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SAFETY/POLICY&
OURCES & MINING
ENGINEERING/HU
LOGISTICS/FACILITIES MANAGEMENT/FINANCIAL
CIAL SERVICES/SOCIAL CARE/SALES & MARKETI
ING/ENERGY/OFFICE SUPPORT/RESPONSE MANA
HEALTHCARE/OIL & GAS/ARCHITECTURE/ASSESS
& DEVELOPMENT/PUBLIC SERVICES/ACCOUNTAN
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NG/ENERGY/HEA
OFFICE SUPPORT
LEGAL/OIL & GAS

2012 HAYS SALARY GUIDE SHARING OUR EXPERTISE

Salary and recruiting trends across Australia & New Zealand

YEARS OF EXPERIENCE

36

LOCATIONS IN THE REGION

38

**CONSULTANTS IN
AUSTRALIA & NEW ZEALAND**

850+

**TEMPORARY & CONTRACT
STAFF ENGAGED WEEKLY**

12,000

**PEOPLE PLACED IN
PERMANENT JOBS EACH YEAR**

15,000

THANK YOU

Hays would like to express our gratitude to all those organisations that participated in our online survey and provided such invaluable feedback, which we feel has contributed to making this the most accurate and up to date survey of its kind in Australia and New Zealand. A list of all contributors who kindly gave their permission to be named as participants can be found on our website.

This Guide is reproduced in full in PDF format and can be requested from our website - hays.com.au and hays.net.nz

FEEDBACK

We welcome any feedback or comments regarding this guide whether positive or negative to ensure that it continues to be relevant to Australian and New Zealand organisations across all industries. Please address any suggestions to your local Hays office or to:

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Sydney NSW 2000
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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.

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135 Energy

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149 Project Development

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Western Australia, Queensland and the Northern Territory are firmly in the express lanes of Australia's economy and there is no denying that the surging staffing needs of organisations involved in Australia's resources boom have driven the jobs market forward over the past year.

They have also, to some degree, insulated Australia from economic woes in the Eurozone and volatility in the world's major stock markets. New Zealand's economy meanwhile continues to recover from the Christchurch earthquake and employers are now more positive in their outlook.

Employers involved in Australia's resources boom are not the only ones hiring. Despite a barrage of negative headlines in the media, the reality is that organisations across Australia and New Zealand are hiring and specialist professionals remain in short supply – both within and outside our mining and resources industry.

There is also a wide-ranging understanding from employers in all industries that to find and retain the best people remains a challenge. Often the candidates that are available do not match all the requirements employers have. There is still a shortage of the right candidates to fill vacancies and competition for the top talent remains.

For the most part, candidates with skills in demand have more realistic salary expectations compared to last year. While some employers will increase salaries, the savvier amongst them are designing a comprehensive retention and engagement package that includes not only a realistic salary but also a development pathway and a range of innovative benefits to compete for candidates with the unique combination of skills needed.

Nick Deligiannis
Managing Director, Hays Australia & New Zealand

MARKET OVERVIEW & TRENDS

SKILLS SHORTAGES INTENSIFY



The demand for candidates in a broad range of industries across Australia and New Zealand can be easily overshadowed by the colossal staffing needs of those involved in Australia's resources boom. Our survey clearly shows that not only are employers across most industries continuing to register both permanent and temporary jobs, but for positions in demand skills shortages have intensified over the past year in both countries.

According to our survey of employers, skills shortages are most prominent at the junior to mid management level for operations staff (up ten per cent year-on-year), followed by technical (up ten per cent), accountancy & finance (up four per cent), sales & marketing (up seven per cent) and engineering (up nine per cent). Compared to last year's findings, these skills shortages have clearly become more intense over the year.

Perhaps that's why 59 per cent of employers would consider employing or sponsoring a qualified overseas candidate in skill-short areas.

In terms of vacancy activity, 39 per cent of employers increased permanent staff levels in their department over the last 12 months. Over the coming year, 40 per cent expect permanent staff levels to increase, of which the overwhelming majority will be full-time staff.

Meanwhile 15 per cent of employers said they employ temporary or contract staff on a regular ongoing basis and a further 45 per cent said they employ them for special projects or workloads. Looking ahead, 17 per cent expect their use of temporary and contract staff to increase.

In response, employers are increasing salaries, albeit moderately. According to our survey, 44 per cent increased salaries in their last review less than three per cent, while 46 per cent increased between three and six per cent. A lucky 10 per cent received increases above six per cent.

It should come as no surprise that the mining and resources industry led the way when it came to salary increases; 55 per cent of employers increased salaries between three and six per cent while a further 20 per cent increased above six per cent.

This was closely followed by professional services, where 53 per cent of employers increased salaries between three and six per cent and 17 per cent increased above six per cent.

Looking ahead, the mining and resources industry has the highest expectations for future salaries increases, followed by professional services.

In other key findings, 84 per cent of workplaces allow for flexible work practices, with part-time employment and flexible working hours or compressed working weeks the most popular options, followed by flex-place (such as working from home or alternative location).

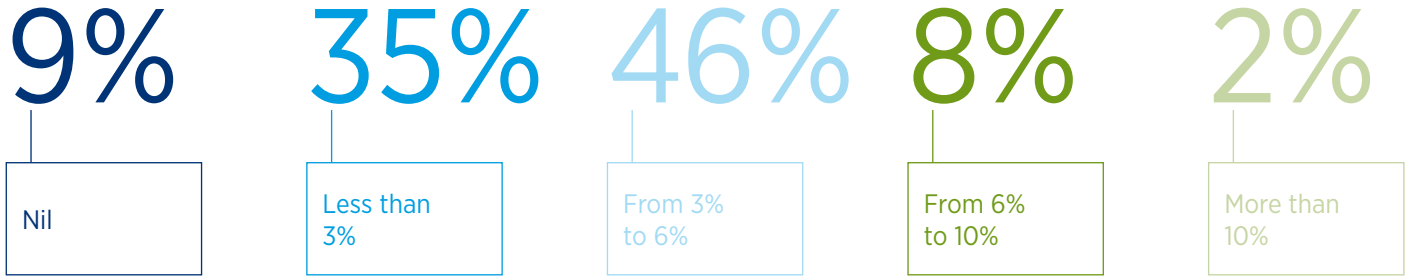
Staff turnover increased in 30 per cent of organisations, indicating that candidates have become more confident about seeking new challenges, while business activity increased in 60 per cent of organisations and remained steady in a further 22 per cent.

MARKET OVERVIEW & TRENDS

SALARY POLICY

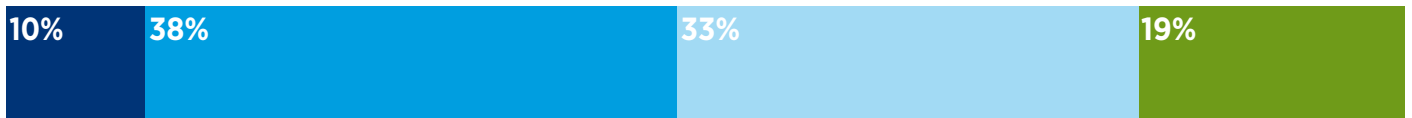
1. On average in your last review, by what percentage did you increase salaries?

Across all industries:



For specific industry:

Advertising & Media



Construction, Property & Engineering



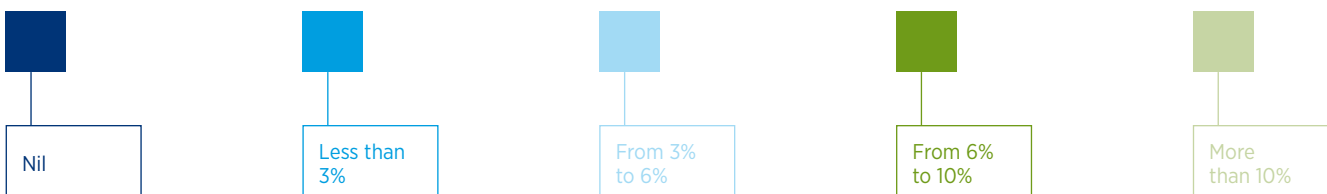
Financial Services



Hospitality, Travel & Entertainment

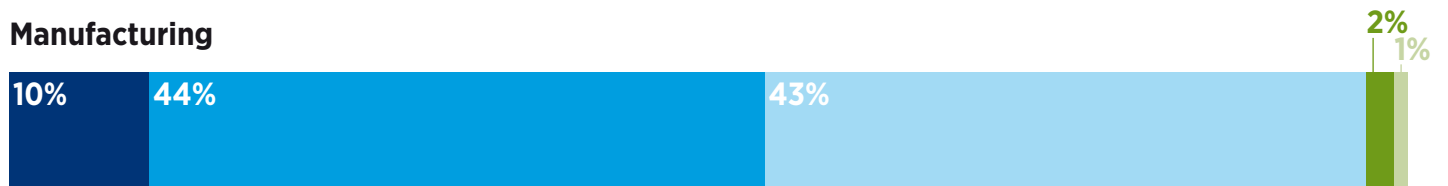


IT & Telecommunications



For specific industry continued:

Manufacturing



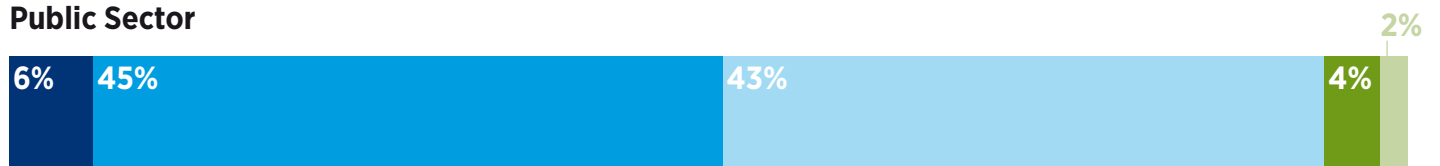
Mining & Resources



Professional Services



Public Sector



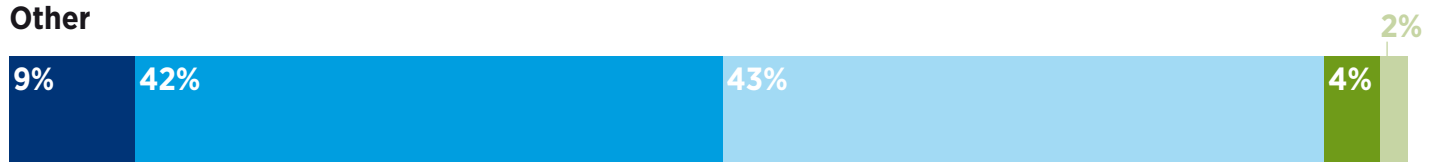
Retail



Transport & Distribution



Other

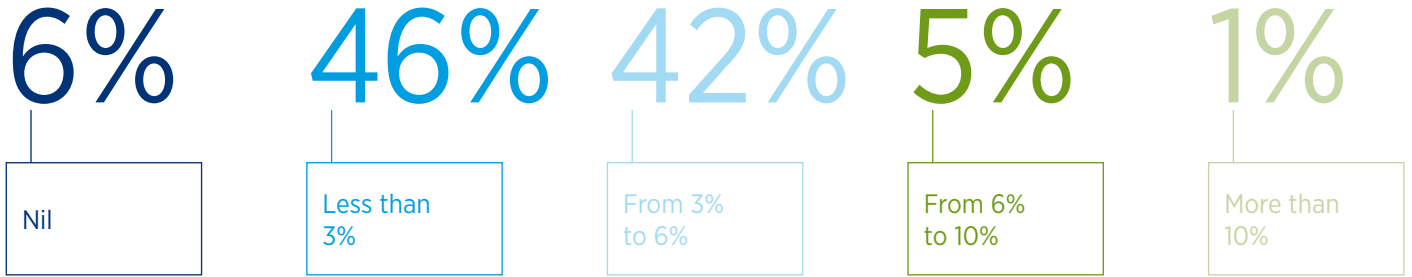


MARKET OVERVIEW & TRENDS

SALARY POLICY

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

Across all industries:

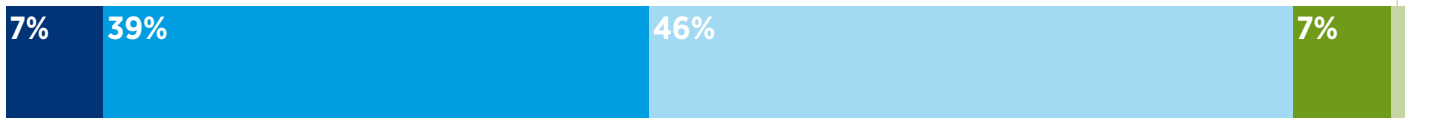


For specific industry:

Advertising & Media



Construction, Property & Engineering



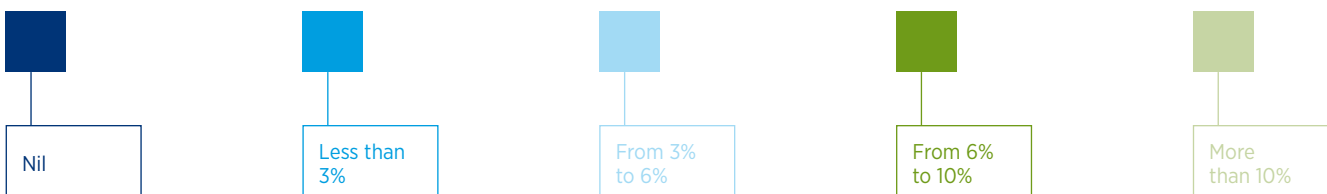
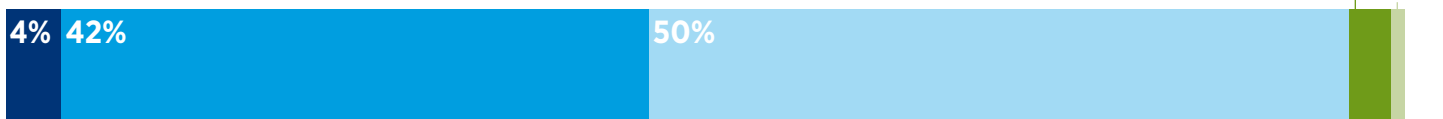
Financial Services



Hospitality, Travel & Entertainment



IT & Telecommunications



For specific industry continued:

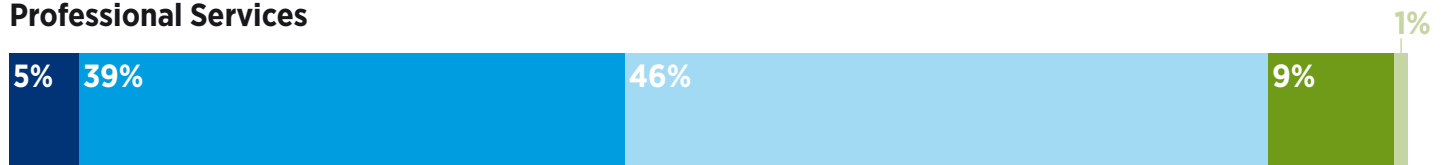
Manufacturing



Mining & Resources



Professional Services



Public Sector



Retail



Transport & Distribution



Other



MARKET OVERVIEW & TRENDS

SALARY POLICY

3. Does your company offer flexible salary packaging?



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

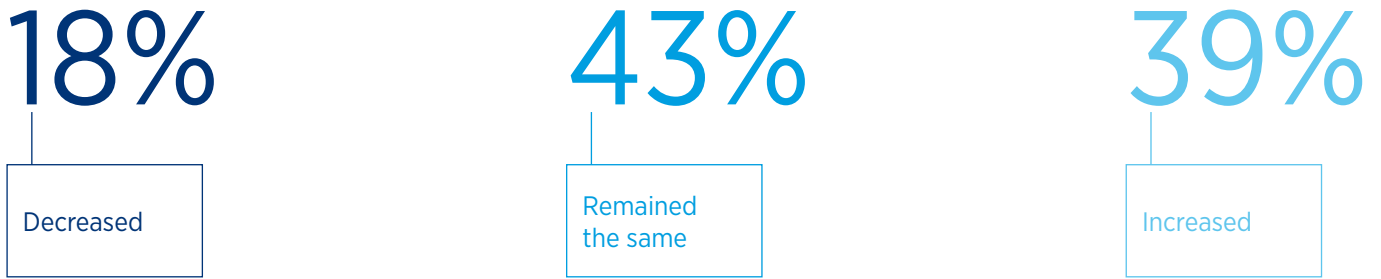
	All employees	More than 50%	Less than 50%	Few employees
Car	12%	9%	25%	54%
Bonuses	28%	18%	21%	33%
Private health insurance	28%	5%	9%	58%
Parking	39%	13%	15%	33%
Salary sacrifice	53%	9%	12%	26%
Above mandatory superannuation	31%	6%	11%	52%
Private expenses	13%	5%	14%	68%

MARKET OVERVIEW & TRENDS

RECRUITMENT TRENDS

4. Over the last 12 months, have permanent staff levels in your department...

Across all departments:

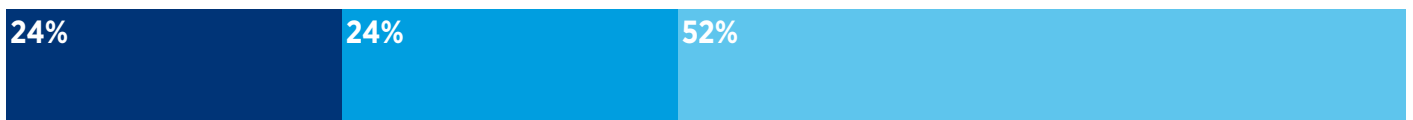


For specific departments:

Accountancy & Finance



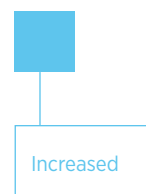
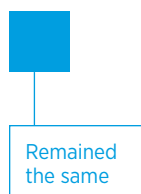
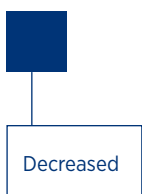
Engineering



Human Resources



Information Technology



MARKET OVERVIEW & TRENDS

RECRUITMENT TRENDS

For specific departments continued:

Marketing



Operations



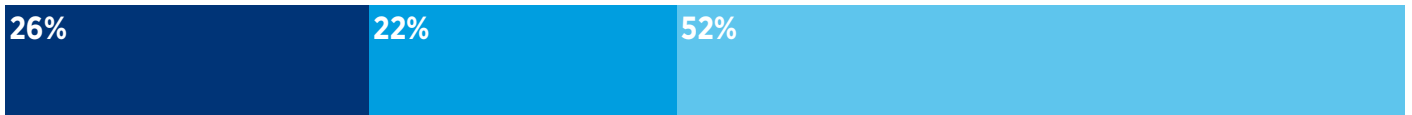
Project Management



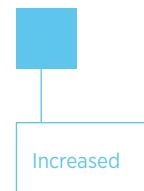
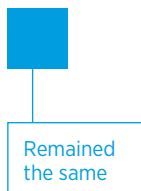
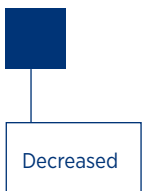
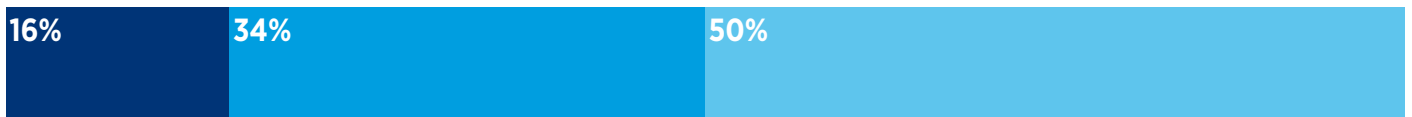
Purchasing



