



Salary Guide

FY26/27

Make workforce and career

decisions with clarity

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Matthew Dickason
CEO APAC, Hays

CEO *introduction*

Salary still leads the conversation about why people move but progression has closed the gap and remained the lever most organisations aren't using. Of the people who changed organisations in the last twelve months, 31% cited pay and 29% cited the lack of a clear career path. That's the closest those two have ever been in this research, and it changes what good employers need to do.

The headline pay number looks healthy, with an expected average increase of 3.8% over the next twelve months. But 42% of employees report a decrease, no change, or an increase below 2.4% - leaving many below inflation and creating a clear churn risk. Averages mask significant divergence, and divergence is what drives attrition.

More than 70% of employees have been in their current role for less than four years, while 36% are actively looking and another 34% are open to a move. Where promotion structures are clear, job satisfaction sits at 79% and active job-seeking drops to 25%. Where they aren't, those numbers reverse. Career path has become a retention lever in plain sight, but most organisations still treat it as an internal HR mechanic rather than something they put in front of candidates.

Flexibility is no longer a differentiator, with two-thirds of organisations offering it as standard and most are not planning to change. The work now sits in definition and

consistency, with 51% of employees describing their workplace as hybrid versus 43% of employers - same buildings, different lived experience.

The skills picture has a sharper edge. 82% of organisations reported a shortage in the last year, up from 79%. At the same time, more than half of employees feel their skills are current. Both can be true, pointing to a missing conversation about capability, where employees lack a clear line of sight to the gaps their organisation is trying to fill. AI reflects the same pattern, with 60% of employees using it regularly at work but only 22% have had any training and over half reporting none at all. Adoption is running ahead of enablement, and the organisations that close that gap fastest will gain the most ground.

The thread running through all of this is alignment. Pay, progression, skills and AI are no longer separate workstreams - they're the same conversation, and where employers and employees see them differently is where the cost shows up.

This research highlights the shifts shaping workforce and career decisions in the year ahead. I hope you find it valuable.

Matthew Dickason
CEO APAC, Hays

About the survey

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

Over 7000 respondents across Australia (74%) and New Zealand (26%) 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, with the research representing those under 29 to over 50; approximately half of those who responded were aged 30-49.

14% surveyed were at director or c-suite level, 8% were at entry-level to graduate, with a mix of intermediate and senior levels surveyed. Organisation size varied, with a quarter representing organisations with 50 or fewer employees, and a quarter representing organisations with over 1000 employees.

Half of those surveyed were involved in hiring within their organisation, with industries represented from construction to media, not-for-profit to FMCG, technology to farming.

Top industries represented in the survey

- Construction
- Accounting and finance
- Mining and resources
- Banking and financial services
- Manufacturing
- Healthcare and medical
- Retail, hospitality and tourism
- Legal
- Public sector
- Not-for-profit

Top professions represented in the survey

- Human resources
- Accountants
- Information and communication technology
- Engineering
- Construction and property
- Legal
- C-suite, executive and management
- Administrators and office support
- Finance
- IT projects and change management/digital transformation

Salaries of survey respondents

Salary band	Percentage
Under \$80k	10%
\$80k - \$120k	31%
\$120k - \$160k	27%
\$160k - \$200k	17%
\$200k +	15%



Thank you

We would like to express our thanks to all 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.



Macro trends

01

Wage divergence creating a retention risk as cost pressures grow

Hirers report an average salary increase of 3.3% in New Zealand and 4.0% in Australia.

Salary satisfaction remains fragile: almost one-third of employees are dissatisfied.

Despite cost-of-living rising, two in five (42%) of employees reported a decrease, no change or a marginal increase (less than 2.4%) in pay.

02

Shorter tenures and active search signal a highly mobile workforce

Over 70% of employees have been in their current role for less than four years.

36% are actively searching for a new role, while a further 34% are open to opportunities.

People are leaving for progression almost as much as pay. Among those who changed organisations, 31% cite salary too low and 29% cite lack of career progression.

03

Investing, developing and progressing people are key to attraction and retention

Most employees can't see a promotion pathway. Only ~10% say promotions are frequent and based on clear criteria; 33% say there's no clear structure.

"Lack of future opportunities" sits near the top reasons people want to leave (~36%), closely behind salary/benefits (~43%).

04

Now a hygiene factor, not a differentiator, but what does 'flexible' mean?

Flexible working is now an expectation, with 70% of employees rating it as critical and 66% of employers offering it as standard.

Most organisations aren't changing flex policies. 64% are keeping current policies; only 7% plan to reduce flexibility and move more on site.

05

Bridging the gap between employee confidence and capability

More than 80% of organisations report ongoing skills shortages, making talent gaps a systemic issue that is actively constraining growth and productivity.

While 57% of employees believe their skills are up to date, employers continue to report widespread capability gaps, exposing a critical disconnect in workforce readiness.

06

Unlocking underleveraged productivity gains

AI skills are in demand, but 43% of employers say there's no clear way to prove them.

AI adoption is outpacing organisational awareness, with more employees using it day-to-day than employers expect or formally enable.

With only a small proportion of organisations providing structured AI support, most workplaces remain stuck in ad hoc usage rather than real transformation. Only ~9% of organisations feel 'very confident' they'll be able to adapt to new technologies and tools in the near future.

Spotlight on salary

Wage divergence creating
a retention risk as cost
pressures increase



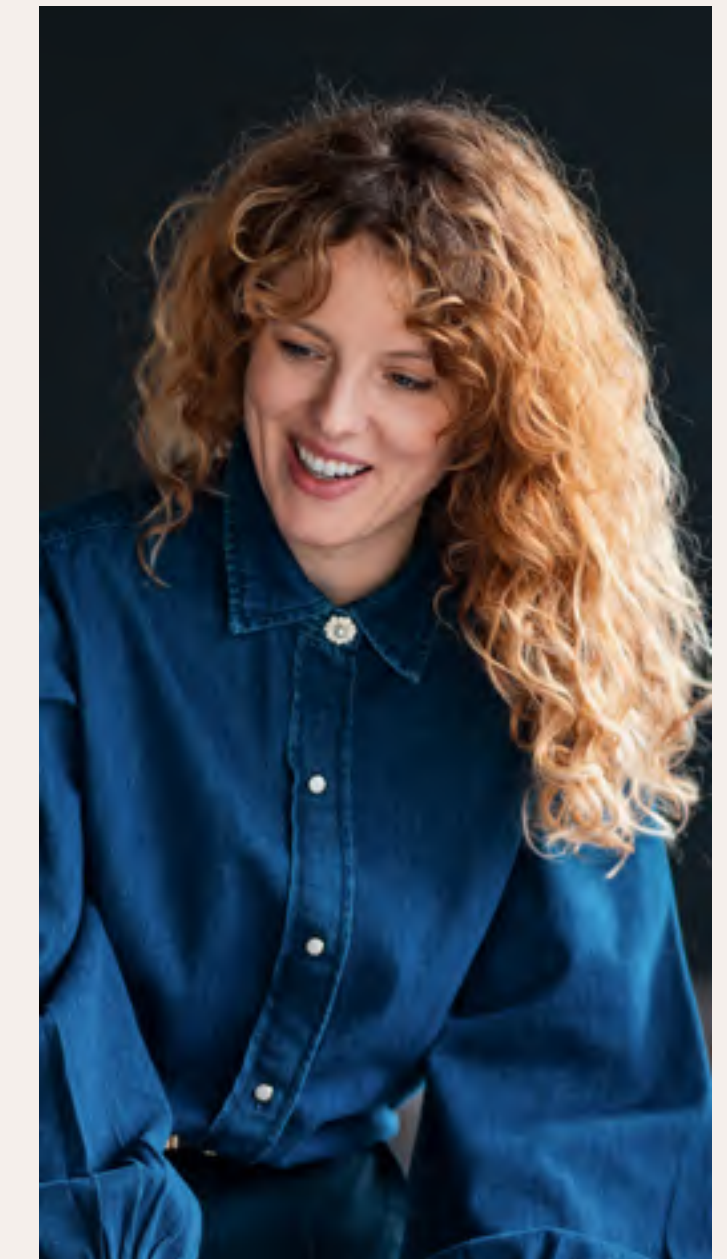
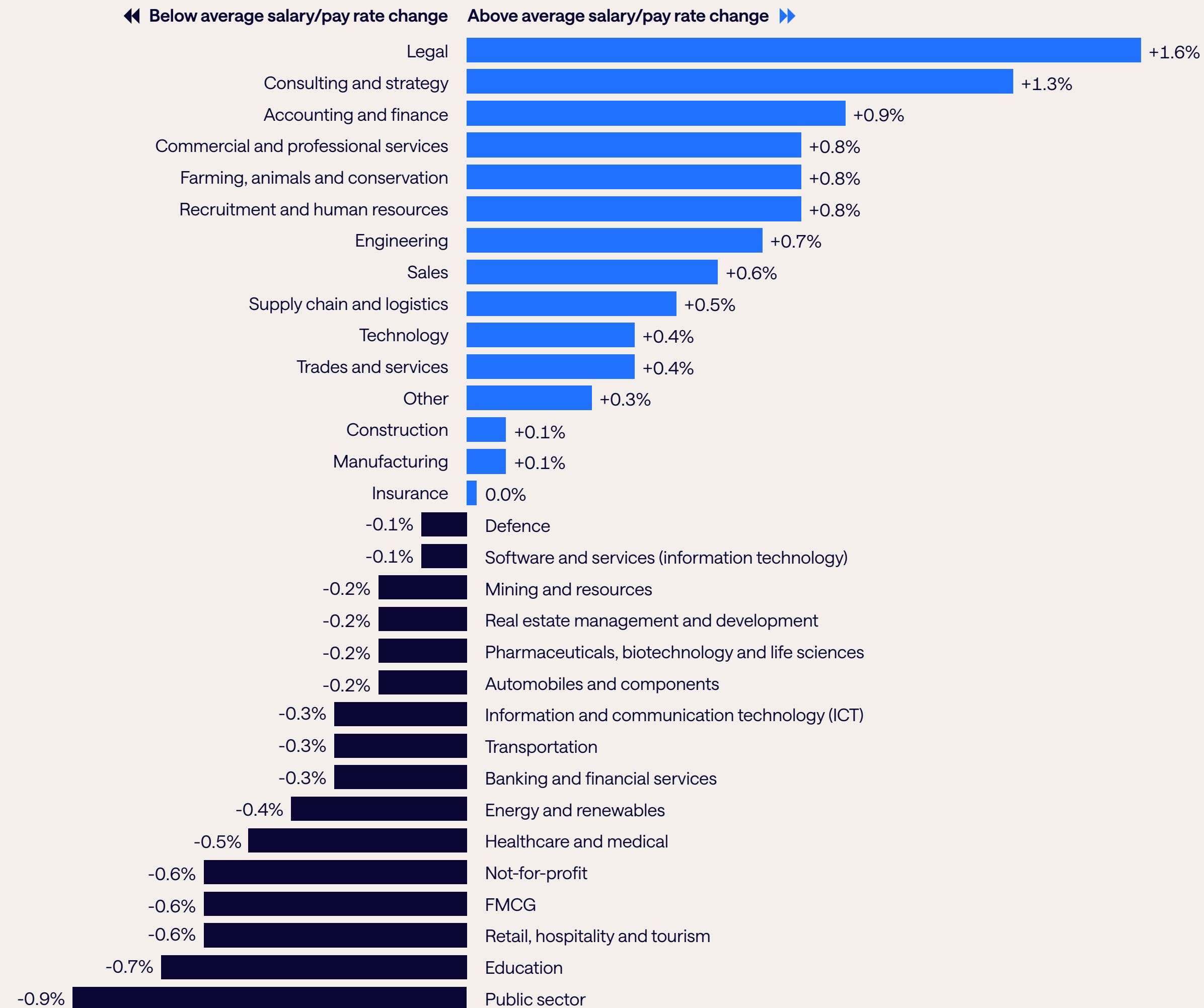
The rising tide isn't lifting all boats

On average, those surveyed expect their pay to increase by 3.8% over the next 12 months, representing an increase of wages greater than that of inflation.

The story is nuanced by industry, with higher-than-average salary increases expected among those in legal, consulting and strategy, and accounting and finance.

At the other extreme, some pessimism was seen among those in the public sector, education, retail/hospitality/tourism, FMCG and not-for-profit, with these sectors expecting a lower than average pay increase.

Difference in employee expected pay rate change in next 12 months



3.8%
Average expected
pay rate change



Results nearly unchanged versus last year

Salary satisfaction stable

Four in ten were at least somewhat satisfied with salary, just over a quarter neutral, and just under a third dissatisfied. Despite rising cost of living, satisfaction scores for the year ahead are largely in line with last year.

Those most satisfied tend toward higher income earners, those more senior, those who had a greater salary increase over the last 12 months (over 2.5%), or those in legal, mining and resources, pharmaceuticals/biotechnology/life sciences.

Those less satisfied are likely to have experienced salary decrease, maintenance or only a marginal increase. They tend toward lower income earners, at more junior levels.

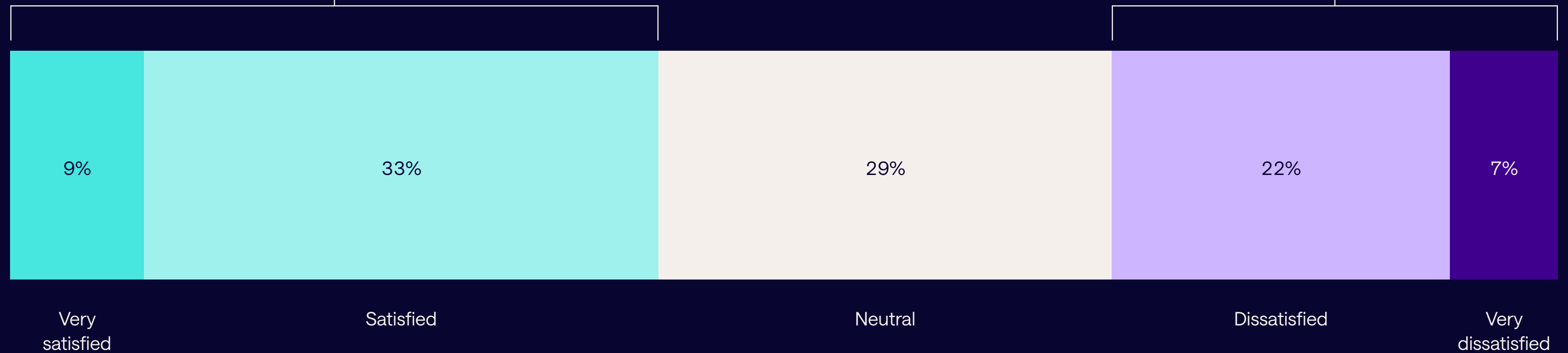
Satisfaction with salary/pay rate

42%

Satisfied or very satisfied

29%

Dissatisfied or very dissatisfied

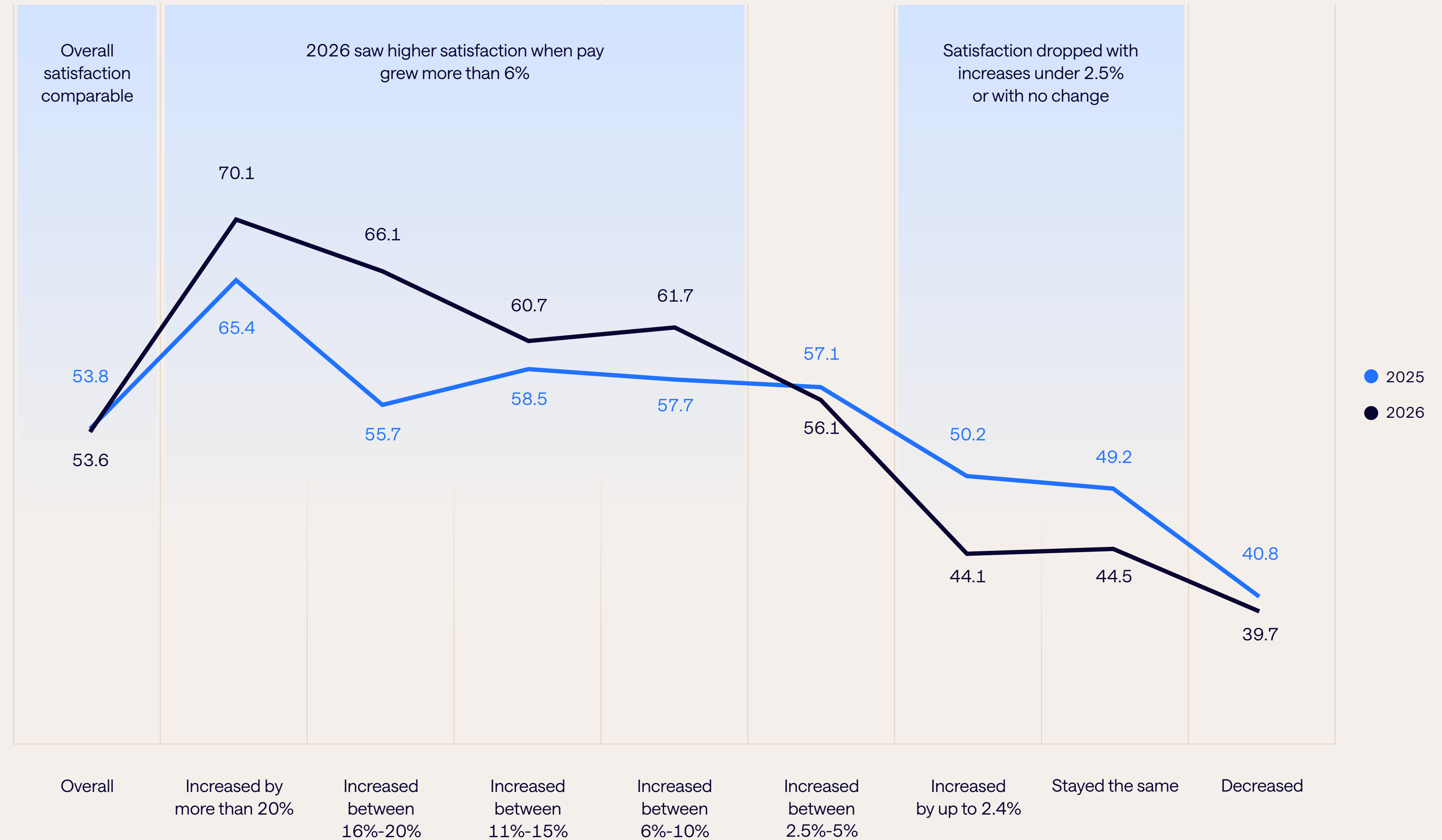


Employees more attuned to salary changes than ever before

Satisfaction with salary is by and large directly related to the degree of salary increase in the past year. Those who had a greater increase (more than 20%) report far higher levels of satisfaction than those who had more modest (2.4%) increases or salary remained the same.

Year on year, however, there is a more nuanced story behind the salary numbers. Larger increases drive greater satisfaction this year compared to last, and smaller increases (or reduction) drives greater dissatisfaction. This reveals that while overall salary satisfaction hasn't changed year on year, consumers have become more attuned to how their salary is changing.

Change in YoY salary satisfaction

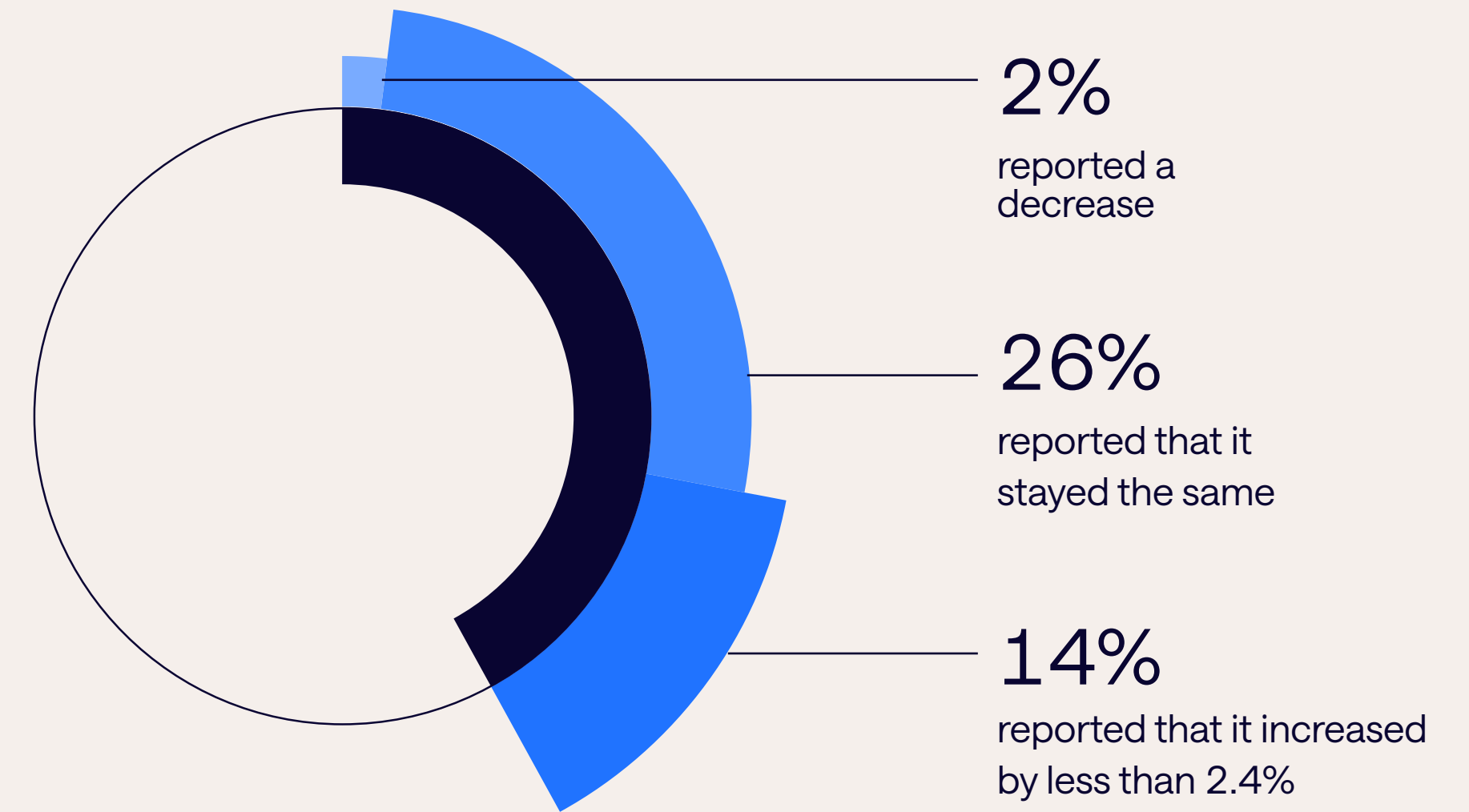


Salary stagnation may drive churn

42% of those surveyed reported their salary decreased, maintained, or increased by less than 2.4%.

This is of particular concern as those who receive low increases tend toward lower levels of satisfaction, a greater sense of being 'underpaid', lower job satisfaction, and ultimately a greater propensity to start looking for new job opportunities.

42%
Had a **below average** pay change in the last 12 months...



Employee sentiment and job mobility track closely with pay increase levels

	Received a 'below average' pay increase (<2.4%), or pay rate stayed the same/decreased	Received an 'average' pay increase (between 2.5%-5%)	Received an 'above average' pay increase (>6%)
% satisfied or very satisfied with salary/pay rate	27%	46%	59%
% feel underpaid	60%	48%	39%
% satisfied or very satisfied with job	45%	54%	63%
% actively looking for a new job opportunity	39%	28%	24%

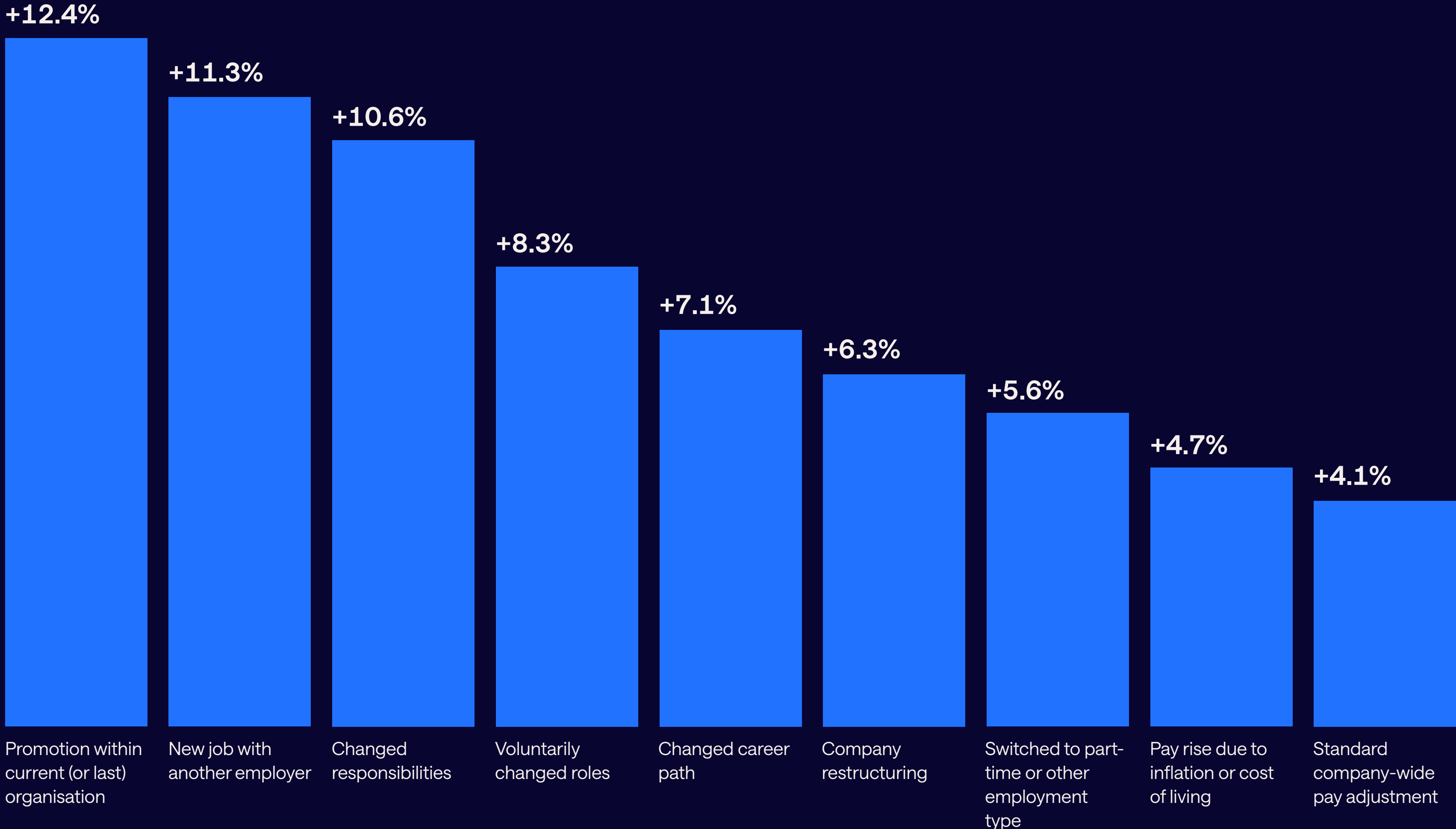
Ready for your next move?
Search jobs

Australia ▶▶ New Zealand ▶▶

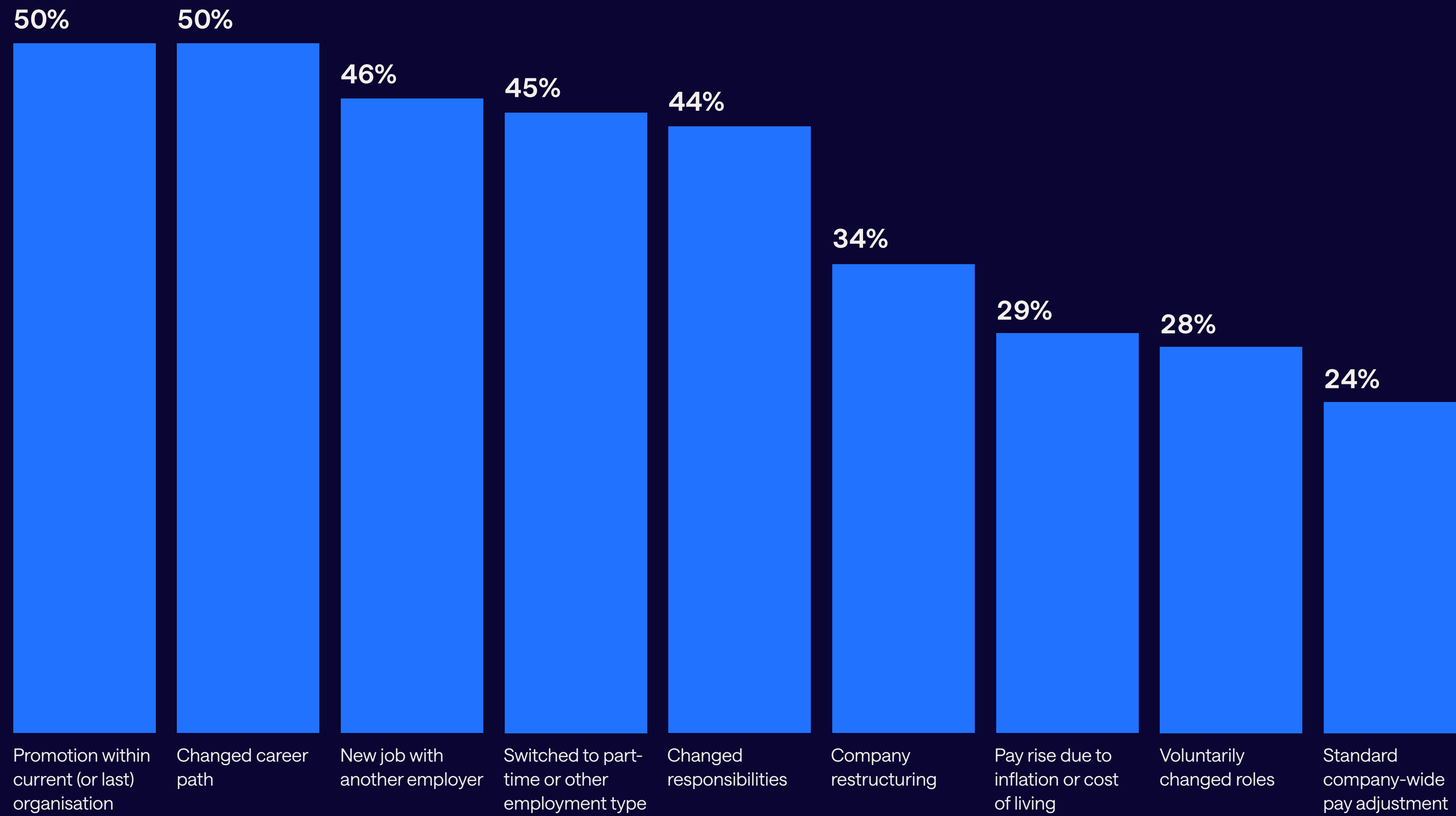
Are promotions a sugar hit you have to keep feeding?

Those who received a promotion with their current employer reported the highest wage growth in the last twelve months, however, those newly promoted also pose a retention risk as half now 'expect' a 'higher than average' wage increase in the next twelve months.

Average % salary rate increase by reason for salary rate change



Proportion anticipating a 'higher than average' pay rate increase (greater than 6%) based on what drove their last pay rate change



Job Mobility

Shorter tenures and active search
signal a highly mobile workforce



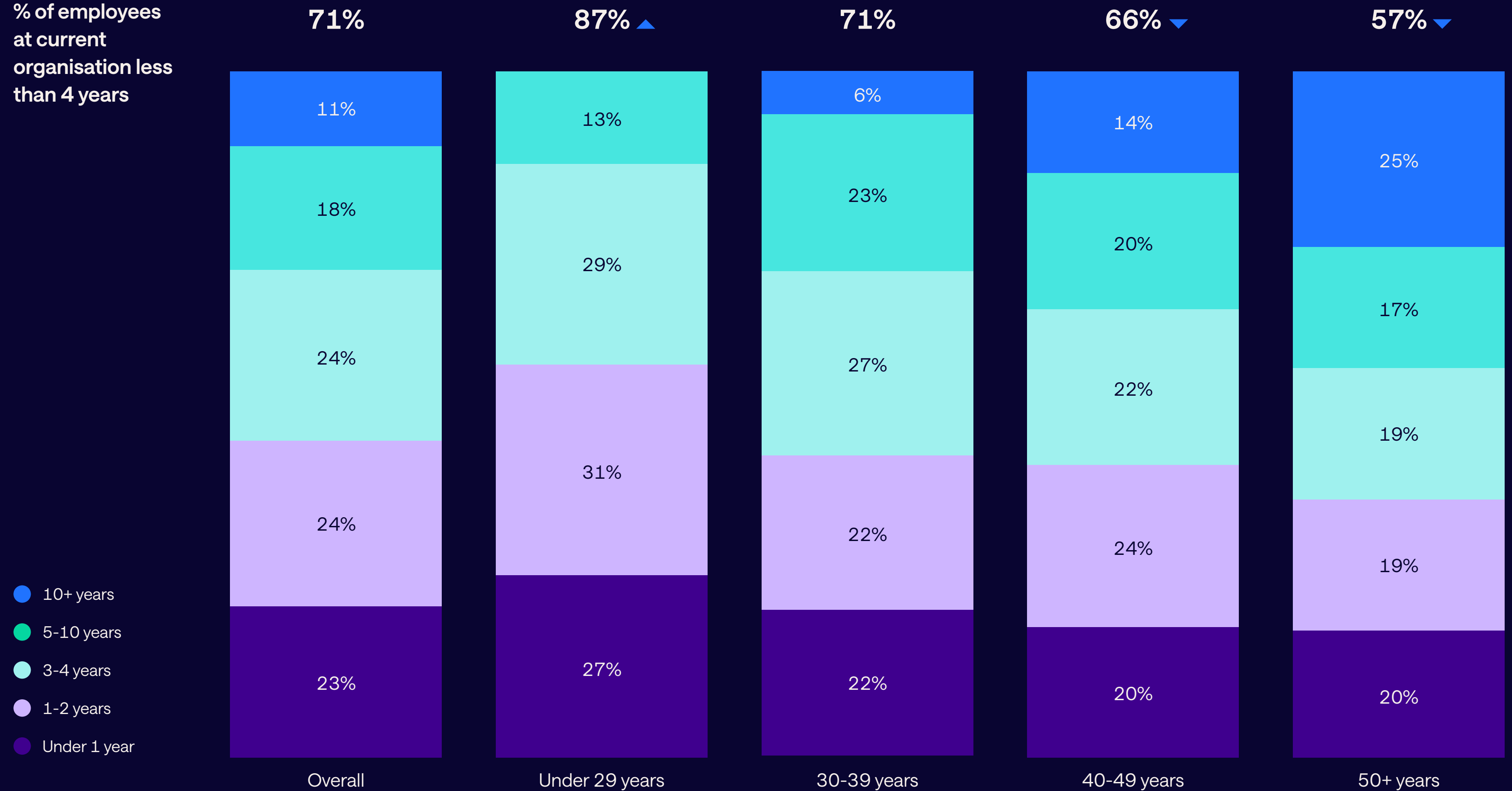
Lifelong loyalty less likely

Irrespective of age, most employees have been in their current organisation less than four years. Even among those over 50, the vast majority have been with their employer for less than four years. This highlights an incredibly mobile workforce, and that the days of lifelong loyalty to one employer are well and truly faded.

Some sectors enjoy greater loyalty and tenure than others. We see shorter tenure more pronounced in farming/animals/conservation, not-for-profit, real estate management and development along with the public sector. In contrast, tenures tend to be longer in IT managed service providers, utilities and ICT.

