



SALARY GUIDE FY24/25

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

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▶▶ The Hays Salary Guide is representative of a value-added service to our clients, prospective clients and candidates. While every care is taken in the collection and compilation of data, the guide is interpretative and indicative, not conclusive. Therefore, information should be used as a guideline only.

Salaries listed within are correct as at June 2024, and will not reflect future increases to the AU minimum award wages, AU national minimum wages and NZ legal minimum wages that occur after this date. AU salaries are based on a 38 hour working week.

NZ salaries are based on a 40 hour week.

EXECUTIVE SUMMARY

THE YEAR FOR ACTION

The extremes of the past few years are stabilising: skills shortages are easing, inflation is down from previous year's highs, productivity is up and there is a sense of optimism. Yet, organisations are being cautious when they should be taking action.

Businesses need to take their foot off the brake and get ready to realise the advantages of a new, highly skilled and highly adaptable workforce to drive productivity and growth.

This year's Salary Guide data is illustrating that the extremes of the past few years are stabilising, yet businesses are still showing signs of caution. This leaves open the opportunity for the bold to take action now and gain the first mover's advantage.

The time for steadying the ship has passed, now it's time to realise the potential of a workforce that has demonstrated incredible resilience, adaptability to new ways of working and an updated mastery of a raft of new technologies. Coupled with the

fast advance of generative AI, and the market is ready for innovators who aren't afraid to move forward.

The extreme skills shortage is easing, inflation is lessening and organisations are predicting increased business activity in the year ahead. While all of this points towards a more confident market, the negligible increase in hiring intentions is evidence of business' hesitation to act. This can clearly be seen in the fact that hiring intentions are, at best, tentative.

Meanwhile, employees are ready and waiting for learning and development opportunities, looking for career progression and want to contribute to their employer's success. They also want to be recognised for the work

that they are doing. So how can you retain and continue to upskill this highly effective workforce, and what matters most to them? Our findings might surprise you.

We have always understood that brand reputation, and DE&I and ESG policies are important strategies organisations should highlight to attract the right talent, and this year's survey data further highlights their significance. Yet, once a new employee is working with an organisation, team culture and job security are cited as the biggest reasons they plan to stay with their employer.

Perhaps in simpler terms, trust is what attracts and retains staff. Whether that trustworthiness needs to be demonstrated by a commitment to the community

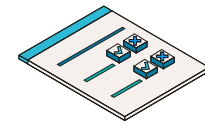
or through the lived experience of working within the organisation, in a fractured world, building and creating trust with your employees will help you unlock the vast potential of your people.

This year's salary guide points to the great opportunity to unleash the workforce with targeted upskilling and improved processes so you can super charge your productivity. Are you ready to take action?

Matthew Dickason
CEO APAC, Hays

"The time for steadying the ship has passed, now it's time to realise the potential of the workforce."

ABOUT THE SURVEY



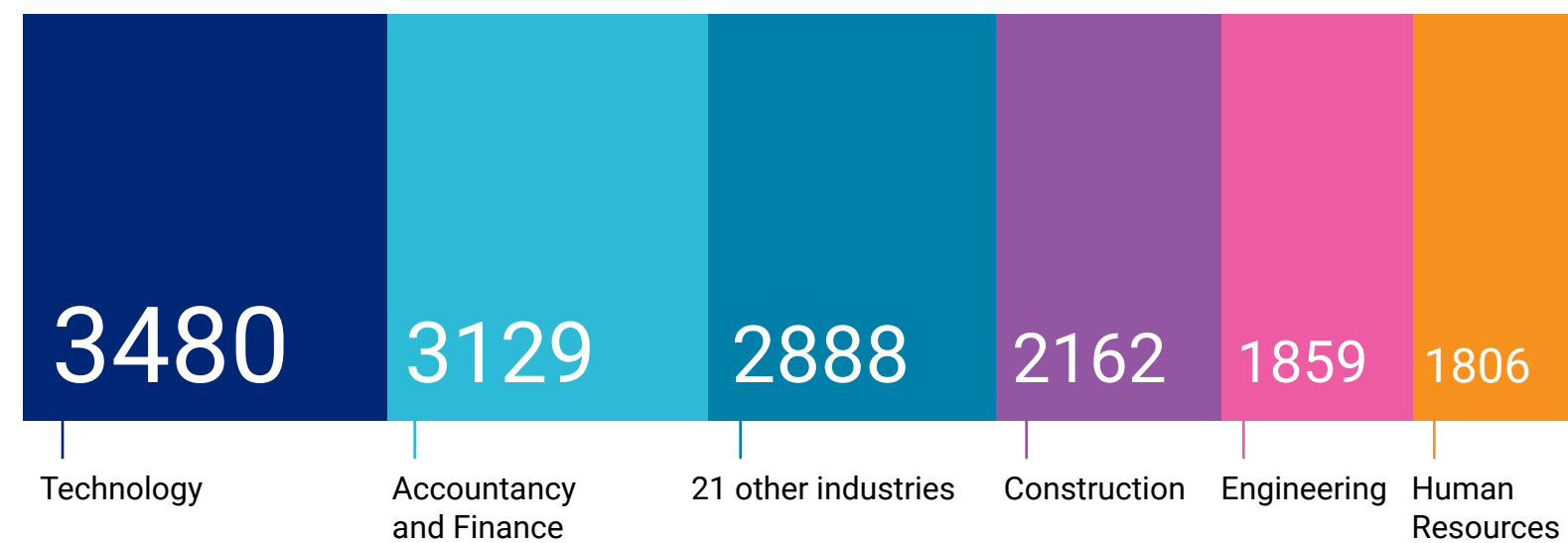
AUSTRALIA AND NEW ZEALAND'S MOST COMPREHENSIVE SALARY GUIDE

This year, our salary guide survey received more than 15,000 responses from professionals working across 26 different industries in Australia and New Zealand. This has offered us a peerless set of data on salary, benefits and recruiting trends.

With 45 years' of experience in creating the Salary Guide, coupled with Hays' breadth and depth of experience across industries and geographies, our scale, experience and expertise means you can trust these insights to help solve your unique challenges.

THE RESPONDENTS

Industries

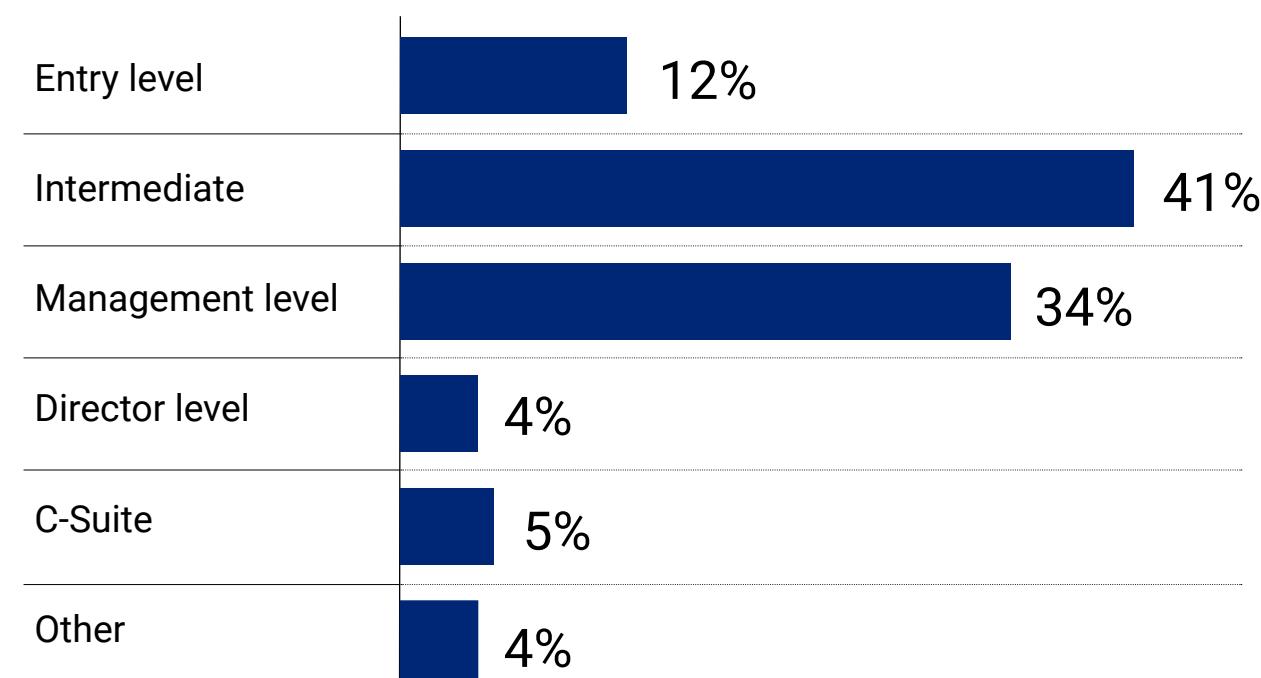


15,324

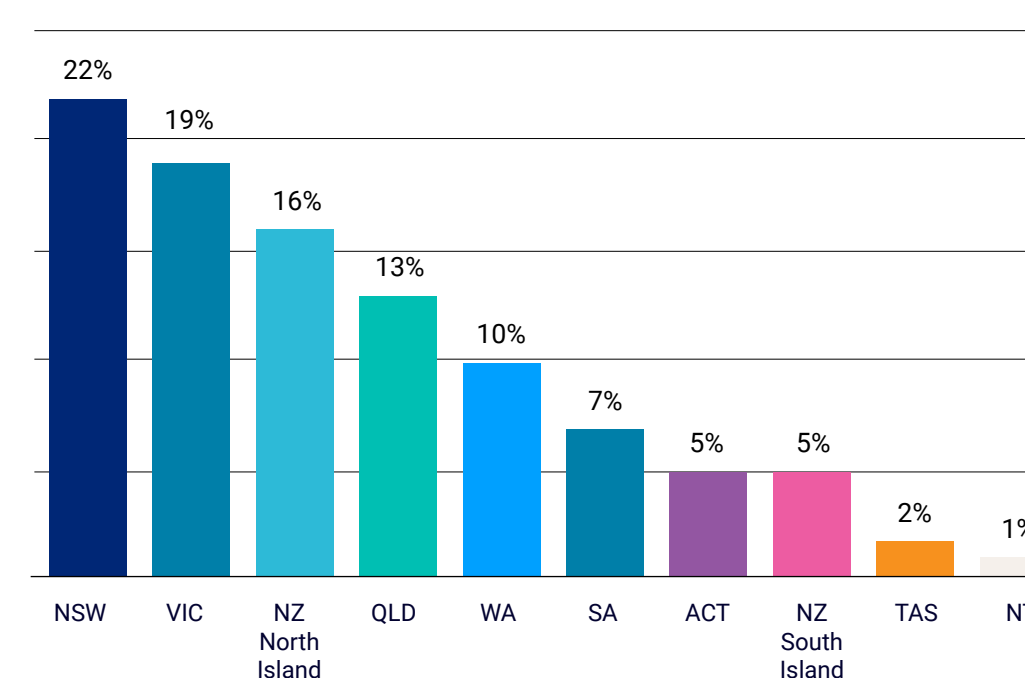
Total respondents

EMPLOYERS 6461
EMPLOYEES 8863

Across all levels of professional experience



All states and territories in Australia and New Zealand



SALARY GUIDE DATA

24%
Public Organisations

76%
Private Organisations

26
Different Industries

1250
Roles

Our salary guide data also offers:

- Detailed salary information across different levels of experience.
- Typical benefits expected by employees for selected roles.
- Salary ranges included plus typical on offer for that region and role.
- All states and territories represented, plus metro and regional areas.

THANK YOU

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

KEY FINDINGS



STATE OF THE MARKET

After years of volatility, there's a sense of growing stability, optimism and adaptation to the new working landscapes.

Many organisations are planning to increase business activity, however this activity looks to be fuelled by measures to increase productivity in the current workforce, and use temporary and contractor workers rather than invest in permanent headcount.

While skills shortages remain in some industries and are predicted to impact the effective operation of their business, these impacts have reduced in severity over the past 12 months.



Businesses are looking to temporary and contract workers

Businesses are becoming more optimistic with 64 per cent believing that business activity will increase in the year ahead, up from 55 per cent last year. Despite plans to increase business activity, their intention to add to permanent headcounts has increased by only three per cent from last year. When compared with intentions to increase temporary workers (up seven per cent from last year), this additional activity will be, in part, fuelled by contingent workforces.



While extreme skills shortages are softening, some pockets remain

The extreme skills shortages of past year have eased, with 47 per cent of businesses reporting no skills shortages, or minor ones, and one in five reporting that the shortages have eased. In particular we saw the construction industry reporting the highest level of easing skills shortage. However there are still some sectors facing extreme shortages, including education, defence and architecture. The effects of these skills shortages are less intense with 49 per cent reporting that it will impact the effective operation of the business, down from a high of 60 per cent last year.



Despite the shortages, productivity continues to improve for most

Over the past 12 months, 81 per cent of all organisations report that productivity has increased or stayed the same. When we consider industry specific metrics, it's clear where some real changes have been achieved. In our survey, almost a third of respondents in the construction industry reported that productivity has increased significantly, as did banking, logistics and procurement. However, those in policy and strategy reported a decrease in productivity, as did architecture and office support.



The heat in the value of salary increases is also cooling

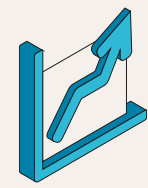
The easing of skills shortages has also been reflected in the levels of salary increases being offered. This year, 25 per cent less employers are planning on offering salary increases above three per cent and the number of employees reporting a salary increase due to the skills shortages has dropped by 30 per cent.



The hybrid debate is over – employees and employers have spoken

The hybrid debate has been settled, 97 per cent organisations report offering a hybrid working model, either with a set or flexible schedule, and 74 per cent reported that they don't expect their hybrid work offering to change in the year ahead. On the employee side, 70 per cent of employees report that they are happy with the way that they are currently working when considering days worked remotely compared to onsite.

KEY INSIGHTS



SALARY TRENDS

Employee salary expectations are easing and the factors driving increases have changed.

In the year ahead, 86 per cent of organisations are intending to offer pay rises, but this is down from the high of 95 per cent last year. And the value of the salary increases is also dropping, with a 25 per cent reduction in the number of employers planning on offering a rise of more than three per cent to their staff.

The mismatch between what employees want and what employers are willing to offer continues, with almost 40 per cent of employees reporting being dissatisfied with their salaries, and 73 per cent saying it doesn't reflect their individual performance. This is followed by them feeling it does not reflect their experience or expertise.

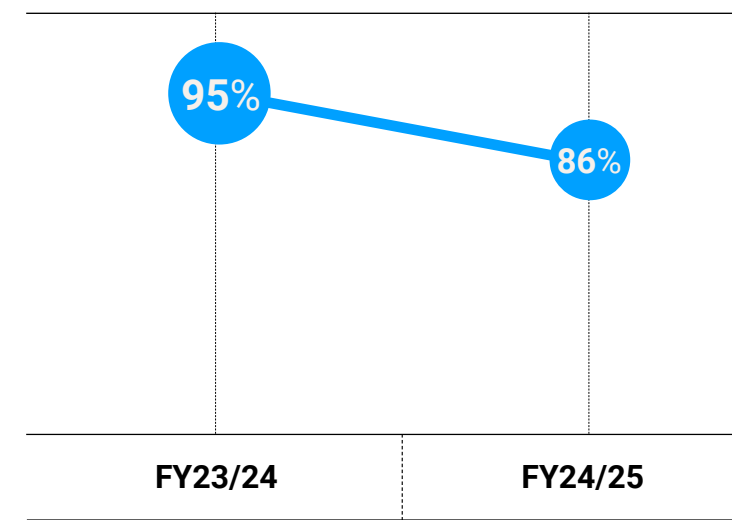
This trend of employees expecting higher salary increases seems to have

embedded in the market over our past three reports. In just five years, we have seen the expectation that salaries should increase above the six per cent rate more than double.

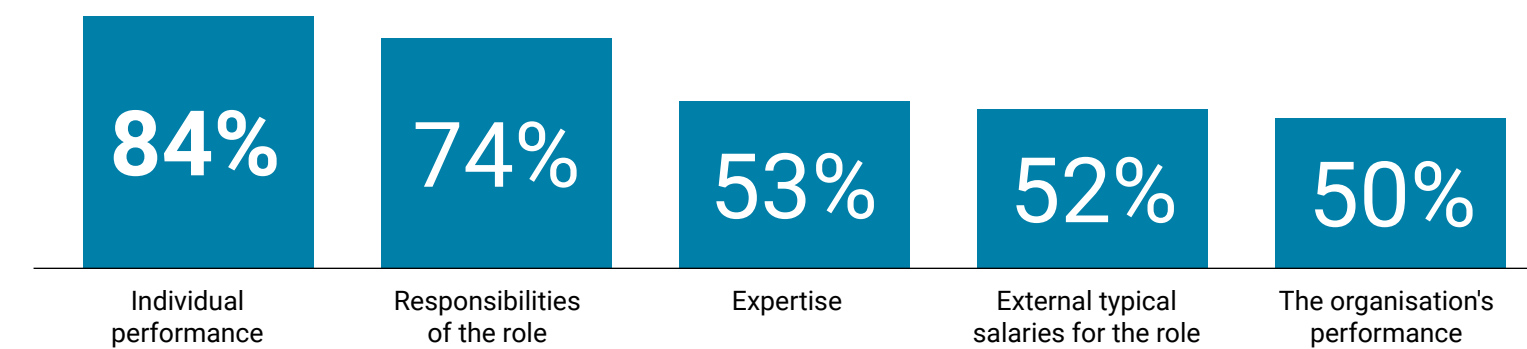
The measure by which employers decide on the level of pay increases is also shifting, in part due to new pay transparency clauses. While individual performance remains the number one consideration for pay increases (84 per cent), factors such as benchmarking for the role, expertise, the organisation's performance and the organisation's set pay structures have increased dramatically from the previous year. This indicates that businesses have taken steps to address potential conflict now that the pay secrecy clauses have been removed.

This year, intention to increase salaries has dropped from last year's high

86 per cent of organisations are intending to offer a pay rise in the next 12 months, down from 2023 high of 95 per cent.

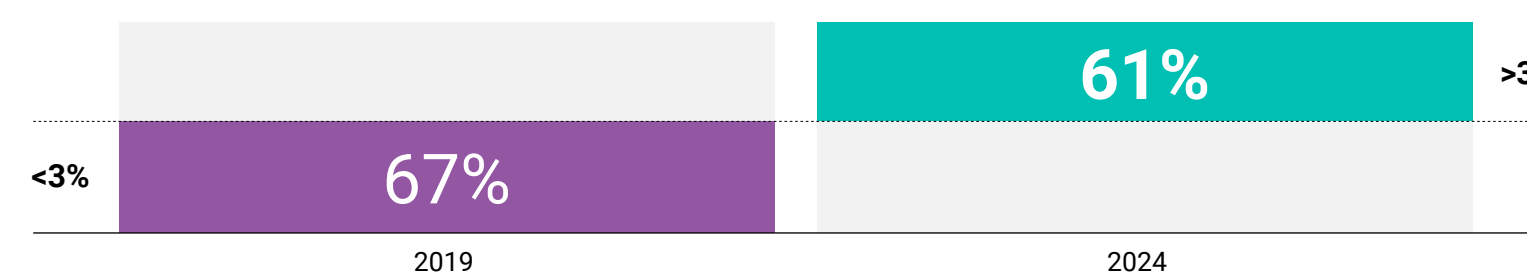


Top five reasons pay rises are awarded



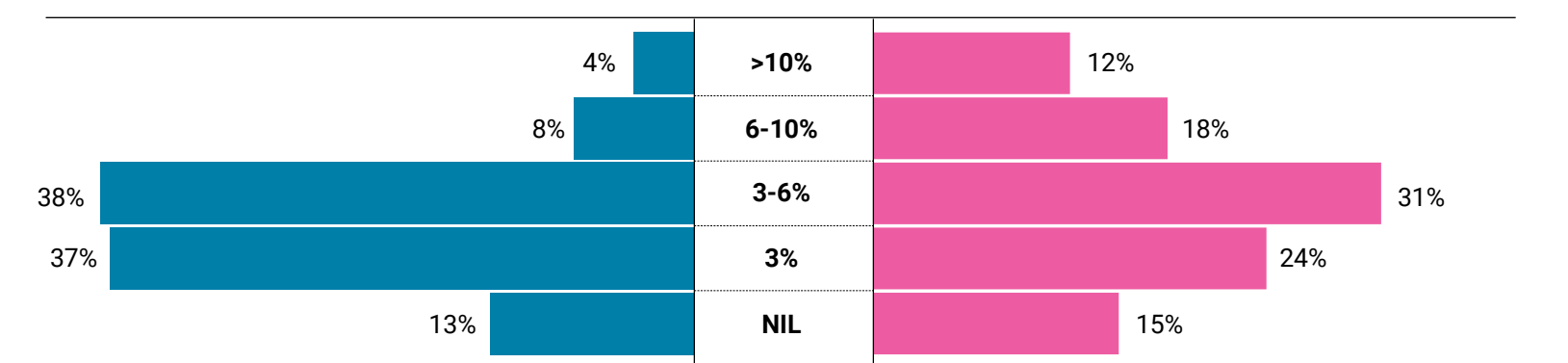
Employee expectations have changed

In 2019, 67% of employees expected a payrise of less than 3%; this figure has almost flipped in 2024. Now 61% expect an increase of more than 3%.



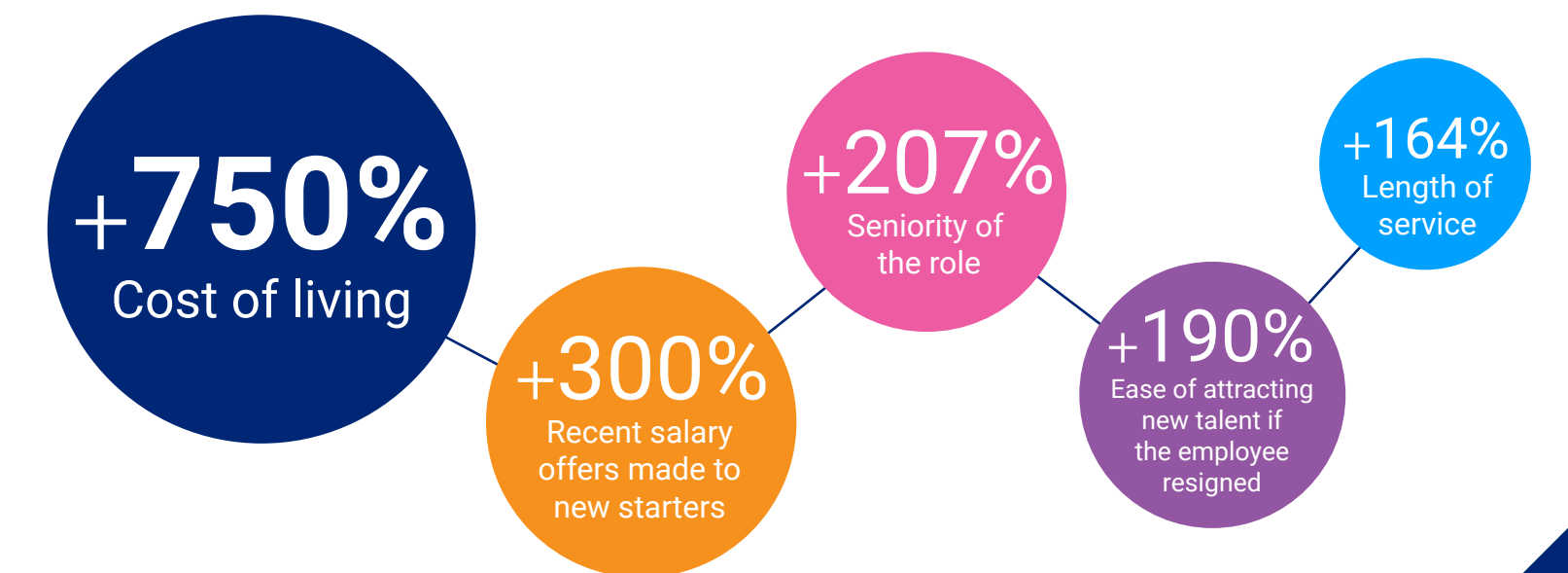
The salary increase landscape for the year ahead

Employer intentions vs employee expectations.



When determining the value of a pay rise, employers' considerations have changed dramatically over the past 12 months

The factors that an employer considers when determining the value of an individual's pay increase has shifted dramatically since last year, reflecting the current cost of living crisis, and the new pay transparency laws.



Year on year change across factors determining the value of an individual's pay increase.

KEY INSIGHTS



ENGAGE AND RETAIN

Benefits are not just a bonus for workers but increasingly a must have, and a key retention tool.

More than 77 per cent of employees are currently looking or planning to look for a new job within the next 12 months. The reasons they are looking include rising cost of living (64 per cent); lack of promotional opportunities (60 per cent); and poor management style/workplace culture (both at 59 per cent).

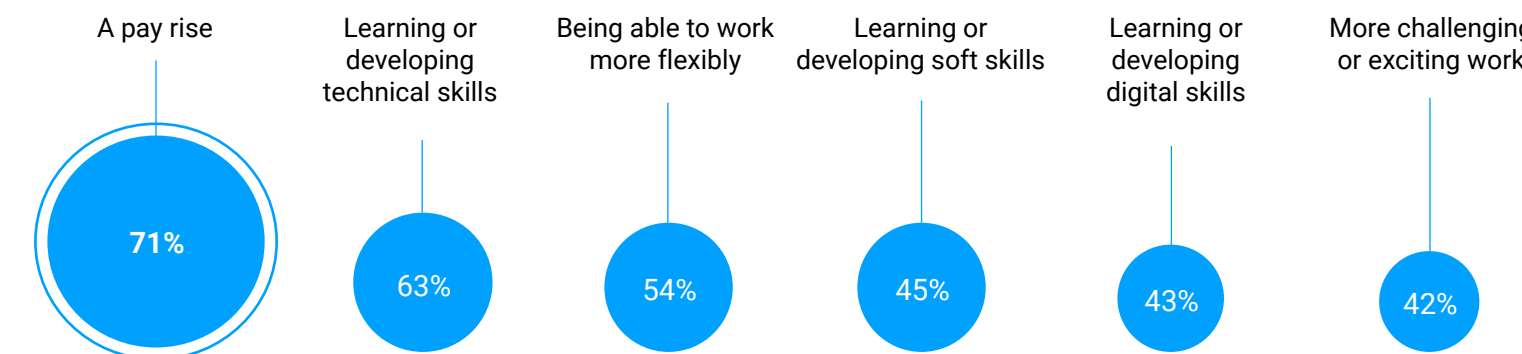
Salary is always a top priority for employees, with 71 per cent saying that a pay rise is the most important factor to their career in the year ahead, but benefits on offer are also important to them. Learning and developing of technical skills (63 per cent) and being able to work flexibly (54 per cent) are listed as the second and third most important factors for employees and their careers in the year ahead.

However when asked if changes made to these areas would convince them to stay in their current roles with their current employers – the majority said no. It seems that once employers have lost their team’s trust in these areas, apparently it’s not possible to get it back. An employer’s brand, and organisation’s reputation, are actually the top ways that organisations can convince staff to stay. Positive changes in a company’s approach to ESG and DE&I, along with an organisation’s reputation are the top three factors that could convince staff to stay put this year. Additionally, staff report that career progression is the third most highly rated factor for dissatisfaction with their current work place. ▶

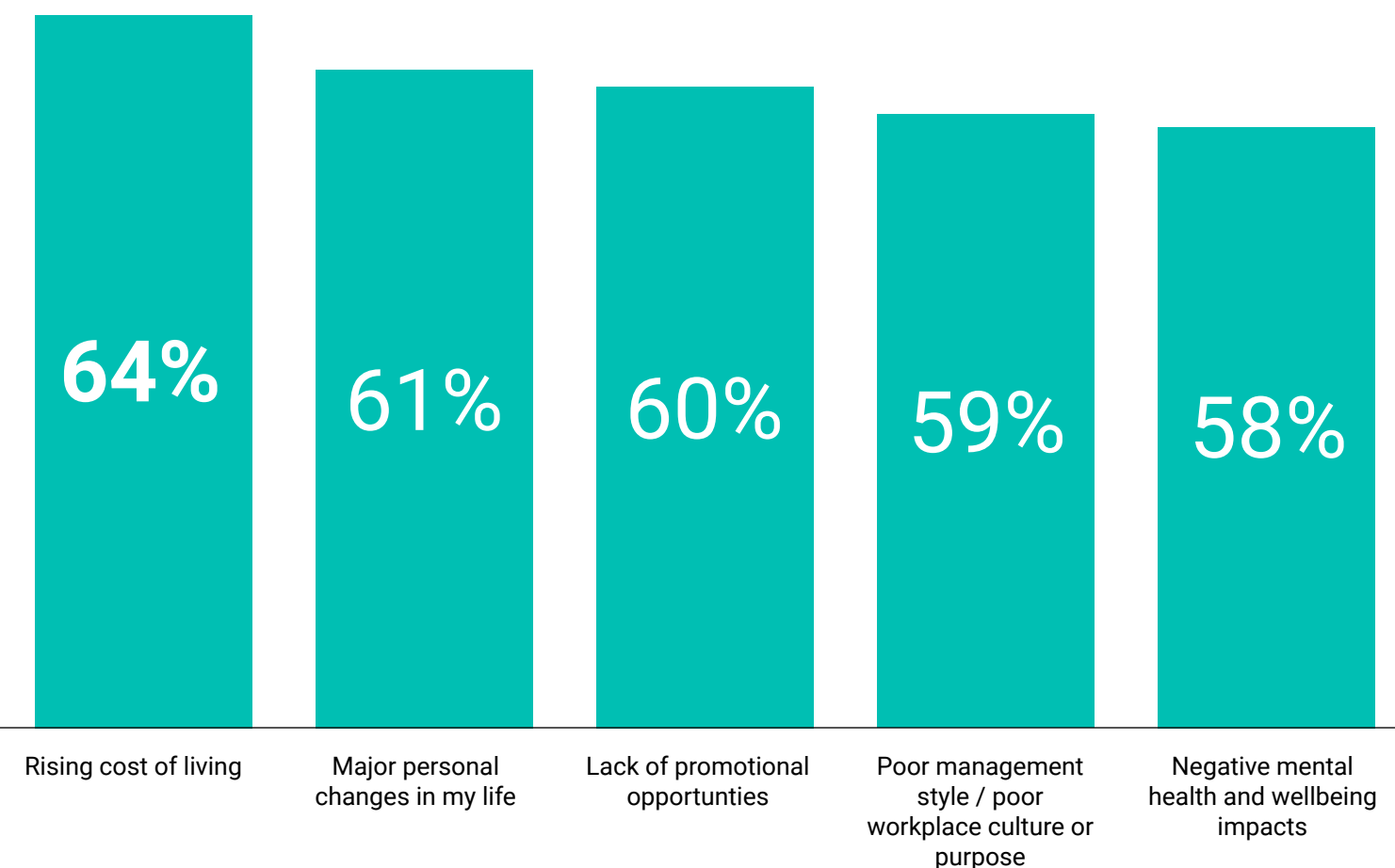
"More than **77 per cent of employees** are currently **looking, or planning to look, for a new job** in the next 12 months."

The top six benefits employees are looking for

Are employers offering the right benefits?

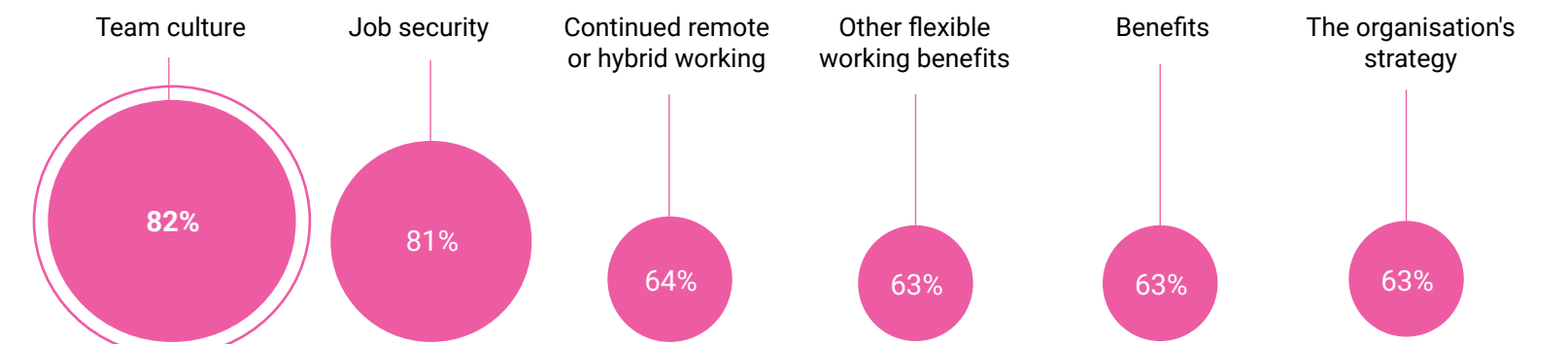


The top five reasons employees are looking to leave their current employer

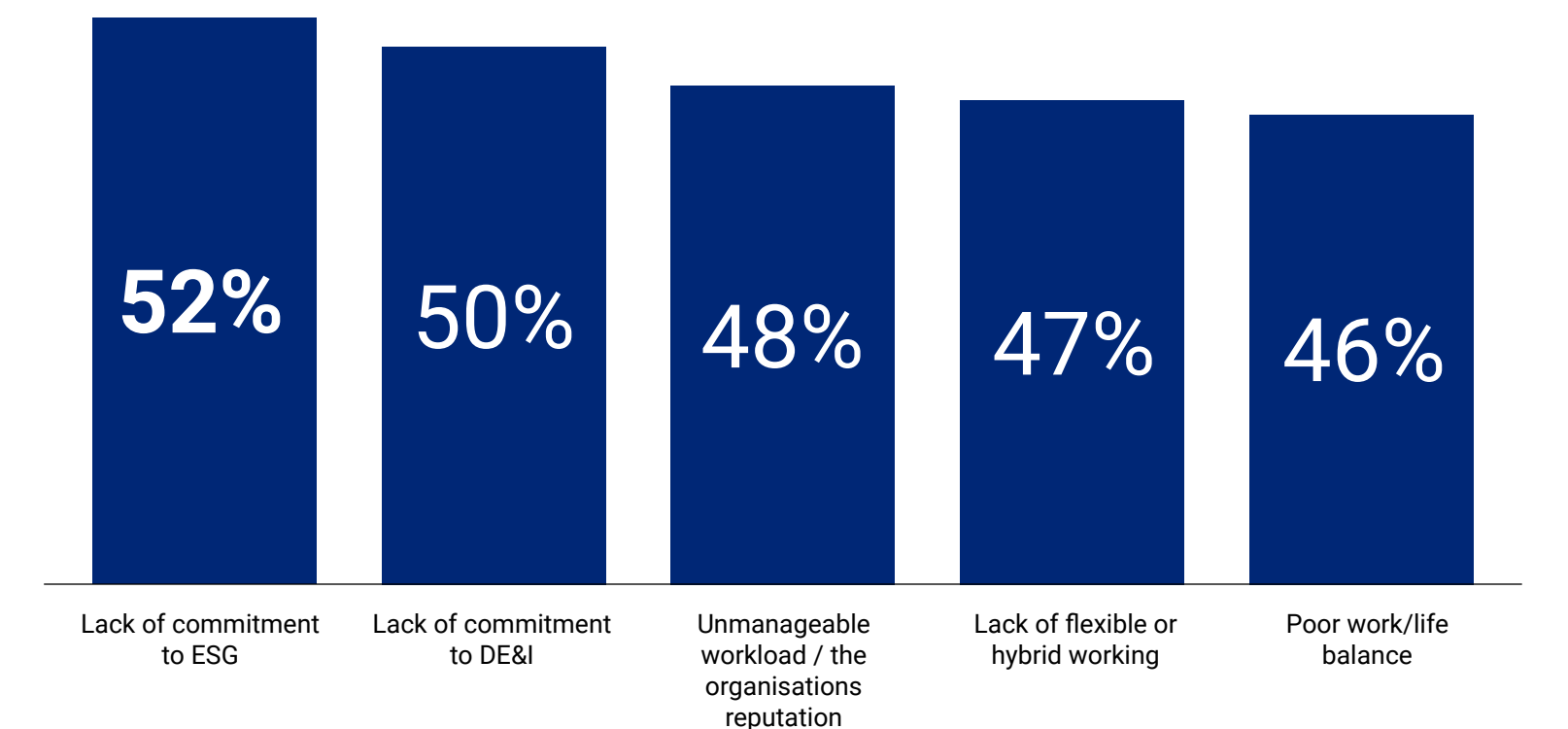


The top six reasons employees will stay with their employer

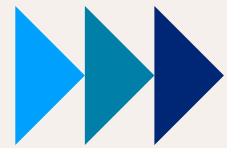
Beyond just pay and benefits, the key tools of retention all ladder into the trust equation.



The top five factors employers can change to convince their employees to stay



KEY INSIGHTS



When asked what the most important factor is in their decision to stay with their current employer, 82 per cent say team culture, followed by 64 per cent saying that continued remote or hybrid working was important. This poses a unique challenge for employers on how they can ensure teams are given the chance to bond and work together, while still offering the ability to work where best works for them.

You'd be forgiven for thinking that in a work culture where working from home has become the norm, and communicating via online meetings has become commonplace, that who you work with would be far less important. But 82 per cent confirms that working with people you like and respect is every bit as important as ever. That the culture of your workplace is often the most important factor in whether

employees are content in their current working environment.

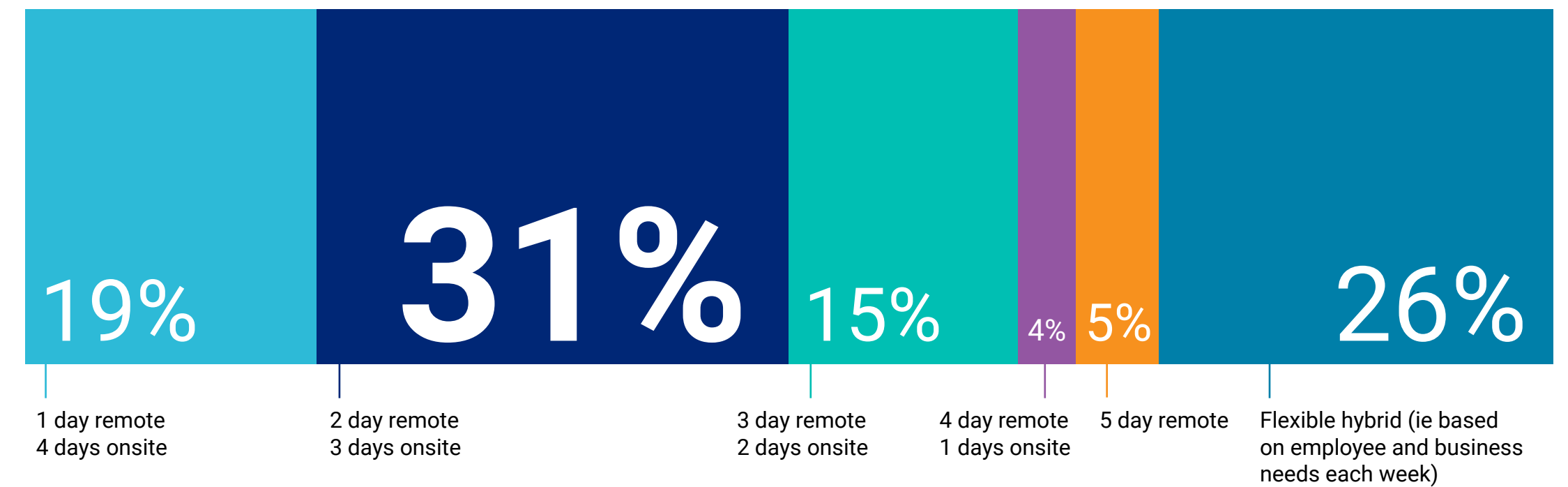
What makes this an even more interesting dilemma for employers is that hybrid working is the second most important factor in whether employees are happy to stay in their current role with their current employer. Not only do they want to have a great team, but they want to work remotely a good deal of the time. It means that team bonding in the traditional sense is perhaps harder to achieve. Gone for many are the days of seeing colleagues in the kitchen at work five days a week. Also often absent from the workplace now are training days or conferences. If hybrid working is here to stay – and employees seem intent on that being the case – then there is going to be a need to invest in team bonding and ensure that communication and collaborating efforts are as good as it can be online.

THE HYBRID DEBATE IS OVER

Both organisations and employees have settled into this new reality, but what does it mean for how organisations build culture?

75%
of employees across 26 industries work in a hybrid or remote arrangement

The split of days employees typically work onsite vs remote.

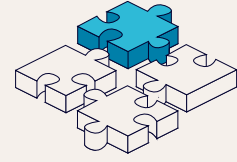


92%
of employees say working in a hybrid mode is their preferred way of working

The majority of employers have established their onsite vs remote split, and are not changing it.



KEY INSIGHTS



THE PRODUCTIVITY PUZZLE

Skills shortages remain, but their severity has dropped, and productivity levels are going up.

More than half of all the organisations who responded to our survey reported an increase in productivity over the past 12 months and yet last year 63 per cent of employers said that productivity was going to be affected by skills shortages.

Skills shortages haven't gone away; however this year it has eased somewhat with a 20 per cent reduction in employers reporting moderate or extreme skills shortages. This year, businesses believed that increased workloads for exiting staff (64 per cent), productivity (62 per cent) and employee engagement and morale (51 per cent) being the most impacted factors because of these shortages in skills.

However more than half of businesses reported that overtime has remained the same, productivity has increased or stayed the same (81 per cent) and turnover has decreased or remained the same (63 per cent).

The top three drivers for employees looking for a new role includes rising cost of living (64 per cent), lack of promotional activities (60 per cent) and poor management or culture (60 per cent).

How are organisations increasing productivity and staying optimistic on activity levels, while still negative about the impacts of skills shortages? All metrics are positive, yet a high level of caution remains.

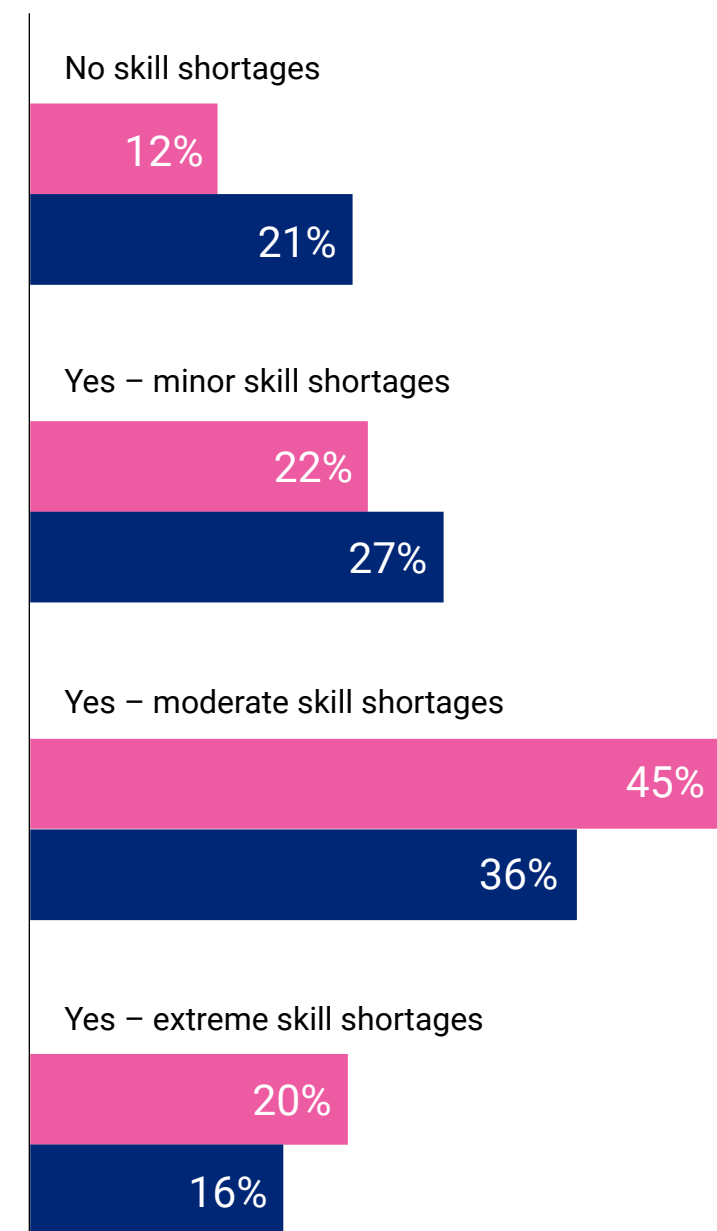
"Skills shortages haven't gone away; however this year it has eased somewhat with a 20 per cent reduction in employers reporting moderate or extreme skills shortages."

