

2024 SALARY GUIDE



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The 2024 Salary Guide is based on the analysis of thousands of placements made across Australia over the past year with predictions for the year ahead.

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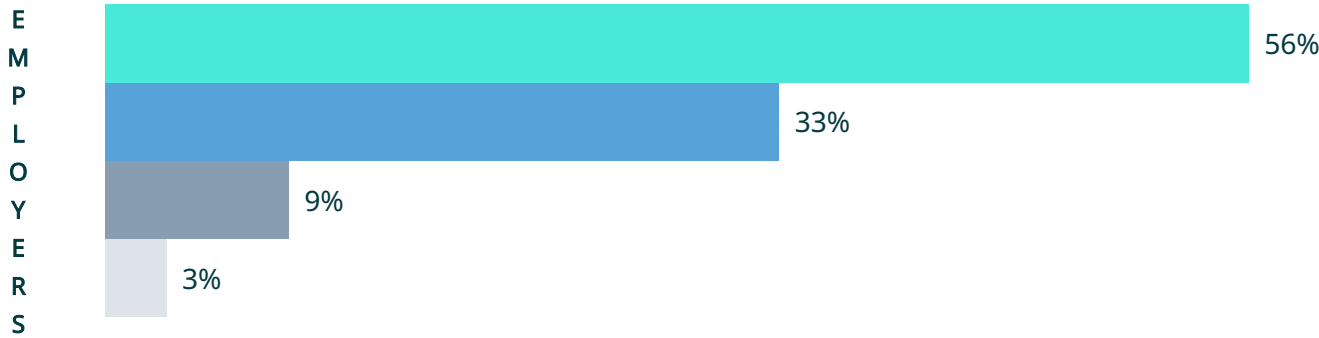
24 [Salary Tables](#)



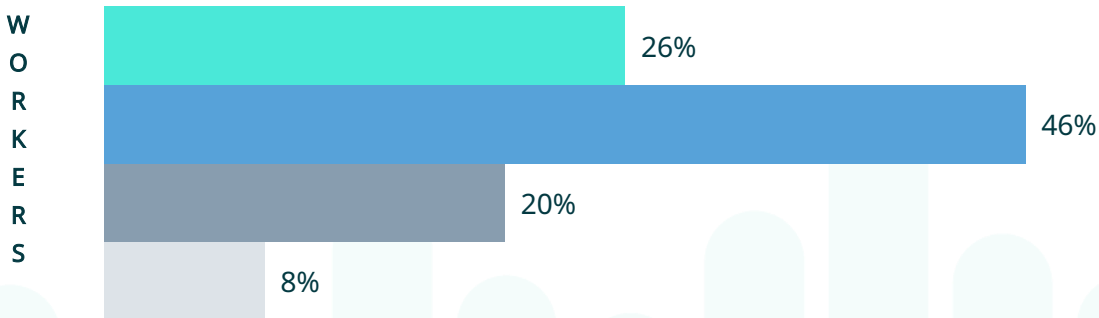
The need to recruit talent that ensures business continuity and growth still outweighs concerns about economic uncertainty. As a result, the jobs market remains tight for top professionals, defined by a war for talent amidst skills shortages and a continued historically low unemployment rate.

How confident are you about your company's growth prospects compared to 2023?

Increased confidence anticipated for 2024 driven by:



- Expanding business opportunities
- Increased product/service demand
- Successful restructuring
- Increased headcount
- Better economic situation



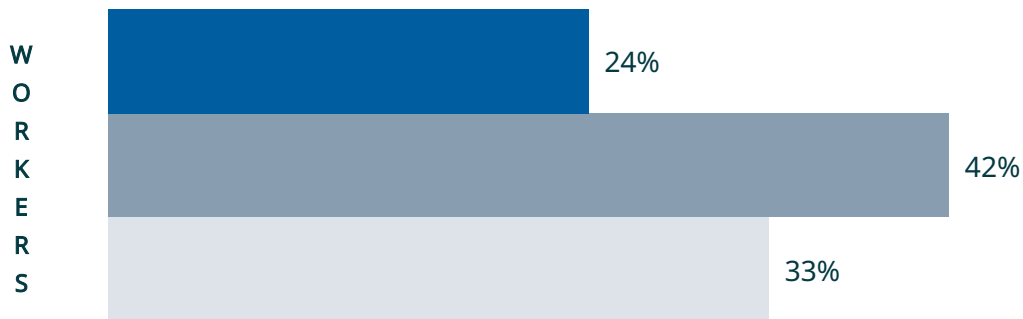
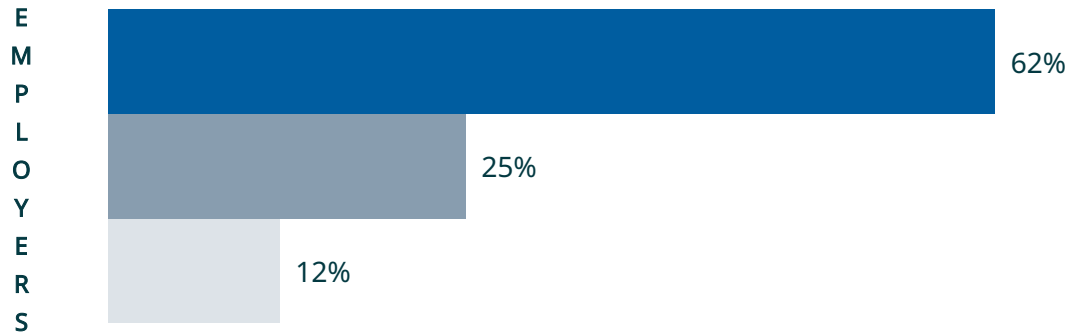
- Increased product/service demand
- Expanding business opportunities
- Better economic situation
- Successful restructuring
- Increased financial resources/budget





With hiring needs outweighing economic uncertainty, 75% of Australian business leaders are concerned about their ability to both attract skilled talent and retain valued employees in 2024.

How concerned are you about your company's ability to retain employees in 2024?



Very concerned Somewhat concerned Not at all concerned

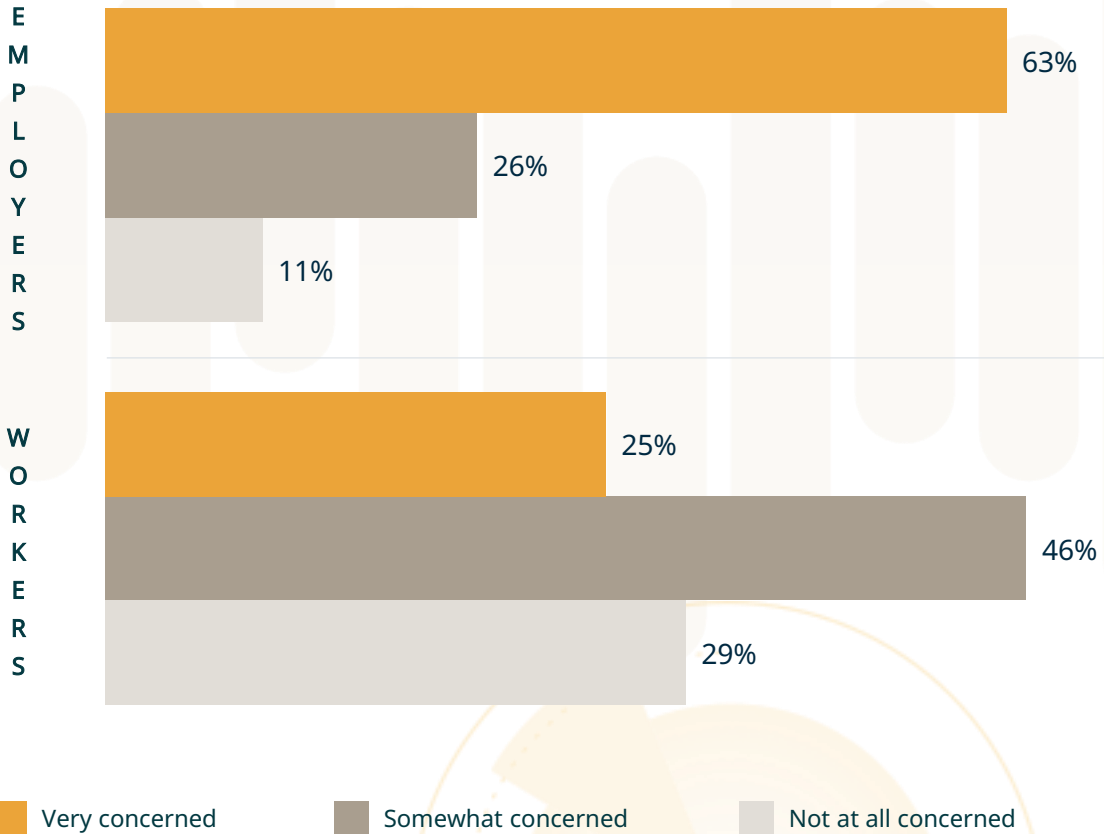
Main concerns around the retention of valued employees in 2024:

- Talent may be headhunted by competitors
 - Heavy workloads/increased work pressure
 - High rates of burnout
 - Staff dissatisfaction with corporate culture
 - Limited opportunities for career progression/training
-
- Heavy workloads/increased work pressure
 - Talent may be headhunted by competitors
 - Lack of competitive pay (job/role comparison)
 - Staff dissatisfaction with management
 - Poor work/life balance
 - Not being able to offer competitive salaries compared to other companies (industry/sector comparison)



In the competition for top talent, success hinges on preparedness. Understanding what wins the attention of preferred candidates is key to attracting candidates in 2024.

How concerned are you about your company's ability to attract candidates in 2024?



Main concerns around the attraction of skilled talent in 2024:

- Limited opportunities for career progression/training
 - Pace of hiring process
 - Business instability
 - Poor work/life balance
 - Unattractive localisation/region of the employer's office
-
- Not being able to offer competitive salaries compared to other companies (industry/sector comparison)
 - Pace of hiring process
 - Lack of competitive pay (job/role comparison)
 - Lack of competitive employee benefits
 - Poor work/life balance



Employers' intention to increase salaries

34%

A flat-rate percentage increase

14%

In line with inflation

28%

Performance-based increases

Employers' ability to increase salaries

18%

Not increasing salaries further

17%

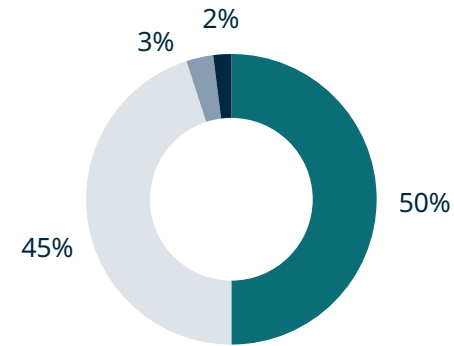
Perceive increases in line with inflation risky for the business

27%

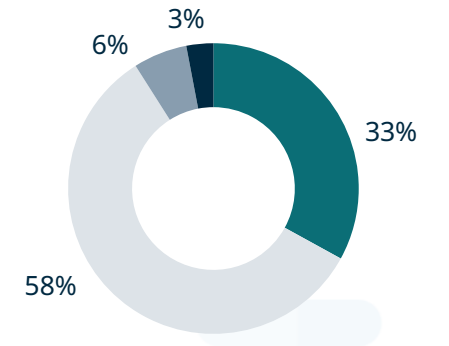
Need to choose between stability and helping staff with the cost of living



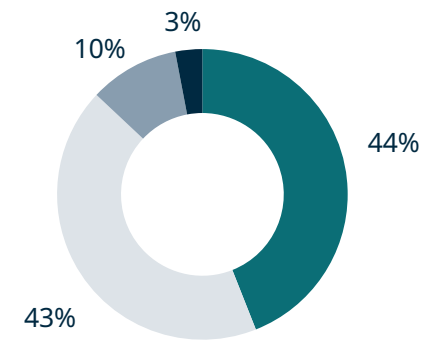
Hiring intentions for permanent jobs



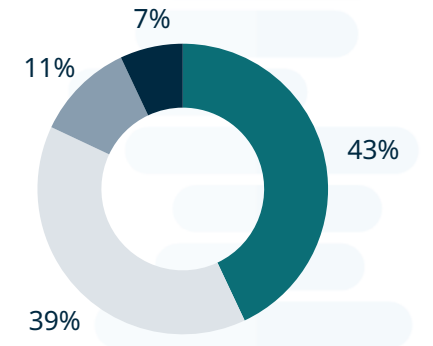
Hiring intentions for contract jobs



Hiring intentions for outsourcing/project sourcing



Hiring intentions for freelancers





ABOUT ROBERT HALF

Robert Half is the world's first and largest specialised talent solutions firm that connects companies with highly skilled jobseekers. Offering contract and permanent placement solutions in the fields of finance and accounting, technology, financial services, administrative and customer support, human resources, legal, and marketing, Robert Half has 345 locations worldwide, including nearly 100 locations in 18 countries outside the United States.

Robert Half is the parent company of Protiviti, a global consulting firm that provides internal audit, risk, business, and technology consulting solutions. Robert Half, including Protiviti, has been named a Fortune® Most Admired Company™ and a Forbes Best Employer for Diversity. Robert Half and Protiviti have also each been named to the Fortune 100 Best Companies to Work For® list.

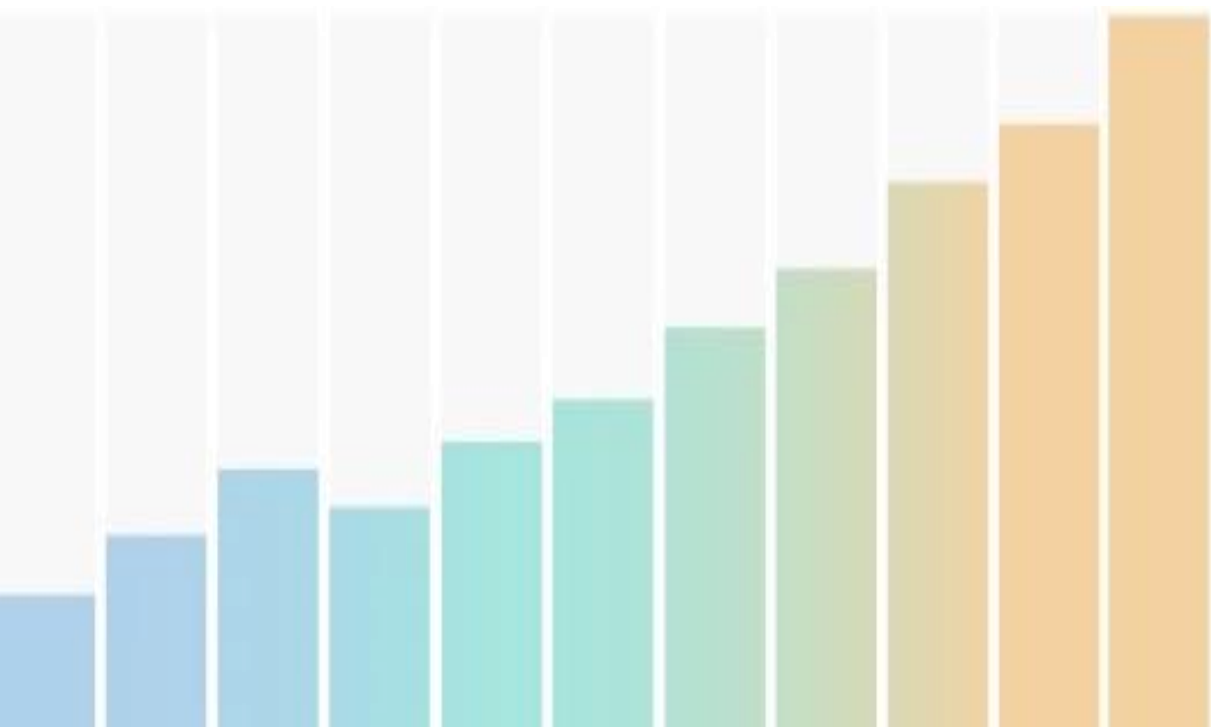
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METHODOLOGY



Data referenced in this Salary Guide is based on proprietary Robert Half insights and an online survey developed by Robert Half, conducted by an independent research firm. During November 2023 Robert Half commissioned research amongst 1500 respondents using an online data collection methodology. The respondents represent 500 employers and 1000 employees in Finance, HR, Operations/Administration, Marketing and Tech departments. Respondents are drawn from a sample of SME and large organisations from public sector, private and publicly listed businesses across the Australia.