Tenure by age

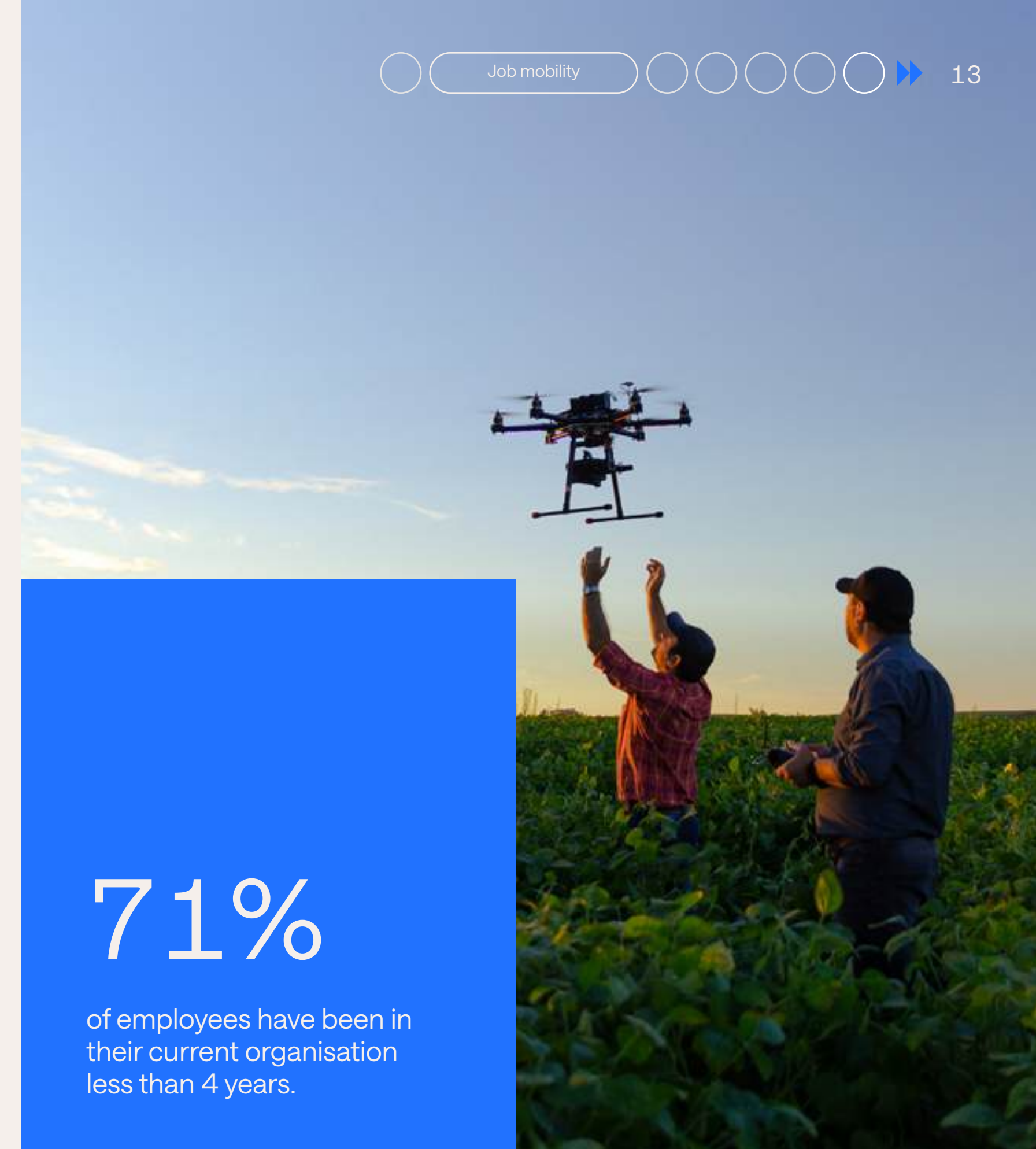
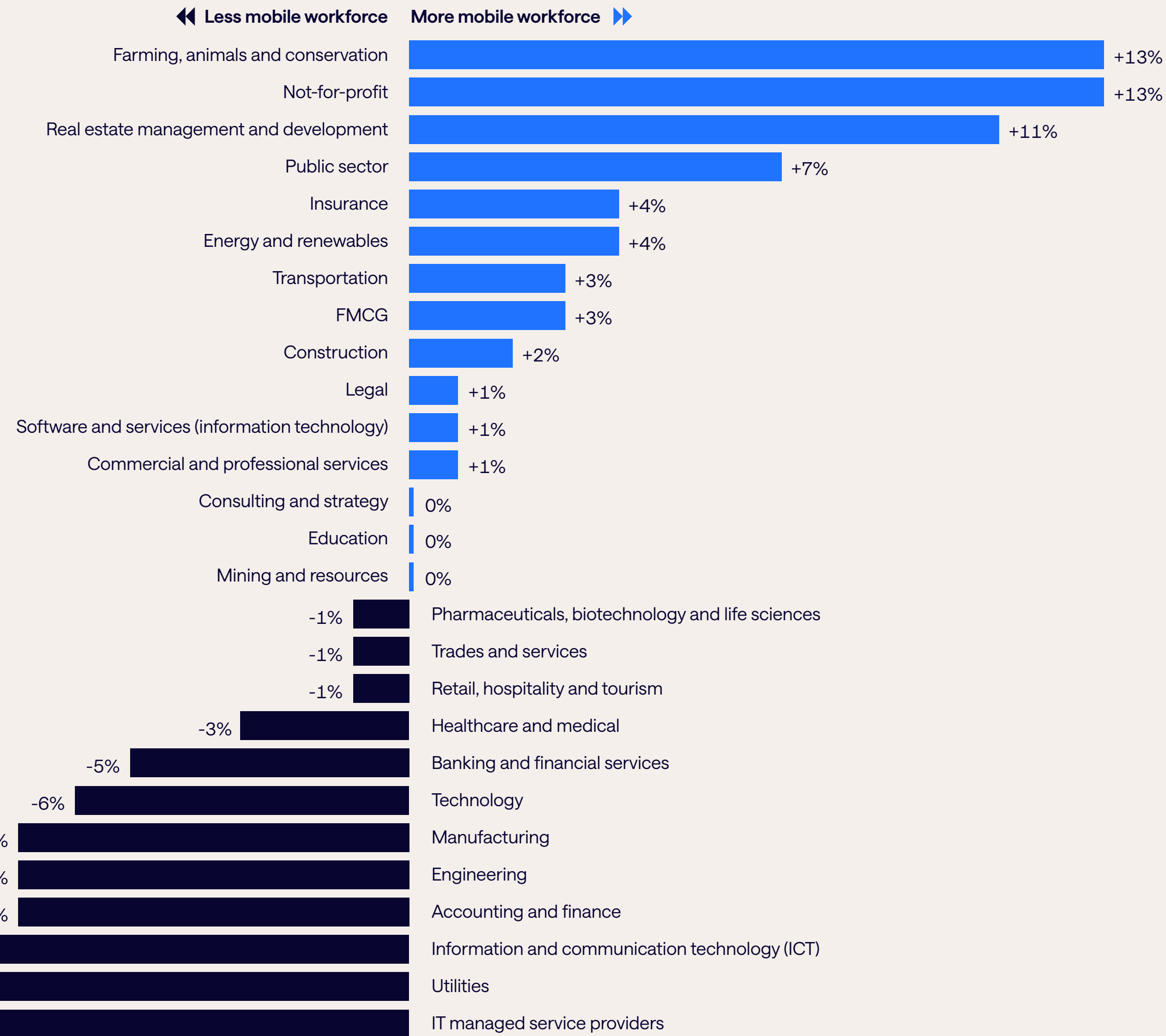
% of employees at current organisation less than 4 years



- 10+ years
- 5-10 years
- 3-4 years
- 1-2 years
- Under 1 year

Tenure/job mobility: by industry

% of employees who have been at their current organisation less than four years by industry

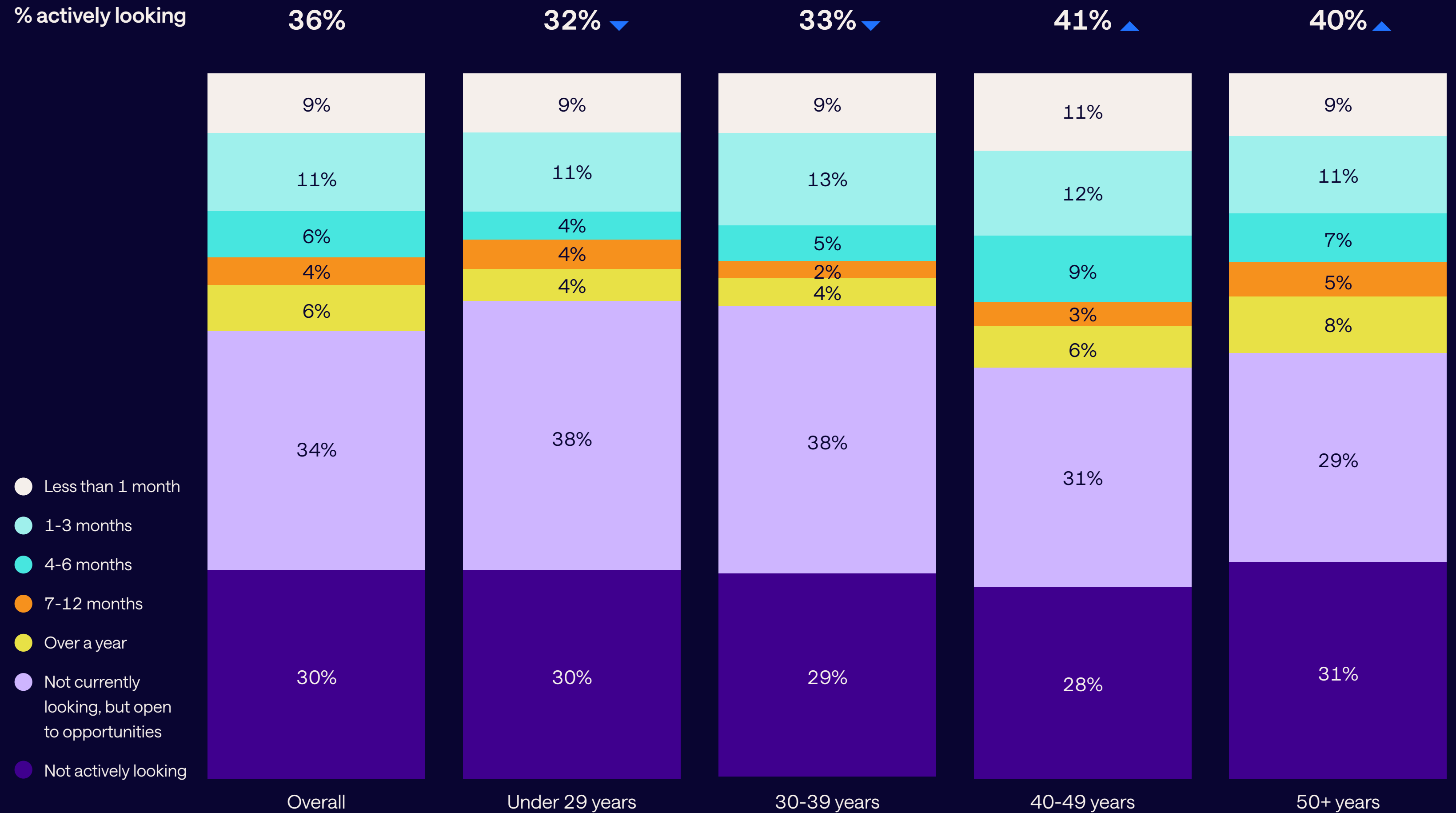


40+ in focus

Those aged 40+ are more likely to be actively looking for a new job opportunity compared to younger cohorts and this is likely to have been going on for longer. In particular, they're expressing greater concerns about job security and being driven by retirement or redundancy.

This suggests a workforce that is mobile, but also potentially operating from a place of fear. Competitive salary and benefits can attract greater quality candidates, but long-term retention will depend on clear future pathways, stability, and confidence in their role.

Job search activity by age



- Less than 1 month
- 1-3 months
- 4-6 months
- 7-12 months
- Over a year
- Not currently looking, but open to opportunities
- Not actively looking

Top reasons for wanting to leave current organisation *by age*

Search jobs
AU NZ

Under 29 years

30-39 years

40-49 years

50+ years



46%

Salary and/or benefits package

39%

Lack of future opportunities

36%

Salary too low

53%

Salary and/or benefits package

38%

Lack of future opportunities

38%

Salary too low

43%

Salary and/or benefits package

41%

Lack of future opportunities

28%

Concerns about job security

30%

Salary and/or benefits package

28%

Lack of future opportunities

26%

Concerns about job security

23%

Retirement or redundancy

Attraction and retention

Investing, developing and
progressing people are key

3



Progression: *the most under-used lever in attraction*

Beyond salary and benefits, a lack of future opportunities is the number-one reason employees give for wanting to leave (36%), and the second biggest driver behind those who have already changed organisations in the last twelve months (29%, just behind 'salary too low' at 31%).

Hirers know it. 37% say a lack of clear progression is one of their biggest retention challenges. Yet only 26% see career development as something that helps them attract talent in the first place. Progression is being acknowledged on the way out the door, but rarely elevated on the way in.

For organisations, this is the clearest opportunity in the report: an under-priced, controllable lever sitting in plain sight.

Main reason for wanting to leave current organisation

36%

Lack of future opportunities

Second biggest driver for changing organisations

29%

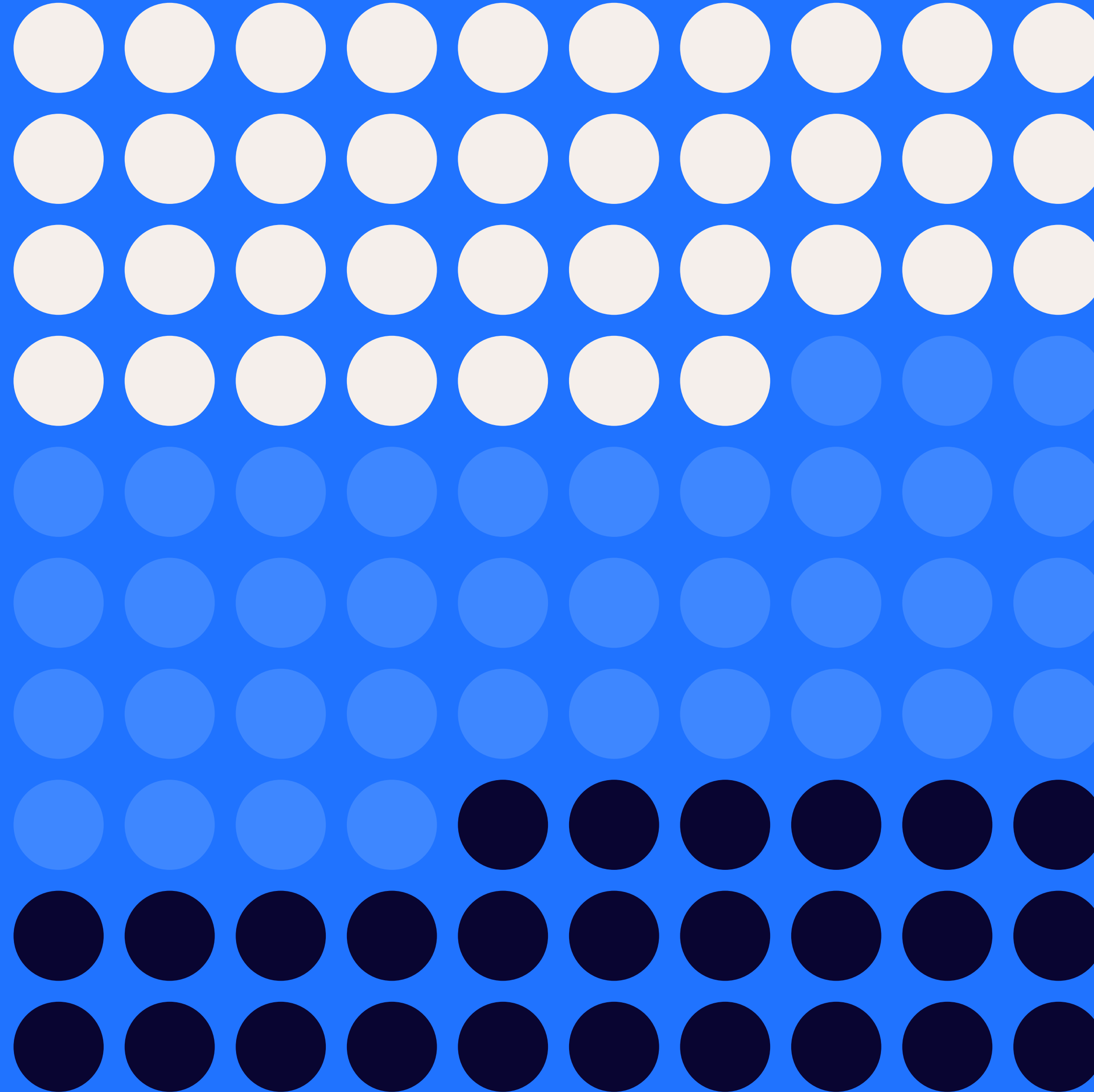
Lack of career progression



Biggest challenges in retaining employees and factors that help attract talent

37%

of organisations say a lack of clear career progression is a top barrier to retaining employees...



yet only

26%

of organisations believe career development initiatives help attract talent beyond compensation.

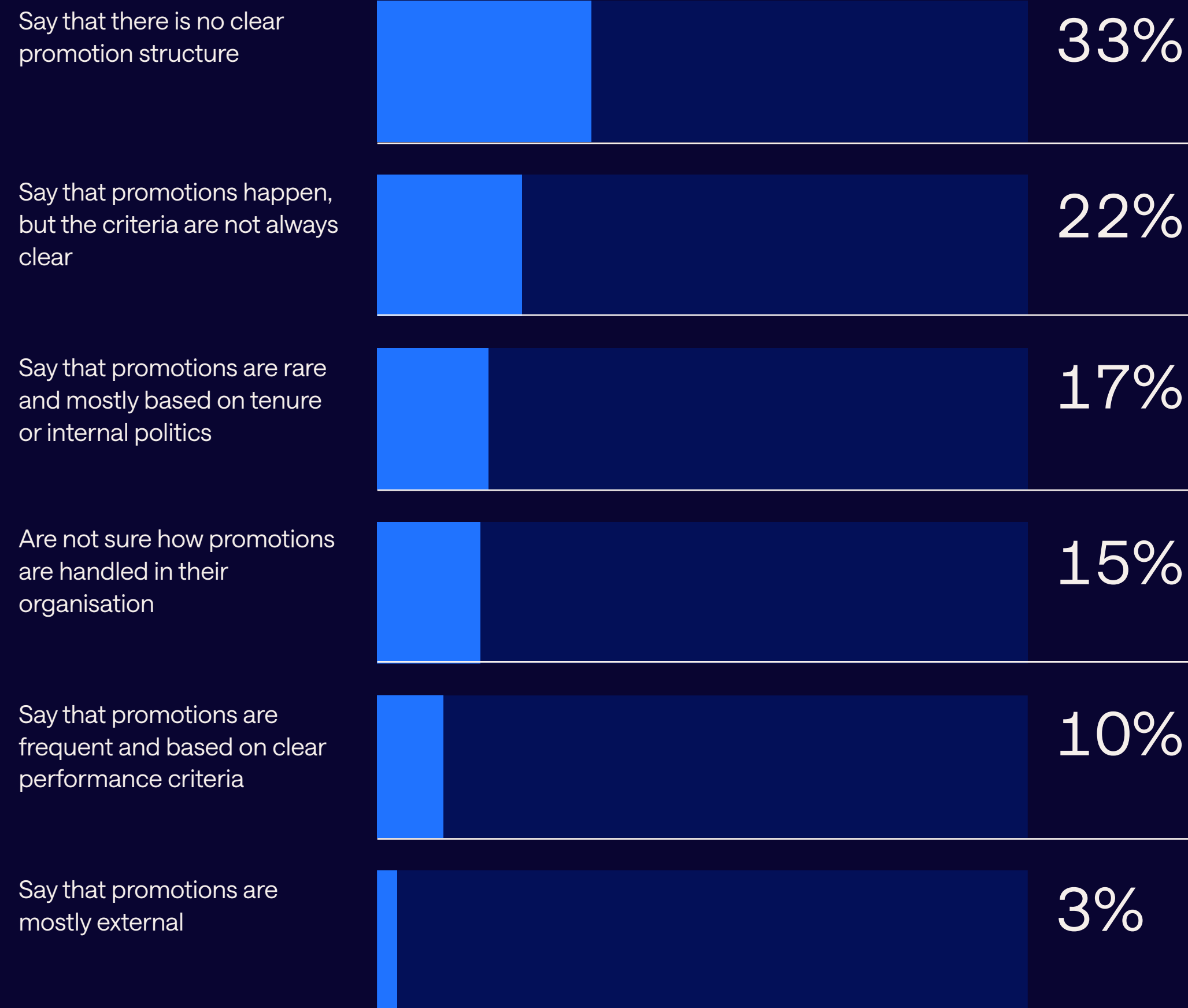
If they can't see the path, they'll find a new map

Only 1 in 10 employees say promotions in their organisation are frequent and based on clear performance criteria. A third (33%) say there's no clear promotion structure at all, and a further 22% see promotions happening but with criteria that aren't made clear.

The impact is direct. Where promotion structures are clear, 79% of employees report being satisfied with their job and only 25% are actively searching. Where there's no structure, satisfaction drops to 42% and active job search climbs to 36%.

The story repeats on development. Hirers consistently overestimate the support they offer: 57% of hirers say they provide online learning platforms versus 42% of employees who say they receive them; 46% of hirers point to in-house training versus 32% of employees.

One in five employees (19%) say they receive no upskilling support at all. What employees actually want is specific and deliverable: funded external courses (50%) and clear career development paths with skill-building milestones (33%).

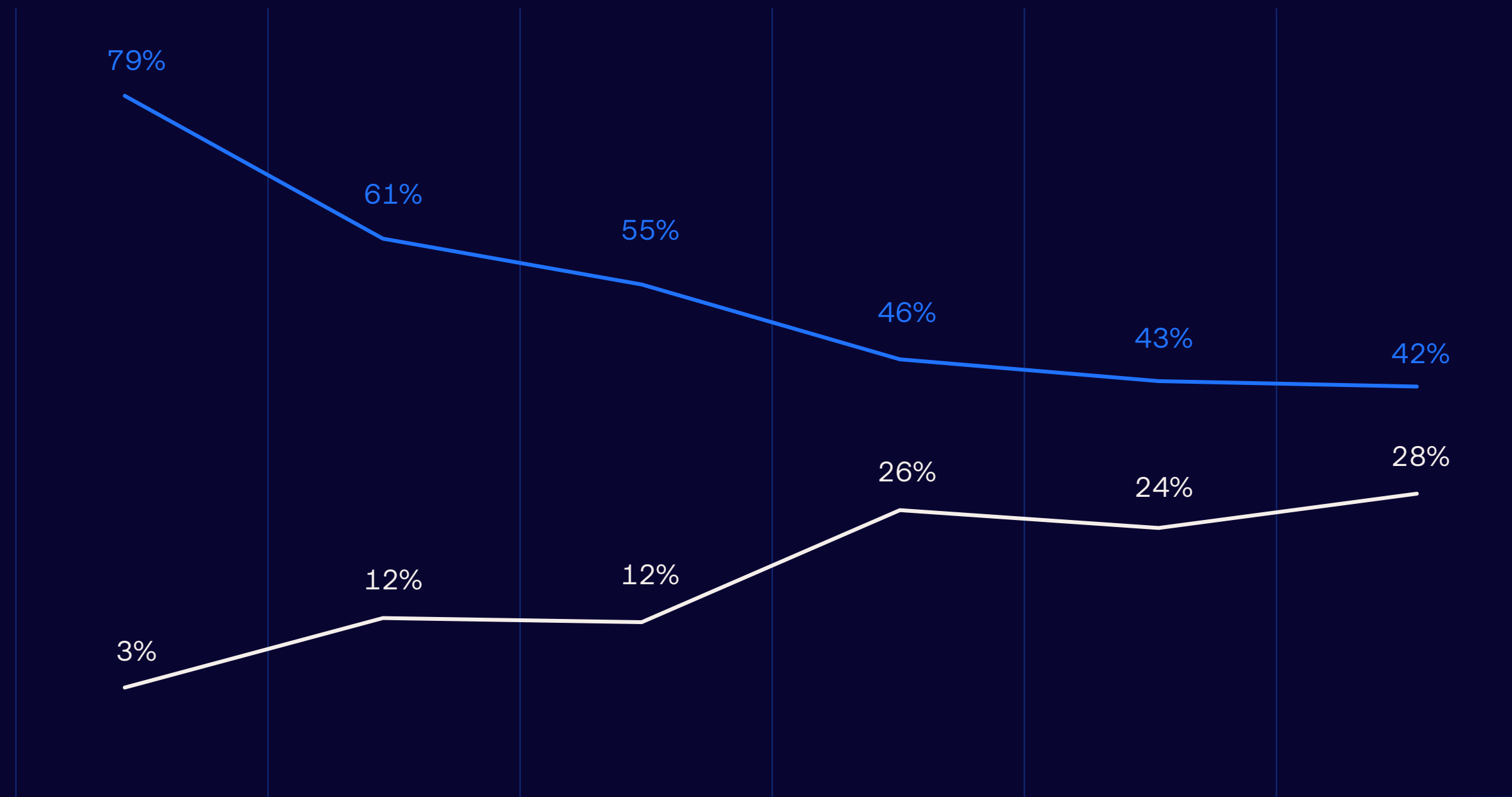


Most likely among:

- Working in organisations with 1-50 employees
- Managerial/senior level
- Working in organisations with 51-250 or 1000+ employees
- Working in organisations with 1000+ employees
- Intermediate/mid-level employees
- Entry level/graduates
- Director/executive/c-level

Job satisfaction and self-reported job search activity amongst employees

Job satisfaction by employees view on organisation's promotion structure



Promotions are frequent and based on clear performance criteria

Promotions happen, but criteria are not always clear

Not sure how promotions are handled in my organisation

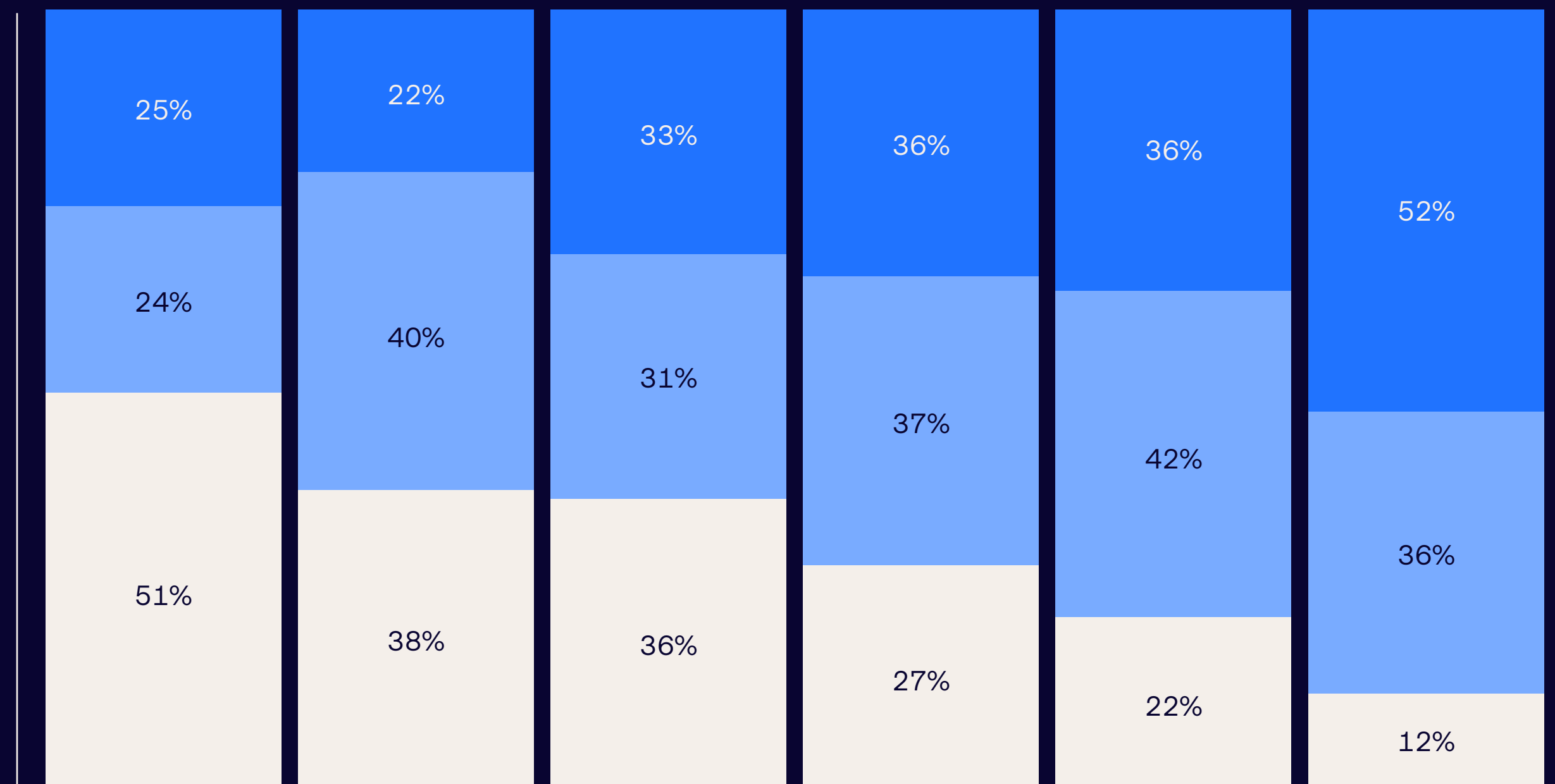
Promotions are mostly external

Promotions are rare and mostly based on tenure or internal politics

There is no clear promotion structure

● Very satisfied/satisfied ● Very dissatisfied/dissatisfied

Job search activity by employees view on organisation's promotion structure



Promotions are frequent and based on clear performance criteria

Promotions happen, but criteria are not always clear

Not sure how promotions are handled in my organisation

There is no clear promotion structure

Promotions are rare and mostly based on tenure or internal politics

Promotions are mostly external

● Actively searching ● Open to opportunities ● Not actively looking

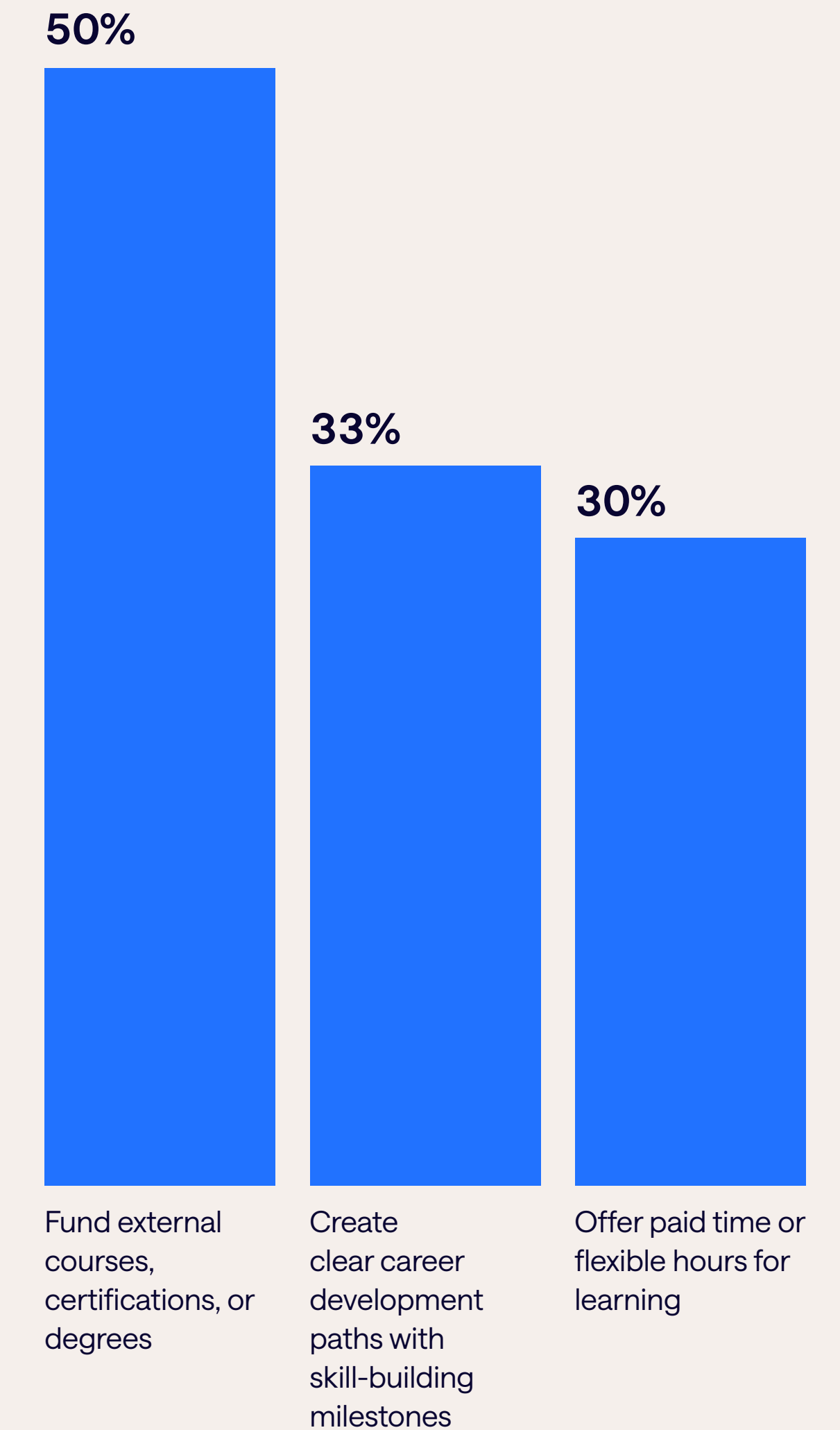
Professional development support:
Employees vs. employers

19%
of employees say there is
no support for upskilling

5%
of employers say there is
no support for upskilling



**Ways that employees would like upskilling
or professional development support**



Flexible working

Now a hygiene factor, not a differentiator, but what does 'flexible' mean?

4



Flex is the floor, not the ceiling

Seven in ten employees (70%) rate flexible working as very or extremely important in deciding to stay with or join an organisation. Two-thirds of hirers (66%) already offer it as standard. When something is this widespread, it stops being a competitive advantage and starts being a hygiene factor.

The strongest demand sits with women (79%), employees aged 30–49 (75–79%), permanent part-timers (83%) and senior/managerial employees (76%). It is also valued in industries traditionally seen as ‘hands on’, suggesting flexibility is being interpreted more broadly than just working from home.

Yet despite how strongly employees feel, flexibility rarely shows up as the primary reason people leave or join. Only 16% of those wanting to leave cite a lack of flexibility, and only 10% of those who actually changed organisations did so for that reason. Salary and progression still drive the move; flexibility is the threshold cost of being in the conversation at all.

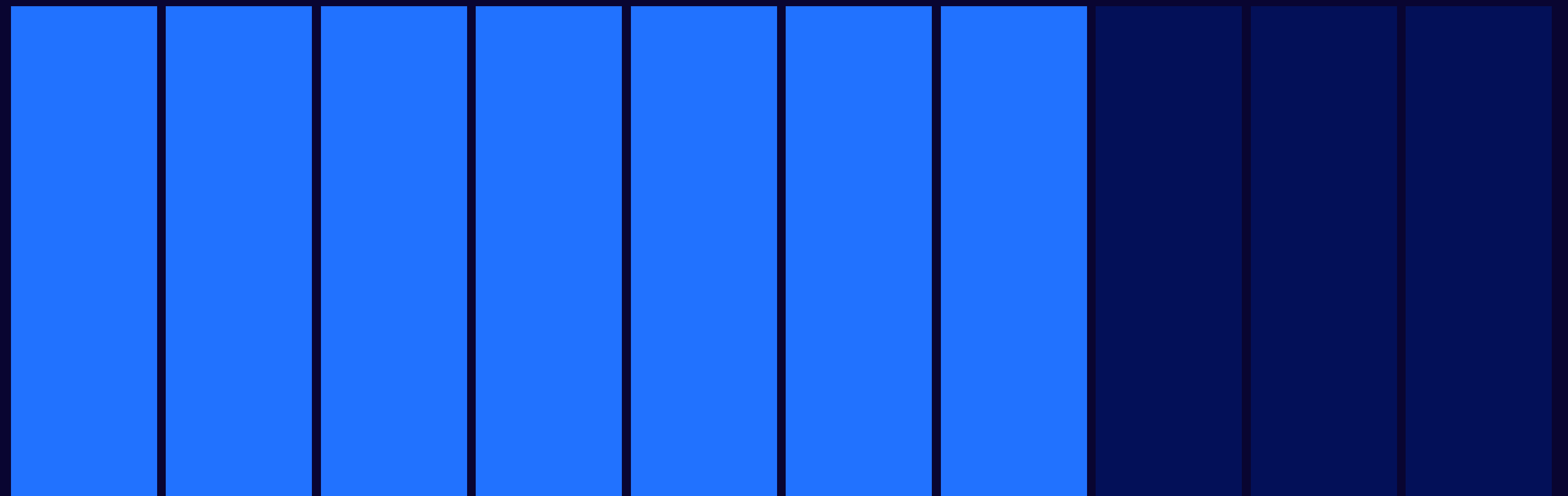
The importance of flexible working: Employees

Looking for more flexibility?
Explore contract roles

AU NZ

7 in 10

indicate that flexible working is very or extremely important (70%) in their decision to stay with or join an organisation



Importance of flexible working

Extremely important

28%

Very important

42%

Neutral

21%

Not very/not at all important

6%

3%

70%
Extremely or very important

More likely to indicate that flexible working is very or extremely important:

79%
Female

75%
30-39 years

79%
40-49 years

76%
Senior/
managerial level

75%
Working for an
organisation with
1,000+ employees

83%
Working
permanent
part-time

Likely to indicate that flexible working is not very or not at all important:

63%
Male

64%
Earning less
than \$100k

63%
Under 29 years

66%
Intermediate/
mid-level

62%
Working for an
organisation with
1-50 employees

61%
Working in
Western Australia



Employees value flexibility, but few leave (or stay) because of it alone

30%

of employees rank flexible working as a reason for remaining with their current employer.

Only
10%

of employees changed organisations due to lack of flexibility.

16%

are wanting to leave their current organisation due to a lack of flexible work options.

Same office, different stories

When asked to describe their organisation's preferred work model, employees and hirers don't see the same workplace. 51% of employees describe it as hybrid versus 43% of employers and 54% of employers would prefer on-site versus 43% of employees.