STATE OF SKILLS

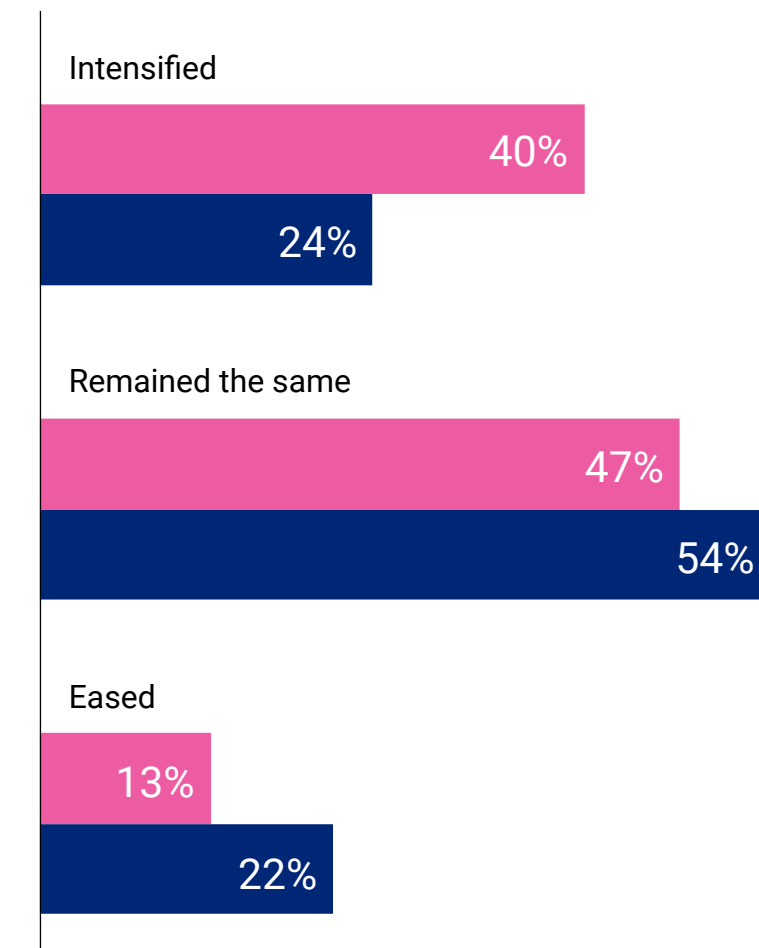
The severity of the skills shortages is easing, and so are the impacts on organisations

2023 2024

Is your organisation currently experiencing a skills shortage to any degree?



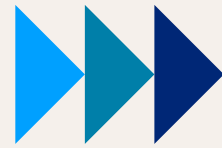
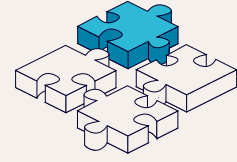
Has the impact of skills shortages eased or intensified within your organisation in the past 12 months?



In the last 12 months, do you believe you've benefited from the shortage in terms of a pay rise or new job?



KEY INSIGHTS



To increase productivity, employees believe that their employers should look towards effective communication (64 per cent); effective collaboration (57 per cent) and incentives and rewards (52 per cent). Only three per cent of workers reported that working more in the office would increase their productivity. Again this reiterates that employees are happy with hybrid working and want it to stay as part of their normal working life. While many employers are issuing return to work orders, hybrid working and working from home doesn't seem to be effecting productivity, but instead is keeping workers happy.

Organisations reported that they believe the four main blockers to productivity included: a lack of resources, poor communication, poor processes and ineffective leadership. To solve these road blocks, they plan to work harder

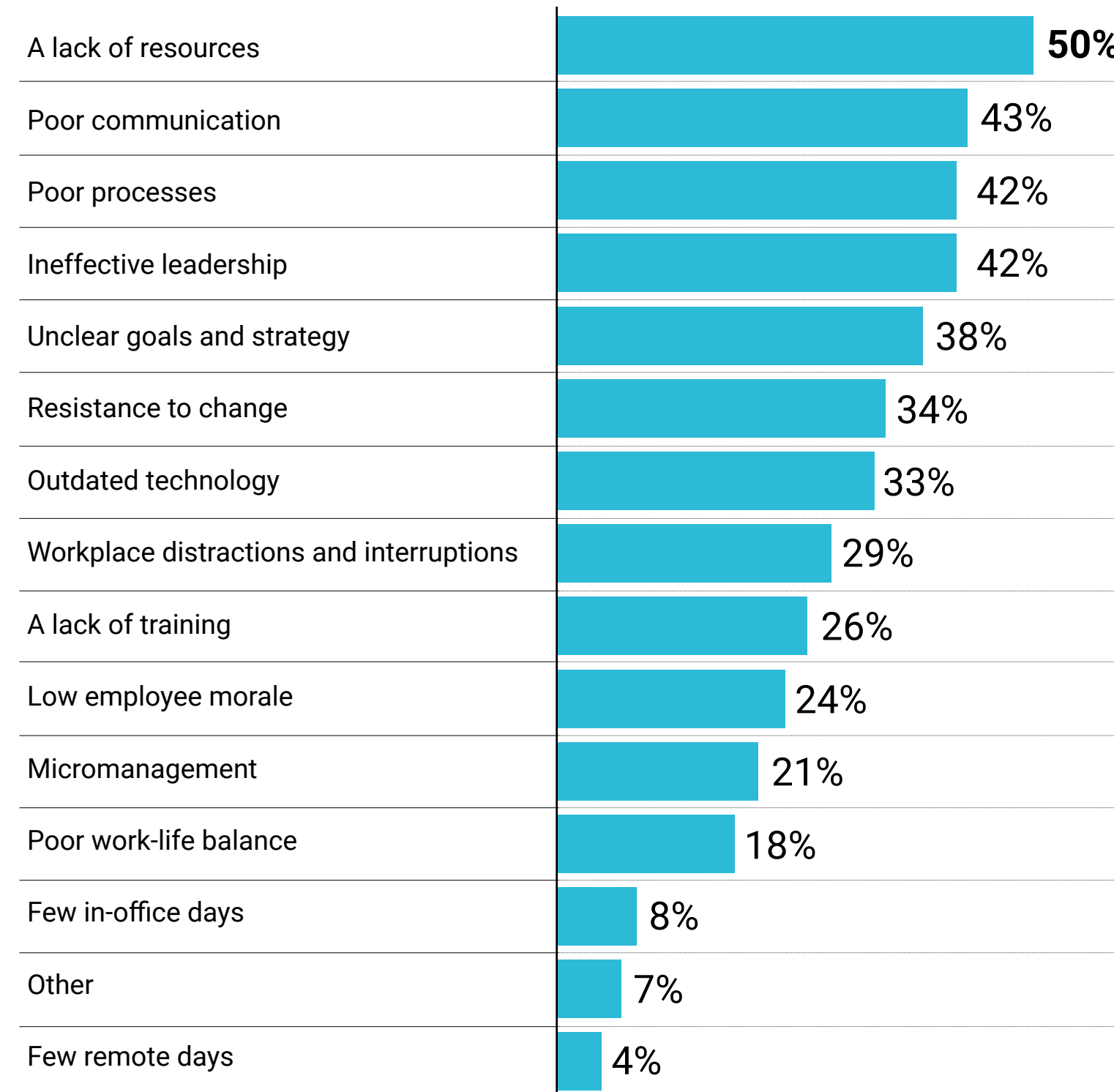
at aligning individual objectives with the organisation's objectives (50 per cent), to work harder at more effective communication within the organisation (63 per cent) and to also improve collaboration between staff within the organisation (51 per cent).

Hybrid working is here to stay, and employees are being productive, so both sides must now bed down processes and effective communication strategies to embed this new reality for future success. In many organisations the hybrid ways of working were created on the run or happened organically, perhaps with the feeling that they would be a temporary measure. If working from home is here to stay then many organisations will need to look more deeply at the processes and means of communication required for further success.

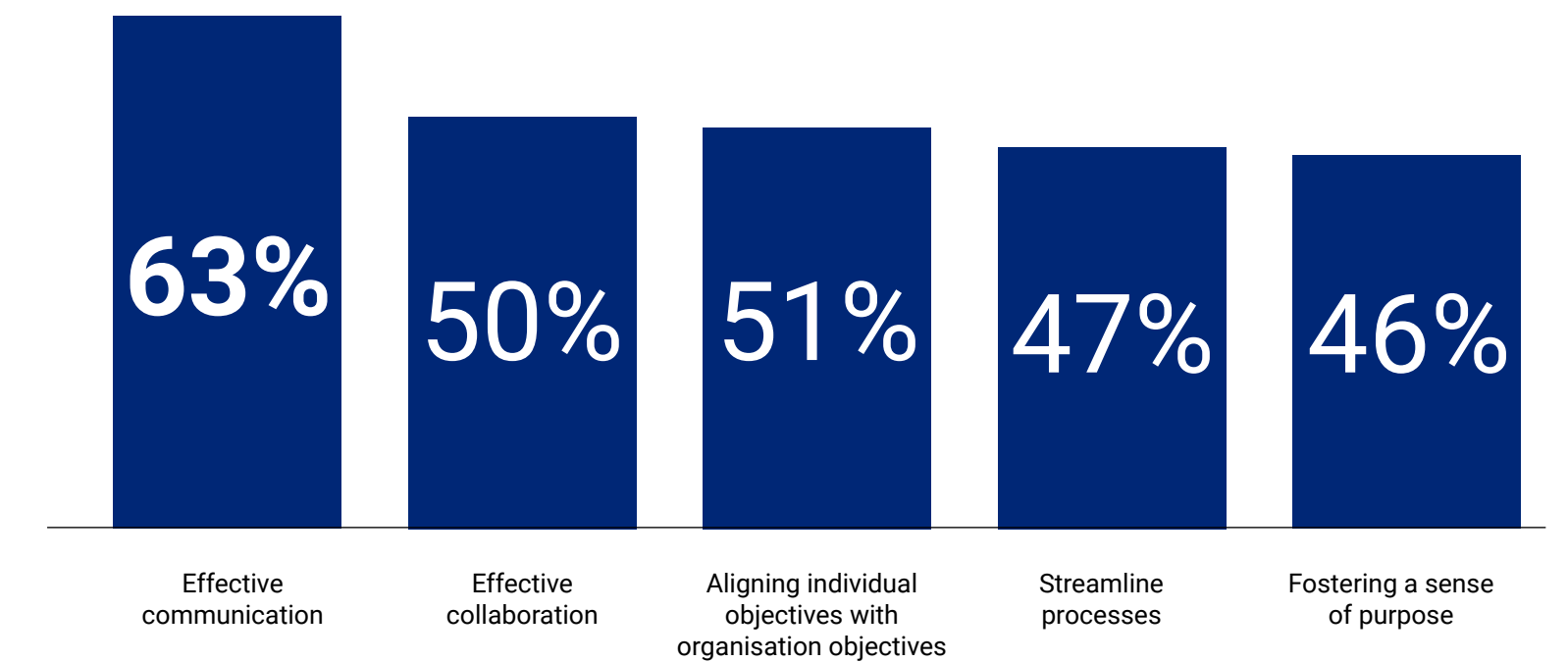
EVERYONE AGREES, COMMUNICATION IS KEY TO PRODUCTIVITY

Both sides agree that productivity has increased, but more can be gained. Employers and employees need to align on changes needed to solve the puzzle together

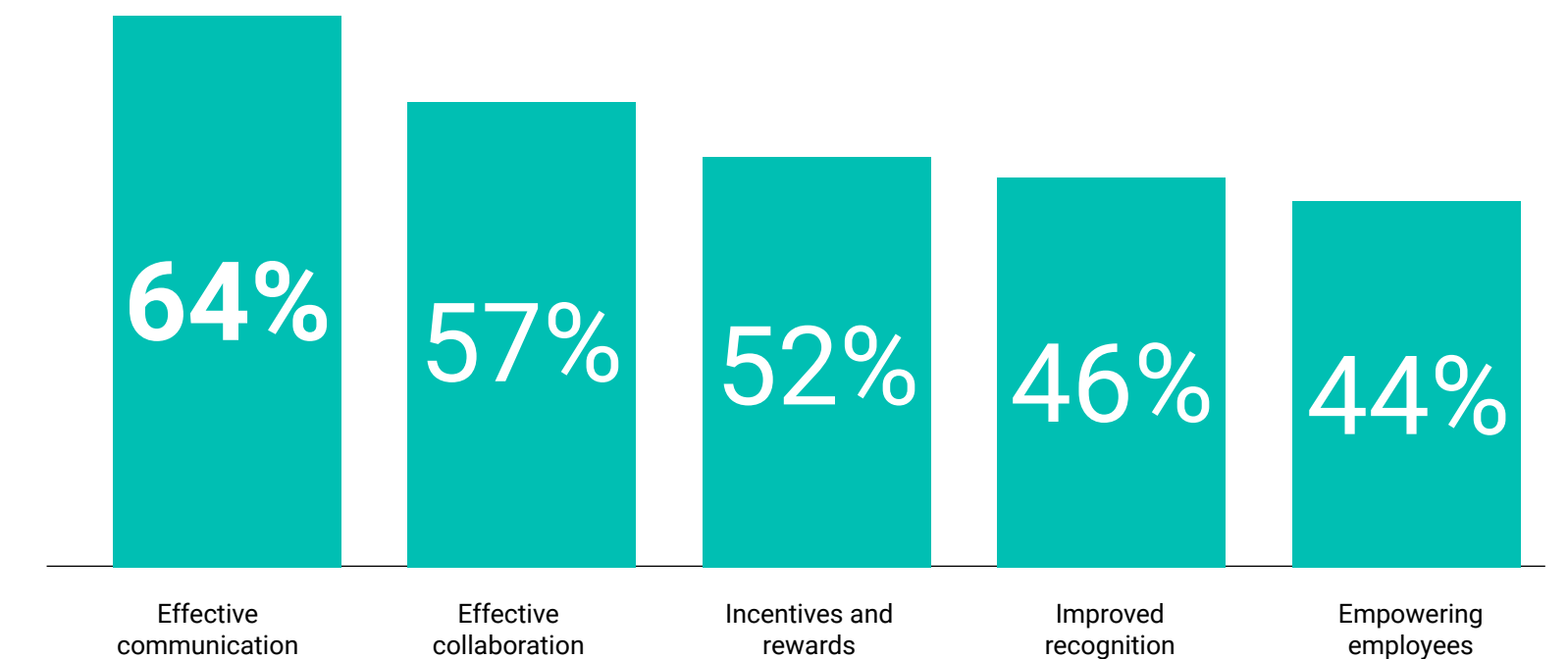
What challenges or obstacles do you believe hinder productivity in your organisation?



The top five strategies **employers** are looking to change to increase productivity



Top five strategies **employees** say will increase their productivity



INDUSTRY SALARIES

HOW TO NAVIGATE OUR SALARY TABLES

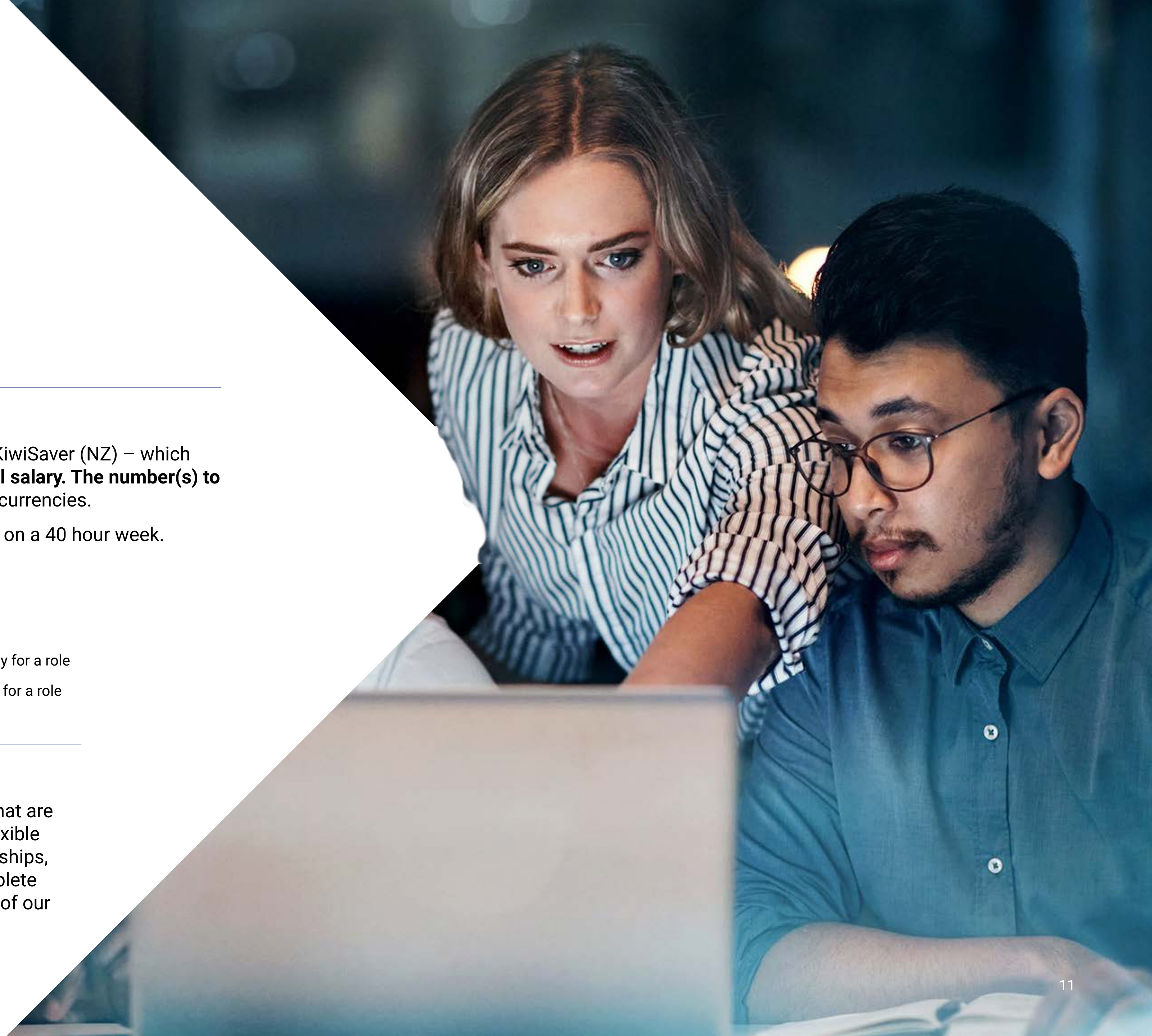
Salaries are in '000, all salaries are exclusive of superannuation (AU) or KiwiSaver (NZ) – which might differ to previous editions. **The bold number represents the typical salary. The number(s) to the side represent the salary range.** All salaries are represented in local currencies.

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

Profession	SENIOR QUALIFIED ACCOUNTANTS	MINE ACCOUNTANT Turnover up to \$100m	Role title
		Typical Range	
Location	NSW - Regional	133 112 - 148	Typical salary for a role
	QLD - Regional	140 110 - 180	Salary range for a role

COMMON BENEFITS

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



ACCOUNTANCY AND FINANCE

To gain access to industry insights for accountancy and finance professionals, contact one of our expert consultants.

[CONTACT US TODAY](#)



ACCOUNTANCY AND FINANCE

COMMERCE AND INDUSTRY | SENIOR FINANCE

SENIOR QUALIFIED ACCOUNTANTS	FINANCIAL CONTROLLER Turnover up to \$100m		FINANCIAL CONTROLLER Turnover \$100m - \$300m		GROUP FINANCIAL CONTROLLER/ GM FINANCE Turnover > \$300m		FINANCE MANAGER Turnover up to \$100m		FINANCE MANAGER Turnover \$100m - \$300m		FINANCE MANAGER Turnover > \$300m		COMMERCIAL ANALYST		FINANCE BUSINESS PARTNER		COMMERCIAL MANAGER Turnover > \$100m		COMMERCIAL MANAGER Turnover \$100m - \$300m		SENIOR COMMERCIAL MANAGER/DIRECTOR Turnover > \$300m	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	165	150 - 180	190	160 - 215	280	250 - 315	150	130 - 160	155	140 - 175	180	160 - 220	130	120 - 150	155	135 - 180	170	150 - 190	220	170 - 250	270	240 - 300
NSW - Regional	150	120 - 180	180	140 - 215	225	200 - 300	140	110 - 160	160	140 - 180	180	160 - 220	130	120 - 150	145	130 - 165	140	130 - 170	170	150 - 200	250	150 - 280
VIC - Melbourne	160	140 - 180	180	160 - 220	250	220 - 300	135	120 - 150	150	140 - 170	170	150 - 190	130	120 - 150	140	120 - 160	150	140 - 180	180	160 - 200	260	220 - 300
VIC - Regional	140	130 - 160	150	145 - 190	200	190 - 270	130	110 - 140	135	120 - 160	155	140 - 180	120	110 - 140	130	110 - 150	135	125 - 160	160	140 - 180	220	180 - 250
QLD - Brisbane, Gold Coast & Sunshine Coast	150	130 - 170	170	150 - 200	230	180 - 270	135	115 - 150	140	130 - 170	165	150 - 180	125	105 - 140	140	120 - 160	160	130 - 180	185	150 - 220	240	175 - 280
QLD - Regional	135	120 - 160	165	145 - 190	210	180 - 260	115	105 - 140	135	120 - 160	155	140 - 180	—	—	—	—	160	130 - 180	185	155 - 250	230	170 - 280
SA - Adelaide	145	120 - 165	150	120 - 180	200	160 - 220	130	115 - 140	140	120 - 160	150	130 - 180	130	120 - 150	130	120 - 145	165	130 - 180	180	140 - 200	200	150 - 250
WA - Perth	170	145 - 190	185	160 - 220	210	185 - 250	135	120 - 150	155	145 - 180	170	150 - 190	140	120 - 180	150	125 - 180	160	145 - 180	190	160 - 225	230	190 - 270
ACT - Canberra	125	120 - 130	140	130 - 160	170	145 - 210	125	120 - 130	135	130 - 140	155	140 - 170	130	120 - 140	120	120 - 140	130	120 - 160	160	120 - 180	180	160 - 220
TAS - Hobart/Launceston	145	140 - 170	165	125 - 190	185	135 - 205	120	110 - 140	140	115 - 155	155	125 - 175	122	100 - 135	115	95 - 125	150	130 - 170	160	140 - 185	190	165 - 230
NT - Darwin	135	115 - 145	145	135 - 165	175	155 - 195	115	100 - 145	145	110 - 155	135	120 - 155	130	120 - 140	140	120 - 150	145	125 - 165	130	125 - 140	150	135 - 165
NZ - Auckland	155	150 - 165	180	170 - 210	220	190 - 250	135	125 - 150	155	140 - 170	170	160 - 180	130	120 - 140	150	140 - 170	150	145 - 165	170	160 - 225	220	190 - 260
NZ - Wellington	150	145 - 155	185	155 - 200	210	190 - 250	135	125 - 150	165	140 - 170	170	150 - 180	120	110 - 135	150	130 - 180	150	145 - 165	165	160 - 180	200	180 - 260
NZ - Christchurch	140	130 - 150	175	145 - 180	185	170 - 220	135	125 - 150	130	130 - 150	150	140 - 155	120	120 - 140	140	130 - 150	140	140 - 160	155	140 - 180	180	180 - 220
NZ - Dunedin	125	120 - 140	160	130 - 175	180	150 - 200	120	100 - 130	130	120 - 150	145	130 - 160	115	100 - 130	125	115 - 140	135	125 - 150	150	130 - 160	180	160 - 220

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand Salaries are represented in New Zealand Dollars | For a more detailed discussion on executive level salaries contact Hays Executive

ACCOUNTANCY AND FINANCE

COMMERCE AND INDUSTRY | SENIOR FINANCE

SENIOR QUALIFIED ACCOUNTANTS	GROUP ACCOUNTANT Turnover up to \$100m		GROUP ACCOUNTANT Turnover \$100m - \$300m		GROUP ACCOUNTANT Turnover > \$300m	
	Typical	Range	Typical	Range	Typical	Range
	NSW - Sydney	120	110 - 130	125	110 - 140	130
NSW - Regional	115	100 - 130	125	100 - 140	135	110 - 145
VIC - Melbourne	110	90 - 120	120	110 - 150	130	120 - 150
VIC - Regional	100	90 - 120	115	100 - 140	125	120 - 150
QLD - Brisbane, Gold Coast & Sunshine Coast	110	90 - 125	120	110 - 140	130	120 - 150
QLD - Regional	110	90 - 130	120	100 - 140	140	120 - 160
SA - Adelaide	130	120 - 150	140	120 - 150	140	130 - 150
WA - Perth	140	120 - 150	140	130 - 160	155	145 - 185
ACT - Canberra	110	100 - 120	120	110 - 130	125	120 - 130
TAS - Hobart/Launceston	110	100 - 125	115	105 - 135	135	125 - 165
NT - Darwin	100	96 - 120	120	110 - 130	130	125 - 145
NZ - Auckland	125	120 - 135	135	130 - 145	138	135 - 153
NZ - Wellington	110	110 - 125	125	115 - 130	130	130 - 150
NZ - Christchurch	110	110 - 125	120	115 - 130	135	130 - 150
NZ - Dunedin	105	95 - 120	120	110 - 130	125	115 - 135

PROJECT ACCOUNTANT		CORPORATE ACCOUNTANT Turnover up to \$100m		CORPORATE ACCOUNTANT Turnover \$100m - \$300m		CORPORATE ACCOUNTANT Turnover > \$300m	
Typical	Range	Typical	Range	Typical	Range	Typical	Range
135	120 - 150	115	100 - 125	125	110 - 135	125	110 - 135
110	100 - 140	110	95 - 120	122	95 - 135	125	110 - 140
120	100 - 140	105	90 - 110	120	100 - 130	130	120 - 150
115	100 - 130	100	90 - 110	115	100 - 125	110	110 - 140
120	100 - 135	105	90 - 125	120	100 - 140	120	110 - 140
110	95 - 130	100	85 - 120	120	100 - 140	120	110 - 150
120	100 - 135	110	100 - 140	110	100 - 125	120	100 - 140
145	110 - 180	130	110 - 140	140	125 - 160	160	145 - 185
107	92 - 122	97	87 - 102	100	95 - 115	120	100 - 130
115	105 - 125	100	90 - 115	110	95 - 115	120	105 - 125
115	95 - 125	85	80 - 95	100	85 - 115	105	95 - 125
130	115 - 144	105	95 - 110	120	115 - 130	130	120 - 140
120	110 - 135	100	90 - 110	110	95 - 125	115	110 - 130
120	110 - 135	90	87 - 100	105	90 - 120	115	110 - 130
115	95 - 140	90	85 - 95	95	90 - 100	105	95 - 115

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

ACCOUNTANCY AND FINANCE

COMMERCE AND INDUSTRY | SENIOR FINANCE

SENIOR QUALIFIED ACCOUNTANTS	FINANCIAL ACCOUNTANT Turnover up to \$100m		FINANCIAL ACCOUNTANT Turnover \$100m - \$300m		FINANCIAL ACCOUNTANT Turnover > \$300m		MANAGEMENT ACCOUNTANT Turnover up to \$100m		MANAGEMENT ACCOUNTANT Turnover \$100m - \$300m		MANAGEMENT ACCOUNTANT Turnover > \$300m	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	110	95 - 130	120	100 - 130	125	110 - 135	120	100 - 130	120	110 - 130	125	120 - 150
NSW - Regional	105	85 - 120	120	85 - 130	130	95 - 140	110	85 - 120	120	85 - 130	140	110 - 145
VIC - Melbourne	100	90 - 110	120	100 - 125	125	110 - 135	105	90 - 110	125	110 - 140	130	120 - 150
VIC - Regional	95	90 - 110	105	100 - 125	115	120 - 135	100	90 - 110	115	100 - 140	120	110 - 150
QLD - Brisbane, Gold Coast & Sunshine Coast	100	85 - 120	110	95 - 130	125	105 - 140	100	90 - 120	120	110 - 135	135	120 - 165
QLD - Regional	90	75 - 110	115	90 - 130	130	105 - 160	95	80 - 115	114	95 - 130	130	115 - 165
SA - Adelaide	100	85 - 120	110	90 - 120	110	95 - 130	95	85 - 110	95	85 - 110	110	90 - 130
WA - Perth	130	110 - 150	150	130 - 180	170	150 - 190	130	110 - 140	140	120 - 160	165	140 - 180
ACT - Canberra	100	90 - 110	120	100 - 130	115	105 - 120	95	85 - 105	100	90 - 110	110	100 - 120
TAS - Hobart/Launceston	95	85 - 105	110	90 - 120	120	95 - 135	95	85 - 105	110	90 - 120	125	105 - 140
NT - Darwin	100	85 - 110	105	90 - 110	105	95 - 115	90	85 - 100	100	90 - 105	105	95 - 115
NZ - Auckland	120	110 - 130	130	120 - 140	137	130 - 145	118	110 - 130	125	115 - 130	135	125 - 140
NZ - Wellington	110	100 - 120	115	100 - 130	120	110 - 130	110	95 - 125	120	105 - 130	125	115 - 135
NZ - Christchurch	110	90 - 125	115	100 - 125	120	110 - 130	100	95 - 110	115	105 - 120	125	115 - 135
NZ - Dunedin	105	90 - 115	108	100 - 120	120	110 - 140	100	95 - 110	110	100 - 120	122	110 - 130

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

ACCOUNTANCY AND FINANCE

COMMERCE AND INDUSTRY | SENIOR FINANCE

SENIOR QUALIFIED ACCOUNTANTS	FINANCIAL ANALYST Turnover up to \$100m		FINANCIAL ANALYST Turnover \$100m - \$300m		FINANCIAL ANALYST Turnover > \$300m		MANAGER/HEAD OF FINANCIAL PLANNING ANALYSIS		SYSTEMS ACCOUNTANT		FINANCIAL SYSTEMS MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	110	100 - 120	120	110 - 135	130	120 - 150	250	190 - 300	130	120 - 150	180	155 - 205
NSW - Regional	110	95 - 120	115	95 - 125	130	100 - 150	200	150 - 250	140	120 - 150	180	140 - 210
VIC - Melbourne	100	100 - 110	120	110 - 140	130	120 - 145	220	175 - 280	130	120 - 150	170	150 - 200
VIC - Regional	95	90 - 110	110	100 - 130	125	110 - 145	170	150 - 220	120	110 - 140	155	140 - 190
QLD - Brisbane, Gold Coast & Sunshine Coast	100	90 - 110	115	100 - 135	135	120 - 160	190	160 - 240	125	115 - 150	160	140 - 190
QLD - Regional	105	90 - 115	115	95 - 135	140	125 - 165	180	145 - 225	130	100 - 160	150	130 - 170
SA - Adelaide	105	95 - 120	110	95 - 120	120	100 - 140	165	130 - 205	130	105 - 150	150	120 - 180
WA - Perth	115	110 - 125	130	120 - 150	150	140 - 175	165	150 - 185	150	130 - 185	170	150 - 180
ACT - Canberra	110	90 - 120	110	100 - 120	115	105 - 120	160	140 - 180	120	115 - 125	150	140 - 160
TAS - Hobart/Launceston	95	90 - 115	115	90 - 120	115	95 - 135	180	145 - 200	120	120 - 130	155	125 - 185
NT - Darwin	95	90 - 110	100	90 - 115	115	95 - 125	135	125 - 165	115	95 - 125	125	115 - 135
NZ - Auckland	105	105 - 115	125	110 - 130	130	120 - 140	180	150 - 200	135	120 - 155	135	120 - 153
NZ - Wellington	110	105 - 115	115	110 - 135	125	120 - 140	180	150 - 220	140	120 - 160	145	125 - 160
NZ - Christchurch	105	105 - 120	115	110 - 125	125	120 - 135	165	140 - 180	122	120 - 153	133	125 - 153
NZ - Dunedin	105	100 - 115	115	105 - 125	120	110 - 135	150	140 - 180	120	110 - 145	130	120 - 145

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

ACCOUNTANCY AND FINANCE

COMMERCE AND INDUSTRY | SENIOR FINANCE

TREASURY	TREASURY ACCOUNTANT Turnover up to \$100m		TREASURY ACCOUNTANT Turnover \$100m - \$300m		TREASURY ACCOUNTANT Turnover > \$300m		TREASURY MANAGER		HEAD OF TREASURY	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	110	100 - 120	120	110 - 140	140	120 - 160	170	130 - 210	410	286 - 510
NSW - Regional	105	95 - 110	120	100 - 140	140	120 - 150	170	140 - 210	—	—
VIC - Melbourne	95	90 - 105	115	105 - 135	140	120 - 160	150	140 - 180	280	220 - 300
VIC - Regional	90	85 - 100	100	100 - 125	120	110 - 145	130	120 - 160	179	180 - 250
QLD - Brisbane, Gold Coast & Sunshine Coast	100	90 - 110	115	100 - 130	135	115 - 160	160	140 - 180	250	200 - 300
QLD - Regional	95	85 - 105	115	100 - 125	135	115 - 160	150	135 - 170	225	200 - 250
SA - Adelaide	95	90 - 110	110	100 - 120	120	100 - 140	135	110 - 150	195	165 - 230
WA - Perth	115	110 - 120	115	115 - 125	150	135 - 170	150	135 - 170	220	200 - 250
ACT - Canberra	90	80 - 100	100	90 - 110	120	100 - 130	145	130 - 160	220	210 - 240
TAS - Hobart/Launceston	90	85 - 100	100	85 - 115	115	90 - 130	125	115 - 140	220	185 - 255
NT - Darwin	85	80 - 95	95	85 - 105	115	105 - 125	115	105 - 135	173	143 - 204
NZ - Auckland	92	90 - 100	100	95 - 115	115	105 - 130	133	115 - 150	163	135 - 204
NZ - Wellington	90	90 - 100	100	95 - 115	115	105 - 130	130	110 - 150	150	130 - 170
NZ - Christchurch	90	90 - 100	110	95 - 115	115	105 - 130	115	100 - 120	143	122 - 163
NZ - Dunedin	90	85 - 95	100	90 - 105	115	100 - 130	102	100 - 115	143	122 - 163

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand Salaries are represented in New Zealand Dollars | For a more detailed discussion on executive level salaries contact Hays Executive

ACCOUNTANCY AND FINANCE

COMMERCE AND INDUSTRY FINANCIAL SERVICES

PRODUCTS 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	110	90 - 120	125	100 - 140	140	130 - 170
NSW - Regional	–	–	–	–	85	65 - 95	95	75 - 105	110	95 - 120
VIC - Melbourne	97	82 - 102	138	122 - 153	90	80 - 100	100	90 - 110	122	112 - 153
VIC - Regional	87	80 - 100	120	100 - 140	90	80 - 100	100	90 - 110	120	110 - 150
QLD - Brisbane, Gold Coast & Sunshine Coast	100	90 - 120	130	120 - 150	100	90 - 110	115	100 - 130	130	120 - 160
QLD - Regional	90	85 - 100	115	95 - 125	90	80 - 110	105	90 - 120	125	110 - 150
SA - Adelaide	95	80 - 100	120	95 - 140	95	85 - 105	105	90 - 120	115	100 - 140
WA - Perth	82	70 - 90	105	100 - 120	95	85 - 115	110	105 - 115	125	115 - 135
ACT - Canberra	–	–	–	–	90	80 - 100	100	90 - 110	105	100 - 110
TAS - Hobart/Launceston	97	82 - 112	120	105 - 155	90	80 - 105	95	90 - 115	115	105 - 125
NT - Darwin	85	70 - 90	95	90 - 105	85	70 - 95	95	90 - 105	115	105 - 125
NZ - Auckland	77	70 - 90	95	90 - 105	90	80 - 100	95	82 - 102	107	90 - 117
NZ - Wellington	77	70 - 90	95	90 - 105	82	80 - 100	95	82 - 102	102	92 - 117
NZ - Christchurch	77	70 - 90	95	80 - 105	82	80 - 100	95	90 - 100	102	100 - 112

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

ACCOUNTANCY AND FINANCE

COMMERCE AND INDUSTRY | SENIOR FINANCE

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	120	100 - 140	190	150 - 250	300	200 - 400	120	100 - 140	150	130 - 165	133	122 - 153	160	140 - 200
NSW - Regional	100	80 - 120	150	130 - 180	184	153 - 224	120	95 - 140	150	122 - 165	130	110 - 150	150	125 - 180
VIC - Melbourne	120	100 - 130	160	140 - 180	250	180 - 280	125	100 - 140	150	120 - 160	143	122 - 163	160	140 - 180
VIC - Regional	95	90 - 110	120	120 - 150	153	150 - 200	110	90 - 120	140	120 - 150	107	120 - 150	140	130 - 160
QLD - Brisbane, Gold Coast & Sunshine Coast	115	90 - 130	165	140 - 200	190	180 - 240	110	100 - 130	145	130 - 160	140	125 - 160	150	130 - 180
QLD - Regional	105	85 - 120	145	120 - 170	180	160 - 220	100	90 - 115	120	110 - 150	130	115 - 160	145	125 - 170
SA - Adelaide	95	80 - 110	130	110 - 150	200	175 - 235	105	95 - 120	115	100 - 130	130	110 - 150	145	130 - 165
WA - Perth	110	100 - 120	160	140 - 190	195	180 - 225	–	–	–	–	140	115 - 160	150	130 - 185
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	95	85 - 110	150	125 - 160	160	130 - 175	–	–	–	–	110	100 - 125	125	120 - 140
NT - Darwin	95	80 - 100	125	105 - 135	165	145 - 205	82	77 - 92	102	92 - 122	122	92 - 133	135	125 - 155
NZ - Auckland	95	85 - 105	112	102 - 135	153	122 - 184	92	90 - 110	122	115 - 133	112	102 - 122	140	120 - 160
NZ - Wellington	95	85 - 102	120	100 - 130	130	110 - 150	92	90 - 110	122	115 - 133	117	100 - 128	122	115 - 143
NZ - Christchurch	95	85 - 102	120	100 - 130	120	110 - 140	92	90 - 110	122	115 - 133	112	97 - 122	115	100 - 143
NZ - Dunedin	95	80 - 102	115	102 - 122	117	102 - 133	92	82 - 102	122	112 - 133	112	92 - 122	115	100 - 143

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

ACCOUNTANCY AND FINANCE

COMMERCE AND INDUSTRY | FINANCIAL SERVICES

INTERNAL AUDIT	INTERNAL AUDITOR		SENIOR INTERNAL AUDITOR		INTERNAL AUDIT MANAGER		HEAD OF INTERNAL AUDIT	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	120	100 - 130	130	120 - 150	180	150 - 200	300	240 - 400
NSW - Regional	102	92 - 112	107	97 - 117	143	112 - 184	184	153 - 275
VIC - Melbourne	110	100 - 120	130	120 - 140	143	122 - 163	170	150 - 190
VIC - Regional	90	85 - 110	110	100 - 120	135	120 - 150	158	133 - 184
QLD - Brisbane, Gold Coast & Sunshine Coast	100	90 - 120	125	110 - 140	160	140 - 190	210	170 - 250
QLD - Regional	95	80 - 110	110	90 - 130	135	110 - 170	190	160 - 230
SA - Adelaide	90	85 - 100	120	95 - 140	130	115 - 150	175	160 - 220
WA - Perth	100	90 - 110	110	100 - 130	150	140 - 160	175	160 - 190
ACT - Canberra	87	82 - 102	97	92 - 112	122	102 - 128	153	133 - 204
TAS - Hobart/Launceston	90	85 - 110	110	95 - 125	125	110 - 150	150	125 - 160
NT - Darwin	77	66 - 82	82	77 - 92	102	97 - 112	143	133 - 173
NZ - Auckland	82	70 - 87	102	100 - 112	133	112 - 143	153	133 - 184
NZ - Wellington	85	75 - 100	102	100 - 112	133	110 - 143	153	140 - 175
NZ - Christchurch	77	75 - 92	102	100 - 112	112	105 - 133	153	115 - 170

COMMERCE AND INDUSTRY | MINING

SENIOR QUALIFIED ACCOUNTANTS	MINE ACCOUNTANT	
	Typical	Range
NSW - Regional	140	110 - 160
QLD - Regional	150	130 - 200
SA - Adelaide	130	120 - 160
WA - Perth	185	160 - 220
TAS - Hobart/Launceston	105	95 - 120
NT - Darwin	125	105 - 155
NZ - Auckland	122	100 - 133
NZ - Wellington	115	100 - 133
NZ - Christchurch	112	100 - 122
NZ - Dunedin	112	92 - 122

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

ACCOUNTANCY AND FINANCE

COMMERCE AND INDUSTRY | ACCOUNTING SUPPORT

NON CPA/CA QUALIFIED EXPERIENCED ACCOUNTANTS	3 - 5 YEARS EXP		5 - 10 YEARS EXP		OVER 10 YEARS EXP	
	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	90	80 - 95	100	90 - 110	110	100 - 120
NSW - Regional	85	75 - 95	100	90 - 110	110	100 - 120
VIC - Melbourne	78	70 - 85	85	75 - 90	90	85 - 100
VIC - Regional	70	70 - 85	82	75 - 95	90	90 - 110
QLD - Brisbane, Gold Coast & Sunshine Coast	78	70 - 85	85	80 - 90	85	80 - 88
QLD - Regional	72	65 - 80	78	70 - 92	85	75 - 100
SA - Adelaide	74	80 - 90	90	85 - 95	90	90 - 105
WA - Perth	90	80 - 100	100	90 - 110	110	95 - 120
ACT - Canberra	85	80 - 90	85	80 - 90	82	71 - 92
TAS - Hobart/Launceston	75	65 - 85	85	77 - 95	85	75 - 95
NT - Darwin	65	60 - 70	80	75 - 85	85	80 - 90
NZ - Auckland	85	75 - 90	85	80 - 90	100	95 - 120
NZ - Wellington	80	70 - 90	90	82 - 100	95	82 - 112
NZ - Christchurch	75	66 - 80	80	75 - 95	95	80 - 100
NZ - Dunedin	74	65 - 78	80	72 - 90	95	80 - 105