Finance and accounting managers show little sign of slowing down hiring in 2024, yet challenges continue. Whilst the economic downturn may be on many employers' minds and is likely to impact the hiring market to an extent, intense pressure to find new talent remains. New skill sets and mindsets will be required as companies focus on improving efficiencies in finance and accounting in the wake of new technology.

Salaries at a glance

+6.4% average salary increase | **+5.5%** accounting | **+3.6%** financial management | **+4.0%** external audit / business advisory services
+5.5% financial / business analysis | **+6.7%** payroll | **+3.6%** credit management

Most in-demand permanent jobs

- Financial Accountant
- Finance Manager
- Assistant Accountant
- Management Accountant
- AP Officer / Manager
- Financial Controller
- FP&A Manager

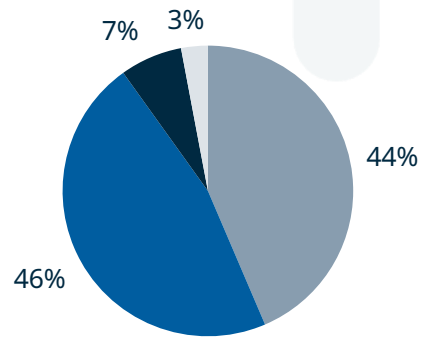
Most in-demand contract jobs

- Financial Accountant / Accountant
- AP / AR / Credit Control Officer / Manager
- Accounting Clerk
- Assistant Accountant
- Payroll Officer / Manager
- Financial Analyst
- Management Accountant

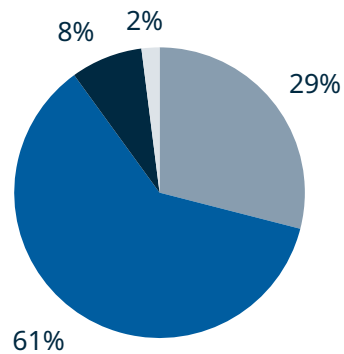
Click here to discover all salaries in Finance and Accounting



Hiring intentions for permanent jobs



Hiring intentions for contract jobs



Most in-demand soft skills

- Communication skills
- Change management
- Business partnering skills
- Stakeholder management / influencing skills
- Leadership skills

Most in-demand certifications and degrees

- Australian Professional accounting qualifications (CA / CPA)
- Overseas professional accounting qualifications (ACCA / CIMA)
- Relevant bachelor's degree in finance / economics / commerce
- CTA / CFA
- MBA

Sectors that recruit the most

- Healthcare
- Financial Services
- Retail
- Mining
- Not-for-profit

Most in-demand technical skills

- Interpretation of accounting standards (IFRS, AASB 15 / 16 / 17)
- Microsoft Excel (financial modelling)
- Business intelligence tools (TM1, Power BI, and Tableau) / ERP
- Financial analysis
- Month-end management

Top 5 benefits workers demand

- Financial allowance for working from home
- Hospitalisation insurance
- Fuel allowance / assistance
- Meal vouchers
- 13th month / Christmas / holiday salary

Top considerations when moving roles

- Hybrid working
- Flexibility
- Location
- Salary
- Culture



With 82% of tech hiring managers confident in their companies' 2024 growth prospects, 54% plan to add new positions for permanent full-time employees, and 40% will bring more temporary talent on board to aid with growth plans. Experts in data, cyber-security, systems engineering and business analysis are expected to be most sought-after, with mining, healthcare and education among the sectors recruiting for tech professionals the most.

Salaries at a glance

+4.5% average salary increase | **+3.4%** architecture & development | **+5.8%** IT security / cyber-security
+3.4% infrastructure & engineering | **+0.4%** project management | **+3.6%** technical support & operations

Most in-demand permanent jobs

- Developer
- Business Analyst
- Cyber-Security Specialist
- Data Engineer
- BI / Data Analyst
- Systems Engineer
- Cloud Engineer
- IT Support

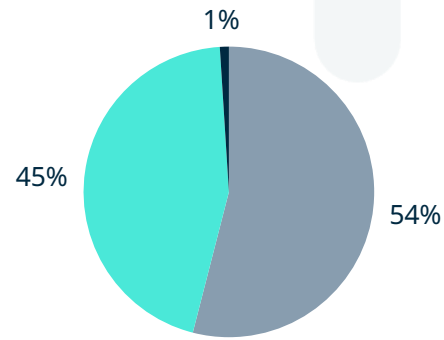
Most in-demand contract jobs

- Business Analyst
- IT Support
- Project Manager
- Systems Engineer
- Software Developer
- Systems Administrator
- Manual / Automation Tester
- BI / Data Analyst

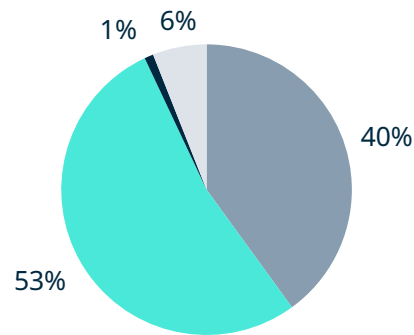
Click here to discover all salaries in
IT and Technology



Hiring intentions for permanent jobs



Hiring intentions for contract jobs



Most in-demand soft skills

- Logical problem-solving skills
- Communication skills
- Innovative thinking skills
- Relationship-building skills
- Stakeholder management skills
- Sense of ownership

Most in-demand certifications and degrees

- Cloud (AWS / Azure)
- Linux
- Cisco
- Microsoft
- Cyber and Information Security

Sectors that recruit the most

- Mining Services
- Healthcare and Aged Care
- Education
- Financial Services
- Managed Service Providers

Most in-demand technical skills

- .NET (.NET Core), C#
- JavaScript Angular / React / Vue, TypeScript, Node.JS, GO
- BI and reporting services
- Cloud technologies – Azure, AWS
- Scripting and automation – PowerShell, Python, Cypress, Selenium
- DevOps – IaC, SCM, CI / CD, test automation, Containers

Top 5 benefits workers demand

- 13th month / Christmas / holiday salary
- Agreed bonus
- Financial allowance for working from home
- Flexible benefits program
- Guaranteed income insurance plan

Areas in which staff are hard to find

- Network engineers
- Cyber
- Data
- Mid-level cloud engineers
- Junior - mid-level IT support



Lack of competitive pay is the biggest concern for hiring managers when attracting skilled HR and office support talent in 2024. Only 14% of businesses are in the position to increase salaries in line with inflation. Despite the economic uncertainty, nearly half of business leaders are planning on increasing their permanent headcount, with HR generalists, receptionists and customer service the most sought-after roles.