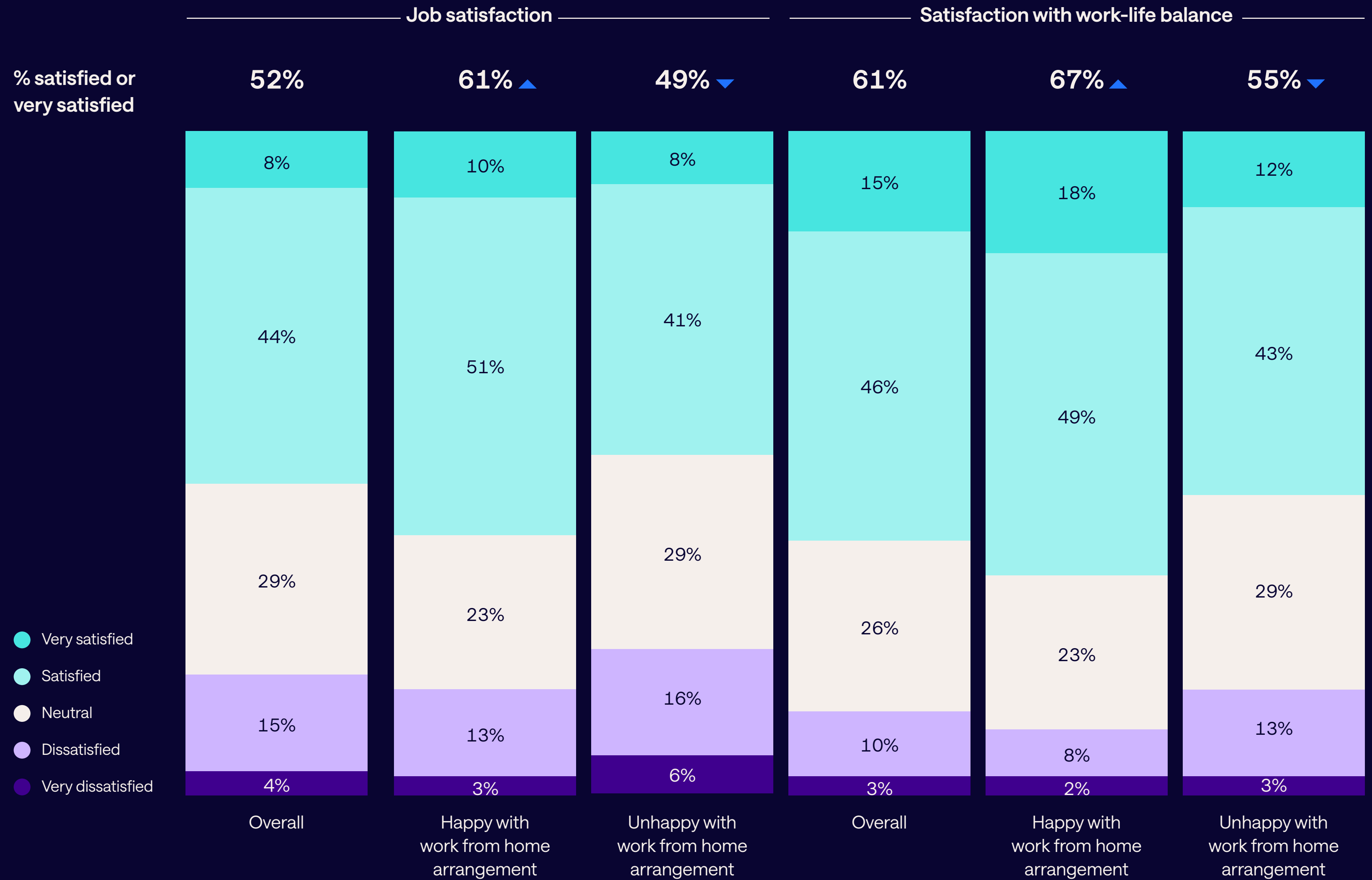
How many days at home matters too. Half of those currently working one or two days from home want more, and three days from home looks to be the optimum mix.

61%

of employees working three days from home are **satisfied with their arrangement**.

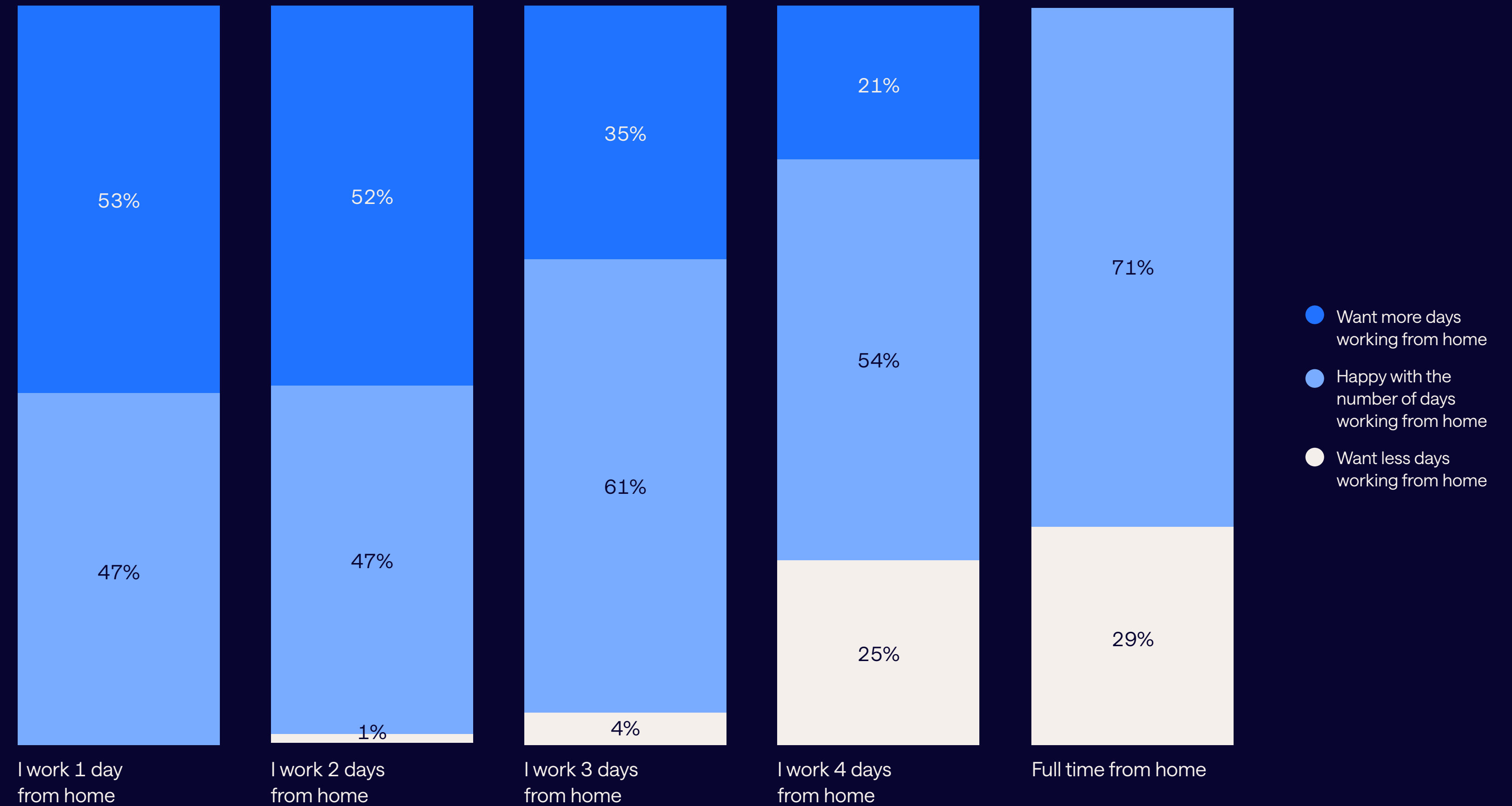
Those mismatched on their work-from-home arrangement report markedly lower satisfaction (49% satisfied vs. 61%) and worse work-life balance (55% vs. 67%).

For employers, the policy question is largely settled. 64% are keeping current flexible working policies, only 7% plan to reduce. The unfinished work is in defining what flexibility actually means in each organisation, and closing the gap between what's offered and what's experienced.



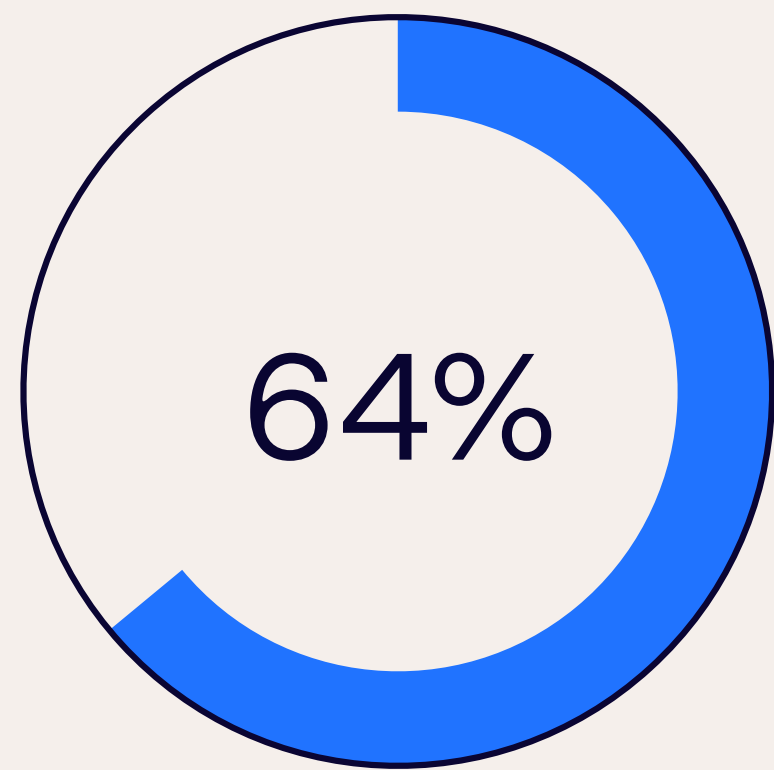


Actual vs. preferred number of days from home: Employees

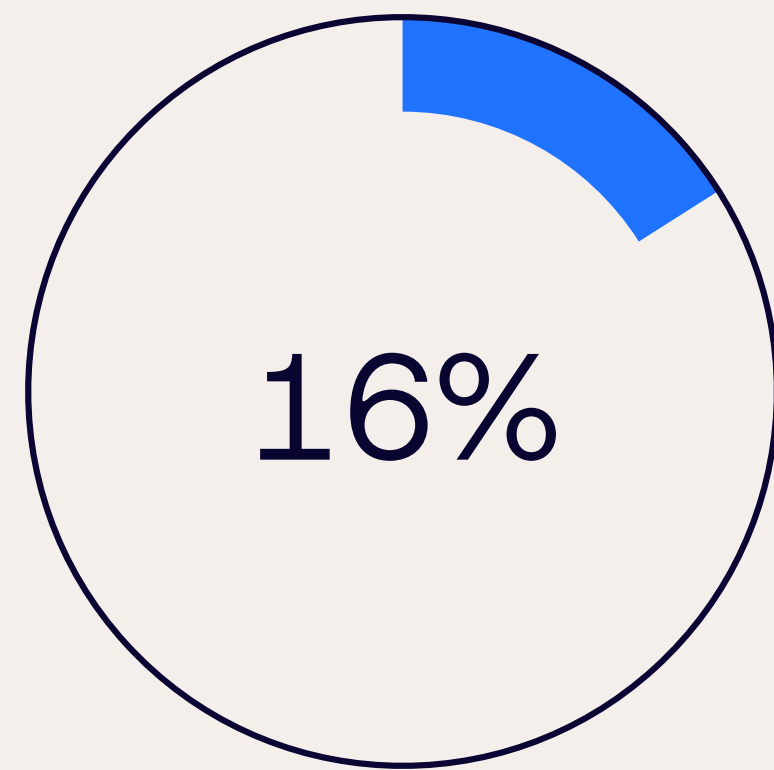




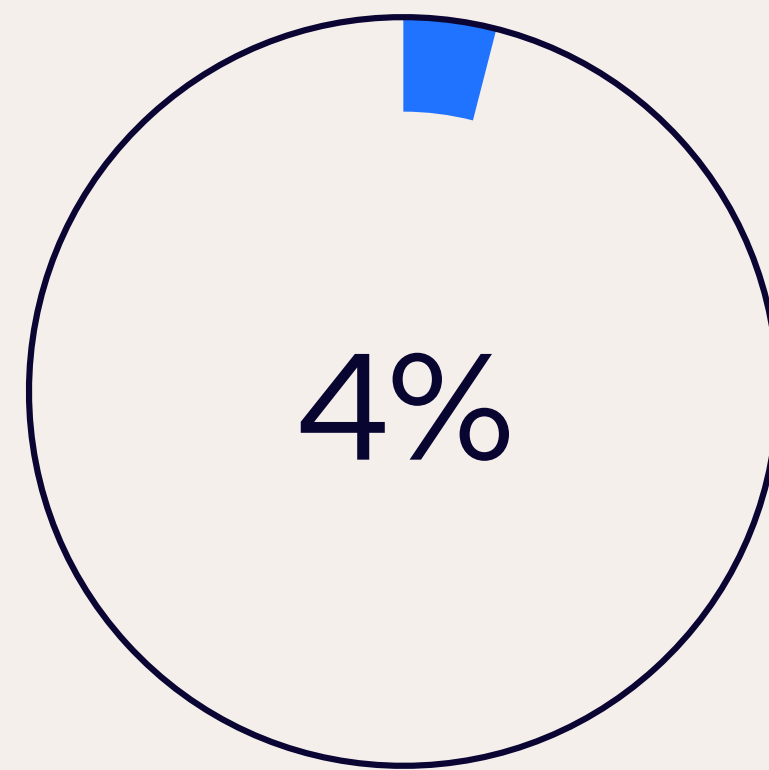
Organisation's plans to change flexible work policies



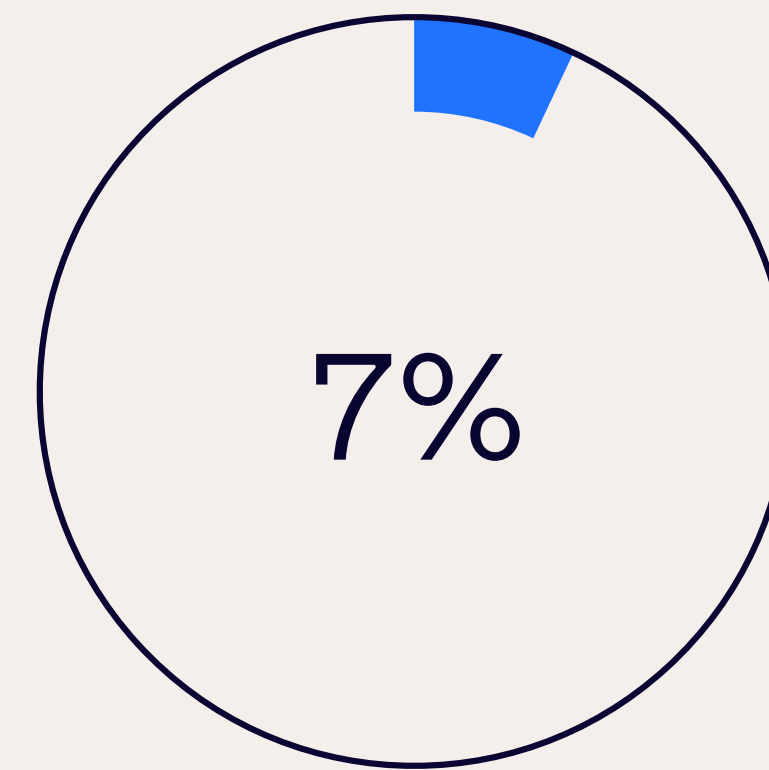
...are keeping current flexible work policies as they are



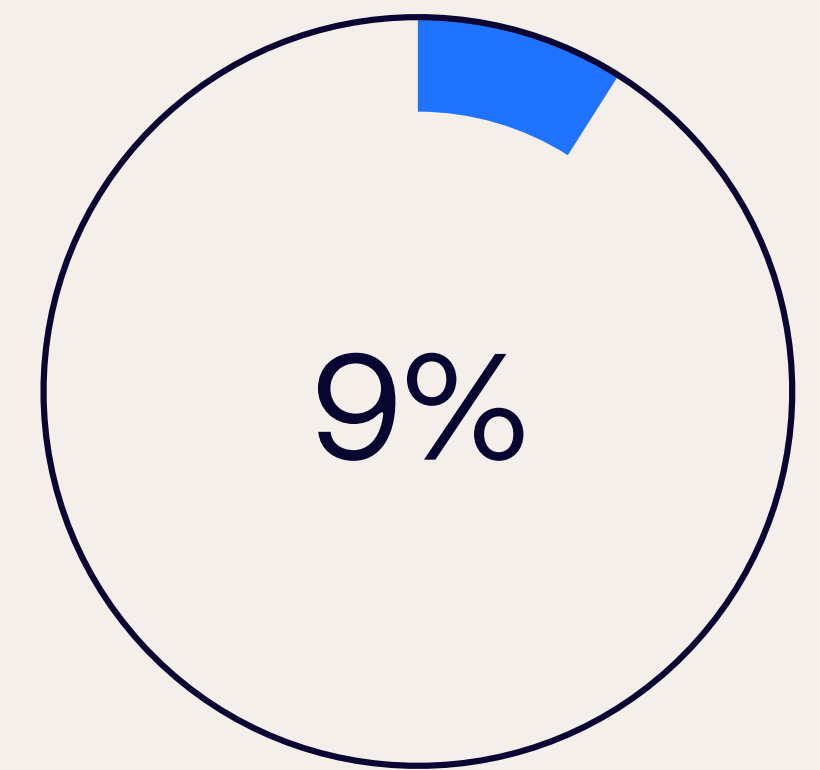
...don't currently have formal flexible work policies in place



...plan to expand flexible working options

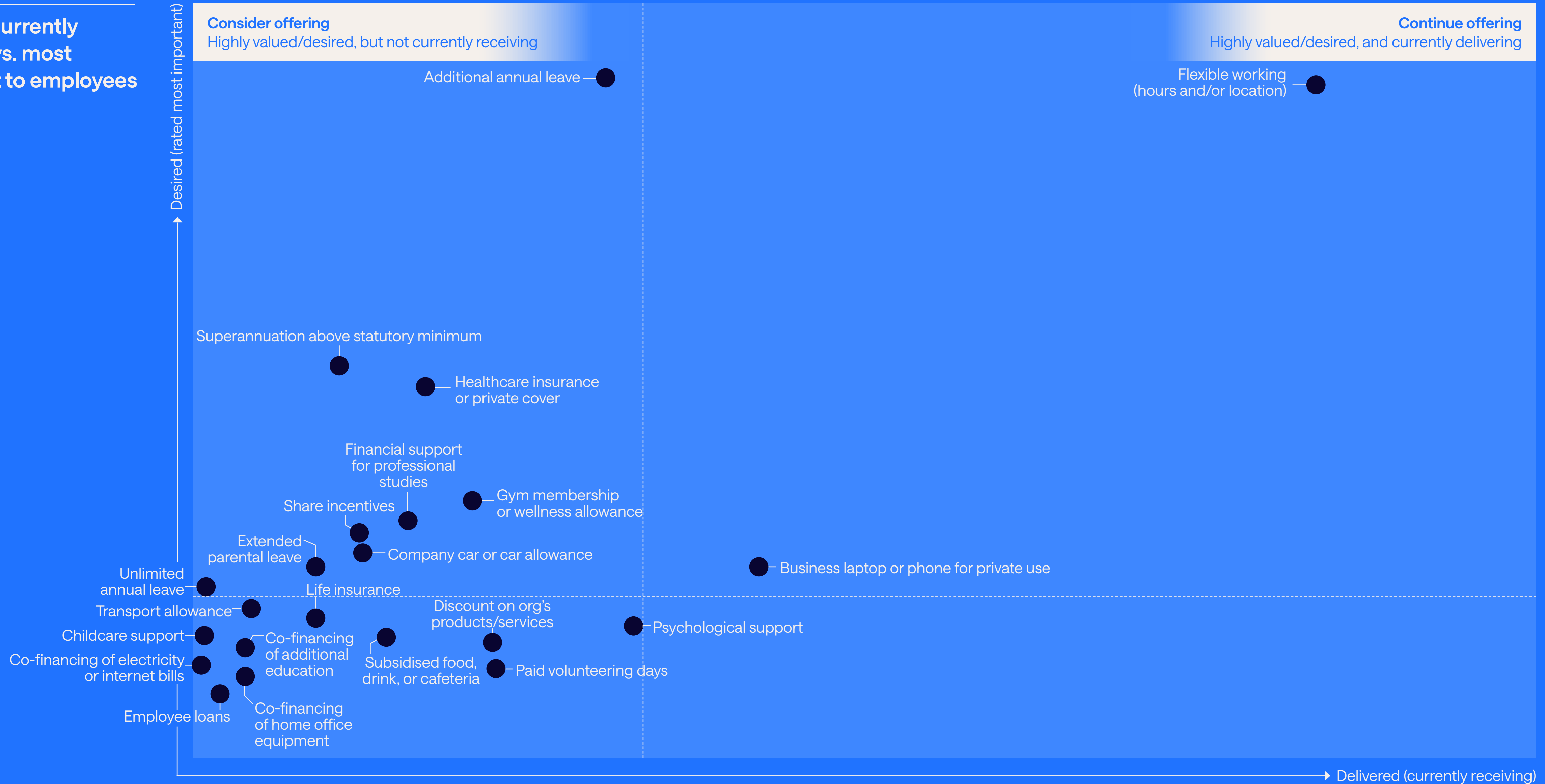


...plan to reduce flexible work options and bring more on-site



...are reviewing policies but haven't decided yet

Benefits currently received vs. most important to employees



Skills, capability and productivity

Bridging the gap between
employee confidence and capability



50

The skills shortage isn't a moment, it's a structure

Four in five organisations (82%) experienced a skills shortage in the last twelve months, up from 79% the year prior. Australia (83%) is feeling it harder than New Zealand (75%), and the shortages are concentrated in technical sectors with engineering, trades and services, the public sector, manufacturing and mining, all reporting 89% or higher.

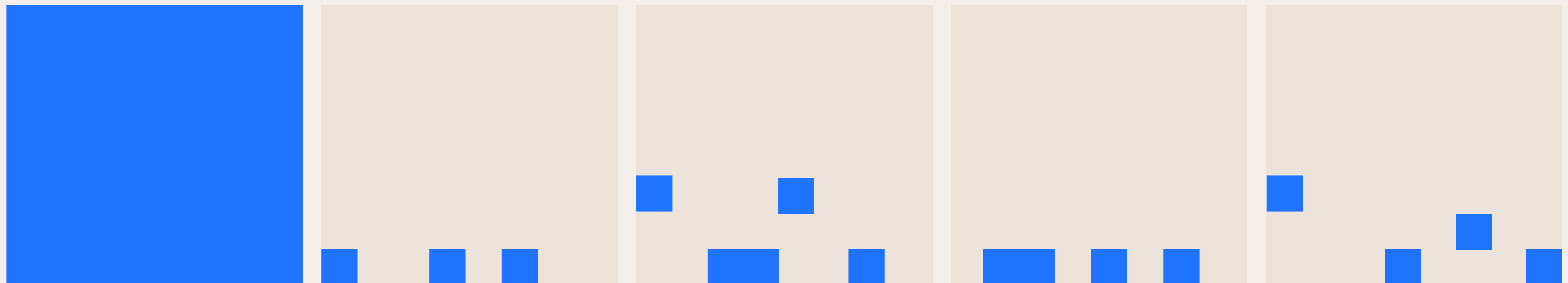
The shape of the gap differs by industry. Engineering reports specific shortages in mechanical, civil and electrical engineering (72%), driven by competition for talent (46%). Trades and services point to skilled trades (62%) and a low pipeline from younger generations (40%). The public sector cites project management (45%), engineering (37%) and software development (35%), held back by uncompetitive salaries (52%). One-size-fits-all responses won't close gaps that look this different up close.

Extent of skills shortage in past 12 months

4 in 5 organisations said they've experienced a skills shortage over the last 12 months (82%)
(Skills shortages are more pronounced in Australia 83% than in New Zealand 75%)

Close skills gaps, fast
Find temporary & contract talent

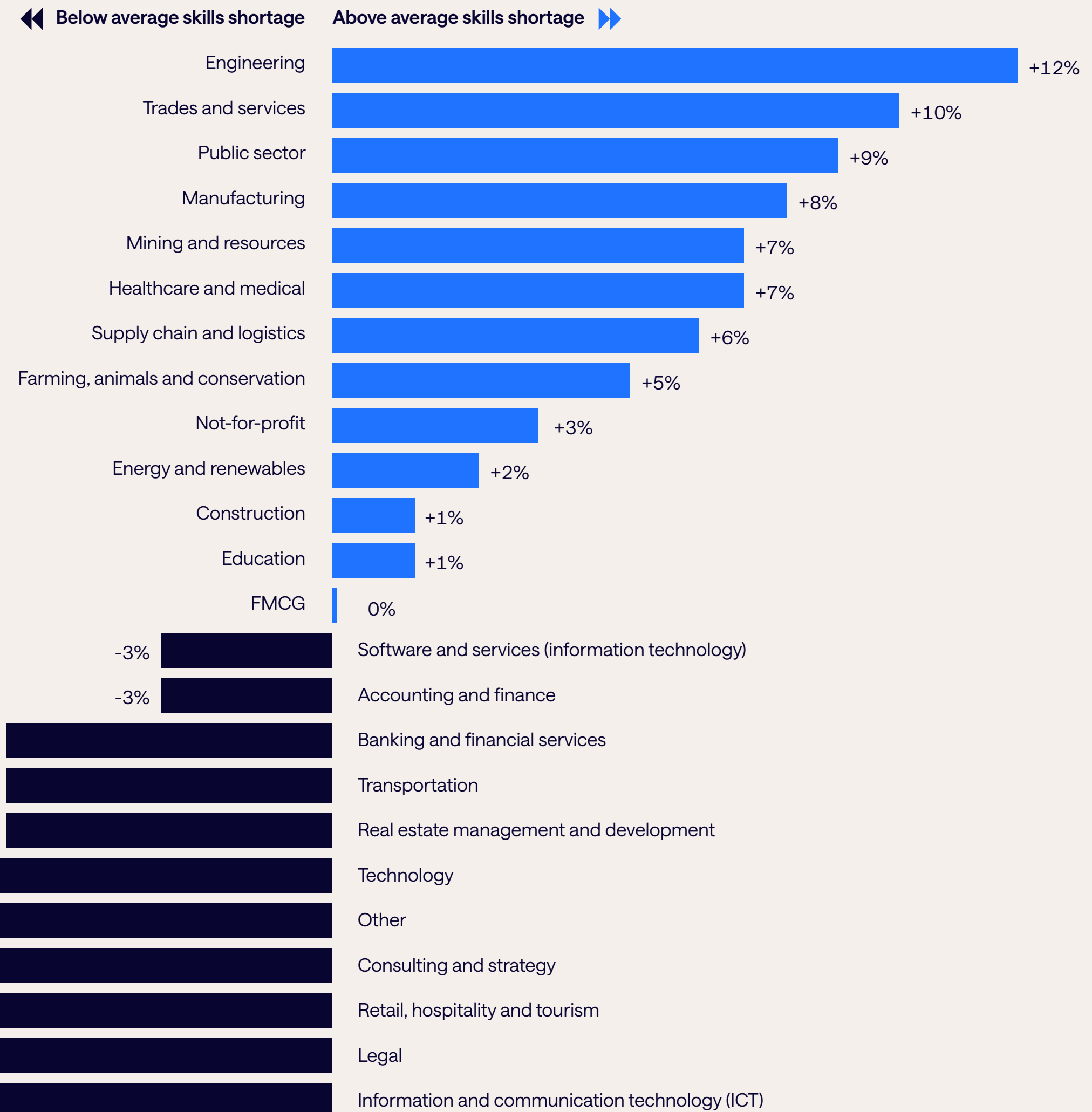
Australia >> New Zealand >>



Find the talent you need

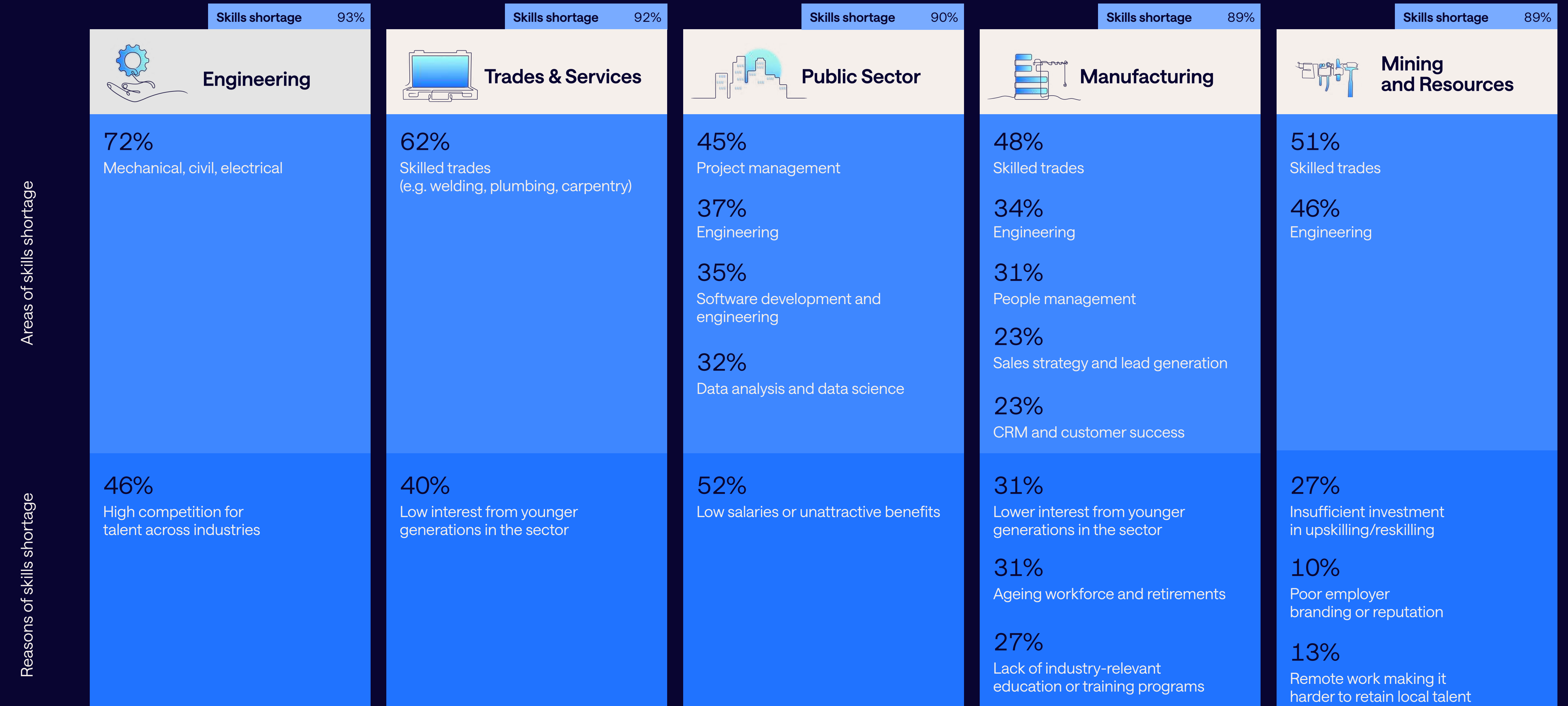
AU NZ

Extent of skills shortage in past 12 months:
by industry



82%
of organisations are reporting a skills shortage

Skills shortages: where they're most acute and why



Confident employees, concerned employers

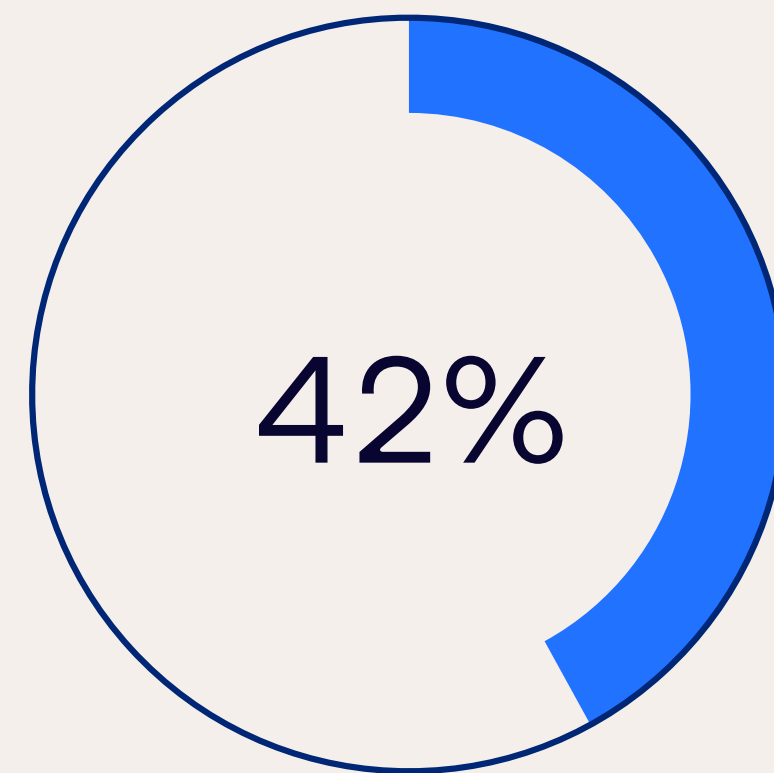
57%
of employees feel confident their skills are relevant and up to date.

Yet employers are reporting widespread shortages across the same workforce. The disconnect points less to a complacent workforce than to a missing conversation: most employees don't have a clear line of sight to the gaps their organisation is trying to fill.

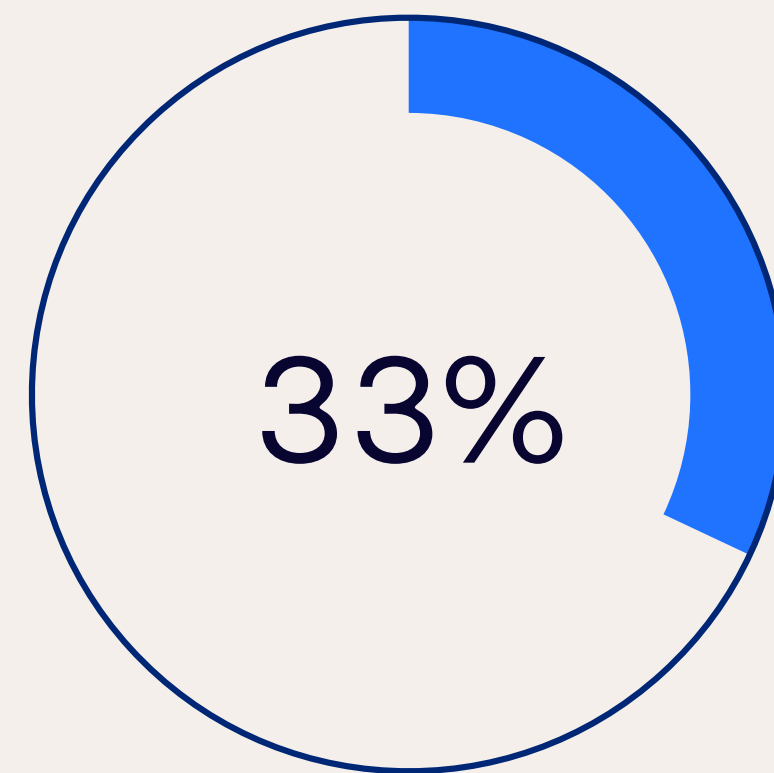
Half of organisations (52%) are now addressing skills gaps internally — 42% through upskilling, 10% through reskilling. 32% are leaning primarily on hiring, and 15% have no formal strategy at all. The focus is broadening beyond hiring alone, as organisations look to balance internal development with access to external expertise.

The catch: the industries reporting the worst shortages (engineering, trades, public sector) are also among the least likely to be investing in upskilling and reskilling. Closing these gaps is rarely straightforward and often requires a combination of long-term capability building and targeted hiring.

