



## Market changes in the last 12 months

The last 12 months have seen some interesting changes occur in the banking market. In the lending sector there was a shift in demand from the residential lending market to the corporate/business banking sector. Retail banking shifted from being seen as purely a service function to being a significant vehicle for the distribution of bank products. Investment banking experienced increased movement and activity which impacted salary levels in certain areas. The wealth management industry continued to flourish with both the WM divisions of the banks expanding and boutique practices and franchises expanding their market presence.

In the residential lending industry a lack of confidence and the concern over interest rate rises impacted the housing market in early 2005 and subsequently dampened the demand for housing mortgage finance. As a result the previously extensive demand for residential lending professionals cooled slightly with fewer requirements for processing and documentation staff. Many organisations reduced their contingent workforce to reflect reduced work levels and slowed the recruiting of permanent staff. Despite this, the need for individuals with strong credit assessment skills continued and salaries in this area remained strong as a result. There was also a tendency for mortgage brokers to seek employed status with the larger financial institutions as returns for an independent broker decreased.

However Corporate and Business banking experienced the opposite trend. High levels of business confidence resulted in increased demand for business finance and both the banks and the specialist financiers focused on their business sourcing activities, recruiting Business Development professionals to aggressively chase new deals. No longer is the business banker seen as a "farmer", they also need to be proactive sales people contributing to business growth. Credit analysts with commercial experience are in high demand and increasingly Business Bankers are expected to have credit analyst skills.

Investment banking saw a welcomed increase in activity as the Australian market leapt to new highs. However the human resources impact was not so positive with a significant lack of junior level staff created by the low numbers of trainees brought into the industry over the last few years. Corporate actions, settlements and back office processing in general have seen, and continue to experience, a shortage of experienced candidates. At a more senior level, demand for analysts in all areas of the industry have been strong, particularly in the area of risk.

The last year saw growth in the Wealth Management industry with financial planning utilised more widely. As a result, the demand for qualified planners has leapt with both banks and boutique planning firms looking to increase their profile. The demand for support staff is also high, with experienced paraplanners in very high demand and their salaries increasing significantly as a result. Compliance is high on the wealth management agenda and with FSRA reforms requiring much closer supervision of planners' work, some industry commentators feel that the pendulum of control has swung too far and the demands for documentation have a negative impact on the planners ability to provide fast effective advice.

The focus on retail banking networks as valuable distribution chains has led to an increase in the recruitment of customer service and sales staff to work in branches. The traditionally high turnover of tellers continued, particularly in city centre areas.

As a result of superannuation fund choice, many companies have been increasing their business development functions and there is an anticipated increase in administration functions as people change funds and demand more information on the performance of their current superannuation provider.

## Changes to employer recruitment practices

Over the last 12 months there have been several changes to employer recruitment practices, the beginnings of which we saw the previous year. Candidate shortages resulted in a need for employers to proactively differentiate and highlight the benefits of working for their organisation. In the current recruitment market, it is no longer effective to simply rely on employer branding alone to attract candidates.

FSRA resulted in a continued requirement for qualified candidates for front line roles and this impacted both recruitment and initial training requirements for roles previously regarded as junior roles.

Background checking became the norm for major financial institutions and today includes ASIC, police and employment background checking.

Finally, increased centralisation of resourcing functions led to both controlled costs and improved processes.

## Advice for candidates

Increased regulation of the financial services industry has led to relevant qualifications becoming an essential prerequisite for many roles rather than merely being desirable, which was previously the case. Relevant practical experience is always invaluable and keeping abreast of product developments and legislative changes is essential. Candidates wanting to work in business development will need to demonstrate their sales ability with proven results and ideally established referral networks.



Branch staff	Teller	Customer Service Advisor	Branch Supervisor
	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>35,000</b> 31,000 - 36,500	<b>38,000</b> 34,000 - 39,500	<b>45,000</b> 42,000 - 50,000
<b>Melbourne</b> (Salary Range)	<b>34,000</b> 28,000 - 36,000	<b>38,000</b> 32,000 - 40,000	<b>44,000</b> 36,000 - 50,000
<b>Brisbane</b> (Salary Range)	<b>32,000</b> 30,000 - 34,000	<b>38,000</b> 34,000 - 40,000	<b>45,000</b> 42,000 - 48,000
<b>Gold Coast</b> (Salary Range)	<b>32,000</b> 30,000 - 34,000	<b>38,000</b> 34,000 - 40,000	<b>45,000</b> 42,000 - 48,000
<b>Adelaide</b> (Salary Range)	<b>32,000</b> 30,000 - 34,000	<b>33,000</b> 30,000 - 36,000	<b>45,000</b> 40,000 - 50,000
<b>Canberra</b> (Salary Range)	<b>30,000</b> 26,000 - 33,000	<b>32,000</b> 28,000 - 35,000	<b>40,000</b> 35,000 - 45,000
<b>Perth</b> (Salary Range)	<b>31,000</b> 30,000 - 32,000	<b>33,000</b> 32,000 - 35,000	<b>40,000</b> 39,000 - 42,000
<b>Auckland</b> (Salary Range)	<b>32,000</b> 30,000 - 33,000	<b>32,000</b> 30,000 - 33,000	<b>52,000</b> 46,000 - 55,000
<b>Wellington</b> (Salary Range)	<b>32,000</b> 30,000 - 33,000	<b>32,000</b> 30,000 - 33,000	<b>52,000</b> 46,000 - 55,000

Branch staff	Lending Officer	Branch Manager	Regional / District Manager
	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>45,000</b> 38,000 - 46,000	<b>62,000</b> 56,000 - 65,000	<b>120,000</b> 95,000 - 125,000
<b>Melbourne</b> (Salary Range)	<b>45,000</b> 35,000 - 50,000	<b>65,000</b> 55,000 - 70,000	<b>110,000</b> 95,000 - 125,000
<b>Brisbane</b> (Salary Range)	<b>41,000</b> 39,000 - 43,000	<b>62,000</b> 55,000 - 80,000	<b>110,000</b> 90,000 - 120,000
<b>Gold Coast</b> (Salary Range)	<b>39,000</b> 36,000 - 43,000	<b>62,000</b> 55,000 - 80,000	<b>110,000</b> 90,000 - 120,000
<b>Adelaide</b> (Salary Range)	<b>34,000</b> 33,000 - 40,000	<b>55,000</b> 50,000 - 65,000	<b>95,000</b> 80,000 - 120,000
<b>Canberra</b> (Salary Range)	<b>40,000</b> 35,000 - 45,000	<b>50,000</b> 45,000 - 55,000	<b>100,000</b> 80,000 - 130,000
<b>Perth</b> (Salary Range)	<b>36,000</b> 33,000 - 37,500	<b>50,000</b> 45,000 - 55,000	<b>95,000</b> 80,000 - 110,000
<b>Auckland</b> (Salary Range)	<b>57,000</b> 50,000 - 65,000	<b>75,000</b> 60,000 - 85,000	<b>105,000</b> 90,000 - 130,000
<b>Wellington</b> (Salary Range)	<b>57,000</b> 50,000 - 65,000	<b>75,000</b> 60,000 - 85,000	<b>105,000</b> 90,000 - 130,000

# BANKING & FINANCE

Operations support	Data Entry Officer	Banking / Operations Officer	Securities Officer	Mortgage Settlements Officer	Collections Officer
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>35,000</b> 28,000 - 38,000	<b>35,000</b> 30,000 - 36,500	<b>40,000</b> 34,000 - 45,000	<b>40,000</b> 35,000 - 46,000	<b>40,000</b> 36,000 - 45,000
<b>Melbourne</b> (Salary Range)	<b>30,000</b> 28,000 - 32,000	<b>32,000</b> 28,000 - 38,000	<b>38,000</b> 30,000 - 40,000	<b>38,000</b> 32,000 - 40,000	<b>37,500</b> 32,000 - 42,000
<b>Brisbane</b> (Salary Range)	<b>30,000</b> 28,000 - 32,000	<b>32,000</b> 30,000 - 34,000	<b>38,000</b> 34,000 - 40,000	<b>38,000</b> 33,000 - 40,000	<b>38,000</b> 33,000 - 39,000
<b>Gold Coast</b> (Salary Range)	<b>30,000</b> 28,000 - 32,000	<b>32,000</b> 30,000 - 34,000	<b>38,000</b> 34,000 - 40,000	<b>38,000</b> 33,000 - 40,000	<b>38,000</b> 33,000 - 39,000
<b>Adelaide</b> (Salary Range)	<b>28,000</b> 26,000 - 30,000	<b>30,000</b> 28,000 - 32,000	<b>35,000</b> 33,000 - 37,000	<b>35,000</b> 33,000 - 37,000	<b>36,000</b> 32,000 - 38,000
<b>Canberra</b> (Salary Range)	<b>28,000</b> 26,000 - 30,000	<b>30,000</b> 28,000 - 32,000	<b>35,000</b> 33,000 - 37,000	<b>35,000</b> 33,000 - 37,000	<b>36,000</b> 32,000 - 38,000
<b>Perth</b> (Salary Range)	<b>31,000</b> 30,000 - 33,000	<b>32,000</b> 31,000 - 34,000	<b>35,000</b> 34,000 - 36,000	<b>36,000</b> 34,000 - 40,000	<b>36,000</b> 34,000 - 42,000
<b>Auckland</b> (Salary Range)	<b>30,000</b> 28,000 - 35,000	<b>32,000</b> 30,000 - 35,000	<b>37,000</b> 35,000 - 42,000	<b>36,000</b> 30,000 - 40,000	<b>36,000</b> 30,000 - 40,000
<b>Wellington</b> (Salary Range)	<b>30,000</b> 28,000 - 35,000	<b>32,000</b> 30,000 - 35,000	<b>37,000</b> 35,000 - 42,000	<b>36,000</b> 30,000 - 40,000	<b>36,000</b> 30,000 - 40,000

