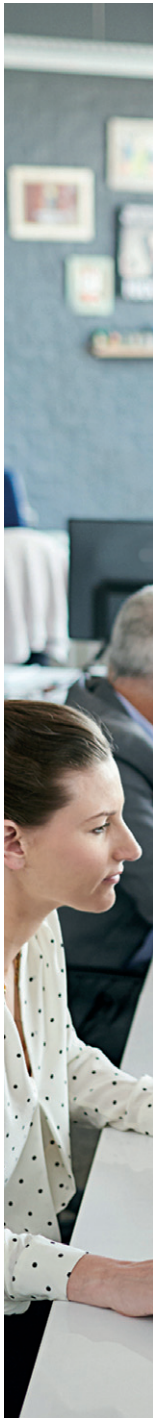


FY 2020/21 SALARY GUIDE

AUSTRALIA & NEW ZEALAND

hays.com.au | hays.net.nz



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THANK YOU

Hays would like to express our gratitude to all those organisations that participated in our online survey and provided such invaluable feedback. This year's results are based on a survey of more than 5,000 participants. Please note, the typical salaries and survey results contained in this guide were collected before COVID-19.

FEEDBACK

We welcome any feedback or comments. Please email any suggestions to your local Hays office or to salaryguide@hays.com.au

DISCLAIMER

The Hays Salary Guide is representative of a value added service to our clients, prospective clients and candidates. Whilst every care is taken in the collection and compilation of data, the guide is interpretive and indicative, not conclusive. Therefore information should be used as a guideline only and should not be reproduced in total or by section without written prior permission from Hays.

ADAPTING TO THE NEW WORLD

WHAT'S A PAY RISE WORTH TODAY?

The past year has been full of uncertainty and there's no denying that Australia and New Zealand continue to face our own challenges. Following closely on the heels of Australia's devastating bushfires, the coronavirus saw unprecedented change sweep across the world of work.

The first immediate change was the mass adoption of working from home as organisations activated business continuity plans. Remote working quickly became the norm rather than a benefit employers could offer top talent to bridge the salary expectation divide.

The focus then shifted to the health and wellbeing of employees in this new remote world of work. Employers used video conferences for regular team meetings, as well as more informal team communication, to minimise feelings of isolation and disconnectedness. They also encouraged staff to maintain regular hours, take breaks, exercise and eat well to help preserve their wellbeing.

Over this period, demand rose rapidly for temporary workers to help organisations adapt and remain competitive.

Certain industries saw a rapid increase in demand for skilled professionals, notably healthcare, IT and soft services. Procurement and logistics experienced rising staff needs too, as did manufacturing in the FMCG, medical supplies and pharmaceuticals verticals. Supermarkets sought huge numbers of customer service and shelf-stocking staff, while mining remained an area of continued high demand. In addition, telephone-based hotline support professionals were required in the thousands, with the need to reshore call centres back to Australia and New Zealand further adding to demand. This sudden reversal of the offshoring trend could remain a permanent feature of the industry now that the necessary infrastructure has been installed.

Another major change was the addition of an agile mindset and problem-solving soft skills to selection criteria for almost every role. Employers now want all new hires to be able to adapt to potential future periods of monumental change.

Given the unprecedented last few months, it's unsurprising that the value of salary increases continues to fall and skilled professionals no longer expect to receive a strong pay rise.

However, it's clear that recent events have not dented employees' perception of their own self-worth. In fact, given the overtime and extra effort that many have put in, most say a much higher salary increase would better reflect their individual performance.

There will come a time, once we recover and are on the road to growth, when salary pressure will mount and employees will look to be rewarded for their extra effort over recent months – particularly since this effort follows years of restrained salary increases.

As part of this, employers will need to consider how they use non-financial rewards to compensate staff. This could include continuing to allow some form of regular flexible working or offering learning and development opportunities. Investing in health and wellness programs will remain crucial too.

For now, with budgets remaining tight, staff can be rewarded – and their discretionary effort motivated – through a promotional opportunity. Such an opportunity is now that important to candidates that it has leapfrogged an uncompetitive salary as the main reason people now leave their current position and look for a new job.

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

Nick Deligiannis
Managing Director
Hays Australia & New Zealand





78%

**SAY FLEXIBLE WORKING IS THE NUMBER ONE BENEFIT
THEY WILL WANT WHEN THEY NEXT LOOK FOR A JOB**

78%

**OF SKILLED PROFESSIONALS SAY THEIR RECENT EFFORTS
ARE WORTH A SALARY INCREASE OF 3% OR MORE**



EMPLOYERS REIN IN SALARY INCREASES THE BIG SQUEEZE ENCOMPASSES BENEFITS TOO

General findings

For our 2020-21 Hays Salary Guide, we surveyed more than 4,000 organisations, representing over 4.8 million employees, for their views on salary policy, hiring intentions and recruitment trends. These employers have added temporary staff to their team and are aware of a talent shortage for technical and leadership skills. However, given recent uncertainty, the value of salary increases has fallen.

Temporary skills come to the fore

Today's market has undergone unprecedented change. Unsurprisingly then, as organisations look to become more agile and adapt to current conditions, 61% say they employ temporary staff to meet peak workload demands and 43% do so for a project or special task. 27% use them to access specific skills they need right now that are not part of their business as usual permanent workforce.

Skill shortages

Yet skill shortages in areas of high demand remain a critical issue that will bite hard as organisations return to growth. Indeed, 67% of employers say skill shortages will impact the effective operation of their business or department in either a significant (22%) or minor (45%) way.

The top factor leading to the skill shortage is the low number of people gaining the necessary qualifications or experience, suggesting the talent mismatch remains an issue.

Salary trends

Our 2020-21 data shows that the value of salary increases continues to fall. For their part, of the over 2,000 professionals we also spoke to, it is clear that they expect little from their boss in their next salary review. However, what is interesting is that they have not devalued their opinion of their own worth. When asked what percentage salary increase would reflect their individual performance, 40% said 6% or more and 38% said 3 to 6%.

Reward suitable staff with promotional opportunities

While it may take time for salary increase budgets to recover, employers can look at other ways to reward staff. One key strategy is the use of promotional opportunities.

Last year, 41% of employees who were looking or planning to look for a new job were motivated by an uncompetitive salary, however this year that figure has fallen to 34%. Instead, 41% will enter the job market in response to a lack of promotional opportunities, which clearly shows the importance employees place on advancing their career.

Benefits in decline

However, achieving a promotion is becoming more difficult since fewer employers now offer ongoing learning and development (down from 70% last year to 63% this year), career progression opportunities (62% to 58%) or financial support for study (53% to 47%).

Furthermore, 78% of skilled professionals say flexible working will be the number one benefit they will want when they next look for a new job – which suggests that employees will not want to give up their new-found flexibility.

Calls for transparency

In an era of wage stagnation and rapid change, the calls for pay transparency from employees are growing. Yet while 79% of employees say it is important for their organisation to be transparent about how salary levels and rises are set, only 43% of employers do so consistently for all staff.

Furthermore, 14% of employers are aware of a gender pay gap in their organisation. Of these, 30% say it negatively affects candidate attraction and 35% say it impacts staff retention.

Priorities for the year ahead

Given these findings, in response to ongoing wage stagnation and recent unprecedented change, it's clear that greater transparency around salaries and the offering of promotional opportunities will be key to retention once we start down the road to recovery and begin to return to growth.

MARKET OVERVIEW & TRENDS

RECOMMENDATIONS FOR EMPLOYERS

Temporary candidates to keep you agile

It's important to keep the current market in perspective. Things will recover in time. While we can't predict exactly when this recovery will come or how fast it will happen, today's uncertainty will eventually pass. Until then, organisations are turning to temporary and contract staff to manage short-term workload requirements or work on projects or special tasks focused on pivoting services or the delivery of products and engaging with customers. They are also employing temporary or contract staff to access specific skills required in the short-term that are not part of their business as usual permanent workforce.

Motivate discretionary effort

As our survey shows, skilled professionals maintain a strong sense of their own self-worth. Following several years of sedate salary increases, and after the long hours that many employees have put in to helping their organisation remain competitive in these unprecedented times, they believe that their individual performance, experience and results warrant a higher increase than employers are providing. This creates a staff engagement risk, with skilled professionals questioning if their extra effort is worth it. Employers must therefore devise alternative methods to reward top performers and motivate their discretionary effort. These should cover both intrinsic factors, such as giving staff a sense of purpose, ensuring they feel valued and helping them understand that they make a difference, and extrinsic factors, such as a bonus, formal recognition or a promotion. For more, see our Staff Engagement report, available on our website.

“ Devise alternative methods to reward top performers and motivate their discretionary effort. ”

Reinvest in career progression

A lack of promotional opportunities has become the number one reason people now look for a new job. To attract and retain skilled professionals, employers therefore need to offer clear and transparent career progression pathways and ensure all staff are aware of what is required to qualify for a promotion. Have open and honest conversations with individual employees about their ambitions and the additional responsibilities assigned to a promotion. Make sure you communicate how much you value their contribution and your willingness to do what you can to support their career advancement while also meeting the needs of the organisation.

Be more transparent about salary increases

Transparency around pay is an important issue for skilled professionals, yet less than half of the employers we surveyed are transparent about how salary levels and rises are set for all staff. Given recent market conditions, employers should clearly explain the impact on salaries in order to be as open and transparent with their staff as possible. Two-way communication is key, so be open with your team and provide the opportunity for employees to raise questions and concerns easily.

Download Hays' Staff Engagement Report

www.hays.com.au/employer-insights/employer-tools/staff-engagement-report or
www.hays.net.nz/employer-insights/employer-tools/staff-engagement-report

MARKET OVERVIEW & TRENDS

RECOMMENDATIONS FOR EMPLOYEES

Think outside the box when negotiating a pay rise

You could be a top negotiator, but if an organisation does not have the budget to provide the salary increase you feel your results are worth, you will be unable to achieve a satisfactory pay rise. In today's market, it's therefore prudent to consider what else you value. In the past, employers and employees alike have turned to benefits as a way of rewarding top performance when salary increases were minimal. However, as our survey this year shows, the offering of benefits has now also started to decline, so perhaps it's time to consider alternative options. For example, something as simple as setting clear boundaries with your boss for your working hours or unplugging from technology at the end of the day can make a huge improvement to your work-life balance. Other ideas include negotiating an additional day or two of annual leave or asking for time to work on a stretch project with people from other departments to develop your skills.

“ Take steps to avoid overworking as it could negatively impact your mental health. ”

Develop soft and technology skills

When employers recruit, problem solving, communication and critical thinking skills still top the list of those sought, followed by technology and digital skills. Therefore, take steps in your current role to continuously develop your skills. Look for situations where you can utilise these skills, even if this involves moving outside your comfort zone. It's also advisable to objectively examine your current technology skills and identify areas for improvement. For example, you could become an advanced user of any system or app used in your organisation, learn basic coding or gain data analysis skills.

Avoid overworking

Before the COVID-19 outbreak, one of the main concerns employers had over the idea of mass remote working was whether they could trust their employees to remain productive. But after just a few weeks of remote working, the opposite proved to be the case. Many people felt the need to be seen to be productive while working remotely. As a result, they put in more hours than normal to ensure they appeared to be making constructive use of their time. If this situation still applies to you, it's important to take steps to avoid overworking as it could negatively impact your mental health. So, set strict boundaries for your working hours, decide on the key tasks you'll commit to completing each day and say no if necessary to tasks that aren't going to help you or your organisation achieve what's truly important at this point in time. Once the working day is over, turn off and put away work devices and do something for yourself.



HOW TO NAVIGATE THIS GUIDE

Please note, the typical salaries contained in this guide were collected before COVID-19.

Using our salary tables

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

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

How does your salary compare?

The complete Hays FY 2020/21 Salary Guide is available online. Search salaries for thousands of positions and find out how your salary compares in our Salary Checker at hays.com.au/salary-guide/salary-checker or hays.net.nz/salary-guide/salary-checker



EXECUTIVE

NOT-FOR-PROFIT	CEO/MD (Turnover up to \$50m)	CEO/MD (Turnover \$50m - \$500m)	CEO/MD (Turnover > \$500m)
Australia	280 190 - 310	475 300 - 530	500+
New Zealand	250 200 - 350	450 300 - 650	450+

	COO/EGM (Turnover up to \$50m)	COO/EGM (Turnover \$50m - \$500m)	COO/EGM (Turnover > \$500m)
Australia	220 185 - 250	285 230 - 355	400+
New Zealand	250 200 - 300	300 250 - 350	400+

	CFO/FD (Turnover up to \$50m)	CFO/FD (Turnover \$50m - \$500m)	CFO/FD (Turnover > \$500m)
Australia	220 185 - 245	280 220 - 385	450+
New Zealand	240 200 - 280	300 220 - 350	400+

COMMERCIAL	CEO/MD (Turnover up to \$50m)	CEO/MD (Turnover \$50m - \$500m)	CEO/MD (Turnover > \$500m)
Australia	400 220 - 450	600 450 - 700	700+
New Zealand	300 250 - 400	500 400 - 650	500+

	COO/EGM (Turnover up to \$50m)	COO/EGM (Turnover \$50m - \$500m)	COO/EGM (Turnover > \$500m)
Australia	250 190 - 300	500 300 - 600	600+
New Zealand	275 200 - 350	375 280 - 450	500+

NOT-FOR-PROFIT	CFO/FD (Turnover up to \$50m)	CFO/FD (Turnover \$50m - \$500m)	CFO/FD (Turnover > \$500m)
Australia	250 210 - 350	500 350 - 600	600+
New Zealand	300 230 - 350	350 300 - 500	500+

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

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

NOTES:

- All salaries shown are exclusive of superannuation (AU)

ACCOUNTANCY & FINANCE

Commerce & Industry | Senior Finance

SENIOR QUALIFIED ACCOUNTANTS	Financial Controller (Turnover up to \$100m)	Financial Controller (Turnover \$100m - \$300m)	Group Financial Controller/ GM Finance* (Turnover > \$300m)
NSW - Sydney	153 102 - 173	173 148 - 204	265 204 - 306
NSW - Regional	133 117 - 153	153 133 - 204	163 143 - 204
VIC - Melbourne	128 112 - 143	153 128 - 179	173 163 - 255
VIC - Regional	153 122 - 184	138 128 - 153	163 143 - 204
QLD - Brisbane, Gold Coast & Sunshine Coast	125 105 - 140	140 115 - 170	180 150 - 220
QLD - Regional	112 92 - 122	143 112 - 163	143 112 - 184
SA - Adelaide	133 102 - 143	138 107 - 163	163 143 - 184
WA - Perth	143 128 - 158	143 138 - 148	184 163 - 204
ACT - Canberra	122 112 - 133	143 122 - 163	153 143 - 204
TAS - Hobart/Launceston	128 97 - 138	143 107 - 153	153 122 - 184
NT - Darwin	133 112 - 143	143 133 - 163	173 153 - 194
NZ - Auckland	133 102 - 153	153 133 - 184	173 143 - 224
NZ - Wellington	122 92 - 143	143 112 - 163	153 122 - 204
NZ - Christchurch	122 92 - 133	133 112 - 173	153 122 - 204

	Finance Manager (Turnover up to \$100m)	Finance Manager (Turnover \$100m - \$300m)	Finance Manager (Turnover > \$300m)
NSW - Sydney	128 102 - 153	153 133 - 173	173 143 - 204
NSW - Regional	122 102 - 153	153 133 - 173	153 133 - 184
VIC - Melbourne	117 102 - 122	133 122 - 153	128 102 - 133
VIC - Regional	122 102 - 128	122 102 - 128	138 128 - 163
QLD - Brisbane, Gold Coast & Sunshine Coast	110 90 - 125	135 120 - 160	160 130 - 200
QLD - Regional	102 92 - 122	122 102 - 133	143 122 - 163
SA - Adelaide	112 87 - 117	128 97 - 153	143 112 - 153
WA - Perth	117 102 - 128	133 122 - 143	143 133 - 153
ACT - Canberra	117 102 - 122	133 122 - 143	143 133 - 163
TAS - Hobart/Launceston	107 92 - 122	122 92 - 133	143 112 - 163
NT - Darwin	112 92 - 133	133 102 - 153	133 112 - 153
NZ - Auckland	112 102 - 133	128 112 - 153	153 122 - 163
NZ - Wellington	112 82 - 122	122 92 - 133	133 102 - 153
NZ - Christchurch	112 92 - 122	122 102 - 143	133 102 - 153

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

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

NOTES:

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

ACCOUNTANCY & FINANCE

Commerce & Industry | Senior Finance

SENIOR QUALIFIED ACCOUNTANTS	Commercial Manager (Turnover up to \$100m)	Commercial Manager (Turnover \$100m - \$300m)	Senior Commercial Manager/Director (Turnover > \$300m)
NSW - Sydney	143 102 - 153	204 153 - 224	255 235 - 286
NSW - Regional	143 122 - 163	153 143 - 184	224 153 - 255
VIC - Melbourne	128 102 - 133	153 143 - 184	224 184 - 255
VIC - Regional	138 128 - 153	153 128 - 184	204 179 - 230
QLD - Brisbane, Gold Coast & Sunshine Coast	150 130 - 175	180 150 - 200	190 160 - 215
QLD - Regional	153 122 - 163	184 133 - 235	184 133 - 235
SA - Adelaide	153 117 - 173	163 143 - 184	163 143 - 184
WA - Perth	138 122 - 148	163 143 - 184	204 184 - 224
ACT - Canberra	133 122 - 143	153 122 - 184	163 143 - 194
TAS - Hobart/Launceston	133 112 - 153	133 117 - 163	184 153 - 224
NT - Darwin	143 122 - 163	122 112 - 133	148 133 - 163
NZ - Auckland	122 102 - 133	153 112 - 163	163 133 - 224
NZ - Wellington	112 102 - 133	122 112 - 143	153 122 - 173
NZ - Christchurch	112 102 - 143	133 102 - 153	153 122 - 184

	Group Accountant (Turnover up to \$100m)	Group Accountant (Turnover \$100m - \$300m)	Group Accountant (Turnover > \$300m)
NSW - Sydney	102 92 - 122	122 92 - 153	133 102 - 153
NSW - Regional	112 92 - 122	122 92 - 133	133 102 - 143
VIC - Melbourne	92 82 - 102	112 92 - 122	122 102 - 133
VIC - Regional	102 92 - 117	112 102 - 122	133 122 - 143
QLD - Brisbane, Gold Coast & Sunshine Coast	100 85 - 120	110 95 - 125	130 105 - 150
QLD - Regional	87 77 - 102	97 82 - 112	117 92 - 128
SA - Adelaide	94 90 - 112	102 90 - 122	122 102 - 143
WA - Perth	107 92 - 112	122 102 - 133	133 128 - 138
ACT - Canberra	102 82 - 112	112 102 - 122	122 112 - 133
TAS - Hobart/Launceston	92 82 - 117	102 92 - 122	122 112 - 148
NT - Darwin	97 92 - 112	112 102 - 122	122 122 - 143
NZ - Auckland	92 82 - 102	112 97 - 122	117 102 - 133
NZ - Wellington	92 82 - 112	112 102 - 122	122 102 - 143
NZ - Christchurch	92 77 - 102	112 92 - 122	122 102 - 143

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

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

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- New Zealand salaries are represented in New Zealand dollars

ACCOUNTANCY & FINANCE

Commerce & Industry | Senior Finance

SENIOR QUALIFIED ACCOUNTANTS	Divisional Accountant (Turnover up to \$100m)	Divisional Accountant (T. o. \$100m - \$300m)	Divisional Accountant (T. o. > \$300m)	Project Accountant
NSW - Sydney	97 82 - 102	112 92 - 122	122 102 - 143	107 87 - 138
NSW - Regional	102 82 - 122	112 92 - 122	122 102 - 143	102 87 - 138
VIC - Melbourne	87 77 - 92	92 82 - 102	107 102 - 122	117 92 - 128
VIC - Regional	89 77 - 97	112 92 - 122	122 112 - 133	112 87 - 122
QLD - Brisbane, Gold Coast & Sunshine Coast	90 80 - 100	105 90 - 120	120 100 - 140	115 90 - 130
QLD - Regional	82 71 - 87	92 82 - 102	102 92 - 122	97 87 - 122
SA - Adelaide	87 80 - 97	97 87 - 112	112 92 - 122	112 92 - 122
WA - Perth	102 97 - 112	112 102 - 133	122 112 - 143	112 92 - 138
ACT - Canberra	92 87 - 102	102 92 - 112	117 112 - 122	107 92 - 122
TAS - Hobart/Launceston	82 71 - 87	92 82 - 102	97 87 - 128	97 87 - 107
NT - Darwin	82 82 - 102	92 92 - 112	102 102 - 122	112 92 - 122
NZ - Auckland	87 77 - 97	97 87 - 107	112 92 - 128	112 97 - 138
NZ - Wellington	82 71 - 92	92 82 - 102	102 92 - 122	112 92 - 143
NZ - Christchurch	82 71 - 97	97 87 - 107	107 92 - 122	112 92 - 138

	Corporate Accountant (Turnover up to \$100m)	Corporate Accountant (T. o. \$100m - \$300m)	Corporate Accountant (T. o. > \$300m)
NSW - Sydney	107 92 - 122	122 92 - 133	138 117 - 153
NSW - Regional	107 92 - 122	122 92 - 133	128 112 - 143
VIC - Melbourne	87 82 - 92	102 92 - 122	112 107 - 122
VIC - Regional	87 82 - 92	102 87 - 112	107 97 - 117
QLD - Brisbane, Gold Coast & Sunshine Coast	100 90 - 115	115 100 - 130	125 110 - 135
QLD - Regional	87 77 - 107	97 82 - 122	112 82 - 143
SA - Adelaide	84 77 - 92	97 87 - 112	107 92 - 122
WA - Perth	102 92 - 112	117 102 - 122	128 112 - 148
ACT - Canberra	97 87 - 102	102 92 - 112	112 102 - 122
TAS - Hobart/Launceston	92 71 - 97	97 82 - 102	107 92 - 112
NT - Darwin	82 71 - 92	97 82 - 112	102 92 - 122
NZ - Auckland	82 71 - 92	102 87 - 117	112 102 - 133
NZ - Wellington	87 77 - 92	97 82 - 112	112 102 - 122
NZ - Christchurch	87 77 - 92	97 87 - 112	112 97 - 122

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

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

NOTES:

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

ACCOUNTANCY & FINANCE

Commerce & Industry | Senior Finance

SENIOR QUALIFIED ACCOUNTANTS	Financial Accountant (Turnover up to \$100m)	Financial Accountant (Turnover \$100m - \$300m)	Financial Accountant (Turnover > \$300m)
NSW - Sydney	92 77 - 102	102 82 - 107	112 92 - 122
NSW - Regional	92 77 - 102	102 82 - 122	112 92 - 143
VIC - Melbourne	82 71 - 92	92 77 - 102	102 87 - 122
VIC - Regional	82 77 - 97	87 82 - 112	102 92 - 122
QLD - Brisbane, Gold Coast & Sunshine Coast	90 75 - 100	95 85 - 110	115 95 - 125
QLD - Regional	77 71 - 87	87 77 - 102	102 92 - 122
SA - Adelaide	80 73 - 90	90 78 - 102	97 87 - 122
WA - Perth	97 92 - 102	112 97 - 128	128 112 - 143
ACT - Canberra	87 77 - 92	92 87 - 97	107 97 - 117
TAS - Hobart/Launceston	82 71 - 92	92 71 - 107	102 77 - 128
NT - Darwin	87 77 - 97	97 87 - 102	102 92 - 112
NZ - Auckland	82 77 - 92	92 82 - 102	112 92 - 122
NZ - Wellington	82 71 - 92	92 82 - 102	112 92 - 122
NZ - Christchurch	87 71 - 97	92 77 - 107	112 92 - 122

	Management Accountant (Turnover up to \$100m)	Management Accountant (Turnover \$100m - \$300m)	Management Accountant (Turnover > \$300m)
NSW - Sydney	92 82 - 102	112 97 - 122	122 102 - 143
NSW - Regional	92 82 - 102	112 82 - 122	122 102 - 143
VIC - Melbourne	87 77 - 92	102 82 - 107	102 92 - 122
VIC - Regional	87 77 - 102	102 87 - 112	117 92 - 133
QLD - Brisbane, Gold Coast & Sunshine Coast	90 80 - 95	105 95 - 125	125 115 - 140
QLD - Regional	87 71 - 122	97 82 - 122	122 92 - 153
SA - Adelaide	82 71 - 92	82 77 - 92	92 82 - 102
WA - Perth	97 92 - 102	112 102 - 128	122 102 - 138
ACT - Canberra	92 82 - 102	97 92 - 102	107 97 - 117
TAS - Hobart/Launceston	82 71 - 92	92 77 - 107	102 87 - 128
NT - Darwin	87 77 - 97	97 87 - 102	102 92 - 112
NZ - Auckland	87 77 - 92	92 82 - 102	117 97 - 133
NZ - Wellington	82 71 - 92	92 82 - 102	117 92 - 133
NZ - Christchurch	87 71 - 97	92 82 - 102	122 102 - 133

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

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

NOTES:

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- New Zealand salaries are represented in New Zealand dollars

ACCOUNTANCY & FINANCE

Commerce & Industry | Senior Finance

SENIOR QUALIFIED ACCOUNTANTS	Financial Analyst (T. o. up to \$100m)	Financial Analyst (T. o. \$100m - \$300m)	Financial Analyst (T. o. > \$300m)	Manager/Head of Financial Planning/ Analysis
NSW - Sydney	92 77 - 102	112 87 - 122	122 117 - 143	230 184 - 286
NSW - Regional	92 77 - 102	112 92 - 122	133 112 - 143	168 143 - 204
VIC - Melbourne	87 82 - 92	102 87 - 112	122 102 - 143	153 143 - 184
VIC - Regional	92 82 - 102	102 87 - 112	112 92 - 128	143 128 - 163
QLD - Brisbane, Gold Coast & Sunshine Coast	95 85 - 100	105 90 - 115	130 120 - 145	165 140 - 190
QLD - Regional	92 82 - 102	97 77 - 112	102 82 - 122	133 112 - 133
SA - Adelaide	87 82 - 97	97 82 - 112	107 92 - 122	153 122 - 194
WA - Perth	97 92 - 102	112 102 - 122	122 102 - 133	148 138 - 168
ACT - Canberra	92 82 - 102	97 92 - 102	117 102 - 122	153 122 - 184
TAS - Hobart/Launceston	82 71 - 92	92 71 - 107	102 82 - 128	138 128 - 158
NT - Darwin	92 87 - 107	97 87 - 112	112 92 - 122	133 122 - 163
NZ - Auckland	82 77 - 97	102 82 - 122	112 102 - 133	153 122 - 194
NZ - Wellington	82 71 - 92	97 82 - 122	112 92 - 133	143 112 - 163
NZ - Christchurch	82 71 - 92	92 82 - 122	112 92 - 133	143 102 - 153

	Systems Accountant (T. o. up to \$100m)	Systems Accountant (T. o. \$100m - \$300m)	Systems Accountant (T. o. > \$300m)
NSW - Sydney	87 71 - 102	112 92 - 122	128 92 - 148
NSW - Regional	87 71 - 102	122 92 - 133	133 122 - 143
VIC - Melbourne	92 82 - 97	97 87 - 107	107 102 - 122
VIC - Regional	89 77 - 97	97 89 - 107	112 87 - 128
QLD - Brisbane, Gold Coast & Sunshine Coast	90 80 - 100	100 90 - 110	120 95 - 140
QLD - Regional	77 71 - 92	92 82 - 102	102 87 - 122
SA - Adelaide	92 77 - 97	97 82 - 102	112 97 - 122
WA - Perth	92 92 - 102	102 102 - 122	122 112 - 143
ACT - Canberra	97 92 - 102	102 92 - 112	117 102 - 133
TAS - Hobart/Launceston	87 77 - 97	97 87 - 112	117 107 - 128
NT - Darwin	87 77 - 92	92 82 - 102	112 92 - 122
NZ - Auckland	87 77 - 97	92 82 - 102	122 92 - 153
NZ - Wellington	87 77 - 97	92 82 - 102	122 102 - 153
NZ - Christchurch	87 77 - 97	92 82 - 102	122 92 - 153

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

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

NOTES:

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

ACCOUNTANCY & FINANCE

Commerce & Industry | Senior Finance

SENIOR QUALIFIED ACCOUNTANTS	Financial Systems Manager (Turnover up to \$100m)	Financial Systems Manager (Turnover \$100m - \$300m)	Financial Systems Manager (Turnover > \$300m)
NSW - Sydney	122 102 - 143	163 128 - 184	173 153 - 204
NSW - Regional	122 102 - 122	143 102 - 163	173 133 - 204
VIC - Melbourne	122 102 - 143	143 122 - 163	153 112 - 184
VIC - Regional	122 107 - 138	122 107 - 138	153 112 - 184
QLD - Brisbane, Gold Coast & Sunshine Coast	110 100 - 130	125 110 - 140	130 125 - 160
QLD - Regional	92 87 - 102	112 92 - 122	122 102 - 133
SA - Adelaide	107 87 - 122	122 97 - 143	143 107 - 158
WA - Perth	112 102 - 122	122 112 - 133	153 138 - 168
ACT - Canberra	112 102 - 122	122 112 - 133	143 133 - 153
TAS - Hobart/Launceston	107 87 - 128	128 107 - 138	153 117 - 184
NT - Darwin	102 92 - 112	112 102 - 122	122 112 - 133
NZ - Auckland	102 92 - 112	122 102 - 133	133 112 - 153
NZ - Wellington	92 82 - 102	102 92 - 112	133 112 - 153
NZ - Christchurch	92 87 - 97	102 92 - 112	133 122 - 153

TREASURY	Treasury Accountant (Turnover up to \$100m)	Treasury Accountant (Turnover \$100m - \$300m)	Treasury Accountant (Turnover > \$300m)
NSW - Sydney	97 82 - 102	117 92 - 128	138 102 - 153
NSW - Regional	92 77 - 102	112 92 - 122	122 102 - 133
VIC - Melbourne	77 61 - 82	92 82 - 107	128 112 - 153
VIC - Regional	71 56 - 84	82 71 - 92	102 82 - 122
QLD - Brisbane, Gold Coast & Sunshine Coast	85 80 - 95	100 90 - 105	130 110 - 150
QLD - Regional	77 71 - 82	87 77 - 102	102 97 - 122
SA - Adelaide	82 77 - 97	97 82 - 107	112 102 - 133
WA - Perth	92 92 - 97	97 92 - 102	122 102 - 133
ACT - Canberra	82 77 - 92	97 87 - 102	117 102 - 128
TAS - Hobart/Launceston	77 61 - 87	87 66 - 97	107 71 - 128
NT - Darwin	82 71 - 92	92 82 - 102	112 102 - 122
NZ - Auckland	77 66 - 87	97 82 - 102	102 82 - 122
NZ - Wellington	82 71 - 92	97 87 - 107	107 97 - 117
NZ - Christchurch	77 71 - 87	87 77 - 97	102 82 - 122

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

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

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ACCOUNTANCY & FINANCE

Commerce & Industry | Senior Finance

TREASURY	Treasury Manager (T.o. up to \$100m)	Treasury Manager (T.o. \$100m-\$300m)	Treasury Manager* (T.o. > \$300m)	Head of Treasury*
NSW - Sydney	133 102 - 153	184 153 - 204	255 204 - 286	408 286 - 510
NSW - Regional	122 102 - 143	163 133 - 204	184 143 - 204	204 184 - 255
VIC - Melbourne	102 92 - 117	122 102 - 133	153 128 - 179	255 204 - 281
VIC - Regional	102 92 - 112	117 102 - 128	133 117 - 153	179 153 - 230
QLD - Brisbane, Gold Coast & Sunshine Coast	105 95 - 120	130 100 - 150	170 150 - 220	190 160 - 220
QLD - Regional	102 92 - 112	117 102 - 122	133 112 - 153	N/A
SA - Adelaide	102 97 - 122	122 102 - 143	163 128 - 184	184 153 - 214
WA - Perth	122 102 - 133	138 122 - 148	189 173 - 204	204 189 - 235
ACT - Canberra	122 102 - 133	143 122 - 163	173 153 - 224	204 184 - 255
TAS - Hobart/Launceston	97 92 - 107	117 102 - 128	133 117 - 153	N/A
NT - Darwin	102 87 - 112	112 102 - 133	143 122 - 153	219 184 - 255
NZ - Auckland	102 82 - 112	133 112 - 143	153 112 - 184	173 143 - 204
NZ - Wellington	102 82 - 122	122 112 - 133	153 122 - 184	163 133 - 204
NZ - Christchurch	92 82 - 102	102 87 - 112	112 102 - 122	143 122 - 163

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

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

NOTES:

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

Commerce & Industry | Mining

	Mine Accountant
NSW - Regional	133 112 - 148
QLD - Regional	122 92 - 153
SA - Adelaide	102 92 - 133
WA - Perth	143 122 - 163
TAS - Hobart/Launceston	92 82 - 102
NT - Darwin	122 102 - 153
NZ - Auckland	122 92 - 133
NZ - Wellington	102 92 - 133
NZ - Christchurch	112 92 - 122

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

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

NOTES:

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ACCOUNTANCY & FINANCE

Commerce & Industry | Financial Services

PRODUCT AND FUNDS	Product Control	Product Control Manager	Fund/Investment Accountant
NSW - Sydney	112 92 - 133	153 122 - 184	87 77 - 92
NSW - Regional	92 87 - 97	102 92 - 112	71 61 - 77
VIC - Melbourne	97 82 - 102	138 122 - 153	77 66 - 92
VIC - Regional	87 66 - 92	97 92 - 107	77 66 - 87
QLD - Brisbane, Gold Coast & Sunshine Coast	90 80 - 100	120 110 - 130	85 70 - 90
QLD - Regional	87 82 - 97	112 92 - 122	71 61 - 87
SA - Adelaide	87 71 - 92	112 102 - 133	71 66 - 82
WA - Perth	82 66 - 87	97 92 - 112	82 71 - 97
ACT - Canberra	N/A	N/A	82 71 - 92
TAS - Hobart/Launceston	87 71 - 92	112 97 - 143	77 66 - 97
NT - Darwin	82 66 - 87	92 87 - 102	82 66 - 92
NZ - Auckland	77 66 - 87	87 77 - 97	82 77 - 87
NZ - Wellington	77 66 - 87	87 77 - 97	82 71 - 92
NZ - Christchurch	77 66 - 87	87 77 - 97	82 71 - 92

	Senior Fund/ Investment Accountant	Fund/Investment Accountant Acctg. Manager
NSW - Sydney	102 87 - 122	133 102 - 163
NSW - Regional	82 71 - 87	102 82 - 112
VIC - Melbourne	92 82 - 112	122 112 - 153
VIC - Regional	87 82 - 92	102 92 - 117
QLD - Brisbane, Gold Coast & Sunshine Coast	100 85 - 115	110 95 - 135
QLD - Regional	82 71 - 102	102 92 - 122
SA - Adelaide	82 82 - 97	102 87 - 133
WA - Perth	92 92 - 102	112 97 - 122
ACT - Canberra	102 92 - 112	122 102 - 133
TAS - Hobart/Launceston	87 82 - 107	107 97 - 117
NT - Darwin	92 87 - 102	112 102 - 122
NZ - Auckland	92 82 - 102	107 87 - 117
NZ - Wellington	92 82 - 102	102 92 - 112
NZ - Christchurch	87 82 - 97	102 92 - 112

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

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

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ACCOUNTANCY & FINANCE

Commerce & Industry | Financial Services

STATUTORY AND TAX	Tax Accountant	Tax Manager	Head of Tax	Reporting Accountant
NSW - Sydney	92 82 - 112	184 122 - 235	214 163 - 265	112 97 - 133
NSW - Regional	87 77 - 102	153 122 - 184	184 153 - 224	112 92 - 143
VIC - Melbourne	102 87 - 112	102 87 - 112	184 153 - 204	122 92 - 133
VIC - Regional	82 77 - 87	117 107 - 133	153 122 - 163	97 87 - 107
QLD - Brisbane, Gold Coast & Sunshine Coast	90 80 - 105	150 105 - 170	180 150 - 220	90 85 - 100
QLD - Regional	82 71 - 97	128 102 - 153	163 143 - 204	92 87 - 102
SA - Adelaide	82 71 - 97	133 102 - 153	163 163 - 224	92 82 - 102
WA - Perth	97 92 - 107	138 122 - 153	184 163 - 214	N/A
ACT - Canberra	92 82 - 107	128 112 - 143	153 122 - 184	92 87 - 102
TAS - Hobart/Launceston	82 77 - 92	128 107 - 158	158 128 - 168	N/A
NT - Darwin	92 77 - 97	122 102 - 133	163 143 - 204	82 77 - 92
NZ - Auckland	92 66 - 102	112 102 - 122	153 122 - 184	92 82 - 102
NZ - Wellington	87 71 - 102	112 92 - 122	122 102 - 143	92 82 - 102
NZ - Christchurch	92 71 - 102	112 92 - 122	117 102 - 133	92 82 - 102