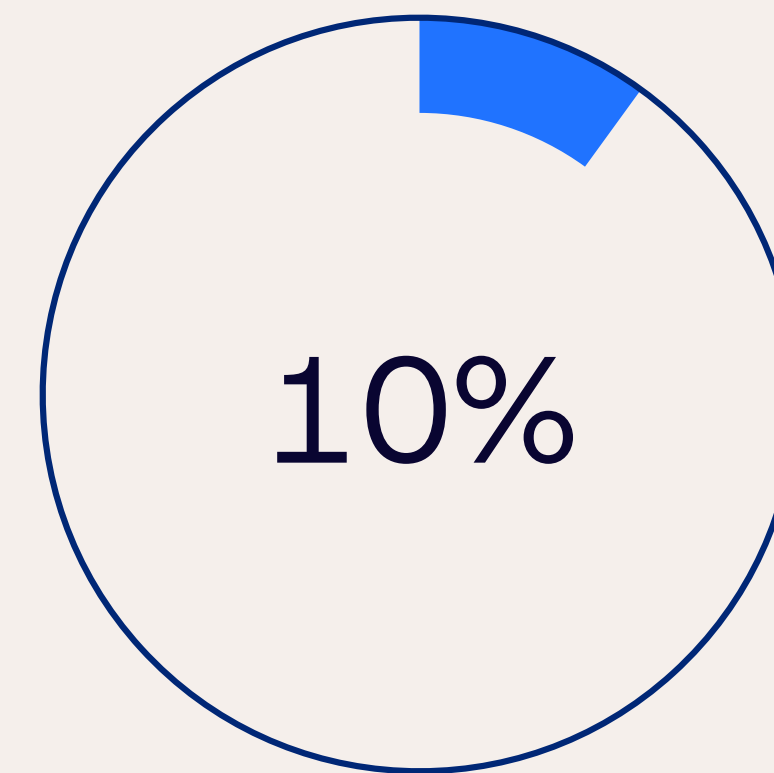
Organisation's main strategy to address skills gaps



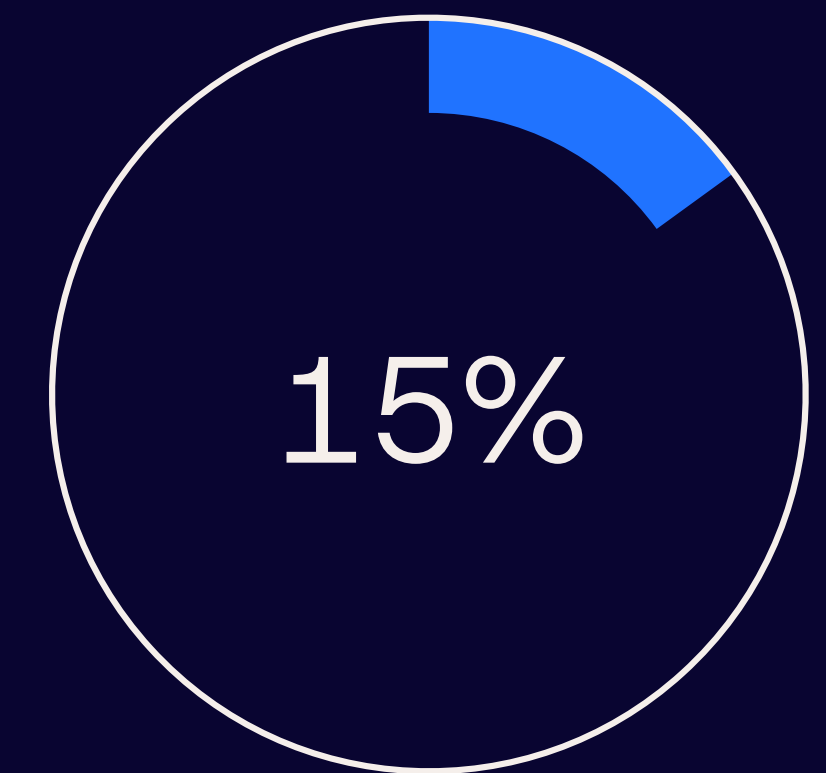
...upskilling employees in their current position



...hiring new talent to fill skills gaps

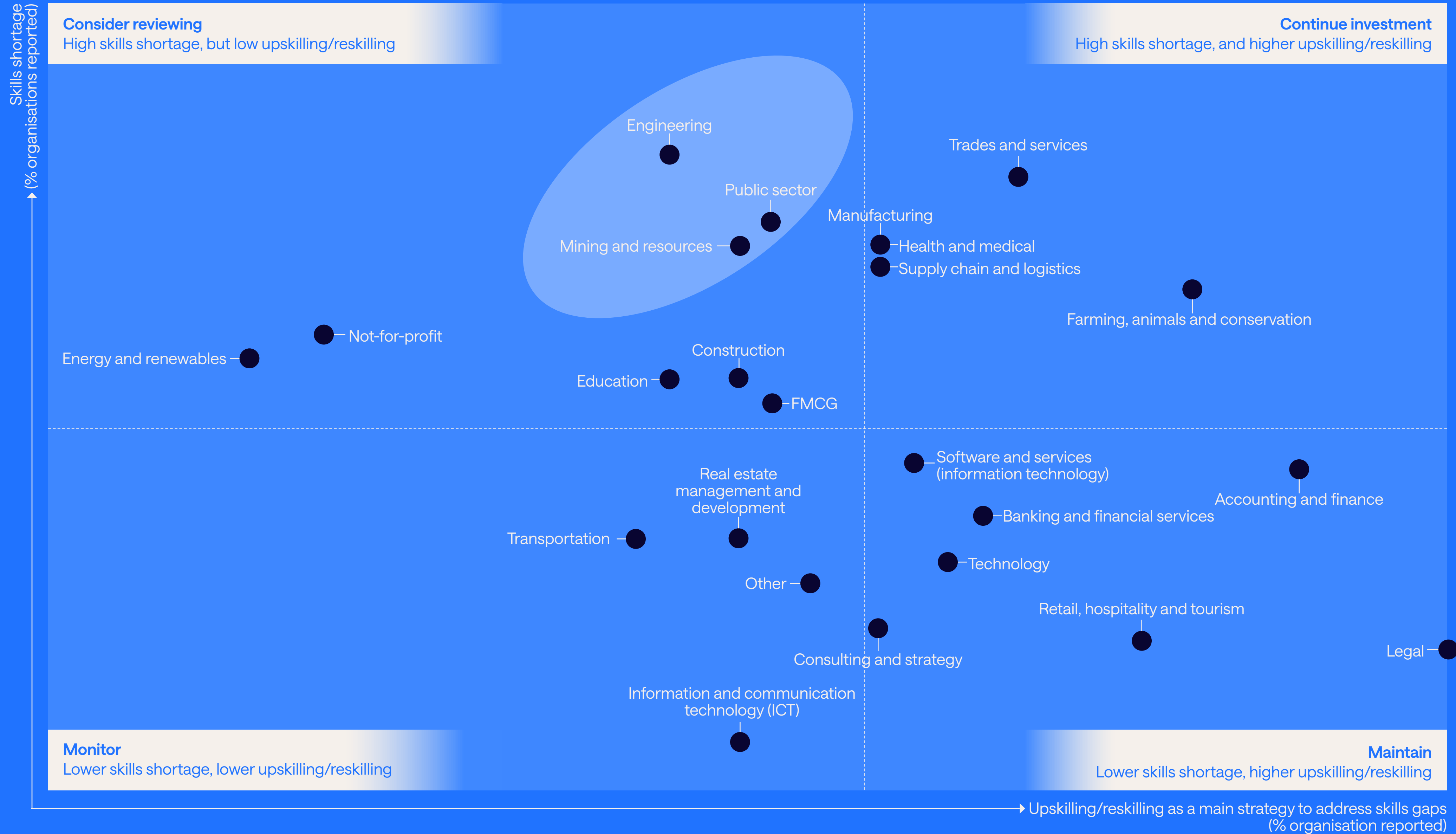


...reskilling current employees in a new position



...say that they are not formally addressing skills gaps

Organisation's main strategy to address skills gaps:
by industry



AI

Unlocking underleveraged
productivity gains

6



Adoption is ahead. Enablement isn't.

60% of employees are using AI regularly at work, broadly in line with the 54% of hirers who say their organisation is using AI regularly. Adoption is no longer the question, enablement is.

Only 22% of employees say they've received any training or support from their employer to use AI in their work. 51% report 'no training or support offered' at all. Where employees lean into AI, organisations value it even more highly — 69% of organisations see increased productivity and efficiency as the primary benefit, against 54% of employees.

AI adoption is accelerating, but capability isn't keeping pace. While 40% of organisations report moderate adoption and 35% remain in early exploration, a further 13% have scaled AI broadly across the business — yet only a small minority have fully embedded it into workflows (3%). Usage is already widespread, with around 60% of employees using AI at work, yet most report little to no training or support.

The risk: organisations are betting on AI for productivity gains while leaving the workforce to figure it out unsupported. Rules, training and governance are lagging the tools that are already on the desk.

60%

of employees are currently using AI on a regular basis in their workplace

Only

22%

of employees say they have received some level of support to adopt AI technologies

A gap is evident in how AI usage and benefits are perceived

I/We do not use AI

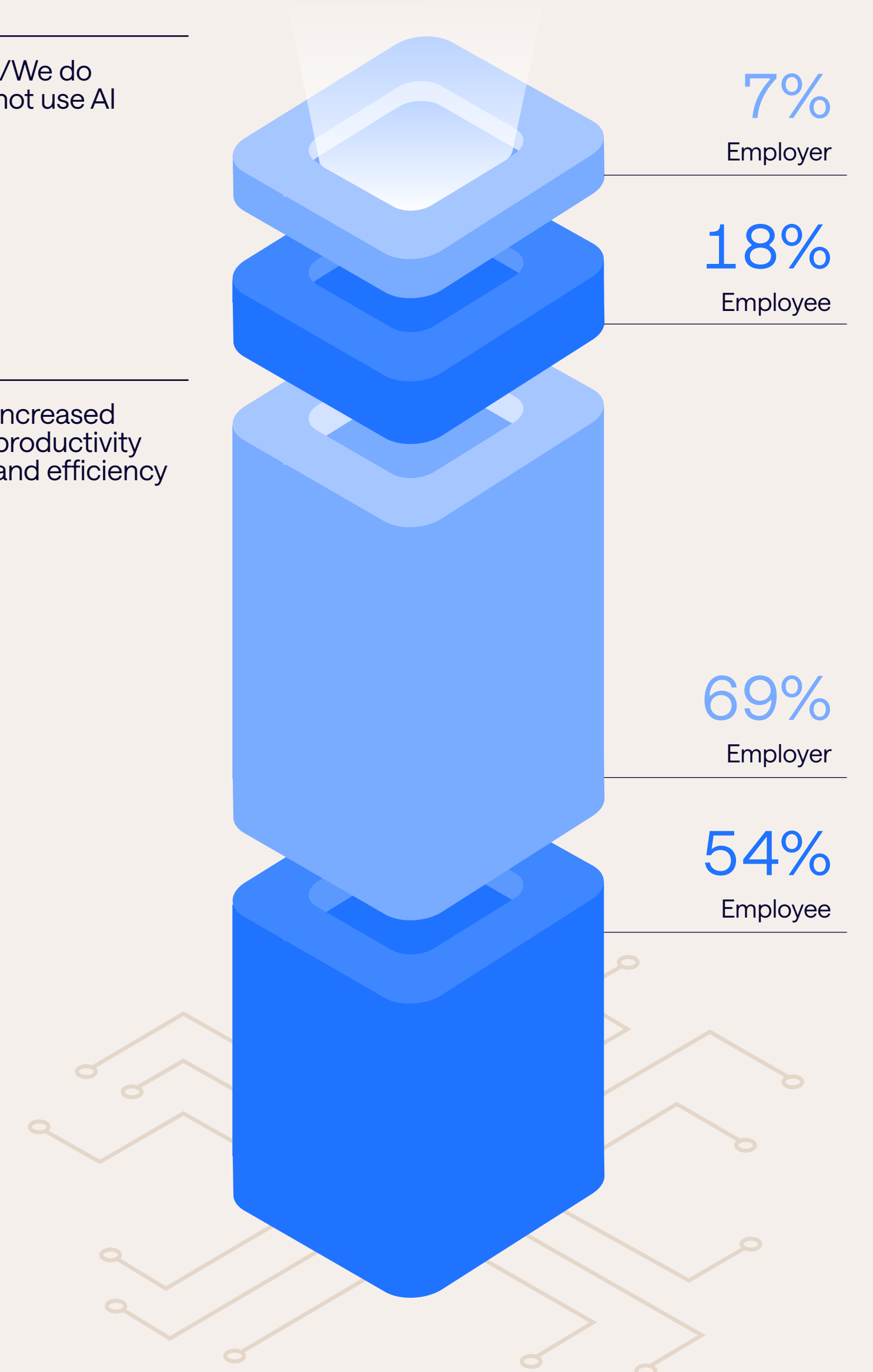
7%
Employer

18%
Employee

Increased productivity and efficiency

69%
Employer

54%
Employee



Organisation's level of training or support in AI technologies

Employees said that they have:

15%

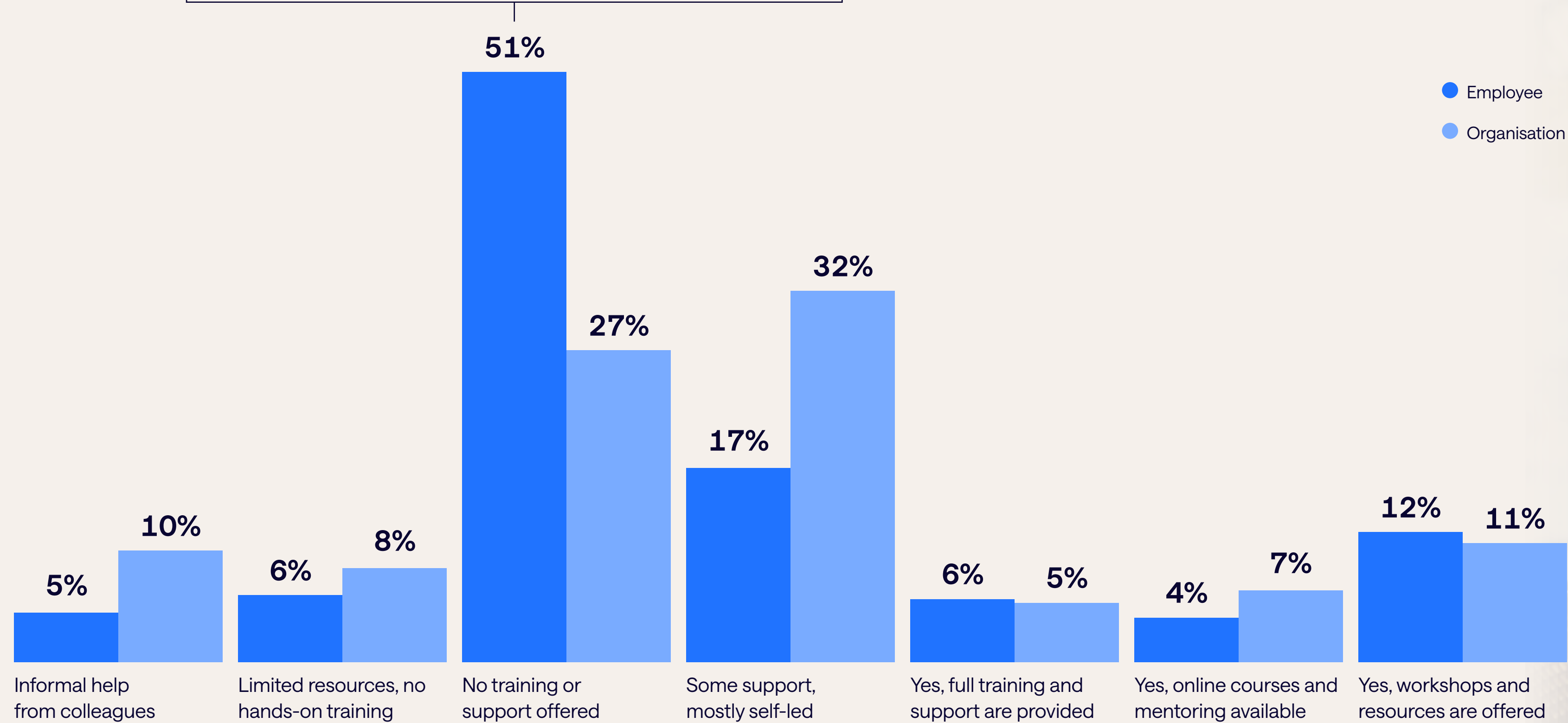
Received no formal help, self-taught

27%

Have received no training or support

9%

Have yet to receive training/support but are interested



A clear gap exists:

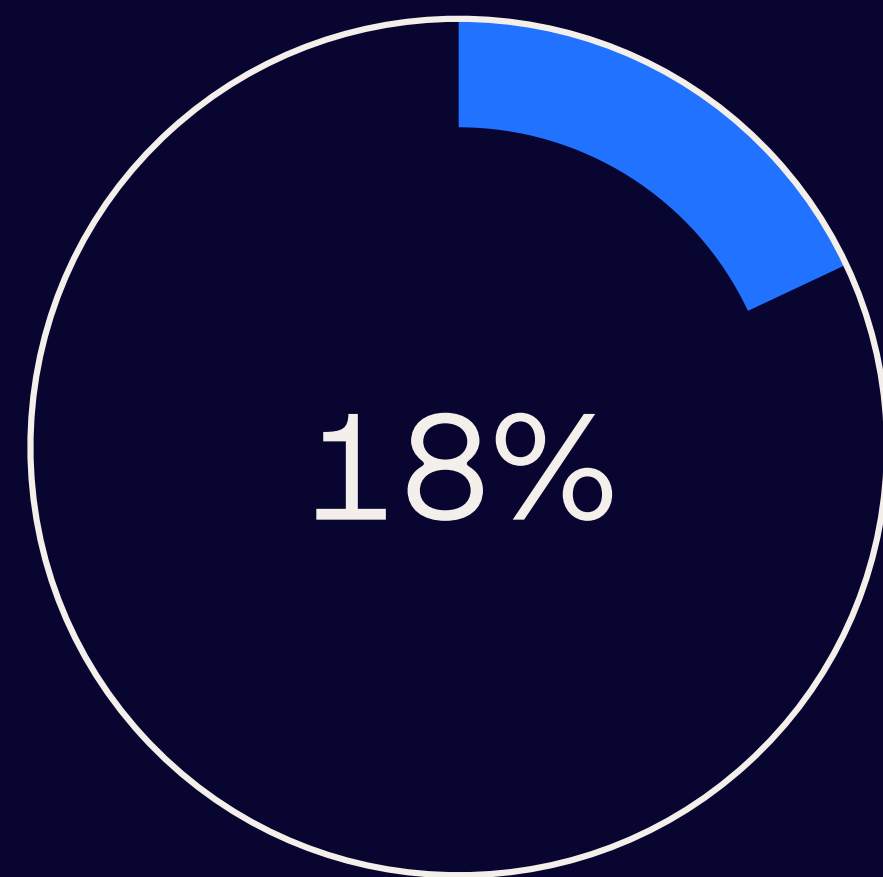
51% of employees say no AI training or support is provided, compared to only 27% of employers.



The compounding gap: late adopters and unproven competence

One in five (18%) employees are not using AI at work at all. They skew toward casual and temporary contracts (34%), small organisations (29%), legal (32%) and manufacturing (29%). Only 8% of this non-using cohort have received any training or support to start against 22% overall. The employees least likely to be using AI are also the least likely to be helped to start, a compounding gap that will widen without deliberate action.

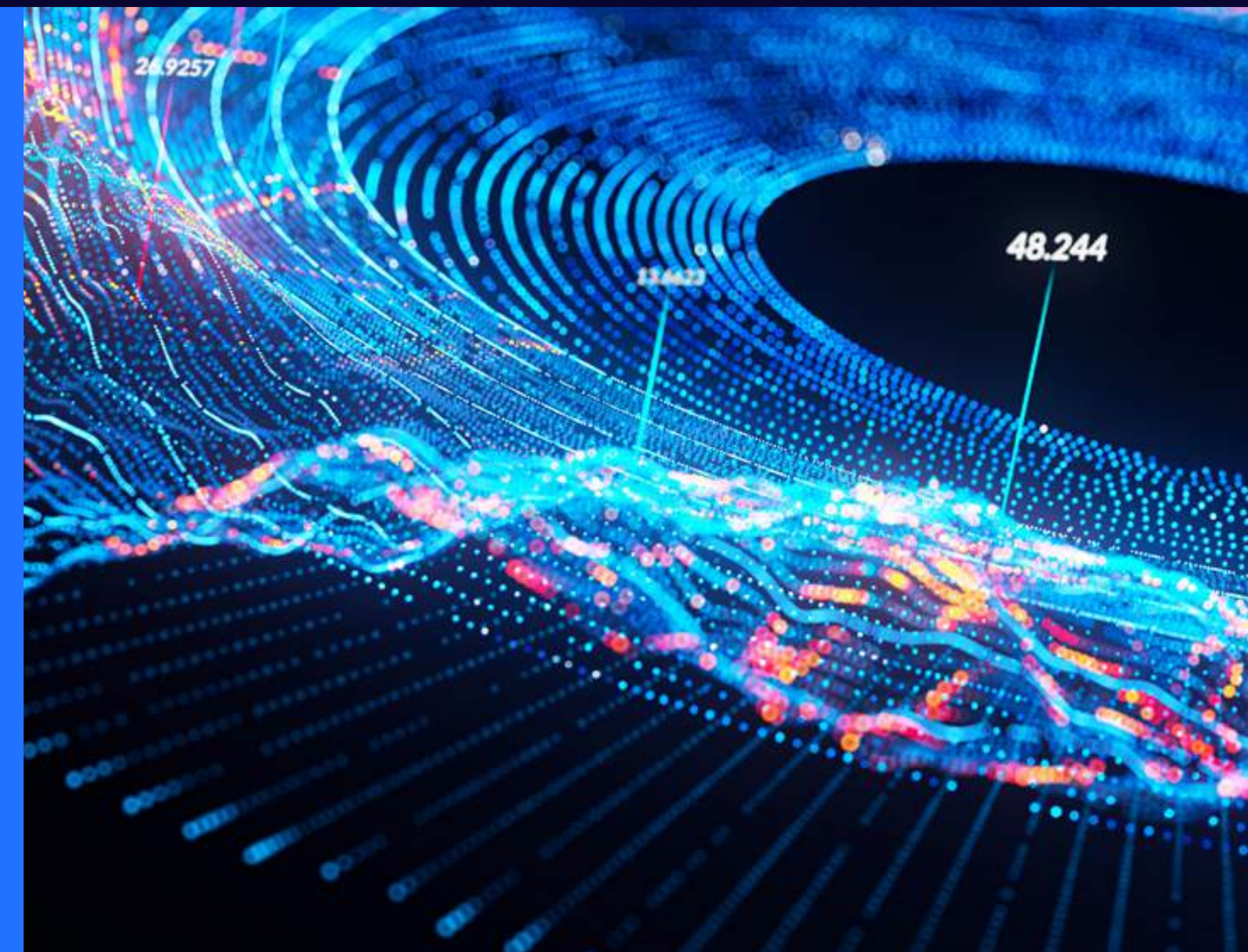
On the hiring side, no agreed standard exists for evidencing AI capability. Hirers are split: 69% point to portfolio or practical examples, 52% to internal assessment, 49% to professional references, while 43% say none of the listed credentials suffice. The competency question is open and that ambiguity is itself an opportunity to bring structure.



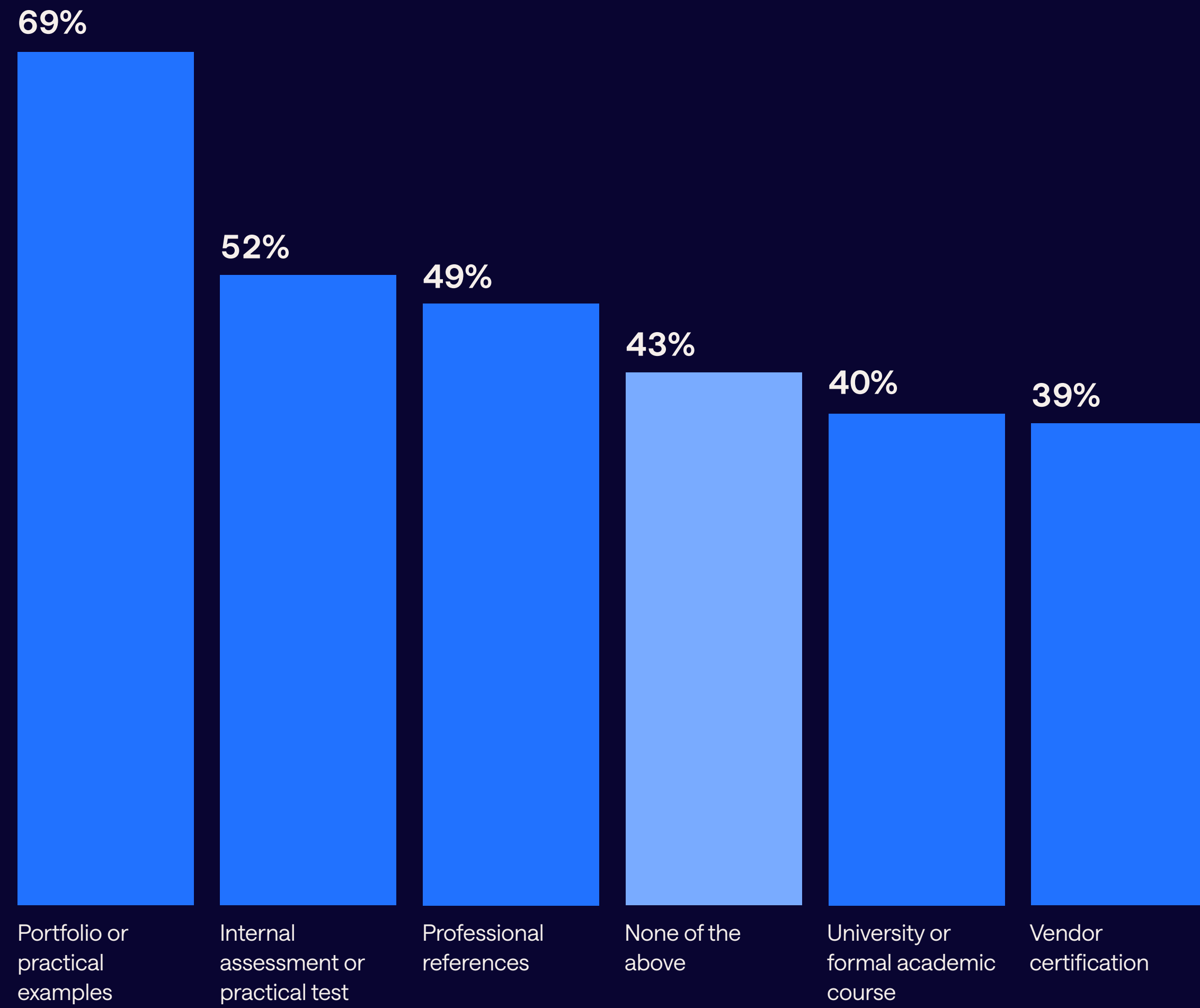
...say they do not currently use AI in the workplace

More likely to say that they are not currently using AI in the workplace:

34% Casual/ temporary contract	32% Working in legal	29% Working in manufacturing
29% Employees working in an organisation with 1-10 employees	27% Employees working in Western Australia	26% Entry level/ graduate
26% Team lead/ supervisor	23% Employees aged 50+	19% Earning a salary less than \$100k



Employers view on which credentials best demonstrate proven AI competency in hiring



From insight to *action*

Implications for employers

Closing the gap between what you offer and what your team experiences



01

Salary:
Stay ahead of dissatisfaction, not just the market

Whilst salary increases continue across the market, they are not delivering a proportional improvement in employee satisfaction. Many professionals still feel underpaid relative to external opportunities and rising costs, meaning incremental pay rises are often insufficient to shift sentiment or reduce attrition risk.

Organisations need to take a more continuous approach to pay, regularly assessing external competitiveness and identifying emerging gaps before they translate into resignation decisions. Prioritisation is critical, focusing on high-risk individuals, key roles, and segments where replacement cost and disruption are highest will deliver the greatest impact.

02

Mobility:
Manage movement where it matters most

High levels of employee movement are now a structural feature of the market, not a short-term disruption. Attempting to eliminate movement entirely is unrealistic; instead, organisations should focus on understanding where it is most likely and most damaging.

Retention strategies should be targeted towards early-tenure employees and high-demand skill segments, where the risk of departure is highest if progression and development are not clearly defined. Movement is not always negative, but uncontrolled movement in critical areas will undermine stability and growth.

03

Progression:
Make career growth visible and credible

A lack of clear progression remains one of the most significant drivers of attrition. While many organisations have defined frameworks, these often lack visibility or clarity at the employee level, making it difficult for individuals to understand how they can move forward.

To address this, progression needs to be translated into tangible, visible milestones. Employees should be able to see what the next step looks like, what is required to get there, and how realistic that progression is within the organisation. Without this clarity, external opportunities will continue to feel more attractive and achievable.

04

Flexible working:
Deliver consistency, not just policy

Flexible working continues to be one of the most valued benefits, but inconsistencies in how it is applied are creating friction. While policies may exist at an organisational level, the day-to-day experience is often shaped by team-level decisions and management practices.

Organisations need to focus on how flexibility is delivered in practice, ensuring alignment across teams and setting clear expectations for both managers and employees. Consistency is now as important as offering flexibility in the first place, as gaps between policy and experience can quickly erode trust.

05

Skills and capability:
Invest where it matters most

Skills shortages remain a significant challenge, but they are increasingly concentrated in specific roles and capability areas. A broad approach to hiring or training is less effective than targeted investment in areas that are hardest to fill or most critical to future growth.

Organisations should prioritise developing and retaining talent in these areas, while using external hiring strategically to address immediate gaps. Balancing short-term needs with long-term capability building will be essential to staying competitive.

06

AI:
Move from access to measurable capability

Many organisations now have access to AI tools, but the real advantage lies in how effectively they are used. Today, genuine AI integration into day-to-day workflows remains very low across most organisations, creating a clear gap between access and impact.

Passive access does not create value on its own. Organisations need to define a clear path for how AI will be embedded into roles, processes, and decision-making. This means setting expectations for use, investing in training, and establishing guardrails to ensure consistency and quality.

Those who take a structured approach, mapping how AI moves from experimentation to everyday application, will be better positioned to improve productivity, output, and long-term capability.

From insight to *action*

Implications for employees

Staying ahead as the market evolves



01

Salary:
Know your value and how quickly it's changing

While salaries are increasing across many roles, this does not necessarily mean pay is keeping pace with market demand or cost of living pressures. Many professionals still feel underpaid, even after receiving an increase.

Understanding your position in the market is essential. This means regularly benchmarking your salary against external data, being aware of demand for your role or skill set, and recognising when your value may have shifted beyond what your current role reflects.

02

Mobility:
Be deliberate with every move

Movement between roles is more common, but not all movement creates long-term value. Changing jobs frequently without clear progression can limit growth, while well-chosen moves can significantly accelerate your career.

Being intentional about the reasons for moving, whether it is increased responsibility, skill development or long-term progression, is key. The most valuable moves are those that build capability and position you for future opportunities, rather than simply delivering short-term gains.

03

Progression:
Look for clarity, not promises

A lack of career progression is one of the biggest reasons professionals choose to leave their roles. However, progression is often not clearly defined or communicated within organisations.

When evaluating opportunities, it is important to look beyond high-level promises and assess how progression works in practice. Environments where career paths are clearly outlined and supported with visible milestones will provide more certainty and long-term value.

04

Flexible working:
Assess the reality, not just the offer

Flexible working policies are widely advertised, but the day-to-day experience can vary significantly depending on the organisation, team or manager.

Understanding how flexibility operates in practice, including expectations around availability, workload and collaboration, will give a clearer picture of whether it will meet your needs. The reality of flexibility often matters more than what is written in policy.

05

Skills and capability:
Focus on what stays in demand

As the job market evolves, the value of certain skills is shifting. Some capabilities will remain highly sought after, while others may become less relevant over time.

Focusing on developing skills that are aligned to current and emerging demand will help ensure long-term employability. This requires staying informed about market trends and being proactive in building capabilities that are recognised and valued externally.

06

AI:
Build capability through application

AI is increasingly becoming part of everyday work, but simply being aware of it is not enough to create an advantage. The professionals who will benefit most are those who can apply AI tools to improve the quality, speed and impact of their work.

Actively experimenting with how AI can support tasks, decision-making and output will help build practical capability and differentiate your skill set in the market. While many organisations are still shaping their approach, individuals who take the lead in building these skills early will be better positioned as expectations evolve.

A narrow margin for error, and a clear opportunity to reset

The findings point to a fundamental reset in workforce dynamics.

Salary remains critical, but is no longer doing the heavy lifting alone. In an environment of rising costs and expectations, pay decisions need to be targeted and genuinely impactful.

Beyond pay, the employment proposition is under greater scrutiny. Flexibility is now expected, but often inconsistently defined or experienced, while long term attraction and retention increasingly

depend on visible progression pathways and sustained investment in skills and capability.

At the same time, AI is emerging as a decisive productivity lever, but one that is not yet fully enabled. Adoption is advancing faster than governance, training and integration, creating both opportunity and risk depending on how deliberately organisations respond.

What this signals is a shift from broad approaches to more deliberate, targeted decisions across pay, progression, capability and AI. Organisations that focus investment where it has the greatest impact will be better placed to strengthen talent, sustain performance and stay competitive.

Solutions that solve your workforce *challenges*

Build the talent you need today

Permanent recruitment

Secure the right people for long-term impact, not just immediate need. We combine deep market insight with specialist expertise to secure critical expertise that strengthens teams, builds continuity and supports future capability.

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Temporary and contract recruitment

Access the skills you need, when you need them. Temporary and contract recruitment helps organisations scale capability up and down as business needs change. From short-term cover to project delivery, we connect you with ready-to-deploy talent that keeps your business moving.

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Executive search

Find leadership that delivers more than experience. In a market shaped by rising expectations and increasing complexity, the right leaders make a difference. We identify and secure senior talent who can navigate change, align people and performance and drive sustained business performance for lasting impact.

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Anticipate, predict and plan for the future at scale

Managed Service Program (MSP)

Bring structure, control and visibility to your contingent workforce. Informed by real time temp and contractor pay benchmarks, our MSP manages suppliers and talent through a single, integrated framework, enabling smarter decisions at scale.

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Recruitment Process Outsourcing (RPO)

Extend your talent acquisition capability. Underpinned by permanent salary data and market benchmarking, our embedded RPO experts help you attract, engage and secure the skills your business needs, at the right level, at the right time.

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RPO for Skills

Build long term skills capability with RPO for Skills. Moving beyond reactive recruitment, it aligns talent strategy to future skills needs through data led insight, skills mapping and scalable delivery.

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Contractor management outsourcing (CMO)

Gain complete control of your contingent workforce. In a market where pay pressure, regulation and availability are constantly shifting, we'll manage compliance, onboarding and pay, giving you confidence, visibility and efficiency across every contractor engagement.

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Enhance your workforce planning

Assessment and development services

Make confident workforce decisions with a clear view of both capability and remuneration. Combining market-aligned salary data with objective assessment and skills insight, our assessment and development services help organisations benchmark pay, identify capability gaps and develop talent to meet evolving business needs. It enables better hiring and remuneration decisions, strengthens retention, and supports sustainable, high-performing teams.