Operations support	Team Leader / Supervisor	Manager	Senior Manager	General Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>50,000</b> 45,000 - 55,000	<b>65,000</b> 60,000 - 70,000	<b>70,000</b> 65,000 - 75,000	<b>100,000</b> 85,000 - 110,000
<b>Melbourne</b> (Salary Range)	<b>43,000</b> 38,000 - 50,000	<b>60,000</b> 50,000 - 65,000	<b>63,500</b> 60,000 - 67,000	<b>94,000</b> 83,000 - 110,000
<b>Brisbane</b> (Salary Range)	<b>42,000</b> 39,000 - 43,000	<b>60,000</b> 55,000 - 65,000	<b>65,000</b> 60,000 - 70,000	<b>90,000</b> 85,000 - 95,000
<b>Gold Coast</b> (Salary Range)	<b>40,000</b> 38,000 - 42,000	<b>62,000</b> 60,000 - 67,000	<b>65,000</b> 60,000 - 70,000	<b>90,000</b> 85,000 - 95,000
<b>Adelaide</b> (Salary Range)	<b>45,000</b> 40,000 - 50,000	<b>55,000</b> 50,000 - 65,000	<b>70,000</b> 65,000 - 80,000	<b>100,000</b> 90,000 - 120,000
<b>Canberra</b> (Salary Range)	<b>40,000</b> 38,000 - 42,000	<b>60,000</b> 58,000 - 63,000	<b>70,000</b> 65,000 - 75,000	<b>90,000</b> 85,000 - 95,000
<b>Perth</b> (Salary Range)	<b>40,000</b> 38,000 - 42,000	<b>53,000</b> 48,000 - 56,000	<b>55,000</b> 53,000 - 70,000	<b>90,000</b> 80,000 - 95,000
<b>Auckland</b> (Salary Range)	<b>45,000</b> 40,000 - 65,000	<b>52,000</b> 46,000 - 57,000	<b>58,000</b> 56,000 - 65,000	<b>80,000</b> 65,000 - 100,000
<b>Wellington</b> (Salary Range)	<b>45,000</b> 40,000 - 65,000	<b>52,000</b> 46,000 - 57,000	<b>58,000</b> 56,000 - 65,000	<b>73,000</b> 65,000 - 100,000

Residential lending	Mortgage Assessor / Credit Analyst	Senior Mortgage Assessor / Credit Analyst	Mobile Lending Manager
	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>50,000</b> 45,000 - 55,000	<b>60,000</b> 55,000 - 65,000	<b>80,000</b> 70,000 - 90,000
<b>Melbourne</b> (Salary Range)	<b>40,000</b> 35,000 - 45,000	<b>50,000</b> 45,000 - 55,000	<b>65,000</b> 50,000 - 75,000
<b>Brisbane</b> (Salary Range)	<b>45,000</b> 43,000 - 47,000	<b>58,000</b> 55,000 - 65,000	<b>65,000</b> 63,000 - 67,000
<b>Gold Coast</b> (Salary Range)	<b>43,000</b> 40,000 - 47,000	<b>52,000</b> 50,000 - 57,000	<b>63,000</b> 60,000 - 67,000
<b>Adelaide</b> (Salary Range)	<b>40,000</b> 38,000 - 50,000	<b>48,000</b> 45,000 - 60,000	<b>65,000</b> 50,000 - 70,000
<b>Canberra</b> (Salary Range)	<b>40,000</b> 38,000 - 50,000	<b>48,000</b> 45,000 - 60,000	<b>65,000</b> 50,000 - 70,000
<b>Perth</b> (Salary Range)	<b>44,000</b> 42,000 - 46,000	<b>46,000</b> 43,000 - 48,000	<b>60,000</b> 50,000 - 70,000
<b>Auckland</b> (Salary Range)	<b>40,000</b> 38,000 - 45,000	<b>48,000</b> 46,000 - 58,000	<b>50,000</b> 48,000 - 60,000
<b>Wellington</b> (Salary Range)	<b>40,000</b> 38,000 - 45,000	<b>48,000</b> 46,000 - 58,000	<b>50,000</b> 48,000 - 60,000

Business & commercial lending	Assistant Relationship Manager	Relationship Manager	Senior Relationship Manager	District / Senior Relationship Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>55,000</b> 50,000 - 60,000	<b>100,000</b> 90,000 - 110,000	<b>140,000</b> 120,000 - 160,000	<b>150,000</b> 140,000 - 160,000
<b>Melbourne</b> (Salary Range)	<b>50,000</b> 45,000 - 70,000	<b>85,000</b> 75,000 - 100,000	<b>100,000</b> 95,000 - 120,000	<b>110,000</b> 95,000 - 130,000
<b>Brisbane</b> (Salary Range)	<b>50,000</b> 48,000 - 52,000	<b>75,000</b> 70,000 - 80,000	<b>90,000</b> 85,000 - 95,000	<b>105,000</b> 100,000 - 110,000
<b>Gold Coast</b> (Salary Range)	<b>49,000</b> 48,000 - 52,000	<b>72,000</b> 70,000 - 80,000	<b>88,000</b> 85,000 - 95,000	<b>102,000</b> 100,000 - 110,000
<b>Adelaide</b> (Salary Range)	<b>40,000</b> 35,000 - 50,000	<b>60,000</b> 55,000 - 70,000	<b>80,000</b> 70,000 - 85,000	<b>110,000</b> 90,000 - 120,000
<b>Canberra</b> (Salary Range)	<b>40,000</b> 35,000 - 50,000	<b>60,000</b> 55,000 - 70,000	<b>80,000</b> 70,000 - 85,000	<b>110,000</b> 90,000 - 120,000
<b>Perth</b> (Salary Range)	<b>55,000</b> 50,000 - 65,000	<b>90,000</b> 85,000 - 100,000	<b>120,000</b> 110,000 - 140,000	<b>140,000</b> 120,000 - 160,000
<b>Auckland</b> (Salary Range)	<b>58,000</b> 53,000 - 65,000	<b>68,000</b> 65,000 - 75,000	<b>73,000</b> 70,000 - 80,000	<b>88,000</b> 85,000 - 95,000
<b>Wellington</b> (Salary Range)	<b>58,000</b> 53,000 - 65,000	<b>68,000</b> 65,000 - 75,000	<b>73,000</b> 70,000 - 80,000	<b>88,000</b> 85,000 - 95,000

□ Executive Salaries are representative of the total package value

□ New Zealand Salaries are represented in New Zealand Dollars

# BANKING & FINANCE

Corporate banking / property finance	Assistant Relationship Manager	Relationship Manager	Senior Relationship Manager	District / Senior Relationship Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>65,000</b> 55,000 - 75,000	<b>100,000</b> 90,000 - 125,000	<b>120,000</b> 90,000 - 130,000	<b>130,000</b> 110,000 - 140,000
<b>Melbourne</b> (Salary Range)	<b>50,000</b> 40,000 - 65,000	<b>90,000</b> 80,000 - 110,000	<b>100,000</b> 95,000 - 120,000	<b>110,000</b> 95,000 - 130,000
<b>Brisbane</b> (Salary Range)	<b>50,000</b> 48,000 - 56,000	<b>85,000</b> 80,000 - 95,000	<b>140,000</b> 120,000 - 160,000	<b>150,000</b> 140,000 - 160,000
<b>Gold Coast</b> (Salary Range)	<b>50,000</b> 48,000 - 56,000	<b>80,000</b> 75,000 - 85,000	<b>95,000</b> 90,000 - 110,000	<b>120,000</b> 100,000 - 130,000
<b>Adelaide</b> (Salary Range)	<b>40,000</b> 35,000 - 50,000	<b>70,000</b> 65,000 - 80,000	<b>80,000</b> 70,000 - 85,000	<b>110,000</b> 90,000 - 120,000
<b>Canberra</b> (Salary Range)	<b>40,000</b> 35,000 - 50,000	<b>75,000</b> 65,000 - 80,000	<b>80,000</b> 70,000 - 85,000	<b>110,000</b> 90,000 - 120,000
<b>Perth</b> (Salary Range)	<b>60,000</b> 55,000 - 70,000	<b>90,000</b> 70,000 - 100,000	<b>120,000</b> 100,000 - 140,000	<b>130,000</b> 120,000 - 150,000
<b>Auckland</b> (Salary Range)	<b>58,000</b> 53,000 - 65,000	<b>68,000</b> 65,000 - 75,000	<b>73,000</b> 70,000 - 80,000	<b>88,000</b> 85,000 - 95,000
<b>Wellington</b> (Salary Range)	<b>58,000</b> 53,000 - 65,000	<b>68,000</b> 65,000 - 75,000	<b>73,000</b> 70,000 - 80,000	<b>88,000</b> 85,000 - 95,000