Sales

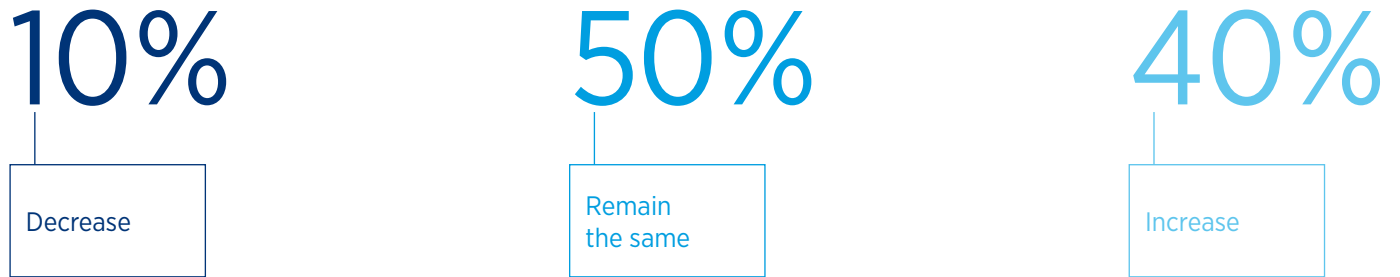


Other



5. Over the coming year, do you expect permanent staff levels to...

Across all departments:



For specific departments:

Accountancy & Finance



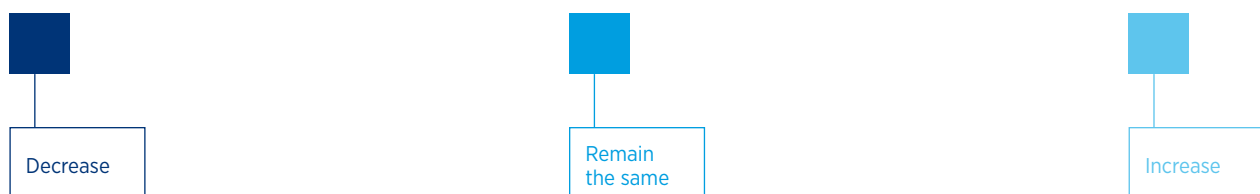
Engineering



Human Resources



Information Technology



MARKET OVERVIEW & TRENDS

RECRUITMENT TRENDS

For specific departments continued:

Marketing



Operations



Project Management



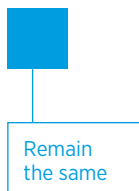
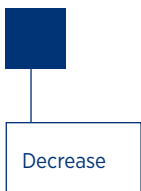
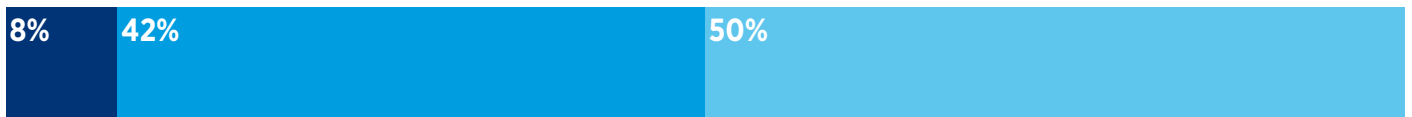
Purchasing



Sales



Other



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

85%

Full time/
permanent
staff

18%

Employment
of part-time
staff

15%

Employment
of casual staff
(on your payroll)

17%

Temporary/
contractors
(through an employment
consultancy)

3%

Job sharing

2%

Mixture, other
(inc. overseas recruitment,
acquisitions)

Note: Multiple choices permitted.

MARKET OVERVIEW & TRENDS

RECRUITMENT TRENDS

7. How often do you employ temporary/contract staff?

Across all departments:

15%

Regular ongoing basis

45%

Special projects/workloads

40%

Exceptional circumstances/never

For specific departments:

Accountancy & Finance



Engineering



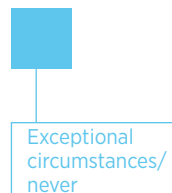
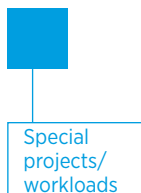
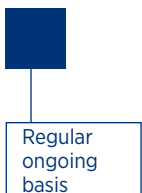
Human Resources



Information Technology



Marketing



For specific departments continued:

Operations



Project Management



Purchasing



Sales



Other



MARKET OVERVIEW & TRENDS

RECRUITMENT TRENDS

8. In the next 12 months, do you expect your use of temporary/contract staff to...

Across all departments:

10%

Decrease

73%

Remain
the same

17%

Increase

For specific departments:

Accountancy & Finance



Engineering



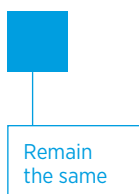
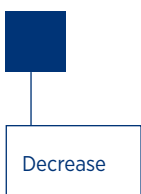
Human Resources



Information Technology



Marketing



For specific departments continued:

Operations



Project Management



Purchasing



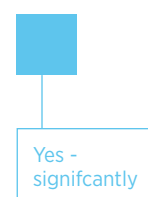
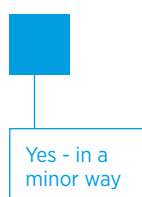
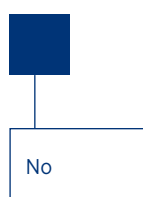
Sales



Other



9a. Do you think that skill shortages are likely to impact the effective operation of your business/department?



MARKET OVERVIEW & TRENDS

RECRUITMENT TRENDS

9b. In skill-short areas, would you consider employing or sponsoring a qualified overseas candidate?



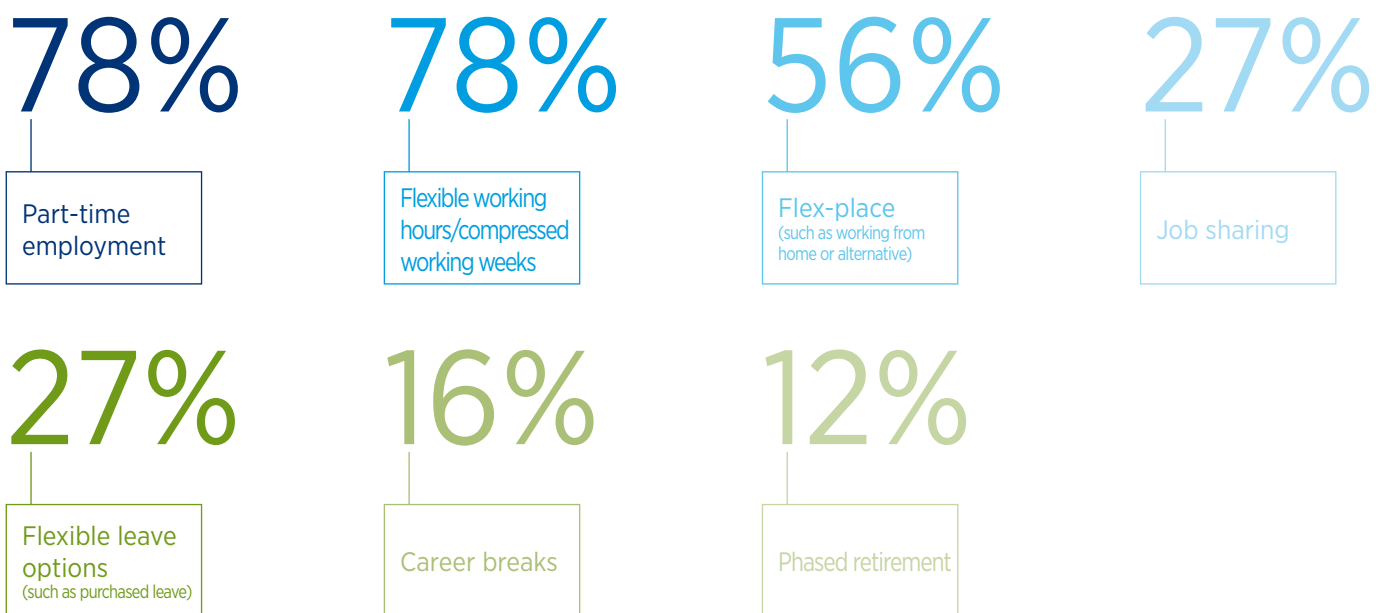
10. For which areas have you recently found it difficult to recruit?

	Junior to mid management	Senior management		Junior to mid management	Senior management
Accountancy & Finance	19%	11%	Operations	21%	11%
Distribution	4%	1%	Purchasing	4%	1%
Engineering	18%	11%	Sales & Marketing	18%	9%
Human Resources	5%	3%	Technical	19%	9%
IT	14%	5%	Other	18%	6%

11. Does your workplace allow for flexible work practices?



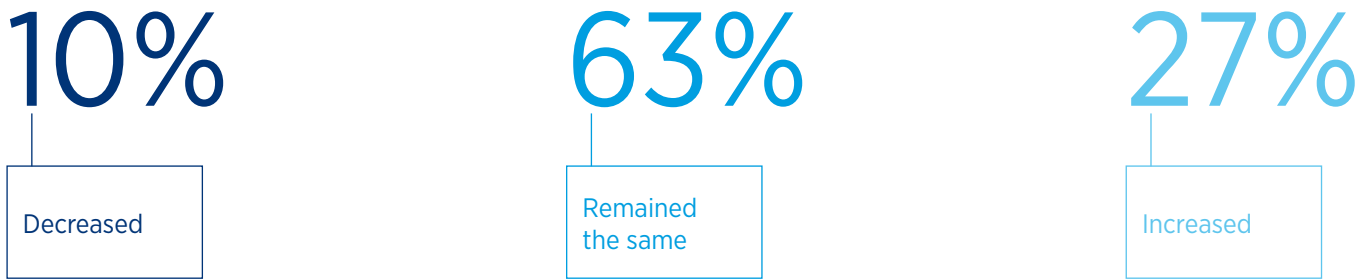
12. If yes, which practices do you currently offer?



Note: Multiple choices permitted.

MARKET OVERVIEW & TRENDS
HUMAN RESOURCES TRENDS

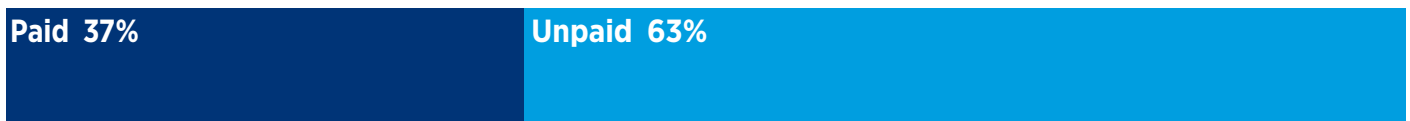
13. Has overtime/extra hours in your organisation over the last 12 months...



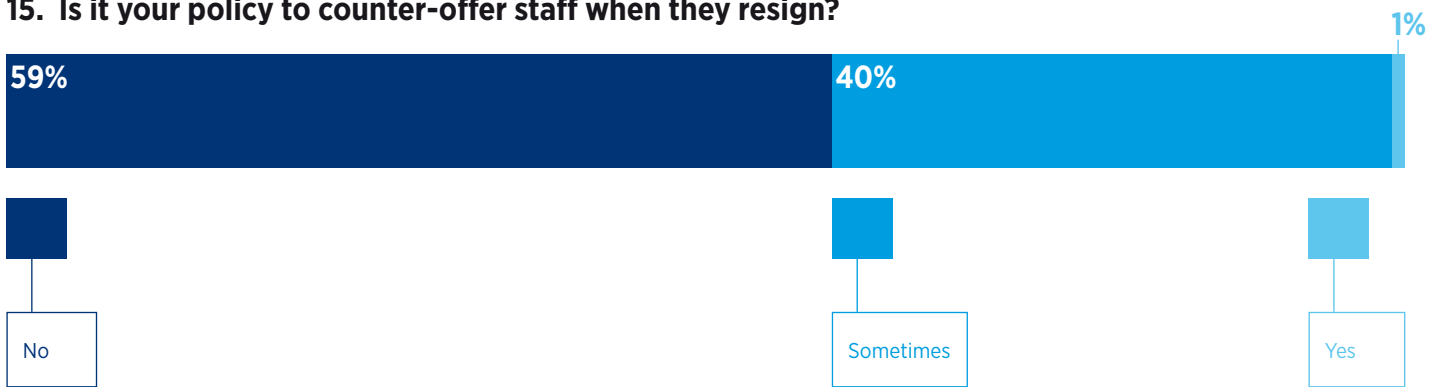
By how much?

	Per week	Month end	Year end
None	16%	27%	31%
5 hours or less	33%	19%	11%
5 - 10 hours	41%	30%	17%
More than 10 hours	10%	24%	41%

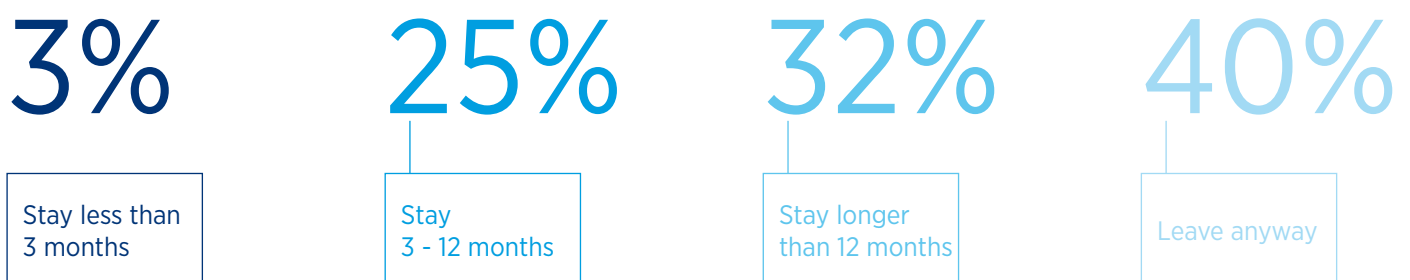
14. For non-award staff in your organisation, is overtime/extra hours worked...



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



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



MARKET OVERVIEW & TRENDS
HUMAN RESOURCES TRENDS

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

17%

Decreased

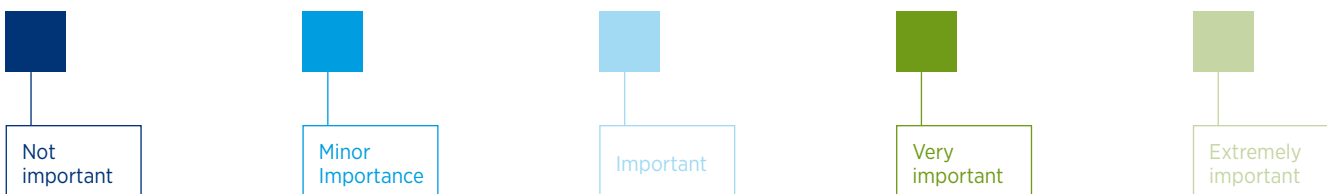
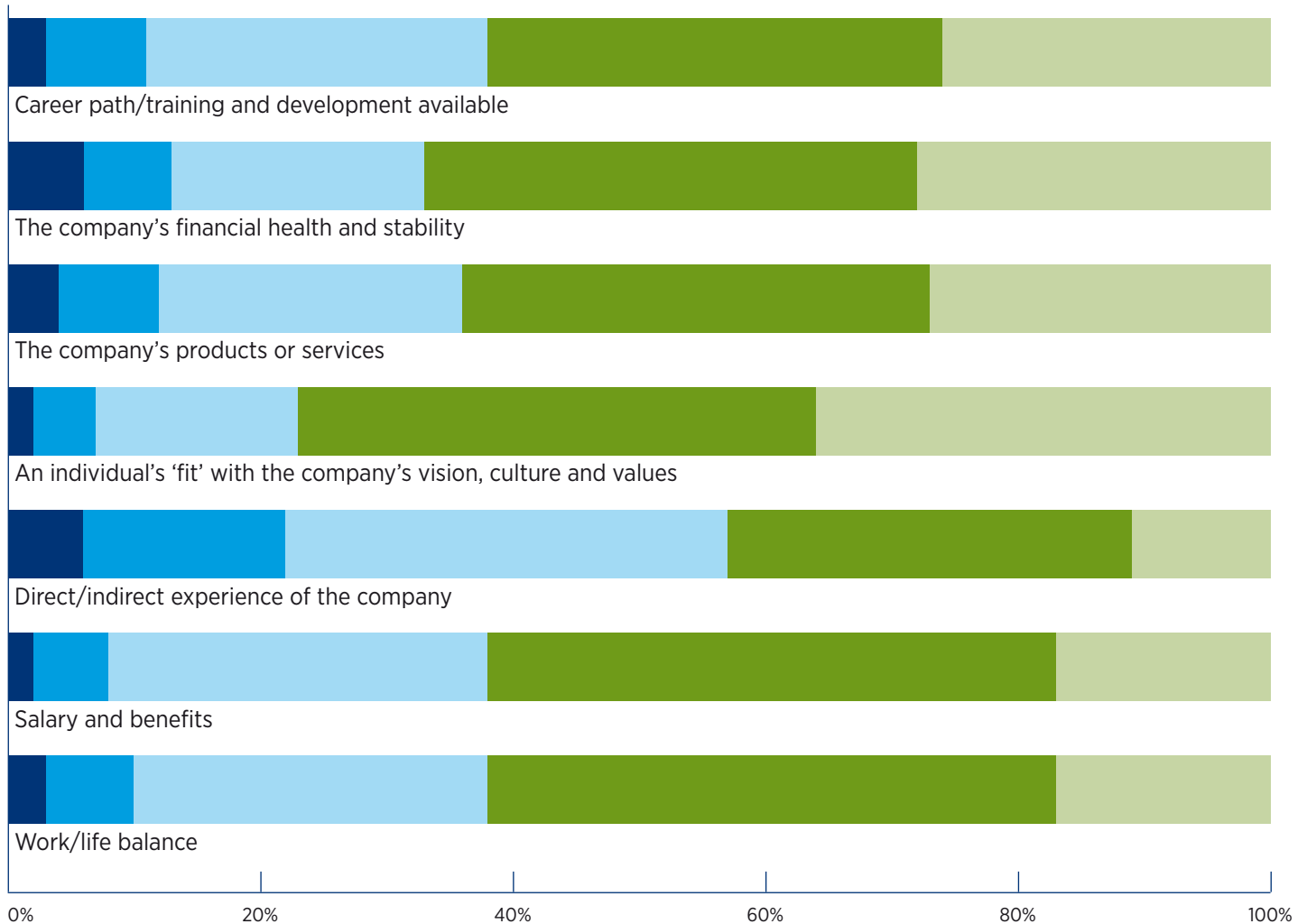
53%