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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 do not 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	Software Development	Software Engineer		Role title
		Typical	Range	
	NSW	120	90 - 140	Salary range for a role

Typical salary for a role

Accounting and finance

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Accounting and finance

Commerce and industry | Senior finance

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

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Accounting and finance

Commerce and industry | Senior finance

Senior Qualified Accountants	Group Accountant Turnover up to \$100m		Group Accountant Turnover \$100m +		Project Accountant Turnover up to \$100m		Project Accountant Turnover \$100m +		Corporate Accountant Turnover up to \$100m		Corporate Accountant Turnover \$100m +		Financial Accountant Turnover up to \$100m		Financial Accountant Turnover \$100m +		Management Accountant Turnover up to \$100m		Management Accountant 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	140	120 - 150	140	120 - 150	125	110 - 135	125	110 - 135	120	90 - 140	120	100 - 130	120	90 - 130	120	100 - 130
NSW - Regional	120	100 - 130	130	100 - 140	130	100 - 150	130	100 - 150	125	100 - 135	125	110 - 140	110	85 - 120	120	85 - 140	110	85 - 120	120	85 - 140
VIC - Melbourne	120	110 - 130	140	120 - 170	130	110 - 150	135	110 - 150	120	110 - 140	130	120 - 150	110	90 - 120	120	105 - 140	110	90 - 120	125	110 - 140
VIC - Regional	110	100 - 120	125	110 - 140	125	100 - 140	135	110 - 150	115	105 - 125	120	110 - 140	105	90 - 120	120	100 - 135	105	90 - 120	120	100 - 140
QLD - Brisbane, Gold Coast and Sunshine Coast	120	110 - 130	130	120 - 140	125	115 - 140	130	125 - 140	125	110 - 140	135	130 - 145	110	95 - 120	125	120 - 135	110	100 - 120	125	120 - 135
QLD - Regional	115	100 - 130	130	120 - 140	115	100 - 130	120	110 - 130	125	115 - 140	130	120 - 150	100	95 - 110	120	100 - 130	100	100 - 115	115	100 - 130
SA - Adelaide	130	120 - 150	140	130 - 160	120	120 - 150	120	120 - 150	110	110 - 130	110	110 - 130	100	90 - 120	110	100 - 120	95	90 - 120	95	100 - 120
WA - Perth	150	125 - 160	155	140 - 180	155	120 - 180	150	130 - 180	150	130 - 170	170	150 - 195	135	110 - 160	160	140 - 185	135	115 - 150	150	125 - 170
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	125	115 - 150	135	120 - 160	125	110 - 135	125	110 - 140	120	110 - 140	125	120 - 145	105	95 - 115	115	100 - 130	105	95 - 115	115	100 - 130
NT - Darwin	110	100 - 120	120	110 - 130	115	95 - 125	115	100 - 130	100	95 - 120	115	100 - 130	100	85 - 110	110	100 - 120	110	95 - 120	120	100 - 130
NZ - Auckland	125	120 - 135	135	130 - 145	130	120 - 145	130	120 - 150	120	120 - 130	130	120 - 140	120	115 - 130	130	120 - 145	120	110 - 130	130	120 - 145
NZ - Wellington	110	110 - 125	125	115 - 130	120	110 - 140	120	110 - 145	110	95 - 125	115	110 - 130	115	105 - 120	120	110 - 130	120	110 - 130	130	120 - 145
NZ - Christchurch	110	110 - 125	120	115 - 130	120	110 - 130	120	110 - 140	105	90 - 120	115	110 - 130	115	100 - 125	119	105 - 135	110	105 - 125	125	110 - 135
NZ - Dunedin	105	95 - 120	120	110 - 130	115	95 - 120	115	95 - 130	100	90 - 110	105	95 - 115	110	96 - 120	112	100 - 128	100	100 - 120	120	110 - 130

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Accounting and finance

Commerce and industry | Senior finance

Senior Qualified Accountants	Financial Analyst Turnover up to \$100m		Financial Analyst Turnover \$100m +		Manager/Head of Financial Planning/Analysis		Systems Accountant	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
	NSW - Sydney	110	100 - 120	130	120 - 140	250	180 - 300	140
NSW - Regional	120	100 - 130	120	100 - 135	220	150 - 250	140	120 - 150
VIC - Melbourne	120	100 - 140	130	110 - 150	230	180 - 280	130	120 - 150
VIC - Regional	115	100 - 130	125	110 - 140	180	150 - 220	125	110 - 140
QLD - Brisbane, Gold Coast and Sunshine Coast	105	95 - 110	120	105 - 135	195	160 - 240	130	125 - 150
QLD - Regional	100	90 - 110	115	100 - 135	180	150 - 225	130	110 - 150
SA - Adelaide	105	95 - 130	110	95 - 130	165	150 - 210	130	120 - 150
WA - Perth	130	120 - 140	140	130 - 160	175	160 - 195	160	140 - 190
ACT - Canberra	110	90 - 120	110	100 - 120	160	160 - 220	120	120 - 140
TAS - Hobart/Launceston	110	95 - 125	120	100 - 135	190	155 - 220	125	120 - 140
NT - Darwin	100	95 - 120	110	95 - 125	150	130 - 170	115	100 - 125
NZ - Auckland	120	115 - 130	130	120 - 135	180	150 - 200	140	120 - 155
NZ - Wellington	120	115 - 130	130	120 - 135	180	150 - 200	140	120 - 160
NZ - Christchurch	110	105 - 120	115	110 - 125	165	140 - 180	125	120 - 145
NZ - Dunedin	105	100 - 115	115	105 - 125	150	140 - 180	120	110 - 140

Treasury	Treasury Accountant Turnover > \$100m		Treasury Accountant 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
NSW - Regional	110	100 - 120	120	110 - 140	180	150 - 230	-	-
VIC - Melbourne	105	100 - 115	120	110 - 140	170	150 - 200	280	220 - 300
VIC - Regional	100	90 - 110	110	100 - 125	150	130 - 170	-	-
QLD - Brisbane, Gold Coast and Sunshine Coast	115	100 - 120	130	125 - 135	170	150 - 190	230	200 - 250
QLD - Regional	100	100 - 105	120	100 - 130	150	130 - 170	225	200 - 250
SA - Adelaide	95	100 - 120	110	110 - 130	135	120 - 180	195	180 - 250
WA - Perth	120	120 - 130	125	120 - 130	160	140 - 175	230	200 - 260
ACT - Canberra	95	90 - 110	100	90 - 110	145	130 - 160	220	210 - 240
TAS - Hobart/Launceston	105	95 - 115	110	95 - 125	135	120 - 150	-	-
NT - Darwin	95	90 - 100	105	95 - 110	120	110 - 140	220	185 - 255
NZ - Auckland	100	90 - 110	115	95 - 120	133	115 - 150	173	143 - 204
NZ - Wellington	100	90 - 110	115	95 - 120	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

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*For a more detailed discussion on executive level salaries contact Hays Executive

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Product and Funds	Product Control		Product Control Manager		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	120	90 - 130	130	110 - 140	150
NSW - Regional	100	90 - 120	115	110 - 140	100	65 - 110	110	80 - 120	130	120 - 150
VIC - Melbourne	115	95 - 135	150	140 - 180	110	90 - 120	125	100 - 140	140	130 - 160
VIC - Regional	100	90 - 120	115	110 - 140	100	65 - 110	110	80 - 120	130	120 - 150
QLD - Brisbane, Gold Coast and Sunshine Coast	100	90 - 120	130	120 - 150	110	95 - 120	120	100 - 130	140	120 - 160
QLD - Regional	90	100 - 120	115	110 - 140	90	90 - 110	105	100 - 120	130	120 - 150
SA - Adelaide	95	90 - 120	120	110 - 140	95	90 - 120	105	100 - 130	115	120 - 140
WA - Perth	85	75 - 95	110	110 - 130	100	90 - 120	115	110 - 120	130	120 - 140
ACT - Canberra	-	-	-	-	100	90 - 110	100	90 - 110	105	100 - 110
TAS - Hobart/Launceston	100	95 - 125	125	110 - 165	110	95 - 115	117	100 - 125	125	110 - 140
NT - Darwin	85	75 - 90	95	90 - 105	95	85 - 105	100	90 - 110	115	110 - 125
NZ - Auckland	77	70 - 90	95	90 - 105	90	80 - 100	95	82 - 102	120	100 - 130
NZ - Wellington	77	70 - 90	95	90 - 105	82	80 - 100	95	82 - 102	120	100 - 130
NZ - Christchurch	77	70 - 90	95	80 - 105	82	80 - 100	95	90 - 100	105	100 - 115

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	150	140 - 160	180	150 - 200	300
NSW - Regional	100	90 - 120	120	110 - 140	150	120 - 184	200	180 - 275
VIC - Melbourne	110	100 - 130	130	120 - 150	160	130 - 190	200	180 - 250
VIC - Regional	95	85 - 115	115	100 - 130	140	120 - 170	170	140 - 200
QLD - Brisbane, Gold Coast and Sunshine Coast	110	90 - 120	125	110 - 140	170	150 - 190	210	190 - 250
QLD - Regional	95	90 - 110	120	100 - 130	140	120 - 170	190	180 - 230
SA - Adelaide	90	100 - 120	120	110 - 140	130	120 - 150	175	160 - 220
WA - Perth	110	95 - 120	120	110 - 140	160	150 - 175	180	160 - 195
ACT - Canberra	95	90 - 110	110	100 - 120	140	110 - 150	153	133 - 204
TAS - Hobart/Launceston	105	100 - 120	110	100 - 130	130	125 - 165	155	135 - 190
NT - Darwin	90	85 - 100	100	90 - 120	120	100 - 130	150	140 - 175
NZ - Auckland	105	100 - 110	110	100 - 120	140	130 - 150	150	140 - 160
NZ - Wellington	105	100 - 110	110	100 - 120	140	130 - 150	150	140 - 160
NZ - Christchurch	95	90 - 100	105	100 - 115	125	115 - 135	135	125 - 150

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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	130	110 - 150	200	170 - 250	300	200 - 400	120	100 - 140	160	140 - 175	150	140 - 170	160	140 - 200
NSW - Regional	110	80 - 140	160	130 - 200	200	160 - 250	120	100 - 140	150	130 - 180	150	120 - 180	150	125 - 180
VIC - Melbourne	120	100 - 130	190	150 - 230	270	200 - 320	125	100 - 140	150	130 - 160	150	130 - 160	160	140 - 180
VIC - Regional	110	100 - 120	150	130 - 180	175	150 - 200	110	100 - 120	140	120 - 150	130	120 - 150	140	130 - 160
QLD - Brisbane, Gold Coast and Sunshine Coast	120	100 - 130	170	150 - 190	220	200 - 240	120	120 - 130	155	145 - 165	140	125 - 160	160	150 - 180
QLD - Regional	100	90 - 120	145	130 - 170	180	180 - 220	100	100 - 115	135	120 - 150	130	140 - 160	150	140 - 170
SA - Adelaide	95	100 - 120	130	130 - 150	200	180 - 240	-	-	115	-	130	120 - 150	145	130 - 165
WA - Perth	120	105 - 130	170	150 - 200	200	180 - 230	-	-	-	-	150	120 - 165	160	135 - 190
ACT - Canberra	115	110 - 125	160	140 - 170	200	180 - 220	110	80 - 100	118	100 - 125	125	120 - 130	135	120 - 150
TAS - Hobart/Launceston	110	100 - 130	180	140 - 190	200	170 - 220	-	-	-	-	125	120 - 135	150	135 - 160
NT - Darwin	95	80 - 100	125	105 - 135	165	145 - 205	90	80 - 95	110	100 - 125	125	100 - 135	135	125 - 155
NZ - Auckland	125	115 - 135	150	140 - 160	170	150 - 185	120	110 - 130	145	130 - 160	145	130 - 160	145	130 - 160
NZ - Wellington	125	115 - 135	150	140 - 160	170	150 - 185	120	110 - 130	145	130 - 160	145	130 - 160	145	130 - 160
NZ - Christchurch	120	100 - 130	140	125 - 150	150	130 - 165	100	90 - 110	130	115 - 140	130	110 - 145	125	115 - 145
NZ - Dunedin	115	95 - 120	130	120 - 140	140	125 - 160	100	85 - 105	122	112 - 133	120	110 - 135	120	110 - 140

Senior Qualified Accountants	Mine Accountant	
	Typical	Range
NSW - Regional	140	120 - 160
VIC - Regional	140	130 - 180
SA - Adelaide	130	120 - 160
WA - Perth	190	160 - 230
TAS - Hobart/Launceston	125	120 - 150
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

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Non CPA/CA Qualified Experienced Accountants	3 - 5 yrs exp		5 - 10 yrs exp		Over 10 yrs exp	
	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	90	90 - 100	110	90 - 120	110	100 - 120
NSW - Regional	95	75 - 100	100	90 - 120	110	100 - 120
VIC - Melbourne	87	80 - 95	105	90 - 115	115	100 - 120
VIC - Regional	85	80 - 95	105	90 - 115	110	100 - 120
QLD - Brisbane, Gold Coast and Sunshine Coast	90	80 - 95	95	90 - 100	105	95 - 110
QLD - Regional	76	75 - 80	88	90 - 110	90	90 - 120
SA - Adelaide	74	80 - 90	84	90 - 105	89	100 - 110
WA - Perth	92	82 - 105	100	95 - 110	110	100 - 120
ACT - Canberra	85	75 - 90	95	90 - 115	95	90 - 110
TAS - Hobart/Launceston	80	70 - 90	85	80 - 100	90	80 - 105
NT - Darwin	80	75 - 85	90	85 - 100	95	90 - 110
NZ - Auckland	95	90 - 100	110	95 - 120	110	95 - 120
NZ - Wellington	95	90 - 100	110	95 - 120	110	95 - 120
NZ - Christchurch	90	80 - 95	90	85 - 105	95	85 - 110
NZ - Dunedin	90	80 - 95	90	85 - 105	95	85 - 110

Assistant Accountants	Graduate No experience		Assistant Accountant up to 2 yrs		Assistant Accountant 2 - 4 yrs		Assistant Accountant 4+ yrs	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	65	60 - 70	75	70 - 80	80	75 - 85	90	85 - 95
NSW - Regional	60	60 - 65	75	70 - 80	85	75 - 95	90	85 - 95
VIC - Melbourne	70	65 - 75	75	72 - 80	80	75 - 85	90	85 - 93
VIC - Regional	67	60 - 75	75	70 - 78	78	70 - 80	80	75 - 90
QLD - Brisbane, Gold Coast and Sunshine Coast	65	60 - 70	80	75 - 85	80	75 - 90	85	80 - 95
QLD - Regional	60	55 - 65	65	65 - 75	70	70 - 85	78	70 - 90
SA - Adelaide	60	65 - 70	70	70 - 80	75	75 - 85	85	80 - 90
WA - Perth	65	60 - 75	80	75 - 85	85	80 - 90	95	85 - 100
ACT - Canberra	60	55 - 65	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	70 - 80	80	75 - 85
NZ - Auckland	60	55 - 65	73	65 - 75	80	75 - 85	85	80 - 90
NZ - Wellington	65	55 - 65	73	65 - 75	80	75 - 85	90	80 - 90
NZ - Christchurch	60	55 - 60	70	65 - 75	80	75 - 85	85	80 - 90
NZ - Dunedin	58	55 - 60	70	65 - 75	78	75 - 80	84	80 - 88

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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	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	95	85 - 110	110	100 - 120	130	110 - 140	120	100 - 140	120	110 - 130	130	120 - 150	150	140 - 160
VIC - Melbourne	87	82 - 95	105	95 - 120	120	100 - 130	120	110 - 130	135	120 - 165	120	110 - 140	140	125 - 160	190	160 - 220
VIC - Regional	80	77 - 85	95	85 - 105	95	90 - 110	-	-	-	-	115	110 - 130	140	120 - 150	190	160 - 220
QLD - Brisbane, Gold Coast and Sunshine Coast	85	75 - 90	100	95 - 115	125	110 - 140	120	110 - 130	130	120 - 160	130	110 - 140	140	130 - 180	160	140 - 200
QLD - Regional	75	72 - 80	90	90 - 110	100	95 - 130	-	-	114	110 - 130	102	92 - 122	-	-	-	-
SA - Adelaide	80	80 - 85	100	90 - 100	110	100 - 125	110	110 - 120	110	110 - 130	110	120 - 140	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	90	80 - 100	100	90 - 110	120	95 - 135	115	100 - 130	150	120 - 170	115	100 - 130	130	100 - 160	160	130 - 180
NT - Darwin	75	70 - 80	90	80 - 95	95	90 - 100	90	85 - 100	110	100 - 120	110	100 - 120	110	100 - 120	125	115 - 130
NZ - Auckland	75	70 - 80	88	80 - 95	100	90 - 115	95	90 - 110	130	110 - 160	115	100 - 125	120	100 - 145	145	110 - 163
NZ - Wellington	75	70 - 80	90	80 - 95	100	90 - 110	90	85 - 105	130	110 - 153	110	100 - 120	120	100 - 140	125	110 - 130
NZ - Christchurch	76	70 - 80	90	80 - 95	97	90 - 105	85	80 - 100	120	100 - 140	105	95 - 120	113	100 - 125	118	105 - 130
NZ - Dunedin	74	66 - 80	88	78 - 95	94	86 - 102	85	80 - 100	115	100 - 140	103	93 - 115	-	-	115	105 - 130

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Credit Control/Accounts Receivable	Accounts Receivable/Billing Officer		Credit Controller		Senior Credit Controller		Supervisor/Manager 1 - 5 staff		Supervisor/Manager > 5 staff	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	75	70 - 85	80	75 - 85	90	85 - 95	110	100 - 120	125	110 - 140
NSW - Regional	75	70 - 85	80	70 - 85	85	75 - 90	100	90 - 110	110	100 - 120
VIC - Melbourne	85	75 - 90	85	80 - 90	95	90 - 105	115	100 - 130	125	130 - 140
VIC - Regional	78	70 - 85	80	80 - 90	90	85 - 100	95	90 - 120	120	110 - 130
QLD - Brisbane, Gold Coast and Sunshine Coast	80	70 - 85	80	75 - 90	85	80 - 95	110	100 - 125	120	115 - 140
QLD - Regional	70	65 - 75	72	65 - 80	80	70 - 90	95	85 - 110	105	95 - 125
SA - Adelaide	75	70 - 80	80	80 - 90	85	85 - 95	90	90 - 110	110	110 - 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	77	73 - 90	80	75 - 90	90	80 - 105	110	100 - 130	125	105 - 150
NT - Darwin	70	65 - 75	80	70 - 85	80	75 - 85	95	90 - 100	100	95 - 110
NZ - Auckland	70	65 - 75	75	65 - 80	80	75 - 90	90	85 - 110	115	95 - 130
NZ - Wellington	70	65 - 75	75	62 - 80	80	70 - 85	90	85 - 110	110	90 - 120
NZ - Christchurch	68	65 - 72	71	66 - 75	77	70 - 85	88	80 - 95	95	90 - 105
NZ - Dunedin	65	62 - 68	69	63 - 72	75	70 - 82	85	75 - 90	90	85 - 100

Bookkeepers	To Trial Balance		To Balance Sheet		Senior Bookkeeper	
	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	95	85 - 100	95	85 - 110	110	100 - 120
NSW - Regional	85	75 - 90	85	80 - 90	95	90 - 100
VIC - Melbourne	82	75 - 85	80	75 - 85	100	90 - 120
VIC - Regional	75	70 - 83	80	75 - 85	95	90 - 115
QLD - Brisbane, Gold Coast and Sunshine Coast	85	80 - 95	85	85 - 95	95	85 - 100
QLD - Regional	72	65 - 85	70	60 - 80	75	70 - 95
SA - Adelaide	80	80 - 90	80	85 - 95	85	90 - 105
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	80	75 - 90	80	75 - 90	85	80 - 100
NT - Darwin	75	70 - 80	80	70 - 90	85	80 - 95
NZ - Auckland	80	70 - 85	75	70 - 85	90	75 - 100
NZ - Wellington	80	70 - 85	75	65 - 85	80	75 - 85
NZ - Christchurch	72	65 - 75	75	68 - 80	82	75 - 90
NZ - Dunedin	72	65 - 75	75	68 - 80	81	73 - 88

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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	80	75 - 85	90	90 - 95	110	100 - 120	120	110 - 140
NSW - Regional	80	70 - 85	85	75 - 90	95	90 - 110	110	100 - 130
VIC - Melbourne	75	70 - 78	82	80 - 85	95	90 - 110	120	110 - 130
VIC - Regional	72	70 - 75	80	70 - 85	90	80 - 100	105	95 - 120
QLD - Brisbane, Gold Coast and Sunshine Coast	75	70 - 80	85	80 - 90	100	95 - 110	110	100 - 130
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	100 - 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	77	70 - 90	85	75 - 92	95	85 - 105	120	100 - 135
NT - Darwin	70	65 - 75	80	70 - 85	90	80 - 100	95	80 - 110
NZ - Auckland	73	65 - 75	80	75 - 85	85	80 - 100	110	85 - 125
NZ - Wellington	70	65 - 75	75	70 - 80	80	75 - 85	100	85 - 120
NZ - Christchurch	68	65 - 72	73	70 - 75	80	75 - 85	95	80 - 110
NZ - Dunedin	68	65 - 72	73	70 - 75	79	72 - 87	95	80 - 110

Accounts Officers	Entry Level Accounts Officer		Accounts Officer	
	Typical	Range	Typical	Range
NSW - Sydney	65	65 - 70	75	70 - 80
NSW - Regional	60	60 - 65	75	65 - 80
VIC - Melbourne	70	70 - 75	80	75 - 85
VIC - Regional	70	65 - 75	78	65 - 85
QLD - Brisbane, Gold Coast and Sunshine Coast	65	60 - 70	80	70 - 85
QLD - Regional	60	55 - 65	70	65 - 75
SA - Adelaide	60	60 - 65	65	65 - 70
WA - Perth	60	65 - 75	80	75 - 85
ACT - Canberra	65	60 - 70	70	60 - 80
TAS - Hobart/Launceston	70	65 - 80	75	65 - 90
NT - Darwin	60	55 - 65	65	60 - 70
NZ - Auckland	60	55 - 65	70	65 - 80
NZ - Wellington	57	55 - 60	70	65 - 80
NZ - Christchurch	57	55 - 60	70	65 - 75
NZ - Dunedin	58	55 - 60	70	65 - 75

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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	50	50 - 55	56	55 - 70	60	56 - 65
VIC - Melbourne	55	52 - 60	65	60 - 70	65	60 - 70
VIC - Regional	52	50 - 55	58	55 - 70	60	56 - 65
QLD - Brisbane, Gold Coast and Sunshine Coast	60	55 - 65	68	60 - 70	75	70 - 80
QLD - Regional	60	55 - 65	68	60 - 70	75	70 - 80
SA - Adelaide	52	51 - 54	58	56 - 60	60	57 - 64
WA - Perth	55	50 - 60	65	60 - 70	75	70 - 80
ACT - Canberra	55	50 - 60	60	55 - 65	80	70 - 75
TAS - Hobart/Launceston	54	52 - 59	58	57 - 61	61	60 - 65
NT - Darwin	55	50 - 60	65	60 - 70	70	65 - 75
NZ - Auckland	50	50 - 55	50	52 - 55	58	58 - 65
NZ - Wellington	50	50 - 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	52	50 - 54	65	60 - 70	60	57 - 65	75	70 - 85
VIC - Melbourne	60	58 - 70	70	60 - 72	70	66 - 80	80	75 - 90
VIC - Regional	55	55 - 65	65	60 - 70	70	65 - 78	75	70 - 85
QLD - Brisbane, Gold Coast and Sunshine Coast	58	55 - 65	65	60 - 70	75	70 - 80	85	80 - 95
QLD - Regional	58	55 - 65	65	60 - 70	75	70 - 80	85	80 - 95
SA - Adelaide	60	57 - 68	67	60 - 71	69	66 - 78	76	71 - 81
WA - Perth	55	50 - 60	65	60 - 70	70	65 - 75	75	65 - 80
ACT - Canberra	55	50 - 60	65	60 - 70	75	70 - 80	85	80 - 95
TAS - Hobart/Launceston	60	58 - 68	62	55 - 71	69	66 - 78	78	71 - 84
NT - Darwin	60	57 - 68	67	60 - 71	73	65 - 85	82	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

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Business services (Typically CA/CPA complete) Senior, Supervisor, Assistant Manager	3 - 4 yrs exp		4 - 5 yrs exp		5 - 6 yrs exp		6+ yrs exp		Business Services Managers, Senior Manager, Principals/Directors	Manager for 0 - 2 yrs		Senior Manager for 2 - 5 yrs.		Principals/Directors	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range		Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	100	90 - 105	110	100 - 120	117	110 - 130	120	110 - 135	NSW - Sydney	125	120 - 134	150	135 - 175	180	160 - 250
NSW - Regional	69	63 - 73	73	67 - 77	84	78 - 86	88	83 - 92	NSW - Regional	102	92 - 112	117	102 - 138	155	125 - 220
VIC - Melbourne	90	80 - 100	100	90 - 110	115	100 - 120	115	100 - 130	VIC - Melbourne	125	120 - 130	152	135 - 170	200	160 - 250
VIC - Regional	90	80 - 95	95	90 - 110	110	100 - 125	115	110 - 130	VIC - Regional	120	110 - 130	140	120 - 150	180	130 - 220
QLD - Brisbane, Gold Coast and Sunshine Coast	92	85 - 100	100	95 - 115	115	105 - 125	120	110 - 135	QLD - Brisbane, Gold Coast and Sunshine Coast	125	120 - 130	145	130 - 160	180	160 - 200
QLD - Regional	92	85 - 100	100	95 - 115	115	105 - 125	120	110 - 135	QLD - Regional	125	120 - 130	140	130 - 150	165	140 - 180
SA - Adelaide	92	85 - 96	97	92 - 102	102	97 - 109	106	102 - 113	SA - Adelaide	125	120 - 130	151	135 - 161	187	166 - 229
WA - Perth	80	75 - 90	90	80 - 100	110	100 - 120	115	100 - 130	WA - Perth	125	110 - 135	135	120 - 150	-	150 - NA
ACT - Canberra	88	85 - 95	94	88 - 100	105	100 - 110	110	95 - 130	ACT - Canberra	120	110 - 135	145	130 - 160	180	160 - 200
TAS - Hobart/Launceston	78	71 - 86	88	84 - 99	102	97 - 110	114	99 - 130	TAS - Hobart/Launceston	125	104 - 136	135	115 - 146	-	-
NT - Darwin	85	75 - 90	90	85 - 100	105	95 - 110	110	100 - 120	NT - Darwin	110	100 - 120	120	105 - 130	150	120 - 170
NZ - Auckland	85	80 - 90	90	85 - 95	115	100 - 120	118	100 - 125	NZ - Auckland	110	100 - 120	140	110 - 160	150	140 - 170
NZ - Wellington	85	80 - 90	90	85 - 95	115	100 - 120	118	100 - 125	NZ - Wellington	110	100 - 120	128	107 - 143	150	140 - 170
NZ - Christchurch	88	82 - 95	90	85 - 105	115	98 - 120	118	102 - 125	NZ - Christchurch	120	115 - 125	102	135 - 150	150	140 - 170
NZ - Dunedin	86	81 - 95	90	85 - 98	100	96 - 107	105	102 - 120	NZ - Dunedin	120	115 - 125	102	135 - 150	150	140 - 170

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

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Professional practice

External Audit Undergraduates	0 - 2 yrs exp		2 - 3 yrs exp		3+ yrs exp		External Audit Graduates	No exp		1 - 2 yrs exp		2 - 3 yrs exp		3+ yrs exp	
	Typical	Range	Typical	Range	Typical	Range		Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	58	58 - 60	65	65 - 75	68	70 - 75	NSW - Sydney	58	58 - 60	72	67 - 75	76	72 - 82	81	75 - 90
NSW - Regional	50	50 - 55	58	55 - 60	62	56 - 71	NSW - Regional	58	55 - 60	65	60 - 70	65	55 - 75	75	70 - 85
VIC - Melbourne	52	51 - 60	65	60 - 70	65	60 - 75	VIC - Melbourne	60	57 - 68	68	60 - 75	70	65 - 80	76	71 - 90
VIC - Regional	50	50 - 55	60	55 - 65	62	56 - 75	VIC - Regional	60	55 - 65	65	60 - 70	70	65 - 78	75	70 - 85
QLD - Brisbane, Gold Coast and Sunshine Coast	50	50 - 60	58	55 - 65	65	60 - 70	QLD - Brisbane, Gold Coast and Sunshine Coast	60	55 - 65	65	60 - 70	68	63 - 75	78	70 - 85
QLD - Regional	50	50 - 60	60	60 - 70	65	65 - 75	QLD - Regional	55	50 - 60	60	60 - 70	65	55 - 75	75	70 - 85
SA - Adelaide	52	51 - 54	58	56 - 60	60	57 - 64	SA - Adelaide	60	57 - 68	67	60 - 71	69	66 - 78	76	71 - 81
WA - Perth	55	50 - 60	65	60 - 70	70	65 - 75	WA - Perth	55	50 - 60	60	55 - 65	80	70 - 85	85	75 - 90
ACT - Canberra	58	55 - 60	62	60 - 70	68	65 - 75	ACT - Canberra	60	55 - 65	68	65 - 70	70	67 - 75	80	70 - 90
TAS - Hobart/Launceston	54	51 - 58	58	56 - 60	68	57 - 73	TAS - Hobart/Launceston	62	57 - 71	67	60 - 71	73	66 - 78	76	71 - 86
NT - Darwin	52	50 - 55	58	55 - 60	65	57 - 75	NT - Darwin	60	55 - 65	65	60 - 70	65	62 - 78	80	75 - 85
NZ - Auckland	50	50 - 52	55	50 - 60	58	50 - 65	NZ - Auckland	50	50 - 55	55	50 - 58	56	52 - 60	75	65 - 80
NZ - Wellington	50	50 - 52	55	50 - 60	58	50 - 65	NZ - Wellington	50	50 - 55	53	50 - 58	56	51 - 61	75	65 - 80
NZ - Christchurch	50	50 - 52	55	50 - 60	58	51 - 65	NZ - Christchurch	50	50 - 55	53	50 - 61	61	53 - 62	70	65 - 80
NZ - Dunedin	50	50 - 52	55	50 - 60	58	50 - 65	NZ - Dunedin	50	50 - 55	53	50 - 59	61	52 - 65	70	65 - 80

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Professional practice

External audit (Typically CA/CPA complete) Senior, Supervisor, assistant Managers	3 - 4 yrs exp		4 - 5 yrs exp		5 - 6 yrs exp		6+ yrs exp	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	90	85 - 103	95	94 - 112	120	108 - 130	120	110 - 135
NSW - Regional	69	63 - 70	72	71 - 78	85	77 - 87	92	88 - 97
VIC - Melbourne	92	85 - 100	97	90 - 110	110	100 - 120	118	105 - 125
VIC - Regional	85	80 - 95	95	85 - 100	105	90 - 115	110	95 - 120
QLD - Brisbane, Gold Coast and Sunshine Coast	85	78 - 95	90	85 - 102	95	90 - 110	110	100 - 120
QLD - Regional	82	75 - 88	85	78 - 95	90	80 - 100	95	85 - 115
SA - Adelaide	92	85 - 96	97	92 - 102	102	97 - 109	106	102 - 113
WA - Perth	90	80 - 95	100	90 - 110	110	100 - 120	115	110 - 130
ACT - Canberra	90	80 - 100	100	85 - 105	110	110 - 120	120	110 - 130
TAS - Hobart/Launceston	83	73 - 94	94	78 - 102	99	89 - 104	106	99 - 120
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, Senior Managers and Principals/Directors	Manager for 0 - 2 yrs		Senior Manager for 2 - 5 yrs.		Principals/Directors	
	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	125	120 - 135	155	145 - 175	175	150 - 200
NSW - Regional	105	92 - 112	122	112 - 128	160	125 - 180
VIC - Melbourne	125	120 - 130	152	130 - 170	180	150 - 250
VIC - Regional	120	115 - 130	130	120 - 150	160	130 - 200
QLD - Brisbane, Gold Coast and Sunshine Coast	125	120 - 130	140	125 - 155	170	140 - 230
QLD - Regional	115	110 - 125	130	115 - 150	140	130 - 220
SA - Adelaide	125	120 - 130	151	135 - 161	187	166 - 229
WA - Perth	125	120 - 130	135	120 - 150	190	150 - 250
ACT - Canberra	125	120 - 130	140	130 - 150	180	160 - 200
TAS - Hobart/Launceston	114	104 - 130	135	115 - 146	-	-
NT - Darwin	105	95 - 110	120	115 - 130	150	140 - 160
NZ - Auckland	110	90 - 120	130	115 - 150	150	140 - 160
NZ - Wellington	110	90 - 120	125	105 - 140	150	140 - 160
NZ - Christchurch	90	85 - 100	102	97 - 125	150	140 - 160
NZ - Dunedin	90	85 - 100	102	97 - 125	150	140 - 160

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Tax Consulting (Typically CA/CPA complete) Senior, Supervisor, Assistant 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	85 - 100	95	90 - 105	110	100 - 120	117	110 - 130
NSW - Regional	69	63 - 71	74	70 - 77	82	78 - 86	88	86 - 102
VIC - Melbourne	92	85 - 96	95	90 - 105	105	92 - 115	110	105 - 120
VIC - Regional	90	80 - 95	90	80 - 100	100	90 - 110	105	95 - 115
QLD - Brisbane, Gold Coast 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	92	85 - 96	97	92 - 102	102	97 - 109	106	102 - 113
WA - Perth	85	80 - 90	100	90 - 105	110	100 - 120	120	110 - 130
ACT - Canberra	85	80 - 90	95	90 - 100	95	90 - 110	120	110 - 140
TAS - Hobart/Launceston	88	86 - 94	88	84 - 94	90	84 - 104	94	89 - 104
NT - Darwin	80	75 - 90	95	85 - 100	95	90 - 105	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 Managers, Senior Managers and Principals/Directors	Manager for 0 - 2 yrs		Senior Manager for 2 - 5 yrs.		Principals/Directors	
	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	125	120 - 140	150	130 - 160	180	170 - 250
NSW - Regional	112	102 - 117	133	122 - 138	150	128 - 200
VIC - Melbourne	125	120 - 135	150	135 - 165	190	165 - 250
VIC - Regional	120	110 - 130	140	120 - 150	150	140 - 200
QLD - Brisbane, Gold Coast and Sunshine Coast	125	115 - 140	145	135 - 160	150	140 - 190
QLD - Regional	110	95 - 125	135	110 - 150	125	120 - 150
SA - Adelaide	125	120 - 130	151	135 - 161	187	166 - 230
WA - Perth	130	120 - 140	145	130 - 160	165	150 - 200
ACT - Canberra	110	95 - 130	140	130 - 160	180	160 - 200
TAS - Hobart/Launceston	109	99 - 125	120	110 - 130	140	130 - 145
NT - Darwin	105	100 - 115	125	115 - 135	150	140 - 170
NZ - Auckland	110	95 - 120	125	110 - 140	150	130 - 200
NZ - Wellington	102	92 - 112	112	102 - 133	150	130 - 200
NZ - Christchurch	94	82 - 108	102	105 - 130	145	130 - 200
NZ - Dunedin	93	82 - 106	102	105 - 130	145	130 - 200

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Accounting 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	95	85-100	110	92 - 115	120	100 - 140
VIC - Regional	85	75 - 95	100	85 - 110	115	97 - 130
QLD - Brisbane, Gold Coast and Sunshine Coast	95	85 - 100	100	90 - 110	107	102 - 112
QLD - Regional	80	75 - 85	82	77 - 92	97	92 - 112
SA - Adelaide	97	83 - 99	109	96 - 114	116	104 - 130
WA - Perth	100	90 - 120	125	100 - 150	140	130 - 150
ACT - Canberra	90	85 - 100	110	95 - 130	115	100 - 130
TAS - Hobart/Launceston	83	78 - 89	104	99 - 125	125	110 - 136
NT - Darwin	83	78 - 88	105	95 - 115	110	100 - 120
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 1 on 1		PA to Partners 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	65	60 - 70	65	60 - 80	59	56 - 64	65	60 - 70
VIC - Melbourne	70	60 - 80	85	70 - 100	85	70 - 95	80	70 - 95
VIC - Regional	65	60 - 70	80	70 - 95	75	70 - 80	80	70 - 90
QLD - Brisbane, Gold Coast and Sunshine Coast	51	50 - 56	75	60 - 90	77	71 - 82	77	71 - 82
QLD - Regional	55	55 - 75	65	60 - 80	70	70 - 90	80	60 - 95
SA - Adelaide	68	62 - 78	79	73 - 88	78	73 - 83	78	73 - 88
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	75	70 - 85	85	80 - 105	88	84 - 104	88	84 - 104
NT - Darwin	65	60 - 75	85	80 - 100	85	80 - 90	85	80 - 90
NZ - Auckland	50	50 - 55	66	56 - 71	61	56 - 71	66	56 - 71
NZ - Wellington	50	50 - 55	56	55 - 61	56	51 - 66	56	51 - 66
NZ - Christchurch	51	50 - 56	61	56 - 66	61	56 - 71	71	61 - 82
NZ - Dunedin	51	50 - 56	61	56 - 66	61	56 - 71	71	61 - 82

Architecture

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Architecture

	Graduate Architect 2 - 5 yrs exp		Project Architect 5 - 10 yrs exp		Architect 5 - 10 yrs exp		Senior Architect 10+ yrs exp		Architectural Technician/ Drafter		BIM/CAD Manager		Interior Designer 2 - 7 yrs exp		Senior Interior Designer 7+ yrs exp		Planner 2 - 5 yrs exp		Senior Planner 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	80	75 - 95	120	100 - 140	110	100 - 130	130	120 - 160	100	85 - 125	140	100 - 180	85	75 - 110	110	95 - 140	85	70 - 100	120	95 - 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	80	65 - 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 - 150	80	65 - 100	130	110 - 170	85	70 - 95	95	85 - 125	85	70 - 110	120	90 - 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

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	Urban Designer		Landscape Architect	
	Typical	Range	Typical	Range
NSW - Sydney	110	75 - 135	100	75 - 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 - 135	110	85 - 140
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*

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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	70 - 80	120	100 - 150	135	110 - 170	130	100 - 160	170	140 - 220
VIC - Melbourne	75	70 - 80	120	95 - 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

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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	75 - 90	90	75 - 100	100	90 - 120	120	100 - 130	120	100 - 140	130	100 - 160	155	130 - 220	240	200 - 300
VIC - Melbourne	75	65 - 75	75	70 - 85	80	75 - 90	100	90 - 110	115	90 - 130	115	95 - 140	125	100 - 160	145	130 - 200	220	170 - 280
QLD - Brisbane, Gold Coast and Sunshine Coast	66	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	65	60 - 70	65	60 - 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	60 - 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	65	60 - 70	60	60 - 65	70	65 - 75	70	65 - 80	75	70 - 85	80	75 - 100	85	80 - 105	100	90 - 120	150	120 - 200
NT - Darwin	65	60 - 70	60	60 - 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*

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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*

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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	100	75 - 150
VIC - Melbourne	80	65 - 90	90	75 - 110	100	75 - 140
QLD - Brisbane, Gold Coast and Sunshine Coast	75	62 - 85	82	75 - 97	95	70 - 120
SA - Adelaide	65	62 - 75	82	77 - 87	90	70 - 100
WA - Perth	75	65 - 80	80	70 - 90	95	70 - 120
ACT - Canberra	75	65 - 85	80	70 - 90	95	70 - 110

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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	90	70 - 100	115	100 - 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	85	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	85	65 - 90	95	85 - 110	125	100 - 135
ACT - Canberra	70	65 - 75	80	75 - 90	90	85 - 100	115	100 - 125
TAS - Hobart	65	60 - 70	80	65 - 90	90	85 - 100	105	100 - 125
NT - Darwin	65	60 - 70	80	65 - 90	90	85 - 100	110	100 - 120

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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 - 240	80	70 - 90	90	80 - 100	105	90 - 115	75	70 - 85	80	65 - 100	85	70 - 100	120	100 - 140	100	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	75	65 - 80	80	65 - 90	110	90 - 120	95	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	75	60 - 85	70	70 - 80	95	80 - 110	95	80 - 100
ACT - Canberra	150	135 - 180	75	70 - 90	80	75 - 90	100	90 - 115	70	65 - 75	70	60 - 80	75	70 - 80	90	80 - 110	90	80 - 100
TAS - Hobart	130	120 - 150	75	65 - 80	85	75 - 95	100	90 - 115	65	60 - 70	70	60 - 80	70	65 - 80	95	80 - 100	80	70 - 85
NT - Darwin	135	125 - 145	75	65 - 80	80	75 - 90	90	80 - 105	65	60 - 65	70	65 - 80	70	65 - 80	85	80 - 90	85	70 - 90

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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	90	75 - 100	100	90 - 110	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	80	75 - 80	90	85 - 95	70	70 - 80	75	70 - 80	95	90 - 110
SA - Adelaide	80	75 - 85	90	85 - 95	75	70 - 80	75	70 - 80	95	90 - 110
WA - Perth	80	75 - 85	90	85 - 95	75	70 - 80	75	70 - 90	95	90 - 110
ACT - Canberra	80	75 - 85	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	110	95 - 115	115	115 - 125	135	120 - 150	180	160 - 220	250	230 - 350
VIC - Melbourne	85	75 - 95	105	90 - 115	135	120 - 150	170	150 - 200	250	220 - 300
QLD - Brisbane, Gold Coast and Sunshine Coast	90	95 - 110	110	100 - 115	130	110 - 145	170	140 - 200	230	220 - 300
SA - Adelaide	90	85 - 95	100	95 - 110	130	120 - 140	150	140 - 170	200	180 - 240
WA - Perth	85	80 - 95	90	80 - 95	125	110 - 135	160	140 - 180	220	200 - 240
ACT - Canberra	85	80 - 90	95	90 - 100	120	110 - 150	160	140 - 200	200	180 - 240