Asset finance / leasing	Settlement Officer	Credit Analyst	Senior Credit Analyst	Business Development Manager	Senior Business Development Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>45,000</b> 40,000 - 50,000	<b>50,000</b> 45,000 - 55,000	<b>67,000</b> 63,000 - 75,000	<b>95,000</b> 80,000 - 100,000	<b>120,000</b> 110,000 - 130,000
<b>Melbourne</b> (Salary Range)	<b>40,000</b> 38,000 - 45,000	<b>50,000</b> 45,000 - 55,000	<b>66,000</b> 55,000 - 70,000	<b>85,000</b> 70,000 - 100,000	<b>120,000</b> 110,000 - 130,000
<b>Brisbane</b> (Salary Range)	<b>42,000</b> 40,000 - 44,000	<b>48,000</b> 46,000 - 52,000	<b>65,000</b> 63,000 - 67,000	<b>80,000</b> 70,000 - 90,000	<b>110,000</b> 100,000 - 120,000
<b>Gold Coast</b> (Salary Range)	<b>42,000</b> 40,000 - 44,000	<b>48,000</b> 46,000 - 50,000	<b>62,000</b> 60,000 - 67,000	<b>80,000</b> 70,000 - 90,000	<b>100,000</b> 90,000 - 110,000
<b>Adelaide</b> (Salary Range)	<b>36,000</b> 34,000 - 40,000	<b>40,000</b> 38,000 - 50,000	<b>48,000</b> 42,000 - 55,000	<b>85,000</b> 75,000 - 100,000	<b>120,000</b> 90,000 - 140,000
<b>Canberra</b> (Salary Range)	<b>40,000</b> 38,000 - 42,000	<b>48,000</b> 46,000 - 50,000	<b>65,000</b> 63,000 - 67,000	<b>70,000</b> 65,000 - 75,000	<b>100,000</b> 90,000 - 110,000
<b>Perth</b> (Salary Range)	<b>36,000</b> 35,000 - 37,000	<b>40,000</b> 38,000 - 45,000	<b>45,000</b> 40,000 - 55,000	<b>90,000</b> 80,000 - 110,000	<b>100,000</b> 90,000 - 110,000
<b>Auckland</b> (Salary Range)	<b>38,000</b> 35,000 - 45,000	<b>53,000</b> 50,000 - 60,000	<b>58,000</b> 55,000 - 75,000	<b>74,000</b> 63,000 - 78,000	<b>82,000</b> 75,000 - 90,000
<b>Wellington</b> (Salary Range)	<b>38,000</b> 35,000 - 45,000	<b>53,000</b> 50,000 - 60,000	<b>58,000</b> 55,000 - 75,000	<b>74,000</b> 63,000 - 78,000	<b>82,000</b> 75,000 - 90,000

Rural lending	Assistant Relationship Manager	Lending / Relationship Manager	Senior / District Relationship Manager
	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>45,000</b> 40,000 - 60,000	<b>80,000</b> 70,000 - 90,000	<b>120,000</b> 100,000 - 130,000
<b>Melbourne</b> (Salary Range)	<b>45,000</b> 40,000 - 60,000	<b>75,000</b> 65,000 - 85,000	<b>120,000</b> 100,000 - 130,000
<b>Brisbane</b> (Salary Range)	<b>41,000</b> 38,000 - 48,000	<b>85,000</b> 75,000 - 100,000	<b>120,000</b> 100,000 - 130,000
<b>Gold Coast</b> (Salary Range)	<b>37,000</b> 36,000 - 40,000	<b>85,000</b> 75,000 - 90,000	<b>110,000</b> 90,000 - 120,000
<b>Adelaide</b> (Salary Range)	<b>45,000</b> 40,000 - 55,000	<b>70,000</b> 60,000 - 80,000	<b>110,000</b> 95,000 - 140,000
<b>Canberra</b> (Salary Range)	<b>38,000</b> 36,000 - 40,000	<b>80,000</b> 75,000 - 85,000	<b>100,000</b> 90,000 - 110,000
<b>Perth</b> (Salary Range)	<b>55,000</b> 50,000 - 60,000	<b>85,000</b> 80,000 - 100,000	<b>130,000</b> 120,000 - 160,000
<b>Auckland</b> (Salary Range)	<b>50,000</b> 48,000 - 59,000	<b>58,000</b> 53,000 - 62,000	<b>68,000</b> 63,000 - 80,000
<b>Wellington</b> (Salary Range)	<b>50,000</b> 48,000 - 59,000	<b>58,000</b> 53,000 - 62,000	<b>68,000</b> 63,000 - 80,000

Trustee / custodian Unit Trust	Unit Registry	Unit Pricing	Supervisor
	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>36,000</b> 34,000 - 38,000	<b>45,000</b> 40,000 - 50,000	<b>52,000</b> 45,000 - 55,000
<b>Melbourne</b> (Salary Range)	<b>36,000</b> 34,000 - 40,000	<b>45,000</b> 40,000 - 50,000	<b>52,000</b> 45,000 - 55,000
<b>Brisbane</b> (Salary Range)	<b>32,000</b> 28,000 - 34,000	<b>42,000</b> 40,000 - 44,000	<b>50,000</b> 48,000 - 52,000
<b>Gold Coast</b> (Salary Range)	<b>32,000</b> 28,000 - 34,000	<b>42,000</b> 40,000 - 44,000	<b>49,000</b> 48,000 - 52,000
<b>Adelaide</b> (Salary Range)	<b>34,000</b> 32,000 - 38,000	<b>36,000</b> 33,000 - 40,000	<b>45,000</b> 40,000 - 50,000
<b>Canberra</b> (Salary Range)	<b>32,000</b> 28,000 - 34,000	<b>42,000</b> 40,000 - 44,000	<b>50,000</b> 48,000 - 52,000
<b>Perth</b> (Salary Range)	<b>33,000</b> 30,000 - 35,000	<b>35,000</b> 32,000 - 37,000	<b>42,000</b> 40,000 - 45,000
<b>Auckland</b> (Salary Range)	<b>33,000</b> 30,000 - 35,000	<b>33,000</b> 30,000 - 47,000	<b>43,000</b> 39,000 - 50,000
<b>Wellington</b> (Salary Range)	<b>33,000</b> 30,000 - 35,000	<b>33,000</b> 30,000 - 47,000	<b>43,000</b> 39,000 - 50,000

# BANKING & FINANCE

Trustee / custodian Corporate Actions	Officer	Senior Officer	Supervisor
	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>40,000</b> 38,000 - 45,000	<b>45,000</b> 42,000 - 55,000	<b>55,000</b> 50,000 - 60,000
<b>Melbourne</b> (Salary Range)	<b>40,000</b> 35,000 - 42,000	<b>42,000</b> 38,000 - 45,000	<b>52,000</b> 50,000 - 55,000
<b>Brisbane</b> (Salary Range)	<b>37,000</b> 35,000 - 39,000	<b>42,000</b> 40,000 - 44,000	<b>46,000</b> 44,000 - 48,000
<b>Gold Coast</b> (Salary Range)	<b>37,000</b> 35,000 - 39,000	<b>42,000</b> 40,000 - 44,000	<b>46,000</b> 44,000 - 48,000
<b>Adelaide</b> (Salary Range)	<b>34,000</b> 32,000 - 38,000	<b>40,000</b> 38,000 - 45,000	<b>45,000</b> 40,000 - 55,000
<b>Canberra</b> (Salary Range)	<b>37,000</b> 35,000 - 39,000	<b>42,000</b> 40,000 - 44,000	<b>46,000</b> 44,000 - 48,000
<b>Perth</b> (Salary Range)	<b>40,000</b> 38,000 - 42,000	<b>42,000</b> 40,000 - 45,000	<b>50,000</b> 45,000 - 55,000
<b>Auckland</b> (Salary Range)	<b>33,000</b> 32,000 - 36,000	<b>40,000</b> 36,000 - 45,000	<b>44,000</b> 40,000 - 53,000
<b>Wellington</b> (Salary Range)	<b>33,000</b> 32,000 - 36,000	<b>40,000</b> 36,000 - 45,000	<b>44,000</b> 40,000 - 53,000