Remained the same

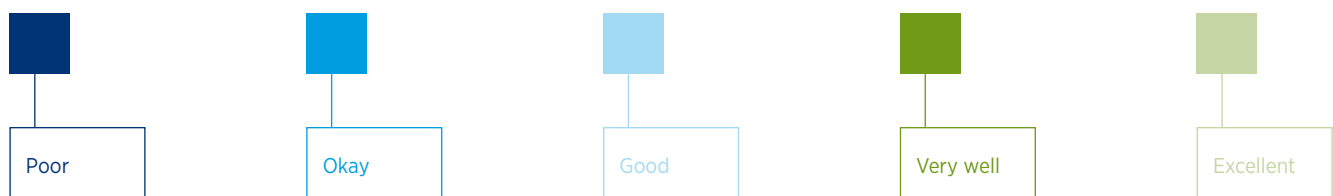
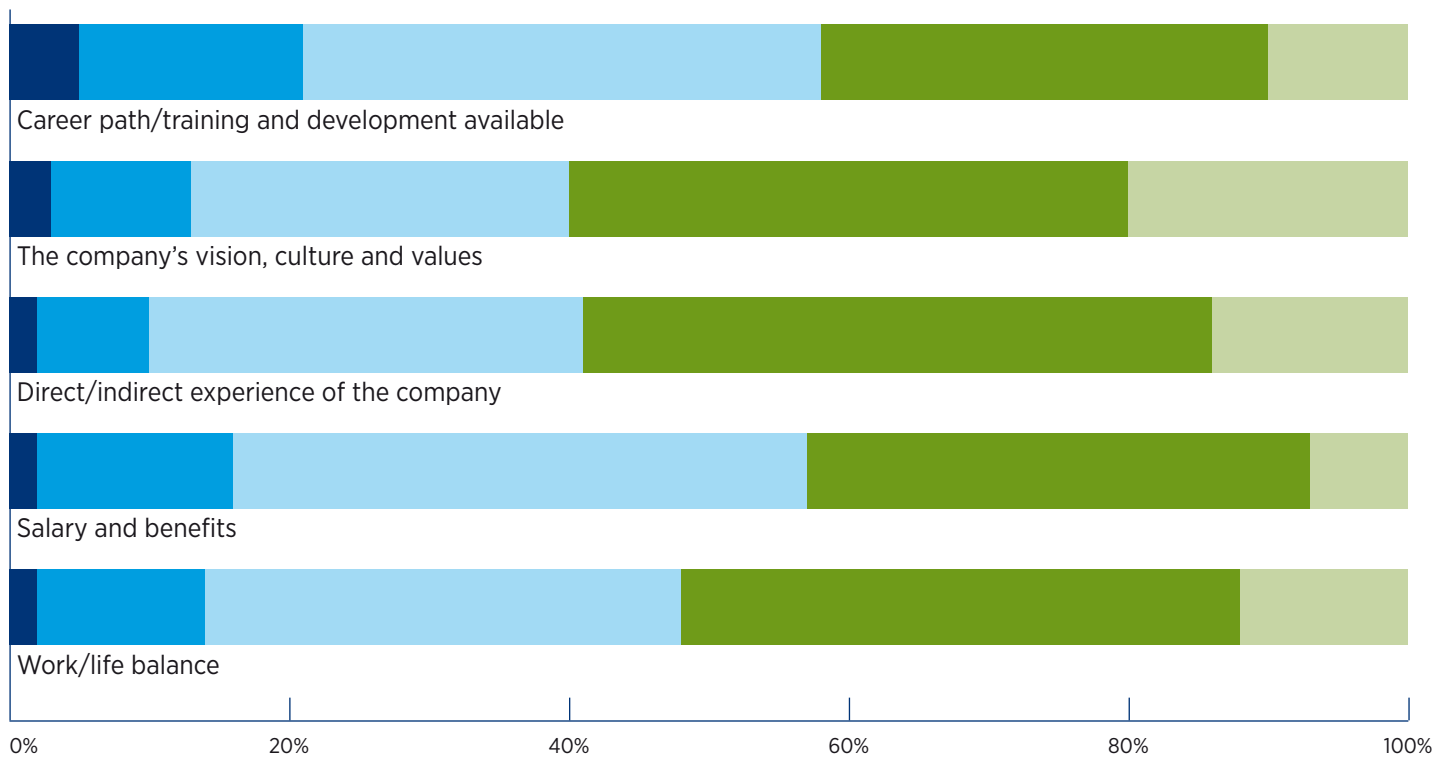
30%

Increased

17. Which factors do you think have the most impact on your organisation's employment brand in the market?



18. How well do you think your organisation rates in terms of perception on the following factors?



MARKET OVERVIEW & TRENDS

ECONOMIC OUTLOOK

19. In the past 12 months, has business activity...

18%

Decreased

22%

Remained
the same

60%

Increased

20. In the next 12 months, do you envisage business activity...

Across all industries:

6%

Decreasing

22%

Remaining
the same

72%

Increasing

For specific industries:

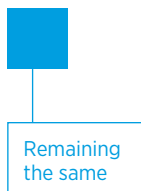
Advertising & Media



Construction, Property & Engineering



Financial Services



For specific industries continued:

Hospitality, Travel & Entertainment



IT & Telecommunications



Manufacturing



Mining & Resources



Professional Services



Public Sector



Retail



MARKET OVERVIEW & TRENDS

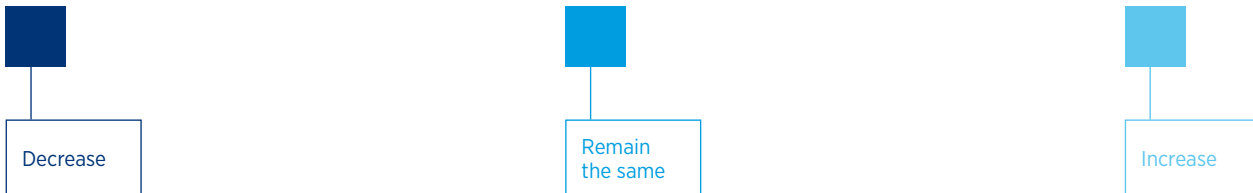
ECONOMIC OUTLOOK

For specific industries continued:

Transport & Distribution



Other



21. What are the key factors driving your business activity?

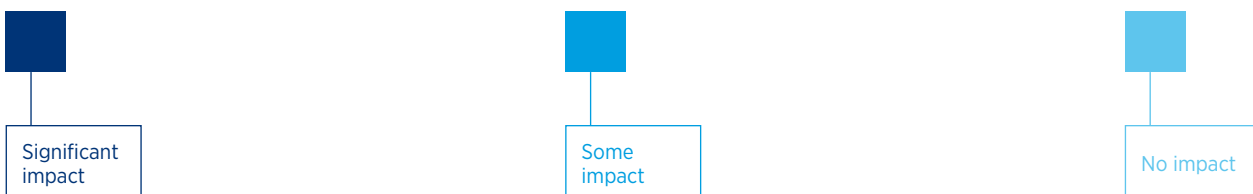
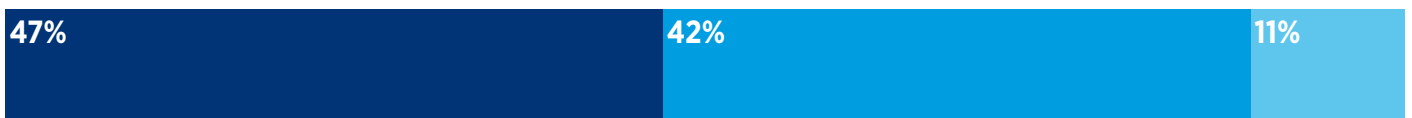
Interest rates



Currency/forex rates



Consumer/business confidence



21. What are the key factors driving your business activity? (continued)

Capex investment (by customers)



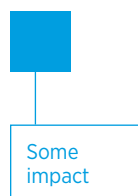
Projects driven (by Federal or State Government)



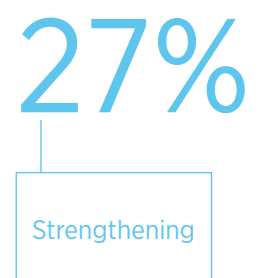
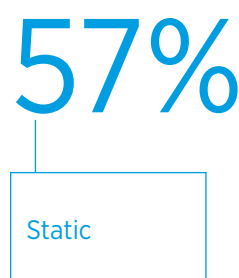
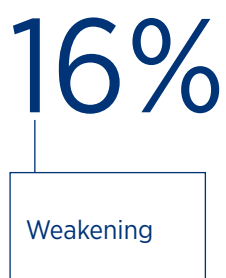
Current economic conditions



Natural disaster restoration (New Zealand and Queensland only)



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



*This data was collected during March 2012.

ACCOUNTANCY & FINANCE SECTOR OVERVIEW

AUSTRALIA

In a labour market that is increasingly underpinned by fluctuating confidence and globalisation, organisations are looking for efficiencies and strategic advantages in their market segments. As a result, candidates with expertise in stakeholder management and strong capability in driving growth and cost rationalisation are sought for business success.

In addition, volatile stock markets coupled with Europe's financial crisis have increased the pressure on businesses to compete for talent capable of providing critical decision support information. Some of this demand has been met by an influx of returning and expatriate skilled professionals who are lured by Australia's relative economic safe haven.

In other areas of demand, large commercial organisations continue to seek qualified Accountants with multinational, Big 4 and chartered experience along with strong technical experience in financial reporting, audit and tax.

Multinationals exposed to challenges abroad continue in their efforts to mitigate local risk, leading to demand for operational risk management, business controls and audit professionals.

The SME sector is taking advantage of the increased availability of Finance Managers and Controllers. An ongoing demand still exists for Finance Managers, reporting specialists and Cost Analysts for short-term assignments. Businesses are enjoying a more plentiful supply of higher calibre skilled permanent professionals in these areas.

As the use of technology increases, candidates with a strong appreciation for management information systems (MIS) or business intelligence (BI) tools are in greater demand. Organisations are, more than ever, looking for decision support capability and an increased level of financial acumen in candidates.

Perth is experiencing a high demand for experienced qualified Accountants. There is acute demand for site-based residential Accountants or fly-in, fly-out (FIFO) Site Accountants across Western Australia. Some demand is being met by migration from the eastern states and overseas, but a shortfall remains.

The accountancy support market is experiencing acute shortages of Payrollers with specific HRIS experience. The drive for efficient cash collection has increased demand for collections candidates and Credit Controllers.

A continued increase in SME business activity and an ageing skilled accountancy support market will ensure demand for Bookkeepers, Accounts Payable Officers and Assistant Accountants remains high. Larger corporates continue to seek specialised skills and to build their talent pools in these areas. Adding to demand are the number of companies implementing large ERP systems and seeking high volume transactional processing candidates with specific systems experience.

We have also seen significant spikes in demand for Credit Controllers and Accounts Payable candidates with high volume transaction processing and specific ERP experience. SAP, Oracle and Pronto feature prominently. All regions are experiencing acute shortages of Chris 21 and Meridian Preceda Payrollers.

Across the profession a shortage of good quality candidates remains. Senior recovery and reorganisation, entry-level audit, specialist tax and corporate advisory professionals have experienced the biggest spike in demand.

Demand for business services staff continues, particularly at intermediate through to supervisor and assistant manager levels. The consolidation of practices in certain regions has provided some supply relief, however boutique and mid tier firms have been increasing their business services hiring to support private client divisions. Interestingly, external audit as a line of service has seen the least amount of supply pressure in recent months.

In localised trends, Melbourne has seen increased demand in business services and Sydney needs recovery and reorganisations and audit professionals. In Queensland, many organisations are expanding their insolvency line of service. Firms are finding it increasingly difficult to compete with the mining sector for intermediate and senior candidates. Perth is consistently in short supply of all segments and, notwithstanding some consolidation of practices, demand is still very high for audit and business services staff in Tasmania.

ACT needs Internal and External Auditors and candidates have moved interstate for opportunities. In the Northern Territory many firms have been busy across all lines of service, in particular business services. South Australia has also had a strong demand in this space, but with more emphasis on management level positions.

Within the public sector, demand has increased for temporary finance candidates as employers struggle to attract candidates from the private sector where salaries are higher. Demand exists for Internal Auditors, Statutory Reporting Managers and candidates with strong leadership skills. Also in demand are Payrollers with government experience and a working knowledge of Aurion, SAP, CHRIS21 and Peoplesoft. Salaries are at a premium in these areas.

Technical Management Accountants are in great demand across the public sector which is driving salaries upwards for temporary staff.

We have seen an influx of experienced public sector candidates becoming available due to recent restructures within some areas of government.

In terms of salary trends, qualified Accountants did not see widespread salary increases this year. The exception was for specialised candidates such as Management Accountants, financial reporting specialists, tax specialists, Financial Controllers and Cost Analysts. Those prepared to travel to remote sites or consider FIFO opportunities in the mining sector received some of the greatest salary increases.

Senior executive salaries remain stable. The exceptions have been in niche industries including mining and resources, energy, utilities and retail. Specific technical, regulatory, growth and change management professionals have enjoyed solid salary increases.

At the accounting support level, payroll specialists will see the highest level of salary increases as demand continues unabated. Accounts Payable and Credit Controllers with strong specific systems experience will remain in high demand, which will continue to create salary pressure.

Similar to the commercial sector, the profession has not seen any significant widespread salary increases, although we have seen moderate growth in business services, insolvency and tax.

Government salaries will increase in line with newly bargained enterprise agreements. In addition, salary levels for some NFP's have increased slightly however benefits remain the key to attracting candidates. State and local government salaries remain steady.

Innovation around attraction and retention has seen employers across commerce, the profession and the public sector improve benefits. Consequently it is not uncommon for an employer to offer flexible working arrangements, part time hours, gym memberships, study support, salary packaging, access to training and development programmes, career succession, improved remote site living conditions and benefits, life, health or salary continuance insurance and allocated parking. Performance bonus structures are increasingly common as are retention bonuses in certain markets.

Looking ahead, across the commercial, professional practice and public sectors we expect demand to outstrip supply. When you add the insatiable demand of the resources and mining sector, the race for talent will become more competitive in the year ahead.

With this in mind, those organisations able to design and promote their Employee Value Proposition (EVP) and action nimble and flexible recruitment processes will succeed in procuring the best talent.

We also advise employers to promote their work/life balance initiatives since this is of great interest to candidates. Candidates also want to work for successful and financially secure organisations that offer real career advancement opportunities.

Businesses prepared to invest in training will reap the rewards from up-skilling, particularly in the payroll, credit control and accounts payable disciplines. Employing based on cultural fit as well as taking soft skills into account will help minimise poor hiring decisions. Seeing the value of the mature-aged workforce and being open to considering global labour markets will significantly enhance an organisation's talent acquisition prospects.

Finally, succession planning has become increasingly important in any well rounded talent retention and acquisition strategy.

ACCOUNTANCY & FINANCE SECTOR OVERVIEW

NEW ZEALAND

The last twelve months have seen many businesses in New Zealand regain optimism and confidence and increase their headcount once more, although many are keeping staff numbers relatively lean.

Demand for accountancy and finance specialists remained steady in the last two quarters of 2011, and started to increase in the first half of 2012. Demand for experienced Analysts and newly qualified Financial Accountants increased significantly in the last quarter, driving salaries upwards.

In terms of geographical trends, the increase in demand in the Christchurch market following the earthquake has put pressure on both the Auckland and regional talent pools.

In Wellington, despite the optimistic economic outlook, headcount within finance teams is not increasing. Recent public sector cuts have without doubt affected the recruitment landscape in Wellington. We are seeing a number of job seekers utilising their previous private sector experience to gain roles. Candidates who have previously commanded high salaries and senior positions in the public sector are dropping their expectations to secure employment.

Due to recent candidate movements, particularly newly qualified Accountants and Analysts moving overseas for their "Big OE", many companies have had to focus on attracting new talent. Many businesses who are looking at growing their headcount are currently barely keeping up with the number of positions to be backfilled.

Analysts in particular are in high demand, as are candidates who can assist in executive decision making and immediately impact on the bottom line. Professionals with sound experience in performance analysis as well as operational reporting have been highly sought after. Credit Controllers and collections specialists are also sought to manage credit risk and collect bad debt.

Management Accountants, Cost Accountants and Financial or Performance Analysts with a NZCA Qualification are in high demand, particularly those with extensive experience within the services industries. Financial Accountants with knowledge of IFRS and technical accounting remain in great demand.

Within professional practice, demand has picked up for business advisory services as well as audit specialists across all levels. The larger firms have also started to ramp up their graduate recruitment programmes to bring new talent on board and ensure good succession planning.

In Wellington, the internal audit, compliance and risk market has seen some movement. There are shortages of Internal Auditors at all levels.

But we have seen some relief to the candidate shortage. The poor economic performance abroad has seen some expatriate Kiwis returning and a number of overseas candidates emigrating to New Zealand. This has provided employers with more high calibre experienced individuals to fill roles were candidates are in short supply.

We have also observed an increase in the use of contractors, allowing organisations to cover positions while they look for the ideal permanent employee.

While demand has started to pick up and certain professions are in short supply, employers are still very cautious in their hiring practices. This is reflected in a slowdown of the recruitment process, from interview and selection to offer stage. But companies that can quickly identify, interview and hire candidates are securing the very best talent.

In addition to a longer process, businesses are looking for industry specific expertise or proficiency in particular systems. Employers expect interviewing candidates to have done extensive preparation and research on the company.

Many businesses are ensuring that they secure the very best talent in the market, which is reflected in an increase in salaries. While salary and monetary benefits remain the main enticement for candidates, high demand for experienced Financial Accountants and Financial Analysts has driven employers to be more flexible. As a result, they will consider candidates with strong experience but no professional qualification.

Employers are also focusing on hiring candidates who can make a positive impact on business performance and are offering performance-based bonuses. Other typical benefits include healthcare, car or car allowances.

‘Organisations are, more than ever, looking for decision support capability and an increased level of financial acumen in candidates.’

ACCOUNTANCY & FINANCE

COMMERCE & INDUSTRY | FINANCIAL EXECUTIVES

SENIOR QUALIFIED ACCOUNTANTS	Finance Director/CFO (Turnover up to \$50m)	Finance Director/CFO (Turnover \$50m - \$150m)	Finance Director/CFO (Turnover > \$150m)
NSW - Sydney	175 140 - 200	220 170 - 240	260 230+
NSW - Regional	140 130 - 160	150 130 - 160	170 150+
VIC - Melbourne	175 115 - 225	225 155 - 260	255 230+
VIC - Regional	140 125 - 150	150 130 - 170	180 170+
QLD - Brisbane, Gold Coast & Sunshine Coast	140 115 - 155	185 120 - 210	250 180+
QLD - Regional	120 90 - 140	160 110 - 180	190 170+
SA - Adelaide	145 120 - 155	175 145 - 180	200 180+
WA - Perth	160 120 - 180	200 160 - 250	260 200+
ACT - Canberra	160 150 - 180	175 160 - 200	220 200+
TAS - Hobart	115 100 - 150	145 130 - 170	180 170+
NT - Darwin	130 120 - 145	150 135 - 160	165 135+
NZ - Auckland	130 90 - 150	150 110 - 180	190 140 - 250
NZ - Wellington	130 90 - 180	155 110 - 200	190 140 - 270
NZ - Christchurch	120 100 - 130	155 150 - 200	190 180 - 280
	Financial Controller (Turnover up to \$50m)	Financial Controller (Turnover \$50m - \$150m)	Financial Controller (Turnover > \$150m)
NSW - Sydney	135 100 - 150	155 125 - 170	200 150 - 250
NSW - Regional	125 115 - 135	135 120 - 145	150 130 - 160+
VIC - Melbourne	130 110-160	135 120 - 165	170 150 - 240
VIC - Regional	110 95 - 125	125 110 - 140	150 130 - 180
QLD - Brisbane, Gold Coast & Sunshine Coast	120 90 - 125	130 100 - 140	170 120 - 190
QLD - Regional	105 80 - 120	120 100 - 140	140 110 - 180
SA - Adelaide	110 95 - 125	130 110 - 140	160 130 - 180
WA - Perth	130 110 - 150	150 130 - 180	180 160 - 220+
ACT - Canberra	115 100 - 125	140 120 - 160	150 140 - 200
TAS - Hobart	110 80 - 115	125 90 - 140	140 105 - 150
NT - Darwin	120 110 - 130	130 120 - 150	145 125 - 160
NZ - Auckland	120 100 - 140	130 110 - 170	150 120 - 200
NZ - Wellington	105 90 - 120	130 110 - 140	150 120 - 200
NZ - Christchurch	105 90- 120	120 100 - 140	150 120 - 200

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 ON SALARIES

- All salaries shown exclude superannuation
- New Zealand salaries are represented in New Zealand dollars

ACCOUNTANCY & FINANCE

COMMERCE & INDUSTRY | FINANCIAL EXECUTIVES

SENIOR QUALIFIED ACCOUNTANTS	Finance Manager (Turnover up to \$50m)	Finance Manager (Turnover \$50m - \$150m)	Finance Manager (Turnover > \$150m)
NSW - Sydney	130 100 - 140	145 110 - 160	160 140 - 180
NSW - Regional	105 85 - 110	110 100 - 115	125 110 - 140
VIC - Melbourne	125 95 - 130	135 100 - 150	150 120 - 160
VIC - Regional	90 75 - 110	100 80 - 120	125 90 - 130
QLD - Brisbane, Gold Coast & Sunshine Coast	100 75 - 110	120 95 - 125	140 110 - 145
QLD - Regional	90 75 - 110	120 85 - 130	135 100 - 150
SA - Adelaide	95 85 - 105	120 100 - 135	140 125 - 150
WA - Perth	120 100 - 140	140 110 - 160	160 130 - 180
ACT - Canberra	110 100 - 120	125 110 - 135	140 120 - 160
TAS - Hobart	90 70 - 100	100 70 - 110	130 90 - 130
NT - Darwin	100 90 - 110	115 100 - 130	125 115 - 132.5
NZ - Auckland	120 100 - 140	110 100 - 130	140 120 - 160
NZ - Wellington	100 80 - 110	110 90 - 130	130 100 - 150
NZ - Christchurch	85 75 - 100	110 90 - 110	115 100 - 130

