

Bookkeepers	Bookkeeper	Senior Bookkeeper
	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	45,000 40,000 - 48,000	55,000 50,000 - 60,000
Melbourne (Remuneration Package Range)	45,000 42,000 - 48,000	55,000 50,000 - 60,000
Brisbane (Remuneration Package Range)	40,000 32,000 - 45,000	45,000 40,000 - 50,000
Gold Coast (Remuneration Package Range)	40,000 32,000 - 45,000	45,000 42,000 - 50,000
Adelaide (Remuneration Package Range)	38,000 35,000 - 40,000	42,000 38,000 - 45,000
Canberra (Remuneration Package Range)	43,000 38,000 - 45,000	50,000 45,000 - 55,000
Perth (Remuneration Package Range)	35,000 32,000 - 39,000	44,000 37,000 - 48,000
Newcastle (Remuneration Package Range)	40,000 35,000 - 42,000	42,000 38,000 - 45,000
Townsville (Remuneration Package Range)	35,000 32,000 - 38,000	44,000 38,000 - 48,000
Auckland (Remuneration Package Range)	41,000 35,000 - 45,000	45,000 36,000 - 46,000

Business services Undergraduates	0 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	35,000 28,000 - 38,000	40,000 35,000 - 45,000	42,000 35,000 - 45,000
Melbourne (Remuneration Package Range)	32,000 27,000 - 34,000	38,000 33,000 - 40,000	42,000 40,000 - 45,000
Brisbane (Remuneration Package Range)	24,000 22,000 - 25,000	29,000 24,000 - 32,000	33,000 24,000 - 35,000
Gold Coast (Remuneration Package Range)	26,000 25,000 - 28,000	32,000 30,000 - 34,000	35,000 34,000 - 38,000
Adelaide (Remuneration Package Range)	30,000 26,000 - 32,000	32,000 28,000 - 34,000	34,000 28,000 - 35,000
Canberra (Remuneration Package Range)	30,000 28,000 - 35,000	34,000 30,000 - 35,000	36,000 30,000 - 38,000
Perth (Remuneration Package Range)	25,000 21,000 - 29,000	35,000 30,000 - 40,000	41,000 34,000 - 46,000
Newcastle (Remuneration Package Range)	28,000 24,000 - 30,000	34,000 30,000 - 38,000	34,000 30,000 - 38,000
Townsville (Remuneration Package Range)	22,000 20,000 - 24,000	28,000 24,000 - 30,000	30,000 28,000 - 32,000
Auckland (Remuneration Package Range)	32,000 28,000 - 34,000	35,000 34,000 - 38,000	38,000 35,000 - 40,000
Wellington (Remuneration Package Range)	30,000 28,000 - 33,000	35,000 30,000 - 40,000	40,000 35,000 - 45,000

Typical Benefits

- Flexible Packaging
 Superannuation
 High level of training
 Study support for professional & academic studies
 Performance based bonuses

All Salaries are representative of the total package value

Package includes Superannuation

New Zealand Salaries are represented in New Zealand Dollars

Business services Graduates	No Experience	1 - 2 yrs Experience	3 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	35,000 30,000 - 38,000	44,000 35,000 - 46,000	48,000 42,000 - 50,000
Melbourne (Remuneration Package Range)	36,000 32,000 - 40,000	40,000 38,000 - 44,000	48,000 42,000 - 52,000
Brisbane (Remuneration Package Range)	32,000 27,000 - 35,000	36,000 30,000 - 37,000	42,000 35,000 - 45,000
Gold Coast (Remuneration Package Range)	30,000 27,000 - 35,000	36,000 35,000 - 40,000	42,000 40,000 - 48,000
Adelaide (Remuneration Package Range)	33,000 28,000 - 35,000	38,000 32,000 - 40,000	40,000 35,000 - 45,000
Canberra (Remuneration Package Range)	32,000 30,000 - 40,000	40,000 35,000 - 45,000	45,000 40,000 - 50,000
Perth (Remuneration Package Range)	33,500 29,000 - 36,000	39,500 34,000 - 42,000	45,500 39,000 - 50,000
Newcastle (Remuneration Package Range)	30,000 28,000 - 32,500	35,000 32,500 - 38,500	40,000 36,500 - 42,500
Townsville (Remuneration Package Range)	30,000 28,000 - 32,500	35,000 32,000 - 40,000	38,000 35,000 - 45,000
Auckland (Remuneration Package Range)	30,000 28,000 - 33,000	40,000 35,000 - 45,500	45,000 40,000 - 50,000
Wellington (Remuneration Package Range)	28,000 26,000 - 30,000	35,000 32,000 - 37,000	40,000 35,000 - 45,000

Business services (Typically CA/CPA Complete) Senior, Supervisor, Assistant Managers	2 - 4 yrs Experience	4 - 6 yrs Experience	6 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	55,000 48,000 - 62,000	65,000 60,000 - 70,000	75,000 65,000 - 80,000
Melbourne (Remuneration Package Range)	55,000 51,000 - 59,000	65,000 59,000 - 72,000	75,000 70,000 - 76,000
Brisbane (Remuneration Package Range)	50,000 42,000 - 55,000	55,000 48,000 - 57,000	65,000 55,000 - 70,000
Gold Coast (Remuneration Package Range)	48,000 45,000 - 50,000	50,000 48,000 - 57,000	60,000 55,000 - 63,000
Adelaide (Remuneration Package Range)	55,000 45,000 - 60,000	60,000 55,000 - 65,000	65,000 55,000 - 70,000
Canberra (Remuneration Package Range)	55,000 45,000 - 60,000	65,000 55,000 - 75,000	75,000 60,000 - 80,000
Perth (Remuneration Package Range)	53,000 45,000 - 58,000	61,000 50,000 - 70,000	68,000 56,000 - 75,000
Newcastle (Remuneration Package Range)	46,500 42,500 - 50,000	55,000 50,000 - 57,500	60,000 55,000 - 62,500
Townsville (Remuneration Package Range)	45,000 42,000 - 55,000	50,000 48,000 - 60,000	60,000 50,000 - 65,000
Auckland (Remuneration Package Range)	51,000 48,000 - 55,000	55,000 50,000 - 60,000	60,000 55,000 - 65,000
Wellington (Remuneration Package Range)	50,000 45,000 - 55,000	55,000 50,000 - 60,000	60,000 50,000 - 65,000