ASSISTANT ACCOUNTANTS	GRADUATE No experience		ASSISTANT ACCOUNTANT Up to 2 years		ASSISTANT ACCOUNTANT 2 - 4 years		ASSISTANT ACCOUNTANT 4+ years	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	65	60 - 67	70	65 - 75	80	75 - 85	90	85 - 95
NSW - Regional	60	55 - 65	70	65 - 75	80	75 - 85	90	85 - 95
VIC - Melbourne	63	60 - 65	65	65 - 70	75	70 - 80	80	75 - 90
VIC - Regional	55	55 - 60	65	65 - 70	80	75 - 85	80	75 - 90
QLD - Brisbane, Gold Coast & Sunshine Coast	65	55 - 70	75	70 - 80	75	70 - 80	80	75 - 85
QLD - Regional	52	46 - 65	65	56 - 75	70	65 - 80	75	70 - 85
SA - Adelaide	53	58 - 65	65	65 - 70	70	70 - 80	80	75 - 85
WA - Perth	60	55 - 70	75	70 - 80	85	75 - 90	90	80 - 100
ACT - Canberra	50	45 - 55	55	50 - 60	65	60 - 70	70	65 - 75
TAS - Hobart/Launceston	62	55 - 64	65	60 - 70	65	62 - 72	70	65 - 75
NT - Darwin	55	50 - 60	65	60 - 70	75	65 - 80	75	70 - 80
NZ - Auckland	60	55 - 65	73	70 - 78	80	75 - 85	85	80 - 90
NZ - Wellington	65	60 - 70	70	65 - 75	80	75 - 85	85	80 - 90
NZ - Christchurch	60	55 - 60	72	65 - 75	75	72 - 82	83	78 - 88
NZ - Dunedin	58	55 - 60	68	63 - 70	73	68 - 79	80	76 - 84

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

ACCOUNTANCY AND FINANCE

COMMERCE AND INDUSTRY | ACCOUNTING SUPPORT

PAYROLL	PAYROLL OFFICER		SENIOR PAYROLL OFFICER		PAYROLL TEAM LEAD		PAYROLL SYSTEMS ANALYST		REMUNERATION AND PAYROLL MANAGER		SUPERVISOR/MANAGER < 1000 employees		SUPERVISOR/MANAGER 1000-3000 employees		SUPERVISOR/MANAGER > 3000 employees	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	80	75 - 85	95	85 - 100	125	110 - 135	130	110 - 140	125	115 - 135	120	110 - 130	140	125 - 150	160	140 - 175
NSW - Regional	80	75 - 85	90	85 - 100	110	100 - 120	120	100 - 130	115	100 - 130	120	110 - 130	130	120 - 150	140	130 - 160
VIC - Melbourne	78	75 - 85	90	80 - 95	100	90 - 115	100	87 - 107	135	110 - 165	115	110 - 130	130	120 - 150	140	130 - 180
VIC - Regional	75	65 - 80	80	70 - 90	95	85 - 110	—	—	—	—	110	100 - 120	115	100 - 130	130	120 - 150
QLD - Brisbane, Gold Coast & Sunshine Coast	80	75 - 85	95	90 - 100	120	100 - 130	110	100 - 120	125	110 - 150	120	100 - 130	130	120 - 160	150	130 - 180
QLD - Regional	70	60 - 80	85	75 - 90	95	85 - 105	—	—	102	92 - 122	102	92 - 122	—	—	—	—
SA - Adelaide	75	75 - 85	90	90 - 100	105	95 - 120	100	100 - 120	110	110 - 130	120	110 - 130	130	120 - 140	130	125 - 150
WA - Perth	85	75 - 95	95	85 - 120	110	100 - 130	120	100 - 130	140	110 - 160	130	110 - 150	150	120 - 180	160	130 - 200
ACT - Canberra	70	75 - 85	85	85 - 87	95	90 - 100	95	90 - 100	115	110 - 120	120	110 - 130	125	120 - 135	140	130 - 150
TAS - Hobart/Launceston	75	75 - 85	85	80 - 90	95	85 - 120	95	85 - 100	140	110 - 160	95	87 - 115	105	90 - 120	140	100 - 160
NT - Darwin	65	60 - 70	75	70 - 80	85	80 - 90	80	75 - 90	95	90 - 110	85	80 - 90	90	85 - 100	105	100 - 110
NZ - Auckland	75	70 - 80	88	75 - 95	100	90 - 115	87	71 - 110	130	110 - 160	120	100 - 115	117	100 - 143	145	110 - 163
NZ - Wellington	68	65 - 70	90	80 - 95	100	90 - 110	92	71 - 112	130	110 - 153	110	100 - 120	110	100 - 115	125	110 - 130
NZ - Christchurch	70	65 - 77	90	80 - 95	90	85 - 100	77	66 - 92	105	90 - 120	85	80 - 100	100	90 - 110	115	100 - 120
NZ - Dunedin	68	63 - 75	88	78 - 95	91	83 - 97	77	66 - 92	105	90 - 120	88	80 - 97	—	—	115	95 - 130

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

ACCOUNTANCY AND FINANCE

COMMERCE AND INDUSTRY | ACCOUNTING SUPPORT

CREDIT CONTROL/ ACCOUNTS RECEIVABLE	ACCOUNTS RECEIVABLE/ BILLING OFFICER		CREDIT CONTROLLER		SENIOR CREDIT CONTROLLER		SUPERVISOR/MANAGER 1 - 5 staff		SUPERVISOR/MANAGER > 5 staff	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	75	70 - 85	80	70 - 85	85	75 - 90	100	90 - 115	130	110 - 150
NSW - Regional	70	60 - 85	80	60 - 85	85	75 - 90	90	80 - 100	95	90 - 120
VIC - Melbourne	78	75 - 80	85	80 - 90	90	85 - 100	95	90 - 105	112	100 - 128
VIC - Regional	70	65 - 75	80	75 - 85	90	80 - 95	95	85 - 105	105	95 - 120
QLD - Brisbane, Gold Coast & Sunshine Coast	75	65 - 80	75	70 - 80	80	75 - 85	95	90 - 110	110	100 - 130
QLD - Regional	63	56 - 75	70	65 - 75	80	70 - 85	95	85 - 105	105	95 - 120
SA - Adelaide	65	70 - 80	80	75 - 90	79	75 - 95	90	85 - 100	110	95 - 130
WA - Perth	85	75 - 90	85	75 - 95	90	85 - 110	100	95 - 120	100	100 - 120
ACT - Canberra	64	58 - 70	70	65 - 75	85	75 - 90	100	90 - 115	130	110 - 140
TAS - Hobart/Launceston	70	65 - 80	70	65 - 80	80	70 - 90	87	80 - 95	100	85 - 115
NT - Darwin	60	55 - 65	70	60 - 75	65	60 - 70	75	75 - 80	80	80 - 85
NZ - Auckland	70	65 - 75	75	65 - 85	80	75 - 90	90	85 - 110	115	95 - 130
NZ - Wellington	70	65 - 75	68	62 - 70	75	70 - 80	80	75 - 85	100	90 - 110
NZ - Christchurch	62	60 - 65	65	60 - 70	75	70 - 80	72	70 - 75	90	80 - 95
NZ - Dunedin	62	60 - 65	64	60 - 68	75	70 - 80	72	70 - 75	90	80 - 100

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

ACCOUNTANCY AND FINANCE

COMMERCE AND INDUSTRY | ACCOUNTING SUPPORT

BOOKKEEPERS	TO TRIAL BALANCE		TO BALANCE SHEET		SENIOR BOOKKEEPER	
	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	85	75 - 90	85	80 - 90	95	90 - 100
NSW - Regional	85	75 - 90	85	80 - 90	92	90 - 100
VIC - Melbourne	78	70 - 85	78	70 - 85	90	85 - 100
VIC - Regional	65	55 - 70	75	65 - 80	80	70 - 90
QLD - Brisbane, Gold Coast & Sunshine Coast	75	70 - 85	77	70 - 85	83	75 - 90
QLD - Regional	65	55 - 80	65	55 - 80	75	70 - 85
SA - Adelaide	77	75 - 85	80	80 - 90	85	80 - 95
WA - Perth	85	80 - 100	90	85 - 100	95	90 - 110
ACT - Canberra	85	75 - 90	85	80 - 90	95	90 - 100
TAS - Hobart/Launceston	70	65 - 75	75	67 - 77	80	75 - 90
NT - Darwin	65	60 - 70	70	65 - 75	70	65 - 75
NZ - Auckland	80	70 - 85	75	70 - 85	90	75 - 100
NZ - Wellington	70	65 - 75	66	65 - 71	80	75 - 85
NZ - Christchurch	65	60 - 70	66	62 - 72	75	70 - 80
NZ - Dunedin	65	60 - 70	66	62 - 72	77	70 - 85

ACCOUNTS PAYABLE	ACCOUNTS PAYABLE OFFICER		ACCOUNTS PAYABLE OFFICER - SENIOR		EXPERIENCED SUPERVISOR ACCOUNTS PAYABLE		MANAGER ACCOUNTS PAYABLE	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	75	65 - 80	80	75 - 90	95	90 - 110	110	100 - 130
NSW - Regional	75	65 - 80	80	75 - 90	90	80 - 100	100	90 - 120
VIC - Melbourne	73	70 - 75	80	75 - 85	93	90 - 95	105	100 - 130
VIC - Regional	65	60 - 75	70	65 - 80	85	80 - 95	100	90 - 110
QLD - Brisbane, Gold Coast & Sunshine Coast	75	65 - 78	78	75 - 85	90	80 - 95	105	95 - 120
QLD - Regional	61	56 - 66	75	70 - 85	90	80 - 95	90	80 - 100
SA - Adelaide	75	70 - 80	80	75 - 85	95	85 - 105	90	90 - 110
WA - Perth	85	70 - 90	90	80 - 100	100	90 - 110	110	90 - 120
ACT - Canberra	70	65 - 80	80	75 - 85	95	90 - 110	100	90 - 110
TAS - Hobart/Launceston	70	65 - 80	75	70 - 85	77	72 - 88	95	85 - 115
NT - Darwin	60	55 - 65	65	60 - 70	75	70 - 80	80	75 - 85
NZ - Auckland	75	65 - 80	80	70 - 85	90	85 - 100	110	85 - 125
NZ - Wellington	68	60 - 70	73	70 - 75	80	75 - 85	100	85 - 120
NZ - Christchurch	65	60 - 70	73	70 - 77	80	75 - 85	90	80 - 102
NZ - Dunedin	65	60 - 70	73	70 - 77	79	72 - 87	92	80 - 105

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

ACCOUNTANCY AND FINANCE

COMMERCE AND INDUSTRY | ACCOUNTING SUPPORT

ACCOUNTS OFFICERS	ENTRY LEVEL ACCOUNTS OFFICER		ACCOUNTS OFFICER	
	Typical	Range	Typical	Range
NSW - Sydney	60	60 - 65	75	65 - 80
NSW - Regional	60	60 - 65	70	65 - 80
VIC - Melbourne	70	70 - 75	80	75 - 85
VIC - Regional	60	55 - 65	70	65 - 75
QLD - Brisbane, Gold Coast & Sunshine Coast	55	55 - 60	75	70 - 80
QLD - Regional	50	46 - 55	65	56 - 70
SA - Adelaide	60	60 - 65	63	60 - 70
WA - Perth	70	65 - 75	80	70 - 90
ACT - Canberra	60	55 - 65	70	60 - 75
TAS - Hobart/Launceston	62	57 - 70	70	60 - 80
NT - Darwin	55	50 - 60	60	55 - 65
NZ - Auckland	60	55 - 65	70	65 - 80
NZ - Wellington	57	55 - 60	65	60 - 70
NZ - Christchurch	57	55 - 60	62	60 - 65
NZ - Dunedin	58	55 - 60	63	60 - 65

PROFESSIONAL PRACTICE

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	48	48 - 51	61	53 - 66	59	56 - 64	61	53 - 66
VIC - Melbourne	49	48 - 56	61	51 - 71	59	56 - 71	59	56 - 71
VIC - Regional	60	55 - 65	80	75 - 90	70	65 - 85	80	70 - 90
QLD - Brisbane, Gold Coast & Sunshine Coast	51	46 - 56	66	61 - 71	77	71 - 82	77	71 - 82
QLD - Regional	51	46 - 56	61	56 - 66	59	56 - 64	61	51 - 82
SA - Adelaide	62	52 - 68	68	63 - 74	69	63 - 78	75	69 - 85
WA - Perth	70	65 - 75	90	80 - 100	90	85 - 95	95	85 - 100
ACT - Canberra	70	65 - 75	80	70 - 85	90	85 - 95	95	90 - 100
TAS - Hobart/ Launceston	55	52 - 65	65	65 - 85	70	60 - 85	70	60 - 85
NT - Darwin	65	50 - 75	85	75 - 95	65	60 - 70	70	65 - 80
NZ - Auckland	48	48 - 51	66	56 - 71	61	56 - 71	66	56 - 71
NZ - Wellington	48	48 - 51	56	48 - 61	56	51 - 66	56	51 - 66
NZ - Christchurch	51	49 - 56	61	56 - 66	61	56 - 71	71	61 - 82
NZ - Dunedin	51	49 - 56	61	56 - 66	61	56 - 71	71	61 - 82

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

ACCOUNTANCY AND FINANCE

PROFESSIONAL PRACTICE

BUSINESS SERVICES UNDERGRADUATES	0 - 2 YEARS EXP		2 - 3 YEARS EXP		3+ YEARS EXP	
	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	58	58 - 60	63	60 - 65	63	60 - 65
NSW - Regional	48	48 - 55	48	48 - 50	48	48 - 55
VIC - Melbourne	48	48 - 55	58	55 - 60	60	55 - 62
VIC - Regional	48	48 - 55	56	55 - 62	61	56 - 70
QLD - Brisbane, Gold Coast & Sunshine Coast	50	47 - 52	55	52 - 60	60	55 - 65
QLD - Regional	48	48 - 52	55	50 - 60	55	50 - 60
SA - Adelaide	50	47 - 52	56	53 - 58	58	55 - 62
WA - Perth	55	50 - 60	55	50 - 60	60	55 - 65
ACT - Canberra	55	50 - 60	60	55 - 65	60	60 - 65
TAS - Hobart/ Launceston	50	47 - 56	54	53 - 58	57	57 - 62
NT - Darwin	55	50 - 60	65	60 - 70	75	65 - 85
NZ - Auckland	50	50 - 55	52	52 - 55	58	58 - 65
NZ - Wellington	49	49 - 55	56	52 - 61	58	58 - 66
NZ - Christchurch	50	50 - 55	56	52 - 60	62	58 - 66
NZ - Dunedin	50	50 - 55	56	53 - 60	62	58 - 66

BUSINESS SERVICES GRADUATES	NO EXP		1 - 2 YEARS EXP		2 - 3 YEARS EXP		3+ YEARS EXP	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	58	58 - 60	68	63 - 78	75	65 - 80	77	75 - 87
NSW - Regional	48	48 - 50	48	48 - 50	49	48 - 51	57	51 - 66
VIC - Melbourne	58	58 - 62	65	60 - 71	68	64 - 75	75	70 - 80
VIC - Regional	50	50 - 60	60	55 - 65	70	65 - 75	77	70 - 82
QLD - Brisbane, Gold Coast & Sunshine Coast	55	50 - 60	65	60 - 70	70	65 - 75	75	70 - 80
QLD - Regional	50	50 - 60	60	55 - 65	65	60 - 75	72	65 - 80
SA - Adelaide	60	55 - 68	64	58 - 72	68	63 - 75	75	68 - 78
WA - Perth	55	50 - 60	65	60 - 70	70	65 - 75	75	65 - 80
ACT - Canberra	55	50 - 60	55	55 - 60	65	60 - 70	70	65 - 75
TAS - Hobart/ Launceston	50	50 - 55	60	52 - 65	65	63 - 75	75	68 - 78
NT - Darwin	52	50 - 55	65	55 - 70	73	65 - 85	90	80 - 100
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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ACCOUNTANCY AND FINANCE

PROFESSIONAL PRACTICE

BUSINESS SERVICES (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGER	3 - 4 YEARS EXP		4 - 5 YEARS EXP		5 - 6 YEARS EXP		6+ YEARS EXP	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	80	78 - 95	85	82 - 100	115	108 - 130	120	110 - 135
NSW - Regional	69	63 - 73	73	67 - 77	84	78 - 86	88	83 - 92
VIC - Melbourne	80	80 - 92	95	90 - 105	115	100 - 120	118	105 - 125
VIC - Regional	85	80 - 90	95	90 - 110	110	100 - 120	115	100 - 125
QLD - Brisbane, Gold Coast & Sunshine Coast	85	75 - 95	90	80 - 100	110	100 - 120	115	100 - 130
QLD - Regional	82	75 - 95	85	75 - 100	100	85 - 110	100	90 - 130
SA - Adelaide	90	85 - 92	95	90 - 102	100	95 - 108	105	100 - 112
WA - Perth	85	80 - 90	85	80 - 90	90	85 - 95	95	85 - 100
ACT - Canberra	85	80 - 90	90	85 - 95	95	90 - 100	95	90 - 100
TAS - Hobart/ Launceston	75	68 - 82	77	72 - 95	95	87 - 105	105	92 - 125
NT - Darwin	85	75 - 90	90	85 - 95	100	95 - 105	105	100 - 115
NZ - Auckland	85	80 - 90	90	85 - 95	115	100 - 120	118	100 - 125
NZ - Wellington	85	80 - 90	90	85 - 95	115	100 - 120	118	100 - 125
NZ - Christchurch	90	90 - 90	90	85 - 105	115	100 - 120	118	100 - 125
NZ - Dunedin	90	90 - 90	90	85 - 95	95	90 - 100	105	100 - 120

BUSINESS SERVICES MANAGERS, SENIOR MANAGERS, PRINCIPALS/ DIRECTORS	MANAGER FOR 0 - 2 YEARS		SENIOR MANAGER FOR 2 - 5 YEARS		PRINCIPALS/DIRECTORS	
	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	120	117 - 125	150	140 - 175	175	—
NSW - Regional	102	92 - 112	117	102 - 138	155	—
VIC - Melbourne	120	115 - 125	148	135 - 167	200	—
VIC - Regional	112	95 - 122	122	115 - 140	160	—
QLD - Brisbane, Gold Coast & Sunshine Coast	120	105 - 130	145	130 - 160	170	—
QLD - Regional	110	90 - 125	135	120 - 150	150	—
SA - Adelaide	120	115 - 125	148	130 - 160	180	—
WA - Perth	110	95 - 125	120	100 - 140	—	—
ACT - Canberra	115	110 - 120	140	130 - 150	165	152 - 180
TAS - Hobart/ Launceston	100	95 - 125	120	100 - 135	130	—
NT - Darwin	105	95 - 115	115	105 - 125	150	—
NZ - Auckland	110	100 - 120	140	110 - 160	150	—
NZ - Wellington	110	100 - 120	128	107 - 143	130	—
NZ - Christchurch	120	115 - 125	135	135 - 150	150	140 - 170
NZ - Dunedin	120	115 - 125	135	135 - 150	130	—

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ACCOUNTANCY AND FINANCE

PROFESSIONAL PRACTICE

EXTERNAL AUDIT UNDERGRADUATES	0 - 2 YEARS EXP		2 - 3 YEARS EXP		3+ YEARS EXP	
	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	58	58 - 60	63	60 - 65	63	60 - 65
NSW - Regional	48	48 - 49	55	48 - 49	48	48 - 49
VIC - Melbourne	48	48 - 55	62	58 - 63	63	60 - 65
VIC - Regional	48	48 - 55	55	50 - 60	64	56 - 71
QLD - Brisbane, Gold Coast & Sunshine Coast	48	48 - 52	54	50 - 58	58	55 - 63
QLD - Regional	48	48 - 50	52	48 - 55	55	50 - 60
SA - Adelaide	50	48 - 52	56	53 - 58	58	55 - 62
WA - Perth	55	50 - 60	55	50 - 60	60	55 - 65
ACT - Canberra	60	55 - 60	60	60 - 65	65	65 - 70
TAS - Hobart/ Launceston	50	47 - 56	54	53 - 58	60	55 - 70
NT - Darwin	50	45 - 50	55	50 - 60	65	55 - 75
NZ - Auckland	48	48 - 50	55	48 - 60	58	50 - 65
NZ - Wellington	48	48 - 50	55	48 - 60	58	48 - 65
NZ - Christchurch	48	48 - 50	55	48 - 60	58	51 - 65
NZ - Dunedin	48	48 - 50	55	48 - 60	58	51 - 65

EXTERNAL AUDIT GRADUATES	NO EXP		1 - 2 YEARS EXP		2 - 3 YEARS EXP		3+ YEARS EXP	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	58	58 - 60	68	63 - 78	75	65 - 80	77	75 - 87
NSW - Regional	48	48 - 50	48	48 - 51	53	49 - 57	59	56 - 61
VIC - Melbourne	60	55 - 68	68	60 - 75	70	65 - 75	75	70 - 85
VIC - Regional	60	55 - 65	65	60 - 70	70	65 - 75	75	70 - 80
QLD - Brisbane, Gold Coast & Sunshine Coast	60	55 - 65	65	60 - 70	68	63 - 75	78	70 - 85
QLD - Regional	55	50 - 60	60	55 - 70	65	55 - 75	72	55 - 80
SA - Adelaide	60	55 - 68	64	58 - 72	68	63 - 75	75	68 - 78
WA - Perth	55	50 - 60	55	50 - 60	75	65 - 80	80	70 - 90
ACT - Canberra	60	60 - 65	65	65 - 70	70	67 - 75	70	70 - 75
TAS - Hobart/ Launceston	55	50 - 60	60	52 - 67	70	60 - 75	72	62 - 82
NT - Darwin	50	45 - 50	55	50 - 60	65	60 - 75	75	65 - 80
NZ - Auckland	48	48 - 55	55	50 - 58	56	52 - 60	75	65 - 80
NZ - Wellington	48	48 - 55	53	48 - 58	56	51 - 61	75	65 - 80
NZ - Christchurch	48	48 - 55	53	48 - 58	61	48 - 66	70	65 - 80
NZ - Dunedin	48	48 - 55	53	48 - 58	61	48 - 66	70	65 - 80

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ACCOUNTANCY AND FINANCE

PROFESSIONAL PRACTICE

EXTERNAL AUDIT (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS	3 - 4 YEARS EXP		4 - 5 YEARS EXP		5 - 6 YEARS EXP		6+ YEARS EXP	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	80	78 - 95	85	82 - 100	115	108 - 130	120	110 - 135
NSW - Regional	69	63 - 70	72	71 - 78	85	77 - 87	92	88 - 97
VIC - Melbourne	90	85 - 95	95	90 - 105	108	100 - 110	118	105 - 120
VIC - Regional	80	75 - 95	90	85 - 100	100	90 - 110	110	95 - 120
QLD - Brisbane, Gold Coast & Sunshine Coast	85	75 - 93	90	85 - 100	95	90 - 110	110	100 - 120
QLD - Regional	82	75 - 88	85	78 - 95	90	70 - 100	95	85 - 115
SA - Adelaide	90	85 - 92	95	90 - 102	100	95 - 108	105	100 - 112
WA - Perth	85	75 - 90	90	85 - 100	100	90 - 110	105	100 - 110
ACT - Canberra	90	80 - 100	100	85 - 105	110	110 - 120	120	115 - 125
TAS - Hobart/ Launceston	75	67 - 87	84	72 - 95	87	78 - 100	97	82 - 115
NT - Darwin	75	65 - 82	80	75 - 90	85	80 - 95	95	85 - 105
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 - 75	80	73 - 85	85	77 - 92	90	87 - 92
NZ - Dunedin	72	65 - 80	80	73 - 85	85	77 - 95	90	82 - 98

EXTERNAL AUDIT MANAGERS, SENIOR MANAGERS, PRINCIPALS/ DIRECTORS	MANAGER FOR 0 - 2 YEARS		SENIOR MANAGER FOR 2 - 5 YEARS		PRINCIPALS/DIRECTORS	
	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	120	117 - 140	160	140 - 175	175	—
NSW - Regional	105	92 - 112	122	112 - 128	160	—
VIC - Melbourne	120	118 - 130	150	130 - 165	180	—
VIC - Regional	120	115 - 130	130	120 - 140	135	—
QLD - Brisbane, Gold Coast & Sunshine Coast	125	120 - 130	140	125 - 155	170	—
QLD - Regional	115	110 - 125	130	115 - 150	140	—
SA - Adelaide	120	115 - 125	148	130 - 160	180	—
WA - Perth	110	105 - 120	130	120 - 140	190	150 - 250
ACT - Canberra	120	120 - 125	140	130 - 150	150	—
TAS - Hobart/ Launceston	105	95 - 125	125	107 - 135	—	—
NT - Darwin	95	95 - 97	120	115 - 130	150	—
NZ - Auckland	110	90 - 120	130	115 - 150	150	—
NZ - Wellington	110	90 - 120	125	105 - 140	150	—
NZ - Christchurch	90	85 - 100	102	92 - 112	150	—
NZ - Dunedin	90	85 - 100	102	92 - 112	150	—

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

ACCOUNTANCY AND FINANCE

PROFESSIONAL PRACTICE

INSOLVENCY GRADUATES	NO EXP		1 - 2 YEARS EXP		2 - 3 YEARS EXP		3+ YEARS EXP	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	58	55 - 60	55	52 - 58	60	52 - 65	68	63 - 75
NSW - Regional	48	48 - 50	48	48 - 52	58	50 - 64	63	59 - 66
VIC - Melbourne	60	55 - 65	63	58 - 70	68	63 - 75	75	68 - 78
VIC - Regional	48	55 - 60	65	60 - 70	70	65 - 76	75	70 - 80
QLD - Brisbane, Gold Coast & Sunshine Coast	58	55 - 60	63	55 - 65	68	62 - 75	75	68 - 80
QLD - Regional	55	50 - 60	58	50 - 65	65	55 - 73	73	65 - 78
SA - Adelaide	60	55 - 68	64	58 - 72	68	63 - 75	75	68 - 78
WA - Perth	65	50 - 60	65	60 - 70	70	65 - 75	75	65 - 80
ACT - Canberra	50	50 - 55	55	55 - 60	60	60 - 65	65	65 - 70
TAS - Hobart/ Launceston	55	50 - 60	60	52 - 67	70	60 - 75	72	62 - 75
NT - Darwin	50	45 - 52	55	50 - 60	60	55 - 65	65	60 - 70
NZ - Auckland	48	48 - 55	52	48 - 56	56	51 - 61	61	56 - 66
NZ - Wellington	48	48 - 55	52	48 - 56	56	51 - 61	66	56 - 71
NZ - Christchurch	48	48 - 55	52	48 - 56	56	51 - 61	61	56 - 66
NZ - Dunedin	48	48 - 55	52	48 - 56	56	—	61	56 - 66

INSOLVENCY (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS	3 - 4 YEARS EXP		4 - 5 YEARS EXP		5 - 6 YEARS EXP		6+ YEARS EXP	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	78	70 - 85	80	74 - 85	100	85 - 110	120	100 - 130
NSW - Regional	66	61 - 73	75	69 - 80	84	75 - 87	94	84 - 99
VIC - Melbourne	68	63 - 74	77	68 - 87	87	77 - 92	108	100 - 112
VIC - Regional	70	65 - 75	80	70 - 85	85	77 - 90	92	82 - 102
QLD - Brisbane, Gold Coast & Sunshine Coast	85	80 - 90	90	85 - 100	98	88 - 105	110	100 - 120
QLD - Regional	80	75 - 85	85	80 - 90	93	85 - 100	100	90 - 110
SA - Adelaide	90	85 - 92	95	90 - 102	100	95 - 108	105	100 - 112
WA - Perth	80	70 - 90	85	80 - 95	100	90 - 105	120	100 - 140
ACT - Canberra	75	70 - 80	80	75 - 85	85	80 - 90	105	100 - 115
TAS - Hobart/ Launceston	75	70 - 80	75	72 - 82	80	75 - 95	90	82 - 105
NT - Darwin	70	65 - 75	75	70 - 80	85	80 - 90	100	90 - 110
NZ - Auckland	69	66 - 71	80	71 - 90	87	82 - 92	100	95 - 120
NZ - Wellington	77	71 - 82	82	71 - 92	92	87 - 97	105	95 - 120
NZ - Christchurch	66	61 - 82	71	66 - 87	82	77 - 92	105	90 - 120
NZ - Dunedin	66	61 - 82	71	66 - 87	82	77 - 92	105	90 - 120

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

ACCOUNTANCY AND FINANCE

PROFESSIONAL PRACTICE

INSOLVENCY MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS	MANAGER FOR 0 - 2 YEARS		SENIOR MANAGER FOR 2 - 5 YEARS		PRINCIPALS/DIRECTORS	
	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	125	110 - 140	145	125 - 150	200	—
NSW - Regional	102	85 - 107	117	107 - 122	150	—
VIC - Melbourne	120	110 - 125	145	130 - 155	190	—
VIC - Regional	105	100 - 120	120	110 - 140	130	—
QLD - Brisbane, Gold Coast & Sunshine Coast	120	110 - 130	135	120 - 150	170	140 - 200
QLD - Regional	115	105 - 125	130	110 - 145	150	—
SA - Adelaide	120	115 - 125	148	130 - 160	180	—
WA - Perth	120	115 - 140	135	120 - 150	180	150 - 200
ACT - Canberra	125	110 - 140	135	120 - 150	160	—
TAS - Hobart/ Launceston	90	80 - 100	110	97 - 125	130	125 - 140
NT - Darwin	95	90 - 100	120	110 - 125	130	—
NZ - Auckland	102	97 - 112	122	102 - 153	150	—
NZ - Wellington	102	92 - 112	133	107 - 153	150	—
NZ - Christchurch	92	71 - 112	112	87 - 122	150	—
NZ - Dunedin	95	80 - 110	110	90 - 121	150	—

TAX CONSULTING (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS	UP TO 4 YRS EXPERIENCE		4 - 5 YEARS EXP		5 - 6 YEARS EXP		6+ YEARS EXP	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	83	80 - 85	85	83 - 90	98	86 - 112	115	110 - 140
NSW - Regional	69	63 - 71	74	70 - 77	82	78 - 86	88	86 - 102
VIC - Melbourne	85	80 - 90	95	90 - 103	100	92 - 108	110	105 - 120
VIC - Regional	85	75 - 90	90	80 - 100	100	90 - 110	105	95 - 115
QLD - Brisbane, Gold Coast & Sunshine Coast	88	80 - 95	90	80 - 95	95	90 - 100	105	95 - 120
QLD - Regional	83	75 - 90	80	75 - 95	80	75 - 95	100	95 - 110
SA - Adelaide	90	85 - 92	95	90 - 102	100	95 - 108	105	100 - 112
WA - Perth	85	80 - 90	95	90 - 105	110	100 - 120	120	110 - 130
ACT - Canberra	83	80 - 85	85	85 - 90	95	90 - 100	120	110 - 140
TAS - Hobart/ Launceston	80	75 - 85	77	75 - 82	80	75 - 95	85	77 - 95
NT - Darwin	80	75 - 90	90	80 - 95	95	90 - 100	105	90 - 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	61 - 77	77	66 - 87	82	71 - 87	87	77 - 102
NZ - Dunedin	73	65 - 80	79	68 - 90	82	71 - 92	89	78 - 105

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

ACCOUNTANCY AND FINANCE

PROFESSIONAL PRACTICE

TAX CONSULTING INCLUDING MANAGERS, SENIOR MANAGERS, PRINCIPALS/ DIRECTORS	MANAGER FOR 0 - 2 YEARS		SENIOR MANAGER FOR 2 - 5 YEARS		PRINCIPALS/DIRECTORS	
	Typical	Range	Typical	Range	Typical	Range
	NSW - Sydney	119	94 - 123	145	125 - 155	180
NSW - Regional	112	102 - 117	133	122 - 138	150	—
VIC - Melbourne	107	89 - 117	145	130 - 155	180	—
VIC - Regional	90	85 - 110	125	115 - 140	135	—
QLD - Brisbane, Gold Coast & Sunshine Coast	125	115 - 140	145	135 - 160	150	—
QLD - Regional	110	95 - 125	135	110 - 150	125	—
SA - Adelaide	120	115 - 125	148	130 - 160	180	—
WA - Perth	130	120 - 140	145	130 - 160	165	—
ACT - Canberra	110	95 - 120	130	110 - 140	150	—
TAS - Hobart/ Launceston	100	90 - 115	115	100 - 120	135	125 - 140
NT - Darwin	100	95 - 105	125	115 - 130	150	—
NZ - Auckland	110	95 - 120	125	110 - 140	150	—
NZ - Wellington	102	92 - 112	112	102 - 133	180	—
NZ - Christchurch	92	82 - 102	102	92 - 112	130	—
NZ - Dunedin	92	82 - 102	102	92 - 112	130	—

CORPORATE FINANCE (TYPICALLY CA/CPA/ SIA/MASTERS FINANCE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS	UP TO 4 YRS EXPERIENCE		4 - 5 YEARS EXP		5 - 6 YEARS EXP		6+ YEARS EXP	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
	NSW - Sydney	82	71 - 87	87	77 - 92	92	87 - 97	122
NSW - Regional	61	52 - 66	66	61 - 72	78	75 - 83	87	78 - 96
VIC - Melbourne	80	75 - 85	92	85 - 95	100	92 - 105	110	97 - 115
VIC - Regional	80	75 - 85	90	80 - 95	100	90 - 105	100	95 - 115
QLD - Brisbane, Gold Coast & Sunshine Coast	83	75 - 90	92	85 - 105	100	95 - 110	120	110 - 130
QLD - Regional	75	70 - 95	85	80 - 100	90	85 - 110	105	90 - 130
SA - Adelaide	90	85 - 92	95	90 - 102	100	95 - 108	105	100 - 112
WA - Perth	95	80 - 100	100	90 - 110	120	100 - 130	135	110 - 165
ACT - Canberra	85	80 - 90	90	85 - 95	100	100 - 105	115	110 - 125
TAS - Hobart/ Launceston	80	75 - 90	85	80 - 90	80	75 - 95	85	80 - 95
NT - Darwin	90	85 - 95	95	85 - 105	105	95 - 115	115	100 - 125
NZ - Auckland	71	66 - 82	80	71 - 87	82	77 - 92	97	87 - 112
NZ - Wellington	71	66 - 82	77	66 - 87	82	71 - 92	92	77 - 117
NZ - Christchurch	71	61 - 82	77	61 - 87	82	71 - 92	92	82 - 112
NZ - Dunedin	73	65 - 82	77	66 - 87	82	75 - 92	96	85 - 118

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

ACCOUNTANCY AND FINANCE

PROFESSIONAL PRACTICE

CORPORATE FINANCE MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS	MANAGER FOR 0 - 2 YEARS		SENIOR MANAGER FOR 2 - 5 YEARS		PRINCIPALS/DIRECTORS	
	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	122	112 - 133	173	122 - 184	220	—
NSW - Regional	107	92 - 112	133	112 - 143	150	—
VIC - Melbourne	120	112 - 133	165	130 - 178	220	—
VIC - Regional	110	100 - 120	130	120 - 153	140	—
QLD - Brisbane, Gold Coast & Sunshine Coast	120	110 - 140	145	130 - 160	200	—
QLD - Regional	110	95 - 120	130	110 - 150	130	—
SA - Adelaide	120	115 - 125	148	130 - 160	180	—
WA - Perth	140	115 - 170	150	130 - 190	190	—
ACT - Canberra	120	110 - 130	150	130 - 180	160	—
TAS - Hobart/ Launceston	85	75 - 95	110	100 - 120	140	130 - 150
NT - Darwin	100	90 - 110	115	105 - 125	135	—
NZ - Auckland	102	92 - 112	122	102 - 143	150	—
NZ - Wellington	114	92 - 117	128	102 - 153	180	—
NZ - Christchurch	92	87 - 102	112	102 - 133	130	—
NZ - Dunedin	92	87 - 102	112	102 - 133	130	—

MANAGEMENT CONSULTING (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS	UP TO 4 YRS EXPERIENCE		4 - 5 YEARS EXP		5 - 6 YEARS EXP		6+ YEARS EXP	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	71	69 - 77	77	69 - 82	87	82 - 92	97	87 - 112
NSW - Regional	61	54 - 64	69	56 - 73	75	70 - 80	85	78 - 89
VIC - Melbourne	88	70 - 90	95	88 - 102	100	95 - 108	105	100 - 112
VIC - Regional	85	70 - 90	90	80 - 100	100	95 - 105	105	95 - 110
QLD - Brisbane, Gold Coast & Sunshine Coast	75	70 - 80	80	75 - 85	87	82 - 92	105	100 - 115
QLD - Regional	70	65 - 80	75	65 - 85	85	75 - 90	95	75 - 110
SA - Adelaide	90	85 - 92	95	90 - 102	100	95 - 108	105	100 - 112
WA - Perth	90	70 - 100	90	80 - 100	95	90 - 110	120	95 - 140
ACT - Canberra	75	70 - 80	70	75 - 85	90	85 - 95	105	90 - 110
TAS - Hobart/ Launceston	80	75 - 85	75	75 - 90	80	75 - 95	85	80 - 100
NT - Darwin	77	71 - 87	95	90 - 100	100	95 - 110	105	100 - 115
NZ - Auckland	66	61 - 71	71	66 - 82	82	77 - 92	92	82 - 102
NZ - Wellington	66	61 - 71	73	66 - 82	82	77 - 87	92	87 - 97
NZ - Christchurch	66	61 - 71	71	66 - 77	82	77 - 87	87	82 - 92
NZ - Dunedin	66	61 - 71	—	—	82	77 - 87	87	82 - 92

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

ACCOUNTANCY AND FINANCE

PROFESSIONAL PRACTICE

MANAGEMENT CONSULTING MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS	MANAGER FOR 0 - 2 YEARS		SENIOR MANAGER FOR 2 - 5 YEARS		PRINCIPALS/DIRECTORS	
	Typical	Range	Typical	Range	Typical	Range
	NSW - Sydney	102	92 - 117	133	112 - 153	170
NSW - Regional	87	71 - 97	107	102 - 122	135	—
VIC - Melbourne	120	115 - 125	140	125 - 160	180	—
VIC - Regional	105	100 - 120	120	110 - 140	135	—
QLD - Brisbane, Gold Coast & Sunshine Coast	120	110 - 130	133	122 - 143	160	—
QLD - Regional	87	82 - 97	102	102 - 122	125	—
SA - Adelaide	120	115 - 125	148	130 - 160	180	—
WA - Perth	120	110 - 140	140	120 - 150	185	—
ACT - Canberra	110	100 - 120	120	110 - 125	160	—
TAS - Hobart/ Launceston	85	75 - 95	115	100 - 125	135	—
NT - Darwin	110	95 - 120	120	115 - 130	130	—
NZ - Auckland	92	82 - 102	112	102 - 133	150	—
NZ - Wellington	92	82 - 97	107	92 - 122	150	—
NZ - Christchurch	87	71 - 92	97	82 - 112	100	—
NZ - Dunedin	87	71 - 92	97	82 - 112	100	—

RISK CONSULTING / INTERNAL AUDIT (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS	UP TO 4 YRS EXPERIENCE		4 - 5 YEARS EXP		5 - 6 YEARS EXP		6+ YEARS EXP	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
	NSW - Sydney	77	66 - 82	82	80 - 88	97	89 - 97	100
NSW - Regional	64	58 - 69	71	67 - 80	82	78 - 88	87	80 - 94
VIC - Melbourne	90	65 - 92	95	90 - 102	100	95 - 105	105	100 - 110
VIC - Regional	85	65 - 90	90	80 - 100	95	90 - 100	100	95 - 110
QLD - Brisbane, Gold Coast & Sunshine Coast	66	61 - 71	77	66 - 77	82	71 - 92	87	77 - 92
QLD - Regional	66	61 - 71	71	66 - 77	77	71 - 82	82	77 - 87
SA - Adelaide	90	85 - 92	95	90 - 102	100	95 - 108	105	100 - 112
WA - Perth	80	75 - 90	90	80 - 100	100	80 - 110	110	90 - 120
ACT - Canberra	85	80 - 90	85	85 - 90	100	95 - 100	115	100 - 120
TAS - Hobart/ Launceston	75	70 - 85	75	72 - 85	80	74 - 90	85	74 - 105
NT - Darwin	75	70 - 85	85	75 - 90	95	85 - 105	105	100 - 120
NZ - Auckland	71	56 - 80	82	71 - 87	92	82 - 97	92	82 - 102
NZ - Wellington	71	66 - 77	82	77 - 87	92	87 - 97	97	92 - 102
NZ - Christchurch	66	51 - 71	77	66 - 87	92	82 - 102	92	87 - 112
NZ - Dunedin	66	51 - 71	77	66 - 87	92	82 - 102	92	87 - 112

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

ACCOUNTANCY AND FINANCE

PROFESSIONAL PRACTICE

RISK CONSULTING/ INTERNAL AUDIT MANAGERS, SENIOR MANAGERS, PRINCIPALS/ DIRECTORS	MANAGER FOR 0 - 2 YEARS		SENIOR MANAGER FOR 2 - 5 YEARS		PRINCIPALS/DIRECTORS	
	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	112	94 - 117	128	112 - 138	170	—
NSW - Regional	97	87 - 102	122	97 - 133	155	—
VIC - Melbourne	118	112 - 125	148	125 - 155	180	—
VIC - Regional	110	100 - 120	122	107 - 143	150	—
QLD - Brisbane, Gold Coast & Sunshine Coast	92	82 - 102	122	112 - 128	160	—
QLD - Regional	97	82 - 102	117	107 - 128	—	—
SA - Adelaide	120	115 - 125	148	130 - 160	180	—
WA - Perth	110	100 - 120	130	120 - 160	150	—
ACT - Canberra	115	100 - 125	120	110 - 130	160	—
TAS - Hobart/ Launceston	90	80 - 110	115	95 - 120	140	125 - 150
NT - Darwin	95	85 - 105	115	100 - 125	120	—
NZ - Auckland	102	87 - 117	122	97 - 133	150	—
NZ - Wellington	102	87 - 117	122	112 - 138	165	—
NZ - Christchurch	82	66 - 92	102	82 - 128	150	—
NZ - Dunedin	82	66 - 92	102	82 - 128	150	—

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	82	71 - 89	92	77 - 102	112	92 - 128
VIC - Regional	77	71 - 82	92	85 - 100	112	97 - 120
QLD - Brisbane, Gold Coast & Sunshine Coast	85	80 - 95	100	90 - 110	107	102 - 112
QLD - Regional	80	75 - 85	82	77 - 92	97	92 - 112
SA - Adelaide	93	80 - 95	105	92 - 110	110	95 - 120
WA - Perth	100	90 - 120	125	100 - 150	120	110 - 150
ACT - Canberra	90	85 - 100	100	90 - 110	115	100 - 130
TAS - Hobart/ Launceston	77	65 - 85	95	90 - 115	110	95 - 120
NT - Darwin	75	70 - 80	95	85 - 105	100	95 - 110
NZ - Auckland	82	71 - 87	100	85 - 120	102	87 - 117
NZ - Wellington	77	61 - 82	87	77 - 97	92	82 - 102
NZ - Christchurch	71	61 - 82	102	92 - 112	92	82 - 102
NZ - Dunedin	71	61 - 82	102	92 - 112	92	—

