



Market changes in the last 12 months

Vacancy activity has grown considerably over the last 12 months, but in particular over the last six, for both temporary and permanent financial executive and accounting support roles. The creation of new roles reinforced the buoyancy of the market as employers sought to secure candidates while business confidence and the market remained strong. In fact, over the year growth in new vacancies increased by 20 per cent year-on-year in NSW while in other states, particularly Queensland, it was also high.

Unfortunately the availability of candidates did not meet the level of vacancy activity, and there was a shortage of candidates with not just suitable skills, but local experience. With low unemployment rates and skills shortages present throughout the country, the Australian federal government placed accountants back on the Migration Occupations in Demand List as it became widely recognised that the shortage of qualified staff and strong business confidence was driving vacancy activity forward.

Candidate demand led to wage growth in some key areas and locations in the market, such as financial and management accountants, internal audit and payroll. In the profession tax, corporate finance and risk were key areas for wage growth.

Bonuses were more prevalent as employers sought accountability for results and were keen to reward good performances. In some cases, bonuses enabled employees to add up to 15 per cent to their package. Many companies introduced annual KPI based bonuses in order to attract and retain staff.

Over the last 12 months, retention became an increasing focus for businesses as skills shortages became widespread. Work/life balance was a focus in some companies, while there was an increase in proactive career planning and talent programs, where employers fast-tracked high performing employees to advance and develop their skills and experience.

During the year Hays Accountancy & Finance conducted an international survey, IFRS Under the Global Spotlight, in which we surveyed the views of 400 Finance Directors, Managers and compliance professionals in Australia, New Zealand, the UK and Europe, focusing on the importance of compliance, staffing activity, skill shortages, recruitment issues, salaries, external help and training.

We found that compliance was viewed as more important than any other finance issue for seven out of ten businesses and that Australasian companies spent more time on compliance and governance than our UK or European counterparts. Half of Australasian employers said IFRS skill shortages were more severe than those in other finance disciplines, however this was not such a severe problem for businesses overseas. Not surprisingly, two out of three Australasian employers said it was difficult to find suitably qualified and available compliance and governance candidates.

To meet compliance and governance requirements, many organisations moved key personnel into project roles and used temporary staff to back-fill these positions. With business activity high, many of these temporary staff were ultimately offered permanent positions.

The decision by the US regulator to give foreign firms an extra year (until July 2006 at the earliest) to comply with the most complex and controversial section of its Sarbanes-Oxley government legislation should help ease some of the anxiety in the market for compliance and risk management candidates in the short term.



Positions in demand

Demand for compliance and risk management staff and qualified accountants, particularly those with professional memberships, continues. At the accounting support level, specialist areas such as payroll and credit control are key shortage areas. For roles at this level, companies are increasingly focusing their recruitment efforts on behavioural skills and are then providing training to the successful candidate in payroll and debt collection.

Graduates with accounting experience continue to be in demand for assistant accountant positions supporting management, financial accountants or financial controllers/managers. This is largely due to the increased amount of responsibility shifting onto senior finance figures, creating an increased need for support to assist with higher workloads.

Within the profession audit and business services candidates are highly sought after with many of the top firms now looking at overseas candidates, especially from the UK, South Africa and Europe, to fill these vacancies. Practice accountants are also hot property and a candidate with over three years experience in a chartered firm is always in demand.

Anyone with relevant experience in oil & gas and more importantly large integrated packages such as SAP, Oracle and Pronto are in demand in Western Australia. Business analysts in the mining industry are also in demand in the state.

Changes to employer recruitment practices

In a time of skills shortages, many businesses are realising that it has become more important than ever to be proactive in their recruitment efforts. Companies have begun promoting their values, culture and the benefits of working for their organisation to potential employees in order to position themselves positively in the employment marketplace. In a candidate-short market, this is more important than ever.

In many cases, the recruitment focus has moved back onto behavioural characteristics and recruiting individuals who can add value. Clients are interviewing fewer people and making hiring decisions considerably quicker than in past years, often offering candidates the job at the end of the final interview.

There has been a slight shift in terms of acceptance of overseas candidates, with some employers becoming more open to overseas experience, providing the candidate possesses strong business English and relevant transferable skills. Employers are increasingly prepared to sponsor candidates at all levels, from junior level credit controllers up, in an attempt to source people outside the local talent pool.

There was also a better understanding of how valuable temporary staff can be to a business, with an increase in temporary vacancy activity as a result. We have also seen an increase in temporary-to-permanent recruitment, with many more temporary workers being offered permanent contracts after a period of time working at a company.

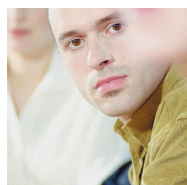
Advice to candidates

While candidate shortages exist, the market is still competitive and candidates must consider and promote not only their accounting ability, but also the value-added skills they can offer a business.

Quality candidates may find that they are counter offered. Candidates therefore need to be sure of the reasons for leaving their current employer and be prepared for a counter offer. Although we are in a more candidate-driven market, companies still want individuals to join them for the right reasons (role, culture, prospects) as opposed to purely monetary incentives and so there is a limit to the salaries on offer. Candidates should be careful they do not price themselves out of the market.

The expediency of the current market can be disconcerting so be prepared to receive a job offer in a matter of days, not weeks, following an interview. Employers expect an answer to their job offer quickly and considering the current nature of the market it is not acceptable to leave them waiting.

