                   | 70                                           | 65 - 85 | 85                                                     | 78 - 100 | 85                                            | 80 - 115  |
| NZ - Auckland                                 | 65                                           | 60 - 70 | 85                                                     | 75 - 90  | 100                                           | 80 - 120  |
| NZ - Wellington                               | 60                                           | 57 - 64 | 68                                                     | 75 - 90  | 75                                            | 80 - 95   |
| NZ - Christchurch                             | 70                                           | 65 - 75 | 70                                                     | 65 - 80  | 80                                            | 70 - 90   |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Office Support

| Reception                                        | Switchboard Operator |         | Receptionist<br>Up to 12 mths exp |         | Receptionist<br>12+ mths exp |         | Receptionist / Administration<br>Assistant<br>12+ mths exp |         |
|--------------------------------------------------|----------------------|---------|-----------------------------------|---------|------------------------------|---------|------------------------------------------------------------|---------|
|                                                  | Typical              | Range   | Typical                           | Range   | Typical                      | Range   | Typical                                                    | Range   |
| NSW - Sydney                                     | 65                   | 60 - 65 | 60                                | 60 - 65 | 70                           | 65 - 75 | 70                                                         | 60 - 75 |
| NSW - Regional                                   | 60                   | 60 - 65 | 60                                | 60 - 65 | 70                           | 65 - 75 | 70                                                         | 60 - 75 |
| VIC - Melbourne                                  | 60                   | 55 - 65 | 60                                | 55 - 65 | 68                           | 60 - 70 | 68                                                         | 65 - 72 |
| VIC - Regional                                   | 58                   | 55 - 60 | 58                                | 55 - 60 | 65                           | 60 - 70 | 65                                                         | 60 - 70 |
| QLD - Brisbane, Gold Coast<br>and Sunshine Coast | 65                   | 60 - 65 | 60                                | 60 - 65 | 65                           | 65 - 75 | 65                                                         | 65 - 75 |
| QLD - Regional                                   | 60                   | 60 - 65 | 58                                | 55 - 60 | 60                           | 60 - 70 | 65                                                         | 60 - 70 |
| SA - Adelaide                                    | 65                   | 60 - 70 | 65                                | 60 - 70 | 70                           | 60 - 75 | 70                                                         | 65 - 75 |
| WA - Perth                                       | 60                   | 55 - 65 | 65                                | 55 - 70 | 65                           | 60 - 70 | 70                                                         | 65 - 80 |
| ACT - Canberra                                   | 70                   | 65 - 75 | 65                                | 65 - 75 | 75                           | 70 - 78 | 78                                                         | 70 - 80 |
| TAS - Hobart / Launceston                        | 60                   | 55 - 68 | 60                                | 55 - 67 | 65                           | 60 - 70 | 67                                                         | 60 - 73 |
| NT - Darwin                                      | 60                   | 55 - 65 | 58                                | 55 - 60 | 60                           | 55 - 70 | 62                                                         | 55 - 75 |
| NZ - Auckland                                    | 60                   | 55 - 65 | 60                                | 60 - 65 | 62                           | 60 - 65 | 62                                                         | 60 - 65 |
| NZ - Wellington                                  | 53                   | 50 - 55 | 52                                | 50 - 55 | 55                           | 52 - 56 | 55                                                         | 51 - 58 |
| NZ - Christchurch                                | 53                   | 50 - 55 | 56                                | 54 - 58 | 58                           | 56 - 60 | 58                                                         | 56 - 60 |

| Administration / Specialists                     | Data Entry Operator |         | Records Officer |         | Medical Secretary |         |
|--------------------------------------------------|---------------------|---------|-----------------|---------|-------------------|---------|
|                                                  | Typical             | Range   | Typical         | Range   | Typical           | Range   |
| NSW - Sydney                                     | 65                  | 60 - 70 | 80              | 70 - 85 | 80                | 70 - 90 |
| NSW - Regional                                   | 65                  | 60 - 75 | 65              | 60 - 70 | 80                | 70 - 85 |
| VIC - Melbourne                                  | 65                  | 60 - 70 | 85              | 80 - 90 | 70                | 65 - 80 |
| VIC - Regional                                   | 60                  | 55 - 65 | 75              | 70 - 80 | 65                | 65 - 70 |
| QLD - Brisbane, Gold Coast<br>and Sunshine Coast | 65                  | 55 - 65 | 70              | 65 - 75 | 70                | 65 - 80 |
| QLD - Regional                                   | 60                  | 55 - 65 | 65              | 60 - 70 | 65                | 60 - 70 |
| SA - Adelaide                                    | 65                  | 60 - 70 | 65              | 60 - 70 | 72                | 75 - 80 |
| WA - Perth                                       | 60                  | 55 - 70 | 80              | 70 - 90 | 70                | 60 - 85 |
| ACT - Canberra                                   | 66                  | 65 - 70 | 70              | 60 - 70 | 85                | 75 - 90 |
| TAS - Hobart / Launceston                        | 60                  | 55 - 65 | 75              | 70 - 85 | 68                | 55 - 75 |
| NT - Darwin                                      | 60                  | 55 - 65 | 60              | 55 - 66 | 60                | 55 - 70 |
| NZ - Auckland                                    | 53                  | 50 - 55 | 55              | 55 - 60 | 67                | 61 - 75 |
| NZ - Wellington                                  | 58                  | 55 - 60 | 52              | 50 - 55 | 65                | 60 - 70 |
| NZ - Christchurch                                | 55                  | 54 - 57 | 54              | 52 - 57 | 67                | 62 - 72 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Office Support

| Legal Support                                 | Legal Secretary<br>0-2 years exp |         | Legal Secretary<br>2+ years exp |         | Legal Personal Assistant |          |
|-----------------------------------------------|----------------------------------|---------|---------------------------------|---------|--------------------------|----------|
|                                               | Typical                          | Range   | Typical                         | Range   | Typical                  | Range    |
| NSW - Sydney                                  | 75                               | 75 - 85 | 85                              | 80 - 90 | 85                       | 80 - 95  |
| NSW - Regional                                | 75                               | 65 - 80 | 85                              | 75 - 90 | 80                       | 75 - 90  |
| VIC - Melbourne                               | 70                               | 65 - 75 | 80                              | 75 - 90 | 85                       | 80 - 95  |
| VIC - Regional                                | 65                               | 60 - 70 | 75                              | 70 - 80 | 85                       | 80 - 90  |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 70                               | 70 - 75 | 75                              | 70 - 85 | 80                       | 75 - 95  |
| QLD - Regional                                | 65                               | 65 - 70 | 65                              | 65 - 70 | 70                       | 65 - 75  |
| SA - Adelaide                                 | 67                               | 65 - 75 | 75                              | 70 - 80 | 85                       | 80 - 90  |
| WA - Perth                                    | 65                               | 60 - 75 | 75                              | 70 - 85 | 90                       | 80 - 100 |
| ACT - Canberra                                | 84                               | 75 - 85 | 90                              | 80 - 95 | 90                       | 80 - 95  |
| TAS - Hobart / Launceston                     | 75                               | 65 - 80 | 78                              | 70 - 85 | 80                       | 75 - 95  |
| NT - Darwin                                   | 65                               | 60 - 70 | 68                              | 65 - 75 | 68                       | 65 - 87  |
| NZ - Auckland                                 | 65                               | 60 - 75 | 68                              | 65 - 75 | 75                       | 70 - 85  |
| NZ - Wellington                               | 68                               | 55 - 75 | 70                              | 65 - 78 | 74                       | 70 - 85  |
| NZ - Christchurch                             | 60                               | 55 - 65 | 68                              | 65 - 72 | -                        | -        |

| Banking and Finance Support                   | Specialist Finance PA |          | Investment Banking Personal Assistant |          | Client Service Officer |         |
|-----------------------------------------------|-----------------------|----------|---------------------------------------|----------|------------------------|---------|
|                                               | Typical               | Range    | Typical                               | Range    | Typical                | Range   |
| NSW - Sydney                                  | 90                    | 80 - 105 | 90                                    | 80 - 100 | 80                     | 70 - 85 |
| NSW - Regional                                | 85                    | 75 - 95  | 85                                    | 75 - 95  | 70                     | 65 - 75 |
| VIC - Melbourne                               | 90                    | 85 - 100 | 100                                   | 90 - 110 | 85                     | 75 - 95 |
| VIC - Regional                                | 80                    | 75 - 85  | 80                                    | 75 - 90  | 75                     | 70 - 80 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 85                    | 75 - 90  | 80                                    | 75 - 90  | 70                     | 60 - 75 |
| QLD - Regional                                | 70                    | 70 - 80  | 70                                    | 70 - 80  | 60                     | 55 - 70 |
| SA - Adelaide                                 | 73                    | 75 - 80  | 66                                    | 61 - 71  | 70                     | 65 - 75 |
| WA - Perth                                    | 85                    | 80 - 100 | 85                                    | 75 - 95  | 75                     | 65 - 85 |
| ACT - Canberra                                | 85                    | 75 - 90  | 80                                    | 75 - 85  | 76                     | 70 - 85 |
| TAS - Hobart / Launceston                     | 75                    | 70 - 90  | 70                                    | 65 - 80  | 78                     | 70 - 90 |
| NT - Darwin                                   | 70                    | 61 - 75  | 80                                    | 75 - 90  | 56                     | 56 - 61 |
| NZ - Auckland                                 | 80                    | 75 - 90  | 65                                    | 56 - 77  | 59                     | 55 - 66 |
| NZ - Wellington                               | 61                    | 56 - 66  | 65                                    | 56 - 70  | 53                     | 51 - 59 |
| NZ - Christchurch                             | 61                    | 56 - 66  | -                                     | -        | 53                     | 51 - 59 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Office Support

| Property and Construction Support             | Document Controller |          | Project Secretary / Administrator |          | Site Secretary / Administrator |          | Facilities Administrator |         | Contracts Administrator Residential |          | Client Liaison Residential |         |
|-----------------------------------------------|---------------------|----------|-----------------------------------|----------|--------------------------------|----------|--------------------------|---------|-------------------------------------|----------|----------------------------|---------|
|                                               | Typical             | Range    | Typical                           | Range    | Typical                        | Range    | Typical                  | Range   | Typical                             | Range    | Typical                    | Range   |
| NSW - Sydney                                  | 85                  | 75 - 95  | 75                                | 70 - 90  | 80                             | 70 - 95  | 70                       | 65 - 75 | 100                                 | 90 - 110 | 70                         | 65 - 85 |
| NSW - Regional                                | 75                  | 70 - 80  | 80                                | 75 - 85  | 80                             | 70 - 90  | 65                       | 60 - 70 | 90                                  | 85 - 100 | 70                         | 65 - 85 |
| VIC - Melbourne                               | 95                  | 90 - 100 | 80                                | 75 - 85  | 80                             | 75 - 85  | 75                       | 70 - 80 | 90                                  | 85 - 95  | 80                         | 75 - 85 |
| VIC - Regional                                | 85                  | 80 - 90  | 75                                | 70 - 80  | 75                             | 70 - 80  | 70                       | 65 - 75 | 90                                  | 80 - 95  | 75                         | 70 - 80 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 85                  | 75 - 95  | 75                                | 70 - 85  | 75                             | 70 - 90  | 65                       | 60 - 75 | 85                                  | 70 - 90  | 70                         | 65 - 80 |
| QLD - Regional                                | 75                  | 70 - 85  | 75                                | 70 - 80  | 70                             | 70 - 85  | 60                       | 55 - 70 | 75                                  | 65 - 85  | 65                         | 60 - 70 |
| SA - Adelaide                                 | 80                  | 75 - 85  | 80                                | 75 - 85  | 75                             | 70 - 80  | 75                       | 70 - 80 | 82                                  | 75 - 90  | 70                         | 65 - 75 |
| WA - Perth                                    | 95                  | 85 - 120 | 80                                | 75 - 95  | 90                             | 80 - 130 | 75                       | 70 - 80 | 95                                  | 80 - 110 | 75                         | 70 - 90 |
| ACT - Canberra                                | 80                  | 75 - 88  | 90                                | 80 - 100 | 77                             | 75 - 85  | 75                       | 70 - 80 | 90                                  | 80 - 95  | 65                         | 65 - 70 |
| TAS - Hobart / Launceston                     | 85                  | 75 - 100 | 80                                | 75 - 100 | 85                             | 75 - 100 | 75                       | 70 - 80 | 90                                  | 85 - 120 | 75                         | 70 - 85 |
| NT - Darwin                                   | 100                 | 80 - 120 | 90                                | 75 - 100 | 75                             | 65 - 100 | 65                       | 60 - 75 | 90                                  | 80 - 110 | 56                         | 56 - 61 |
| NZ - Auckland                                 | 65                  | 60 - 70  | 59                                | 55 - 69  | 60                             | 55 - 69  | 63                       | 55 - 70 | 63                                  | 55 - 71  | 56                         | 55 - 61 |
| NZ - Wellington                               | 60                  | 60 - 70  | 62                                | 60 - 65  | 58                             | 55 - 60  | 60                       | 50 - 65 | 60                                  | 55 - 70  | 51                         | 48 - 56 |
| NZ - Christchurch                             | 65                  | 60 - 70  | 62                                | 60 - 65  | 58                             | 55 - 60  | 57                       | 55 - 60 | 60                                  | 55 - 70  | 49                         | 48 - 55 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Policy and Strategy

To gain access to industry insights for Policy and Strategy professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

