



## Australia

### Market changes

Previous levels of candidate demand abated noticeably during late 2008 as the impact of the global financial crisis reached commerce and industry, the profession, and to a lesser extent the public sector.

Within commerce, business confidence was adversely affected and many organisations slowed their hiring activities; in most cases recruitment occurred in response to natural attrition, thus headcount was maintained without growth. A number of long-term projects were placed on hold pending improved business conditions. With workload demands high, headcount restrictions are unlikely to be sustainable long term.

Many mid to large sized practices made redundancies, particularly in the areas of tax, corporate finance and advisory, superannuation and audit. Opportunities for candidates with insolvency, forensic accounting and restructuring experience did however increase.

Some smaller practices took advantage of current conditions to aggressively pursue business development and market share. A greater number of clients changed their preferred accounting firm, often due to fee pressure, and as a result some firms experienced strong growth. Graduate recruitment reduced significantly.

An established and growing client base, stability and a well-resourced team are the prime motivators for candidates when seeking their next role in the profession. This is a dramatic shift from salary and firm size which previously dominated decision-making.

A relatively high influx of quality candidates returned from overseas, in particular the UK.

### Changes to recruitment practices

Both commerce and professional practice employers adopted a more structured and practical approach to recruitment in response to current market conditions. The recruitment process lengthened, with employers taking their time to make valued judgements. Employers also became more inclined to look for stability in a candidate's employment history in addition to technical skills and cultural fit.

For many organisations, and as a natural reaction to today's market, there has been a sudden and overt shift to temporary

assignments rather than permanent recruiting. This allows a business to overcome workload peaks while simultaneously maintaining a degree of flexibility for the future. It also provides an opportunity for the candidate to increase their skills and professional experience.

Within the profession there was a sharp decline in overseas candidate sourcing, with few firms considering sponsorship. Interstate applicants are expected to fund their own travel costs to attend interviews and in many cases their own relocation costs.

### Positions in demand

Candidates with project accounting and business strategy experience are required as employers look at ways to improve business models and reduce costs. Risk and compliance are high on many companies' agendas, particularly from an analytical and business strategy viewpoint.

Project accountants, candidates with proven experience in system implementation and integration, and those with recent exposure to joint venture accounting are highly sought after. In line with previous years, there is an ongoing demand for corporate tax accountants, either from within industry or those making a move from professional practice.

The chronic shortage of credit controllers, accounts receivable and experienced payroll officers and managers remains and organisations are maintaining a clear focus on retaining staff in these areas. Senior executives in the oil & gas, public and not-for-profit sectors also remain in demand.

Professional practice demand has decreased in all areas, except for insolvency practitioners at the supervisor, manager and senior manager levels and within restructuring. As firms build their fee base, business services and audit partners with transferable clients and strong local networks are highly regarded.

In Melbourne and Adelaide demand remains for strong senior accountants in business services with experience reviewing work papers and managing workflow. Sydney, Hobart and Perth employers need audit seniors, supervisors and managers.

Temporary assignments have increased to assist practices through busy periods or when a permanent hire is unjustifiable.

### Public sector trends

The public sector has been a beneficiary of current economic conditions, with many candidates believing it offers genuine career growth and security. The government's highly publicised commitment to infrastructure has also seen many candidates redefine the scope of their job search to include the public sector.

### Salary movements

Salaries continued their upward movement in mid 2008, but by September the market had readjusted and salaries had stabilised. This trend continued into 2009 and has impacted all areas of the qualified and unqualified market. In addition, the broader choice of candidates for vacancies produced a more balanced supply and demand ratio, which impacted salaries accordingly.

The exception has been internal audit in Melbourne, which saw the only notable salary increases at the financial executive level. For example, typical salaries increased for a senior internal auditor by 15%, an internal audit manager by 13% and an internal auditor by 12%. At the accounting support level it was accounts clerks/payables in Adelaide for whom salary increases occurred. For example, typical salaries increased for an experienced supervisor accounts payable by 9%, a manager accounts payable by 8%, a general accounts clerk payables/receivables by 7% and a senior clerk accounts payable by 4%.

The profession saw a distinct reduction in the offering of inflated salaries and sign-on bonuses are a thing of the past. Annual salary increases of 10% or more have been replaced by a much lower figure, with some firms cancelling salary increases this year. Only truly exceptional performers receive salary review increases or increases when moving firms.

Insolvency saw some of the few instances of salary increases. For example, the typical salaries increased for a graduate (1-2 years experience) in Sydney by 4% and regional NSW by 10%. For a senior with 6 or more years experience in Perth it increased 13%. Corporate finance in Canberra and management consulting in Sydney and regional NSW also received some notable increases.

## Advice to candidates

Be realistic in your job function and salary expectations. Understand that the market has changed and employers have more choice, so your CV is a sales tool that needs to be specific and relevant to each role.

Your interview preparation and techniques will also affect your success in obtaining a role, so research the company or firm prior and demonstrate your technical knowledge. Expect a lengthier and more challenging interview process, sell yourself and show what you can bring to a new employer.

Employers are less likely to enter into salary negotiations once an offer of employment is made, so consider the situation carefully before trying to negotiate!

## New Zealand

### Market changes

Many New Zealand businesses struggled with the effects of the local recession, declining domestic business confidence and growing international pessimism over the world economy. Nevertheless commercial businesses in most sectors still seek qualified and experienced accountancy professionals, while firms still consider exceptional candidates for speculative roles. Business recovery and insolvency vacancies increased.

### Changes to recruitment practices

While demand remains strong, commerce has adopted a more cautious approach to hiring practices. The time between interview, selection and offer increased, and there is a growing insistence that new recruits meet all criteria. Industry specific expertise or proficiency in a particular system is commonly required.

With decisions taking longer, those companies in a position to identify, interview and hire candidates swiftly can differentiate themselves and secure the very best talent. This is where accounting firms shine. Many use the increased advantage of candidate availability to recruit quality staff for future requirements and often offer candidates after first interview. This leaves slower organisations behind in what can still be described as a race for the best talent.

As in Australia the use of temporary assignments has increased.

## Positions in demand

Within commerce and industry, and despite current caution, many companies remain focused on attracting the best talent, particularly those candidates capable of assisting executive decision making and immediately impacting the bottom line by maximising profitability and minimising costs.

Management accountants, cost accountants and financial and performance analysts with a NZCA qualification are all in high demand, in particular those with extensive experience in the manufacturing or FMCG industries. Candidates with technical skills, for example financial accountants with knowledge of IFRS and technical accounting, and specialists to manage credit risk and collect bad debt, are also required.

Within the profession, tax remains a skill in demand. Firms are recruiting experienced auditors despite an overall reduction in work levels, while the Big 4 and 2nd tier firms are growing their corporate finance teams and require business recovery, insolvency and risk professionals.

## Salary movements

Our Salary Survey shows that even for roles where candidate demand remains high, salary increases were rare. The exceptions of note occurred for Corporate Accountants, with typical salaries increasing by 7% in Auckland and 6% in Christchurch/Wellington (organisations up to \$500m) and Financial Accountants, increasing by 7% in Auckland and Christchurch/Wellington (up to \$50m). Typical salaries for Management Accountants and Finance Managers in Christchurch/Wellington and Treasury Accountants and Commercial Managers in Auckland also rose.

At the accounting support level it was non-CPA/CA qualified Accountants and degree qualified Assistant Accountants in Auckland that experienced the increases.

Within professional practice, salaries started to plateau. Insolvency and business services were exceptions. For example, typical salaries rose for a Business Services Graduate with 1-2 years experience in Auckland by 14% and for a Business Services Manager with up to 2 years experience in Christchurch/Wellington by 12%. Typical salaries rose for an Insolvency Graduate with 3 or more years experience in Christchurch/Wellington by 11% and for an Insolvency Senior with 4-5 years experience in Auckland by 13%.

Salary is not the only driving factor in attraction and retention, with many firms now selling their business better. Benefits such as car parking, a career progression plan, loyalty leave and improved performance reviews are also common offerings. The use of performance-based bonuses has increased.

## Advice to candidates

Candidates should focus on promoting their skills and achievements while demonstrating their ability to contribute positively to the bottom line. Be prepared for a lengthy and detailed recruitment process and extensively research the company.

Salary should not be your motivating factor for seeking a new role. Consider the potential longevity of a position and your cultural fit to the organisation. Regularly changing jobs to chase higher salaries is not viewed favourably as your commitment is questionable. Furthermore, the number of available candidates means a salary increase for simply changing roles is now unrealistic.