Candidates are advised to strike early. The market is very buoyant at the moment, and whilst we expect the momentum to continue, there are specific areas of the market experiencing unprecedented demand. This means more choices and a better range of job opportunities.



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)
Sydney (Salary Range)	160,000 130,000 - 180,000	210,000 160,000 - 220,000	250,000 220,000+
Melbourne (Salary Range)	130,000 100,000 - 150,000	165,000 120,000 - 200,000	220,000 220,000+
Brisbane (Salary Range)	120,000 100,000 - 140,000	140,000 110,000 - 150,000	180,000 150,000+
Gold Coast (Salary Range)	120,000 100,000 - 130,000	140,000 110,000 - 160,000	180,000 170,000+
Adelaide (Salary Range)	105,000 95,000 - 150,000	135,000 120,000 - 150,000	160,000 150,000+
Canberra (Salary Range)	120,000 90,000 - 150,000	150,000 120,000 - 180,000	180,000 180,000 +
Perth (Salary Range)	130,000 110,000 - 150,000	150,000 140,000 - 180,000	180,000 180,000+
Newcastle (Salary Range)	100,000 90,000 - 130,000	130,000 110,000 - 150,000	160,000 130,000 - 180,000+
Townsville (Salary Range)	100,000 90,000 - 125,000	135,000 110,000 - 150,000	150,000 120,000+
Auckland (Salary Range)	120,000 95,000 - 130,000	150,000 120,000 - 180,000	190,000 150,000 - 250,000
Wellington (Salary Range)	95,000 85,000 - 140,000	120,000 100,000 - 200,000	180,000 150,000 - 250,000

Senior qualified accountants	Finance Manager (Turnover up to \$50m)	Finance Manager (Turnover \$50m - \$150m)	Finance Manager (Turnover > \$150m)
Sydney (Salary Range)	110,000 85,000 - 120,000	130,000 100,000 - 150,000	155,000 125,000 - 175,000
Melbourne (Salary Range)	105,000 85,000 - 115,000	120,000 95,000 - 140,000	150,000 130,000 - 180,000
Brisbane (Salary Range)	90,000 75,000 - 100,000	110,000 95,000 - 125,000	130,000 105,000 - 140,000
Gold Coast (Salary Range)	80,000 70,000 - 90,000	100,000 90,000 - 110,000	130,000 120,000 - 140,000
Adelaide (Salary Range)	80,000 70,000 - 90,000	90,000 85,000 - 110,000	125,000 110,000 - 150,000
Canberra (Salary Range)	90,000 75,000 - 95,000	100,000 90,000 - 120,000	130,000 100,000 - 150,000
Perth (Salary Range)	100,000 80,000 - 110,000	115,000 100,000 - 130,000	130,000 120,000 - 160,000
Newcastle (Salary Range)	85,000 70,000 - 100,000	95,000 85,000 - 115,000	110,000 100,000 - 130,000
Townsville (Salary Range)	80,000 70,000 - 90,000	90,000 85,000 - 110,000	125,000 110,000 - 150,000
Auckland (Salary Range)	80,000 70,000 - 90,000	95,000 80,000 - 100,000	125,000 110,000 - 140,000
Wellington (Salary Range)	80,000 70,000 - 90,000	90,000 80,000 - 105,000	120,000 90,000 - 140,000

Typical Benefits

- Additional Super
- Cash Bonuses
- Laptops
- Health Cover
- Study Assistance
- Vehicle Expenses
- Interest Free Loans
- Parking
- Professional Memberships
- Car / Car Allowance
- Share Options in Company
- School Fees

All Salaries are representative of the cash component only i.e. exclusive of Superannuation

New Zealand Salaries are represented in New Zealand Dollars

COMMERCE & INDUSTRY | FINANCIAL EXECUTIVES

Senior qualified accountants	Financial Controller (Turnover up to \$50m)	Financial Controller (Turnover \$50m - \$150m)	Financial Controller (Turnover > \$150m)
Sydney (Salary Range)	115,000 80,000 - 125,000	145,000 125,000 - 175,000	185,000 140,000 - 220,000
Melbourne (Salary Range)	110,000 80,000 - 130,000	135,000 95,000 - 150,000	180,000 130,000 - 220,000
Brisbane (Salary Range)	95,000 75,000 - 110,000	100,000 85,000 - 120,000	120,000 95,000 - 140,000
Gold Coast (Salary Range)	90,000 80,000 - 100,000	100,000 80,000 - 120,000	120,000 95,000 - 140,000
Adelaide (Salary Range)	90,000 65,000 - 95,000	110,000 95,000 - 120,000	130,000 120,000 - 150,000
Canberra (Salary Range)	90,000 80,000 - 110,000	100,000 90,000 - 120,000	120,000 100,000 - 140,000
Perth (Salary Range)	100,000 80,000 - 120,000	120,000 100,000 - 130,000	135,000 120,000 - 160,000
Newcastle (Salary Range)	85,000 75,000 - 95,000	100,000 85,000 - 110,000	115,000 90,000 - 130,000
Townsville (Salary Range)	85,000 75,000 - 95,000	95,000 85,000 - 120,000	120,000 110,000 - 150,000
Auckland (Salary Range)	100,000 85,000 - 110,000	115,000 95,000 - 120,000	130,000 110,000 - 140,000
Wellington (Salary Range)	85,000 75,000 - 95,000	95,000 85,000 - 120,000	120,000 110,000 - 150,000