Contact us today

# Policy and Strategy

|                 | Policy Officer / Policy Advisor |          | Senior Policy Officer / Policy Advisor |           | Policy Manager |           | Government Relations Manager |           | Strategic Manager |           | Program Officer / Co-ordinator* |          | Program Manager* |           | Project Officer* |          | Project Manager* |            | Grants Officer |          | Research Analyst |          |
|-----------------|---------------------------------|----------|----------------------------------------|-----------|----------------|-----------|------------------------------|-----------|-------------------|-----------|---------------------------------|----------|------------------|-----------|------------------|----------|------------------|------------|----------------|----------|------------------|----------|
|                 | Typical                         | Range    | Typical                                | Range     | Typical        | Range     | Typical                      | Range     | Typical           | Range     | Typical                         | Range    | Typical          | Range     | Typical          | Range    | Typical          | Range      | Typical        | Range    | Typical          | Range    |
| NSW - Sydney    | 95                              | 90 - 110 | 120                                    | 110 - 130 | 160            | 140 - 175 | 135                          | 120 - 180 | 150               | 140 - 180 | 90                              | 80 - 110 | 150              | 130 - 180 | 95               | 90 - 120 | 160              | 140 - 180  | 95             | 85 - 110 | 90               | 80 - 110 |
| VIC - Melbourne | 95                              | 95 - 107 | 109                                    | 109 - 132 | 150            | 130 - 170 | 140                          | 130 - 170 | 150               | 130 - 170 | 95                              | 95 - 107 | 150              | 130 - 180 | 95               | 95 - 107 | 150              | 130 - 180  | 95             | 95 - 107 | 90               | 90 - 105 |
| QLD - Brisbane  | 95                              | 85 - 105 | 115                                    | 95 - 130  | 140            | 120 - 160 | 120                          | 100 - 150 | 140               | 130 - 170 | 90                              | 85 - 110 | 130              | 120 - 160 | 95               | 90 - 110 | 130              | 120 - 170  | 95             | 90 - 110 | 95               | 80 - 110 |
| WA - Perth      | 95                              | 85 - 105 | 105                                    | 95 - 120  | 130            | 115 - 145 | 122                          | 110 - 143 | 135               | 120 - 163 | 100                             | 90 - 110 | 130              | 115 - 150 | 90               | 75 - 100 | 130              | 115 - 150  | 80             | 75 - 90  | 95               | 90 - 100 |
| ACT - Canberra  | 80                              | 66 - 95  | 105                                    | 90 - 120  | 120            | 110 - 155 | 112                          | 92 - 135  | 115               | 97 - 135  | 95                              | 85 - 105 | 115              | 90 - 155  | 85               | 75 - 95  | 100              | 95 - 140   | 85             | 75 - 95  | 90               | 80 - 110 |
| SA - Adelaide   | 90                              | 85 - 105 | 107                                    | 97 - 119  | 120            | 117 - 123 | 130                          | 117 - 150 | 135               | 115 - 165 | 95                              | 90 - 120 | 130              | 120 - 145 | 95               | 90 - 110 | 125              | 120 - 150  | 90             | 85 - 100 | 90               | 80 - 112 |
| TAS - Hobart    | 80                              | 68 - 94  | 99                                     | 89 - 114  | 114            | 94 - 124  | 112                          | 97 - 122  | 133               | 102 - 163 | 72                              | 62 - 92  | 107              | 87 - 145  | 89               | 68 - 94  | 98               | 87.5 - 135 | 82             | 77 - 97  | 82               | 66 - 92  |
| NT - Darwin     | 75                              | 70 - 80  | 95                                     | 85 - 105  | 114            | 106 - 120 | 105                          | 100 - 115 | 115               | 110 - 125 | 75                              | 70 - 85  | 105              | 90 - 120  | 82               | 79 - 87  | 106              | 95 - 115   | 85             | 80 - 95  | 80               | 75 - 90  |
| New Zealand     | 82                              | 71 - 92  | 102                                    | 92 - 122  | 150            | 112 - 170 | 112                          | 102 - 122 | 145               | 125 - 170 | 71                              | 61 - 82  | 115              | 92 - 133  | 71               | 61 - 82  | 105              | 92 - 125   | 70             | 65 - 75  | 82               | 71 - 92  |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Policy and Strategy

|                 | Evaluation Advisor |          | Senior Evaluation Advisor |           | Data Analyst |           | Executive Officer |           | Business Analyst |           | Ministerial Liaison Officer |           | Regulatory Advisor |           | Regulatory Manager |           | Economist |           | Senior Economist |           | Governance Officer / Secretariat |           |
|-----------------|--------------------|----------|---------------------------|-----------|--------------|-----------|-------------------|-----------|------------------|-----------|-----------------------------|-----------|--------------------|-----------|--------------------|-----------|-----------|-----------|------------------|-----------|----------------------------------|-----------|
|                 | Typical            | Range    | Typical                   | Range     | Typical      | Range     | Typical           | Range     | Typical          | Range     | Typical                     | Range     | Typical            | Range     | Typical            | Range     | Typical   | Range     | Typical          | Range     | Typical                          | Range     |
| NSW - Sydney    | 100                | 85 - 110 | 115                       | 100 - 130 | 110          | 100 - 120 | 130               | 110 - 160 | 122              | 87 - 143  | 110                         | 100 - 129 | 130                | 110 - 150 | 150                | 120 - 180 | 120       | 100 - 140 | 160              | 130 - 185 | 110                              | 100 - 120 |
| VIC - Melbourne | 95                 | 95 - 105 | 115                       | 110 - 130 | 110          | 110 - 120 | 110               | 100 - 130 | 120              | 115 - 130 | 110                         | 100 - 125 | 110                | 110 - 125 | 140                | 125 - 175 | 120       | 110 - 130 | 140              | 125 - 160 | 105                              | 105 - 120 |
| QLD - Brisbane  | 100                | 90 - 110 | 110                       | 100 - 130 | 100          | 80 - 120  | 110               | 90 - 140  | 110              | 95 - 130  | 95                          | 85 - 110  | 105                | 95 - 130  | 130                | 120 - 160 | 110       | 95 - 135  | 140              | 120 - 170 | 110                              | 90 - 120  |
| WA - Perth      | 100                | 90 - 110 | 120                       | 110 - 130 | 100          | 80 - 120  | 100               | 90 - 120  | 110              | 95 - 125  | 90                          | 75 - 100  | 100                | 90 - 115  | 130                | 115 - 148 | 110       | 92 - 130  | 125              | 105 - 150 | 95                               | 85 - 110  |
| ACT - Canberra  | 110                | 80 - 120 | 115                       | 105 - 130 | 90           | 80 - 110  | 110               | 92 - 150  | 110              | 95 - 133  | 100                         | 90 - 120  | 105                | 92 - 120  | 115                | 95 - 125  | 107       | 97 - 122  | 125              | 112 - 155 | 95                               | 85 - 120  |
| SA - Adelaide   | 85                 | 80 - 95  | 95                        | 90 - 100  | 95           | 90 - 120  | 95                | 95 - 120  | 115              | 110 - 140 | 95                          | 90 - 120  | 105                | 95 - 120  | 128                | 110 - 153 | 115       | 105 - 140 | 130              | 120 - 150 | 100                              | 95 - 120  |
| TAS - Hobart    | 75                 | 65 - 95  | 90                        | 85 - 100  | 80           | 71 - 92   | 105               | 99 - 110  | 92               | 82 - 117  | 97                          | 87 - 102  | 92                 | 82 - 102  | 112                | 99 - 124  | 102       | 92 - 128  | 122              | 107 - 138 | 87                               | 82 - 97   |
| NT - Darwin     | -                  | -        | -                         | -         | 85           | 82 - 90   | 100               | 85 - 110  | 95               | 85 - 101  | 85                          | 75 - 95   | 92                 | 82 - 101  | 110                | 106 - 114 | 105       | 85 - 125  | 125              | 106 - 134 | 92                               | 82 - 101  |
| New Zealand     | 74                 | 69 - 79  | 85                        | 82 - 87   | 72           | 61 - 82   | 100               | 80 - 120  | 87               | 71 - 102  | 90                          | 65 - 110  | 98                 | 85 - 110  | 120                | 90 - 150  | 105       | 85 - 125  | 122              | 102 - 143 | 85                               | 80 - 90   |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Policy and Strategy

|                 | Governance Manager |           | Risk Advisor |           | Compliance Officer |           | Risk / Compliance Manager |           |
|-----------------|--------------------|-----------|--------------|-----------|--------------------|-----------|---------------------------|-----------|
|                 | Typical            | Range     | Typical      | Range     | Typical            | Range     | Typical                   | Range     |
| NSW - Sydney    | 150                | 130 - 170 | 110          | 100 - 130 | 110                | 100 - 120 | 150                       | 130 - 170 |
| VIC - Melbourne | 140                | 130 - 160 | 115          | 106 - 140 | 100                | 90 - 120  | 150                       | 130 - 180 |
| QLD - Brisbane  | 135                | 120 - 155 | 120          | 95 - 135  | 95                 | 85 - 120  | 150                       | 130 - 180 |
| WA - Perth      | 130                | 115 - 145 | 120          | 100 - 140 | 90                 | 85 - 110  | 145                       | 125 - 180 |
| ACT - Canberra  | 130                | 120 - 155 | 120          | 100 - 140 | 85                 | 70 - 100  | 115                       | 100 - 130 |
| SA - Adelaide   | 115                | 110 - 140 | 100          | 95 - 125  | 90                 | 78 - 105  | 120                       | 115 - 140 |
| TAS - Hobart    | 120                | 100 - 140 | 80           | 70 - 100  | 80                 | 66 - 87   | 95                        | 85 - 110  |
| NT - Darwin     | 110                | 106 - 114 | 110          | 106 - 114 | 80                 | 75 - 90   | 110                       | 100 - 120 |
| New Zealand     | 114                | 92 - 135  | 105          | 90 - 120  | 75                 | 65 - 85   | 100                       | 80 - 120  |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Procurement

To gain access to industry insights for Procurement professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

Contact us today

# Procurement

|                 | Procurement Officer |          | Procurement Specialist |           | Procurement Manager |           | Strategic Sourcing Manager |           | Procurement Analyst |           | Purchasing Manager |           | Category Manager |           | Contract Administrator |           | Contract Manager |           | Commercial Manager |           |
|-----------------|---------------------|----------|------------------------|-----------|---------------------|-----------|----------------------------|-----------|---------------------|-----------|--------------------|-----------|------------------|-----------|------------------------|-----------|------------------|-----------|--------------------|-----------|
|                 | Typical             | Range    | Typical                | Range     | Typical             | Range     | Typical                    | Range     | Typical             | Range     | Typical            | Range     | Typical          | Range     | Typical                | Range     | Typical          | Range     | Typical            | Range     |
| NSW - Sydney    | 95                  | 80 - 110 | 115                    | 100 - 140 | 160                 | 140 - 200 | 140                        | 130 - 180 | 100                 | 90 - 120  | 120                | 100 - 140 | 160              | 140 - 180 | 85                     | 80 - 100  | 140              | 120 - 180 | 170                | 140 - 215 |
| VIC - Melbourne | 90                  | 70 - 110 | 120                    | 90 - 140  | 160                 | 130 - 200 | 160                        | 140 - 200 | 100                 | 80 - 130  | 115                | 90 - 125  | 155              | 130 - 185 | 100                    | 80 - 120  | 150              | 100 - 200 | 170                | 140 - 215 |
| QLD - Brisbane  | 85                  | 75 - 100 | 110                    | 90 - 120  | 150                 | 130 - 200 | 140                        | 120 - 180 | 100                 | 80 - 120  | 120                | 100 - 140 | 122              | 100 - 160 | 90                     | 80 - 120  | 120              | 100 - 160 | 150                | 130 - 200 |
| SA - Adelaide   | 80                  | 70 - 90  | 95                     | 85 - 120  | 150                 | 120 - 180 | 130                        | 120 - 150 | 120                 | 90 - 140  | 120                | 100 - 140 | 120              | 110 - 130 | 120                    | 100 - 140 | 160              | 130 - 200 | 200                | 160 - 250 |
| WA - Perth      | 100                 | 90 - 110 | 130                    | 120 - 145 | 175                 | 160 - 240 | 170                        | 150 - 210 | 120                 | 110 - 140 | 140                | 130 - 155 | 165              | 145 - 200 | 145                    | 130 - 175 | 165              | 140 - 260 | 195                | 175 - 265 |
| ACT - Canberra  | 100                 | 90 - 110 | 125                    | 120 - 140 | 160                 | 150 - 200 | 120                        | 120 - 160 | 100                 | 90 - 110  | 105                | 100 - 110 | 140              | 130 - 150 | 100                    | 80 - 110  | 140              | 130 - 180 | 185                | 160 - 230 |
| NT- Darwin      | 80                  | 70 - 90  | 90                     | 90 - 120  | 120                 | 100 - 140 | 120                        | 112 - 165 | 80                  | 70 - 90   | 92                 | 85 - 115  | 112              | 110 - 150 | 90                     | 80 - 100  | 110              | 100 - 120 | 130                | 110 - 160 |
| TAS - Hobart    | 80                  | 70 - 90  | 100                    | 90 - 120  | 120                 | 100 - 140 | 120                        | 110 - 150 | 80                  | 70 - 90   | 95                 | 85 - 115  | 125              | 100 - 150 | 90                     | 80 - 100  | 120              | 100 - 140 | 140                | 120 - 160 |
| New Zealand     | 80                  | 75 - 90  | 100                    | 90 - 120  | 140                 | 120 - 170 | 135                        | 120 - 160 | 90                  | 80 - 100  | 105                | 95 - 125  | 125              | 110 - 150 | 90                     | 80 - 110  | 130              | 100 - 170 | 140                | 120 - 170 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Property

To gain access to industry insights for Property professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