# COMMERCE & INDUSTRY | FINANCIAL EXECUTIVES

## Senior Qualified Accountants

**Finance Director / CFO**  
(Turnover up to \$50m)

**Finance Director / CFO**  
(Turnover \$50m - \$150m)

**Finance Director / CFO**  
(Turnover > \$150m)

Typical Salary

Typical Salary

Typical Salary

<b>NSW - Sydney</b> (Salary Range)	<b>175,000</b> 140,000 - 200,000	<b>220,000</b> 170,000 - 240,000	<b>260,000</b> 210,000 - 280,000
<b>NSW - Regional</b> (Salary Range)	<b>140,000</b> 130,000 - 160,000	<b>150,000</b> 130,000 - 160,000	<b>170,000</b> 150,000+
<b>VIC - Melbourne</b> (Salary Range)	<b>175,000</b> 115,000 - 225,000	<b>225,000</b> 155,000 - 260,000	<b>260,000</b> 200,000+
<b>QLD - Brisbane and Gold Coast</b> (Salary Range)	<b>125,000</b> 100,000 - 150,000	<b>175,000</b> 120,000 - 200,000	<b>250,000</b> 180,000+
<b>QLD - Regional</b> (Salary Range)	<b>115,000</b> 90,000 - 140,000	<b>145,000</b> 110,000 - 180,000	<b>170,000</b> 150,000+
<b>SA - Adelaide</b> (Salary Range)	<b>120,000</b> 110,000 - 140,000	<b>150,000</b> 130,000 - 170,000	<b>175,000</b> 160,000+
<b>WA - Perth</b> (Salary Range)	<b>160,000</b> 140,000 - 180,000	<b>200,000</b> 160,000 - 230,000	<b>250,000</b> 240,000+
<b>ACT - Canberra</b> (Salary Range)	<b>150,000</b> 140,000 - 160,000	<b>175,000</b> 160,000 - 200,000	<b>220,000</b> 200,000+
<b>TAS - Hobart</b> (Salary Range)	<b>105,000</b> 85,000 - 125,000	<b>125,000</b> 90,000 - 150,000	<b>160,000</b> 120,000+
<b>NT - Darwin</b> (Salary Range)	<b>130,000</b> 120,000 - 145,000	<b>150,000</b> 135,000 - 160,000	<b>165,000</b> 135,000+
<b>NZ - Auckland</b> (Salary Range)	<b>120,000</b> 90,000 - 150,000	<b>150,000</b> 110,000 - 180,000	<b>190,000</b> 140,000 - 250,000
<b>NZ - Christchurch / Wellington</b> (Salary Range)	<b>120,000</b> 90,000 - 180,000	<b>150,000</b> 110,000 - 200,000	<b>190,000</b> 140,000 - 270,000

## Senior Qualified Accountants

**Financial Controller**  
(Turnover up to \$50m)

**Financial Controller**  
(Turnover \$50m - \$150m)

**Financial Controller**  
(Turnover > \$150m)

Typical Salary

Typical Salary

Typical Salary

<b>NSW - Sydney</b> (Salary Range)	<b>135,000</b> 100,000 - 150,000	<b>155,000</b> 125,000 - 170,000	<b>200,000</b> 150,000 - 250,000
<b>NSW - Regional</b> (Salary Range)	<b>125,000</b> 115,000 - 135,000	<b>135,000</b> 120,000 - 145,000	<b>150,000</b> 130,000 - 160,000+
<b>VIC - Melbourne</b> (Salary Range)	<b>125,000</b> 90,000 - 160,000	<b>135,000</b> 105,000 - 165,000	<b>170,000</b> 150,000 - 240,000
<b>QLD - Brisbane and Gold Coast</b> (Salary Range)	<b>110,000</b> 90,000 - 125,000	<b>130,000</b> 100,000 - 140,000	<b>150,000</b> 100,000 - 185,000
<b>QLD - Regional</b> (Salary Range)	<b>100,000</b> 80,000 - 115,000	<b>115,000</b> 100,000 - 135,000	<b>125,000</b> 110,000 - 180,000
<b>SA - Adelaide</b> (Salary Range)	<b>100,000</b> 90,000 - 115,000	<b>120,000</b> 110,000 - 140,000	<b>150,000</b> 130,000 - 170,000
<b>WA - Perth</b> (Salary Range)	<b>130,000</b> 110,000 - 160,000	<b>150,000</b> 130,000 - 180,000	<b>180,000</b> 175,000 - 220,000+
<b>ACT - Canberra</b> (Salary Range)	<b>110,000</b> 100,000 - 120,000	<b>125,000</b> 120,000 - 140,000	<b>150,000</b> 140,000 - 180,000
<b>TAS - Hobart</b> (Salary Range)	<b>85,000</b> 70,000 - 95,000	<b>100,000</b> 80,000 - 130,000	<b>125,000</b> 90,000 - 150,000
<b>NT - Darwin</b> (Salary Range)	<b>120,000</b> 110,000 - 130,000	<b>130,000</b> 120,000 - 150,000	<b>145,000</b> 125,000 - 160,000
<b>NZ - Auckland</b> (Salary Range)	<b>110,000</b> 90,000 - 120,000	<b>130,000</b> 110,000 - 170,000	<b>150,000</b> 120,000 - 200,000
<b>NZ - Christchurch / Wellington</b> (Salary Range)	<b>100,000</b> 80,000 - 115,000	<b>120,000</b> 100,000 - 140,000	<b>150,000</b> 120,000 - 200,000

### Typical Benefits

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

All Salaries shown exclude superannuation

New Zealand Salaries are represented in New Zealand Dollars

Senior Qualified Accountants	Finance Manager (Turnover up to \$50m)	Finance Manager (Turnover \$50m - \$150m)	Finance Manager (Turnover > \$150m)
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>130,000</b> 90,000 - 140,000	<b>145,000</b> 100,000 - 160,000	<b>160,000</b> 130,000 - 180,000
NSW - Regional (Salary Range)	<b>105,000</b> 85,000 - 110,000	<b>110,000</b> 100,000 - 115,000	<b>125,000</b> 110,000 - 140,000
VIC - Melbourne (Salary Range)	<b>125,000</b> 95,000 - 130,000	<b>130,000</b> 100,000 - 150,000	<b>150,000</b> 120,000 - 160,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>100,000</b> 75,000 - 110,000	<b>120,000</b> 95,000 - 125,000	<b>140,000</b> 110,000 - 145,000
QLD - Regional (Salary Range)	<b>95,000</b> 75,000 - 110,000	<b>110,000</b> 85,000 - 120,000	<b>120,000</b> 100,000 - 150,000
SA - Adelaide (Salary Range)	<b>95,000</b> 85,000 - 105,000	<b>120,000</b> 100,000 - 135,000	<b>140,000</b> 125,000 - 150,000
WA - Perth (Salary Range)	<b>130,000</b> 110,000 - 140,000	<b>140,000</b> 120,000 - 160,000	<b>155,000</b> 130,000 - 170,000
ACT - Canberra (Salary Range)	<b>110,000</b> 90,000 - 120,000	<b>120,000</b> 110,000 - 130,000	<b>140,000</b> 120,000 - 160,000
TAS - Hobart (Salary Range)	<b>90,000</b> 70,000 - 100,000	<b>100,000</b> 70,000 - 110,000	<b>130,000</b> 90,000 - 130,000
NT - Darwin (Salary Range)	<b>100,000</b> 90,000 - 110,000	<b>115,000</b> 100,000 - 130,000	<b>125,000</b> 115,000 - 132,500
NZ - Auckland (Salary Range)	<b>95,000</b> 85,000 - 105,000	<b>110,000</b> 90,000 - 120,000	<b>130,000</b> 100,000 - 150,000
NZ - Christchurch / Wellington (Salary Range)	<b>90,000</b> 80,000 - 100,000	<b>105,000</b> 90,000 - 120,000	<b>130,000</b> 100,000 - 150,000