Salaries at a glance

+3.4% average administration salary increase | **+3.5%** customer service & sales | **+3.3%** project support | **+3.6%** senior admin
+3.5% average HR salary increase

Most in-demand jobs (HR)

HR Generalist

HR Coordinator / Administrator

HR Manager

HR Business Partner

Talent Acquisition Specialist

Most in-demand jobs (Admin)

Receptionist

Customer Service Officer

Administrative Assistant

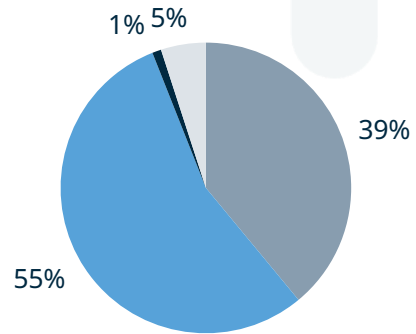
Events Assistant

Executive Assistant

[Click here to discover all salaries in Business Support and HR](#)



Hiring intentions for permanent jobs (HR)



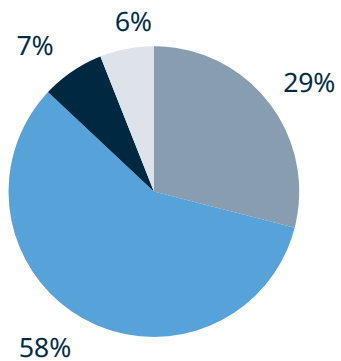
Most in-demand soft skills (HR)

- Confidentiality
- Engagement
- Stakeholder management skills
- Business partnering
- Coaching
- Solutions focused mindset

Most in-demand technical skills (HR)

- Human Resource Information System (HRIS) (ELMO, Workday, PageUp, and Success Factors)
- CRM (Raiser’s Edge, Salesforce, Oracle, and Microsoft Dynamics CRM)
- Legislation interpretation

Hiring intentions for contract jobs (HR)

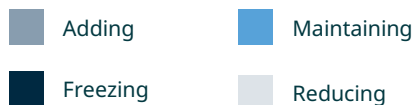


Sectors that recruit the most (HR)

- Healthcare and social assistance
- Retail
- Information technology
- Not-for-profit
- Education

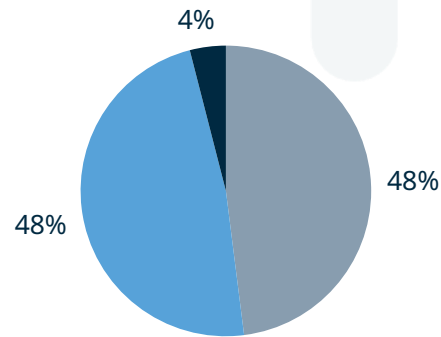
Benefits workers demand (HR)

- 13th month / Christmas / holiday salary
- Dental insurance
- Fuel assistance / allowance
- Guaranteed income insurance plan
- Occupational disability insurance





Hiring intentions for permanent jobs (Admin)



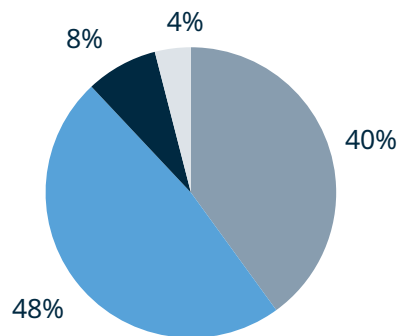
Most in-demand soft skills (Admin)

- Prioritisation
- Adaptability
- Sense of initiative
- Collaboration
- Communication
- Positive attitude

Most in-demand technical skills (Admin)

- Microsoft 365 (Excel, PowerPoint, Word, Outlook)
- Google Suite
- CRM (Salesforce, Microsoft Dynamics 365, etc.)
- HRIS / LMS
- ERP systems (SAP, Microsoft Dynamics, etc.)

Hiring intentions for contract jobs (Admin)



Sectors that recruit the most (Admin)

- Events/exhibitions
- Not-for-profit
- Healthcare and social assistance
- Telecom services
- Education

Benefits workers demand (Admin)

- 13th month / Christmas / holiday salary
- Financial allowance for working from home
- Dental insurance
- Meal vouchers
- Guaranteed income insurance plan





54% of business leaders in financial services are planning on increasing permanent headcount in 2024, with experts in risk management, compliance and legal most in demand. Against a skills shortage backdrop showing no signs of improvement in 2024, retention is key. Regulatory reform and compliance continue to drive companies' hiring needs while rapidly transforming career opportunities. Salaries across the sector have stabilised after significant rises in the past few years.

Salaries at a glance

+10.3% average financial services salary increase
+3.5% credit risk | **+2.1%** internal audit | **+3.5%** operational risk | **+3.4%** tax | **+3.5%** technology risk |

Most in-demand permanent jobs

Risk Manager

Senior Risk Manager

Compliance Officer / Analyst

Compliance Manager

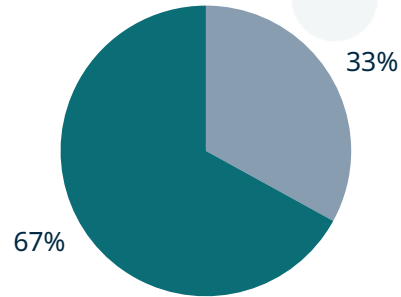
Finance Manager

Legal Counsel / Head of Legal

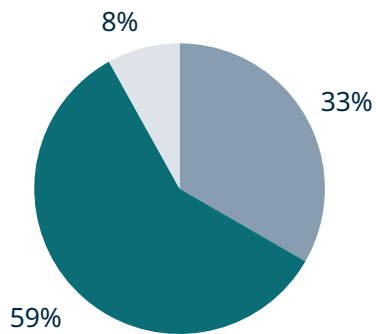
[Click here to discover all salaries in Financial Services](#)



Hiring intentions for permanent jobs



Hiring intentions for contract jobs



Most in-demand soft skills

- Stakeholder management
- Communication skills
- Leadership skills
- Project management
- Negotiation skills
- Personable
- Time management

Most in-demand certifications and degrees

- Bachelor of Law
- Bachelor of Economics / Accounting / Commerce
- CA, CPA
- RG146
- ACAMS

Sectors that recruit the most

- Insurance
- Banking
- Markets
- Asset / investment management
- FinTech

Most in-demand technical skills

- ASIC, AFSL, APRA
- CPS 230
- CPS 234
- Technology and cyber-risk
- Privacy and data protection
- GRC system implementation
- Incident and breach management

Top 5 benefits employers plan to introduce in 2024

- Fuel assistance / allowance
- Guaranteed income insurance plan
- Meal vouchers
- Hospitalisation insurance
- Financial allowance for working from home

Areas in which staff are hard to find

- Manager - Senior Manager Compliance
- Mid-level Legal
- Credit strategy and analytics
- Treasury
- Internal Audit



Heavy workloads and the risk of burnout are among the biggest concerns for both employers and employees within Marketing when it comes to retaining talent in 2024. Digital and Content Marketing Managers are most in-demand, yet skilled talent in areas such as data analytics and SEO is hard to find. Nearly half of businesses are looking to increase both permanent and contract headcount in 2024, futureproofing their teams while remaining flexible.

Most in-demand permanent jobs

Marketing Manager

Content Manager

SEO Manager

Social Media Manager

Marketing Coordinator

Most in-demand contract/freelance jobs

SEO Manager

PPC Manager

Social Media Manager

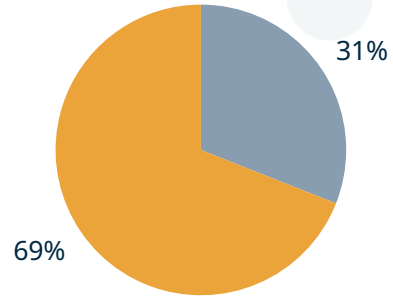
Communications Advisor

Copywriter

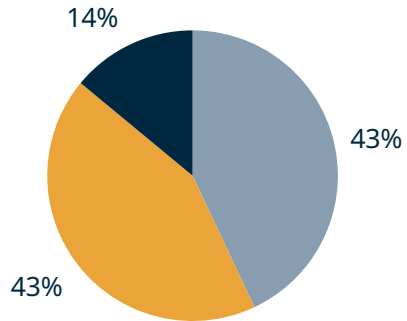
[Click here to discover all salaries in Marketing](#)



Hiring intentions for permanent jobs



Hiring intentions for contract jobs



Most in-demand soft skills

- Storytelling
- Social and communication skills
- Analytical skills
- Creativity
- Multitasking