Senior qualified accountants	Group Accountant (Turnover up to \$100m)	Group Accountant (Turnover up to \$500m)	Group Accountant (Turnover > \$500m)
Sydney (Salary Range)	100,000 80,000 - 110,000	110,000 90,000 - 120,000	120,000 100,000 - 130,000
Melbourne (Salary Range)	95,000 80,000 - 110,000	105,000 85,000 - 125,000	115,000 90,000 - 130,000
Brisbane (Salary Range)	75,000 70,000 - 80,000	85,000 80,000 - 90,000	95,000 90,000 - 100,000
Gold Coast (Salary Range)	70,000 60,000 - 80,000	80,000 70,000 - 90,000	90,000 80,000 - 100,000
Adelaide (Salary Range)	80,000 70,000 - 90,000	90,000 75,000 - 110,000	100,000 90,000 - 120,000
Canberra (Salary Range)	85,000 65,000 - 90,000	95,000 80,000 - 120,000	110,000 100,000 - 130,000
Perth (Salary Range)	90,000 80,000-100,000	100,000 90,000 - 110,000	110,000 100,000 - 120,000
Newcastle (Salary Range)	70,000 65,000 - 80,000	80,000 75,000 - 85,000	90,000 85,000 - 100,000
Townsville (Salary Range)	75,000 70,000 - 90,000	85,000 75,000 - 110,000	95,000 90,000 - 120,000
Auckland (Salary Range)	70,000 65,000 - 75,000	80,000 70,000 - 90,000	95,000 80,000 - 100,000
Wellington (Salary Range)	70,000 65,000 - 85,000	80,000 70,000 - 90,000	90,000 80,000 - 100,000

Typical Benefits

- Additional Super
- Cash Bonuses
- School Fees
- Health Cover
- Laptops
- Vehicle Expenses
- Study Assistance
- Parking
- Professional Memberships
- Car / Car Allowance
- Share Options in Company

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COMMERCE & INDUSTRY | FINANCIAL EXECUTIVES

Senior qualified accountants	Divisional Accountant (Turnover up to \$100m)	Divisional Accountant (Turnover up to \$500m)	Divisional Accountant (Turnover > \$500m)
Sydney (Salary Range)	85,000 75,000 - 95,000	95,000 75,000 - 100,000	105,000 80,000 - 120,000
Melbourne (Salary Range)	85,000 75,000 - 95,000	95,000 80,000 - 100,000	100,000 80,000 - 115,000
Brisbane (Salary Range)	70,000 65,000 - 75,000	75,000 70,000 - 80,000	88,000 80,000 - 100,000
Gold Coast (Salary Range)	65,000 55,000 - 75,000	75,000 60,000 - 85,000	85,000 70,000 - 90,000
Adelaide (Salary Range)	70,000 65,000 - 75,000	80,000 70,000 - 90,000	90,000 80,000 - 115,000
Canberra (Salary Range)	75,000 60,000 - 80,000	90,000 70,000 - 100,000	100,000 80,000 - 110,000
Perth (Salary Range)	80,000 70,000 - 85,000	90,000 80,000 - 100,000	100,000 90,000 - 110,000
Newcastle (Salary Range)	65,000 60,000 - 75,000	75,000 70,000 - 85,000	85,000 82,000 - 95,000
Townsville (Salary Range)	60,000 55,000 - 70,000	70,000 65,000 - 80,000	80,000 70,000 - 90,000
Auckland (Salary Range)	70,000 60,000 - 80,000	80,000 70,000 - 90,000	95,000 80,000 - 100,000
Wellington (Salary Range)	65,000 60,000 - 70,000	75,000 65,000 - 80,000	90,000 80,000 - 115,000

Senior qualified accountants	Corporate Accountant (Turnover up to \$100m)	Corporate Accountant (Turnover up to \$500m)	Corporate Accountant (Turnover > \$500m)
Sydney (Salary Range)	90,000 80,000 - 100,000	100,000 90,000 - 110,000	120,000 100,000 - 140,000
Melbourne (Salary Range)	85,000 60,000 - 95,000	95,000 75,000 - 100,000	115,000 85,000 - 130,000
Brisbane (Salary Range)	70,000 65,000 - 75,000	77,000 70,000 - 80,000	85,000 75,000 - 95,000
Gold Coast (Salary Range)	60,000 55,000 - 65,000	70,000 65,000 - 75,000	80,000 75,000 - 85,000
Adelaide (Salary Range)	65,000 60,000 - 70,000	75,000 65,000 - 90,000	90,000 80,000 - 110,000
Canberra (Salary Range)	75,000 60,000 - 90,000	80,000 70,000 - 100,000	95,000 80,000 - 110,000
Perth (Salary Range)	80,000 65,000 - 90,000	95,000 80,000 - 110,000	100,000 90,000 - 120,000
Newcastle (Salary Range)	68,000 60,000 - 70,000	78,000 65,000 - 80,000	88,000 70,000 - 90,000
Townsville (Salary Range)	55,000 45,000 - 60,000	60,000 55,000 - 65,000	65,000 55,000 - 70,000
Auckland (Salary Range)	70,000 60,000 - 80,000	80,000 70,000 - 95,000	90,000 80,000 - 100,000
Wellington (Salary Range)	65,000 60,000 - 70,000	75,000 65,000 - 90,000	90,000 80,000 - 110,000

Typical Benefits

- Additional Super
- Health Cover
- Study Assistance
- Vehicle Expenses
- Laptops
- Professional Memberships
- Parking
- Car / Car Allowance
- Cash Bonuses