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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Mine Accountant

QLD - Regional	110 80 - 140
SA - Adelaide	95 85-110
WA - Perth	130 110 - 140
TAS - Hobart	85 70 - 100
NT - Darwin	100 90 - 120
NZ - Auckland	90 70 - 90
NZ - Wellington	90 90 - 130
NZ - Christchurch	90 80 - 180

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

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

NOTES ON SALARIES

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SENIOR QUALIFIED ACCOUNTANTS	Commercial Manager (Turnover up to \$50m)	Commercial Manager (Turnover \$50m - \$150m)	Commercial Manager (Turnover > \$150m)
NSW - Sydney	140 100 - 150	165 130 - 190	200 150 - 250+
NSW - Regional	130 100 - 140	140 130 - 150	150 130 - 190
VIC - Melbourne	130 100 - 135	150 120 - 190	200 155 - 250
VIC - Regional	110 100 - 135	125 115 - 160	150 140 - 200
QLD - Brisbane, Gold Coast & Sunshine Coast	130 100 - 140	170 130 - 180	200 150 - 220
QLD - Regional	120 100 - 140	150 110 - 160	180 130 - 250+
SA - Adelaide	130 110 - 135	155 130 - 160	170 165 - 190
WA - Perth	150 110 - 160	180 160 - 250	230 175 - 250+
ACT - Canberra	125 110 - 130	140 130 - 150	160 140 - 190
TAS - Hobart	120 100 - 135	130 115 - 160	160 140 - 200
NT - Darwin	120 110 - 130	145 120 - 160	155 140 - 170
NZ - Auckland	110 90 - 120	130 100 - 160	160 120 - 200
NZ - Wellington	95 80 - 110	110 90 - 120	130 110 - 170
NZ - Christchurch	100 90 - 110	120 90 - 130	150 120 - 170

	Group Accountant (Turnover up to \$100m)	Group Accountant (Turnover up to \$500m)	Group Accountant (Turnover > \$500m)
NSW - Sydney	110 90 - 120	120 90 - 140	130 100 - 150
NSW - Regional	90 80 - 100	100 90 - 110	110 90 - 120
VIC - Melbourne	100 90 - 115	115 100 - 130	130 115 - 140
VIC - Regional	80 75 - 110	90 85 - 115	105 100 - 135
QLD - Brisbane, Gold Coast & Sunshine Coast	90 80 - 90	100 85 - 120	115 90 - 120
QLD - Regional	80 70 - 95	95 75 - 110	115 90 - 125
SA - Adelaide	90 85 - 110	95 90 - 120	110 105 - 135
WA - Perth	120 90 - 130	130 110 - 150	135 120 - 160
ACT - Canberra	100 80 - 110	110 100 - 120	115 100 - 130
TAS - Hobart	80 75 - 110	90 85 - 115	105 100 - 135
NT - Darwin	95 90 - 100	110 100 - 120	120 115 - 125
NZ - Auckland	90 80 - 100	95 85 - 105	110 90 - 120
NZ - Wellington	85 75 - 95	95 85 - 105	110 90 - 120
NZ - Christchurch	85 75 - 95	95 85 - 100	110 100 - 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
- School fees

NOTES ON SALARIES

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ACCOUNTANCY & FINANCE

COMMERCE & INDUSTRY | FINANCIAL EXECUTIVES

SENIOR QUALIFIED ACCOUNTANTS	Divisional Accountant (Turnover up to \$100m)	Divisional Accountant (Turnover up to \$500m)	Divisional Accountant (Turnover > \$500m)	Project Accountant
NSW - Sydney	95 80 - 100	110 90 - 120	120 100 - 140	115 85 - 135
NSW - Regional	90 85 - 95	100 90 - 110	110 100 - 120	95 85 - 110
VIC - Melbourne	90 80 - 95	100 85 - 110	110 100 - 125	110 95 - 120
VIC - Regional	70 60 - 77	75 60 - 90	85 70 - 120	85 70 - 100
QLD - Brisbane, Gold Coast & Sunshine Coast	85 80 - 90	98 90 - 105	110 100 - 120	95 90 - 120
QLD - Regional	75 55 - 85	85 65 - 90	100 70 - 110	95 75 - 120
SA - Adelaide	80 70 - 90	90 80 - 110	100 90 - 115	110 85 - 115
WA - Perth	100 80 - 110	110 90 - 130	120 90 - 140	120 85 - 140
ACT - Canberra	90 80 - 95	100 90 - 110	115 110 - 130	100 80 - 120
TAS - Hobart	70 60 - 77	75 60 - 90	85 70 - 120	85 70 - 90
NT - Darwin	80 75 - 85	85 82.5 - 95	95 88 - 105	100 90 - 110
NZ - Auckland	85 75 - 95	90 80 - 100	100 80 - 120	90 80 - 110
NZ - Wellington	80 70 - 90	90 80 - 100	100 80 - 120	85 75 - 95
NZ - Christchurch	80 70 - 90	90 80 - 100	100 80 - 120	85 75 - 95

	Corporate Accountant (Turnover up to \$100m)	Corporate Accountant (Turnover up to \$500m)	Corporate Accountant (Turnover > \$500m)
NSW - Sydney	110 90 - 120	120 90 - 130	135 115 - 150
NSW - Regional	80 75 - 85	85 75 - 95	95 80 - 110
VIC - Melbourne	95 85 - 105	110 90 - 120	120 105 - 130
VIC - Regional	70 60 - 80	80 70 - 90	90 80 - 100
QLD - Brisbane, Gold Coast & Sunshine Coast	95 90 - 100	110 100 - 120	120 110 - 130
QLD - Regional	75 60 - 90	85 70 - 100	100 75 - 110
SA - Adelaide	80 70 - 90	87 80 - 100	100 90 - 115
WA - Perth	100 90 - 110	110 100 - 130	120 100 - 140
ACT - Canberra	90 80 - 100	100 90 - 110	105 100 - 120
TAS - Hobart	70 60 - 80	80 70 - 90	95 80 - 100
NT - Darwin	80 70 - 85	85 80 - 95	95 90 - 105
NZ - Auckland	80 70 - 85	90 80 - 110	100 90 - 115
NZ - Wellington	85 75 - 90	100 80 - 110	110 90 - 115
NZ - Christchurch	85 75 - 90	90 85 - 110	105 100 - 120

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 ON SALARIES

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SENIOR QUALIFIED ACCOUNTANTS	Financial Accountant (Turnover up to \$50m)	Financial Accountant (Turnover \$50m - \$150m)	Financial Accountant (Turnover > \$150m)
NSW - Sydney	85 70 - 90	100 85 - 105	110 90 - 120
NSW - Regional	70 68 - 76	75 70 - 80	80 75 - 85
VIC - Melbourne	80 75 - 90	85 80 - 105	100 85 - 120
VIC - Regional	70 60 - 85	80 70 - 100	90 75 - 120
QLD - Brisbane, Gold Coast & Sunshine Coast	80 70 - 90	90 80 - 100	100 90 - 120
QLD - Regional	75 53 - 80	80 65 - 105	90 75 - 120
SA - Adelaide	75 65 - 85	80 75 - 110	90 80 - 120
WA - Perth	85 80 - 95	90 80 - 120	110 80 - 125
ACT - Canberra	85 75 - 95	90 80 - 100	100 95 - 110
TAS - Hobart	70 60 - 85	80 60 - 100	90 70 - 120
NT - Darwin	75 70 - 80	85 80 - 95	90 82 - 98
NZ - Auckland	78 65 - 85	82 70 - 95	95 80 - 110
NZ - Wellington	80 70 - 90	85 75 - 95	100 85 - 110
NZ - Christchurch	75 65 - 85	80 70 - 90	95 90 - 100
	Management Accountant (Turnover up to \$50m)	Management Accountant (Turnover \$50m - \$150m)	Management Accountant (Turnover > \$150m)
NSW - Sydney	85 75 - 90	105 90 - 120	120 100 - 140
NSW - Regional	77 75 - 80	90 80 - 100	105 85 - 115
VIC - Melbourne	85 75 - 90	95 80 - 110	110 95 - 125
VIC - Regional	70 60 - 85	80 65 - 100	90 80 - 120
QLD - Brisbane, Gold Coast & Sunshine Coast	85 75 - 90	95 90 - 110	110 100 - 125
QLD - Regional	70 60 - 80	85 70 - 95	100 65 - 115
SA - Adelaide	80 70 - 90	85 75 - 100	100 90 - 125
WA - Perth	90 80 - 100	95 80 - 120	120 95 - 135
ACT - Canberra	85 75 - 95	95 80 - 100	105 95 - 110
TAS - Hobart	70 60 - 85	80 60 - 100	90 70 - 120
NT - Darwin	90 75 - 95	95 80 - 100	105 95 - 116
NZ - Auckland	75 70 - 80	85 75 - 95	100 90 - 110
NZ - Wellington	80 70 - 90	85 75 - 95	100 90 - 110
NZ - Christchurch	75 65 - 85	80 70 - 90	95 90 - 100

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

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

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ACCOUNTANCY & FINANCE

COMMERCE & INDUSTRY | FINANCIAL EXECUTIVES

SENIOR QUALIFIED ACCOUNTANTS	Financial Analyst (Turnover up to \$100m)	Financial Analyst (Turnover up to \$500m)	Financial Analyst (Turnover > \$500m)
NSW - Sydney	85 80 - 95	105 85 - 110	125 115 - 140
NSW - Regional	75 65 - 80	85 70 - 95	110 85 - 125
VIC - Melbourne	85 75 - 95	100 77 - 110	120 100 - 140
VIC - Regional	65 50 - 75	80 60 - 90	100 75 - 120
QLD - Brisbane, Gold Coast & Sunshine Coast	85 80 - 90	100 85 - 115	125 115+
QLD - Regional	70 45 - 75	80 60 - 85	90 70 - 100
SA - Adelaide	85 80 - 100	95 85 - 100	100 90 - 110
WA - Perth	90 75 - 100	100 80 - 120	120 90 - 150
ACT - Canberra	85 75 - 95	95 80 - 100	110 100 - 120
TAS - Hobart	65 40 - 70	80 58 - 90	95 75 - 120
NT - Darwin	80 75 - 85	95 90 - 100	100 95 - 110
NZ - Auckland	75 65 - 85	85 70 - 100	95 85 - 115
NZ - Wellington	75 70 - 88	90 80 - 100	100 90 - 110
NZ - Christchurch	80 70 - 90	90 80 - 100	100 90 - 110
	Systems Accountant (Turnover up to \$100m)	Systems Accountant (Turnover up to \$500m)	Systems Accountant (Turnover > \$500m)
NSW - Sydney	90 70 - 95	100 75 - 110	120 90 - 135
NSW - Regional	70 60 - 75	80 75 - 90	100 90 - 120
VIC - Melbourne	90 75 - 100	100 85 - 110	110 100 - 135
VIC - Regional	70 45 - 77	80 60 - 90	90 60 - 120
QLD - Brisbane, Gold Coast & Sunshine Coast	88 75 - 95	95 85 - 100	110 90 - 130
QLD - Regional	70 50 - 90	80 55 - 90	90 65 - 100
SA - Adelaide	85 75 - 90	90 80 - 95	110 90 - 120
WA - Perth	85 75 - 90	100 80 - 120	120 90 - 140
ACT - Canberra	95 90 - 100	100 90 - 110	110 100 - 130
TAS - Hobart	70 45 - 77	75 60 - 90	90 60 - 120
NT - Darwin	85 75 - 90	90 80 - 95	100 95 - 110
NZ - Auckland	75 65 - 80	80 75 - 85	90 80 - 100
NZ - Wellington	75 65 - 80	85 75 - 95	90 80 - 110
NZ - Christchurch	75 65 - 80	85 75 - 95	90 80 - 110

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

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

NOTES ON SALARIES

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CORPORATE TAX - COMMERCE	Tax Accountant	Senior Tax Accountant	Tax Manager
NSW - Sydney	85 60 - 90	100 90 - 120	160 140 - 210
NSW - Regional	80 70 - 90	95 80 - 110	120 100 - 140
VIC - Melbourne	90 75 - 95	100 85 - 135	160 135 - 200
VIC - Regional	68 55 - 75	82 65 - 90	110 80 - 140
QLD - Brisbane, Gold Coast & Sunshine Coast	85 75 - 95	110 100 - 130	160 145+
QLD - Regional	70 55 - 75	80 65 - 85	100 70 - 110
SA - Adelaide	75 65 - 85	90 85 - 110	125 100 - 150
WA - Perth	95 85 - 110	140 100 - 150	180 150 - 230+
ACT - Canberra	90 80 - 100	100 90 - 115	135 115 - 160
TAS - Hobart	65 55 - 75	80 65 - 87	105 80 - 120
NT - Darwin	75 70 - 80	95 90 - 100	110 100 - 120
NZ - Auckland	75 65 - 85	85 70 - 100	110 85 - 130
NZ - Wellington	75 65 - 85	85 80 - 100	105 90 - 120
NZ - Christchurch	70 60 - 80	80 70 - 100	100 85 - 120
	Treasury Accountant (Turnover up to \$100m)	Treasury Accountant (Turnover up to \$500m)	Treasury Accountant (Turnover > \$500m)
NSW - Sydney	85 72 - 90	95 70 - 110	130 90 - 150
NSW - Regional	65 55 - 70	75 70 - 80	85 80 - 90
VIC - Melbourne	75 60 - 80	90 80 - 105	125 110 - 150
VIC - Regional	65 55 - 82	75 60 - 90	90 65 - 120
QLD - Brisbane, Gold Coast & Sunshine Coast	80 72 - 90	90 82 - 100	110 100 - 130
QLD - Regional	70 50 - 75	75 60 - 80	85 65 - 90
SA - Adelaide	70 65 - 75	75 65 - 85	90 80 - 100
WA - Perth	85 80 - 90	90 85 - 100	120 100 - 140
ACT - Canberra	80 68 - 90	90 80 - 100	100 90 - 110
TAS - Hobart	70 55 - 82	80 60 - 90	100 65 - 120
NT - Darwin	70 65 - 75	80 65 - 83	90 85 - 100
NZ - Auckland	70 55 - 80	80 65 - 95	100 80 - 120
NZ - Wellington	75 65 - 85	90 80 - 100	100 90 - 110
NZ - Christchurch	70 60 - 80	80 70 - 90	95 80 - 115

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

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

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ACCOUNTANCY & FINANCE

COMMERCE & INDUSTRY | FINANCIAL SERVICES

PRODUCT AND FUNDS	Product Control	Product Control Manager	Fund/Investment Accountant	Senior Fund/Investment Accountant	Fund/Investment Accountant Acctg. Manager
NSW - Sydney	100 90 - 120	130 120 - 150	85 75 - 90	100 85 - 110	120 100 - 140
NSW - Regional	90 85 - 95	100 90 - 110	70 60 - 75	80 70 - 85	100 80 - 110
VIC - Melbourne	90 80 - 100	135 120 - 150	75 65 - 90	90 80 - 110	120 110 - 150
VIC - Regional	80 60 - 85	90 85 - 100	70 60 - 80	80 75 - 85	100 85 - 110
QLD - Brisbane, Gold Coast & Sunshine Coast	90 80 - 100	120 110 - 130	75 65 - 90	85 80 - 100	110 90 - 130
QLD - Regional	85 80 - 95	110 90 - 120	70 60 - 85	80 70 - 100	100 90 - 120
SA - Adelaide	75 60 - 85	90 85 - 100	60 55 - 75	72 70 - 80	100 85 - 110
WA - Perth	80 65 - 85	95 90 - 110	80 70 - 90	90 90 - 95	110 95 - 120
ACT - Canberra	N/A	N/A	80 68 - 90	100 90 - 110	120 100 - 130
TAS - Hobart	80 60 - 85	90 85 - 100	70 60 - 80	80 75 - 85	100 85 - 110
NT - Darwin	80 65 - 85	90 85 - 100	70 65 - 80	90 85 - 100	110 100 - 120
NZ - Auckland	75 65 - 85	85 75 - 95	75 70 - 80	85 80 - 90	105 85 - 115
NZ - Wellington	70 60 - 80	80 70 - 90	70 65 - 75	80 75 - 85	90 80 - 100
NZ - Christchurch	70 65 - 80	80 80 - 90	70 75 - 90	85 80 - 90	100 90 - 110

STATUTORY AND TAX	Regulatory/Statutory Acctg. Manager	Tax Accountant	Tax Manager
NSW - Sydney	130 120 - 150	90 80 - 100	130 110 - 150
NSW - Regional	110 100 - 115	75 70 - 80	120 110 - 130
VIC - Melbourne	130 120 - 160	90 85 - 100	130 110 - 150
VIC - Regional	100 85 - 110	78 70 - 85	110 100 - 150
QLD - Brisbane, Gold Coast & Sunshine Coast	115 100 - 130	90 80 - 100	135 90 - 150
QLD - Regional	95 85 - 110	75 70 - 85	125 100 - 150
SA - Adelaide	95 85 - 110	80 65 - 85	120 100 - 150
WA - Perth	120 90 - 140	90 75 - 105	150 120 - 200
ACT - Canberra	108 95 - 120	90 80 - 105	130 110 - 140
TAS - Hobart	95 85 - 110	75 70 - 85	120 100 - 150
NT - Darwin	90 80 - 100	85 80 - 90	110 100 - 115
NZ - Auckland	100 90 - 120	85 75 - 95	95 80 - 110
NZ - Wellington	100 90 - 120	80 65 - 100	110 90 - 120
NZ - Christchurch	100 90 - 120	80 65 - 100	110 90 - 120

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

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

NOTES ON SALARIES

- All salaries shown exclude superannuation
- New Zealand salaries are represented in New Zealand dollars

COMPLIANCE	Compliance Analysts	Compliance Manager	Operations Risk Analyst	Operations Risk Manager
NSW - Sydney	100 90 - 110	130 110 - 150	95 90 - 110	135 120 - 150
NSW - Regional	70 60 - 80	100 90 - 115	85 75 - 90	120 110 - 135
VIC - Melbourne	90 75 - 100	140 100 - 170	95 80 - 140	140 130 - 160
VIC - Regional	75 65 - 85	110 90 - 120	85 75 - 100	120 120 - 140
QLD - Brisbane, Gold Coast & Sunshine Coast	90 75 - 100	120 100 - 140	90 80 - 120	140 120 - 150
QLD - Regional	70 65 - 80	100 90 - 120	80 70 - 95	110 100 - 120
SA - Adelaide	70 60 - 80	90 85 - 100	75 65 - 85	100 95 - 120
WA - Perth	70 65 - 80	100 90 - 120	80 70 - 95	120 100 - 130
ACT - Canberra	80 70 - 90	110 100 - 120	90 80 - 105	120 110 - 135
TAS - Hobart	75 65 - 85	100 90 - 115	85 75 - 98	115 110 - 135
NT - Darwin	70 65 - 80	110 90 - 120	90 75 - 95	120 110 - 130
NZ - Auckland	72 65 - 80	100 80 - 120	80 70 - 90	110 85 - 130
NZ - Wellington	60 55 - 70	80 75 - 95	80 70 - 90	95 85 - 105
NZ - Christchurch	60 55 - 70	80 75 - 95	80 70 - 90	95 85 - 105