Typical Benefits

- Flexible Packaging
- Superannuation
- High level of training
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value Package includes Superannuation New Zealand Salaries are represented in New Zealand Dollars

Business services Managers, Senior Managers, Principals/Directors	Manager for 0 - 2 yrs	Senior Manager for 2 - 5 yrs	Principals / Directors
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	90,000 70,000 - 95,000	110,000 85,000 - 125,000	150,000 120,000+
Melbourne (Remuneration Package Range)	90,000 80,000 - 95,000	110,000 98,000 - 128,000	150,000 130,000+
Brisbane (Remuneration Package Range)	70,000 65,000 - 75,000	85,000 80,000 - 95,000	110,000 100,000+
Gold Coast (Remuneration Package Range)	70,000 63,000 - 75,000	85,000 75,000 - 90,000	110,000 100,000 - 120,000
Adelaide (Remuneration Package Range)	65,000 60,000 - 70,000	80,000 70,000 - 90,000	100,000 80,000 - 110,000
Canberra (Remuneration Package Range)	80,000 60,000 - 85,000	100,000 80,000 - 110,000	120,000 90,000 - 120,000+
Perth (Remuneration Package Range)	76,000 67,500 - 87,500	92,000 75,000 - 120,000	110,000 85,000 - 150,000
Newcastle (Remuneration Package Range)	68,500 65,000 - 70,000	95,000 90,000 - 110,000	130,000 100,000+
Townsville (Remuneration Package Range)	60,000 50,000 - 65,000	70,000 60,000 - 80,000	100,000 80,000 - 110,000
Auckland (Remuneration Package Range)	65,000 55,000 - 70,000	82,000 75,000 - 85,000	130,000 94,000 - 160,000
Wellington (Remuneration Package Range)	65,000 60,000 - 70,000	80,000 70,000 - 90,000	100,000 80,000 - 110,000

External / internal audit Undergraduates	0 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	34,000 28,000 - 36,000	40,000 35,000 - 45,000	45,000 40,000 - 50,000
Melbourne (Remuneration Package Range)	32,000 27,000 - 34,000	40,000 35,000 - 42,000	45,000 42,000 - 48,000
Brisbane (Remuneration Package Range)	28,000 22,000 - 30,000	32,000 27,000 - 35,000	37,000 31,000 - 38,000
Gold Coast (Remuneration Package Range)	28,000 22,000 - 30,000	29,000 25,000 - 30,000	33,000 25,000 - 37,000
Adelaide (Remuneration Package Range)	30,000 26,000 - 32,000	32,000 28,000 - 34,000	35,000 30,000 - 37,000
Canberra (Remuneration Package Range)	30,000 28,000 - 35,000	35,000 32,000 - 40,000	43,000 40,000 - 50,000
Perth (Remuneration Package Range)	27,000 23,500 - 29,500	36,000 29,000 - 40,000	42,000 35,000 - 47,000
Newcastle (Remuneration Package Range)	26,000 24,000 - 28,500	34,000 30,000 - 36,000	38,500 35,000 - 40,000
Townsville (Remuneration Package Range)	28,000 22,000 - 30,000	29,000 25,000 - 30,000	33,000 25,000 - 37,000
Auckland (Remuneration Package Range)	32,000 28,000 - 35,000	36,000 35,000 - 40,000	42,000 40,000 - 45,000
Wellington (Remuneration Package Range)	32,000 27,000 - 34,000	35,000 30,000 - 40,000	38,000 35,000 - 40,000

Typical Benefits

- Flexible Packaging
 Superannuation
 High level of training
 Study support for professional & academic studies
 Performance based bonuses

All Salaries are representative of the total package value

Package includes Superannuation

New Zealand Salaries are represented in New Zealand Dollars

PROFESSIONAL | PRACTICE

External / internal audit Graduates	No Experience	1 - 2 yrs Experience	3 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	37,500 30,000 - 38,000	42,000 35,000 - 45,000	50,000 40,000 - 55,000
Melbourne (Remuneration Package Range)	36,000 32,000 - 40,000	42,000 38,000 - 46,000	50,000 44,000 - 52,000
Brisbane (Remuneration Package Range)	32,000 27,000 - 34,000	35,000 30,000 - 36,000	40,000 36,000 - 42,000
Gold Coast (Remuneration Package Range)	30,000 29,000 - 37,000	35,000 34,000 - 38,000	40,000 36,000 - 42,000
Adelaide (Remuneration Package Range)	33,000 28,000 - 35,000	38,000 35,000 - 40,000	40,000 35,000 - 45,000
Canberra (Remuneration Package Range)	35,000 30,000 - 40,000	40,000 35,000 - 45,000	48,000 45,000 - 55,000
Perth (Remuneration Package Range)	34,000 30,000 - 36,000	40,000 36,000 - 44,000	45,500 38,500 - 50,000
Newcastle (Remuneration Package Range)	30,000 26,500 - 32,500	35,750 30,000 - 38,000	40,000 33,000 - 42,500
Townsville (Remuneration Package Range)	30,000 28,000 - 35,000	35,000 34,000 - 40,000	40,000 35,000 - 45,000
Auckland (Remuneration Package Range)	35,000 32,000 - 38,000	40,000 35,000 - 45,000	45,000 40,000 - 50,000
Wellington (Remuneration Package Range)	35,000 32,000 - 38,000	40,000 35,000 - 45,000	45,000 40,000 - 50,000