Superannuation administration (Master Trust / Industry)	Fund Administrator	Senior Administrator	Team Leader	Administration Manager	Fund Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>40,000</b> 38,000 - 42,000	<b>47,000</b> 43,000 - 53,000	<b>55,000</b> 47,000 - 57,000	<b>80,000</b> 72,000 - 87,000	<b>130,000</b> 90,000 - 140,000
<b>Melbourne</b> (Salary Range)	<b>38,000</b> 34,000 - 40,000	<b>43,000</b> 38,000 - 45,000	<b>55,000</b> 45,000 - 58,000	<b>80,000</b> 70,000 - 85,000	<b>120,000</b> 100,000 - 130,000
<b>Brisbane</b> (Salary Range)	<b>37,000</b> 34,000 - 40,000	<b>45,000</b> 40,000 - 50,000	<b>55,000</b> 50,000 - 57,000	<b>75,000</b> 70,000 - 80,000	<b>100,000</b> 90,000 - 115,000
<b>Gold Coast</b> (Salary Range)	<b>37,000</b> 34,000 - 40,000	<b>45,000</b> 40,000 - 50,000	<b>55,000</b> 50,000 - 57,000	<b>75,000</b> 70,000 - 80,000	<b>100,000</b> 90,000 - 115,000
<b>Adelaide</b> (Salary Range)	<b>33,000</b> 32,000 - 38,000	<b>40,000</b> 38,000 - 45,000	<b>45,000</b> 40,000 - 55,000	<b>70,000</b> 65,000 - 80,000	<b>100,000</b> 90,000 - 110,000
<b>Canberra</b> (Salary Range)	<b>33,000</b> 32,000 - 38,000	<b>40,000</b> 38,000 - 45,000	<b>45,000</b> 40,000 - 55,000	<b>70,000</b> 65,000 - 80,000	<b>100,000</b> 90,000 - 110,000
<b>Perth</b> (Salary Range)	<b>35,000</b> 32,000 - 38,000	<b>41,000</b> 38,000 - 45,000	<b>42,000</b> 38,000 - 45,000	<b>55,000</b> 50,000 - 70,000	<b>100,000</b> 90,000 - 115,000
<b>Auckland</b> (Salary Range)	<b>33,000</b> 30,000 - 47,000	<b>42,000</b> 38,000 - 52,000	<b>45,000</b> 42,000 - 50,000	<b>48,000</b> 47,000 - 60,000	<b>88,500</b> 80,000 - 98,000
<b>Wellington</b> (Salary Range)	<b>33,000</b> 30,000 - 47,000	<b>42,000</b> 38,000 - 52,000	<b>45,000</b> 42,000 - 50,000	<b>48,000</b> 47,000 - 60,000	<b>88,500</b> 80,000 - 98,000

Superannuation administration (Corporate Super - Accumulative)	Fund Administrator	Senior Administrator	Team Leader	Administration Manager	Fund Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>45,000</b> 42,000 - 48,000	<b>55,000</b> 48,000 - 58,000	<b>58,000</b> 52,000 - 60,000	<b>90,000</b> 74,000 - 97,000	<b>125,000</b> 85,000 - 130,000
<b>Melbourne</b> (Salary Range)	<b>41,000</b> 35,000 - 42,000	<b>47,000</b> 40,000 - 48,000	<b>58,000</b> 50,000 - 70,000	<b>90,000</b> 75,000 - 100,000	<b>120,000</b> 110,000 - 150,000
<b>Brisbane</b> (Salary Range)	<b>38,000</b> 34,000 - 40,000	<b>47,000</b> 45,000 - 50,000	<b>55,000</b> 50,000 - 60,000	<b>80,000</b> 75,000 - 88,000	<b>105,000</b> 85,000 - 120,000
<b>Gold Coast</b> (Salary Range)	<b>38,000</b> 34,000 - 40,000	<b>47,000</b> 45,000 - 50,000	<b>55,000</b> 50,000 - 60,000	<b>80,000</b> 75,000 - 85,000	<b>100,000</b> 85,000 - 120,000
<b>Adelaide</b> (Salary Range)	<b>36,000</b> 33,000 - 40,000	<b>42,000</b> 38,000 - 48,000	<b>48,000</b> 40,000 - 55,000	<b>78,000</b> 70,000 - 85,000	<b>100,000</b> 90,000 - 110,000
<b>Canberra</b> (Salary Range)	<b>36,000</b> 34,000 - 40,000	<b>45,000</b> 40,000 - 50,000	<b>55,000</b> 50,000 - 60,000	<b>75,000</b> 70,000 - 80,000	<b>100,000</b> 85,000 - 120,000
<b>Perth</b> (Salary Range)	<b>35,000</b> 32,000 - 38,000	<b>41,000</b> 38,000 - 45,000	<b>42,000</b> 38,000 - 44,000	<b>55,000</b> 50,000 - 60,000	<b>100,000</b> 90,000 - 115,000
<b>Auckland</b> (Salary Range)	<b>32,000</b> 30,000 - 37,000	<b>42,000</b> 38,000 - 52,000	<b>45,000</b> 40,000 - 50,000	<b>48,000</b> 45,000 - 60,000	<b>95,000</b> 80,000 - 110,000
<b>Wellington</b> (Salary Range)	<b>32,000</b> 30,000 - 37,000	<b>42,000</b> 38,000 - 52,000	<b>45,000</b> 40,000 - 50,000	<b>48,000</b> 45,000 - 60,000	<b>95,000</b> 80,000 - 110,000

Superannuation administration (Corporate Super - Defined Benefit)	Fund Administrator	Senior Administrator	Team Leader	Administration Manager	Fund Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>45,000</b> 38,000 - 47,000	<b>55,000</b> 50,000 - 60,000	<b>65,000</b> 58,000 - 70,000	<b>95,000</b> 72,000 - 100,000	<b>125,000</b> 90,000 - 130,000
<b>Melbourne</b> (Salary Range)	<b>40,000</b> 35,000 - 42,000	<b>50,000</b> 45,000 - 55,000	<b>65,000</b> 60,000 - 80,000	<b>90,000</b> 80,000 - 100,000	<b>125,000</b> 90,000 - 140,000
<b>Brisbane</b> (Salary Range)	<b>38,000</b> 36,000 - 40,000	<b>48,000</b> 46,000 - 50,000	<b>60,000</b> 55,000 - 65,000	<b>85,000</b> 80,000 - 90,000	<b>110,000</b> 90,000 - 120,000
<b>Gold Coast</b> (Salary Range)	<b>38,000</b> 36,000 - 40,000	<b>48,000</b> 46,000 - 50,000	<b>60,000</b> 55,000 - 65,000	<b>85,000</b> 80,000 - 90,000	<b>110,000</b> 90,000 - 120,000
<b>Adelaide</b> (Salary Range)	<b>36,000</b> 33,000 - 40,000	<b>42,000</b> 38,000 - 48,000	<b>48,000</b> 40,000 - 55,000	<b>80,000</b> 70,000 - 90,000	<b>100,000</b> 95,000 - 120,000
<b>Canberra</b> (Salary Range)	<b>38,000</b> 36,000 - 40,000	<b>48,000</b> 46,000 - 50,000	<b>55,000</b> 50,000 - 60,000	<b>80,000</b> 75,000 - 85,000	<b>100,000</b> 90,000 - 120,000
<b>Perth</b> (Salary Range)	<b>35,000</b> 32,000 - 38,000	<b>41,000</b> 38,000 - 45,000	<b>42,000</b> 38,000 - 45,000	<b>55,000</b> 50,000 - 60,000	<b>100,000</b> 90,000 - 115,000
<b>Auckland</b> (Salary Range)	<b>33,000</b> 30,000 - 40,000	<b>42,000</b> 38,000 - 52,000	<b>45,000</b> 42,000 - 50,000	<b>48,000</b> 47,000 - 60,000	<b>95,000</b> 90,000 - 110,000
<b>Wellington</b> (Salary Range)	<b>33,000</b> 30,000 - 40,000	<b>42,000</b> 38,000 - 52,000	<b>45,000</b> 42,000 - 50,000	<b>48,000</b> 47,000 - 60,000	<b>95,000</b> 90,000 - 110,000

Superannuation administration (DIY/SAF/Personal Super)	Fund Administrator	Senior Administrator	Team Leader	Administration Manager	Fund Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>45,000</b> 40,000 - 50,000	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000	<b>95,000</b> 77,000 - 110,000	<b>110,000</b> 90,000 - 130,000
<b>Melbourne</b> (Salary Range)	<b>40,000</b> 35,000 - 45,000	<b>50,000</b> 45,000 - 55,000	<b>55,000</b> 50,000 - 65,000	<b>90,000</b> 72,000 - 100,000	<b>110,000</b> 90,000 - 130,000
<b>Brisbane</b> (Salary Range)	<b>40,000</b> 38,000 - 42,000	<b>47,000</b> 45,000 - 55,000	<b>55,000</b> 50,000 - 60,000	<b>80,000</b> 75,000 - 85,000	<b>100,000</b> 90,000 - 120,000
<b>Gold Coast</b> (Salary Range)	<b>38,000</b> 36,000 - 40,000	<b>46,000</b> 45,000 - 55,000	<b>52,000</b> 48,000 - 54,000	<b>78,000</b> 75,000 - 85,000	<b>95,000</b> 90,000 - 120,000
<b>Adelaide</b> (Salary Range)	<b>36,000</b> 33,000 - 38,000	<b>42,000</b> 38,000 - 48,000	<b>48,000</b> 40,000 - 55,000	<b>80,000</b> 70,000 - 90,000	<b>100,000</b> 95,000 - 120,000
<b>Canberra</b> (Salary Range)	<b>38,000</b> 36,000 - 40,000	<b>47,000</b> 45,000 - 55,000	<b>52,000</b> 48,000 - 54,000	<b>80,000</b> 75,000 - 85,000	<b>100,000</b> 90,000 - 120,000
<b>Perth</b> (Salary Range)	<b>35,000</b> 32,000 - 38,000	<b>41,000</b> 38,000 - 45,000	<b>42,000</b> 38,000 - 45,000	<b>60,000</b> 55,000 - 65,000	<b>100,000</b> 90,000 - 115,000
<b>Auckland</b> (Salary Range)	<b>35,000</b> 30,000 - 40,000	<b>44,000</b> 38,000 - 52,000	<b>47,000</b> 42,000 - 50,000	<b>50,000</b> 47,000 - 60,000	<b>95,000</b> 85,000 - 105,000
<b>Wellington</b> (Salary Range)	<b>35,000</b> 30,000 - 40,000	<b>44,000</b> 38,000 - 52,000	<b>47,000</b> 42,000 - 50,000	<b>50,000</b> 47,000 - 60,000	<b>95,000</b> 85,000 - 105,000