INTERNAL AUDIT	Internal Auditor	Senior Internal Auditor	Internal Audit Manager
NSW - Sydney	90 75 - 95	100 90 - 110	140 110 - 170
NSW - Regional	95 90 - 105	105 95 - 115	120 100 - 150
VIC - Melbourne	95 80 - 100	115 90 - 125	140 120 - 160
VIC - Regional	62 55 - 75	78 70 - 90	115 90 - 130
QLD - Brisbane, Gold Coast & Sunshine Coast	85 70 - 95	100 90 - 110	140 120 - 150
QLD - Regional	75 55 - 80	90 65 - 100	120 95 - 180
SA - Adelaide	75 65 - 80	85 75 - 90	110 85 - 120
WA - Perth	85 75 - 90	100 90 - 120	140 120 - 180
ACT - Canberra	85 80 - 100	90 90 - 110	120 100 - 125
TAS - Hobart	65 55 - 75	80 70 - 90	110 90 - 130
NT - Darwin	75 65 - 80	80 75 - 90	100 95 - 110
NZ - Auckland	75 65 - 85	90 80 - 100	110 100 - 120
NZ - Wellington	80 70 - 90	95 90 - 100	115 105 - 125
NZ - Christchurch	75 65 - 85	90 80 - 100	110 100 - 120

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

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

NOTES ON SALARIES

- All salaries shown exclude superannuation
- New Zealand salaries are represented in New Zealand dollars

ACCOUNTANCY & FINANCE COMMERCE & INDUSTRY | ACCOUNTING SUPPORT

NON CPA/CA QUALIFIED EXPERIENCED ACCOUNTANTS

	3 - 5 yrs experience	5 - 10 yrs experience	Over 10 yrs experience
NSW - Sydney	65 55 - 70	75 65 - 80	80 70 - 90
NSW - Regional	60 50 - 65	70 60 - 75	75 65 - 80
VIC - Melbourne	65 60 - 70	75 65 - 80	80 70 - 90
VIC - Regional	55 50 - 60	70 65 - 75	80 70 - 85
QLD - Brisbane, Gold Coast & Sunshine Coast	60 53 - 66	62 55 - 80	72 60 - 80
QLD - Regional	60 45 - 65	62 50 - 75	72 60 - 85
SA - Adelaide	55 50 - 60	70 65 - 75	80 70 - 85
WA - Perth	70 65 - 75	80 70 - 90	90 85 - 100
ACT - Canberra	60 55 - 65	75 70 - 80	85 75 - 95
TAS - Hobart	60 55 - 65	65 60 - 75	65 60 - 75
NT - Darwin	60 55 - 65	72 68 - 76	80 70 - 85
NZ - Auckland	55 45 - 60	60 55 - 65	70 60 - 80
NZ - Christchurch/Wellington	55 45 - 60	60 50 - 65	70 55 - 85

NOTES ON SALARIES

• All salaries shown exclude superannuation

• 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 DEGREE QUALIFIED

	Graduate (No experience)	Assistant Accountant (up to 2 yrs)	Assistant Accountant (2 - 4 yrs)	Assistant Accountant (4 yrs +)
NSW - Sydney	45 35 - 50	55 50 - 60	62 55 - 70	67 60 - 75
NSW - Regional	40 35 - 50	55 50 - 60	60 55 - 65	65 60 - 70
VIC - Melbourne	40 38 - 45	55 50 - 58	58 55 - 65	65 57 - 67
VIC - Regional	40 38 - 45	50 48 - 55	55 50 - 58	60 58 - 65
QLD - Brisbane, Gold Coast & Sunshine Coast	42 35 - 50	48 44 - 55	55 50 - 65	65 55 - 75
QLD - Regional	42 35 - 45	45 42 - 60	55 45 - 70	65 50 - 72
SA - Adelaide	45 40 - 50	55 50 - 60	60 55 - 65	65 60 - 70
WA - Perth	45 40 - 50	60 55 - 65	70 65 - 75	75 70 - 80
ACT - Canberra	45 40 - 50	50 45 - 55	55 50 - 60	65 55 - 70
TAS - Hobart	45 40 - 50	50 45 - 60	60 50 - 65	60 55 - 70
NT - Darwin	40 38 - 42	50 48 - 55	58 54 - 62	62 57 - 66
NZ - Auckland	40 32 - 42	45 40 - 50	48 42 - 55	55 48 - 60
NZ - Christchurch/Wellington	40 35 - 42	45 40 - 50	50 45 - 65	60 55 - 70

NOTES ON SALARIES

• All salaries shown exclude superannuation

• New Zealand salaries are represented in New Zealand dollars

ASSISTANT ACCOUNTANTS DIPLOMA QUALIFIED	Graduate (No Experience)	Assistant Accountant (up to 2 yrs)	Assistant Accountant (2 - 4 yrs)	Assistant Accountant (4 yrs +)
NSW - Sydney	42 35 - 45	52 45 - 55	60 50 - 65	65 55 - 70
NSW - Regional	35 30 - 40	40 32 - 45	45 37 - 48	55 45 - 60
VIC - Melbourne	40 35 - 42	50 45 - 52	55 50 - 60	65 55 - 68
VIC - Regional	38 35 - 45	45 38 - 55	50 46 - 60	56 47 - 65
QLD - Brisbane, Gold Coast & Sunshine Coast	42 36 - 45	45 42 - 50	50 46 - 58	55 50 - 65
QLD - Regional	36 32 - 38	40 38 - 43	45 40 - 48	50 45 - 55
SA - Adelaide	40 35 - 42	45 40 - 50	55 50 - 60	60 55 - 65
WA - Perth	42 40 - 45	50 45 - 55	55 50 - 60	70 65 - 75
ACT - Canberra	43 38 - 45	48 40 - 52	55 50 - 60	60 55 - 70
TAS - Hobart	38 35 - 45	45 38 - 55	50 46 - 60	56 47 - 65
NT - Darwin	40 38 - 42	50 48 - 55	58 54 - 62	62 57 - 66
NZ - Auckland	38 32 - 44	42 34 - 48	46 40 - 50	54 48 - 60
NZ - Christchurch/Wellington	37 30 - 40	42 35 - 45	45 40 - 50	55 50 - 65

PAYROLL	Payroll Officer	Senior Payroll Officer	Supervisor/ Manager (<250 employees)	Supervisor/ Manager (250-500 employees)	Supervisor/ Manager (>500 employees)
NSW - Sydney	60 55 - 65	70 65 - 75	75 70 - 80	80 65 - 90	90 80 - 120
NSW - Regional	50 45 - 55	55 50 - 60	60 55 - 65	68 55 - 70	72 65 - 80
VIC - Melbourne	55 45 - 60	65 55 - 75	75 65 - 80	82 70 - 100	90 80 - 120
VIC - Regional	45 35 - 48	50 45 - 55	55 45 - 65	62 55 - 75	75 65 - 100
QLD - Brisbane, Gold Coast & Sunshine Coast	48 45 - 55	60 50 - 70	65 45 - 60	70 49 - 75	80 70 - 90
QLD - Regional	45 35 - 48	50 45 - 55	55 45 - 65	65 55 - 75	70 65 - 100
SA - Adelaide	45 42 - 55	55 50 - 60	60 55 - 65	70 65 - 75	80 75+
WA - Perth	60 55 - 65	70 65 - 75	75 65 - 85	80 75 - 90	95 80 - 120
ACT - Canberra	55 45 - 60	60 55 - 75	70 65 - 80	80 65 - 85	90 80 - 120
TAS - Hobart	45 40 - 50	55 45 - 60	62 55 - 65	60 55 - 72	70 60 - 80
NT - Darwin	45 42.5 - 50	55 50 - 60	58 55 - 63	63 60 - 65	73 70 - 75
NZ - Auckland	45 40 - 55	52 45 - 58	55 48 - 60	60 50 - 70	70 60 - 90
NZ - Christchurch/Wellington	42 36 - 45	50 45 - 60	55 50 - 60	60 50 - 70	70 60 - 85

NOTES ON SALARIES

- All salaries shown exclude superannuation
- New Zealand salaries are represented in New Zealand dollars

ACCOUNTANCY & FINANCE

COMMERCE & INDUSTRY | ACCOUNTING SUPPORT

CREDIT CONTROL/ ACCOUNTS RECEIVABLE	Accounts Receivable Officer	Credit Controller	Supervisor/Manager (1- 5 staff)	Supervisor/Manager (> 5 staff)
NSW - Sydney	50 45 - 55	60 50 - 65	70 60 - 75	80 70 - 85
NSW - Regional	48 40 - 55	55 50 - 60	65 60 - 70	70 65 - 80
VIC - Melbourne	55 45 - 60	55 50 - 65	65 60 - 80	85 70 - 100
VIC - Regional	50 42 - 57	50 42 - 60	60 50 - 65	65 55 - 75
QLD - Brisbane, Gold Coast & Sunshine Coast	42 38 - 45	48 42 - 55	60 55 - 62	80 60 - 85
QLD - Regional	45 35 - 48	48 42 - 55	55 50 - 65	60 55 - 75
SA - Adelaide	45 40 - 50	50 45 - 55	60 55 - 65	65 60 - 70
WA - Perth	50 45 - 55	55 50 - 60	70 60 - 85	85 80 - 100
ACT - Canberra	45 40 - 50	55 50 - 60	60 55 - 65	75 60 - 85
TAS - Hobart	45 40 - 50	50 42 - 60	60 50 - 65	65 55 - 75
NT - Darwin	45 40 - 47	48 45 - 50	50 42 - 52	55 50 - 58
NZ - Auckland	45 40 - 50	48 40 - 55	55 48 - 60	65 50 - 75
NZ - Christchurch/Wellington	45 40 - 50	50 45 - 55	55 50 - 60	60 55 - 70

BOOKKEEPERS	To Trial Balance	To Balance Sheet	Senior Bookkeeper
NSW - Sydney	65 60 - 70	70 65 - 75	75 65 - 80
NSW - Regional	55 50 - 60	60 50 - 65	65 55 - 70
VIC - Melbourne	60 50 - 65	62 50 - 65	65 60 - 75
VIC - Regional	50 45 - 55	55 50 - 60	60 55 - 65
QLD - Brisbane, Gold Coast & Sunshine Coast	52 43 - 60	60 49 - 70	65 54 - 75
QLD - Regional	45 40 - 55	52 45 - 60	60 55 - 70
SA - Adelaide	50 45 - 55	55 50 - 60	60 55 - 65
WA - Perth	65 60 - 70	70 65 - 75	75 70 - 85
ACT - Canberra	55 45 - 60	60 55 - 65	70 55 - 80
TAS - Hobart	50 45 - 55	52 50 - 60	60 55 - 65
NT - Darwin	55 50 - 60	60 55 - 65	65 60 - 70
NZ - Auckland	46 40 - 52	54 46 - 60	56 48 - 65
NZ - Christchurch/Wellington	46 40 - 52	52 45 - 55	55 50 - 65

NOTES ON SALARIES

- All salaries shown exclude superannuation
- New Zealand salaries are represented in New Zealand dollars

ACCOUNTS PAYABLE	Accounts Payable Officer	Accounts Payable Officer - Senior	Experienced Supervisor Accounts Payable	Manager Accounts Payable
NSW - Sydney	55 50 - 60	60 50 - 65	65 55-70	80 70 - 90
NSW - Regional	48 43 - 55	55 50 - 60	60 55 - 65	70 65 - 75
VIC - Melbourne	50 45 - 60	55 48 - 62	65 60 - 75	75 65 - 80
VIC - Regional	48 40 - 52	52 48 - 58	62 58 - 65	70 60 - 75
QLD - Brisbane, Gold Coast & Sunshine Coast	45 40 - 48	50 43 - 52	58 50 - 65	65 58 - 70
QLD - Regional	45 35 - 50	48 42 - 55	52 45 - 60	58 50 - 70
SA - Adelaide	45 40 - 50	50 48 - 55	55 50 - 60	65 60 - 70
WA - Perth	55 45 - 60	65 55 - 70	70 60 - 75	85 75 - 95
ACT - Canberra	45 40 - 50	50 45 - 55	60 55 - 65	65 60 - 75
TAS - Hobart	45 38 - 48	50 45 - 55	60 45 - 65	65 55 - 75
NT - Darwin	45 40 - 48	48 45.5 - 50	50 45 - 55	55 45 - 60
NZ - Auckland	40 36 - 45	47 40 - 55	52 48 - 60	60 55 - 65
NZ - Christchurch/Wellington	40 35 - 45	48 45 - 50	55 50 - 60	65 50 - 70

ACCOUNTS OFFICERS/ASSISTANTS	Entry Level Accounts Officer	Accounts Officer
NSW - Sydney	38 32 - 42	45 40 - 50
NSW - Regional	35 30 - 40	40 30 - 45
VIC - Melbourne	40 38 - 45	42 38 - 47
VIC - Regional	38 35 - 45	45 38 - 50
QLD - Brisbane, Gold Coast & Sunshine Coast	30 28 - 35	36 32 - 40
QLD - Regional	32 25 - 35	38 32 - 40
SA - Adelaide	38 33 - 43	42 38 - 50
WA - Perth	42 40 - 45	50 45 - 60
ACT - Canberra	40 35 - 45	45 40 - 50
TAS - Hobart	33 30 - 35	38 35 - 41
NT - Darwin	35 30 - 38	40 35 - 45
NZ - Auckland	34 28 - 34	38 32 - 38
NZ - Christchurch/Wellington	33 30 - 37	37 35 - 42

NOTES ON SALARIES

- All salaries shown exclude superannuation
- New Zealand salaries are represented in New Zealand dollars

ACCOUNTANCY & FINANCE PROFESSIONAL PRACTICE

BOOKKEEPERS	Bookkeeper	Senior Bookkeeper
NSW - Sydney	55 50 - 60	62 55 - 70
NSW - Regional	49 44 - 52	59 53 - 64
VIC - Melbourne	55 45 - 58	65 55 - 70
VIC - Regional	50 45 - 60	60 50 - 75
QLD - Brisbane, Gold Coast & Sunshine Coast	48 42 - 51	60 52 - 60
QLD - Regional	45 35 - 48	55 45 - 60
SA - Adelaide	48 45 - 52	56 50 - 60
WA - Perth	52 48 - 56	64 55 - 70
ACT - Canberra	50 40 - 60	60 50 - 75
TAS - Hobart	43 35 - 48	50 41 - 55
NT - Darwin	55 50 - 60	60 55 - 65
NZ - Auckland	50 40 - 60	55 45 - 65
NZ - Wellington	50 40 - 60	55 45 - 65
NZ - Christchurch	45 40 - 50	55 50 - 60

BUSINESS SERVICES UNDERGRADUATES	0-2yrs experience	2-3yrs experience	3yrs+ experience
NSW - Sydney	34 32 - 38	40 37.5 - 44	47 42 - 51
NSW - Regional	33 30 - 37	39 35 - 41	44 41 - 46
VIC - Melbourne	36 34 - 40	42 35 - 45	48 45 - 50
VIC - Regional	36 35 - 38	40 39 - 42	46 42 - 50
QLD - Brisbane, Gold Coast & Sunshine Coast	33 31 - 36	38 35 - 40	42 38 - 43
QLD - Regional	32 30 - 35	36 33 - 40	42 35 - 53
SA - Adelaide	35 30 - 38	40 35 - 44	44 42 - 48
WA - Perth	35 32 - 38	42 38 - 47	52 48 - 56
ACT - Canberra	36 35 - 38	40 39 - 42	46 42 - 50
TAS - Hobart	32 30 - 38	35 32 - 38	38 34 - 43
NT - Darwin	40 35 - 45	45 40 - 50	50 45 - 55
NZ - Auckland	36 30 - 40	38 36 - 40	42 35 - 45
NZ - Wellington	36 30 - 40	42 35 - 45	45 40 - 60
NZ - Christchurch	38 30 - 40	43 40 - 45	50 45 - 55

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 ON SALARIES

- All salaries shown exclude superannuation
- New Zealand salaries are represented in New Zealand dollars

BUSINESS SERVICES GRADUATES	No experience	1-2yrs experience	2-3yrs experience	3yrs+ experience
NSW - Sydney	40 33 - 44	44 38.5 - 46	49 44 - 52	54 49 - 56
NSW - Regional	35 31 - 40	40 35 - 42	48 41 - 49.5	52 46 - 52
VIC - Melbourne	43 35 - 45	50 42 - 55	57 45 - 60	60 52 - 65
VIC - Regional	42 36 - 44	47 44 - 50	51 46 - 52	56 50 - 65
QLD - Brisbane, Gold Coast & Sunshine Coast	37 33 - 40	43 39 - 50	49 45 - 53	53 50 - 60
QLD - Regional	35 32 - 42	39 32 - 43	45 40 - 55	50 45 - 60
SA - Adelaide	40 35 - 43	42 39 - 45	48 44 - 53	52 48 - 57
WA - Perth	41 38 - 44	49 44 - 54	52 47 - 62	61 57 - 65
ACT - Canberra	42 36 - 44	47 44 - 50	51 46 - 52	56 50 - 65
TAS - Hobart	35 30 - 40	40 32 - 42	50 46 - 55	52 46 - 55
NT - Darwin	40 35 - 45	45 42 - 50	50 45 - 55	55 50 - 62
NZ - Auckland	36 33 - 38	42 36 - 45	50 45 - 55	55 50 - 65
NZ - Wellington	44 35 - 45	46 40 - 50	50 45 - 55	55 47 - 65
NZ - Christchurch	39 35 - 42	43 40 - 45	48 45 - 52	55 50 - 65

**BUSINESS SERVICES (TYPICALLY CA/
CPA COMPLETE) SENIOR, SUPERVISOR,
ASSISTANT MANAGERS**

	3-4yrs experience	4-5yrs experience	5-6yrs experience	6yrs+ experience
NSW - Sydney	65 58 - 70	70 62 - 75	82 75 - 85	88 83 - 95
NSW - Regional	62 59 - 66	67 61.5 - 71.5	76 66 - 80	85 81 - 90
VIC - Melbourne	65 55 - 70	75 68 - 78	80 70 - 87	88 84 - 95
VIC - Regional	60 55 - 65	65 65 - 70	72 70 - 78	82 78 - 85
QLD - Brisbane, Gold Coast & Sunshine Coast	65 60 - 70	70 65 - 75	80 75 - 85	85 80 - 90
QLD - Regional	57 48 - 60	60 55 - 65	78 60 - 87	83 78 - 102
SA - Adelaide	64 60 - 68	69 65 - 74	77 73 - 82	82 76 - 85
WA - Perth	65 60 - 70	72 68 - 78	78 73 - 83	88 77 - 97
ACT - Canberra	65 60 - 70	70 65 - 75	80 72 - 85	85 80 - 92
TAS - Hobart	53 48 - 59	60 53 - 63	68 60 - 80	72 65 - 85
NT - Darwin	62 58 - 68	68 64 - 73	76 72 - 82	85 80 - 92
NZ - Auckland	65 60 - 70	70 65 - 75	80 70 - 85	85 80 - 90
NZ - Wellington	68 58 - 70	73 65 - 75	75 65 - 80	80 70 - 90
NZ - Christchurch	60 55 - 70	65 60 - 75	75 65 - 80	82 75 - 90

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

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

NOTES ON SALARIES

- All salaries shown exclude superannuation
- New Zealand salaries are represented in New Zealand dollars

ACCOUNTANCY & FINANCE PROFESSIONAL PRACTICE

BUSINESS SERVICES MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS	Manager for 0-2yrs	Senior Manager for 2-5yrs	Principals/Directors
NSW - Sydney	110 92 - 115	120 110 - 140	175 125+
NSW - Regional	92 84.5 - 101	110 96 - 134	147 125+
VIC - Melbourne	100 90 - 120	130 120 - 150	175 130+
VIC - Regional	85 75 - 90	95 85 - 110	125 110+
QLD - Brisbane, Gold Coast & Sunshine Coast	90 85 - 95	120 100 - 130	140 125+
QLD - Regional	90 75 - 102	115 80 - 130	140 115 - 150+
SA - Adelaide	89 85 - 95	113 110 - 125	140 130+
WA - Perth	90 85 - 95	120 100 - 140	140 130+
ACT - Canberra	95 85 - 105	120 100 - 140	150 140+
TAS - Hobart	79 68 - 88	100 85 - 110	125 110+
NT - Darwin	78 73 - 80	95 90 - 100	118 110+
NZ - Auckland	90 85 - 95	105 90 - 125	150 120 - 180
NZ - Wellington	77 70 - 80	100 75 - 110	200 150+
NZ - Christchurch	75 60 - 79	100 75 - 110	150 100+