Contact us today

# Property

|                                               | Commercial / Industrial / Retail Property Manager<br>0-3 yrs exp |          | Commercial / Industrial / Retail Property Manager<br>3+ yrs exp |          | Residential Property Manager<br>0-3 yrs exp |         | Residential Property Manager<br>3+ yrs exp |          | Asset Manager<br>0-3 yrs exp |          | Asset Manager<br>3+ yrs exp |           | Retail Centre Manager |           | Lease Administrator |          | Commercial / Industrial Sales and Leasing |          | Valuer CPV / RPV<br>0-3 yrs exp |          | Valuer CPV / RPV<br>3+ yrs exp |           |
|-----------------------------------------------|------------------------------------------------------------------|----------|-----------------------------------------------------------------|----------|---------------------------------------------|---------|--------------------------------------------|----------|------------------------------|----------|-----------------------------|-----------|-----------------------|-----------|---------------------|----------|-------------------------------------------|----------|---------------------------------|----------|--------------------------------|-----------|
|                                               | Typical                                                          | Range    | Typical                                                         | Range    | Typical                                     | Range   | Typical                                    | Range    | Typical                      | Range    | Typical                     | Range     | Typical               | Range     | Typical             | Range    | Typical                                   | Range    | Typical                         | Range    | Typical                        | Range     |
| NSW - Sydney                                  | 90                                                               | 70 - 110 | 130                                                             | 90 - 150 | 80                                          | 60 - 90 | 100                                        | 80 - 120 | 120                          | 71 - 130 | 180                         | 120 - 250 | 150                   | 100 - 185 | 110                 | 75 - 130 | 120                                       | 80 - 180 | 90                              | 70 - 110 | 115                            | 100 - 140 |
| NSW - Regional                                | 90                                                               | 65 - 100 | 120                                                             | 80 - 150 | 80                                          | 60 - 85 | 90                                         | 70 - 110 | 100                          | 70 - 120 | 160                         | 90 - 200  | 130                   | 90 - 150  | 80                  | 60 - 100 | 102                                       | 56 - 140 | 90                              | 70 - 100 | 110                            | 100 - 135 |
| VIC - Melbourne                               | 80                                                               | 70 - 100 | 115                                                             | 90 - 135 | 75                                          | 60 - 80 | 90                                         | 80 - 110 | 90                           | 75 - 110 | 140                         | 120 - 200 | 120                   | 85 - 135  | 90                  | 60 - 120 | 85                                        | 65 - 130 | 90                              | 70 - 100 | 105                            | 100 - 125 |
| VIC - Regional                                | 75                                                               | 60 - 85  | 90                                                              | 75 - 115 | 65                                          | 60 - 75 | 80                                         | 70 - 95  | 80                           | 65 - 100 | 120                         | 90 - 150  | 95                    | 75 - 115  | 60                  | 50 - 90  | 80                                        | 60 - 115 | 65                              | 60 - 85  | 85                             | 70 - 110  |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 85                                                               | 65 - 75  | 120                                                             | 75 - 130 | 75                                          | 60 - 85 | 70                                         | 60 - 75  | 85                           | 70 - 100 | 120                         | 90 - 180  | 120                   | 90 - 155  | 90                  | 55 - 120 | 110                                       | 65 - 160 | 56                              | 65 - 100 | 90                             | 70 - 110  |
| QLD - Regional                                | 80                                                               | 60 - 70  | 80                                                              | 70 - 90  | 60                                          | 60 - 70 | 63                                         | 60 - 65  | 82                           | 71 - 92  | 102                         | 90 - 150  | 100                   | 80 - 143  | 49                  | 49 - 56  | 102                                       | 60 - 150 | 56                              | 49 - 85  | 71                             | 70 - 105  |
| SA - Adelaide                                 | 80                                                               | 65 - 90  | 100                                                             | 75 - 120 | 70                                          | 60 - 80 | 80                                         | 70 - 95  | 85                           | 70 - 100 | 115                         | 95 - 150  | 110                   | 85 - 150  | 65                  | 60 - 75  | 110                                       | 70 - 150 | 80                              | 65 - 110 | 115                            | 92 - 130  |
| WA - Perth                                    | 75                                                               | 60 - 100 | 110                                                             | 70 - 130 | 70                                          | 60 - 80 | 75                                         | 75 - 80  | 85                           | 80 - 100 | 120                         | 95 - 140  | 120                   | 80 - 150  | 65                  | 55 - 70  | 125                                       | 80 - 170 | 80                              | 80 - 100 | 110                            | 80 - 122  |
| ACT - Canberra                                | 80                                                               | 60 - 90  | 95                                                              | 90 - 120 | 70                                          | 60 - 80 | 85                                         | 70 - 95  | 92                           | 80 - 110 | 130                         | 120 - 160 | 120                   | 92 - 143  | 75                  | 55 - 80  | 122                                       | 71 - 130 | 80                              | 60 - 95  | 100                            | 90 - 130  |
| TAS - Hobart                                  | 70                                                               | 65 - 80  | 90                                                              | 80 - 100 | 70                                          | 65 - 75 | 85                                         | 75 - 95  | 75                           | 70 - 80  | 100                         | 85 - 120  | 110                   | 95 - 115  | 51                  | 49 - 56  | 75                                        | 65 - 95  | 66                              | 56 - 71  | 82                             | 71 - 92   |
| NT - Darwin                                   | 80                                                               | 70 - 90  | 90                                                              | 70 - 100 | 63                                          | 60 - 65 | 75                                         | 65 - 85  | 77                           | 66 - 92  | 92                          | 85 - 122  | 110                   | 85 - 122  | 56                  | 49 - 61  | 110                                       | 80 - 120 | 66                              | 56 - 82  | 77                             | 66 - 112  |
| NZ - Auckland                                 | 71                                                               | 61 - 77  | 107                                                             | 87 - 112 | 71                                          | 60 - 82 | 90                                         | 80 - 102 | 90                           | 82 - 112 | 138                         | 112 - 153 | 133                   | 92 - 153  | 66                  | 56 - 77  | 120                                       | 75 - 130 | 75                              | 56 - 87  | 115                            | 87 - 138  |
| NZ - Wellington                               | 71                                                               | 61 - 77  | 107                                                             | 87 - 112 | 71                                          | 60 - 82 | 90                                         | 80 - 102 | 90                           | 82 - 112 | 122                         | 102 - 133 | 112                   | 92 - 122  | 61                  | 51 - 66  | 120                                       | 75 - 130 | 75                              | 56 - 87  | 115                            | 87 - 138  |
| NZ - Christchurch                             | 66                                                               | 60 - 71  | 107                                                             | 87 - 112 | 71                                          | 60 - 82 | 90                                         | 80 - 102 | 90                           | 82 - 112 | 122                         | 102 - 133 | 112                   | 92 - 122  | 61                  | 51 - 66  | 120                                       | 75 - 130 | 75                              | 56 - 87  | 115                            | 87 - 138  |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Property

|                                               | Client side Project Manager<br>0-3 yrs exp |          | Client side Project Manager<br>3+ yrs exp |           | Client side Project Director |           | Acquisitions<br>0-4 yrs exp |          | Acquisitions<br>4+ yrs exp |           | Assistant Development Manager |           | Development Manager |           | Development Director |           |
|-----------------------------------------------|--------------------------------------------|----------|-------------------------------------------|-----------|------------------------------|-----------|-----------------------------|----------|----------------------------|-----------|-------------------------------|-----------|---------------------|-----------|----------------------|-----------|
|                                               | Typical                                    | Range    | Typical                                   | Range     | Typical                      | Range     | Typical                     | Range    | Typical                    | Range     | Typical                       | Range     | Typical             | Range     | Typical              | Range     |
| NSW - Sydney                                  | 110                                        | 90 - 130 | 180                                       | 102 - 250 | 255                          | 179 - 310 | 102                         | 71 - 125 | 204                        | 102 - 350 | 130                           | 100 - 150 | 184                 | 133 - 230 | 280                  | 224 - 388 |
| NSW - Regional                                | 90                                         | 80 - 110 | 150                                       | 102 - 180 | 204                          | 163 - 260 | 82                          | 56 - 105 | 184                        | 102 - 306 | 110                           | 90 - 135  | 184                 | 122 - 230 | 260                  | 224 - 388 |
| VIC - Melbourne                               | 105                                        | 90 - 125 | 170                                       | 105 - 250 | 250                          | 180 - 300 | 102                         | 71 - 122 | 200                        | 105 - 350 | 120                           | 90 - 150  | 185                 | 135 - 230 | 280                  | 225 - 385 |
| VIC - Regional                                | 95                                         | 80 - 110 | 160                                       | 105 - 185 | 235                          | 180 - 260 | 82                          | 66 - 110 | 130                        | 90 - 170  | 75                            | 60 - 110  | 125                 | 115 - 170 | 190                  | 160 - 230 |
| QLD - Brisbane, Gold Coast and Sunshine Coast | 90                                         | 80 - 110 | 122                                       | 100 - 180 | 163                          | 153 - 250 | 82                          | 71 - 107 | 122                        | 82 - 168  | 75                            | 65 - 90   | 150                 | 100 - 180 | 224                  | 204 - 306 |
| QLD - Regional                                | 82                                         | 70 - 95  | 112                                       | 95 - 120  | 133                          | 130 - 220 | 71                          | 61 - 102 | 112                        | 82 - 143  | 70                            | 65 - 66   | 140                 | 102 - 160 | 153                  | 155 - 224 |
| SA - Adelaide                                 | 100                                        | 85 - 130 | 140                                       | 100 - 175 | 190                          | 130 - 250 | 100                         | 70 - 120 | 185                        | 100 - 220 | 95                            | 75 - 110  | 170                 | 130 - 230 | 220                  | 180 - 270 |
| WA - Perth                                    | 95                                         | 70 - 120 | 135                                       | 102 - 170 | 185                          | 153 - 240 | 95                          | 75 - 120 | 180                        | 130 - 200 | 85                            | 65 - 100  | 145                 | 120 - 180 | 200                  | 180 - 300 |
| ACT - Canberra                                | 90                                         | 75 - 110 | 143                                       | 110 - 170 | 200                          | 170 - 250 | 92                          | 71 - 100 | 143                        | 100 - 184 | 85                            | 80 - 110  | 153                 | 110 - 240 | 260                  | 240 - 300 |
| TAS - Hobart                                  | 82                                         | 71 - 92  | 130                                       | 95 - 150  | 163                          | 133 - 194 | 82                          | 71 - 102 | 97                         | 87 - 117  | 77                            | 66 - 92   | 122                 | 105 - 153 | 163                  | 143 - 184 |
| NT - Darwin                                   | 110                                        | 85 - 100 | 140                                       | 95 - 150  | 190                          | 180 - 240 | 66                          | 51 - 87  | 77                         | 71 - 122  | 71                            | 66 - 92   | 122                 | 112 - 148 | 220                  | 180 - 240 |
| NZ - Auckland                                 | 82                                         | 77 - 97  | 138                                       | 102 - 153 | 194                          | 173 - 214 | 71                          | 66 - 87  | 117                        | 87 - 133  | 112                           | 77 - 133  | 184                 | 133 - 230 | 306                  | 255 - 357 |
| NZ - Wellington                               | 82                                         | 77 - 97  | 117                                       | 87 - 133  | 143                          | 133 - 163 | 71                          | 66 - 87  | 102                        | 77 - 117  | 102                           | 77 - 122  | 184                 | 133 - 214 | 306                  | 255 - 357 |
| NZ - Christchurch                             | 82                                         | 77 - 97  | 117                                       | 87 - 133  | 143                          | 133 - 163 | 71                          | 66 - 87  | 102                        | 77 - 117  | 102                           | 77 - 122  | 184                 | 133 - 214 | 306                  | 255 - 357 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Sales

To gain access to industry insights for Sales professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

Contact us today

# Sales

| General           | Sales Representative |          | Business Development Manager |           | Key Account Manager |          | National Account Manager |           | State Sales Manager |           | National Sales Manager |           | Director of Sales |           |
|-------------------|----------------------|----------|------------------------------|-----------|---------------------|----------|--------------------------|-----------|---------------------|-----------|------------------------|-----------|-------------------|-----------|
|                   | Typical              | Range    | Typical                      | Range     | Typical             | Range    | Typical                  | Range     | Typical             | Range     | Typical                | Range     | Typical           | Range     |
| NSW - Sydney      | 95                   | 85 - 110 | 135                          | 110 - 200 | 115                 | 95 - 130 | 135                      | 120 - 150 | 140                 | 120 - 160 | 180                    | 150 - 225 | 250               | 200 - 300 |
| VIC - Melbourne   | 90                   | 80 - 100 | 130                          | 110 - 150 | 110                 | 95 - 125 | 135                      | 120 - 150 | 135                 | 110 - 150 | 165                    | 140 - 200 | 220               | 190 - 265 |
| QLD - Brisbane    | 85                   | 75 - 95  | 120                          | 100 - 140 | 105                 | 90 - 120 | 130                      | 115 - 145 | 120                 | 105 - 140 | 150                    | 130 - 190 | 200               | 180 - 250 |
| SA - Adelaide     | 80                   | 70 - 90  | 110                          | 95 - 125  | 100                 | 85 - 115 | 125                      | 110 - 140 | 110                 | 95 - 125  | 130                    | 125 - 140 | 180               | 160 - 200 |
| WA - Perth        | 85                   | 75 - 95  | 120                          | 95 - 160  | 105                 | 90 - 120 | 130                      | 115 - 145 | 120                 | 105 - 140 | 140                    | 130 - 160 | 200               | 180 - 220 |
| ACT - Canberra    | 80                   | 70 - 90  | 110                          | 90 - 130  | 95                  | 85 - 115 | 125                      | 110 - 140 | 115                 | 100 - 130 | 125                    | 110 - 145 | 180               | 170 - 200 |
| TAS - Hobart      | 80                   | 70 - 90  | 95                           | 90 - 110  | 95                  | 85 - 110 | 125                      | 110 - 140 | 105                 | 95 - 130  | 120                    | 105 - 140 | 160               | 165 - 180 |
| NT - Darwin       | 80                   | 70 - 90  | 100                          | 90 - 110  | 95                  | 85 - 110 | 125                      | 110 - 140 | 105                 | 95 - 125  | 120                    | 100 - 140 | 165               | 150 - 180 |
| NZ - Auckland     | 80                   | 70 - 90  | 110                          | 95 - 130  | 90                  | 80 - 105 | 115                      | 100 - 130 | 130                 | 120 - 150 | 140                    | 120 - 160 | 200               | 165 - 250 |
| NZ - Wellington   | 70                   | 65 - 85  | 100                          | 90 - 125  | 85                  | 75 - 105 | 110                      | 95 - 125  | 120                 | 105 - 145 | 125                    | 110 - 140 | 180               | 155 - 220 |
| NZ - Christchurch | 65                   | 60 - 75  | 90                           | 85 - 120  | 80                  | 70 - 100 | 105                      | 90 - 120  | 110                 | 95 - 140  | 115                    | 105 - 130 | 160               | 145 - 200 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\* All salaries shown exclude car and commission

# Sales

| IT and Telecommunications Sales | Business Development Manager |           | Sales Executive - SMB |           | Sales Executive Mid - Market |           | Sales Executive - Enterprise |           | Sales Consultant |           | Partner Account Manager |           | Channel Sales Manager |           | Account Executive SMB |           | Account Executive Mid - Market |           | Account Executive Enterprise |           | Account Manager |           |
|---------------------------------|------------------------------|-----------|-----------------------|-----------|------------------------------|-----------|------------------------------|-----------|------------------|-----------|-------------------------|-----------|-----------------------|-----------|-----------------------|-----------|--------------------------------|-----------|------------------------------|-----------|-----------------|-----------|
|                                 | Typical                      | Range     | Typical               | Range     | Typical                      | Range     | Typical                      | Range     | Typical          | Range     | Typical                 | Range     | Typical               | Range     | Typical               | Range     | Typical                        | Range     | Typical                      | Range     | Typical         | Range     |
| NSW - Sydney                    | 150                          | 130 - 170 | 115                   | 100 - 130 | 140                          | 130 - 150 | 175                          | 150 - 200 | 150              | 140 - 160 | 140                     | 130 - 150 | 160                   | 140 - 180 | 115                   | 100 - 130 | 140                            | 130 - 150 | 175                          | 150 - 200 | 130             | 115 - 145 |
| VIC - Melbourne                 | 145                          | 125 - 165 | 115                   | 100 - 130 | 140                          | 130 - 150 | 175                          | 150 - 200 | 150              | 140 - 160 | 140                     | 130 - 150 | 160                   | 140 - 180 | 115                   | 100 - 130 | 140                            | 130 - 150 | 175                          | 150 - 200 | 130             | 115 - 145 |
| QLD - Brisbane                  | 140                          | 120 - 160 | 110                   | 95 - 125  | 135                          | 125 - 145 | 165                          | 145 - 190 | 145              | 135 - 155 | 135                     | 125 - 145 | 150                   | 135 - 165 | 110                   | 95 - 125  | 135                            | 125 - 145 | 170                          | 145 - 195 | 125             | 110 - 140 |
| SA - Adelaide                   | 135                          | 110 - 155 | 110                   | 90 - 120  | 130                          | 120 - 140 | 160                          | 140 - 180 | 140              | 130 - 150 | 130                     | 120 - 140 | 145                   | 130 - 160 | 105                   | 90 - 120  | 130                            | 120 - 140 | 165                          | 140 - 190 | 115             | 100 - 130 |
| WA - Perth                      | 135                          | 110 - 155 | 110                   | 90 - 120  | 130                          | 120 - 140 | 160                          | 140 - 180 | 140              | 130 - 150 | 130                     | 120 - 140 | 145                   | 130 - 160 | 105                   | 90 - 120  | 130                            | 120 - 140 | 165                          | 140 - 190 | 120             | 105 - 135 |
| ACT - Canberra                  | 145                          | 125 - 170 | 110                   | 90 - 120  | 130                          | 120 - 140 | 175                          | 150 - 200 | 140              | 130 - 150 | 135                     | 125 - 145 | 160                   | 140 - 180 | 100                   | 85 - 115  | 130                            | 120 - 140 | 175                          | 150 - 200 | 125             | 110 - 140 |
| TAS - Hobart                    | 120                          | 100 - 140 | 105                   | 85 - 115  | 125                          | 115 - 135 | 155                          | 135 - 175 | 135              | 125 - 145 | 130                     | 120 - 140 | 140                   | 135 - 160 | 100                   | 85 - 115  | 125                            | 115 - 135 | 160                          | 135 - 185 | 115             | 100 - 130 |
| NT - Darwin                     | 120                          | 100 - 140 | 105                   | 85 - 115  | 125                          | 115 - 135 | 155                          | 135 - 175 | 135              | 125 - 145 | 130                     | 120 - 140 | 140                   | 135 - 160 | 100                   | 85 - 115  | 125                            | 115 - 135 | 160                          | 135 - 185 | 115             | 100 - 130 |
| NZ - Auckland                   | 140                          | 120 - 160 | 110                   | 90 - 120  | 130                          | 120 - 140 | 170                          | 150 - 190 | 140              | 130 - 150 | 135                     | 125 - 145 | 150                   | 130 - 165 | 105                   | 90 - 120  | 130                            | 120 - 140 | 165                          | 140 - 190 | 125             | 110 - 140 |
| NZ - Wellington                 | 135                          | 110 - 155 | 105                   | 85 - 115  | 125                          | 115 - 135 | 145                          | 135 - 175 | 135              | 125 - 145 | 130                     | 120 - 140 | 140                   | 125 - 155 | 100                   | 85 - 115  | 125                            | 115 - 135 | 160                          | 135 - 185 | 120             | 105 - 135 |
| NZ - Christchurch               | 135                          | 100 - 150 | 100                   | 80 - 110  | 120                          | 110 - 130 | 140                          | 130 - 170 | 130              | 120 - 140 | 125                     | 115 - 135 | 135                   | 120 - 150 | 95                    | 80 - 110  | 120                            | 110 - 130 | 155                          | 130 - 180 | 115             | 100 - 130 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Sales