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Senior qualified accountants	Financial Accountant (Turnover up to \$50m)	Financial Accountant (Turnover up to \$150m)	Financial Accountant (Turnover > \$150m)
Sydney (Salary Range)	75,000 60,000 - 90,000	85,000 70,000 - 100,000	95,000 85,000 - 120,000
Melbourne (Salary Range)	70,000 50,000 - 75,000	80,000 55,000 - 85,000	90,000 65,000 - 95,000
Brisbane (Salary Range)	60,000 55,000 - 65,000	65,000 60,000 - 70,000	75,000 70,000 - 85,000
Gold Coast (Salary Range)	60,000 55,000 - 65,000	65,000 60,000 - 70,000	75,000 70,000 - 80,000
Adelaide (Salary Range)	65,000 55,000 - 70,000	70,000 60,000 - 80,000	80,000 70,000 - 90,000
Canberra (Salary Range)	70,000 60,000 - 75,000	75,000 65,000 - 85,000	80,000 70,000 - 95,000
Perth (Salary Range)	70,000 55,000 - 75,000	75,000 60,000 - 80,000	85,000 70,000 - 90,000
Newcastle (Salary Range)	58,000 55,000 - 65,000	62,500 58,000 - 70,000	70,000 65,000 - 80,000
Townsville (Salary Range)	50,000 45,000 - 55,000	55,000 50,000 - 65,000	65,000 55,000 - 70,000
Auckland (Salary Range)	62,000 55,000 - 70,000	65,000 55,000 - 72,000	75,000 70,000 - 85,000
Wellington (Salary Range)	60,000 55,000 - 65,000	65,000 55,000 - 70,000	75,000 70,000 - 85,000

Senior qualified accountants	Management Accountant (Turnover up to \$50m)	Management Accountant (Turnover up to \$150m)	Management Accountant (Turnover > \$150m)
Sydney (Salary Range)	75,000 60,000 - 90,000	85,000 70,000 - 100,000	95,000 85,000 - 120,000
Melbourne (Salary Range)	70,000 55,000 - 75,000	80,000 55,000 - 85,000	90,000 65,000 - 95,000
Brisbane (Salary Range)	60,000 55,000 - 65,000	70,000 65,000 - 75,000	75,000 65,000 - 85,000
Gold Coast (Salary Range)	60,000 55,000 - 70,000	70,000 65,000 - 75,000	75,000 70,000 - 80,000
Adelaide (Salary Range)	65,000 55,000 - 70,000	75,000 60,000 - 80,000	80,000 75,000 - 90,000
Canberra (Salary Range)	70,000 60,000 - 75,000	80,000 65,000 - 85,000	90,000 70,000 - 95,000
Perth (Salary Range)	75,000 60,000 - 80,000	85,000 70,000 - 90,000	90,000 80,000 - 100,000
Newcastle (Salary Range)	60,000 55,000 - 65,000	65,000 60,000 - 70,000	75,000 70,000 - 80,000
Townsville (Salary Range)	50,000 45,000 - 55,000	55,000 50,000 - 65,000	65,000 55,000 - 70,000
Auckland (Salary Range)	62,000 55,000 - 65,000	70,000 62,000 - 75,000	75,000 70,000 - 85,000
Wellington (Salary Range)	65,000 60,000 - 80,000	75,000 60,000 - 80,000	80,000 70,000 - 90,000

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- Additional Super
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Senior qualified accountants	Financial Analyst (Turnover up to \$100m)	Financial Analyst (Turnover up to \$500m)	Financial Analyst (Turnover > \$500m)
Sydney (Salary Range)	75,000 60,000 - 85,000	85,000 70,000 - 90,000	100,000 75,000 - 120,000
Melbourne (Salary Range)	70,000 55,000 - 80,000	85,000 65,000 - 95,000	95,000 70,000 - 120,000
Brisbane (Salary Range)	65,000 55,000 - 70,000	70,000 65,000 - 75,000	80,000 70,000 - 90,000
Gold Coast (Salary Range)	60,000 55,000 - 65,000	70,000 65,000 - 75,000	80,000 75,000 - 85,000
Adelaide (Salary Range)	65,000 60,000 - 75,000	75,000 65,000 - 80,000	85,000 70,000 - 90,000
Canberra (Salary Range)	70,000 55,000 - 75,000	80,000 65,000 - 85,000	90,000 75,000 - 100,000
Perth (Salary Range)	70,000 65,000 - 80,000	80,000 70,000 - 90,000	90,000 80,000 - 110,000
Newcastle (Salary Range)	55,000 48,000 - 60,000	65,000 60,000 - 70,000	75,000 65,000 - 80,000
Townsville (Salary Range)	50,000 45,000 - 55,000	55,000 50,000 - 65,000	65,000 55,000 - 70,000
Auckland (Salary Range)	60,000 55,000 - 65,000	70,000 68,000 - 75,000	85,000 75,000 - 98,000
Wellington (Salary Range)	60,000 55,000 - 65,000	65,000 55,000 - 70,000	75,000 70,000 - 85,000