EXTERNAL AUDIT UNDERGRADUATES	0-2yrs experience	2-3yrs experience	3yrs+ experience
NSW - Sydney	35 32 - 37	42 36 - 44	47 42 - 48
NSW - Regional	33 30 - 37	40 35 - 41	44 41 - 46
VIC - Melbourne	35 30 - 40	42 35 - 44	46 42 - 50
VIC - Regional	35 30 - 40	42 35 - 44	46 42 - 50
QLD - Brisbane, Gold Coast & Sunshine Coast	33 31 - 36	38 32 - 41	45 36 - 48
QLD - Regional	34 32 - 35	37 33 - 41	48 41 - 55
SA - Adelaide	35 30 - 38	40 35 - 44	44 42 - 48
WA - Perth	35 31 - 39	40 33 - 43	50 45 - 55
ACT - Canberra	36 35 - 38	40 39 - 42	46 42 - 50
TAS - Hobart	32 30 - 38	35 32 - 38	40 36 - 45
NT - Darwin	38 35 - 42	43 40 - 50	50 45 - 55
NZ - Auckland	35 30 - 38	38 35 - 42	44 38 - 48
NZ - Wellington	36 32 - 38	40 35 - 45	50 40 - 60
NZ - Christchurch	35 30 - 40	40 35 - 45	50 45 - 55

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 ON SALARIES

- All salaries shown exclude superannuation
- New Zealand salaries are represented in New Zealand dollars

EXTERNAL AUDIT GRADUATES	No experience	1-2yrs experience	2-3yrs experience	3yrs+ experience
NSW - Sydney	40 33 - 44	45 38.5 - 46	52 46 - 56	56 53.5 - 59
NSW - Regional	37 32 - 38.5	40 38 - 45	49 42 - 50	52 46 - 54
VIC - Melbourne	41 33 - 45	45 38.5 - 48	52 45 - 55	58 52 - 60
VIC - Regional	35 30 - 40	40 32 - 42	50 46 - 55	52 46 - 55
QLD - Brisbane, Gold Coast & Sunshine Coast	38 36 - 41	42 38 - 46	48 43 - 52	53 48 - 55
QLD - Regional	37 35 - 40	39 33 - 42	42 37 - 50	55 42 - 65
SA - Adelaide	40 35 - 43	42 39 - 45	48 44 - 53	52 48 - 57
WA - Perth	38 36 - 42	48 40 - 50	52 47 - 58	57 55 - 65
ACT - Canberra	42 36 - 44	47 44 - 50	51 46 - 52	56 50 - 65
TAS - Hobart	35 30 - 40	40 35 - 43	49 45 - 55	52 46 - 55
NT - Darwin	40 36 - 44	47 44 - 50	48 46 - 55	52 50 - 65
NZ - Auckland	35 32 - 40	40 35 - 45	48 45 - 50	55 50 - 60
NZ - Wellington	44 35 - 45	46 40 - 48	50 45 - 53	55 45 - 65
NZ - Christchurch	38 30 - 42	42 40 - 45	47 40 - 50	50 45 - 55

EXTERNAL AUDIT (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS

	3-4yrs experience	4-5yrs experience	5-6yrs experience	6yrs+ experience
NSW - Sydney	65 59 - 68	70 66 - 73	82 76 - 88	90 82 - 92
NSW - Regional	63 55 - 67	69 58 - 71	76 69 - 81	85 74 - 87
VIC - Melbourne	65 56 - 68	70 60 - 75	80 66 - 82	88 74 - 92
VIC - Regional	55 48 - 59	60 55 - 65	65 60 - 80	70 65 - 85
QLD - Brisbane, Gold Coast & Sunshine Coast	65 60 - 70	70 65 - 75	80 75 - 85	85 80 - 90
QLD - Regional	58 42 - 60	63 43 - 65	76 68 - 88	80 71 - 85
SA - Adelaide	64 60 - 68	69 65 - 74	77 73 - 82	82 76 - 85
WA - Perth	71 66 - 76	75 72 - 82	80 75 - 86	88 80 - 98
ACT - Canberra	65 60 - 70	70 65 - 75	80 72 - 85	85 80 - 92
TAS - Hobart	58 53 - 59	60 55 - 65	68 60 - 80	72 65 - 85
NT - Darwin	62 58 - 68	68 64 - 73	75 68 - 82	85 80 - 92
NZ - Auckland	65 60 - 70	70 65 - 75	75 70 - 80	85 75 - 90
NZ - Wellington	62 55 - 70	75 65 - 80	78 65 - 85	83 70 - 90
NZ - Christchurch	55 50 - 60	60 55 - 65	68 65 - 75	75 65 - 80

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 ON SALARIES

- All salaries shown exclude superannuation
- New Zealand salaries are represented in New Zealand dollars

ACCOUNTANCY & FINANCE PROFESSIONAL PRACTICE

EXTERNAL AUDIT MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS	Manager for 0-2yrs	Senior Manager for 2-5yrs	Principals/Directors
NSW - Sydney	110 92 - 115	125 110 - 130	175 120+
NSW - Regional	97 87 - 110	115 100 - 124	160 120+
VIC - Melbourne	96 85 - 115	125 110 - 150	170+ 125+
VIC - Regional	80 65 - 85	100 95 - 110	125 110+
QLD - Brisbane, Gold Coast & Sunshine Coast	95 80 - 110	120 100 - 125	140 120 +
QLD - Regional	90 69 - 100	115 87 - 130	140 130 +
SA - Adelaide	89 85 - 95	113 110 - 125	140 130+
WA - Perth	100 93 - 115	120 105 - 150	165 130+
ACT - Canberra	95 85 - 105	120 100 - 140	150 140+
TAS - Hobart	76 69 - 80	100 92 - 110	125 110+
NT - Darwin	75 69 - 77	100 98 - 103	120 110+
NZ - Auckland	90 85 - 95	110 95 - 120	150 120 - 180
NZ - Wellington	75 70 - 90	93 80 - 110	200 150 - 240
NZ - Christchurch	75 70 - 80	90 80 - 105	130 100+

IT AUDIT GRADUATES	No experience	1-2yrs experience	2-3yrs experience	3yrs+ experience
NSW - Sydney	40 35 - 44	45 38 - 48	53 46 - 55	56 53.5 - 59
NSW - Regional	35 31 - 37	39 32 - 40.5	46 38.5 - 50	54 41 - 55
VIC - Melbourne	42 37 - 45	46 41 - 50.5	55 47 - 58	60 55 - 64
VIC - Regional	35 28 - 36	38 32 - 42	44 40 - 48	48 42 - 50
QLD - Brisbane, Gold Coast & Sunshine Coast	38 35 - 42	42 38 - 46	47 44 - 49	53 50 - 55
QLD - Regional	37 35 - 42	41 38 - 46	46 44 - 49	51 50 - 55
SA - Adelaide	40 35 - 43	42 39 - 45	48 44 - 53	52 48 - 57
WA - Perth	40 36 - 42	44 41 - 48	49 44 - 53	54 49 - 59
ACT - Canberra	42 36 - 44	47 44 - 50	51 46 - 52	56 50 - 65
TAS - Hobart	35 28 - 36	38 32 - 42	44 40 - 48	48 42 - 50
NT - Darwin	40 35 - 45	45 42 - 50	50 45 - 55	55 50 - 61
NZ - Auckland	35 30 - 38	46 44 - 48	55 52 - 62	62 60 - 65
NZ - Wellington	44 35 - 45	46 40 - 48	50 45 - 53	55 45 - 65
NZ - Christchurch	35 30 - 38	46 44 - 48	50 46 - 52	55 50 - 62

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 ON SALARIES

- All salaries shown exclude superannuation
- New Zealand salaries are represented in New Zealand dollars

IT AUDIT (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS

	3-4yrs experience	4-5yrs experience	5-6yrs experience	6yrs+ experience
NSW - Sydney	70 65 - 73	78 74 - 83	85 84 - 93	95 93 - 100
NSW - Regional	65 56 - 63.5	73 58 - 71.5	78 71.5 - 81	90 79 - 95
VIC - Melbourne	70 65 - 75	76 70 - 95	85 85 - 100	95 90 - 110
VIC - Regional	58 55 - 62	67 62 - 70	70 70 - 78	75 78 - 90
QLD - Brisbane, Gold Coast & Sunshine Coast	60 55 - 65	72 68 - 76	80 79 - 95	90 85 - 97
QLD - Regional	60 55 - 65	70 68 - 76	75 73 - 85	85 85 - 92
SA - Adelaide	64 60 - 68	69 65 - 74	77 73 - 82	82 76 - 85
WA - Perth	62 58 - 68	72 67 - 77	80 74 - 84	88 80 - 95
ACT - Canberra	65 60 - 70	70 65 - 75	80 72 - 85	85 80 - 92
TAS - Hobart	58 54 - 61.5	62 59 - 64.5	67 62 - 73	72 68 - 75
NT - Darwin	62 58 - 68	68 64 - 73	75 68 - 82	85 80 - 92
NZ - Auckland	65 55 - 80	70 65 - 80	80 75 - 85	85 80 - 90
NZ - Wellington	62 55 - 70	75 65 - 80	78 65 - 85	83 70 - 90
NZ - Christchurch	60 55 - 80	70 65 - 80	75 65 - 85	80 70 - 100

IT AUDIT MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS

	Manager for 0-2yrs	Senior Manager for 2-5yrs	Principals/Directors
NSW - Sydney	110 90 - 120	130 92 - 138	165 120+
NSW - Regional	92 87 - 96	110 92 - 128.5	138 120+
VIC - Melbourne	105 95 - 115	130 110 - 150	160 140+
VIC - Regional	80 70 - 90	100 90 - 110	125 110+
QLD - Brisbane, Gold Coast & Sunshine Coast	90 88 - 95	120 100 - 125	135 125+
QLD - Regional	88 85 - 92	110 100 - 115	125 120+
SA - Adelaide	89 85 - 95	113 110 - 125	140 130+
WA - Perth	88 85 - 95	110 93 - 128	125 115 +
ACT - Canberra	95 85 - 105	120 100 - 140	150 140+
TAS - Hobart	76 70 - 82	100 90 - 103	125 110+
NT - Darwin	85 81 - 95	105 90 - 125	120 105+
NZ - Auckland	90 85 - 95	95 90 - 110	120 100 - 150
NZ - Wellington	78 65 - 90	90 80 - 110	200 150+
NZ - Christchurch	78 65 - 90	90 80 - 110	120 100 - 150

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

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

NOTES ON SALARIES

- All salaries shown exclude superannuation
- New Zealand salaries are represented in New Zealand dollars

ACCOUNTANCY & FINANCE PROFESSIONAL PRACTICE

INSOLVENCY GRADUATES	No experience	1-2yrs experience	2-3yrs experience	3yrs+ experience
NSW - Sydney	40 37 - 42.5	51 41.5 - 53.5	55 50.5 - 62.5	64 55 - 66
NSW - Regional	39 36.5 - 41.5	46 41.5 - 50.5	57 49 - 62.5	62 58 - 64.5
VIC - Melbourne	45 37.5 - 45	47 42.5 - 54	55 48.5 - 63.5	63 56 - 68.5
VIC - Regional	38 35 - 42	42 38 - 45	45 42 - 50	50 45 - 55
QLD - Brisbane, Gold Coast & Sunshine Coast	38 32 - 39	45 40 - 50	50 47 - 55	57 52 - 62
QLD - Regional	40 35 - 41	45 39 - 46	53 47 - 58	60 52 - 62
SA - Adelaide	40 35 - 43	42 39 - 45	48 44 - 53	52 48 - 57
WA - Perth	42 38 - 44	52 47 - 57	56 51 - 59	60 50 - 62
ACT - Canberra	42 36 - 44	47 44 - 50	51 46 - 52	56 50 - 65
TAS - Hobart	36 32 - 40	40 36 - 42	44 40 - 48	48 43 - 50
NT - Darwin	40 35 - 45	45 42 - 50	50 45 - 55	55 50 - 62
NZ - Auckland	40 35 - 45	45 40 - 50	52 45 - 58	60 55 - 65
NZ - Wellington	44 36 - 45	48 45 - 52	55 45 - 60	65 45 - 70
NZ - Christchurch	38 35 - 43	43 38.5 - 50	48 45 - 50	50 45 - 55

INSOLVENCY (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS	3-4yrs experience	4-5yrs experience	5-6yrs experience	6yrs+ experience
NSW - Sydney	70 62.5 - 73.5	78 69 - 84	85 79 - 94	100 92 - 105.5
NSW - Regional	65 60 - 71.5	74 68 - 78	82 73.5 - 85	92 82 - 96.5
VIC - Melbourne	67 61.5 - 72.5	75 67 - 85	85 75 - 90	95 85 - 100
VIC - Regional	60 55 - 62	65 58 - 70	75 70 - 80	80 75 - 95
QLD - Brisbane, Gold Coast & Sunshine Coast	65 57 - 70	72 65 - 78	80 73 - 83	90 80 - 100
QLD - Regional	70 57 - 70	73 65 - 73	80 73 - 82	83 80 - 90
SA - Adelaide	64 60 - 68	69 65 - 74	77 73 - 82	82 76 - 85
WA - Perth	71 67 - 75	77 72 - 82	81 72 - 87	87 82 - 92
ACT - Canberra	65 60 - 70	70 65 - 75	80 72 - 85	85 80 - 92
TAS - Hobart	58 53 - 61	62 58 - 64	68 60 - 72	71 67.5 - 75
NT - Darwin	59 55 - 60	63 60 - 70	68 64 - 72	73 70 - 76
NZ - Auckland	68 65 - 70	75 70 - 80	85 80 - 90	95 90 - 100
NZ - Wellington	70 65 - 80	75 65 - 85	80 70 - 90	90 75 - 110
NZ - Christchurch	60 50 - 70	68 60 - 75	70 60 - 80	80 70 - 90

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

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

NOTES ON SALARIES

- All salaries shown exclude superannuation
- New Zealand salaries are represented in New Zealand dollars

INSOLVENCY MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS	Manager for 0-2yrs	Senior Manager for 2-5yrs	Principals/Directors
NSW - Sydney	110 92 - 115	140 110 - 142	185 130+
NSW - Regional	100 82.5 - 105	115 105 - 120	150 120+
VIC - Melbourne	110 92 - 112.5	130 106 - 139	190 150+
VIC - Regional	80 70 - 85	90 85 - 110	120 110+
QLD - Brisbane, Gold Coast & Sunshine Coast	95 85 - 96	120 100 - 120	150 130+
QLD - Regional	86 85 - 96	114 100 - 120	150+ 120+
SA - Adelaide	89 85 - 95	113 110 - 125	140 130+
WA - Perth	97 92 - 107	112 105 - 130	145 135+
ACT - Canberra	95 85 - 105	120 100 - 140	150 140+
TAS - Hobart	77 70 - 82	97 89 - 103	120 110+
NT - Darwin	80 70 - 85	96 90 - 102	120 110+
NZ - Auckland	100 95 - 110	120 100 - 130	160 120+
NZ - Wellington	80 70 - 90	90 75 - 110	200 150+
NZ - Christchurch	75 70 - 90	85 80 - 90	110 90+

TAX CONSULTING GRADUATES	No experience	1-2yrs experience	2-3yrs experience	3yrs+ experience
NSW - Sydney	42 37 - 44	49 42.5 - 50	54 46 - 58	60 53.5 - 63
NSW - Regional	41 32 - 42	45 40 - 48	48 41.5 - 50	55 48.5 - 57
VIC - Melbourne	43 38 - 45	49 42 - 52	54 47 - 55	62 52 - 63
VIC - Regional	42 38 - 45	47 45 - 52	52 50 - 58	55 52 - 58
QLD - Brisbane, Gold Coast & Sunshine Coast	36 32 - 43	45 42 - 48	49 46 - 53	55 50 - 60
QLD - Regional	35 32 - 43	43 42 - 48	47 46 - 53	54 50 - 60
SA - Adelaide	40 35 - 43	42 39 - 45	48 44 - 53	52 48 - 57
WA - Perth	42 40 - 47	53 47 - 59	57 53 - 65	62 57 - 69
ACT - Canberra	42 36 - 44	47 44 - 50	51 46 - 52	56 50 - 65
TAS - Hobart	35 31 - 38	39 35 - 42	45 42 - 50	48 43 - 52
NT - Darwin	40 35 - 45	45 42 - 50	50 45 - 55	55 50 - 62
NZ - Auckland	40 35 - 45	45 40 - 48	50 45 - 55	55 50 - 60
NZ - Wellington	44 36 - 45	48 40 - 50	50 45 - 55	60 50 - 65
NZ - Christchurch	38 35 - 41	40 36 - 45	45 40 - 55	55 45 - 60

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 ON SALARIES

- All salaries shown exclude superannuation
- New Zealand salaries are represented in New Zealand dollars

ACCOUNTANCY & FINANCE PROFESSIONAL PRACTICE

TAX CONSULTING (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS

	3-4yrs experience	4-5yrs experience	5-6yrs experience	6yrs+ experience
NSW - Sydney	67 61.5 - 69	74 66 - 76	81 73.5 - 85	87 76 - 100
NSW - Regional	63 53.5 - 66	68 64 - 75	77 71.5 - 81	83 73.5 - 100
VIC - Melbourne	70 65 - 75	75 70 - 80	85 75 - 90	89 82 - 105
VIC - Regional	60 55 - 62	65 62 - 68	70 68 - 75	75 72 - 90
QLD - Brisbane, Gold Coast & Sunshine Coast	65 60 - 70	70 65 - 75	80 75 - 85	85 80 - 90
QLD - Regional	62 60 - 67	68 65 - 75	78 74 - 83	85 80 - 90
SA - Adelaide	66 62 - 69	73 70 - 79	80 75 - 85	86 80 - 91
WA - Perth	72 65 - 75	75 67 - 80	82 72 - 86	90 77 - 105
ACT - Canberra	65 60 - 70	70 65 - 75	80 72 - 85	85 80 - 92
TAS - Hobart	58 54 - 61.5	63 58 - 65	68 64 - 72	74 69 - 76
NT - Darwin	62 58 - 68	72 66 - 76	75 72 - 82	87 80 - 100
NZ - Auckland	60 55 - 65	70 65 - 75	80 75 - 85	85 80 - 90
NZ - Wellington	62 55 - 70	75 65 - 80	78 65 - 85	83 70 - 90
NZ - Christchurch	60 54 - 64	65 60 - 68	70 65 - 75	75 70 - 90

TAX CONSULTING INCL MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS

	Manager for 0-2yrs	Senior Manager for 2-5yrs	Principals/Directors
NSW - Sydney	115 82.5 - 115	135 110 - 140	180 150
NSW - Regional	105 95 - 115	120 105 - 126.5	150 128+
VIC - Melbourne	105 87 - 115	140 120 - 150	185 160+
VIC - Regional	80 65 - 85	100 92 - 103	125 110+
QLD - Brisbane, Gold Coast & Sunshine Coast	95 85 - 96	120 105 - 130	140 130+
QLD - Regional	92 85 - 96	114 105 - 125	125 120+
SA - Adelaide	91 87 - 96	116 110 - 125	140 130+
WA - Perth	99 95 - 108	125 105 - 137	155 150 +
ACT - Canberra	95 85 - 105	120 100 - 140	150 140+
TAS - Hobart	80 65 - 85	100 92 - 103	125 110+
NT - Darwin	78 74 - 83	100 95 - 103	120 110+
NZ - Auckland	95 85 - 100	100 90 - 120	150 120 - 180
NZ - Wellington	80 70 - 90	90 75 - 110	200 150+
NZ - Christchurch	80 65 - 85	90 80 - 95	150 95 - 180