External / internal audit (Typically CA/CPA Complete) Senior, Supervisor, Assistant Managers	2 - 3 yrs Experience	3 - 5 yrs Experience	5 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	60,000 48,000 - 65,000	70,000 55,000 - 75,000	75,000 60,000 - 80,000
Melbourne (Remuneration Package Range)	52,000 47,000 - 55,000	65,000 57,000 - 70,000	74,000 70,000 - 76,000
Brisbane (Remuneration Package Range)	50,000 40,000 - 53,000	56,000 45,000 - 60,000	64,000 50,000 - 65,000
Gold Coast (Remuneration Package Range)	50,000 45,000 - 53,000	55,000 45,000 - 60,000	60,000 55,000 - 63,000
Adelaide (Remuneration Package Range)	50,000 45,000 - 55,000	60,000 50,000 - 65,000	65,000 55,000 - 70,000
Canberra (Remuneration Package Range)	55,000 45,000 - 60,000	65,000 55,000 - 75,000	70,000 65,000 - 90,000
Perth (Remuneration Package Range)	52,000 46,000 - 56,000	61,000 49,000 - 65,000	68,000 58,000 - 72,000
Newcastle (Remuneration Package Range)	50,000 45,000 - 55,000	55,000 50,000 - 65,000	60,000 55,000 - 65,000
Townsville (Remuneration Package Range)	50,000 45,000 - 55,000	55,000 50,000 - 65,000	60,000 55,000 - 65,000
Auckland (Remuneration Package Range)	52,000 48,000 - 55,000	60,000 50,000 - 62,000	65,000 55,000 - 67,000
Wellington (Remuneration Package Range)	50,000 45,000 - 55,000	55,000 50,000 - 65,000	60,000 55,000 - 65,000

Typical Benefits

- Flexible Packaging
- Superannuation
- High level of training
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value

Package includes Superannuation

New Zealand Salaries are represented in New Zealand Dollars

External / internal audit Managers, Senior Managers, Principals/Directors	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	85,000 70,000 - 90,000	110,000 90,000 - 120,000	140,000 120,000+
Melbourne (Remuneration Package Range)	90,000 80,000 - 95,000	110,000 100,000 - 128,000	140,000 130,000+
Brisbane (Remuneration Package Range)	70,000 60,000 - 80,000	85,000 75,000 - 90,000	115,000 100,000+
Gold Coast (Remuneration Package Range)	70,000 65,000 - 75,000	85,000 80,000 - 90,000	110,000 100,000 - 120,000
Adelaide (Remuneration Package Range)	68,000 60,000 - 70,000	80,000 70,000 - 85,000	100,000 85,000+
Canberra (Remuneration Package Range)	80,000 60,000 - 85,000	100,000 80,000 - 110,000	120,000 85,000+
Perth (Remuneration Package Range)	80,000 70,000 - 85,000	97,500 80,000 - 120,000	120,000 100,000+
Newcastle (Remuneration Package Range)	75,000 65,000 - 80,000	95,000 85,000 - 105,000	120,000 100,000+
Townsville (Remuneration Package Range)	62,000 60,000 - 65,000	80,000 70,000 - 85,000	100,000 85,000+
Auckland (Remuneration Package Range)	65,000 55,000 - 70,000	75,000 70,000 - 85,000	130,000 95,000 - 160,000
Wellington (Remuneration Package Range)	62,000 60,000 - 65,000	80,000 70,000 - 85,000	100,000 85,000+

IT audit Graduates	No Experience	1 - 2 yrs Experience	3 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	40,000 35,000 - 42,000	45,000 38,000 - 50,000	55,000 40,000 - 60,000
Melbourne (Remuneration Package Range)	40,000 38,000 - 44,000	45,000 42,000 - 50,000	55,000 50,000 - 60,000
Brisbane (Remuneration Package Range)	32,000 28,000 - 35,000	37,000 32,000 - 38,000	44,000 37,000 - 46,000
Gold Coast (Remuneration Package Range)	30,000 28,000 - 31,000	35,000 32,000 - 37,000	40,000 36,000 - 43,000
Adelaide (Remuneration Package Range)	33,000 28,000 - 35,000	38,000 35,000 - 40,000	42,000 35,000 - 45,000
Canberra (Remuneration Package Range)	35,000 32,000 - 40,000	40,000 35,000 - 45,000	50,000 42,000 - 55,000
Perth (Remuneration Package Range)	34,000 32,000 - 36,000	40,000 36,000 - 44,000	47,000 41,500 - 51,500
Newcastle (Remuneration Package Range)	34,000 28,000 - 38,000	35,750 30,000 - 40,000	45,000 40,000 - 50,000
Townsville (Remuneration Package Range)	30,000 28,000 - 31,000	35,000 32,000 - 37,000	40,000 37,000 - 42,000
Auckland (Remuneration Package Range)	35,000 30,000 - 38,000	46,000 45,000 - 47,000	55,000 50,000 - 60,000

Typical Benefits

- Flexible Packaging
 Superannuation
 High level of training
 Study support for professional & academic studies
 Performance based bonuses

IT audit (Typically CA/CPA Complete) Senior, Supervisor, Assistant Managers

	2½ - 3½ yrs Experience	3½ - 5 yrs Experience	5 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	65,000 60,000 - 70,000	75,000 65,000 - 80,000	85,000 70,000 - 90,000
Melbourne (Remuneration Package Range)	65,000 59,000 - 69,000	72,000 68,000 - 78,000	82,000 77,000 - 90,000
Brisbane (Remuneration Package Range)	51,000 44,000 - 54,000	56,000 50,000 - 60,000	65,000 57,000 - 68,000
Gold Coast (Remuneration Package Range)	48,000 47,000 - 53,000	54,000 50,000 - 56,000	60,000 55,000 - 63,000
Adelaide (Remuneration Package Range)	50,000 45,000 - 55,000	55,000 50,000 - 60,000	58,000 50,000+
Canberra (Remuneration Package Range)	65,000 60,000 - 70,000	75,000 70,000 - 80,000	85,000 70,000 - 100,000
Perth (Remuneration Package Range)	54,500 49,000 - 57,000	62,500 54,000 - 67,000	72,000 60,000 - 85,000
Newcastle (Remuneration Package Range)	55,000 50,000 - 60,000	64,000 60,000 - 70,000	72,000 65,000 - 75,000
Townsville (Remuneration Package Range)	48,000 47,000 - 53,000	53,000 50,000 - 60,000	57,000 54,000 - 64,000
Auckland (Remuneration Package Range)	60,000 55,000 - 80,000	70,000 65,000 - 90,000	80,000 70,000 - 100,000