	Reporting Manager	Regulatory Accounting Manager	Statutory Accountant	Financial Reporting Manager
NSW - Sydney	133 122 - 153	133 122 - 153	102 82 - 117	194 153 - 224
NSW - Regional	143 122 - 153	122 102 - 133	112 92 - 122	133 122 - 153
VIC - Melbourne	133 102 - 153	143 122 - 163	117 102 - 133	138 102 - 153
VIC - Regional	122 107 - 143	107 92 - 117	97 92 - 117	107 97 - 122
QLD - Brisbane, Gold Coast & Sunshine Coast	95 90 - 110	130 105 - 150	95 90 - 110	140 120 - 160
QLD - Regional	92 87 - 102	128 102 - 143	92 87 - 97	133 112 - 153
SA - Adelaide	92 82 - 102	122 97 - 133	102 82 - 112	133 122 - 153
WA - Perth	N/A	122 102 - 143	112 97 - 133	138 112 - 153
ACT - Canberra	122 97 - 133	112 97 - 122	97 82 - 122	133 112 - 153
TAS - Hobart/Launceston	N/A	102 92 - 117	97 92 - 117	107 97 - 122
NT - Darwin	102 92 - 122	122 92 - 133	97 87 - 112	133 122 - 153
NZ - Auckland	122 112 - 133	112 102 - 122	92 87 - 112	122 112 - 153
NZ - Wellington	122 112 - 133	117 97 - 128	97 87 - 112	122 112 - 143
NZ - Christchurch	122 112 - 133	112 92 - 122	97 82 - 112	112 92 - 143

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

- Additional super
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ACCOUNTANCY & FINANCE

Commerce & Industry | Financial Services

COMPLIANCE/RISK	Compliance/ Risk Analyst	Compliance/ Risk Manager	Operations Risk Analyst	Operations Risk Manager	Head of Risk
NSW - Sydney	102 92 - 112	133 112 - 153	97 92 - 112	143 122 - 163	255 204 - 306
NSW - Regional	102 71 - 112	133 112 - 153	97 92 - 112	143 122 - 163	224 184 - 255
VIC - Melbourne	92 77 - 102	143 102 - 173	97 82 - 122	143 133 - 163	N/A
VIC - Regional	82 71 - 92	117 97 - 128	97 82 - 112	133 128 - 153	224 189 - 230
QLD - Brisbane, Gold Coast & Sunshine Coast	95 85 - 110	130 100 - 160	97 87 - 117	150 130 - 170	220 200 - 250
QLD - Regional	77 71 - 87	102 92 - 122	82 71 - 97	112 102 - 122	N/A
SA - Adelaide	87 77 - 92	107 92 - 133	92 82 - 97	107 102 - 128	153 133 - 204
WA - Perth	97 92 - 102	122 102 - 133	112 102 - 133	148 133 - 163	168 153 - 184
ACT - Canberra	87 71 - 92	112 102 - 122	92 82 - 107	122 112 - 138	153 143 - 184
TAS - Hobart/Launceston	87 77 - 102	117 97 - 138	92 82 - 102	122 117 - 148	N/A
NT - Darwin	92 82 - 112	112 92 - 122	92 77 - 112	112 97 - 122	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

INTERNAL AUDIT	Internal Auditor	Senior Internal Auditor	Internal Audit Manager	Head of Internal Audit
NSW - Sydney	92 77 - 97	102 92 - 112	153 122 - 184	265 235 - 306
NSW - Regional	102 92 - 112	107 97 - 117	143 112 - 184	184 153 - 275
VIC - Melbourne	97 82 - 102	117 92 - 128	143 122 - 163	163 122 - 184
VIC - Regional	87 77 - 97	107 97 - 117	128 117 - 143	158 133 - 184
QLD - Brisbane, Gold Coast & Sunshine Coast	85 80 - 100	110 95 - 120	150 120 - 170	180 150 - 220
QLD - Regional	82 71 - 92	92 77 - 102	122 102 - 153	153 133 - 173
SA - Adelaide	82 77 - 92	112 87 - 133	122 102 - 143	153 143 - 194
WA - Perth	87 82 - 102	102 92 - 122	143 133 - 153	168 153 - 184
ACT - Canberra	87 82 - 102	97 92 - 112	122 102 - 128	153 133 - 204
TAS - Hobart/Launceston	71 61 - 82	87 77 - 107	112 92 - 133	112 97 - 133
NT - Darwin	77 66 - 82	82 77 - 92	102 97 - 112	143 133 - 173
NZ - Auckland	82 66 - 87	102 92 - 112	133 112 - 143	153 133 - 184
NZ - Wellington	82 71 - 92	102 92 - 112	133 102 - 143	153 133 - 163
NZ - Christchurch	77 71 - 92	102 92 - 112	112 102 - 133	143 112 - 163

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

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

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ACCOUNTANCY & FINANCE

Commerce & Industry | Accounting Support

NON CPA/CA QUALIFIED EXPERIENCED ACCOUNTANTS	3-5 yrs exp	5-10 yrs exp	Over 10 yrs exp
NSW - Sydney	77 71 - 77	82 77 - 82	87 82 - 92
NSW - Regional	71 66 - 77	82 71 - 87	82 82 - 87
VIC - Melbourne	66 61 - 71	77 71 - 82	87 82 - 92
VIC - Regional	61 56 - 71	82 71 - 92	82 71 - 92
QLD - Brisbane, Gold Coast & Sunshine Coast	70 65 - 75	70 70 - 75	75 70 - 75
QLD - Regional	71 61 - 77	71 61 - 82	77 71 - 87
SA - Adelaide	67 63 - 73	77 69 - 82	82 73 - 92
WA - Perth	71 61 - 82	87 71 - 97	97 87 - 102
ACT - Canberra	66 61 - 71	82 77 - 87	82 71 - 92
TAS - Hobart/Launceston	66 61 - 71	71 66 - 87	77 71 - 92
NT - Darwin	61 56 - 66	77 71 - 82	82 77 - 87
NZ - Auckland	71 66 - 77	82 71 - 87	92 82 - 102
NZ - Wellington	77 66 - 82	82 77 - 92	92 82 - 112
NZ - Christchurch	61 56 - 66	66 61 - 71	77 71 - 82

NOTES:

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- New Zealand salaries are represented in New Zealand dollars

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

ASSISTANT ACCOUNTANTS	Graduate (No experience)	Assistant Accountant (up to 2 yrs)	Assistant Accountant (2-4 yrs)	Assistant Accountant (4+ yrs)
NSW - Sydney	51 51 - 56	61 61 - 66	66 66 - 71	71 71 - 77
NSW - Regional	56 51 - 66	66 61 - 71	71 66 - 77	71 66 - 77
VIC - Melbourne	46 46 - 51	61 56 - 66	66 61 - 71	82 71 - 92
VIC - Regional	41 41 - 46	56 51 - 61	66 56 - 71	69 66 - 82
QLD - Brisbane, Gold Coast & Sunshine Coast	50 45 - 50	60 55 - 60	70 65 - 75	70 65 - 75
QLD - Regional	41 41 - 46	61 56 - 66	66 61 - 71	71 66 - 77
SA - Adelaide	53 49 - 56	58 55 - 63	61 56 - 66	66 61 - 77
WA - Perth	51 46 - 61	61 56 - 66	71 61 - 97	77 71 - 87
ACT - Canberra	46 41 - 51	51 46 - 56	61 56 - 66	66 61 - 71
TAS - Hobart/Launceston	46 41 - 51	49 46 - 61	56 51 - 61	63 51 - 66
NT - Darwin	46 41 - 56	61 56 - 66	71 61 - 77	71 66 - 77
NZ - Auckland	46 41 - 46	51 46 - 56	61 56 - 66	69 61 - 77
NZ - Wellington	46 41 - 51	55 46 - 60	63 56 - 71	71 61 - 82
NZ - Christchurch	46 41 - 46	55 46 - 56	59 51 - 61	66 61 - 71

NOTES:

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- New Zealand salaries are represented in New Zealand dollars

ACCOUNTANCY & FINANCE

Commerce & Industry | Accounting Support

PAYROLL	Payroll Officer	Senior Payroll Officer	Payroll Team Lead	Payroll Systems Analyst
NSW - Sydney	77 71 - 82	87 82 - 92	97 87 - 102	102 97 - 102
NSW - Regional	77 71 - 82	87 82 - 92	102 92 - 112	102 97 - 102
VIC - Melbourne	61 51 - 71	82 71 - 92	92 82 - 112	97 87 - 107
VIC - Regional	61 56 - 66	66 61 - 77	82 77 - 97	N/A
QLD - Brisbane, Gold Coast & Sunshine Coast	68 60 - 75	75 75 - 85	95 85 - 100	90 80 - 100
QLD - Regional	66 61 - 71	77 71 - 82	82 77 - 97	N/A
SA - Adelaide	61 56 - 66	66 66 - 77	77 71 - 82	77 71 - 87
WA - Perth	66 61 - 71	82 71 - 87	92 82 - 102	102 92 - 112
ACT - Canberra	77 71 - 82	77 77 - 87	87 82 - 92	92 87 - 97
TAS - Hobart/Launceston	61 56 - 66	66 61 - 77	73 66 - 87	73 71 - 92
NT - Darwin	61 56 - 66	66 61 - 71	77 71 - 82	77 71 - 82
NZ - Auckland	60 56 - 65	66 61 - 77	87 66 - 112	87 71 - 102
NZ - Wellington	60 56 - 65	66 65 - 85	92 71 - 112	92 71 - 112
NZ - Christchurch	54 51 - 56	61 56 - 71	77 66 - 92	77 66 - 92

	Remuneration and Payroll Manager	Supervisor/Manager (<1000 employees)	Supervisor/Manager (1000 - 3000 empl)	Supervisor/Manager (>3000 empl)
NSW - Sydney	122 102 - 133	102 97 - 107	122 112 - 133	153 133 - 173
NSW - Regional	122 102 - 133	102 92 - 112	102 92 - 112	112 102 - 122
VIC - Melbourne	133 102 - 163	82 71 - 92	82 77 - 97	102 87 - 153
VIC - Regional	N/A	71 66 - 92	82 71 - 92	92 77 - 102
QLD - Brisbane, Gold Coast & Sunshine Coast	120 100 - 150	90 85 - 95	95 90 - 100	120 110 - 150
QLD - Regional	102 92 - 122	87 82 - 97	97 92 - 102	122 102 - 143
SA - Adelaide	102 87 - 112	77 71 - 87	97 82 - 122	102 92 - 122
WA - Perth	122 102 - 153	97 87 - 112	133 112 - 163	143 133 - 163
ACT - Canberra	122 102 - 143	87 77 - 102	97 87 - 112	102 92 - 112
TAS - Hobart/Launceston	97 92 - 117	71 66 - 92	82 71 - 102	97 71 - 122
NT - Darwin	87 82 - 102	82 77 - 87	87 82 - 92	97 92 - 102
NZ - Auckland	128 112 - 153	82 66 - 92	117 92 - 143	133 102 - 163
NZ - Wellington	128 102 - 153	87 71 - 102	92 82 - 102	102 92 - 122
NZ - Christchurch	102 71 - 112	82 71 - 92	92 82 - 102	102 92 - 112

NOTES:

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- New Zealand salaries are represented in New Zealand dollars

ACCOUNTANCY & FINANCE

Commerce & Industry | Accounting Support

CREDIT CONTROL/ ACCOUNTS RECEIVABLE	Accounts Receivable Officer	Credit Controller	Senior Credit Controller	Supervisor/ Manager (1-5 staff)	Supervisor/ Manager (> 5 staff)
NSW - Sydney	66 61 - 66	66 61 - 71	77 71 - 82	92 87 - 97	112 102 - 122
NSW - Regional	61 56 - 66	66 61 - 71	77 71 - 82	82 77 - 87	97 82 - 102
VIC - Melbourne	61 51 - 66	66 56 - 82	87 77 - 97	92 87 - 97	112 92 - 128
VIC - Regional	56 51 - 66	61 56 - 66	66 61 - 71	71 61 - 82	77 71 - 92
QLD - Brisbane, Gold Coast & Sunshine Coast	65 55 - 65	65 60 - 70	70 65 - 75	85 80 - 90	110 90 - 130
QLD - Regional	61 56 - 66	66 61 - 71	66 66 - 71	87 82 - 92	97 87 - 117
SA - Adelaide	57 53 - 63	63 56 - 71	68 63 - 82	78 66 - 87	87 71 - 102
WA - Perth	61 56 - 71	61 56 - 66	66 61 - 71	77 71 - 82	97 87 - 112
ACT - Canberra	56 51 - 61	61 56 - 66	66 61 - 71	71 66 - 77	82 77 - 87
TAS - Hobart/Launceston	56 51 - 66	53 48 - 61	66 56 - 77	66 56 - 71	66 61 - 77
NT - Darwin	56 51 - 61	56 51 - 61	61 56 - 66	71 66 - 77	77 71 - 82
NZ - Auckland	57 51 - 66	59 56 - 61	66 61 - 77	77 66 - 82	92 77 - 102
NZ - Wellington	56 51 - 61	56 51 - 61	66 61 - 77	77 66 - 82	87 71 - 92
NZ - Christchurch	54 51 - 56	56 51 - 61	61 56 - 66	66 66 - 71	71 66 - 92

BOOKKEEPERS	To Trial Balance	To Balance Sheet	Senior Bookkeeper
NSW - Sydney	77 71 - 82	82 77 - 87	92 87 - 97
NSW - Regional	77 66 - 87	82 77 - 87	92 87 - 97
VIC - Melbourne	61 56 - 71	66 56 - 71	87 77 - 97
VIC - Regional	56 51 - 61	61 56 - 66	66 61 - 71
QLD - Brisbane, Gold Coast & Sunshine Coast	65 60 - 70	65 60 - 70	75 70 - 80
QLD - Regional	66 61 - 71	66 61 - 71	71 66 - 77
SA - Adelaide	57 53 - 63	63 58 - 68	71 66 - 82
WA - Perth	66 61 - 77	82 77 - 92	87 77 - 97
ACT - Canberra	66 61 - 71	71 66 - 77	77 71 - 87
TAS - Hobart/Launceston	56 51 - 66	61 61 - 71	63 61 - 71
NT - Darwin	61 56 - 66	66 61 - 71	66 61 - 71
NZ - Auckland	61 59 - 66	66 61 - 71	71 66 - 82
NZ - Wellington	61 59 - 66	66 61 - 71	71 66 - 82
NZ - Christchurch	61 56 - 61	66 61 - 71	71 66 - 77

NOTES:

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- New Zealand salaries are represented in New Zealand dollars

ACCOUNTANCY & FINANCE

Commerce & Industry | Accounting Support

ACCOUNTS PAYABLE	Accounts Payable Officer	Accounts Payable Officer - Senior	Experienced Supervisor Accounts Payable	Manager Accounts Payable
NSW - Sydney	61 56 - 66	69 61 - 71	82 82 - 87	102 87 - 112
NSW - Regional	56 56 - 61	66 61 - 66	71 66 - 77	77 71 - 82
VIC - Melbourne	61 51 - 66	71 61 - 82	77 71 - 87	92 77 - 102
VIC - Regional	51 46 - 56	56 51 - 66	66 61 - 71	77 66 - 87
QLD - Brisbane, Gold Coast & Sunshine Coast	63 55 - 65	70 60 - 75	80 75 - 85	95 85 - 110
QLD - Regional	61 56 - 66	66 61 - 71	82 77 - 87	97 87 - 112
SA - Adelaide	56 51 - 61	63 58 - 68	66 61 - 71	77 71 - 92
WA - Perth	56 51 - 61	61 56 - 71	66 61 - 71	87 82 - 92
ACT - Canberra	56 51 - 66	66 56 - 71	71 66 - 77	77 66 - 87
TAS - Hobart/Launceston	56 51 - 61	61 56 - 66	66 56 - 71	66 61 - 82
NT - Darwin	56 51 - 61	61 56 - 66	61 56 - 66	66 61 - 77
NZ - Auckland	56 51 - 59	61 57 - 66	66 61 - 69	92 71 - 102
NZ - Wellington	56 51 - 61	61 56 - 66	70 60 - 80	100 80 - 120
NZ - Christchurch	49 46 - 51	56 49 - 61	59 56 - 64	87 71 - 102

ACCOUNTS OFFICERS	Entry Level Accounts Officer	Accounts Officer
NSW - Sydney	51 51 - 56	61 56 - 61
NSW - Regional	51 51 - 56	56 51 - 61
VIC - Melbourne	56 51 - 61	61 56 - 66
VIC - Regional	45 45 - 51	46 46 - 56
QLD - Brisbane, Gold Coast & Sunshine Coast	45 45 - 50	60 55 - 65
QLD - Regional	46 45 - 46	61 56 - 66
SA - Adelaide	51 49 - 54	57 53 - 61
WA - Perth	51 46 - 56	61 56 - 71
ACT - Canberra	46 45 - 51	56 51 - 61
TAS - Hobart/Launceston	51 46 - 56	53 51 - 56
NT - Darwin	51 46 - 56	56 51 - 61
NZ - Auckland	46 41 - 51	59 51 - 61
NZ - Wellington	46 41 - 51	56 51 - 61
NZ - Christchurch	46 41 - 51	56 51 - 56

NOTES:

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ACCOUNTANCY & FINANCE

Professional Practice

BUSINESS SERVICES UNDERGRADUATES	0-2 yrs exp	2-3 yrs exp	3+ yrs exp
NSW - Sydney	42 41 - 46	47 45 - 52	52 48 - 56
NSW - Regional	42 41 - 43	44 43 - 45	47 44 - 49
VIC - Melbourne	41 41 - 46	46 44 - 56	56 50 - 61
VIC - Regional	48 43 - 51	56 51 - 61	61 56 - 71
QLD - Brisbane, Gold Coast & Sunshine Coast	46 41 - 51	51 46 - 56	56 51 - 56
QLD - Regional	42 41 - 43	44 43 - 45	46 44 - 49
SA - Adelaide	42 41 - 43	44 43 - 45	45 44 - 49
WA - Perth	41 41 - 43	46 43 - 50	53 51 - 56
ACT - Canberra	41 41 - 43	43 43 - 46	51 46 - 56
TAS - Hobart/Launceston	41 41 - 43	45 43 - 46	44 44 - 45
NT - Darwin	51 46 - 56	61 56 - 71	71 61 - 82
NZ - Auckland	45 41 - 50	50 45 - 55	58 50 - 65
NZ - Wellington	46 41 - 51	56 46 - 61	58 51 - 66
NZ - Christchurch	45 41 - 50	46 43 - 51	56 51 - 61

BUSINESS SERVICES GRADUATES	No exp	1-2 yrs exp	2-3 yrs exp	3+ yrs exp
NSW - Sydney	43 41 - 45	48 44 - 53	55 50 - 62	65 56 - 72
NSW - Regional	42 41 - 43	44 43 - 45	49 43 - 51	57 51 - 66
VIC - Melbourne	46 43 - 51	53 46 - 56	58 56 - 61	61 61 - 66
VIC - Regional	46 43 - 51	56 51 - 61	66 56 - 71	77 66 - 82
QLD - Brisbane, Gold Coast & Sunshine Coast	46 41 - 46	46 43 - 51	51 46 - 56	56 56 - 61
QLD - Regional	42 41 - 43	44 43 - 45	46 43 - 49	56 51 - 66
SA - Adelaide	43 41 - 47	45 43 - 49	49 45 - 54	55 50 - 59
WA - Perth	43 41 - 46	51 46 - 56	56 51 - 61	66 61 - 71
ACT - Canberra	42 41 - 43	48 43 - 51	53 46 - 56	61 56 - 66
TAS - Hobart/Launceston	45 41 - 48	46 43 - 49	48 43 - 51	58 53 - 66
NT - Darwin	46 41 - 51	61 51 - 66	71 61 - 82	87 71 - 97
NZ - Auckland	45 41 - 50	50 45 - 55	56 51 - 66	61 56 - 71
NZ - Wellington	46 41 - 51	51 46 - 56	56 51 - 66	66 56 - 82
NZ - Christchurch	44 43 - 46	51 46 - 56	56 51 - 66	61 56 - 71

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

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

NOTES:

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

ACCOUNTANCY & FINANCE

Professional Practice

BUSINESS SERVICES (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS	3-4 yrs exp	4-5 yrs exp	5-6 yrs exp	6+ yrs exp
NSW - Sydney	77 66 - 85	82 72 - 90	90 77 - 96	95 87 - 100
NSW - Regional	69 63 - 73	73 67 - 77	84 78 - 86	88 83 - 92
VIC - Melbourne	67 61 - 71	77 77 - 87	87 85 - 92	97 89 - 117
VIC - Regional	80 71 - 89	87 71 - 92	92 77 - 102	97 89 - 117
QLD - Brisbane, Gold Coast & Sunshine Coast	66 61 - 71	71 66 - 82	77 71 - 82	87 82 - 92
QLD - Regional	61 56 - 66	66 59 - 71	71 69 - 82	77 71 - 97
SA - Adelaide	69 65 - 73	73 69 - 73	79 74 - 84	84 78 - 87
WA - Perth	71 66 - 77	77 71 - 82	82 77 - 92	87 82 - 97
ACT - Canberra	71 66 - 77	77 71 - 82	82 77 - 87	92 87 - 97
TAS - Hobart/Launceston	66 59 - 73	69 63 - 82	82 77 - 87	87 82 - 107
NT - Darwin	77 71 - 82	87 82 - 92	97 92 - 102	102 92 - 112
NZ - Auckland	66 63 - 77	77 66 - 82	87 77 - 92	97 87 - 102
NZ - Wellington	71 66 - 77	82 77 - 92	92 82 - 102	100 87 - 112
NZ - Christchurch	66 61 - 71	71 66 - 82	85 77 - 92	92 87 - 92

BUSINESS SERVICES MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS	Manager for 0-2 yrs	Senior Manager for 2-5 yrs	Principals/Directors
NSW - Sydney	107 98 - 125	135 120 - 150	175 150+
NSW - Regional	102 92 - 112	117 102 - 138	155 125+
VIC - Melbourne	112 102 - 122	133 122 - 143	175 150+
VIC - Regional	112 92 - 122	122 112 - 133	160 130+
QLD - Brisbane, Gold Coast & Sunshine Coast	112 102 - 122	128 112 - 143	160 140+
QLD - Regional	87 77 - 97	97 82 - 122	130 115+
SA - Adelaide	92 87 - 97	117 112 - 128	160 140+
WA - Perth	112 92 - 133	128 102 - 143	150+
ACT - Canberra	107 102 - 112	133 122 - 143	160 150 - 180
TAS - Hobart/Launceston	87 77 - 102	112 92 - 122	130 120 - 140
NT - Darwin	102 92 - 112	112 102 - 122	130 120+
NZ - Auckland	110 87 - 115	140 110 - 160	150+
NZ - Wellington	102 92 - 112	128 107 - 143	170 150+
NZ - Christchurch	87 82 - 97	102 92 - 128	130+

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

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

NOTES:

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

ACCOUNTANCY & FINANCE

Professional Practice

EXTERNAL AUDIT UNDERGRADUATES	0-2 yrs exp	2-3 yrs exp	3+ yrs exp
NSW - Sydney	43 41 - 47	47 45 - 54	52 48 - 59
NSW - Regional	42 41 - 43	44 43 - 45	47 44 - 49
VIC - Melbourne	43 41 - 46	46 43 - 51	51 47 - 56
VIC - Regional	48 43 - 51	51 46 - 56	64 56 - 71
QLD - Brisbane, Gold Coast & Sunshine Coast	42 41 - 43	44 43 - 45	46 44 - 49
QLD - Regional	42 41 - 43	44 43 - 45	46 44 - 49
SA - Adelaide	42 41 - 43	44 43 - 46	47 44 - 51
WA - Perth	42 41 - 43	44 43 - 46	51 46 - 61
ACT - Canberra	42 41 - 43	49 46 - 51	51 46 - 56
TAS - Hobart/Launceston	42 41 - 43	44 43 - 46	51 44 - 56
NT - Darwin	41 41 - 46	51 46 - 56	61 51 - 71
NZ - Auckland	43 41 - 45	50 45 - 52	55 50 - 60
NZ - Wellington	43 41 - 46	48 46 - 51	56 46 - 61
NZ - Christchurch	42 41 - 43	46 43 - 51	56 51 - 61

EXTERNAL AUDIT GRADUATES	No exp	1-2 yrs exp	2-3 yrs exp	3+ yrs exp
NSW - Sydney	43 42 - 45	47 45 - 53	54 52 - 64	65 56 - 74
NSW - Regional	43 41 - 46	46 43 - 51	53 49 - 57	59 56 - 61
VIC - Melbourne	44 41 - 46	46 46 - 51	53 46 - 61	59 56 - 71
VIC - Regional	44 41 - 46	48 44 - 51	56 53 - 59	66 61 - 71
QLD - Brisbane, Gold Coast & Sunshine Coast	44 41 - 46	46 43 - 49	51 44 - 61	61 56 - 66
QLD - Regional	42 41 - 43	44 43 - 45	46 43 - 51	51 44 - 56
SA - Adelaide	43 41 - 47	45 43 - 49	49 45 - 54	55 50 - 59
WA - Perth	42 41 - 43	51 46 - 56	59 56 - 66	63 63 - 68
ACT - Canberra	42 41 - 43	49 46 - 51	56 51 - 61	61 56 - 66
TAS - Hobart/Launceston	46 41 - 49	51 43 - 56	56 51 - 66	63 56 - 77
NT - Darwin	42 41 - 46	51 43 - 56	61 56 - 71	71 61 - 77
NZ - Auckland	44 41 - 45	50 46 - 55	56 52 - 60	60 56 - 65
NZ - Wellington	46 41 - 51	51 43 - 56	56 51 - 61	66 56 - 71
NZ - Christchurch	43 41 - 46	48 43 - 56	61 46 - 66	61 51 - 71

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

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

NOTES:

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

ACCOUNTANCY & FINANCE

Professional Practice

EXTERNAL AUDIT (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS	3-4 yrs exp	4-5 yrs exp	5-6 yrs exp	6+ yrs exp
NSW - Sydney	75 70 - 80	83 75 - 88	85 80 - 92	93 88 - 100
NSW - Regional	69 63 - 70	72 71 - 78	85 77 - 87	92 88 - 97
VIC - Melbourne	66 66 - 77	77 71 - 84	82 77 - 87	90 87 - 97
VIC - Regional	66 61 - 71	71 66 - 77	77 71 - 82	82 77 - 87
QLD - Brisbane, Gold Coast & Sunshine Coast	71 66 - 77	77 71 - 82	87 82 - 92	97 92 - 102
QLD - Regional	61 51 - 66	66 56 - 77	77 66 - 87	87 71 - 92
SA - Adelaide	69 65 - 73	73 69 - 79	79 74 - 84	84 78 - 87
WA - Perth	74 71 - 78	77 71 - 82	82 77 - 87	97 92 - 102
ACT - Canberra	66 61 - 77	82 77 - 87	92 87 - 97	102 97 - 112
TAS - Hobart/Launceston	66 61 - 77	71 63 - 82	77 71 - 87	87 77 - 97
NT - Darwin	71 61 - 82	77 66 - 87	82 71 - 92	92 77 - 102
NZ - Auckland	70 60 - 75	75 66 - 80	85 77 - 90	90 82 - 100
NZ - Wellington	71 61 - 82	77 66 - 87	84 78 - 92	94 84 - 97
NZ - Christchurch	66 61 - 71	71 66 - 82	85 77 - 92	92 87 - 92

EXTERNAL AUDIT MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS	Manager for 0-2 yrs	Senior Manager for 2-5 yrs	Principals/Directors
NSW - Sydney	110 100 - 120	132 120 - 145	175 135+
NSW - Regional	105 92 - 112	122 112 - 128	160 125+
VIC - Melbourne	102 87 - 117	128 112 - 133	170 130+
VIC - Regional	82 71 - 92	112 102 - 122	135 115+
QLD - Brisbane, Gold Coast & Sunshine Coast	112 102 - 122	133 112 - 143	170 140+
QLD - Regional	87 71 - 102	117 92 - 133	140 130+
SA - Adelaide	92 87 - 97	117 112 - 128	160 140+
WA - Perth	102 97 - 112	128 117 - 133	170 150 - 210
ACT - Canberra	112 102 - 122	128 122 - 143	160 140+
TAS - Hobart/Launceston	87 82 - 102	114 97 - 128	145 120 - 155
NT - Darwin	92 87 - 97	117 112 - 128	150 140+
NZ - Auckland	110 90 - 120	125 100 - 140	150+
NZ - Wellington	102 82 - 112	122 97 - 128	180 150+
NZ - Christchurch	87 82 - 97	102 92 - 112	140+

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

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

NOTES:

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

ACCOUNTANCY & FINANCE

Professional Practice

INSOLVENCY GRADUATES	No exp	1-2 yrs exp	2-3 yrs exp	3+ yrs exp
NSW - Sydney	42 41 - 43	47 43 - 53	54 50 - 63	65 57 - 73
NSW - Regional	42 41 - 43	47 43 - 52	58 50 - 64	63 59 - 66
VIC - Melbourne	46 41 - 46	48 44 - 55	56 50 - 65	64 57 - 70
VIC - Regional	48 43 - 51	49 46 - 51	51 48 - 54	56 51 - 61
QLD - Brisbane, Gold Coast & Sunshine Coast	43 41 - 44	51 46 - 56	53 49 - 59	61 56 - 66
QLD - Regional	42 41 - 43	46 43 - 49	51 46 - 56	61 51 - 66
SA - Adelaide	43 41 - 47	45 43 - 49	49 45 - 54	55 50 - 59
WA - Perth	43 41 - 46	51 45 - 56	61 56 - 66	71 66 - 77
ACT - Canberra	43 41 - 45	44 43 - 45	46 43 - 51	61 56 - 66
TAS - Hobart/Launceston	46 41 - 49	48 43 - 51	53 47 - 61	58 56 - 66
NT - Darwin	41 41 - 46	51 45 - 56	51 46 - 56	61 56 - 66
NZ - Auckland	43 41 - 47	49 46 - 56	53 46 - 59	61 56 - 66
NZ - Wellington	45 41 - 46	51 46 - 56	56 51 - 61	66 56 - 71
NZ - Christchurch	42 41 - 44	49 43 - 53	54 51 - 61	61 56 - 66

INSOLVENCY (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS	3-4 yrs exp	4-5 yrs exp	5-6 yrs exp	6+ yrs exp
NSW - Sydney	75 68 - 80	80 73 - 85	85 80 - 95	105 95 - 115
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	97 87 - 102
VIC - Regional	64 61 - 66	71 63 - 77	82 77 - 87	92 82 - 102
QLD - Brisbane, Gold Coast & Sunshine Coast	71 61 - 77	77 71 - 82	82 77 - 87	92 82 - 102
QLD - Regional	61 56 - 71	71 66 - 77	82 77 - 87	87 82 - 92
SA - Adelaide	69 65 - 73	73 69 - 79	79 74 - 84	84 78 - 87
WA - Perth	71 66 - 77	82 77 - 87	92 87 - 97	122 97 - 153
ACT - Canberra	71 66 - 77	82 77 - 87	92 87 - 97	102 97 - 112
TAS - Hobart/Launceston	67 61 - 69	66 64 - 77	71 66 - 87	77 66 - 92
NT - Darwin	66 61 - 71	71 66 - 77	82 77 - 87	97 87 - 107
NZ - Auckland	69 66 - 71	80 71 - 90	87 82 - 92	97 92 - 112
NZ - Wellington	77 71 - 82	82 71 - 92	92 87 - 97	107 97 - 128
NZ - Christchurch	66 61 - 82	71 66 - 87	82 77 - 92	92 82 - 92

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

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

NOTES:

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

ACCOUNTANCY & FINANCE

Professional Practice

INSOLVENCY MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS	Manager for 0-2 yrs	Senior Manager for 2-5 yrs	Principals/Directors
NSW - Sydney	115 100 - 125	145 114 - 150	200 140+
NSW - Regional	102 85 - 107	117 107 - 122	150 120+
VIC - Melbourne	112 94 - 115	133 108 - 142	190 150+
VIC - Regional	87 77 - 92	102 92 - 117	130 115+
QLD - Brisbane, Gold Coast & Sunshine Coast	97 87 - 102	117 92 - 133	125 110 - 140
QLD - Regional	87 82 - 97	112 102 - 122	150 120+
SA - Adelaide	92 87 - 97	117 112 - 128	160 140+
WA - Perth	112 107 - 117	128 112 - 143	170 135 - 180
ACT - Canberra	107 102 - 112	117 112 - 122	160 140+
TAS - Hobart/Launceston	87 73 - 94	102 92 - 107	125 120 - 135
NT - Darwin	92 87 - 97	117 107 - 122	130 120+
NZ - Auckland	102 97 - 112	122 102 - 153	150+
NZ - Wellington	102 92 - 112	133 107 - 153	160 140+
NZ - Christchurch	92 71 - 112	112 87 - 122	120+

TAX CONSULTING (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS	Up to 4 yrs exp	4-5 yrs exp	5-6 yrs exp	6+ yrs exp
NSW - Sydney	77 71 - 82	82 77 - 87	92 82 - 97	97 92 - 102
NSW - Regional	69 63 - 71	74 70 - 77	82 78 - 86	88 86 - 102
VIC - Melbourne	71 66 - 77	77 71 - 82	87 77 - 92	91 84 - 107
VIC - Regional	66 61 - 71	74 71 - 77	79 77 - 82	87 79 - 97
QLD - Brisbane, Gold Coast & Sunshine Coast	71 66 - 77	77 71 - 82	87 77 - 92	92 82 - 97
QLD - Regional	61 56 - 66	66 66 - 77	77 71 - 87	87 82 - 92
SA - Adelaide	69 66 - 73	77 71 - 82	82 77 - 87	88 82 - 93
WA - Perth	77 66 - 82	87 71 - 97	102 97 - 107	112 102 - 122
ACT - Canberra	71 61 - 77	82 77 - 87	92 87 - 102	102 97 - 112
TAS - Hobart/Launceston	61 56 - 71	66 66 - 77	71 63 - 87	77 66 - 87
NT - Darwin	77 71 - 82	87 77 - 92	92 87 - 97	102 87 - 117
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

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

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

NOTES:

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

ACCOUNTANCY & FINANCE

Professional Practice

TAX CONSULTING INCL MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS	Manager for 0-2 yrs	Senior Manager for 2-5 yrs	Principals/Directors
NSW - Sydney	119 94 - 123	145 125 - 155	180 150+
NSW - Regional	112 102 - 117	133 122 - 138	150 128+
VIC - Melbourne	107 89 - 117	143 122 - 153	185 160+
VIC - Regional	87 71 - 92	107 102 - 112	135 115+
QLD - Brisbane, Gold Coast & Sunshine Coast	122 102 - 133	143 133 - 153	150 140+
QLD - Regional	102 87 - 107	117 107 - 128	125 120+
SA - Adelaide	97 92 - 105	122 117 - 128	160 140+
WA - Perth	122 112 - 133	138 122 - 153	155 150+
ACT - Canberra	97 92 - 102	122 112 - 133	150 140+
TAS - Hobart/Launceston	87 73 - 92	102 94 - 107	130 120 - 135
NT - Darwin	97 92 - 102	122 112 - 128	150 140+
NZ - Auckland	110 95 - 120	125 110 - 140	150+
NZ - Wellington	102 92 - 112	112 102 - 133	180 150+
NZ - Christchurch	92 82 - 102	102 92 - 112	130+

CORPORATE FINANCE (TYPICALLY CA/CPA/SIA/MASTERS FINANCE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS	Up to 4 yrs exp	4-5 yrs exp	5-6 yrs exp	6+ yrs exp
NSW - Sydney	82 71 - 87	87 77 - 92	92 87 - 97	122 97 - 133
NSW - Regional	61 52 - 66	66 61 - 72	78 75 - 83	87 78 - 96
VIC - Melbourne	75 70 - 80	82 77 - 87	87 82 - 96	102 87 - 112
VIC - Regional	71 66 - 77	77 71 - 82	87 80 - 92	97 92 - 102
QLD - Brisbane, Gold Coast & Sunshine Coast	77 71 - 82	82 82 - 92	92 87 - 102	112 102 - 122
QLD - Regional	66 61 - 77	77 71 - 82	82 77 - 87	92 87 - 97
SA - Adelaide	69 66 - 73	77 71 - 82	82 77 - 87	88 82 - 93
WA - Perth	77 71 - 82	87 82 - 92	102 92 - 112	122 102 - 153
ACT - Canberra	66 61 - 71	71 66 - 77	82 77 - 87	87 82 - 92
TAS - Hobart/Launceston	71 61 - 77	71 66 - 77	73 66 - 87	73 71 - 87
NT - Darwin	87 82 - 92	92 82 - 102	102 92 - 112	112 92 - 122
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

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

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

NOTES:

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

ACCOUNTANCY & FINANCE

Professional Practice

CORPORATE FINANCE MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS	Manager for 0-2 yrs	Senior Manager for 2-5 yrs	Principals/Directors
NSW - Sydney	122 112 - 133	173 122 - 184	220 150+
NSW - Regional	107 92 - 112	133 112 - 143	150 130+
VIC - Melbourne	117 95 - 132	163 128 - 173	220 160+
VIC - Regional	107 92 - 112	122 112 - 153	140 130+
QLD - Brisbane, Gold Coast & Sunshine Coast	112 102 - 122	143 128 - 153	200 140+
QLD - Regional	92 87 - 102	112 107 - 128	130 120+
SA - Adelaide	97 92 - 105	122 117 - 128	160 140+
WA - Perth	117 107 - 128	143 122 - 173	180 145+
ACT - Canberra	97 92 - 102	122 102 - 133	160 140+
TAS - Hobart/Launceston	82 71 - 92	97 87 - 107	130 120 - 145
NT - Darwin	97 87 - 107	112 102 - 122	135 125+
NZ - Auckland	102 92 - 112	122 102 - 143	150+
NZ - Wellington	114 92 - 117	128 102 - 153	180 150+
NZ - Christchurch	92 87 - 102	112 102 - 133	130+