| IT and Telecommunications Sales | Account Director |           | Channel Director |           | Sales Manager |           | Head of Sales |           | Sales Director |           | Vice President of Sales |           |
|---------------------------------|------------------|-----------|------------------|-----------|---------------|-----------|---------------|-----------|----------------|-----------|-------------------------|-----------|
|                                 | Typical          | Range     | Typical          | Range     | Typical       | Range     | Typical       | Range     | Typical        | Range     | Typical                 | Range     |
| NSW - Sydney                    | 175              | 150 - 200 | 200              | 180 - 220 | 180           | 160 - 200 | 215           | 200 - 230 | 250            | 235 - 275 | 300                     | 275 - 350 |
| VIC - Melbourne                 | 175              | 150 - 200 | 190              | 180 - 200 | 180           | 160 - 200 | 210           | 200 - 220 | 245            | 230 - 260 | 285                     | 265 - 320 |
| QLD - Brisbane                  | 170              | 145 - 195 | 185              | 175 - 195 | 165           | 150 - 180 | 200           | 190 - 210 | 235            | 220 - 250 | 250                     | 230 - 270 |
| SA - Adelaide                   | 165              | 140 - 190 | 180              | 170 - 190 | 155           | 150 - 170 | 190           | 180 - 200 | 210            | 200 - 220 | 235                     | 220 - 250 |
| WA - Perth                      | 165              | 140 - 190 | 180              | 170 - 190 | 160           | 150 - 175 | 190           | 180 - 200 | 210            | 200 - 220 | 235                     | 220 - 250 |
| ACT - Canberra                  | 175              | 150 - 200 | 185              | 175 - 195 | 180           | 160 - 200 | 200           | 190 - 210 | 225            | 200 - 250 | 250                     | 225 - 275 |
| TAS - Hobart                    | 160              | 135 - 185 | 175              | 165 - 185 | 155           | 145 - 165 | 185           | 175 - 195 | 200            | 190 - 210 | 220                     | 210 - 230 |
| NT - Darwin                     | 160              | 135 - 185 | 175              | 165 - 185 | 155           | 145 - 165 | 185           | 175 - 195 | 200            | 190 - 210 | 220                     | 210 - 230 |
| NZ - Auckland                   | 165              | 140 - 190 | 180              | 170 - 190 | 160           | 150 - 170 | 190           | 180 - 200 | 210            | 200 - 220 | 230                     | 220 - 240 |
| NZ - Wellington                 | 160              | 135 - 185 | 175              | 165 - 185 | 155           | 145 - 165 | 185           | 175 - 195 | 200            | 190 - 210 | 210                     | 200 - 220 |
| NZ - Christchurch               | 155              | 130 - 180 | 170              | 160 - 180 | 150           | 140 - 160 | 180           | 170 - 190 | 190            | 180 - 200 | 200                     | 190 - 210 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Sales

| FMCGand Consumer Goods Sales | Field Sales Representative |          | Territory Manager |          | Business Development Manager |           | Category Analyst |          | Assistant Category Manager |           | National Account Executive |           | National Account Manager |           | National Business Manager |           | Field Sales Manager |           | National Sales Manager |           | Category Development Manager |           |
|------------------------------|----------------------------|----------|-------------------|----------|------------------------------|-----------|------------------|----------|----------------------------|-----------|----------------------------|-----------|--------------------------|-----------|---------------------------|-----------|---------------------|-----------|------------------------|-----------|------------------------------|-----------|
|                              | Typical                    | Range    | Typical           | Range    | Typical                      | Range     | Typical          | Range    | Typical                    | Range     | Typical                    | Range     | Typical                  | Range     | Typical                   | Range     | Typical             | Range     | Typical                | Range     | Typical                      | Range     |
| NSW - Sydney                 | 90                         | 80 - 100 | 100               | 90 - 110 | 120                          | 100 - 140 | 100              | 80 - 120 | 120                        | 100 - 140 | 110                        | 100 - 120 | 135                      | 120 - 150 | 160                       | 150 - 180 | 160                 | 140 - 180 | 190                    | 160 - 220 | 165                          | 150 - 180 |
| VIC - Melbourne              | 90                         | 80 - 100 | 100               | 90 - 110 | 120                          | 100 - 135 | 95               | 75 - 115 | 115                        | 95 - 135  | 110                        | 100 - 120 | 135                      | 120 - 150 | 160                       | 150 - 180 | 155                 | 135 - 175 | 185                    | 160 - 215 | 160                          | 145 - 175 |
| QLD - Brisbane               | 85                         | 75 - 95  | 95                | 85 - 105 | 115                          | 90 - 130  | 95               | 75 - 115 | 115                        | 95 - 135  | 105                        | 95 - 115  | 125                      | 115 - 140 | 155                       | 140 - 170 | 150                 | 130 - 170 | 175                    | 155 - 200 | 155                          | 140 - 170 |
| SA - Adelaide                | 80                         | 75 - 90  | 95                | 85 - 105 | 115                          | 85 - 125  | 90               | 70 - 110 | 110                        | 90 - 130  | 100                        | 90 - 110  | 120                      | 110 - 130 | 145                       | 125 - 160 | 135                 | 120 - 150 | 165                    | 145 - 190 | 145                          | 135 - 160 |
| WA - Perth                   | 85                         | 75 - 90  | 95                | 85 - 105 | 115                          | 90 - 130  | 90               | 70 - 110 | 110                        | 90 - 130  | 100                        | 90 - 110  | 120                      | 110 - 130 | 145                       | 125 - 160 | 135                 | 120 - 150 | 160                    | 140 - 180 | 145                          | 135 - 160 |
| ACT - Canberra               | 75                         | 65 - 85  | 90                | 75 - 100 | 95                           | 85 - 105  | 90               | 70 - 110 | 105                        | 85 - 125  | 95                         | 85 - 105  | 115                      | 105 - 125 | 135                       | 120 - 150 | 130                 | 115 - 145 | 155                    | 135 - 175 | 140                          | 130 - 150 |
| TAS - Hobart                 | 75                         | 65 - 85  | 80                | 70 - 85  | 95                           | 85 - 105  | 90               | 70 - 110 | 105                        | 85 - 125  | 95                         | 85 - 105  | 115                      | 105 - 125 | 135                       | 120 - 150 | 130                 | 115 - 145 | 150                    | 130 - 170 | 140                          | 130 - 150 |
| NT - Darwin                  | 70                         | 60 - 80  | 80                | 70 - 85  | 90                           | 80 - 100  | 85               | 65 - 105 | 100                        | 80 - 120  | 90                         | 80 - 100  | 110                      | 100 - 120 | 135                       | 120 - 150 | 125                 | 110 - 140 | 150                    | 130 - 170 | 135                          | 125 - 150 |
| NZ - Auckland                | 80                         | 70 - 90  | 90                | 85 - 95  | 95                           | 85 - 105  | 90               | 70 - 110 | 100                        | 80 - 120  | 95                         | 85 - 105  | 120                      | 110 - 130 | 145                       | 125 - 155 | 135                 | 120 - 150 | 160                    | 140 - 180 | 135                          | 130 - 140 |
| NZ - Wellington              | 75                         | 65 - 85  | 85                | 80 - 90  | 90                           | 80 - 100  | 85               | 65 - 105 | 95                         | 75 - 115  | 90                         | 80 - 100  | 110                      | 100 - 120 | 135                       | 120 - 150 | 130                 | 115 - 145 | 155                    | 135 - 170 | 130                          | 125 - 140 |
| NZ - Christchurch            | 70                         | 60 - 80  | 80                | 75 - 85  | 90                           | 80 - 100  | 85               | 65 - 105 | 95                         | 75 - 115  | 90                         | 80 - 100  | 105                      | 95 - 115  | 130                       | 115 - 145 | 125                 | 110 - 140 | 150                    | 130 - 170 | 130                          | 120 - 140 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Sales

| FMCG and Consumer Goods Sales | Category Manager |           | Head of National Accounts |           | Head of Category |           | Head of Sales |           | Sales Director |           | General Manager Sales |           |
|-------------------------------|------------------|-----------|---------------------------|-----------|------------------|-----------|---------------|-----------|----------------|-----------|-----------------------|-----------|
|                               | Typical          | Range     | Typical                   | Range     | Typical          | Range     | Typical       | Range     | Typical        | Range     | Typical               | Range     |
| NSW - Sydney                  | 150              | 120 - 180 | 210                       | 180 - 230 | 210              | 180 - 230 | 235           | 220 - 260 | 275            | 230 - 350 | 325                   | 275 - 400 |
| VIC - Melbourne               | 145              | 120 - 170 | 200                       | 180 - 220 | 200              | 180 - 220 | 230           | 210 - 250 | 260            | 220 - 330 | 325                   | 275 - 400 |
| QLD - Brisbane                | 145              | 120 - 170 | 185                       | 170 - 200 | 185              | 170 - 200 | 220           | 190 - 240 | 250            | 200 - 300 | 275                   | 250 - 320 |
| SA - Adelaide                 | 140              | 110 - 160 | 180                       | 165 - 195 | 180              | 165 - 195 | 185           | 160 - 210 | 210            | 160 - 250 | 260                   | 220 - 300 |
| WA - Perth                    | 140              | 110 - 160 | 180                       | 165 - 195 | 180              | 165 - 195 | 185           | 160 - 210 | 210            | 160 - 250 | 260                   | 220 - 300 |
| ACT - Canberra                | 130              | 105 - 150 | 175                       | 160 - 190 | 175              | 160 - 190 | 175           | 150 - 200 | 210            | 160 - 250 | 240                   | 180 - 280 |
| TAS - Hobart                  | 130              | 105 - 150 | 175                       | 160 - 190 | 175              | 160 - 190 | 175           | 150 - 200 | 200            | 160 - 240 | 240                   | 180 - 280 |
| NT - Darwin                   | 130              | 105 - 150 | 170                       | 155 - 185 | 170              | 155 - 185 | 170           | 145 - 195 | 185            | 150 - 220 | 220                   | 170 - 260 |
| NZ - Auckland                 | 120              | 100 - 140 | 175                       | 160 - 190 | 175              | 160 - 190 | 180           | 160 - 200 | 200            | 160 - 240 | 250                   | 200 - 300 |
| NZ - Wellington               | 115              | 95 - 135  | 170                       | 155 - 185 | 170              | 155 - 185 | 175           | 150 - 200 | 190            | 150 - 230 | 240                   | 180 - 280 |
| NZ - Christchurch             | 110              | 90 - 130  | 165                       | 150 - 180 | 165              | 150 - 180 | 170           | 145 - 195 | 190            | 150 - 230 | 225                   | 175 - 265 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Sales

| Industrial and Technical Sales | Sales Representative |          | Account Manager |          | Architectural and Specification Sales |           | Technical Sales Representative |           | Sales Engineer |           | Specifications Manager |           | Business Development Manager |           | National Account Manager |           | Business Unit Manager |           | National Business Development Manager |           | State Sales Manager |           |
|--------------------------------|----------------------|----------|-----------------|----------|---------------------------------------|-----------|--------------------------------|-----------|----------------|-----------|------------------------|-----------|------------------------------|-----------|--------------------------|-----------|-----------------------|-----------|---------------------------------------|-----------|---------------------|-----------|
|                                | Typical              | Range    | Typical         | Range    | Typical                               | Range     | Typical                        | Range     | Typical        | Range     | Typical                | Range     | Typical                      | Range     | Typical                  | Range     | Typical               | Range     | Typical                               | Range     | Typical             | Range     |
| NSW - Sydney                   | 95                   | 85 - 105 | 100             | 90 - 110 | 120                                   | 110 - 130 | 120                            | 110 - 130 | 130            | 110 - 150 | 140                    | 130 - 150 | 140                          | 120 - 165 | 145                      | 130 - 160 | 155                   | 140 - 175 | 160                                   | 140 - 180 | 145                 | 135 - 165 |
| VIC - Melbourne                | 95                   | 85 - 105 | 100             | 90 - 110 | 120                                   | 110 - 130 | 120                            | 110 - 130 | 125            | 110 - 140 | 140                    | 130 - 150 | 140                          | 120 - 165 | 145                      | 130 - 160 | 150                   | 140 - 170 | 160                                   | 140 - 180 | 145                 | 135 - 165 |
| QLD - Brisbane                 | 90                   | 80 - 100 | 95              | 85 - 105 | 110                                   | 100 - 120 | 110                            | 100 - 120 | 110            | 100 - 130 | 130                    | 120 - 140 | 130                          | 110 - 150 | 130                      | 115 - 150 | 140                   | 125 - 155 | 145                                   | 130 - 165 | 135                 | 115 - 155 |
| SA - Adelaide                  | 85                   | 75 - 95  | 90              | 80 - 100 | 100                                   | 90 - 110  | 100                            | 90 - 110  | 105            | 90 - 120  | 120                    | 110 - 130 | 120                          | 100 - 140 | 120                      | 100 - 140 | 130                   | 120 - 150 | 135                                   | 120 - 150 | 130                 | 110 - 150 |
| WA - Perth                     | 90                   | 80 - 100 | 95              | 85 - 105 | 110                                   | 100 - 120 | 105                            | 95 - 115  | 115            | 100 - 130 | 125                    | 115 - 135 | 130                          | 110 - 150 | 130                      | 110 - 150 | 140                   | 125 - 155 | 140                                   | 125 - 155 | 135                 | 115 - 155 |
| ACT - Canberra                 | 90                   | 75 - 95  | 90              | 80 - 100 | 100                                   | 90 - 110  | 90                             | 80 - 100  | 105            | 90 - 120  | 120                    | 110 - 130 | 120                          | 100 - 140 | 120                      | 100 - 140 | 130                   | 120 - 150 | 130                                   | 110 - 150 | 130                 | 110 - 150 |
| TAS - Hobart                   | 90                   | 75 - 95  | 90              | 80 - 100 | 100                                   | 90 - 110  | 90                             | 80 - 100  | 105            | 90 - 120  | 120                    | 110 - 130 | 120                          | 100 - 140 | 120                      | 100 - 140 | 125                   | 115 - 145 | 130                                   | 110 - 150 | 130                 | 110 - 150 |
| NT - Darwin                    | 80                   | 70 - 90  | 85              | 75 - 95  | 95                                    | 85 - 105  | 90                             | 80 - 100  | 100            | 85 - 115  | 110                    | 100 - 120 | 120                          | 100 - 140 | 110                      | 90 - 130  | 125                   | 115 - 145 | 130                                   | 110 - 150 | 130                 | 110 - 150 |
| NZ - Auckland                  | 80                   | 65 - 95  | 80              | 70 - 90  | 90                                    | 80 - 100  | 90                             | 80 - 100  | 105            | 90 - 120  | 110                    | 100 - 120 | 120                          | 90 - 140  | 120                      | 100 - 140 | 130                   | 120 - 150 | 130                                   | 110 - 150 | 130                 | 120 - 140 |
| NZ - Wellington                | 75                   | 60 - 90  | 75              | 65 - 85  | 85                                    | 75 - 95   | 85                             | 75 - 95   | 95             | 85 - 110  | 105                    | 95 - 115  | 110                          | 85 - 135  | 115                      | 95 - 135  | 125                   | 110 - 140 | 120                                   | 100 - 135 | 120                 | 110 - 135 |
| NZ - Christchurch              | 75                   | 60 - 90  | 75              | 65 - 85  | 85                                    | 75 - 95   | 85                             | 75 - 95   | 95             | 85 - 110  | 105                    | 95 - 115  | 110                          | 85 - 135  | 115                      | 95 - 135  | 125                   | 110 - 140 | 120                                   | 100 - 135 | 120                 | 110 - 135 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Sales