Most in-demand certifications and degrees

- Relevant Bachelors degree
- Google Ads Certifications
- Adobe Qualifications

Sectors that recruit the most

- Financial Services
- E-commerce
- Consulting
- Insurance
- Health

Most in-demand technical skills

- CMS
- Marketing automation tools
- SEO
- CRM
- Graphic design
- Social media

Top 5 benefits workers demand

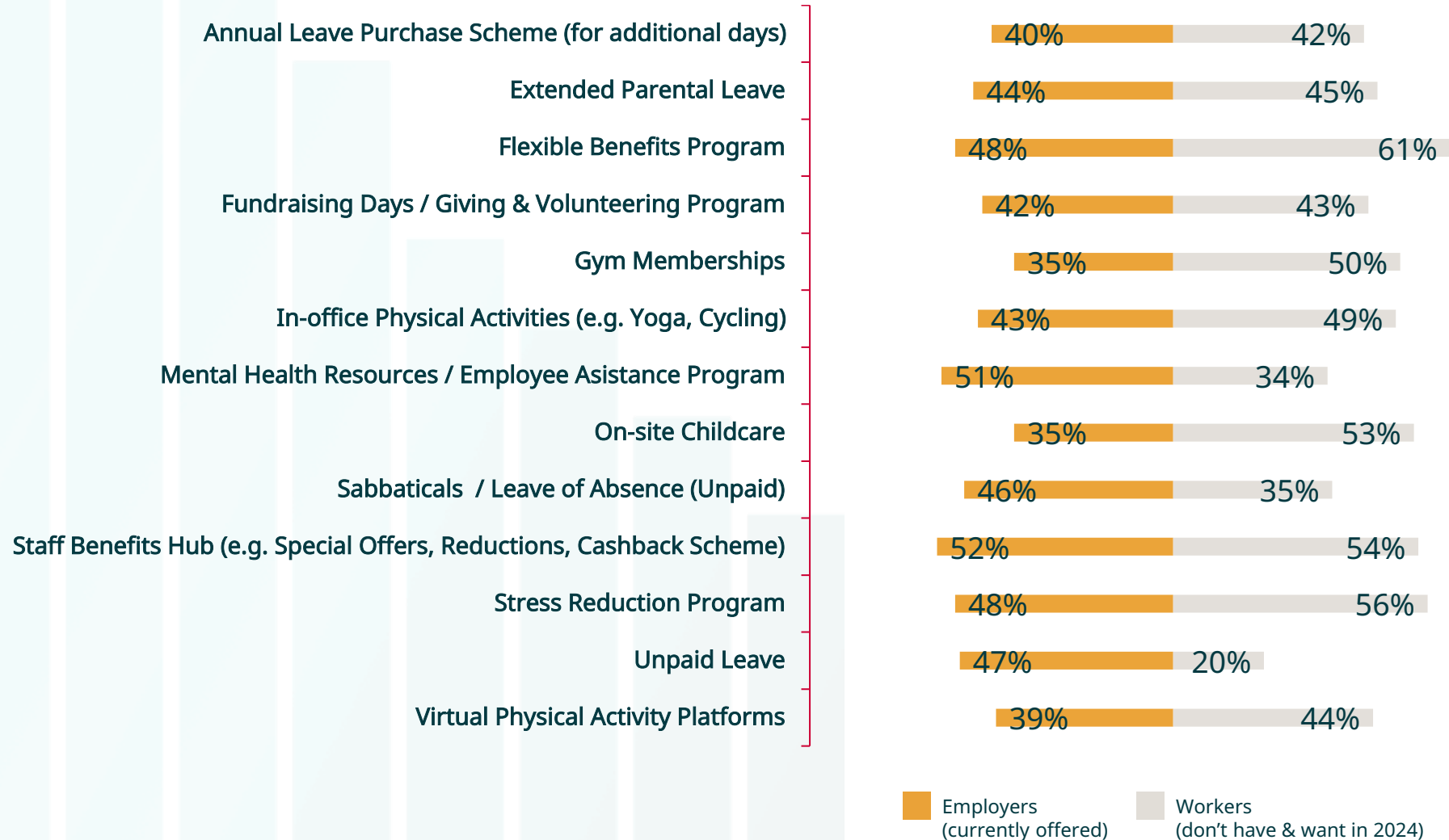
- Allowance for home office equipment
- Financial allowance for working from home
- Dental insurance
- Commuting discounts
- Flexible benefits program

Areas in which staff are hard to find

- Content management
- Public relations and comms
- SEO
- Data analytics
- Design

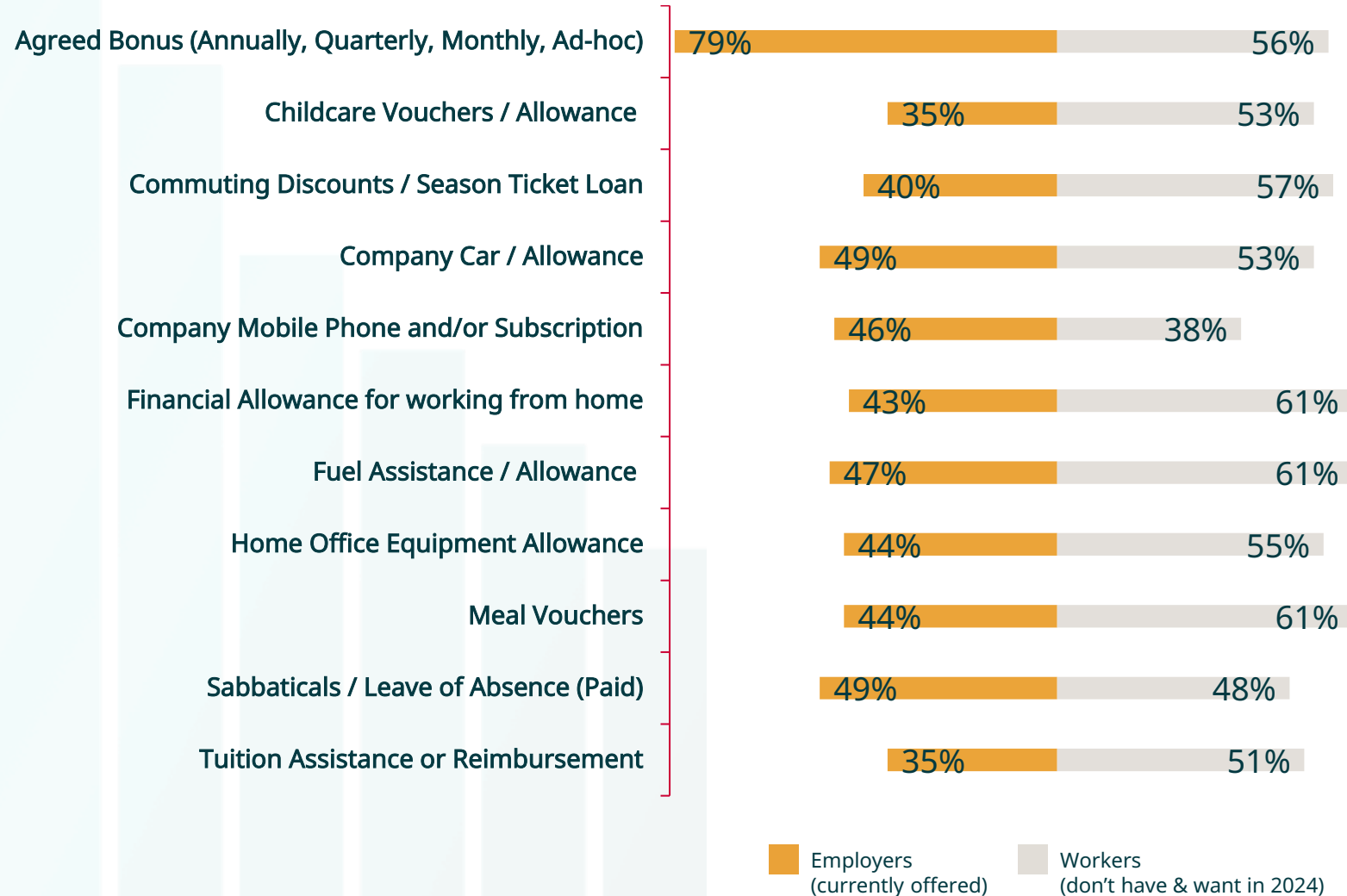


In the competitive job market, companies need to make offers that speak to more than just the financial needs of potential hires. For that reason, employers are now exploring alternative strategies to help create a positive work environment that not only attracts candidates, but retains current employees — and evolving company perks has proven to be a major tipping point.