Senior qualified accountants	Systems Accountant (Turnover up to \$100m)	Systems Accountant (Turnover up to \$500m)	Systems Accountant (Turnover > \$500m)
Sydney (Salary Range)	80,000 65,000 - 90,000	85,000 70,000 - 90,000	100,000 90,000 - 110,000
Melbourne (Salary Range)	75,000 55,000 - 80,000	85,000 60,000 - 90,000	100,000 70,000 - 110,000
Brisbane (Salary Range)	65,000 60,000 - 70,000	70,000 65,000 - 75,000	80,000 75,000 - 90,000
Gold Coast (Salary Range)	60,000 55,000 - 65,000	65,000 60,000 - 70,000	75,000 70,000 - 80,000
Adelaide (Salary Range)	70,000 60,000 - 75,000	75,000 70,000 - 80,000	85,000 80,000 - 90,000
Canberra (Salary Range)	70,000 60,000 - 75,000	80,000 65,000 - 85,000	90,000 70,000 - 95,000
Perth (Salary Range)	75,000 65,000 - 90,000	80,000 70,000 - 95,000	90,000 80,000 - 110,000
Newcastle (Salary Range)	60,000 55,000 - 65,000	70,000 60,000 - 75,000	75,000 70,000 - 85,000
Townsville (Salary Range)	50,000 45,000 - 55,000	55,000 50,000 - 65,000	65,000 55,000 - 70,000
Auckland (Salary Range)	55,000 45,000 - 60,000	60,000 55,000 - 65,000	70,000 55,000 - 75,000
Wellington (Salary Range)	60,000 50,000 - 65,000	72,000 68,000 - 80,000	80,000 72,000 - 90,000

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- Additional Super
- Health Cover
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Senior qualified accountants	Fund Accountant (Turnover up to \$100m)	Fund Accountant (Turnover up to \$500m)	Fund Accountant (Turnover > \$500m)
Sydney (Salary Range)	70,000 60,000 - 80,000	85,000 65,000 - 90,000	95,000 75,000 - 100,000
Melbourne (Salary Range)	65,000 50,000 - 70,000	80,000 65,000 - 85,000	90,000 60,000 - 95,000
Brisbane (Salary Range)	60,000 55,000 - 65,000	70,000 65,000 - 75,000	75,000 70,000 - 85,000
Gold Coast (Salary Range)	60,000 55,000 - 65,000	70,000 65,000 - 75,000	75,000 70,000 - 85,000
Adelaide (Salary Range)	60,000 55,000 - 65,000	70,000 65,000 - 75,000	80,000 75,000 - 90,000
Perth (Salary Range)	65,000 55,000 - 70,000	75,000 70,000 - 80,000	85,000 70,000 - 90,000
Newcastle (Salary Range)	60,000 55,000 - 68,000	65,000 60,000 - 75,000	75,000 70,000 - 85,000
Townsville (Salary Range)	60,000 55,000 - 65,000	70,000 65,000 - 75,000	75,000 70,000 - 90,000
Auckland (Salary Range)	60,000 55,000 - 65,000	70,000 60,000 - 80,000	85,000 70,000 - 95,000
Wellington (Salary Range)	60,000 55,000 - 65,000	70,000 65,000 - 75,000	80,000 75,000 - 90,000

Senior qualified accountants	Treasury Accountant (Turnover up to \$100m)	Treasury Accountant (Turnover up to \$500m)	Treasury Accountant (Turnover > \$500m)
Sydney (Salary Range)	70,000 65,000 - 75,000	80,000 70,000 - 90,000	90,000 65,000 - 110,000
Melbourne (Salary Range)	65,000 55,000 - 70,000	75,000 60,000 - 80,000	90,000 65,000 - 100,000
Brisbane (Salary Range)	60,000 55,000 - 65,000	70,000 65,000 - 75,000	75,000 70,000 - 85,000
Gold Coast (Salary Range)	60,000 55,000 - 63,000	70,000 65,000 - 73,000	75,000 70,000 - 84,000
Adelaide (Salary Range)	60,000 55,000 - 65,000	70,000 65,000 - 75,000	80,000 70,000 - 95,000
Canberra (Salary Range)	70,000 60,000 - 75,000	80,000 65,000 - 85,000	85,000 70,000 - 95,000
Perth (Salary Range)	65,000 55,000 - 70,000	75,000 65,000 - 85,000	85,000 75,000 - 90,000
Newcastle (Salary Range)	57,500 55,000 - 65,000	65,000 60,000 - 75,000	80,000 70,000 - 90,000
Townsville (Salary Range)	50,000 45,000 - 55,000	55,000 50,000 - 65,000	65,000 55,000 - 70,000
Auckland (Salary Range)	60,000 55,000 - 65,000	70,000 65,000 - 75,000	80,000 75,000 - 90,000
Wellington (Salary Range)	60,000 55,000 - 65,000	70,000 65,000 - 75,000	80,000 75,000 - 90,000

Typical Benefits

- Additional Super
- Health Cover
- Study Assistance
- Laptops
- Cash Bonuses
- Professional Memberships

All Salaries are representative of the cash component only i.e. exclusive of Superannuation