Superannuation client services	Call Centre Member Services	Senior Member Services	Senior Member Services Team Leader	Team Leader Call Centre Manager	Call Centre Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>37,000</b> 34,000 - 40,000	<b>40,000</b> 37,000 - 43,000	<b>50,000</b> 45,000 - 55,000	<b>60,000</b> 55,000 - 65,000	<b>85,500</b> 75,000 - 90,000
<b>Melbourne</b> (Salary Range)	<b>37,000</b> 36,000 - 38,000	<b>40,000</b> 38,000 - 42,000	<b>44,000</b> 42,000 - 50,000	<b>54,000</b> 50,000 - 55,000	<b>85,000</b> 75,000 - 90,000
<b>Brisbane</b> (Salary Range)	<b>35,000</b> 33,000 - 36,000	<b>38,000</b> 35,000 - 40,000	<b>42,000</b> 40,000 - 45,000	<b>50,000</b> 45,000 - 55,000	<b>80,000</b> 70,000 - 85,000
<b>Gold Coast</b> (Salary Range)	<b>33,000</b> 31,000 - 35,000	<b>35,000</b> 34,000 - 36,000	<b>40,000</b> 36,000 - 44,000	<b>47,000</b> 45,000 - 55,000	<b>78,000</b> 70,000 - 85,000
<b>Adelaide</b> (Salary Range)	<b>33,000</b> 30,000 - 38,000	<b>38,000</b> 35,000 - 42,000	<b>45,000</b> 40,000 - 50,000	<b>55,000</b> 50,000 - 65,000	<b>80,000</b> 65,000 - 85,000
<b>Canberra</b> (Salary Range)	<b>33,000</b> 31,000 - 35,000	<b>35,000</b> 34,000 - 36,000	<b>40,000</b> 36,000 - 44,000	<b>48,000</b> 45,000 - 55,000	<b>80,000</b> 70,000 - 85,000
<b>Perth</b> (Salary Range)	<b>33,000</b> 30,000 - 35,000	<b>36,000</b> 34,000 - 38,000	<b>38,000</b> 36,000 - 40,000	<b>45,000</b> 40,000 - 55,000	<b>70,000</b> 50,000 - 90,000
<b>Auckland</b> (Salary Range)	<b>32,000</b> 30,000 - 35,000	<b>35,000</b> 34,000 - 40,000	<b>40,000</b> 38,000 - 45,000	<b>48,000</b> 45,000 - 52,000	<b>73,000</b> 65,000 - 85,000
<b>Wellington</b> (Salary Range)	<b>32,000</b> 30,000 - 35,000	<b>35,000</b> 34,000 - 40,000	<b>40,000</b> 38,000 - 45,000	<b>48,000</b> 45,000 - 52,000	<b>73,000</b> 65,000 - 85,000

Funds management Portfolio Administration	Fund Administrator	Fund Senior Administrator	Manager	Business Development Manager	General Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>40,000</b> 38,000 - 42,000	<b>50,000</b> 45,000 - 55,000	<b>85,000</b> 70,000 - 90,000	<b>90,000</b> 80,000 - 120,000	<b>135,000</b> 100,000 - 140,000
<b>Melbourne</b> (Salary Range)	<b>38,000</b> 35,000 - 40,000	<b>47,000</b> 45,000 - 50,000	<b>83,000</b> 70,000 - 85,000	<b>90,000</b> 80,000 - 120,000	<b>125,000</b> 100,000 - 140,000
<b>Brisbane</b> (Salary Range)	<b>36,000</b> 34,000 - 40,000	<b>44,000</b> 40,000 - 46,000	<b>75,000</b> 70,000 - 80,000	<b>90,000</b> 80,000 - 100,000	<b>120,000</b> 110,000 - 130,000
<b>Gold Coast</b> (Salary Range)	<b>36,000</b> 34,000 - 40,000	<b>44,000</b> 40,000 - 46,000	<b>75,000</b> 70,000 - 80,000	<b>90,000</b> 80,000 - 100,000	<b>120,000</b> 110,000 - 130,000
<b>Adelaide</b> (Salary Range)	<b>36,000</b> 33,000 - 40,000	<b>42,000</b> 38,000 - 45,000	<b>65,000</b> 55,000 - 75,000	<b>85,000</b> 80,000 - 95,000	<b>110,000</b> 100,000 - 140,000
<b>Canberra</b> (Salary Range)	<b>34,000</b> 32,000 - 36,000	<b>42,000</b> 40,000 - 44,000	<b>75,000</b> 70,000 - 80,000	<b>80,000</b> 75,000 - 85,000	<b>110,000</b> 100,000 - 140,000
<b>Perth</b> (Salary Range)	<b>35,000</b> 32,000 - 38,000	<b>41,000</b> 38,000 - 45,000	<b>50,000</b> 40,000 - 60,000	<b>80,000</b> 70,000 - 90,000	<b>100,000</b> 90,000 - 115,000
<b>Auckland</b> (Salary Range)	<b>36,000</b> 35,000 - 42,000	<b>42,000</b> 38,000 - 48,000	<b>63,000</b> 50,000 - 70,000	<b>80,000</b> 65,000 - 90,000	<b>95,000</b> 90,000 - 115,000
<b>Wellington</b> (Salary Range)	<b>36,000</b> 35,000 - 42,000	<b>42,000</b> 38,000 - 48,000	<b>63,000</b> 50,000 - 70,000	<b>80,000</b> 65,000 - 90,000	<b>95,000</b> 90,000 - 115,000

Funds management Unit Trust & Settlement	Settlements Officer	Senior Settlements Officer	Supervisor	Manager	General Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>40,000</b> 35,000 - 45,000	<b>48,000</b> 40,000 - 52,000	<b>55,000</b> 45,000 - 65,000	<b>75,000</b> 60,000 - 90,000	<b>135,000</b> 100,000 - 140,000
<b>Melbourne</b> (Salary Range)	<b>37,000</b> 35,000 - 38,000	<b>42,000</b> 38,000 - 43,000	<b>52,000</b> 50,000 - 55,000	<b>75,000</b> 60,000 - 90,000	<b>125,000</b> 100,000 - 140,000
<b>Brisbane</b> (Salary Range)	<b>36,000</b> 34,000 - 38,000	<b>42,000</b> 40,000 - 44,000	<b>50,000</b> 48,000 - 53,000	<b>70,000</b> 65,000 - 75,000	<b>120,000</b> 115,000 - 140,000
<b>Gold Coast</b> (Salary Range)	<b>35,000</b> 34,000 - 38,000	<b>42,000</b> 40,000 - 44,000	<b>50,000</b> 48,000 - 53,000	<b>75,000</b> 70,000 - 80,000	<b>120,000</b> 115,000 - 140,000
<b>Adelaide</b> (Salary Range)	<b>36,000</b> 33,000 - 38,000	<b>42,000</b> 38,000 - 45,000	<b>50,000</b> 45,000 - 65,000	<b>70,000</b> 65,000 - 75,000	<b>110,000</b> 100,000 - 140,000
<b>Canberra</b> (Salary Range)	<b>36,000</b> 34,000 - 38,000	<b>42,000</b> 40,000 - 44,000	<b>45,000</b> 43,000 - 47,000	<b>70,000</b> 65,000 - 75,000	<b>110,000</b> 100,000 - 140,000
<b>Perth</b> (Salary Range)	<b>30,000</b> 28,000 - 32,000	<b>40,000</b> 38,000 - 42,000	<b>44,000</b> 40,000 - 48,000	<b>55,000</b> 53,000 - 75,000	<b>110,000</b> 100,000 - 140,000
<b>Auckland</b> (Salary Range)	<b>33,000</b> 32,000 - 40,000	<b>40,000</b> 38,000 - 45,000	<b>48,000</b> 46,000 - 60,000	<b>95,000</b> 85,000 - 105,000	<b>95,000</b> 85,000 - 105,000
<b>Wellington</b> (Salary Range)	<b>33,000</b> 32,000 - 40,000	<b>40,000</b> 38,000 - 45,000	<b>48,000</b> 46,000 - 60,000	<b>95,000</b> 85,000 - 105,000	<b>95,000</b> 90,000 - 110,000