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 ON SALARIES

- All salaries shown exclude superannuation
- New Zealand salaries are represented in New Zealand dollars

CORPORATE FINANCE GRADUATES	0-1yr experience	1-2yrs experience	2-3yrs experience	3yrs+ experience
NSW - Sydney	44 36.5 - 46	51 46 - 55	60 55 - 64	68 63 - 71
NSW - Regional	42 36.5 - 41.5	42 33 - 48.5	51 46 - 55	58 54 - 67
VIC - Melbourne	45 42 - 48	52 46 - 56	62 55 - 66	70 62 - 75
VIC - Regional	40 35 - 45	45 40 - 50	50 45 - 55	55 50 - 60
QLD - Brisbane, Gold Coast & Sunshine Coast	41 38 - 45	47 43 - 53	58 53 - 63	62 60 - 66
QLD - Regional	36 34 - 40	42 41 - 48	50 49 - 56	56 56 - 66
SA - Adelaide	40 35 - 43	42 39 - 45	48 44 - 53	52 48 - 57
WA - Perth	48 40 - 52	58 50 - 60	63 55 - 67	68 59 - 72
ACT - Canberra	42 36 - 44	47 44 - 50	51 46 - 52	56 50 - 65
TAS - Hobart	36 33 - 40	40 36 - 43.5	45 40 - 50	50 42 - 52
NT - Darwin	40 35 - 45	45 40 - 48	50 45 - 55	55 50 - 60
NZ - Auckland	42 36 - 45	48 40 - 50	52 50 - 58	58 50 - 65
NZ - Wellington	44 36 - 45	48 45 - 52	50 45 - 55	52 48 - 56
NZ - Christchurch	38 30 - 42	40 35 - 45	50 45 - 55	58 50 - 65

CORPORATE FINANCE (TYPICALLY CA/CPA/SIA/MASTERS FINANCE) SENIOR, SUPERVISOR, ASSIST. MANAGERS

	3-4yrs experience	4-5yrs experience	5-6yrs experience	6yrs+ experience
NSW - Sydney	72 64 - 78	78 73.5 - 87	83 78 - 92	100 86 - 105
NSW - Regional	60 50.5 - 65	65 59.5 - 70.5	76 73.5 - 81	85 76 - 93.5
VIC - Melbourne	74 69 - 78	80 75 - 85	85 79.5 - 94	100 85 - 110
VIC - Regional	65 60 - 70	70 65 - 75	80 72 - 85	85 80 - 92
QLD - Brisbane, Gold Coast & Sunshine Coast	65 60 - 70	75 68 - 80	82 75 - 85	87 80 - 92
QLD - Regional	67 65 - 75	72 70 - 80	78 75 - 85	83 80 - 90
SA - Adelaide	66 62 - 69	73 70 - 79	80 75 - 85	86 80 - 91
WA - Perth	75 69 - 79	79 72 - 87	88 84 - 94	92 86 - 97
ACT - Canberra	65 60 - 70	70 65 - 75	80 72 - 85	85 80 - 92
TAS - Hobart	58 54 - 61	63 59 - 65	70 64 - 73	74 69 - 76
NT - Darwin	62 58 - 68	68 64 - 72	72 68 - 76	78 74 - 100
NZ - Auckland	65 60 - 70	72 70 - 75	80 78 - 82	85 85 - 95
NZ - Wellington	70 65 - 80	75 65 - 85	80 70 - 90	90 75 - 110
NZ - Christchurch	63 50 - 70	72 60 - 85	78 70 - 85	82 73 - 95

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 ON SALARIES

- All salaries shown exclude superannuation
- New Zealand salaries are represented in New Zealand dollars

ACCOUNTANCY & FINANCE PROFESSIONAL PRACTICE

CORPORATE FINANCE MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS	Manager for 0-2yrs	Senior Manager for 2-5yrs	Principals/Directors
NSW - Sydney	120 92 - 128.5	165 115 - 183	220 150+
NSW - Regional	92 87 - 100	118 100 - 137	147 100+
VIC - Melbourne	115 93 - 128.5	160 125 - 170	220 160+
VIC - Regional	95 85 - 105	110 100 - 140	135 125+
QLD - Brisbane, Gold Coast & Sunshine Coast	105 100 - 120	135 125 - 150	160 140+
QLD - Regional	90 85 - 100	115 105 - 135	125 120+
SA - Adelaide	92 87 - 97	116 110 - 125	145 140+
WA - Perth	113 105 - 125	140 120 - 185	180 145+
ACT - Canberra	95 85 - 105	120 100 - 140	150 140+
TAS - Hobart	75 70 - 80	95 85 - 100	120 110+
NT - Darwin	77 72 - 80	100 90 - 102	120 110+
NZ - Auckland	90 85 - 95	110 100 - 140	140 120 - 180
NZ - Wellington	80 70 - 90	90 75 - 110	200 150+
NZ - Christchurch	85 75 - 90	90 75 - 120	130 100 - 150

MANAGEMENT CONSULTANT GRADUATES	0-1yr experience	1-2yrs experience	2-3yrs experience	3yrs+ experience
NSW - Sydney	42 35 - 44	48 38.5 - 49.5	52 46 - 53.5	65 48 - 70
NSW - Regional	37 35 - 41.5	45 38.5 - 48.5	48 44 - 50	55 46 - 57
VIC - Melbourne	44 39 - 44	49 44.5 - 50	52 48 - 53.5	68 55 - 70
VIC - Regional	38 35 - 42	42 40 - 48	48 45 - 55	55 50 - 60
QLD - Brisbane, Gold Coast & Sunshine Coast	40 32 - 42	44 40 - 48	48 44 - 52	54 50 - 60
QLD - Regional	38 33 - 40	42 40 - 48	48 44 - 52	52 50 - 60
SA - Adelaide	40 35 - 43	42 39 - 45	48 44 - 53	52 48 - 57
WA - Perth	43 41 - 47	52 45 - 55	57 53 - 63	62 58 - 68
ACT - Canberra	42 36 - 44	47 44 - 50	51 46 - 52	56 50 - 65
TAS - Hobart	36 32 - 40	40 38 - 42	42 40 - 44	44 42 - 48
NT - Darwin	40 35 - 45	45 42 - 50	50 45 - 55	55 50 - 62
NZ - Auckland	35 32 - 38	43 38 - 46	50 44 - 55	55 50 - 60
NZ - Wellington	44 35 - 45	48 45 - 50	50 45 - 55	52 45 - 55
NZ - Christchurch	34 32 - 40	40 38 - 42	43 40 - 47	46 42 - 50

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 ON SALARIES

- All salaries shown exclude superannuation
- New Zealand salaries are represented in New Zealand dollars

MANAGEMENT CONSULTING (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS

	3-4yrs experience	4-5yrs experience	5-6yrs experience	6yrs+ experience
NSW - Sydney	70 68 - 75	75 68- 77	85 80 - 90	95 88 - 98
NSW - Regional	60 53 - 62.5	68 55 - 72	74 69 - 78	83 75.5 - 87
VIC - Melbourne	64 60 - 69	72 64.5 - 78	80 74 - 84	90 85 - 95
VIC - Regional	62 58 - 68	68 65 - 75	75 72 - 80	82 78 - 85
QLD - Brisbane, Gold Coast & Sunshine Coast	60 55 - 65	68 64 - 72	73 68 - 76	80 75 - 95
QLD - Regional	58 55 - 65	68 64 - 72	73 68 - 76	78 74 - 90
SA - Adelaide	64 60 - 68	69 65 - 74	77 73 - 82	82 76 - 85
WA - Perth	72 63 - 73	75 72 - 82	83 78 - 88	88 83 - 97
ACT - Canberra	65 60 - 70	70 65 - 75	80 72 - 85	85 80 - 92
TAS - Hobart	58 52 - 61	62 58 - 65	68 65 - 72	72 68 - 75
NT - Darwin	60 57.5 - 62.5	64 60 - 68	70 68 - 72	74 68.5 - 80
NZ - Auckland	60 55 - 65	65 60 - 70	75 65 - 75	85 70 - 95
NZ - Wellington	55 45 - 60	60 50 - 65	65 60 - 70	70 65 - 75
NZ - Christchurch	52 42 - 55	58 56 - 60	65 60 - 70	72 58 - 75

MANAGEMENT CONSULTING MANAGERS, SENIOR MANAGERS, PRINCIPALS/DIRECTORS

	Manager for 0-2yrs	Senior Manager for 2-5yrs	Principals/Directors
NSW - Sydney	100 73.5 - 110	128 110 - 147	165 147+
NSW - Regional	88 72 - 93	105 100 - 115	133 110+
VIC - Melbourne	105 87 - 115	130 110 - 155	170 150+
VIC - Regional	85 80 - 90	100 90 - 110	125 110+
QLD - Brisbane, Gold Coast & Sunshine Coast	95 90 - 102	120 115 - 135	135 135+
QLD - Regional	94 90 - 98	125 115 - 135	130 125+
SA - Adelaide	89 85 - 95	113 110 - 125	140 130+
WA - Perth	109 97 - 114	128 113 - 142	170 150+
ACT - Canberra	95 85 - 105	120 100 - 140	150 140+
TAS - Hobart	80 75 - 85	100 88 - 110	125 110+
NT - Darwin	80 75 - 85	100 90 - 105	125 115+
NZ - Auckland	88 78 - 95	100 90 - 115	150 120 - 200
NZ - Wellington	75 70 - 80	85 75 - 95	120 95 - 160
NZ - Christchurch	80 70 - 85	95 85 - 100	115 100+

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

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

NOTES ON SALARIES

- All salaries shown exclude superannuation
- New Zealand salaries are represented in New Zealand dollars

ACCOUNTANCY & FINANCE PROFESSIONAL PRACTICE

RISK CONSULTING/INTERNAL AUDIT GRADUATES

	0-1yr experience	1-2yrs experience	2-3yrs experience	3yrs+ experience
NSW - Sydney	42 38 - 45	46 40 - 50	55 48 - 58	60 55 - 65
NSW - Regional	37 32 - 38.5	43 39.5 - 44	48 41.5 - 50	54 46 - 55
VIC - Melbourne	43 37 - 45	47 42.5 - 51.5	55 46 - 55	60 55 - 65
VIC - Regional	40 35 - 43	42 39 - 45	48 44 - 53	54 48 - 57
QLD - Brisbane, Gold Coast & Sunshine Coast	40 38 - 45	46 44 - 50	52 48 - 55	57 49 - 59
QLD - Regional	36 35 - 42	42 40 - 48	48 45 - 53	50 49 - 60
SA - Adelaide	40 35 - 43	42 39 - 45	48 44 - 53	52 48 - 57
WA - Perth	43 39 - 46	48 44 - 54	56 52 - 62	59 55 - 66
ACT - Canberra	42 36 - 44	47 44 - 50	51 46 - 52	56 50 - 65
TAS - Hobart	32 28 - 35	38 32 - 40	43 38 - 45	47 40 - 50
NT - Darwin	40 35 - 45	45 42 - 50	50 45 - 55	55 50 - 62
NZ - Auckland	40 35 - 45	45 40 - 48	50 48 - 55	55 50 - 60
NZ - Wellington	44 36 - 45	48 40 - 50	52 45 - 60	55 50 - 63
NZ - Christchurch	38 35 - 42	45 40 - 48	50 48 - 55	55 50 - 60

RISK CONSULTING/INTERNAL AUDIT (TYPICALLY CA/CPA COMPLETE) SENIOR, SUPERVISOR, ASSISTANT MANAGERS

	3-4yrs experience	4-5yrs experience	5-6yrs experience	6yrs+ experience
NSW - Sydney	72 60 - 75	83 78 - 86	90 87 - 95	98 95 - 100
NSW - Regional	63 57 - 68	70 66 - 78	80 76 - 85.5	85 78 - 92
VIC - Melbourne	66 60 - 70	73 68 - 76.5	78 75 - 86	88 82 - 95
VIC - Regional	62 58 - 65	70 65 - 74	75 74 - 82	80 76 - 85
QLD - Brisbane, Gold Coast & Sunshine Coast	64 60 - 68	70 65 - 74	78 70 - 92	85 74 - 90
QLD - Regional	64 60 - 68	68 65 - 74	75 70 - 80	80 74 - 85
SA - Adelaide	64 60 - 68	69 65 - 74	77 73 - 82	82 76 - 85
WA - Perth	69 60 - 76	75 71 - 78	80 75 - 90	90 82 - 95
ACT - Canberra	65 60 - 70	70 65 - 75	80 72 - 85	85 80 - 92
TAS - Hobart	58 52 - 61	63 60 - 65	68 64 - 72	73 68 - 75
NT - Darwin	60 55 - 63	62 58 - 64	69 65 - 72	73 68 - 76.5
NZ - Auckland	60 50 - 70	70 60 - 75	80 75 - 90	85 80 - 100
NZ - Wellington	65 55 - 70	70 60 - 75	75 70 - 90	85 75 - 100
NZ - Christchurch	60 50 - 70	70 60 - 75	80 75 - 90	85 80 - 100

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

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

NOTES ON SALARIES

- All salaries shown exclude superannuation
- New Zealand salaries are represented in New Zealand dollars

**RISK CONSULTING/INTERNAL AUDIT
MANAGERS, SENIOR MANAGERS,
PRINCIPALS/DIRECTORS**

	Manager for 0-2yrs	Senior Manager for 2-5yrs	Principals/Directors
NSW - Sydney	110 92 - 115	123 110 - 133	170 140+
NSW - Regional	97 87 - 100	120 96 - 128	155 110+
VIC - Melbourne	100 85 - 110	130 105 - 140	160+ 140+
VIC - Regional	85 70 - 95	110 95 - 130	140 130 +
QLD - Brisbane, Gold Coast & Sunshine Coast	95 80 - 100	125 105 - 125	135 130+
QLD - Regional	95 80 - 100	115 105 - 125	125 125+
SA - Adelaide	89 85 - 95	113 110 - 125	140 130+
WA - Perth	97 88 - 102	120 108 - 142	145 125+
ACT - Canberra	95 85 - 105	120 100 - 140	150 140+
TAS - Hobart	78 72 - 82	95 83 - 105	125 110+
NT - Darwin	78 73.5 - 81.5	100 96.5 - 105	120 110+
NZ - Auckland	85 70 - 95	110 95 - 130	150 140 - 200
NZ - Wellington	85 70 - 90	110 80 - 130	250 150+
NZ - Christchurch	78 60 - 90	95 80 - 115	120 100 - 150+

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

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

NOTES ON SALARIES

- All salaries shown exclude superannuation
- New Zealand salaries are represented in New Zealand dollars

ACCOUNTANCY & FINANCE PROFESSIONAL PRACTICE

PRACTICE ADMINISTRATION	Accountant	Practice Manager	Finance Manager
NSW - Sydney	83 71.5 - 87	87 73.5 - 92	110 92 - 125
NSW - Regional	74 60 - 81	83 73.5 - 87	97 85 - 105
VIC - Melbourne	78 70 - 87	85 75 - 100	110 90 - 125
VIC - Regional	70 65 - 72	80 75 - 85	95 88 - 100
QLD - Brisbane, Gold Coast & Sunshine Coast	70 60 - 75	85 80 - 90	100 90 - 110
QLD - Regional	65 60 - 70	83 80 - 90	97 90 - 110
SA - Adelaide	68 65 - 74	80 76 - 85	92 88 - 100
WA - Perth	80 72 - 88	88 83 - 93	103 88 - 125
ACT - Canberra	75 70 - 80	85 75 - 100	110 95 - 125
TAS - Hobart	63 55 - 70	70 60 - 80	80 70 - 85
NT - Darwin	65 60 - 70	83 80 - 90	97 90 - 110
NZ - Auckland	68 58 - 72	75 60 - 100	85 65 - 90
NZ - Wellington	75 60 - 80	70 65 - 80	75 65 - 85
NZ - Christchurch	55 50 - 60	65 60 - 80	75 65 - 85

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

- Education costs

- Performance based bonuses

NOTES ON SALARIES

- All salaries shown exclude superannuation

- New Zealand salaries are represented in New Zealand dollars

ADMINISTRATION	Team Secretary	Office/Admin Manager PA to Partner (1 on 1)	PA to Partners (2 or 3)
NSW - Sydney	45 38 - 50	60 52 - 68	60 54 - 70
NSW - Regional	42 38 - 45	55 48 - 60	55 48 - 58
VIC - Melbourne	48 40 - 55	60 50 - 70	58 55 - 70
VIC - Regional	50 40 - 55	60 55 - 65	60 50 - 65
QLD - Brisbane, Gold Coast & Sunshine Coast	45 42 - 48	60 55 - 65	58 50 - 62
QLD - Regional	49 44 - 54	60 55 - 65	60 55 - 63
SA - Adelaide	50 40 - 55	61 55 - 65	60 50 - 65
WA - Perth	52 47 - 57	62 57 - 75	58 52 - 62
ACT - Canberra	50 47 - 55	55 50 - 65	55 48 - 60
TAS - Hobart	42 35 - 50	55 45 - 65	47 40 - 57
NT - Darwin	50 40 - 55	65 55 - 65	60 50 - 65
NZ - Auckland	42 40 - 46	62 56 - 68	52 48 - 56
NZ - Wellington	40 35 - 44	55 45 - 60	50 45 - 55
NZ - Christchurch	40 36 - 44	55 48 - 60	50 45 - 55

NOTES ON SALARIES

- All salaries shown exclude superannuation

- New Zealand salaries are represented in New Zealand dollars

AUSTRALIA

Over the last year we have seen business confidence and economic conditions continue to improve, resulting in increased candidate movement and therefore backfill positions. In addition, increasing client demands and the development of new projects and markets led to an increase in newly created positions.

Much of this recovery and growth was driven by our energy and resources industries. In Western Australia in particular, many companies expanded their in-house legal teams in response to new resources projects or entered the Perth market and established a local in-house legal team.

Another major trend was the introduction of new national Occupational Health & Safety (OHS) Laws on 1 January 2012, which led to an increase in demand for OHS Lawyers. Workplace Relations Lawyers with recent experience and an understanding of the Fair Work Act also remain in demand. Salaries for Employment Lawyers at any level are moving upwards.

A welcome trend over the past year, and one that points to ongoing recovery, has been the increase in vacancies for Property and Banking & Finance Lawyers. For all these areas, the candidates in greatest demand are those with three to five years post admission experience (PAE).

Turning to private practice, we are again seeing a great candidate shortage. Our resources and mining boom has resulted in rising demand for Construction, Mining, Oil & Gas and Environmental Lawyers.

We also saw a big requirement for projects, corporate mergers and acquisitions as well as technology professionals within the banking and finance industries. This is due to the transactional nature of deals at large firms from both their local and international clients.

Candidates with three to five years PAE are in very short supply in private practice, as they are in-house. As a result, firms are offering attractive salaries to retain staff and opportunities exist for overseas candidates from New Zealand, the UK and Asia to work in Australia for both mid and top tier firms. Firms are offering attractive relocation packages.

We are also seeing very high demand for candidates with two to four years PAE, following 2009/10's slowdown in graduate recruitment. As a result, firms are more flexible in the required level and type of experience and salaries are rising, particularly in Western Australia.

At the senior level, experienced Senior Associates are sought to manage and develop client relationships and assist in the development of juniors. We have seen salaries rise at this level.

Sign on bonuses and other incentives are being used at all levels to attract talent. Firms are also looking to retain and reward top employees with salary increases, bonuses and additional incentives.

Over the past 12 months, many boutique or medium-sized firms have secured top-tier Senior Associates by offering lifestyle benefits or rapid career promotion.

As candidates continue to seek better work/life balance, there has also been increasing demand for in-house opportunities or movement to smaller boutique firms. Firms of all sizes have reviewed their policies and recognise the need to offer part-time or flexible working arrangements, paid parental leave and a range of other benefits to ensure staff retention.