IT audit Managers, Senior Managers, Principals/Directors

	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	110,000 90,000 - 120,000	140,000 90,000 - 150,000	145,000 130,000+
Melbourne (Remuneration Package Range)	110,000 95,000 - 120,000	140,000 120,000 - 150,000	145,000 135,000+
Brisbane (Remuneration Package Range)	80,000 70,000 - 85,000	90,000 80,000 - 95,000	115,000 100,000+
Gold Coast (Remuneration Package Range)	70,000 65,000 - 75,000	85,000 80,000 - 90,000	110,000 100,000 - 120,000
Adelaide (Remuneration Package Range)	67,000 60,000 - 72,000	78,000 70,000 - 90,000	100,000 70,000 - 120,000
Canberra (Remuneration Package Range)	80,000 70,000 - 90,000	90,000 80,000 - 120,000	130,000 110,000 - 160,000
Perth (Remuneration Package Range)	80,000 70,000 - 85,000	97,000 75,000 - 120,000	115,000 100,000+
Newcastle (Remuneration Package Range)	90,000 85,000 - 100,000	110,000 95,000 - 130,000	120,000 100,000+
Townsville (Remuneration Package Range)	65,000 60,000 - 70,000	78,000 70,000 - 90,000	100,000 70,000 - 120,000
Auckland (Remuneration Package Range)	70,000 60,000 - 75,000	90,000 80,000 - 110,000	120,000 98,000 - 150,000

Typical Benefits

- Flexible Packaging
- Superannuation
- High level of training
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value

Package includes Superannuation

New Zealand Salaries are represented in New Zealand Dollars

**Insolvency
Graduates**

	No Experience	1 - 2 yrs Experience	3 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	35,000 30,000 - 38,000	45,000 30,000 - 48,000	53,000 48,000 - 55,000
Melbourne (Remuneration Package Range)	36,000 32,000 - 40,000	42,000 38,000 - 46,000	52,000 44,000 - 60,000
Brisbane (Remuneration Package Range)	32,000 28,000 - 35,000	37,000 30,000 - 40,000	40,000 35,000 - 45,000
Gold Coast (Remuneration Package Range)	32,000 30,000 - 35,000	37,000 35,000 - 38,000	40,000 36,000 - 42,000
Adelaide (Remuneration Package Range)	32,000 28,000 - 33,000	36,000 35,000 - 40,000	40,000 38,000 - 50,000
Canberra (Remuneration Package Range)	32,000 30,000 - 40,000	40,000 35,000 - 45,000	45,000 40,000 - 50,000
Perth (Remuneration Package Range)	33,000 29,000 - 35,000	37,500 35,000 - 40,000	45,500 40,000 - 50,000
Newcastle (Remuneration Package Range)	30,000 25,000 - 35,000	38,500 35,000 - 40,000	42,500 38,000 - 45,000
Townsville (Remuneration Package Range)	32,000 28,000 - 33,000	36,000 35,000 - 40,000	40,000 38,000 - 50,000
Auckland (Remuneration Package Range)	35,000 30,000 - 38,000	42,000 38,000 - 45,000	48,000 42,000 - 50,000
Wellington (Remuneration Package Range)	32,000 28,000 - 33,000	36,000 35,000 - 40,000	40,000 38,000 - 50,000

**Insolvency
(Typically CA/CPA Complete) Senior,
Supervisor, Assistant Managers**

	2½ - 3½ yrs Experience	3½ - 5 yrs Experience	5 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	58,000 50,000 - 65,000	70,000 55,000 - 75,000	75,000 65,000 - 80,000
Melbourne (Remuneration Package Range)	58,000 54,000 - 62,000	68,000 62,000 - 72,000	75,000 72,000 - 78,000
Brisbane (Remuneration Package Range)	48,000 45,000 - 52,000	55,000 50,000 - 60,000	68,000 58,000 - 72,000
Gold Coast (Remuneration Package Range)	48,000 47,000 - 53,000	55,000 50,000 - 63,000	68,000 67,000 - 72,000
Adelaide (Remuneration Package Range)	45,000 40,000 - 48,000	55,000 50,000 - 60,000	65,000 55,000 - 70,000
Canberra (Remuneration Package Range)	55,000 45,000 - 60,000	62,000 55,000 - 65,000	72,000 55,000 - 90,000
Perth (Remuneration Package Range)	51,000 45,000 - 55,000	59,500 48,000 - 66,000	66,000 55,000 - 73,000
Newcastle (Remuneration Package Range)	50,000 45,000 - 52,000	52,500 45,000 - 55,000	62,500 58,000 - 65,000
Townsville (Remuneration Package Range)	45,000 40,000 - 48,000	55,000 50,000 - 60,000	65,000 55,000 - 70,000
Auckland (Remuneration Package Range)	50,000 45,000 - 55,000	60,000 48,000 - 66,000	65,000 54,000 - 72,000
Wellington (Remuneration Package Range)	45,000 40,000 - 48,000	55,000 50,000 - 60,000	65,000 55,000 - 70,000

Typical Benefits

- Flexible Packaging
 Superannuation
 High level of training
 Study support for professional & academic studies
 Performance based bonuses