# BANKING & FINANCE

Funds management Client Services	Client Services Officer	Senior Client Services Officer	Client Services Supervisor
	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>40,000</b> 39,000 - 42,000	<b>45,000</b> 43,000 - 50,000	<b>55,000</b> 50,000 - 60,000
<b>Melbourne</b> (Salary Range)	<b>40,000</b> 39,000 - 42,000	<b>45,000</b> 43,000 - 50,000	<b>55,000</b> 50,000 - 60,000
<b>Brisbane</b> (Salary Range)	<b>38,000</b> 35,000 - 40,000	<b>45,000</b> 40,000 - 50,000	<b>52,000</b> 50,000 - 55,000
<b>Gold Coast</b> (Salary Range)	<b>38,000</b> 35,000 - 40,000	<b>42,000</b> 40,000 - 50,000	<b>52,000</b> 50,000 - 55,000
<b>Adelaide</b> (Salary Range)	<b>33,000</b> 30,000 - 38,000	<b>40,000</b> 35,000 - 45,000	<b>48,000</b> 40,000 - 55,000
<b>Canberra</b> (Salary Range)	<b>35,000</b> 33,000 - 37,000	<b>45,000</b> 40,000 - 50,000	<b>50,000</b> 45,000 - 55,000
<b>Perth</b> (Salary Range)	<b>38,000</b> 35,000 - 40,000	<b>43,000</b> 40,000 - 45,000	<b>55,000</b> 50,000 - 60,000
<b>Auckland</b> (Salary Range)	<b>33,000</b> 30,000 - 38,000	<b>41,000</b> 38,000 - 47,000	<b>46,000</b> 43,000 - 49,000
<b>Wellington</b> (Salary Range)	<b>33,000</b> 30,000 - 38,000	<b>41,000</b> 38,000 - 47,000	<b>46,000</b> 43,000 - 49,000

Treasury operations Money Market / FX / Fixed Interest Settlements	Officer	Senior Officer	Supervisor	Manager	Senior Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>40,000</b> 38,000 - 42,000	<b>45,000</b> 42,000 - 48,000	<b>55,000</b> 50,000 - 60,000	<b>75,000</b> 70,000 - 80,000	<b>110,000</b> 100,000 - 120,000
<b>Melbourne</b> (Salary Range)	<b>37,000</b> 35,000 - 38,000	<b>42,000</b> 40,000 - 45,000	<b>50,000</b> 45,000 - 52,000	<b>75,000</b> 70,000 - 80,000	<b>110,000</b> 100,000 - 120,000
<b>Brisbane</b> (Salary Range)	<b>38,000</b> 35,000 - 42,000	<b>45,000</b> 43,000 - 47,000	<b>50,000</b> 48,000 - 52,000	<b>70,000</b> 65,000 - 75,000	<b>90,000</b> 80,000 - 95,000
<b>Gold Coast</b> (Salary Range)	<b>38,000</b> 35,000 - 42,000	<b>45,000</b> 43,000 - 47,000	<b>50,000</b> 48,000 - 52,000	<b>68,000</b> 65,000 - 75,000	<b>88,000</b> 80,000 - 95,000
<b>Adelaide</b> (Salary Range)	<b>33,000</b> 30,000 - 36,000	<b>40,000</b> 35,000 - 45,000	<b>50,000</b> 45,000 - 55,000	<b>65,000</b> 55,000 - 70,000	<b>85,000</b> 75,000 - 95,000
<b>Canberra</b> (Salary Range)	<b>38,000</b> 35,000 - 42,000	<b>45,000</b> 43,000 - 47,000	<b>50,000</b> 48,000 - 52,000	<b>70,000</b> 65,000 - 75,000	<b>90,000</b> 80,000 - 95,000
<b>Perth</b> (Salary Range)	<b>32,000</b> 30,000 - 35,000	<b>38,000</b> 35,000 - 42,000	<b>45,000</b> 40,000 - 55,000	<b>60,000</b> 50,000 - 70,000	<b>90,000</b> 80,000 - 95,000
<b>Auckland</b> (Salary Range)	<b>35,000</b> 32,000 - 38,000	<b>40,000</b> 38,000 - 45,000	<b>43,000</b> 42,000 - 50,000	<b>60,000</b> 50,000 - 70,000	<b>88,000</b> 80,000 - 95,000
<b>Wellington</b> (Salary Range)	<b>35,000</b> 32,000 - 38,000	<b>40,000</b> 38,000 - 45,000	<b>43,000</b> 42,000 - 50,000	<b>60,000</b> 50,000 - 70,000	<b>88,000</b> 80,000 - 95,000

Treasury operations Derivatives / Capital Markets	Settlement Officer	Senior Settlement Officer	Supervisor	Manager	Senior Manager Treasury Operations
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>42,000</b> 40,000 - 45,000	<b>47,000</b> 44,000 - 50,000	<b>55,000</b> 50,000 - 60,000	<b>75,000</b> 70,000 - 80,000	<b>110,000</b> 100,000 - 125,000
<b>Melbourne</b> (Salary Range)	<b>42,000</b> 40,000 - 45,000	<b>46,000</b> 40,000 - 48,000	<b>55,000</b> 50,000 - 60,000	<b>75,000</b> 70,000 - 80,000	<b>110,000</b> 100,000 - 125,000
<b>Brisbane</b> (Salary Range)	<b>40,000</b> 38,000 - 42,000	<b>46,000</b> 44,000 - 48,000	<b>50,000</b> 48,000 - 52,000	<b>70,000</b> 65,000 - 75,000	<b>100,000</b> 80,000 - 110,000
<b>Gold Coast</b> (Salary Range)	<b>40,000</b> 38,000 - 42,000	<b>45,000</b> 44,000 - 48,000	<b>50,000</b> 48,000 - 52,000	<b>68,000</b> 65,000 - 75,000	<b>96,000</b> 94,000 - 125,000
<b>Adelaide</b> (Salary Range)	<b>36,000</b> 35,000 - 38,000	<b>40,000</b> 38,000 - 48,000	<b>48,000</b> 40,000 - 55,000	<b>75,000</b> 65,000 - 90,000	<b>90,000</b> 80,000 - 110,000
<b>Canberra</b> (Salary Range)	<b>40,000</b> 38,000 - 42,000	<b>46,000</b> 44,000 - 48,000	<b>50,000</b> 48,000 - 52,000	<b>70,000</b> 65,000 - 75,000	<b>100,000</b> 80,000 - 110,000
<b>Perth</b> (Salary Range)	<b>32,000</b> 30,000 - 35,000	<b>38,000</b> 35,000 - 42,000	<b>45,000</b> 40,000 - 55,000	<b>60,000</b> 50,000 - 70,000	<b>110,000</b> 100,000 - 125,000
<b>Auckland</b> (Salary Range)	<b>33,000</b> 30,000 - 34,000	<b>40,000</b> 38,000 - 45,000	<b>45,000</b> 40,000 - 60,000	<b>65,000</b> 60,000 - 80,000	<b>105,000</b> 90,000 - 115,000
<b>Wellington</b> (Salary Range)	<b>33,000</b> 30,000 - 34,000	<b>40,000</b> 38,000 - 45,000	<b>45,000</b> 40,000 - 60,000	<b>65,000</b> 60,000 - 80,000	<b>105,000</b> 90,000 - 115,000

Stockbroking Equity Settlement	Settlement Officer	Senior Settlement Officer	Supervisor	Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>40,000</b> 36,000 - 42,000	<b>47,000</b> 42,000 - 50,000	<b>55,000</b> 50,000 - 60,000	<b>85,000</b> 80,000 - 100,000
<b>Melbourne</b> (Salary Range)	<b>38,000</b> 36,000 - 42,000	<b>45,000</b> 42,000 - 50,000	<b>55,000</b> 50,000 - 60,000	<b>85,000</b> 80,000 - 100,000
<b>Brisbane</b> (Salary Range)	<b>36,000</b> 34,000 - 38,000	<b>44,000</b> 40,000 - 48,000	<b>52,000</b> 50,000 - 54,000	<b>75,000</b> 70,000 - 80,000
<b>Gold Coast</b> (Salary Range)	<b>36,000</b> 34,000 - 38,000	<b>44,000</b> 40,000 - 48,000	<b>50,000</b> 48,000 - 52,000	<b>75,000</b> 70,000 - 80,000
<b>Adelaide</b> (Salary Range)	<b>36,000</b> 33,000 - 38,000	<b>42,000</b> 38,000 - 48,000	<b>48,000</b> 42,000 - 55,000	<b>75,000</b> 65,000 - 90,000
<b>Canberra</b> (Salary Range)	<b>34,000</b> 32,000 - 36,000	<b>38,000</b> 36,000 - 40,000	<b>50,000</b> 48,000 - 52,000	<b>75,000</b> 70,000 - 80,000
<b>Perth</b> (Salary Range)	<b>36,000</b> 33,000 - 40,000	<b>40,000</b> 38,000 - 45,000	<b>50,000</b> 48,000 - 52,000	<b>60,000</b> 50,000 - 75,000
<b>Auckland</b> (Salary Range)	<b>33,000</b> 30,000 - 37,000	<b>40,000</b> 38,000 - 45,000	<b>50,000</b> 45,000 - 60,000	<b>55,000</b> 50,000 - 70,000
<b>Wellington</b> (Salary Range)	<b>33,000</b> 30,000 - 37,000	<b>40,000</b> 38,000 - 45,000	<b>50,000</b> 45,000 - 60,000	<b>55,000</b> 50,000 - 70,000