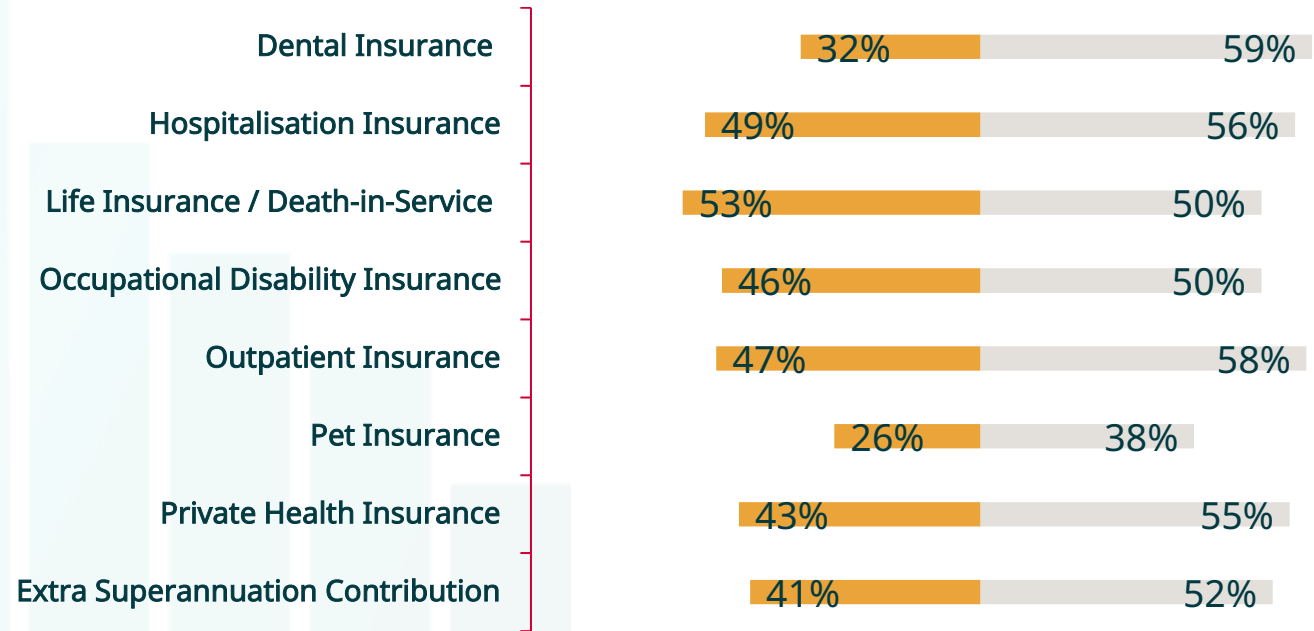


Financial benefits such as allowances for home working and assistance with fuel costs are top of mind for workers amidst the cost-of-living crisis. Offering these incentives can make a difference to a business' hiring and retention strategy in what is expected still to be a tight labour market in 2024. Non-contractual elements of the benefits package can create a meaningful employee experience.





Establishing a caring culture is crucial to supporting employees who may be unable to fulfill their job duties due to accidents or illnesses. Insurance policies that cover part or the entire lost salary not only foster goodwill, but also expedite the return to work—a vital aspect in the face of escalating economic inactivity caused by prolonged sickness, a prevalent issue in Australia.



■ Employers (currently offered)
 ■ Workers (don't have & want in 2024)



HOW TO USE OUR SALARY TABLES

Salary percentiles

Starting salaries are not one-size-fits-all, which is why we separate them into three percentiles based on multiple factors. The percentiles account for differences in experience, skill, professional certifications, demand for the role, and the size/complexity of the company that is hiring. The salaries do not include superannuation, bonuses or benefits.

Regional variances

Due to the cost of living, availability of talent and other factors, starting salaries vary by market. We place candidates across Australia and use what we learn each year to set regional variances to help you determine pay in your area. Simply increase or decrease the national starting salary by the percentage listed for the various cities. The selected regions coincide with Robert Half office locations.

25th

The candidate has little or no prior experience in the position and is still developing relevant skills.

50th

The candidate has an average level of experience and has most of the necessary skills.

75th

The candidate has above-average experience, has most or all the necessary skills, and may have specialised qualifications.

Sydney

+ 7%

Melbourne

+ 5%

Brisbane

- 2%

Perth

+ 1.5%



Sydney	+ 7%	Melbourne	+ 5%	Brisbane	- 2%	Perth	+ 1.5%
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	JOB TITLE	25th	50th	75th
Accounting	Assistant Accountant	\$ 70,500	\$ 78,500	\$ 86,500
	Accountant	\$ 95,500	\$ 108,000	\$ 114,500
	Senior Accountant	\$ 107,500	\$ 119,000	\$ 132,500
	Group Accountant	\$ 112,000	\$ 127,500	\$ 145,000
	Accounts / Finance Officer	\$ 65,500	\$ 72,000	\$ 82,000
	Accounts Payable Officer	\$ 63,500	\$ 72,000	\$ 82,000
	Accounts Payable Manager	\$ 88,000	\$ 100,500	\$ 116,500
	Accounts Receivable Officer	\$ 69,500	\$ 76,000	\$ 87,500
	Accounts Receivable Manager	\$ 88,500	\$ 100,500	\$ 114,000
	Bookkeeper	\$ 73,500	\$ 83,500	\$ 93,500
	Corporate Accountant	\$ 112,000	\$ 127,500	\$ 145,000
	Cost Accountant	\$ 110,000	\$ 118,000	\$ 135,000
	Financial Accountant	\$ 93,500	\$ 103,000	\$ 112,500
	Senior Financial Accountant	\$ 116,500	\$ 130,000	\$ 145,500
	Management Accountant	\$ 100,000	\$ 111,000	\$ 120,000
	Senior Management Accountant	\$ 120,000	\$ 135,000	\$ 145,000
	Project Accountant	\$ 102,500	\$ 118,000	\$ 137,000



Sydney	+ 7%	Melbourne	+ 5%	Brisbane	- 2%	Perth	+ 1.5%
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	JOB TITLE	25th	50th	75th
Financial / Business Analysis	Business Analyst	\$ 110,000	\$ 120,000	\$ 130,000
	Senior Business Analyst	\$ 132,500	\$ 140,000	\$ 147,500
	Financial Analyst	\$ 107,000	\$ 115,500	\$ 126,000
	Senior Financial Analyst	\$ 126,000	\$ 132,000	\$ 150,000
	Financial Planning & Analysis Manager	\$ 150,000	\$ 167,000	\$ 186,500
	Commercial Analyst	\$ 108,000	\$ 121,000	\$ 135,500
	Commercial Manager	\$ 156,500	\$ 179,500	\$ 205,500
Financial Management	Finance Manager	\$ 127,000	\$ 143,000	\$ 160,500
	Financial Controller	\$ 160,500	\$ 173,000	\$ 197,500
	CFO / Finance Director (SME)	\$ 177,500	\$ 200,000	\$ 238,000
	CFO / Finance Director (Large/MN)	\$ 253,000	\$ 306,000	\$ 375,500
Credit Management	Credit Controller	\$ 65,500	\$ 72,500	\$ 83,000
	Credit Manager	\$ 85,500	\$ 99,500	\$ 113,500
Internal Audit	Internal Auditor	\$ 97,500	\$ 103,000	\$ 110,500
	Senior Internal Auditor	\$ 120,500	\$ 128,000	\$ 140,000
	Internal Audit Manager	\$ 129,000	\$ 147,000	\$ 164,500
Payroll	Payroll Clerk / Officer	\$ 75,000	\$ 89,000	\$ 100,500
	Payroll Manager	\$ 108,000	\$ 119,000	\$ 139,000