MANAGEMENT CONSULTING (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS	Up to 4 yrs exp	4-5 yrs exp	5-6 yrs exp	6+ yrs exp
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	65 61 - 70	73 66 - 80	82 75 - 86	92 87 - 97
VIC - Regional	71 63 - 77	77 71 - 82	82 77 - 87	92 84 - 97
QLD - Brisbane, Gold Coast & Sunshine Coast	66 66 - 77	77 71 - 82	87 82 - 92	92 92 - 102
QLD - Regional	61 56 - 66	69 65 - 73	77 69 - 78	82 75 - 92
SA - Adelaide	69 65 - 73	73 69 - 79	79 74 - 84	84 78 - 87
WA - Perth	77 66 - 77	82 71 - 82	92 82 - 97	102 87 - 112
ACT - Canberra	71 66 - 77	87 82 - 92	102 92 - 107	112 102 - 117
TAS - Hobart/Launceston	66 56 - 71	66 61 - 77	71 63 - 82	77 71 - 87
NT - Darwin	77 71 - 87	92 87 - 92	97 92 - 102	97 92 - 102
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

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

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

NOTES:

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

ACCOUNTANCY & FINANCE

Professional Practice

MANAGEMENT CONSULTING MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS	Manager for 0-2yrs	Senior Manager for 2-5 yrs	Principals/Directors
NSW - Sydney	102 92 - 117	133 112 - 153	170 150+
NSW - Regional	87 71 - 97	107 102 - 122	135 120+
VIC - Melbourne	107 89 - 117	133 112 - 158	170 150+
VIC - Regional	92 87 - 102	112 97 - 122	135 120+
QLD - Brisbane, Gold Coast & Sunshine Coast	112 102 - 122	133 122 - 143	160 150+
QLD - Regional	87 82 - 97	102 102 - 122	125 125+
SA - Adelaide	92 87 - 97	117 112 - 128	160 140+
WA - Perth	112 102 - 122	133 117 - 143	170 150+
ACT - Canberra	112 107 - 122	128 122 - 133	160 140+
TAS - Hobart/Launceston	82 73 - 92	102 92 - 117	130 120 - 145
NT - Darwin	102 92 - 112	117 112 - 128	130 125+
NZ - Auckland	92 82 - 102	112 102 - 133	150 130+
NZ - Wellington	92 82 - 97	107 92 - 122	150 120+
NZ - Christchurch	87 71 - 92	97 82 - 112	100+

RISK CONSULTING/INTERNAL AUDIT (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS	Up to 4 yrs exp	4-5 yrs exp	5-6 yrs exp	6+ yrs exp
NSW - Sydney	77 66 - 82	82 80 - 88	97 89 - 97	100 97 - 112
NSW - Regional	64 58 - 69	71 67 - 80	82 78 - 88	87 80 - 94
VIC - Melbourne	67 61 - 71	77 69 - 79	82 77 - 88	90 84 - 97
VIC - Regional	69 63 - 71	77 71 - 82	87 82 - 92	87 82 - 92
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	69 65 - 73	73 69 - 79	79 74 - 84	84 78 - 87
WA - Perth	71 61 - 82	77 71 - 82	82 77 - 92	92 87 - 97
ACT - Canberra	71 66 - 77	77 71 - 82	87 82 - 92	102 97 - 107
TAS - Hobart/Launceston	61 56 - 66	66 61 - 77	71 61 - 82	77 66 - 92
NT - Darwin	71 61 - 82	82 66 - 87	92 82 - 102	102 87 - 117
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

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

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

NOTES:

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

ACCOUNTANCY & FINANCE

Professional Practice

RISK CONSULTING/INTERNAL AUDIT MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS	Manager for 0-2 yrs	Senior Manager for 2-5 yrs	Principals/Directors
NSW - Sydney	112 94 - 117	128 112 - 138	170 140+
NSW - Regional	97 87 - 102	122 97 - 133	155 120+
VIC - Melbourne	102 87 - 112	128 107 - 143	160 140+
VIC - Regional	92 82 - 102	122 107 - 143	150 140+
QLD - Brisbane, Gold Coast & Sunshine Coast	92 82 - 102	122 112 - 128	160 130+
QLD - Regional	97 82 - 102	117 107 - 128	125+
SA - Adelaide	92 87 - 97	117 112 - 128	160 140+
WA - Perth	102 92 - 107	122 112 - 148	150 140+
ACT - Canberra	112 107 - 122	122 112 - 133	160 140+
TAS - Hobart/Launceston	82 73 - 97	102 87 - 112	135 120 - 145
NT - Darwin	92 82 - 102	112 97 - 122	120 110+
NZ - Auckland	102 87 - 117	122 97 - 133	150 140+
NZ - Wellington	102 87 - 117	122 112 - 138	165 130+
NZ - Christchurch	82 66 - 92	102 82 - 128	150 130+

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

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

NOTES:

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

ACCOUNTANCY & FINANCE

Professional Practice

PRACTICE ADMINISTRATION	Accountant	Practice Manager	Finance Manager
NSW - Sydney	87 73 - 89	102 87 - 112	117 97 - 128
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	87 82 - 92	107 97 - 112
QLD - Brisbane, Gold Coast & Sunshine Coast	71 61 - 77	92 82 - 102	107 102 - 112
QLD - Regional	66 61 - 71	82 77 - 92	97 92 - 112
SA - Adelaide	77 71 - 82	85 80 - 92	92 87 - 107
WA - Perth	82 77 - 92	112 97 - 133	102 97 - 128
ACT - Canberra	82 77 - 87	92 82 - 97	112 97 - 128
TAS - Hobart/Launceston	71 61 - 77	87 77 - 102	92 82 - 107
NT - Darwin	71 66 - 77	92 82 - 102	97 92 - 107
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

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

- Education costs
- Performance based bonuses

NOTES:

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

ADMINISTRATION	Team Assistant	Office/Admin Manager	PA to Partner (1 on 1)	PA to Partners (2 or 3)
NSW - Sydney	51 46 - 56	71 61 - 77	71 66 - 82	66 66 - 77
NSW - Regional	46 41 - 51	61 53 - 66	59 56 - 64	61 53 - 66
VIC - Melbourne	49 41 - 56	61 51 - 71	59 56 - 71	59 56 - 71
VIC - Regional	56 48 - 61	66 56 - 77	66 56 - 71	66 56 - 71
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	51 41 - 56	62 56 - 66	61 51 - 66	71 66 - 82
WA - Perth	61 56 - 71	71 66 - 77	71 66 - 77	77 71 - 82
ACT - Canberra	46 41 - 51	61 51 - 66	61 51 - 71	66 56 - 77
TAS - Hobart/Launceston	51 46 - 56	61 56 - 77	61 48 - 69	61 51 - 71
NT - Darwin	61 46 - 71	82 71 - 92	61 51 - 66	66 61 - 77
NZ - Auckland	46 41 - 51	66 56 - 71	61 56 - 71	66 56 - 71
NZ - Wellington	46 41 - 51	56 46 - 61	56 51 - 66	56 51 - 66
NZ - Christchurch	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

BANKING

RETAIL BANKING	Personal Banker	Lender	Mobile Lending Manager	Branch Manager	Regional/ District Manager
NSW - Sydney	66 56 - 77	102 80 - 120	115 97 - 140	112 82 - 163	150 140 - 190
VIC - Melbourne	70 56 - 77	87 77 - 97	110 92 - 128	97 71 - 133	145 117 - 158
QLD - Brisbane, Gold Coast & Sunshine Coast	61 49 - 66	82 71 - 87	97 82 - 107	102 71 - 150	133 112 - 143
SA - Adelaide	58 51 - 61	71 61 - 82	82 66 - 87	82 71 - 87	112 102 - 122
WA - Perth	58 53 - 63	87 77 - 92	102 82 - 112	102 87 - 128	138 128 - 155
ACT - Canberra	61 51 - 71	80 75 - 100	100 71 - 115	102 71 - 122	120 102 - 140
TAS - Hobart	56 51 - 61	66 58 - 76	71 66 - 89	82 77 - 92	112 90 - 138
NT - Darwin	58 51 - 61	71 61 - 77	102 82 - 107	82 71 - 112	112 102 - 122

MORTGAGE BROKING	Broker Support	Account Manager	Broker
NSW - Sydney	65 56 - 80	90 70 - 105	95 82 - 110
VIC - Melbourne	61 51 - 71	87 71 - 102	92 82 - 102
QLD - Brisbane, Gold Coast & Sunshine Coast	56 51 - 66	82 71 - 97	102 82 - 117
SA - Adelaide	56 51 - 56	82 77 - 87	87 82 - 97
WA - Perth	56 51 - 61	66 61 - 69	82 61 - 92
ACT - Canberra	55 51 - 65	61 51 - 77	70 50 - 80

LENDING OPERATIONS	Operations Officer	Settlements Officer	Collections Officer	Credit Analyst	Senior Credit Analyst
NSW - Sydney	58 55 - 60	70 58 - 80	75 65 - 85	90 75 - 105	100 90 - 125
VIC - Melbourne	56 48 - 61	61 56 - 66	61 56 - 66	71 66 - 87	83 80 - 98
QLD - Brisbane, Gold Coast & Sunshine Coast	49 46 - 56	61 46 - 66	46 46 - 51	71 66 - 77	87 77 - 87
SA - Adelaide	56 51 - 59	56 51 - 61	59 51 - 61	66 61 - 71	71 61 - 77
WA - Perth	51 46 - 53	56 51 - 56	56 56 - 61	66 61 - 71	82 71 - 92
ACT - Canberra	49 46 - 51	46 46 - 51	51 51 - 56	61 56 - 71	71 61 - 82
TAS - Hobart	49 46 - 51	51 46 - 56	54 51 - 59	56 51 - 61	66 56 - 71
NT - Darwin	49 46 - 51	51 46 - 56	51 51 - 56	56 51 - 61	66 56 - 71

NOTES:

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

BANKING

LENDING OPERATIONS	Team Leader/ Supervisor	Manager	Senior Manager	General Manager
NSW - Sydney	100 87 - 120	120 100 - 150	150 125 - 180	200 170 - 250
VIC - Melbourne	85 75 - 95	95 85 - 115	120 100 - 150	165 145 - 230
QLD - Brisbane, Gold Coast & Sunshine Coast	66 56 - 71	77 66 - 87	112 82 - 117	153 122 - 199
SA - Adelaide	64 61 - 66	77 66 - 82	84 77 - 102	122 102 - 138
WA - Perth	82 71 - 92	92 82 - 97	117 97 - 122	153 102 - 184
ACT - Canberra	82 71 - 92	77 61 - 82	102 82 - 112	138 102 - 189
TAS - Hobart	56 51 - 66	77 61 - 84	84 77 - 92	143 107 - 194
NT - Darwin	66 61 - 71	77 66 - 82	92 77 - 112	128 112 - 153

BUSINESS & COMMERCIAL LENDING	Assistant Relationship Manager	Relationship Manager	Senior Relationship Manager	Executive Manager	State Manager	Business Development Manager
NSW - Sydney	85 80 - 95	115 100 - 130	150 130 - 170	230 190 - 250	230 200 - 280	130 110 - 165
VIC - Melbourne	85 68 - 87	105 89 - 125	133 115 - 145	184 158 - 214	224 184 - 255	140 112 - 148
QLD - Brisbane, Gold Coast & Sunshine Coast	71 66 - 82	102 82 - 122	122 122 - 153	163 143 - 173	204 184 - 224	122 102 - 153
SA - Adelaide	66 61 - 71	112 92 - 122	133 117 - 153	153 138 - 168	173 163 - 189	112 102 - 122
WA - Perth	82 77 - 92	122 102 - 143	138 122 - 163	173 153 - 184	204 184 - 235	133 112 - 150
ACT - Canberra	75 61 - 87	100 82 - 133	122 102 - 143	148 122 - 173	179 148 - 204	133 102 - 148
TAS - Hobart	66 61 - 82	97 87 - 112	112 107 - 133	153 138 - 168	173 163 - 189	112 92 - 122
NT - Darwin	66 61 - 71	82 71 - 92	112 97 - 122	128 112 - 133	163 143 - 168	112 102 - 122

CORPORATE & INSTITUTIONAL LENDING	Assistant Relationship Manager	Relationship Manager	Senior Relationship Manager	Executive Manager	State Manager	Business Development Manager
NSW - Sydney	110 85 - 130	140 120 - 170	185 165 - 220	260 220 - 300	300 250 - 350	145 120 - 180
VIC - Melbourne	85 71 - 102	117 102 - 133	150 122 - 163	184 158 - 214	225 184 - 255	133 112 - 158
QLD - Brisbane, Gold Coast & Sunshine Coast	77 66 - 77	117 87 - 133	153 122 - 153	153 143 - 173	235 189 - 245	143 122 - 153
SA - Adelaide	71 61 - 77	112 87 - 112	143 117 - 153	153 138 - 168	173 163 - 189	133 112 - 138
WA - Perth	82 77 - 92	143 102 - 153	153 143 - 163	194 184 - 204	265 204 - 296	133 117 - 168
ACT - Canberra	75 61 - 85	110 82 - 122	122 92 - 143	148 102 - 168	133 102 - 148	133 102 - 148

NOTES:

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

BANKING

ASSET FINANCE	Client Services	Settlements Officer	Credit Analyst	Senior Credit Analyst	Business Development Manager
NSW - Sydney	65 58 - 70	70 65 - 80	85 75 - 90	105 90 - 140	130 100 - 150
VIC - Melbourne	60 53 - 65	66 56 - 71	71 66 - 87	85 75 - 100	95 85 - 110
QLD - Brisbane, Gold Coast & Sunshine Coast	56 51 - 61	51 46 - 56	66 56 - 71	82 61 - 87	122 87 - 148
SA - Adelaide	61 56 - 66	59 51 - 61	66 61 - 66	71 61 - 71	97 87 - 112
WA - Perth	56 51 - 61	56 51 - 61	71 66 - 77	87 77 - 92	122 92 - 133
ACT - Canberra	56 51 - 61	51 46 - 56	51 47 - 61	61 61 - 71	92 82 - 122
TAS - Hobart	56 51 - 61	51 46 - 56	56 51 - 61	66 56 - 71	92 82 - 102
NT - Darwin	61 56 - 66	51 46 - 56	61 56 - 66	71 61 - 71	112 87 - 133

SUPERANNUATION & FUNDS MANAGEMENT	Administrator	Senior Administrator	Manager	Business Development Manager	General Manager
NSW - Sydney	57 53 - 63	65 55 - 72	100 85 - 112	130 110 - 158	160 140 - 175
VIC - Melbourne	61 56 - 71	66 61 - 75	95 85 - 110	115 90 - 140	150 135 - 162
QLD - Brisbane, Gold Coast & Sunshine Coast	51 51 - 56	56 51 - 66	87 82 - 92	102 102 - 128	143 133 - 163
SA - Adelaide	46 41 - 46	51 46 - 51	77 61 - 82	92 77 - 112	122 102 - 138
WA - Perth	51 51 - 56	56 56 - 61	82 61 - 92	112 102 - 122	138 133 - 148
ACT - Canberra	51 41 - 61	56 51 - 61	82 77 - 92	112 102 - 122	148 133 - 158
TAS - Hobart	46 41 - 46	51 46 - 51	77 61 - 82	97 87 - 122	122 102 - 138
NT - Darwin	46 41 - 46	46 46 - 51	82 77 - 92	112 102 - 122	138 133 - 148

	Settlements Officer	Senior Settlements Officer	Supervisor	Unit Registry	Unit Pricing
NSW - Sydney	66 56 - 73	68 60 - 76	85 75 - 90	58 52 - 62	66 62 - 70
VIC - Melbourne	61 56 - 66	66 61 - 77	82 71 - 92	58 52 - 62	66 61 - 71
QLD - Brisbane, Gold Coast & Sunshine Coast	56 46 - 61	61 56 - 66	77 66 - 87	56 46 - 61	56 51 - 61
SA - Adelaide	51 46 - 56	56 51 - 56	61 56 - 71	46 45 - 51	51 46 - 56
WA - Perth	56 56 - 66	66 61 - 71	71 66 - 77	51 46 - 56	56 51 - 61
ACT - Canberra	51 46 - 56	56 51 - 61	66 61 - 71	46 45 - 56	51 46 - 56
TAS - Hobart	51 46 - 56	56 51 - 56	61 56 - 71	46 45 - 51	46 45 - 51
NT - Darwin	46 46 - 56	51 46 - 56	66 51 - 71	46 45 - 51	51 46 - 56

NOTES:

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

BANKING

SUPERANNUATION & FUNDS MANAGEMENT	Client Services Officer	Client Services Supervisor	Client Services Manager
NSW - Sydney	62 55 - 68	77 70 - 87	97 85 - 110
VIC - Melbourne	58 52 - 65	71 66 - 82	85 77 - 100
QLD - Brisbane, Gold Coast & Sunshine Coast	61 51 - 66	71 66 - 82	77 71 - 82
SA - Adelaide	56 46 - 56	66 56 - 71	66 56 - 71
WA - Perth	56 51 - 61	66 61 - 71	77 71 - 87
ACT - Canberra	46 45 - 51	61 56 - 71	71 66 - 82
TAS - Hobart	51 46 - 56	56 47 - 56	66 56 - 71
NT - Darwin	51 45 - 56	66 56 - 71	66 56 - 71

TREASURY INVESTMENT OPERATIONS	Settlements Officer	Senior Settlements Officer	Reconciliations Officer	Payments Officer	Supervisor/ Senior Manager
NSW - Sydney	65 55 - 70	77 60 - 82	60 55 - 65	65 60 - 75	82 77 - 92
VIC - Melbourne	63 56 - 70	71 61 - 77	61 51 - 66	63 58 - 73	82 77 - 92
QLD - Brisbane, Gold Coast & Sunshine Coast	56 46 - 61	61 56 - 61	51 46 - 51	61 56 - 66	82 71 - 87
SA - Adelaide	51 46 - 56	56 51 - 61	51 46 - 61	56 51 - 61	77 66 - 82
WA - Perth	56 51 - 56	56 56 - 61	56 51 - 61	56 51 - 61	77 66 - 82
ACT - Canberra	51 46 - 56	56 51 - 61	51 46 - 61	56 51 - 61	77 66 - 82

MIDDLE OFFICE	Portfolio Analyst	Performance & Attribution	Research Analyst	Trade Support	Corporate Actions
NSW - Sydney	100 90 - 115	110 100 - 125	98 85 - 120	85 75 - 95	90 80 - 95
VIC - Melbourne	102 92 - 112	112 102 - 133	87 82 - 112	82 71 - 92	71 66 - 82
QLD - Brisbane, Gold Coast & Sunshine Coast	97 82 - 107	102 87 - 122	84 77 - 112	77 66 - 87	56 51 - 61
SA - Adelaide	84 77 - 102	89 82 - 102	84 77 - 112	77 66 - 87	51 46 - 51
WA - Perth	87 77 - 102	92 82 - 102	87 77 - 112	77 66 - 87	56 51 - 66
ACT - Canberra	84 77 - 102	89 82 - 102	84 77 - 112	77 66 - 87	46 46 - 61

NOTES:

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

BANKING

TRADE FINANCE	Processing Officer	Senior Processing Officer	Team Leader	Manager
NSW - Sydney	60 55 - 65	70 65 - 75	85 80 - 90	105 90 - 120
VIC - Melbourne	56 48 - 63	63 55 - 70	75 72 - 85	105 77 - 115
QLD - Brisbane, Gold Coast & Sunshine Coast	48 46 - 51	51 51 - 58	61 56 - 77	92 77 - 112
SA - Adelaide	48 46 - 51	51 47 - 51	61 52 - 61	82 66 - 82
WA - Perth	51 51 - 56	56 56 - 61	66 61 - 71	92 77 - 102
ACT - Canberra	48 46 - 51	47 47 - 51	56 52 - 56	66 61 - 71
TAS - Hobart	48 46 - 51	51 47 - 51	61 52 - 61	82 66 - 82
NT - Darwin	48 46 - 51	51 51 - 61	61 56 - 66	92 77 - 112

FINANCIAL PLANNING	Client Services	Paraplanner	Senior Paraplanner	Associate Advisor	Financial Planner
NSW - Sydney	65 60 - 80	85 70 - 90	100 90 - 120	82 75 - 90	100 85 - 115
VIC - Melbourne	63 56 - 75	77 71 - 82	98 90 - 110	82 66 - 97	97 87 - 107
QLD - Brisbane, Gold Coast & Sunshine Coast	56 51 - 66	71 61 - 87	87 77 - 92	77 71 - 97	102 87 - 112
SA - Adelaide	61 46 - 66	71 61 - 71	77 71 - 87	79 71 - 82	87 82 - 92
WA - Perth	61 56 - 75	80 70 - 90	87 77 - 102	80 71 - 82	100 82 - 105
ACT - Canberra	56 46 - 66	80 75 - 100	95 80 - 110	77 70 - 90	102 87 - 122
TAS - Hobart	61 46 - 66	71 63 - 77	75 70 - 90	77 60 - 85	102 90 - 122
NT - Darwin	56 46 - 66	71 61 - 77	77 71 - 82	71 61 - 77	92 87 - 112

	Senior Financial Planner	Financial Planning Manager	Head of Financial Planning	Practice Development Manager
NSW - Sydney	125 110 - 160	170 140 - 200	230 200 - 280	160 130 - 170
VIC - Melbourne	115 95 - 135	145 125 - 180	224 204 - 255	138 112 - 163
QLD - Brisbane, Gold Coast & Sunshine Coast	122 102 - 122	153 122 - 163	204 184 - 235	133 112 - 143
SA - Adelaide	102 82 - 112	128 112 - 138	148 138 - 168	131 102 - 140
WA - Perth	122 112 - 133	128 112 - 143	184 153 - 204	133 102 - 153
ACT - Canberra	122 92 - 143	143 112 - 160	143 112 - 184	133 102 - 143
TAS - Hobart	112 92 - 133	128 112 - 138	148 138 - 168	133 102 - 138
NT - Darwin	102 82 - 112	128 112 - 138	148 138 - 168	133 102 - 138

NOTES:

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

BANKING

CREDIT, MARKET & OPERATIONAL RISK	Junior Analyst	Senior Analyst	Manager	Senior Manager	Head of
NSW - Sydney	77 70 - 87	90 80 - 105	120 105 - 140	170 140 - 200	230 185 - 250
VIC - Melbourne	66 61 - 77	92 77 - 102	122 112 - 138	163 143 - 189	209 184 - 235
QLD - Brisbane, Gold Coast & Sunshine Coast	51 48 - 56	82 71 - 87	112 102 - 122	138 133 - 148	189 179 - 194
SA - Adelaide	51 48 - 56	66 56 - 71	82 69 - 87	84 77 - 92	122 102 - 138
WA - Perth	51 51 - 56	71 61 - 82	112 102 - 122	133 128 - 148	189 179 - 204
ACT - Canberra	51 48 - 56	61 51 - 71	112 92 - 122	122 102 - 153	143 102 - 204

QUANTITATIVE RISK	Junior Analyst	Senior Analyst	Manager	Senior Manager	Head of
NSW - Sydney	80 75 - 85	128 100 - 150	160 131 - 180	210 179 - 230	275 200 - 300
VIC - Melbourne	82 71 - 87	122 102 - 143	153 138 - 173	194 173 - 204	245 204 - 265
QLD - Brisbane, Gold Coast & Sunshine Coast	77 71 - 82	122 102 - 133	138 133 - 168	179 168 - 189	214 189 - 224
SA - Adelaide	56 51 - 77	84 77 - 102	112 102 - 122	140 122 - 158	168 158 - 209
WA - Perth	71 61 - 82	112 92 - 133	143 133 - 163	163 153 - 184	204 184 - 255
ACT - Canberra	56 51 - 77	87 77 - 102	112 102 - 133	138 122 - 158	168 158 - 204

COMPLIANCE	Junior Analyst	Senior Analyst	Manager	Senior Manager	Head of
NSW - Sydney	70 60 - 75	95 80 - 110	125 110 - 140	170 140 - 210	245 180 - 350
VIC - Melbourne	73 67 - 85	110 95 - 120	140 130 - 150	155 140 - 200	230 180 - 300
QLD - Brisbane, Gold Coast & Sunshine Coast	56 56 - 61	102 82 - 107	128 112 - 138	173 163 - 173	224 184 - 235
SA - Adelaide	49 48 - 51	61 51 - 71	92 71 - 102	112 82 - 122	122 102 - 138
WA - Perth	56 51 - 61	92 82 - 102	112 92 - 133	143 122 - 163	184 153 - 204
ACT - Canberra	51 48 - 56	61 51 - 71	92 71 - 102	112 82 - 122	122 102 - 138
TAS - Hobart	49 48 - 51	61 51 - 71	92 71 - 102	112 82 - 122	122 102 - 138
NT - Darwin	49 48 - 51	61 51 - 71	92 71 - 102	112 82 - 122	122 112 - 138

NOTES:

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

BANKING

AML & REGULATORY RISK	Junior Analyst	Senior Analyst	Manager	Senior Manager	Head of
NSW - Sydney	84 60 - 90	90 75 - 100	130 110 - 140	170 160 - 225	250 190 - 350
VIC - Melbourne	66 61 - 71	82 77 - 102	122 102 - 133	168 158 - 179	224 163 - 255
QLD - Brisbane, Gold Coast & Sunshine Coast	51 48 - 56	82 77 - 102	122 102 - 133	168 158 - 179	189 168 - 204
SA - Adelaide	49 48 - 51	71 56 - 77	92 71 - 102	112 92 - 138	138 122 - 158
WA - Perth	56 51 - 61	92 77 - 102	112 92 - 133	143 122 - 153	184 153 - 204
ACT - Canberra	51 48 - 56	71 56 - 77	92 71 - 102	112 92 - 138	143 122 - 173
TAS - Hobart	49 48 - 51	71 56 - 77	92 71 - 102	112 92 - 138	138 122 - 158
NT - Darwin	51 48 - 56	71 61 - 77	92 71 - 102	117 102 - 143	153 133 - 158

TRANSACTIONAL BANKING	Account Manager	Transaction Banking Manager	Senior Transaction Banking Manager	Implementation Manager	Business Development Manager
NSW - Sydney	87 77 - 102	102 87 - 122	122 112 - 143	107 87 - 117	128 102 - 143
VIC - Melbourne	84 77 - 92	102 87 - 112	122 112 - 138	102 82 - 112	122 102 - 133
QLD - Brisbane, Gold Coast & Sunshine Coast	82 82 - 92	102 87 - 112	133 128 - 138	102 92 - 112	122 102 - 138
SA - Adelaide	80 77 - 82	84 80 - 89	102 92 - 112	102 87 - 107	112 102 - 117
WA - Perth	82 77 - 92	102 82 - 112	122 112 - 133	102 82 - 112	122 102 - 133
ACT - Canberra	82 77 - 92	102 82 - 122	102 102 - 133	92 87 - 102	102 92 - 140

PRIVATE BANKING	Assistant Private Banker	Private Banker	Senior Private Banker	Executive/Manager
NSW - Sydney	87 66 - 92	102 92 - 112	133 122 - 153	189 168 - 204
VIC - Melbourne	77 66 - 87	102 82 - 112	133 117 - 148	168 128 - 189
QLD - Brisbane, Gold Coast & Sunshine Coast	77 66 - 82	102 87 - 107	133 112 - 143	153 133 - 173
SA - Adelaide	66 61 - 71	82 71 - 87	87 71 - 92	112 92 - 122
WA - Perth	82 71 - 92	122 92 - 133	133 122 - 153	173 153 - 184
ACT - Canberra	71 61 - 82	97 82 - 112	112 102 - 133	133 122 - 153

NOTES:

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

INSURANCE

GENERAL INSURANCE	Underwriting Assistant	Commercial Underwriter	Business Development Underwriter	Senior Technical Underwriter	Underwriting Manager
NSW - Sydney	56 51 - 56	102 87 - 117	105 90 - 120	122 107 - 143	170 145 - 200
VIC - Melbourne	51 51 - 56	87 77 - 102	100 85 - 120	110 90 - 120	145 125 - 165
QLD - Brisbane, Gold Coast & Sunshine Coast	51 50 - 56	75 66 - 92	95 80 - 100	82 71 - 102	102 92 - 122
SA - Adelaide	56 51 - 56	77 66 - 102	95 80 - 110	82 71 - 102	102 92 - 112
WA - Perth	50 50 - 56	82 77 - 92	N/A	110 102 - 133	130 112 - 148
ACT - Canberra	51 50 - 56	71 66 - 82	95 80 - 110	82 71 - 92	102 92 - 112
New Zealand	53 46 - 61	90 66 - 122	100 80 - 120	122 80 - 150	143 102 - 184

	Domestic Claims Assessor	Commercial Claims Assessor	Senior Technical Claims Assessor	Claims Team Leader	Head of Claims
NSW - Sydney	58 55 - 65	71 63 - 84	87 82 - 102	90 85 - 105	150 120 - 180
VIC - Melbourne	53 51 - 61	68 61 - 80	90 77 - 105	90 80 - 105	180 160 - 250
QLD - Brisbane, Gold Coast & Sunshine Coast	51 49 - 56	65 56 - 77	89 77 - 102	89 80 - 102	160 120 - 170
SA - Adelaide	61 56 - 61	66 61 - 77	89 80 - 102	89 80 - 102	150 120 - 180
WA - Perth	55 50 - 60	70 61 - 77	85 77 - 97	95 82 - 102	N/A
ACT - Canberra	51 49 - 56	66 61 - 77	89 77 - 97	92 82 - 102	N/A
TAS - Hobart	53 51 - 56	66 63 - 77	92 81 - 107	92 82 - 102	N/A
NT - Darwin	49 49 - 51	65 61 - 77	89 80 - 102	89 80 - 102	N/A
New Zealand	59 46 - 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
NSW - Sydney	55 50 - 61	68 60 - 77	90 80 - 110	105 90 - 120	175 150 - 200
VIC - Melbourne	57 52 - 66	66 56 - 77	90 80 - 120	100 90 - 140	175 150 - 200
QLD - Brisbane, Gold Coast & Sunshine Coast	51 45 - 56	66 56 - 77	80 70 - 95	100 90 - 115	130 100 - 140
SA - Adelaide	51 45 - 56	66 61 - 71	90 80 - 115	105 85 - 115	170 150 - 200
WA - Perth	52 50 - 55	70 60 - 75	85 75 - 95	90 80 - 100	150 130 - 170
ACT - Canberra	46 45 - 56	56 46 - 71	85 75 - 100	N/A	140 120 - 170
TAS - Hobart	51 45 - 56	61 56 - 71	85 70 - 95	110 90 - 130	170 140 - 180
NT - Darwin	49 45 - 56	61 51 - 66	N/A	N/A	N/A
New Zealand	55 46 - 66	65 60 - 78	85 70 - 110	105 90 - 120	150 110 - 180

LOSS ADJUSTING/ASSESSING	Loss Assessor/ Adjustor	Senior Loss Assessor/Adjustor	Technical/ Specialist Loss Assessor/Adjustor	Assessing Manager
NSW - Sydney	56 56 - 77	71 71 - 87	107 87 - 122	122 112 - 138
VIC - Melbourne	57 51 - 72	75 68 - 90	85 77 - 95	130 90 - 160
QLD - Brisbane, Gold Coast & Sunshine Coast	56 51 - 71	71 61 - 82	82 77 - 92	92 84 - 112
SA - Adelaide	51 49 - 54	51 49 - 56	69 51 - 71	84 69 - 84
WA - Perth	55 50 - 60	65 60 - 80	87 77 - 102	115 92 - 135
ACT - Canberra	55 50 - 60	66 55 - 75	77 56 - 82	84 77 - 92
TAS - Hobart	51 49 - 54	51 49 - 61	66 56 - 77	84 77 - 92
NT - Darwin	49 49 - 51	51 49 - 56	69 51 - 71	82 69 - 84
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
NSW - Sydney	71 61 - 87	71 61 - 87	87 77 - 102	92 82 - 105	140 120 - 150
VIC - Melbourne	55 50 - 58	67 61 - 72	77 68 - 87	90 85 - 100	102 100 - 125
QLD - Brisbane, Gold Coast & Sunshine Coast	56 51 - 61	56 51 - 61	61 56 - 71	71 66 - 82	82 74 - 102
SA - Adelaide	56 51 - 61	59 51 - 61	66 61 - 71	66 56 - 66	71 61 - 77
WA - Perth	55 55 - 65	71 60 - 75	85 76 - 92	87 82 - 92	120 92 - 150
ACT - Canberra	65 47 - 70	71 49 - 87	77 66 - 92	87 80 - 100	102 84 - 122
New Zealand	66 51 - 77	75 56 - 92	82 71 - 97	92 63 - 102	102 80 - 133

LIFE INSURANCE	Claims Administrator	Claims Assessor	Senior Claims Assessor	Claims Team Leader	Head of Claims
NSW - Sydney	55 55 - 65	87 80 - 95	115 100 - 130	135 120 - 155	200 150 - 250
VIC - Melbourne	55 55 - 65	80 75 - 85	95 85 - 120	110 95 - 125	200 150 - 250
QLD - Brisbane, Gold Coast & Sunshine Coast	49 46 - 56	61 51 - 66	69 61 - 80	77 66 - 87	160 120 - 180
SA - Adelaide	47 45 - 47	61 51 - 66	71 61 - 80	71 66 - 77	180 150 - 250
WA - Perth	50 47 - 55	60 50 - 65	75 69 - 80	72 68 - 80	N/A
ACT - Canberra	47 45 - 51	61 51 - 66	71 61 - 82	77 66 - 87	N/A
New Zealand	55 45 - 65	65 52 - 82	85 66 - 102	90 66 - 102	170 110 - 200

	Underwriting Assistant	Underwriter	Senior Underwriter	Underwriting Manager	Chief Underwriter
NSW - Sydney	61 56 - 71	90 80 - 115	130 110 - 150	167 140 - 200	200 180 - 240
VIC - Melbourne	55 52 - 58	85 75 - 105	130 110 - 150	150 130 - 180	200 180 - 240
QLD - Brisbane, Gold Coast & Sunshine Coast	53 47 - 61	71 66 - 82	92 84 - 102	92 84 - 112	102 92 - 133
SA - Adelaide	56 51 - 56	66 51 - 71	87 71 - 92	92 84 - 102	102 92 - 122
WA - Perth	52 50 - 55	70 60 - 75	87 77 - 97	122 92 - 143	133 102 - 153
ACT - Canberra	53 47 - 56	71 66 - 82	92 84 - 102	102 84 - 122	102 92 - 122
New Zealand	51 46 - 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

OFFICE SUPPORT

ADMINISTRATION	Administration Assistant (6-12 mths exp)	Administration Assistant (12+ mths exp)	Project Admin Assistant (3+ yrs exp)	Office Manager	Project Coordinator
NSW - Sydney	44 41 - 48	59 49 - 66	69 59 - 80	82 71 - 102	77 61 - 87
NSW - Regional	41 41 - 46	51 45 - 55	56 55 - 65	77 65 - 85	66 61 - 71
VIC - Melbourne	44 41 - 47	47 45 - 51	56 51 - 66	71 61 - 82	77 56 - 82
VIC - Regional	46 41 - 51	51 46 - 56	56 51 - 56	71 61 - 82	61 56 - 66
QLD - Brisbane, Gold Coast & Sunshine Coast	43 41 - 49	50 45 - 55	60 55 - 65	70 60 - 80	60 55 - 65
QLD - Regional	42 42 - 46	51 46 - 56	61 58 - 70	71 61 - 85	61 56 - 66
SA - Adelaide	46 41 - 48	51 46 - 56	66 56 - 71	66 56 - 71	71 61 - 77
WA - Perth	41 41 - 46	56 46 - 61	61 60 - 70	66 61 - 82	71 66 - 82
ACT - Canberra	56 51 - 61	61 56 - 66	77 66 - 82	87 77 - 92	77 66 - 77
TAS - Hobart/Launceston	43 41 - 46	45 44 - 52	55 48 - 60	65 56 - 73	66 56 - 71
NT - Darwin	50 45 - 56	56 51 - 61	66 61 - 71	75 66 - 87	66 61 - 77
NZ - Auckland	44 41 - 46	48 44 - 52	58 55 - 66	66 60 - 76	61 55 - 71
NZ - Wellington	44 42 - 45	48 45 - 50	58 50 - 65	78 65 - 90	71 61 - 80
NZ - Christchurch	41 38 - 43	46 41 - 49	53 51 - 56	61 51 - 66	59 56 - 66

ADMINISTRATION/SUPPORT	Team Assistant/Administrator (12+ mths exp)	Team Assistant/Administrator (3+ yrs exp)	Personal Assistant (Assisting a number of execs)	Executive Assistant (Working for 1 person)
NSW - Sydney	56 49 - 61	61 57 - 71	71 69 - 82	92 82 - 122
NSW - Regional	51 49 - 61	70 60 - 71	77 66 - 82	87 77 - 95
VIC - Melbourne	51 46 - 56	56 51 - 61	77 66 - 80	82 77 - 102
VIC - Regional	51 45 - 56	56 51 - 61	71 61 - 82	71 61 - 82
QLD - Brisbane, Gold Coast & Sunshine Coast	55 55 - 60	60 55 - 65	75 70 - 80	80 75 - 90
QLD - Regional	56 51 - 61	61 56 - 66	66 61 - 71	71 61 - 82
SA - Adelaide	56 49 - 61	61 56 - 66	66 61 - 71	71 61 - 82
WA - Perth	51 51 - 61	56 56 - 71	71 61 - 82	87 77 - 102
ACT - Canberra	61 56 - 66	71 66 - 77	82 71 - 87	87 82 - 92
TAS - Hobart/Launceston	49 43 - 55	51 47 - 59	61 56 - 67	66 59 - 78
NT - Darwin	56 51 - 61	60 55 - 66	69 65 - 77	78 66 - 90
NZ - Auckland	52 49 - 58	58 52 - 62	70 60 - 80	82 70 - 100
NZ - Wellington	53 49 - 58	57 52 - 62	70 60 - 80	82 70 - 100
NZ - Christchurch	49 46 - 51	54 51 - 56	56 51 - 61	66 61 - 71