Stockbroking Corporate Actions	Corporate Actions Officer	Senior Corporate Actions Officer	Supervisor	Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>45,000</b> 43,000 - 50,000	<b>50,000</b> 45,000 - 55,000	<b>60,000</b> 50,000 - 65,000	<b>85,000</b> 70,000 - 88,000
<b>Melbourne</b> (Salary Range)	<b>45,000</b> 43,000 - 50,000	<b>50,000</b> 45,000 - 55,000	<b>60,000</b> 50,000 - 65,000	<b>83,000</b> 70,000 - 85,000
<b>Brisbane</b> (Salary Range)	<b>40,000</b> 38,000 - 44,000	<b>45,000</b> 40,000 - 50,000	<b>55,000</b> 50,000 - 60,000	<b>75,000</b> 70,000 - 80,000
<b>Gold Coast</b> (Salary Range)	<b>40,000</b> 38,000 - 44,000	<b>45,000</b> 40,000 - 50,000	<b>55,000</b> 50,000 - 60,000	<b>75,000</b> 70,000 - 80,000
<b>Adelaide</b> (Salary Range)	<b>36,000</b> 33,000 - 40,000	<b>40,000</b> 38,000 - 45,000	<b>50,000</b> 45,000 - 55,000	<b>75,000</b> 65,000 - 85,000
<b>Canberra</b> (Salary Range)	<b>34,000</b> 32,000 - 36,000	<b>38,000</b> 36,000 - 40,000	<b>45,000</b> 40,000 - 50,000	<b>65,000</b> 60,000 - 70,000
<b>Perth</b> (Salary Range)	<b>38,000</b> 35,000 - 40,000	<b>42,000</b> 40,000 - 45,000	<b>48,000</b> 45,000 - 52,000	<b>60,000</b> 50,000 - 75,000
<b>Auckland</b> (Salary Range)	<b>35,000</b> 33,000 - 38,000	<b>44,000</b> 40,000 - 48,000	<b>52,000</b> 50,000 - 55,000	<b>63,000</b> 60,000 - 65,000
<b>Wellington</b> (Salary Range)	<b>35,000</b> 33,000 - 38,000	<b>44,000</b> 40,000 - 48,000	<b>52,000</b> 50,000 - 55,000	<b>63,000</b> 60,000 - 65,000

Stockbroking Margin Lending	Client Services	Settlements	Business Development
	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>36,000</b> 30,000 - 40,000	<b>37,000</b> 35,000 - 40,000	<b>80,000</b> 70,000 - 85,000
<b>Melbourne</b> (Salary Range)	<b>36,000</b> 30,000 - 40,000	<b>37,000</b> 35,000 - 40,000	<b>75,000</b> 70,000 - 80,000
<b>Brisbane</b> (Salary Range)	<b>35,000</b> 33,000 - 37,000	<b>36,000</b> 34,000 - 40,000	<b>70,000</b> 60,000 - 80,000
<b>Gold Coast</b> (Salary Range)	<b>35,000</b> 33,000 - 37,000	<b>36,000</b> 34,000 - 38,000	<b>70,000</b> 65,000 - 75,000
<b>Adelaide</b> (Salary Range)	<b>35,000</b> 32,000 - 38,000	<b>36,000</b> 33,000 - 40,000	<b>70,000</b> 65,000 - 75,000
<b>Canberra</b> (Salary Range)	<b>35,000</b> 32,000 - 38,000	<b>36,000</b> 33,000 - 40,000	<b>70,000</b> 65,000 - 75,000
<b>Perth</b> (Salary Range)	<b>32,000</b> 30,000 - 35,000	<b>35,000</b> 33,000 - 38,000	<b>80,000</b> 65,000 - 90,000
<b>Auckland</b> (Salary Range)	<b>38,000</b> 36,000 - 44,000	<b>38,000</b> 36,000 - 42,000	<b>50,000</b> 48,000 - 60,000
<b>Wellington</b> (Salary Range)	<b>38,000</b> 36,000 - 44,000	<b>38,000</b> 36,000 - 42,000	<b>50,000</b> 48,000 - 60,000

Share registry	Client Services	Share Clerk	Investigations	Supervisor
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>36,000</b> 35,000 - 40,000	<b>35,000</b> 33,000 - 36,000	<b>36,000</b> 34,000 - 38,000	<b>50,000</b> 45,000 - 55,000
<b>Melbourne</b> (Salary Range)	<b>36,000</b> 35,000 - 40,000	<b>35,000</b> 33,000 - 36,000	<b>36,000</b> 34,000 - 38,000	<b>48,000</b> 40,000 - 50,000
<b>Brisbane</b> (Salary Range)	<b>34,000</b> 32,000 - 36,000	<b>34,000</b> 32,000 - 36,000	<b>35,000</b> 33,000 - 37,000	<b>45,000</b> 40,000 - 50,000
<b>Adelaide</b> (Salary Range)	<b>35,000</b> 32,000 - 38,000	<b>35,000</b> 32,000 - 38,000	<b>35,000</b> 30,000 - 40,000	<b>45,000</b> 40,000 - 50,000
<b>Canberra</b> (Salary Range)	<b>35,000</b> 32,000 - 38,000	<b>35,000</b> 32,000 - 38,000	<b>35,000</b> 30,000 - 40,000	<b>45,000</b> 40,000 - 50,000
<b>Perth</b> (Salary Range)	<b>32,000</b> 30,000 - 35,000	<b>32,000</b> 30,000 - 35,000	<b>33,000</b> 30,000 - 35,000	<b>45,000</b> 40,000 - 50,000
<b>Auckland</b> (Salary Range)	<b>33,000</b> 30,000 - 45,000	<b>36,000</b> 35,000 - 45,000	<b>38,000</b> 35,000 - 43,000	<b>43,000</b> 40,000 - 55,000
<b>Wellington</b> (Salary Range)	<b>33,000</b> 30,000 - 45,000	<b>36,000</b> 35,000 - 45,000	<b>38,000</b> 35,000 - 43,000	<b>43,000</b> 40,000 - 55,000

Trade finance	Processing Officer	Senior Processing Officer	Customer Service Officer
	Typical Salary	Typical Salary	Typical Salary
<b>Sydney</b> (Salary Range)	<b>34,000</b> 32,000 - 40,000	<b>40,000</b> 36,000 - 45,000	<b>35,000</b> 32,000 - 40,000
<b>Melbourne</b> (Salary Range)	<b>32,000</b> 30,000 - 40,000	<b>37,000</b> 36,000 - 45,000	<b>35,000</b> 32,000 - 40,000
<b>Brisbane</b> (Salary Range)	<b>32,000</b> 30,000 - 34,000	<b>35,000</b> 33,000 - 37,000	<b>35,000</b> 33,000 - 37,000
<b>Gold Coast</b> (Salary Range)	<b>32,000</b> 30,000 - 34,000	<b>34,000</b> 33,000 - 37,000	<b>32,000</b> 30,000 - 34,000
<b>Adelaide</b> (Salary Range)	<b>34,000</b> 32,000 - 38,000	<b>38,000</b> 35,000 - 42,000	<b>34,000</b> 32,000 - 37,000
<b>Canberra</b> (Salary Range)	<b>34,000</b> 32,000 - 38,000	<b>38,000</b> 35,000 - 42,000	<b>34,000</b> 32,000 - 37,000
<b>Perth</b> (Salary Range)	<b>33,000</b> 30,000 - 35,000	<b>37,000</b> 35,000 - 39,000	<b>32,000</b> 30,000 - 40,000
<b>Auckland</b> (Salary Range)	<b>32,000</b> 29,000 - 35,000	<b>33,000</b> 30,000 - 38,000	<b>30,000</b> 28,000 - 33,000
<b>Wellington</b> (Salary Range)	<b>32,000</b> 29,000 - 35,000	<b>33,000</b> 30,000 - 38,000	<b>30,000</b> 28,000 - 33,000