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ARCHITECTURE

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ARCHITECTURE

	GRADUATE ARCHITECT 2 - 5 years exp		PROJECT ARCHITECT 5 - 10 years exp		ARCHITECT 5 - 10 years exp		SENIOR ARCHITECT 10+ years exp		ARCHITECTURAL TECHNICIAN/ DRAFTER		BIM/CAD MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	75	65 - 90	120	100 - 140	100	80 - 120	130	110 - 160	80	60 - 100	150	100 - 200
NSW - Regional	70	65 - 80	85	90 - 120	95	90 - 110	120	110 - 140	70	65 - 85	130	100 - 170
VIC - Melbourne	75	65 - 90	120	95 - 135	100	85 - 120	130	125 - 160	100	80 - 120	150	120 - 200
VIC - Regional	66	61 - 71	82	71 - 92	82	71 - 92	107	92 - 122	66	57 - 82	102	82 - 122
QLD - Brisbane, Gold Coast & Sunshine Coast	70	65 - 75	100	80 - 120	95	80 - 110	115	100 - 140	75	60 - 100	125	100 - 140
QLD - Regional	65	61 - 70	85	70 - 100	85	75 - 100	100	90 - 130	75	60 - 80	85	75 - 100
SA - Adelaide	68	61 - 75	87	75 - 100	75	70 - 85	100	90 - 115	70	60 - 85	110	90 - 130
WA - Perth	80	65 - 85	120	90 - 140	100	90 - 120	120	82 - 140	80	65 - 90	130	110 - 170
ACT - Canberra	63	61 - 66	105	80 - 130	100	80 - 120	123	97 - 150	80	57 - 92	102	92 - 122
TAS - Hobart/Launceston	65	61 - 70	85	75 - 95	90	80 - 100	100	90 - 120	60	57 - 70	90	80 - 100
NT - Darwin	66	61 - 66	74	71 - 87	92	71 - 92	112	92 - 122	71	57 - 87	92	67 - 122
NZ - Auckland	85	60 - 90	110	95 - 130	110	90 - 130	125	125 - 140	100	75 - 125	130	120 - 160
NZ - Wellington	75	60 - 85	110	90 - 120	100	85 - 120	120	110 - 130	80	70 - 120	120	110 - 140
NZ - Christchurch	75	60 - 80	100	85 - 120	100	85 - 120	120	110 - 130	80	70 - 120	120	110 - 130

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

ARCHITECTURE

	INTERIOR DESIGNER 2-7 years exp		SENIOR INTERIOR DESIGNER 7+ years exp		PLANNER 2 - 5 years exp		SENIOR PLANNER 5+ years exp		URBAN DESIGNER		LANDSCAPE ARCHITECT	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	85	65 - 105	110	90 - 130	82	61 - 92	112	92 - 150	102	61 - 122	100	70 - 120
NSW - Regional	75	65 - 90	92	90 - 100	80	70 - 90	120	100 - 130	90	75 - 120	75	65 - 90
VIC - Melbourne	85	65 - 100	100	90 - 120	90	65 - 95	110	90 - 140	90	60 - 120	100	70 - 120
VIC - Regional	82	56 - 87	115	92 - 133	66	59 - 77	82	77 - 92	66	57 - 92	75	61 - 92
QLD - Brisbane, Gold Coast & Sunshine Coast	85	60 - 100	100	100 - 120	75	60 - 80	110	80 - 135	85	65 - 100	90	75 - 110
QLD - Regional	65	55 - 80	85	75 - 100	62	59 - 66	80	70 - 95	87	75 - 100	80	70 - 100
SA - Adelaide	65	55 - 75	95	80 - 110	70	60 - 85	110	85 - 120	97	77 - 112	80	65 - 100
WA - Perth	85	70 - 95	95	85 - 120	85	70 - 110	120	100 - 150	110	85 - 140	110	85 - 150
ACT - Canberra	80	65 - 95	111	92 - 130	92	71 - 102	116	92 - 140	98	71 - 125	90	61 - 120
TAS - Hobart/Launceston	66	61 - 71	82	71 - 92	75	65 - 85	82	80 - 120	70	65 - 80	75	65 - 85
NT - Darwin	56	48 - 61	92	61 - 92	61	59 - 71	87	71 - 112	92	57 - 122	71	57 - 82
NZ - Auckland	80	60 - 95	110	95 - 120	80	65 - 95	110	100 - 130	95	85 - 120	95	85 - 120
NZ - Wellington	70	55 - 80	100	90 - 110	75	65 - 90	100	90 - 120	95	80 - 110	90	85 - 110
NZ - Christchurch	70	55 - 80	100	90 - 110	70	65 - 85	100	90 - 120	90	80 - 110	90	80 - 110

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

BANKING

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BANKING

RETAIL BANKING

	PERSONAL BANKER		LENDER		MOBILE LENDING MANAGER		BRANCH MANAGER		REGIONAL/DISTRICT MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	75	68 - 80	125	85 - 160	135	110 - 185	130	90 - 160	180	150 - 220
VIC - Melbourne	73	65 - 80	110	80 - 140	120	110 - 160	130	100 - 160	165	150 - 220
QLD - Brisbane, Gold Coast & Sunshine Coast	65	62 - 75	100	80 - 130	110	85 - 150	110	85 - 150	140	120 - 180
SA - Adelaide	65	62 - 75	90	75 - 120	90	80 - 110	90	80 - 110	130	110 - 160
WA - Perth	67	62 - 75	90	80 - 100	120	90 - 150	110	90 - 140	155	140 - 180
ACT - Canberra	70	65 - 75	90	80 - 110	105	80 - 115	105	85 - 130	130	125 - 160
TAS - Hobart	65	60 - 70	85	75 - 100	90	80 - 110	90	80 - 110	120	100 - 140
NT - Darwin	65	60 - 70	70	68 - 90	102	82 - 107	85	75 - 112	112	100 - 130

MORTGAGE BROKING

BROKER SUPPORT		ACCOUNT MANAGER		BROKER	
Typical	Range	Typical	Range	Typical	Range
85	65 - 100	95	75 - 110	110	95 - 150
80	65 - 85	87	71 - 102	100	85 - 110
73	55 - 80	82	71 - 97	95	82 - 120
65	55 - 70	82	77 - 87	90	82 - 100
75	65 - 80	80	70 - 90	95	85 - 120
75	65 - 85	80	70 - 90	95	75 - 110

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

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	68	63 - 75	80	70 - 90	85	75 - 100	95	80 - 120	120	100 - 130	120	100 - 140	130	100 - 160	155	130 - 220	240	200 - 300
VIC - Melbourne	65	60 - 75	75	65 - 85	80	75 - 90	85	70 - 110	100	90 - 130	105	95 - 140	110	100 - 160	140	110 - 180	220	170 - 280
QLD - Brisbane, Gold Coast & Sunshine Coast	60	55 - 65	70	60 - 75	70	55 - 85	75	70 - 90	95	85 - 110	95	80 - 110	100	80 - 120	125	100 - 160	180	140 - 260
SA - Adelaide	58	55 - 65	60	55 - 70	65	55 - 70	75	70 - 90	85	80 - 100	95	80 - 110	100	80 - 120	100	95 - 110	150	130 - 200
WA - Perth	65	60 - 75	65	60 - 75	75	70 - 80	85	70 - 95	95	80 - 110	95	80 - 110	100	90 - 120	130	110 - 145	175	130 - 220
ACT - Canberra	65	55 - 75	70	65 - 75	75	65 - 80	85	70 - 90	90	75 - 100	90	80 - 100	100	85 - 110	110	90 - 120	180	145 - 200
TAS - Hobart	60	55 - 65	55	55 - 60	60	60 - 65	70	65 - 80	75	68 - 85	75	70 - 80	85	80 - 90	100	90 - 110	150	120 - 200
NT - Darwin	60	55 - 65	55	55 - 60	60	60 - 65	60	55 - 65	70	64 - 75	80	65 - 90	90	80 - 95	100	90 - 112	130	120 - 180

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

BUSINESS AND COMMERCIAL LENDING

	ASSISTANT RELATIONSHIP MANAGER		RELATIONSHIP MANAGER		RELATIONSHIP DIRECTOR		EXECUTIVE MANAGER		STATE MANAGER		BUSINESS DEVELOPMENT MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	90	80 - 95	130	105 - 150	150	140 - 200	240	190 - 260	245	210 - 300	150	120 - 190
VIC - Melbourne	85	70 - 90	120	90 - 140	140	125 - 180	200	170 - 220	230	190 - 270	140	115 - 180
QLD - Brisbane, Gold Coast & Sunshine Coast	80	70 - 90	110	85 - 140	140	125 - 180	190	160 - 220	220	185 - 260	130	105 - 180
SA - Adelaide	70	65 - 75	100	85 - 125	130	115 - 150	160	145 - 170	200	170 - 230	120	105 - 150
WA - Perth	90	80 - 100	100	90 - 140	130	120 - 160	185	160 - 200	220	185 - 250	130	120 - 160
ACT - Canberra	80	75 - 90	100	85 - 140	130	120 - 160	160	140 - 180	190	165 - 220	140	115 - 160
TAS - Hobart	80	65 - 85	100	90 - 120	120	110 - 140	155	140 - 170	185	170 - 200	115	100 - 130
NT - Darwin	70	65 - 71	90	80 - 95	115	100 - 130	130	115 - 140	170	150 - 180	110	100 - 130

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

CORPORATE AND INSTITUTIONAL LENDING

	ASSISTANT RELATIONSHIP MANAGER		RELATIONSHIP MANAGER		SENIOR RELATIONSHIP MANAGER		EXECUTIVE MANAGER		STATE MANAGER		BUSINESS DEVELOPMENT MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	110	80 - 130	130	90 - 160	185	120 - 220	240	180 - 260	250	220 - 280	160	150 - 180
VIC - Melbourne	90	80 - 110	125	90 - 140	160	120 - 200	220	170 - 240	240	220 - 270	160	150 - 180
QLD - Brisbane, Gold Coast & Sunshine Coast	85	80 - 90	120	90 - 140	155	110 - 170	170	160 - 190	235	190 - 245	140	130 - 160
SA - Adelaide	75	65 - 80	115	90 - 120	145	110 - 155	160	140 - 170	180	165 - 190	130	120 - 140
WA - Perth	90	80 - 100	120	90 - 140	160	120 - 185	200	160 - 220	220	200 - 250	140	130 - 150
ACT - Canberra	75	70 - 85	120	90 - 140	140	100 - 155	190	140 - 230	180	150 - 180	130	120 - 140

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

ASSET FINANCE

	CLIENT SERVICES		SETTLEMENTS OFFICER		CREDIT ANALYST		SENIOR CREDIT ANALYST		BUSINESS DEVELOPMENT MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	75	65 - 80	80	70 - 90	95	80 - 110	120	95 - 150	130	110 - 160
VIC - Melbourne	70	60 - 75	75	60 - 85	85	75 - 100	100	90 - 130	120	100 - 140
QLD - Brisbane, Gold Coast & Sunshine Coast	70	55 - 75	70	55 - 80	80	60 - 90	95	75 - 120	125	100 - 150
SA - Adelaide	65	56 - 70	70	55 - 75	75	60 - 80	80	70 - 110	100	90 - 120
WA - Perth	70	65 - 80	65	60 - 75	80	70 - 90	95	85 - 110	125	100 - 150
ACT - Canberra	65	60 - 70	70	60 - 75	75	65 - 85	90	70 - 100	110	90 - 130
TAS - Hobart	60	55 - 65	60	55 - 65	70	55 - 75	75	65 - 80	95	85 - 110
NT - Darwin	60	55 - 65	60	55 - 65	60	55 - 75	70	65 - 80	100	85 - 110

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

SUPERANNUATION AND FUNDS MANAGEMENT

	ADMINISTRATOR		SENIOR ADMINISTRATOR		MANAGER		BUSINESS DEVELOPMENT MANAGER		GENERAL MANAGER		SETTLEMENTS OFFICER		SENIOR SETTLEMENTS OFFICER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	70	65 - 75	75	70 - 85	110	85 - 125	130	110 - 170	160	140 - 180	75	65 - 85	85	75 - 90
VIC - Melbourne	65	60 - 71	70	65 - 75	100	85 - 110	120	95 - 145	155	140 - 170	65	60 - 75	70	70 - 80
QLD - Brisbane, Gold Coast & Sunshine Coast	60	55 - 70	70	60 - 80	90	82 - 100	110	102 - 130	150	135 - 165	63	60 - 70	70	65 - 80
SA - Adelaide	60	55 - 65	70	60 - 75	80	70 - 90	100	90 - 120	130	115 - 140	60	55 - 65	70	65 - 80
WA - Perth	65	60 - 70	70	65 - 75	90	75 - 100	125	110 - 135	155	140 - 165	70	60 - 75	75	65 - 85
ACT - Canberra	74	65 - 75	80	75 - 85	90	80 - 95	115	105 - 122	150	135 - 158	70	60 - 80	75	65 - 85
TAS - Hobart	60	55 - 63	60	57 - 65	80	75 - 85	100	90 - 125	130	105 - 145	58	55 - 65	67	65 - 80
NT - Darwin	60	55 - 63	60	57 - 65	82	77 - 92	112	102 - 122	138	133 - 148	58	55 - 65	67	65 - 80

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

SUPERANNUATION AND FUNDS MANAGEMENT

	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
NSW - Sydney	100	90 - 105	65	60 - 75	65	60 - 75	70	65 - 75	85	75 - 90	110	90 - 130
VIC - Melbourne	95	90 - 105	65	60 - 75	65	60 - 75	65	60 - 70	80	70 - 85	110	90 - 130
QLD - Brisbane, Gold Coast & Sunshine Coast	85	70 - 95	60	57 - 65	60	57 - 65	61	55 - 70	75	66 - 82	85	75 - 95
SA - Adelaide	75	70 - 85	60	57 - 65	60	57 - 65	60	55 - 65	70	60 - 75	75	70 - 80
WA - Perth	85	70 - 90	60	60 - 65	65	60 - 75	65	60 - 70	75	70 - 80	85	75 - 95
ACT - Canberra	85	75 - 89	70	65 - 75	68	60 - 75	70	60 - 75	75	70 - 80	80	75 - 85
TAS - Hobart	73	65 - 85	60	57 - 65	60	57 - 65	55	55 - 58	60	57 - 65	70	60 - 75
NT - Darwin	73	65 - 85	60	57 - 65	60	57 - 65	55	55 - 58	66	57 - 71	70	60 - 75

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

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	70	65 - 75	80	70 - 85	67	65 - 70	70	60 - 75	95	85 - 110
VIC - Melbourne	70	65 - 75	75	65 - 80	61	60 - 70	65	60 - 75	80	80 - 97
QLD - Brisbane, Gold Coast & Sunshine Coast	60	55 - 65	70	65 - 75	55	55 - 60	61	56 - 66	85	75 - 87
SA - Adelaide	60	55 - 65	70	65 - 75	55	55 - 61	60	55 - 65	80	70 - 85
WA - Perth	65	60 - 70	70	65 - 75	60	60 - 65	65	60 - 75	80	70 - 85
ACT - Canberra	68	60 - 70	76	65 - 80	65	55 - 70	70	60 - 75	78	70 - 85

MIDDLE OFFICE

	PORTFOLIO ANALYST		PERFORMANCE AND ATTRIBUTION		RESEARCH ANALYST		TRADE SUPPORT		CORPORATE ACTIONS	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
	130	110 - 150	110	100 - 140	100	85 - 120	85	75 - 95	90	80 - 95
	110	100 - 120	112	102 - 133	95	82 - 115	82	71 - 92	75	75 - 90
	97	85 - 107	102	87 - 122	85	77 - 112	77	66 - 87	70	64 - 75
	97	82 - 107	90	85 - 105	85	77 - 112	77	66 - 87	70	64 - 75
	97	82 - 107	100	90 - 120	95	80 - 125	85	70 - 95	70	64 - 75
	90	80 - 102	90	85 - 102	90	80 - 115	77	70 - 87	75	70 - 85

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

TRADE FINANCE

	PROCESSING OFFICER		SENIOR PROCESSING OFFICER		TEAM LEADER		MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	75	70 - 85	80	75 - 90	100	95 - 120	115	100 - 130
VIC - Melbourne	75	70 - 85	80	70 - 90	95	90 - 110	110	90 - 120
QLD - Brisbane, Gold Coast & Sunshine Coast	65	60 - 70	75	70 - 80	85	80 - 90	100	85 - 120
SA - Adelaide	65	60 - 70	70	65 - 80	80	75 - 90	100	85 - 110
WA - Perth	62	60 - 70	75	65 - 80	80	70 - 90	100	85 - 120
ACT - Canberra	62	60 - 70	70	65 - 80	85	70 - 90	95	80 - 100
TAS - Hobart	60	55 - 65	65	60 - 75	75	70 - 80	85	80 - 90
NT - Darwin	55	55 - 60	60	60 - 75	75	70 - 80	85	80 - 90

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

FINANCIAL PLANNING

	CLIENT SERVICES		PARAPLANNER		SENIOR PARAPLANNER		ASSOCIATE ADVISOR		FINANCIAL PLANNER		SENIOR FINANCIAL PLANNER		FINANCIAL PLANNING MANAGER		HEAD OF FINANCIAL PLANNING		PRACTICE DEVELOPMENT MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	75	65 - 85	95	80 - 100	110	90 - 130	90	80 - 100	120	95 - 140	150	140 - 180	170	150 - 200	230	200 - 280	160	130 - 170
VIC - Melbourne	70	60 - 75	90	75 - 95	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 & Sunshine Coast	65	60 - 70	80	70 - 90	95	80 - 100	80	71 - 100	105	90 - 130	125	105 - 140	153	122 - 163	205	184 - 235	135	112 - 150
SA - Adelaide	65	55 - 66	75	70 - 80	90	80 - 95	79	71 - 82	95	82 - 115	110	95 - 130	128	112 - 138	160	145 - 180	131	110 - 140
WA - Perth	75	65 - 80	95	80 - 110	120	100 - 135	90	80 - 100	110	100 - 125	150	130 - 160	140	125 - 160	190	170 - 220	140	120 - 170
ACT - Canberra	65	60 - 75	90	80 - 100	95	85 - 115	80	75 - 90	105	90 - 125	125	110 - 145	145	120 - 160	165	145 - 184	140	115 - 145
TAS - Hobart	70	65 - 75	72	65 - 80	90	80 - 95	78	65 - 86	105	92 - 125	120	95 - 135	130	115 - 140	150	140 - 170	135	105 - 140
NT - Darwin	56	55 - 66	71	61 - 77	90	80 - 95	71	65 - 77	95	90 - 115	110	85 - 125	128	112 - 138	148	138 - 168	133	102 - 138

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

CREDIT, MARKET AND OPERATIONAL RISK

	JUNIOR ANALYST		SENIOR ANALYST		MANAGER		SENIOR MANAGER		HEAD OF	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	85	75 - 95	105	95 - 120	135	120 - 150	170	145 - 200	235	200 - 275
VIC - Melbourne	75	65 - 80	100	77 - 105	125	112 - 138	170	143 - 195	220	184 - 245
QLD - Brisbane, Gold Coast & Sunshine Coast	65	60 - 70	85	75 - 95	112	102 - 122	145	133 - 155	200	180 - 220
SA - Adelaide	60	55 - 65	80	70 - 85	100	90 - 110	120	110 - 130	170	130 - 200
WA - Perth	65	60 - 70	80	70 - 95	125	110 - 135	150	135 - 175	200	185 - 220
ACT - Canberra	70	65 - 75	75	70 - 80	115	95 - 122	130	115 - 155	160	125 - 210

QUANTITATIVE RISK

	JUNIOR ANALYST		SENIOR ANALYST		MANAGER		SENIOR MANAGER		HEAD OF	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
	90	85 - 95	128	100 - 150	160	131 - 180	210	175 - 230	275	200 - 300
	85	75 - 90	130	103 - 150	170	138 - 180	200	170 - 210	245	204 - 265
	80	75 - 85	122	102 - 133	140	133 - 170	180	165 - 190	214	189 - 224
	75	65 - 80	95	90 - 102	120	110 - 130	150	140 - 170	180	160 - 210
	80	65 - 85	120	95 - 140	150	140 - 175	185	160 - 200	225	190 - 280
	75	65 - 80	95	90 - 105	130	115 - 150	145	130 - 160	180	165 - 204

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

COMPLIANCE

	JUNIOR ANALYST		SENIOR ANALYST		MANAGER		SENIOR MANAGER		HEAD OF	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	75	70 - 85	110	95 - 120	130	120 - 145	180	140 - 210	260	200 - 350
VIC - Melbourne	75	67 - 85	110	95 - 120	140	130 - 150	170	140 - 200	250	200 - 320
QLD - Brisbane, Gold Coast & Sunshine Coast	65	65 - 70	105	85 - 110	130	115 - 140	170	160 - 180	225	190 - 250
SA - Adelaide	60	55 - 65	80	70 - 85	100	95 - 110	120	100 - 140	160	140 - 170
WA - Perth	65	60 - 70	95	85 - 110	120	100 - 140	155	130 - 180	200	165 - 230
ACT - Canberra	70	65 - 75	75	70 - 80	110	90 - 120	125	110 - 130	150	140 - 160
TAS - Hobart	60	55 - 65	75	70 - 80	95	85 - 110	120	100 - 140	140	130 - 150
NT - Darwin	60	55 - 65	77	70 - 80	95	85 - 102	120	90 - 130	130	125 - 150

AML AND REGULATORY RISK

	JUNIOR ANALYST		SENIOR ANALYST		MANAGER		SENIOR MANAGER		HEAD OF	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
	85	75 - 90	110	90 - 120	130	120 - 145	170	160 - 220	260	200 - 350
	80	70 - 88	110	90 - 120	130	110 - 135	170	160 - 190	240	180 - 285
	70	65 - 70	90	80 - 105	125	105 - 135	160	150 - 180	200	170 - 220
	60	55 - 70	75	67 - 80	95	85 - 105	120	110 - 140	150	130 - 180
	70	65 - 75	90	80 - 105	120	100 - 140	150	135 - 170	190	170 - 220
	65	65 - 75	75	70 - 80	95	85 - 105	120	115 - 140	160	145 - 175
	60	55 - 65	75	67 - 80	95	85 - 105	120	100 - 140	150	125 - 170
	60	55 - 65	71	67 - 77	92	71 - 102	117	102 - 143	153	133 - 158

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BANKING

TRANSACTIONAL BANKING

	ACCOUNT MANAGER		TRANSACTION BANKING MANAGER		SENIOR TRANSACTION BANKING MANAGER		IMPLEMENTATION MANAGER		BUSINESS DEVELOPMENT MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	90	80 - 102	105	90 - 125	125	115 - 150	110	90 - 120	135	110 - 155
VIC - Melbourne	85	80 - 100	105	90 - 150	125	115 - 150	105	85 - 115	130	110 - 160
QLD - Brisbane, Gold Coast & Sunshine Coast	82	82 - 92	102	87 - 112	125	120 - 140	102	92 - 112	125	102 - 140
SA - Adelaide	80	77 - 82	85	80 - 90	105	95 - 115	102	90 - 107	115	102 - 120
WA - Perth	90	80 - 100	110	90 - 125	130	115 - 145	110	90 - 120	135	110 - 160
ACT - Canberra	85	80 - 95	115	85 - 122	120	105 - 133	95	90 - 105	120	95 - 140

PRIVATE BANKING

	ASSISTANT PRIVATE BANKER		PRIVATE BANKER		SENIOR PRIVATE BANKER		EXECUTIVE/MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
	110	90 - 130	140	120 - 160	190	160 - 215	250	220 - 280
	110	90 - 120	140	120 - 160	190	160 - 215	250	210 - 280
	95	85 - 110	110	100 - 140	150	120 - 190	230	180 - 260
	90	80 - 100	110	90 - 130	140	120 - 180	200	160 - 230
	95	85 - 110	110	100 - 140	150	130 - 190	200	170 - 250
	90	80 - 100	110	90 - 130	140	120 - 180	200	170 - 230

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

COMPLIANCE/RISK

	COMPLIANCE/RISK ANALYSTS		COMPLIANCE/RISK MANAGER		OPERATIONS RISK ANALYST		OPERATIONS RISK MANAGER		HEAD OF RISK	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	105	90 - 115	135	120 - 150	100	95 - 120	150	120 - 170	300	250 - 400
NSW - Regional	102	75 - 112	130	112 - 140	97	92 - 112	135	115 - 160	230	190 - 300
VIC - Melbourne	110	100 - 120	143	120 - 173	120	100 - 130	143	133 - 163	250	185 - 220
VIC - Regional	90	80 - 100	120	100 - 135	97	90 - 112	133	128 - 153	224	189 - 230
QLD - Brisbane, Gold Coast & Sunshine Coast	100	85 - 110	125	105 - 140	100	80 - 120	150	120 - 170	275	230 - 350
QLD - Regional	90	75 - 105	120	100 - 130	95	80 - 115	130	110 - 155	—	—
SA - Adelaide	90	80 - 100	125	105 - 140	100	85 - 115	125	115 - 160	270	230 - 300
WA - Perth	100	90 - 110	130	110 - 140	100	90 - 117.5	150	120 - 170	250	225 - 290
ACT - Canberra	90	80 - 100	120	105 - 135	95	80 - 110	125	115 - 140	215	190 - 260
TAS - Hobart/Launceston	90	80 - 100	125	105 - 145	105	90 - 115	135	125 - 155	—	—
NT - Darwin	95	85 - 105	112	92 - 122	90	80 - 110	120	100 - 130	153	122 - 184
NZ - Auckland	77	71 - 82	112	82 - 122	87	77 - 97	128	102 - 143	173	153 - 204
NZ - Wellington	77	71 - 87	112	92 - 122	92	82 - 102	128	102 - 143	168	143 - 194
NZ - Christchurch	82	71 - 92	102	82 - 122	87	71 - 102	128	102 - 143	143	122 - 163

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CONSTRUCTION

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CONSTRUCTION

CONSTRUCTION CIVIL

	LEADING HAND		FOREPERSON		PROJECT MANAGER		CONSTRUCTION MANAGER		DESIGN MANAGER		SITE ENGINEER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	110	100 - 120	140	120 - 160	180	160 - 210	210	180 - 280	150	155 - 190	120	100 - 140
NSW - Regional	110	100 - 120	120	100 - 140	180	150 - 200	195	170 - 220	140	120 - 170	100	90 - 120
VIC - Melbourne	90	80 - 100	150	100 - 160	170	130 - 190	260	160 - 300	160	150 - 190	100	78 - 130
VIC - Regional	90	80 - 100	130	105 - 150	170	130 - 190	260	160 - 300	160	150 - 190	90	80 - 130
QLD - Brisbane, Gold Coast & Sunshine Coast	85	80 - 105	125	105 - 150	185	140 - 250	190	165 - 250	140	110 - 190	110	85 - 125
QLD - Regional	85	80 - 105	115	100 - 140	165	140 - 180	160	165 - 220	140	110 - 180	110	85 - 125
SA - Adelaide	80	70 - 100	110	95 - 130	160	130 - 190	175	150 - 200	125	100 - 160	90	80 - 100
WA - Perth	95	80 - 120	120	100 - 140	180	140 - 220	210	160 - 250	150	100 - 190	100	80 - 140
ACT - Canberra	90	80 - 100	120	100 - 140	150	140 - 200	180	160 - 230	140	150 - 190	90	80 - 120
TAS - Hobart/Launceston	90	85 - 95	100	90 - 110	125	100 - 150	175	150 - 190	135	120 - 150	90	80 - 100
NT - Darwin	85	85 - 90	110	95 - 120	160	130 - 190	200	140 - 220	120	90 - 160	95	80 - 120
NZ - Auckland	70	65 - 80	85	80 - 110	130	100 - 180	153	143 - 163	138	122 - 153	80	67 - 105
NZ - Wellington	70	65 - 80	85	80 - 110	130	100 - 180	160	140 - 200	120	100 - 150	82	65 - 105
NZ - South Island	70	65 - 80	85	80 - 110	130	100 - 180	150	130 - 180	120	100 - 150	75	65 - 105

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CONSTRUCTION

CONSTRUCTION CIVIL

	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
NSW - Sydney	130	100 - 160	120	80 - 140	180	140 - 200	120	100 - 140	160	140 - 180
NSW - Regional	130	110 - 140	90	80 - 110	125	110 - 150	100	80 - 110	150	130 - 200
VIC - Melbourne	140	90 - 160	80	70 - 90	130	90 - 160	80	70 - 100	150	120 - 180
VIC - Regional	140	90 - 160	80	70 - 90	120	80 - 140	80	70 - 100	150	120 - 180
QLD - Brisbane, Gold Coast & Sunshine Coast	145	120 - 160	85	75 - 95	125	100 - 150	110	90 - 130	150	125 - 160
QLD - Regional	145	120 - 160	85	75 - 95	125	100 - 135	110	90 - 150	150	125 - 160
SA - Adelaide	150	90 - 160	80	65 - 95	115	100 - 160	80	70 - 90	130	110 - 200
WA - Perth	140	110 - 180	100	85 - 110	145	110 - 180	110	85 - 120	175	130 - 220
ACT - Canberra	130	110 - 150	90	75 - 110	125	100 - 150	80	80 - 110	140	125 - 180
TAS - Hobart/Launceston	100	90 - 120	70	65 - 80	100	90 - 120	80	70 - 90	115	95 - 130
NT - Darwin	120	90 - 150	90	80 - 110	130	85 - 140	90	80 - 110	150	100 - 180
NZ - Auckland	95	85 - 120	61	46 - 97	122	112 - 153	85	65 - 110	160	140 - 220
NZ - Wellington	100	85 - 130	61	51 - 92	130	110 - 150	85	65 - 110	160	140 - 220
NZ - South Island	95	85 - 120	75	55 - 90	120	100 - 150	85	65 - 110	160	140 - 220

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

CONSTRUCTION

CONSTRUCTION BUILDING

	LEADING HAND		FOREPERSON		SITE MANAGER		PROJECT MANAGER		CONSTRUCTION MANAGER		DESIGN MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	115	100 - 120	140	125 - 185	160	150 - 220	190	160 - 250	280	250 - 320	210	180 - 240
NSW - Regional	90	70 - 100	120	95 - 140	160	155 - 190	180	160 - 200	195	170 - 220	140	120 - 170
VIC - Melbourne	100	90 - 110	100	90 - 120	155	130 - 190	165	160 - 200	200	180 - 265	140	130 - 170
VIC - Regional	100	90 - 110	100	90 - 120	150	120 - 180	165	150 - 190	200	180 - 255	140	130 - 170
QLD - Brisbane, Gold Coast & Sunshine Coast	90	75 - 110	140	120 - 180	160	140 - 260	180	160 - 280	180	150 - 300	160	130 - 220
QLD - Regional	80	75 - 110	140	110 - 150	140	120 - 180	180	140 - 240	200	155 - 225	150	125 - 180
SA - Adelaide	75	65 - 95	95	80 - 130	125	100 - 180	150	130 - 220	180	170 - 240	140	110 - 180
WA - Perth	90	70 - 110	110	90 - 130	140	115 - 180	170	125 - 220	190	150 - 240	150	120 - 190
ACT - Canberra	90	75 - 100	140	120 - 160	200	150 - 230	200	140 - 240	250	180 - 280	130	130 - 190
TAS - Hobart/Launceston	85	80 - 90	95	90 - 110	120	120 - 140	130	100 - 150	180	160 - 200	135	120 - 150
NT - Darwin	85	80 - 95	110	95 - 130	135	110 - 160	150	135 - 190	200	150 - 220	130	90 - 180
NZ - Auckland	85	75 - 95	90	85 - 110	128	110 - 160	158	110 - 210	194	153 - 224	138	122 - 153
NZ - Wellington	85	75 - 95	90	85 - 110	110	100 - 125	130	100 - 180	160	140 - 200	120	100 - 150
NZ - South Island	80	75 - 85	90	85 - 110	110	100 - 120	130	100 - 180	140	130 - 180	120	100 - 150

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CONSTRUCTION

CONSTRUCTION BUILDING

	SITE ENGINEER		PROJECT ENGINEER		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
NSW - Sydney	130	120 - 150	140	130 - 160	120	80 - 150	170	130 - 200	120	80 - 130	150	120 - 200
NSW - Regional	100	90 - 120	120	110 - 130	90	80 - 110	130	110 - 150	100	90 - 110	150	130 - 200
VIC - Melbourne	100	95 - 125	100	90 - 130	100	85 - 130	155	125 - 185	90	80 - 110	150	120 - 200
VIC - Regional	100	90 - 120	100	90 - 130	100	70 - 120	130	120 - 170	85	75 - 105	150	120 - 200
QLD - Brisbane, Gold Coast & Sunshine Coast	105	95 - 120	120	110 - 160	120	85 - 140	160	130 - 200	100	70 - 130	170	120 - 220
QLD - Regional	105	95 - 120	110	110 - 145	100	70 - 130	140	110 - 160	100	70 - 120	150	120 - 180
SA - Adelaide	95	70 - 120	110	100 - 140	90	70 - 110	130	110 - 160	75	70 - 100	150	110 - 180
WA - Perth	110	85 - 140	139	110 - 160	90	75 - 120	145	120 - 180	100	70 - 110	160	110 - 200
ACT - Canberra	110	90 - 130	140	100 - 160	80	60 - 110	130	100 - 160	90	65 - 110	160	120 - 190
TAS - Hobart/Launceston	80	70 - 90	90	80 - 100	70	65 - 80	120	100 - 140	100	90 - 120	110	90 - 130
NT - Darwin	95	80 - 110	120	100 - 150	85	70 - 95	130	90 - 150	90	80 - 110	120	100 - 160
NZ - Auckland	77	80 - 120	110	90 - 130	90	55 - 100	150	120 - 170	90	55 - 100	150	120 - 170
NZ - Wellington	70	60 - 85	90	80 - 120	65	50 - 95	122	112 - 143	71	50 - 90	122	102 - 143
NZ - South Island	70	60 - 90	90	80 - 120	65	55 - 90	120	100 - 150	75	55 - 90	120	100 - 150

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

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	95	90 - 110	155	120 - 180	180	140 - 200	190	160 - 220	190	160 - 220	110	80 - 150	160	120 - 200	100	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	125	100 - 140	140	110 - 180	160	140 - 200	80	70 - 90	130	100 - 160	80	70 - 90	100	80 - 120
VIC - Regional	75	70 - 100	120	100 - 150	110	90 - 130	115	100 - 130	135	120 - 180	80	60 - 85	120	100 - 140	80	70 - 90	100	100 - 120
QLD - Brisbane, Gold Coast & Sunshine Coast	90	85 - 105	110	100 - 125	120	100 - 135	140	120 - 165	160	140 - 180	95	75 - 100	120	110 - 140	90	75 - 100	120	100 - 170
QLD - Regional	90	85 - 105	110	100 - 125	110	100 - 120	140	120 - 165	130	120 - 160	95	75 - 100	120	110 - 140	90	75 - 100	110	85 - 130
SA - Adelaide	70	70 - 90	95	80 - 110	130	110 - 150	150	110 - 160	160	150 - 190	80	70 - 90	110	100 - 130	70	65 - 80	75	75 - 120
WA - Perth	85	70 - 100	95	80 - 120	120	90 - 140	130	80 - 150	140	130 - 160	80	60 - 90	120	90 - 150	80	65 - 100	120	100 - 140
ACT - Canberra	75	60 - 80	100	80 - 160	130	120 - 180	140	130 - 180	150	140 - 210	90	65 - 120	100	100 - 140	65	55 - 100	130	90 - 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	55 - 100	150	120 - 170	90	65 - 100	150	120 - 170
NZ - Wellington	85	80 - 90	85	80 - 100	110	100 - 130	120	100 - 150	150	140 - 180	75	55 - 90	130	120 - 150	70	60 - 90	130	100 - 150
NZ - South Island	80	75 - 85	80	80 - 100	110	100 - 130	110	90 - 140	140	130 - 180	75	55 - 90	120	100 - 150	75	65 - 90	120	100 - 150

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

CONSTRUCTION

LOCAL GOVERNMENT

	BUILDING SURVEYOR		FACILITIES COORDINATOR		FACILITIES MANAGER		PROJECT MANAGER		PROPERTY MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	90	80 - 120	75	60 - 80	80	70 - 100	110	80 - 120	85	65 - 140
NSW - Regional	150	120 - 180	75	60 - 80	90	75 - 100	120	100 - 130	90	55 - 105
VIC - Melbourne	120	90 - 150	75	60 - 80	100	80 - 130	110	90 - 130	95	75 - 120
VIC - Regional	120	90 - 140	75	60 - 80	85	75 - 100	90	80 - 100	95	75 - 120
QLD - Brisbane, Gold Coast & Sunshine Coast	90	80 - 140	65	60 - 75	75	75 - 100	100	100 - 140	75	70 - 80
QLD - Regional	90	80 - 140	60	55 - 75	75	70 - 90	100	90 - 120	60	50 - 80
SA - Adelaide	90	80 - 110	60	60 - 75	85	80 - 100	120	110 - 160	75	55 - 95
WA - Perth	90	70 - 130	75	65 - 80	90	80 - 120	110	85 - 120	90	80 - 110
TAS - Hobart/Launceston	100	80 - 110	80	70 - 90	100	85 - 120	100	90 - 130	100	80 - 120
NT - Darwin	75	50 - 80	60	55 - 65	100	90 - 110	90	90 - 150	65	50 - 75
NZ - Auckland	85	66 - 112	62	55 - 66	102	82 - 122	133	122 - 153	102	71 - 122
NZ - Wellington	77	61 - 97	62	55 - 66	97	77 - 117	122	102 - 153	102	71 - 122
NZ - South Island	87	71 - 102	62	55 - 66	82	71 - 102	122	102 - 143	102	71 - 122

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CONTACT CENTRES

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CONTACT CENTRES

	CUSTOMER SERVICE OFFICER		SALES AND SERVICE CONSULTANT		SALES TEAM LEADER		SALES MANAGER		APPOINTMENT SETTER		TELESALES CONSULTANT		OUTBOUND SALES CONSULTANT		ACCOUNT MANAGER		BUSINESS DEVELOPMENT CONSULTANT	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	65	59 - 75	65	59 - 75	90	80 - 100	120	95 - 150	70	65 - 75	70	62 - 75	70	65 - 75	85	75 - 95	70	65 - 80
NSW - Regional	60	52 - 65	65	55 - 67	78	65 - 95	97	80 - 122	55	52 - 56	56	51 - 61	65	55 - 70	65	65 - 75	75	70 - 80
VIC - Melbourne	60	55 - 65	60	55 - 68	75	65 - 90	110	85 - 140	60	55 - 65	65	55 - 70	65	55 - 70	70	65 - 80	80	66 - 90
VIC - Regional	55	52 - 61	55	52 - 60	68	63 - 80	87	77 - 112	56	52 - 59	55	52 - 65	57	55 - 60	65	60 - 75	75	65 - 80
QLD - Brisbane	56	53 - 60	58	54 - 60	72	65 - 85	95	80 - 130	62	60 - 70	58	55 - 63	60	55 - 63	65	60 - 70	75	65 - 80
SA - Adelaide	56	52 - 61	56	52 - 61	76	70 - 82	92	80 - 118	57	53 - 60	55	53 - 58	58	55 - 60	71	65 - 77	66	62 - 69
WA - Perth	60	55 - 65	60	55 - 65	75	70 - 90	102	80 - 130	60	55 - 65	60	55 - 65	60	60 - 65	70	60 - 75	70	60 - 75
ACT - Canberra	70	65 - 75	59	55 - 70	95	80 - 100	100	85 - 125	65	60 - 75	72	65 - 75	70	60 - 80	75	75 - 85	88	75 - 90
TAS - Hobart/ Launceston	60	53 - 65	60	53 - 65	70	65 - 80	90	75 - 130	60	57 - 65	60	57 - 65	60	55 - 70	65	60 - 80	70	60 - 85
NZ - Auckland	60	55 - 65	60	55 - 65	75	73 - 78	95	85 - 120	50	49 - 55	55	50 - 58	55	50 - 60	62	55 - 75	75	70 - 85
NZ - Wellington	57	54 - 62	57	52 - 62	77	75 - 80	100	80 - 120	55	52 - 58	55	52 - 58	58	54 - 62	65	60 - 75	80	70 - 90
NZ - Christchurch	52	50 - 55	52	50 - 55	65	60 - 75	80	70 - 95	49	49 - 55	49	49 - 52	48	48 - 50	60	55 - 82	71	61 - 82

NOTES

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CONTACT CENTRES

	CALL COACH/QA		REPORTING ANALYST		WORKFORCE PLANNER		COLLECTIONS OFFICER		COLLECTIONS TEAM LEADER		COLLECTIONS MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	80	70 - 90	80	70 - 90	90	80 - 120	70	60 - 75	85	80 - 100	120	95 - 160
NSW - Regional	65	60 - 70	80	70 - 87	87	71 - 92	56	55 - 61	75	61 - 77	100	82 - 112
VIC - Melbourne	67	65 - 80	75	65 - 85	80	70 - 110	58	55 - 70	80	68 - 100	97	80 - 140
VIC - Regional	65	60 - 68	66	57 - 77	75	65 - 92	57	55 - 65	74	65 - 82	97	77 - 133
QLD - Brisbane	65	58 - 70	70	65 - 75	82	70 - 95	60	58 - 64	75	68 - 85	90	80 - 110
SA - Adelaide	61	58 - 65	64	60 - 71	72	67 - 92	57	55 - 60	69	63 - 76	92	76 - 120
WA - Perth	60	60 - 80	70	60 - 80	80	70 - 90	65	60 - 70	75	70 - 85	95	80 - 120
ACT - Canberra	70	65 - 75	72	70 - 80	90	80 - 100	70	65 - 75	75	75 - 85	110	90 - 130
TAS - Hobart/ Launceston	70	65 - 80	70	65 - 80	70	65 - 80	70	60 - 80	85	75 - 90	90	75 - 115
NZ - Auckland	62	55 - 65	65	60 - 70	80	65 - 85	52	48 - 60	75	72 - 78	75	70 - 82
NZ - Wellington	62	55 - 65	65	60 - 70	80	65 - 85	52	48 - 60	75	72 - 78	75	70 - 82
NZ - Christchurch	56	49 - 61	60	55 - 65	75	55 - 85	52	48 - 60	70	65 - 75	70	65 - 80

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CONTACT CENTRES

	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
NSW - Sydney	75	70 - 80	85	70 - 95	85	75 - 100	120	95 - 143	135	100 - 160	140	120 - 200	190	133 - 240
NSW - Regional	65	60 - 77	80	70 - 90	80	70 - 90	100	82 - 140	140	90 - 150	140	110 - 170	170	130 - 200
VIC - Melbourne	69	65 - 80	76	60 - 92	80	75 - 95	115	90 - 140	140	88 - 155	133	90 - 170	184	130 - 220
VIC - Regional	65	60 - 75	75	60 - 85	75	70 - 85	100	85 - 125	110	90 - 130	130	90 - 150	158	112 - 204
QLD - Brisbane	65	60 - 70	68	60 - 85	70	68 - 85	95	85 - 125	105	85 - 133	112	95 - 155	173	125 - 225
SA - Adelaide	62	60 - 65	65	61 - 73	78	72 - 82	100	85 - 122	100	85 - 122	118	95 - 130	158	120 - 184
WA - Perth	70	65 - 80	75	70 - 85	70	70 - 85	100	80 - 130	110	80 - 135	130	100 - 165	150	130 - 200
ACT - Canberra	105	90 - 110	90	75 - 95	90	80 - 95	110	95 - 120	115	95 - 130	165	115 - 170	170	120 - 180
TAS - Hobart/ Launceston	70	65 - 80	80	70 - 90	80	70 - 95	95	80 - 120	120	100 - 155	130	100 - 155	155	120 - 190
NZ - Auckland	65	60 - 70	80	75 - 85	65	60 - 80	90	80 - 100	105	90 - 115	115	110 - 135	145	125 - 200
NZ - Wellington	65	60 - 70	80	75 - 85	80	70 - 90	110	90 - 120	110	90 - 130	115	110 - 135	145	125 - 200
NZ - Christchurch	58	55 - 65	61	51 - 71	65	55 - 75	82	75 - 100	92	80 - 110	110	95 - 130	143	122 - 184

NOTES

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DEFENCE

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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	140 - 200	200	160 - 300
WA	250	200 - 300	200	170 - 250	170	160 - 220	200	170 - 240	180	170 - 220	155	145 - 200	160	150 - 250
QLD	250	250 - 300	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	140 - 210	200	180 - 300
ACT	250	250 - 350	280	180 - 300	200	160 - 220	200	170 - 230	200	180 - 250	195	150 - 200	240	180 - 350
SA	250	250 - 300	230	180 - 250	180	150 - 200	200	170 - 230	180	150 - 200	180	140 - 200	180	160 - 300