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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	130	110 - 150	125	100 - 180	110	90 - 145	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 - 140	100	90 - 135	100	90 - 115	100	90 - 110	90	70 - 100
SA - Adelaide	110	90 - 120	100	85 - 110	95	80 - 110	95	80 - 110	90	70 - 100
WA - Perth	110	90 - 120	100	90 - 125	95	80 - 110	100	80 - 110	90	75 - 100
ACT - Canberra	110	90 - 120	100	90 - 110	95	80 - 110	95	85 - 100	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	100	95 - 120	115	100 - 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	85	75 - 100	95	80 - 100	100	90 - 120
SA - Adelaide	65	60 - 70	90	75 - 95	90	80 - 100	100	90 - 110
WA - Perth	62	60 - 70	80	65 - 85	90	80 - 100	100	90 - 120
ACT - Canberra	62	60 - 70	80	65 - 85	90	80 - 100	95	90 - 110
TAS - Hobart	60	55 - 65	65	65 - 80	90	80 - 100	90	90 - 110
NT - Darwin	55	55 - 60	65	60 - 75	90	80 - 100	90	90 - 110

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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	90	80 - 105	95	80 - 100	115	95 - 130	100	85 - 120	120	95 - 155	150	140 - 200	170	150 - 190	220	200 - 300	170	150 - 200
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	80	65 - 95	80	70 - 90	95	90 - 115	90	80 - 105	105	90 - 140	130	120 - 175	150	120 - 170	200	180 - 230	150	130 - 180
SA - Adelaide	80	65 - 90	75	70 - 80	90	80 - 105	85	75 - 95	105	80 - 130	110	110 - 150	130	120 - 150	160	145 - 210	140	120 - 160
WA - Perth	80	65 - 90	95	80 - 110	115	90 - 130	90	80 - 105	110	90 - 150	150	130 - 160	135	125 - 170	190	170 - 220	150	120 - 180
ACT - Canberra	75	65 - 75	90	80 - 100	95	85 - 115	90	80 - 105	105	90 - 130	125	110 - 160	140	110 - 150	165	145 - 180	140	115 - 145
TAS - Hobart	75	65 - 75	72	65 - 80	90	80 - 95	85	75 - 90	105	90 - 130	120	110 - 140	130	115 - 140	150	140 - 170	135	110 - 150
NT - Darwin	65	60 - 85	71	61 - 77	90	80 - 95	85	75 - 95	95	90 - 120	110	110 - 125	128	112 - 138	150	140 - 170	135	110 - 150

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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	110	95 - 120	135	120 - 150	175	150 - 200	250	190 - 275	300
VIC - Melbourne	85	75 - 90	130	103 - 150	170	138 - 180	200	170 - 210	275	230 - 350
QLD - Brisbane, Gold Coast and Sunshine Coast	95	90 - 100	130	100 - 140	170	150 - 200	200	200 - 220	250	210 - 300
SA - Adelaide	95	90 - 100	110	100 - 120	135	110 - 150	150	140 - 170	220	190 - 240
WA - Perth	95	90 - 100	120	100 - 130	150	110 - 170	150	160 - 175	230	200 - 280
ACT - Canberra	95	90 - 100	110	90 - 130	135	115 - 175	150	140 - 180	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	85	70 - 90	110	95 - 120	130	130 - 150	175	160 - 210	280
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 - 75	105	90 - 110	125	120 - 140	170	150 - 180	225	190 - 270
SA - Adelaide	75	70 - 85	95	90 - 100	120	120 - 135	160	130 - 180	220	180 - 260
WA - Perth	65	62 - 75	100	90 - 115	120	115 - 135	160	150 - 175	220	180 - 260
ACT - Canberra	70	65 - 80	105	90 - 110	130	120 - 145	160	150 - 180	200	180 - 280
TAS - Hobart	65	62 - 85	95	90 - 110	110	110 - 125	150	150 - 170	200	180 - 250
NT - Darwin	60	62 - 75	100	90 - 115	110	110 - 125	155	150 - 170	180	160 - 235

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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	90	85 - 110	120	100 - 135	150	130 - 165	170	160 - 210	255	200 - 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	90	80 - 100	110	100 - 130	130	120 - 160	165	150 - 185	220	180 - 250
SA - Adelaide	85	75 - 100	100	95 - 125	130	120 - 150	160	140 - 180	200	170 - 230
WA - Perth	85	75 - 100	100	95 - 120	130	110 - 155	160	135 - 180	200	170 - 230
ACT - Canberra	85	75 - 110	105	100 - 130	130	120 - 160	150	140 - 190	200	170 - 250
TAS - Hobart	85	75 - 90	100	90 - 115	120	110 - 145	150	130 - 170	180	165 - 220
NT - Darwin	85	75 - 95	100	90 - 115	125	110 - 150	150	130 - 170	190	150 - 210

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

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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

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Administration	Administration Assistant 6-12 mths exp		Administration Assistant 12+ mths exp		Project Administration Assistant 12+ mths exp		Office Manager		Project Co-ordinator		Administration/Support	Team Assistant/ Administrator 3+ yrs exp		Personal Assistant		Executive Assistant	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range		Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	65	60 - 70	75	65 - 80	90	80 - 100	105	95 - 120	95	85 - 110	NSW - Sydney	85	80 - 95	105	95 - 115	120	105 - 150
NSW - Regional	60	55 - 65	70	60 - 75	85	80 - 90	80	75 - 90	90	80 - 100	NSW - Regional	70	65 - 80	80	75 - 100	95	85 - 110
VIC - Melbourne	65	55 - 70	70	65 - 80	90	80 - 95	95	90 - 110	90	80 - 100	VIC - Melbourne	80	75 - 90	90	85 - 100	120	90 - 130
VIC - Regional	60	55 - 65	65	60 - 75	80	70 - 90	90	80 - 100	85	75 - 90	VIC - Regional	70	65 - 80	90	80 - 95	95	85 - 110
QLD - Brisbane, Gold Coast and Sunshine Coast	65	55 - 70	70	65 - 75	80	75 - 85	95	85 - 110	80	75 - 85	QLD - Brisbane, Gold Coast and Sunshine Coast	75	70 - 85	90	85 - 100	100	85 - 120
QLD - Regional	60	55 - 70	65	60 - 70	75	70 - 80	80	75 - 90	75	70 - 80	QLD - Regional	70	65 - 75	80	75 - 85	90	80 - 100
SA - Adelaide	65	60 - 70	68	68 - 75	80	75 - 85	85	80 - 90	95	80 - 95	SA - Adelaide	75	70 - 80	85	80 - 90	90	90 - 100
WA - Perth	65	57 - 70	75	70 - 80	85	75 - 100	95	85 - 110	90	80 - 110	WA - Perth	80	75 - 90	95	85 - 110	110	90 - 130
ACT - Canberra	70	65 - 75	75	75 - 85	85	80 - 90	110	95 - 125	95	90 - 100	ACT - Canberra	90	75 - 90	105	95 - 120	120	120 - 140
TAS - Hobart/Launceston	60	55 - 70	65	60 - 75	85	75 - 100	95	85 - 120	90	80 - 110	TAS - Hobart/Launceston	75	70 - 85	90	80 - 100	105	90 - 135
NT - Darwin	64	60 - 68	70	65 - 75	80	75 - 95	85	78 - 95	85	70 - 85	NT - Darwin	77	70 - 85	85	78 - 100	88	80 - 115
NZ - Auckland	65	60 - 70	62	60 - 68	70	65 - 75	80	75 - 90	75	70 - 85	NZ - Auckland	65	60 - 70	85	75 - 90	100	80 - 120
NZ - Wellington	58	55 - 62	62	58 - 65	65	65 - 75	80	70 - 90	73	65 - 80	NZ - Wellington	60	57 - 64	80	75 - 90	85	80 - 95
NZ - Christchurch	54	52 - 56	65	56 - 65	70	60 - 80	70	65 - 82	72	65 - 80	NZ - Christchurch	70	65 - 75	70	65 - 80	80	70 - 90

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Administration/Specialists	Data Entry Operator		Records/Archiving Officer		Medical Administrator	
	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	65	60 - 70	80	70 - 85	80	70 - 90
NSW - Regional	65	60 - 70	65	60 - 70	75	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 and Sunshine Coast	65	60 - 70	70	65 - 75	75	65 - 85
QLD - Regional	60	55 - 65	65	60 - 70	70	65 - 75
SA - Adelaide	65	60 - 70	65	60 - 70	77	75 - 80
WA - Perth	65	55 - 75	80	70 - 90	70	60 - 85
ACT - Canberra	68	65 - 70	70	65 - 70	85	75 - 90
TAS - Hobart/Launceston	65	60 - 70	77	72 - 88	70	60 - 90
NT - Darwin	65	58 - 69	63	55 - 69	60	59 - 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

Reception	Receptionist Up to 12 mths exp		Receptionist 12+ mths exp		Administration Assistant 12+ mths exp	
	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	65	60 - 70	75	65 - 80	75	65 - 80
NSW - Regional	65	60 - 70	70	65 - 75	70	60 - 75
VIC - Melbourne	65	55 - 70	70	65 - 80	70	65 - 80
VIC - Regional	60	55 - 65	65	60 - 70	65	60 - 75
QLD - Brisbane, Gold Coast and Sunshine Coast	65	60 - 70	70	65 - 80	70	65 - 80
QLD - Regional	60	55 - 65	65	60 - 75	70	65 - 75
SA - Adelaide	65	60 - 70	70	60 - 75	70	65 - 75
WA - Perth	65	55 - 70	65	60 - 70	70	65 - 80
ACT - Canberra	70	65 - 75	75	70 - 80	78	70 - 85
TAS - Hobart/Launceston	65	60 - 70	70	65 - 75	70	65 - 80
NT - Darwin	58	58 - 68	60	60 - 74	64	58 - 75
NZ - Auckland	65	60 - 70	65	60 - 70	65	60 - 70
NZ - Wellington	52	50 - 55	55	52 - 56	55	51 - 58
NZ - Christchurch	56	54 - 58	58	56 - 60	58	56 - 60

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Business Support

Legal Support	Legal Secretary 0-2 years exp		Legal Secretary 2+ years exp		Legal Personal Assistant	
	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	80	75 - 90	100	90 - 110	100	85 - 110
NSW - Regional	75	65 - 80	85	75 - 90	80	75 - 90
VIC - Melbourne	75	70 - 80	90	80 - 100	90	80 - 100
VIC - Regional	65	60 - 75	80	75 - 85	85	80 - 90
QLD - Brisbane, Gold Coast and Sunshine Coast	75	70 - 80	90	75 - 90	95	80 - 100
QLD - Regional	70	65 - 75	85	70 - 90	85	70 - 90
SA - Adelaide	67	65 - 75	75	70 - 80	85	80 - 90
WA - Perth	65	60 - 75	75	70 - 85	90	80 - 100
ACT - Canberra	85	75 - 85	95	80 - 120	90	80 - 100
TAS - Hobart/Launceston	80	75 - 90	85	80 - 90	85	80 - 100
NT - Darwin	65	60 - 72	72	66 - 77	68	65 - 89
NZ - Auckland	65	60 - 75	75	70 - 85	75	70 - 85
NZ - Wellington	68	55 - 75	70	65 - 78	74	70 - 85
NZ - Christchurch	60	55 - 65	68	65 - 72	70	65 - 75

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

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Business Support

Property and Construction Support	Document Controller		Project Administrator		Site Administrator		Facilities Administrator		Contracts Administrator Residential		Client Liaison Residential	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	90	80 - 100	80	75 - 95	85	75 - 95	75	70 - 80	105	95 - 115	75	70 - 90
NSW - Regional	80	75 - 85	80	75 - 90	80	75 - 90	70	60 - 75	90	85 - 100	75	65 - 85
VIC - Melbourne	95	90 - 100	90	80 - 100	85	75 - 90	75	70 - 80	90	85 - 105	85	75 - 95
VIC - Regional	85	80 - 90	80	75 - 90	80	70 - 85	70	65 - 75	90	80 - 95	75	70 - 85
QLD - Brisbane, Gold Coast and Sunshine Coast	85	80 - 100	75	70 - 85	75	70 - 90	70	65 - 80	90	75 - 100	75	70 - 85
QLD - Regional	75	70 - 85	75	70 - 80	70	70 - 85	65	60 - 75	75	70 - 90	70	60 - 75
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	85	75 - 100	95	80 - 130	75	70 - 80	100	80 - 120	75	70 - 90
ACT - Canberra	80	75 - 90	90	80 - 100	77	75 - 100	75	70 - 80	100	80 - 100	70	65 - 75
TAS - Hobart/Launceston	100	85 - 125	87	80 - 110	90	80 - 100	75	70 - 80	100	85 - 120	80	75 - 90
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	65	60 - 75	56	55 - 61
NZ - Wellington	60	60 - 70	62	60 - 65	58	55 - 60	60	50 - 65	60	55 - 70	56	52 - 61
NZ - Christchurch	65	60 - 70	62	60 - 65	58	55 - 60	57	55 - 60	60	55 - 70	-	-

Construction

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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	160	120 - 180	190	170 - 220	210	200 - 300	160	155 - 200	130	110 - 145	130	120 - 170	140	120 - 160	180	160 - 200	130	110 - 150	170	160 - 220
NSW - Regional	110	100 - 120	135	110 - 150	180	160 - 200	195	170 - 270	140	120 - 170	100	90 - 120	130	110 - 140	90	90 - 120	125	120 - 150	100	80 - 110	150	130 - 200
VIC - Melbourne	90	80 - 120	150	120 - 180	180	160 - 210	260	190 - 300	160	150 - 200	120	105 - 135	140	100 - 160	90	90 - 140	130	140 - 180	110	100 - 150	155	145 - 185
VIC - Regional	90	80 - 120	140	110 - 160	170	140 - 190	260	160 - 300	160	150 - 190	100	85 - 130	140	90 - 160	90	80 - 110	120	120 - 150	110	90 - 140	150	140 - 180
QLD - Brisbane, Gold Coast and Sunshine Coast	110	100 - 120	150	120 - 180	175	170 - 220	260	190 - 270	160	160 - 220	130	110 - 145	145	120 - 180	130	120 - 150	150	140 - 180	130	110 - 140	165	150 - 220
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	165	135 - 195	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	100	85 - 120	125	105 - 145	180	140 - 220	210	165 - 250	170	120 - 200	100	80 - 140	150	110 - 200	105	85 - 140	170	110 - 200	120	85 - 140	175	140 - 220
ACT - Canberra	90	80 - 100	120	100 - 140	150	140 - 200	250	160 - 230	160	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	100 - 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	65	57 - 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

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Construction

Construction Building	Leading Hand		Foreperson		Site Manager		Project Manager		Construction Manager		Design Manager		Site Engineer		Project Engineer		Contracts Administrator /Quantity Surveyor Entry-level/Intermediate		Contracts Administrator /Quantity Surveyor Senior		Estimator 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 - 140	180	160 - 200	220	160 - 250	240	170 - 300	300	300 - 400	210	185 - 245	140	130 - 160	160	150 - 180	120	110 - 140	170	140 - 200	130	100 - 150
NSW - Regional	90	70 - 100	120	95 - 140	160	155 - 190	185	160 - 200	195	170 - 220	150	130 - 180	120	110 - 140	120	110 - 130	90	80 - 110	140	120 - 150	100	90 - 110
VIC - Melbourne	110	95 - 130	150	140 - 180	170	150 - 250	165	165 - 250	300	250 - 350	170	150 - 200	150	110 - 150	135	120 - 155	110	90 - 130	155	135 - 190	100	90 - 130
VIC - Regional	100	90 - 110	120	100 - 130	150	130 - 180	165	150 - 200	200	180 - 280	140	140 - 180	130	110 - 145	100	90 - 130	100	70 - 120	130	120 - 170	85	75 - 105
QLD - Brisbane, Gold Coast and Sunshine Coast	110	100 - 150	175	160 - 200	210	160 - 260	185	170 - 280	300	270 - 350	200	180 - 250	140	125 - 155	165	150 - 180	130	100 - 150	180	140 - 220	120	100 - 150
QLD - Regional	100	90 - 120	160	160 - 300	160	140 - 210	180	140 - 240	220	155 - 250	150	125 - 180	110	95 - 120	140	120 - 160	110	70 - 130	140	130 - 180	100	70 - 120
SA - Adelaide	80	70 - 95	95	80 - 130	125	100 - 180	150	130 - 220	180	170 - 240	140	110 - 180	95	75 - 120	110	100 - 140	60	70 - 110	130	110 - 160	75	70 - 100
WA - Perth	110	80 - 130	120	90 - 140	140	120 - 190	180	145 - 220	190	165 - 260	160	130 - 200	110	90 - 140	140	120 - 160	100	85 - 140	160	130 - 200	110	80 - 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	75 - 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

Construction

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Construction Building	Estimator Senior		Local Government	Building Surveyor		Facilities Coordinator		Facilities Manager		Project Manager		Property Manager	
	Typical	Range		Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	180	150 - 250	NSW - Sydney	90	80 - 120	70	70 - 85	80	70 - 100	110	90 - 150	100	85 - 140
NSW - Regional	160	130 - 240	NSW - Regional	150	120 - 180	70	70 - 85	90	75 - 100	120	100 - 130	90	75 - 105
VIC - Melbourne	155	130 - 200	VIC - Melbourne	120	90 - 150	70	70 - 85	100	100 - 120	110	110 - 150	95	85 - 120
VIC - Regional	150	120 - 200	VIC - Regional	120	90 - 140	70	70 - 85	100	100 - 120	110	110 - 150	95	85 - 120
QLD - Brisbane, Gold Coast and Sunshine Coast	180	150 - 250	QLD - Brisbane, Gold Coast and Sunshine Coast	90	80 - 140	70	70 - 85	85	75 - 100	110	100 - 150	95	85 - 120
QLD - Regional	160	140 - 190	QLD - Regional	90	80 - 140	70	70 - 85	75	70 - 90	100	90 - 120	90	75 - 120
SA - Adelaide	150	110 - 180	SA - Adelaide	90	80 - 110	60	60 - 75	85	80 - 100	135	120 - 160	75	75 - 95
WA - Perth	160	120 - 200	WA - Perth	90	80 - 130	80	75 - 100	100	80 - 130	110	90 - 130	90	80 - 110
ACT - Canberra	160	120 - 200	TAS - Hobart/Launceston	100	80 - 110	80	70 - 90	100	85 - 120	100	90 - 130	100	80 - 120
TAS - Hobart/Launceston	110	90 - 130	NT - Darwin	85	80 - 90	70	65 - 80	110	100 - 125	115	100 - 150	70	65 - 80
NT - Darwin	130	115 - 165	NZ - Auckland	85	80 - 112	62	60 - 66	102	82 - 122	133	122 - 153	102	71 - 122
NZ - Auckland	150	120 - 170	NZ - Wellington	85	80 - 97	62	60 - 66	97	77 - 117	122	102 - 153	102	71 - 122
NZ - Wellington	122	102 - 143	NZ - South Island	85	80 - 102	62	60 - 66	82	71 - 102	122	102 - 143	102	71 - 122
NZ - South Island	120	100 - 150											

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Construction

Construction Residential	Leading Hand		Foreperson		Site Manager		Project Manager		Construction Manager		Contracts Administrator/ Quantity Surveyor Entry-level/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
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 - 100	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	180	180 - 230	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	140	130 - 170	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	110	100 - 120
WA - Perth	90	80 - 110	110	100 - 140	130	110 - 150	150	100 - 180	160	160 - 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	180	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

Contact Centres

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	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	80	70 - 90	100	90 - 120	140	120 - 150	70	65 - 75	80	70 - 90	80	70 - 90	85	75 - 95	80	70 - 90	85	80 - 90	80	75 - 90
NSW - Regional	60	55 - 65	70	60 - 75	85	75 - 90	97	80 - 122	63	60 - 65	65	60 - 75	65	57 - 70	65	65 - 75	75	70 - 80	70	65 - 75	80	70 - 87
VIC - Melbourne	65	60 - 75	70	65 - 80	95	80 - 110	130	100 - 150	75	65 - 85	80	65 - 90	80	65 - 90	85	70 - 95	80	70 - 90	80	70 - 85	80	70 - 90
VIC - Regional	60	55 - 70	60	57 - 70	80	70 - 85	100	80 - 120	60	55 - 70	65	60 - 75	65	60 - 75	70	60 - 80	75	65 - 80	70	60 - 75	70	60 - 80
QLD - Brisbane	60	55 - 65	60	57 - 65	75	70 - 85	100	85 - 130	70	65 - 75	60	57 - 65	60	57 - 65	70	65 - 75	75	70 - 85	70	65 - 75	75	70 - 80
SA - Adelaide	56	54 - 61	60	57 - 65	76	70 - 82	92	80 - 118	57	54 - 60	60	57 - 65	58	57 - 60	71	65 - 77	66	65 - 69	62	60 - 65	66	62 - 71
WA - Perth	65	60 - 70	75	60 - 85	90	80 - 100	110	90 - 130	65	60 - 70	75	70 - 85	75	70 - 85	80	70 - 90	75	70 - 80	75	65 - 85	80	70 - 90
ACT - Canberra	70	70 - 75	65	65 - 72	95	85 - 95	100	85 - 125	65	60 - 75	75	65 - 75	70	65 - 80	85	75 - 90	90	80 - 95	80	70 - 80	75	75 - 80
TAS - Hobart/ Launceston	70	60 - 75	70	62 - 75	80	75 - 90	100	85 - 135	65	60 - 70	68	63 - 75	70	60 - 80	80	65 - 90	80	70 - 100	80	75 - 85	80	73 - 85
NZ - Auckland	60	55 - 65	60	55 - 65	77	73 - 78	95	85 - 120	55	54 - 58	56	55 - 65	70	58 - 75	62	55 - 75	75	70 - 85	65	55 - 70	66	60 - 70
NZ - Wellington	57	54 - 62	57	52 - 62	77	75 - 80	100	80 - 120	55	54 - 58	55	52 - 63	65	55 - 70	65	60 - 75	80	70 - 90	62	55 - 70	65	60 - 70
NZ - Christchurch	52	50 - 55	52	50 - 55	65	60 - 75	80	70 - 95	55	54 - 58	55	50 - 60	64	55 - 70	60	55 - 82	71	61 - 82	58	50 - 62	60	60 - 68

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars*
 All salaries are representative of fixed cash and incentive bonus components (if applicable). Sales roles are base salary only, do not include commission or bonus amounts, and differ extensively across industry sectors
 At the more senior level, larger contact centres tend to be at the higher end of the ranges shown, whilst agent level roles tend to sit at the lower to medium level, whereby across industries, such as Pharmaceutical/Medical devices, and FMCG, these positions stretch the top end

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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	85 - 120	80	75 - 90	110	90 - 120	140	120 - 160	80	80 - 90	100	90 - 110	100	85 - 120	120	100 - 150	170	150 - 200	160	140 - 200	250	200 - 280
NSW - Regional	87	71 - 92	60	55 - 65	75	61 - 77	100	82 - 112	75	70 - 80	80	70 - 90	80	70 - 90	100	82 - 140	140	90 - 150	140	110 - 170	170	130 - 200
VIC - Melbourne	90	80 - 115	75	60 - 85	100	85 - 110	120	95 - 150	80	75 - 90	90	75 - 100	100	80 - 120	125	100 - 150	150	110 - 200	150	120 - 190	220	180 - 260
VIC - Regional	80	70 - 95	65	55 - 70	80	65 - 85	100	80 - 135	70	65 - 75	80	65 - 90	80	70 - 95	100	85 - 125	120	90 - 150	130	95 - 150	160	130 - 210
QLD - Brisbane	85	75 - 100	65	60 - 70	85	75 - 90	100	90 - 110	75	70 - 80	80	70 - 90	75	70 - 85	100	90 - 125	110	90 - 135	120	100 - 160	180	135 - 240
SA - Adelaide	75	69 - 92	60	57 - 65	69	65 - 76	92	76 - 120	67	65 - 70	65	61 - 73	78	72 - 82	100	85 - 122	100	85 - 122	118	95 - 130	158	120 - 184
WA - Perth	90	70 - 100	70	60 - 80	80	70 - 90	95	80 - 120	75	70 - 85	85	70 - 95	90	80 - 100	100	80 - 130	120	90 - 150	120	90 - 150	170	140 - 200
ACT - Canberra	95	80 - 100	75	70 - 75	85	75 - 85	120	90 - 130	90	70 - 90	90	75 - 95	95	80 - 95	110	95 - 120	115	95 - 130	170	115 - 170	175	120 - 180
TAS - Hobart/ Launceston	85	75 - 100	80	65 - 90	85	80 - 110	110	90 - 135	80	73 - 90	88	77 - 98	88	80 - 110	110	90 - 135	135	120 - 165	140	120 - 165	165	130 - 210
NZ - Auckland	80	65 - 85	55	55 - 65	77	75 - 90	75	70 - 82	68	60 - 70	80	75 - 85	70	65 - 90	90	80 - 120	110	100 - 135	115	110 - 135	145	125 - 200
NZ - Wellington	80	65 - 85	52	50 - 60	75	72 - 85	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	50 - 60	75	65 - 80	70	65 - 80	60	55 - 65	65	60 - 75	65	60 - 75	82	75 - 100	100	80 - 120	110	95 - 130	143	122 - 184

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Defence

Operations	Director		Program Manager		Project Manager		Engineering Manager		Operations Manager		Configuration Manager		Consultant	
	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
WA	250	250 - 350	200	180 - 250	170	160 - 220	200	170 - 240	180	180 - 240	155	145 - 200	160	150 - 250
QLD	250	250 - 320	220	180 - 250	170	160 - 220	200	170 - 250	190	160 - 210	190	150 - 200	200	180 - 300
VIC	250	250 - 300	230	180 - 260	180	160 - 220	200	170 - 240	200	160 - 230	190	150 - 250	200	180 - 300
ACT	250	250 - 360	280	180 - 300	200	160 - 220	200	170 - 250	200	180 - 250	195	150 - 200	240	180 - 350
SA	250	250 - 300	230	180 - 250	180	160 - 220	200	170 - 250	180	160 - 210	180	150 - 200	180	160 - 300

Engineering	Systems Engineer	
	Typical	Range
NSW	160	110 - 250
WA	150	110 - 210
QLD	150	140 - 210
VIC	150	140 - 220
ACT	190	120 - 250
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

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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	140	110 - 160	180	120 - 220	150	110 - 160	140	120 - 170
WA	150	120 - 180	180	130 - 250	140	110 - 160	180	120 - 220	150	110 - 160	130	100 - 150
QLD	145	120 - 170	180	130 - 250	140	110 - 160	180	120 - 220	150	110 - 160	130	100 - 160
VIC	145	120 - 170	180	130 - 250	140	110 - 160	180	120 - 220	150	110 - 160	150	120 - 180
ACT	155	120 - 170	180	130 - 250	140	110 - 160	180	120 - 220	150	110 - 160	160	120 - 200
SA	140	120 - 180	180	130 - 250	140	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

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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	200	200 - 300	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	200	200 - 300	200	150 - 250

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Energy

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New Zealand



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Energy

Engineering	Distribution Design Engineer		Senior Distribution Design Engineer		Principal Distribution Design Engineer		Solar PV Design Engineer		Wind and Site Engineer		BESS Engineer		Substation Engineer Primary/Secondary Design		Senior Substation Engineer Primary/Secondary Design		Principal Substation Engineer Primar/Secondary Design	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	130	110 - 160	155	150 - 180	180	180 - 200	150	140 - 160	175	140 - 185	165	130 - 175	145	130 - 165	165	150 - 180	210	190 - 230
VIC - Melbourne	130	110 - 160	155	150 - 180	180	180 - 200	150	140 - 160	175	140 - 185	165	130 - 175	145	130 - 165	165	150 - 180	210	190 - 230
QLD - Brisbane	130	110 - 160	155	140 - 180	180	170 - 200	150	140 - 160	175	140 - 185	165	130 - 175	145	130 - 165	165	150 - 180	210	190 - 230
WA - Perth	140	110 - 160	150	145 - 175	180	170 - 200	150	140 - 160	175	140 - 185	160	130 - 175	145	130 - 165	165	150 - 180	210	190 - 230
SA - Adelaide	130	110 - 160	150	150 - 175	180	170 - 200	145	130 - 160	175	140 - 185	165	130 - 175	145	130 - 165	165	150 - 180	210	190 - 230
New Zealand	-	-	150	140 - 160	170	160 - 190	140	130 - 150	170	140 - 185	165	130 - 175	120	120 - 160	150	150 - 180	190	180 - 210

Grid Connections	Grid Connection Engineer		Senior Grid Connection Engineer		Grid Connection Manager		Power Systems Engineer		Senior Power Systems Engineer		Principal Power Systems Engineer	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	150	140 - 170	190	170 - 210	250	200 - 275	140	120 - 150	180	160 - 180	220	180 - 220
VIC - Melbourne	150	140 - 170	190	170 - 210	250	200 - 275	140	120 - 150	180	160 - 180	220	180 - 220
QLD - Brisbane	150	140 - 170	190	170 - 210	250	200 - 275	140	120 - 150	180	160 - 180	220	180 - 220
WA - Perth	150	140 - 170	190	170 - 210	250	200 - 275	140	120 - 150	180	160 - 180	220	180 - 220
SA - Adelaide	150	140 - 170	190	170 - 210	250	200 - 275	140	120 - 150	180	160 - 180	220	180 - 220
New Zealand	150	140 - 170	190	170 - 210	240	190 - 260	130	120 - 150	170	160 - 180	200	180 - 220

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Energy

Construction \$100m + projects	Project Engineer		Senior Project Engineer		Project Manager		Senior Project Manager		Project Director		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	Typical	Range
NSW - Sydney	160	140 - 185	185	180 - 210	200	170 - 230	250	240 - 280	330	290 - 350	250	180 - 280	165	140 - 190	230	200 - 260	190	170 - 225
VIC - Melbourne	160	140 - 185	185	180 - 210	200	170 - 230	250	240 - 280	330	290 - 350	250	180 - 280	165	140 - 190	230	200 - 260	190	170 - 225
QLD - Brisbane	160	140 - 185	185	180 - 210	200	170 - 230	250	240 - 280	330	290 - 350	250	180 - 280	165	140 - 190	230	200 - 260	190	170 - 225
WA - Perth	160	140 - 185	185	180 - 210	200	170 - 250	250	240 - 280	330	290 - 350	250	180 - 280	165	140 - 190	230	200 - 260	190	160 - 225
SA - Adelaide	160	140 - 185	185	180 - 210	200	170 - 230	250	240 - 280	330	290 - 350	250	180 - 280	165	140 - 190	230	200 - 260	190	170 - 225
New Zealand	-	-	-	-	190	170 - 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 Manager		Project Development Director		Land Acquisition Manager		Planning and Approvals Manager	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	190	160 - 210	240	220 - 260	320	280 - 350	190	155 - 250	210	165 - 250
VIC - Melbourne	190	160 - 210	240	220 - 260	320	280 - 350	190	155 - 250	210	165 - 250
QLD - Brisbane	190	160 - 210	240	220 - 260	320	280 - 350	190	155 - 250	210	165 - 250
WA - Perth	190	160 - 210	240	220 - 260	320	280 - 350	190	155 - 250	200	160 - 250
SA - Adelaide	190	160 - 210	240	220 - 260	320	280 - 350	190	155 - 250	210	165 - 250
New Zealand	190	106 - 210	200	180 - 250	280	240 - 300	190	155 - 250	210	165 - 250

Operations and Maintenance	Asset Engineer		Asset Manager		Service Engineer		Site Manager	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	165	145 - 180	220	200 - 250	155	140 - 180	155	145 - 180
VIC - Melbourne	165	145 - 180	220	200 - 250	155	140 - 180	155	145 - 180
QLD - Brisbane	165	145 - 180	220	200 - 250	155	140 - 180	155	145 - 180
WA - Perth	165	145 - 180	220	200 - 250	155	140 - 180	155	145 - 180
SA - Adelaide	165	145 - 180	220	200 - 250	155	140 - 180	155	145 - 180
New Zealand	165	145 - 180	200	180 - 250	155	140 - 180	155	145 - 180

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Engineering

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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 - 105	120	85 - 180	120	80 - 180	130	82 - 160	130	75 - 170	150	100 - 170	122	70 - 150	130	82 - 160	180	160 - 210	-	180 - 250
VIC - Melbourne	85	75 - 100	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 - 100	120	75 - 160	120	80 - 160	105	82 - 150	90	70 - 160	115	71 - 150	120	110 - 160	102	80 - 150	150	130 - 180	-	160 - 250
SA - Adelaide	85	75 - 95	100	70 - 120	100	75 - 140	95	75 - 120	100	85 - 150	95	77 - 110	100	77 - 112	100	75 - 130	140	130 - 180	-	140 - 190
WA - Perth	95	70 - 105	125	85 - 160	120	80 - 160	110	90 - 125	100	80 - 170	130	105 - 150	130	110 - 145	120	92 - 160	160	145 - 185	-	180 - 250
ACT - Canberra	85	65 - 100	100	61 - 110	102	71 - 133	87	70 - 120	102	66 - 150	87	71 - 120	112	82 - 133	110	65 - 130	130	110 - 160	-	140 - 220
TAS - Hobart	85	65 - 100	100	65 - 120	100	80 - 130	100	75 - 120	100	75 - 140	85	70 - 120	100	80 - 120	100	75 - 130	135	125 - 160	-	160 - 180
NT - Darwin	85	65 - 100	115	65 - 130	112	77 - 143	102	77 - 133	107	80 - 150	102	92 - 112	112	77 - 143	100	77 - 130	143	122 - 168	-	135 - 180
NZ - Auckland	95	70 - 100	120	85 - 140	120	95 - 160	120	95 - 155	110	72 - 140	115	85 - 160	115	90 - 165	100	75 - 130	165	150 - 190	-	120 - 250
NZ - Wellington	90	70 - 95	105	75 - 130	110	80 - 155	110	90 - 140	105	70 - 130	105	80 - 150	110	85 - 155	100	70 - 120	150	140 - 180	-	120 - 250
NZ - Christchurch	90	70 - 95	105	70 - 125	110	80 - 140	110	80 - 140	105	70 - 130	100	80 - 150	100	70 - 150	100	70 - 120	150	130 - 170	-	120 - 250

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Engineering

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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

Engineering

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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	80 - 160	110	80 - 150	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	75 - 97
WA - Perth	95	85 - 110	90	80 - 95	120	90 - 140	110	83 - 130	90	75 - 95
ACT - Canberra	85	75 - 102	85	75 - 92	-	-	-	-	85	73 - 102
TAS - Hobart	80	75 - 90	80	75 - 82	110	85 - 122	105	82 - 122	80	73 - 92
NT - Darwin	80	75 - 90	92	75 - 110	110	80 - 112	100	61 - 102	85	75 - 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

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Engineering

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

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Engineering

Building Services Delivery	Foreperson/Supervisor		Estimator 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	175	150 - 200
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

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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

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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 - 150	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

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Executive

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Executive

Not-for-profit	CEO/MD Turnover up to \$50m		CEO/MD Turnover \$50m - \$500m		CEO/MD Turnover > \$500m		COO/EGM Turnover up to \$50m		COO/EGM Turnover \$50m - \$500m		COO/EGM Turnover > \$500m		CFO/FD Turnover up to \$50m		CFO/FD Turnover \$50m - \$500m		CFO/FD Turnover > \$500m		Chief People Officer	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
Australia	300	230 - 365	375	320 - 500	500+	-	240	185 - 265	350	270 - 475	450+	-	230	185 - 275	325	275 - 425	450+	-	300	240 - 400
New Zealand	250	230 - 340	375	250 - 500	450+	-	200	160 - 250	275	220 - 320	400+	-	200	170 - 240	300	220 - 350	400+	-	275	220 - 350

Commercial	CEO/MD Turnover up to \$50m		CEO/MD Turnover \$50m - \$500m		CEO/MD Turnover > \$500m		COO/EGM Turnover up to \$50m		COO/EGM Turnover \$50m - \$500m		COO/EGM Turnover > \$500m		CFO/FD Turnover up to \$50m		CFO/FD Turnover \$50m - \$500m		CFO/FD Turnover > \$500m	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
Australia	350	250 - 400	600	400 - 700	700+	-	250	220 - 300	500	300 - 600	600+	-	270	230 - 350	450	350 - 600	600+	-
New Zealand	220	160 - 300	375	250 - 550	600+	-	220	180 - 250	325	250 - 450	500+	-	225	180 - 280	380	300 - 500	500+	-

	Chief Commercial Officer		Chief Revenue Officer		Chief Growth Officer		Chief Marketing Officer		Chief Product Officer		Chief Digital Officer		Chief People Officer	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
Australia	350	300 - 400	325	300 - 500	310	250 - 375	300	280 - 400	250	225 - 275	295	250 - 375	350	275 - 450
New Zealand	270	240 - 320	240	180 - 320	250	200 - 300	300	250 - 350	200	180 - 220	245	210 - 280	300	250 - 375