Trade finance	Senior Customer Service Officer	Team Leader	Manager
	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	<b>40,000</b> 35,000 - 45,000	<b>50,000</b> 40,000 - 60,000	<b>80,000</b> 60,000 - 90,000
Melbourne (Salary Range)	<b>37,000</b> 35,000 - 45,000	<b>45,000</b> 40,000 - 60,000	<b>80,000</b> 60,000 - 90,000
Brisbane (Salary Range)	<b>35,000</b> 33,000 - 37,000	<b>45,000</b> 43,000 - 47,000	<b>65,000</b> 60,000 - 70,000
Gold Coast (Salary Range)	<b>35,000</b> 33,000 - 37,000	<b>45,000</b> 43,000 - 47,000	<b>55,000</b> 50,000 - 60,000
Adelaide (Salary Range)	<b>38,000</b> 36,000 - 45,000	<b>45,000</b> 40,000 - 52,000	<b>65,000</b> 55,000 - 75,000
Canberra (Salary Range)	<b>38,000</b> 36,000 - 45,000	<b>45,000</b> 40,000 - 52,000	<b>65,000</b> 55,000 - 75,000
Perth (Salary Range)	<b>38,000</b> 35,000 - 45,000	<b>45,000</b> 40,000 - 55,000	<b>65,000</b> 55,000 - 75,000
Auckland (Salary Range)	<b>34,000</b> 33,000 - 42,000	<b>44,000</b> 40,000 - 48,000	<b>53,000</b> 50,000 - 60,000
Wellington (Salary Range)	<b>34,000</b> 33,000 - 42,000	<b>44,000</b> 40,000 - 48,000	<b>53,000</b> 50,000 - 60,000

□ Executive Salaries are representative of the total package value

□ New Zealand Salaries are represented in New Zealand Dollars

Business development	Business Development Manager (managed funds)	Business Development Manager (risk/superannuation)	Business Development Consultant	Business Development Officer/Adviser Support
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Salary Range)	<b>100,000</b> 80,000 - 120,000	<b>90,000</b> 80,000 - 100,000	<b>60,000</b> 50,000 - 65,000	<b>50,000</b> 45,000 - 60,000
Melbourne (Salary Range)	<b>95,000</b> 80,000 - 110,000	<b>85,000</b> 75,000 - 90,000	<b>55,000</b> 50,000 - 60,000	<b>48,000</b> 45,000 - 50,000
Brisbane (Salary Range)	<b>85,000</b> 70,000 - 90,000	<b>80,000</b> 70,000 - 90,000	<b>50,000</b> 45,000 - 60,000	<b>45,000</b> 40,000 - 50,000
Gold Coast (Salary Range)	<b>85,000</b> 70,000 - 90,000	<b>80,000</b> 70,000 - 90,000	<b>50,000</b> 45,000 - 55,000	<b>45,000</b> 40,000 - 50,000
Adelaide (Salary Range)	<b>90,000</b> 80,000 - 120,000	<b>85,000</b> 75,000 - 95,000	<b>55,000</b> 50,000 - 60,000	<b>42,000</b> 38,000 - 44,000
Canberra (Salary Range)	<b>85,000</b> 70,000 - 90,000	<b>80,000</b> 75,000 - 90,000	<b>50,000</b> 45,000 - 55,000	<b>42,000</b> 38,000 - 44,000
Perth (Salary Range)	<b>90,000</b> 80,000 - 120,000	<b>85,000</b> 75,000 - 120,000	<b>50,000</b> 45,000 - 65,000	<b>45,000</b> 40,000 - 50,000
Auckland (Salary Range)	<b>90,000</b> 70,000 - 120,000	<b>85,000</b> 70,000 - 120,000	<b>65,000</b> 50,000 - 90,000	<b>45,000</b> 40,000 - 55,000
Wellington (Salary Range)	<b>90,000</b> 70,000 - 120,000	<b>85,000</b> 70,000 - 120,000	<b>65,000</b> 50,000 - 90,000	<b>45,000</b> 40,000 - 55,000

### Typical Benefits

- Superannuation
- Education Costs
- Performance based bonuses

□ All Salaries are representative of the total package value

□ Package includes Superannuation

□ New Zealand Salaries are represented in New Zealand Dollars

Financial planning	Para Planner (Studying DFP)	Senior Para Planner (DFP Qualified)	Associate Financial Planner	Financial Planner (CFP Qualified)	Financial Planner (DFP Qualified - Practice)
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>Sydney</b> (Salary Range)	<b>50,000</b> 45,000 - 55,000	<b>65,000</b> 55,000 - 85,000	<b>60,000</b> 57,000 - 70,000	<b>100,000</b> 90,000 - 140,000	<b>85,000</b> 65,000 - 105,000
<b>Melbourne</b> (Salary Range)	<b>45,000</b> 40,000 - 55,000	<b>60,000</b> 50,000 - 70,000	<b>50,000</b> 45,000 - 60,000	<b>85,000</b> 80,000 - 100,000	<b>80,000</b> 70,000 - 90,000
<b>Brisbane</b> (Salary Range)	<b>45,000</b> 40,000 - 50,000	<b>50,000</b> 40,000 - 70,000	<b>50,000</b> 48,000 - 52,000	<b>80,000</b> 70,000 - 100,000	<b>80,000</b> 75,000 - 100,000
<b>Gold Coast</b> (Salary Range)	<b>40,000</b> 38,000 - 42,000	<b>48,000</b> 45,000 - 60,000	<b>47,000</b> 45,000 - 50,000	<b>80,000</b> 70,000 - 100,000	<b>75,000</b> 70,000 - 80,000
<b>Adelaide</b> (Salary Range)	<b>40,000</b> 35,000 - 45,000	<b>50,000</b> 45,000 - 55,000	<b>48,000</b> 42,000 - 55,000	<b>85,000</b> 75,000 - 100,000	<b>75,000</b> 55,000 - 90,000
<b>Canberra</b> (Salary Range)	<b>40,000</b> 35,000 - 45,000	<b>50,000</b> 45,000 - 55,000	<b>52,000</b> 45,000 - 60,000	<b>75,000</b> 65,000 - 85,000	<b>65,000</b> 55,000 - 75,000
<b>Perth</b> (Salary Range)	<b>50,000</b> 45,000 - 55,000	<b>60,000</b> 55,000 - 65,000	<b>45,000</b> 40,000 - 55,000	<b>80,000</b> 70,000 - 110,000	<b>70,000</b> 60,000 - 90,000
<b>Auckland</b> (Salary Range)	<b>47,000</b> 43,000 - 60,000	<b>58,000</b> 53,000 - 68,000	<b>63,000</b> 60,000 - 70,000	<b>90,000</b> 75,000 - 100,000	<b>80,000</b> 75,000 - 90,000
<b>Wellington</b> (Salary Range)	<b>47,000</b> 43,000 - 60,000	<b>58,000</b> 53,000 - 68,000	<b>63,000</b> 60,000 - 70,000	<b>90,000</b> 75,000 - 100,000	<b>75,000</b> 70,000 - 80,000

Financial planning	Financial Planner (DFP Qualified - Banking Ind.)	Practice Development Manager	Dealership Manager	Planning Assistant
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>Sydney</b> (Salary Range)	<b>92,000</b> 85,000 - 125,000	<b>85,000</b> 70,000 - 95,000	<b>150,000</b> 120,000 - 165,000	<b>45,000</b> 39,000 - 48,000
<b>Melbourne</b> (Salary Range)	<b>80,000</b> 70,000 - 90,000	<b>80,000</b> 70,000 - 90,000	<b>140,000</b> 120,000 - 160,000	<b>40,000</b> 36,000 - 44,000
<b>Brisbane</b> (Salary Range)	<b>80,000</b> 75,000 - 85,000	<b>75,000</b> 65,000 - 85,000	<b>120,000</b> 110,000 - 130,000	<b>38,000</b> 35,000 - 40,000
<b>Gold Coast</b> (Salary Range)	<b>80,000</b> 75,000 - 85,000	<b>75,000</b> 65,000 - 85,000	<b>120,000</b> 110,000 - 130,000	<b>38,000</b> 34,000 - 43,000
<b>Adelaide</b> (Salary Range)	<b>80,000</b> 65,000 - 100,000	<b>75,000</b> 65,000 - 80,000	<b>110,000</b> 100,000 - 120,000	<b>38,000</b> 35,000 - 42,000
<b>Canberra</b> (Salary Range)	<b>85,000</b> 65,000 - 90,000	<b>70,000</b> 60,000 - 80,000	<b>110,000</b> 100,000 - 120,000	<b>40,000</b> 35,000 - 45,000
<b>Perth</b> (Salary Range)	<b>70,000</b> 60,000 - 90,000	<b>85,000</b> 75,000 - 120,000	<b>150,000</b> 130,000 - 170,000	<b>40,000</b> 35,000 - 45,000
<b>Auckland</b> (Salary Range)	<b>85,000</b> 80,000 - 100,000	<b>85,000</b> 80,000 - 100,000	<b>140,000</b> 110,000 - 160,000	<b>50,000</b> 45,000 - 55,000
<b>Wellington</b> (Salary Range)	<b>85,000</b> 80,000 - 100,000	<b>85,000</b> 80,000 - 100,000	<b>140,000</b> 110,000 - 160,000	<b>50,000</b> 45,000 - 55,000

#### Typical Benefits

- Superannuation
  Education Costs
  Performance based bonuses

All Salaries are representative of the total package value

Package includes Superannuation

New Zealand Salaries are represented in New Zealand Dollars