### Typical Benefits

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

All Salaries shown exclude superannuation

New Zealand Salaries are represented in New Zealand Dollars

# COMMERCE & INDUSTRY | FINANCIAL EXECUTIVES

## Senior Qualified Accountants

Commercial Manager (Turnover up to \$50m)	Commercial Manager (Turnover \$50m - \$150m)	Commercial Manager (Turnover > \$150m)
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Typical Salary	Typical Salary	Typical Salary
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NSW - Sydney (Salary Range)	<b>140,000</b> 100,000 - 150,000	<b>165,000</b> 110,000 - 180,000	<b>190,000</b> 150,000 - 220,000+
NSW - Regional (Salary Range)	<b>130,000</b> 120,000 - 140,000	<b>140,000</b> 130,000 - 150,000	<b>150,000</b> 130,000 - 190,000
VIC - Melbourne (Salary Range)	<b>100,000</b> 90,000 - 110,000	<b>140,000</b> 100,000 - 170,000	<b>185,000</b> 155,000 - 250,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>130,000</b> 120,000 - 150,000	<b>150,000</b> 130,000 - 160,000	<b>190,000</b> 150,000 - 220,000
QLD - Regional (Salary Range)	<b>120,000</b> 100,000 - 140,000	<b>135,000</b> 110,000 - 160,000	<b>170,000</b> 130,000 - 220,000
SA - Adelaide (Salary Range)	<b>125,000</b> 110,000 - 135,000	<b>150,000</b> 130,000 - 160,000	<b>160,000+</b> 150,000 - 200,000
WA - Perth (Salary Range)	<b>145,000</b> 110,000 - 160,000	<b>175,000</b> 160,000 - 200,000	<b>220,000</b> 175,000 - 230,000+
ACT - Canberra (Salary Range)	<b>115,000</b> 100,000 - 130,000	<b>130,000</b> 120,000 - 140,000	<b>150,000</b> 140,000 - 170,000
TAS - Hobart (Salary Range)	<b>80,000</b> 70,000 - 110,000	<b>95,000</b> 80,000 - 120,000	<b>120,000</b> 90,000 - 130,000
NT - Darwin (Salary Range)	<b>120,000</b> 110,000 - 130,000	<b>145,000</b> 120,000 - 160,000	<b>155,000</b> 140,000 - 170,000
NZ - Auckland (Salary Range)	<b>100,000</b> 80,000 - 120,000	<b>130,000</b> 100,000 - 160,000	<b>160,000</b> 120,000 - 200,000
NZ - Christchurch / Wellington (Salary Range)	<b>90,000</b> 80,000 - 110,000	<b>100,000</b> 90,000 - 120,000	<b>120,000</b> 110,000 - 170,000

## Senior Qualified Accountants

Group Accountant (Turnover up to \$100m)	Group Accountant (Turnover up to \$500m)	Group Accountant (Turnover > \$500m)
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Typical Salary	Typical Salary	Typical Salary
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NSW - Sydney (Salary Range)	<b>110,000</b> 90,000 - 120,000	<b>120,000</b> 90,000 - 140,000	<b>130,000</b> 100,000 - 150,000
NSW - Regional (Salary Range)	<b>90,000</b> 80,000 - 100,000	<b>100,000</b> 90,000 - 110,000	<b>110,000</b> 90,000 - 120,000
VIC - Melbourne (Salary Range)	<b>100,000</b> 90,000 - 115,000	<b>115,000</b> 100,000 - 130,000	<b>130,000</b> 115,000 - 140,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>85,000</b> 80,000 - 90,000	<b>95,000</b> 85,000 - 100,000	<b>110,000</b> 90,000 - 120,000
QLD - Regional (Salary Range)	<b>76,000</b> 70,000 - 95,000	<b>85,000</b> 75,000 - 110,000	<b>95,000</b> 90,000 - 125,000
SA - Adelaide (Salary Range)	<b>90,000</b> 85,000 - 110,000	<b>110,000</b> 100,000 - 125,000	<b>125,000</b> 120,000 - 135,000
WA - Perth (Salary Range)	<b>110,000</b> 95,000 - 130,000	<b>120,000</b> 110,000 - 140,000	<b>130,000</b> 120,000 - 150,000
ACT - Canberra (Salary Range)	<b>95,000</b> 80,000 - 110,000	<b>110,000</b> 100,000 - 120,000	<b>110,000</b> 100,000 - 130,000
TAS - Hobart (Salary Range)	<b>66,000</b> 60,000 - 85,000	<b>85,000</b> 70,000 - 100,000	<b>100,000</b> 80,000 - 120,000
NT - Darwin (Salary Range)	<b>95,000</b> 90,000 - 100,000	<b>110,000</b> 100,000 - 120,000	<b>120,000</b> 115,000 - 125,000
NZ - Auckland (Salary Range)	<b>85,000</b> 75,000 - 95,000	<b>95,000</b> 85,000 - 105,000	<b>110,000</b> 90,000 - 120,000
NZ - Christchurch / Wellington (Salary Range)	<b>85,000</b> 75,000 - 95,000	<b>95,000</b> 85,000 - 105,000	<b>110,000</b> 90,000 - 120,000

### Typical Benefits

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

All Salaries shown exclude superannuation

New Zealand Salaries are represented in New Zealand Dollars

Senior Qualified Accountants	Divisional Accountant (Turnover up to \$100m)	Divisional Accountant (Turnover up to \$500m)	Divisional Accountant (Turnover > \$500m)	Project Accountant
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>95,000</b> 70,000 - 100,000	<b>110,000</b> 80,000 - 120,000	<b>120,000</b> 100,000 - 140,000	<b>100,000</b> 85,000 - 115,000
NSW - Regional (Salary Range)	<b>90,000</b> 85,000 - 95,000	<b>100,000</b> 90,000 - 110,000	<b>110,000</b> 100,000 - 120,000	<b>95,000</b> 85,000 - 110,000
VIC - Melbourne (Salary Range)	<b>90,000</b> 70,000 - 95,000	<b>100,000</b> 85,000 - 110,000	<b>110,000</b> 100,000 - 125,000	<b>110,000</b> 95,000 - 120,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>85,000</b> 80,000 - 90,000	<b>98,000</b> 90,000 - 105,000	<b>110,000</b> 100,000 - 120,000	<b>95,000</b> 90,000 - 120,000
QLD - Regional (Salary Range)	<b>65,000</b> 55,000 - 75,000	<b>75,000</b> 65,000 - 85,000	<b>85,000</b> 70,000 - 100,000	<b>75,000</b> 70,000 - 85,000
SA - Adelaide (Salary Range)	<b>80,000</b> 70,000 - 90,000	<b>90,000</b> 80,000 - 100,000	<b>100,000</b> 90,000 - 115,000	<b>110,000</b> 85,000 - 115,000
WA - Perth (Salary Range)	<b>110,000</b> 85,000 - 130,000	<b>120,000</b> 90,000 - 130,000	<b>125,000</b> 110,000 - 130,000	<b>115,000</b> 100,000 - 130,000
ACT - Canberra (Salary Range)	<b>90,000</b> 80,000 - 95,000	<b>100,000</b> 90,000 - 110,000	<b>120,000</b> 110,000 - 120,000	<b>110,000</b> 80,000 - 110,000
TAS - Hobart (Salary Range)	<b>60,000</b> 50,000 - 77,000	<b>72,000</b> 60,000 - 90,000	<b>85,000</b> 70,000 - 120,000	<b>75,000</b> 65,000 - 80,000
NT - Darwin (Salary Range)	<b>80,000</b> 75,000 - 85,000	<b>85,000</b> 82,500 - 95,000	<b>95,000</b> 88,000 - 105,000	<b>100,000</b> 90,000 - 110,000
NZ - Auckland (Salary Range)	<b>80,000</b> 70,000 - 90,000	<b>90,000</b> 80,000 - 100,000	<b>100,000</b> 80,000 - 120,000	<b>90,000</b> 80,000 - 110,000
NZ - Christchurch / Wellington (Salary Range)	<b>80,000</b> 70,000 - 90,000	<b>90,000</b> 80,000 - 100,000	<b>100,000</b> 80,000 - 120,000	<b>85,000</b> 75,000 - 95,000