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

ENGINEERING

	SYSTEMS ENGINEER		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	Typical	Range
NSW	160	110 - 200	150	110 - 200	150	90 - 180	160	90 - 200	150	100 - 170	130	85 - 150	100	80 - 130	150	110 - 190	120	100 - 160	100	100 - 130	180	120 - 240	150	100 - 180
WA	150	100 - 200	150	100 - 200	140	80 - 170	150	80 - 200	140	100 - 160	110	100 - 150	110	100 - 140	150	100 - 180	130	100 - 160	110	100 - 130	170	100 - 200	150	100 - 180
QLD	150	140 - 200	160	110 - 190	140	120 - 160	160	120 - 200	140	100 - 170	135	100 - 150	120	90 - 140	160	120 - 180	150	130 - 180	120	100 - 140	170	120 - 200	150	120 - 180
VIC	150	140 - 200	160	110 - 180	150	80 - 160	140	80 - 160	150	100 - 170	130	80 - 150	115	80 - 120	175	110 - 180	150	110 - 160	130	100 - 140	200	120 - 240	150	110 - 180
ACT	190	120 - 220	190	110 - 200	150	100 - 170	160	100 - 180	165	120 - 180	145	80 - 150	120	80 - 120	185	110 - 190	160	120 - 180	145	110 - 150	215	130 - 250	145	110 - 160
SA	160	130 - 200	150	110 - 170	140	80 - 170	140	80 - 200	130	100 - 150	120	80 - 140	110	80 - 120	140	110 - 170	140	100 - 160	110	90 - 130	160	120 - 200	140	110 - 160

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

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	130	100 - 150	95	80 - 120	140	110 - 200	120	85 - 140	140	120 - 170
WA	150	110 - 180	120	100 - 140	95	80 - 120	140	100 - 160	120	80 - 140	130	100 - 150
QLD	145	100 - 170	145	100 - 160	100	80 - 120	140	100 - 150	120	70 - 140	130	100 - 160
VIC	145	110 - 160	145	100 - 160	100	80 - 120	135	100 - 150	90	70 - 110	150	120 - 180
ACT	155	120 - 160	145	100 - 150	95	80 - 120	160	130 - 180	100	80 - 110	160	120 - 200
SA	140	100 - 160	120	100 - 140	95	80 - 120	140	100 - 160	110	80 - 140	120	100 - 150

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

DEFENCE

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	100 - 180	200	160 - 250	140	100 - 160	150	100 - 170	150	110 - 180	150	100 - 170	110	80 - 130	120	80 - 150
WA	160	110 - 200	140	110 - 180	180	140 - 220	130	100 - 150	140	100 - 150	150	100 - 180	150	100 - 170	110	100 - 130	120	90 - 140
QLD	190	130 - 250	150	110 - 180	190	140 - 250	150	100 - 160	140	100 - 150	150	100 - 180	150	100 - 160	120	100 - 150	130	100 - 150
VIC	200	110 - 220	150	100 - 180	200	160 - 250	130	100 - 140	140	100 - 160	150	120 - 180	140	100 - 150	120	80 - 130	110	90 - 120
ACT	200	160 - 220	180	120 - 200	200	160 - 250	150	110 - 170	145	100 - 160	160	120 - 200	150	100 - 160	125	80 - 130	115	90 - 130
SA	160	110 - 200	150	100 - 180	180	140 - 250	120	100 - 130	130	110 - 150	160	120 - 200	140	100 - 150	115	100 - 130	110	90 - 120

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

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	80 - 140	140	100 - 160	120	90 - 140	160	130 - 180	130	80 - 160	120	80 - 150	170	110 - 200
WA	135	100 - 150	120	100 - 140	125	100 - 140	120	100 - 140	150	110 - 180	120	100 - 160	140	100 - 180	160	100 - 200
QLD	170	100 - 180	120	100 - 140	180	100 - 190	140	100 - 150	160	120 - 180	140	120 - 160	150	100 - 180	170	110 - 200
VIC	170	100 - 180	120	80 - 140	175	110 - 190	130	100 - 140	150	110 - 180	145	110 - 150	156	100 - 180	180	100 - 220
ACT	160	90 - 170	140	80 - 150	170	110 - 190	130	100 - 140	165	100 - 180	135	110 - 140	165	100 - 180	200	120 - 250
SA	145	110 - 160	120	80 - 130	145	110 - 160	120	90 - 130	150	110 - 170	120	100 - 140	130	100 - 150	160	100 - 180

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

PROCUREMENT/COMMERCIAL

	DIRECTOR		COMMERCIAL MANAGER		CONTRACT MANAGER		CONTRACT SUPPORT	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW	250	200 - 300	200	150 - 250	170	130 - 200	110	100 - 130
WA	225	185 - 235	180	140 - 250	160	130 - 180	110	100 - 130
QLD	250	200 - 300	200	150 - 240	170	130 - 200	110	100 - 130
VIC	250	200 - 300	200	150 - 240	170	130 - 200	115	100 - 130
ACT	250	220 - 330	220	160 - 255	190	115 - 220	140	100 - 160
SA	240	210 - 310	180	140 - 220	160	120 - 180	100	100 - 130

BIDS/BUSINESS DEVELOPMENT MANAGER

	SALES DIRECTOR		BUSINESS DEVELOPMENT MANAGER		BID MANAGER	
	Typical	Range	Typical	Range	Typical	Range
	300	200 - 350	200	180 - 300	200	150 - 250
	200	180 - 250	160	140 - 200	200	150 - 250
	300	200 - 340	200	150 - 300	200	150 - 250
	300	180 - 350	200	160 - 300	200	150 - 250
	320	200 - 350	250	150 - 350	250	200 - 300
	250	200 - 300	175	150 - 200	200	150 - 250

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

EDUCATION

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EDUCATION

SCHOOLS

	PRINCIPAL		DEPUTY PRINCIPAL		DIRECTOR OF STUDIES		HEAD OF DEPARTMENT		TEACHER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
Australia - Government Schools	240	150 - 260	160	152 - 185	—	—	140	140 - 140	110	85 - 130
Australia - Non-Government Schools	260	150 - 500	180	140 - 240	145	140 - 170	140	130 - 150	115	85 - 140

VOCATIONAL EDUCATION AND TRAINING

	TUTOR		EDUCATOR/VET TEACHER		HEAD OF FACULTY/HEAD TEACHER		DIRECTOR OF STUDIES		MANAGER/PRINCIPAL	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
Australia	60	55 - 72	75	60 - 100	90	80 - 130	110	80 - 150	140	90 - 184

EARLY CHILDHOOD

	AREA MANAGER		DIRECTOR Degree Qualified		DIRECTOR Diploma Qualified		EARLY CHILDHOOD TEACHER		DIPLOMA TRAINED CHILDCARE WORKER		CERTIFICATE 111 CHILDCARE WORKER		COOK	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
Australia	120	115 - 140	120	100 - 140	120	95 - 140	88	85 - 120	65	63 - 80	60	59 - 65	60	59 - 65

OUT OF SCHOOL HOURS CARE (OOSH)

OOSH AREA MANAGER		OOSH COORDINATOR		OOSH ASSISTANT COORDINATOR		OOSH EDUCATOR	
Typical	Range	Typical	Range	Typical	Range	Typical	Range
100	95 - 130	80	75 - 105	65	60 - 75	55	46 - 65

NOTES | All salaries shown are exclusive of superannuation

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	85	75 - 120	112	81 - 176	110	74 - 176	115	82 - 160	124	73 - 148	133	90 - 164	122	70 - 150	120	82 - 143	160	156 - 204	—	160 - 242
VIC - Melbourne	85	75 - 110	110	80 - 175	110	74 - 143	105	70 - 133	120	71 - 150	110	80 - 155	102	56 - 130	95	65 - 153	160	140 - 200	—	175 - 250
QLD - Brisbane, Gold Coast & Sunshine Coast	85	70 - 100	112	71 - 122	100	80 - 143	102	82 - 133	77	61 - 102	102	71 - 133	120	110 - 140	102	61 - 122	150	130 - 180	—	130 - 200
SA - Adelaide	85	65 - 100	100	65 - 120	100	75 - 140	95	75 - 120	100	85 - 120	95	77 - 110	100	77 - 112	100	75 - 120	140	130 - 160	—	140 - 170
WA - Perth	95	70 - 105	125	85 - 160	120	80 - 150	110	90 - 125	100	80 - 110	130	105 - 150	130	110 - 145	115	92 - 140	160	145 - 185	—	—
ACT - Canberra	85	65 - 100	100	61 - 110	102	71 - 133	87	70 - 120	102	66 - 133	87	71 - 120	112	82 - 133	74	56 - 92	130	110 - 160	—	140 - 220
TAS - Hobart	85	65 - 100	100	65 - 120	100	80 - 130	100	75 - 120	100	75 - 120	85	70 - 120	100	80 - 120	85	75 - 95	135	125 - 160	—	160 - 180
NT - Darwin	85	65 - 100	115	65 - 130	112	77 - 143	102	77 - 133	107	92 - 122	102	92 - 112	112	77 - 143	87	77 - 92	143	122 - 168	—	135 - 180
NZ - Auckland	95	80 - 120	120	85 - 140	120	95 - 160	120	95 - 155	130	90 - 160	115	85 - 160	115	90 - 165	110	90 - 160	165	150 - 190	—	180 - 260
NZ - Wellington	90	70 - 110	105	75 - 130	110	80 - 155	110	90 - 140	100	80 - 150	105	80 - 150	110	85 - 155	105	80 - 135	150	140 - 180	—	150 - 250
NZ - Christchurch	90	70 - 110	105	70 - 125	110	80 - 140	110	80 - 140	85	70 - 135	100	80 - 150	100	70 - 150	100	70 - 125	150	130 - 170	—	120 - 250

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

ENGINEERING

RAIL INFRASTRUCTURE

	TRACK SPECIALISTS		SIGNALLING SPECIALISTS		SYSTEMS ASSURANCE SPECIALISTS		PROJECT ENGINEER		PROJECT MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	150	82 - 200	160	102 - 250	220	122 - 300	150	130 - 220	204	140 - 255
VIC - Melbourne	153	82 - 184	143	102 - 184	163	122 - 224	133	92 - 133	204	135 - 255
QLD - Brisbane, Gold Coast & Sunshine Coast	122	71 - 163	140	97 - 173	184	122 - 224	133	82 - 163	204	122 - 255
SA - Adelaide	122	71 - 143	143	97 - 184	153	122 - 204	133	82 - 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
TAS - Hobart	–	–	–	–	–	–	–	–	–	–
NT - Darwin	–	–	–	–	–	–	–	–	–	–
NZ - Auckland	–	–	–	–	–	–	–	–	–	–
NZ - Wellington	–	–	–	–	–	–	–	–	–	–
NZ - Christchurch	–	–	–	–	–	–	–	–	–	–

LOCAL GOVERNMENT ENGINEERING

TRAFFIC ENGINEER		CIVIL DESIGNER		CIVIL PROJECT MANAGER		ASSET MANAGER		TOWN PLANNER	
Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
120	75 - 160	110	80 - 130	140	100 - 220	120	90 - 150	115	70 - 130
90	80 - 110	110	56 - 120	180	90 - 200	120	90 - 150	100	75 - 112
112	77 - 143	105	75 - 125	133	90 - 153	110	61 - 97	90	70 - 102
90	75 - 95	85	56 - 95	110	90 - 130	105	75 - 110	85	70 - 97
95	85 - 110	90	75 - 95	120	90 - 140	110	83 - 130	90	75 - 95
85	65 - 102	85	56 - 92	–	–	–	–	85	65 - 102
80	65 - 90	80	61 - 82	110	85 - 122	105	82 - 122	80	65 - 92
75	65 - 90	92	71 - 102	115	80 - 112	100	61 - 102	85	70 - 92
110	75 - 150	110	80 - 120	120	100 - 170	115	95 - 150	100	75 - 120
100	70 - 145	95	75 - 115	110	95 - 150	100	80 - 125	95	70 - 120
100	60 - 130	85	70 - 110	100	85 - 140	90	75 - 110	90	70 - 115

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

ENGINEERING

BUILDING SERVICES - DESIGN

	CAD DRAFTER - 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 - 103	100	90 - 130	70	60 - 77	110	85 - 130	168	143 - 184	200	180 - 250
VIC - Melbourne	85	65 - 110	95	90 - 115	70	60 - 75	110	90 - 145	160	140 - 175	190	165 - 250
QLD - Brisbane, Gold Coast & Sunshine Coast	80	66 - 92	100	82 - 120	70	60 - 70	102	80 - 133	153	140 - 165	180	160 - 220
SA - Adelaide	80	60 - 90	90	80 - 110	70	60 - 75	100	80 - 120	150	130 - 160	160	140 - 180
WA - Perth	90	75 - 105	105	90 - 125	75	70 - 85	112	90 - 130	165	135 - 175	180	160 - 230
ACT - Canberra	68	60 - 85	90	80 - 100	70	60 - 71	92	85 - 122	145	120 - 155	180	140 - 240
TAS - Hobart	70	60 - 75	85	85 - 110	65	60 - 70	85	85 - 110	160	140 - 175	180	160 - 220
NT - Darwin	70	60 - 80	90	80 - 95	70	60 - 70	102	82 - 122	135	112 - 148	—	—
NZ - Auckland	85	65 - 95	110	90 - 130	75	70 - 80	120	90 - 130	145	135 - 160	—	—
NZ - Wellington	80	60 - 90	105	85 - 120	70	65 - 75	115	85 - 125	140	125 - 150	—	—
NZ - Christchurch	80	60 - 90	105	85 - 120	70	65 - 75	110	85 - 122	140	120 - 150	—	—

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	77 - 130	112	77 - 170	122	110 - 160	143	133 - 185	150	143 - 200	160	143 - 204
VIC - Melbourne	100	70 - 120	102	71 - 138	112	105 - 143	153	112 - 184	153	112 - 184	153	112 - 184
QLD - Brisbane, Gold Coast & 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	85 - 130	135	100 - 160	140	112 - 168	130	112 - 148
WA - Perth	95	71 - 110	105	90 - 125	120	95 - 135	145	122 - 160	160	140 - 185	155	143 - 180
ACT - Canberra	92	71 - 100	92	82 - 102	102	92 - 133	143	122 - 153	153	143 - 163	135	110 - 145
TAS - Hobart	90	80 - 105	110	90 - 120	115	100 - 130	135	120 - 160	180	160 - 200	145	130 - 170
NT - Darwin	95	75 - 115	112	77 - 122	112	95 - 140	140	112 - 163	163	133 - 189	153	102 - 168
NZ - Auckland	80	70 - 90	90	70 - 115	115	100 - 130	135	110 - 170	155	135 - 180	160	130 - 180
NZ - Wellington	75	60 - 75	85	70 - 115	115	100 - 130	125	110 - 160	145	125 - 170	150	130 - 175
NZ - Christchurch	75	65 - 85	85	75 - 115	115	100 - 125	125	105 - 160	125	115 - 145	150	110 - 170

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

ENGINEERING

ENERGY - DESIGN ENGINEERING

TRANSMISSION AND DISTRIBUTION/ GENERATION	DESIGN ENGINEER		SENIOR DESIGN ENGINEER		PRINCIPAL DESIGN ENGINEER		ENGINEERING MANAGER		DESIGN MANAGER		DESIGN DRAFTER		PROJECT ENGINEER (EPCM)		SENIOR PROJECT ENGINEER (EPCM)		POWER SYSTEMS ENGINEER		PROJECT MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW	120	110 - 140	150	160 - 180	180	180 - 200	184	170 - 240	150	140 - 180	77	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	75	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	77	80 - 100	125	117 - 143	150	150 - 170	170	120 - 200	153	145 - 200

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

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	125	120 - 133	180	180 - 220	140	110 - 180	135	120 - 180	150	140 - 180	131	105 - 142
NT	160	115 - 200	160	120 - 200	160	120 - 200	160	122 - 200	160	122 - 200	140	120 - 173	200	180 - 250	140	110 - 180	135	120 - 200	150	140 - 180	143	135 - 158

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

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	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
Australia	280	200 - 320	350	300 - 500	500+	—	220	180 - 250	300	250 - 450	450+	—	220	170 - 250	300	250 - 400	450+	—
New Zealand	275	220 - 350	450	280 - 600	450+	—	250	200 - 300	300	250 - 350	400+	—	240	200 - 280	300	220 - 350	400+	—

COMMERCIAL

	CEO/MD 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	300 - 450	600	450 - 700	700+	—	250	220 - 300	500	300 - 600	600+	—	270	230 - 350	450	350 - 600	600+	—
New Zealand	300	200 - 375	500	350 - 650	600+	—	240	200 - 285	325	250 - 450	500+	—	225	180 - 280	400	300 - 500	500+	—

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FACILITIES MANAGEMENT

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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	85	80 - 100	80	70 - 90	120	100 - 140	122	95 - 153	122	102 - 153	125	110 - 150	133	122 - 153	122	112 - 153	204	153 - 255
NSW - Regional	71	65 - 80	65	55 - 75	82	82 - 102	102	82 - 133	102	82 - 122	102	82 - 122	112	102 - 122	112	102 - 133	204	153 - 255
VIC - Melbourne	85	75 - 90	70	65 - 80	95	90 - 125	115	100 - 120	112	85 - 130	112	90 - 135	130	90 - 145	122	82 - 153	184	150 - 235
VIC - Regional	85	72 - 90	71	65 - 80	95	85 - 120	115	100 - 120	112	75 - 115	112	85 - 125	117	85 - 130	122	82 - 153	184	125 - 235
QLD - Brisbane, Gold Coast & Sunshine Coast	80	80 - 95	75	65 - 85	120	90 - 140	110	90 - 140	115	85 - 140	120	110 - 150	135	110 - 150	130	90 - 150	200	150 - 220
QLD - Regional	70	65 - 80	65	55 - 80	85	65 - 110	100	80 - 120	100	80 - 120	100	80 - 120	90	80 - 100	125	90 - 135	200	125 - 220
SA - Adelaide	90	75 - 90	75	65 - 85	105	90 - 120	110	90 - 120	110	90 - 130	115	90 - 130	120	90 - 130	115	90 - 130	150	120 - 195
WA - Perth	80	75 - 90	85	75 - 90	110	95 - 115	102	87 - 125	122	112 - 143	133	133 - 153	122	102 - 128	133	122 - 163	160	153 - 184
ACT - Canberra	77	71 - 82	61	60 - 75	112	95 - 150	102	95 - 140	153	122 - 168	133	110 - 153	122	122 - 153	133	102 - 153	204	153 - 255
TAS - Hobart	80	70 - 90	75	60 - 90	90	80 - 100	100	80 - 120	90	80 - 120	120	90 - 150	110	90 - 140	115	90 - 130	180	150 - 220
NT - Darwin	71	66 - 82	70	62 - 82	100	82 - 122	102	102 - 142	110	100 - 140	110	90 - 150	133	97 - 163	100	75 - 135	160	130 - 220
NZ - Auckland	92	77 - 112	71	61 - 77	102	87 - 128	102	87 - 128	112	87 - 133	122	102 - 133	133	112 - 143	128	112 - 148	173	133 - 235
NZ - Wellington	92	77 - 112	61	51 - 71	102	87 - 128	92	82 - 122	102	82 - 122	122	102 - 133	133	112 - 143	122	112 - 148	153	128 - 189
NZ - Christchurch	92	77 - 112	61	51 - 71	92	87 - 117	87	82 - 117	102	82 - 122	122	102 - 133	122	112 - 133	117	102 - 143	148	117 - 189

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

FACILITIES MANAGEMENT

SOFT SERVICES

	CLEANING OPERATIONS MANAGER		CLEANING AREA MANAGER		CATERING MANAGER		FACILITIES HELPDESK		CONTROL ROOM OPERATOR		SECURITY MANAGER		FACILITIES OFFICER		GUEST SERVICES AGENT	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	100	90 - 180	78	70 - 120	87	82 - 92	66	65 - 75	75	70 - 80	71	100 - 150	70	70 - 90	65	65 - 75
NSW - Regional	92	82 - 102	78	66 - 82	71	71 - 82	61	51 - 66	63	56 - 66	71	71 - 82	56	51 - 61	62	56 - 66
VIC - Melbourne	112	82 - 122	80	75 - 90	85	77 - 90	75	70 - 75	65	60 - 70	78	75 - 85	70	65 - 75	65	60 - 70
VIC - Regional	112	82 - 122	80	75 - 90	85	77 - 90	75	70 - 75	65	60 - 70	78	75 - 85	70	65 - 75	65	60 - 70
QLD - Brisbane, Gold Coast & Sunshine Coast	100	85 - 140	75	65 - 90	85	75 - 90	65	60 - 75	70	65 - 80	85	80 - 110	75	60 - 90	60	51 - 70
QLD - Regional	90	80 - 125	66	61 - 77	77	71 - 92	58	55 - 63	60	56 - 75	66	70 - 85	56	48 - 61	56	51 - 56
SA - Adelaide	77	77 - 92	65	61 - 71	71	71 - 82	60	55 - 65	65	60 - 75	75	71 - 90	70	65 - 80	65	51 - 70
WA - Perth	90	75 - 100	95	77 - 110	95	77 - 110	65	55 - 75	80	75 - 100	100	75 - 120	70	51 - 80	65	51 - 75
ACT - Canberra	92	82 - 102	85	66 - 82	71	66 - 77	51	49 - 56	56	51 - 61	77	71 - 82	61	51 - 61	56	51 - 56
TAS - Hobart	—	—	—	—	—	—	—	—	65	55 - 70	80	70 - 90	70	60 - 75	51	51 - 56
NT - Darwin	—	—	—	—	—	—	—	—	60	55 - 65	68	65 - 75	60	55 - 65	55	50 - 55
NZ - Auckland	92	82 - 97	77	71 - 82	77	71 - 87	61	51 - 71	61	56 - 66	82	77 - 87	66	56 - 66	58	56 - 61
NZ - Wellington	92	82 - 97	71	66 - 82	77	71 - 87	61	51 - 71	61	56 - 66	82	77 - 87	61	56 - 66	58	56 - 61
NZ - Christchurch	92	82 - 97	71	66 - 82	77	71 - 87	61	51 - 71	61	56 - 66	82	77 - 87	61	56 - 66	58	56 - 61

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

FACILITIES MANAGEMENT

LOCAL GOVERNMENT REGULATIONS

	PARKING OFFICER		RANGER		ENVIRONMENTAL HEALTH OFFICER		SENIOR ENVIRONMENTAL HEALTH OFFICER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	65	62 - 72	78	75 - 85	85	82 - 100	130	120 - 140
NSW - Regional	63	60 - 70	75	70 - 80	85	82 - 100	130	120 - 140
VIC - Melbourne	70	60 - 81	85	85 - 95	85	70 - 95	95	75 - 115
VIC - Regional	65	58 - 70	85	85 - 90	85	70 - 90	95	75 - 115
QLD - Brisbane, Gold Coast & Sunshine Coast	65	60 - 70	70	65 - 75	85	75 - 100	100	90 - 120
QLD - Regional	60	60 - 65	60	60 - 65	80	75 - 100	95	90 - 110
SA - Adelaide	60	55 - 65	60	60 - 65	80	75 - 95	100	100 - 120
WA - Perth	80	70 - 90	80	70 - 90	95	80 - 110	115	95 - 130
ACT - Canberra	65	60 - 70	65	60 - 70	80	75 - 100	110	100 - 130
TAS - Hobart	–	–	60	60 - 65	66	66 - 75	–	–

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

HEALTHCARE

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HEALTHCARE

NURSING PROFESSIONALS

NURSING PROFESSIONALS AGED CARE	ENROLLED NURSE		REGISTERED NURSE		CLINICAL CARE COORDINATOR/ NURSE UNIT MANAGER		CARE MANAGER/ DDON		DON/FACILITY MANAGER		EXECUTIVE DON		ACFI MANAGER		QUALITY MANAGER		LIFESTYLE ASSISTANT		LIFESTYLE MANAGER		NURSE EDUCATOR	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW	65	61 - 75	80	65 - 102	91	88 - 110	130	105 - 160	150	130 - 180	170	150 - 220	105	95 - 110	135	110 - 160	65	60 - 75	85	80 - 95	110	100 - 130
NT	56	55 - 66	71	62 - 90	82	77 - 105	92	85 - 110	112	92 - 130	138	122 - 163	92	82 - 102	92	82 - 102	56	56 - 61	71	66 - 82	82	71 - 92
WA	71	51 - 87	77	63 - 92	87	74 - 97	97	85 - 112	117	95 - 150	148	133 - 163	102	92 - 112	102	85 - 128	56	46 - 61	71	61 - 82	87	66 - 99
VIC	61	56 - 69	77	61 - 92	87	77 - 102	102	92 - 120	112	95 - 148	153	143 - 173	102	97 - 122	128	102 - 143	56	46 - 66	87	77 - 102	92	82 - 107
QLD	61	56 - 77	77	61 - 92	82	77 - 92	97	95 - 112	112	102 - 143	138	133 - 163	87	71 - 92	92	77 - 112	56	51 - 61	87	82 - 102	92	82 - 102
TAS	60	51 - 68	73	57 - 87	77	71 - 92	97	87 - 107	107	97 - 138	138	122 - 173	97	90 - 110	97	87 - 107	51	43 - 59	77	66 - 87	97	82 - 112
SA	61	51 - 71	71	61 - 82	92	87 - 97	97	92 - 102	102	92 - 122	133	122 - 168	102	97 - 112	102	97 - 112	56	43 - 61	77	66 - 92	107	102 - 112

NOTES | All salaries shown are exclusive of superannuation, bonuses, on-call, or penalty rates

HEALTHCARE

NURSING PROFESSIONALS

NURSING PROFESSIONALS NON-AGED CARE	ENROLLED NURSE		REGISTERED NURSE/MIDWIFE		CLINICAL NURSE/MIDWIFE/ ACSC		CLINICAL MANAGER/ CLINICAL SERVICES COORDINATOR/EDUCATION FACILITATOR		ADVANCED CLINICAL SERVICE COORDINATOR/CLINICAL PRACTICE CONSULTANT		DIRECTOR OF NURSING/ MIDWIFERY		PRACTICE NURSE	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW	65	61 - 75	80	65 - 105	115	110 - 130	110	100 - 130	105	95 - 130	150	130 - 220	77	61 - 92
NT	51	48 - 56	66	61 - 92	82	71 - 87	92	82 - 97	102	92 - 112	122	102 - 140	92	82 - 102
WA	66	51 - 78	66	60 - 80	66	70 - 90	82	80 - 100	92	90 - 115	112	90 - 138	77	66 - 87
VIC	56	51 - 66	71	61 - 87	82	77 - 87	97	87 - 107	102	92 - 112	143	102 - 153	82	77 - 102
QLD	61	56 - 66	66	61 - 82	82	82 - 92	97	92 - 102	107	102 - 112	133	117 - 163	66	56 - 71
TAS	56	51 - 61	73	55 - 82	82	71 - 87	87	82 - 97	97	92 - 107	122	102 - 143	71	61 - 82
SA	61	51 - 71	71	61 - 82	77	66 - 87	92	87 - 97	102	92 - 112	163	112 - 184	77	61 - 87

MEDICAL IMAGING SPECIALIST

	RADIOGRAPHER 1-3 years		RADIOGRAPHER 3-5 years		RADIOGRAPHER 5-10 years		RADIOGRAPHER 10 years +		SONOGRAPHER 1-3 years		SONOGRAPHER 3-5 years		SONOGRAPHER 5-10 years		SONOGRAPHER 10 years +		MAMMO- GRAPHER 1-3 years		MAMMO- GRAPHER 3-5 years		MAMMO- GRAPHER 5-10 years		MAMMO- GRAPHER 10 years +	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
Australia	61	55 - 66	71	66 - 80	92	77 - 102	102	102 - 112	102	92 - 102	122	102 - 122	133	122 - 138	143	138 - 153	71	61 - 77	82	77 - 87	97	87 - 102	112	102 - 122

NOTES | All salaries shown are exclusive of superannuation, bonuses, on-call, or penalty rates

HEALTHCARE

ALLIED HEALTH PROFESSIONALS

	OCCUPATIONAL THERAPIST Graduate		OCCUPATIONAL THERAPIST		SENIOR OCCUPATIONAL THERAPIST		TEAM LEADER		PHYSIOTHERAPIST Graduate		PHYSIOTHERAPIST		SENIOR PHYSIOTHERAPIST	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW	80	70 - 90	100	85 - 110	110	100 - 120	120	110 - 130	80	70 - 90	100	85 - 110	110	100 - 120
NT	68	60 - 70	80	70 - 80	82	75 - 90	87	85 - 98	68	60 - 70	71	70 - 85	85	80 - 90
WA	65	62 - 80	75	62 - 110	90	85 - 120	92	87 - 125	60	55 - 75	75	61 - 90	82	75 - 100
VIC	80	70 - 90	100	85 - 110	110	100 - 120	120	110 - 130	80	70 - 90	80	70 - 85	110	100 - 120
QLD	65	60 - 80	80	70 - 90	90	85 - 120	92	85 - 120	56	60 - 75	75	70 - 90	82	80 - 95
TAS	50	50 - 51	80	70 - 90	77	69 - 87	82	77 - 87	51	51 - 56	69	56 - 77	77	71 - 87
SA	56	50 - 61	63	56 - 71	73	66 - 82	76	71 - 82	56	51 - 61	63	56 - 71	77	66 - 92

	TEAM LEADER		SPEECH PATHOLOGIST Graduate		SPEECH PATHOLOGIST		SENIOR SPEECH PATHOLOGIST		TEAM LEADER		DIVERSIONAL THERAPIST Graduate		DIVERSIONAL THERAPIST	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW	120	110 - 130	80	70 - 90	75	65 - 85	90	85 - 100	100	95 - 120	65	60 - 75	70	65 - 80
NT	92	85 - 98	68	60 - 70	70	60 - 75	75	70 - 90	82	77 - 92	51	50 - 55	56	51 - 61
WA	92	87 - 110	65	60 - 80	70	60 - 90	85	80 - 110	90	85 - 120	50	50 - 51	51	50 - 56
VIC	95	85 - 120	80	70 - 90	70	65 - 80	85	80 - 95	90	85 - 110	65	60 - 75	70	65 - 85
QLD	92	87 - 110	56	60 - 70	62	65 - 80	90	85 - 100	87	85 - 110	51	50 - 56	56	50 - 61
TAS	87	82 - 97	51	51 - 56	66	61 - 69	71	66 - 77	82	77 - 92	50	50 - 51	53	51 - 56
SA	77	66 - 92	56	51 - 61	61	56 - 66	77	66 - 82	82	71 - 92	51	50 - 56	56	51 - 61

NOTES | All salaries shown are exclusive of superannuation, bonuses, on-call, or penalty rates

HEALTHCARE

SOCIAL CARE AND PSYCHOLOGY

SOCIAL/ COMMUNITY SERVICES	SUPPORT WORKER		CASE WORKER		SOCIAL WORKER		TEAM LEADER/PROGRAM COORDINATOR		PROGRAM MANAGER		PROGRAM DIRECTOR	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW	60	55 - 70	80	70 - 95	85	75 - 95	85	80 - 95	90	85 - 100	110	100 - 120
NT	51	49 - 54	70	60 - 70	71	68 - 82	77	71 - 85	82	78 - 95	95	90 - 100
WA	55	49 - 60	65	55 - 70	71	68 - 85	77	70 - 90	82	78 - 95	95	90 - 100
VIC	60	55 - 70	65	51 - 75	85	75 - 95	85	75 - 95	87	85 - 102	110	100 - 120
QLD	60	55 - 70	65	60 - 70	66	68 - 90	71	70 - 95	82	78 - 95	95	90 - 100
TAS	51	49 - 55	53	49 - 56	71	68 - 80	71	66 - 82	82	78 - 92	95	90 - 100
SA	56	49 - 61	60	55 - 65	71	68 - 90	71	61 - 87	78	78 - 87	100	90 - 110

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

HEALTHCARE

PSYCHOLOGISTS

	GRADUATE		COUNSELLOR		PSYCHOLOGIST		SENIOR PSYCHOLOGIST		CLINICAL PSYCHOLOGIST	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW	85	80 - 95	90	75 - 110	100	95 - 110	120	100 - 130	120	100 - 120
NT	60	60 - 68	66	66 - 80	82	75 - 95	92	85 - 110	102	95 - 120
WA	65	60 - 75	66	66 - 75	82	70 - 95	92	85 - 120	107	92 - 130
VIC	70	75 - 85	71	66 - 77	80	75 - 95	95	90 - 100	97	90 - 120
QLD	60	60 - 75	66	66 - 77	77	70 - 95	87	85 - 110	102	90 - 120
TAS	52	54 - 56	66	66 - 71	82	66 - 87	87	77 - 94	92	82 - 107
SA	65	60 - 75	66	66 - 77	71	66 - 82	87	77 - 102	87	77 - 102

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

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		HR ADMIN	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	290	200 - 400	210	162 - 280	200	143 - 245	180	150 - 220	170	140 - 195	160	125 - 175	180	160 - 225	150	125 - 170	125	95 - 140	100	90 - 120	85	75 - 95	80	75 - 85
VIC - Melbourne	260	220 - 320	200	170 - 200	160	140 - 175	180	150 - 200	160	140 - 200	120	110 - 150	150	130 - 190	130	110 - 150	110	100 - 120	80	80 - 105	75	65 - 90	65	60 - 75
QLD - Brisbane	250	200 - 300	200	170 - 220	180	160 - 200	180	150 - 200	160	130 - 170	150	130 - 160	150	140 - 180	130	120 - 140	130	110 - 140	120	100 - 130	85	70 - 90	75	60 - 80
SA - Adelaide	250	200 - 300	200	170 - 230	170	140 - 200	175	150 - 200	170	130 - 190	135	120 - 160	150	130 - 180	135	110 - 160	135	110 - 160	100	90 - 120	70	65 - 90	70	60 - 80
WA - Perth	260	220 - 320	220	180 - 240	175	160 - 190	184	173 - 214	170	160 - 190	160	140 - 170	170	140 - 190	140	130 - 160	133	120 - 153	120	110 - 130	90	85 - 95	80	75 - 85
ACT - Canberra	220	200 - 280	200	180 - 250	150	140 - 200	150	140 - 190	130	120 - 153	130	110 - 170	150	110 - 170	120	100 - 130	105	95 - 120	95	80 - 110	85	75 - 90	75	70 - 85
NT - Darwin	204	180 - 240	200	160 - 220	165	140 - 190	150	140 - 160	140	130 - 150	140	120 - 150	140	120 - 150	120	100 - 140	120	100 - 140	85	80 - 100	85	75 - 90	70	65 - 75
TAS - Hobart/Launceston	200	180 - 255	180	150 - 230	160	140 - 180	170	150 - 200	150	130 - 190	135	120 - 150	140	130 - 180	120	95 - 140	115	95 - 135	90	80 - 100	75	70 - 90	65	60 - 80
New Zealand	250	180 - 300	194	138 - 255	163	128 - 204	153	130 - 184	133	125 - 180	128	110 - 143	150	120 - 180	135	115 - 160	117	92 - 133	84	71 - 102	70	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

HUMAN RESOURCES

	IR MANAGER		ER MANAGER		IR ADVISOR		ER ADVISOR		HR ANALYST		HR POLICY WRITERS		HEAD OF L&D/ L&D DIRECTOR		LEARNING & DEVELOPMENT MANAGER		LEARNING & DEVELOPMENT ADVISOR		LEARNING & DEVELOPMENT COORDINATOR		TRAINING MANAGER		TRAINER	
	Typical	Range	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 - 245	165	140 - 215	125	108 - 150	120	100 - 145	120	100 - 150	125	102 - 153	224	162 - 255	155	130 - 190	110	95 - 125	84	75 - 95	135	110 - 165	110	90 - 125
VIC - Melbourne	180	160 - 240	170	160 - 210	125	110 - 160	130	115 - 160	120	100 - 150	90	80 - 100	180	160 - 255	140	130 - 200	100	90 - 110	75	70 - 90	120	100 - 150	100	90 - 130
QLD - Brisbane	160	130 - 200	160	130 - 200	120	110 - 140	120	110 - 140	120	100 - 140	120	110 - 130	160	130 - 200	140	120 - 150	110	95 - 120	70	65 - 80	120	100 - 140	95	80 - 110
SA - Adelaide	170	130 - 200	170	130 - 200	120	100 - 140	120	100 - 140	105	85 - 125	105	85 - 130	180	150 - 220	150	120 - 200	100	90 - 120	90	70 - 100	125	100 - 150	100	90 - 130
WA - Perth	200	180 - 240	200	180 - 220	120	110 - 140	130	110 - 140	105	90 - 120	110	90 - 120	190	160 - 210	150	130 - 170	120	110 - 130	90	80 - 100	140	130 - 170	120	100 - 140
ACT - Canberra	140	120 - 165	140	120 - 165	102	92 - 122	102	92 - 112	95	80 - 110	100	90 - 130	160	150 - 230	130	110 - 200	110	90 - 130	95	85 - 100	110	90 - 150	100	90 - 135
NT - Darwin	140	120 - 165	140	120 - 165	125	105 - 145	95	80 - 125	95	80 - 125	95	85 - 105	155	125 - 200	125	100 - 145	95	85 - 105	75	70 - 95	105	85 - 125	90	75 - 105
TAS – Hobart/Launceston	140	120 - 165	140	120 - 165	110	100 - 130	110	100 - 130	105	85 - 125	105	85 - 130	155	140 - 210	150	130 - 170	100	90 - 120	90	70 - 100	125	100 - 150	100	90 - 130
New Zealand	150	110 - 180	150	110 - 180	107	92 - 122	107	92 - 122	90	80 - 110	102	82 - 122	179	122 - 224	128	97 - 148	97	87 - 128	70	60 - 82	122	92 - 153	92	71 - 112

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

HUMAN RESOURCES

	DIVERSITY MANAGER		DIVERSITY ADVISOR		RECRUITMENT MANAGER/ TALENT ACQUISITION MANAGER		RECRUITMENT ADVISOR		RECRUITMENT COORDINATOR		WORKFORCE PLANNER		CHANGE MANAGER		CHANGE ANALYST		INSTRUCTIONAL DESIGNER		ORGANISATIONAL DEVELOPMENT MANAGER		ORGANISATIONAL DEVELOPMENT ADVISOR		HEAD OF/ DIRECTOR REMUNERATION & BENEFITS	
	Typical	Range	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 - 220	130	120 - 150	165	140 - 220	135	100 - 150	100	90 - 110	122	95 - 140	204	150 - 245	153	102 - 204	150	110 - 200	175	145 - 235	120	100 - 135	225	175 - 320
VIC - Melbourne	140	125 - 200	130	120 - 150	150	115 - 160	110	80 - 110	70	70 - 95	125	120 - 140	200	140 - 245	130	90 - 150	130	110 - 200	150	130 - 180	120	90 - 130	210	175 - 280
QLD - Brisbane	130	120 - 150	110	100 - 120	140	120 - 180	110	85 - 120	75	70 - 85	115	85 - 120	160	130 - 200	130	110 - 150	120	100 - 140	130	120 - 160	120	100 - 130	190	160 - 220
SA - Adelaide	135	110 - 160	120	100 - 150	150	120 - 200	110	90 - 120	80	70 - 90	100	85 - 125	160	140 - 200	135	95 - 155	120	100 - 140	140	120 - 170	120	95 - 140	200	155 - 230
WA - Perth	143	122 - 163	110	100 - 128	170	150 - 220	110	100 - 120	85	80 - 90	110	95 - 130	184	153 - 220	122	112 - 133	143	130 - 163	184	153 - 220	122	102 - 133	200	170 - 240
ACT - Canberra	130	110 - 160	102	85 - 122	150	140 - 200	110	95 - 130	90	80 - 105	100	90 - 130	200	160 - 250	130	100 - 180	120	100 - 170	200	160 - 250	128	110 - 165	184	122 - 204
NT - Darwin	130	120 - 150	100	90 - 110	110	100 - 130	85	75 - 95	70	65 - 85	95	75 - 115	135	105 - 165	102	82 - 122	115	100 - 135	135	110 - 155	95	75 - 115	155	125 - 215
TAS – Hobart/Launceston	135	100 - 160	120	90 - 150	140	120 - 170	100	85 - 120	80	70 - 90	100	85 - 125	160	135 - 200	130	95 - 150	120	100 - 155	135	120 - 180	120	95 - 145	180	150 - 230
New Zealand	140	110 - 160	105	90 - 120	125	120 - 160	90	85 - 120	65	60 - 75	95	85 - 110	150	120 - 180	112	92 - 133	128	102 - 163	150	120 - 180	117	92 - 143	179	153 - 224

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

HUMAN RESOURCES

	REMUNERATION & BENEFITS MANAGER		REMUNERATION & BENEFITS ADVISOR		HRIS ADVISOR		HR PROJECT MANAGER		HEAD OF WHS/ WHS DIRECTOR		HEALTH & WELLBEING MANAGER/OFFICER		WHS MANAGER		WHS ADVISOR		WHS COORDINATOR		INJURY/RTW MANAGER		INJURY/RTW ADVISOR		RTW COORDINATOR	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	170	145 - 218	120	99 - 135	120	100 - 140	160	135 - 200	250	180 - 320	150	120 - 170	155	140 - 180	120	110 - 140	100	90 - 110	150	135 - 160	115	100 - 130	95	85 - 105
VIC - Melbourne	170	150 - 210	120	110 - 130	120	100 - 140	140	110 - 160	230	150 - 250	150	90 - 170	150	120 - 180	105	90 - 115	80	70 - 90	110	100 - 120	90	90 - 110	75	90 - 100
QLD - Brisbane	150	120 - 160	120	110 - 130	120	100 - 130	150	130 - 180	170	160 - 200	140	110 - 150	140	120 - 160	120	100 - 130	80	70 - 90	115	100 - 130	85	80 - 100	90	80 - 100
SA - Adelaide	140	100 - 170	115	90 - 130	100	80 - 120	130	110 - 180	210	190 - 260	125	100 - 150	125	100 - 150	100	80 - 130	90	75 - 100	120	90 - 140	100	80 - 120	90	80 - 100
WA - Perth	175	150 - 195	125	110 - 140	120	110 - 133	155	125 - 200	200	165 - 220	125	100 - 140	170	130 - 200	110	95 - 130	95	85 - 110	120	90 - 140	82	77 - 92	85	75 - 95
ACT - Canberra	133	112 - 153	100	90 - 115	100	85 - 122	130	110 - 180	200	170 - 240	110	100 - 140	130	110 - 180	100	90 - 120	90	75 - 110	110	90 - 140	105	85 - 110	85	75 - 95
NT - Darwin	125	95 - 145	120	90 - 130	100	80 - 120	125	110 - 140	155	125 - 185	125	105 - 145	125	95 - 145	100	90 - 110	80	70 - 90	115	105 - 145	95	85 - 105	75	70 - 85
TAS - Hobart/Launceston	140	100 - 170	120	90 - 130	100	80 - 120	130	110 - 180	200	170 - 250	120	100 - 150	120	110 - 150	110	90 - 120	90	80 - 100	90	80 - 110	90	80 - 100	80	70 - 90
New Zealand	125	95 - 145	87	80 - 112	82	66 - 102	122	92 - 143	150	120 - 184	115	100 - 140	130	100 - 150	90	75 - 110	70	65 - 80	92	61 - 122	77	61 - 87	65	55 - 70