All Salaries are representative of the total package value

Package includes Superannuation

New Zealand Salaries are represented in New Zealand Dollars

Insolvency Managers, Senior Managers, Principals/Directors

	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	85,000 70,000 - 90,000	110,000 85,000 - 120,000	135,000 125,000+
Melbourne (Remuneration Package Range)	90,000 80,000 - 95,000	110,000 98,000 - 124,000	135,000 125,000+
Brisbane (Remuneration Package Range)	75,000 65,000 - 80,000	90,000 80,000 - 95,000	110,000 100,000+
Gold Coast (Remuneration Package Range)	70,000 63,000 - 73,000	85,000 80,000 - 90,000	110,000 100,000 - 120,000
Adelaide (Remuneration Package Range)	64,000 55,000 - 70,000	80,000 65,000 - 85,000	100,000 90,000 - 120,000
Canberra (Remuneration Package Range)	80,000 60,000 - 85,000	100,000 80,000 - 110,000	120,000 90,000 - 120,000+
Perth (Remuneration Package Range)	77,500 70,000 - 83,000	92,000 77,500 - 115,000	114,000 90,000 - 150,000
Newcastle (Remuneration Package Range)	70,000 65,000 - 75,000	93,500 85,000 - 100,000	115,000 100,000+
Townsville (Remuneration Package Range)	60,000 55,000 - 65,000	75,000 65,000 - 80,000	100,000 90,000 - 120,000
Auckland (Remuneration Package Range)	80,000 70,000 - 95,000	100,000 95,000 - 130,000	130,000 100,000+
Wellington (Remuneration Package Range)	65,000 55,000 - 70,000	70,000 65,000 - 80,000	100,000 90,000 - 120,000

Tax consulting Graduates

	No Experience	1 - 2 yrs Experience	3 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	40,000 34,000 - 42,000	46,000 38,000 - 50,000	55,000 45,000 - 60,000
Melbourne (Remuneration Package Range)	42,000 40,000 - 44,000	46,000 42,000 - 54,000	55,000 52,000 - 60,000
Brisbane (Remuneration Package Range)	32,000 28,000 - 33,000	38,000 30,000 - 40,000	40,000 34,000 - 44,000
Gold Coast (Remuneration Package Range)	32,000 28,000 - 33,000	38,000 35,000 - 40,000	40,000 35,000 - 43,000
Adelaide (Remuneration Package Range)	33,000 28,000 - 35,000	38,000 35,000 - 40,000	40,000 35,000 - 45,000
Canberra (Remuneration Package Range)	32,000 30,000 - 40,000	40,000 35,000 - 45,000	45,000 40,000 - 50,000
Perth (Remuneration Package Range)	34,500 31,000 - 36,000	41,500 35,000 - 45,000	48,000 40,000 - 52,000
Newcastle (Remuneration Package Range)	32,500 28,000 - 35,000	38,000 35,000 - 40,000	44,500 40,000 - 46,000
Townsville (Remuneration Package Range)	32,000 28,000 - 35,000	38,000 35,000 - 40,000	40,000 35,000 - 43,000
Auckland (Remuneration Package Range)	35,000 28,000 - 38,000	40,000 35,000 - 42,000	50,000 42,000 - 52,000
Wellington (Remuneration Package Range)	32,000 28,000 - 33,000	35,000 33,000 - 42,000	40,000 35,000 - 45,000

Typical Benefits

- Flexible Packaging
- Superannuation
- High level of training
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value

Package includes Superannuation

New Zealand Salaries are represented in New Zealand Dollars

Tax consulting (Typically CA/CPA complete) Senior Supervisor, Assistant Manager	2 - 4 yrs Experience (post qual)	4 - 7 yrs Experience	7 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	65,000 58,000 - 75,000	80,000 70,000 - 85,000	90,000 70,000 - 95,000
Melbourne (Remuneration Package Range)	65,000 58,000 - 75,000	78,000 70,000 - 85,000	90,000 85,000 - 95,000
Brisbane (Remuneration Package Range)	55,000 45,000 - 58,000	63,000 50,000 - 65,000	68,000 50,000 - 70,000
Gold Coast (Remuneration Package Range)	50,000 45,000 - 55,000	60,000 45,000 - 63,000	66,000 65,000 - 72,000
Adelaide (Remuneration Package Range)	50,000 45,000 - 52,000	58,000 50,000 - 60,000	65,000 55,000 - 70,000
Canberra (Remuneration Package Range)	55,000 45,000 - 60,000	70,000 55,000 - 75,000	80,000 75,000 - 90,000
Perth (Remuneration Package Range)	61,500 50,000 - 68,000	70,000 58,000 - 78,000	75,000 67,000 - 80,000
Newcastle (Remuneration Package Range)	50,000 45,000 - 55,000	60,000 55,000 - 65,000	72,500 65,000 - 75,000
Townsville (Remuneration Package Range)	37,000 35,000 - 50,000	53,000 50,000 - 55,000	57,000 55,000 - 60,000
Auckland (Remuneration Package Range)	60,000 48,000 - 62,000	65,000 55,000 - 70,000	72,000 60,000 - 75,000
Wellington (Remuneration Package Range)	48,000 45,000 - 52,000	55,000 50,000 - 60,000	70,000 60,000 - 75,000