New Zealand Salaries are represented in New Zealand Dollars

COMMERCE & INDUSTRY | ACCOUNTING SUPPORT

Non CPA / CA qualified Experienced Accountants in Commerce / Industry	3 - 5 yrs Experience	5 - 10 yrs Experience	Over 10 yrs Experience
	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	60,000 50,000 - 65,000	70,000 65,000 - 80,000	80,000 65,000 - 90,000
Melbourne (Salary Range)	50,000 45,000 - 55,000	60,000 50,000 - 70,000	70,000 60,000 - 80,000
Brisbane (Salary Range)	48,000 40,000 - 50,000	55,000 45,000 - 60,000	60,000 55,000 - 65,000
Gold Coast (Salary Range)	48,000 45,000 - 55,000	55,000 45,000 - 60,000	60,000 50,000 - 65,000
Adelaide (Salary Range)	45,000 40,000 - 50,000	53,000 45,000 - 60,000	58,000 55,000 - 60,000
Canberra (Salary Range)	50,000 43,000 - 65,000	60,000 50,000 - 65,000	70,000 50,000 - 75,000
Perth (Salary Range)	50,000 44,000 - 53,000	54,000 49,000 - 60,000	60,000 55,000 - 65,000
Newcastle (Salary Range)	43,000 38,000 - 48,000	50,000 45,000 - 55,000	55,000 50,000 - 60,000
Townsville (Salary Range)	39,000 38,000 - 42,000	43,000 41,000 - 45,000	47,000 45,000 - 50,000
Auckland (Salary Range)	48,000 40,000 - 50,000	55,000 50,000 - 60,000	60,000 50,000 - 65,000
Wellington (Salary Range)	40,000 35,000 - 45,000	50,000 40,000 - 60,000	50,000 40,000 - 60,000

Degree qualified accountants in Commerce / Industry	Studying towards CPA/CA/CIMA	CPA/CA/CIMA Qualified - Leaving the Profession	CPA/CA/CIMA Qualified - in Industry
	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	55,000 50,000 - 60,000	65,000 50,000 - 70,000	70,000 60,000 - 75,000
Melbourne (Salary Range)	45,000 40,000 - 50,000	60,000 55,000 - 65,000	60,000 50,000 - 65,000
Brisbane (Salary Range)	47,000 42,000 - 50,000	54,000 45,000 - 55,000	58,000 53,000 - 60,000
Gold Coast (Salary Range)	47,000 43,000 - 48,000	54,000 45,000 - 58,000	58,000 55,000 - 63,000
Adelaide (Salary Range)	45,000 43,000 - 48,000	48,000 40,000 - 55,000	55,000 50,000 - 60,000
Canberra (Salary Range)	55,000 45,000 - 60,000	60,000 50,000 - 70,000	65,000 60,000 - 70,000
Perth (Salary Range)	50,000 45,000 - 54,000	60,000 45,000 - 65,000	60,000 50,000 - 65,000
Newcastle (Salary Range)	40,000 35,000 - 43,000	45,000 40,000 - 48,000	48,000 45,000 - 50,000
Townsville (Salary Range)	40,000 36,000 - 42,000	45,000 40,000 - 50,000	50,000 45,000 - 55,000
Auckland (Salary Range)	45,000 38,000 - 50,000	55,000 52,000 - 62,000	60,000 50,000 - 70,000
Wellington (Salary Range)	40,000 38,000 - 42,000	55,000 52,000 - 60,000	65,000 60,000 - 70,000

COMMERCE & INDUSTRY | ACCOUNTING SUPPORT

Assistant accountants Degree Qualified	Graduate (No Experience)	Assistant Accountant (up to 2 yrs)	Assistant Accountant (2 - 4 yrs)	Assistant Accountant (4 yrs +)
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	40,000 35,000 - 45,000	45,000 40,000 - 50,000	50,000 45,000 - 55,000	55,000 50,000 - 58,000
Melbourne (Salary Range)	35,000 32,000 - 37,000	42,000 38,000 - 45,000	50,000 43,000 - 55,000	55,000 52,000 - 60,000
Brisbane (Salary Range)	32,000 30,000 - 36,000	40,000 38,000 - 42,000	42,000 40,000 - 45,000	50,000 45,000 - 52,000
Gold Coast (Salary Range)	32,000 30,000 - 37,000	38,000 35,000 - 40,000	42,000 38,000 - 45,000	45,000 40,000 - 50,000
Adelaide (Salary Range)	30,000 28,000 - 34,000	40,000 36,000 - 42,000	45,000 40,000 - 50,000	50,000 45,000 - 55,000
Canberra (Salary Range)	38,000 32,000 - 40,000	48,000 42,000 - 50,000	52,000 45,000 - 65,000	60,000 55,000 - 70,000
Perth (Salary Range)	35,000 34,000 - 39,000	40,000 37,000 - 41,000	45,000 40,000 - 46,000	50,000 46,000 - 59,000
Newcastle (Salary Range)	30,000 25,000 - 33,000	36,000 32,000 - 38,000	40,000 36,000 - 44,000	42,000 38,000 - 46,000
Townsville (Salary Range)	30,000 28,000 - 32,000	34,000 32,000 - 36,000	40,000 36,000 - 42,000	45,000 42,000 - 55,000
Auckland (Salary Range)	35,000 28,000 - 38,000	42,000 35,000 - 43,000	46,000 38,000 - 47,000	50,000 45,000 - 55,000
Wellington (Salary Range)	30,000 28,000 - 34,000	40,000 36,000 - 42,000	45,000 40,000 - 50,000	50,000 45,000 - 55,000