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GENERAL INSURANCE

	UNDERWRITING ASSISTANT		COMMERCIAL UNDERWRITER		BUSINESS DEVELOPMENT UNDERWRITER		SENIOR TECHNICAL UNDERWRITER		UNDERWRITING MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	70	65 - 80	110	90 - 130	135	100 - 150	140	120 - 180	175	150 - 220
VIC - Melbourne	65	60 - 70	125	85 - 130	110	85 - 120	130	115 - 170	170	140 - 210
QLD - Brisbane, Gold Coast & Sunshine Coast	65	60 - 70	90	80 - 110	100	90 - 120	110	90 - 130	135	120 - 150
SA - Adelaide	65	60 - 70	90	80 - 110	100	90 - 120	110	100 - 130	135	120 - 150
WA - Perth	65	60 - 70	90	80 - 110	—	—	110	100 - 130	135	120 - 150
ACT - Canberra	65	60 - 70	85	75 - 100	100	90 - 120	110	100 - 130	115	105 - 130
New Zealand	60	55 - 65	90	66 - 122	100	80 - 120	122	80 - 150	145	105 - 185

GENERAL INSURANCE

	DOMESTIC 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	67	65 - 75	77	65 - 85	110	90 - 130	115	90 - 125	180	140 - 220
VIC - Melbourne	65	60 - 70	68	65 - 85	100	80 - 120	100	90 - 120	180	140 - 220
QLD - Brisbane, Gold Coast & Sunshine Coast	63	60 - 65	71	65 - 82	100	85 - 110	97	85 - 110	160	130 - 180
SA - Adelaide	63	60 - 65	71	65 - 82	100	85 - 110	97	85 - 110	160	130 - 190
WA - Perth	63	60 - 65	75	65 - 82	95	85 - 110	97	85 - 110	—	—
ACT - Canberra	63	60 - 65	71	65 - 82	95	85 - 110	97	85 - 110	—	—
TAS - Hobart	63	60 - 65	71	65 - 82	95	85 - 110	97	85 - 110	—	—
NT - Darwin	63	60 - 65	71	65 - 82	95	85 - 110	97	85 - 110	—	—
New Zealand	60	55 - 66	68	56 - 78	87	71 - 110	92	65 - 112	110	90 - 150

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand Salaries are represented in New Zealand Dollars | All salaries are representative of the total package value

INSURANCE

INSURANCE BROKING

	ASSISTANT ACCOUNT EXECUTIVE		ACCOUNT EXECUTIVE		SENIOR ACCOUNT EXECUTIVE		ACCOUNT MANAGER		ACCOUNT DIRECTOR	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	73	65 - 85	90	80 - 110	115	100 - 130	130	100 - 160	180	155 - 220
VIC - Melbourne	70	65 - 80	90	72 - 110	110	90 - 120	130	90 - 140	180	155 - 210
QLD - Brisbane, Gold Coast & Sunshine Coast	68	60 - 75	66	70 - 85	90	80 - 110	100	97 - 115	140	130 - 180
SA - Adelaide	65	60 - 70	66	67 - 75	90	85 - 120	105	90 - 115	170	150 - 200
WA - Perth	65	60 - 70	70	67 - 80	90	85 - 110	90	87 - 100	150	140 - 180
ACT - Canberra	65	60 - 70	60	63 - 75	90	85 - 110	—	—	140	130 - 180
TAS - Hobart	65	60 - 70	65	63 - 75	85	77 - 110	110	95 - 130	170	140 - 180
NT - Darwin	65	60 - 70	61	63 - 70	—	—	—	—	—	—
New Zealand	55	50 - 66	65	60 - 78	87	72 - 115	105	90 - 120	150	110 - 180

LOSS ADJUSTING/LOSS ASSESSING

	LOSS ASSESSOR/ ADJUSTOR		SENIOR LOSS ASSESSOR/ ADJUSTOR		TECHNICAL/ SPECIALIST LOSS ASSESSOR/ ADJUSTOR		ASSESSING MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	70	65 - 80	90	85 - 105	122	100 - 135	130	120 - 150
VIC - Melbourne	57	57 - 72	75	68 - 90	85	77 - 95	130	90 - 160
QLD - Brisbane, Gold Coast & Sunshine Coast	63	60 - 75	71	63 - 84	82	80 - 120	115	92 - 135
SA - Adelaide	63	60 - 75	77	75 - 90	82	80 - 120	115	92 - 135
WA - Perth	63	60 - 75	77	75 - 90	82	80 - 120	115	92 - 135
ACT - Canberra	63	60 - 75	77	75 - 90	82	80 - 120	115	92 - 135
TAS - Hobart	63	60 - 75	77	75 - 90	82	80 - 120	115	92 - 135
NT - Darwin	63	60 - 75	77	75 - 90	82	80 - 120	115	92 - 135
New Zealand	75	56 - 88	91	80 - 120	122	82 - 143	128	82 - 148

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand Salaries are represented in New Zealand Dollars | All salaries are representative of the total package value

INSURANCE

WORKERS COMPENSATION

	CLAIMS ASSESSOR		CASE MANAGER		SENIOR CASE MANAGER		TEAM LEADER		MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	70	65 - 75	85	70 - 95	95	90 - 125	110	100 - 125	140	120 - 150
VIC - Melbourne	65	60 - 70	75	65 - 88	95	85 - 115	105	95 - 120	125	110 - 150
QLD - Brisbane, Gold Coast & Sunshine Coast	65	60 - 70	67	63 - 75	77	73 - 85	85	75 - 90	110	84 - 122
SA - Adelaide	60	55 - 61	67	63 - 75	77	73 - 85	85	75 - 90	102	84 - 122
WA - Perth	65	60 - 70	67	63 - 75	77	73 - 85	85	80 - 90	120	92 - 150
ACT - Canberra	65	55 - 70	67	63 - 75	77	73 - 85	87	80 - 100	102	84 - 122
New Zealand	66	55 - 77	75	60 - 92	82	71 - 100	92	63 - 102	102	80 - 133

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand Salaries are represented in New Zealand Dollars | All salaries are representative of the total package value

INSURANCE

LIFE INSURANCE

	CLAIMS ADMINISTRATOR		CLAIMS ASSESSOR		SENIOR CLAIMS ASSESSOR		CLAIMS TEAM LEADER		HEAD OF CLAIMS		UNDERWRITING ASSISTANT		UNDERWRITER		SENIOR UNDERWRITER		UNDERWRITING MANAGER		CHIEF UNDERWRITER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	67	65 - 75	90	80 - 95	115	100 - 130	135	120 - 150	200	150 - 250	70	65 - 75	95	80 - 110	130	110 - 150	170	140 - 200	200	180 - 250
VIC - Melbourne	60	55 - 65	90	80 - 95	100	90 - 120	120	100 - 130	200	150 - 250	65	57 - 70	85	75 - 105	130	110 - 150	150	130 - 180	200	180 - 240
QLD - Brisbane, Gold Coast & Sunshine Coast	60	55 - 65	80	75 - 85	100	80 - 120	100	100 - 105	160	120 - 180	60	55 - 70	71	66 - 82	92	84 - 102	105	95 - 120	130	100 - 160
SA - Adelaide	55	55 - 60	80	70 - 80	90	80 - 90	100	100 - 105	180	150 - 250	56	55 - 60	66	57 - 71	87	71 - 92	100	90 - 110	120	100 - 140
WA - Perth	65	60 - 70	80	70 - 80	90	80 - 90	100	100 - 105	—	—	65	60 - 70	70	65 - 75	85	75 - 95	125	90 - 145	135	100 - 155
ACT - Canberra	55	55 - 60	80	70 - 80	90	80 - 90	100	100 - 105	—	—	60	55 - 60	71	66 - 82	92	85 - 102	105	84 - 122	120	100 - 140
New Zealand	60	55 - 65	65	52 - 82	85	66 - 102	90	68 - 102	170	110 - 200	51	50 - 66	82	61 - 102	128	92 - 153	143	102 - 163	163	143 - 194

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand Salaries are represented in New Zealand Dollars | All salaries are representative of the total package value

LEGAL

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PRIVATE PRACTICE - TOP TIER

	PARALEGAL		GRADUATE		0-1 YEARS P.A.E		1-2 YEARS P.A.E		2-3 YEARS P.A.E		3-4 YEARS P.A.E		4 - 5 YEARS P.A.E	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	75	65 - 100	85	70 - 100	85	80 - 105	100	90 - 110	115	100 - 125	130	120 - 145	145	135 - 155
VIC - Melbourne	75	65 - 90	80	70 - 90	85	80 - 95	95	85 - 105	110	100 - 120	130	120 - 145	140	130 - 150
QLD - Brisbane	75	65 - 100	75	70 - 85	80	75 - 90	85	80 - 100	95	90 - 110	125	100 - 135	140	120 - 150
WA - Perth	65	60 - 80	70	65 - 80	80	70 - 90	80	75 - 95	95	90 - 105	120	100 - 130	130	115 - 145
ACT - Canberra	78	70 - 80	85	75 - 90	85	80 - 90	100	95 - 105	100	100 - 120	120	100 - 130	140	120 - 150
NZ	70	57 - 78	58	54 - 62	62	60 - 71	73	68 - 78	88	78 - 97	99	88 - 114	120	104 - 130

	5 - 6 YEARS P.A.E		6 YEARS + P.A.E		SENIOR ASSOCIATE		SPECIAL COUNSEL		SALARIED PARTNER		EQUITY PARTNER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	160	140 - 170	175	160 - 190	200	170 - 250	280	250 - 300	400+	–	850+	–
VIC - Melbourne	155	140 - 170	175	160 - 190	190	160 - 250	275	230 - 300	350+	–	600+	–
QLD - Brisbane	155	130 - 170	160	145 - 175	180	150 - 250	230	200 - 270	300+	–	600+	–
WA - Perth	150	130 - 165	160	140 - 175	180	150 - 220	230	200 - 270	280+	–	550+	–
ACT - Canberra	165	140 - 170	175	155 - 195	190	170 - 200	245	210 - 280	280+	–	550+	–
NZ	135	114 - 161	154	135 - 176	182	156 - 218	218	180 - 230	220+	–	380+	–

NOTES

All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | Salaries shown are exclusive of benefits and professional memberships | Equity partner salary is representative of profit drawing rather than base plus superannuation | P.A.E: Post Admission Experience

PRIVATE PRACTICE - MID TIER

	PARALEGAL		GRADUATE		0-1 YEARS P.A.E		1-2 YEARS P.A.E		2-3 YEARS P.A.E		3-4 YEARS P.A.E		4 - 5 YEARS P.A.E	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	70	60 - 85	75	70 - 85	80	70 - 85	90	75 - 100	110	90 - 115	120	100 - 130	140	130 - 150
VIC - Melbourne	70	60 - 85	75	70 - 85	75	70 - 85	85	75 - 90	110	90 - 115	115	100 - 130	130	120 - 145
QLD - Brisbane	70	60 - 85	75	70 - 80	80	72 - 85	85	75 - 90	100	85 - 110	115	100 - 130	130	110 - 140
WA - Perth	65	55 - 80	70	65 - 75	70	65 - 80	80	70 - 85	85	80 - 110	110	95 - 120	130	110 - 135
ACT - Canberra	75	70 - 80	75	65 - 75	80	70 - 80	80	75 - 90	100	90 - 110	110	95 - 120	130	120 - 135
NZ	70	57 - 78	58	54 - 62	62	60 - 70	73	67 - 78	88	78 - 96	109	94 - 124	120	104 - 130

	5 - 6 YEARS P.A.E		6 YEARS + P.A.E		SENIOR ASSOCIATE		SPECIAL COUNSEL		SALARIED PARTNER		EQUITY PARTNER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	150	135 - 160	160	145 - 175	185	160 - 230	230	200 - 250	300+	–	400+	–
VIC - Melbourne	150	130 - 160	160	140 - 175	185	160 - 230	225	200 - 250	300+	–	400+	–
QLD - Brisbane	140	130 - 155	150	130 - 175	170	145 - 220	200	180 - 250	250+	–	400+	–
WA - Perth	140	120 - 150	150	130 - 175	170	145 - 190	200	200 - 230	250+	–	350+	–
ACT - Canberra	150	130 - 155	160	145 - 175	170	158 - 200	200	180 - 230	250+	–	350+	–
NZ	135	114 - 161	151	135 - 176	166	156 - 208	208	180 - 220	200+	–	250+	–

NOTES

All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | Salaries shown are exclusive of benefits and professional memberships | Equity partner salary is representative of profit drawing rather than base plus superannuation | P.A.E: Post Admission Experience

PRIVATE PRACTICE - SMALL PRACTICES

	PARALEGAL		GRADUATE		0-1 YEARS P.A.E		1-2 YEARS P.A.E		2-3 YEARS P.A.E		3-4 YEARS P.A.E		4 - 5 YEARS P.A.E	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	65	60 - 80	70	60 - 75	75	65 - 80	80	70 - 90	95	80 - 110	110	90 - 120	130	110 - 140
VIC - Melbourne	65	55 - 80	70	60 - 75	75	65 - 80	80	70 - 90	90	80 - 110	110	90 - 120	125	110 - 140
QLD - Brisbane	70	60 - 85	70	60 - 75	75	65 - 80	80	70 - 90	90	80 - 105	110	90 - 120	125	100 - 135
WA - Perth	65	55 - 75	65	60 - 70	70	63 - 75	70	65 - 80	80	75 - 105	90	90 - 115	120	100 - 135
ACT - Canberra	75	70 - 80	65	60 - 70	70	63 - 80	80	70 - 90	90	80 - 100	95	90 - 115	125	100 - 135
NZ	68	52 - 72	58	52 - 64	62	57 - 67	68	62 - 72	83	67 - 93	88	78 - 98	104	83 - 119

	5 - 6 YEARS P.A.E		6 YEARS + P.A.E		SENIOR ASSOCIATE		SPECIAL COUNSEL		SALARIED PARTNER		EQUITY PARTNER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	140	130 - 155	155	140 - 170	180	150 - 210	210	180 - 230	220+	–	300+	–
VIC - Melbourne	140	130 - 155	150	135 - 170	180	150 - 210	210	170 - 220	220+	–	300+	–
QLD - Brisbane	135	125 - 150	145	130 - 170	165	140 - 200	190	170 - 220	200+	–	280+	–
WA - Perth	135	125 - 145	140	130 - 165	165	140 - 200	190	170 - 220	200+	–	280+	–
ACT - Canberra	140	125 - 150	150	140 - 165	165	150 - 200	190	170 - 220	200+	–	280+	–
NZ	114	98 - 135	130	109 - 156	146	124 - 166	166	160 - 190	180+	–	200+	–

NOTES

All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | Salaries shown are exclusive of benefits and professional memberships | Equity partner salary is representative of profit drawing rather than base plus superannuation | P.A.E: Post Admission Experience

LEGAL

IN-HOUSE

	PARALEGAL		0-1 YEARS P.A.E		LEGAL COUNSEL 1-2 YR P.A.E		LEGAL COUNSEL 2-3 YEARS P.A.E		LEGAL COUNSEL 3-4 YEARS P.A.E		LEGAL COUNSEL 4 - 5 YEARS P.A.E		LEGAL COUNSEL 5 - 6 YEARS P.A.E		LEGAL COUNSEL 6+ YEARS P.A.E		SENIOR LEGAL COUNSEL		GENERALCOUNSEL	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	75	65 - 115	80	70 - 95	95	80 - 110	115	100 - 130	135	120 - 150	145	135 - 160	155	145 - 175	175	160 - 185	215	180 - 250	300+	250+ - 400+
VIC - Melbourne	75	70 - 110	80	70 - 90	90	80 - 100	115	100 - 130	135	120 - 150	140	130 - 160	155	145 - 175	175	160 - 185	215	180 - 250	300+	–
QLD - Brisbane	70	65 - 85	75	65 - 85	80	70 - 100	110	95 - 120	125	100 - 140	135	125 - 150	150	135 - 165	160	145 - 175	190	160 - 240	275+	–
WA - Perth	70	60 - 85	75	65 - 85	80	70 - 90	105	90 - 115	120	100 - 140	130	125 - 150	145	130 - 160	160	145 - 175	190	160 - 240	275+	–
ACT - Canberra	75	60 - 85	80	70 - 85	85	75 - 95	105	90 - 115	120	100 - 135	135	120 - 145	150	135 - 170	160	150 - 170	175	165 - 200	250+	–
NZ	71	57 - 83	71	60 - 78	75	64 - 88	88	78 - 109	114	91 - 135	125	104 - 150	156	124 - 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	130	90 - 170	165	130 - 180	180+	–	220+	–
VIC - Melbourne	120	90 - 150	155	130 - 190	170+	–	220+	–
QLD - Brisbane	120	90 - 150	155	120 - 180	160+	–	200+	–
WA - Perth	120	90 - 150	145	110 - 160	160+	–	200+	–

NOTES

- | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
- | Salaries shown are exclusive of benefits and professional memberships
- | In-house lawyers in financial services would receive a bonus, not included in packages indicated
- | P.A.E: Post Admission Experience

LIFE SCIENCES

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LIFE SCIENCES

OPERATIONS

	CLINICAL TRIAL ADMINISTRATOR		CRA*		SENIOR CRA*		LEAD/PRINCIPAL CRA*		CLINICAL DATA MANAGER		CLINICAL PROJECT MANAGER*		SENIOR CLINICAL PROJECT MANAGER*		CLINICAL OPERATIONS MANAGER*		CLINICAL DIRECTOR/ HEAD OF CLINICAL *	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
Australia	75	65 - 85	95	85 - 110	125	115 - 135	135	125 - 145	110	85 - 130	140	125 - 150	155	145 - 170	150	130 - 170	200	180 - 225

	REGULATORY AFFAIRS ASSISTANT		REGULATORY AFFAIRS ASSOCIATE		SENIOR REGULATORY AFFAIRS ASSOCIATE*		REGULATORY PROJECT MANAGER*		REGULATORY AFFAIRS MANAGER*		HEAD OF REGULATORY AFFAIRS*		DRUG SAFETY ASSOCIATE		SENIOR DRUG SAFETY ASSOCIATE*		DRUG SAFETY MANAGER*	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
Australia	75	70 - 80	95	80 - 110	120	100 - 135	135	130 - 145	155	130 - 180	200	180 - 235	90	80 - 100	110	90 - 130	150	130 - 170

	HEAD OF DRUG SAFETY*		MEDICAL INFORMATION ASSOCIATE		SENIOR MEDICAL INFORMATION ASSOCIATE*		MEDICAL INFORMATION MANAGER*		MEDICAL SCIENCE LIAISON/SMSL*		MEDICAL SCIENCE LIAISON MANAGER*		MEDICAL MANAGER*		MEDICAL ADVISOR*		SENIOR MEDICAL ADVISOR*	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
Australia	200	180 - 220	85	75 - 95	110	95 - 125	145	130 - 165	135	105 - 160	160	150 - 175	155	135 - 170	170	155 - 190	195	160 - 215

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

OPERATIONS

	MEDICAL DIRECTOR*		HEALTH ECONOMICS ASSOCIATE		SENIOR HEALTH ECONOMICS ASSOCIATE/SPECIALIST*		HEALTH ECONOMICS MANAGER*		HEALTH ECONOMICS/MARKET ACCESS DIRECTOR*		GP SALES REP		HOSPITAL SPECIALIST SALES REP		BUSINESS DEVELOPMENT MANAGER		REGIONAL/STATE SALES MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
Australia	275	225 - 330	115	95 - 130	135	125 - 150	160	145 - 175	265	215 - 300	95	85 - 110	120	100 - 130	135	120 - 150	140	130 - 150

	TERRITORY MANAGER		PRODUCT SPECIALIST		KEY ACCOUNT MANAGER		NATIONAL KEY ACCOUNT MANAGER		NATIONAL SALES MANAGER		SALES DIRECTOR		BUSINESS UNIT MANAGER		ASSOCIATE BRAND/PRODUCT MANAGER		BRAND/PRODUCT MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
Australia	120	100 - 130	125	110 - 140	125	110 - 140	135	120 - 150	180	160 - 200	225	200 - 250	180	160 - 220	100	95 - 115	125	110 - 150

	SENIOR BRAND/PRODUCT MANAGER		MARKETING MANAGER		MARKETING DIRECTOR		QUALITY ASSURANCE ASSOCIATE		SENIOR QUALITY ASSURANCE ASSOCIATE		QUALITY ASSURANCE MANAGER		QUALITY CONTROL ASSOCIATE		SENIOR QUALITY CONTROL ASSOCIATE		QUALITY CONTROL MANAGER		QUALITY DIRECTOR	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
Australia	150	130 - 160	165	140 - 190	200	180 - 230	90	70 - 95	100	90 - 120	140	130 - 150	70	60 - 80	90	80 - 100	120	110 - 130	200	180 - 220

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

LOGISTICS

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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	132 - 173	160	142 - 190	140	120 - 185	120	95 - 133	93	85 - 110	105	90 - 132	78	70 - 85	78	65 - 85	60	60 - 70
WA - Perth	120	95 - 150	125	105 - 155	100	85 - 130	120	100 - 140	100	80 - 120	100	85 - 125	100	75 - 120	90	70 - 110	90	60 - 120
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	55 - 65
QLD - Brisbane	110	100 - 160	102	90 - 140	112	92 - 150	85	75 - 120	75	65 - 90	82	70 - 110	75	65 - 85	61	60 - 90	62	55 - 75
SA - Adelaide	120	90 - 150	110	90 - 140	110	90 - 120	95	85 - 120	80	75 - 95	100	85 - 120	70	65 - 85	65	60 - 85	60	60 - 70
ACT - Canberra	115	92 - 130	112	102 - 122	100	90 - 120	90	80 - 110	80	70 - 90	95	90 - 120	71	61 - 82	66	75 - 90	70	65 - 85
NT - Darwin	102	87 - 122	87	77 - 112	92	82 - 112	87	82 - 92	71	66 - 77	102	82 - 122	56	48 - 65	61	51 - 71	51	48 - 60
TAS - Hobart	110	90 - 130	100	80 - 120	90	80 - 100	85	70 - 100	65	60 - 75	85	70 - 90	55	50 - 60	55	50 - 60	50	48 - 55
New Zealand	110	90 - 150	100	80 - 140	100	90 - 120	85	80 - 100	80	70 - 90	85	80 - 100	65	60 - 75	65	60 - 75	55	50 - 60

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

TRANSPORT

	OPERATIONS MANAGER		TRANSPORT MANAGER		CONTRACT/ACCOUNT MANAGER		TRANSPORT ANALYST		FLEET MANAGER		FLEET CONTROLLER		MR/HR DRIVER		HC/MC DRIVER		MECHANIC	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	145	122 - 165	132	122 - 155	105	90 - 120	105	90 - 125	125	100 - 150	85	75 - 95	70	65 - 80	85	75 - 100	71	61 - 77
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
VIC - Melbourne	140	100 - 160	125	110 - 140	112	92 - 122	95	85 - 110	110	90 - 130	80	65 - 95	62	50 - 65	80	75 - 90	93	75 - 110
QLD - Brisbane	112	90 - 145	82	80 - 140	82	77 - 110	80	70 - 90	77	75 - 100	66	60 - 85	70	60 - 72	70	70 - 95	90	80 - 100
SA - Adelaide	115	95 - 140	110	95 - 140	100	85 - 110	90	75 - 110	85	75 - 110	80	65 - 90	65	65 - 80	80	70 - 90	70	65 - 90
ACT - Canberra	115	95 - 130	97	85 - 110	100	90 - 110	95	85 - 110	95	90 - 110	80	70 - 95	75	70 - 90	85	70 - 100	87	71 - 115
NT - Darwin	102	87 - 122	92	82 - 112	102	82 - 122	66	56 - 82	77	71 - 92	66	56 - 82	55	54 - 60	59	90 - 115	77	90 - 120
TAS - Hobart	102	87 - 122	90	85 - 100	90	80 - 95	60	55 - 65	75	70 - 85	65	55 - 70	60	55 - 65	70	60 - 75	74	68 - 80
New Zealand	125	100 - 140	110	90 - 130	110	85 - 130	60	55 - 75	85	80 - 110	70	65 - 80	65	60 - 80	70	65 - 90	85	70 - 120

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

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	95 - 135	100	90 - 120	105	85 - 120	160	130 - 205	220	190 - 260
WA - Perth	100	75 - 120	100	75 - 120	100	75 - 120	140	110 - 165	200	180 - 250
VIC - Melbourne	100	85 - 120	90	75 - 120	100	85 - 120	160	140 - 185	179	160 - 210
QLD - Brisbane	77	75 - 110	77	70 - 100	77	70 - 110	133	115 - 180	148	145 - 200
SA - Adelaide	95	70 - 115	90	75 - 110	85	70 - 105	120	110 - 180	190	150 - 220
ACT - Canberra	71	75 - 100	95	90 - 120	90	80 - 115	130	120 - 155	153	143 - 173
NT - Darwin	71	66 - 82	87	71 - 110	71	51 - 87	115	100 - 130	143	112 - 168
TAS - Hobart	85	75 - 95	85	75 - 95	85	75 - 95	110	90 - 120	135	120 - 150
New Zealand	80	65 - 90	80	70 - 90	75	60 - 90	125	95 - 150	160	130 - 200

INTERNATIONAL TRADE

	LOGISTICS MANAGER/ BRANCH MANAGER		CUSTOMER/ACCOUNT MANAGER		OPERATIONS/ CUSTOM		LOGISTICS/ OPERATIONS SUPERVISOR		IMPORT/EXPORT DOCUMENTATION CLERK	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
	145	125 - 170	95	90 - 120	90	75 - 120	95	80 - 110	75	65 - 80
	150	120 - 190	85	75 - 100	85	75 - 100	90	80 - 120	80	65 - 90
	140	120 - 160	80	70 - 100	90	80 - 110	80	75 - 100	70	60 - 80
	112	110 - 150	66	60 - 95	82	70 - 115	82	75 - 110	60	60 - 80
	115	112 - 150	85	65 - 100	90	75 - 120	90	80 - 105	75	65 - 80
	115	100 - 130	61	56 - 87	71	66 - 97	77	66 - 87	51	49 - 56
	128	102 - 153	87	66 - 97	84	77 - 92	92	82 - 112	66	56 - 77

NOTES | All salaries shown are exclusive of superannuation | 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	80 - 100	90	80 - 100	110	100 - 120	140	125 - 180	180	150 - 200	150	140 - 180	180	150 - 200
VIC - Melbourne	63	60 - 68	88	78 - 92	95	88 - 100	110	100 - 120	130	110 - 150	140	120 - 170	130	120 - 150	140	130 - 180
QLD - Brisbane	60	60 - 70	80	80 - 100	92	80 - 110	80	80 - 100	102	100 - 130	133	110 - 150	133	112 - 150	133	120 - 160
WA - Perth	70	65 - 80	90	75 - 95	110	80 - 120	115	105 - 125	125	115 - 135	140	130 - 160	130	115 - 150	140	120 - 150
SA - Adelaide	60	55 - 65	62	56 - 70	85	75 - 95	90	80 - 110	105	95 - 120	130	110 - 150	110	100 - 130	140	120 - 150
NT - Darwin	50	50 - 55	66	55 - 100	95	90 - 120	66	65 - 75	82	80 - 100	102	85 - 133	87	85 - 133	102	82 - 122
ACT - Canberra	70	60 - 80	90	80 - 120	83	78 - 120	90	80 - 110	90	85 - 120	110	90 - 130	100	90 - 125	115	100 - 140
TAS - Hobart	55	50 - 60	65	60 - 70	80	70 - 90	80	75 - 90	110	95 - 120	140	120 - 150	120	110 - 130	135	120 - 150

NOTES | All salaries shown are exclusive of superannuation

MANUFACTURING AND OPERATIONS

QUALITY CONTROL AND R&D

	QA COORDINATOR		QA MANAGER		FOOD TECHNOLOGIST		NPD MANAGER FOOD		TECHNICAL MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	100	90 - 110	130	120 - 150	100	90 - 120	140	130 - 160	145	130 - 160
VIC - Melbourne	85	75 - 90	125	100 - 140	77	61 - 97	130	100 - 140	130	120 - 150
QLD - Brisbane	71	70 - 90	92	90 - 120	71	66 - 90	122	92 - 133	122	100 - 133
WA - Perth	85	80 - 90	120	85 - 140	100	85 - 110	105	90 - 120	110	100 - 120
SA - Adelaide	70	65 - 85	100	90 - 125	75	70 - 90	100	80 - 120	122	112 - 133
NT - Darwin	77	66 - 87	92	82 - 97	66	61 - 77	87	77 - 102	112	102 - 122
ACT - Canberra	75	65 - 90	100	85 - 110	85	70 - 90	110	90 - 130	130	110 - 140
TAS - Hobart	70	65 - 80	110	90 - 120	80	70 - 90	100	90 - 120	120	110 - 130

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 - 110	120	100 - 150	120	100 - 140	130	100 - 150	140	130 - 160
VIC - Melbourne	90	66 - 100	110	85 - 120	110	90 - 130	110	85 - 120	120	100 - 135
QLD - Brisbane	77	70 - 100	102	82 - 120	112	92 - 122	112	92 - 122	122	92 - 133
WA - Perth	90	85 - 110	115	100 - 130	115	100 - 135	115	100 - 130	130	120 - 150
SA - Adelaide	85	65 - 100	90	80 - 110	110	85 - 120	100	85 - 120	115	95 - 140
NT - Darwin	92	77 - 102	97	82 - 112	102	87 - 122	102	82 - 112	112	92 - 122
ACT - Canberra	90	80 - 110	100	90 - 125	100	90 - 120	95	80 - 125	100	80 - 120
TAS - Hobart	80	70 - 90	90	80 - 100	89	77 - 107	95	85 - 115	105	95 - 130

NOTES | All salaries shown are exclusive of superannuation

MANUFACTURING AND OPERATIONS

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 - 120	105	100 - 140	115	100 - 140	125	110 - 150	125	120 - 150
VIC - Melbourne	100	90 - 120	110	95 - 125	110	100 - 120	100	90 - 115	100	85 - 120
QLD - Brisbane	85	80 - 110	100	90 - 130	92	80 - 110	122	102 - 133	122	102 - 122
WA - Perth	110	80 - 120	110	90 - 130	90	80 - 120	115	100 - 130	115	100 - 130
SA - Adelaide	85	75 - 100	100	90 - 120	95	85 - 110	110	85 - 130	105	95 - 120
NT - Darwin	90	85 - 120	90	85 - 120	92	71 - 102	97	90 - 115	97	87 - 102
ACT - Canberra	90	80 - 110	90	80 - 100	90	80 - 100	90	80 - 110	90	80 - 120
TAS - Hobart	95	80 - 110	110	90 - 130	110	90 - 120	90	80 - 110	100	90 - 130

NOTES | All salaries shown are exclusive of superannuation

MARKETING AND DIGITAL

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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 - 100	130	110 - 150	150	125 - 175	220	180 - 250	80	70 - 90	120	90 - 130	100	80 - 125	120	95 - 140	120	100 - 145	130	100 - 150
VIC - Melbourne	75	70 - 80	90	85 - 95	125	100 - 140	145	125 - 170	205	160 - 255	75	70 - 80	95	85 - 110	90	75 - 120	115	90 - 135	115	95 - 140	115	95 - 140
QLD - Brisbane	70	65 - 75	90	80 - 100	120	100 - 130	145	130 - 170	200	160 - 220	75	65 - 85	90	80 - 100	90	75 - 110	115	100 - 135	115	90 - 135	110	95 - 135
SA - Adelaide	72	70 - 75	85	80 - 90	120	100 - 130	145	130 - 160	200	170 - 220	75	70 - 80	100	85 - 120	80	75 - 85	110	100 - 120	105	90 - 120	90	80 - 105
NT - Darwin	70	65 - 80	85	80 - 90	110	90 - 130	145	130 - 160	175	140 - 220	75	65 - 85	100	80 - 115	85	75 - 105	100	90 - 110	100	85 - 120	95	85 - 110
WA - Perth	70	60 - 80	85	75 - 90	120	100 - 140	145	130 - 175	200	165 - 235	65	60 - 80	90	80 - 100	85	70 - 95	102	90 - 130	97	85 - 120	110	90 - 140
ACT - Canberra	72	70 - 90	85	85 - 110	115	100 - 135	150	125 - 175	175	160 - 200	70	65 - 90	105	90 - 125	100	80 - 120	110	95 - 125	110	95 - 125	100	85 - 115
TAS - Hobart	72	70 - 75	85	80 - 90	100	95 - 130	120	105 - 140	145	130 - 180	72	65 - 80	80	75 - 90	85	80 - 95	100	90 - 125	85	75 - 95	95	85 - 110
New Zealand	65	55 - 80	85	75 - 95	120	100 - 140	145	125 - 170	190	160 - 220	70	60 - 80	90	80 - 120	85	65 - 105	100	84 - 120	90	80 - 120	110	90 - 135

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

MARKETING AND DIGITAL

MARKETING

	BID COORDINATOR		BID WRITER		BID MANAGER		RESEARCH EXECUTIVE/ MARKETING ANALYST		DIRECT MARKETING MANAGER		INTERNAL COMMUNICATIONS ADVISOR		COMMUNICATIONS ADVISOR		COMMUNICATIONS MANAGER		MAJOR GIFTS MANAGER		SPONSORSHIP/ FUNDRAISING MANAGER		SPONSORSHIP/ FUNDRAISING DIRECTOR	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	90	75 - 100	120	95 - 140	160	140 - 180	110	80 - 130	125	100 - 135	110	90 - 130	110	90 - 130	140	125 - 160	130	110 - 150	130	100 - 155	175	160 - 210
VIC - Melbourne	90	75 - 100	115	90 - 130	150	130 - 210	100	75 - 135	105	95 - 125	110	90 - 130	110	85 - 130	135	115 - 160	115	95 - 135	120	100 - 140	155	145 - 185
QLD - Brisbane	90	75 - 100	110	90 - 120	130	120 - 155	100	75 - 120	100	90 - 115	120	85 - 130	120	90 - 130	130	115 - 150	100	90 - 110	110	100 - 120	150	130 - 175
SA - Adelaide	85	75 - 95	110	100 - 120	120	110 - 140	85	70 - 85	110	100 - 120	110	100 - 120	110	95 - 120	130	120 - 140	100	90 - 110	110	100 - 120	130	120 - 150
NT - Darwin	85	75 - 95	100	90 - 110	115	100 - 130	90	80 - 110	105	95 - 110	90	80 - 100	95	80 - 110	125	100 - 150	85	80 - 100	90	85 - 100	125	110 - 140
WA - Perth	80	70 - 95	85	70 - 95	115	95 - 125	85	75 - 120	110	95 - 125	85	80 - 120	95	80 - 120	120	110 - 170	85	80 - 100	95	95 - 115	125	100 - 145
ACT - Canberra	80	70 - 95	100	90 - 120	180	130 - 200	85	75 - 95	105	90 - 120	85	80 - 120	105	95 - 125	120	110 - 160	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 - 115	90	80 - 100	95	85 - 105	110	105 - 140	90	85 - 100	110	95 - 115	125	115 - 145
New Zealand	80	70 - 90	95	80 - 120	120	100 - 160	90	70 - 120	100	90 - 120	90	75 - 110	80	70 - 90	150	120 - 160	85	80 - 95	90	80 - 100	105	95 - 125

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

MARKETING AND DIGITAL

DIGITAL

	ECOMMERCE SPECIALIST		ECOMMERCE MANAGER		DIGITAL PROJECT MANAGER		DIGITAL MARKETING COORDINATOR		DIGITAL MARKETING EXECUTIVE		DIGITAL PRODUCER		DIGITAL DESIGNER		DIGITAL MARKETING MANAGER		MULTIMEDIA DEVELOPER		CONTENT MANAGER		WEB CONTENT EDITOR		WEBSITE MANAGER	
	Typical	Range	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	115 - 165	135	115 - 150	80	70 - 90	100	90 - 120	110	95 - 125	115	100 - 130	150	120 - 180	105	95 - 115	105	100 - 130	100	90 - 110	130	110 - 150
VIC - Melbourne	100	90 - 115	140	110 - 165	125	105 - 145	80	75 - 90	100	95 - 110	105	90 - 133	110	95 - 120	140	110 - 180	95	85 - 110	100	90 - 120	95	90 - 100	125	100 - 140
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	110	100 - 120
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	110	100 - 120
NT - Darwin	90	80 - 100	100	90 - 110	120	100 - 140	90	80 - 95	95	90 - 100	95	80 - 100	90	85 - 100	120	100 - 130	85	75 - 95	100	85 - 125	95	85 - 105	105	95 - 120
WA - Perth	100	90 - 110	130	110 - 150	115	100 - 130	80	70 - 90	95	85 - 110	90	85 - 100	90	80 - 105	122	110 - 150	90	80 - 100	90	85 - 100	90	85 - 95	105	100 - 120
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	105	100 - 120	90	80 - 100	110	100 - 125
TAS - Hobart	95	85 - 105	100	95 - 115	115	95 - 140	85	80 - 95	97	74 - 97	97	90 - 105	90	85 - 115	120	100 - 140	90	80 - 100	95	90 - 105	85	85 - 95	105	90 - 120
New Zealand	90	80 - 100	130	105 - 150	115	86 - 127	75	65 - 90	85	75 - 100	95	80 - 116	93	85 - 125	130	100 - 130	80	75 - 90	81	75 - 100	80	75 - 90	90	80 - 100

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

MARKETING AND DIGITAL

DIGITAL

	SEO SPECIALIST		SEM SPECIALIST		OPTIMISATION/ CONVERSION SPECIALIST		CONTENT WRITER		DIGITAL ANALYST		DIGITAL PRODUCT OWNER		DIGITAL CHANNEL MANAGER		SOCIAL MEDIA COORDINATOR		SOCIAL MEDIA EXECUTIVE		SOCIAL MEDIA MANAGER		CRM 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	110	95 - 120	110	95 - 120	130	100 - 150	105	90 - 120	110	90 - 145	135	120 - 155	150	130 - 170	80	75 - 90	100	90 - 115	130	105 - 155	120	100 - 145
VIC - Melbourne	105	90 - 120	105	90 - 120	120	95 - 140	100	90 - 110	110	90 - 125	130	120 - 150	140	125 - 160	80	75 - 85	90	80 - 105	115	90 - 130	110	95 - 135
QLD - Brisbane	105	90 - 110	105	90 - 110	115	95 - 130	95	85 - 105	105	85 - 125	125	115 - 145	135	120 - 155	80	75 - 90	90	80 - 100	105	85 - 120	105	90 - 120
SA - Adelaide	100	90 - 105	100	90 - 105	110	100 - 125	100	90 - 110	98	85 - 110	120	110 - 130	130	120 - 140	85	80 - 90	95	90 - 100	110	100 - 120	105	90 - 120
NT - Darwin	90	90 - 105	90	90 - 105	95	85 - 115	95	85 - 100	85	75 - 95	100	90 - 110	100	100 - 125	80	75 - 85	90	80 - 95	100	90 - 110	95	80 - 100
WA - Perth	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	105	95 - 120
ACT - Canberra	95	90 - 110	95	90 - 110	90	90 - 120	90	90 - 120	100	85 - 115	130	110 - 160	105	90 - 120	75	70 - 90	85	80 - 100	115	100 - 130	120	100 - 145
TAS - Hobart	100	90 - 115	105	90 - 115	95	90 - 105	92	85 - 105	85	80 - 95	105	95 - 130	100	90 - 110	80	75 - 85	85	80 - 90	100	90 - 115	95	85 - 105
New Zealand	95	80 - 110	95	80 - 110	100	90 - 120	80	70 - 90	90	75 - 115	135	115 - 155	130	100 - 150	70	65 - 80	85	75 - 95	115	90 - 140	105	95 - 115

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

MARKETING AND DIGITAL

PR AND COMMUNICATIONS

	PR COORDINATOR		PR EXECUTIVE		PR MANAGER		PR DIRECTOR		MEDIA RELATIONS MANAGER		CORPORATE RELATIONS ADVISOR		CORPORATE RELATIONS MANAGER		DIRECTOR OF COMMUNICATIONS		EXECUTIVE DIRECTOR OF COMMUNICATIONS	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	80	70 - 90	95	85 - 100	130	100 - 145	180	160 - 200	135	115 - 150	110	80 - 125	125	110 - 140	230	160 - 275	300	250 - 350
VIC - Melbourne	80	75 - 85	85	75 - 90	120	95 - 135	165	150 - 185	125	100 - 150	100	80 - 115	120	100 - 140	200	150 - 250	250	225 - 300
QLD - Brisbane	75	70 - 80	85	70 - 90	105	90 - 120	160	145 - 180	120	100 - 140	95	80 - 110	120	100 - 135	200	150 - 225	225	200 - 250
SA - Adelaide	85	80 - 90	95	90 - 100	115	100 - 130	150	130 - 170	135	120 - 150	95	90 - 100	115	95 - 125	220	170 - 250	300	225 - 325
NT - Darwin	80	75 - 80	95	85 - 100	115	100 - 130	135	125 - 160	105	95 - 120	95	85 - 105	110	90 - 125	180	150 - 210	225	200 - 250
WA - Perth	80	70 - 90	85	80 - 100	105	90 - 120	140	130 - 160	110	95 - 130	95	85 - 110	105	95 - 130	180	160 - 200	225	200 - 250
ACT - Canberra	75	70 - 85	90	85 - 95	105	95 - 128	145	125 - 160	120	100 - 140	95	90 - 115	135	105 - 150	170	140 - 220	225	220 - 260
TAS - Hobart	75	70 - 80	90	75 - 100	100	90 - 115	110	100 - 125	110	100 - 120	85	80 - 95	125	105 - 150	160	140 - 180	225	200 - 250
New Zealand	70	60 - 80	80	70 - 90	105	85 - 120	135	125 - 165	125	110 - 140	80	75 - 95	130	105 - 145	225	170 - 250	240	200 - 275

AGENCY

	ACCOUNT EXECUTIVE		SENIOR ACCOUNT EXECUTIVE		ACCOUNT MANAGER		SENIOR ACCOUNT MANAGER		ACCOUNT DIRECTOR		SENIOR ACCOUNT DIRECTOR		GROUP ACCOUNT DIRECTOR	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	65	60 - 70	75	70 - 80	80	75 - 90	100	90 - 110	120	110 - 130	140	130 - 150	180	150 - 200
VIC - Melbourne	60	55 - 65	70	65 - 75	80	70 - 90	90	80 - 100	115	100 - 130	135	120 - 145	175	140 - 190

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

MINING

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METALLIFEROUS MINING ENGINEERING

	REGISTERED MINE MANAGER		UNDERGROUND / QUARRY MANAGER		TECHNICAL SERVICES MANAGER		SENIOR MINING ENGINEER		MINING ENGINEER		GRADUATE MINING ENGINEER		GEOTECHNICAL ENGINEER		CHIEF SURVEYOR		SENIOR SURVEYOR		MINE SURVEYOR	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
WA	300	280 - 310	260	250 - 280	250	230 - 260	195	165 - 210	165	150 - 185	115	105 - 125	190	140 - 200	200	200 - 220	190	180 - 200	150	140 - 170
QLD - Hard Rock	235	200 - 270	250	240 - 260	220	200 - 240	180	160 - 200	150	140 - 180	100	100 - 122	143	140 - 200	180	180 - 210	170	170 - 190	133	122 - 143
QLD - Coal	270	250 - 285	230	200 - 250	220	200 - 235	185	175 - 195	145	135 - 165	95	75 - 107	143	122 - 163	180	175 - 200	160	150 - 175	140	125 - 150
NSW	270	250 - 285	200	180 - 240	200	185 - 220	180	170 - 190	160	150 - 180	100	100 - 120	150	140 - 180	175	170 - 200	150	150 - 175	150	140 - 170
VIC	205	180 - 220	200	180 - 240	200	185 - 220	155	133 - 184	153	135 - 163	100	100 - 120	120	112 - 133	180	180 - 210	150	150 - 175	150	140 - 170
SA	235	200 - 270	215	190 - 220	220	200 - 240	180	160 - 200	165	150 - 185	100	100 - 122	143	133 - 200	180	180 - 210	170	170 - 190	150	140 - 170
TAS	205	180 - 220	215	190 - 220	200	185 - 220	155	133 - 184	153	135 - 163	100	95 - 105	120	107 - 133	180	180 - 210	150	150 - 175	150	140 - 170
NT	260	190 - 265	215	190 - 220	195	170 - 200	175	145 - 185	153	135 - 163	100	95 - 105	190	140 - 200	200	200 - 220	190	180 - 200	150	140 - 170

NOTES | Metalliferous mining engineering: In WA, SA & NT all salaries are based on 9&5 and 2&1 rosters excluding superannuation and additional benefits
 | Metalliferous geology mining: In WA, SA & NT all salaries are based on 8&6 and 2&1 rosters excluding superannuation and additional benefits
 | For all other states, salaries are based on residential positions excluding superannuation and additional benefits
 | In Queensland more employers are offering drive-in-drive-out (DIDO) options and residential, which has been taken into consideration in these salaries presented

METALLIFEROUS GEOLOGY - MINING

	CHIEF GEOLOGIST		SENIOR MINE GEOLOGIST		MINE GEOLOGIST		GRADUATE GEOLOGIST		PIT TECHNICIAN/ GEOLOGICAL TECHNICIAN	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
WA	250	220 - 260	180	170 - 190	140	130 - 150	115	110 - 130	110	95 - 130
QLD - Hard Rock	194	180 - 240	158	150 - 190	122	110 - 130	90	80 - 100	82	75 - 100
QLD - Coal	194	173 - 214	158	143 - 173	122	102 - 143	87	66 - 97	82	71 - 97
NSW	210	180 - 235	165	150 - 180	130	120 - 135	90	90 - 110	85	70 - 95
VIC	210	180 - 235	165	150 - 180	130	120 - 135	90	90 - 110	82	75 - 100
SA	194	180 - 240	158	150 - 190	122	110 - 130	90	80 - 100	100	95 - 105
TAS	194	180 - 240	158	150 - 190	140	130 - 150	90	90 - 110	82	75 - 100
NT	220	210 - 260	180	170 - 190	140	130 - 150	115	110 - 130	100	95 - 105

NOTES | Metalliferous mining engineering: In WA, SA & NT all salaries are based on 9&5 and 2&1 rosters excluding superannuation and additional benefits
 | Metalliferous geology mining: In WA, SA & NT all salaries are based on 8&6 and 2&1 rosters excluding superannuation and additional benefits
 | For all other states, salaries are based on residential positions excluding superannuation and additional benefits
 | In Queensland more employers are offering drive-in-drive-out (DIDO) options and residential, which has been taken into consideration in these salaries presented

METALLIFEROUS GEOLOGY - EXPLORATION

	EXPLORATION MANAGER		SENIOR EXPLORATION GEOLOGIST		EXPLORATION GEOLOGIST		FIELD ASSISTANT	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
	230	200 - 260	180	170 - 190	135	125 - 150	95	90 - 105
	189	180 - 250	148	140 - 170	112	110 - 140	82	75 - 90
	189	173 - 204	158	143 - 173	112	102 - 133	82	71 - 92
	205	185 - 225	155	140 - 170	120	100 - 140	80	80 - 100
	189	180 - 250	155	140 - 170	110	102 - 128	82	75 - 90
	189	180 - 250	180	170 - 190	112	110 - 140	82	75 - 90
	189	180 - 250	155	140 - 170	112	110 - 140	82	75 - 90
	230	200 - 260	180	170 - 190	135	130 - 150	95	90 - 105

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

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	140	130 - 160	158	148 - 184	133	120 - 140	82	80 - 100	165	150 - 200	130	125 - 155	112	100 - 122	92	90 - 100	92	75 - 105
NSW	184	173 - 204	115	105 - 125	125	115 - 135	133	120 - 140	75	70 - 90	155	135 - 165	100	90 - 110	90	70 - 100	80	70 - 90	85	75 - 95
VIC	170	163 - 184	140	130 - 160	158	148 - 184	133	120 - 140	105	95 - 110	165	150 - 200	105	92 - 122	90	82 - 102	80	70 - 90	85	75 - 95
SA	210	190 - 250	140	130 - 160	165	150 - 190	133	120 - 140	105	95 - 110	165	150 - 200	140	120 - 150	82	71 - 92	100	90 - 110	92	75 - 105
TAS	184	173 - 204	140	130 - 160	158	148 - 184	133	120 - 140	105	95 - 110	165	150 - 200	90	81 - 95	70	66 - 82	82	80 - 90	92	75 - 105
NT	210	190 - 250	150	150 - 165	165	150 - 190	145	135 - 155	105	95 - 110	185	165 - 204	140	120 - 150	100	90 - 110	82	80 - 90	82	80 - 90

NOTES | 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

FIXED PLANT MAINTENANCE

	MAINTENANCE SUPERINTENDENT		MAINTENANCE PLANNER		MAINTENANCE SUPERVISOR		MECHANICAL ENGINEER Mid level 3-7 years		ELECTRICAL ENGINEER 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	195	180 - 220	170	160 - 190	180	165 - 200	150	140 - 180	150	140 - 180	160	150 - 180	160	150 - 170	175	150 - 200	175	150 - 200	175	160 - 200
QLD	200	185 - 225	145	130 - 160	165	150 - 185	148	129 - 158	138	132 - 159	122	115 - 140	140	125 - 155	140	125 - 155	135	120 - 140	145	130 - 165
NSW	184	173 - 204	160	150 - 170	130	130 - 160	130	125 - 160	130	125 - 160	110	100 - 125	110	100 - 120	120	100 - 125	135	120 - 140	145	130 - 165
VIC	184	173 - 204	145	130 - 160	143	140 - 163	148	129 - 158	138	132 - 159	130	122 - 153	140	125 - 155	140	125 - 155	135	120 - 140	145	130 - 165
SA	184	173 - 204	145	130 - 160	143	140 - 163	148	129 - 158	138	132 - 159	130	122 - 153	140	125 - 155	140	125 - 155	135	120 - 140	145	130 - 165
TAS	184	173 - 204	145	130 - 160	143	140 - 163	148	129 - 158	138	132 - 159	122	115 - 140	140	125 - 155	140	125 - 155	135	120 - 140	145	130 - 165
NT	179	170 - 190	138	128 - 148	143	140 - 163	143	140 - 158	143	140 - 158	117	120 - 140	140	130 - 150	140	130 - 150	140	130 - 150	150	130 - 150

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.