Tax consulting Including Managers, Senior Managers, Principals/Directors	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	100,000 85,000 - 110,000	140,000 125,000 - 150,000	180,000 160,000+
Melbourne (Remuneration Package Range)	100,000 90,000 - 115,000	140,000 120,000 - 155,000	180,000 170,000+
Brisbane (Remuneration Package Range)	80,000 70,000 - 85,000	95,000 85,000 - 100,000	130,000 100,000+
Gold Coast (Remuneration Package Range)	70,000 60,000 - 75,000	85,000 75,000 - 90,000	110,000 100,000 - 120,000
Adelaide (Remuneration Package Range)	68,000 62,000 - 70,000	80,000 70,000 - 90,000	100,000 95,000 - 140,000
Canberra (Remuneration Package Range)	80,000 65,000 - 85,000	100,000 80,000 - 110,000	120,000 90,000 - 120,000+
Perth (Remuneration Package Range)	85,000 68,000 - 92,000	110,000 88,000 - 120,000	135,000 110,000+
Newcastle (Remuneration Package Range)	72,500 65,000 - 75,000	110,000 95,000 - 120,000	135,000 100,000+
Townsville (Remuneration Package Range)	62,000 58,000 - 70,000	70,000 65,000 - 85,000	95,000 70,000 - 120,000
Auckland (Remuneration Package Range)	80,000 65,000 - 85,000	90,000 80,000 - 95,000	150,000 95,000 - 180,000
Wellington (Remuneration Package Range)	67,000 62,000 - 70,000	80,000 70,000 - 90,000	100,000 95,000 - 140,000

Typical Benefits

- Flexible Packaging
- Superannuation
- High level of training
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value

Package includes Superannuation

New Zealand Salaries are represented in New Zealand Dollars

PROFESSIONAL | PRACTICE

Corporate finance Graduates	0 - 1 year Experience	1 - 2 yrs Experience	3 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	45,000 40,000 - 47,000	55,000 50,000 - 60,000	65,000 60,000 - 70,000
Melbourne (Remuneration Package Range)	46,000 44,000 - 48,000	55,000 50,000 - 60,000	65,000 60,000 - 70,000
Brisbane (Remuneration Package Range)	32,000 28,000 - 35,000	38,000 32,000 - 40,000	43,000 35,000 - 45,000
Gold Coast (Remuneration Package Range)	32,000 30,000 - 35,000	38,000 36,000 - 40,000	43,000 40,000 - 45,000
Adelaide (Remuneration Package Range)	32,000 30,000 - 35,000	38,000 34,000 - 40,000	43,000 38,000 - 45,000
Canberra (Remuneration Package Range)	32,000 30,000 - 40,000	40,000 35,000 - 45,000	45,000 40,000 - 50,000
Perth (Remuneration Package Range)	35,000 32,000 - 37,000	41,500 36,000 - 46,000	47,500 42,000 - 52,000
Newcastle (Remuneration Package Range)	35,000 30,000 - 38,000	40,000 35,000 - 45,000	50,000 45,000 - 52,500
Auckland (Remuneration Package Range)	42,000 35,000 - 45,000	48,000 38,000 - 50,000	60,000 50,000 - 65,000
Wellington (Remuneration Package Range)	30,000 27,000 - 32,000	35,000 30,000 - 38,000	40,000 38,000 - 45,000

Corporate finance (Typically CA/CPA/SIA/MASTERS FINANCE) Senior, Supervisor, Assist. Managers	2 - 4 yrs Experience	4 - 6 yrs Experience	6 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	75,000 65,000 - 80,000	80,000 70,000 - 85,000	90,000 80,000 - 100,000
Melbourne (Remuneration Package Range)	75,000 70,000 - 78,000	80,000 78,000 - 85,000	90,000 85,000 - 98,000
Brisbane (Remuneration Package Range)	53,000 40,000 - 55,000	64,000 55,000 - 70,000	70,000 60,000 - 75,000
Gold Coast (Remuneration Package Range)	50,000 47,000 - 53,000	60,000 56,000 - 63,000	65,000 60,000 - 70,000
Adelaide (Remuneration Package Range)	50,000 45,000 - 55,000	60,000 55,000 - 65,000	65,000 60,000 - 70,000
Canberra (Remuneration Package Range)	55,000 45,000 - 60,000	70,000 55,000 - 75,000	80,000 55,000 - 90,000
Perth (Remuneration Package Range)	54,000 48,000 - 58,000	64,000 52,000 - 66,000	73,000 62,500 - 90,000
Newcastle (Remuneration Package Range)	55,000 50,000 - 60,000	60,000 55,000 - 65,000	72,250 65,000 - 75,000
Auckland (Remuneration Package Range)	65,000 55,000 - 85,000	75,000 70,000 - 80,000	85,000 80,000 - 110,000
Wellington (Remuneration Package Range)	45,000 40,000 - 50,000	55,000 50,000 - 58,000	60,000 55,000 - 65,000

Typical Benefits

- Flexible Packaging
- Superannuation
- High level of training
- Study support for professional & academic studies
- Performance based bonuses

Corporate finance
 Managers, Senior Managers,
 Principals/Directors

	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	120,000 100,000 - 140,000	160,000 120,000 - 180,000	200,000 150,000+
Melbourne (Remuneration Package Range)	115,000 90,000 - 125,000	155,000 125,000 - 165,000	200,000 170,000+
Brisbane (Remuneration Package Range)	75,000 70,000 - 80,000	95,000 85,000 - 100,000	110,000 100,000 +
Gold Coast (Remuneration Package Range)	70,000 65,000 - 75,000	80,000 75,000 - 90,000	110,000 100,000 - 120,000
Adelaide (Remuneration Package Range)	70,000 65,000 - 75,000	80,000 65,000 - 85,000	100,000 90,000 - 120,000
Canberra (Remuneration Package Range)	80,000 60,000 - 85,000	100,000 80,000 - 110,000	120,000 90,000 +
Perth (Remuneration Package Range)	87,500 74,000 - 94,000	105,000 82,500 - 125,000	125,000 100,000+
Newcastle (Remuneration Package Range)	100,000 90,000 - 110,000	140,000 110,000 - 155,000	170,000 125,000+
Auckland (Remuneration Package Range)	80,000 60,000 - 90,000	105,000 90,000 - 140,000	180,000 150,000 - 220,000
Wellington (Remuneration Package Range)	60,000 55,000 - 70,000	70,000 65,000 - 85,000	180,000 150,000 - 220,000+