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Facilities Management

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Australia



New Zealand



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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	100	90 - 110	85	75 - 90	120	100 - 140	150	125 - 170	130	110 - 165	125	110 - 150	140	130 - 165	122	112 - 153	204	153 - 255
NSW - Regional	90	80 - 100	75	70 - 85	100	90 - 110	102	82 - 133	102	82 - 122	102	82 - 122	112	102 - 122	112	102 - 133	204	153 - 255
VIC - Melbourne	85	80 - 95	75	75 - 80	110	95 - 130	130	100 - 140	112	85 - 130	115	95 - 135	135	120 - 160	125	90 - 153	184	150 - 235
VIC - Regional	85	75 - 90	75	75 - 80	110	85 - 120	130	100 - 140	112	80 - 115	115	90 - 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	100	85 - 110	85	75 - 90	120	90 - 130	130	90 - 150	130	100 - 150	125	100 - 140	130	100 - 150	120	100 - 140	190	130 - 220
WA - Perth	90	85 - 110	85	75 - 90	110	95 - 120	105	90 - 130	125	115 - 150	145	135 - 160	135	105 - 160	135	125 - 165	170	160 - 200
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	65	60 - 75	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	65	60 - 75	92	87 - 117	87	82 - 117	102	82 - 122	122	102 - 133	122	112 - 133	117	102 - 143	148	117 - 189

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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	80	70 - 95	85	80 - 90	100	100 - 150	80	75 - 95	75	70 - 80
NSW - Regional	92	82 - 102	78	66 - 82	71	71 - 82	70	65 - 85	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	70	60 - 90	60	55 - 70
SA - Adelaide	110	85 - 150	90	70 - 110	80	75 - 90	70	65 - 80	80	65 - 90	100	80 - 110	80	70 - 95	65	60 - 80
WA - Perth	95	80 - 105	95	80 - 110	105	90 - 120	70	60 - 80	130	100 - 160	110	90 - 120	80	70 - 90	70	55 - 80
ACT - Canberra	92	82 - 102	80	66 - 82	71	66 - 77	75	60 - 80	70	55 - 61	77	71 - 82	65	55 - 61	60	55 - 56
TAS - Hobart	-	-	-	-	-	-	-	-	65	55 - 70	80	70 - 90	70	60 - 75	60	55 - 56
NT - Darwin	-	-	-	-	-	-	-	-	60	55 - 65	68	65 - 75	60	55 - 65	60	55 - 56
NZ - Auckland	92	82 - 97	77	71 - 82	77	71 - 87	70	60 - 75	61	56 - 66	82	77 - 87	66	56 - 66	58	56 - 61
NZ - Wellington	92	82 - 97	71	66 - 82	77	71 - 87	70	60 - 75	61	56 - 66	82	77 - 87	61	56 - 66	58	56 - 61
NZ - Christchurch	92	82 - 97	71	66 - 82	77	71 - 87	70	60 - 75	61	56 - 66	82	77 - 87	61	56 - 66	58	56 - 61

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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	75	70 - 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	75	72 - 80	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	60 - 80	70	65 - 85	100	75 - 110	110	100 - 130
WA - Perth	80	70 - 86	85	77 - 95	108	104 - 111	115	105 - 130
ACT - Canberra	65	60 - 70	65	60 - 70	80	75 - 100	110	100 - 130
TAS - Hobart	-	-	60	60 - 65	66	66 - 75	-	-

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Human Resources

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Human Resources

	Head of HR/HR Director >1000 employees		Head of HR/HR Director 250 - 1000 employees		Head of HR/HR Director < 250 employees		HR Manager >1000 employees		HR Manager 250 - 1000 employees		HR Manager < 250 employees		Senior HR Business 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	225 - 400	230	190 - 300	200	145 - 250	180	150 - 220	175	145 - 200	160	130 - 180	180	150 - 230	150	125 - 175	130	110 - 150	110	95 - 125	85	75 - 95
VIC - Melbourne	260	220 - 320	220	180 - 250	190	160 - 220	180	150 - 200	160	140 - 180	150	120 - 170	160	140 - 200	125	110 - 160	110	100 - 125	95	90 - 110	75	70 - 90
QLD - Brisbane	250	200 - 300	200	170 - 220	180	160 - 200	180	150 - 200	160	130 - 170	150	120 - 170	150	140 - 180	135	120 - 145	130	110 - 140	120	100 - 130	85	70 - 90
SA - Adelaide	250	200 - 300	200	170 - 230	190	160 - 220	180	160 - 210	175	150 - 200	170	140 - 190	155	135 - 180	140	120 - 170	135	120 - 155	120	100 - 135	80	70 - 90
WA - Perth	300	240 - 350	230	200 - 260	180	160 - 200	200	175 - 220	170	160 - 190	165	150 - 180	170	140 - 190	150	130 - 170	130	120 - 150	130	120 - 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 - 125	105	90 - 110	85	70 - 90
NT - Darwin	220	180 - 260	200	160 - 220	170	150 - 190	150	140 - 160	140	130 - 150	130	120 - 150	140	120 - 150	120	110 - 140	120	100 - 130	95	90 - 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 - 170	120	100 - 140	115	95 - 130	90	80 - 100	80	70 - 90
New Zealand	250	180 - 300	194	160 - 255	180	150 - 200	170	140 - 200	160	135 - 190	130	110 - 150	160	130 - 180	140	120 - 160	115	95 - 130	95	80 - 110	70	65 - 80

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	HR Admin		IR Manager		ER Manager		IR Advisor		ER Advisor		HR Analyst		HR Policy Writers		Head of L&D/ L&D 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	225	170 - 285	155	130 - 210	110	95 - 125	85	80 - 100
VIC - Melbourne	70	65 - 80	180	160 - 240	170	150 - 210	125	110 - 160	140	120 - 160	120	100 - 140	100	90 - 120	200	160 - 255	140	130 - 200	110	90 - 125	90	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	180	130 - 255	150	120 - 170	110	95 - 120	80	70 - 100
SA - Adelaide	70	60 - 80	185	140 - 220	185	140 - 220	145	125 - 160	145	125 - 160	120	90 - 140	120	90 - 140	190	160 - 230	160	130 - 200	100	90 - 120	90	70 - 100
WA - Perth	80	75 - 85	250	200 - 280	200	180 - 220	150	130 - 150	150	140 - 160	110	95 - 125	110	90 - 120	190	160 - 210	160	140 - 170	120	110 - 130	90	80 - 100
ACT - Canberra	75	60 - 85	160	120 - 180	140	120 - 170	110	95 - 130	110	95 - 125	95	90 - 120	120	95 - 150	165	150 - 250	140	120 - 200	110	90 - 130	90	80 - 100
NT - Darwin	70	65 - 75	150	120 - 170	140	120 - 165	125	110 - 145	100	90 - 125	95	85 - 125	100	95 - 110	155	135 - 200	130	110 - 145	100	95 - 110	85	80 - 100
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	105	80 - 115	102	82 - 122	179	122 - 224	140	100 - 160	100	90 - 120	70	60 - 85

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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 - 170	110	90 - 125	180	150 - 220	130	120 - 150	165	140 - 220	120	95 - 140	90	75 - 105	122	90 - 145	204	150 - 245	150	102 - 204	150	110 - 200
VIC - Melbourne	130	100 - 150	105	90 - 130	140	125 - 200	130	120 - 150	160	120 - 190	110	90 - 130	85	75 - 95	125	120 - 140	200	150 - 245	130	100 - 150	130	110 - 200
QLD - Brisbane	120	100 - 140	95	80 - 110	130	120 - 150	110	100 - 120	150	125 - 180	120	85 - 120	80	70 - 90	120	90 - 140	200	145 - 250	130	110 - 150	120	100 - 140
SA - Adelaide	125	100 - 150	100	90 - 130	150	120 - 180	130	110 - 150	150	120 - 200	120	100 - 150	80	70 - 100	110	90 - 130	175	150 - 210	135	95 - 155	120	100 - 140
WA - Perth	150	140 - 170	120	100 - 140	175	150 - 200	125	100 - 140	190	170 - 230	120	110 - 130	90	85 - 95	115	95 - 130	190	160 - 230	135	120 - 150	160	140 - 200
ACT - Canberra	130	100 - 170	100	90 - 135	140	120 - 160	110	95 - 130	140	110 - 160	90	85 - 110	85	80 - 90	120	100 - 140	200	130 - 250	130	100 - 180	130	100 - 170
NT - Darwin	110	95 - 125	90	80 - 105	130	120 - 150	100	90 - 110	120	110 - 145	90	85 - 100	80	75 - 90	95	85 - 115	150	120 - 180	110	90 - 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	120	90 - 150	90	70 - 110	140	110 - 160	105	90 - 120	130	110 - 160	95	85 - 120	70	65 - 80	95	85 - 110	180	130 - 200	120	92 - 140	128	102 - 163

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	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	180	150 - 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	170	145 - 200	120	110 - 130	210	175 - 280	170	150 - 210	120	110 - 130	120	90 - 140	140	120 - 180	210	170 - 250	150	90 - 170	150	130 - 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	200	160 - 250	140	110 - 150	140	120 - 160	120	100 - 130
SA - Adelaide	165	130 - 180	125	100 - 160	200	155 - 230	180	140 - 200	140	100 - 170	115	90 - 130	145	120 - 180	210	190 - 260	125	100 - 150	150	120 - 180	120	90 - 150
WA - Perth	184	153 - 220	125	110 - 135	230	180 - 270	190	160 - 220	125	110 - 140	130	110 - 150	170	135 - 220	230	190 - 260	140	115 - 160	170	130 - 200	120	105 - 140
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	140	120 - 160	110	90 - 120	160	130 - 215	125	110 - 150	100	90 - 120	95	85 - 110	125	110 - 150	170	150 - 220	125	105 - 145	125	100 - 145	105	95 - 115
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 - 160	110	90 - 120
New Zealand	150	120 - 180	120	100 - 140	179	153 - 224	130	100 - 160	100	80 - 120	82	66 - 102	130	100 - 150	160	140 - 200	115	100 - 140	150	110 - 180	100	80 - 120

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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	90	80 - 100	120	110 - 140	100	90 - 110	90	80 - 100
QLD - Brisbane	80	70 - 90	115	100 - 130	85	80 - 100	90	80 - 100
SA - Adelaide	90	75 - 100	130	100 - 150	100	80 - 120	90	80 - 100
WA - Perth	110	95 - 120	130	100 - 150	100	95 - 105	90	80 - 100
ACT - Canberra	90	80 - 110	115	90 - 140	105	90 - 110	90	85 - 100
NT - Darwin	88	80 - 95	115	105 - 145	95	85 - 105	85	80 - 95
TAS - Hobart/Launceston	90	80 - 100	100	90 - 110	90	80 - 100	80	70 - 90
New Zealand	80	70 - 85	100	95 - 120	85	70 - 95	80	60 - 90

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Insurance

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Insurance

Underwriting	Underwriting Assistant		Underwriter		Business Development Underwriter		Senior Technical Underwriter		Underwriting Manager	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	75	70 - 85	125	95 - 150	140	100 - 160	150	120 - 180	180	150 - 230
VIC - Melbourne	75	70 - 80	125	95 - 150	130	100 - 160	140	120 - 180	180	150 - 220
QLD - Brisbane, Gold Coast and Sunshine Coast	70	65 - 80	110	90 - 130	120	95 - 150	130	110 - 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 - 70	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 - 95	110	100 - 120	160	120 - 200
WA - Perth	80	75 - 100	90	80 - 95	100	100 - 110	-	-
ACT - Canberra	80	75 - 100	90	80 - 95	100	100 - 120	-	-
New Zealand	80	75 - 100	85	66 - 102	110	100 - 125	170	110 - 200

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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	70 - 80	80	70 - 85	120	90 - 150	120	95 - 150	180	150 - 250
VIC - Melbourne	75	70 - 80	75	70 - 85	115	90 - 150	115	95 - 140	180	140 - 235
QLD - Brisbane, Gold Coast and Sunshine Coast	75	65 - 80	75	65 - 85	115	85 - 150	110	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	75	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	60 - 80	70	60 - 80	95	80 - 130	95	80 - 120	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

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Insurance

Loss Adjusting/Loss Assessing	Loss Assessor/Adjustor		Technical/Specialist Loss Assessor/Adjustor		Workers Compensation	Claims Assessor		Case Manager		Technical/Senior Case Manager		Team Leader		Manager	
	Typical	Range	Typical	Range		Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	90	70 - 100	130	100 - 150	NSW - Sydney	80	70 - 90	90	80 - 110	110	90 - 130	115	100 - 130	140	120 - 155
VIC - Melbourne	90	70 - 100	130	100 - 150	VIC - Melbourne	80	70 - 90	90	80 - 110	110	90 - 130	115	100 - 130	130	110 - 155
QLD - Brisbane, Gold Coast and Sunshine Coast	85	70 - 100	130	100 - 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	80	70 - 90	110	90 - 130	SA - Adelaide	70	65 - 85	80	75 - 95	90	80 - 120	95	80 - 100	110	100 - 130
WA - Perth	85	70 - 100	125	100 - 150	WA - Perth	80	70 - 90	90	80 - 100	100	90 - 120	110	95 - 120	130	110 - 150
ACT - Canberra	85	70 - 100	125	100 - 140	ACT - Canberra	80	70 - 90	80	80 - 95	90	80 - 120	95	80 - 100	110	100 - 130
TAS - Hobart	80	70 - 90	110	90 - 130											
NT - Darwin	80	70 - 90	110	90 - 130											
New Zealand	80	70 - 90	122	82 - 143	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*

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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	85	75 - 105	95	90 - 110	105	95 - 120	115	105 - 135	135	120 - 150	145	130 - 180	165	140 - 200	180	155 - 220	190	170 - 240	225	185 - 280
VIC - Melbourne	85	70 - 100	90	80 - 100	95	85 - 110	105	95 - 115	130	105 - 140	135	125 - 150	145	130 - 160	170	150 - 190	180	160 - 200	200	180 - 250
QLD - Brisbane	85	70 - 100	90	80 - 100	95	80 - 105	105	90 - 115	125	100 - 135	130	125 - 145	145	130 - 160	160	140 - 175	165	145 - 180	190	160 - 250
WA - Perth	80	70 - 100	85	70 - 100	90	75 - 95	105	85 - 115	120	95 - 130	125	120 - 140	140	125 - 150	155	140 - 170	160	145 - 175	190	160 - 250
ACT - Canberra	80	70 - 80	90	75 - 100	95	80 - 100	105	95 - 115	110	100 - 130	120	120 - 150	140	120 - 150	165	140 - 170	175	155 - 195	200	160 - 220
NZ	77	70 - 90	80	70 - 90	85	70 - 85	90	70 - 95	100	78 - 105	105	88.4 - 115	130	115 - 145	140	120 - 165	155	135 - 180	182	156 - 220

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars*
 Salaries shown are including benefits and professional memberships | P.A.E: post admission experience
 Equity partner salary is representative of profit drawing rather than base plus superannuation

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Legal

Private Practice - Top Tier	Special Counsel		Salaried Partner		Equity Partner		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	
	Typical	Range	Typical	Range	Typical	Range		Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	285	255 - 320	400+	-	850+	-	NSW - Sydney	85	75 - 105	85	75 - 100	95	85 - 110	100	90 - 120	130	115 - 150	135	120 - 155
VIC - Melbourne	280	250 - 300	350+	-	800+	-	VIC - Melbourne	85	70 - 100	85	72 - 95	90	80 - 100	100	90 - 110	115	100 - 130	135	115 - 145
QLD - Brisbane	250	200 - 280	300+	-	800+	-	QLD - Brisbane	85	70 - 100	85	70 - 95	90	75 - 100	100	80 - 110	115	100 - 135	130	115 - 145
WA - Perth	230	200 - 270	280+	-	550+	-	WA - Perth	85	70 - 100	80	70 - 90	80	75 - 100	95	80 - 105	110	100 - 130	125	115 - 140
ACT - Canberra	250	210 - 280	280+	-	550+	-	ACT - Canberra	75	70 - 100	80	75 - 95	85	75 - 100	90	75 - 110	115	100 - 130	130	115 - 145
NZ	218	180 - 230	220+	-	380+	-	NZ	75	70 - 90	80	70 - 90	75	65 - 85	85	68 - 90	90	78 - 105	105	88 - 115

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars*
 Salaries shown are including benefits and professional memberships | P.A.E: post admission experience
 Equity partner salary is representative of profit drawing rather than base plus superannuation

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Legal

Private Practice - Mid Tier	4 - 5 yrs P.A.E		5 - 6 yrs P.A.E		6 yrs + P.A.E		Senior Associate		Special Counsel		Salaried Partner		Equity Partner		Private Practice - Small Practices	Paralegal		Graduate	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range		Typical	Range	Typical	Range
NSW - Sydney	150	140 - 170	160	150 - 185	175	160 - 195	185	170 - 230	260	230 - 320	300+	-	400+	-	NSW - Sydney	80	65 - 100	85	70 - 95
VIC - Melbourne	140	135 - 155	155	145 - 175	170	155 - 190	185	165 - 230	245	200 - 280	300+	-	400+	-	VIC - Melbourne	75	65 - 100	80	70 - 90
QLD - Brisbane	140	130 - 150	150	140 - 170	160	145 - 180	185	150 - 230	200	180 - 250	250+	-	400+	-	QLD - Brisbane	85	65 - 100	85	70 - 90
WA - Perth	135	130 - 145	145	140 - 150	150	145 - 175	175	145 - 210	200	180 - 230	250+	-	350+	-	WA - Perth	80	65 - 100	80	70 - 90
ACT - Canberra	140	130 - 145	150	140 - 155	160	145 - 180	175	158 - 200	200	180 - 230	250+	-	350+	-	ACT - Canberra	80	65 - 95	85	70 - 95
NZ	130	110 - 135	135	115 - 161	152	135 - 177	182	156 - 218	208	180 - 230	200+	-	250+	-	NZ	75	65 - 90	75	65 - 90

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars*
 Salaries shown are including benefits and professional memberships | P.A.E: post admission experience
 Equity partner salary is representative of profit drawing rather than base plus superannuation | The salary packages above have been compiled on the basis of information from top tier law firms within the CBD

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Legal

Private Practice - Small Practices	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		Special Counsel		Salaried Partner		Equity Partner	
	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	85 - 95	100	90 - 110	115	100 - 130	120	110 - 145	135	125 - 150	145	140 - 170	165	150 - 185	180	160 - 225	210	180 - 240	220+	-	300+	-
VIC - Melbourne	90	75 - 95	95	80 - 100	110	95 - 120	120	105 - 135	130	120 - 140	150	140 - 160	155	145 - 175	180	150 - 225	210	180 - 230	220+	-	300+	-
QLD - Brisbane	90	75 - 95	95	75 - 100	115	90 - 130	120	100 - 140	130	120 - 145	140	130 - 155	155	135 - 175	165	145 - 225	200	170 - 240	220+	-	280+	-
WA - Perth	80	70 - 90	85	75 - 95	105	90 - 110	115	100 - 130	125	115 - 135	135	130 - 150	150	135 - 170	165	140 - 200	190	170 - 220	200+	-	280+	-
ACT - Canberra	80	75 - 95	80	70 - 90	100	80 - 110	100	90 - 120	130	100 - 140	140	125 - 150	150	140 - 165	165	150 - 200	190	170 - 220	200+	-	280+	-
NZ	75	60 - 85	80	68 - 85	85	78 - 105	100	88 - 115	120	105 - 135	135	105 - 150	145	120 - 177	165	135 - 180	180	160 - 200	200+	-	220+	-

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand Dollars*
 Salaries shown are including benefits and professional memberships | P.A.E: post admission experience
 Equity partner salary is representative of profit drawing rather than base plus superannuation

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Legal

In-house	Paralegal		0 - 1 yrs P.A.E		Legal Counsel 1 - 2 yr P.A.E		Legal Counsel 2 - 3 yrs P.A.E		Legal Counsel 3 - 4 yrs P.A.E		Legal Counsel 4 - 5 yrs P.A.E		Legal Counsel 5 - 6 yrs P.A.E		Legal Counsel 6+ yrs P.A.E		Senior Legal Counsel		General Counsel	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	90	80 - 125	90	80 - 110	115	95 - 125	130	110 - 140	140	125 - 160	155	145 - 190	180	155 - 200	190	160 - 220	240	180 - 280	350	280 - 450
VIC - Melbourne	80	70 - 115	85	75 - 100	110	90 - 120	120	100 - 130	135	120 - 150	145	135 - 165	160	145 - 180	175	160 - 190	215	180 - 250	320	280 - 400
QLD - Brisbane	85	75 - 100	85	70 - 90	110	90 - 120	120	95 - 130	135	115 - 145	145	130 - 160	160	140 - 170	175	160 - 180	200	175 - 240	275	200 - 350
WA - Perth	85	75 - 95	80	70 - 85	105	85 - 115	110	100 - 120	130	110 - 150	140	130 - 160	155	135 - 175	165	150 - 185	200	175 - 250	280	240 - 350
ACT - Canberra	75	65 - 85	80	70 - 85	115	90 - 120	120	90 - 130	130	120 - 160	145	145 - 170	170	140 - 180	170	150 - 195	200	180 - 230	250	200 - 350
NZ	70	65 - 85	75	70 - 85	85	75 - 95	95	85 - 120	125	100 - 140	130	110 - 155	156	130 - 171	187	145 - 213	208	166 - 239	240	-

Company Secretarial	Assistant Company Secretary Unlisted company		Assistant Company Secretary Listed company		Company Secretary Unlisted company		Company Secretary Listed company	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	140	110 - 185	180	140 - 210	200+	-	240+	-
VIC - Melbourne	130	100 - 160	170	130 - 200	180+	-	230+	-
QLD - Brisbane	130	95 - 150	160	120 - 180	175+	-	230+	-
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*
 Salaries shown are including benefits and professional memberships | P.A.E: post admission experience
 In-house lawyers in financial services would receive a bonus, not included in packages indicated

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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	65	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	85	80 - 90	100	80 - 120	75	65 - 85	70	65 - 90	65	60 - 75
SA - Adelaide	120	100 - 160	110	100 - 150	110	110 - 155	100	90 - 130	80	75 - 110	100	85 - 120	70	65 - 85	65	60 - 75	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	65 - 120
ACT - Canberra	115	92 - 130	112	102 - 122	100	90 - 120	90	80 - 110	80	70 - 90	95	90 - 120	71	65 - 82	80	75 - 90	70	65 - 85
NT - Darwin	140	120 - 160	125	110 - 145	120	103 - 175	85	75 - 95	82	75 - 90	110	90 - 120	75	65 - 85	75	70 - 80	70	60 - 75
TAS - Hobart	110	95 - 130	100	90 - 130	100	90 - 120	90	80 - 100	75	75 - 90	90	80 - 100	65	60 - 75	65	60 - 70	60	60 - 65
New Zealand	110	90 - 150	100	80 - 140	100	90 - 120	85	80 - 100	80	70 - 90	85	80 - 100	65	65 - 75	65	60 - 75	60	55 - 65

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

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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	75	65 - 80	95	85 - 160	95	90 - 120
VIC - Melbourne	140	100 - 160	125	110 - 140	112	92 - 122	95	85 - 110	110	90 - 130	80	65 - 95	70	60 - 80	80	75 - 90	93	75 - 120
QLD - Brisbane	135	110 - 160	120	90 - 140	100	90 - 120	90	85 - 110	110	90 - 130	85	75 - 100	70	65 - 80	70	70 - 95	95	80 - 120
SA - Adelaide	115	95 - 140	110	95 - 135	100	90 - 110	90	85 - 110	90	90 - 130	80	65 - 90	65	65 - 80	90	70 - 140	90	75 - 110
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	145	130 - 160	110	110 - 150	110	100 - 120	100	90 - 120	110	100 - 150	95	80 - 110	75	70 - 85	100	75 - 118	110	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	70 - 80	85	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* Supply Chain salaries are related solely to this function within Logistics, not Procurement

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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	90 - 130	90	80 - 105	85	85 - 105	150	110 - 180	190	150 - 220
WA - Perth	100	75 - 120	100	75 - 120	100	75 - 120	140	110 - 165	200	180 - 250
ACT - Canberra	80	75 - 100	95	90 - 120	90	80 - 115	130	120 - 155	153	143 - 173
NT - Darwin	100	90 - 120	95	75 - 120	100	80 - 120	140	110 - 150	200	175 - 220
TAS - Hobart	85	80 - 95	85	75 - 95	85	75 - 95	115	100 - 130	145	140 - 160
New Zealand	80	70 - 90	80	70 - 90	80	70 - 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	130	110 - 160	90	70 - 120	90	80 - 120	90	80 - 105	75	65 - 80
WA - Perth	120	110 - 150	85	75 - 100	85	75 - 100	90	80 - 120	80	65 - 90
ACT - Canberra	115	100 - 130	70	70 - 90	71	60 - 97	77	70 - 87	51	50 - 56
NT - Darwin	128	107 - 153	110	90 - 120	84	77 - 92	92	82 - 115	77	65 - 90

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

Manufacturing and operations

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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 - 120	90	80 - 120	110	100 - 150	140	125 - 180	180	150 - 230	150	140 - 180	180	150 - 250
VIC - Melbourne	63	60 - 68	90	90 - 105	100	100 - 110	120	100 - 130	150	120 - 180	150	140 - 180	130	120 - 150	150	150 - 200
QLD - Brisbane	65	60 - 70	90	90 - 100	100	95 - 120	95	90 - 110	130	120 - 150	140	130 - 170	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	75	70 - 80	90	80 - 100	90	90 - 110	105	95 - 120	130	110 - 150	120	110 - 130	140	120 - 150
NT - Darwin	60	55 - 65	80	75 - 100	100	90 - 120	110	80 - 115	100	95 - 120	140	130 - 150	110	100 - 130	140	120 - 150
ACT - Canberra	70	60 - 80	90	85 - 120	90	80 - 120	90	80 - 120	105	95 - 125	120	110 - 130	110	100 - 125	120	110 - 140
TAS - Hobart	60	55 - 65	75	75 - 85	80	80 - 95	85	80 - 90	110	100 - 120	140	120 - 150	120	110 - 140	135	120 - 150

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Manufacturing and operations

Quality Control and R&D	QA Coordinator		QA Manager		Food Technologist		Technical Manager	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	100	90 - 110	130	120 - 200	100	90 - 120	145	140 - 170
VIC - Melbourne	85	80 - 100	130	130 - 180	80	70 - 100	130	130 - 150
QLD - Brisbane	80	70 - 90	120	100 - 140	80	70 - 90	125	100 - 140
WA - Perth	85	80 - 90	120	85 - 140	100	85 - 110	120	110 - 130
SA - Adelaide	70	65 - 85	100	90 - 125	75	70 - 90	122	112 - 133
NT - Darwin	77	70 - 90	100	90 - 130	85	70 - 90	125	105 - 140
ACT - Canberra	75	70 - 90	100	85 - 110	85	70 - 90	130	110 - 140
TAS - Hobart	70	65 - 80	110	100 - 120	80	70 - 90	120	110 - 130

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

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Manufacturing and operations

Product Design and Development	Drafter		Mechanical Design Engineer		Project Engineer		Electronics Engineer		R&D 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
VIC - Melbourne	90	80 - 100	115	100 - 130	110	100 - 135	120	100 - 150	130	120 - 160
QLD - Brisbane	85	80 - 100	115	100 - 130	110	100 - 130	115	100 - 140	125	100 - 150
WA - Perth	90	85 - 110	115	100 - 130	115	100 - 135	115	100 - 130	130	120 - 150
SA - Adelaide	85	70 - 100	95	80 - 110	110	90 - 120	100	90 - 120	115	95 - 140
NT - Darwin	92	85 - 102	100	90 - 120	110	100 - 130	110	100 - 130	120	92 - 122
ACT - Canberra	90	80 - 110	100	90 - 125	100	90 - 125	100	90 - 125	100	90 - 120
TAS - Hobart	80	70 - 90	95	90 - 120	100	90 - 130	100	90 - 110	105	100 - 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	90 - 130	120	110 - 150	115	110 - 140	125	110 - 150	125
VIC - Melbourne	100	100 - 120	120	110 - 140	110	100 - 130	110	100 - 130	120	110 - 140
QLD - Brisbane	100	90 - 120	115	110 - 135	100	90 - 140	125	102 - 140	125	105 - 140
WA - Perth	110	90 - 120	110	95 - 130	90	85 - 120	115	100 - 130	115	100 - 130
SA - Adelaide	90	90 - 100	110	95 - 120	95	90 - 110	110	90 - 130	105	95 - 120
NT - Darwin	100	90 - 120	110	100 - 120	110	100 - 120	110	100 - 120	115	100 - 130
ACT - Canberra	90	80 - 120	100	95 - 120	100	85 - 110	100	90 - 110	100	90 - 120
TAS - Hobart	100	100 - 120	110	100 - 130	110	100 - 120	100	90 - 120	100	90 - 130

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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	80 - 95	120	110 - 140	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	120	95 - 140	115	90 - 135	110	95 - 135
SA - Adelaide	72	72 - 75	85	80 - 90	120	100 - 130	145	130 - 160	200	170 - 230	80	75 - 85	100	90 - 120	85	75 - 90	110	100 - 120	110	100 - 120	-	-
NT - Darwin	75	65 - 80	85	80 - 90	110	100 - 130	145	130 - 160	175	150 - 220	75	70 - 85	100	90 - 115	85	75 - 105	100	95 - 115	100	90 - 120	95	85 - 110
WA - Perth	80	70 - 90	85	75 - 90	120	100 - 140	145	125 - 170	200	165 - 235	75	65 - 85	100	90 - 110	85	70 - 95	110	90 - 130	100	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 - 225	70	60 - 80	100	80 - 120	85	70 - 110	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*

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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	140	120 - 160	100	75 - 120	100	90 - 115	115	90 - 130	115	90 - 130	130	115 - 150	100	90 - 110	110	100 - 120	150	130 - 175
SA - Adelaide	90	80 - 95	110	100 - 120	120	110 - 140	85	75 - 85	-	-	115	100 - 130	100	95 - 120	130	120 - 140	100	90 - 110	110	100 - 120	130	120 - 150
NT - Darwin	85	80 - 95	100	90 - 110	115	100 - 130	90	80 - 110	105	95 - 115	95	85 - 100	95	80 - 110	125	100 - 150	90	80 - 100	100	90 - 110	130	120 - 140
WA - Perth	80	70 - 95	85	70 - 95	120	100 - 140	85	75 - 120	110	95 - 125	100	80 - 120	100	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	105	80 - 120	140	110 - 180	90	70 - 120	100	90 - 120	105	80 - 115	95	75 - 110	140	120 - 160	85	80 - 95	90	80 - 110	105	95 - 140

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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	95 - 120	120	100 - 140	90	85 - 95	95	90 - 100	95	85 - 100	90	85 - 105	120	110 - 130	85	80 - 100	100	85 - 125	95	85 - 105
WA - Perth	100	90 - 110	130	110 - 150	115	100 - 130	85	75 - 95	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	90 - 130	75	65 - 90	95	85 - 110	100	85 - 120	95	85 - 125	130	100 - 150	85	75 - 95	85	75 - 105	85	75 - 90

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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	95	80 - 100	110	85 - 120
SA - Adelaide	110	105 - 120	-	-	-	-	-	-	105	95 - 120	100	85 - 110	-	-	-	-	85	80 - 90	95	90 - 100	110	100 - 120
NT - Darwin	110	100 - 120	90	90 - 105	90	90 - 105	95	85 - 120	100	85 - 105	85	80 - 100	105	95 - 120	100	100 - 125	80	75 - 85	90	80 - 100	100	95 - 120
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	95	85 - 110	95	85 - 110	95	85 - 110	100	90 - 120	85	75 - 95	95	80 - 120	135	115 - 155	130	100 - 150	75	70 - 85	90	75 - 100	120	95 - 140

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

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Marketing and digital

Digital	CRM Manager		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	Typical	Range
NSW - Sydney	120	100 - 140	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	110	95 - 135	VIC - Melbourne	60	55 - 65	70	65 - 75	80	70 - 90	90	80 - 100	115	100 - 130	135	120 - 145	175	140 - 190
QLD - Brisbane	105	90 - 120	QLD - Brisbane	65	60 - 70	75	70 - 80	80	75 - 90	100	90 - 110	120	110 - 130	140	130 - 150	180	150 - 200
NT - Darwin	95	85 - 100															
WA - Perth	105	95 - 120															
ACT - Canberra	120	100 - 145															
TAS - Hobart	95	85 - 105															
New Zealand	110	95 - 120															

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

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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	80	75 - 85	95	85 - 100	120	95 - 140	160	145 - 180	120	100 - 140	95	80 - 110	120	100 - 135	200	150 - 225	250	250 - 300
SA - Adelaide	85	80 - 90	95	90 - 100	120	110 - 130	150	130 - 170	135	120 - 150	100	95 - 110	115	100 - 130	220	170 - 250	300	250 - 350
WA - Perth	85	80 - 90	95	85 - 100	115	100 - 130	135	125 - 160	110	100 - 120	95	85 - 105	110	95 - 125	180	150 - 210	225	200 - 250
ACT - Canberra	80	70 - 90	90	80 - 100	120	100 - 140	150	130 - 160	120	100 - 130	95	85 - 110	110	95 - 130	190	160 - 220	250	220 - 280
NT - Darwin	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	75	60 - 85	85	75 - 95	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*

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AU NZ AU NZ

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 - 280	195	180 - 220	175	150 - 190	120	105 - 140	190	140 - 200	210	200 - 240	195	180 - 210	160	150 - 180
QLD - Hard Rock	250	200 - 300	270	260 - 300	220	215 - 260	200	180 - 250	160	150 - 180	100	100 - 122	180	180 - 200	180	180 - 210	170	170 - 190	190	180 - 200
QLD - Coal	280	270 - 300	230	200 - 250	220	215 - 245	220	190 - 260	160	150 - 180	95	75 - 107	170	170 - 190	180	175 - 200	160	150 - 175	190	180 - 200
NSW	270	250 - 285	270	260 - 300	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	235	200 - 250	200	180 - 250	200	185 - 220	180	170 - 190	153	135 - 163	100	100 - 120	150	140 - 180	180	180 - 210	150	150 - 175	150	140 - 170
SA	250	220 - 270	215	190 - 220	220	200 - 240	180	160 - 200	165	150 - 185	100	100 - 122	170	140 - 200	190	180 - 220	170	170 - 190	150	140 - 170
TAS	215	200 - 250	215	190 - 220	200	185 - 220	155	140 - 185	153	135 - 163	100	95 - 105	150	140 - 180	180	180 - 210	150	150 - 175	150	140 - 170
NT	260	200 - 265	215	190 - 220	220	190 - 240	180	160 - 200	165	150 - 185	100	95 - 105	180	140 - 200	205	190 - 220	190	180 - 200	150	140 - 170

NOTES | Metalliferous mining engineering: In WA, SA & NT all salaries are based on 9&5 and 2&1 rosters excluding superannuation and additional benefits | For all other states, salaries are based on residential positions excluding superannuation and additional benefits
In Queensland more employers are offering drive-in-drive-out (DIDO) options and residential, which has been taken into consideration in these salaries presented

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AU NZ AU NZ

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	240 - 280	190	180 - 210	165	150 - 190	120	110 - 130	110	95 - 130
QLD - Hard Rock	194	180 - 240	190	150 - 220	180	130 - 190	90	80 - 100	120	110 - 150
QLD - Coal	194	180 - 220	190	150 - 200	180	130 - 190	85	70 - 100	120	110 - 150
NSW	210	180 - 235	165	150 - 180	130	120 - 135	90	90 - 110	110	100 - 120
VIC	210	180 - 235	165	150 - 180	130	120 - 135	90	90 - 110	100	100 - 120
SA	194	180 - 240	165	150 - 190	130	110 - 140	90	80 - 100	110	100 - 115
TAS	194	180 - 240	158	150 - 190	140	130 - 150	90	90 - 110	105	100 - 120
NT	220	210 - 260	180	170 - 190	140	130 - 150	115	110 - 130	110	100 - 115

Metalliferous Geology - Exploration	Exploration Manager		Senior Exploration Geologist		Exploration Geologist		Field Assistant	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
WA	240	210 - 270	180	170 - 200	165	155 - 180	100	95 - 110
QLD - Hard Rock	189	180 - 250	158	140 - 170	125	120 - 150	110	90 - 120
QLD - Coal	190	180 - 220	158	150 - 180	125	120 - 150	110	90 - 120
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	210	180 - 250	180	170 - 190	135	130 - 150	100	90 - 105
TAS	189	180 - 250	155	140 - 170	112	110 - 140	82	75 - 90
NT	235	200 - 260	180	170 - 190	135	130 - 150	100	90 - 105

NOTES | Metalliferous geology mining: In WA, SA & NT all salaries are based on 8&6 and 2&1 rosters excluding superannuation and additional benefits | For all other states, salaries are based on residential positions excluding superannuation and additional benefits
In Queensland more employers are offering drive-in-drive-out (DIDO) options and residential, which has been taken into consideration in these salaries presented

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AU NZ AU NZ

Mining

Mineral Processing	Process Manager		Process Engineer 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	160	150 - 190	160	150 - 190	160	150 - 180	82	80 - 100	200	190 - 230	190	170 - 220	155	130 - 160	110	95 - 120	110	95 - 120
NSW	184	173 - 204	115	105 - 125	160	150 - 190	133	120 - 140	75	70 - 90	160	150 - 180	140	130 - 150	110	100 - 115	90	80 - 105	90	80 - 105
VIC	170	163 - 184	140	130 - 160	158	148 - 184	133	120 - 140	105	95 - 110	165	150 - 200	140	130 - 150	110	100 - 115	90	80 - 105	90	80 - 105
SA	235	210 - 250	150	130 - 165	165	150 - 190	133	120 - 140	105	95 - 110	185	165 - 210	140	120 - 150	105	95 - 115	105	95 - 115	105	95 - 115
TAS	184	173 - 204	140	130 - 160	158	148 - 184	133	120 - 140	105	95 - 110	165	160 - 210	130	120 - 140	110	100 - 115	90	80 - 105	90	80 - 105
NT	235	210 - 250	150	150 - 165	165	150 - 190	145	135 - 155	105	95 - 110	185	165 - 210	140	120 - 150	105	95 - 115	105	95 - 115	105	95 - 115