Sydney	+ 7%	Melbourne	+ 5%	Brisbane	- 2%	Perth	+ 1.5%
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	JOB TITLE	25th	50th	75th
Tax	Tax Accountant	\$ 111,000	\$ 113,500	\$ 131,000
	Senior Tax Accountant	\$ 131,000	\$ 140,000	\$ 155,000
	Tax Manager	\$ 140,000	\$ 150,500	\$ 175,000
	Head of Tax	\$ 182,000	\$ 209,500	\$ 238,000
Treasury	Treasury Accountant	\$ 89,000	\$ 101,500	\$ 117,000
	Treasury Manager	\$ 140,500	\$ 154,500	\$ 178,500
	Treasurer	\$ 178,500	\$ 210,000	\$ 240,000
External Audit / Business Advisory Services	Business Advisory Services Accountant / Auditor	\$ 63,500	\$ 72,000	\$ 77,500
	Business Advisory Services Senior Accountant / Senior Auditor	\$ 80,000	\$ 87,500	\$ 96,500
	Business Advisory Services Assistant Manager	\$ 90,000	\$ 100,000	\$ 110,000
	Business Advisory Services Manager / Audit Manager	\$ 110,000	\$ 119,000	\$ 131,500
	Business Advisory Services Partner / Business Advisory Services Director / Audit Partner / Audit Director	\$ 178,000	\$ 253,000	\$ 323,000



Sydney	+ 7%	Melbourne	+ 5%	Brisbane	- 2%	Perth	+ 1.5%
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	JOB TITLE	25th	50th	75th
Architecture & Development	Enterprise Architect	\$ 172,000	\$ 198,500	\$ 220,000
	Infrastructure Architect	\$ 152,000	\$ 169,000	\$ 184,000
	Solutions Architect	\$ 154,500	\$ 174,500	\$ 197,000
	Data Architect	\$ 147,000	\$ 169,000	\$ 196,500
Business Intelligence	Business Intelligence Analyst	\$ 123,500	\$ 137,500	\$ 152,500
	Business Intelligence Developer	\$ 127,500	\$ 146,500	\$ 161,000
	Business Intelligence Manager	\$ 161,000	\$ 180,500	\$ 200,000
Business Analysis	Business Analyst	\$ 112,500	\$ 127,500	\$ 141,000
	Senior Business Analyst	\$ 141,000	\$ 147,000	\$ 152,500
Data / Database Management	Database Developer	\$ 121,500	\$ 136,500	\$ 151,000
	Database Administrator	\$ 119,000	\$ 139,500	\$ 155,500
	Data Analyst	\$ 114,500	\$ 130,500	\$ 143,500
	Data Engineer	\$123,500	\$142,500	\$161,500



Sydney	+ 7%	Melbourne	+ 5%	Brisbane	- 2%	Perth	+ 1.5%
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	JOB TITLE	25th	50th	75th
Technical Support & Operations	IT Help Desk Support / Desktop Support	\$ 68,000	\$ 78,500	\$ 86,500
	Systems Administrator	\$ 97,500	\$ 117,500	\$ 120,500
	Application Support	\$ 85,500	\$ 107,000	\$ 120,500
Infrastructure & Engineering	Network Engineer	\$ 115,500	\$ 133,000	\$ 150,500
	Systems Engineer	\$ 110,500	\$ 133,000	\$ 145,000
	Infrastructure Manager	\$ 135,500	\$ 153,500	\$ 172,500
	DevOps Engineer	\$ 131,000	\$ 154,500	\$ 177,000
	Cloud Engineer	\$ 126,000	\$ 154,500	\$ 170,000
IT Management	IT Manager	\$ 135,000	\$ 153,500	\$ 170,000
	IT Director / Head of IT	\$ 167,500	\$ 180,000	\$ 230,000
	Chief Information Officer / Chief Technology Officer	\$ 212,500	\$ 265,500	\$ 312,500
IT Security / Cyber-Security	Cyber-Security Specialist	\$ 133,000	\$ 152,000	\$ 181,000
	Cyber-Security Manager	\$ 158,500	\$ 181,500	\$ 207,000
	Network Security Engineer	\$ 120,500	\$ 138,000	\$ 155,500
	Chief Information Security Officer	\$ 216,000	\$ 241,500	\$ 268,500



Sydney	+ 7%	Melbourne	+ 5%	Brisbane	- 2%	Perth	+ 1.5%
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	JOB TITLE	25th	50th	75th
Software Engineering	Junior .Net Developer	\$ 70,000	\$ 77,000	\$ 84,000
	.Net Developer	\$ 84,000	\$ 99,000	\$ 120,000
	Senior .Net Developer	\$ 135,000	\$ 146,500	\$ 155,000
	Technical Lead .Net Developer	\$ 149,000	\$ 157,000	\$ 168,500
	Principal .Net Developer	\$ 159,500	\$ 170,500	\$ 186,000
	Junior JAVA Developer	\$ 70,000	\$ 77,000	\$ 84,000
	JAVA Developer	\$ 84,000	\$ 99,000	\$ 120,000
	Senior JAVA Developer	\$ 139,000	\$ 150,000	\$ 165,000
	Junior Front End / JavaScript Developer	\$ 70,000	\$ 80,500	\$ 92,000
	Front End / JavaScript Developer	\$ 92,000	\$ 115,000	\$ 131,000
	Senior Front End / JavaScript Developer	\$ 141,000	\$ 153,500	\$ 169,000
	Junior Node.js / Full Stack JavaScript Developer	\$ 70,000	\$ 80,500	\$ 92,000
	Node.js / Full Stack JavaScript Developer	\$ 92,000	\$ 115,000	\$ 131,000
	Senior Node.js / Full Stack JavaScript Developer	\$ 140,500	\$ 152,000	\$ 159,500



Sydney	+ 7%	Melbourne	+ 5%	Brisbane	- 2%	Perth	+ 1.5%
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	JOB TITLE	25th	50th	75th
Software Engineering (Cont.)	Junior Python Developer	\$ 70,000	\$ 77,000	\$ 84,000
	Python Developer	\$ 84,000	\$ 99,000	\$ 120,000
	Senior Python Developer	\$ 135,000	\$ 146,500	\$ 155,000
	Software Development Manager	\$ 171,000	\$ 199,500	\$ 237,500
Quality Assurance - Testing	QA Analyst/Engineer	\$ 90,500	\$ 110,500	\$ 130,500
	Automation Engineer	\$ 110,000	\$ 130,000	\$ 150,500
	Test Manager	\$ 135,000	\$ 145,500	\$ 160,500
Design	Junior UI / UX / Product Designer	\$ 66,500	\$ 76,000	\$ 85,500
	UI / UX/ Product Designer	\$ 85,500	\$ 99,750	\$ 114,000
	Senior UI / UX / Product Designer	\$ 114,000	\$ 133,000	\$ 152,000
	Design Lead / Manager	\$ 152,000	\$ 161,500	\$ 171,000
Project Management	Project Coordinator	\$ 110,000	\$ 120,000	\$ 130,500
	Project Manager	\$ 135,000	\$ 155,500	\$ 170,000
	Program Manager	\$ 160,500	\$ 175,500	\$ 200,000
	PMO Manager / Director	\$ 175,500	\$ 211,000	\$ 236,500
Business Transformation	ERP / CRM Consultant	\$ 125,000	\$ 138,000	\$ 152,500