Assistant accountants Diploma Qualified	Graduate (No Experience)	Assistant Accountant (up to 2 yrs)	Assistant Accountant (2 - 4 yrs)	Assistant Accountant (4 yrs +)
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	35,000 32,000 - 38,000	42,000 38,000 - 45,000	45,000 40,000 - 50,000	50,000 45,000 - 55,000
Melbourne (Salary Range)	32,000 30,000 - 35,000	40,000 37,000 - 42,000	45,000 40,000 - 50,000	48,000 45,000 - 53,000
Brisbane (Salary Range)	30,000 28,000 - 32,000	35,000 33,000 - 37,000	38,000 34,000 - 40,000	42,000 40,000 - 45,000
Gold Coast (Salary Range)	28,000 27,000 - 30,000	32,000 30,000 - 37,000	38,000 34,000 - 40,000	42,000 38,000 - 46,000
Adelaide (Salary Range)	29,000 28,000 - 32,000	35,000 32,000 - 37,000	40,000 37,000 - 42,000	45,000 40,000 - 50,000
Canberra (Salary Range)	35,000 30,000 - 38,000	43,000 37,000 - 45,000	45,000 43,000 - 55,000	50,000 45,000 - 60,000
Perth (Salary Range)	32,000 30,000 - 35,000	38,000 35,000 - 40,000	40,000 38,000 - 42,000	44,000 41,000 - 46,000
Newcastle (Salary Range)	28,000 24,000 - 30,000	34,000 30,000 - 36,000	38,000 34,000 - 42,000	40,000 36,000 - 42,000
Townsville (Salary Range)	30,000 28,000 - 32,000	34,000 32,000 - 36,000	40,000 36,000 - 42,000	40,000 38,000 - 55,000
Auckland (Salary Range)	33,000 26,000 - 35,000	38,000 32,000 - 40,000	43,000 38,000 - 47,000	50,000 45,000 - 60,000
Wellington (Salary Range)	29,000 28,000 - 32,000	35,000 32,000 - 37,000	40,000 37,000 - 42,000	45,000 40,000 - 50,000

COMMERCE & INDUSTRY | ACCOUNTING SUPPORT

Payroll	Supervisor / Manager (< 250 employees)	Supervisor / Manager (250 - 500 employees)	Supervisor / Manager (> 500 employees)
	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	52,000 46,000 - 55,000	60,000 55,000 - 65,000	65,000 60,000 - 70,000
Melbourne (Salary Range)	50,000 46,000 - 55,000	60,000 50,000 - 70,000	65,000 55,000 - 70,000
Brisbane (Salary Range)	40,000 38,000 - 42,000	46,000 38,000 - 50,000	50,000 45,000 - 55,000
Gold Coast (Salary Range)	40,000 37,000 - 42,000	45,000 43,000 - 48,000	50,000 48,000 - 53,000
Adelaide (Salary Range)	45,000 38,000 - 50,000	50,000 45,000 - 55,000	55,000 45,000 - 60,000
Canberra (Salary Range)	50,000 45,000 - 60,000	55,000 50,000 - 65,000	60,000 55,000 - 70,000
Perth (Salary Range)	45,000 43,000 - 49,000	50,000 48,000 - 54,000	60,000 54,000 - 70,000
Newcastle (Salary Range)	40,000 36,000 - 44,000	44,000 40,000 - 46,000	50,000 45,000 - 55,000
Townsville (Salary Range)	40,000 38,000 - 45,000	45,000 40,000 - 47,000	50,000 45,000 - 60,000
Auckland (Salary Range)	52,000 48,000 - 56,000	57,000 50,000 - 60,000	65,000 60,000 - 72,000
Wellington (Salary Range)	45,000 39,000 - 48,000	50,000 40,000 - 55,000	60,000 50,000 - 65,000

Payroll	Clerk	Senior Clerk
	Typical Salary	Typical Salary
Sydney (Salary Range)	43,000 35,000 - 45,000	50,000 45,000 - 52,000
Melbourne (Salary Range)	38,000 35,000 - 42,000	47,000 45,000 - 52,000
Brisbane (Salary Range)	36,000 28,000 - 38,000	40,000 34,000 - 42,000
Gold Coast (Salary Range)	34,000 32,000 - 36,000	38,000 36,000 - 40,000
Adelaide (Salary Range)	35,000 33,000 - 37,000	38,000 36,000 - 40,000
Canberra (Salary Range)	43,000 37,000 - 45,000	46,000 40,000 - 50,000
Perth (Salary Range)	36,000 34,000 - 38,000	40,000 38,000 - 42,000
Newcastle (Salary Range)	32,000 28,000 - 34,000	36,000 32,000 - 40,000
Townsville (Salary Range)	32,000 28,000 - 34,000	38,000 36,000 - 40,000
Auckland (Salary Range)	40,000 35,000 - 42,000	46,000 42,000 - 54,000
Wellington (Salary Range)	35,000 33,000 - 37,000	38,000 36,000 - 40,000

COMMERCE & INDUSTRY | ACCOUNTING SUPPORT

Credit control	Accounts Receivable Clerk	Credit Controller	Supervisor / Manager (1- 5 staff)	Supervisor / Manager (> than 5 staff)
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	40,000 35,000 - 42,000	45,000 40,000 - 48,000	58,000 50,000 - 65,000	65,000 50,000 - 85,000
Melbourne (Salary Range)	38,000 32,000 - 40,000	45,000 41,000 - 50,000	58,000 50,000 - 60,000	63,000 50,000 - 85,000
Brisbane (Salary Range)	33,000 30,000 - 36,000	38,000 35,000 - 40,000	45,000 38,000 - 50,000	50,000 45,000 - 60,000
Gold Coast (Salary Range)	34,000 32,000 - 36,000	37,000 34,000 - 39,000	43,000 40,000 - 45,000	50,000 45,000 - 60,000
Adelaide (Salary Range)	32,000 30,000 - 33,000	35,000 30,000 - 36,000	40,000 37,000 - 42,000	45,000 37,000 - 50,000
Canberra (Salary Range)	40,000 34,000 - 42,000	42,000 38,000 - 45,000	55,000 50,000 - 65,000	65,000 55,000 - 75,000
Perth (Salary Range)	38,000 32,000 - 40,000	42,000 39,000 - 44,000	50,000 43,000 - 54,000	60,000 54,000 - 80,000
Newcastle (Salary Range)	32,000 28,000 - 34,000	36,000 30,000 - 38,000	42,000 38,000 - 44,000	46,000 42,000 - 50,000
Townsville (Salary Range)	31,000 28,000 - 33,000	33,000 30,000 - 36,000	40,000 37,000 - 42,000	45,000 37,000 - 50,000
Auckland (Salary Range)	37,000 32,000 - 40,000	40,000 35,000 - 45,000	52,000 48,000 - 60,000	60,000 47,000 - 65,000
Wellington (Salary Range)	31,000 28,000 - 33,000	38,000 30,000 - 45,000	48,000 40,000 - 55,000	50,000 45,000 - 55,000