NOTES | In WA, SA & NT all salaries are based on 8&6 and 2&1 rosters excluding superannuation and additional benefits | For all other states, salaries are based on residential positions excluding superannuation and additional benefits
In Queensland more employers are offering drive-in-drive-out (DIDO) options and residential, which has been taken into consideration in these salaries presented

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AU NZ AU NZ

Mining

Fixed Plant Maintenance	Maintenance Superintendent		Maintenance Planner		Maintenance Supervisor		Mechanical Eng Mid level 3-7 years		Electrical Eng 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	240	220 - 280	180	170 - 195	180	165 - 200	165	150 - 185	165	150 - 185	160	150 - 180	165	160 - 175	175	150 - 200	175	150 - 200	175	160 - 200
QLD	260	240 - 280	160	150 - 180	195	180 - 220	150	140 - 175	150	140 - 175	150	140 - 170	160	140 - 180	160	140 - 180	160	150 - 180	160	140 - 180
NSW	195	180 - 210	155	150 - 170	160	150 - 180	130	125 - 160	130	125 - 160	140	130 - 155	140	130 - 155	140	130 - 155	140	130 - 150	145	130 - 165
VIC	195	180 - 210	145	130 - 160	160	150 - 180	148	129 - 158	138	132 - 159	140	130 - 155	140	130 - 155	140	125 - 155	140	130 - 150	145	130 - 165
SA	185	175 - 210	145	130 - 160	145	140 - 170	148	140 - 165	145	145 - 165	135	130 - 153	150	140 - 165	145	140 - 165	145	135 - 170	150	140 - 165
TAS	195	180 - 210	145	130 - 160	160	150 - 180	148	129 - 158	138	132 - 159	140	130 - 155	140	130 - 155	140	125 - 155	140	130 - 150	145	130 - 165
NT	185	175 - 210	145	130 - 160	145	140 - 170	148	140 - 165	145	145 - 165	135	120 - 150	148	140 - 165	140	130 - 155	145	135 - 170	150	140 - 165

NOTES | In WA, SA & NT all salaries are based on 8&6 and 2&1 rosters excluding superannuation and additional benefits | For all other states, salaries are based on residential positions excluding superannuation and additional benefits

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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	185 - 220	175	160 - 185	130	125 - 140	160	150 - 175	160	150 - 180
QLD	170	160 - 185	190	170 - 220	190	170 - 220	150	140 - 160	150	130 - 160	170	150 - 200	145	130 - 160	120	110 - 130	150	140 - 170	150	120 - 170
NSW	140	140 - 160	155	140 - 168	148	138 - 168	130	120 - 150	125	110 - 125	150	145 - 175	130	110 - 145	102	100 - 140	150	140 - 170	150	120 - 170
VIC	140	140 - 160	155	140 - 168	148	138 - 168	130	120 - 150	125	110 - 125	150	145 - 175	130	110 - 145	115	100 - 125	140	130 - 150	150	120 - 170
SA	150	140 - 165	185	165 - 210	180	160 - 210	150	135 - 170	125	110 - 125	150	145 - 175	122	135 - 155	120	110 - 125	140	120 - 165	140	130 - 150
TAS	140	140 - 160	155	140 - 168	148	138 - 168	130	120 - 150	125	110 - 125	150	145 - 175	140	110 - 145	115	100 - 125	140	130 - 150	150	120 - 170
NT	150	140 - 165	185	165 - 210	180	160 - 210	150	135 - 170	125	110 - 125	158	148 - 168	140	135 - 155	120	110 - 125	140	120 - 165	140	130 - 150

NOTES | Salaries are based on residential positions excluding superannuation and additional benefits | Site allowances are paid on base salary and range from 15 to 45 per cent depending on location

Mining

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Mobile Plant Maintenance	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	190	160 - 220	250	200 - 300	180	155 - 200	130	115 - 145
NSW	190	160 - 220	250	200 - 300	180	155 - 200	130	115 - 145
VIC	190	160 - 220	220	180 - 280	150	130 - 180	120	100 - 135
SA	190	160 - 220	205	220 - 260	165	140 - 180	130	110 - 140
TAS	190	160 - 220	220	180 - 280	150	130 - 180	120	100 - 135
NT	148	133 - 168	205	200 - 260	165	140 - 180	130	110 - 140

NOTES | In WA, SA & NT all salaries are based on 8&6 and 2&1 rosters excluding superannuation and additional benefits | For all other states, salaries are based on residential positions excluding superannuation and additional benefits

Mining

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OHS and Environmental	HSE Manager		OHS Manager/ Superintendent		OHS Coordinator		OHS Officer		Environmental Superintendent		Environmental Coordinator		Environmental Officer		Training Coordinator	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
WA	210	190 - 240	208	185 - 220	140	125 - 155	165	135 - 185	195	185 - 210	115	105 - 125	135	125 - 145	135	125 - 145
QLD	225	200 - 250	215	190 - 230	140	130 - 150	140	130 - 150	190	180 - 200	138	138 - 153	130	120 - 140	130	120 - 150
NSW	225	200 - 250	215	190 - 230	140	130 - 150	140	130 - 150	190	180 - 200	138	138 - 153	130	120 - 140	130	120 - 150
VIC	180	160 - 200	170	160 - 180	133	128 - 148	140	120 - 160	163	143 - 179	138	138 - 153	122	92 - 128	120	110 - 130
SA	230	185 - 235	175	165 - 195	155	140 - 170	140	120 - 160	170	145 - 185	140	138 - 153	130	120 - 140	120	110 - 135
TAS	180	160 - 200	170	160 - 180	133	128 - 148	140	120 - 160	163	143 - 179	138	138 - 153	130	120 - 140	120	92 - 130
NT	230	185 - 235	175	165 - 195	155	140 - 170	140	120 - 160	170	145 - 185	140	133 - 153	130	120 - 140	120	110 - 135

NOTES | In WA, SA & NT all salaries are based on 8&6 and 2&1 rosters excluding superannuation and additional benefits | For all other states, salaries are based on residential positions excluding superannuation and additional benefits

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Industrial Construction	Project Manager		Construction Manager/ Superintendent		Senior Estimator		Planning Manager		Contracts Manager		Project Engineer Civil/Mech/Elec		Estimator		Contracts Administrator		Planner		Site Supervisor		Site Engineer Civil/Mech/Elec		Safety Advisor	
	Typical	Range	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	145	135 - 155
QLD	204	200 - 250	194	173 - 225	173	163 - 204	194	158 - 204	184	163 - 220	150	140 - 190	125	105 - 165	125	105 - 140	138	102 - 165	160	140 - 180	122	120 - 180	120	100 - 140
NSW	180	180 - 200	184	173 - 215	153	153 - 185	160	160 - 208	170	170 - 184	150	150 - 190	125	105 - 165	125	120 - 145	120	100 - 160	160	140 - 180	140	140 - 170	120	100 - 140
VIC	200	184 - 224	190	184 - 204	135	122 - 153	150	143 - 173	165	153 - 184	153	122 - 173	105	112 - 133	125	105 - 140	125	112 - 143	140	120 - 160	133	102 - 143	100	90 - 112
SA	180	180 - 200	194	173 - 225	173	133 - 184	153	122 - 184	163	143 - 184	153	122 - 173	115	95 - 125	122	102 - 138	112	102 - 133	122	102 - 143	133	102 - 143	102	92 - 112
TAS	180	180 - 200	194	173 - 225	135	122 - 153	120	112 - 133	184	163 - 220	153	122 - 173	115	95 - 125	125	105 - 140	125	112 - 143	140	120 - 160	133	102 - 143	100	90 - 112
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	122	112 - 133

NOTES | Salaries are based on residential positions excluding superannuation and additional benefits | Site allowances are paid on base salary and range from 15 to 45 percent depending on location

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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	250	230 - 300	200	180 - 240	200	185 - 240	160	140 - 190	150	120 - 170	210	180 - 240	190	160 - 220	225	200 - 250	190	180 - 210	160	140 - 180	130	120 - 150
NSW	250	230 - 300	200	180 - 240	200	185 - 240	160	140 - 190	150	120 - 170	210	180 - 240	190	160 - 220	225	200 - 250	190	180 - 210	160	140 - 180	130	120 - 150
VIC	195	184 - 224	170	150 - 190	170	153 - 224	140	140 - 175	115	110 - 120	160	150 - 175	150	140 - 160	170	160 - 180	115	102 - 133	140	120 - 160	135	110 - 140
SA	180	170 - 210	133	122 - 143	204	184 - 232	140	140 - 175	122	92 - 133	160	150 - 175	100	92 - 112	130	120 - 150	170	160 - 180	82	66 - 92	102	87 - 122
TAS	180	170 - 210	170	150 - 190	204	184 - 232	140	140 - 175	115	110 - 120	160	150 - 175	150	140 - 160	170	160 - 180	170	160 - 180	140	120 - 160	135	110 - 140
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 | In WA, SA & NT all salaries are based on 8&6 and 2&1 rosters excluding superannuation and additional benefits | For all other states, salaries are based on residential positions excluding superannuation and additional benefits

Search jobs

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Policy and strategy

	Policy Officer		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	110	90 - 120	120	110 - 138	160	130 - 175	135	120 - 180	150	140 - 180	95	90 - 110	150	130 - 180	105	90 - 120	160	140 - 180	95	85 - 110	90	80 - 110
VIC - Melbourne	100	95 - 120	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	110	90 - 120	120	100 - 140	150	130 - 170	130	110 - 170	150	140 - 180	100	90 - 120	150	130 - 180	110	90 - 120	150	130 - 180	95	90 - 120	95	85 - 115
WA - Perth	95	90-110	105	100 - 130	130	120 - 150	122	120 - 155	135	130 - 170	100	90 - 120	130	130 - 170	90	80 - 110	130	130 - 160	80	80 - 100	110	100 - 120
ACT - Canberra	90	85 - 100	105	95 - 120	120	120 - 160	112	92 - 135	115	97 - 135	95	85 - 115	115	110 - 155	85	80 - 110	100	100 - 145	85	75 - 100	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	73 - 94	99	89 - 114	114	100 - 130	112	100 - 130	133	102 - 163	75	68 - 95	110	90 - 150	90	73 - 96	100	90 - 137	82	77 - 97	82	73 - 92
NT - Darwin	80	73 - 90	95	85 - 105	115	106 - 125	110	100 - 120	120	110 - 135	80	75 - 85	110	100 - 130	82	80 - 90	110	100 - 125	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*

* These roles generally occur in a NFP context and would be supplemented with tax benefits (generally the benevolent sacrificing which is up to \$16050 tax free but most of our clients are able to offer more tax related incentives – travel, meal, health and wellbeing etc)

Search jobs

AU

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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 - 115	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	110	100 - 120	120	95 - 150	120	100 - 140	100	90 - 120	115	100 - 140	140	130 - 170	115	100 - 140	140	130 - 170	110	90 - 130
WA - Perth	100	90 - 110	120	110 - 130	100	100 - 120	100	100 - 120	110	100 - 135	90	90 - 110	100	100 - 120	130	120 - 148	110	100 - 130	125	110 - 150	95	85 - 110
ACT - Canberra	110	80 - 120	115	105 - 130	90	80 - 110	110	95 - 160	110	95 - 133	100	90 - 120	105	92 - 120	115	95 - 125	107	97 - 122	125	112 - 155	95	90 - 130
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	73 - 95	90	85 - 100	80	75 - 92	110	102 - 112	92	82 - 117	97	87 - 102	92	82 - 102	112	102 - 126	102	92 - 128	122	107 - 138	87	82 - 97
NT - Darwin	-	-	-	-	85	82 - 90	100	90 - 120	100	90 - 110	85	80 - 95	92	82 - 101	110	106 - 120	105	85 - 125	125	106 - 134	92	82 - 105
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

Search jobs

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	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 - 180
VIC - Melbourne	140	130 - 160	115	106 - 140	100	90 - 120	150	130 - 180
QLD - Brisbane	140	130 - 160	120	100 - 140	100	90 - 120	150	135 - 180
WA - Perth	130	120 - 160	120	100 - 140	100	95 - 110	145	120 - 180
ACT - Canberra	130	125 - 155	120	100 - 140	85	75 - 110	115	105 - 140
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	100	95 - 125
NT - Darwin	110	106 - 125	110	106 - 115	85	80 - 90	110	100 - 125
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

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Procurement

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	Procurement Officer		Procurement Specialist		Procurement Manager		Strategic Sourcing Manager		Chief Procurement Officer		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	Typical	Range
NSW - Sydney	95	80 - 115	115	100 - 140	150	130 - 200	160	140 - 210	300	210 - 450	100	80 - 120	120	100 - 140	160	120 - 180	85	80 - 100	140	120 - 180	170	150 - 220
VIC - Melbourne	95	70 - 110	115	90 - 140	160	130 - 200	160	140 - 200	320	250 - 450	100	80 - 130	120	90 - 130	160	130 - 185	100	80 - 120	150	100 - 200	170	150 - 230
QLD - Brisbane	85	80 - 110	110	90 - 125	150	130 - 200	140	120 - 180	250	250 - 400	100	90 - 130	120	100 - 140	122	110 - 170	90	85 - 125	120	100 - 170	150	140 - 210
SA - Adelaide	80	70 - 90	95	85 - 120	150	120 - 180	130	120 - 150	230	150 - 250	120	90 - 140	120	100 - 140	120	110 - 130	120	100 - 140	160	130 - 200	200	160 - 250
WA - Perth	105	90 - 100	130	120 - 145	175	160 - 240	170	150 - 210	220	190 - 250	120	110 - 140	140	130 - 155	165	145 - 200	145	130 - 175	165	140 - 260	195	180 - 270
ACT - Canberra	100	90 - 110	130	120 - 150	180	150 - 220	160	140 - 180	250	220 - 260	100	90 - 110	110	100 - 120	160	140 - 200	120	100 - 140	160	140 - 200	220	180 - 240
NT - Darwin	80	70 - 90	90	90 - 120	120	100 - 140	120	112 - 165	230	135 - 250	80	70 - 90	92	85 - 115	112	110 - 150	90	80 - 100	110	100 - 120	130	115 - 165
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	130 - 170
New Zealand	80	75 - 90	100	90 - 120	140	120 - 170	135	120 - 160	200	180 - 230	90	80 - 100	105	95 - 125	125	110 - 150	90	80 - 110	130	100 - 170	140	130 - 180

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

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Property

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

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Property

	Client side Project Manager 0-3 yrs exp		Client side Project Manager 3+ yrs exp		Client Side Project Director		Acquisitions 0-4 yrs exp		Acquisitions 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 - 140	180	102 - 250	255	185 - 310	102	71 - 125	204	102 - 350	130	100 - 150	184	140 - 230	280	224 - 388
NSW - Regional	90	85 - 120	150	102 - 180	204	170 - 260	82	60 - 105	184	102 - 306	110	90 - 135	184	130 - 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	70 - 110	125	115 - 170	190	160 - 230
QLD - Brisbane, Gold Coast and Sunshine Coast	90	80 - 110	150	100 - 180	200	165 - 250	82	71 - 107	122	82 - 168	75	75 - 90	150	110 - 180	224	204 - 306
QLD - Regional	82	75 - 95	120	95 - 120	200	140 - 220	75	61 - 102	112	82 - 143	70	75 - 85	140	105 - 160	170	155 - 224
SA - Adelaide	100	85 - 135	140	110 - 175	190	160 - 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	70 - 100	145	120 - 180	200	180 - 300
ACT - Canberra	90	80 - 125	143	130 - 175	200	170 - 250	92	71 - 100	143	100 - 184	100	90 - 135	153	135 - 220	260	220 - 300
TAS - Hobart	82	71 - 92	135	95 - 150	163	140 - 194	82	71 - 102	97	87 - 117	77	66 - 92	122	105 - 155	163	143 - 184
NT - Darwin	110	85 - 100	140	95 - 150	190	180 - 240	66	60 - 87	77	75 - 122	71	66 - 92	122	112 - 148	220	180 - 240
NZ - Auckland	85	77 - 97	138	102 - 153	194	173 - 214	75	66 - 87	117	87 - 133	112	77 - 133	184	133 - 230	306	255 - 357
NZ - Wellington	85	77 - 97	120	87 - 133	145	140 - 163	75	66 - 87	102	77 - 117	102	77 - 122	184	133 - 214	280	255 - 357
NZ - Christchurch	85	77 - 97	120	87 - 133	145	140 - 163	75	66 - 87	102	77 - 117	102	77 - 122	184	133 - 214	280	255 - 357

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

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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	100	90 - 110	135	110 - 200	120	100 - 140	140	130 - 160	140	120 - 160	180	150 - 225	250	200 - 300
VIC - Melbourne	100	90 - 110	130	110 - 150	120	100 - 140	140	130 - 160	140	120 - 160	165	140 - 200	220	190 - 265
QLD - Brisbane	90	80 - 100	120	100 - 140	110	95 - 125	140	120 - 145	120	105 - 140	150	130 - 190	200	180 - 250
SA - Adelaide	90	80 - 95	110	95 - 125	100	85 - 115	125	110 - 140	110	95 - 125	130	125 - 140	180	160 - 200
WA - Perth	90	80 - 100	120	95 - 160	110	95 - 125	140	120 - 145	120	105 - 140	140	130 - 160	200	180 - 220
ACT - Canberra	90	80 - 95	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	165	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	90	80 - 105	115	100 - 130	120	110 - 145	125	115 - 140	180	155 - 220
NZ - Christchurch	65	60 - 75	90	85 - 120	85	75 - 100	105	90 - 120	110	100 - 140	115	110 - 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*

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Sales

FMCG and 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	95	85 - 110	105	100 - 115	130	110 - 140	100	90 - 120	120	100 - 140	115	110 - 125	145	130 - 160	160	150 - 180	160	140 - 180	190	160 - 220	165	150 - 180
VIC - Melbourne	95	85 - 110	105	100 - 115	130	110 - 140	100	90 - 120	115	95 - 135	115	110 - 125	145	130 - 160	160	150 - 180	160	140 - 180	190	160 - 220	160	145 - 175
QLD - Brisbane	90	80 - 100	100	90 - 110	115	100 - 130	95	85 - 115	115	95 - 135	110	100 - 115	130	120 - 140	155	140 - 170	150	130 - 170	175	155 - 200	155	140 - 170
SA - Adelaide	85	80 - 90	95	85 - 105	115	90 - 125	90	75 - 110	110	90 - 130	100	90 - 110	120	110 - 130	145	125 - 160	135	120 - 150	165	145 - 190	145	135 - 160
WA - Perth	90	80 - 100	100	90 - 110	115	95 - 130	95	85 - 115	110	90 - 130	110	100 - 115	130	120 - 140	145	125 - 160	135	120 - 150	160	140 - 180	145	135 - 160
ACT - Canberra	85	75 - 90	90	80 - 100	100	85 - 115	90	75 - 110	105	85 - 125	95	90 - 110	115	105 - 125	135	120 - 150	130	115 - 145	155	135 - 175	140	130 - 150
TAS - Hobart	85	75 - 90	90	80 - 100	95	85 - 105	90	70 - 110	105	85 - 125	95	90 - 110	115	105 - 125	135	120 - 150	130	115 - 145	150	130 - 170	140	130 - 150
NT - Darwin	75	70 - 80	85	75 - 90	90	80 - 100	85	70 - 105	100	80 - 120	90	80 - 100	110	100 - 120	135	120 - 150	125	110 - 140	150	130 - 170	135	125 - 150
NZ - Auckland	85	75 - 90	95	85 - 105	105	90 - 115	90	75 - 110	105	85 - 125	95	90 - 110	120	110 - 130	145	125 - 155	135	120 - 150	160	140 - 180	135	130 - 140
NZ - Wellington	85	75 - 90	90	85 - 100	105	90 - 115	85	70 - 105	105	80 - 125	95	85 - 110	115	105 - 125	145	125 - 155	130	115 - 145	155	135 - 170	130	125 - 140
NZ - Christchurch	75	70 - 80	90	80 - 100	95	85 - 105	85	70 - 105	100	80 - 120	95	85 - 110	110	100 - 120	135	120 - 150	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*

Search jobs

AU NZ

Find the talent you need

AU NZ

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	130 - 180	210	180 - 230	210	180 - 230	235	220 - 260	275	230 - 350	325	280 - 400
VIC - Melbourne	150	130 - 180	200	180 - 220	200	180 - 220	235	220 - 260	260	220 - 330	325	280 - 400
QLD - Brisbane	145	125 - 170	185	170 - 200	185	170 - 200	220	190 - 240	250	200 - 300	280	260 - 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	130	105 - 150	180	165 - 195	180	165 - 195	180	160 - 200	200	160 - 240	250	200 - 300
NZ - Wellington	125	105 - 150	180	165 - 195	180	165 - 195	175	150 - 200	190	150 - 230	240	180 - 280
NZ - Christchurch	120	100 - 140	175	160 - 190	175	160 - 190	170	145 - 195	190	150 - 230	225	175 - 265

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Search jobs

AU NZ

Find the talent you need

AU NZ

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	100	90 - 110	105	90 - 115	120	110 - 130	120	110 - 130	130	110 - 150	140	130 - 150	140	120 - 165	145	130 - 160	155	140 - 175	160	140 - 180	155	140 - 175
VIC - Melbourne	100	90 - 110	105	90 - 115	120	110 - 130	120	110 - 130	125	110 - 140	140	130 - 150	140	120 - 165	145	130 - 160	150	140 - 170	160	140 - 180	155	140 - 175
QLD - Brisbane	95	85 - 105	100	90 - 110	110	100 - 120	110	100 - 120	110	100 - 130	130	120 - 140	130	110 - 150	130	120 - 150	140	125 - 155	145	130 - 165	140	125 - 165
SA - Adelaide	90	80 - 100	90	85 - 100	100	90 - 110	100	90 - 110	105	90 - 120	120	110 - 130	120	100 - 140	130	110 - 150	130	120 - 150	135	120 - 150	135	120 - 150
WA - Perth	95	85 - 105	100	90 - 110	110	100 - 120	105	95 - 115	115	100 - 130	125	115 - 135	130	110 - 150	130	110 - 150	140	125 - 155	140	125 - 155	140	125 - 165
ACT - Canberra	90	80 - 100	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	135	120 - 150
TAS - Hobart	90	80 - 100	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	135	120 - 150
NT - Darwin	85	75 - 95	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	85	75 - 100	85	75 - 100	105	95 - 130	95	85 - 110	120	110 - 140	105	100 - 120	120	90 - 140	120	100 - 140	130	120 - 150	130	110 - 150	130	120 - 140
NZ - Wellington	85	75 - 100	85	75 - 100	105	95 - 130	95	85 - 110	120	110 - 140	105	95 - 120	110	85 - 135	115	100 - 135	130	120 - 150	130	110 - 150	130	120 - 140
NZ - Christchurch	80	70 - 90	80	70 - 90	105	90 - 120	90	80 - 100	105	100 - 120	105	100 - 120	110	85 - 135	115	95 - 135	125	110 - 140	120	100 - 140	120	110 - 135

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Sales

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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	150	130 - 170	160	140 - 180	195	160 - 230	250	200 - 300	300	250 - 350
VIC - Melbourne	150	130 - 170	160	140 - 180	195	160 - 230	250	200 - 300	300	250 - 350
QLD - Brisbane	140	115 - 150	145	130 - 165	175	150 - 220	230	190 - 275	280	235 - 325
SA - Adelaide	125	100 - 150	145	120 - 170	170	140 - 215	220	180 - 260	260	220 - 300
WA - Perth	140	115 - 150	150	130 - 165	175	150 - 220	230	190 - 275	280	235 - 325
ACT - Canberra	125	100 - 150	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	125	100 - 150	140	120 - 160	150	130 - 180	190	165 - 235	225	190 - 260
NZ - Christchurch	115	90 - 140	130	110 - 150	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*

Search jobs

AU NZ

Find the talent you need

AU NZ

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	140	120 - 160	110	95 - 125	135	125 - 145	165	145 - 190	145	135 - 155	130	120 - 140	145	130 - 160	110	95 - 125	135	125 - 145	170	145 - 195	125	110 - 140
ACT - Canberra	145	125 - 170	110	95 - 125	135	125 - 145	175	150 - 200	145	135 - 155	135	125 - 145	160	140 - 180	105	90 - 120	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

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Search jobs

AU NZ

Find the talent you need

AU NZ

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

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Technology

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Australia



New Zealand



Search jobs

AU

NZ

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NZ

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Australia

New Zealand

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 - 250	190	160 - 220	220	180 - 240	170	150 - 200	190	160 - 240	170	160 - 200	180	150 - 220	185	150 - 220
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	140 - 180	180	160 - 220	140	130 - 160	170	150 - 200	140	140 - 170	160	150 - 200	150	130 - 180	180	140 - 200	175	160 - 200
NT	170	150 - 190	150	140 - 180	160	150 - 190	140	140 - 170	170	150 - 200	140	140 - 180	150	140 - 180	140	130 - 170	180	150 - 180	175	160 - 200
NZ - Auckland	200	160 - 240	210	170 - 240	200	170 - 250	180	150 - 200	200	170 - 250	180	150 - 200	190	180 - 220	180	160 - 200	190	180 - 220	190	160 - 230
NZ - Wellington	180	160 - 220	180	160 - 220	185	170 - 220	180	150 - 200	190	170 - 220	170	150 - 200	190	180 - 220	170	160 - 200	180	160 - 210	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

Technology

Search jobs

AU NZ

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Australia New Zealand

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	110 - 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	175	140 - 200	175	140 - 200
NZ - Wellington	140	120 - 160	140	120 - 160	160	140 - 180	160	140 - 190
NZ - Christchurch	140	120 - 160	145	120 - 170	150	130 - 180	140	120 - 150

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Search jobs

AU

NZ

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AU

NZ

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Australia

New Zealand

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	115 - 180	160	120 - 180	180	160 - 240	150	110 - 190	160	140 - 200	135	110 - 180	165	130 - 190	240	180 - 260	170	120 - 190	170	120 - 200	160	120 - 180
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	140	120 - 160	140	130 - 160	175	150 - 200	155	100 - 180	170	140 - 200	140	90 - 170	160	140 - 190	220	160 - 260	150	130 - 200	150	130 - 200	140	140 - 180
NZ - Wellington	130	120 - 150	140	130 - 160	175	150 - 200	155	100 - 180	150	140 - 180	130	90 - 160	140	140 - 170	220	160 - 260	150	130 - 200	140	110 - 180	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	140	110 - 180	140	140 - 180

Technology

Search jobs

AU NZ

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Australia New Zealand

Cyber security	Threat Intelligence Manager		Cyber Security Architect		CISO		Operational Technology Analyst OT/IOT		Operational Technology Cyber Manager 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 - 350	170	120 - 200	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	210	170 - 250	250	200 - 350	150	140 - 200	200	160 - 240
NZ - Wellington	170	140 - 200	200	170 - 230	240	200 - 350	150	140 - 200	200	160 - 240
NZ - Christchurch	170	140 - 200	185	170 - 220	240	180 - 300	150	140 - 200	200	160 - 240

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Technology

Search jobs

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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	100 - 130	130	120 - 150	130	110 - 150	140	130 - 170	150	130 - 180	170	140 - 220	185	150 - 220	185	150 - 220
QLD	100	100 - 130	130	120 - 150	150	120 - 180	150	120 - 180	150	120 - 180	150	140 - 220	180	150 - 240	180	150 - 240
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	120 - 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	100 - 130	130	110 - 150	130	110 - 150	150	125 - 170	150	125 - 170	145	125 - 170	180	150 - 200	180	150 - 200
NZ - Wellington	115	90 - 125	130	110 - 140	130	110 - 150	150	125 - 170	150	125 - 170	145	125 - 170	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

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Technology

Search jobs

AU
NZ

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NZ

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Australia
New Zealand

AI	AI Engineer		Senior AI Engineer		GenAI Engineer		Forward Deployed AI Engineer		AI Product Manager		AI Transformation Lead		AI Solutions Architect		AIO Specialist	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW	180	140 - 230	220	185 - 250	215	165 - 280	195	145 - 240	190	150 - 235	215	170 - 260	225	175 - 275	150	120 - 195
VIC	175	135 - 220	205	175 - 230	210	160 - 270	190	140 - 230	185	145 - 225	210	165 - 255	220	170 - 265	145	115 - 185
QLD	165	125 - 205	185	160 - 210	195	145 - 245	185	135 - 220	180	140 - 215	195	155 - 240	205	165 - 250	140	110 - 175
SA	160	160 - 200	180	160 - 205	175	135 - 220	175	130 - 210	165	130 - 195	180	145 - 210	190	155 - 230	135	105 - 165
WA	170	130 - 210	190	165 - 215	205	150 - 255	190	140 - 225	175	140 - 215	200	160 - 250	215	170 - 260	145	115 - 185
ACT	180	140 - 225	205	175 - 240	220	170 - 285	195	145 - 235	195	150 - 230	225	175 - 275	225	175 - 275	155	125 - 195
TAS	155	115 - 190	175	155 - 200	160	125 - 190	165	125 - 200	160	125 - 190	185	145 - 220	180	150 - 220	130	100 - 160
NT	160	150 - 190	180	155 - 205	165	130 - 200	170	125 - 205	160	125 - 190	175	140 - 205	180	150 - 220	130	100 - 160
NZ - Auckland	180	135 - 225	170	150 - 185	170	115 - 210	145	100 - 180	195	150 - 240	210	165 - 255	170	120 - 190	150	120 - 190
NZ - Wellington	170	130 - 210	170	150 - 185	165	115 - 205	145	100 - 180	180	145 - 215	200	160 - 235	170	120 - 210	145	115 - 180
NZ - Christchurch	165	125 - 205	170	150 - 185	160	110 - 195	145	100 - 180	175	140 - 205	195	155 - 230	170	120 - 210	140	110 - 170

AI	Head of AI		Chief AI Officer	
	Typical	Range	Typical	Range
Australia	300	210 - 380	350	300 - 400
New Zealand	250	200 - 350	350	300 - 400

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

Search jobs

AU

NZ

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Australia

New Zealand

Technology

Infrastructure	Service Desk Level 1		Desktop Support Level 2		Applications Support		Service Desk Team Leader		Service Desk Manager		DBA		Systems Administration/Engineer		Network Administration/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	80	70 - 90	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	70	60 - 75	80	70 - 90	95	75 - 110	110	90 - 120	120	100 - 133	128	112 - 153	120	100 - 140	140	100 - 160	170	140 - 200	148	122 - 179
QLD	60	55 - 75	75	70 - 90	85	70 - 110	100	80 - 120	115	100 - 135	120	90 - 140	130	100 - 150	130	100 - 150	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	60 - 70	75	65 - 90	95	80 - 115	110	90 - 120	120	100 - 140	135	120 - 160	130	100 - 140	130	110 - 160	160	140 - 180	150	125 - 180
ACT	60	51 - 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	51 - 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	51 - 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 - 80	85	75 - 95	100	80 - 110	110	90 - 120	120	100 - 130	125	110 - 140	115	100 - 130	115	100 - 130	155	140 - 170	135	120 - 150
NZ - Wellington	60	55 - 70	80	70 - 90	95	85 - 110	100	90 - 120	120	100 - 130	120	110 - 130	115	100 - 130	115	100 - 130	155	140 - 170	135	120 - 150
NZ - Christchurch	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

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Search jobs

AU

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Australia

New Zealand

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 - 140	130	110 - 170	90	80 - 120	122	110 - 160	160	140 - 200	175	150 - 220	190	180 - 280	175	150 - 220	110	100 - 165	100	90 - 130	140	110 - 170
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	140 - 160	175	160 - 200	200	175 - 235	225	190 - 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	100	90 - 120	130	110 - 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	110	90 - 120	150	125 - 180	160	140 - 200	200	180 - 240	220	180 - 260	190	160 - 220	120	100 - 135	120	100 - 130	160	130 - 180
NZ - Wellington	110	100 - 120	135	125 - 150	110	90 - 120	145	125 - 170	160	140 - 180	200	180 - 240	200	180 - 240	190	160 - 220	120	100 - 135	120	100 - 130	160	130 - 180
NZ - Christchurch	110	100 - 120	130	120 - 140	100	80 - 110	140	110 - 150	150	130 - 170	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*

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Australia New Zealand

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 - 175	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	130 - 180	120	100 - 150	130	110 - 150	150	120 - 180
NT	150	120 - 180	130	100 - 150	130	110 - 150	160	130 - 180
NZ - Auckland	180	140 - 200	140	130 - 160	160	140 - 180	180	160 - 220
NZ - Wellington	180	140 - 200	140	130 - 150	160	140 - 180	180	160 - 220
NZ - Christchurch	160	130 - 180	130	120 - 150	150	130 - 170	170	150 - 200

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Search jobs

AU

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AU

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Australia

New Zealand

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	130	130 - 150	130	130 - 150	140	140 - 160	190	170 - 210
QLD	80	80 - 100	100	100 - 140	110	105 - 130	120	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	100	90 - 120	100	90 - 120	115	100 - 130	120	110 - 140	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

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Search jobs

AU

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Australia

New Zealand

Technology

Software Development	Software Engineer		Senior Software Engineer		Full Stack Software Engineer		Automation Engineer		Technical Lead		Front-End Engineer Javascript Frameworks		Senior Front-End Engineer 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	100 - 140	150	140 - 170	135	120 - 160	140	120 - 160	160	150 - 180	120	100 - 140	150	140 - 170	150	125 - 180	140	120 - 160	200	180 - 220
QLD	110	100 - 140	120	120 - 170	130	120 - 160	130	120 - 160	150	140 - 185	110	90 - 140	115	110 - 170	110	110 - 175	110	100 - 140	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	100 - 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 - 150	110	100 - 150	120	100 - 140	145	125 - 165	100	80 - 110	110	100 - 125	110	90 - 130	100	90 - 120	150	135 - 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	145	125 - 170	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	120 - 150	130	110 - 150	180	160 - 200
NZ - Christchurch	120	100 - 130	135	120 - 150	135	120 - 150	130	120 - 140	160	140 - 180	110	100 - 120	130	120 - 140	130	120 - 140	125	100 - 140	160	140 - 180

Technology

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Australia New Zealand

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	125	110 - 140	140	120 - 160	160	140 - 200	160	140 - 180	130	120 - 150	180	160 - 200
NZ - Wellington	120	100 - 130	135	120 - 150	160	140 - 200	160	140 - 180	130	120 - 150	170	160 - 200
NZ - Christchurch	120	100 - 130	135	120 - 150	160	140 - 200	160	140 - 180	130	120 - 150	170	150 - 200

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Australia New Zealand

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 - 200	140	130 - 190	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

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Technology

Search jobs

AU NZ

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Australia New Zealand

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 - 200	120	100 - 140	175	165 - 210
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	120	100 - 140	130	120 - 140	160	140 - 200	175	140 - 200	120	110 - 130	175	150 - 200
NZ - Wellington	115	100 - 130	130	120 - 140	160	140 - 200	175	140 - 200	120	110 - 130	175	150 - 200
NZ - Christchurch	110	90 - 120	130	120 - 140	160	140 - 200	175	140 - 200	115	100 - 130	175	150 - 200

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Search jobs

AU

NZ

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Australia

New Zealand

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	130	110 - 150	130	120 - 160	160	150 - 210	160	130 - 210	120	100 - 140	190	165 - 210
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	120	110 - 130	135	120 - 150	160	140 - 200	170	140 - 200	130	120 - 140	180	150 - 200
NZ - Wellington	120	110 - 130	135	120 - 150	160	140 - 200	170	140 - 200	120	110 - 130	180	150 - 200
NZ - Christchurch	110	100 - 120	135	120 - 150	160	140 - 200	160	140 - 200	120	110 - 130	170	150 - 200

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Search jobs

AU

NZ

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AU

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Australia

New Zealand

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	120	110 - 140	140	130 - 150	200	150 - 220	180	140 - 180	130	110 - 140	200	170 - 240
VIC	120	110 - 140	145	130 - 170	170	150 - 200	180	140 - 180	130	120 - 140	200	170 - 240
QLD	120	110 - 140	130	120 - 160	160	150 - 200	140	140 - 180	120	100 - 140	175	165 - 240
SA	100	100 - 130	130	120 - 150	160	140 - 195	150	130 - 180	110	100 - 130	175	170 - 200
WA	120	100 - 130	135	125 - 150	170	145 - 220	165	130 - 200	125	100 - 140	180	165 - 220
ACT	145	120 - 150	155	130 - 175	175	150 - 220	175	140 - 200	125	110 - 140	200	170 - 240
TAS	100	90 - 120	120	110 - 140	145	130 - 180	135	125 - 175	115	100 - 130	150	140 - 170
NT	100	90 - 120	120	110 - 140	150	135 - 190	150	140 - 180	110	100 - 130	150	140 - 170
NZ - Auckland	125	100 - 130	135	120 - 150	170	140 - 200	175	140 - 200	130	120 - 140	180	150 - 220
NZ - Wellington	120	100 - 130	135	120 - 150	170	140 - 200	170	140 - 200	120	110 - 130	180	150 - 220
NZ - Christchurch	115	90 - 120	130	120 - 140	160	140 - 200	170	140 - 200	115	100 - 130	170	150 - 200

Technology

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Australia New Zealand

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	250	200 - 320	250	200 - 330	170	130 - 190	250	180 - 300
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	180 - 265	200	180 - 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	250	200 - 350	250	200 - 350	240	180 - 280	170	140 - 200	280	180 - 350
NZ - Wellington	240	200 - 350	250	200 - 350	240	180 - 280	170	140 - 200	250	180 - 300
NZ - Christchurch	240	180 - 300	250	200 - 300	225	180 - 260	140	130 - 160	220	180 - 270

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