| Industrial and Technical Sales | Branch Manager |           | State Manager |           | National Sales Manager |           | Sales Director |           | General Manager Sales |           |
|--------------------------------|----------------|-----------|---------------|-----------|------------------------|-----------|----------------|-----------|-----------------------|-----------|
|                                | Typical        | Range     | Typical       | Range     | Typical                | Range     | Typical        | Range     | Typical               | Range     |
| NSW - Sydney                   | 130            | 110 - 150 | 160           | 140 - 180 | 195                    | 160 - 230 | 250            | 200 - 300 | 300                   | 250 - 350 |
| VIC - Melbourne                | 130            | 110 - 150 | 160           | 140 - 180 | 190                    | 160 - 225 | 250            | 200 - 300 | 300                   | 250 - 350 |
| QLD - Brisbane                 | 120            | 100 - 140 | 145           | 130 - 165 | 175                    | 150 - 220 | 230            | 190 - 275 | 280                   | 235 - 325 |
| SA - Adelaide                  | 120            | 95 - 150  | 145           | 120 - 170 | 170                    | 140 - 215 | 220            | 180 - 260 | 260                   | 220 - 300 |
| WA - Perth                     | 125            | 100 - 140 | 150           | 130 - 165 | 175                    | 150 - 220 | 230            | 190 - 275 | 280                   | 235 - 325 |
| ACT - Canberra                 | 120            | 95 - 140  | 145           | 115 - 165 | 165                    | 135 - 200 | 220            | 180 - 260 | 260                   | 220 - 300 |
| TAS - Hobart                   | 120            | 95 - 135  | 140           | 115 - 165 | 165                    | 135 - 200 | 220            | 180 - 260 | 260                   | 220 - 300 |
| NT - Darwin                    | 120            | 95 - 135  | 140           | 115 - 165 | 165                    | 135 - 200 | 220            | 180 - 260 | 260                   | 220 - 300 |
| NZ - Auckland                  | 125            | 100 - 150 | 140           | 120 - 160 | 160                    | 135 - 190 | 200            | 170 - 250 | 240                   | 200 - 280 |
| NZ - Wellington                | 115            | 90 - 140  | 125           | 100 - 145 | 150                    | 130 - 180 | 190            | 165 - 235 | 225                   | 190 - 260 |
| NZ - Christchurch              | 115            | 90 - 140  | 125           | 100 - 145 | 150                    | 130 - 180 | 190            | 165 - 225 | 225                   | 190 - 260 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Sustainability and Environmental

To gain access to industry insights for Sustainability and Environmental professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

Contact us today

# Sustainability and Environmental

| Sustainability  | Sustainability Advisor / Consultant |          | Senior Sustainability Advisor / Consultant |           | ESG Analyst |          | Sustainability Manager |           | Head of Sustainability / ESG |           | Environmentally Sustainability Design (ESD) Consultant |          |
|-----------------|-------------------------------------|----------|--------------------------------------------|-----------|-------------|----------|------------------------|-----------|------------------------------|-----------|--------------------------------------------------------|----------|
|                 | Typical                             | Range    | Typical                                    | Range     | Typical     | Range    | Typical                | Range     | Typical                      | Range     | Typical                                                | Range    |
| NSW - Sydney    | 100                                 | 85 - 120 | 140                                        | 120 - 160 | 85          | 75 - 95  | 165                    | 150 - 230 | 230                          | 200 - 280 | 110                                                    | 85 - 130 |
| VIC - Melbourne | 100                                 | 85 - 120 | 130                                        | 120 - 145 | 85          | 75 - 95  | 150                    | 130 - 210 | 210                          | 190 - 260 | 105                                                    | 85 - 130 |
| QLD - Brisbane  | 110                                 | 80 - 120 | 135                                        | 120 - 145 | 80          | 70 - 90  | 150                    | 140 - 220 | 220                          | 190 - 260 | 100                                                    | 80 - 120 |
| WA - Perth      | 110                                 | 90 - 120 | 150                                        | 120 - 160 | 90          | 80 - 100 | 160                    | 140 - 230 | 220                          | 190 - 260 | 110                                                    | 90 - 130 |
| SA - Adelaide   | 105                                 | 75 - 110 | 130                                        | 110 - 145 | 80          | 75 - 95  | 150                    | 130 - 220 | 220                          | 180 - 260 | 105                                                    | 85 - 115 |
| New Zealand     | 90                                  | 80 - 100 | 140                                        | 100 - 150 | 80          | 70 - 90  | 150                    | 120 - 220 | 200                          | 150 - 250 | 100                                                    | 80 - 120 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Sustainability and Environmental

| Environmental   | Environmental Officer |          | Environmental Advisor / Consultant |          | Senior Environmental Advisor / Consultant |           | Principal Environmental Advisor / Consultant |           | Environmental Engineer |          | Senior Environmental Engineer |           | Environmental Planner |           | Environmental Manager |           | Ecologist |          |
|-----------------|-----------------------|----------|------------------------------------|----------|-------------------------------------------|-----------|----------------------------------------------|-----------|------------------------|----------|-------------------------------|-----------|-----------------------|-----------|-----------------------|-----------|-----------|----------|
|                 | Typical               | Range    | Typical                            | Range    | Typical                                   | Range     | Typical                                      | Range     | Typical                | Range    | Typical                       | Range     | Typical               | Range     | Typical               | Range     | Typical   | Range    |
| NSW - Sydney    | 90                    | 80 - 100 | 100                                | 85 - 120 | 145                                       | 120 - 190 | 160                                          | 145 - 200 | 95                     | 85 - 115 | 140                           | 115 - 150 | 130                   | 120 - 160 | 190                   | 160 - 220 | 115       | 85 - 130 |
| VIC - Melbourne | 90                    | 80 - 100 | 95                                 | 85 - 115 | 140                                       | 115 - 150 | 155                                          | 140 - 180 | 95                     | 80 - 125 | 135                           | 125 - 150 | 130                   | 110 - 155 | 185                   | 160 - 210 | 110       | 85 - 125 |
| QLD - Brisbane  | 90                    | 80 - 100 | 95                                 | 85 - 115 | 140                                       | 115 - 155 | 150                                          | 140 - 180 | 100                    | 90 - 135 | 135                           | 135 - 150 | 135                   | 110 - 165 | 180                   | 140 - 220 | 110       | 85 - 125 |
| WA - Perth      | 90                    | 80 - 100 | 105                                | 90 - 120 | 135                                       | 120 - 165 | 165                                          | 135 - 200 | 105                    | 80 - 135 | 140                           | 135 - 160 | 140                   | 125 - 165 | 185                   | 140 - 230 | 115       | 90 - 130 |
| SA - Adelaide   | 90                    | 80 - 100 | 95                                 | 85 - 115 | 130                                       | 115 - 140 | 145                                          | 130 - 170 | 95                     | 80 - 115 | 125                           | 115 - 135 | 130                   | 110 - 150 | 175                   | 140 - 220 | 110       | 85 - 125 |
| New Zealand     | 80                    | 65 - 90  | 100                                | 70 - 120 | 135                                       | 95 - 145  | 150                                          | 130 - 180 | 100                    | 80 - 135 | 120                           | 115 - 145 | 120                   | 100 - 150 | 175                   | 145 - 220 | 100       | 80 - 120 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Technology

To gain access to industry insights for Technology professionals, get in touch with a recruitment expert in [Australia](#) and [New Zealand](#).

[Contact us today](#)

# Technology

| Architecture      | Business Architect |           | Cloud Architect |           | Cyber Security Architect |           | Data Architect |           | Enterprise Architect |           | Infrastructure Architect |           | IAM Architect |           | Network Architect |           | Solution Architect |           | Integration Architect |           |
|-------------------|--------------------|-----------|-----------------|-----------|--------------------------|-----------|----------------|-----------|----------------------|-----------|--------------------------|-----------|---------------|-----------|-------------------|-----------|--------------------|-----------|-----------------------|-----------|
|                   | Typical            | Range     | Typical         | Range     | Typical                  | Range     | Typical        | Range     | Typical              | Range     | Typical                  | Range     | Typical       | Range     | Typical           | Range     | Typical            | Range     | Typical               | Range     |
| NSW               | 200                | 160 - 220 | 200             | 160 - 220 | 220                      | 170 - 250 | 190            | 165 - 250 | 225                  | 200 - 240 | 180                      | 150 - 200 | 190           | 170 - 240 | 170               | 160 - 200 | 190                | 150 - 220 | 190                   | 170 - 220 |
| VIC               | 200                | 160 - 220 | 190             | 180 - 230 | 220                      | 180 - 250 | 185            | 165 - 230 | 230                  | 190 - 240 | 180                      | 150 - 200 | 190           | 180 - 240 | 170               | 150 - 200 | 190                | 160 - 220 | 190                   | 170 - 220 |
| QLD               | 180                | 160 - 200 | 190             | 160 - 220 | 200                      | 140 - 240 | 190            | 160 - 220 | 220                  | 180 - 240 | 170                      | 150 - 190 | 190           | 160 - 240 | 170               | 160 - 200 | 180                | 150 - 200 | 185                   | 150 - 200 |
| SA                | 180                | 160 - 200 | 160             | 150 - 190 | 180                      | 160 - 200 | 150            | 150 - 180 | 180                  | 170 - 200 | 150                      | 140 - 180 | 160           | 150 - 200 | 150               | 135 - 170 | 180                | 160 - 190 | 175                   | 160 - 200 |
| WA                | 180                | 160 - 200 | 180             | 160 - 220 | 190                      | 170 - 250 | 200            | 170 - 250 | 220                  | 170 - 250 | 170                      | 140 - 200 | 180           | 155 - 220 | 165               | 140 - 190 | 180                | 165 - 220 | 175                   | 160 - 200 |
| ACT               | 200                | 160 - 220 | 200             | 170 - 220 | 240                      | 170 - 275 | 185            | 165 - 210 | 220                  | 170 - 240 | 180                      | 150 - 200 | 190           | 160 - 220 | 200               | 160 - 250 | 190                | 155 - 220 | 180                   | 150 - 200 |
| TAS               | 180                | 160 - 200 | 150             | 130 - 180 | 180                      | 160 - 220 | 140            | 130 - 160 | 170                  | 150 - 200 | 140                      | 130 - 170 | 160           | 150 - 200 | 150               | 120 - 180 | 180                | 140 - 200 | 175                   | 160 - 200 |
| NT                | 170                | 150 - 190 | 150             | 140 - 180 | 160                      | 150 - 190 | 135            | 140 - 170 | 170                  | 150 - 200 | 140                      | 140 - 180 | 150           | 140 - 180 | 140               | 130 - 170 | 180                | 150 - 180 | 175                   | 160 - 200 |
| NZ - Auckland     | 180                | 160 - 220 | 200             | 170 - 230 | 190                      | 170 - 220 | 180            | 150 - 200 | 190                  | 170 - 220 | 165                      | 150 - 180 | 190           | 180 - 220 | 170               | 160 - 180 | 190                | 180 - 200 | 185                   | 160 - 220 |
| NZ - Wellington   | 180                | 160 - 220 | 180             | 160 - 220 | 185                      | 170 - 220 | 180            | 150 - 200 | 190                  | 170 - 220 | 160                      | 150 - 180 | 190           | 180 - 220 | 170               | 160 - 180 | 180                | 160 - 200 | 185                   | 160 - 220 |
| NZ - Christchurch | 180                | 160 - 220 | 180             | 160 - 200 | 185                      | 170 - 220 | 165            | 140 - 180 | 180                  | 160 - 210 | 160                      | 150 - 180 | 190           | 180 - 220 | 160               | 150 - 170 | 180                | 150 - 190 | 170                   | 150 - 200 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Technology

| Cloud             | DevOps Engineer |           | Platform Engineer |           | Site Reliability Engineer |           | Cloud Engineer |           |
|-------------------|-----------------|-----------|-------------------|-----------|---------------------------|-----------|----------------|-----------|
|                   | Typical         | Range     | Typical           | Range     | Typical                   | Range     | Typical        | Range     |
| NSW               | 170             | 150 - 190 | 160               | 130 - 170 | 170                       | 130 - 190 | 170            | 130 - 185 |
| VIC               | 170             | 130 - 200 | 160               | 140 - 180 | 165                       | 150 - 200 | 170            | 150 - 200 |
| QLD               | 160             | 120 - 190 | 160               | 140 - 180 | 165                       | 150 - 200 | 160            | 130 - 180 |
| SA                | 120             | 110 - 140 | 140               | 120 - 170 | 140                       | 120 - 160 | 125            | 110 - 140 |
| WA                | 150             | 130 - 170 | 140               | 120 - 170 | 150                       | 140 - 170 | 160            | 140 - 180 |
| ACT               | 150             | 140 - 190 | 160               | 135 - 180 | 160                       | 140 - 200 | 160            | 145 - 200 |
| TAS               | 140             | 120 - 160 | 125               | 105 - 170 | 140                       | 120 - 165 | 140            | 120 - 180 |
| NT                | 120             | 110 - 140 | 130               | 120 - 170 | 140                       | 120 - 160 | 115            | 100 - 135 |
| NZ - Auckland     | 160             | 140 - 180 | 170               | 150 - 180 | 160                       | 140 - 180 | 160            | 140 - 180 |
| NZ - Wellington   | 140             | 120 - 160 | 140               | 120 - 160 | 160                       | 140 - 180 | 150            | 140 - 170 |
| NZ - Christchurch | 140             | 120 - 160 | 145               | 120 - 170 | 150                       | 130 - 180 | 140            | 120 - 150 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Technology