Senior Qualified Accountants	Corporate Accountant (Turnover up to \$100m)	Corporate Accountant (Turnover up to \$500m)	Corporate Accountant (Turnover > \$500m)
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>100,000</b> 90,000 - 110,000	<b>112,000</b> 90,000 - 120,000	<b>120,000</b> 115,000 - 130,000
NSW - Regional (Salary Range)	<b>80,000</b> 75,000 - 85,000	<b>90,000</b> 85,000 - 95,000	<b>100,000</b> 85,000 - 110,000
VIC - Melbourne (Salary Range)	<b>95,000</b> 80,000 - 100,000	<b>110,000</b> 90,000 - 115,000	<b>120,000</b> 105,000 - 130,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>95,000</b> 90,000 - 100,000	<b>110,000</b> 100,000 - 120,000	<b>120,000</b> 110,000 - 130,000
QLD - Regional (Salary Range)	<b>70,000</b> 50,000 - 78,000	<b>78,000</b> 55,000 - 80,000	<b>82,000</b> 60,000 - 90,000
SA - Adelaide (Salary Range)	<b>80,000</b> 70,000 - 90,000	<b>90,000</b> 80,000 - 100,000	<b>100,000</b> 90,000 - 115,000
WA - Perth (Salary Range)	<b>100,000</b> 90,000 - 120,000	<b>110,000</b> 100,000 - 130,000	<b>115,000</b> 120,000 - 150,000
ACT - Canberra (Salary Range)	<b>90,000</b> 75,000 - 85,000	<b>85,000</b> 80,000 - 90,000	<b>90,000</b> 90,000 - 100,000
TAS - Hobart (Salary Range)	<b>70,000</b> 60,000 - 80,000	<b>80,000</b> 70,000 - 90,000	<b>95,000</b> 80,000 - 100,000
NT - Darwin (Salary Range)	<b>80,000</b> 70,000 - 85,000	<b>85,000</b> 80,000 - 95,000	<b>95,000</b> 90,000 - 105,000
NZ - Auckland (Salary Range)	<b>75,000</b> 65,000 - 85,000	<b>80,000</b> 65,000 - 90,000	<b>90,000</b> 80,000 - 110,000
NZ - Christchurch / Wellington (Salary Range)	<b>75,000</b> 65,000 - 85,000	<b>85,000</b> 70,000 - 90,000	<b>95,000</b> 80,000 - 110,000

### Typical Benefits

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

All Salaries shown exclude superannuation

New Zealand Salaries are represented in New Zealand Dollars

# COMMERCE & INDUSTRY | FINANCIAL EXECUTIVES

## Senior Qualified Accountants

Financial Accountant (Turnover up to \$50m)	Financial Accountant (Turnover up to \$150m)	Financial Accountant (Turnover > \$150m)
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Typical Salary	Typical Salary	Typical Salary
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NSW - Sydney (Salary Range)	<b>85,000</b> 70,000 - 90,000	<b>95,000</b> 85,000 - 105,000	<b>105,000</b> 90,000 - 110,000
NSW - Regional (Salary Range)	<b>70,000</b> 68,000 - 76,000	<b>75,000</b> 70,000 - 80,000	<b>80,000</b> 75,000 - 85,000
VIC - Melbourne (Salary Range)	<b>80,000</b> 60,000 - 90,000	<b>85,000</b> 75,000 - 100,000	<b>100,000</b> 80,000 - 110,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>83,000</b> 80,000 - 86,000	<b>95,000</b> 85,000 - 105,000	<b>110,000</b> 100,000 - 120,000
QLD - Regional (Salary Range)	<b>68,000</b> 45,000 - 80,000	<b>80,000</b> 50,000 - 90,000	<b>90,000</b> 65,000 - 120,000
SA - Adelaide (Salary Range)	<b>80,000</b> 65,000 - 85,000	<b>80,000</b> 75,000 - 110,000	<b>90,000</b> 80,000 - 120,000
WA - Perth (Salary Range)	<b>90,000</b> 75,000 - 95,000	<b>90,000</b> 80,000 - 120,000	<b>100,000</b> 105,000 - 125,000
ACT - Canberra (Salary Range)	<b>80,000</b> 75,000 - 90,000	<b>85,000</b> 80,000 - 90,000	<b>90,000</b> 90,000 - 100,000
TAS - Hobart (Salary Range)	<b>55,000</b> 45,000 - 77,000	<b>65,000</b> 50,000 - 90,000	<b>80,000</b> 60,000 - 120,000
NT - Darwin (Salary Range)	<b>75,000</b> 70,000 - 80,000	<b>85,000</b> 80,000 - 95,000	<b>90,000</b> 82,000 - 98,000
NZ - Auckland (Salary Range)	<b>75,000</b> 65,000 - 85,000	<b>80,000</b> 70,000 - 95,000	<b>95,000</b> 80,000 - 110,000
NZ - Christchurch / Wellington (Salary Range)	<b>75,000</b> 60,000 - 85,000	<b>80,000</b> 70,000 - 95,000	<b>95,000</b> 80,000 - 100,000

## Senior Qualified Accountants

Management Accountant (Turnover up to \$50m)	Management Accountant (Turnover up to \$150m)	Management Accountant (Turnover > \$150m)
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Typical Salary	Typical Salary	Typical Salary
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NSW - Sydney (Salary Range)	<b>85,000</b> 70,000 - 90,000	<b>100,000</b> 90,000 - 120,000	<b>130,000</b> 100,000 - 140,000
NSW - Regional (Salary Range)	<b>77,000</b> 75,000 - 80,000	<b>87,000</b> 80,000 - 95,000	<b>95,000</b> 85,000 - 110,000
VIC - Melbourne (Salary Range)	<b>80,000</b> 65,000 - 90,000	<b>90,000</b> 75,000 - 110,000	<b>100,000</b> 95,000 - 125,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>85,000</b> 80,000 - 90,000	<b>95,000</b> 90,000 - 100,000	<b>105,000</b> 100,000 - 110,000
QLD - Regional (Salary Range)	<b>65,000</b> 50,000 - 80,000	<b>80,000</b> 50,000 - 90,000	<b>100,000</b> 65,000 - 110,000
SA - Adelaide (Salary Range)	<b>70,000</b> 70,000 - 90,000	<b>80,000</b> 75,000 - 95,000	<b>95,000</b> 90,000 - 125,000
WA - Perth (Salary Range)	<b>85,000</b> 75,000 - 95,000	<b>90,000</b> 80,000 - 120,000	<b>100,000</b> 105,000 - 125,000
ACT - Canberra (Salary Range)	<b>80,000</b> 70,000 - 85,000	<b>85,000</b> 80,000 - 90,000	<b>90,000</b> 90,000 - 100,000
TAS - Hobart (Salary Range)	<b>55,000</b> 45,000 - 77,000	<b>65,000</b> 50,000 - 90,000	<b>80,000</b> 60,000 - 120,000
NT - Darwin (Salary Range)	<b>80,000</b> 75,000 - 85,000	<b>95,000</b> 85,000 - 100,000	<b>110,000</b> 100,000 - 121,000
NZ - Auckland (Salary Range)	<b>75,000</b> 70,000 - 80,000	<b>85,000</b> 75,000 - 95,000	<b>100,000</b> 90,000 - 110,000
NZ - Christchurch / Wellington (Salary Range)	<b>75,000</b> 65,000 - 85,000	<b>85,000</b> 70,000 - 95,000	<b>95,000</b> 80,000 - 100,000

### Typical Benefits

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

All Salaries shown exclude superannuation

New Zealand Salaries are represented in New Zealand Dollars

Senior Qualified Accountants	Financial Analyst (Turnover up to \$100m)	Financial Analyst (Turnover up to \$500m)	Financial Analyst (Turnover > \$500m)
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>85,000</b> 60,000 - 90,000	<b>105,000</b> 70,000 - 110,000	<b>120,000</b> 115,000 - 140,000
NSW - Regional (Salary Range)	<b>70,000</b> 60,000 - 78,000	<b>82,000</b> 70,000 - 95,000	<b>102,000</b> 85,000 - 115,000
VIC - Melbourne (Salary Range)	<b>85,000</b> 60,000 - 95,000	<b>100,000</b> 77,000 - 110,000	<b>120,000</b> 100,000 - 140,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>85,000</b> 80,000 - 90,000	<b>100,000</b> 85,000 - 115,000	<b>125,000</b> 115,000+
QLD - Regional (Salary Range)	<b>70,000</b> 45,000 - 75,000	<b>80,000</b> 60,000 - 85,000	<b>90,000</b> 70,000 - 100,000
SA - Adelaide (Salary Range)	<b>85,000</b> 80,000 - 90,000	<b>95,000</b> 85,000 - 100,000	<b>100,000</b> 90,000 - 110,000
WA - Perth (Salary Range)	<b>85,000</b> 80,000 - 95,000	<b>100,000</b> 80,000 - 120,000	<b>120,000</b> 100,000 - 150,000
ACT - Canberra (Salary Range)	<b>85,000</b> 75,000 - 95,000	<b>85,000</b> 80,000 - 90,000	<b>95,000</b> 90,000 - 110,000
TAS - Hobart (Salary Range)	<b>60,000</b> 40,000 - 70,000	<b>75,000</b> 50,000 - 80,000	<b>90,000</b> 70,000 - 120,000
NT - Darwin (Salary Range)	<b>80,000</b> 75,000 - 85,000	<b>95,000</b> 90,000 - 100,000	<b>100,000</b> 95,000 - 110,000
NZ - Auckland (Salary Range)	<b>70,000</b> 60,000 - 80,000	<b>85,000</b> 70,000 - 100,000	<b>95,000</b> 85,000 - 115,000
NZ - Christchurch / Wellington (Salary Range)	<b>70,000</b> 60,000 - 80,000	<b>80,000</b> 70,000 - 90,000	<b>90,000</b> 80,000 - 100,000