Management consulting
 Graduates

	0 - 1 year Experience	1 - 2 yrs Experience	3 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	38,000 30,000 - 42,000	45,000 38,000 - 48,000	50,000 40,000 - 55,000
Melbourne (Remuneration Package Range)	36,000 32,000 - 40,000	40,000 38,000 - 42,000	48,000 42,000 - 50,000
Brisbane (Remuneration Package Range)	35,000 30,000 - 38,000	38,000 32,000 - 40,000	40,000 38,000 - 44,000
Gold Coast (Remuneration Package Range)	33,000 32,000 - 38,000	38,000 36,000 - 43,000	40,000 38,000 - 45,000
Adelaide (Remuneration Package Range)	33,000 28,000 - 35,000	38,000 30,000 - 40,000	40,000 35,000 - 45,000
Canberra (Remuneration Package Range)	35,000 30,000 - 40,000	42,000 40,000 - 45,000	48,000 45,000 - 55,000
Perth (Remuneration Package Range)	34,000 31,000 - 37,000	40,000 35,000 - 45,000	45,000 40,000 - 50,000
Newcastle (Remuneration Package Range)	32,250 28,500 - 35,000	38,000 35,000 - 40,000	42,250 38,000 - 45,000
Auckland (Remuneration Package Range)	35,000 30,000 - 38,000	43,000 38,000 - 45,000	50,000 45,000 - 55,000
Wellington (Remuneration Package Range)	32,000 28,000 - 35,000	38,000 30,000 - 40,000	40,000 35,000 - 45,000

Typical Benefits

- Flexible Packaging
 Superannuation
 High level of training
 Study support for professional & academic studies
 Performance based bonuses

PROFESSIONAL | PRACTICE

Management consulting (Typically CA/CPA complete) Senior, Supervisor, Assistant Managers

	2 - 4 yrs Experience	4 - 6 yrs Experience	6 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	58,000 52,000 - 62,000	70,000 58,000 - 72,000	90,000 75,000 - 95,000
Melbourne (Remuneration Package Range)	58,000 52,000 - 60,000	70,000 62,000 - 75,000	90,000 78,000 - 95,000
Brisbane (Remuneration Package Range)	50,000 40,000 - 54,000	61,000 55,000 - 65,000	70,000 55,000 - 75,000
Gold Coast (Remuneration Package Range)	48,000 45,000 - 52,000	55,000 50,000 - 60,000	65,000 60,000 - 70,000
Adelaide (Remuneration Package Range)	50,000 45,000 - 55,000	60,000 55,000 - 65,000	70,000 65,000+
Canberra (Remuneration Package Range)	55,000 45,000 - 60,000	65,000 55,000 - 75,000	85,000 75,000 - 90,000
Perth (Remuneration Package Range)	50,000 45,000 - 54,000	65,000 50,000 - 70,000	75,000 68,000+
Newcastle (Remuneration Package Range)	50,000 45,000 - 52,500	58,000 55,000 - 62,500	72,250 65,000 - 75,000
Auckland (Remuneration Package Range)	55,000 48,000 - 58,000	60,000 58,000 - 70,000	78,000 68,000 - 90,000
Wellington (Remuneration Package Range)	45,000 40,000 - 50,000	50,000 45,000 - 55,000	60,000 55,000 - 65,000

Management consulting Managers, Senior Managers, Principals/Directors

	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	95,000 75,000 - 100,000	130,000 95,000 - 150,000	170,000 145,000+
Melbourne (Remuneration Package Range)	94,000 90,000 - 108,000	130,000 110,000 - 145,000	152,000 140,000+
Brisbane (Remuneration Package Range)	80,000 70,000 - 85,000	95,000 85,000 - 100,000	115,000 100,000+
Gold Coast (Remuneration Package Range)	70,000 65,000 - 75,000	80,000 70,000 - 90,000	110,000 100,000 - 120,000
Adelaide (Remuneration Package Range)	75,000 60,000 - 80,000	90,000 75,000 - 95,000	110,000 95,000 - 120,000
Canberra (Remuneration Package Range)	80,000 65,000 - 85,000	90,000 70,000 - 120,000	130,000 85,000 - 130,000+
Perth (Remuneration Package Range)	83,000 70,000 - 100,000	98,500 80,000 - 120,000	120,000 100,000+
Newcastle (Remuneration Package Range)	75,000 70,000 - 80,000	105,000 95,000 - 115,000	145,000 120,000+
Auckland (Remuneration Package Range)	85,000 78,000 - 90,000	100,000 90,000 - 115,000	150,000 120,000 - 200,000
Wellington (Remuneration Package Range)	60,000 55,000 - 70,000	70,000 65,000 - 85,000	90,000 85,000 - 100,000

Typical Benefits

- Flexible Packaging
- Superannuation
- High level of training
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value

Package includes Superannuation

New Zealand Salaries are represented in New Zealand Dollars

Risk consulting Graduates	0 - 1 year Experience	1 - 2 yrs Experience	3 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	40,000 35,000 - 42,000	45,000 35,000 - 48,000	52,000 45,000 - 55,000
Melbourne (Remuneration Package Range)	40,000 38,000 - 45,000	45,000 42,000 - 50,000	50,000 48,000 - 58,000
Brisbane (Remuneration Package Range)	32,000 28,000 - 35,000	36,000 32,000 - 38,000	42,000 35,000 - 44,000
Gold Coast (Remuneration Package Range)	30,000 28,000 - 35,000	35,000 33,000 - 37,000	40,000 38,000 - 45,000
Adelaide (Remuneration Package Range)	32,000 28,000 - 34,000	35,000 32,000 - 38,000	40,000 33,000 - 45,000
Canberra (Remuneration Package Range)	35,000 30,000 - 40,000	42,000 40,000 - 45,000	48,000 45,000 - 55,000
Perth (Remuneration Package Range)	34,000 31,000 - 35,000	39,500 34,000 - 43,000	45,000 37,000 - 50,000
Newcastle (Remuneration Package Range)	34,000 28,000 - 38,000	38,250 30,000 - 40,000	45,000 40,000 - 50,000
Auckland (Remuneration Package Range)	38,000 35,000 - 40,000	45,000 40,000 - 48,000	50,000 48,000 - 55,000