| Cyber security    | Cyber Security Analyst (SecOps) |           | Cyber Security Engineer (SIEM / SecOps) |           | Cyber Security Manager (SecOps) |           | Penetration Tester |           | IAM Engineer |           | GRC Analyst |           | GRC Manager |           | Head of Information Security |           | Application Security Engineer |           | Cloud Security Engineer |           | Threat Intelligence Engineer |           |
|-------------------|---------------------------------|-----------|-----------------------------------------|-----------|---------------------------------|-----------|--------------------|-----------|--------------|-----------|-------------|-----------|-------------|-----------|------------------------------|-----------|-------------------------------|-----------|-------------------------|-----------|------------------------------|-----------|
|                   | Typical                         | Range     | Typical                                 | Range     | Typical                         | Range     | Typical            | Range     | Typical      | Range     | Typical     | Range     | Typical     | Range     | Typical                      | Range     | Typical                       | Range     | Typical                 | Range     | Typical                      | Range     |
| NSW               | 140                             | 120 - 180 | 160                                     | 120 - 180 | 180                             | 160 - 220 | 150                | 120 - 200 | 160          | 150 - 210 | 135         | 110 - 180 | 165         | 150 - 190 | 240                          | 190 - 260 | 170                           | 140 - 220 | 170                     | 140 - 220 | 160                          | 140 - 200 |
| VIC               | 140                             | 125 - 170 | 160                                     | 120 - 180 | 180                             | 160 - 250 | 150                | 120 - 200 | 160          | 150 - 210 | 135         | 110 - 180 | 165         | 150 - 190 | 240                          | 190 - 260 | 170                           | 140 - 220 | 170                     | 140 - 220 | 160                          | 140 - 200 |
| QLD               | 130                             | 110 - 180 | 150                                     | 120 - 180 | 180                             | 150 - 220 | 145                | 120 - 180 | 160          | 150 - 200 | 135         | 110 - 180 | 165         | 150 - 190 | 230                          | 180 - 260 | 170                           | 140 - 220 | 160                     | 140 - 220 | 160                          | 140 - 200 |
| SA                | 130                             | 90 - 140  | 150                                     | 120 - 180 | 170                             | 140 - 200 | 140                | 110 - 160 | 150          | 140 - 200 | 130         | 100 - 180 | 150         | 140 - 180 | 220                          | 180 - 260 | 160                           | 140 - 200 | 160                     | 140 - 220 | 150                          | 140 - 200 |
| WA                | 130                             | 100 - 150 | 150                                     | 110 - 180 | 180                             | 165 - 220 | 170                | 100 - 185 | 150          | 140 - 200 | 130         | 100 - 170 | 150         | 140 - 170 | 200                          | 160 - 250 | 160                           | 140 - 200 | 160                     | 120 - 200 | 150                          | 140 - 200 |
| ACT               | 140                             | 120 - 180 | 160                                     | 120 - 200 | 180                             | 150 - 250 | 170                | 100 - 195 | 160          | 150 - 220 | 135         | 110 - 180 | 165         | 150 - 190 | 240                          | 170 - 280 | 170                           | 140 - 220 | 160                     | 150 - 220 | 160                          | 140 - 220 |
| TAS               | 120                             | 90 - 130  | 130                                     | 110 - 180 | 160                             | 150 - 180 | 130                | 90 - 145  | 125          | 95 - 140  | 125         | 100 - 160 | 140         | 140 - 170 | 200                          | 160 - 240 | 150                           | 130 - 200 | 150                     | 130 - 200 | 140                          | 130 - 180 |
| NT                | 120                             | 90 - 140  | 120                                     | 100 - 140 | 150                             | 130 - 180 | 135                | 90 - 160  | 130          | 105 - 150 | 130         | 100 - 150 | 140         | 140 - 170 | 200                          | 160 - 240 | 150                           | 130 - 200 | 150                     | 130 - 200 | 140                          | 120 - 180 |
| NZ - Auckland     | 120                             | 120 - 140 | 140                                     | 130 - 160 | 165                             | 150 - 180 | 155                | 100 - 180 | 150          | 140 - 180 | 130         | 90 - 160  | 140         | 140 - 170 | 200                          | 160 - 240 | 150                           | 130 - 200 | 150                     | 130 - 200 | 140                          | 140 - 180 |
| NZ - Wellington   | 120                             | 120 - 140 | 140                                     | 130 - 160 | 165                             | 150 - 180 | 155                | 100 - 180 | 150          | 140 - 180 | 130         | 90 - 160  | 140         | 140 - 170 | 200                          | 160 - 240 | 150                           | 130 - 200 | 150                     | 130 - 200 | 140                          | 140 - 180 |
| NZ - Christchurch | 120                             | 110 - 140 | 140                                     | 120 - 160 | 150                             | 140 - 170 | 155                | 100 - 170 | 140          | 120 - 180 | 130         | 90 - 160  | 140         | 140 - 170 | 200                          | 160 - 240 | 150                           | 130 - 200 | 150                     | 130 - 200 | 140                          | 140 - 180 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Technology

| Cyber security    | Threat Intelligence Manager |           | Cyber Security Architect |           | CISO    |           | Operational Technology Analyst<br>OT / IOT |           | Operational Technology Cyber<br>Manager<br>OT / IOT |           |
|-------------------|-----------------------------|-----------|--------------------------|-----------|---------|-----------|--------------------------------------------|-----------|-----------------------------------------------------|-----------|
|                   | Typical                     | Range     | Typical                  | Range     | Typical | Range     | Typical                                    | Range     | Typical                                             | Range     |
| NSW               | 190                         | 160 - 240 | 220                      | 170 - 250 | 280     | 200 - 340 | 170                                        | 140 - 220 | 240                                                 | 180 - 300 |
| VIC               | 190                         | 160 - 240 | 220                      | 180 - 250 | 280     | 200 - 340 | 170                                        | 140 - 220 | 240                                                 | 180-300   |
| QLD               | 190                         | 160 - 240 | 200                      | 140 - 240 | 260     | 180 - 320 | 160                                        | 140 - 220 | 220                                                 | 180 - 300 |
| SA                | 180                         | 140 - 220 | 180                      | 160 - 200 | 260     | 180 - 300 | 160                                        | 140 - 210 | 220                                                 | 180 - 300 |
| WA                | 180                         | 140 - 200 | 190                      | 170 - 250 | 260     | 180 - 300 | 170                                        | 140 - 220 | 220                                                 | 180 - 300 |
| ACT               | 190                         | 160 - 220 | 240                      | 200 - 275 | 280     | 200 - 340 | 160                                        | 140 - 220 | 220                                                 | 180 - 300 |
| TAS               | 170                         | 140 - 200 | 180                      | 160 - 220 | 220     | 180 - 300 | 150                                        | 130 - 180 | 200                                                 | 160 - 240 |
| NT                | 170                         | 140 - 200 | 160                      | 150 - 190 | 200     | 180 - 300 | 150                                        | 130 - 180 | 200                                                 | 160 - 240 |
| NZ - Auckland     | 170                         | 140 - 200 | 190                      | 170 - 220 | 220     | 180 - 300 | 150                                        | 140 - 200 | 200                                                 | 160 - 240 |
| NZ - Wellington   | 170                         | 140 - 200 | 185                      | 170 - 220 | 220     | 180 - 300 | 150                                        | 140 - 200 | 200                                                 | 160 - 240 |
| NZ - Christchurch | 170                         | 140 - 200 | 185                      | 170 - 220 | 220     | 180 - 300 | 150                                        | 140 - 200 | 200                                                 | 160 - 240 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Technology

| Data and Advanced Analytics | Data Analyst |           | Senior Data Analyst |           | BI Developer |           | Data Modeller |           | Data Engineer |           | Data Scientist |           | Machine Learning Engineer |           | Artificial Intelligence Engineer |           |
|-----------------------------|--------------|-----------|---------------------|-----------|--------------|-----------|---------------|-----------|---------------|-----------|----------------|-----------|---------------------------|-----------|----------------------------------|-----------|
|                             | Typical      | Range     | Typical             | Range     | Typical      | Range     | Typical       | Range     | Typical       | Range     | Typical        | Range     | Typical                   | Range     | Typical                          | Range     |
| NSW                         | 115          | 90 - 130  | 130                 | 110 - 145 | 130          | 105 - 160 | 150           | 125 - 180 | 150           | 110 - 180 | 165            | 130 - 250 | 190                       | 155 - 250 | 190                              | 165 - 250 |
| VIC                         | 115          | 90 - 130  | 130                 | 120 - 150 | 130          | 120 - 170 | 140           | 130 - 180 | 150           | 130 - 180 | 170            | 140 - 250 | 185                       | 150 - 220 | 185                              | 150 - 220 |
| QLD                         | 100          | 100 - 140 | 130                 | 120 - 160 | 150          | 120 - 180 | 150           | 120 - 180 | 150           | 120 - 180 | 150            | 140 - 200 | 180                       | 150 - 220 | 180                              | 150 - 220 |
| SA                          | 95           | 80 - 110  | 110                 | 90 - 120  | 115          | 100 - 130 | 120           | 100 - 135 | 120           | 110 - 150 | 130            | 110 - 140 | 150                       | 130 - 170 | 150                              | 130 - 170 |
| WA                          | 120          | 100 - 140 | 135                 | 115 - 160 | 135          | 120 - 150 | 140           | 120 - 170 | 150           | 130 - 180 | 180            | 140 - 240 | 200                       | 170 - 250 | 200                              | 170 - 250 |
| ACT                         | 100          | 80 - 120  | 130                 | 110 - 150 | 135          | 100 - 155 | 140           | 115 - 180 | 165           | 110 - 220 | 160            | 120 - 250 | 200                       | 140 - 250 | 190                              | 155 - 250 |
| TAS                         | 95           | 80 - 110  | 130                 | 110 - 140 | 130          | 100 - 140 | 120           | 105 - 135 | 110           | 100 - 130 | 120            | 110 - 140 | 140                       | 130 - 170 | 140                              | 130 - 170 |
| NT                          | 100          | 80 - 110  | 110                 | 90 - 120  | 115          | 100 - 130 | 115           | 105 - 125 | 115           | 110 - 140 | 135            | 110 - 140 | 135                       | 120 - 170 | 135                              | 120 - 170 |
| NZ - Auckland               | 115          | 85 - 125  | 130                 | 110 - 140 | 130          | 110 - 145 | 150           | 125 - 170 | 140           | 125 - 160 | 140            | 125 - 160 | 180                       | 150 - 200 | 180                              | 150 - 200 |
| NZ - Wellington             | 115          | 85 - 125  | 130                 | 110 - 140 | 130          | 110 - 145 | 150           | 125 - 170 | 140           | 125 - 160 | 140            | 125 - 160 | 175                       | 150 - 200 | 170                              | 150 - 200 |
| NZ - Christchurch           | 110          | 80 - 120  | 125                 | 110 - 140 | 125          | 100 - 140 | 130           | 115 - 140 | 135           | 120 - 150 | 135            | 120 - 150 | 165                       | 140 - 180 | 165                              | 140 - 180 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Technology

| Infrastructure     | Service Desk<br>Level 1 |         | Desktop Support<br>Level 2 |         | Applications Support |          | Service Desk Team Leader |           | Service Desk Manager |           | DBA     |           | Systems Administration /<br>Engineer |           | Network Administration /<br>Engineer |           | Infrastructure Manager |           | Service Delivery Manager |           |
|--------------------|-------------------------|---------|----------------------------|---------|----------------------|----------|--------------------------|-----------|----------------------|-----------|---------|-----------|--------------------------------------|-----------|--------------------------------------|-----------|------------------------|-----------|--------------------------|-----------|
|                    | Typical                 | Range   | Typical                    | Range   | Typical              | Range    | Typical                  | Range     | Typical              | Range     | Typical | Range     | Typical                              | Range     | Typical                              | Range     | Typical                | Range     | Typical                  | Range     |
| NSW                | 65                      | 55 - 80 | 85                         | 80 - 95 | 95                   | 80 - 110 | 120                      | 100 - 130 | 130                  | 110 - 140 | 150     | 130 - 170 | 130                                  | 110 - 150 | 135                                  | 110 - 160 | 160                    | 140 - 200 | 160                      | 140 - 200 |
| VIC                | 65                      | 55 - 70 | 80                         | 65 - 90 | 95                   | 75 - 110 | 110                      | 90 - 120  | 120                  | 100 - 133 | 128     | 112 - 153 | 120                                  | 90 - 135  | 130                                  | 90 - 150  | 170                    | 140 - 200 | 148                      | 122 - 179 |
| QLD                | 60                      | 55 - 80 | 75                         | 70 - 90 | 85                   | 70 - 120 | 100                      | 80 - 115  | 115                  | 100 - 135 | 120     | 90 - 130  | 130                                  | 100 - 150 | 130                                  | 100 - 15  | 170                    | 140 - 200 | 160                      | 130 - 190 |
| SA                 | 65                      | 55 - 75 | 70                         | 60 - 80 | 80                   | 70 - 95  | 85                       | 75 - 95   | 95                   | 85 - 105  | 115     | 90 - 130  | 95                                   | 75 - 120  | 110                                  | 85 - 120  | 130                    | 120 - 160 | 120                      | 100 - 140 |
| WA                 | 60                      | 55 - 70 | 75                         | 60 - 90 | 95                   | 80 - 115 | 110                      | 90 - 120  | 120                  | 100 - 140 | 135     | 120 - 160 | 130                                  | 95 - 140  | 130                                  | 110 - 160 | 160                    | 140 - 180 | 150                      | 125 - 180 |
| ACT                | 60                      | 50 - 80 | 80                         | 65 - 95 | 90                   | 75 - 110 | 110                      | 85 - 120  | 125                  | 100 - 130 | 135     | 120 - 160 | 130                                  | 95 - 140  | 135                                  | 110 - 160 | 170                    | 140 - 200 | 155                      | 120 - 175 |
| TAS                | 55                      | 50 - 65 | 70                         | 60 - 80 | 80                   | 70 - 95  | 85                       | 75 - 95   | 90                   | 85 - 100  | 110     | 95 - 130  | 95                                   | 75 - 120  | 110                                  | 85 - 120  | 130                    | 100 - 150 | 120                      | 100 - 150 |
| NT                 | 55                      | 50 - 65 | 65                         | 55 - 75 | 85                   | 75 - 95  | 85                       | 75 - 90   | 90                   | 80 - 100  | 110     | 95 - 120  | 95                                   | 75 - 120  | 110                                  | 85 - 120  | 130                    | 120 - 150 | 125                      | 105 - 145 |
| NZ - Auckland      | 65                      | 55 - 75 | 85                         | 75 - 95 | 90                   | 80 - 100 | 100                      | 90 - 120  | 115                  | 100 - 130 | 120     | 110 - 130 | 115                                  | 100 - 130 | 115                                  | 100 - 130 | 155                    | 140 - 170 | 135                      | 120 - 150 |
| NZ - Wellington    | 60                      | 55 - 65 | 80                         | 70 - 90 | 95                   | 85 - 105 | 100                      | 90 - 120  | 115                  | 100 - 130 | 120     | 110 - 130 | 115                                  | 100 - 130 | 115                                  | 100 - 130 | 155                    | 140 - 170 | 135                      | 120 - 150 |
| NZ - Christchurchi | 60                      | 55 - 65 | 75                         | 70 - 80 | 90                   | 80 - 100 | 90                       | 80 - 110  | 110                  | 95 - 120  | 110     | 100 - 120 | 105                                  | 90 - 115  | 105                                  | 95 - 115  | 140                    | 130 - 150 | 125                      | 110 - 140 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Technology