Senior Qualified Accountants	Systems Accountant (Turnover up to \$100m)	Systems Accountant (Turnover up to \$500m)	Systems Accountant (Turnover > \$500m)
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>85,000</b> 65,000 - 90,000	<b>90,000</b> 75,000 - 95,000	<b>110,000</b> 90,000 - 120,000
NSW - Regional (Salary Range)	<b>70,000</b> 60,000 - 75,000	<b>80,000</b> 75,000 - 90,000	<b>100,000</b> 90,000 - 120,000
VIC - Melbourne (Salary Range)	<b>90,000</b> 70,000 - 100,000	<b>100,000</b> 85,000 - 110,000	<b>110,000</b> 100,000 - 135,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>88,000</b> 75,000 - 95,000	<b>94,000</b> 85,000 - 100,000	<b>110,000</b> 90,000 - 125,000
QLD - Regional (Salary Range)	<b>70,000</b> 50,000 - 80,000	<b>80,000</b> 55,000 - 90,000	<b>90,000</b> 65,000 - 100,000
SA - Adelaide (Salary Range)	<b>85,000</b> 75,000 - 90,000	<b>90,000</b> 80,000 - 95,000	<b>110,000</b> 90,000 - 120,000
WA - Perth (Salary Range)	<b>85,000</b> 75,000 - 90,000	<b>95,000</b> 80,000 - 110,000	<b>110,000</b> 90,000 - 120,000
ACT - Canberra (Salary Range)	<b>85,000</b> 75,000 - 100,000	<b>95,000</b> 90,000 - 110,000	<b>100,000</b> 90,000 - 120,000
TAS - Hobart (Salary Range)	<b>65,000</b> 45,000 - 77,000	<b>75,000</b> 60,000 - 90,000	<b>87,000</b> 60,000 - 120,000
NT - Darwin (Salary Range)	<b>85,000</b> 75,000 - 90,000	<b>90,000</b> 80,000 - 95,000	<b>100,000</b> 95,000 - 110,000
NZ - Auckland (Salary Range)	<b>70,000</b> 60,000 - 80,000	<b>75,000</b> 68,000 - 85,000	<b>85,000</b> 80,000 - 95,000
NZ - Christchurch / Wellington (Salary Range)	<b>70,000</b> 60,000 - 80,000	<b>75,000</b> 65,000 - 90,000	<b>85,000</b> 70,000 - 100,000

### Typical Benefits

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

All Salaries shown exclude superannuation

New Zealand Salaries are represented in New Zealand Dollars

# COMMERCE & INDUSTRY | FINANCIAL EXECUTIVES

Corporate Tax - Commerce	Tax Accountant	Senior Tax Accountant	Tax Manager
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>80,000</b> 60,000 - 85,000	<b>100,000</b> 90,000 - 120,000	<b>150,000</b> 140,000 - 210,000
NSW - Regional (Salary Range)	<b>80,000</b> 70,000 - 90,000	<b>95,000</b> 80,000 - 110,000	<b>120,000</b> 100,000 - 140,000
VIC - Melbourne (Salary Range)	<b>80,000</b> 65,000 - 90,000	<b>100,000</b> 85,000 - 135,000	<b>160,000</b> 135,000 - 200,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>85,000</b> 75,000 - 95,000	<b>110,000</b> 100,000 - 130,000	<b>150,000</b> 145,000+
QLD - Regional (Salary Range)	<b>70,000</b> 55,000 - 75,000	<b>80,000</b> 65,000 - 85,000	<b>100,000</b> 70,000 - 110,000
SA - Adelaide (Salary Range)	<b>75,000</b> 70,000 - 85,000	<b>90,000</b> 85,000 - 110,000	<b>120,000</b> 100,000 - 150,000
WA - Perth (Salary Range)	<b>95,000</b> 80,000 - 105,000	<b>115,000</b> 90,000 - 125,000	<b>150,000</b> 120,000 - 220,000
ACT - Canberra (Salary Range)	<b>90,000</b> 75,000 - 90,000	<b>90,000</b> 80,000 - 100,000	<b>120,000</b> 100,000 - 140,000
TAS - Hobart (Salary Range)	<b>60,000</b> 55,000 - 65,000	<b>70,000</b> 65,000 - 75,000	<b>75,000</b> 70,000 - 90,000
NT - Darwin (Salary Range)	<b>75,000</b> 70,000 - 80,000	<b>95,000</b> 90,000 - 100,000	<b>110,000</b> 100,000 - 120,000
NZ - Auckland (Salary Range)	<b>70,000</b> 60,000 - 80,000	<b>80,000</b> 70,000 - 100,000	<b>100,000</b> 85,000 - 120,000
NZ - Christchurch / Wellington (Salary Range)	<b>70,000</b> 60,000 - 80,000	<b>80,000</b> 70,000 - 100,000	<b>100,000</b> 85,000 - 120,000

Senior Qualified Accountants	Treasury Accountant (Turnover up to \$100m)	Treasury Accountant (Turnover up to \$500m)	Treasury Accountant (Turnover > \$500m)
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>75,000</b> 60,000 - 80,000	<b>85,000</b> 70,000 - 90,000	<b>120,000</b> 90,000 - 150,000
NSW - Regional (Salary Range)	<b>65,000</b> 55,000 - 70,000	<b>75,000</b> 70,000 - 80,000	<b>85,000</b> 80,000 - 90,000
VIC - Melbourne (Salary Range)	<b>75,000</b> 60,000 - 80,000	<b>90,000</b> 80,000 - 105,000	<b>125,000</b> 110,000 - 150,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>80,000</b> 72,000 - 90,000	<b>90,000</b> 82,000 - 100,000	<b>110,000</b> 100,000 - 130,000
QLD - Regional (Salary Range)	<b>70,000</b> 50,000 - 75,000	<b>75,000</b> 60,000 - 80,000	<b>85,000</b> 65,000 - 90,000
SA - Adelaide (Salary Range)	<b>70,000</b> 65,000 - 75,000	<b>75,000</b> 65,000 - 85,000	<b>90,000</b> 80,000 - 100,000
WA - Perth (Salary Range)	<b>85,000</b> 80,000 - 90,000	<b>90,000</b> 85,000 - 100,000	<b>120,000</b> 100,000 - 140,000
ACT - Canberra (Salary Range)	<b>80,000</b> 70,000 - 90,000	<b>90,000</b> 80,000 - 100,000	<b>100,000</b> 89,000 - 110,000
TAS - Hobart (Salary Range)	<b>70,000</b> 55,000 - 82,000	<b>80,000</b> 60,000 - 90,000	<b>100,000</b> 65,000 - 120,000
NT - Darwin (Salary Range)	<b>70,000</b> 65,000 - 75,000	<b>80,000</b> 65,000 - 83,000	<b>90,000</b> 85,000 - 100,000
NZ - Auckland (Salary Range)	<b>70,000</b> 55,000 - 80,000	<b>80,000</b> 65,000 - 95,000	<b>95,000</b> 80,000 - 115,000
NZ - Christchurch / Wellington (Salary Range)	<b>70,000</b> 60,000 - 80,000	<b>80,000</b> 70,000 - 90,000	<b>95,000</b> 80,000 - 115,000