Risk consulting (Typical CA/CPA complete) Senior, Supervisor, Assistant Managers	2 - 3 yrs Experience	3 - 5 yrs Experience	5 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	60,000 55,000 - 65,000	70,000 65,000 - 75,000	80,000 70,000 - 85,000
Melbourne (Remuneration Package Range)	55,000 50,000 - 60,000	68,000 60,000 - 73,000	80,000 72,000 - 85,000
Canberra (Remuneration Package Range)	45,000 42,000 - 55,000	60,000 55,000 - 75,000	70,000 65,000 - 90,000
Perth (Remuneration Package Range)	50,000 46,000 - 55,000	61,000 52,000 - 65,000	68,000 60,000 - 74,000
Newcastle (Remuneration Package Range)	50,000 45,000 - 52,500	55,000 50,000 - 60,000	65,000 60,000 - 70,000
Auckland (Remuneration Package Range)	60,000 50,000 - 70,000	70,000 60,000 - 85,000	80,000 75,000 - 90,000

Typical Benefits

- Flexible Packaging
- Superannuation
- High level of training
- Study support for professional & academic studies
- Performance based bonuses

Risk consulting Managers, Senior Managers, Principals/Directors	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	90,000 75,000 - 95,000	130,000 95,000 - 135,000	155,000 135,000+
Melbourne (Remuneration Package Range)	90,000 80,000 - 100,000	130,000 105,000 - 135,000	155,000 135,000+
Canberra (Remuneration Package Range)	75,000 60,000 - 80,000	100,000 65,000 - 120,000	130,000 85,000+
Perth (Remuneration Package Range)	80,000 70,000 - 85,000	97,500 80,000 - 120,000	120,000 100,000+
Newcastle (Remuneration Package Range)	72,250 65,000 - 75,000	100,000 90,000 - 110,000	127,500 110,000+
Auckland (Remuneration Package Range)	80,000 70,000 - 95,000	110,000 95,000 - 130,000	150,000 140,000 - 200,000

Typical Benefits

- Flexible Packaging
- Superannuation
- High level of training
- Study support for professional & academic studies
- Performance based bonuses

Practice administration	Accountant	Practice Manager	Finance Manager
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	75,000 60,000 - 82,000	85,000 70,000 - 95,000	100,000 75,000 - 120,000
Melbourne (Remuneration Package Range)	72,000 67,000 - 77,000	82,000 75,000 - 110,000	105,000 95,000 - 125,000
Brisbane (Remuneration Package Range)	50,000 44,000 - 55,000	70,000 60,000 - 75,000	75,000 60,000 - 80,000
Gold Coast (Remuneration Package Range)	50,000 48,000 - 53,000	60,000 58,000 - 63,000	65,000 60,000 - 70,000
Adelaide (Remuneration Package Range)	50,000 40,000 - 55,000	60,000 50,000 - 70,000	65,000 55,000 - 70,000
Canberra (Remuneration Package Range)	60,000 40,000 - 65,000	75,000 60,000 - 80,000	70,000 45,000 - 85,000
Perth (Remuneration Package Range)	55,000 45,000 - 65,000	67,500 45,000 - 100,000	67,500 45,000 - 85,000
Newcastle (Remuneration Package Range)	66,000 60,000 - 72,500	68,000 60,000 - 75,000	76,500 70,000 - 85,000
Townsville (Remuneration Package Range)	50,000 40,000 - 55,000	60,000 45,000 - 70,000	55,000 45,000 - 70,000
Auckland (Remuneration Package Range)	68,000 55,000 - 70,000	75,000 60,000 - 100,000	84,000 60,000 - 85,000
Wellington (Remuneration Package Range)	50,000 40,000 - 55,000	60,000 50,000 - 70,000	65,000 55,000 - 70,000

Typical Benefits

- Superannuation
- Education costs
- Performance based bonuses

Administration	Team Secretary	Office/Admin Manager	PA to Partner (1 on 1)	PA to Partners (2 or 3)
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
Sydney (Remuneration Package Range)	42,000 38,000 - 45,000	60,000 45,000 - 70,000	54,000 47,000 - 58,000	50,000 43,000 - 52,000
Melbourne (Remuneration Package Range)	45,000 40,000 - 48,000	64,000 55,000 - 70,000	55,000 50,000 - 62,000	50,000 45,000 - 54,000
Brisbane (Remuneration Package Range)	36,000 30,000 - 40,000	48,000 35,000 - 50,000	42,000 32,000 - 45,000	42,000 30,000 - 45,000
Gold Coast (Remuneration Package Range)	36,000 30,000 - 40,000	48,000 46,000 - 53,000	40,000 38,000 - 43,000	40,000 38,000 - 43,000
Adelaide (Remuneration Package Range)	35,000 32,000 - 37,000	45,000 40,000 - 50,000	40,000 37,000 - 43,000	40,000 38,000 - 45,000
Canberra (Remuneration Package Range)	45,000 40,000 - 50,000	60,000 50,000 - 70,000	50,000 45,000 - 55,000	50,000 45,000 - 55,000
Perth (Remuneration Package Range)	40,000 35,000 - 45,000	50,000 40,000 - 55,000	45,000 40,000 - 50,000	43,000 35,000 - 48,000
Newcastle (Remuneration Package Range)	32,500 28,750 - 35,000	50,000 40,000 - 55,000	42,500 38,500 - 45,000	38,000 35,000 - 40,000
Townsville (Remuneration Package Range)	35,000 32,000 - 37,000	40,000 35,000 - 50,000	40,000 37,000 - 43,000	40,000 38,000 - 45,000

Typical Benefits

- Flexible Packaging
- Superannuation
- High level of training
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value

Package includes Superannuation

New Zealand Salaries are represented in New Zealand Dollars