| Projects and Change Management | Business Analyst |           | Senior Business Analyst |           | Project Co-ordinator |           | Project Manager |           | Senior Project Manager |           | Program Manager |           | Project / Transformation Director |           | PMO Manager |           | Project Scheduler |           | Change Analyst |           | Change Manager |           |
|--------------------------------|------------------|-----------|-------------------------|-----------|----------------------|-----------|-----------------|-----------|------------------------|-----------|-----------------|-----------|-----------------------------------|-----------|-------------|-----------|-------------------|-----------|----------------|-----------|----------------|-----------|
|                                | Typical          | Range     | Typical                 | Range     | Typical              | Range     | Typical         | Range     | Typical                | Range     | Typical         | Range     | Typical                           | Range     | Typical     | Range     | Typical           | Range     | Typical        | Range     | Typical        | Range     |
| NSW                            | 140              | 130 - 150 | 160                     | 150 - 170 | 110                  | 90 - 120  | 170             | 160 - 180 | 185                    | 180 - 190 | 200             | 180 - 220 | 285                               | 240 - 350 | 190         | 150 - 220 | 170               | 140 - 200 | 125            | 120 - 130 | 160            | 150 - 170 |
| VIC                            | 130              | 120 - 150 | 150                     | 150 - 180 | 110                  | 100 - 140 | 150             | 150 - 180 | 180                    | 170 - 190 | 200             | 180 - 230 | 220                               | 200 - 300 | 190         | 150 - 200 | 120               | 130 - 170 | 130            | 120 - 140 | 165            | 150 - 170 |
| QLD                            | 110              | 100 - 130 | 130                     | 110 - 150 | 90                   | 80 - 110  | 122             | 110 - 150 | 160                    | 140 - 180 | 175             | 150 - 200 | 190                               | 180 - 240 | 175         | 150 - 220 | 110               | 100 - 150 | 100            | 90 - 120  | 140            | 110 - 160 |
| SA                             | 110              | 100 - 130 | 130                     | 110 - 150 | 90                   | 80 - 110  | 135             | 110 - 150 | 160                    | 130 - 180 | 180             | 140 - 220 | 190                               | 160 - 220 | 160         | 130 - 190 | 120               | 100 - 140 | 100            | 90 - 120  | 130            | 100 - 160 |
| WA                             | 125              | 110 - 140 | 155                     | 140 - 175 | 100                  | 90 - 115  | 150             | 130 - 160 | 175                    | 160 - 200 | 200             | 175 - 235 | 225                               | 185 - 300 | 200         | 160 - 220 | 130               | 100 - 150 | 115            | 100 - 130 | 150            | 125 - 160 |
| ACT                            | 140              | 110 - 160 | 160                     | 130 - 180 | 90                   | 80 - 120  | 150             | 120 - 170 | 180                    | 160 - 200 | 190             | 165 - 220 | 250                               | 200 - 300 | 182         | 150 - 210 | 150               | 130 - 170 | 110            | 100 - 130 | 145            | 120 - 170 |
| TAS                            | 110              | 100 - 130 | 120                     | 110 - 140 | 85                   | 80 - 100  | 130             | 110 - 150 | 150                    | 130 - 170 | 150             | 130 - 180 | 180                               | 150 - 200 | 150         | 130 - 185 | 90                | 80 - 100  | 95             | 85 - 110  | 130            | 100 - 160 |
| NT                             | 110              | 100 - 130 | 130                     | 110 - 150 | 90                   | 80 - 110  | 125             | 110 - 150 | 160                    | 130 - 180 | 175             | 140 - 210 | 190                               | 160 - 220 | 160         | 130 - 190 | 100               | 90 - 115  | 100            | 90 - 120  | 130            | 100 - 160 |
| NZ - Auckland                  | 110              | 100 - 120 | 135                     | 125 - 150 | 100                  | 90 - 110  | 140             | 125 - 150 | 150                    | 140 - 160 | 200             | 180 - 240 | 200                               | 180 - 240 | 180         | 160 - 200 | 115               | 100 - 125 | 120            | 100 - 130 | 150            | 130 - 170 |
| NZ - Wellington                | 110              | 100 - 120 | 135                     | 125 - 150 | 100                  | 90 - 110  | 135             | 125 - 140 | 150                    | 140 - 160 | 200             | 180 - 240 | 200                               | 180 - 240 | 180         | 160 - 200 | 115               | 100 - 125 | 120            | 100 - 130 | 150            | 130 - 170 |
| NZ - Christchurch              | 110              | 100 - 120 | 130                     | 120 - 140 | 90                   | 80 - 100  | 125             | 110 - 140 | 140                    | 130 - 150 | 190             | 170 - 240 | 190                               | 170 - 240 | 170         | 150 - 200 | 110               | 90 - 120  | 110            | 100 - 120 | 140            | 120 - 150 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Technology

| Projects and Change Management | Senior Change Manager |           | Scrum Master |           | Product Owner |           | Product Manager |           |
|--------------------------------|-----------------------|-----------|--------------|-----------|---------------|-----------|-----------------|-----------|
|                                | Typical               | Range     | Typical      | Range     | Typical       | Range     | Typical         | Range     |
| NSW                            | 190                   | 170 - 210 | 165          | 150 - 180 | 175           | 160 - 190 | 190             | 180 - 200 |
| VIC                            | 190                   | 170 - 220 | 165          | 150 - 200 | 180           | 160 - 190 | 190             | 180 - 200 |
| QLD                            | 150                   | 130 - 200 | 130          | 110 - 150 | 140           | 120 - 160 | 150             | 130 - 170 |
| SA                             | 150                   | 120 - 180 | 130          | 100 - 150 | 140           | 110 - 160 | 160             | 130 - 180 |
| WA                             | 180                   | 150 - 200 | 150          | 130 - 180 | 170           | 135 - 200 | 160             | 140 - 180 |
| ACT                            | 200                   | 160 - 230 | 140          | 120 - 160 | 170           | 135 - 200 | 160             | 140 - 180 |
| TAS                            | 150                   | 120 - 180 | 120          | 100 - 150 | 130           | 100 - 150 | 150             | 120 - 180 |
| NT                             | 150                   | 120 - 180 | 130          | 100 - 150 | 130           | 110 - 150 | 160             | 130 - 180 |
| NZ - Auckland                  | 170                   | 140 - 180 | 140          | 130 - 150 | 160           | 140 - 180 | 180             | 160 - 220 |
| NZ - Wellington                | 170                   | 140 - 180 | 140          | 130 - 150 | 160           | 140 - 180 | 180             | 160 - 220 |
| NZ - Christchurch              | 150                   | 130 - 165 | 130          | 120 - 150 | 150           | 130 - 170 | 170             | 150 - 200 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Technology

| Software Development | Software Engineer |           | Senior Software Engineer |           | Full Stack Software Engineer |           | Automation Engineer |           | Technical Lead |           | Front - End Engineer<br>javascript frameworks |           | Senior Front - End Engineer<br>javascript frameworks |           | Mobile Apps Engineer |           | UX / UI Designer |           | Development Manager |           |
|----------------------|-------------------|-----------|--------------------------|-----------|------------------------------|-----------|---------------------|-----------|----------------|-----------|-----------------------------------------------|-----------|------------------------------------------------------|-----------|----------------------|-----------|------------------|-----------|---------------------|-----------|
|                      | Typical           | Range     | Typical                  | Range     | Typical                      | Range     | Typical             | Range     | Typical        | Range     | Typical                                       | Range     | Typical                                              | Range     | Typical              | Range     | Typical          | Range     | Typical             | Range     |
| NSW                  | 120               | 90 - 140  | 160                      | 140 - 180 | 130                          | 120 - 150 | 130                 | 120 - 150 | 180            | 160 - 200 | 130                                           | 100 - 150 | 150                                                  | 140 - 180 | 160                  | 125 - 200 | 150              | 120 - 180 | 220                 | 200 - 250 |
| VIC                  | 120               | 90 - 140  | 150                      | 140 - 170 | 135                          | 120 - 160 | 140                 | 120 - 160 | 160            | 150 - 180 | 120                                           | 100 - 150 | 150                                                  | 140 - 170 | 150                  | 125 - 200 | 140              | 120 - 160 | 200                 | 180 - 220 |
| QLD                  | 110               | 100 - 130 | 120                      | 120 - 160 | 130                          | 120 - 160 | 130                 | 120 - 160 | 150            | 140 - 185 | 110                                           | 90 - 130  | 115                                                  | 110 - 150 | 110                  | 110 - 150 | 110              | 100 - 130 | 145                 | 150 - 210 |
| SA                   | 95                | 70 - 110  | 120                      | 110 - 130 | 120                          | 110 - 130 | 115                 | 100 - 130 | 150            | 140 - 170 | 95                                            | 80 - 110  | 120                                                  | 110 - 130 | 100                  | 100 - 130 | 100              | 90 - 120  | 200                 | 180 - 210 |
| WA                   | 110               | 90 - 130  | 140                      | 130 - 165 | 140                          | 120 - 160 | 140                 | 130 - 170 | 170            | 150 - 210 | 130                                           | 110 - 150 | 150                                                  | 120 - 165 | 150                  | 110 - 170 | 135              | 110 - 160 | 180                 | 170 - 220 |
| ACT                  | 120               | 110 - 140 | 155                      | 140 - 175 | 150                          | 125 - 165 | 145                 | 135 - 165 | 170            | 150 - 200 | 120                                           | 110 - 150 | 155                                                  | 135 - 180 | 150                  | 125 - 175 | 130              | 100 - 165 | 210                 | 185 - 250 |
| TAS                  | 100               | 80 - 120  | 120                      | 100 - 140 | 110                          | 95 - 140  | 115                 | 100 - 135 | 145            | 125 - 165 | 100                                           | 80 - 110  | 110                                                  | 100 - 125 | 110                  | 90 - 130  | 100              | 90 - 120  | 150                 | 120 - 180 |
| NT                   | 90                | 80 - 110  | 115                      | 110 - 130 | 115                          | 100 - 130 | 120                 | 105 - 130 | 150            | 130 - 160 | 102                                           | 80 - 112  | 115                                                  | 102 - 125 | 110                  | 100 - 130 | 100              | 90 - 120  | 180                 | 170 - 200 |
| NZ - Auckland        | 120               | 100 - 130 | 145                      | 130 - 160 | 140                          | 120 - 160 | 140                 | 125 - 160 | 170            | 150 - 190 | 120                                           | 100 - 140 | 140                                                  | 130 - 150 | 130                  | 115 - 150 | 130              | 110 - 150 | 185                 | 170 - 200 |
| NZ - Wellington      | 120               | 100 - 130 | 140                      | 130 - 160 | 135                          | 120 - 160 | 135                 | 125 - 150 | 160            | 140 - 180 | 120                                           | 100 - 140 | 140                                                  | 130 - 150 | 130                  | 115 - 150 | 130              | 110 - 150 | 180                 | 160 - 200 |
| NZ - Christchurch    | 110               | 90 - 120  | 130                      | 120 - 140 | 130                          | 115 - 140 | 130                 | 120 - 140 | 160            | 140 - 180 | 110                                           | 100 - 120 | 120                                                  | 110 - 130 | 125                  | 110 - 140 | 125              | 100 - 140 | 160                 | 140 - 180 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Technology

| Salesforce        | Salesforce Administration |           | Salesforce Developer |           | Salesforce Functional Consultant |           | Salesforce Technical Consultant |           | Salesforce Test Analyst |           | Salesforce Architect |           |
|-------------------|---------------------------|-----------|----------------------|-----------|----------------------------------|-----------|---------------------------------|-----------|-------------------------|-----------|----------------------|-----------|
|                   | Typical                   | Range     | Typical              | Range     | Typical                          | Range     | Typical                         | Range     | Typical                 | Range     | Typical              | Range     |
| NSW               | 140                       | 120 - 150 | 140                  | 130 - 150 | 200                              | 150 - 220 | 200                             | 150 - 220 | 130                     | 110 - 140 | 200                  | 180 - 220 |
| VIC               | 140                       | 120 - 150 | 145                  | 130 - 170 | 175                              | 150 - 200 | 180                             | 150 - 200 | 130                     | 120 - 140 | 200                  | 180 - 220 |
| QLD               | 120                       | 110 - 150 | 130                  | 120 - 160 | 160                              | 150 - 200 | 140                             | 130 - 180 | 120                     | 100 - 140 | 175                  | 165 - 200 |
| SA                | 100                       | 80 - 120  | 130                  | 120 - 140 | 160                              | 140 - 180 | 140                             | 130 - 180 | 110                     | 100 - 130 | 180                  | 160 - 190 |
| WA                | 120                       | 100 - 150 | 135                  | 125 - 150 | 170                              | 145 - 220 | 165                             | 140 - 200 | 125                     | 100 - 140 | 180                  | 165 - 220 |
| ACT               | 145                       | 120 - 160 | 155                  | 130 - 175 | 175                              | 150 - 220 | 175                             | 140 - 220 | 125                     | 110 - 140 | 200                  | 180 - 220 |
| TAS               | 100                       | 80 - 120  | 120                  | 110 - 140 | 145                              | 130 - 180 | 135                             | 125 - 180 | 115                     | 100 - 130 | 150                  | 140 - 180 |
| NT                | 100                       | 80 - 120  | 120                  | 112 - 140 | 150                              | 135 - 180 | 140                             | 130 - 180 | 110                     | 100 - 130 | 160                  | 150 - 180 |
| NZ - Auckland     | 110                       | 100 - 120 | 135                  | 120 - 150 | 160                              | 140 - 200 | 160                             | 140 - 180 | 130                     | 120 - 150 | 180                  | 150 - 200 |
| NZ - Wellington   | 110                       | 100 - 120 | 135                  | 120 - 150 | 160                              | 140 - 200 | 160                             | 140 - 180 | 130                     | 120 - 150 | 170                  | 150 - 200 |
| NZ - Christchurch | 110                       | 100 - 120 | 135                  | 120 - 150 | 160                              | 140 - 200 | 160                             | 140 - 180 | 130                     | 120 - 150 | 170                  | 150 - 200 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Technology