One interesting trend over the year was the emergence of Asia as the new growth market. This has brought about a major shift in the way Australian law firms operate, with many firms entering the Asian markets through mergers or building an alliance with leading local firms or international law firms that already have an established presence in Asia. This is also increasing demand for candidates with language skills in order to drive transactions in Asia.

This has given Australian lawyers the chance to live and work overseas, or take advantage of international secondment opportunities, without leaving their existing firm. This will help international firms retain staff, particularly those at the two to four years PAE level who traditionally leave to gain international experience. It is also a major attraction advantage.

Overall, the major salary trend has been the dominance of Western Australia, which in general now offers the highest salaries in Australia. Certainly there are many instances where salaries in the West are significantly higher than those in Sydney. As a result, senior private practice lawyers and in-house lawyers at all levels in Western Australia are amongst the highest paid in the country.

NEW ZEALAND

During the 2010/2011 financial year, the majority of recruitment requirements came out of larger firms and were driven mostly by the need to replace staff. But by the latter part of 2011 and early 2012, noticeably more recruitment activity was occurring in small to medium sized firms, and in firms starting to rebuild and develop their teams. Overall the market remains relatively steady across the board and while workflow may have increased, many practices are electing to keep their current staff working at full capacity rather than making additional hires.

Candidates with strong corporate, commercial and banking and finance experience remain in demand in top tier practices. Litigation candidates have also been sought after, including those with commercial and insurance litigation exposure. Corresponding with an improvement in the property market, there has been an increase in the number of property solicitor vacancies.

Candidates are feeling reasonably confident, although they are aware of current market conditions. A large number of recently admitted Lawyers are actively seeking work as demand is focused on senior practitioners and those with in excess of three years PQE.

We recommend that candidates be flexible and realistic when considering opportunities. This applies in particular to those relocating or returning to New Zealand from overseas. Demand for in-house roles exceeds supply, though more in-house opportunities have been available of late.

A common theme is that candidates are expressing a desire to improve their work/life balance. This has led to an increase in the number of candidates being attracted to boutique firms or in-house roles where they perceive this to be more achievable. Australia continues to be a popular prospect for New Zealand lawyers.

Overall, despite some increase in activity, salary levels have remained relatively steady.

‘Within private practice, we are again seeing a great candidate shortage. The resources and mining boom in Australia has resulted in rising demand for Construction, Mining, Oil & Gas and Environmental Lawyers.’

LEGAL

PRIVATE PRACTICE - TOP TIER	Paralegal	Graduate	0-1 yrs P.A.E	1 yrs P.A.E
NSW - Sydney	60 45 - 80	65 55 - 68	70 60 - 75	80 70 - 85
VIC - Melbourne	60 40 - 72	60 57 - 71	70 60 - 75	80 67 - 92
QLD - Brisbane	60 40 - 79	60 55 - 69	68 55 - 75	80 60 - 85
WA - Perth	60 40 - 80	65 55 - 68	71 60 - 75	82 70 - 85
ACT - Canberra	45 35 - 65	55 52 - 60	58 55 - 62	60 55 - 65
New Zealand	45 35 - 55	40 35 - 45	45 40 - 50	52 42 - 55
	2 yrs P.A.E	3 yrs P.A.E	4 yrs P.A.E	5 yrs P.A.E
NSW - Sydney	90 76 - 95	105 85 - 115	120 100 - 140	140 120 - 180
VIC - Melbourne	85 79 - 98	100 87 - 116	120 95 - 138	130 105 - 170
QLD - Brisbane	85 75 - 92	95 80 - 103	115 95 - 125	130 105 - 175
WA - Perth	90 75 - 95	100 85 - 115	120 100 - 135	135 120 - 145
ACT - Canberra	68 62 - 75	75 68 - 85	90 75 - 100	110 85 - 120
New Zealand	62 53 - 75	74 62 - 85	90 70 - 105	105 80 - 130
	6 yrs P.A.E	Senior Associate	Salaried Partner	Equity Partner
NSW - Sydney	170 130 - 170	200 140 - 230	250+	750+
VIC - Melbourne	140 112 - 180	170 120 - 250	250+	500+
QLD - Brisbane	140 110 - 180	170 120 - 230	250+	500+
WA - Perth	145 130 - 170	180 150 - 230	250+	500+
ACT - Canberra	125 95 - 135	145 125 - 170	200+	400+
New Zealand	110 85 - 130	130 110 - 150	150+	300+

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 ON SALARIES

- Salary shown is total package including superannuation, benefits and professional memberships
- New Zealand salaries exclude superannuation
- 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 yrs P.A.E
NSW - Sydney	60 35 - 75	60 45 - 60	65 55 - 65	70 55 - 80
VIC - Melbourne	60 40 - 75	55 45 - 63	60 55 - 70	70 60 - 78
QLD - Brisbane	60 40 - 75	55 45 - 60	60 55 - 75	70 55 - 80
WA - Perth	65 45 - 75	55 45 - 60	60 55 - 65	70 60 - 80
ACT - Canberra	55 35 - 65	50 45 - 55	55 52 - 62	60 53 - 62
New Zealand	50 35 - 65	40 35 - 45	45 40 - 60	55 45 - 62

	2 yrs P.A.E	3 yrs P.A.E	4 yrs P.A.E	5 yrs P.A.E
NSW - Sydney	85 65 - 90	95 70 - 100	105 80 - 120	115 95 - 130
VIC - Melbourne	80 63 - 97	90 70 - 105	105 77 - 120	115 95 - 140
QLD - Brisbane	80 60 - 90	92 70 - 100	100 80 - 120	115 90 - 150
WA - Perth	82 70 - 90	90 80 - 100	110 90 - 120	120 95 - 135
ACT - Canberra	70 60 - 75	80 70 - 85	90 85 - 95	100 90 - 105
New Zealand	65 60 - 72	72 70 - 76	75 65 - 85	85 70 - 95

	6 yrs P.A.E	Senior Associate	Salaried Partner	Equity Partner
NSW - Sydney	140 100 - 150	150 140 - 155	200+	300+
VIC - Melbourne	130 99 - 150	150 100 - 200	200+	300+
QLD - Brisbane	130 100 - 150	150 110 - 180	200+	300+
WA - Perth	135 120 - 150	150 140 - 180	220+	300+
ACT - Canberra	120 95 - 120	120 110 - 140	150+	250+
New Zealand	100 80 - 115	120 100 - 140	150+	200+

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 ON SALARIES

- Salary shown is total package including superannuation, benefits and professional memberships
- New Zealand salaries exclude superannuation

- The salary packages above have been compiled on the basis of information from mid tier law firms within the CBD
- P.A.E: post admission experience

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

PRIVATE PRACTICE - SMALL PRACTICES	Paralegal	Graduate	0-1 yrs P.A.E	1 yrs P.A.E
NSW - Sydney	50 35 - 65	50 40 - 55	50	55 40 - 60
VIC - Melbourne	50 40 - 65	45 30 - 50	50 41 - 65	55 35 - 55
QLD - Brisbane	50 45 - 60	45 40 - 55	50 40 - 60	55 50 - 70
WA - Perth	50 40 - 60	45 40 - 55	50 45 - 60	60 50 - 65
ACT - Canberra	40 35 - 60	45 40 - 55	48 46 - 52	55 50 - 60
New Zealand	40 35 - 60	40 38 - 40	42 38 - 45	52 40 - 60
	2 yrs P.A.E	3 yrs P.A.E	4 yrs P.A.E	5 yrs P.A.E
NSW - Sydney	65 45 - 87	80 55 - 100	90 65 - 105	100 80 - 120
VIC - Melbourne	70 44 - 80	80 48 - 90	90 52 - 100	100 90 - 120
QLD - Brisbane	72 50 - 80	80 55 - 90	90 60 - 100	100 80 - 125
WA - Perth	72 60 - 85	80 70 - 90	90 75 - 110	100 85 - 125
ACT - Canberra	60 55 - 65	70 65 - 80	75 70 - 85	80 73 - 95
New Zealand	58 45 - 62	65 50 - 70	72 60 - 75	75 65 - 80
	6 yrs P.A.E	Senior Associate	Salaried Partner	Equity Partner
NSW - Sydney	115 90 - 140	120 90 - 150	180+	250+
VIC - Melbourne	115 100 - 130	120 100 - 150	180+	250+
QLD - Brisbane	115 90 - 135	120 90 - 160	180+	250+
WA - Perth	115 90 - 140	130 100 - 160	180+	250+
ACT - Canberra	85 75 - 100	100 95 - 120	120+	150+
New Zealand	80 72 - 90	95 85 - 100	120+	150+

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 ON SALARIES

- Salary shown is total package including superannuation, benefits and professional memberships
- New Zealand salaries exclude superannuation

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

- The salary packages above have been compiled on the basis of information from small law firms within the CBD
- P.A.E: post admission experience

LEGAL

IN-HOUSE	Paralegal	0-1 yrs P.A.E	Legal Counsel 1 yrs P.A.E	Legal Counsel 2 yrs P.A.E	Legal Counsel 3 yrs P.A.E
NSW - Sydney	50 - 85	55 - 65	60 - 80	75 - 100	90 - 120
VIC - Melbourne	50 - 85	55 - 65	65 - 80	70 - 90	80 - 110
QLD - Brisbane	50 - 85	50 - 60	60 - 80	70 - 90	80 - 110
WA - Perth	50 - 85	60 - 65	65 - 85	85 - 110	90 - 120
ACT - Canberra	45 - 85	48 - 55	55 - 68	65 - 80	75 - 90
New Zealand	40 - 60	40 - 55	45 - 65	60 - 80	70 - 90
	Legal Counsel 4 yrs P.A.E	Legal Counsel 5 yrs P.A.E	Legal Counsel 6 yrs P.A.E	Legal Counsel 6+ yrs P.A.E	General Counsel
NSW - Sydney	100 - 130	110 - 155	120 - 170	150 - 220	180+
VIC - Melbourne	100 - 120	120 - 150	120 - 165	130 - 200	160+
QLD - Brisbane	100 - 125	110 - 150	120 - 170	140 - 200	150 - 200+
WA - Perth	110 - 140	120 - 150	150 - 170	170 - 220	200+
ACT - Canberra	90 - 120	100 - 130	110 - 150	120 - 160	150 - 200
New Zealand	80 - 100	90 - 130	100 - 140	110 - 155	130 - 150+

POTENTIAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN	NOTES ON SALARIES
<ul style="list-style-type: none"> • Car • Parking • Gym memberships • Health cover • Vehicle expenses • Bonuses • Laptops/mobile phone • School fees • Interest free loans 	<ul style="list-style-type: none"> • Salary shown is total package including superannuation, benefits and professional memberships • New Zealand salaries are represented in New Zealand Dollars • P.A.E: Post admission experience • In-house lawyers in financial services would receive a bonus, not included in packages indicated • New Zealand salaries exclude superannuation

INTERNATIONAL	Non qualified	0-1 yrs P.Q.E	1 yrs P.Q.E	2 yrs P.Q.E	3 yrs P.Q.E
Hong Kong HK\$ average monthly	N/A	52 - 75	66 - 88	71 - 90	77 - 96.5
London £ average yearly	59 - 67	55 - 70	62 - 73	68 - 82	75 - 91
Offshore (Channel Islands) £ average yearly	45 - 55	N/A	50 - 62	54 - 69	60 - 76
Off Shore (Caribbean) US average yearly	N/A	N/A	N/A	N/A	120 - 150
	4 yrs P.Q.E	5 yrs P.Q.E	6 yrs P.Q.E	6+ yrs P.Q.E	
Hong Kong HK\$ average monthly	86 - 115	93 - 126	123 - 166	126 - 200+	
London £ average yearly	79 - 98	84 - 105	89 - 110	95 - 115	
Offshore (Channel Islands) £ average yearly	65 - 85	70 - 90	73 - 94	80 - 130	
Off Shore (Caribbean) US average yearly	130 - 165	150 - 180	160 - 200	170 - 450	

POTENTIAL BENEFITS THAT MAY BE INCLUDED ON TOP OF BASE SALARIES SHOWN	NOTES ON SALARIES
<ul style="list-style-type: none"> • Medical cover • Pension • Relocation expenses • Bonuses • HK & offshore low tax 	<ul style="list-style-type: none"> • P.Q.E: post qualification experience (this refers to English qualifications which would exclude 2 years pre qualification training)

LIFE SCIENCES SECTOR OVERVIEW

AUSTRALIA

Australia's life sciences market has remained incredibly active over the past year with demand for skilled professionals high. One of the biggest trends to emerge over the year was in clinical research, where organisations blazed the trail on flexible working practices in response to this high volume of demand for skilled professionals. Clinical research organisations also made some headway into improving benefits in order to compete with the more established soft benefits of pharma.

Within clinical research, the market continues to consolidate to create efficiencies and achieve the leading edge. Reducing cost and increasing quality are paramount to employers, but this has not dampened the thirst for new talent. Far from it. As a result, opportunities have been created for candidates looking to specialise in start up and relationship management.

There also seems to be greater flexibility in working environments. This extends from core hours to teleworking and some part time roles, although the latter is generally reserved for existing employees as opposed to new recruits.

Turning to pharma, employers are embracing the contract model more readily with the emergence of more in-sourcing models and long term contract opportunities. The switch to contract has been taken to satisfy shareholders by reducing reported research and development spend.

There is always a demand for regulatory affairs professionals at associate and senior associate level, particularly in the prescription medicine space. Companies are however struggling to secure permanent headcount approval and are subsequently offering roles on a 12 month contract basis. In order to retain talent and knowledge, most of these contracts are then extended by organisations.

We also note an increasing number of career Pharmacists looking to enter the life sciences industry. Organisations that are willing to consider entry level candidates with this background will have a large number of professionals available to them.

Over the past year we have also seen an increase in the offshoring of pharma manufacturing. As a result there are fewer domestic opportunities in this area.

In addition, the market is moving toward a corporate QA affiliate environment focused on quality systems and third party auditing. Consequently there are fewer people choosing this area as a career path, which means that ultimately there are fewer skilled candidates available.

Many organisations are more reserved about adding headcount within field sales in both pharma and devices. There has however been a noticeable increase in senior marketing vacancies at Product Manager level and above. Despite this increase, organisations are not willing to compromise on portfolio expertise and still seek candidates who are highly technical and have a solid network amongst key opinion leaders.

Organisations are now being more selective when hiring entry level sales staff, and usually require previous sales acumen as well as clinical experience or a scientific qualification.

The major salary trend has been for Territory Managers with several years experience in a complex device portfolio and senior marketing candidates. These candidates have seen base salaries increase in every state.

Clinical research salaries have generally remained stable over the past year, however employers are adding soft benefits to packages in order to attract quality staff, such as flexible working hours, part time opportunities and health insurance benefits.

In the coming year, we expect recruitment activity to remain consistent across all areas in life sciences. Professionals within regulatory at the Associate and Senior Associate levels will continue to be in demand. In the clinical research space, CRA's with between one and three years of monitoring experience will be in high demand.

In the sales and marketing sector, we expect to see demand for candidates with solid tenure and proven results.

OPERATIONS	Clinical Trial Administrator	Clinical Research Associate	Senior Clinical Research Associate	Clinical Operations/ Project Manager	Clinical Research Manager
Sydney	55 45 - 60	65 55 - 75	85 80 - 100	130 110 - 145	150 120 - 170
Melbourne	55 45 - 60	65 55 - 75	85 80 - 100	130 110 - 145	150 120 - 170
	Clinical Data Manager	Data Management Team/Project Leader	SAS Programmer	Statistician	Statistical Team/ Project Leader
Sydney	70 62 - 75	80 70 - 85	90 80 - 100	110 80 - 130	120 100 - 150
Melbourne	70 62 - 75	80 70 - 85	90 80 - 100	110 80 - 130	120 100 - 150

NOTES ON SALARIES

- All salaries exclude superannuation plus bonus potential

LIFE SCIENCES

OPERATIONS	Regulatory Affairs Assistant	Regulatory Affairs Executive	Senior Regulatory Affairs Executive	Regulatory Affairs Manager	Head of Regulatory Affairs
Sydney	65 60 - 70	80 75 - 90	100 90 - 130	135 120 - 150	150 150 - 200
Melbourne	65 60 - 70	80 75 - 90	100 90 - 130	135 120 - 150	150 150 - 200
	Medical Advisor	Medical Information Associate/Senior Associate	Medical Information Manager	Medical Manager	Medical Director
Sydney	150 130 - 180	90 75 - 110	140 120 - 160	150 130 - 170	180 150 - 250
Melbourne	150 130 - 180	90 75 - 110	140 120 - 160	150 130 - 170	180 150 - 250
	Health Economics Associate/Senior	Health Economics Manager	GP Sales Rep	Hospital Specialist Rep	Medical Device Rep
Sydney	100 85 - 130	150 120 - 180	65 55 - 75	85 80 - 100	85 75 - 100
Melbourne	100 85 - 130	150 120 - 180	65 55 - 75	85 80 - 100	85 75 - 100
	Sales Manager	National Sales Manager	Business Unit Manager	Sales Director	Product Manager
Sydney	120 100 - 145	150 130 - 185	160 150 - 200	180 170 - 220	120 100 - 140
Melbourne	120 100 - 145	150 130 - 185	160 150 - 200	180 170 - 220	120 100 - 140
	Senior Product Manager	Marketing Manager	Marketing Director		
Sydney	130 120 - 150	130 150 - 170	180 150 - 200		
Melbourne	130 120 - 150	130 150 - 170	180 150 - 200		
	Quality Assurance Manager	Quality Assurance Associate	Quality Assurance Senior Associate	Quality Control Associate	Validation Engineer
Sydney	115 100 - 130	63 55 - 70	80 70 - 90	57 50 - 65	83 70 - 95
Melbourne	110 90 - 120	60 50 - 70	75 70 - 85	53 45 - 60	80 70 - 90

NOTES ON SALARIES

- All salaries exclude superannuation plus bonus potential

Australia

New South Wales

Sydney

Chifley Tower	T: 02 8226 9600
O'Connell Street	T: 02 9249 2200
Spring Street	T: 02 9221 5852
City South	T: 02 9280 3577
North Sydney	T: 02 9957 5733
Chatswood	T: 02 9411 8122
Parramatta	T: 02 9635 1133
Liverpool	T: 02 9601 8822
Burwood	T: 02 9744 3344
Hurstville	T: 02 9580 8333
Newcastle	T: 02 4925 3663
Wollongong	T: 02 4222 0100

Victoria

Melbourne

360 Collins St	T: 03 9604 9604
410 Collins St	T: 03 8638 8400
St Kilda Rd	T: 03 9804 5313
Mulgrave	T: 03 8562 4250
Moonee Ponds	T: 03 9326 2149
Camberwell	T: 03 9946 3500
Geelong	T: 03 5226 8000

Queensland

Brisbane

Brisbane	T: 07 3243 3000
Brisbane City	T: 07 3231 2600
Mt. Gravatt	T: 07 3349 6563
Ipswich	T: 07 3817 1900
Gold Coast	T: 07 5571 0751
Townsville	T: 07 4771 5100
Maroochydore	T: 07 5412 1100
Chermside	T: 07 3259 4900

ACT

Canberra	T: 02 6257 6344
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Western Australia

Perth	T: 08 9254 4595
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South Australia

Adelaide	T: 08 8231 0820
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Tasmania

Hobart	T: 03 6234 9554
Launceston	T: 03 6333 9400

Northern Territory

Darwin	T: 08 8943 6000
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New Zealand

Auckland	T: 09 377 4774
North Auckland	T: 09 917 8824
South Auckland	T: 09 525 1333
Wellington	T: 04 471 4490
Christchurch	T: 03 377 6656

Our international reach - operating in 32 countries

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Belgium
Brazil
Canada
Chile
China
Columbia
Czech Republic
Denmark
France
Germany
Hong Kong
Hungary
India
Ireland
Italy
Japan
Luxembourg
Mexico
Netherlands
New Zealand
Poland
Portugal
Russia
Singapore
Spain
Sweden
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United Kingdom
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