MOBILE PLANT MAINTENANCE

	WORKSHOP SUPERVISOR		HD FITTER		AUTO ELECTRICIAN		BOILERMAKER/WELDER		SERVICE PERSON		OPEN PIT SUPERVISOR		EXCAVATOR OPERATOR	
	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	135	125 - 160	200	180 - 212	175	160 - 185
QLD	160	150 - 180	175	150 - 200	180	160 - 200	130	120 - 150	125	110 - 155	165	150 - 185	130	120 - 150
NSW	140	140 - 160	155	140 - 168	148	138 - 168	130	120 - 150	125	110 - 125	150	145 - 175	112	102 - 122
VIC	140	140 - 160	155	140 - 168	148	138 - 168	130	120 - 150	125	110 - 125	150	145 - 175	140	110 - 140
SA	140	140 - 160	155	140 - 168	148	138 - 168	130	120 - 150	125	110 - 125	150	145 - 175	122	112 - 143
TAS	140	140 - 160	155	140 - 168	148	138 - 168	130	120 - 150	125	110 - 125	150	145 - 175	140	110 - 140
NT	153	133 - 163	155	140 - 168	148	138 - 168	153	133 - 173	125	110 - 125	158	148 - 168	140	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.

MOBILE PLANT MAINTENANCE

	DUMP TRUCK OPERATOR		DRILLER		ALL-ROUNDER		UNDERGROUND SUPERVISOR		JUMBO OPERATOR		BOGGER OPERATOR		SERVICE CREW	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
WA	130	125 - 140	160	150 - 175	160	150 - 180	185	175 - 212	312	250 - 330	180	150 - 200	130	115 - 145
QLD	115	100 - 125	150	105 - 170	115	99 - 125	190	170 - 230	168	143 - 184	122	112 - 133	117	107 - 128
NSW	102	100 - 140	125	120 - 155	112	92 - 122	180	170 - 200	128	122 - 143	117	112 - 138	102	92 - 112
VIC	115	100 - 125	135	107 - 150	115	99 - 125	130	107 - 148	140	133 - 153	120	112 - 133	95	87 - 107
SA	115	100 - 125	135	107 - 150	115	99 - 125	133	102 - 143	140	133 - 153	117	112 - 138	102	92 - 112
TAS	115	100 - 125	135	107 - 150	115	99 - 125	100	92 - 112	140	133 - 153	117	112 - 138	112	97 - 128
NT	120	110 - 120	135	107 - 150	130	120 - 140	148	133 - 168	168	143 - 189	133	112 - 148	112	97 - 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.

OHS AND ENVIRONMENTAL

	HSE MANAGER		OH&S MANAGER/ SUPERINTENDENT		OH&S COORDINATOR		OH&S 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	185 - 235	175	165 - 195	155	140 - 170	140	120 - 160	155	145 - 175	130	105 - 155	115	105 - 135	135	125 - 155
QLD	210	180 - 235	163	153 - 173	133	128 - 148	112	100 - 140	163	153 - 184	138	138 - 153	122	92 - 128	125	100 - 140
NSW	180	160 - 200	160	140 - 180	125	125 - 135	140	120 - 160	150	145 - 165	138	138 - 153	105	90 - 120	120	100 - 140
VIC	180	160 - 200	163	153 - 173	133	128 - 148	140	120 - 160	163	143 - 179	138	138 - 153	122	92 - 128	117	92 - 128
SA	180	160 - 200	163	153 - 173	133	128 - 148	140	120 - 160	163	143 - 179	138	138 - 153	122	92 - 128	117	92 - 128
TAS	180	160 - 200	163	153 - 173	133	128 - 148	140	120 - 160	163	143 - 179	138	138 - 153	122	92 - 128	117	92 - 128
NT	210	185 - 235	175	165 - 195	155	140 - 170	140	120 - 160	163	143 - 179	143	133 - 153	122	92 - 138	117	92 - 128

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.

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	214	204 - 229	173	168 - 208	204	184 - 232	153	133 - 179	102	87 - 124	143	133 - 175	112	92 - 134	138	122 - 165	92	87 - 135	71	66 - 108	102	82 - 127
NSW	195	190 - 205	175	165 - 200	170	160 - 210	140	140 - 175	130	105 - 140	160	150 - 180	130	130 - 150	130	120 - 150	120	110 - 130	85	80 - 95	110	110 - 130
VIC	195	184 - 224	165	153 - 184	170	153 - 224	140	140 - 175	100	71 - 112	143	133 - 175	110	82 - 122	130	120 - 150	115	102 - 133	85	71 - 102	105	82 - 112
SA	173	143 - 184	133	122 - 143	204	184 - 232	140	140 - 175	122	92 - 133	143	133 - 175	100	92 - 112	130	120 - 150	112	92 - 122	82	66 - 92	102	87 - 122
TAS	175	153 - 194	125	112 - 143	204	184 - 232	140	140 - 175	95	82 - 102	143	133 - 175	100	82 - 112	130	120 - 150	120	82 - 143	85	71 - 102	120	82 - 143
NT	245	214 - 265	190	170 - 225	240	205 - 265	153	140 - 185	112	92 - 133	140	133 - 173	128	92 - 148	148	122 - 179	122	82 - 143	97	77 - 107	117	107 - 128

NOTES | 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.

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	125	115 - 135
QLD	204	200 - 250	194	173 - 225	173	163 - 204	194	158 - 204	184	163 - 220	143	130 - 180	122	102 - 162	122	102 - 138	138	102 - 165	122	120 - 160	130	120 - 180	122	92 - 133
NSW	180	180 - 200	184	173 - 215	153	153 - 185	160	160 - 208	170	170 - 184	150	150 - 190	120	95 - 135	125	120 - 145	120	100 - 160	130	130 - 150	140	140 - 170	130	110 - 150
VIC	200	184 - 224	190	184 - 204	135	122 - 153	150	143 - 173	165	153 - 184	153	122 - 173	120	112 - 133	122	102 - 138	125	112 - 143	100	82 - 112	133	102 - 143	100	82 - 112
SA	180	180 - 200	194	173 - 225	173	133 - 184	153	122 - 184	163	143 - 184	153	122 - 173	112	92 - 122	122	102 - 138	112	102 - 133	122	102 - 143	133	102 - 143	102	92 - 112
TAS	180	180 - 200	194	173 - 225	135	122 - 153	120	112 - 133	184	163 - 220	153	122 - 173	110	82 - 122	122	102 - 138	100	82 - 112	100	82 - 112	133	102 - 143	100	82 - 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 per cent depending on location

OFFICE SUPPORT

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OFFICE SUPPORT

ADMINISTRATION

	ADMINISTRATION ASSISTANT 6-12 mths exp		ADMINISTRATION ASSISTANT 12+ mths exp		PROJECT ADMINISTRATION ASSISTANT 3+ years exp		OFFICE MANAGER		PROJECT CO-ORDINATOR	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	55	55 - 60	70	60 - 70	85	75 - 95	100	90 - 110	90	80 - 90
NSW - Regional	55	55 - 60	65	60 - 70	75	70 - 85	90	80 - 100	80	70 - 80
VIC - Melbourne	60	50 - 65	65	60 - 70	80	75 - 85	90	85 - 100	80	75 - 90
VIC - Regional	60	57 - 65	65	60 - 68	68	65 - 75	83	75 - 90	70	65 - 75
QLD - Brisbane, Gold Coast & Sunshine Coast	55	55 - 60	65	60 - 70	75	70 - 80	80	75 - 90	75	70 - 80
QLD - Regional	55	55 - 60	60	55 - 65	70	65 - 75	75	65 - 85	70	65 - 75
SA - Adelaide	57	55 - 62	62	60 - 68	70	65 - 80	85	75 - 90	73	70 - 80
WA - Perth	60	55 - 65	65	60 - 70	80	75 - 95	90	80 - 110	80	70 - 100
ACT - Canberra	65	60 - 70	75	70 - 80	90	75 - 90	100	90 - 110	92	80 - 100
TAS - Hobart/Launceston	55	50 - 60	60	52 - 65	80	65 - 90	80	70 - 90	80	70 - 95
NT - Darwin	60	55 - 65	70	65 - 75	80	70 - 90	85	78 - 100	85	65 - 85
NZ - Auckland	60	55 - 65	60	58 - 68	65	60 - 70	70	65 - 80	65	65 - 70
NZ - Wellington	55	52 - 60	60	57 - 63	65	60 - 70	75	65 - 85	71	65 - 75
NZ - Christchurch	53	52 - 55	65	55 - 65	70	60 - 80	70	65 - 80	70	65 - 80

BANKING AND FINANCE SUPPORT

Specialist Finance PA		INVESTMENT BANKING PERSONAL ASSISTANT		CLIENT SERVICE OFFICER	
Typical	Range	Typical	Range	Typical	Range
90	80 - 105	90	80 - 100	80	65 - 85
85	70 - 95	85	70 - 95	65	60 - 70
90	85 - 95	95	85 - 110	80	70 - 90
60	50 - 65	75	60 - 80	65	55 - 70
85	75 - 90	80	75 - 90	70	60 - 75
70	70 - 80	70	70 - 80	60	55 - 70
65	60 - 70	66	61 - 71	75	65 - 85
85	75 - 95	85	75 - 95	70	60 - 80
80	72 - 90	76	72 - 83	76	70 - 85
72	67 - 90	70	65 - 80	72	65 - 85
70	61 - 75	69	59 - 77	56	56 - 61
66	57 - 77	65	56 - 77	59	51 - 66
61	56 - 66	65	56 - 70	53	51 - 59
61	56 - 66	64	63 - 70	53	51 - 59

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

OFFICE SUPPORT

ADMINISTRATION/SUPPORT

	TEAM ASSISTANT/ ADMINISTRATOR 12+ mths exp		PERSONAL ASSISTANT Assisting a number of executives		EXECUTIVE ASSISTANT Working for one person	
	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	80	75 - 90	100	90 - 110	100	85 - 125
NSW - Regional	70	65 - 80	80	75 - 85	95	85 - 110
VIC - Melbourne	75	70 - 80	85	80 - 90	100	90 - 120
VIC - Regional	68	65 - 70	85	80 - 100	90	90 - 110
QLD - Brisbane, Gold Coast & Sunshine Coast	70	70 - 80	85	80 - 95	90	80 - 100
QLD - Regional	65	60 - 70	75	70 - 80	80	75 - 85
SA - Adelaide	70	65 - 80	80	75 - 85	85	75 - 95
WA - Perth	80	70 - 90	95	80 - 110	100	80 - 120
ACT - Canberra	80	70 - 85	95	90 - 110	115	95 - 120
TAS - Hobart/Launceston	65	60 - 70	85	70 - 95	95	85 - 115
NT - Darwin	70	65 - 75	85	78 - 100	85	78 - 100
NZ - Auckland	60	55 - 62	85	75 - 90	85	75 - 90
NZ - Wellington	60	57 - 64	68	65 - 75	75	70 - 90
NZ - Christchurch	70	65 - 75	70	65 - 80	80	70 - 90

ADMINISTRATION/SPECIALISTS

DATA ENTRY OPERATOR		RECORDS OFFICER		MEDICAL SECRETARY	
Typical	Range	Typical	Range	Typical	Range
65	60 - 70	80	70 - 85	80	70 - 90
55	55 - 65	65	60 - 70	80	70 - 85
65	60 - 70	85	80 - 90	70	60 - 80
60	55 - 65	75	70 - 80	65	60 - 70
65	55 - 65	70	65 - 75	70	65 - 75
60	55 - 60	65	60 - 70	65	60 - 70
60	55 - 65	60	55 - 65	65	60 - 70
60	52 - 70	80	70 - 90	70	60 - 85
62	60 - 68	65	60 - 70	80	70 - 85
57	52 - 65	70	65 - 80	65	55 - 70
60	55 - 65	58	55 - 65	60	55 - 70
53	50 - 55	55	55 - 58	58	55 - 60
55	50 - 55	52	50 - 55	60	57 - 65
52	50 - 55	52	50 - 55	65	60 - 70

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

OFFICE SUPPORT

RECEPTION

	SWITCHBOARD OPERATOR		RECEPTIONIST Up to 12 mths exp		RECEPTIONIST 12+ mths exp		RECEPTIONIST/ ADMINISTRATION ASSISTANT 12+ mths exp	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	65	60 - 65	60	60 - 65	70	65 - 75	70	60 - 75
NSW - Regional	60	60 - 65	60	60 - 65	70	65 - 75	70	60 - 75
VIC - Melbourne	60	55 - 65	58	55 - 65	65	60 - 70	65	60 - 70
VIC - Regional	58	55 - 60	55	55 - 60	60	55 - 65	63	58 - 68
QLD - Brisbane, Gold Coast & Sunshine Coast	65	60 - 65	60	60 - 65	65	65 - 75	65	65 - 75
QLD - Regional	60	60 - 65	55	50 - 60	60	60 - 70	60	60 - 70
SA - Adelaide	60	55 - 65	57	55 - 60	62	55 - 65	67	55 - 70
WA - Perth	60	55 - 65	65	55 - 70	70	65 - 75	65	60 - 75
ACT - Canberra	65	65 - 70	65	65 - 75	70	65 - 75	75	70 - 80
TAS - Hobart/Launceston	57	55 - 65	57	52 - 67	65	55 - 67	65	60 - 70
NT - Darwin	60	55 - 65	55	50 - 60	60	55 - 65	62	52 - 75
NZ - Auckland	50	48 - 52	58	58 - 60	60	58 - 62	55	55 - 60
NZ - Wellington	49	48 - 51	52	49 - 54	55	52 - 56	55	51 - 58
NZ - Christchurch	49	48 - 50	52	50 - 53	56	55 - 58	58	55 - 60

LEGAL SUPPORT

	LEGAL SECRETARY 0 - 2 years exp		LEGAL SECRETARY 2+ years exp		LEGAL PERSONAL ASSISTANT	
	Typical	Range	Typical	Range	Typical	Range
	75	70 - 75	80	75 - 85	85	80 - 95
	65	65 - 70	75	70 - 80	80	75 - 90
	70	65 - 75	80	75 - 90	85	75 - 90
	65	60 - 70	75	70 - 80	90	85 - 95
	70	70 - 75	75	70 - 80	80	75 - 85
	65	65 - 70	65	65 - 70	70	65 - 75
	67	60 - 75	75	70 - 80	82	75 - 90
	65	60 - 75	75	70 - 85	90	80 - 100
	82	75 - 85	90	75 - 95	90	80 - 95
	72	60 - 77	75	65 - 80	80	75 - 90
	65	60 - 70	68	65 - 75	68	65 - 80
	65	55 - 75	68	65 - 75	75	70 - 85
	68	55 - 75	70	65 - 78	74	70 - 85
	60	55 - 65	64	63 - 70	70	65 - 75

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

OFFICE SUPPORT

PROPERTY AND CONSTRUCTION SUPPORT

	DOCUMENT CONTROLLER		PROJECT SECRETARY/ ADMINISTRATOR		SITE SECRETARY/ADMINISTRATOR		FACILITIES ADMINISTRATOR		CONTRACTS ADMINISTRATOR Residential		CLIENT LIAISON Residential	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	85	75 - 95	75	70 - 90	80	70 - 95	70	65 - 75	100	90 - 110	70	65 - 85
NSW - Regional	75	70 - 80	80	70 - 85	80	70 - 90	65	60 - 70	90	85 - 100	70	65 - 85
VIC - Melbourne	90	85 - 95	80	75 - 85	75	70 - 80	70	68 - 75	90	85 - 95	80	75 - 85
VIC - Regional	85	80 - 90	75	70 - 80	70	65 - 75	65	60 - 70	88	80 - 95	75	70 - 80
QLD - Brisbane, Gold Coast & Sunshine Coast	85	75 - 95	75	70 - 80	75	70 - 90	65	60 - 75	85	70 - 90	70	65 - 80
QLD - Regional	75	70 - 85	70	65 - 75	70	70 - 85	60	55 - 70	70	65 - 80	65	60 - 70
SA - Adelaide	80	70 - 90	73	66 - 80	70	60 - 80	70	65 - 80	82	75 - 90	65	60 - 70
WA - Perth	95	85 - 120	80	75 - 95	90	80 - 130	70	65 - 80	95	80 - 110	70	70 - 90
ACT - Canberra	80	70 - 88	90	75 - 100	77	70 - 85	72	70 - 78	90	80 - 95	65	60 - 70
TAS - Hobart/Launceston	80	70 - 90	75	65 - 90	75	70 - 90	70	65 - 75	90	80 - 100	70	65 - 75
NT - Darwin	100	80 - 120	90	75 - 100	75	65 - 100	56	50 - 65	90	80 - 110	56	56 - 61
NZ - Auckland	61	51 - 71	59	55 - 69	59	52 - 69	57	52 - 63	63	55 - 71	56	51 - 61
NZ - Wellington	60	51 - 65	56	55 - 61	56	51 - 61	51	48 - 56	56	55 - 70	51	48 - 56
NZ - Christchurch	60	51 - 65	56	55 - 61	54	51 - 56	50	48 - 52	56	55 - 70	49	48 - 55

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

POLICY AND STRATEGY

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POLICY AND STRATEGY

	POLICY OFFICER/ POLICY ADVISOR		SENIOR POLICY OFFICER/POLICY ADVISOR		POLICY MANAGER		GOVERNMENT RELATIONS MANAGER		STRATEGIC MANAGER		PROGRAMME OFFICER/ CO-ORDINATOR*		PROGRAMME MANAGER*		PROJECT OFFICER*		PROJECT MANAGER*	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	95	90 - 100	120	110 - 130	160	140 - 175	135	120 - 165	150	140 - 175	90	80 - 105	150	130 - 180	95	90 - 110	160	140 - 180
VIC - Melbourne	95	92 - 100	115	106 - 128	150	120 - 170	130	110 - 170	140	130 - 170	95	92 - 104	150	120 - 180	95	92 - 104	150	140 - 170
QLD - Brisbane	90	85 - 100	110	95 - 120	130	115 - 150	112	97 - 122	135	120 - 160	90	80 - 100	130	110 - 150	90	80 - 110	130	120 - 160
WA - Perth	85	80 - 90	105	92 - 112	112	92 - 153	122	102 - 143	133	102 - 163	92	82 - 102	107	87 - 145	87	66 - 92	97	87 - 135
ACT - Canberra	80	66 - 95	105	90 - 120	120	110 - 155	112	92 - 135	115	97 - 135	95	85 - 105	115	90 - 155	85	75 - 95	100	95 - 140
SA - Adelaide	90	85 - 105	107	97 - 119	120	117 - 123	130	117 - 150	135	115 - 165	95	90 - 120	130	120 - 145	95	84 - 104	120	110 - 145
TAS - Hobart	80	68 - 94	99	89 - 114	114	94 - 124	112	97 - 122	133	102 - 163	72	62 - 92	107	87 - 145	89	68 - 94	98	87.5 - 135
NT - Darwin	75	70 - 80	95	82 - 101	114	106 - 120	102	95 - 115	112	106 - 125	70	65 - 80	82	75 - 100	82	79 - 87	106	95 - 115
NZ - Wellington	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

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | * 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)

POLICY AND STRATEGY

	GRANTS OFFICER		RESEARCH ANALYST		EVALUATION ADVISOR		SENIOR EVALUATION ADVISOR		DATA ANALYST		EXECUTIVE OFFICER		BUSINESS ANALYST		MINISTERIAL LIAISON OFFICER		REGULATORY ADVISOR	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	95	85 - 110	90	80 - 100	100	85 - 110	115	100 - 130	110	100 - 120	120	110 - 150	122	87 - 143	110	100 - 120	130	110 - 150
VIC - Melbourne	90	90 - 105	90	85 - 105	90	90 - 100	115	105 - 130	100	92 - 110	110	90 - 130	120	110 - 130	100	92 - 110	105	100 - 125
QLD - Brisbane	90	80 - 110	90	80 - 100	85	80 - 90	95	90 - 100	82	70 - 100	90	85 - 130	110	90 - 130	90	80 - 100	95	90 - 120
WA - Perth	80	70 - 85	80	66 - 85	100	90 - 110	120	110 - 130	82	66 - 92	97	77 - 122	92	77 - 117	87	66 - 95	92	82 - 102
ACT - Canberra	85	75 - 95	90	80 - 110	110	80 - 120	115	105 - 130	90	80 - 110	100	92 - 140	110	95 - 133	100	90 - 105	105	92 - 120
SA - Adelaide	87	84 - 100	90	80 - 112	85	80 - 95	95	90 - 100	95	90 - 120	95	95 - 120	115	110 - 140	95	90 - 120	105	95 - 120
TAS - Hobart	82	77 - 97	82	66 - 92	75	65 - 95	90	85 - 100	80	71 - 92	105	99 - 110	92	82 - 117	97	87 - 102	92	82 - 102
NT - Darwin	80	75 - 95	74	69 - 80	74	69 - 79	85	82 - 87	85	82 - 87	95	85 - 101	95	85 - 101	82	71 - 95	92	82 - 101
NZ - Wellington	70	65 - 75	82	71 - 92	—	—	—	—	72	61 - 82	100	80 - 120	87	71 - 102	90	65 - 110	98	85 - 110

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

POLICY AND STRATEGY

	REGULATORY MANAGER		ECONOMIST		SENIOR ECONOMIST		GOVERNANCE OFFICER/ SECRETARIAT		GOVERNANCE MANAGER		RISK ADVISOR		COMPLIANCE OFFICER		RISK/COMPLIANCE MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	150	120 - 170	120	100 - 140	160	130 - 185	110	100 - 120	150	130 - 170	110	100 - 130	110	100 - 120	150	130 - 170
VIC - Melbourne	130	120 - 170	110	100 - 130	130	120 - 160	90	90 - 105	130	120 - 150	115	106 - 128	100	80 - 105	130	120 - 170
QLD - Brisbane	120	110 - 150	102	90 - 130	125	110 - 160	100	90 - 120	120	110 - 140	110	90 - 130	90	80 - 110	150	130 - 170
WA - Perth	122	87 - 148	102	92 - 128	122	102 - 148	87	82 - 97	112	97 - 138	100	90 - 110	80	70 - 90	120	95 - 140
ACT - Canberra	115	95 - 125	107	97 - 122	125	112 - 155	95	85 - 110	130	120 - 155	120	100 - 140	85	70 - 100	115	100 - 130
SA - Adelaide	128	110 - 153	115	105 - 140	130	120 - 150	100	95 - 120	115	110 - 140	100	95 - 125	90	78 - 105	120	115 - 140
TAS - Hobart	112	99 - 124	102	92 - 128	122	107 - 138	87	82 - 97	120	100 - 140	80	70 - 100	80	66 - 87	95	85 - 110
NT - Darwin	110	106 - 114	105	85 - 125	125	106 - 134	92	82 - 101	110	106 - 114	110	106 - 114	75	70 - 85	95	90 - 100
NZ - Wellington	120	90 - 150	105	85 - 125	122	102 - 143	85	80 - 90	114	92 - 135	105	90 - 120	75	65 - 85	100	80 - 120

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

PROCUREMENT

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PROCUREMENT

	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	300	250 - 450	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	95	80 - 110	120	100 - 140	160	140 - 200	150	130 - 180	300	250 - 450	100	90 - 120	120	100 - 140	160	140 - 180	85	80 - 100	140	120 - 180	160	140 - 190
VIC - Melbourne	90	70 - 110	120	90 - 140	160	120 - 200	155	130 - 200	320	250 - 450	100	80 - 130	115	85 - 125	155	120 - 185	90	80 - 110	150	100 - 200	170	140 - 215
QLD - Brisbane	80	70 - 90	110	90 - 120	150	130 - 200	140	120 - 180	250	250 - 350	100	80 - 120	120	100 - 140	122	100 - 160	90	80 - 120	120	100 - 160	150	130 - 200
SA - Adelaide	80	70 - 90	95	85 - 120	150	120 - 180	130	120 - 150	230	150 - 250	120	90 - 140	120	100 - 140	120	110 - 130	120	100 - 140	160	130 - 200	200	160 - 250
WA - Perth	100	90 - 120	125	105 - 140	170	150 - 240	170	150 - 210	220	190 - 250	110	100 - 130	130	125 - 150	140	140 - 200	135	125 - 175	160	130 - 260	190	170 - 260
ACT - Canberra	100	90 - 110	125	120 - 140	150	140 - 180	120	112 - 160	200	170 - 250	100	90 - 110	110	90 - 110	140	130 - 150	100	80 - 100	130	110 - 180	185	140 - 230
NT- Darwin	70	70 - 90	90	90 - 120	120	110 - 140	120	112 - 165	230	135 - 250	80	80 - 90	92	85 - 115	112	100 - 112	90	80 - 100	102	100 - 120	120	110 - 160
TAS - Hobart	80	70 - 90	100	90 - 120	130	120 - 140	120	110 - 150	—	—	80	80 - 90	95	85 - 115	120	100 - 150	90	80 - 100	100	100 - 120	130	120 - 160
New Zealand	80	75 - 90	95	90 - 120	130	120 - 160	135	120 - 150	180	160 - 220	90	80 - 100	105	95 - 125	125	110 - 140	90	80 - 110	110	100 - 130	140	120 - 170

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

PROCUREMENT

	PROCUREMENT OFFICER		PROCUREMENT SPECIALIST		PROCUREMENT MANAGER		STRATEGIC SOURCING MANAGER		PROCUREMENT ANALYST		PURCHASING MANAGER		CATEGORY MANAGER		CONTRACT ADMINISTRATOR		CONTRACT MANAGER		COMMERCIAL MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	95	80 - 110	120	100 - 140	160	140 - 200	150	130 - 180	100	90 - 120	120	100 - 140	160	140 - 180	85	80 - 100	140	120 - 180	160	140 - 190
VIC - Melbourne	90	70 - 110	120	90 - 140	160	120 - 200	155	130 - 200	100	80 - 130	115	85 - 125	155	120 - 185	90	80 - 110	150	100 - 200	170	140 - 215
QLD - Brisbane	80	70 - 90	110	90 - 120	150	130 - 200	140	120 - 180	100	80 - 120	120	100 - 140	122	100 - 160	90	80 - 120	120	100 - 160	150	130 - 200
SA - Adelaide	80	70 - 90	95	85 - 120	150	120 - 180	130	120 - 150	120	90 - 140	120	100 - 140	120	110 - 130	120	100 - 140	160	130 - 200	200	160 - 250
WA - Perth	100	90 - 120	125	105 - 140	170	150 - 240	170	150 - 210	110	100 - 130	130	125 - 150	140	140 - 200	135	125 - 175	160	130 - 260	190	170 - 260
ACT - Canberra	100	90 - 110	125	120 - 140	150	140 - 180	120	112 - 160	100	90 - 110	110	90 - 110	140	130 - 150	100	80 - 100	130	110 - 180	185	140 - 230
NT- Darwin	70	70 - 90	90	90 - 120	120	110 - 140	120	112 - 165	80	80 - 90	92	85 - 115	112	100 - 112	90	80 - 100	102	100 - 120	120	110 - 160
TAS - Hobart	80	70 - 90	100	90 - 120	130	120 - 140	120	110 - 150	80	80 - 90	95	85 - 115	120	100 - 150	90	80 - 100	100	100 - 120	130	120 - 160
New Zealand	80	75 - 90	95	90 - 120	130	120 - 160	135	120 - 150	90	80 - 100	105	95 - 125	125	110 - 140	90	80 - 110	110	100 - 130	140	120 - 170

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

PROPERTY

To gain access to industry insights for property professionals, contact one of our expert consultants.

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PROPERTY

	COMMERCIAL/ INDUSTRIAL/ RETAIL PROPERTY MANAGER 0-3 years exp		COMMERCIAL/ INDUSTRIAL/RETAIL PROPERTY MANAGER 3+ years exp		RESIDENTIAL PROPERTY MANAGER 0-3 years exp		RESIDENTIAL PROPERTY MANAGER 3+ years exp		ASSET MANAGER 0-3 years exp		ASSET MANAGER 3+ years exp		RETAIL CENTRE MANAGER		LEASE ADMINISTRATOR		COMMERCIAL/ INDUSTRIAL SALES AND LEASING	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	77	60 - 92	110	90 - 133	70	60 - 80	85	80 - 100	102	71 - 112	180	120 - 250	120	82 - 155	85	60 - 110	102	61 - 153
NSW - Regional	75	55 - 90	100	75 - 120	61	52 - 66	77	66 - 82	92	66 - 102	150	90 - 200	112	75 - 122	75	50 - 100	102	56 - 122
VIC - Melbourne	77	65 - 90	110	90 - 133	70	60 - 80	85	80 - 100	100	70 - 110	180	120 - 250	120	85 - 155	85	60 - 110	105	65 - 150
VIC - Regional	60	55 - 75	85	60 - 100	55	52 - 60	70	65 - 90	80	60 - 90	110	90 - 180	90	70 - 115	60	50 - 70	82	56 - 117
QLD - Brisbane, Gold Coast & Sunshine Coast	65	60 - 75	90	75 - 100	55	55 - 65	66	55 - 70	85	70 - 100	120	90 - 150	92	82 - 155	60	55 - 110	102	65 - 150
QLD - Regional	54	52 - 56	80	65 - 90	55	52 - 60	51	50 - 65	82	71 - 92	102	90 - 120	92	77 - 143	48	48 - 56	102	60 - 150
SA - Adelaide	75	65 - 85	95	70 - 110	65	60 - 75	75	65 - 85	85	70 - 95	110	90 - 125	110	80 - 140	65	60 - 75	90	60 - 120
WA - Perth	75	55 - 90	110	70 - 130	70	55 - 80	75	75 - 80	85	80 - 92	120	95 - 140	120	80 - 150	65	55 - 70	125	80 - 170
ACT - Canberra	75	60 - 85	95	90 - 120	70	60 - 75	85	70 - 85	92	80 - 110	130	120 - 160	120	92 - 143	75	55 - 80	122	71 - 130
TAS - Hobart	70	65 - 75	90	80 - 100	70	65 - 75	85	75 - 95	75	70 - 80	95	85 - 115	110	95 - 115	51	48 - 56	75	65 - 95
NT - Darwin	80	70 - 90	90	70 - 100	60	50 - 65	75	65 - 85	77	66 - 92	92	82 - 122	110	85 - 122	56	48 - 61	110	80 - 120
NZ - Auckland	71	61 - 77	112	92 - 122	71	61 - 82	92	82 - 102	100	92 - 112	138	112 - 153	133	92 - 153	66	56 - 77	153	133 - 204
NZ - Wellington	71	61 - 77	107	87 - 112	71	61 - 82	92	82 - 102	100	82 - 112	122	102 - 133	112	92 - 122	61	51 - 66	143	133 - 153
NZ - Christchurch	66	56 - 71	107	87 - 112	71	61 - 82	92	82 - 102	100	82 - 112	122	102 - 133	112	92 - 122	61	51 - 66	143	133 - 153

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PROPERTY

	VALUER CPV/RPV 0-3 years exp		VALUER CPV/RPV 3+ years exp		CLIENT SIDE PROJECT MANAGER 0-3 years exp		CLIENT SIDE PROJECT MANAGER 3+ years exp		CLIENT SIDE PROJECT DIRECTOR		ACQUISITIONS 0-4 years exp		ACQUISITIONS 4+ years exp		ASSISTANT DEVELOPMENT MANAGER		DEVELOPMENT MANAGER		DEVELOPMENT DIRECTOR	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	90	70 - 100	102	100 - 120	100	90 - 120	180	102 - 250	255	179 - 300	102	71 - 122	204	102 - 388	120	90 - 150	184	133 - 255	280	224 - 388
NSW - Regional	90	70 - 100	102	100 - 120	90	80 - 110	150	102 - 180	204	163 - 250	82	56 - 97	184	102 - 306	82	80 - 135	184	122 - 255	260	224 - 388
VIC - Melbourne	90	70 - 100	105	100 - 125	100	90 - 120	170	105 - 250	250	180 - 300	102	71 - 122	200	105 - 380	120	90 - 150	185	135 - 255	280	225 - 385
VIC - Regional	65	60 - 85	85	70 - 110	95	80 - 110	160	105 - 185	235	180 - 260	82	66 - 102	130	90 - 170	75	60 - 90	125	115 - 160	190	160 - 230
QLD - Brisbane, Gold Coast & Sunshine Coast	56	65 - 100	82	70 - 105	90	80 - 100	122	100 - 180	163	153 - 250	82	71 - 107	122	82 - 168	70	65 - 77	133	95 - 160	224	204 - 306
QLD - Regional	56	49 - 85	71	70 - 105	82	70 - 95	112	95 - 120	133	130 - 220	71	61 - 102	112	82 - 143	70	65 - 66	122	102 - 143	153	153 - 204
SA - Adelaide	75	60 - 95	95	85 - 110	90	75 - 110	140	100 - 175	180	130 - 250	95	65 - 110	160	100 - 200	85	75 - 95	190	130 - 220	200	180 - 250
WA - Perth	80	80 - 100	110	80 - 122	95	70 - 120	135	102 - 170	185	153 - 240	95	75 - 120	180	130 - 200	85	61 - 92	145	120 - 180	200	180 - 300
ACT - Canberra	80	60 - 90	100	90 - 130	90	75 - 110	143	110 - 170	200	170 - 250	92	71 - 100	143	100 - 184	85	80 - 110	153	110 - 240	260	240 - 300
TAS - Hobart	66	56 - 71	82	71 - 92	82	71 - 92	130	95 - 150	163	133 - 194	82	71 - 102	97	87 - 117	77	66 - 92	122	102 - 153	163	143 - 184
NT - Darwin	66	56 - 82	77	66 - 112	110	85 - 100	140	95 - 150	190	180 - 240	66	51 - 87	77	71 - 122	71	66 - 92	122	112 - 148	220	180 - 240
NZ - Auckland	75	56 - 87	115	87 - 138	82	77 - 97	138	102 - 153	194	173 - 214	71	66 - 87	117	87 - 133	112	77 - 133	214	194 - 265	357	306 - 408
NZ - Wellington	75	56 - 87	115	87 - 138	82	77 - 97	117	87 - 133	143	133 - 163	71	66 - 87	102	77 - 117	102	77 - 122	184	158 - 214	306	255 - 357
NZ - Christchurch	75	56 - 87	115	87 - 138	82	77 - 97	117	87 - 133	143	133 - 163	71	66 - 87	102	77 - 117	102	77 - 122	184	158 - 214	306	255 - 357

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SALES

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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	90	80 - 100	130	100 - 200	105	90 - 120	135	120 - 150	135	110 - 150	180	150 - 225	250	200 - 300
VIC - Melbourne	85	75 - 90	125	95 - 150	105	90 - 120	135	120 - 150	120	100 - 130	160	140 - 190	220	185 - 265
QLD - Brisbane	80	70 - 90	115	90 - 140	100	85 - 115	130	115 - 145	110	85 - 135	150	125 - 190	200	160 - 250
SA - Adelaide	75	65 - 85	105	85 - 125	95	80 - 110	125	110 - 140	100	85 - 120	130	110 - 140	180	150 - 200
WA - Perth	80	70 - 90	115	85 - 160	100	85 - 115	130	115 - 145	120	105 - 140	140	125 - 160	200	180 - 220
ACT - Canberra	75	65 - 85	105	80 - 130	95	80 - 110	125	110 - 140	105	95 - 125	125	100 - 145	180	160 - 200
TAS - Hobart	75	65 - 80	90	80 - 110	95	80 - 110	125	110 - 140	95	90 - 125	120	100 - 130	160	140 - 170
NT - Darwin	75	65 - 80	95	80 - 110	95	80 - 110	125	110 - 140	95	90 - 120	125	100 - 140	160	150 - 180
NZ - Auckland	80	60 - 90	105	95 - 120	90	75 - 105	115	100 - 130	130	115 - 150	150	115 - 180	200	150 - 250
NZ - Wellington	70	60 - 85	95	85 - 115	85	70 - 105	110	95 - 125	120	95 - 150	140	100 - 160	180	140 - 220
NZ - Christchurch	65	55 - 75	85	75 - 110	80	65 - 100	105	90 - 120	110	85 - 140	130	95 - 150	160	130 - 200

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

SALES

IT & 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	
	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	175	150 - 200	115	100 - 130	140	130 - 150
VIC - Melbourne	145	125 - 165	115	100 - 130	140	130 - 150	175	150 - 200	150	140 - 160	140	130 - 150	175	150 - 200	115	100 - 130	140	130 - 150
QLD - Brisbane	140	120 - 160	110	90 - 120	135	125 - 145	165	145 - 190	145	135 - 155	135	125 - 145	165	145 - 195	110	95 - 125	135	125 - 145
SA - Adelaide	135	110 - 160	110	90 - 120	130	120 - 140	160	140 - 180	140	130 - 150	130	120 - 140	160	140 - 180	105	90 - 120	130	120 - 140
WA - Perth	135	110 - 160	110	90 - 120	130	120 - 140	160	140 - 180	140	130 - 150	130	120 - 140	160	140 - 180	105	90 - 120	130	120 - 140
ACT - Canberra	140	120 - 160	110	90 - 120	130	120 - 140	175	150 - 200	140	130 - 150	135	125 - 145	165	145 - 190	100	85 - 115	130	120 - 140
TAS - Hobart	120	100 - 140	105	85 - 115	125	115 - 135	155	135 - 175	135	125 - 145	130	120 - 140	155	135 - 175	100	85 - 115	125	115 - 135
NT - Darwin	120	100 - 140	105	85 - 115	125	115 - 135	155	135 - 175	135	125 - 145	130	120 - 140	155	135 - 175	100	85 - 115	125	115 - 135
NZ - Auckland	140	120 - 160	110	90 - 120	130	120 - 140	170	150 - 190	140	130 - 150	135	125 - 145	160	140 - 180	105	90 - 120	130	120 - 140
NZ - Wellington	135	110 - 155	105	85 - 115	125	115 - 135	145	135 - 175	135	125 - 145	130	120 - 140	155	135 - 175	100	85 - 115	125	115 - 135
NZ - Christchurch	135	100 - 150	100	80 - 110	120	110 - 130	140	130 - 170	130	120 - 140	125	115 - 135	150	130 - 170	95	80 - 110	120	110 - 130