| Oracle            | Oracle Administration |           | Oracle Developer |           | Oracle Functional Consultant |           | Oracle Technical Consultant |           | Oracle Test Analyst |           | Oracle Architect |           |
|-------------------|-----------------------|-----------|------------------|-----------|------------------------------|-----------|-----------------------------|-----------|---------------------|-----------|------------------|-----------|
|                   | Typical               | Range     | Typical          | Range     | Typical                      | Range     | Typical                     | Range     | Typical             | Range     | Typical          | Range     |
| NSW               | 140                   | 120 - 150 | 140              | 130 - 150 | 200                          | 150 - 220 | 200                         | 150 - 220 | 130                 | 110 - 140 | 200              | 180 - 220 |
| VIC               | 140                   | 120 - 150 | 145              | 130 - 170 | 170                          | 150 - 210 | 175                         | 150 - 200 | 130                 | 120 - 140 | 200              | 180 - 220 |
| QLD               | 120                   | 110 - 150 | 130              | 120 - 160 | 160                          | 150 - 190 | 140                         | 130 - 180 | 120                 | 100 - 140 | 175              | 165 - 200 |
| SA                | 100                   | 80 - 120  | 125              | 115 - 140 | 160                          | 140 - 195 | 140                         | 130 - 180 | 110                 | 100 - 130 | 160              | 150 - 180 |
| WA                | 120                   | 100 - 150 | 135              | 125 - 150 | 170                          | 145 - 220 | 165                         | 140 - 200 | 125                 | 100 - 140 | 180              | 165 - 220 |
| ACT               | 145                   | 120 - 160 | 155              | 130 - 175 | 175                          | 150 - 220 | 175                         | 140 - 220 | 125                 | 110 - 140 | 200              | 180 - 220 |
| TAS               | 120                   | 100 - 140 | 120              | 110 - 140 | 145                          | 130 - 180 | 135                         | 130 - 180 | 115                 | 100 - 130 | 150              | 150 - 180 |
| NT                | 100                   | 80 - 120  | 120              | 112 - 140 | 150                          | 135 - 185 | 140                         | 130 - 180 | 110                 | 100 - 130 | 150              | 150 - 170 |
| NZ - Auckland     | 110                   | 100 - 120 | 130              | 120 - 150 | 160                          | 140 - 200 | 160                         | 140 - 200 | 130                 | 120 - 140 | 180              | 150 - 200 |
| NZ - Wellington   | 110                   | 100 - 120 | 130              | 120 - 150 | 160                          | 140 - 200 | 160                         | 140 - 200 | 130                 | 120 - 140 | 180              | 150 - 200 |
| NZ - Christchurch | 110                   | 100 - 120 | 130              | 120 - 150 | 160                          | 140 - 200 | 160                         | 140 - 200 | 120                 | 110 - 130 | 180              | 150 - 200 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Technology

| Dynamics 365      | Dynamics 365 Administration |           | Dynamics 365 Developer |           | Dynamics 365 Functional Consultant |           | Dynamics 365 Technical Consultant |           | Dynamics 365 Test Analyst |           | Dynamics 365 Architect |           |
|-------------------|-----------------------------|-----------|------------------------|-----------|------------------------------------|-----------|-----------------------------------|-----------|---------------------------|-----------|------------------------|-----------|
|                   | Typical                     | Range     | Typical                | Range     | Typical                            | Range     | Typical                           | Range     | Typical                   | Range     | Typical                | Range     |
| NSW               | 140                         | 120 - 150 | 140                    | 130 - 150 | 200                                | 150 - 220 | 200                               | 150 - 220 | 130                       | 110 - 140 | 200                    | 180 - 220 |
| VIC               | 140                         | 120 - 150 | 145                    | 130 - 170 | 165                                | 150 - 200 | 175                               | 150 - 200 | 130                       | 120 - 140 | 190                    | 180 - 220 |
| QLD               | 120                         | 110 - 150 | 130                    | 120 - 160 | 160                                | 150 - 200 | 140                               | 130 - 180 | 120                       | 100 - 140 | 175                    | 165 - 200 |
| SA                | 100                         | 90 - 120  | 135                    | 120 - 150 | 160                                | 140 - 195 | 140                               | 130 - 180 | 110                       | 100 - 130 | 180                    | 160 - 200 |
| WA                | 120                         | 100 - 150 | 135                    | 125 - 150 | 170                                | 145 - 220 | 165                               | 140 - 200 | 125                       | 100 - 140 | 180                    | 165 - 220 |
| ACT               | 145                         | 120 - 160 | 155                    | 130 - 175 | 175                                | 150 - 220 | 175                               | 140 - 220 | 125                       | 110 - 140 | 200                    | 180 - 220 |
| TAS               | 120                         | 100 - 140 | 125                    | 110 - 140 | 145                                | 130 - 180 | 135                               | 125 - 180 | 115                       | 100 - 130 | 150                    | 150 - 180 |
| NT                | 100                         | 80 - 120  | 120                    | 112 - 140 | 150                                | 135 - 190 | 140                               | 130 - 180 | 110                       | 100 - 130 | 160                    | 150 - 180 |
| NZ - Auckland     | 110                         | 100 - 120 | 130                    | 120 - 140 | 160                                | 140 - 200 | 175                               | 140 - 200 | 120                       | 110 - 130 | 175                    | 150 - 200 |
| NZ - Wellington   | 110                         | 100 - 120 | 130                    | 120 - 140 | 160                                | 140 - 200 | 175                               | 140 - 200 | 120                       | 110 - 130 | 175                    | 150 - 200 |
| NZ - Christchurch | 100                         | 90 - 110  | 130                    | 120 - 140 | 160                                | 140 - 200 | 175                               | 140 - 200 | 115                       | 100 - 130 | 175                    | 150 - 200 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Technology

| SAP               | SAP Administration |           | SAP Developer |           | SAP Functional Consultant |           | SAP Technical Consultant |           | SAP Test Analyst |           | SAP Architect |           |
|-------------------|--------------------|-----------|---------------|-----------|---------------------------|-----------|--------------------------|-----------|------------------|-----------|---------------|-----------|
|                   | Typical            | Range     | Typical       | Range     | Typical                   | Range     | Typical                  | Range     | Typical          | Range     | Typical       | Range     |
| NSW               | 140                | 120 - 150 | 140           | 130 - 150 | 200                       | 150 - 220 | 200                      | 150 - 220 | 130              | 110 - 140 | 200           | 180 - 220 |
| VIC               | 140                | 120 - 150 | 145           | 130 - 170 | 175                       | 150 - 210 | 175                      | 150 - 200 | 130              | 110 - 140 | 200           | 180 - 220 |
| QLD               | 120                | 110 - 150 | 130           | 120 - 160 | 160                       | 150 - 200 | 140                      | 130 - 180 | 120              | 100 - 140 | 175           | 165 - 200 |
| SA                | 100                | 80 - 120  | 140           | 120 - 150 | 170                       | 150 - 195 | 150                      | 140 - 190 | 110              | 100 - 130 | 150           | 140 - 170 |
| WA                | 120                | 100 - 150 | 135           | 125 - 150 | 170                       | 145 - 220 | 165                      | 140 - 200 | 125              | 100 - 140 | 180           | 165 - 220 |
| ACT               | 145                | 120 - 160 | 155           | 130 - 175 | 175                       | 150 - 220 | 175                      | 140 - 220 | 125              | 110 - 140 | 200           | 180 - 220 |
| TAS               | 120                | 100 - 140 | 125           | 110 - 140 | 145                       | 130 - 180 | 140                      | 130 - 180 | 115              | 100 - 130 | 150           | 130 - 170 |
| NT                | 100                | 80 - 120  | 130           | 112 - 140 | 150                       | 135 - 190 | 140                      | 130 - 180 | 110              | 100 - 130 | 140           | 130 - 160 |
| NZ - Auckland     | 110                | 100 - 120 | 135           | 120 - 150 | 160                       | 140 - 200 | 170                      | 140 - 200 | 120              | 110 - 130 | 180           | 150 - 200 |
| NZ - Wellington   | 110                | 100 - 120 | 135           | 120 - 150 | 160                       | 140 - 200 | 170                      | 140 - 200 | 120              | 110 - 130 | 180           | 150 - 200 |
| NZ - Christchurch | 100                | 90 - 110  | 135           | 120 - 150 | 160                       | 140 - 200 | 160                      | 140 - 200 | 115              | 100 - 130 | 170           | 150 - 200 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Technology

| ServiceNow        | ServiceNow Administration |           | ServiceNow Developer |           | ServiceNow Functional Consultant |           | ServiceNow Technical Consultant |           | ServiceNow Test Analyst |           | ServiceNow Architect |           |
|-------------------|---------------------------|-----------|----------------------|-----------|----------------------------------|-----------|---------------------------------|-----------|-------------------------|-----------|----------------------|-----------|
|                   | Typical                   | Range     | Typical              | Range     | Typical                          | Range     | Typical                         | Range     | Typical                 | Range     | Typical              | Range     |
| NSW               | 140                       | 120 - 150 | 140                  | 130 - 150 | 200                              | 150 - 220 | 200                             | 150 - 220 | 130                     | 110 - 140 | 200                  | 180 - 220 |
| VIC               | 140                       | 120 - 150 | 145                  | 130 - 170 | 170                              | 150 - 200 | 180                             | 150 - 200 | 130                     | 120 - 140 | 200                  | 180 - 220 |
| QLD               | 120                       | 110 - 150 | 130                  | 120 - 160 | 160                              | 150 - 200 | 140                             | 130 - 180 | 120                     | 100 - 140 | 175                  | 165 - 200 |
| SA                | 100                       | 80 - 120  | 130                  | 120 - 150 | 160                              | 140 - 195 | 150                             | 140 - 180 | 110                     | 100 - 130 | 160                  | 150 - 180 |
| WA                | 120                       | 100 - 150 | 135                  | 125 - 150 | 170                              | 145 - 220 | 165                             | 140 - 200 | 125                     | 100 - 140 | 180                  | 165 - 220 |
| ACT               | 145                       | 120 - 160 | 155                  | 130 - 175 | 175                              | 150 - 220 | 175                             | 140 - 220 | 125                     | 110 - 140 | 200                  | 180 - 220 |
| TAS               | 100                       | 80 - 120  | 120                  | 110 - 140 | 145                              | 130 - 180 | 135                             | 125 - 175 | 115                     | 100 - 130 | 150                  | 140 - 170 |
| NT                | 100                       | 80 - 120  | 120                  | 112 - 140 | 150                              | 135 - 190 | 150                             | 140 - 180 | 110                     | 100 - 130 | 150                  | 140 - 170 |
| NZ - Auckland     | 100                       | 90 - 110  | 130                  | 120 - 140 | 160                              | 140 - 200 | 160                             | 140 - 180 | 120                     | 110 - 130 | 180                  | 150 - 220 |
| NZ - Wellington   | 100                       | 90 - 110  | 130                  | 120 - 140 | 160                              | 140 - 200 | 160                             | 140 - 180 | 120                     | 110 - 130 | 180                  | 150 - 220 |
| NZ - Christchurch | 90                        | 80 - 100  | 130                  | 120 - 140 | 160                              | 140 - 200 | 160                             | 140 - 180 | 115                     | 100 - 130 | 170                  | 150 - 200 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Technology

| Testing           | Test Analyst |          | Senior Test Analyst |           | Automation Test Analyst |           | Test Lead |           | Test / QA Manager |           | Test Director |           |
|-------------------|--------------|----------|---------------------|-----------|-------------------------|-----------|-----------|-----------|-------------------|-----------|---------------|-----------|
|                   | Typical      | Range    | Typical             | Range     | Typical                 | Range     | Typical   | Range     | Typical           | Range     | Typical       | Range     |
| NSW               | 90           | 77 - 105 | 110                 | 85 - 130  | 120                     | 92 - 130  | 130       | 100 - 145 | 140               | 110 - 160 | 190           | 170 - 210 |
| VIC               | 90           | 80 - 120 | 100                 | 100 - 130 | 120                     | 130 - 150 | 125       | 130 - 150 | 140               | 140 - 170 | 190           | 170 - 210 |
| QLD               | 80           | 80 - 100 | 90                  | 100 - 150 | 110                     | 105 - 130 | 110       | 120 - 150 | 125               | 120 - 160 | 195           | 160 - 200 |
| SA                | 80           | 70 - 100 | 100                 | 85 - 110  | 105                     | 90 - 120  | 115       | 100 - 130 | 120               | 110 - 140 | 180           | 160 - 200 |
| WA                | 95           | 90 - 110 | 125                 | 115 - 140 | 135                     | 120 - 160 | 145       | 125 - 160 | 150               | 130 - 170 | 180           | 160 - 200 |
| ACT               | 100          | 90 - 110 | 125                 | 115 - 145 | 140                     | 125 - 165 | 140       | 130 - 180 | 150               | 130 - 175 | 190           | 150 - 200 |
| TAS               | 85           | 80 - 100 | 95                  | 85 - 110  | 100                     | 90 - 120  | 115       | 100 - 130 | 120               | 110 - 135 | 180           | 160 - 200 |
| NT                | 85           | 70 - 95  | 100                 | 85 - 110  | 100                     | 90 - 120  | 105       | 95 - 125  | 115               | 100 - 130 | 180           | 160 - 200 |
| NZ - Auckland     | 110          | 95 - 120 | 125                 | 115 - 135 | 135                     | 125 - 150 | 150       | 140 - 160 | 150               | 145 - 170 | 175           | 150 - 200 |
| NZ - Wellington   | 110          | 95 - 120 | 125                 | 115 - 135 | 135                     | 125 - 150 | 140       | 130 - 150 | 150               | 140 - 165 | 175           | 150 - 200 |
| NZ - Christchurch | 100          | 90 - 110 | 120                 | 110 - 130 | 130                     | 110 - 140 | 140       | 130 - 150 | 140               | 130 - 150 | 165           | 150 - 180 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*

# Technology

| Leadership        | CISO    |           | CIO     |           | CTO     |           | IT Manager |           | Chief Data Officer |           |
|-------------------|---------|-----------|---------|-----------|---------|-----------|------------|-----------|--------------------|-----------|
|                   | Typical | Range     | Typical | Range     | Typical | Range     | Typical    | Range     | Typical            | Range     |
| NSW               | 255     | 225 - 360 | 306     | 255 - 375 | 306     | 255 - 357 | 170        | 140 - 220 | 250                | 200 - 350 |
| VIC               | 255     | 225 - 360 | 290     | 225 - 375 | 275     | 225 - 370 | 165        | 130 - 220 | 250                | 200 - 350 |
| QLD               | 250     | 180 - 350 | 255     | 200 - 300 | 235     | 200 - 330 | 170        | 130 - 190 | 240                | 180 - 280 |
| SA                | 230     | 200 - 260 | 250     | 190 - 300 | 230     | 180 - 270 | 135        | 130 - 180 | 200                | 180 - 250 |
| WA                | 250     | 200 - 300 | 260     | 240 - 300 | 275     | 225 - 300 | 160        | 130 - 200 | 200                | 180 - 250 |
| ACT               | 255     | 225 - 360 | 290     | 240 - 375 | 275     | 225 - 350 | 155        | 145 - 210 | 240                | 180 - 280 |
| TAS               | 180     | 160 - 220 | 200     | 165 - 265 | 200     | 150 - 250 | 150        | 120 - 180 | 185                | 170 - 200 |
| NT                | 200     | 180 - 240 | 240     | 190 - 290 | 230     | 200 - 290 | 145        | 135 - 170 | 200                | 180 - 250 |
| NZ - Auckland     | 230     | 180 - 280 | 250     | 200 - 300 | 225     | 180 - 260 | 170        | 140 - 200 | 230                | 180 - 280 |
| NZ - Wellington   | 210     | 180 - 250 | 250     | 200 - 300 | 225     | 180 - 260 | 170        | 140 - 200 | 210                | 180 - 250 |
| NZ - Christchurch | 210     | 180 - 250 | 240     | 200 - 280 | 210     | 180 - 260 | 140        | 130 - 160 | 210                | 180 - 250 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars\*



Get in touch with a recruitment  
expert in Australia and New Zealand

[hays.com.au](https://hays.com.au) | [hays.net.nz](https://hays.net.nz)