NOTES:

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

OFFICE SUPPORT

ADMINISTRATION/SPECIALISTS	Data Entry Operator	Sales Coordinator	Records Officer	Medical Secretary
NSW - Sydney	43 41 - 46	61 49 - 71	71 56 - 82	61 56 - 77
NSW - Regional	46 41 - 51	66 56 - 77	61 56 - 68	61 56 - 66
VIC - Melbourne	43 41 - 49	56 46 - 61	46 41 - 51	51 46 - 56
VIC - Regional	43 41 - 46	43 41 - 51	44 41 - 46	46 43 - 51
QLD - Brisbane, Gold Coast & Sunshine Coast	50 41 - 55	51 46 - 56	48 45 - 55	50 45 - 60
QLD - Regional	46 43 - 51	51 48 - 56	48 46 - 55	56 51 - 66
SA - Adelaide	51 46 - 56	61 56 - 71	51 46 - 56	51 46 - 56
WA - Perth	51 41 - 56	56 51 - 61	56 46 - 66	56 51 - 66
ACT - Canberra	51 51 - 56	61 56 - 66	61 56 - 66	66 61 - 77
TAS - Hobart/Launceston	45 42 - 47	46 41 - 51	49 46 - 53	51 46 - 56
NT - Darwin	50 45 - 55	52 45 - 56	56 51 - 65	56 51 - 61
NZ - Auckland	43 41 - 45	55 45 - 60	53 48 - 58	56 50 - 66
NZ - Wellington	44 41 - 48	51 46 - 55	49 45 - 53	58 55 - 60
NZ - Christchurch	38 37 - 39	51 46 - 53	46 41 - 51	51 46 - 61

RECEPTION	Switchboard Operator	Receptionist (Up to 12 mths exp)	Receptionist (12+ mths exp)	Receptionist/Admin Assistant (12+ mths exp)
NSW - Sydney	56 44 - 61	51 46 - 61	56 49 - 63	58 46 - 66
NSW - Regional	46 45 - 56	51 44 - 56	56 45 - 60	56 50 - 65
VIC - Melbourne	51 46 - 56	46 43 - 51	51 46 - 61	56 46 - 61
VIC - Regional	43 41 - 46	49 46 - 51	56 51 - 61	56 46 - 61
QLD - Brisbane, Gold Coast & Sunshine Coast	50 45 - 60	45 45 - 50	51 46 - 56	55 50 - 60
QLD - Regional	49 46 - 56	43 42 - 46	51 46 - 56	51 46 - 56
SA - Adelaide	46 41 - 51	46 43 - 51	49 46 - 51	51 46 - 56
WA - Perth	46 41 - 56	46 41 - 55	51 46 - 56	56 51 - 61
ACT - Canberra	61 56 - 61	51 51 - 56	61 56 - 61	66 61 - 71
TAS - Hobart/Launceston	46 41 - 51	45 43 - 49	50 46 - 56	50 46 - 56
NT - Darwin	50 45 - 55	50 44 - 55	51 46 - 56	53 46 - 56
NZ - Auckland	45 42 - 47	48 43 - 52	56 51 - 59	56 51 - 61
NZ - Wellington	45 40 - 47	45 40 - 50	50 45 - 55	51 48 - 55
NZ - Christchurch	40 38 - 41	41 37 - 46	43 38 - 46	49 46 - 51

NOTES:

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

OFFICE SUPPORT

LEGAL SUPPORT	Legal Secretary (Up to 2 yrs exp)	Legal Secretary (2-4 yrs exp)	Legal Secretary (4+ yrs exp)	Legal Personal Assistant
NSW - Sydney	65 55 - 68	71 56 - 77	77 66 - 87	77 77 - 92
NSW - Regional	61 50 - 68	66 58 - 77	66 65 - 82	77 62 - 82
VIC - Melbourne	51 46 - 56	56 51 - 66	66 51 - 71	71 56 - 77
VIC - Regional	43 43 - 45	46 45 - 51	51 46 - 56	51 46 - 56
QLD - Brisbane, Gold Coast & Sunshine Coast	55 55 - 60	60 55 - 65	65 55 - 70	70 65 - 75
QLD - Regional	51 46 - 56	56 56 - 61	61 56 - 66	61 58 - 66
SA - Adelaide	56 51 - 61	56 51 - 61	61 56 - 71	66 56 - 77
WA - Perth	61 56 - 66	66 60 - 70	77 70 - 85	77 70 - 85
ACT - Canberra	66 61 - 77	71 66 - 82	77 66 - 82	87 77 - 92
TAS - Hobart/Launceston	50 46 - 56	50 46 - 56	58 53 - 65	63 56 - 69
NT - Darwin	65 60 - 70	68 65 - 75	68 65 - 80	68 65 - 80
NZ - Auckland	56 49 - 61	61 53 - 66	66 56 - 71	69 61 - 77
NZ - Wellington	49 46 - 55	65 60 - 70	63 60 - 75	70 65 - 75
NZ - Christchurch	51 46 - 56	56 51 - 61	59 56 - 61	61 56 - 66

BANKING & FINANCE SUPPORT	Specialist Finance PA	Investment Banking Personal Assistant	Advisor Support
NSW - Sydney	87 78 - 102	87 77 - 97	61 56 - 66
NSW - Regional	82 61 - 92	82 61 - 92	56 51 - 61
VIC - Melbourne	71 66 - 82	82 71 - 92	56 46 - 61
VIC - Regional	51 46 - 56	51 46 - 56	49 44 - 54
QLD - Brisbane, Gold Coast & Sunshine Coast	65 60 - 70	70 60 - 75	50 48 - 55
QLD - Regional	61 61 - 71	66 61 - 71	51 46 - 56
SA - Adelaide	66 61 - 71	66 61 - 71	56 51 - 61
WA - Perth	66 65 - 75	66 60 - 77	51 45 - 60
ACT - Canberra	71 66 - 77	71 66 - 77	71 66 - 77
TAS - Hobart/Launceston	56 51 - 61	56 51 - 61	56 51 - 61
NT - Darwin	70 61 - 75	70 65 - 80	56 56 - 61
NZ - Auckland	66 57 - 77	69 59 - 77	59 51 - 66
NZ - Wellington	61 56 - 66	61 56 - 77	53 41 - 59
NZ - Christchurch	61 56 - 66	61 56 - 66	46 41 - 51

NOTES:

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

OFFICE SUPPORT

PROPERTY & CONSTRUCTION SUPPORT	Document Controller	Project Secretary/ Administrator	Site Secretary/Administrator
NSW - Sydney	83 72 - 94	71 61 - 87	71 61 - 87
NSW - Regional	77 61 - 87	61 51 - 71	66 61 - 77
VIC - Melbourne	61 56 - 71	66 56 - 71	56 51 - 61
VIC - Regional	56 51 - 71	53 46 - 56	56 51 - 71
QLD - Brisbane, Gold Coast & Sunshine Coast	70 60 - 80	60 55 - 65	60 55 - 65
QLD - Regional	71 56 - 82	61 58 - 70	61 58 - 70
SA - Adelaide	71 66 - 77	71 66 - 77	61 56 - 66
WA - Perth	77 66 - 87	66 61 - 77	82 71 - 102
ACT - Canberra	77 66 - 87	77 71 - 87	71 66 - 77
TAS - Hobart/Launceston	56 51 - 61	60 51 - 65	56 51 - 61
NT - Darwin	71 61 - 82	66 56 - 80	75 61 - 90
NZ - Auckland	61 51 - 71	59 55 - 69	59 52 - 69
NZ - Wellington	51 46 - 56	53 51 - 56	56 51 - 61
NZ - Christchurch	51 46 - 56	56 53 - 61	54 51 - 56

	Facilities Administrator	Contracts Administrator (Residential)	Client Liaison (Residential)
NSW - Sydney	54 44 - 59	66 61 - 82	63 59 - 79
NSW - Regional	56 50 - 65	61 56 - 77	61 56 - 77
VIC - Melbourne	51 46 - 56	56 46 - 66	56 46 - 66
VIC - Regional	46 41 - 51	49 46 - 56	48 41 - 51
QLD - Brisbane, Gold Coast & Sunshine Coast	50 45 - 55	50 41 - 60	55 50 - 60
QLD - Regional	51 48 - 56	56 52 - 61	56 51 - 61
SA - Adelaide	55 50 - 60	56 51 - 66	59 56 - 61
WA - Perth	46 41 - 50	66 51 - 77	56 46 - 66
ACT - Canberra	71 66 - 77	82 77 - 87	61 51 - 66
TAS - Hobart/Launceston	51 46 - 56	56 51 - 61	56 51 - 61
NT - Darwin	56 50 - 65	77 66 - 85	56 56 - 61
NZ - Auckland	57 52 - 63	63 51 - 71	56 51 - 61
NZ - Wellington	51 46 - 56	56 51 - 61	51 46 - 56
NZ - Christchurch	46 43 - 51	51 41 - 56	49 44 - 55

NOTES:

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

CONTACT CENTRES

	Inbound Service	Inbound Sales & Service	Snr Customer Service Representative	Sales/ Telesales Team Leader	Sales/ Telesales Manager
NSW - Sydney	55 49 - 61	55 49 - 65	59 53 - 66	82 66 - 102	102 77 - 133
NSW - Regional	50 46 - 56	56 46 - 66	61 51 - 66	77 61 - 92	97 71 - 122
VIC - Melbourne	54 46 - 61	56 46 - 61	59 51 - 66	71 61 - 82	102 82 - 133
VIC - Regional	51 43 - 59	51 46 - 56	56 51 - 61	66 59 - 80	87 77 - 112
QLD - Brisbane	50 47 - 56	52 46 - 56	55 51 - 61	72 61 - 87	92 71 - 122
SA - Adelaide	49 46 - 53	51 46 - 56	56 50 - 60	71 51 - 82	92 71 - 122
WA - Perth	51 45 - 56	56 50 - 60	51 50 - 65	71 61 - 80	102 82 - 122
ACT - Canberra	58 51 - 66	51 46 - 56	63 56 - 71	78 61 - 82	92 77 - 117
TAS - Hobart/Launceston	46 41 - 49	51 46 - 56	56 51 - 59	56 56 - 66	77 61 - 122
NZ - Auckland	44 44 - 49	46 45 - 51	50 49 - 51	61 59 - 69	77 71 - 112
NZ - Wellington	44 41 - 48	46 45 - 48	55 50 - 60	65 60 - 70	77 71 - 112
NZ - Christchurch	44 41 - 46	44 41 - 46	49 46 - 51	61 56 - 66	71 66 - 82

	Appointment Setter	Telemarketer	Telesales Outbound	Outbound Sales & Service	Account Manager	Business Development Consultant
NSW - Sydney	56 51 - 61	61 51 - 61	56 51 - 66	56 51 - 61	61 56 - 70	61 51 - 77
NSW - Regional	51 46 - 56	56 51 - 61	56 51 - 61	56 51 - 61	61 56 - 66	61 51 - 77
VIC - Melbourne	56 51 - 61	55 46 - 66	55 46 - 66	61 51 - 66	61 56 - 71	77 61 - 87
VIC - Regional	56 46 - 59	51 41 - 51	51 41 - 64	56 51 - 56	61 56 - 71	71 56 - 82
QLD - Brisbane	51 45 - 56	56 51 - 61	51 46 - 56	50 46 - 53	57 51 - 62	61 56 - 66
SA - Adelaide	46 46 - 56	51 46 - 61	51 46 - 56	51 49 - 54	66 56 - 77	56 46 - 69
WA - Perth	46 45 - 51	46 45 - 51	51 45 - 61	49 45 - 55	51 50 - 65	65 54 - 71
ACT - Canberra	51 46 - 56	56 51 - 61	51 46 - 56	46 41 - 51	66 56 - 77	59 46 - 66
TAS - Hobart/Launceston	46 41 - 49	46 42 - 51	46 41 - 51	46 41 - 51	56 46 - 66	56 45 - 66
NZ - Auckland	45 44 - 49	42 41 - 49	46 41 - 51	51 49 - 59	56 51 - 71	66 61 - 82
NZ - Wellington	45 41 - 49	44 40 - 47	46 41 - 51	51 49 - 59	56 51 - 71	71 61 - 82
NZ - Christchurch	45 41 - 46	41 38 - 43	44 38 - 46	44 38 - 46	56 51 - 82	71 61 - 82

NOTES:

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

- All salaries are representative of fixed cash and incentive bonus components (if applicable). Sales roles are base salary only, do not include commission or bonus amounts, and differ extensively across industry sectors

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

CONTACT CENTRES

	Call Coach/QA	Reporting Analyst	Workforce Planner	Project Manager
NSW - Sydney	70 60 - 80	71 66 - 87	82 77 - 92	112 82 - 163
NSW - Regional	61 56 - 71	71 66 - 87	87 71 - 92	112 77 - 153
VIC - Melbourne	58 52 - 65	66 51 - 77	73 64 - 92	112 87 - 133
VIC - Regional	58 52 - 65	66 51 - 77	73 61 - 92	112 87 - 133
QLD - Brisbane	56 49 - 65	66 51 - 71	82 66 - 92	92 82 - 122
SA - Adelaide	51 46 - 61	56 46 - 71	66 61 - 92	77 66 - 102
WA - Perth	56 50 - 65	66 51 - 71	77 61 - 87	87 77 - 112
ACT - Canberra	61 51 - 71	69 53 - 77	82 69 - 97	92 77 - 112
TAS - Hobart/Launceston	56 46 - 66	51 46 - 66	56 51 - 71	71 61 - 112
NZ - Auckland	56 49 - 61	56 51 - 61	56 51 - 71	77 66 - 87
NZ - Wellington	56 49 - 61	56 51 - 61	58 51 - 71	77 66 - 87
NZ - Christchurch	56 49 - 61	56 51 - 61	56 51 - 71	77 66 - 92

	Collections Representative	Collections Team Leader	Collections Manager
NSW - Sydney	51 48 - 60	77 66 - 87	112 92 - 153
NSW - Regional	56 51 - 61	71 61 - 77	97 82 - 112
VIC - Melbourne	58 49 - 65	75 66 - 84	97 77 - 133
VIC - Regional	57 48 - 65	74 65 - 82	97 77 - 133
QLD - Brisbane	48 45 - 52	71 61 - 82	82 71 - 92
SA - Adelaide	49 46 - 53	64 51 - 71	92 66 - 122
WA - Perth	50 46 - 60	71 61 - 82	82 77 - 102
ACT - Canberra	49 46 - 56	73 56 - 82	92 82 - 117
TAS - Hobart/Launceston	47 45 - 51	51 51 - 61	51 51 - 66
NZ - Auckland	49 43 - 53	56 51 - 66	70 61 - 77
NZ - Wellington	49 43 - 53	56 51 - 61	66 61 - 77
NZ - Christchurch	46 41 - 51	56 51 - 61	61 61 - 66

NOTES:

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

CONTACT CENTRES

	Supervisor	Trainer	Team Leader	Team Manager
NSW - Sydney	64 56 - 77	77 51 - 87	77 61 - 87	87 71 - 112
NSW - Regional	61 56 - 77	71 51 - 87	77 61 - 87	87 71 - 102
VIC - Melbourne	66 61 - 77	76 60 - 92	71 63 - 82	82 69 - 102
VIC - Regional	64 59 - 74	72 60 - 82	69 61 - 77	82 66 - 102
QLD - Brisbane	61 51 - 66	61 51 - 77	61 51 - 82	66 51 - 87
SA - Adelaide	61 51 - 61	61 51 - 61	66 51 - 82	71 56 - 82
WA - Perth	71 61 - 82	66 56 - 77	66 61 - 82	82 66 - 92
ACT - Canberra	63 51 - 77	71 51 - 82	68 56 - 82	82 61 - 92
TAS - Hobart/Launceston	56 51 - 71	61 51 - 82	56 51 - 71	71 61 - 77
NZ - Auckland	60 51 - 66	61 56 - 77	61 51 - 77	77 71 - 92
NZ - Wellington	56 51 - 66	61 56 - 77	61 51 - 77	71 66 - 92
NZ - Christchurch	54 51 - 56	61 51 - 71	61 51 - 66	71 66 - 82

	Customer Service Manager	Contact Centre Manager	Operations Manager	Director Customer Service/ Contact Centres
NSW - Sydney	102 82 - 143	135 88 - 160	132 110 - 190	190 133 - 240
NSW - Regional	97 82 - 122	122 82 - 143	122 102 - 163	163 122 - 184
VIC - Melbourne	107 92 - 143	133 82 - 153	133 87 - 163	184 128 - 204
VIC - Regional	92 82 - 122	107 82 - 128	122 82 - 153	158 112 - 204
QLD - Brisbane	92 71 - 122	102 82 - 133	112 87 - 153	173 122 - 224
SA - Adelaide	92 71 - 122	102 77 - 133	112 77 - 143	158 117 - 184
WA - Perth	92 71 - 122	102 82 - 133	122 102 - 153	184 102 - 204
ACT - Canberra	82 77 - 122	117 82 - 138	128 82 - 163	138 112 - 204
TAS - Hobart/Launceston	82 61 - 102	102 82 - 122	102 82 - 133	153 92 - 184
NZ - Auckland	77 71 - 92	82 71 - 112	92 77 - 133	153 122 - 194
NZ - Wellington	77 71 - 92	87 77 - 107	92 82 - 133	153 122 - 194
NZ - Christchurch	82 71 - 92	82 71 - 102	87 82 - 122	143 122 - 184

NOTES:

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

- New Zealand salaries are represented in New Zealand dollars

- All salaries are representative of fixed cash and incentive bonus components (if applicable). Sales roles are base salary only, do not include commission or bonus amounts, and differ extensively across industry sectors

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

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
NSW - Sydney	286 204 - 408	204 153 - 224	168 143 - 184	153 133 - 204	153 133 - 184	133 112 - 153
VIC - Melbourne	255 173 - 357	204 153 - 255	153 143 - 204	153 125 - 204	133 95 - 153	122 102 - 153
QLD - Brisbane	210 173 - 250	173 153 - 204	153 120 - 180	130 120 - 150	133 92 - 153	122 85 - 140
SA - Adelaide	204 163 - 255	194 143 - 235	153 122 - 184	153 133 - 184	133 112 - 184	122 102 - 153
WA - Perth	250 204 - 306	200 160 - 220	163 153 - 184	184 173 - 214	163 143 - 184	140 120 - 160
ACT - Canberra	224 153 - 255	194 163 - 255	163 122 - 184	143 112 - 184	128 102 - 153	110 102 - 153
NT - Darwin	204 184 - 235	184 163 - 204	163 143 - 184	153 138 - 163	133 122 - 143	122 92 - 133
TAS - Hobart/Launceston	184 153 - 255	153 122 - 184	143 102 - 153	133 92 - 143	122 92 - 133	117 87 - 133
New Zealand	204 158 - 286	194 138 - 255	163 128 - 204	153 122 - 184	133 112 - 153	128 102 - 143

	Senior HR Business Ptr	HR Business Partner	Senior HR Advisor	HR Advisor	HR Coordinator	HR Admin
NSW - Sydney	158 112 - 184	143 102 - 153	117 92 - 133	92 82 - 112	70 65 - 80	65 60 - 70
VIC - Melbourne	153 112 - 180	122 102 - 153	117 102 - 133	82 71 - 97	66 61 - 77	61 56 - 66
QLD - Brisbane	135 120 - 153	120 100 - 150	120 92 - 133	92 82 - 112	61 55 - 70	60 50 - 70
SA - Adelaide	122 102 - 153	117 102 - 133	117 102 - 133	92 82 - 112	61 56 - 71	56 51 - 61
WA - Perth	150 120 - 160	133 112 - 153	133 112 - 153	102 92 - 112	80 75 - 85	61 56 - 66
ACT - Canberra	140 110 - 150	117 102 - 133	117 102 - 133	92 82 - 112	71 56 - 82	56 51 - 66
NT - Darwin	133 117 - 148	117 102 - 138	117 92 - 138	82 71 - 102	66 61 - 82	58 56 - 71
TAS - Hobart/Launceston	117 92 - 143	112 92 - 133	112 92 - 133	82 71 - 92	61 56 - 66	56 46 - 61
New Zealand	135 110 - 150	122 92 - 133	117 82 - 133	92 71 - 102	61 51 - 71	56 46 - 61

	IR Manager	ER Manager	IR Advisor	ER Advisor	HR Analyst	HR Policy Writers
NSW - Sydney	153 122 - 194	153 122 - 194	102 82 - 122	102 82 - 122	100 87 - 120	122 102 - 153
VIC - Melbourne	153 112 - 204	133 112 - 184	112 87 - 133	102 82 - 120	87 77 - 102	92 87 - 128
QLD - Brisbane	163 122 - 204	163 122 - 200	110 90 - 140	95 80 - 110	90 80 - 100	100 90 - 110
SA - Adelaide	153 122 - 194	153 122 - 194	102 82 - 122	102 82 - 122	87 77 - 102	82 71 - 102
WA - Perth	184 153 - 204	184 153 - 204	110 100 - 120	110 100 - 120	92 82 - 112	92 82 - 112
ACT - Canberra	133 112 - 143	133 112 - 143	102 92 - 122	102 92 - 112	92 77 - 102	92 82 - 112
NT - Darwin	133 112 - 163	122 102 - 143	122 102 - 143	92 77 - 122	92 77 - 122	92 82 - 102
TAS - Hobart/Launceston	133 102 - 163	112 102 - 163	92 71 - 122	87 71 - 122	87 77 - 102	92 82 - 102
New Zealand	122 92 - 153	128 102 - 153	107 92 - 122	107 92 - 122	102 92 - 133	102 82 - 122

NOTES:

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

HUMAN RESOURCES

	Head of L&D/ L&D Director	Learning & Development Manager	Learning & Development Advisor	Learning & Development Coordinator	Training Manager	Trainer
NSW - Sydney	224 153 - 255	153 122 - 184	102 82 - 122	77 66 - 87	133 102 - 153	97 82 - 122
VIC - Melbourne	184 153 - 255	143 112 - 179	92 82 - 122	71 61 - 82	112 92 - 143	92 77 - 122
QLD - Brisbane	160 122 - 204	135 120 - 150	90 80 - 110	60 50 - 71	110 90 - 140	90 80 - 100
SA - Adelaide	168 138 - 204	122 102 - 153	92 82 - 102	71 61 - 82	102 82 - 133	92 71 - 122
WA - Perth	184 153 - 204	140 120 - 160	102 92 - 112	82 71 - 92	133 122 - 153	112 92 - 133
ACT - Canberra	153 122 - 204	122 92 - 153	92 82 - 122	71 66 - 89	92 71 - 112	92 71 - 112
NT - Darwin	153 122 - 204	122 92 - 143	92 82 - 102	71 66 - 92	102 82 - 122	87 71 - 102
TAS - Hobart/Launceston	153 133 - 204	122 92 - 143	87 77 - 97	71 61 - 82	102 82 - 112	87 71 - 102
New Zealand	179 122 - 224	128 97 - 148	97 87 - 128	66 56 - 82	122 92 - 153	92 71 - 112

	Diversity Manager	Diversity Advisor	Recruitment Mgr/Talent Acquisition Mgr	Recruitment Advisor	Recruitment Coordinator	Workforce Planner
NSW - Sydney	158 122 - 184	138 122 - 163	143 122 - 184	90 80 - 110	71 66 - 77	112 92 - 133
VIC - Melbourne	143 122 - 184	112 87 - 133	143 120 - 175	92 71 - 117	71 61 - 77	112 92 - 133
QLD - Brisbane	122 92 - 143	102 92 - 122	122 97 - 153	100 80 - 110	70 60 - 80	112 85 - 120
SA - Adelaide	122 92 - 143	102 82 - 122	122 102 - 153	82 71 - 102	61 51 - 71	97 82 - 122
WA - Perth	143 122 - 163	102 92 - 128	148 122 - 163	97 82 - 112	77 71 - 82	102 92 - 122
ACT - Canberra	122 92 - 143	102 82 - 122	122 102 - 153	82 71 - 102	61 51 - 71	120 100 - 140
NT - Darwin	107 92 - 133	87 77 - 102	102 82 - 122	82 71 - 92	66 61 - 82	92 71 - 112
TAS - Hobart/Launceston	112 82 - 133	82 71 - 102	112 102 - 143	77 61 - 102	56 51 - 66	87 66 - 102
New Zealand	102 82 - 133	82 71 - 102	125 100 - 150	82 61 - 102	56 51 - 66	82 61 - 102

	Change Manager	Change Analyst	Instructional Designer	Organisational Development Manager	Organisational Development Advisor
NSW - Sydney	204 143 - 245	153 102 - 204	153 112 - 204	168 138 - 235	112 92 - 122
VIC - Melbourne	204 143 - 245	133 82 - 153	112 92 - 173	153 133 - 184	122 97 - 128
QLD - Brisbane	153 122 - 204	133 92 - 153	120 100 - 140	133 102 - 153	102 92 - 122
SA - Adelaide	153 133 - 184	112 82 - 133	112 92 - 133	128 102 - 153	97 82 - 122
WA - Perth	184 153 - 204	122 112 - 133	143 122 - 163	184 153 - 204	122 102 - 133
ACT - Canberra	204 143 - 245	128 102 - 184	122 82 - 184	153 102 - 184	112 92 - 122
NT - Darwin	133 102 - 163	102 82 - 122	112 92 - 133	133 102 - 153	92 71 - 112
TAS - Hobart/Launceston	133 112 - 173	122 92 - 143	112 92 - 153	133 102 - 153	117 92 - 143
New Zealand	133 112 - 163	112 92 - 133	128 102 - 163	133 102 - 168	117 92 - 143

NOTES:

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

HUMAN RESOURCES

	Head of/Director Remuneration & Benefits	Remuneration & Benefits Manager	Remuneration & Benefits Advisor	HRIS Advisor	HR Project Manager
NSW - Sydney	204 163 - 306	153 122 - 184	102 92 - 122	92 82 - 122	153 122 - 194
VIC - Melbourne	204 153 - 255	143 102 - 163	110 82 - 125	87 82 - 112	133 102 - 153
QLD - Brisbane	194 153 - 224	133 92 - 153	90 82 - 100	90 80 - 100	133 102 - 153
SA - Adelaide	194 153 - 224	122 92 - 153	87 77 - 102	87 71 - 102	102 92 - 133
WA - Perth	184 153 - 204	143 122 - 153	122 102 - 133	112 92 - 133	143 122 - 184
ACT - Canberra	184 122 - 204	133 112 - 153	92 82 - 102	87 77 - 122	102 92 - 133
NT - Darwin	153 122 - 214	122 92 - 143	82 66 - 92	82 66 - 92	112 92 - 133
TAS - Hobart/Launceston	153 122 - 214	122 92 - 143	82 66 - 92	87 71 - 97	112 92 - 133
New Zealand	179 153 - 224	112 92 - 143	87 71 - 112	82 66 - 102	122 92 - 143

	Head of WHS/ WHS Director	Health & Wellbeing Manager/Officer	WHS Manager	WHS Advisor	WHS Coordinator
NSW - Sydney	173 153 - 255	122 102 - 133	133 102 - 163	102 82 - 122	87 66 - 92
VIC - Melbourne	204 184 - 255	143 102 - 173	143 122 - 184	102 82 - 122	82 71 - 92
QLD - Brisbane	160 122 - 200	112 82 - 153	122 82 - 153	100 80 - 120	70 60 - 80
SA - Adelaide	153 133 - 204	112 92 - 122	122 102 - 153	92 71 - 122	71 61 - 82
WA - Perth	184 143 - 204	112 92 - 143	153 122 - 184	97 87 - 112	71 61 - 82
ACT - Canberra	150 130 - 175	100 90 - 120	130 100 - 145	92 82 - 102	66 56 - 82
NT - Darwin	153 122 - 184	122 102 - 143	122 92 - 143	92 82 - 102	77 66 - 87
TAS - Hobart/Launceston	153 122 - 184	112 92 - 133	112 92 - 133	77 66 - 97	61 56 - 66
New Zealand	133 97 - 184	97 82 - 112	112 77 - 143	77 56 - 92	51 46 - 61

	Injury/RTW Manager	Injury/RTW Advisor	RTW Coordinator
NSW - Sydney	133 102 - 143	92 77 - 102	82 66 - 92
VIC - Melbourne	112 102 - 122	92 82 - 102	77 61 - 82
QLD - Brisbane	102 77 - 120	80 70 - 90	70 60 - 80
SA - Adelaide	102 77 - 122	77 66 - 92	71 61 - 82
WA - Perth	102 82 - 122	82 77 - 92	71 61 - 82
ACT - Canberra	100 87 - 115	85 71 - 92	75 66 - 77
NT - Darwin	112 102 - 143	92 82 - 102	71 61 - 82
TAS - Hobart/Launceston	87 77 - 102	71 61 - 87	61 56 - 66
New Zealand	92 61 - 122	77 61 - 87	51 46 - 61

NOTES:

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

SALES

	Sales Executive/Rep	Sales Engineer	Channel Manager	Category Manager
NSW - Sydney	77 61 - 92	92 77 - 122	102 82 - 122	102 82 - 122
VIC - Melbourne	70 60 - 80	85 80 - 100	102 92 - 112	115 90 - 125
QLD - Brisbane	71 56 - 85	87 66 - 112	87 65 - 112	90 80 - 115
SA - Adelaide	66 61 - 77	87 77 - 92	71 56 - 82	87 71 - 97
WA - Perth	71 61 - 82	92 82 - 110	87 82 - 112	97 92 - 133
ACT - Canberra	71 56 - 82	82 66 - 92	82 71 - 92	97 82 - 112
TAS - Hobart	65 60 - 75	90 80 - 100	77 70 - 85	85 70 - 90
NT - Darwin	65 55 - 80	81 75 - 90	85 75 - 90	95 70 - 110
NZ - Auckland	71 56 - 87	102 82 - 117	97 77 - 117	97 82 - 122
NZ - Wellington	69 56 - 77	87 77 - 102	92 71 - 107	92 77 - 107
NZ - Christchurch	56 51 - 66	87 77 - 102	87 66 - 112	97 71 - 112

	Business Manager	Account Manager	Senior Account Manager	National Account Manager
NSW - Sydney	143 122 - 184	77 66 - 97	102 82 - 117	122 102 - 143
VIC - Melbourne	150 120 - 180	85 75 - 95	105 95 - 115	135 125 - 155
QLD - Brisbane	112 82 - 117	70 65 - 90	87 80 - 102	117 97 - 133
SA - Adelaide	122 92 - 133	61 56 - 71	71 66 - 87	92 77 - 112
WA - Perth	112 102 - 148	82 71 - 92	87 82 - 122	102 92 - 130
ACT - Canberra	102 82 - 122	71 61 - 77	87 77 - 92	112 97 - 122
TAS - Hobart	110 80 - 120	65 55 - 75	75 70 - 95	95 85 - 125
NT - Darwin	120 85 - 130	77 65 - 90	85 75 - 100	95 85 - 130
NZ - Auckland	117 97 - 133	82 71 - 92	97 82 - 122	122 92 - 138
NZ - Wellington	112 92 - 128	71 66 - 77	82 71 - 107	107 82 - 133
NZ - Christchurch	92 77 - 112	71 61 - 82	82 66 - 97	97 82 - 112

NOTES:

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

• All salaries shown exclude car and commission

• New Zealand salaries are represented in New Zealand dollars

SALES

	Business Development Manager	Territory Manager	State/Regional Manager	National Sales Manager	Director of Sales
NSW - Sydney	120 82 - 200	77 61 - 92	122 92 - 153	153 122 - 204	224 173 - 286
VIC - Melbourne	120 110 - 150	85 65 - 95	105 95 - 115	155 135 - 185	220 180 - 265
QLD - Brisbane	87 66 - 130	66 56 - 87	102 82 - 133	143 112 - 184	173 122 - 250
SA - Adelaide	71 66 - 77	77 66 - 87	92 82 - 117	112 87 - 138	128 97 - 153
WA - Perth	92 82 - 133	82 77 - 102	122 102 - 140	122 122 - 160	189 173 - 210
ACT - Canberra	102 92 - 133	92 71 - 97	102 92 - 122	122 92 - 143	143 112 - 153
TAS - Hobart	80 70 - 100	80 70 - 100	95 85 - 125	120 90 - 130	160 140 - 170
NT - Darwin	90 75 - 110	80 65 - 90	91 85 - 117	124 100 - 140	135 120 - 160
NZ - Auckland	92 82 - 112	77 66 - 87	122 112 - 153	143 112 - 173	194 138 - 235
NZ - Wellington	87 77 - 112	77 66 - 82	112 92 - 143	128 92 - 153	153 133 - 224
NZ - Christchurch	82 71 - 112	77 61 - 87	102 82 - 138	112 92 - 143	143 102 - 184

NOTES:

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

- All salaries shown exclude car and commission

- New Zealand salaries are represented in New Zealand dollars

MARKETING & DIGITAL

MARKETING	Marketing Coordinator	Marketing Executive	Marketing Manager	Snr Marketing Manager	Marketing Director	Event Coordinator
NSW - Sydney	66 61 - 71	82 71 - 92	122 102 - 140	148 120 - 165	214 175 - 250	66 60 - 77
VIC - Melbourne	66 56 - 71	77 71 - 87	102 92 - 122	140 120 - 160	204 153 - 255	66 56 - 71
QLD - Brisbane	66 56 - 77	77 66 - 87	97 82 - 122	122 112 - 163	143 122 - 173	56 46 - 66
SA - Adelaide	61 56 - 71	77 66 - 87	97 92 - 112	112 97 - 128	138 128 - 168	66 61 - 77
NT - Darwin	66 51 - 77	77 66 - 87	102 77 - 133	143 102 - 184	148 122 - 204	66 51 - 82
WA - Perth	61 46 - 66	77 66 - 82	112 92 - 133	143 122 - 173	199 163 - 235	61 56 - 77
ACT - Canberra	71 56 - 77	82 71 - 92	112 92 - 122	153 122 - 173	179 153 - 204	66 56 - 77
TAS - Hobart	61 56 - 71	77 66 - 87	92 82 - 122	102 92 - 122	133 112 - 153	66 61 - 71
New Zealand	56 46 - 61	71 61 - 82	102 92 - 133	133 112 - 158	184 163 - 224	61 51 - 77

	Event Manager	Graphic Designer	Brand Manager	Campaign Manager	Product Manager	Bid Coordinator
NSW - Sydney	95 82 - 110	92 65 - 122	122 90 - 150	117 92 - 143	120 90 - 150	85 75 - 95
VIC - Melbourne	90 80 - 110	77 56 - 92	100 90 - 125	112 92 - 143	112 82 - 133	85 70 - 100
QLD - Brisbane	77 61 - 92	66 61 - 82	102 82 - 122	107 82 - 128	102 82 - 122	56 46 - 61
SA - Adelaide	82 77 - 102	61 56 - 66	80 80 - 100	77 61 - 92	87 77 - 102	82 71 - 92
NT - Darwin	92 71 - 112	82 56 - 102	82 71 - 102	87 61 - 112	87 77 - 102	82 71 - 92
WA - Perth	87 77 - 97	82 66 - 92	102 82 - 112	97 82 - 112	102 80 - 130	71 70 - 95
ACT - Canberra	97 82 - 112	82 77 - 112	112 102 - 122	112 92 - 122	97 82 - 112	N/A
TAS - Hobart	71 66 - 82	66 56 - 82	92 82 - 102	71 66 - 82	N/A	N/A
New Zealand	82 61 - 102	66 51 - 92	92 82 - 112	82 71 - 102	97 82 - 122	61 51 - 71

NOTES:

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

MARKETING & DIGITAL

MARKETING	Bid Writer	Bid Manager	Research Executive/ Marketing Analyst	Direct Marketing Manager	Internal Communications Advisor	Communications Advisor
NSW - Sydney	120 92 - 140	180 140 - 220	102 71 - 143	122 92 - 133	102 82 - 122	97 82 - 122
VIC - Melbourne	115 90 - 130	150 130 - 210	100 75 - 135	102 92 - 122	112 82 - 143	82 71 - 97
QLD - Brisbane	92 77 - 102	128 102 - 153	92 77 - 107	87 71 - 102	77 66 - 92	82 66 - 97
SA - Adelaide	92 87 - 102	N/A	71 61 - 82	87 82 - 102	85 85 - 100	92 87 - 97
NT - Darwin	92 87 - 102	102 92 - 133	82 71 - 97	97 82 - 112	77 66 - 92	82 61 - 102
WA - Perth	82 70 - 95	112 92 - 122	82 71 - 97	92 90 - 120	82 71 - 92	87 77 - 92
ACT - Canberra	N/A	N/A	82 71 - 92	102 82 - 112	87 66 - 102	92 92 - 122
TAS - Hobart	N/A	N/A	97 71 - 102	90 85 - 110	71 66 - 82	82 77 - 92
New Zealand	82 71 - 92	92 82 - 133	71 61 - 82	97 87 - 112	82 71 - 102	71 61 - 92