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

SALES

IT AND TELECOMMUNICATIONS SALES

	ACCOUNT EXECUTIVE - ENTERPRISE		ACCOUNT MANAGER		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	Typical	Range	Typical	Range
NSW - Sydney	175	150 - 200	145	130 - 160	175	150 - 200	200	180 - 220	200	180 - 220	215	200 - 230	235	220 - 250	275	250 - 300
VIC - Melbourne	175	150 - 200	145	130 - 160	175	150 - 200	190	180 - 200	195	180 - 210	210	200 - 220	230	215 - 245	265	250 - 280
QLD - Brisbane	170	145 - 195	140	125 - 155	170	145 - 195	185	175 - 195	185	175 - 195	200	190 - 210	220	210 - 230	250	230 - 270
SA - Adelaide	165	140 - 190	135	120 - 150	165	140 - 190	180	170 - 190	180	170 - 190	190	180 - 200	210	200 - 220	235	220 - 250
WA - Perth	165	140 - 190	135	120 - 150	165	140 - 190	180	170 - 190	180	170 - 190	190	180 - 200	210	200 - 220	235	220 - 250
ACT - Canberra	175	150 - 200	140	125 - 155	175	150 - 200	185	175 - 195	185	175 - 195	200	190 - 210	210	200 - 220	250	225 - 275
TAS - Hobart	160	135 - 185	130	115 - 145	160	135 - 185	175	165 - 185	175	165 - 185	185	175 - 195	200	190 - 210	220	210 - 230
NT - Darwin	160	135 - 185	130	115 - 145	160	135 - 185	175	165 - 185	175	165 - 185	185	175 - 195	200	190 - 210	220	210 - 230
NZ - Auckland	165	140 - 190	135	120 - 150	165	140 - 190	180	170 - 190	180	170 - 190	190	180 - 200	210	200 - 220	230	220 - 240
NZ - Wellington	160	135 - 185	130	115 - 145	160	135 - 185	175	165 - 185	175	165 - 185	185	175 - 195	200	190 - 210	210	200 - 220
NZ - Christchurch	155	130 - 180	125	110 - 140	155	130 - 180	170	160 - 180	170	160 - 180	180	170 - 190	190	180 - 200	200	190 - 210

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

SALES

FMCG AND CONSUMER GOODS SALES

	FIELD SALES REPRESENTATIVE		TERRITORY MANAGER		BUSINESS DEVELOPMENT EXECUTIVE		CATEGORY ANALYST		ASSISTANT CATEGORY MANAGER		NATIONAL ACCOUNT EXECUTIVE		NATIONAL ACCOUNT MANAGER		NATIONAL BUSINESS MANAGER		FIELD SALES MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	90	75 - 100	95	80 - 110	110	90 - 120	100	80 - 120	120	100 - 140	110	100 - 120	130	120 - 150	160	150 - 180	160	140 - 180
VIC - Melbourne	85	70 - 95	90	75 - 105	105	85 - 115	95	75 - 115	115	95 - 135	110	100 - 120	125	115 - 140	155	140 - 170	155	135 - 175
QLD - Brisbane	85	70 - 95	90	75 - 105	105	85 - 115	95	75 - 115	115	95 - 135	105	95 - 115	125	115 - 140	150	135 - 165	150	130 - 170
SA - Adelaide	80	70 - 90	90	75 - 100	100	85 - 110	90	70 - 110	110	90 - 130	100	90 - 110	120	110 - 130	145	125 - 160	135	120 - 150
WA - Perth	80	70 - 90	90	75 - 100	100	85 - 110	90	70 - 110	110	90 - 130	100	90 - 110	120	110 - 130	145	125 - 160	135	120 - 150
ACT - Canberra	75	65 - 85	90	70 - 100	95	85 - 105	90	70 - 110	105	85 - 125	95	85 - 105	115	105 - 125	135	120 - 150	130	115 - 145
TAS - Hobart	75	65 - 85	85	70 - 75	95	85 - 105	90	70 - 110	105	85 - 125	95	85 - 105	115	105 - 125	135	120 - 150	130	115 - 145
NT - Darwin	70	60 - 80	85	70 - 75	90	80 - 100	85	65 - 105	100	80 - 120	90	80 - 100	110	100 - 120	135	120 - 150	125	110 - 140
NZ - Auckland	70	60 - 80	90	80 - 80	95	85 - 105	90	70 - 110	100	80 - 120	95	85 - 105	120	110 - 130	145	125 - 155	135	120 - 150
NZ - Wellington	65	55 - 75	85	75 - 75	90	80 - 100	85	65 - 105	95	75 - 115	90	80 - 100	110	100 - 120	135	120 - 150	130	115 - 145
NZ - Christchurch	65	55 - 75	85	75 - 75	90	80 - 100	85	65 - 105	95	75 - 115	90	80 - 100	105	95 - 115	130	115 - 145	125	110 - 140

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

SALES

FMCG AND CONSUMER GOODS SALES

	NATIONAL SALES MANAGER		CATEGORY DEVELOPMENT MANAGER		CATEGORY MANAGER		HEAD OF NATIONAL ACCOUNTS		HEAD OF CATEGORY		HEAD OF CUSTOMER		HEAD OF SALES		SALES DIRECTOR		GENERAL MANAGER SALES	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	190	160 - 220	165	150 - 180	150	120 - 180	200	180 - 220	200	180 - 220	210	200 - 250	225	200 - 250	275	200 - 350	300	250 - 350
VIC - Melbourne	175	150 - 210	160	145 - 175	145	120 - 170	190	175 - 210	190	175 - 210	200	190 - 230	220	190 - 240	250	190 - 320	280	230 - 330
QLD - Brisbane	175	150 - 200	155	140 - 170	145	120 - 170	185	170 - 200	185	170 - 200	190	180 - 230	215	180 - 230	250	180 - 300	275	220 - 320
SA - Adelaide	165	145 - 190	145	135 - 160	140	110 - 160	180	165 - 195	180	165 - 195	170	160 - 200	185	160 - 210	210	160 - 250	250	200 - 300
WA - Perth	160	140 - 180	145	135 - 160	140	110 - 160	180	165 - 195	180	165 - 195	170	160 - 200	185	160 - 210	210	160 - 250	250	200 - 300
ACT - Canberra	155	135 - 175	140	130 - 150	130	105 - 150	175	160 - 190	175	160 - 190	160	150 - 170	175	150 - 200	210	160 - 250	240	180 - 280
TAS - Hobart	150	130 - 170	140	130 - 150	130	105 - 150	175	160 - 190	175	160 - 190	160	150 - 170	175	150 - 200	200	160 - 240	240	180 - 280
NT - Darwin	150	130 - 170	135	125 - 150	130	105 - 150	170	155 - 185	170	155 - 185	155	145 - 165	170	145 - 195	185	150 - 220	220	170 - 260
NZ - Auckland	155	130 - 180	135	130 - 140	120	100 - 140	175	160 - 190	175	160 - 190	170	160 - 180	180	160 - 200	200	160 - 240	250	200 - 300
NZ - Wellington	150	125 - 170	120	125 - 140	115	95 - 135	170	155 - 185	170	155 - 185	160	150 - 170	175	150 - 200	190	150 - 230	240	180 - 280
NZ - Christchurch	150	125 - 170	115	120 - 140	110	90 - 130	165	150 - 180	165	150 - 180	155	145 - 165	170	145 - 195	190	150 - 230	225	175 - 265

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

SALES

INDUSTRIAL AND TECHNICAL SALES

	SALES REPRESENTATIVE		ACCOUNT MANAGER		ARCHITECTURAL AND SPECIFICATION SALES		TECHNICAL SALES REPRESENTATIVE		AREA SALES MANAGER		SALES ENGINEER		SPECIFICATIONS MANAGER		BUSINESS DEVELOPMENT MANAGER		NATIONAL ACCOUNT MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	90	80 - 100	100	90 - 110	110	100 - 120	100	90 - 110	110	100 - 120	120	100 - 140	130	120 - 140	130	110 - 150	140	120 - 160
VIC - Melbourne	90	80 - 100	100	90 - 110	110	100 - 120	100	90 - 110	110	100 - 120	115	100 - 130	130	120 - 140	130	110 - 150	140	120 - 160
QLD - Brisbane	85	75 - 95	95	85 - 105	105	95 - 115	95	85 - 105	105	95 - 115	110	95 - 125	125	115 - 135	125	105 - 145	130	110 - 150
SA - Adelaide	80	70 - 90	90	80 - 100	100	90 - 110	90	80 - 100	100	90 - 110	105	90 - 120	120	110 - 130	120	100 - 140	120	100 - 140
WA - Perth	90	80 - 100	95	85 - 105	105	95 - 115	100	90 - 110	105	95 - 115	110	100 - 125	125	115 - 135	130	110 - 150	130	110 - 150
ACT - Canberra	90	75 - 95	90	80 - 100	100	90 - 110	90	80 - 100	100	90 - 110	105	90 - 120	120	110 - 130	120	100 - 140	120	100 - 140
TAS - Hobart	90	75 - 95	90	80 - 100	100	90 - 110	90	80 - 100	95	85 - 105	105	90 - 120	120	110 - 130	120	100 - 140	120	100 - 140
NT - Darwin	80	70 - 90	85	75 - 95	95	85 - 105	90	80 - 100	95	85 - 105	100	85 - 115	110	100 - 120	120	100 - 140	110	90 - 130
NZ - Auckland	80	65 - 95	80	70 - 90	90	80 - 100	85	75 - 95	90	80 - 100	95	80 - 110	100	90 - 110	110	90 - 130	110	90 - 130
NZ - Wellington	75	60 - 90	75	65 - 85	85	75 - 95	80	70 - 90	85	75 - 95	90	75 - 105	95	85 - 105	105	85 - 125	105	85 - 125
NZ - Christchurch	75	60 - 90	75	65 - 85	85	75 - 95	80	70 - 90	85	75 - 95	90	75 - 105	95	85 - 105	105	85 - 125	105	85 - 125

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

INDUSTRIAL AND TECHNICAL SALES

	CHANNEL MANAGER		BUSINESS UNIT MANAGER		NATIONAL BUSINESS DEVELOPMENT MANAGER		STATE SALES MANAGER		BRANCH MANAGER		STATE MANAGER		NATIONAL SALES MANAGER		SALES DIRECTOR		GENERAL MANAGER SALES	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	120	100 - 140	145	130 - 160	140	120 - 160	140	120 - 160	125	100 - 150	150	130 - 170	185	150 - 230	250	200 - 300	300	250 - 350
VIC - Melbourne	120	100 - 140	145	130 - 160	140	120 - 160	140	120 - 160	125	100 - 150	150	130 - 170	180	150 - 225	250	200 - 300	300	250 - 350
QLD - Brisbane	110	95 - 125	140	125 - 155	135	115 - 155	135	115 - 155	120	95 - 145	145	125 - 165	175	145 - 220	230	190 - 275	280	235 - 325
SA - Adelaide	105	90 - 120	130	120 - 150	130	110 - 150	130	110 - 150	120	95 - 150	145	120 - 170	170	140 - 215	220	180 - 260	260	220 - 300
WA - Perth	105	90 - 120	140	125 - 155	135	115 - 155	135	115 - 155	125	100 - 145	150	130 - 165	175	145 - 220	230	190 - 275	280	235 - 325
ACT - Canberra	95	85 - 115	130	120 - 150	130	110 - 150	130	110 - 150	120	95 - 145	145	120 - 165	165	135 - 200	220	180 - 260	260	220 - 300
TAS - Hobart	95	85 - 115	125	115 - 145	130	110 - 150	130	110 - 150	120	95 - 145	145	120 - 165	165	135 - 200	220	180 - 260	260	220 - 300
NT - Darwin	95	85 - 115	125	115 - 145	130	110 - 150	130	110 - 150	120	95 - 145	145	120 - 165	165	135 - 200	220	180 - 260	260	220 - 300
NZ - Auckland	95	80 - 110	125	110 - 140	125	105 - 140	125	100 - 140	115	90 - 140	135	110 - 160	160	130 - 190	200	170 - 250	240	200 - 280
NZ - Wellington	90	75 - 105	120	105 - 135	120	100 - 135	120	95 - 135	110	85 - 135	130	105 - 145	150	125 - 180	190	165 - 235	225	190 - 260
NZ - Christchurch	90	75 - 105	120	105 - 135	120	100 - 135	120	95 - 135	110	85 - 135	130	105 - 145	150	125 - 180	190	165 - 135	225	190 - 260

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

SUSTAINABILITY AND ENVIRONMENTAL

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SUSTAINABILITY AND ENVIRONMENTAL

SUSTAINABILITY

	SUSTAINABILITY ADVISOR/CONSULTANT		SENIOR SUSTAINABILITY ADVISOR/CONSULTANT		SUSTAINABILITY MANAGER		HEAD OF SUSTAINABILITY/ESG	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	120	85 - 150	160	110 - 180	230	150 - 250	260	160 - 330
VIC - Melbourne	100	80 - 120	140	105 - 145	225	150 - 240	295	215 - 320
QLD - Brisbane	110	80 - 120	145	110 - 155	235	160 - 245	305	220 - 325
WA - Perth	110	90 - 130	150	105 - 160	235	160 - 250	310	230 - 330
SA - Adelaide	105	75 - 115	135	100 - 150	220	140 - 240	275	200 - 300
New Zealand	110	85 - 130	140	110 - 150	200	140 - 220	250	200 - 270

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SUSTAINABILITY AND ENVIRONMENTAL

ENVIRONMENTAL

	ENVIRONMENTAL OFFICER		ENVIRONMENTAL ADVISOR/CONSULTANT		SENIOR ENVIRONMENTAL ADVISOR/CONSULTANT		PRINCIPAL ENVIRONMENTAL ADVISOR/CONSULTANT		ENVIRONMENTAL ENGINEER		SENIOR ENVIRONMENTAL ENGINEER		PRINCIPAL ENVIRONMENTAL ENGINEER		ENVIRONMENTAL PLANNER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	80	65 - 100	140	75 - 160	170	100 - 190	190	145 - 200	130	110 - 150	150	120 - 180	180	155 - 200	150	120 - 180
VIC - Melbourne	75	65 - 85	100	75 - 120	150	100 - 150	175	145 - 190	115	105 - 135	135	120 - 155	180	155 - 200	130	110 - 155
QLD - Brisbane	70	60 - 80	100	70 - 115	140	100 - 155	180	150 - 200	120	110 - 140	140	125 - 155	175	160 - 190	135	110 - 160
WA - Perth	75	65 - 80	105	75 - 120	150	100 - 165	175	150 - 210	130	115 - 140	145	130 - 160	185	165 - 200	140	125 - 165
SA - Adelaide	70	60 - 75	95	70 - 115	130	95 - 140	160	140 - 180	120	100 - 135	125	110 - 145	175	150 - 180	130	105 - 150
New Zealand	75	65 - 90	100	70 - 120	135	95 - 145	165	140 - 190	110	—	130	115 - 145	170	155 - 185	130	110 - 160

	HYDROLOGIST		SENIOR HYDROLOGIST		PRINCIPAL HYDROLOGIST		HYDROGEOLOGIST		SENIOR HYDROGEOLOGIST		PRINCIPAL HYDROGEOLOGIST		ENVIRONMENTAL MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	110	85 - 125	135	115 - 160	175	145 - 200	110	85 - 125	140	115 - 160	160	135 - 190	200	145 - 240
VIC - Melbourne	115	90 - 130	140	120 - 155	180	150 - 205	105	80 - 120	135	110 - 155	160	140 - 185	195	155 - 245
QLD - Brisbane	110	85 - 130	135	115 - 160	175	145 - 195	110	85 - 130	145	115 - 160	175	150 - 195	185	145 - 240
WA - Perth	100	75 - 120	130	110 - 150	170	140 - 190	110	90 - 130	150	120 - 160	180	155 - 200	185	150 - 235
SA - Adelaide	95	75 - 110	120	105 - 145	160	130 - 180	100	80 - 115	120	105 - 145	155	130 - 185	175	140 - 210
New Zealand	110	85 - 120	130	110 - 150	165	135 - 185	95	75 - 110	125	110 - 150	160	135 - 185	175	145 - 220

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SUSTAINABILITY AND ENVIRONMENTAL

RENEWABLE ENERGY

	ELECTRICAL DESIGN ENGINEER		SENIOR ELECTRICAL DESIGN ENGINEER		PRINCIPAL ELECTRICAL DESIGN ENGINEER		PV DESIGNER		GRID CONNECTION ENGINEER		GRID CONNECTION MANAGER		ELECTRICAL ENGINEER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	122	102 - 160	140	140 - 170	170	165 - 190	130	130 - 150	160	120 - 220	220	173 - 250	122	120 - 160
VIC - Melbourne	112	105 - 140	150	140 - 170	170	165 - 185	130	130 - 150	160	120 - 220	230	180 - 250	120	120 - 160
QLD - Brisbane	120	105 - 140	150	140 - 170	170	160 - 190	138	130 - 150	160	120 - 220	220	180 - 250	120	120 - 160
WA - Perth	140	110 - 140	150	140 - 170	180	160 - 200	130	130 - 150	160	120 - 220	220	180 - 250	130	120 - 160
SA - Adelaide	122	105 - 140	140	140 - 170	180	160 - 190	130	120 - 150	160	120 - 220	220	180 - 250	122	120 - 160
New Zealand	—	—	150	140 - 160	170	160 - 190	140	130 - 150	160	120 - 220	220	180 - 250	120	120 - 160

	SENIOR ELECTRICAL ENGINEER		PRINCIPAL ELECTRICAL ENGINEER		PROJECT MANAGER		CONSTRUCTION MANAGER		PROJECT DEVELOPER		PROJECT DEVELOPMENT MANAGER		PROJECT DEVELOPMENT DIRECTOR	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	150	145 - 170	190	180 - 220	200	140 - 200	200	153 - 230	170	133 - 184	200	184 - 224	300	224 - 350
VIC - Melbourne	150	150 - 170	190	180 - 210	200	140 - 200	200	160 - 224	170	140 - 190	220	220 - 280	300	260 - 357
QLD - Brisbane	150	150 - 180	190	180 - 210	200	150 - 220	210	150 - 220	170	140 - 190	220	190 - 240	250	240 - 306
WA - Perth	150	145 - 180	190	180 - 210	200	150 - 250	220	150 - 220	180	140 - 190	220	190 - 260	300	240 - 300
SA - Adelaide	150	150 - 180	190	180 - 210	133	150 - 220	200	153 - 220	170	130 - 190	220	184 - 240	280	240 - 300
New Zealand	150	150 - 180	190	180 - 210	190	150 - 250	200	150 - 220	170	140 - 190	200	180 - 240	280	240 - 300

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TECHNOLOGY

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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		NETWORK ARCHITECT		INFRASTRUCTURE ARCHITECT		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	Typical	Range	Typical	Range
NSW - Sydney	65	55 - 80	85	80 - 90	95	80 - 110	115	95 - 130	125	100 - 135	150	130 - 170	130	110 - 150	135	110 - 160	170	160 - 200	180	150 - 200	160	140 - 200	160	140 - 200
NSW - Regional	58	55 - 80	70	75 - 90	85	70 - 110	100	85 - 120	110	90 - 135	135	112 - 150	120	100 - 140	120	100 - 160	160	140 - 200	160	140 - 200	140	115 - 150	140	110 - 160
VIC - Melbourne	65	55 - 70	80	65 - 90	95	75 - 110	110	90 - 120	120	100 - 133	128	112 - 153	120	90 - 135	130	90 - 150	170	150 - 200	180	150 - 200	170	140 - 200	148	122 - 179
VIC - Regional	65	55 - 70	68	55 - 75	77	70 - 92	95	90 - 120	98	100 - 130	125	105 - 150	105	90 - 120	110	90 - 130	160	140 - 190	165	135 - 185	145	120 - 165	135	110 - 160
QLD - Brisbane, Gold Coast & Sunshine Coast	58	55 - 65	75	70 - 80	85	70 - 120	95	80 - 110	100	100 - 120	120	100 - 140	100	100 - 140	110	100 - 150	140	140 - 170	160	150 - 190	140	120 - 160	133	120 - 170
SA - Adelaide	65	55 - 75	70	60 - 80	80	70 - 95	85	75 - 95	95	85 - 105	115	90 - 130	95	75 - 120	110	85 - 120	135	120 - 155	150	130 - 180	130	120 - 160	120	100 - 140
WA - Perth	60	55 - 70	75	60 - 90	95	80 - 115	110	90 - 120	120	100 - 140	135	120 - 160	130	95 - 140	130	110 - 160	165	140 - 190	170	140 - 200	160	140 - 180	150	125 - 180
ACT - Canberra	60	45 - 75	75	60 - 90	85	70 - 100	110	85 - 125	125	100 - 135	135	125 - 160	130	100 - 155	135	110 - 170	200	160 - 250	200	160 - 250	170	140 - 200	155	120 - 175
TAS - Hobart/Launceston	55	50 - 65	65	56 - 75	77	66 - 82	82	70 - 97	92	87 - 102	110	95 - 130	100	70 - 130	120	76 - 150	140	120 - 170	140	130 - 170	130	105 - 150	120	100 - 150
NT - Darwin	55	50 - 65	65	55 - 75	85	75 - 95	85	75 - 90	90	80 - 100	110	95 - 120	95	75 - 120	110	85 - 120	130	120 - 150	140	130 - 170	130	120 - 150	125	105 - 145
NZ - Auckland	65	55 - 75	75	70 - 80	90	80 - 100	90	80 - 110	100	90 - 120	110	100 - 125	100	90 - 120	110	100 - 120	160	150 - 170	165	145 - 180	155	140 - 170	135	120 - 150
NZ - Wellington	60	55 - 65	75	65 - 80	95	85 - 105	100	90 - 110	110	90 - 120	115	110 - 125	100	90 - 120	110	100 - 120	160	150 - 170	160	145 - 180	155	140 - 170	135	120 - 150
NZ - Christchurch	60	55 - 65	65	60 - 80	85	75 - 95	90	80 - 110	100	90 - 120	105	100 - 120	100	85 - 110	105	95 - 115	150	140 - 160	160	145 - 180	140	130 - 150	125	110 - 140

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

PROJECTS AND CHANGE MANAGEMENT

	BUSINESS ANALYST		SENIOR BUSINESS ANALYST		PROJECT CO-ORDINATOR		PROJECT MANAGER		SENIOR PROJECT MANAGER		PROGRAM MANAGER		PROJECT DIRECTOR		PMO MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	140	130 - 150	160	140 - 170	110	90 - 120	160	150 - 170	180	170 - 190	220	200 - 240	260	240 - 280	190	150 - 220
NSW - Regional	130	120 - 150	140	130 - 160	100	80 - 120	160	140 - 180	180	150 - 200	200	180 - 230	240	200 - 280	175	160 - 210
VIC - Melbourne	130	120 - 150	140	130 - 160	110	100 - 140	150	130 - 170	180	150 - 200	200	180 - 230	220	200 - 300	190	150 - 200
VIC - Regional	125	100 - 130	135	120 - 150	100	85 - 120	140	120 - 160	155	130 - 170	170	160 - 200	190	170 - 250	175	150 - 200
QLD - Brisbane, Gold Coast & Sunshine Coast	110	100 - 130	125	110 - 140	90	70 - 100	122	110 - 150	150	130 - 170	175	150 - 210	190	180 - 220	175	150 - 230
SA - Adelaide	105	90 - 130	130	115 - 145	90	75 - 100	135	110 - 150	150	130 - 170	180	140 - 220	190	160 - 200	165	130 - 190
WA - Perth	125	110 - 140	155	140 - 175	100	90 - 115	150	130 - 160	175	160 - 200	200	175 - 235	225	185 - 300	200	160 - 220
ACT - Canberra	130	110 - 150	150	130 - 180	90	80 - 120	135	120 - 150	165	145 - 180	190	165 - 220	250	200 - 300	182	150 - 210
TAS - Hobart/Launceston	100	90 - 130	120	100 - 130	85	70 - 100	130	110 - 150	135	120 - 150	150	130 - 180	133	122 - 160	153	133 - 184
NT - Darwin	112	92 - 133	138	122 - 163	90	80 - 110	125	110 - 145	145	128 - 170	160	130 - 190	190	160 - 200	165	130 - 190
NZ - Auckland	110	100 - 120	135	125 - 150	100	85 - 110	130	115 - 150	150	140 - 160	200	180 - 240	200	180 - 240	180	160 - 200
NZ - Wellington	110	100 - 120	130	120 - 140	100	85 - 110	130	115 - 140	150	140 - 160	200	180 - 240	200	180 - 240	180	160 - 200
NZ - Christchurch	100	90 - 110	125	115 - 140	80	80 - 100	125	110 - 140	140	130 - 150	190	170 - 240	190	170 - 240	170	150 - 200

PROJECTS AND CHANGE MANAGEMENT

	PROJECT SCHEDULER		CHANGE ANALYST		CHANGE MANAGER		SENIOR CHANGE MANAGER		SCRUM MASTER		PRODUCT OWNER		ENTERPRISE ARCHITECT	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	180	160 - 200	140	130 - 160	180	160 - 200	200	160 - 220	165	150 - 180	180	160 - 200	225	200 - 240
NSW - Regional	140	110 - 160	130	120 - 140	180	140 - 200	200	160 - 220	145	130 - 160	160	140 - 180	200	180 - 240
VIC - Melbourne	120	130 - 170	125	110 - 140	165	150 - 200	190	170 - 220	165	150 - 200	180	150 - 200	230	190 - 280
VIC - Regional	105	95 - 150	115	95 - 140	155	120 - 180	150	150 - 200	150	120 - 170	160	125 - 180	190	170 - 250
QLD - Brisbane, Gold Coast & Sunshine Coast	110	100 - 150	100	90 - 120	140	110 - 160	150	130 - 200	130	110 - 150	140	120 - 160	180	150 - 200
SA - Adelaide	115	95 - 143	100	90 - 120	130	100 - 160	145	120 - 175	130	100 - 150	135	110 - 150	153	135 - 184
WA - Perth	130	100 - 150	115	100 - 130	150	125 - 160	180	150 - 200	150	130 - 180	170	135 - 200	220	170 - 250
ACT - Canberra	150	130 - 170	110	100 - 130	145	120 - 170	200	160 - 230	140	120 - 160	170	135 - 200	220	180 - 250
TAS - Hobart/Launceston	90	78 - 100	95	85 - 110	120	92 - 133	135	122 - 153	120	100 - 140	132	100 - 145	170	150 - 200
NT - Darwin	95	85 - 105	105	90 - 125	125	105 - 145	140	120 - 160	120	100 - 140	132	100 - 145	153	125 - 185
NZ - Auckland	110	100 - 125	120	100 - 130	150	130 - 170	170	140 - 180	140	130 - 150	150	140 - 175	190	170 - 220
NZ - Wellington	115	100 - 125	120	100 - 130	150	130 - 170	170	140 - 180	140	130 - 150	150	140 - 175	190	170 - 220
NZ - Christchurch	110	90 - 120	110	100 - 120	140	120 - 150	150	130 - 165	130	120 - 150	145	130 - 160	180	160 - 210

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

TECHNOLOGY

SOFTWARE DEVELOPMENT

	DEVELOPER (.NET/JAVA)		SENIOR DEVELOPER (.NET/JAVA)		FULL STACK DEVELOPER (.NET/JAVA)		AUTOMATION DEVELOPER/ENGINEER		TECHNICAL LEAD		FRONT-END DEVELOPER		SENIOR FRONT-END DEVELOPER		MOBILE APPS DEVELOPER		UX/UI DESIGNER		SOLUTION ARCHITECT		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	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	190	150 - 220	220	200 - 250
NSW - Regional	120	90 - 140	140	120 - 160	135	120 - 160	135	120 - 150	160	135 - 180	125	90 - 140	145	110 - 170	135	160 - 220	125	100 - 145	180	150 - 220	160	130 - 180
VIC - Melbourne	110	90 - 140	140	140 - 170	135	120 - 160	140	120 - 160	160	150 - 180	120	100 - 150	145	140 - 170	130	125 - 200	125	120 - 160	190	150 - 220	180	180 - 220
VIC - Regional	100	80 - 130	120	100 - 145	125	120 - 150	125	105 - 150	150	130 - 180	110	80 - 130	125	120 - 150	125	100 - 150	115	100 - 150	180	140 - 200	150	130 - 200
QLD - Brisbane, Gold Coast & Sunshine Coast	90	100 - 130	120	120 - 160	130	120 - 160	130	120 - 160	150	140 - 185	110	90 - 130	115	110 - 150	110	110 - 150	110	100 - 130	180	165 - 200	145	150 - 210
SA - Adelaide	100	80 - 110	130	120 - 140	130	110 - 140	125	105 - 140	150	125 - 170	90	80 - 110	120	110 - 140	100	100 - 130	100	90 - 120	180	140 - 200	150	120 - 160
WA - Perth	110	90 - 130	140	130 - 165	140	120 - 160	140	130 - 170	170	150 - 210	130	110 - 150	150	120 - 165	150	110 - 170	135	110 - 160	180	165 - 220	180	170 - 220
ACT - Canberra	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	160 - 250	210	185 - 250
TAS - Hobart/Launceston	100	80 - 110	120	100 - 140	110	95 - 130	115	100 - 135	145	125 - 165	100	80 - 110	105	100 - 120	90	85 - 110	95	90 - 110	180	140 - 200	145	120 - 170
NT - Darwin	100	80 - 120	115	100 - 130	115	100 - 130	120	105 - 140	150	130 - 180	102	80 - 112	122	102 - 133	110	100 - 130	100	90 - 120	180	140 - 200	145	120 - 155
NZ - Auckland	115	100 - 130	145	130 - 160	140	120 - 160	140	125 - 160	170	150 - 190	120	100 - 135	140	130 - 165	130	115 - 150	130	110 - 145	180	170 - 200	175	170 - 200
NZ - Wellington	115	100 - 130	140	130 - 160	135	120 - 160	135	125 - 150	160	140 - 180	120	100 - 135	140	130 - 150	130	115 - 145	130	110 - 145	170	160 - 200	180	150 - 190
NZ - Christchurch	110	90 - 120	130	120 - 140	125	115 - 140	130	120 - 140	160	140 - 180	110	100 - 120	120	110 - 130	120	110 - 130	125	100 - 140	170	150 - 180	150	140 - 180

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TECHNOLOGY

CLOUD

	DEVOPS ENGINEER		PLATFORM ENGINEER		SITE RELIABILITY ENGINEER		CLOUD ENGINEER		CLOUD ARCHITECT	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	170	140 - 190	160	130 - 170	170	130 - 190	170	125 - 185	200	160 - 220
NSW - Regional	140	110 - 160	140	120 - 170	145	130 - 180	130	115 - 140	160	150 - 200
VIC - Melbourne	170	130 - 200	160	140 - 180	165	150 - 200	170	150 - 200	190	180 - 230
VIC - Regional	140	100 - 160	150	120 - 170	160	135 - 180	130	110 - 160	180	150 - 220
QLD - Brisbane, Gold Coast & Sunshine Coast	140	120 - 170	150	130 - 170	150	130 - 190	130	130 - 175	180	160 - 220
SA - Adelaide	120	100 - 140	140	120 - 170	140	130 - 190	125	110 - 140	160	140 - 200
WA - Perth	150	130 - 170	140	120 - 170	150	140 - 170	160	140 - 180	180	160 - 220
ACT - Canberra	150	140 - 190	150	135 - 180	160	140 - 200	160	145 - 200	240	200 - 280
TAS - Hobart/Launceston	120	100 - 150	125	105 - 170	140	120 - 165	130	100 - 150	150	130 - 180
NT - Darwin	115	100 - 140	125	115 - 170	140	125 - 165	115	100 - 135	150	130 - 180
NZ - Auckland	160	140 - 180	170	150 - 180	155	140 - 180	160	130 - 180	200	170 - 230
NZ - Wellington	140	130 - 160	150	130 - 170	155	140 - 180	145	130 - 160	180	160 - 200
NZ - Christchurch	135	120 - 150	145	120 - 170	145	130 - 180	135	120 - 150	170	150 - 200

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ERP/CRM

	ERP/CRM ADMINISTRATION New		ERP/CRM DEVELOPER		ERP/CRM FUNCTIONAL CONSULTANT		ERP/CRM TECHNICAL CONSULTANT		ERP/CRM TEST ANALYST New		ERP/CRM ARCHITECT New	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	140	120 - 150	140	130 - 150	200	150 - 220	200	150 - 220	130	110 - 140	200	180 - 220
NSW - Regional	135	120 - 150	140	120 - 160	160	128 - 190	150	140 - 175	130	110 - 140	170	150 - 200
VIC - Melbourne	140	120 - 150	145	130 - 180	165	150 - 200	145	140 - 200	130	120 - 140	180	180 - 220
VIC - Regional	130	110 - 150	140	120 - 160	155	140 - 190	140	128 - 175	115	100 - 140	180	160 - 200
QLD - Brisbane, Gold Coast & Sunshine Coast	120	110 - 150	130	120 - 160	160	150 - 200	140	130 - 180	120	100 - 140	175	165 - 200
SA - Adelaide	100	80 - 120	125	115 - 140	160	140 - 195	140	130 - 180	110	100 - 130	140	130 - 160
WA - Perth	120	100 - 150	135	125 - 150	170	145 - 220	165	140 - 200	125	100 - 140	180	165 - 220
ACT - Canberra	145	120 - 160	155	130 - 175	175	150 - 220	175	140 - 220	125	110 - 140	200	180 - 220
TAS - Hobart/Launceston	120	100 - 140	120	110 - 140	145	130 - 180	135	125 - 174	115	100 - 130	150	150 - 180
NT - Darwin	100	80 - 120	120	112 - 140	150	135 - 190	140	130 - 180	110	100 - 130	140	130 - 160
NZ - Auckland	90	80 - 100	130	120 - 140	160	140 - 200	160	140 - 180	120	110 - 130	160	150 - 180
NZ - Wellington	90	80 - 100	130	120 - 140	160	140 - 200	160	140 - 180	120	110 - 130	170	150 - 180
NZ - Christchurch	90	80 - 100	130	120 - 140	160	140 - 200	160	140 - 180	115	100 - 130	170	150 - 180

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DATA AND ADVANCED ANALYTICS

	DATA ANALYST		SENIOR DATA ANALYST New		BI DEVELOPER		DATA MODELLER		DATA ENGINEER		DATA SCIENTIST		DATA ARCHITECT	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	105	80 - 120	130	110 - 145	120	95 - 160	138	125 - 180	145	110 - 180	165	130 - 250	190	165 - 250
NSW - Regional	100	85 - 120	130	105 - 140	140	120 - 160	135	115 - 150	140	120 - 165	160	130 - 200	170	140 - 200
VIC - Melbourne	105	100 - 130	125	120 - 160	130	120 - 180	140	130 - 180	150	130 - 190	170	140 - 250	185	150 - 220
VIC - Regional	105	85 - 120	115	100 - 150	120	100 - 145	125	120 - 160	140	110 - 180	145	120 - 180	170	125 - 200
QLD - Brisbane, Gold Coast & Sunshine Coast	100	80 - 120	120	100 - 150	120	110 - 140	120	100 - 150	120	100 - 160	140	130 - 200	160	140 - 190
SA - Adelaide	95	85 - 120	110	100 - 130	115	100 - 130	120	100 - 135	120	100 - 150	130	120 - 160	150	130 - 170
WA - Perth	120	100 - 140	135	115 - 160	135	120 - 150	140	120 - 170	150	130 - 180	180	140 - 240	200	170 - 250
ACT - Canberra	115	85 - 135	150	120 - 170	150	120 - 200	140	115 - 190	165	130 - 220	160	130 - 240	185	165 - 250
TAS - Hobart/Launceston	95	80 - 110	120	100 - 130	110	100 - 130	120	105 - 135	110	100 - 130	120	110 - 140	130	115 - 150
NT - Darwin	100	85 - 115	110	100 - 130	115	100 - 130	115	105 - 125	115	100 - 140	135	120 - 160	135	120 - 170
NZ - Auckland	115	90 - 125	130	110 - 140	130	110 - 145	150	120 - 170	140	120 - 160	140	120 - 160	180	150 - 200
NZ - Wellington	115	90 - 125	130	110 - 140	130	110 - 145	150	120 - 170	140	120 - 160	140	120 - 160	170	150 - 200
NZ - Christchurch	110	90 - 120	125	110 - 140	120	100 - 130	130	110 - 140	130	110 - 140	130	120 - 140	165	140 - 180

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CYBER SECURITY

	CYBER SECURITY ANALYST		CYBER SECURITY ENGINEER		CYBER SECURITY ARCHITECT		CYBER SECURITY MANAGER		PENETRATION TESTER		IDAM ENGINEER		IDAM ARCHITECT		GRC CONSULTANT	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	145	120 - 180	135	120 - 180	220	170 - 250	180	160 - 220	180	140 - 200	160	140 - 180	190	170 - 240	150	130 - 180
NSW - Regional	130	110 - 165	140	120 - 180	180	160 - 220	180	150 - 220	140	125 - 160	140	120 - 170	170	150 - 200	145	130 - 170
VIC - Melbourne	145	125 - 170	160	140 - 180	220	180 - 250	185	170 - 250	180	150 - 200	160	150 - 190	190	180 - 240	160	130 - 180
VIC - Regional	135	110 - 150	145	115 - 170	180	150 - 220	150	150 - 200	145	115 - 165	140	100 - 165	170	140 - 210	140	130 - 165
QLD - Brisbane, Gold Coast & Sunshine Coast	120	110 - 140	130	120 - 180	180	140 - 240	190	150 - 220	140	120 - 180	130	120 - 180	170	140 - 240	140	110 - 180
SA - Adelaide	110	90 - 140	120	100 - 160	170	150 - 200	180	150 - 200	140	120 - 160	140	120 - 160	160	160 - 220	160	120 - 180
WA - Perth	130	100 - 150	130	120 - 160	190	170 - 250	180	165 - 220	170	140 - 185	140	120 - 160	180	155 - 220	145	120 - 170
ACT - Canberra	140	120 - 165	150	130 - 180	240	200 - 275	180	150 - 250	170	140 - 195	160	130 - 185	190	170 - 240	145	120 - 180
TAS - Hobart/Launceston	102	92 - 130	110	90 - 130	160	140 - 180	160	150 - 180	130	100 - 145	125	95 - 140	135	120 - 170	125	100 - 140
NT - Darwin	110	90 - 140	120	100 - 140	160	140 - 180	150	130 - 180	135	110 - 160	130	105 - 150	150	140 - 180	130	110 - 150
NZ - Auckland	130	120 - 140	140	130 - 160	180	160 - 220	165	150 - 180	155	130 - 180	150	140 - 170	190	170 - 220	175	150 - 200
NZ - Wellington	130	120 - 140	140	130 - 160	180	160 - 220	165	150 - 180	155	130 - 180	150	140 - 170	190	170 - 220	175	150 - 200
NZ - Christchurch	120	110 - 140	140	120 - 160	180	160 - 220	150	140 - 170	155	120 - 170	140	120 - 160	190	170 - 220	175	150 - 200

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TECHNOLOGY

TESTING

	TEST ANALYST		SENIOR TEST ANALYST		AUTOMATION TEST ANALYST		TEST LEAD		TEST/QA MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	90	77 - 105	110	85 - 130	120	92 - 130	130	100 - 145	140	110 - 160
NSW - Regional	100	90 - 120	130	115 - 140	130	120 - 150	140	110 - 160	140	130 - 160
VIC - Melbourne	90	80 - 120	100	100 - 130	120	130 - 150	125	130 - 150	140	140 - 170
VIC - Regional	85	75 - 100	90	90 - 120	110	90 - 125	120	90 - 135	135	107 - 150
QLD - Brisbane, Gold Coast & Sunshine Coast	80	80 - 100	90	100 - 150	110	105 - 130	110	120 - 150	125	120 - 160
SA - Adelaide	85	75 - 95	100	85 - 120	100	90 - 120	115	100 - 130	120	110 - 140
WA - Perth	95	90 - 110	125	115 - 140	135	120 - 160	145	125 - 160	150	130 - 170
ACT - Canberra	100	90 - 110	125	115 - 145	140	125 - 165	140	130 - 180	150	130 - 175
TAS - Hobart/Launceston	80	75 - 90	90	82 - 105	90	80 - 110	110	100 - 120	120	110 - 130
NT - Darwin	85	75 - 95	100	85 - 115	100	90 - 120	105	95 - 125	115	100 - 130
NZ - Auckland	105	95 - 110	125	115 - 135	130	125 - 140	135	130 - 150	150	140 - 165
NZ - Wellington	105	95 - 110	125	115 - 135	130	125 - 140	135	130 - 150	150	140 - 165
NZ - Christchurch	100	90 - 110	120	110 - 130	120	110 - 130	130	120 - 140	140	130 - 150

LEADERSHIP

	CISO		CIO		CTO		IT MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range
	255	225 - 360	306	255 - 375	306	255 - 357	163	138 - 220
	250	195 - 270	260	200 - 300	260	180 - 300	150	130 - 180
	255	225 - 360	290	225 - 375	275	225 - 370	165	130 - 220
	185	150 - 250	220	180 - 250	220	200 - 250	140	110 - 180
	250	180 - 350	255	200 - 300	235	200 - 330	150	110 - 190
	220	190 - 250	250	175 - 300	230	170 - 265	135	120 - 165
	250	200 - 300	260	240 - 300	275	225 - 300	160	130 - 200
	255	225 - 360	290	240 - 375	275	225 - 350	155	145 - 210
	180	150 - 200	200	165 - 265	200	150 - 250	150	120 - 180
	190	170 - 230	225	190 - 265	230	195 - 290	145	135 - 155
	210	180 - 250	220	200 - 280	200	170 - 250	160	140 - 180
	210	180 - 250	220	200 - 280	200	170 - 250	160	140 - 180
	200	170 - 230	230	200 - 260	200	170 - 250	140	130 - 160

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ABOUT US

With more than 70 years' worth of experience helping organisations across the globe solve complex workforce challenges we have honed our services to suit our client's needs in the most effective way possible.

PERMANENT RECRUITMENT

Find passionate people to transform your business, aligned to your purpose and with the capabilities to meet both current and future skills needs.

TEMPORARY RECRUITMENT

Scale-up quickly with instant access to specialised skills for short term assignments. Benefit from reduced administration costs, shorter hiring processes, flexibility and an externally managed payroll.

OUTSOURCED PERMANENT RECRUITMENT

Access progressive talent strategies, quality candidate networks and improved time to hire by transferring all or part of your permanent recruitment management to Hays.

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Gain clarity and improve the efficiency of your non-permanent workforce with an external Managed Service Program (MSP) that covers sourcing, engagement and administration.

VOLUME HIRING

Mobilise teams at speed and scale while preserving premier candidate experience – our cost effective solutions deliver to your exact requirements.

EXECUTIVE SEARCH

We can help you achieve lasting impact by bringing the right person to your organisation. Our extensive database and local market knowledge allows us to identify senior management and board directors for the public and private sectors.

If you need assistance with your workforce strategies, get in touch today.



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