#### Typical Benefits

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

All Salaries shown exclude superannuation

New Zealand Salaries are represented in New Zealand Dollars

Product and Funds	Product Control	Product Control Manager	Fund / Investment Accountant	Senior Fund / Investment Accountant	Fund / Investment Accountant / Accounting Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	100,000 90,000 - 110,000	130,000 120,000 - 140,000	70,000 65,000 - 75,000	80,000 75,000 - 85,000	100,000 85,000 - 120,000
NSW - Regional (Salary Range)	85,000 85,000 - 95,000	100,000 90,000 - 110,000	70,000 60,000 - 75,000	80,000 70,000 - 85,000	100,000 80,000 - 110,000
VIC - Melbourne (Salary Range)	90,000 80,000 - 100,000	135,000 120,000 - 150,000	75,000 65,000 - 90,000	90,000 80,000 - 110,000	120,000 110,000 - 150,000
QLD - Brisbane and Gold Coast (Salary Range)	90,000 80,000 - 100,000	120,000 110,000 - 130,000	75,000 65,000 - 90,000	85,000 80,000 - 100,000	110,000 90,000 - 130,000
QLD - Regional (Salary Range)	85,000 80,000 - 95,000	110,000 90,000 - 120,000	70,000 60,000 - 85,000	80,000 70,000 - 100,000	100,000 90,000 - 120,000
SA - Adelaide (Salary Range)	80,000 60,000 - 85,000	90,000 85,000 - 100,000	70,000 65,000 - 80,000	80,000 75,000 - 85,000	100,000 85,000 - 110,000
WA - Perth (Salary Range)	80,000 65,000 - 85,000	95,000 90,000 - 110,000	70,000 65,000 - 80,000	95,000 90,000 - 110,000	120,000 110,000 - 125,000
ACT - Canberra (Salary Range)	75,000 65,000 - 80,000	90,000 85,000 - 95,000	70,000 60,000 - 80,000	95,000 90,000 - 100,000	150,000 100,000 - 180,000
TAS - Hobart (Salary Range)	80,000 60,000 - 85,000	90,000 85,000 - 100,000	70,000 60,000 - 80,000	80,000 75,000 - 85,000	100,000 85,000 - 110,000
NT - Darwin (Salary Range)	80,000 65,000 - 85,000	90,000 85,000 - 100,000	70,000 65,000 - 80,000	90,000 85,000 - 100,000	110,000 100,000 - 120,000
NZ - Auckland (Salary Range)	75,000 65,000 - 85,000	85,000 75,000 - 95,000	75,000 70,000 - 80,000	85,000 80,000 - 90,000	100,000 85,000 - 110,000
NZ - Christchurch / Wellington (Salary Range)	70,000 60,000 - 80,000	80,000 70,000 - 90,000	70,000 65,000 - 75,000	80,000 75,000 - 85,000	90,000 80,000 - 100,000

Statutory and Tax	Regulatory / Statutory Accounting Manager	Tax Accountant	Tax Manager
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	130,000 120,000 - 140,000	80,000 75,000 - 90,000	130,000 110,000 - 150,000
NSW - Regional (Salary Range)	110,000 100,000 - 115,000	75,000 70,000 - 80,000	120,000 110,000 - 130,000
VIC - Melbourne (Salary Range)	120,000 110,000 - 140,000	90,000 85,000 - 100,000	120,000 110,000 - 150,000
QLD - Brisbane and Gold Coast (Salary Range)	115,000 100,000 - 130,000	90,000 80,000 - 100,000	120,000 90,000 - 150,000
QLD - Regional (Salary Range)	95,000 85,000 - 110,000	75,000 70,000 - 85,000	110,000 100,000 - 150,000
SA - Adelaide (Salary Range)	95,000 85,000 - 110,000	75,000 70,000 - 85,000	120,000 100,000 - 150,000
WA - Perth (Salary Range)	95,000 80,000 - 120,000	95,000 80,000 - 120,000	150,000 120,000 - 220,000
ACT - Canberra (Salary Range)	95,000 80,000 - 100,000	90,000 80,000 - 105,000	125,000 110,000 - 135,000
TAS - Hobart (Salary Range)	95,000 85,000 - 110,000	75,000 70,000 - 85,000	120,000 100,000 - 150,000
NT - Darwin (Salary Range)	90,000 80,000 - 100,000	85,000 80,000 - 90,000	110,000 100,000 - 110,000
NZ - Auckland (Salary Range)	100,000 90,000 - 120,000	75,000 70,000 - 80,000	95,000 80,000 - 110,000
NZ - Christchurch / Wellington (Salary Range)	100,000 90,000 - 120,000	80,000 65,000 - 100,000	100,000 90,000 - 120,000

### Typical Benefits

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

All Salaries shown exclude superannuation

New Zealand Salaries are represented in New Zealand Dollars

# COMMERCE & INDUSTRY | FINANCIAL SERVICES

Compliance	Compliance Analysts	Compliance Manager	Operations Risk Analyst	Operations Risk Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>80,000</b> 75,000 - 80,000	<b>110,000</b> 100,000 - 120,000	<b>95,000</b> 90,000 - 100,000	<b>135,000</b> 120,000 - 150,000
NSW - Regional (Salary Range)	<b>70,000</b> 60,000 - 80,000	<b>100,000</b> 90,000 - 115,000	<b>85,000</b> 75,000 - 90,000	<b>120,000</b> 110,000 - 135,000
VIC - Melbourne (Salary Range)	<b>90,000</b> 75,000 - 100,000	<b>120,000</b> 100,000 - 140,000	<b>90,000</b> 80,000 - 140,000	<b>125,000</b> 110,000 - 130,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>90,000</b> 75,000 - 100,000	<b>120,000</b> 100,000 - 140,000	<b>90,000</b> 80,000 - 120,000	<b>130,000</b> 120,000 - 150,000
QLD - Regional (Salary Range)	<b>70,000</b> 65,000 - 80,000	<b>100,000</b> 90,000 - 120,000	<b>80,000</b> 70,000 - 95,000	<b>110,000</b> 100,000 - 120,000
SA - Adelaide (Salary Range)	<b>70,000</b> 60,000 - 80,000	<b>90,000</b> 85,000 - 100,000	<b>75,000</b> 65,000 - 85,000	<b>100,000</b> 95,000 - 120,000
WA - Perth (Salary Range)	<b>70,000</b> 65,000 - 80,000	<b>100,000</b> 90,000 - 120,000	<b>80,000</b> 70,000 - 95,000	<b>110,000</b> 100,000 - 130,000
ACT - Canberra (Salary Range)	<b>75,000</b> 65,000 - 80,000	<b>100,000</b> 90,000 - 110,000	<b>90,000</b> 80,000 - 105,000	<b>120,000</b> 110,000 - 135,000
TAS - Hobart (Salary Range)	<b>70,000</b> 60,000 - 80,000	<b>90,000</b> 85,000 - 100,000	<b>75,000</b> 65,000 - 85,000	<b>100,000</b> 95,000 - 120,000
NT - Darwin (Salary Range)	<b>70,000</b> 65,000 - 80,000	<b>110,000</b> 90,000 - 120,000	<b>90,000</b> 75,000 - 95,000	<b>120,000</b> 110,000 - 130,000
NZ - Auckland (Salary Range)	<b>72,000</b> 65,000 - 80,000	<b>100,000</b> 80,000 - 120,000	<b>80,000</b> 70,000 - 90,000	<b>100,000</b> 85,000 - 120,000
NZ - Christchurch / Wellington (Salary Range)	<b>60,000</b> 55,000 - 70,000	<b>80,000</b> 75,000 - 95,000	<b>80,000</b> 70,000 - 90,000	<b>95,000</b> 85,000 - 105,000

Internal Audit	Internal Auditor	Senior Internal Auditor	Internal Audit Manager
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>85,000</b> 75,000 - 95,000	<b>100,000</b> 90,000 - 110,000	<b>135,000</b> 110,000 - 170,000
NSW - Regional (Salary Range)	<b>95,000</b> 90,000 - 105,000	<b>105,000</b> 95,000 - 115,000	<b>120,000</b> 100,000 - 150,000
VIC - Melbourne (Salary Range)	<b>95,000</b> 75,000 - 100,000	<b>115,000</b> 90,000 - 125,000	<b>135,000</b> 120,000 - 140,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>80,000</b> 70,000 - 90,000	<b>110,000</b> 100,000 - 120,000	<b>125,000</b> 105,000 - 135,000
QLD - Regional (Salary Range)	<b>65,000</b> 55,000 - 70,000	<b>80,000</b> 65,000 - 90,000	<b>120,000</b> 95,000 - 180,000
SA - Adelaide (Salary Range)	<b>70,000</b> 65,000 - 75,000	<b>80,000</b> 75,000 - 85,000	<b>110,000</b> 85,000 - 120,000
WA - Perth (Salary Range)	<b>85,000</b> 80,000 - 90,000	<b>95,000</b> 80,000 - 110,000	<b>120,000</b> 100,000 - 150,000
ACT - Canberra (Salary Range)	<b>90,000</b> 80,000 - 100,000	<b>100,000</b> 90,000 - 110,000	<b>110,000</b> 100,000 - 120,000
TAS - Hobart (Salary Range)	<b>60,000</b> 55,000 - 70,000	<b>70,000</b> 65,000 - 85,000	<b>100,000</b> 90,000 - 120,000
NT - Darwin (Salary Range)	<b>75,000</b> 65,000 - 80,000	<b>80,000</b> 75,000 - 90,000	<b>100,000</b> 95,000 - 110,000
NZ - Auckland (Salary Range)	<b>75,000</b> 65,000 - 85,000	<b>90,000</b> 80,000 - 100,000	<b>110,000</b> 100,000 - 120,000
NZ - Christchurch / Wellington (Salary Range)	<b>75,000</b> 65,000 - 85,000	<b>90,000</b> 80,000 - 100,000	<b>110,000</b> 100,000 - 120,000