	Communications Manager	Major Gifts Manager	Sponsorship/ Fundraising Manager	Sponsorship/ Fundraising Director
NSW - Sydney	135 102 - 160	122 102 - 143	128 100 - 153	175 150 - 210
VIC - Melbourne	115 92 - 140	112 92 - 133	120 92 - 140	153 143 - 184
QLD - Brisbane	112 92 - 122	71 61 - 92	87 71 - 102	107 92 - 122
SA - Adelaide	112 102 - 128	92 77 - 102	87 82 - 97	N/A
NT - Darwin	112 92 - 133	92 77 - 102	82 56 - 102	112 92 - 138
WA - Perth	102 92 - 130	82 77 - 92	92 80 - 110	122 97 - 133
ACT - Canberra	112 102 - 133	N/A	87 82 - 97	133 117 - 163
TAS - Hobart	102 92 - 122	N/A	102 92 - 112	N/A
New Zealand	102 92 - 133	N/A	87 71 - 102	102 92 - 122

NOTES:

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

MARKETING & DIGITAL

DIGITAL	eCommerce Specialist	eCommerce Manager	Digital Project Manager	Digital Marketing Coordinator	Digital Marketing Executive	Digital Producer
NSW - Sydney	85 75 - 100	138 112 - 163	122 102 - 143	71 60 - 75	85 75 - 102	97 82 - 122
VIC - Melbourne	85 75 - 100	133 102 - 153	122 102 - 143	70 60 - 80	90 75 - 100	97 82 - 133
QLD - Brisbane	87 77 - 92	92 82 - 112	97 87 - 112	82 71 - 92	82 77 - 97	87 71 - 97
SA - Adelaide	N/A	92 82 - 102	92 87 - 107	66 61 - 77	77 66 - 87	66 61 - 82
NT - Darwin	87 77 - 102	92 82 - 102	102 82 - 133	82 61 - 92	82 66 - 97	71 61 - 82
WA - Perth	112 102 - 122	128 102 - 153	97 85 - 120	71 61 - 82	92 82 - 102	87 77 - 92
ACT - Canberra	107 92 - 122	133 102 - 153	122 102 - 143	82 77 - 97	102 97 - 112	87 77 - 102
TAS - Hobart	N/A	N/A	N/A	71 61 - 82	86 74 - 97	N/A
New Zealand	61 51 - 82	143 128 - 153	112 82 - 122	46 41 - 56	71 56 - 82	92 71 - 112

	Digital Designer	Digital Marketing Manager	Multimedia Developer	Content Manager	Web Content Editor	Website Manager
NSW - Sydney	92 82 - 122	143 102 - 153	N/A	97 75 - 110	87 71 - 102	122 90 - 133
VIC - Melbourne	92 71 - 102	133 102 - 184	N/A	90 75 - 100	87 71 - 97	102 92 - 122
QLD - Brisbane	87 71 - 97	102 92 - 163	71 61 - 82	82 61 - 102	71 61 - 82	92 82 - 102
SA - Adelaide	71 61 - 82	102 92 - 112	N/A	87 80 - 100	80 80 - 90	85 80 - 90
NT - Darwin	77 61 - 92	102 82 - 122	77 56 - 97	102 82 - 122	82 66 - 97	97 77 - 112
WA - Perth	71 70 - 90	122 102 - 143	77 66 - 87	77 70 - 95	77 66 - 87	92 80 - 110
ACT - Canberra	87 82 - 97	143 102 - 194	82 77 - 92	82 71 - 97	82 61 - 92	107 92 - 122
TAS - Hobart	N/A	102 82 - 112	N/A	N/A	N/A	N/A
New Zealand	92 82 - 122	107 97 - 128	71 61 - 82	77 66 - 87	71 61 - 82	82 71 - 92

NOTES:

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

MARKETING & DIGITAL

DIGITAL	SEO Specialist	SEM Specialist	Optimization/ Conversion Specialist	Content Writer	Digital Analyst	Digital Product Owner
NSW - Sydney	87 71 - 102	82 71 - 92	102 92 - 153	90 80 - 102	112 71 - 143	133 112 - 153
VIC - Melbourne	82 71 - 102	82 71 - 102	102 92 - 122	85 80 - 95	110 90 - 125	130 120 - 150
QLD - Brisbane	92 71 - 107	82 71 - 92	87 71 - 97	71 61 - 82	92 71 - 122	87 71 - 112
SA - Adelaide	75 75 - 85	80 80 - 90	75 70 - 85	80 80 - 90	71 66 - 82	N/A
NT - Darwin	87 71 - 102	82 71 - 92	77 66 - 87	82 77 - 92	71 66 - 82	82 71 - 92
WA - Perth	87 77 - 105	97 82 - 107	92 87 - 110	77 75 - 95	77 70 - 95	92 90 - 120
ACT - Canberra	92 87 - 112	92 87 - 102	87 82 - 112	92 82 - 102	97 82 - 112	112 92 - 143
TAS - Hobart	N/A	N/A	N/A	N/A	N/A	N/A
New Zealand	82 71 - 92	82 71 - 92	92 82 - 102	71 66 - 77	82 66 - 102	133 112 - 153

	Digital Channel Manager	Social Media Coordinator	Social Media Executive	Social Media Manager	CRM Manager
NSW - Sydney	133 112 - 153	68 60 - 75	85 75 - 100	122 102 - 153	112 92 - 143
VIC - Melbourne	140 120 - 160	56 51 - 61	70 61 - 80	112 82 - 133	102 87 - 133
QLD - Brisbane	107 92 - 128	61 56 - 66	71 66 - 77	87 77 - 97	82 71 - 92
SA - Adelaide	N/A	60 60 - 70	77 71 - 82	85 80 - 90	77 71 - 92
NT - Darwin	92 82 - 102	66 56 - 77	71 61 - 82	92 71 - 102	87 71 - 97
WA - Perth	102 92 - 120	77 66 - 87	87 77 - 92	102 92 - 117	102 92 - 112
ACT - Canberra	102 92 - 112	61 51 - 71	77 61 - 82	112 87 - 143	102 82 - 133
TAS - Hobart	93 86 - 102	56 51 - 71	66 62 - 82	88 84 - 96	82 71 - 97
New Zealand	97 87 - 117	51 41 - 56	61 56 - 71	112 87 - 143	102 92 - 112

NOTES:

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

MARKETING & DIGITAL

PR & COMMUNICATIONS	PR Coordinator	PR Executive	PR Manager	PR Director	Media Relations Manager
NSW - Sydney	66 61 - 77	82 77 - 92	128 92 - 143	170 133 - 200	122 102 - 143
VIC - Melbourne	66 61 - 71	77 71 - 82	112 92 - 133	150 140 - 175	112 92 - 133
QLD - Brisbane	66 51 - 77	77 61 - 87	92 82 - 112	122 102 - 133	102 82 - 122
SA - Adelaide	66 61 - 71	82 66 - 92	97 92 - 128	133 87 - 138	102 92 - 112
NT - Darwin	77 66 - 82	82 71 - 92	102 92 - 122	133 112 - 153	97 82 - 112
WA - Perth	77 66 - 87	82 71 - 92	102 87 - 117	138 122 - 153	102 87 - 122
ACT - Canberra	56 51 - 61	87 82 - 92	102 92 - 112	133 122 - 143	102 92 - 112
TAS - Hobart	56 51 - 61	82 71 - 92	92 82 - 102	102 92 - 112	102 92 - 112
New Zealand	61 51 - 71	71 61 - 82	92 71 - 112	153 122 - 163	102 92 - 122

	Corporate Relations Advisor	Corporate Relations Manager	Director of Communications	Executive Director of Communications
NSW - Sydney	102 71 - 122	87 71 - 102	180 150 - 230	290 250 - 350
VIC - Melbourne	77 71 - 87	120 90 - 140	180 140 - 220	180 160 - 210
QLD - Brisbane	77 71 - 87	112 82 - 133	180 140 - 200	210 180 - 250
SA - Adelaide	77 71 - 87	102 87 - 117	200 168 - 252	270 210 - 350
NT - Darwin	92 82 - 102	107 92 - 122	N/A	N/A
WA - Perth	77 75 - 100	102 87 - 122	165 150 - 180	210 180 - 250
ACT - Canberra	92 87 - 112	138 97 - 143	130 120 - 150	200 180 - 220
TAS - Hobart	71 66 - 82	122 97 - 143	160 140 - 180	180 160 - 200
New Zealand	77 71 - 92	122 102 - 143	200 180 - 225	220 200 - 250

NOTES:

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

MARKETING & DIGITAL

AGENCY	Account Executive	Senior Account Executive	Account Manager	Senior Account Manager
NSW - Sydney	55 50 - 60	65 60 - 70	75 70 - 80	80 75 - 90
VIC - Melbourne	55 50 - 60	65 60 - 70	70 65 - 75	75 70 - 85

	Account Director	Senior Account Director	Group Account Director
NSW - Sydney	110 90 - 120	115 110 - 130	140 125 - 165
VIC - Melbourne	105 85 - 115	110 105 - 125	135 120 - 160

NOTES:

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

RETAIL

MERCHANDISE PLANNING	Merchandise Assistant	Assistant Planner	Merchandise Planner	Senior Merchandise Planner	Planning Manager	Group Planning Manager/ Director
Sydney	53 - 61	66 - 82	82 - 133	112 - 143	133 - 204	153 - 357
Melbourne	51 - 61	61 - 77	82 - 102	102 - 143	128 - 204	153 - 357

BUYING	Buying Assistant	Assistant Buyer	Buyer	Senior Buyer	Buying Manager	Merchandise Manager/ Buying Director
Sydney	53 - 66	66 - 82	92 - 143	102 - 163	138 - 204	153 - 408
Melbourne	51 - 61	61 - 77	82 - 102	92 - 153	128 - 204	153 - 408

DESIGN	Assistant Designer	Designer	Senior Designer	Head of Design/ Creative Director
Sydney	56 - 66	66 - 128	92 - 153	122 - 255
Melbourne	51 - 61	82 - 153	102 - 184	184 - 255

PRODUCT DEVELOPMENT & TECHNICAL	Pattern Cutter	Garment Technician/ QA	Assistant Product Developer	Product Developer	Product Development Manager
Sydney	61 - 92	56 - 87	56 - 71	61 - 92	92 - 128
Melbourne	61 - 92	51 - 87	51 - 66	61 - 92	87 - 128

VISUAL MERCHANDISING	Visual Merchandiser Coordinator	Store Visual Merchandiser	Area Visual Merchandiser	State Visual Merchandiser	National Visual Merchandiser Manager
Sydney	48 - 56	48 - 56	51 - 82	66 - 102	82 - 204
Melbourne	46 - 56	43 - 56	46 - 82	66 - 102	82 - 204

NOTES:

• All salaries shown are exclusive of superannuation

RETAIL

OPERATIONS	In-store Sales Professional	Assistant SM/2IC (Turnover up \$2 m)	Assistant SM/2IC (Turnover \$2-5 m)	Assistant SM/2IC (Turnover \$5-10 m)	Assistant SM/2IC (Turnover \$10-20 m)	Assistant SM/2IC (Turnover \$20+ m)
Sydney	48 - 66	48 - 51	51 - 56	51 - 77	66 - 92	77 - 112
Melbourne	46 - 56	51 - 56	61 - 66	51 - 77	66 - 92	77 - 102

	Store Manager (Turnover up \$2 m)	Store Manager (Turnover \$2-5 m)	Store Manager (Turnover \$5-10 m)	Store Manager (Turnover \$10-20 m)	Store Manager (Turnover \$20+ m)	Cluster/Area Manager 5-10 Stores
Sydney	51 - 61	56 - 66	66 - 112	82 - 117	92 - 128	61 - 87
Melbourne	46 - 61	51 - 71	66 - 112	82 - 117	92 - 128	61 - 87

	Area/Regional Manager 10-20 Stores	Area/Regional Manager 20+ Stores	State Manager	Big Box - Multi-site 5-10 Stores	Big Box - Multi-site 11-20 Stores	Big Box - Multi-site 20+ Stores
Sydney	82 - 122	92 - 153	82 - 153	77 - 153	87 - 184	122 - 204
Melbourne	71 - 112	92 - 153	82 - 153	77 - 153	87 - 184	122 - 204

HEAD OFFICE	Loss Prevention Manager	E-Commerce Manager	National Operations Manager	Retail Director	General Manager
Sydney	82 - 122	87 - 204	153 - 306	153 - 408	204 - 510
Melbourne	82 - 122	92 - 204	153 - 306	153 - 408	204 - 510

NOTES:

• All salaries shown are exclusive of superannuation

LOGISTICS

WAREHOUSE/DISTRIBUTION	Operations Manager	Distribution Centre Manager	Project Manager	Warehouse Manager	Warehouse Supervisor
NSW - Sydney	143 122 - 153	130 115 - 138	112 102 - 122	100 77 - 130	77 65 - 87
WA - Perth	102 87 - 133	122 102 - 153	97 82 - 122	92 80 - 120	87 71 - 100
VIC - Melbourne	122 102 - 143	122 112 - 133	112 102 - 122	92 82 - 112	71 56 - 82
QLD - Brisbane	97 82 - 112	102 66 - 122	112 92 - 138	82 66 - 97	66 56 - 77
SA - Adelaide	87 82 - 102	77 71 - 102	82 71 - 92	71 56 - 82	56 46 - 66
ACT - Canberra	112 92 - 122	112 102 - 122	92 82 - 112	82 71 - 102	71 61 - 82
NT - Darwin	102 87 - 122	87 77 - 112	92 82 - 112	87 82 - 92	71 66 - 77
TAS - Hobart	102 87 - 122	82 77 - 102	82 71 - 92	71 56 - 82	56 46 - 66
New Zealand	110 80 - 150	100 80 - 140	100 85 - 120	85 75 - 95	70 60 - 80

	Contract/ Account Manager	Warehouse Coordinator	Stock/ Inventory Controller	Storeperson
NSW - Sydney	102 92 - 122	66 56 - 71	71 66 - 77	56 46 - 56
WA - Perth	97 82 - 102	71 61 - 87	77 51 - 102	71 51 - 102
VIC - Melbourne	112 92 - 143	61 51 - 71	61 56 - 71	46 41 - 51
QLD - Brisbane	82 66 - 92	51 46 - 61	61 46 - 77	41 41 - 51
SA - Adelaide	92 77 - 112	46 46 - 61	51 46 - 66	46 41 - 51
ACT - Canberra	82 77 - 92	71 61 - 82	66 61 - 77	56 51 - 61
NT - Darwin	102 82 - 122	56 46 - 65	61 51 - 71	51 46 - 56
TAS - Hobart	82 66 - 92	47 46 - 61	46 46 - 56	43 41 - 51
New Zealand	85 75 - 95	60 55 - 70	60 55 - 65	55 50 - 60

NOTES:

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

LOGISTICS

TRANSPORT	Operations Manager	Transport Manager	Contract/ Account Manager	Transport Analyst	Fleet Manager
NSW - Sydney	133 122 - 153	138 122 - 163	92 82 - 102	77 66 - 85	87 82 - 102
WA - Perth	112 95 - 150	102 71 - 153	112 92 - 133	71 61 - 87	77 66 - 92
VIC - Melbourne	112 92 - 143	122 102 - 133	112 92 - 122	82 71 - 92	82 71 - 102
QLD - Brisbane	112 77 - 133	82 77 - 97	82 77 - 92	66 56 - 77	77 66 - 82
SA - Adelaide	87 82 - 102	82 77 - 92	82 77 - 92	51 46 - 56	66 61 - 77
ACT - Canberra	112 92 - 122	97 82 - 102	82 77 - 92	66 61 - 71	87 71 - 92
NT - Darwin	102 87 - 122	92 82 - 112	102 82 - 122	66 56 - 82	77 71 - 92
TAS - Hobart	102 87 - 122	87 77 - 102	82 77 - 92	61 46 - 66	70 66 - 82
New Zealand	120 95 - 140	100 85 - 120	110 85 - 130	60 50 - 70	80 75 - 100

	Fleet Controller	MR/HR Driver	HC/MC Driver	Mechanic
NSW - Sydney	82 66 - 102	56 46 - 61	56 51 - 66	71 61 - 77
WA - Perth	77 61 - 92	66 51 - 77	77 66 - 102	77 66 - 92
VIC - Melbourne	71 61 - 92	56 46 - 61	56 51 - 66	69 61 - 77
QLD - Brisbane	66 56 - 71	51 46 - 61	56 51 - 66	66 61 - 77
SA - Adelaide	56 51 - 61	51 46 - 61	66 56 - 82	69 61 - 77
ACT - Canberra	66 61 - 77	61 56 - 71	66 61 - 77	87 71 - 112
NT - Darwin	66 56 - 82	55 54 - 60	59 56 - 64	77 71 - 82
TAS - Hobart	61 51 - 66	54 46 - 60	56 51 - 71	66 61 - 71
New Zealand	70 60 - 80	58 55 - 75	60 55 - 80	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
NSW - Sydney	102 82 - 120	77 71 - 87	87 77 - 97	138 122 - 168	189 163 - 209
WA - Perth	87 71 - 102	82 70 - 120	82 66 - 102	133 102 - 163	184 153 - 204
VIC - Melbourne	92 82 - 120	71 61 - 87	82 71 - 92	153 133 - 173	179 153 - 204
QLD - Brisbane	77 71 - 87	77 61 - 87	77 61 - 87	133 112 - 153	148 138 - 168
SA - Adelaide	61 56 - 77	61 56 - 71	56 46 - 66	107 92 - 122	135 128 - 143
ACT - Canberra	71 61 - 82	66 61 - 77	66 61 - 77	122 112 - 143	153 143 - 173
NT - Darwin	71 66 - 82	87 71 - 102	71 51 - 87	133 112 - 148	143 112 - 168
TAS - Hobart	61 56 - 71	61 56 - 71	61 56 - 71	102 87 - 112	128 122 - 143
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/ Customs	Logistics/ Operations Supervisor	Import/Export Documentation Clerk
NSW - Sydney	122 112 - 143	87 82 - 102	82 77 - 120	71 61 - 92	66 61 - 71
WA - Perth	143 112 - 184	82 66 - 92	77 66 - 92	82 75 - 120	56 46 - 71
VIC - Melbourne	117 112 - 148	71 61 - 87	82 71 - 92	71 66 - 92	56 51 - 66
QLD - Brisbane	112 102 - 143	66 51 - 82	82 66 - 112	82 66 - 92	46 41 - 51
SA - Adelaide	112 112 - 148	61 51 - 87	82 66 - 112	77 66 - 92	51 46 - 56
ACT - Canberra	92 82 - 133	61 56 - 87	71 66 - 97	77 66 - 87	51 41 - 56
NT - Darwin	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

PROCUREMENT

	Procurement Officer	Senior Procurement Officer	Procurement Manager	Strategic Sourcing Manager	Chief Procurement Officer	Procurement Analyst
NSW - Sydney	66 61 - 77	82 70 - 95	143 120 - 163	138 112 - 168	220+	80 70 - 90
VIC - Melbourne	75 61 - 85	95 77 - 110	145 110 - 170	150 115 - 180	250+	85 71 - 110
QLD - Brisbane	66 61 - 77	71 66 - 82	133 92 - 163	133 112 - 163	204 153 - 255	71 61 - 90
SA - Adelaide	65 60 - 70	70 65 - 75	125 90 - 130	130 120 - 150	230 135+	80 75 - 90
WA - Perth	75 55 - 85	95 80 - 120	145 110 - 195	140 120 - 200	220 170 - 250	75 70 - 90
ACT - Canberra	82 80 - 95	112 95 - 120	143 120 - 165	112 110 - 150	170 - 250	80 70 - 82
NT - Darwin	61 56 - 66	66 61 - 71	102 82 - 122	112 92 - 168	230 135+	71 61 - 77
TAS - Hobart	61 56 - 66	70 60 - 80	120 90 - 140	110 90 - 150	N/A	70 60 - 80

	Purchasing Manager	Category Manager	Contract Administrator	Contract Manager	Commercial Manager
NSW - Sydney	102 92 - 122	138 102 - 173	82 77 - 92	133 110 - 163	160 140 - 180
VIC - Melbourne	115 85 - 125	153 110 - 185	90 80 - 110	135 92 - 160	170 140 - 200
QLD - Brisbane	102 92 - 122	122 92 - 153	82 66 - 112	102 80 - 135	150 130 - 170
SA - Adelaide	100 90 - 110	120 110 - 130	90 80 - 100	120 110 - 130	160 140 - 180
WA - Perth	120 110 - 135	140 125 - 175	110 80 - 135	150 125 - 220	180 130 - 250
ACT - Canberra	92 85 - 110	102 100 - 125	82 80 - 95	122 110 - 180	185 140 - 230
NT - Darwin	92 77 - 112	112 82 - 112	71 66 - 87	102 92 - 112	110 95 - 120
TAS - Hobart	95 80 - 115	110 90 - 130	75 65 - 90	100 90 - 120	130 100 - 160

NOTES:

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

LEGAL

PRIVATE PRACTICE - TOP TIER	Paralegal	Graduate	0 - 1 yrs P.A.E	1 - 2 yrs P.A.E	2 - 3 yrs P.A.E
NSW - Sydney	60 51 - 89	65 60 - 70	70 65 - 80	75 69 - 87	87 81 - 102
VIC - Melbourne	66 47 - 71	56 52 - 66	65 56 - 71	77 66 - 87	87 77 - 92
QLD - Brisbane	56 47 - 77	55 55 - 70	63 56 - 77	72 63 - 87	80 77 - 94
WA - Perth	56 47 - 77	56 56 - 65	63 56 - 69	71 66 - 81	80 77 - 91
ACT - Canberra	59 47 - 63	59 52 - 66	64 54 - 69	75 66 - 84	86 75 - 96
NZ - Auckland	56 41 - 66	51 46 - 61	56 49 - 61	61 56 - 71	77 66 - 87
NZ - Christchurch/Wellington	51 41 - 59	46 44 - 51	51 46 - 56	56 51 - 59	71 66 - 82

	3 - 4 yrs P.A.E	4 - 5 yrs P.A.E	5 - 6 yrs P.A.E	6+ yrs P.A.E
NSW - Sydney	102 87 - 119	120 110 - 135	138 122 - 149	158 140 - 168
VIC - Melbourne	97 82 - 112	107 92 - 128	128 102 - 148	143 122 - 163
QLD - Brisbane	90 82 - 107	110 89 - 133	121 100 - 148	131 112 - 167
WA - Perth	90 82 - 107	107 93 - 125	121 102 - 135	131 112 - 158
ACT - Canberra	102 87 - 107	110 97 - 122	124 108 - 139	133 114 - 160
NZ - Auckland	90 77 - 102	100 87 - 117	117 92 - 143	128 107 - 158
NZ - Christchurch/Wellington	77 71 - 92	92 87 - 112	102 87 - 128	122 97 - 133

	Senior Associate	Special Counsel	Salaried Partner	Equity Partner
NSW - Sydney	187 149 - 233	200+	280+	700+
VIC - Melbourne	173 143 - 214	200 185 - 230	270+	520+
QLD - Brisbane	165 128 - 230	200 183 - 230	250	500
WA - Perth	158 140 - 187	200 190 - 228	250	500
ACT - Canberra	157 122 - 197	200+	250+	400+
NZ - Auckland	163 128 - 194	180+	190+	320+
NZ - Christchurch/Wellington	143 112 - 163	120+	150+	250+

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

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

NOTES:

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

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

LEGAL

PRIVATE PRACTICE - MID TIER	Paralegal	Graduate	0 - 1 yrs P.A.E	1 - 2 yrs P.A.E	2 - 3 yrs P.A.E
NSW - Sydney	60 50 - 80	60 55 - 67	65 60 - 71	70 65 - 80	80 70 - 91
VIC - Melbourne	56 47 - 71	52 52 - 66	56 52 - 71	65 56 - 77	74 61 - 87
QLD - Brisbane	56 51 - 77	52 52 - 61	56 56 - 69	65 59 - 77	74 66 - 87
WA - Perth	56 47 - 69	52 52 - 60	56 56 - 65	65 60 - 69	74 65 - 80
ACT - Canberra	53 48 - 58	61 56 - 66	62 54 - 70	73 65 - 82	79 70 - 88
NZ - Auckland	54 41 - 61	49 41 - 56	54 46 - 61	59 52 - 66	71 61 - 82
NZ - Christchurch/Wellington	51 41 - 59	46 44 - 51	51 46 - 56	56 51 - 59	71 66 - 82

	3 - 4 yrs P.A.E	4 - 5 yrs P.A.E	5 - 6 yrs P.A.E	6+ yrs P.A.E
NSW - Sydney	92 80 - 105	110 95 - 125	125 107 - 138	137 125 - 152
VIC - Melbourne	84 71 - 97	102 87 - 112	112 97 - 133	128 102 - 138
QLD - Brisbane	86 77 - 94	93 87 - 117	107 97 - 133	121 112 - 143
WA - Perth	86 80 - 93	97 92 - 121	107 102 - 125	121 112 - 140
ACT - Canberra	88 80 - 95	107 97 - 117	122 108 - 128	125 112 - 143
NZ - Auckland	77 71 - 92	87 77 - 102	92 77 - 112	112 87 - 133
NZ - Christchurch/Wellington	77 71 - 87	82 71 - 97	87 71 - 102	102 82 - 102

	Senior Associate	Special Counsel	Salaried Partner	Equity Partner
NSW - Sydney	160 140 - 185	183+	230+	300+
VIC - Melbourne	140 128 - 168	180 160 - 200	220+	290+
QLD - Brisbane	140 128 - 173	183 150 - 201	230	280
WA - Perth	140 131 - 167	169 155 - 183	220	274
ACT - Canberra	140 125 - 150	160+	200+	300+
NZ - Auckland	133 102 - 163	140+	150+	200+
NZ - Christchurch/Wellington	112 102 - 133	115+	125+	130+

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

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

NOTES:

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

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

LEGAL

PRIVATE PRACTICE - SMALL PRACTICES	Paralegal	Graduate	0 - 1 yrs P.A.E	1 - 2 yrs P.A.E	2-3 yrs P.A.E
NSW - Sydney	50 47 - 69	55 52 - 60	58 53 - 65	60 55 - 74	70 60 - 84
VIC - Melbourne	47 47 - 61	52 52 - 53	57 53 - 61	60 54 - 66	61 55 - 82
QLD - Brisbane	50 46 - 77	53 52 - 55	57 53 - 61	55 54 - 65	65 60 - 77
WA - Perth	47 47 - 60	52 52 - 53	54 53 - 56	54 54 - 65	60 56 - 80
ACT - Canberra	52 47 - 57	54 52 - 63	59 54 - 63	68 63 - 72	77 69 - 85
NZ - Auckland	51 41 - 61	49 41 - 56	53 41 - 56	56 46 - 61	63 51 - 77
NZ - Christchurch/Wellington	51 41 - 56	46 41 - 49	51 43 - 56	51 46 - 59	61 56 - 71

	3 - 4 yrs P.A.E	4-5 yrs P.A.E	5 - 6 yrs P.A.E	6+ yrs P.A.E
NSW - Sydney	82 70 - 95	95 82 - 115	110 95 - 125	125 110 - 138
VIC - Melbourne	77 66 - 92	77 71 - 102	92 87 - 112	107 97 - 133
QLD - Brisbane	77 69 - 90	77 77 - 102	95 82 - 118	98 87 - 133
WA - Perth	74 69 - 84	77 68 - 93	85 81 - 111	98 81 - 119
ACT - Canberra	85 78 - 93	91 86 - 116	102 97 - 107	121 107 - 135
NZ - Auckland	71 56 - 82	82 61 - 92	87 61 - 97	97 77 - 122
NZ - Christchurch/Wellington	71 66 - 82	71 66 - 82	77 71 - 87	92 82 - 102

	Senior Associate	Special Counsel	Salaried Partner	Equity Partner
NSW - Sydney	137 125 - 158	150 146 - 174	185+	230+
VIC - Melbourne	117 92 - 143	150 130 - 160	180+	230+
QLD - Brisbane	102 92 - 148	145 135 - 165	180+	230+
WA - Perth	102 93 - 145	142 125 - 150	180	228+
ACT - Canberra	128 110 - 145	145+	175+	200+
NZ - Auckland	102 87 - 128	130	150+	180+
NZ - Christchurch/Wellington	107 97 - 122	115+	120+	120+

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

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

NOTES:

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

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

LEGAL

IN-HOUSE	Paralegal	0-1 yrs P.A.E	Legal Counsel 1-2 yrs P.A.E	Legal Counsel 2-3 yrs P.A.E	Legal Counsel 3-4 yrs P.A.E
NSW - Sydney	60 50 - 89	65 60 - 75	75 65 - 83	90 80 - 100	110 90 - 120
VIC - Melbourne	61 47 - 77	56 52 - 61	66 56 - 77	77 66 - 92	92 87 - 112
QLD - Brisbane	65 46 - 80	56 52 - 61	72 56 - 77	80 66 - 87	95 75 - 112
WA - Perth	66 47 - 80	52 52 - 56	66 56 - 77	77 66 - 92	92 77 - 112
ACT - Canberra	58 48 - 68	62 52 - 72	70 60 - 80	80 70 - 90	96 87 - 102
NZ - Auckland	56 45 - 66	59 51 - 66	66 56 - 77	77 67 - 92	87 77 - 102
NZ - Christchurch/Wellington	51 41 - 61	56 46 - 66	61 51 - 71	71 61 - 87	87 71 - 92

	Legal Counsel 4-5 yrs P.A.E	Legal Counsel 5 - 6 yrs P.A.E	Legal Counsel 6+ yrs P.A.E	Senior Legal Counsel	General Counsel
NSW - Sydney	120 102 - 138	140 122 - 160	155 130 - 170	180 150 - 230	220 - 300+
VIC - Melbourne	112 97 - 133	138 117 - 153	138 122 - 158	153 138 - 194	175+
QLD - Brisbane	110 85 - 122	117 92 - 133	133 107 - 163	148 112 - 184	250 180 - 350
WA - Perth	107 92 - 122	117 102 - 133	128 112 - 148	143 112 - 158	160 - 274+
ACT - Canberra	105 95 - 115	120 110 - 130	138 122 - 153	159 135 - 184	170+
NZ - Auckland	102 87 - 122	143 102 - 153	153 122 - 163	173 133 - 194	220 160 - 280
NZ - Christchurch/Wellington	92 82 - 112	112 97 - 133	122 117 - 153	133 122 - 168	150+

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

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

NOTES:

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

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

COMPANY SECRETARIAL	Assistant Company Secretary (unlisted company)	Assistant Company Secretary (listed company)	Company Secretary (unlisted company)	Company Secretary (listed company)
NSW - Sydney	80 - 120	90 - 160	120 - 165	150 - 200
VIC - Melbourne	77 - 102	82 - 133	112 - 148	138 - 189
QLD - Brisbane	74 - 95	112 - 175	110 - 180	150 - 250
WA - Perth	77 - 102	93 - 131	112 - 158	149 - 187

NOTES:

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

LIFE SCIENCES

OPERATIONS	Clinical Trial Administrator	CRA*	Senior CRA*	Lead/Principal CRA*	Clinical Data Manager
Australia	75 65 - 85	83 75 - 92	102 89 - 112	112 100 - 117	102 82 - 128

	Clinical Project Manager*	Senior Clinical Project Manager*	Clinical Operations Manager*	Clinical Director/Head of Clinical*
Australia	133 115 - 148	153 128 - 168	133 117 - 163	199 175 - 224

OPERATIONS	Regulatory Affairs Assistant	Regulatory Affairs Associate	Snr Regulatory Affairs Assoc*	Regulatory Project Manager*	Regulatory Affairs Manager*	Head of Regulatory Affairs*
Australia	66 56 - 77	87 71 - 97	112 97 - 133	133 128 - 143	153 128 - 184	199 168 - 235

	Drug Safety Associate	Senior Drug Safety Associate*	Drug Safety Manager*	Head of Drug Safety*	Medical Information Associate	Senior Medical Information Associate*
Australia	82 71 - 92	109 89 - 124	153 133 - 168	199 158 - 230	85 71 - 92	107 92 - 122

	Medical Information Manager*	Medical Science Liaison/SMSL*	Medical Science Liaison Manager*	Medical Manager*	Medical Advisor*	Senior Medical Advisor*
Australia	143 128 - 163	133 102 - 158	158 148 - 173	153 133 - 168	170 153 - 189	194 163 - 214

	Medical Director*	Health Economics Associate	Senior Health Economics Associate/Specialist*	Health Economics Manager*	Health Economics/Market Access Director*
Australia	270 224 - 326	112 92 - 128	133 122 - 148	158 143 - 173	260 214 - 296

	GP Sales Rep	Hospital Specialist Sales Rep	Business Development Manager	Regional/State Sales Manager	Territory Manager	Product Specialist
Australia	80 75 - 100	105 90 - 120	120 100 - 130	130 110 - 140	90 80 - 110	110 90 - 120

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

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

NOTES:

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

LIFE SCIENCES

OPERATIONS	Key Account Manager	National Key Account Manager	National Sales Manager	Sales Director	Business Unit Manager
Australia	110 95 - 125	120 100 - 130	160 140 - 190	200 180 - 230	170 150 - 210

	Associate Brand/Product Manager	Brand/Product Manager	Senior Brand/Product Manager	Marketing Manager	Marketing Director
Australia	95 85 - 100	120 95 - 140	143 122 - 153	163 122 - 189	194 173 - 224

	Quality Assurance Associate	Senior Quality Assurance Associate	Quality Assurance Manager
Australia	82 66 - 92	92 82 - 102	122 92 - 138

	Quality Control Associate	Senior Quality Control Associate	Quality Control Manager	Quality Director
Australia	59 51 - 61	77 63 - 87	102 87 - 107	168 153 - 194

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

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

NOTES:

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

HEALTHCARE

Nursing Professionals

NURSING PROFESSIONALS AGED CARE	Enrolled Nurse	Registered Nurse	Clinical Care Coordinator/ Nurse Unit Manager	Care Manager/ DDON	DON/Facility Manager	Executive DON
NSW	46 - 61	61 - 87	71 - 102	80 - 110	97 - 148	143 - 173
NT	55 - 66	62 - 90	77 - 105	85 - 110	92 - 130	122 - 163
WA	51 - 87	61 - 92	71 - 97	77 - 112	92 - 143	133 - 163
VIC	56 - 69	61 - 92	77 - 102	92 - 120	95 - 148	143 - 173
QLD	56 - 77	61 - 92	77 - 92	95 - 112	102 - 143	133 - 163
TAS	51 - 68	57 - 87	71 - 92	87 - 107	97 - 138	122 - 173
SA	51 - 71	61 - 82	87 - 97	92 - 102	92 - 122	122 - 168

	ACFI Manager	Quality Manager	Lifestyle Assistant	Lifestyle Manager	Nurse Educator
NSW	92 - 122	102 - 153	46 - 66	77 - 102	80 - 110
NT	82 - 102	82 - 102	56 - 61	66 - 82	71 - 92
WA	92 - 112	77 - 128	46 - 61	61 - 82	66 - 99
VIC	97 - 122	102 - 143	46 - 66	77 - 102	82 - 107
QLD	71 - 92	77 - 112	51 - 61	82 - 102	82 - 102
TAS	90 - 110	87 - 107	41 - 59	66 - 87	82 - 112
SA	97 - 112	97 - 112	41 - 61	66 - 92	102 - 112

NURSING PROFESSIONALS NON-AGED CARE	Enrolled Nurse	Registered Nurse/ Midwife	Clinical Nurse/ Midwife/ACSC	Clinical Manager/Clinical Services Coordinator/ Education Facilitator
NSW	46 - 61	56 - 82	71 - 87	82 - 107
NT	46 - 56	61 - 85	71 - 87	82 - 97
WA	51 - 78	51 - 78	61 - 82	66 - 97
VIC	51 - 66	61 - 87	77 - 87	87 - 107
QLD	56 - 66	61 - 82	82 - 92	92 - 102
TAS	51 - 61	55 - 82	71 - 87	82 - 97
SA	51 - 71	61 - 82	66 - 87	87 - 97

NOTES:

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

HEALTHCARE

Nursing Professionals

NURSING PROFESSIONALS NON-AGED CARE	Advanced Clinical Service Coordinator/ Clinical Practice Consultant	Director of Nursing/ Midwifery	Practice Nurse
NSW	82 - 112	112 - 153	61 - 92
NT	92 - 112	102 - 140	82 - 102
WA	77 - 107	87 - 138	66 - 87
VIC	92 - 112	102 - 153	77 - 102
QLD	102 - 112	117 - 163	56 - 71
TAS	92 - 107	102 - 143	61 - 82
SA	92 - 112	112 - 184	61 - 87

NOTES:

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

Medical Imaging Specialists

	Radiographer 1-3 yrs	Radiographer 3-5 yrs	Radiographer 5-10 yrs	Radiographer 10+ yrs
Australia	55 - 66	66 - 80	77 - 102	102 - 112

	Sonographer 1-3 yrs	Sonographer 3-5 yrs	Sonographer 5-10 yrs	Sonographer 10+ yrs
Australia	92 - 102	102 - 122	122 - 138	138 - 153

	Mammographer 1-3 yrs	Mammographer 3-5 yrs	Mammographer 5-10 yrs	Mammographer 10+ yrs
Australia	61 - 77	77 - 87	87 - 102	102 - 122

NOTES:

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

HEALTHCARE

Social Care & Psychology

SOCIAL/COMMUNITY SERVICES	Support Worker	Case Worker	Social Worker	Team Leader/ Program Coordinator
NSW	42 - 61	51 - 66	61 - 87	75 - 90
NT	46 - 54	60 - 66	65 - 82	71 - 85
WA	46 - 51	51 - 56	66 - 77	66 - 87
VIC	46 - 51	51 - 66	61 - 82	71 - 82
QLD	42 - 53	41 - 56	56 - 77	61 - 77
TAS	42 - 51	49 - 56	61 - 80	66 - 82
SA	46 - 61	46 - 61	61 - 87	61 - 87

	Program Manager	Program Director
NSW	77 - 97	N/A
NT	77 - 95	90 - 100
WA	71 - 92	N/A
VIC	82 - 97	N/A
QLD	71 - 92	N/A
TAS	77 - 92	N/A
SA	61 - 87	90 - 110

PSYCHOLOGISTS	Graduate	Counsellor	Psychologist	Senior Psychologist	Clinical Psychologist
NSW	55 - 60	61 - 82	61 - 92	85 - 110	95 - 120
NT	55 - 60	60 - 80	75 - 95	85 - 110	95 - 120
WA	49 - 56	56 - 66	66 - 87	82 - 97	92 - 117
VIC	49 - 56	61 - 77	66 - 87	82 - 102	87 - 107
QLD	49 - 56	56 - 77	66 - 82	71 - 92	87 - 117
TAS	49 - 51	56 - 71	66 - 87	77 - 94	82 - 107
SA	49 - 56	56 - 77	61 - 82	77 - 102	77 - 102

NOTES:

- Above salaries exclude superannuation, bonuses, on-call, or penalty rates
- Salaries might vary for regional/remote roles

- There are bandings for NFP under SCHADS and grades in Government/Health
- Salary packaging available for most NFP roles

HEALTHCARE

Allied Health Professionals

ALLIED HEALTH PROFESSIONALS	Occupational Therapist (Graduate)	Occupational Therapist	Senior Occupational Therapist	Team Leader	Physiotherapist (Graduate)
NSW	51 - 58	56 - 77	71 - 87	82 - 97	51 - 58
NT	55 - 60	65 - 80	75 - 90	85 - 98	55 - 60
WA	51 - 56	56 - 66	71 - 82	87 - 97	49 - 51
VIC	51 - 61	61 - 77	71 - 92	82 - 97	51 - 61
QLD	49 - 51	59 - 71	71 - 87	82 - 97	51 - 61
TAS	49 - 51	70 - 90	69 - 87	77 - 87	51 - 56
SA	49 - 61	56 - 71	66 - 82	71 - 82	51 - 61

	Physiotherapist	Senior Physiotherapist	Team Leader	Speech Pathologist (Graduate)	Speech Pathologist
NSW	56 - 77	77 - 92	82 - 97	51 - 58	56 - 71
NT	70 - 85	80 - 90	85 - 98	55 - 60	60 - 75
WA	61 - 71	71 - 87	87 - 97	49 - 51	51 - 66
VIC	56 - 77	77 - 92	82 - 97	49 - 61	61 - 77
QLD	56 - 71	71 - 87	87 - 97	51 - 58	61 - 71
TAS	56 - 77	71 - 87	82 - 97	51 - 56	61 - 69
SA	56 - 71	66 - 92	66 - 92	51 - 61	56 - 66

	Senior Speech Pathologist	Team Leader	Diversional Therapist (Graduate)	Diversional Therapist
NSW	71 - 82	77 - 92	49 - 51	51 - 61
NT	70 - 90	77 - 92	50 - 55	51 - 61
WA	61 - 77	77 - 92	49 - 51	46 - 56
VIC	77 - 92	82 - 92	49 - 51	56 - 61
QLD	66 - 82	82 - 92	49 - 56	46 - 61
TAS	66 - 77	77 - 92	49 - 51	51 - 56
SA	66 - 82	71 - 92	49 - 56	51 - 61

NOTES:

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

EDUCATION

SCHOOLS					
	Principal	Deputy Principal	Director of Study	Head of Department	Teacher
Australia - Government Schools	120 - 189	118 - 141	99 - 110	102 - 120	69 - 111
Australia - Non-Government Schools	140 - 400	130 - 165	133 - 153	122 - 131	75 - 113
VOCATIONAL EDUCATION AND TRAINING					
	Tutor	Educator/ VET Teacher	Head of Faculty/ Head Teacher	Director of Studies	Manager/ Principal
Australia	50 - 65	60 - 100	80 - 130	75 - 150	90 - 184
EARLY CHILDHOOD					
	Area Manager	Director (Degree Qualified)	Director (Diploma Qualified)		
Australia	82 - 133	82 - 102	71 - 87		
EARLY CHILDHOOD (Continued)					
	Early Childhood Teacher	Diploma Trained Childcare Worker	Certificate 111 Childcare Worker	Cook	
Australia	61 - 92	51 - 61	45 - 51	41 - 53	
OUT OF SCHOOL HOURS CARE (OOSH)					
	OOSH Area Manager	OOSH Coordinator	OOSH Assistant Coordinator	OOSH Educator	
Australia	90 - 110	58 - 73	50 - 60	45 - 50	

NOTES:

- All salaries shown are exclusive of superannuation

POLICY & STRATEGY

	Policy Officer/ Policy Advisor	Senior Policy Officer/ Policy Advisor	Policy Manager	Government Relations Manager	Strategic Manager
NSW - Sydney	92 77 - 97	102 92 - 122	122 107 - 163	133 112 - 163	133 122 - 163
VIC - Melbourne	90 75 - 95	105 95 - 125	125 105 - 170	130 110 - 160	135 115 - 175
QLD - Brisbane	87 71 - 92	97 87 - 112	112 102 - 122	112 97 - 122	112 97 - 122
WA - Perth	79 66 - 92	97 87 - 112	112 92 - 153	122 102 - 143	133 102 - 163
ACT - Canberra	79 66 - 92	97 87 - 112	112 92 - 153	112 92 - 133	112 97 - 133
SA - Adelaide	80 75 - 92	98 92 - 110	114 110 - 120	128 114 - 143	133 102 - 163
TAS - Hobart	79 66 - 92	97 87 - 112	112 92 - 122	112 97 - 122	133 102 - 163
NT - Darwin	75 70 - 80	95 82 - 101	114 106 - 120	102 95 - 115	112 106 - 115
NZ - Wellington	82 71 - 92	102 92 - 122	138 112 - 153	112 102 - 122	112 102 - 122

	Programme Officer/ Coordinator*	Programme Manager*	Project Officer*	Project Manager*	Grants Officer
NSW - Sydney	92 77 - 102	143 92 - 163	92 87 - 102	133 122 - 153	85 75 - 95
VIC - Melbourne	95 85 - 100	150 115 - 175	90 85 - 100	140 115 - 175	80 70 - 95
QLD - Brisbane	66 56 - 77	107 87 - 143	87 66 - 92	107 87 - 122	80 70 - 95
WA - Perth	92 82 - 102	107 87 - 143	87 66 - 92	97 87 - 133	80 70 - 85
ACT - Canberra	92 82 - 102	112 87 - 153	87 66 - 92	97 92 - 133	85 75 - 95
SA - Adelaide	89 82 - 95	114 92 - 118	86 72 - 90	110 92 - 133	80 75 - 95
TAS - Hobart	72 62 - 92	107 87 - 143	87 66 - 92	97 87 - 133	80 75 - 95
NT - Darwin	70 65 - 80	82 75 - 90	82 79 - 87	106 95 - 114	80 75 - 95
NZ - Wellington	71 61 - 82	112 92 - 133	71 61 - 82	102 92 - 122	70 65 - 75

NOTES:

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- New Zealand salaries are represented in New Zealand dollars

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

POLICY & STRATEGY

	Research Analyst	Evaluation Advisor	Senior Evaluation Advisor	Data Analyst	Executive Officer
NSW - Sydney	87 71 - 92	100 80 - 110	115 100 - 130	92 87 - 112	122 87 - 143
VIC - Melbourne	90 70 - 105	80 70 - 95	95 90 - 110	90 85 - 110	110 90 - 130
QLD - Brisbane	61 51 - 71	85 80 - 90	95 90 - 100	82 51 - 92	87 66 - 102
WA - Perth	77 66 - 82	100 90 - 110	120 110 - 130	82 66 - 92	97 77 - 122
ACT - Canberra	87 82 - 102	100 80 - 110	115 100 - 130	87 77 - 102	97 92 - 128
SA - Adelaide	77 71 - 82	85 80 - 95	90 85 - 100	82 75 - 90	95 85 - 110
TAS - Hobart	82 66 - 92	75 65 - 95	90 85 - 100	82 71 - 92	92 82 - 102
NT - Darwin	74 69 - 79	74 69 - 79	85 82 - 87	85 82 - 87	95 85 - 101
NZ - Wellington	82 71 - 92	N/A	N/A	72 61 - 82	100 80 - 120

	Business Analyst	Ministerial Liaison Officer	Regulatory Advisor	Regulatory Manager	Economist	Senior Economist
NSW - Sydney	122 87 - 143	102 87 - 117	102 92 - 133	133 112 - 153	107 92 - 133	153 112 - 184
VIC - Melbourne	110 90 - 130	95 85 - 110	100 90 - 120	130 110 - 160	110 90 - 130	130 110 - 160
QLD - Brisbane	92 71 - 102	87 71 - 97	92 82 - 102	112 102 - 122	102 85 - 120	122 100 - 155
WA - Perth	92 77 - 117	87 66 - 92	92 82 - 102	122 87 - 148	102 92 - 128	122 102 - 148
ACT - Canberra	101 92 - 133	97 87 - 102	102 92 - 117	112 97 - 122	107 97 - 122	122 112 - 153
SA - Adelaide	102 87 - 117	95 85 - 102	102 92 - 117	128 102 - 153	110 95 - 130	122 110 - 138
TAS - Hobart	92 82 - 117	97 87 - 102	92 82 - 102	112 97 - 122	102 92 - 128	122 107 - 138
NT - Darwin	95 85 - 101	82 71 - 95	92 82 - 101	110 106 - 114	105 85 - 125	125 106 - 134
NZ - Wellington	87 71 - 102	90 80 - 100	98 85 - 110	120 90 - 150	105 85 - 125	122 102 - 143

NOTES:

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POLICY & STRATEGY

	Governance Officer/ Secretariat	Governance Manager	Risk Advisor	Compliance Officer	Risk/ Compliance Manager
NSW - Sydney	92 87 - 97	128 112 - 143	110 90 - 130	100 85 - 110	130 120 - 150
VIC - Melbourne	90 85 - 100	120 100 - 140	100 85 - 120	90 75 - 100	120 100 - 150
QLD - Brisbane	92 82 - 102	107 97 - 117	95 85 - 105	80 75 - 85	115 105 - 125
WA - Perth	87 82 - 97	112 97 - 138	100 90 - 110	80 70 - 90	120 95 - 140
ACT - Canberra	92 82 - 102	128 117 - 153	115 95 - 130	85 65 - 90	110 100 - 130
SA - Adelaide	87 82 - 97	112 101 - 130	100 92 - 110	75 70 - 85	110 100 - 130
TAS - Hobart	87 82 - 97	112 97 - 138	80 70 - 100	75 65 - 85	90 80 - 100
NT - Darwin	92 82 - 101	110 106 - 114	110 106 - 114	75 70 - 85	95 90 - 100
NZ - Wellington	85 80 - 90	114 92 - 135	105 90 - 120	75 65 - 85	100 80 - 120

NOTES:

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INFORMATION TECHNOLOGY

IT OPERATIONS & SUPPORT	End User Support/Level 1	End User Support/Level 2	Applications Support	Service Desk Manager	Team Leader
NSW - Sydney	56 51 - 61	71 61 - 77	82 71 - 97	102 87 - 112	100 85 - 115
NSW - Regional	55 48 - 65	70 65 - 80	85 70 - 100	100 85 - 110	100 80 - 115
VIC - Melbourne	61 56 - 71	71 66 - 87	87 71 - 102	102 92 - 133	102 87 - 117
VIC - Regional	51 46 - 56	61 56 - 66	77 71 - 92	92 82 - 107	87 82 - 92
QLD - Brisbane, Gold Coast & Sunshine Coast	56 45 - 60	61 55 - 70	82 75 - 95	97 85 - 115	82 70 - 100
SA - Adelaide	55 50 - 62	65 55 - 70	75 65 - 90	80 70 - 100	85 70 - 100
WA - Perth	51 46 - 56	61 51 - 71	82 66 - 92	97 87 - 107	82 71 - 92
ACT - Canberra	61 56 - 66	71 66 - 77	82 71 - 92	102 92 - 112	102 82 - 122
TAS - Hobart/Launceston	53 46 - 61	61 56 - 71	77 66 - 82	92 87 - 102	82 77 - 97
NT - Darwin	51 46 - 57	61 56 - 71	82 71 - 92	77 65 - 87	77 66 - 87
NZ - Auckland	55 50 - 60	65 60 - 70	85 70 - 100	95 80 - 110	90 80 - 110
NZ - Wellington	55 50 - 60	65 60 - 70	85 70 - 100	95 80 - 110	85 75 - 95
NZ - Christchurch	50 45 - 55	60 55 - 65	75 60 - 90	85 70 - 100	80 60 - 85

	Linux Engineer	Systems Administration/Level 3	Systems Engineer	DBA	Cloud Engineer
NSW - Sydney	115 90 - 140	92 77 - 102	122 102 - 133	133 112 - 143	128 112 - 143
NSW - Regional	100 90 - 115	110 90 - 130	115 95 - 135	133 122 - 163	125 100 - 135
VIC - Melbourne	122 92 - 153	97 82 - 122	122 102 - 133	128 112 - 153	122 112 - 143
VIC - Regional	97 82 - 112	77 61 - 92	92 71 - 112	117 102 - 143	97 82 - 122
QLD - Brisbane, Gold Coast & Sunshine Coast	97 90 - 120	82 70 - 90	102 90 - 130	112 80 - 140	122 100 - 145
SA - Adelaide	90 80 - 105	80 70 - 90	90 80 - 110	100 85 - 120	110 95 - 125
WA - Perth	102 87 - 117	87 77 - 97	102 87 - 112	122 102 - 133	107 92 - 122
ACT - Canberra	125 100 - 145	102 82 - 112	133 112 - 147	122 112 - 143	133 120 - 150
TAS - Hobart/Launceston	87 82 - 102	77 66 - 82	92 82 - 102	107 92 - 128	102 87 - 122
NT - Darwin	87 82 - 102	105 85 - 120	102 82 - 122	107 92 - 117	112 92 - 133
NZ - Auckland	82 85 - 110	80 70 - 90	80 70 - 100	105 90 - 120	110 95 - 130
NZ - Wellington	100 85 - 110	80 70 - 90	80 70 - 100	105 90 - 120	110 95 - 130
NZ - Christchurch	92 85 - 110	70 60 - 80	80 70 - 100	105 90 - 120	90 80 - 110

NOTES:

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- New Zealand salaries are represented in New Zealand dollars

INFORMATION TECHNOLOGY

IT OPERATIONS & SUPPORT	DevOps Engineer	Network Administration	Network Engineer	Network Designer	Network Architect
NSW - Sydney	102 87 - 112	97 87 - 107	112 102 - 128	120 100 - 140	138 128 - 168
NSW - Regional	112 92 - 133	90 75 - 100	115 95 - 130	120 100 - 140	125 105 - 150
VIC - Melbourne	133 122 - 165	97 87 - 112	117 92 - 140	143 122 - 163	143 122 - 173
VIC - Regional	92 77 - 102	82 71 - 92	97 71 - 112	92 82 - 112	122 107 - 138
QLD - Brisbane, Gold Coast & Sunshine Coast	112 110 - 140	82 75 - 95	102 85 - 125	107 90 - 125	122 110 - 150
SA - Adelaide	100 90 - 120	90 75 - 110	100 90 - 125	115 100 - 130	125 110 - 140
WA - Perth	122 112 - 143	87 77 - 97	102 92 - 122	112 97 - 122	133 112 - 153
ACT - Canberra	133 120 - 150	102 92 - 112	130 110 - 145	140 122 - 160	165 150 - 180
TAS - Hobart/Launceston	92 87 - 112	87 77 - 102	97 87 - 107	102 92 - 112	117 97 - 133
NT - Darwin	102 92 - 122	82 71 - 92	102 71 - 122	112 102 - 128	133 117 - 153
NZ - Auckland	120 90 - 150	80 70 - 90	105 90 - 120	115 95 - 130	140 120 - 160
NZ - Wellington	115 95 - 125	90 80 - 100	95 90 - 115	115 95 - 130	140 120 - 160
NZ - Christchurch	95 80 - 110	80 70 - 90	85 70 - 100	100 80 - 110	135 115 - 150

	Storage Engineer	Security Analyst	Security Manager	Security Architect
NSW - Sydney	112 102 - 125	122 102 - 148	170 150 - 200	173 153 - 214
NSW - Regional	100 85 - 125	120 100 - 140	140 110 - 155	155 145 - 175
VIC - Melbourne	117 102 - 143	122 102 - 153	170 150 - 200	163 143 - 194
VIC - Regional	107 87 - 133	92 87 - 112	102 82 - 112	133 122 - 158
QLD - Brisbane, Gold Coast & Sunshine Coast	102 90 - 110	97 90 - 110	133 100 - 160	143 135 - 160
SA - Adelaide	95 90 - 110	95 85 - 115	135 120 - 150	155 130 - 200
WA - Perth	97 87 - 112	107 92 - 122	133 122 - 153	153 133 - 173
ACT - Canberra	133 112 - 143	143 102 - 153	163 112 - 204	184 153 - 204
TAS - Hobart/Launceston	102 92 - 112	102 92 - 122	112 102 - 143	143 117 - 163
NT - Darwin	112 97 - 122	97 82 - 112	122 102 - 153	153 133 - 163
NZ - Auckland	90 75 - 115	100 90 - 115	145 110 - 170	170 120 - 200
NZ - Wellington	90 75 - 115	100 90 - 115	125 105 - 145	145 110 - 190
NZ - Christchurch	85 70 - 110	100 80 - 110	120 105 - 140	140 100 - 170

NOTES:

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- New Zealand salaries are represented in New Zealand dollars

INFORMATION TECHNOLOGY

DIGITAL TECHNOLOGY	.Net Developer	Senior .Net Developer	Full Stack Developer .Net	Team Leader - .Net	Java Developer
NSW - Sydney	102 87 - 112	122 112 - 133	133 122 - 143	143 133 - 153	112 87 - 122
NSW - Regional	82 71 - 97	120 100 - 130	133 122 - 143	130 115 - 140	90 75 - 95
VIC - Melbourne	86 73 - 105	122 109 - 128	122 109 - 133	140 130 - 150	92 73 - 105
VIC - Regional	77 66 - 92	87 77 - 102	92 82 - 112	102 87 - 112	82 71 - 92
QLD - Brisbane, Gold Coast & Sunshine Coast	82 65 - 95	112 95 - 130	109 95 - 130	122 110 - 150	77 65 - 95
SA - Adelaide	87 65 - 92	112 92 - 122	112 92 - 122	122 112 - 133	82 65 - 92
WA - Perth	90 75 - 100	120 100 - 130	125 105 - 135	135 125 - 150	92 80 - 102
ACT - Canberra	107 97 - 117	117 107 - 133	122 112 - 133	153 143 - 163	107 97 - 112
TAS - Hobart/Launceston	82 77 - 92	100 90 - 112	100 90 - 120	110 100 - 135	87 77 - 102
NT - Darwin	92 77 - 112	112 102 - 133	107 92 - 133	128 112 - 143	87 77 - 102
NZ - Auckland	80 70 - 100	130 100 - 140	115 100 - 130	140 120 - 150	90 80 - 100
NZ - Wellington	80 70 - 100	105 100 - 125	110 100 - 125	135 120 - 145	85 75 - 95
NZ - Christchurch	80 70 - 100	95 80 - 110	95 80 - 110	120 100 - 140	70 60 - 80

	Senior Java Developer	Full Stack Developer Java	Team Leader - Java	Front-End Developer	Senior Front-End Developer
NSW - Sydney	143 122 - 163	143 122 - 163	163 143 - 184	117 82 - 133	133 112 - 153
NSW - Regional	120 90 - 130	122 112 - 143	122 92 - 133	105 85 - 125	125 100 - 135
VIC - Melbourne	122 109 - 133	122 109 - 133	140 130 - 150	102 97 - 122	122 102 - 143
VIC - Regional	102 87 - 122	102 87 - 122	97 87 - 112	82 66 - 102	92 77 - 112
QLD - Brisbane, Gold Coast & Sunshine Coast	107 95 - 130	107 95 - 130	117 110 - 140	97 70 - 100	107 90 - 120
SA - Adelaide	112 92 - 122	112 82 - 122	122 92 - 128	82 71 - 102	92 82 - 120
WA - Perth	120 110 - 135	120 95 - 140	130 120 - 150	97 82 - 112	110 90 - 125
ACT - Canberra	133 112 - 153	112 107 - 128	153 143 - 163	102 92 - 112	122 112 - 133
TAS - Hobart/Launceston	102 92 - 112	102 87 - 112	102 92 - 117	90 80 - 95	92 90 - 110
NT - Darwin	102 87 - 122	107 92 - 122	117 102 - 133	102 92 - 112	122 102 - 133
NZ - Auckland	120 100 - 130	125 100 - 135	130 110 - 140	105 80 - 120	130 110 - 140
NZ - Wellington	120 100 - 130	125 100 - 135	130 110 - 140	105 80 - 120	130 110 - 140
NZ - Christchurch	110 90 - 120	110 90 - 120	120 110 - 130	105 80 - 120	115 90 - 125

NOTES:

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INFORMATION TECHNOLOGY

DIGITAL TECHNOLOGY	Mobile Apps Developer	UX/UI Designer	Test Analyst	Senior Test Analyst	Automation Test Analyst	Test/QA Manager
NSW - Sydney	112 92 - 143	112 82 - 122	82 77 - 92	92 77 - 112	112 82 - 122	128 122 - 143
NSW - Regional	100 80 - 120	112 77 - 133	92 87 - 102	112 87 - 133	102 92 - 122	122 112 - 143
VIC - Melbourne	112 92 - 133	110 90 - 130	82 61 - 92	97 82 - 112	112 92 - 125	122 102 - 143
VIC - Regional	97 92 - 102	82 71 - 102	92 77 - 102	102 92 - 112	97 87 - 107	117 107 - 133
QLD - Brisbane, Gold Coast & Sunshine Coast	107 90 - 130	102 85 - 130	82 70 - 90	92 85 - 110	112 90 - 130	117 100 - 130
SA - Adelaide	82 71 - 115	82 71 - 102	77 66 - 87	87 77 - 102	97 87 - 112	110 90 - 120
WA - Perth	115 80 - 130	102 82 - 122	82 77 - 97	100 87 - 115	100 90 - 120	120 110 - 140
ACT - Canberra	102 92 - 112	112 92 - 133	102 87 - 112	112 102 - 122	122 112 - 153	153 122 - 163
TAS - Hobart/Launceston	90 85 - 105	92 85 - 105	82 75 - 95	92 82 - 105	82 80 - 105	92 82 - 110
NT - Darwin	92 82 - 102	97 82 - 112	82 71 - 92	107 92 - 122	82 71 - 92	112 97 - 122
NZ - Auckland	105 90 - 120	100 80 - 125	90 80 - 100	95 90 - 110	115 95 - 120	120 110 - 140
NZ - Wellington	105 90 - 120	100 80 - 120	90 80 - 100	95 90 - 110	115 95 - 120	120 110 - 140
NZ - Christchurch	85 70 - 110	100 80 - 120	80 70 - 90	95 90 - 110	115 95 - 120	120 110 - 140

	Data Analyst	BI/DW Developer	Data Modeller	Data Engineer	Data Scientist	Data Architect
NSW - Sydney	102 82 - 122	117 92 - 133	122 102 - 143	140 110 - 180	153 125 - 240	194 173 - 204
NSW - Regional	95 80 - 120	133 112 - 153	122 102 - 143	130 110 - 150	143 112 - 163	143 112 - 163
VIC - Melbourne	92 77 - 133	122 92 - 150	138 112 - 158	140 110 - 180	163 133 - 245	143 122 - 200
VIC - Regional	87 71 - 102	102 97 - 117	120 100 - 140	130 100 - 160	122 112 - 168	112 102 - 130
QLD - Brisbane, Gold Coast & Sunshine Coast	97 80 - 110	112 100 - 130	117 100 - 130	120 100 - 140	130 120 - 140	150 130 - 170
SA - Adelaide	82 71 - 110	102 82 - 120	112 92 - 122	120 100 - 140	122 102 - 153	122 102 - 138
WA - Perth	102 90 - 122	122 107 - 138	128 117 - 138	125 115 - 140	143 117 - 184	143 133 - 163
ACT - Canberra	112 87 - 133	122 112 - 163	133 112 - 153	140 120 - 160	143 122 - 163	184 163 - 204
TAS - Hobart/Launceston	90 80 - 105	105 90 - 120	117 102 - 133	105 95 - 120	117 105 - 133	110 105 - 120
NT - Darwin	97 82 - 112	102 97 - 128	112 102 - 122	110 95 - 130	N/A	112 102 - 122
NZ - Auckland	90 80 - 100	115 100 - 130	110 90 - 140	115 100 - 130	115 100 - 125	140 120 - 155
NZ - Wellington	90 80 - 100	115 100 - 130	120 100 - 140	115 100 - 130	115 100 - 125	140 120 - 155
NZ - Christchurch	90 80 - 100	100 90 - 110	110 90 - 130	115 100 - 130	115 100 - 125	140 120 - 155

NOTES:

- All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ)
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INFORMATION TECHNOLOGY

PROJECTS & BUSINESS CHANGE	Systems Analyst	Business Analyst	Senior Business Analyst	Project Coordinator	Project Manager
NSW - Sydney	97 87 - 107	122 102 - 143	138 122 - 153	95 80 - 110	150 130 - 170
NSW - Regional	110 90 - 120	120 100 - 135	133 122 - 143	85 75 - 90	133 122 - 143
VIC - Melbourne	102 87 - 112	117 92 - 128	138 112 - 148	102 80 - 110	148 120 - 160
VIC - Regional	77 66 - 87	87 71 - 97	117 97 - 133	87 75 - 95	102 92 - 133
QLD - Brisbane, Gold Coast & Sunshine Coast	87 80 - 110	102 80 - 125	122 110 - 140	77 60 - 90	122 110 - 145
SA - Adelaide	92 71 - 112	95 75 - 97	125 105 - 133	80 66 - 102	120 95 - 128
WA - Perth	97 77 - 107	102 82 - 107	117 97 - 133	87 77 - 102	128 112 - 143
ACT - Canberra	102 82 - 112	102 92 - 112	122 112 - 143	82 71 - 102	133 102 - 143
TAS - Hobart/Launceston	82 77 - 87	87 82 - 97	102 87 - 117	71 66 - 82	107 92 - 117
NT - Darwin	97 77 - 112	112 92 - 133	138 122 - 163	92 82 - 112	122 102 - 143
NZ - Auckland	95 80 - 105	100 85 - 120	110 95 - 130	85 65 - 95	120 100 - 150
NZ - Wellington	95 80 - 105	95 85 - 110	110 95 - 130	85 75 - 95	110 100 - 125
NZ - Christchurch	95 80 - 105	85 70 - 100	110 95 - 130	70 60 - 80	110 100 - 120

	Senior Project Manager	Project Director	PMO Manager	IT Project Scheduler
NSW - Sydney	180 165 - 210	235 210 - 265	170 150 - 200	117 97 - 138
NSW - Regional	150 140 - 160	165 150 - 180	180 150 - 200	120 90 - 130
VIC - Melbourne	173 140 - 190	204 184 - 245	184 140 - 220	112 92 - 143
VIC - Regional	143 122 - 163	163 143 - 184	163 143 - 184	102 61 - 153
QLD - Brisbane, Gold Coast & Sunshine Coast	143 125 - 165	173 165 - 200	173 145 - 210	102 75 - 135
SA - Adelaide	135 125 - 153	163 133 - 204	148 122 - 184	112 92 - 143
WA - Perth	143 128 - 179	184 163 - 224	194 184 - 204	102 71 - 133
ACT - Canberra	153 122 - 173	194 173 - 224	173 153 - 204	112 102 - 122
TAS - Hobart/Launceston	122 112 - 133	133 122 - 153	153 133 - 184	77 66 - 82
NT - Darwin	143 128 - 168	179 153 - 204	163 133 - 184	92 82 - 102
NZ - Auckland	140 125 - 155	170 145 - 190	155 130 - 170	80 70 - 90
NZ - Wellington	140 125 - 155	170 145 - 190	145 130 - 170	75 65 - 80
NZ - Christchurch	130 115 - 150	160 135 - 180	145 130 - 170	70 60 - 80

NOTES:

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- New Zealand salaries are represented in New Zealand dollars

INFORMATION TECHNOLOGY

PROJECTS & BUSINESS CHANGE	Change Analyst	Change Manager	Senior Change Manager/ Change Lead
NSW - Sydney	125 110 - 130	160 140 - 180	185 170 - 210
NSW - Regional	125 115 - 130	150 120 - 165	170 145 - 195
VIC - Melbourne	122 100 - 138	153 120 - 163	179 153 - 194
VIC - Regional	102 92 - 122	112 102 - 133	133 122 - 163
QLD - Brisbane, Gold Coast & Sunshine Coast	92 75 - 115	143 110 - 160	153 130 - 200
SA - Adelaide	90 75 - 97	122 100 - 163	135 122 - 163
WA - Perth	112 92 - 122	133 112 - 153	143 133 - 168
ACT - Canberra	112 102 - 122	133 112 - 143	153 122 - 173
TAS - Hobart/Launceston	92 82 - 102	112 92 - 133	138 122 - 153
NT - Darwin	102 82 - 122	122 102 - 143	148 122 - 163
NZ - Auckland	110 95 - 120	130 110 - 150	160 130 - 180
NZ - Wellington	110 95 - 120	130 110 - 150	150 130 - 165
NZ - Christchurch	110 95 - 120	130 110 - 150	150 130 - 165

MISCELLANEOUS	IT Trainer	Technical Writer
NSW - Sydney	102 87 - 122	100 85 - 115
NSW - Regional	115 95 - 125	105 95 - 115
VIC - Melbourne	102 87 - 128	102 92 - 117
VIC - Regional	77 66 - 102	87 77 - 97
QLD - Brisbane, Gold Coast & Sunshine Coast	92 70 - 125	92 70 - 110
SA - Adelaide	90 70 - 112	77 56 - 97
WA - Perth	87 66 - 107	92 82 - 110
ACT - Canberra	92 82 - 102	92 82 - 102
TAS - Hobart/Launceston	82 71 - 102	77 71 - 92
NT - Darwin	92 77 - 117	102 87 - 112
NZ - Auckland	95 75 - 115	95 80 - 110
NZ - Wellington	95 75 - 115	95 80 - 110
NZ - Christchurch	90 75 - 100	90 70 - 100

NOTES:

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INFORMATION TECHNOLOGY

MANAGEMENT	Infrastructure Manager	Service Delivery Manager	IT Manager	Development Manager	Solutions Architect
NSW - Sydney	153 133 - 184	148 122 - 179	163 138 - 179	184 143 - 204	160 130 - 200
NSW - Regional	120 115 - 150	130 110 - 150	130 115 - 160	140 125 - 165	140 120 - 160
VIC - Melbourne	153 133 - 184	148 122 - 179	163 122 - 204	163 122 - 204	160 130 - 200
VIC - Regional	112 102 - 133	112 102 - 133	92 82 - 122	125 110 - 145	160 120 - 180
QLD - Brisbane, Gold Coast & Sunshine Coast	133 110 - 160	133 100 - 160	143 100 - 160	143 125 - 185	140 110 - 150
SA - Adelaide	130 110 - 160	110 90 - 130	130 110 - 160	148 112 - 224	130 110 - 150
WA - Perth	153 133 - 173	133 107 - 163	138 102 - 173	148 133 - 163	140 120 - 160
ACT - Canberra	143 122 - 163	153 112 - 163	153 143 - 184	148 138 - 158	160 120 - 180
TAS - Hobart/Launceston	117 102 - 133	102 92 - 122	122 112 - 153	117 102 - 133	145 120 - 170
NT - Darwin	133 122 - 143	122 102 - 143	143 133 - 153	143 117 - 153	130 110 - 150
NZ - Auckland	140 110 - 170	130 95 - 150	130 120 - 160	130 120 - 165	145 120 - 160
NZ - Wellington	140 110 - 160	120 95 - 135	130 120 - 160	130 120 - 165	145 120 - 160
NZ - Christchurch	125 100 - 150	100 80 - 115	125 110 - 145	130 100 - 160	145 120 - 160

	Enterprise Architect	Head of Digital	CISO	CIO	CTO
NSW - Sydney	204 163 - 245	224 184 - 281	255 225 - 360	306 255 - 357	306 255 - 357
NSW - Regional	155 140 - 165	170 145 - 205	215 195 - 245	245 185 - 285	215 175 - 255
VIC - Melbourne	214 184 - 255	224 184 - 281	255 225 - 360	275 224 - 357	265 224 - 357
VIC - Regional	150 140 - 170	153 133 - 184	179 143 - 204	204 163 - 245	204 180 - 250
QLD - Brisbane, Gold Coast & Sunshine Coast	143 125 - 165	204 180 - 250	204 180 - 260	255 190 - 300	235 170 - 300
SA - Adelaide	153 125 - 184	153 135 - 185	190 160 - 250	235 150 - 300	220 155 - 265
WA - Perth	180 155 - 195	163 153 - 204	214 194 - 245	245 224 - 255	245 224 - 255
ACT - Canberra	224 204 - 245	153 122 - 184	204 184 - 255	235 184 - 265	224 204 - 286
TAS - Hobart/Launceston	148 122 - 173	143 122 - 163	163 122 - 184	194 163 - 265	163 143 - 224
NT - Darwin	189 153 - 230	179 153 - 214	184 163 - 224	224 184 - 265	224 194 - 286
NZ - Auckland	160 140 - 200	160 120 - 190	190 160 - 230	200 150 - 250	200 150 - 250
NZ - Wellington	160 140 - 200	160 120 - 190	190 160 - 230	190 160 - 230	190 160 - 230
NZ - Christchurch	160 140 - 200	150 110 - 180	180 150 - 210	180 140 - 220	180 140 - 220

NOTES:

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- New Zealand salaries are represented in New Zealand dollars

ARCHITECTURE

	Graduate Architect 2-5 yrs exp	Project Architect 5-10 yrs exp	Architect 5-10 yrs exp	Senior Architect 10+ yrs exp	Drafter	BIM/CAD Manager
NSW - Sydney	61 - 82	82 - 122	77 - 102	102 - 153	56 - 82	102 - 163
NSW - Regional	59 - 65	71 - 97	70 - 85	85 - 120	51 - 75	82 - 122
VIC - Melbourne	59 - 77	77 - 102	71 - 97	102 - 153	56 - 102	97 - 153
VIC - Regional	59 - 71	71 - 92	71 - 92	92 - 122	51 - 82	82 - 122
QLD - Brisbane, Gold Coast & Sunshine Coast	59 - 71	77 - 112	82 - 102	92 - 133	51 - 92	87 - 117
QLD - Regional	59 - 61	66 - 82	61 - 82	77 - 97	48 - 66	71 - 92
SA - Adelaide	59 - 61	66 - 97	61 - 77	82 - 112	48 - 77	71 - 112
WA - Perth	59 - 66	77 - 92	77 - 102	82 - 133	51 - 82	82 - 112
ACT - Canberra	59 - 66	80 - 130	80 - 120	97 - 150	51 - 92	92 - 122
TAS - Hobart/Launceston	59 - 71	71 - 92	71 - 92	82 - 112	51 - 66	77 - 92
NT - Darwin	59 - 66	66 - 87	71 - 92	92 - 122	51 - 87	66 - 122
NZ - Auckland	59 - 77	92 - 117	82 - 122	122 - 143	71 - 112	97 - 133
NZ - Wellington	59 - 66	82 - 112	77 - 97	97 - 143	56 - 97	87 - 122
NZ - Christchurch	59 - 75	82 - 112	85 - 110	110 - 130	50 - 100	80 - 130

	Interior Designer 2-7 yrs exp	Senior Interior Designer 7+ yrs exp	Planner 2-5 yrs exp	Senior Planner 5+ yrs exp	Urban Designer	Landscape Architect
NSW - Sydney	56 - 87	87 - 133	61 - 92	92 - 133	61 - 122	61 - 130
NSW - Regional	51 - 85	87 - 97	60 - 80	88 - 115	65 - 105	61 - 82
VIC - Melbourne	56 - 87	92 - 133	61 - 92	87 - 122	56 - 122	61 - 122
VIC - Regional	56 - 87	92 - 133	56 - 77	77 - 92	46 - 92	61 - 92
QLD - Brisbane, Gold Coast & Sunshine Coast	51 - 92	92 - 112	56 - 77	77 - 112	61 - 92	75 - 110
QLD - Regional	46 - 56	66 - 82	51 - 66	66 - 92	77 - 87	61 - 82
SA - Adelaide	46 - 66	66 - 92	51 - 77	71 - 102	77 - 112	61 - 87
WA - Perth	51 - 71	71 - 102	56 - 66	77 - 112	56 - 112	61 - 122
ACT - Canberra	65 - 95	92 - 130	71 - 102	92 - 140	71 - 125	61 - 120
TAS - Hobart/Launceston	61 - 71	71 - 92	61 - 77	66 - 92	61 - 77	61 - 82
NT - Darwin	41 - 61	61 - 92	46 - 71	71 - 112	56 - 122	51 - 82
NZ - Auckland	51 - 82	82 - 97	46 - 71	71 - 122	71 - 112	77 - 112
NZ - Wellington	46 - 71	71 - 92	46 - 71	71 - 122	61 - 112	66 - 102
NZ - Christchurch	45 - 75	70 - 90	45 - 70	70 - 120	70 - 110	61 - 100