Sydney +7% Melbourne +5% Brisbane -2% Perth +1.5%

	JOB TITLE	25th	50th	75th
Marketing	Marketing / Communications Administrator	\$ 60,000	\$ 67,500	\$ 71,000
	Marketing / Communications Coordinator	\$ 64,500	\$ 72,000	\$ 76,500
	Marketing / Communications Advisor	\$ 79,000	\$ 90,000	\$ 101,000
	Marketing / Communications Manager	\$ 108,500	\$ 141,500	\$ 150,000
	Digital Marketing Manager	\$ 107,500	\$ 142,000	\$ 149,500
	Social Media Manager	\$ 75,000	\$ 118,000	\$ 129,000
	Event Coordinator	\$ 65,000	\$ 68,000	\$ 73,500
	CRM Manager	\$ 79,500	\$ 99,500	\$ 109,000
	Content Manager	\$ 75,000	\$ 118,000	\$ 129,000



Sydney	+ 7%	Melbourne	+ 5%	Brisbane	- 2%	Perth	+ 1.5%
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	JOB TITLE	25th	50th	75th
Human Resources	HR Administrator	\$ 67,000	\$ 72,500	\$ 77,500
	HR Coordinator	\$ 71,500	\$ 77,000	\$ 82,500
	HR Advisor	\$ 84,500	\$ 98,000	\$ 112,500
	HR Business Partner	\$ 102,500	\$ 117,000	\$ 139,500
	HR Manager	\$ 127,500	\$ 145,500	\$ 159,500
	HR Director / Head of HR	\$ 202,000	\$ 270,000	\$ 297,500
	Talent Acquisition Advisor / Specialist	\$ 89,000	\$ 100,000	\$ 108,500
	Talent Acquisition Manager	\$ 112,000	\$ 124,000	\$ 139,500
	Learning & Development Specialist / Manager	\$ 104,500	\$ 132,500	\$ 156,000
	WHS Advisor	\$ 96,500	\$ 117,500	\$ 134,000



Sydney	+ 7%	Melbourne	+ 5%	Brisbane	- 2%	Perth	+ 1.5%
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	JOB TITLE	25th	50th	75th
Customer Service & Sales	Customer Service Representative / Officer	\$ 56,500	\$ 62,000	\$ 67,000
	Customer Service Team Leader	\$ 75,500	\$ 82,000	\$ 89,000
	Customer Service Manager	\$ 90,500	\$ 104,500	\$ 119,000
Administration	Data Entry Officer	\$ 58,500	\$ 62,000	\$ 65,000
	Receptionist	\$ 56,500	\$ 62,000	\$ 66,000
	Legal Administrator / Secretary	\$ 65,000	\$ 74,500	\$ 84,000
	Medical Administrator / Secretary	\$ 61,500	\$ 72,000	\$ 83,500
	Administrative Assistant / Coordinator	\$ 61,000	\$ 66,000	\$ 70,000
	Team Assistant	\$ 65,000	\$ 69,500	\$ 74,000
	Facilities Coordinator	\$ 66,000	\$ 70,000	\$ 76,000
	Claims Administrator	\$ 55,000	\$ 62,500	\$ 71,500
	Sales Support	\$ 59,500	\$ 65,000	\$ 70,500



Sydney +7% Melbourne +5% Brisbane -2% Perth +1.5%

	JOB TITLE	25th	50th	75th
Project Support	Document Controller	\$ 72,500	\$ 80,500	\$ 87,500
	Project Administrator	\$ 70,000	\$ 74,500	\$ 79,500
	Project Coordinator	\$ 73,500	\$ 80,000	\$ 87,500
	Contracts Administrator	\$ 66,000	\$ 78,500	\$ 91,000
Senior Administration	Executive Assistant	\$ 89,000	\$ 100,000	\$ 117,000
	Office Manager	\$ 79,500	\$ 88,500	\$ 101,000
	Operations Manager	\$ 107,500	\$ 131,500	\$ 161,000



Sydney	+ 7%	Melbourne	+ 5%	Brisbane	- 2%	Perth	+ 1.5%
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	JOB TITLE	25th	50th	75th
Compliance	Compliance Officer	\$ 83,000	\$ 107,000	\$ 127,000
	Compliance Manager	\$ 136,000	\$ 146,500	\$ 161,000
	Senior Compliance Manager	\$ 155,500	\$ 171,000	\$ 195,000
	Head of Compliance	\$ 184,000	\$ 224,500	\$ 273,000
Credit Risk	Credit Risk Officer	\$ 63,000	\$ 78,000	\$ 92,500
	Senior Credit Risk Analyst	\$ 87,500	\$ 98,000	\$ 122,000
	Credit Risk Manager	\$ 126,500	\$ 136,500	\$ 146,500
	Senior Credit Risk Manager	\$ 145,500	\$ 161,000	\$ 180,500
	Head of Credit Risk	\$ 175,000	\$ 195,000	\$ 234,000
Financial Control	Financial Accountant	\$ 103,000	\$ 113,500	\$ 123,500
	Senior Financial Accountant	\$ 128,000	\$ 143,000	\$ 160,000
	Finance Manager	\$ 141,500	\$ 157,000	\$ 176,500
	Financial Controller	\$ 171,000	\$ 190,000	\$ 217,500
Internal Audit	Auditor	\$ 87,500	\$ 98,000	\$ 107,000
	Internal Audit Manager	\$ 141,500	\$ 161,500	\$ 181,000
	Senior Internal Audit Manager	\$ 113,500	\$ 127,500	\$ 143,000
	Head of Internal Audit	\$ 184,000	\$ 224,500	\$ 292,500



Sydney +7% Melbourne +5% Brisbane -2% Perth +1.5%

	JOB TITLE	25th	50th	75th
Legal	Junior Legal Counsel	\$ 77,000	\$ 90,500	\$ 105,500
	Legal Counsel	\$ 105,000	\$ 129,000	\$ 164,500
	Senior Legal Counsel	\$ 152,500	\$ 192,000	\$ 228,000
	Head of Legal	\$ 238,500	\$ 290,500	\$ 333,500
	General Counsel	\$ 248,500	\$ 310,500	\$ 414,000
Operational Risk	Operational Risk Analyst	\$ 73,000	\$ 107,000	\$ 127,000
	Operational Risk Manager	\$ 126,500	\$ 146,500	\$ 156,500
	Senior Operational Risk Manager	\$ 155,500	\$ 171,000	\$ 195,000
	Head of Operational Risk	\$ 194,000	\$ 224,500	\$ 263,500
	Chief Risk Officer	\$ 242,500	\$ 292,500	\$ 390,000
Privacy	Privacy Officer	\$ 83,000	\$ 107,000	\$ 127,000
	Privacy Manager	\$ 136,000	\$ 146,500	\$ 161,000
	Senior Privacy Manager	\$ 155,500	\$ 171,000	\$ 200,500
	Head Of Privacy / Registered Privacy Officer	\$ 184,000	\$ 224,500	\$ 273,000



Sydney	+ 7%	Melbourne	+ 5%	Brisbane	- 2%	Perth	+ 1.5%
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	JOB TITLE	25th	50th	75th
Operations	Operations Analyst	\$ 59,500	\$ 69,500	\$ 80,000
	Operations Manager	\$ 89,500	\$ 99,500	\$ 109,000
	Senior Operations Manager	\$ 128,500	\$ 139,500	\$ 154,000
	Head of Operations	\$ 148,500	\$ 174,000	\$ 199,000
Tax	Tax Analyst	\$ 84,500	\$ 104,500	\$ 119,000
	Tax Manager	\$ 134,000	\$ 154,000	\$ 180,500
	Senior Tax Manager	\$ 163,000	\$ 178,500	\$ 208,500
Technology Risk	Technology Risk Manager	\$ 133,500	\$ 147,500	\$ 162,500
	Senior Technology Risk Manager	\$ 161,500	\$ 177,000	\$ 199,000
Treasury	Treasury Analyst	\$ 87,500	\$ 107,000	\$ 127,000
	Treasury Manager (Financial Services)	\$ 137,500	\$ 159,000	\$ 185,500
	Treasurer (Financial Services)	\$ 184,000	\$ 205,000	\$ 253,500