## Typical Benefits

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

All Salaries shown exclude superannuation

New Zealand Salaries are represented in New Zealand Dollars

## COMMERCE & INDUSTRY | ACCOUNTING SUPPORT

NON CPA / CA Qualified Experienced Accountants in Commerce / Industry	3 - 5 yrs Experience	5 - 10 yrs Experience	Over 10 yrs Experience
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>68,000</b> 50,000 - 70,000	<b>75,000</b> 65,000 - 80,000	<b>80,000</b> 70,000 - 90,000
NSW - Regional (Salary Range)	<b>60,000</b> 50,000 - 65,000	<b>70,000</b> 60,000 - 75,000	<b>75,000</b> 65,000 - 80,000
VIC - Melbourne (Salary Range)	<b>60,000</b> 55,000 - 65,000	<b>70,000</b> 60,000 - 80,000	<b>75,000</b> 65,000 - 80,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>60,000</b> 53,000 - 66,000	<b>65,000</b> 55,000 - 75,000	<b>70,000</b> 60,000 - 81,000
QLD - Regional (Salary Range)	<b>50,000</b> 40,000 - 52,000	<b>55,000</b> 45,000 - 60,000	<b>68,000</b> 55,000 - 80,000
SA - Adelaide (Salary Range)	<b>60,000</b> 55,000 - 65,000	<b>70,000</b> 65,000 - 75,000	<b>80,000</b> 70,000 - 85,000
WA - Perth (Salary Range)	<b>70,000</b> 65,000 - 75,000	<b>80,000</b> 75,000 - 90,000	<b>90,000</b> 85,000 - 100,000
ACT - Canberra (Salary Range)	<b>65,000</b> 60,000 - 70,000	<b>75,000</b> 70,000 - 80,000	<b>80,000</b> 70,000 - 85,000
TAS - Hobart (Salary Range)	<b>48,000</b> 42,000 - 55,000	<b>54,000</b> 45,000 - 62,000	<b>58,000</b> 48,000 - 65,000
NT - Darwin (Salary Range)	<b>60,000</b> 55,000 - 65,000	<b>72,000</b> 68,000 - 76,000	<b>80,000</b> 70,000 - 85,000
NZ - Auckland (Salary Range)	<b>55,000</b> 45,000 - 60,000	<b>60,000</b> 55,000 - 65,000	<b>70,000</b> 60,000 - 80,000
NZ - Christchurch / Wellington (Salary Range)	<b>55,000</b> 45,000 - 60,000	<b>60,000</b> 50,000 - 65,000	<b>65,000</b> 55,000 - 80,000

- For Internal Audit and Taxation Salary details, please see the Professional Practice section or ask your Consultant for advice
- All salaries shown exclude superannuation
- New Zealand Salaries are represented in New Zealand Dollars

Assistant Accountants Degree Qualified	Graduate (No Experience)	Assistant Accountant (up to 2 yrs)	Assistant Accountant (2 - 4 yrs)	Assistant Accountant (4 yrs +)
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>42,000</b> 35,000 - 45,000	<b>55,000</b> 40,000 - 56,000	<b>62,000</b> 50,000 - 65,000	<b>65,000</b> 55,000 - 68,000
NSW - Regional (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>65,000</b> 60,000 - 70,000
VIC - Melbourne (Salary Range)	<b>40,000</b> 38,000 - 42,000	<b>52,000</b> 49,000 - 55,000	<b>57,000</b> 55,000 - 65,000	<b>62,000</b> 57,000 - 67,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>45,000</b> 37,000 - 50,000	<b>50,000</b> 44,000 - 55,000	<b>55,000</b> 50,000 - 63,000	<b>65,000</b> 55,000 - 75,000
QLD - Regional (Salary Range)	<b>35,000</b> 30,000 - 40,000	<b>40,000</b> 36,000 - 42,000	<b>45,000</b> 36,000 - 50,000	<b>50,000</b> 42,000 - 60,000
SA - Adelaide (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>65,000</b> 60,000 - 70,000
WA - Perth (Salary Range)	<b>42,000</b> 40,000 - 45,000	<b>52,000</b> 50,000 - 55,000	<b>60,000</b> 55,000 - 65,000	<b>70,000</b> 65,000 - 75,000
ACT - Canberra (Salary Range)	<b>40,000</b> 38,000 - 45,000	<b>50,000</b> 45,000 - 55,000	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 70,000
TAS - Hobart (Salary Range)	<b>35,000</b> 32,000 - 40,000	<b>42,000</b> 38,000 - 49,000	<b>50,000</b> 42,000 - 55,000	<b>52,000</b> 42,000 - 65,000
NT - Darwin (Salary Range)	<b>40,000</b> 38,000 - 42,000	<b>50,000</b> 48,000 - 55,000	<b>58,000</b> 54,000 - 62,000	<b>62,000</b> 57,000 - 66,000
NZ - Auckland (Salary Range)	<b>38,000</b> 30,000 - 42,000	<b>44,000</b> 40,000 - 48,000	<b>47,000</b> 42,000 - 55,000	<b>54,000</b> 48,000 - 58,000
NZ - Christchurch / Wellington (Salary Range)	<b>40,000</b> 35,000 - 42,000	<b>44,000</b> 40,000 - 48,000	<b>47,000</b> 40,000 - 55,000	<b>54,000</b> 45,000 - 60,000

- All Salaries shown exclude superannuation
- New Zealand Salaries are represented in New Zealand Dollars

# COMMERCE & INDUSTRY | ACCOUNTING SUPPORT

Assistant Accountants Diploma Qualified	Graduate (No Experience)	Assistant Accountant (up to 2 yrs)	Assistant Accountant (2 - 4 yrs)	Assistant Accountant (4 yrs +)
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	42,000 35,000 - 45,000	48,000 40,000 - 50,000	56,000 50,000 - 60,000	62,000 55,000 - 65,000
NSW - Regional (Salary Range)	35,000 25,000 - 40,000	40,000 32,000 - 45,000	45,000 37,000 - 48,000	55,000 45,000 - 60,000
VIC - Melbourne (Salary Range)	35,000 30,000 - 38,000	48,000 45,000 - 50,000	55,000 50,000 - 60,000	60,000 58,000 - 65,000
QLD - Brisbane and Gold Coast (Salary Range)	42,000 36,000 - 45,000	47,000 42,000 - 52,000	55,000 46,000 - 60,000	58,000 50,000 - 68,000
QLD - Regional (Salary Range)	30,000 28,000 - 32,000	34,000 32,000 - 36,000	40,000 36,000 - 42,000	50,000 40,000 - 55,000
SA - Adelaide (Salary Range)	40,000 38,000 - 45,000	50,000 45,000 - 55,000	55,000 50,000 - 60,000	60,000 55,000 - 65,000
WA - Perth (Salary Range)	38,000 35,000 - 40,000	43,000 40,000 - 45,000	48,000 45,000 - 50,000	50,000+ 45,000 - 65,000
ACT - Canberra (Salary Range)	38,000 35,000 - 45,000	45,000 40,000 - 50,000	52,000 45,000 - 60,000	58,000 55,000 - 70,000
TAS - Hobart (Salary Range)	32,000 30,000 - 38,000	38,000 33,000 - 49,000	44,000 38,000 - 55,000	50,000 40,000 - 65,000
NT - Darwin (Salary Range)	40,000 35,000 - 45,000	45,000 40,000 - 48,500	50,000 47,000 - 53,000	55,000 50,000 - 60,000
NZ - Auckland (Salary Range)	35,000 28,000 - 40,000	40,000 32,000 - 44,000	45,000 40,000 - 47,000	50,000 45,000 - 60,000
NZ - Christchurch / Wellington (Salary Range)	35,000 30,000 - 38,000	40,000 35,000 - 42,000	45,000 40,000 - 48,000	50,000 45,000 - 60,000