NOTES:

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- New Zealand salaries are represented in New Zealand dollars

ENGINEERING

BUILDING SERVICES DESIGN CONSULTANCY	CAD Drafter - Design Drafter CAD Manager	Graduate/ Entry-level Design Engineer	Intermediate - Senior Design Engineer	Associate/ Senior Associate	Principal/ Director	
NSW - Sydney	56 - 97	87 - 130	51 - 65	71 - 122	143 - 184	180 - 250
NSW - Regional	51 - 85	61 - 87	55 - 65	70 - 95	100 - 145	N/A
VIC - Melbourne	50 - 100	82 - 115	56 - 71	85 - 145	120 - 175	165 - 250
VIC - Regional	47 - 87	61 - 92	56 - 71	61 - 97	92 - 133	N/A
QLD - Brisbane, Gold Coast & Sunshine Coast	51 - 82	82 - 102	51 - 71	71 - 133	133 - 153	160 - 190
QLD - Regional	47 - 56	66 - 92	51 - 66	71 - 112	122 - 143	N/A
SA - Adelaide	65 - 80	80 - 100	55 - 65	70 - 90	92 - 133	140 - 180
WA - Perth	61 - 92	82 - 112	61 - 71	82 - 122	112 - 153	N/A
ACT - Canberra	51 - 85	75 - 100	51 - 71	71 - 122	112 - 143	140 - 250
TAS - Hobart/Launceston	57 - 75	85 - 110	50 - 60	70 - 110	110 - 150	N/A
NT - Darwin	51 - 71	61 - 87	56 - 66	82 - 122	112 - 148	N/A
NZ - Auckland	51 - 87	87 - 122	51 - 71	77 - 122	122 - 143	N/A
NZ - Wellington	51 - 82	71 - 112	51 - 71	77 - 122	112 - 143	N/A
NZ - Christchurch	51 - 82	71 - 112	51 - 66	77 - 122	112 - 143	N/A

BUILDING SERVICES CONTRACTOR	Foreperson/ Supervisor	Estimator - Snr Estimator	Project Manager	Senior Project Manager	Operations Manager	Building Services Manager
NSW - Sydney	77 - 130	77 - 170	92 - 160	133 - 185	143 - 200	143 - 204
NSW - Regional	65 - 80	70 - 90	87 - 97	105 - 125	115 - 135	115 - 170
VIC - Melbourne	66 - 77	71 - 138	92 - 143	112 - 184	112 - 184	112 - 184
VIC - Regional	56 - 77	66 - 128	92 - 143	112 - 184	112 - 184	112 - 184
QLD - Brisbane, Gold Coast & Sunshine Coast	82 - 112	71 - 122	97 - 133	102 - 163	112 - 163	133 - 179
QLD - Regional	71 - 92	71 - 122	97 - 133	112 - 148	143 - 163	133 - 168
SA - Adelaide	61 - 71	71 - 112	77 - 122	92 - 143	112 - 168	112 - 148
WA - Perth	71 - 102	92 - 122	92 - 133	122 - 158	143 - 184	143 - 184
ACT - Canberra	71 - 92	82 - 102	92 - 133	122 - 153	143 - 163	92 - 133
TAS - Hobart/Launceston	71 - 82	82 - 118	92 - 122	112 - 145	143 - 173	112 - 153
NT - Darwin	66 - 92	77 - 122	82 - 133	112 - 163	133 - 189	102 - 168
NZ - Auckland	61 - 82	61 - 107	87 - 112	97 - 133	112 - 153	112 - 173
NZ - Wellington	51 - 66	51 - 102	82 - 112	92 - 133	102 - 143	122 - 153
NZ - Christchurch	56 - 77	71 - 102	92 - 112	102 - 133	112 - 133	102 - 173

NOTES:

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- New Zealand salaries are represented in New Zealand dollars

ENGINEERING

CIVIL & STRUCTURAL	Civil/ Structural Drafter	Civil Designer/ Engineer	Structural Engineer	Client Side Rep/Resident Engineer	Environmental Engineer
NSW - Sydney	56 - 100	71 - 153	66 - 153	82 - 160	66 - 150
NSW - Regional	65 - 85	70 - 120	75 - 115	65 - 95	65 - 120
VIC - Melbourne	52 - 102	71 - 128	66 - 133	61 - 133	66 - 153
VIC - Regional	52 - 82	52 - 102	56 - 133	61 - 122	61 - 153
QLD - Brisbane, Gold Coast & Sunshine Coast	55 - 85	71 - 122	71 - 143	82 - 133	71 - 122
QLD - Regional	52 - 71	71 - 102	71 - 128	87 - 122	66 - 97
SA - Adelaide	65 - 75	55 - 77	75 - 110	60 - 92	77 - 122
WA - Perth	61 - 92	77 - 112	82 - 112	82 - 112	92 - 143
ACT - Canberra	56 - 90	61 - 110	71 - 133	61 - 112	66 - 122
TAS - Hobart/Launceston	56 - 82	63 - 90	70 - 120	74 - 110	71 - 110
NT - Darwin	52 - 82	56 - 82	77 - 143	77 - 133	77 - 112
NZ - Auckland	51 - 92	70 - 110	66 - 153	82 - 133	61 - 133
NZ - Wellington	51 - 92	51 - 92	61 - 153	61 - 122	51 - 122
NZ - Christchurch	50 - 90	50 - 90	60 - 140	61 - 122	51 - 122

	Geotechnical Engineer	Transportation Engineer	Structural/ Civil Project Engineer	Land Surveyor	Associate	Group Manager/ Principal
NSW - Sydney	66 - 133	102 - 184	61 - 143	82 - 143	130 - 170	160 - 220
NSW - Regional	80 - 130	77 - 122	90 - 140	75 - 125	115 - 130	140+
VIC - Melbourne	71 - 184	66 - 130	52 - 122	56 - 153	122 - 163	175 - 250
VIC - Regional	61 - 133	66 - 122	52 - 122	56 - 122	122 - 153	130 - 180
QLD - Brisbane, Gold Coast & Sunshine Coast	61 - 102	71 - 133	102 - 133	61 - 122	112 - 148	130 - 200
QLD - Regional	82 - 112	71 - 133	71 - 128	71 - 117	122 - 153	150+
SA - Adelaide	80 - 100	77 - 107	77 - 112	56 - 82	102 - 133	140 - 170
WA - Perth	77 - 92	82 - 122	92 - 133	92 - 143	112 - 204	140+
ACT - Canberra	66 - 133	71 - 112	82 - 133	56 - 92	87 - 153	140 - 220
TAS - Hobart/Launceston	74 - 98	67 - 87	77 - 90	75 - 90	125 - 150	160 - 180
NT - Darwin	92 - 122	92 - 112	77 - 143	77 - 92	122 - 168	135 - 180
NZ - Auckland	66 - 133	61 - 143	82 - 143	61 - 122	133 - 173	110 - 180
NZ - Wellington	61 - 133	61 - 143	66 - 143	56 - 133	122 - 163	100 - 170
NZ - Christchurch	55 - 122	61 - 143	66 - 143	56 - 117	122 - 163	100 - 160

NOTES:

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- New Zealand salaries are represented in New Zealand dollars

ENGINEERING

RAIL INFRASTRUCTURE	Track Specialists	Signalling Specialists	Systems Assurance Specialists	Project Engineer	Project Manager
NSW - Sydney	82 - 200	102 - 240	122 - 250	92 - 143	122 - 255
NSW - Regional	85 - 185	102 - 184	120 - 200	90 - 130	120 - 250
VIC - Melbourne	82 - 184	102 - 184	122 - 224	92 - 133	122 - 255
VIC - Regional	82 - 184	102 - 184	122 - 224	92 - 133	122 - 255
QLD - Brisbane, Gold Coast & Sunshine Coast	71 - 163	97 - 173	122 - 224	82 - 163	122 - 255
QLD - Regional	71 - 163	97 - 163	122 - 224	82 - 163	122 - 255
SA - Adelaide	71 - 143	97 - 184	122 - 204	82 - 163	143 - 255
WA - Perth	71 - 184	102 - 184	122 - 224	92 - 133	122 - 255
ACT - Canberra	82 - 143	102 - 184	122 - 204	82 - 163	143 - 255

LOCAL GOVERNMENT	Traffic Engineer	Civil Designer	Civil Project Manager	Asset Manager	Town Planner
NSW - Sydney	61 - 140	61 - 130	97 - 150	80 - 120	60 - 120
NSW - Regional	60 - 120	80 - 120	80 - 120	66 - 110	80 - 125
VIC - Melbourne	52 - 82	51 - 87	56 - 92	56 - 92	53 - 112
VIC - Regional	52 - 71	51 - 77	56 - 77	56 - 77	53 - 102
QLD - Brisbane, Gold Coast & Sunshine Coast	77 - 143	75 - 125	82 - 153	61 - 97	53 - 102
QLD - Regional	71 - 97	66 - 82	92 - 128	71 - 117	61 - 102
SA - Adelaide	71 - 92	55 - 75	71 - 97	66 - 97	66 - 97
WA - Perth	85 - 110	69 - 95	90 - 110	83 - 130	65 - 95
ACT - Canberra	61 - 102	56 - 92	NA	NA	61 - 102
TAS - Hobart/Launceston	61 - 82	61 - 82	82 - 122	82 - 122	61 - 92
NT - Darwin	52 - 87	71 - 102	71 - 112	61 - 102	53 - 92
NZ - Auckland	61 - 133	66 - 102	87 - 153	82 - 133	66 - 102
NZ - Wellington	61 - 133	61 - 102	82 - 133	61 - 102	61 - 117
NZ - Christchurch	61 - 122	56 - 97	82 - 133	56 - 97	61 - 102

NOTES:

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

CONSTRUCTION

CONSTRUCTION CIVIL	Leading Hand	Foreperson	Project Manager	Construction Manager	Design Manager	Site Engineer
NSW - Sydney	92 - 112	102 - 163	153 - 194	184 - 255	153 - 194	87 - 97
NSW - Regional	65 - 94	90 - 140	140 - 185	170 - 210	100 - 135	55 - 83
VIC - Melbourne	61 - 82	92 - 163	133 - 194	163 - 306	153 - 194	71 - 122
VIC - Regional	61 - 82	92 - 163	133 - 194	163 - 306	153 - 194	71 - 122
QLD - Brisbane, Gold Coast & Sunshine Coast	61 - 87	92 - 133	133 - 255	184 - 255	112 - 194	66 - 97
QLD - Regional	56 - 82	82 - 122	143 - 184	148 - 204	112 - 184	77 - 92
SA - Adelaide	56 - 82	87 - 107	130 - 150	140 - 190	90 - 140	75 - 90
WA - Perth	82 - 92	102 - 122	138 - 184	107 - 138	87 - 117	71 - 92
ACT - Canberra	80 - 90	90 - 120	100 - 150	130 - 200	80 - 120	80 - 100
TAS - Hobart/Launceston	66 - 77	82 - 92	102 - 153	173 - 199	122 - 153	71 - 92
NT - Darwin	66 - 87	71 - 112	122 - 153	116 - 224	92 - 163	71 - 122
NZ - Auckland	56 - 71	71 - 87	112 - 163	143 - 163	122 - 153	66 - 92
NZ - Wellington	51 - 80	66 - 102	100 - 150	140 - 200	92 - 128	61 - 92
NZ - South Island	65 - 80	80 - 110	85 - 150	130 - 180	100 - 150	60 - 90

	Project Engineer	Contracts Admin/ Qty Surveyor - Jnr/Inter	Contracts Admin/ Qty Surveyor - Senior	Estimator - Junior/ Intermediate	Estimator - Senior
NSW - Sydney	143 - 184	77 - 112	122 - 184	122 - 153	184 - 224
NSW - Regional	120 - 140	75 - 105	110 - 140	80 - 105	120 - 175
VIC - Melbourne	92 - 163	61 - 92	82 - 153	71 - 102	122 - 184
VIC - Regional	92 - 163	61 - 92	77 - 138	71 - 102	122 - 184
QLD - Brisbane, Gold Coast & Sunshine Coast	92 - 138	71 - 92	97 - 153	92 - 133	122 - 255
QLD - Regional	92 - 122	71 - 92	92 - 138	92 - 133	122 - 255
SA - Adelaide	82 - 122	55 - 85	85 - 130	61 - 92	95 - 140
WA - Perth	92 - 138	71 - 82	92 - 122	92 - 133	143 - 184
ACT - Canberra	90 - 150	60 - 80	80 - 130	60 - 90	90 - 130
TAS - Hobart/Launceston	82 - 97	66 - 82	92 - 122	71 - 92	92 - 133
NT - Darwin	82 - 143	61 - 92	82 - 133	82 - 112	102 - 184
NZ - Auckland	77 - 112	46 - 97	112 - 153	46 - 97	112 - 153
NZ - Wellington	82 - 130	51 - 92	110 - 150	51 - 92	120 - 160
NZ - South Island	80 - 120	55 - 90	100 - 150	55 - 90	100 - 150

NOTES:

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CONSTRUCTION

CONSTRUCTION BUILDING	Leading Hand	Foreperson	Site Manager	Project Manager	Construction Manager	Design Manager
NSW - Sydney	100 - 120	160 - 185	180 - 220	175 - 260	250 - 320	180 - 220
NSW - Regional	65 - 95	95 - 140	155 - 190	140 - 200	150 - 200	115 - 145
VIC - Melbourne	77 - 87	87 - 112	112 - 173	153 - 184	184 - 255	122 - 168
VIC - Regional	77 - 87	87 - 112	112 - 173	153 - 184	184 - 255	122 - 168
QLD - Brisbane, Gold Coast & Sunshine Coast	61 - 71	92 - 120	102 - 163	122 - 204	138 - 235	112 - 189
QLD - Regional	66 - 82	82 - 122	102 - 148	143 - 204	153 - 224	122 - 173
SA - Adelaide	50 - 70	65 - 122	87 - 163	102 - 204	122 - 224	102 - 184
WA - Perth	66 - 87	92 - 112	112 - 153	122 - 163	133 - 199	102 - 143
ACT - Canberra	75 - 95	120 - 160	150 - 270	140 - 240	150 - 320	90 - 150
TAS - Hobart/Launceston	66 - 77	82 - 92	92 - 133	102 - 153	173 - 199	122 - 153
NT - Darwin	66 - 87	71 - 112	102 - 148	112 - 163	117 - 184	92 - 138
NZ - Auckland	56 - 71	71 - 87	112 - 173	92 - 204	153 - 224	122 - 153
NZ - Wellington	60 - 70	70 - 90	100 - 125	100 - 150	140 - 200	100 - 150
NZ - South Island	62 - 70	70 - 90	90 - 120	100 - 150	120 - 180	100 - 150

	Site Engineer	Project Engineer	Contracts Admin/ Qty Surveyor - Entry-level/ Intermediate	Contracts Admin/ Qty Surveyor - Senior	Estimator - Junior/ Intermediate	Estimator - Senior
NSW - Sydney	110 - 130	155 - 180	80 - 120	155 - 180	95 - 130	170 - 250
NSW - Regional	65 - 90	90 - 130	78 - 95	100 - 140	90 - 110	115 - 155
VIC - Melbourne	61 - 102	82 - 112	61 - 92	122 - 184	71 - 102	122 - 184
VIC - Regional	61 - 102	82 - 112	61 - 92	122 - 184	71 - 102	122 - 184
QLD - Brisbane, Gold Coast & Sunshine Coast	66 - 92	77 - 122	61 - 100	92 - 153	71 - 100	102 - 220
QLD - Regional	71 - 97	92 - 133	61 - 92	92 - 143	77 - 122	122 - 194
SA - Adelaide	66 - 122	87 - 133	56 - 87	87 - 138	56 - 92	87 - 133
WA - Perth	92 - 112	92 - 133	77 - 102	122 - 173	71 - 97	97 - 133
ACT - Canberra	90 - 110	100 - 140	55 - 75	120 - 160	65 - 85	110 - 150
TAS - Hobart/Launceston	71 - 92	82 - 97	66 - 82	66 - 82	92 - 122	92 - 133
NT - Darwin	61 - 87	82 - 112	61 - 87	82 - 138	82 - 112	102 - 158
NZ - Auckland	66 - 92	77 - 112	46 - 97	112 - 153	46 - 97	112 - 153
NZ - Wellington	60 - 85	80 - 120	50 - 95	112 - 143	50 - 90	102 - 143
NZ - South Island	60 - 90	80 - 120	55 - 90	100 - 150	55 - 90	100 - 150

NOTES:

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- New Zealand salaries are represented in New Zealand dollars

CONSTRUCTION

CONSTRUCTION RESIDENTIAL	Leading Hand	Foreperson	Site Manager	Project Manager	Construction Manager
NSW - Sydney	90 - 110	100 - 120	110 - 160	130 - 180	160 - 220
NSW - Regional	60 - 75	80 - 110	90 - 120	100 - 130	130 - 170
VIC - Melbourne	80 - 100	90 - 120	100 - 140	110 - 160	140 - 200
VIC - Regional	70 - 100	80 - 110	90 - 130	100 - 130	120 - 180
QLD - Brisbane, Gold Coast & Sunshine Coast	55 - 75	75 - 90	90 - 120	110 - 140	120 - 160
QLD - Regional	60 - 75	65 - 85	85 - 100	80 - 110	95 - 120
SA - Adelaide	60 - 75	70 - 90	85 - 120	100 - 130	110 - 170
WA - Perth	60 - 80	70 - 85	80 - 100	80 - 110	95 - 120
ACT - Canberra	60 - 80	80 - 90	110 - 130	100 - 130	120 - 150
TAS - Hobart/Launceston	60 - 75	75 - 85	70 - 90	80 - 100	80 - 110
NZ - Auckland	65 - 75	85 - 94	80 - 95	95 - 120	130 - 150
NZ - Wellington	60 - 70	80 - 90	90 - 130	100 - 150	140 - 180
NZ - South Island	62 - 70	70 - 90	90 - 120	90 - 120	130 - 180

	Contracts Admin/ Qty Surveyor - Entry-level/ Intermediate	Contracts Admin/ Qty Surveyor - Senior	Estimator - Junior/ Intermediate	Estimator - Senior
NSW - Sydney	70 - 90	100 - 140	60 - 80	80 - 150
NSW - Regional	60 - 85	100 - 140	60 - 80	80 - 140
VIC - Melbourne	70 - 90	100 - 140	55 - 85	80 - 120
VIC - Regional	60 - 85	100 - 140	55 - 80	75 - 100
QLD - Brisbane, Gold Coast & Sunshine Coast	55 - 80	80 - 120	60 - 85	80 - 120
QLD - Regional	60 - 85	80 - 120	50 - 75	70 - 100
SA - Adelaide	55 - 75	60 - 85	50 - 70	60 - 100
WA - Perth	NA - NA	NA - NA	55 - 90	70 - 100
ACT - Canberra	50 - 80	100 - 120	55 - 70	90 - 110
TAS - Hobart/Launceston	NA - NA	NA - NA	55 - 65	75 - 85
NZ - Auckland	45 - 80	105 - 140	45 - 80	120 - 150
NZ - Wellington	55 - 90	120 - 150	60 - 80	100 - 150
NZ - South Island	55 - 90	100 - 150	55 - 90	100 - 150

NOTES:

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CONSTRUCTION

LOCAL GOVERNMENT	Building Surveyor	Facilities Coordinator	Facilities Manager	Project Manager	Property Manager
NSW - Sydney	66 - 122	43 - 56	51 - 92	82 - 122	61 - 133
NSW - Regional	56 - 87	60 - 80	75 - 100	75 - 105	46 - 105
VIC - Melbourne	148 - 204	66 - 77	82 - 133	92 - 133	82 - 102
VIC - Regional	112 - 143	61 - 71	77 - 102	82 - 100	71 - 92
QLD - Brisbane, Gold Coast & Sunshine Coast	51 - 82	43 - 56	61 - 92	61 - 122	46 - 77
QLD - Regional	66 - 102	49 - 77	77 - 102	92 - 122	49 - 87
SA - Adelaide	80 - 110	56 - 66	77 - 97	80 - 97	56 - 97
WA - Perth	82 - 117	61 - 77	82 - 102	87 - 112	77 - 92
TAS - Hobart/Launceston	82 - 112	61 - 71	71 - 92	82 - 102	82 - 102
NT - Darwin	51 - 82	41 - 61	61 - 92	61 - 102	46 - 77
NZ - Auckland	66 - 112	51 - 66	82 - 122	122 - 153	71 - 122
NZ - Wellington	61 - 97	51 - 66	77 - 117	102 - 153	71 - 122
NZ - South Island	71 - 102	51 - 66	71 - 102	102 - 143	71 - 122

NOTES:

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- New Zealand salaries are represented in New Zealand dollars

PROPERTY

	Commercial/Industrial/ Retail Property Management 0-3 yrs exp	Commercial/Industrial/ Retail Property Management 3+ yrs exp	Residential Property Manager 0-3 yrs exp
NSW - Sydney	56 - 92	82 - 133	50 - 71
NSW - Regional	46 - 66	61 - 117	46 - 66
VIC - Melbourne	51 - 73	80 - 110	46 - 56
VIC - Regional	39 - 56	56 - 97	39 - 51
QLD - Brisbane, Gold Coast & Sunshine Coast	52 - 70	65 - 100	45 - 65
QLD - Regional	47 - 56	65 - 90	45 - 60
SA - Adelaide	45 - 65	60 - 85	40 - 60
WA - Perth	55 - 75	66 - 138	41 - 65
ACT - Canberra	51 - 66	70 - 112	50 - 65
TAS - Hobart	55 - 66	66 - 87	46 - 61
NT - Darwin	56 - 77	61 - 102	49 - 66
NZ - Auckland	61 - 77	92 - 122	61 - 82
NZ - Wellington	61 - 77	87 - 112	61 - 82
NZ - Christchurch	56 - 71	87 - 112	61 - 82

	Residential Property Manager 3+ yrs exp	Asset Manager 0-3 yrs exp	Asset Manager 3+ yrs exp
NSW - Sydney	71 - 90	71 - 112	112 - 184
NSW - Regional	66 - 82	66 - 102	77 - 122
VIC - Melbourne	56 - 82	66 - 92	100 - 180
VIC - Regional	46 - 87	61 - 87	87 - 117
QLD - Brisbane, Gold Coast & Sunshine Coast	55 - 70	66 - 92	90 - 120
QLD - Regional	50 - 65	71 - 92	90 - 120
SA - Adelaide	50 - 75	55 - 85	68 - 110
WA - Perth	61 - 77	77 - 92	92 - 138
ACT - Canberra	65 - 92	71 - 102	102 - 143
TAS - Hobart	56 - 71	70 - 80	82 - 112
NT - Darwin	61 - 82	66 - 92	82 - 122
NZ - Auckland	82 - 102	92 - 112	112 - 153
NZ - Wellington	82 - 102	82 - 112	102 - 133
NZ - Christchurch	82 - 102	82 - 112	102 - 133

NOTES:

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

PROPERTY

	Retail Centre Manager	Lease Administrator	Commercial/Industrial Sales & Leasing
NSW - Sydney	82 - 133	51 - 102	61 - 153
NSW - Regional	71 - 122	46 - 82	56 - 122
VIC - Melbourne	77 - 133	50 - 90	61 - 150
VIC - Regional	66 - 107	39 - 51	56 - 117
QLD - Brisbane, Gold Coast & Sunshine Coast	82 - 122	48 - 60	60 - 150
QLD - Regional	77 - 143	45 - 50	60 - 150
SA - Adelaide	75 - 140	50 - 65	55 - 110
WA - Perth	77 - 143	41 - 56	77 - 168
ACT - Canberra	92 - 143	51 - 66	71 - 143
TAS - Hobart	92 - 112	46 - 56	61 - 92
NT - Darwin	82 - 122	46 - 61	61 - 102
NZ - Auckland	92 - 153	56 - 77	133 - 204
NZ - Wellington	92 - 122	51 - 66	133 - 153
NZ - Christchurch	92 - 122	51 - 66	133 - 153

NOTES:

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- New Zealand salaries are represented in New Zealand dollars

PROPERTY

	Valuer CPV/RPV 0-3 yrs exp	Valuer CPV/RPV 3+ yrs exp	Client Side Project Manager 0-3 yrs exp	Client Side Project Manager 3+ yrs exp	Client Side Project Director
NSW - Sydney	46 - 87	66 - 122	71 - 102	102 - 158	179 - 245
NSW - Regional	41 - 82	56 - 102	71 - 102	102 - 158	163 - 224
VIC - Melbourne	56 - 70	66 - 112	71 - 122	122 - 184	184 - 255
VIC - Regional	46 - 66	66 - 102	71 - 122	122 - 184	184 - 255
QLD - Brisbane, Gold Coast & Sunshine Coast	46 - 75	70 - 105	70 - 100	100 - 140	153 - 214
QLD - Regional	46 - 75	70 - 105	70 - 95	95 - 120	130 - 170
SA - Adelaide	45 - 75	65 - 100	65 - 90	85 - 140	120 - 250
WA - Perth	56 - 84	77 - 122	66 - 102	102 - 153	153 - 204
ACT - Canberra	56 - 77	82 - 133	71 - 112	112 - 163	184 - 255
TAS - Hobart	56 - 71	71 - 92	71 - 92	92 - 153	133 - 194
NT - Darwin	56 - 82	66 - 112	71 - 92	92 - 143	148 - 204
NZ - Auckland	56 - 87	87 - 138	77 - 97	102 - 153	173 - 214
NZ - Wellington	56 - 87	87 - 138	77 - 97	87 - 133	133 - 163
NZ - Christchurch	56 - 87	87 - 138	77 - 97	87 - 133	133 - 163

	Acquisitions 0-4 yrs exp	Acquisitions 4+ yrs exp	Assistant Development Manager	Development Manager	Development Director
NSW - Sydney	71 - 122	102 - 388	71 - 122	133 - 255	224 - 388
NSW - Regional	56 - 97	102 - 306	56 - 112	122 - 255	224 - 388
VIC - Melbourne	77 - 97	97 - 153	66 - 112	102 - 204	255 - 357
VIC - Regional	66 - 102	92 - 168	51 - 87	112 - 158	158 - 204
QLD - Brisbane, Gold Coast & Sunshine Coast	71 - 107	82 - 168	55 - 77	95 - 160	204 - 306
QLD - Regional	61 - 102	82 - 143	55 - 66	102 - 143	153 - 204
SA - Adelaide	40 - 85	110 - 140	55 - 95	130 - 200	145 - 230
WA - Perth	56 - 102	112 - 163	61 - 92	112 - 158	168 - 255
ACT - Canberra	61 - 102	92 - 184	66 - 92	102 - 184	184 - 245
TAS - Hobart	71 - 102	87 - 117	56 - 92	102 - 153	143 - 184
NT - Darwin	51 - 87	71 - 122	56 - 92	112 - 148	153 - 194
NZ - Auckland	66 - 87	87 - 133	77 - 133	194 - 265	306 - 408
NZ - Wellington	66 - 87	77 - 117	77 - 122	158 - 214	255 - 357
NZ - Christchurch	66 - 87	77 - 117	77 - 122	158 - 214	255 - 357

NOTES:

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

FACILITIES MANAGEMENT

	Building Manager	Facilities Coordinator	Facilities Manager	Service Manager
NSW - Sydney	75 - 95	65 - 75	82 - 122	82 - 153
NSW - Regional	65 - 80	55 - 75	82 - 102	82 - 133
VIC - Melbourne	71 - 87	65 - 75	87 - 112	100 - 120
VIC - Regional	71 - 87	61 - 71	82 - 112	100 - 120
QLD - Brisbane, Gold Coast & Sunshine Coast	70 - 80	55 - 70	75 - 122	85 - 120
QLD - Regional	60 - 70	49 - 60	61 - 102	80 - 110
SA - Adelaide	66 - 82	56 - 66	66 - 87	82 - 97
WA - Perth	66 - 77	51 - 61	71 - 92	87 - 122
ACT - Canberra	71 - 82	56 - 66	82 - 133	82 - 133
TAS - Hobart	61 - 71	46 - 66	66 - 87	71 - 82
NT - Darwin	66 - 82	62 - 82	82 - 122	102 - 142
NZ - Auckland	77 - 112	61 - 77	87 - 128	87 - 128
NZ - Wellington	77 - 112	51 - 71	87 - 128	82 - 122
NZ - Christchurch	77 - 112	51 - 71	87 - 117	82 - 117

	Contracts Manager	Operations Manager	Engineering Manager	Bid Manager	General Manager
NSW - Sydney	102 - 153	112 - 153	122 - 153	112 - 153	153 - 255
NSW - Regional	82 - 122	82 - 122	102 - 122	102 - 133	153 - 255
VIC - Melbourne	77 - 122	82 - 122	87 - 117	82 - 153	133 - 235
VIC - Regional	66 - 112	82 - 122	77 - 117	82 - 153	112 - 235
QLD - Brisbane, Gold Coast & Sunshine Coast	82 - 133	75 - 125	95 - 125	87 - 143	122 - 204
QLD - Regional	66 - 117	75 - 110	80 - 100	82 - 133	112 - 194
SA - Adelaide	87 - 117	87 - 122	82 - 102	87 - 128	112 - 189
WA - Perth	112 - 143	133 - 153	102 - 128	122 - 163	153 - 184
ACT - Canberra	122 - 168	102 - 153	122 - 153	102 - 153	153 - 255
TAS - Hobart	77 - 92	87 - 117	82 - 122	87 - 102	102 - 148
NT - Darwin	100 - 140	90 - 150	97 - 163	75 - 135	130 - 220
NZ - Auckland	87 - 133	102 - 133	112 - 143	112 - 148	133 - 235
NZ - Wellington	82 - 122	102 - 133	112 - 143	112 - 148	128 - 189
NZ - Christchurch	82 - 122	102 - 133	112 - 133	102 - 143	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
NSW - Sydney	82 - 102	66 - 82	82 - 92	56 - 71
NSW - Regional	82 - 102	66 - 82	71 - 82	51 - 66
VIC - Melbourne	82 - 122	66 - 82	77 - 87	56 - 66
VIC - Regional	82 - 122	66 - 82	77 - 87	56 - 66
QLD - Brisbane, Gold Coast & Sunshine Coast	77 - 107	61 - 77	71 - 87	50 - 60
QLD - Regional	77 - 102	61 - 77	71 - 92	50 - 63
SA - Adelaide	77 - 92	61 - 71	71 - 82	46 - 56
WA - Perth	71 - 92	77 - 97	77 - 97	51 - 66
ACT - Canberra	82 - 102	66 - 82	66 - 77	41 - 56
NZ - Auckland	82 - 97	71 - 82	71 - 87	51 - 71
NZ - Wellington	82 - 97	66 - 82	71 - 87	51 - 71
NZ - Christchurch	82 - 97	66 - 82	71 - 87	51 - 71

	Control Room Operator	Security Manager	Facilities Officer	Guest Services Agent
NSW - Sydney	56 - 66	71 - 82	51 - 65	56 - 66
NSW - Regional	56 - 66	71 - 82	51 - 61	56 - 66
VIC - Melbourne	55 - 65	75 - 85	60 - 65	55 - 65
VIC - Regional	55 - 65	75 - 85	60 - 65	55 - 65
QLD - Brisbane, Gold Coast & Sunshine Coast	56 - 61	66 - 77	51 - 71	51 - 56
QLD - Regional	56 - 61	66 - 79	48 - 61	51 - 56
SA - Adelaide	51 - 61	66 - 82	51 - 61	46 - 56
WA - Perth	56 - 66	66 - 77	51 - 61	51 - 56
ACT - Canberra	51 - 61	71 - 82	51 - 61	51 - 56
TAS - Hobart	51 - 66	71 - 82	51 - 61	51 - 56
NT - Darwin	55 - 65	65 - 75	55 - 65	50 - 55
NZ - Auckland	56 - 66	77 - 87	56 - 66	56 - 61
NZ - Wellington	56 - 66	77 - 87	56 - 66	56 - 61
NZ - Christchurch	56 - 66	77 - 87	56 - 66	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
NSW - Sydney	62 - 72	75 - 85	82 - 100	120 - 140
NSW - Regional	60 - 70	70 - 80	82 - 100	120 - 140
VIC - Melbourne	60 - 81	70 - 80	70 - 90	75 - 115
VIC - Regional	58 - 70	70 - 80	70 - 90	75 - 115
QLD - Brisbane, Gold Coast & Sunshine Coast	60 - 65	60 - 65	75 - 100	90 - 110
QLD - Regional	60 - 65	60 - 65	75 - 100	90 - 110
SA - Adelaide	55 - 65	60 - 65	70 - 80	85 - 100
WA - Perth	60 - 90	60 - 79	70 - 100	90 - 110
ACT - Canberra	60 - 70	60 - 70	75 - 100	100 - 130

NOTES:

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

MANUFACTURING & OPERATIONS

MANUFACTURING & OPERATIONS	Production/ Process Worker	Machinist	Boilermaker/ Welder	Production Supervisor	Production Manager
NSW - Sydney	41 - 51	51 - 71	56 - 71	71 - 92	85 - 130
VIC - Melbourne	41 - 51	51 - 66	56 - 71	66 - 87	87 - 133
QLD - Brisbane	41 - 46	46 - 51	61 - 71	56 - 82	77 - 112
WA - Perth	46 - 56	70 - 90	66 - 82	61 - 82	77 - 130
SA - Adelaide	39 - 46	46 - 56	46 - 56	66 - 92	87 - 112
NT - Darwin	45 - 49	61 - 80	66 - 77	56 - 77	77 - 92
ACT - Canberra	45 - 55	65 - 85	70 - 90	70 - 100	80 - 120
TAS - Hobart	39 - 46	46 - 56	54 - 63	66 - 87	87 - 107

	Operations Manager	Maintenance Manager	Engineering Manager
NSW - Sydney	125 - 165	110 - 140	120 - 160
VIC - Melbourne	112 - 163	102 - 133	102 - 153
QLD - Brisbane	102 - 150	112 - 143	112 - 153
WA - Perth	107 - 158	87 - 143	102 - 143
SA - Adelaide	82 - 133	71 - 92	92 - 122
NT - Darwin	82 - 133	71 - 92	82 - 122
ACT - Canberra	80 - 130	90 - 120	80 - 120
TAS - Hobart	87 - 122	71 - 97	92 - 117

QUALITY CONTROL & R&D	QA Coordinator	QA Manager	Food Technologist	NPD Manager Food	Technical Manager
NSW - Sydney	61 - 87	92 - 133	71 - 92	102 - 133	112 - 143
VIC - Melbourne	51 - 71	82 - 133	61 - 97	87 - 133	102 - 143
QLD - Brisbane	56 - 77	77 - 102	66 - 77	92 - 133	92 - 133
WA - Perth	56 - 77	82 - 133	77 - 102	82 - 112	82 - 112
SA - Adelaide	51 - 82	71 - 112	56 - 77	77 - 102	112 - 133
NT - Darwin	66 - 87	82 - 97	61 - 77	77 - 102	102 - 122
ACT - Canberra	65 - 89	85 - 110	70 - 90	85 - 130	110 - 140
TAS - Hobart	56 - 77	77 - 112	56 - 77	82 - 102	107 - 128

NOTES:

- All salaries shown are exclusive of superannuation

MANUFACTURING & OPERATIONS

PRODUCT DESIGN & DEVELOPMENT	Drafter	Mechanical Design Engineer	Project Engineer	Electronics Engineer	R&D Manager
NSW - Sydney	66 - 87	80 - 120	90 - 130	82 - 102	112 - 148
VIC - Melbourne	66 - 92	82 - 120	82 - 133	75 - 100	95 - 135
QLD - Brisbane	51 - 82	82 - 120	92 - 122	92 - 122	92 - 133
WA - Perth	77 - 92	92 - 122	92 - 133	77 - 110	112 - 148
SA - Adelaide	61 - 82	61 - 82	71 - 102	82 - 112	77 - 102
NT - Darwin	77 - 102	82 - 112	87 - 122	82 - 112	92 - 122
ACT - Canberra	80 - 100	90 - 120	90 - 120	80 - 115	80 - 120
TAS - Hobart	66 - 87	71 - 102	77 - 107	82 - 112	87 - 112

MAINTENANCE & ENGINEERING	Maintenance Fitter	Maintenance Electrician	Maintenance Planner	Electrical Engineer	Reliability Engineer
NSW - Sydney	75 - 95	80 - 110	80 - 105	90 - 110	77 - 97
VIC - Melbourne	66 - 87	71 - 92	71 - 92	82 - 112	82 - 133
QLD - Brisbane	61 - 82	71 - 92	71 - 102	102 - 133	102 - 122
WA - Perth	71 - 92	71 - 92	77 - 87	82 - 102	82 - 122
SA - Adelaide	51 - 61	56 - 77	71 - 82	71 - 102	77 - 102
NT - Darwin	71 - 82	71 - 82	71 - 102	87 - 102	87 - 102
ACT - Canberra	80 - 110	80 - 100	80 - 100	80 - 110	80 - 120
TAS - Hobart	61 - 71	61 - 71	77 - 92	77 - 102	82 - 102

NOTES:

- All salaries shown are exclusive of superannuation

ENERGY

Design Engineering

TRANSMISSION & DISTRIBUTION/ GENERATION	Design Engineer*	Senior Design Engineer*	Principal Design Engineer	Engineering Manager	Design Manager
NSW - Sydney	77 - 110	112 - 150	143 - 180	163 - 240	133 - 180
VIC - Melbourne	80 - 112	105 - 145	150 - 200	143 - 184	130 - 180
QLD - Brisbane	87 - 115	115 - 155	155 - 190	155 - 205	125 - 170
WA - Perth	80 - 100	110 - 150	140 - 170	160 - 200	140 - 160
SA - Adelaide	82 - 112	102 - 143	143 - 163	153 - 194	133 - 163
NT - Darwin	87 - 117	117 - 153	122 - 173	148 - 194	133 - 173

	Design Drafter	Senior Design Drafter	Project Engineer (EPCM)	Senior Project Engineer (EPCM)
NSW - Sydney	66 - 87	77 - 120	87 - 130	133 - 170
VIC - Melbourne	61 - 92	71 - 112	92 - 130	133 - 173
QLD - Brisbane	66 - 90	90 - 115	95 - 150	148 - 180
WA - Perth	70 - 85	80 - 90	110 - 140	140 - 180
SA - Adelaide	56 - 82	82 - 97	82 - 122	133 - 153
NT - Darwin	66 - 87	82 - 112	117 - 143	128 - 173

	Power Systems Engineer	Protection Engineer	Transmission Line Design Engineer	Project Manager
NSW - Sydney	92 - 150	102 - 140	122 - 200	133 - 190
VIC - Melbourne	92 - 150	77 - 128	102 - 140	122 - 163
QLD - Brisbane	95 - 125	117 - 140	92 - 153	133 - 170
WA - Perth	90 - 130	120 - 140	100 - 140	120 - 160
SA - Adelaide	92 - 122	92 - 128	97 - 143	122 - 153
NT - Darwin	97 - 143	102 - 133	92 - 143	138 - 184

RENEWABLE	Wind Farm Engineer	Solar Engineer	Geothermal Engineer	Technician	Project Manager
NSW - Sydney	102 - 160	92 - 140	82 - 120	66 - 100	133 - 200
VIC - Melbourne	102 - 133	102 - 133	92 - 112	87 - 117	150 - 200
QLD - Brisbane	102 - 150	87 - 130	92 - 138	77 - 102	133 - 184
WA - Perth	100 - 130	100 - 120	105 - 130	85 - 100	140 - 160
SA - Adelaide	102 - 133	102 - 122	92 - 122	71 - 92	112 - 153
NT - Darwin	N/A	107 - 128	97 - 128	77 - 112	N/A

NOTES:

• All salaries shown are exclusive of superannuation

* Design Engineer/Senior Design Engineer - Mechanical/Process/Elec/I&C Discipline

ENERGY

Design Engineering

RENEWABLE	Construction Manager	Project Development Manager	Project Development Director	Project Delivery Director
NSW - Sydney	153 - 230	133 - 184	184 - 224	224 - 350
VIC - Melbourne	173 - 224	150 - 200	220 - 280	306 - 357
QLD - Brisbane	150 - 204	133 - 190	184 - 230	224 - 306
WA - Perth	160 - 200	130 - 160	175 - 220	250 - 300
SA - Adelaide	153 - 204	122 - 153	184 - 224	204 - 255

	PV Designer	Grid Connection Engineer	Grid Connections Manager
NSW - Sydney	133 - 153	133 - 170	173 - 220
VIC - Melbourne	100 - 140	143 - 163	184 - 224
QLD - Brisbane	133 - 153	133 - 163	173 - 204
WA - Perth	80 - 110	130 - 160	145 - 190
SA - Adelaide	102 - 122	112 - 133	143 - 184

NOTES:

- All salaries shown are exclusive of superannuation

ENERGY

Operations & Maintenance

OPERATIONS & MAINTENANCE	Control Room Operator	Control Room Manager	Maintenance Superintendent	Maintenance Planning/Scheduler	Operations Manager
NSW - Sydney	77 - 110	87 - 130	87 - 120	82 - 120	143 - 200
VIC - Melbourne	97 - 117	117 - 143	97 - 112	82 - 107	133 - 173
QLD - Brisbane	82 - 107	102 - 133	122 - 153	112 - 135	162 - 214
WA - Perth	85 - 120	120 - 140	125 - 175	95 - 135	180 - 210
SA - Adelaide	82 - 112	102 - 128	102 - 133	97 - 133	122 - 153
NT - Darwin	87 - 97	97 - 133	112 - 153	102 - 133	163 - 224

	Asset Engineer (3-7 yrs)*	Leading Hand	Electrician	Mechanical Fitter	E&I Technician
NSW - Sydney	92 - 130	66 - 100	66 - 100	66 - 90	71 - 110
VIC - Melbourne	87 - 133	92 - 112	92 - 122	61 - 82	82 - 112
QLD - Brisbane	90 - 128	92 - 128	87 - 117	77 - 112	92 - 153
WA - Perth	85 - 130	95 - 120	90 - 110	90 - 110	115 - 140
SA - Adelaide	97 - 122	82 - 102	82 - 102	71 - 97	82 - 102
NT - Darwin	92 - 133	92 - 122	87 - 112	87 - 112	87 - 112

	Line Worker	G&B Linesworker	Switching Operator	Protection Technician	Generator Technician
NSW - Sydney	77 - 120	N/A	66 - 130	71 - 110	71 - 120
VIC - Melbourne	66 - 82	87 - 133	87 - 122	97 - 122	82 - 102
QLD - Brisbane	82 - 112	97 - 138	92 - 128	128 - 168	80 - 135
WA - Perth	75 - 100	85 - 120	95 - 140	90 - 135	90 - 130
SA - Adelaide	71 - 102	87 - 112	87 - 122	112 - 153	87 - 133
NT - Darwin	82 - 122	87 - 122	97 - 143	92 - 138	82 - 122

	Directional Driller	Cable Jointer	Cable Layer	Operator/Maintainer
NSW - Sydney	N/A	77 - 120	66 - 100	77 - 110
VIC - Melbourne	71 - 102	95 - 120	77 - 97	82 - 97
QLD - Brisbane	117 - 148	92 - 117	92 - 112	133 - 158
WA - Perth	65 - 95	80 - 120	70 - 90	130 - 160
SA - Adelaide	82 - 112	87 - 112	87 - 112	122 - 153
NT - Darwin	71 - 102	82 - 122	61 - 87	133 - 168

NOTES:

- All salaries shown are exclusive of superannuation
- * Asset Engineer (3-7 yrs) - Mechanical/Electrical Discipline
- * Engineer (Mechanical/Electrical)

ENERGY

Project Development

PROJECT DELIVERY	Project Manager	Project Engineer*	Construction Manager	Site Superintendent
NSW - Sydney	143 - 184	92 - 133	153 - 179	128 - 153
VIC - Melbourne	133 - 163	97 - 133	153 - 184	133 - 153
QLD - Brisbane	128 - 179	97 - 138	148 - 179	102 - 140
WA - Perth	160 - 190	95 - 145	145 - 175	120 - 160
SA - Adelaide	122 - 143	87 - 133	133 - 163	112 - 138
NT - Darwin	143 - 184	112 - 143	163 - 204	102 - 148

	Site Engineer	Commissioning Engineer	Commissioning Manager
NSW - Sydney	71 - 102	112 - 138	143 - 184
VIC - Melbourne	82 - 133	133 - 153	163 - 194
QLD - Brisbane	85 - 122	128 - 168	143 - 179
WA - Perth	100 - 145	130 - 160	140 - 190
SA - Adelaide	77 - 102	122 - 153	153 - 184
NT - Darwin	82 - 122	112 - 163	143 - 173

PROJECT SERVICES	Estimator	Senior Estimator	Planner/Scheduler	Planning Manager
NSW - Sydney	112 - 153	153 - 184	87 - 133	133 - 163
VIC - Melbourne	120 - 153	153 - 184	107 - 133	133 - 163
QLD - Brisbane	95 - 150	145 - 190	77 - 128	128 - 163
WA - Perth	100 - 160	120 - 170	95 - 130	125 - 165
SA - Adelaide	102 - 122	122 - 143	112 - 138	128 - 158
NT - Darwin	87 - 122	122 - 163	97 - 133	102 - 153

	Contracts Administrator	Contracts Manager	OHS Supervisor	OHS Manager
NSW - Sydney	82 - 112	112 - 143	92 - 117	143 - 184
VIC - Melbourne	87 - 107	122 - 153	87 - 122	122 - 153
QLD - Brisbane	90 - 122	122 - 165	97 - 135	128 - 148
WA - Perth	80 - 105	120 - 150	95 - 130	125 - 150
SA - Adelaide	82 - 112	112 - 148	92 - 112	112 - 128
NT - Darwin	92 - 122	122 - 153	102 - 133	102 - 163

NOTES:

- All salaries shown are exclusive of superannuation
- * Project Engineer - Mechanical/Electrical/Instrumentation & Controls Discipline

RESOURCES & MINING

METALLIFEROUS MINING ENGINEERING	Registered Mine Manager	Underground/ Quarry Manager	Technical Services Mgr	Senior Mining Engineer	Mining Engineer
WA	184 - 265	184 - 255	173 - 224	143 - 184	122 - 153
QLD - Hard Rock	194 - 255	184 - 204	184 - 214	155 - 180	122 - 153
QLD - Coal	224 - 255	184 - 214	194 - 224	173 - 194	133 - 163
NSW	163 - 224	150 - 205	185 - 220	150 - 180	120 - 140
VIC	153 - 204	102 - 153	133 - 173	133 - 184	102 - 133
SA	180 - 220	122 - 163	163 - 194	143 - 173	112 - 143
TAS	153 - 204	112 - 143	133 - 173	122 - 143	92 - 122
NT	189 - 260	184 - 214	168 - 189	138 - 179	117 - 163

	Graduate Mining Engineer	Geotechnical Engineer	Chief Surveyor	Senior Surveyor	Mine Surveyor
WA	92 - 122	122 - 163	163 - 204	133 - 163	112 - 143
QLD - Hard Rock	71 - 107	122 - 163	163 - 184	143 - 163	122 - 143
QLD - Coal	71 - 107	122 - 163	163 - 184	143 - 163	122 - 143
NSW	80 - 90	133 - 160	150 - 185	125 - 155	125 - 155
VIC	56 - 77	112 - 133	112 - 153	92 - 122	77 - 112
SA	61 - 92	133 - 153	122 - 153	112 - 122	92 - 122
TAS	61 - 87	107 - 133	97 - 122	87 - 117	71 - 92
NT	71 - 102	128 - 168	148 - 173	138 - 158	117 - 148

METALLIFEROUS GEOLOGY - MINING	Chief Geologist	Senior Mine Geologist	Mine Geologist	Graduate Geologist	Pit Technician/ Geological Technician
WA	204 - 255	133 - 184	102 - 143	87 - 107	71 - 97
QLD - Hard Rock	173 - 214	143 - 173	102 - 143	66 - 97	71 - 97
QLD - Coal	173 - 214	143 - 173	102 - 143	66 - 97	71 - 97
NSW	180 - 235	135 - 180	110 - 135	70 - 90	70 - 95
VIC	153 - 184	122 - 153	92 - 122	56 - 77	51 - 82
SA	122 - 143	112 - 122	92 - 122	51 - 61	61 - 87
TAS	122 - 163	103 - 125	87 - 110	56 - 71	56 - 71
NT	163 - 204	128 - 179	97 - 143	87 - 102	87 - 102

NOTES:

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

RESOURCES & MINING

METALLIFEROUS GEOLOGY - EXPLORATION	Exploration Manager	Senior Exploration Geologist	Exploration Geologist	Field Assistant
WA	184 - 255	133 - 184	92 - 143	71 - 97
QLD - Hard Rock	175 - 210	133 - 168	82 - 122	71 - 92
QLD - Coal	173 - 204	143 - 173	102 - 133	71 - 92
NSW	185 - 225	130 - 165	95 - 130	61 - 82
VIC	153 - 184	133 - 163	102 - 128	61 - 82
SA	140 - 160	120 - 155	92 - 122	61 - 82
TAS	122 - 153	110 - 140	88 - 110	56 - 71
NT	153 - 209	122 - 173	112 - 148	77 - 102

MINERAL PROCESSING	Process Manager	Process Engineer Mid level 3-7yrs	Senior Metallurgist	Metallurgist	Graduate Metallurgist
WA	184 - 255	122 - 163	143 - 184	122 - 153	77 - 102
QLD	204 - 245	112 - 158	148 - 184	112 - 148	71 - 87
NSW	173 - 204	105 - 125	115 - 135	90 - 120	70 - 90
VIC	163 - 184	87 - 112	112 - 138	87 - 102	61 - 77
SA	150 - 170	97 - 122	112 - 133	82 - 112	61 - 82
TAS	153 - 184	82 - 105	107 - 128	85 - 120	56 - 71
NT	173 - 224	102 - 143	133 - 173	102 - 133	61 - 77

	Mill Superintendent	Shift Supervisor	Mill Operator	Metallurgical Technician	Laboratory Technician
WA	163 - 204	122 - 158	87 - 117	82 - 97	87 - 112
QLD	143 - 163	112 - 133	92 - 122	87 - 97	85 - 102
NSW	135 - 165	90 - 110	70 - 100	70 - 90	75 - 95
VIC	122 - 143	92 - 122	82 - 102	61 - 77	56 - 77
SA	122 - 153	92 - 112	71 - 92	61 - 87	61 - 77
TAS	112 - 143	81 - 95	66 - 82	56 - 71	51 - 71
NT	133 - 153	97 - 122	82 - 107	71 - 87	71 - 87

NOTES:

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

RESOURCES & MINING

FIXED PLANT MAINTENANCE	Maintenance Superintendent	Maintenance Planner	Maintenance Supervisor	Mechanical Eng Mid level 3-7yrs	Electrical Eng Mid level 3-7yrs
WA	173 - 214	153 - 189	148 - 179	122 - 153	122 - 153
QLD	168 - 194	122 - 153	133 - 163	122 - 153	122 - 153
NSW	173 - 204	110 - 140	130 - 160	105 - 140	105 - 135
VIC	133 - 184	112 - 163	102 - 153	92 - 133	92 - 133
SA	133 - 153	92 - 112	102 - 133	92 - 122	102 - 143
TAS	112 - 140	92 - 115	87 - 114	82 - 110	82 - 109
NT	163 - 194	128 - 148	133 - 163	128 - 158	128 - 158

	Leading Hand	Mechanical Fitter	Electrician	Boilermaker/Welder	Instrumentation Technician
WA	143 - 163	122 - 153	133 - 153	122 - 148	143 - 163
QLD	102 - 128	105 - 128	110 - 133	105 - 128	102 - 133
NSW	100 - 125	100 - 120	100 - 125	90 - 115	92 - 112
VIC	122 - 153	112 - 153	82 - 122	102 - 153	92 - 122
SA	97 - 122	77 - 102	92 - 122	77 - 99	87 - 112
TAS	82 - 97	74 - 91	76 - 91	77 - 87	77 - 87
NT	107 - 122	102 - 122	107 - 128	97 - 122	97 - 133

NOTES:

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

RESOURCES & MINING

MOBILE PLANT MAINTENANCE	Workshop Supervisor	HD Fitter	Auto Electrician	Boilermaker/ Welder	Service Person
WA	162 - 218	145 - 198	145 - 198	122 - 175	105 - 140
QLD	138 - 173	128 - 163	128 - 153	102 - 128	100 - 153
NSW	100 - 150	85 - 120	90 - 120	90 - 120	87 - 107
VIC	102 - 143	92 - 133	92 - 122	92 - 133	71 - 97
SA	92 - 133	92 - 133	87 - 133	80 - 120	82 - 102
TAS	82 - 112	82 - 112	77 - 102	66 - 87	71 - 87
NT	133 - 163	138 - 168	138 - 168	133 - 173	107 - 128

	Open Pit Supervisor	Excavator Operator	Dump Truck Operator	Driller	All-Rounder
WA	153 - 184	130 - 153	122 - 133	120 - 154	133 - 153
QLD	143 - 173	92 - 122	96 - 122	102 - 163	96 - 122
NSW	112 - 143	102 - 122	82 - 112	92 - 122	92 - 122
VIC	107 - 143	92 - 117	71 - 112	77 - 122	82 - 117
SA	112 - 143	112 - 143	92 - 112	82 - 125	87 - 122
TAS	92 - 112	71 - 92	61 - 87	71 - 97	66 - 87
NT	148 - 168	97 - 122	97 - 117	107 - 133	97 - 128

	Underground Supervisor	Jumbo Operator	Bogger Operator	Service Crew
WA	150 - 190	200 - 233	125 - 175	95 - 130
QLD	133 - 173	143 - 184	112 - 133	107 - 128
NSW	138 - 163	122 - 143	112 - 138	92 - 112
VIC	107 - 148	133 - 153	112 - 133	87 - 107
SA	102 - 143	102 - 122	82 - 102	92 - 112
TAS	92 - 112	87 - 112	82 - 107	61 - 77
NT	133 - 168	143 - 189	112 - 148	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

RESOURCES & MINING

OHS & ENVIRONMENTAL	HSE Manager	OH&S Manager/ Superintendent	OH&S Coordinator	OH&S Officer
WA	173 - 224	153 - 184	122 - 153	112 - 143
QLD	173 - 224	153 - 173	128 - 148	97 - 133
NSW	160 - 200	140 - 180	115 - 135	85 - 115
VIC	143 - 184	92 - 122	82 - 102	71 - 97
SA	153 - 184	122 - 163	82 - 122	61 - 92
TAS	133 - 204	122 - 184	102 - 133	92 - 122
NT	173 - 224	153 - 194	122 - 148	92 - 133

	Environmental Superintendent	Environmental Coordinator	Environmental Officer	Training Coordinator
WA	143 - 173	102 - 153	71 - 102	122 - 143
QLD	153 - 184	138 - 153	92 - 128	97 - 128
NSW	145 - 165	115 - 145	90 - 120	92 - 122
VIC	92 - 122	66 - 87	66 - 87	61 - 77
SA	122 - 143	82 - 102	71 - 92	82 - 102
TAS	102 - 153	102 - 133	66 - 92	66 - 112
NT	143 - 179	133 - 153	92 - 138	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

RESOURCES & MINING

INDUSTRIAL DESIGN	Engineering Manager	Principal/Lead Engineer	Project Manager	Senior Design Engineer
WA	204 - 240	153 - 194	204 - 245	122 - 153
QLD	204 - 224	168 - 204	184 - 224	133 - 173
NSW	155 - 225	145 - 180	140 - 165	105 - 140
VIC	184 - 224	153 - 184	153 - 224	102 - 153
SA	143 - 184	122 - 143	122 - 143	112 - 143
TAS	153 - 194	112 - 143	112 - 143	92 - 112
NT	214 - 265	168 - 214	184 - 260	133 - 184

	Design Engineer	Senior Project Engineer (EPCM)	Project Engineer (EPCM)	Design Manager/Chief Drafter
WA	112 - 133	122 - 153	92 - 133	133 - 168
QLD	87 - 122	133 - 173	92 - 133	122 - 153
NSW	105 - 140	135 - 170	95 - 130	115 - 140
VIC	71 - 112	112 - 153	82 - 122	112 - 153
SA	92 - 133	122 - 163	92 - 112	102 - 133
TAS	82 - 102	92 - 122	82 - 112	112 - 163
NT	92 - 133	133 - 173	92 - 148	122 - 179

	Senior Design Drafter	Design Drafter	Piping Designer
WA	102 - 122	82 - 107	92 - 112
QLD	87 - 122	66 - 102	82 - 122
NSW	95 - 110	80 - 95	90 - 110
VIC	102 - 133	71 - 102	82 - 112
SA	92 - 122	66 - 92	87 - 122
TAS	82 - 143	71 - 102	82 - 143
NT	82 - 143	77 - 107	107 - 128

NOTES:

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

RESOURCES & MINING

INDUSTRIAL CONSTRUCTION	Project Manager	Construction Manager/ Superintendent	Senior Estimator	Planning Manager
WA	184 - 224	184 - 204	153 - 194	133 - 184
QLD	184 - 224	173 - 204	163 - 204	158 - 204
NSW	160 - 200	153 - 194	133 - 163	125 - 170
VIC	184 - 224	184 - 204	122 - 153	143 - 173
SA	143 - 204	133 - 184	133 - 184	122 - 184
TAS	122 - 163	122 - 163	102 - 133	112 - 133
NT	179 - 255	148 - 224	163 - 209	143 - 204

	Contracts Manager	Project Engineer (Civil/Mech/Elec)	Estimator	Contracts Administrator
WA	163 - 194	102 - 143	112 - 153	82 - 122
QLD	163 - 204	133 - 168	102 - 153	102 - 138
NSW	143 - 184	105 - 135	95 - 135	90 - 125
VIC	153 - 184	92 - 138	112 - 133	82 - 122
SA	143 - 184	112 - 143	92 - 122	82 - 122
TAS	112 - 133	82 - 112	82 - 122	82 - 122
NT	153 - 224	122 - 173	107 - 158	97 - 143

	Planner	Site Supervisor	Site Engineer (Civil/Mech/Elec)	Safety Advisor
WA	92 - 133	112 - 143	92 - 122	92 - 122
QLD	102 - 153	102 - 143	102 - 143	92 - 133
NSW	100 - 130	130 - 150	95 - 120	100 - 150
VIC	112 - 143	82 - 112	82 - 122	82 - 112
SA	102 - 133	102 - 143	77 - 117	92 - 112
TAS	82 - 112	82 - 112	82 - 117	82 - 112
NT	92 - 148	112 - 153	102 - 143	112 - 133

- 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

OIL & GAS

Project Development

DESIGN/ENGINEERING	Graduate Engineer	Design Engineer*	Senior Design Engineer	Principal/Lead Engineer	Engineering Manager
WA	55 - 75	100 - 150	130 - 170	165 - 225	180 - 245
QLD	61 - 87	82 - 133	122 - 153	148 - 189	184 - 230
NSW	56 - 77	77 - 122	122 - 153	163 - 184	184 - 235
VIC	61 - 77	71 - 122	87 - 138	133 - 153	163 - 214
SA	51 - 61	66 - 87	92 - 122	122 - 143	143 - 163
NT	66 - 97	92 - 138	143 - 184	163 - 255	204 - 265

	Senior Design Drafter	Design Manager
WA	90 - 120	125 - 165
QLD	82 - 128	122 - 168
NSW	82 - 112	122 - 184
VIC	66 - 97	122 - 163
SA	71 - 82	92 - 112
NT	92 - 133	153 - 194

SUBSEA DESIGN/ENGINEERING	Graduate Engineer	Engineer	Senior Engineer	Principal/Lead Engineer	Manager
WA	70 - 85	90 - 130	125 - 170	160 - 220	195 - 255
QLD	61 - 82	82 - 122	122 - 143	143 - 184	184 - 224
VIC	61 - 77	82 - 122	112 - 153	143 - 173	173 - 224
NT	61 - 92	82 - 128	153 - 224	184 - 255	204 - 332

NOTES:

• All salaries shown are exclusive of superannuation

* Design Engineer - Civil/Mechanical/Process/Elec/I&C Discipline

OIL & GAS

Project Development

PROJECT DELIVERY/CONTROLS	Planner	Senior Planner	Planning Manager	Contracts Administrator	Senior Contracts Administrator	Cost Engineer
WA	130 - 170	160 - 200	180 - 220	100 - 130	150 - 200	125 - 175
QLD	112 - 138	138 - 168	168 - 214	77 - 133	128 - 158	128 - 148
NSW	92 - 112	112 - 143	153 - 194	71 - 112	112 - 153	112 - 153
VIC	87 - 117	92 - 122	122 - 153	71 - 97	87 - 112	82 - 122
SA	97 - 112	112 - 133	133 - 153	82 - 112	102 - 133	112 - 133
NT	122 - 163	143 - 184	173 - 224	82 - 133	122 - 194	122 - 173

	Senior Cost Engineer	Commercial Manager	Project Controls Manager	Commissioning Engineer	Commissioning Manager
WA	150 - 190	200 - 260	205 - 260	180 - 220	200 - 280
QLD	148 - 179	189 - 250	179 - 224	138 - 179	184 - 224
NSW	153 - 194	163 - 235	143 - 204	112 - 153	153 - 194
VIC	92 - 143	143 - 214	143 - 173	92 - 153	143 - 184
SA	122 - 133	133 - 143	143 - 163	92 - 133	153 - 173
NT	158 - 214	204 - 281	204 - 275	122 - 173	153 - 214

	Project Engineer**x	Senior Project Engineer	Project Manager	Senior Project Manager	Superintendent***
WA	120 - 180	175 - 220	175 - 225	195 - 250	150 - 180
QLD	122 - 168	163 - 224	168 - 209	209 - 235	148 - 189
NSW	102 - 133	133 - 173	153 - 194	194 - 224	133 - 153
VIC	82 - 112	102 - 133	122 - 153	143 - 173	133 - 184
SA	92 - 112	102 - 133	133 - 153	153 - 184	143 - 163
NT	122 - 194	168 - 235	173 - 224	199 - 245	143 - 184

NOTES:

• All salaries shown are exclusive of superannuation

x These salaries represent onshore salaries - for offshore you can typically add 15 - 20 per cent

* Project Engineer - Civil/Structural/Mechanical/Process/Elec/I&C Discipline

** Superintendent - Civil/Structural/Mechanical/Process/Elec/I&C Discipline

OIL & GAS

Project Development

PROJECT DELIVERY/CONTROLS HSEQ	Onshore Advisor/Officer	Offshore Advisor/Officer	HSE Manager	QA/QC Manager
WA	95 - 120	160 - 190	145 - 175	140 - 170
QLD	97 - 128	N/A	128 - 173	133 - 168
NSW	82 - 122	N/A	122 - 204	112 - 163
VIC	92 - 133	N/A	143 - 204	122 - 153
SA	92 - 143	N/A	133 - 173	122 - 143
NT	92 - 163	153 - 204	173 - 250	138 - 179

	Corporate HSE Manager	Environmental Engineer	Environmental Advisor
WA	180 - 230	130 - 150	140 - 170
QLD	168 - 209	138 - 184	138 - 168
NSW	194 - 255	117 - 168	128 - 184
VIC	143 - 224	122 - 158	122 - 163
SA	163 - 184	122 - 163	92 - 122
NT	224 - 306	143 - 189	158 - 194

SUBSEA PROJECT DELIVERY	Technician (non degree)	Senior Technician (non degree)	Installation Engineer	Senior Installation Engineer
WA	80 - 120	100 - 140	130 - 170	155 - 190
NT	82 - 122	102 - 163	133 - 179	163 - 224

	Installation Manager/ Client Rep	Vessel Mgr/ Marine Ops Manager
WA	160 - 210	180 - 220
NT	184 - 265	163 - 224

NOTES:

- All salaries shown are exclusive of superannuation

OIL & GAS

Operations & Maintenance

OPERATIONS & MAINTENANCE	Discipline Engineer*	Maintenance Planner	Maintenance Supervisor	Production Superintendent	Production Manager	Process Operator
WA	133 - 184	122 - 163	133 - 163	143 - 184	153 - 204	82 - 112
QLD	112 - 158	122 - 168	128 - 168	138 - 189	148 - 194	87 - 122
NSW	102 - 153	102 - 143	102 - 143	112 - 153	153 - 194	77 - 117
VIC	77 - 128	92 - 122	102 - 133	112 - 153	153 - 184	92 - 133
SA	92 - 122	102 - 122	122 - 133	133 - 163	153 - 184	82 - 102
NT	138 - 184	122 - 173	122 - 163	122 - 173	153 - 214	102 - 122

DESIGN/ENGINEERING	Discipline Tech**	OIM	Ops Support Engineer	Ops Superintendent	Ops Manager
WA	82 - 122	184 - 224	112 - 163	143 - 184	204 - 255
QLD	77 - 122	N/A	107 - 148	138 - 189	194 - 240
NSW	71 - 92	N/A	82 - 112	122 - 184	194 - 265
VIC	66 - 92	184 - 255	92 - 133	122 - 173	173 - 214
SA	71 - 112	173 - 204	92 - 133	143 - 184	184 - 224
NT	87 - 122	N/A	102 - 153	153 - 204	214 - 306

NOTES:

• All salaries shown are exclusive of superannuation

* Discipline Engineer - E&I/Mech/Process/Corrosion/Materials/Reliability Discipline

** Discipline Tech - E&I/Mech/Process Discipline

OIL & GAS

Geosciences & Petroleum Engineering

GEOSCIENCES	Graduate Geoscientist	Intermediate Geoscientist	Senior Geoscientist	Lead Geoscientist	Exploration Manager	Technical Assistant
WA	61 - 92	87 - 112	143 - 184	184 - 224	235 - 306	51 - 82
QLD	66 - 97	97 - 128	128 - 168	168 - 214	219 - 296	66 - 87
NSW	66 - 97	92 - 133	122 - 189	184 - 255	214 - 296	71 - 97
VIC	61 - 82	71 - 102	82 - 133	143 - 173	204 - 286	77 - 97
SA	46 - 61	61 - 82	82 - 102	102 - 122	122 - 153	51 - 71
NT	71 - 112	92 - 143	153 - 235	204 - 286	235 - 306	82 - 112

	Geologist	Hydrogeologist	Environmental Geologist	Petrophysicist
WA	122 - 224	122 - 204	122 - 204	153 - 224
QLD	128 - 209	117 - 199	N/A	143 - 224
NSW	122 - 194	102 - 173	102 - 153	153 - 235
VIC	102 - 143	102 - 143	82 - 102	153 - 224
SA	82 - 102	92 - 133	71 - 102	122 - 143
NT	122 - 204	122 - 204	122 - 204	143 - 224

PETROLEUM/RESERVOIR ENGINEERING	Graduate Engineer	Intermediate Engineer	Senior Engineer	Lead Engineer	Engineering Manager
WA	66 - 87	82 - 122	143 - 184	184 - 224	224 - 306
QLD	66 - 92	92 - 122	133 - 184	184 - 224	224 - 306
NSW	71 - 92	97 - 138	122 - 153	133 - 194	184 - 224
VIC	61 - 82	77 - 102	133 - 153	153 - 214	194 - 286
SA	51 - 56	71 - 102	122 - 133	153 - 184	184 - 204
NT	77 - 128	122 - 184	163 - 224	189 - 245	235 - 306

DRILLING	Drilling Engineer	Senior Drilling Engineer	Drilling Manager	LWD/MWD Engineer	Rig Manager
WA	122 - 163	163 - 204	194 - 255	112 - 163	184 - 255
QLD	148 - 194	189 - 240	240 - 265	117 - 168	173 - 209
NSW	112 - 153	153 - 194	204 - 275	N/A	158 - 189
VIC	122 - 153	153 - 184	204 - 286	102 - 143	184 - 204
SA	122 - 153	153 - 184	184 - 204	92 - 122	153 - 204
NT	148 - 184	173 - 245	245 - 326	92 - 143	168 - 199

NOTES:

- All salaries shown are exclusive of superannuation

DEFENCE

OPERATIONS	Director	Program Manager	Project Manager	Engineering Manager	Operations Manager
NSW	250 200 - 300	200 150 - 255	160 120 - 200	180 150 - 230	180 140 - 200
WA	250 200 - 300	220 140 - 250	160 110 - 220	185 130 - 240	180 130 - 200
QLD	250 200 - 300	180 150 - 200	160 130 - 190	197 130 - 200	150 140 - 180
VIC	250 200 - 300	220 170 - 240	180 120 - 200	190 140 - 220	190 130 - 230
ACT	250 220 - 330	255 145 - 255	190 115 - 220	200 145 - 210	185 105 - 190
SA	250 200 - 300	230 170 - 250	150 120 - 170	150 120 - 200	180 150 - 200

	Configuration Manager	Consultant
NSW	170 130 - 200	200 160 - 230
WA	180 120 - 200	160 120 - 200
QLD	190 150 - 200	200 200 - 220
VIC	185 140 - 210	200 140 - 210
ACT	195 130 - 200	230 160 - 250
SA	140 120 - 160	160 120 - 180

ENGINEERING	Systems Engineer	Verification and Validation Engineer	Avionics Engineer	Aerospace Engineer	Mechanical Engineer	Mechanical Designer
NSW	150 110 - 200	140 110 - 180	140 85 - 170	140 85 - 160	130 85 - 170	110 80 - 150
WA	150 90 - 200	140 80 - 180	140 80 - 170	140 80 - 160	140 90 - 160	100 80 - 150
QLD	150 130 - 160	160 120 - 190	140 120 - 160	140 120 - 160	130 100 - 140	135 100 - 150
VIC	150 130 - 160	160 110 - 180	140 80 - 160	140 80 - 160	165 100 - 170	120 80 - 130
ACT	185 105 - 190	190 110 - 200	140 100 - 150	145 100 - 150	165 120 - 180	145 80 - 150
SA	140 115 - 200	110 95 - 130	130 80 - 150	130 80 - 150	120 90 - 130	100 70 - 120

	Mechanical Drafter	Electrical Engineer	Electrical Designer	Electrical Drafter	Systems Safety Engineer	Reliability Engineer
NSW	100 70 - 130	130 80 - 190	120 70 - 160	90 60 - 130	160 100 - 200	160 90 - 180
WA	90 70 - 140	150 90 - 180	130 80 - 160	110 70 - 130	170 100 - 200	160 80 - 180
QLD	120 90 - 140	160 120 - 180	150 130 - 180	120 100 - 140	160 120 - 180	150 120 - 160
VIC	115 80 - 120	175 110 - 180	150 110 - 160	130 100 - 140	200 120 - 220	145 120 - 150
ACT	120 80 - 120	185 110 - 190	168 120 - 180	145 110 - 150	210 120 - 220	145 110 - 150
SA	75 65 - 80	130 90 - 150	110 75 - 120	85 70 - 90	160 120 - 200	140 110 - 160

NOTES:

• All salaries shown are exclusive of superannuation

DEFENCE

MAINTENANCE	Maintenance Manager	Licensed Aircraft Maintenance Engineer (LAME)	Aircraft Maintenance Engineer (AME)	Maintenance Planner/Scheduler
NSW	140 100 - 170	120 100 - 140	85 55 - 110	130 100 - 200
WA	150 100 - 180	120 100 - 140	85 55 - 110	140 80 - 160
QLD	110 100 - 130	91 90 - 110	87 80 - 90	140 100 - 150
VIC	145 110 - 150	145 90 - 150	80 55 - 80	135 80 - 140
ACT	155 120 - 160	145 100 - 150	95 65 - 100	205 130 - 210
SA	125 100 - 150	100 80 - 120	80 55 - 100	100 80 - 120

	Naval Technician	Technical Writer
NSW	100 65 - 140	120 80 - 150
WA	120 70 - 140	130 80 - 150
QLD	120 70 - 140	130 100 - 140
VIC	85 65 - 110	140 80 - 150
ACT	100 80 - 110	130 100 - 160
SA	95 80 - 110	100 80 - 120

LOGISTICS	Supply Chain Manager	Logistics Manager	ILS Manager	ILS Coordinator	ILS Analyst
NSW	160 140 - 180	140 95 - 175	170 150 - 200	120 100 - 140	140 85 - 160
WA	160 110 - 200	140 110 - 180	180 140 - 220	130 80 - 150	140 85 - 150
QLD	180 130 - 250	150 100 - 160	180 140 - 250	150 100 - 160	140 100 - 150
VIC	190 110 - 200	140 100 - 150	180 160 - 250	130 80 - 140	140 90 - 150
ACT	200 140 - 210	165 120 - 180	200 150 - 240	150 100 - 160	145 100 - 160
SA	160 110 - 180	140 100 - 160	180 140 - 250	115 100 - 130	120 110 - 135

	ILS Engineer	ILS Modeller	Supply Support	Repairable Items
NSW	130 85 - 180	140 100 - 160	100 60 - 120	120 80 - 150
WA	140 85 - 160	150 100 - 170	100 70 - 120	120 90 - 140
QLD	140 100 - 160	150 100 - 160	120 100 - 150	130 100 - 150
VIC	140 120 - 160	140 100 - 150	120 80 - 130	110 90 - 120
ACT	160 120 - 200	145 100 - 150	125 80 - 130	115 90 - 130
SA	160 120 - 200	140 100 - 150	115 80 - 130	110 90 - 120

NOTES:

• All salaries shown are exclusive of superannuation

DEFENCE

MANUFACTURING	Manufacturing Manager	Manufacturing Engineer	Production Manager	Production Engineer
NSW	140 100 - 180	110 80 - 130	120 100 - 150	110 80 - 130
WA	110 90 - 140	110 80 - 130	110 90 - 140	120 80 - 140
QLD	170 100 - 180	120 100 - 140	180 100 - 190	140 100 - 150
VIC	170 100 - 180	115 80 - 130	175 110 - 190	130 100 - 140
ACT	160 90 - 170	140 80 - 150	170 110 - 190	130 100 - 140
SA	145 110 - 160	120 80 - 130	145 110 - 160	120 80 - 130

	Quality Manager	Quality Engineer	Industrial Engineer	Project Planner/ Scheduler
NSW	150 120 - 180	130 80 - 160	120 80 - 150	150 90 - 180
WA	150 100 - 180	120 80 - 160	140 80 - 180	150 90 - 180
QLD	160 120 - 180	140 120 - 160	150 100 - 180	145 100 - 160
VIC	150 90 - 160	145 110 - 150	156 100 - 180	135 100 - 140
ACT	165 90 - 180	135 110 - 140	165 100 - 180	170 120 - 200
SA	115 90 - 130	120 100 - 140	130 100 - 150	100 80 - 120

NOTES:

- All salaries shown are exclusive of superannuation

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