Bookkeepers	To Trial Balance	To Balance Sheet	Senior Bookkeeper
	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	45,000 40,000 - 50,000	50,000 45,000 - 55,000	55,000 40,000 - 60,000
Melbourne (Salary Range)	44,000 38,000 - 45,000	46,000 41,000 - 55,000	55,000 50,000 - 60,000
Brisbane (Salary Range)	40,000 35,000 - 42,000	45,000 42,000 - 48,000	48,000 45,000 - 50,000
Gold Coast (Salary Range)	38,000 35,000 - 40,000	43,000 40,000 - 45,000	47,500 45,000 - 50,000
Adelaide (Salary Range)	38,000 35,000 - 45,000	40,000 38,000 - 42,000	40,000 38,000 - 45,000
Canberra (Salary Range)	42,000 38,000 - 45,000	45,000 42,000 - 50,000	50,000 45,000 - 60,000
Perth (Salary Range)	42,000 37,000 - 45,000	45,000 41,000 - 46,000	50,000 45,000 - 52,000
Newcastle (Salary Range)	36,000 34,000 - 38,000	40,000 35,000 - 42,000	42,000 38,000 - 45,000
Townsville (Salary Range)	38,000 35,000 - 45,000	40,000 38,000 - 45,000	43,000 40,000 - 50,000
Auckland (Salary Range)	45,000 40,000 - 46,000	48,000 45,000 - 50,000	52,000 47,000 - 55,000
Wellington (Salary Range)	40,000 35,000 - 45,000	45,000 38,000 - 50,000	48,000 40,000 - 55,000

COMMERCE & INDUSTRY | ACCOUNTING SUPPORT

Accounts clerks / assistants	General Accounts	Clerk Experienced Supervisor	Senior Clerk
	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	40,000 35,000 - 45,000	50,000 40,000 - 55,000	42,000 38,000 - 45,000
Melbourne (Salary Range)	39,000 34,000 - 40,000	45,000 40,000 - 50,000	42,000 38,000 - 50,000
Brisbane (Salary Range)	35,000 32,000 - 38,000	42,000 38,000 - 45,000	38,000 35,000 - 40,000
Gold Coast (Salary Range)	35,000 33,000 - 38,000	40,000 37,000 - 43,000	38,000 34,000 - 40,000
Adelaide (Salary Range)	33,000 30,000 - 34,000	40,000 38,000 - 42,000	35,000 33,000 - 38,000
Canberra (Salary Range)	40,000 34,000 - 42,000	45,000 42,000 - 50,000	42,000 38,000 - 45,000
Perth (Salary Range)	36,000 34,000 - 48,000	45,000 42,000 - 49,000	42,000 39,000 - 44,000
Newcastle (Salary Range)	32,000 27,000 - 34,000	38,000 35,000 - 45,000	35,000 32,000 - 36,000
Townsville (Salary Range)	33,000 30,000 - 34,000	40,000 38,000 - 42,000	35,000 33,000 - 38,000
Auckland (Salary Range)	38,000 36,000 - 44,000	45,000 38,000 - 50,000	43,000 40,000 - 50,000
Wellington (Salary Range)	33,000 30,000 - 35,000	42,000 38,000 - 45,000	40,000 35,000 - 42,000

Accounts clerks / assistants	School Leaver	Data Entry Accounts Clerk
	Typical Salary	Typical Salary
Sydney (Salary Range)	30,000 25,000 - 34,000	34,000 30,000 - 36,000
Melbourne (Salary Range)	28,000 26,000 - 30,000	35,000 30,000 - 38,000
Brisbane (Salary Range)	26,000 25,000 - 30,000	32,000 28,000 - 34,000
Gold Coast (Salary Range)	26,000 23,000 - 28,000	32,000 28,000 - 33,000
Adelaide (Salary Range)	24,000 22,000 - 26,000	30,000 27,000 - 34,000
Canberra (Salary Range)	30,000 25,000 - 32,000	32,000 28,000 - 37,000
Perth (Salary Range)	26,000 24,000 - 31,000	32,000 30,000 - 35,000
Newcastle (Salary Range)	22,500 20,000 - 25,000	27,000 24,000 - 30,000
Townsville (Salary Range)	24,000 22,000 - 26,000	28,000 25,000 - 30,000
Auckland (Salary Range)	28,000 21,000 - 30,000	34,000 32,000 - 38,000
Wellington (Salary Range)	26,000 25,000 - 30,000	30,000 27,000 - 32,000