Payroll	Clerk	Senior Clerk	Supervisor / Manager (< 250 employees)	Supervisor / Manager (250 - 500 employees)	Supervisor / Manager (> 500 employees)
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	51,000 45,000 - 55,000	65,000 55,000 - 70,000	70,000 55,000 - 75,000	75,000 60,000 - 80,000	86,000 70,000 - 100,000
NSW - Regional (Salary Range)	50,000 45,000 - 55,000	55,000 50,000 - 60,000	60,000 55,000 - 65,000	68,000 55,000 - 70,000	72,000 65,000 - 80,000
VIC - Melbourne (Salary Range)	52,000 45,000 - 56,000	62,000 55,000 - 75,000	70,000 65,000 - 80,000	80,000 70,000 - 100,000	88,000 80,000 - 120,000
QLD - Brisbane and Gold Coast (Salary Range)	53,000 45,000 - 58,000	60,000 50,000 - 70,000	55,000 45,000 - 60,000	62,000 49,000 - 75,000	75,000 70,000 - 90,000
QLD - Regional (Salary Range)	34,000 28,000 - 36,000	40,000 36,000 - 45,000	42,000 38,000 - 45,000	48,000 42,000 - 50,000	60,000 45,000 - 70,000
SA - Adelaide (Salary Range)	48,000 42,000 - 55,000	60,000 50,000 - 65,000	60,000 55,000 - 65,000	70,000 60,000 - 75,000	80,000 75,000+
WA - Perth (Salary Range)	48,000 45,000 - 50,000	55,000 50,000 - 60,000	63,000 60,000 - 65,000	73,000 65,000 - 80,000	90,000 80,000 - 100,000
ACT - Canberra (Salary Range)	48,000 45,000 - 50,000	55,000 50,000 - 60,000	60,000 55,000 - 65,000	63,000 58,000 - 68,000	75,000 60,000 - 80,000
TAS - Hobart (Salary Range)	38,000 35,000 - 42,000	44,000 38,000 - 49,000	48,000 38,000 - 49,000	55,000 48,000 - 60,000	65,000 52,000 - 70,000
NT - Darwin (Salary Range)	45,000 42,500 - 50,000	55,000 50,000 - 60,000	58,000 55,000 - 63,000	62,500 60,000 - 65,000	72,500 70,000 - 75,000
NZ - Auckland (Salary Range)	42,000 40,000 - 45,000	48,000 45,000 - 57,000	55,000 48,000 - 60,000	60,000 50,000 - 70,000	70,000 60,000 - 80,000
NZ - Christchurch / Wellington (Salary Range)	42,000 36,000 - 45,000	48,000 45,000 - 57,000	55,000 48,000 - 60,000	60,000 50,000 - 70,000	65,000 60,000 - 75,000

Credit Control	Accounts Receivable Clerk	Credit Controller	Supervisor / Manager (1- 5 staff)	Supervisor / Manager (> 5 staff)
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>45,000</b> 42,000 - 50,000	<b>53,000</b> 45,000 - 55,000	<b>65,000</b> 55,000 - 70,000	<b>75,000</b> 65,000 - 80,000
NSW - Regional (Salary Range)	<b>50,000</b> 40,000 - 55,000	<b>55,000</b> 50,000 - 60,000	<b>65,000</b> 60,000 - 70,000	<b>70,000</b> 65,000 - 80,000
VIC - Melbourne (Salary Range)	<b>54,000</b> 42,000 - 60,000	<b>60,000</b> 55,000 - 70,000	<b>65,000</b> 60,000 - 77,000	<b>76,000</b> 70,000 - 100,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>45,000</b> 40,000 - 52,000	<b>50,000</b> 41,000 - 55,000	<b>58,000</b> 55,000 - 62,000	<b>65,000</b> 55,000 - 75,000
QLD - Regional (Salary Range)	<b>37,000</b> 35,000 - 40,000	<b>34,000</b> 30,000 - 36,000	<b>45,000</b> 37,000 - 50,000	<b>50,000</b> 40,000 - 60,000
SA - Adelaide (Salary Range)	<b>45,000</b> 42,000 - 50,000	<b>50,000</b> 42,000 - 60,000	<b>60,000</b> 55,000 - 65,000	<b>70,000</b> 60,000 - 80,000
WA - Perth (Salary Range)	<b>46,000</b> 43,000 - 50,000	<b>53,000</b> 50,000 - 55,000	<b>65,000</b> 55,000 - 75,000	<b>98,000</b> 75,000 - 120,000
ACT - Canberra (Salary Range)	<b>45,000</b> 40,000 - 50,000	<b>55,000</b> 50,000 - 60,000	<b>58,000</b> 55,000 - 60,000	<b>70,000</b> 60,000 - 80,000
TAS - Hobart (Salary Range)	<b>40,000</b> 34,000 - 45,000	<b>43,000</b> 38,000 - 55,000	<b>50,000</b> 42,000 - 60,000	<b>52,000</b> 42,000 - 60,000
NT - Darwin (Salary Range)	<b>43,500</b> 40,000 - 47,000	<b>43,000</b> 40,000 - 46,000	<b>48,000</b> 42,000 - 52,000	<b>53,000</b> 50,000 - 58,000
NZ - Auckland (Salary Range)	<b>40,000</b> 36,000 - 42,000	<b>43,000</b> 35,000 - 48,000	<b>52,000</b> 48,000 - 60,000	<b>60,000</b> 47,000 - 65,000
NZ - Christchurch / Wellington (Salary Range)	<b>40,000</b> 35,000 - 45,000	<b>43,000</b> 35,000 - 48,000	<b>50,000</b> 45,000 - 55,000	<b>55,000</b> 50,000 - 60,000

Bookkeepers	To Trial Balance	To Balance Sheet	Senior Bookkeeper
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 63,000	<b>65,000</b> 55,000 - 70,000
NSW - Regional (Salary Range)	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 50,000 - 65,000	<b>65,000</b> 55,000 - 70,000
VIC - Melbourne (Salary Range)	<b>60,000</b> 50,000 - 65,000	<b>60,000</b> 50,000 - 65,000	<b>65,000</b> 60,000 - 70,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>52,000</b> 43,000 - 60,000	<b>60,000</b> 49,000 - 70,000	<b>65,000</b> 54,000 - 75,000
QLD - Regional (Salary Range)	<b>38,000</b> 35,000 - 45,000	<b>40,000</b> 38,000 - 45,000	<b>52,000</b> 45,000 - 60,000
SA - Adelaide (Salary Range)	<b>50,000</b> 45,000 - 55,000	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000
WA - Perth (Salary Range)	<b>50,000</b> 45,000 - 55,000	<b>60,000</b> 55,000 - 65,000	<b>70,000</b> 65,000 - 75,000
ACT - Canberra (Salary Range)	<b>52,000</b> 45,000 - 55,000	<b>56,000</b> 52,000 - 65,000	<b>60,000</b> 55,000 - 70,000
TAS - Hobart (Salary Range)	<b>41,000</b> 38,000 - 48,000	<b>44,000</b> 41,000 - 49,000	<b>52,000</b> 44,000 - 60,000
NT - Darwin (Salary Range)	<b>45,000</b> 40,000 - 50,000	<b>48,500</b> 46,000 - 50,000	<b>54,000</b> 50,000 - 58,000
NZ - Auckland (Salary Range)	<b>46,000</b> 40,000 - 52,000	<b>52,000</b> 45,000 - 58,000	<b>55,000</b> 47,000 - 65,000
NZ - Christchurch / Wellington (Salary Range)	<b>46,000</b> 40,000 - 52,000	<b>52,000</b> 45,000 - 58,000	<b>55,000</b> 47,000 - 65,000

# COMMERCE & INDUSTRY | ACCOUNTING SUPPORT

Accounts Clerks / Payables	General Accounts Clerk Payables / Receivables	Senior Clerk Accounts Payable	Experienced Supervisor Accounts Payable	Manager Accounts Payable
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>44,000</b> 38,000 - 48,000	<b>55,000</b> 45,000 - 60,000	<b>65,000</b> 45,000 - 70,000	<b>75,000</b> 65,000 - 80,000
NSW - Regional (Salary Range)	<b>50,000</b> 43,000 - 55,000	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000	<b>70,000</b> 65,000 - 75,000
VIC - Melbourne (Salary Range)	<b>50,000</b> 45,000 - 60,000	<b>55,000</b> 48,000 - 62,000	<b>65,000</b> 60,000 - 75,000	<b>70,000</b> 65,000 - 75,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>45,000</b> 40,000 - 47,000	<b>48,000</b> 43,000 - 52,000	<b>58,000</b> 50,000 - 65,000	<b>65,000</b> 58,000 - 70,000
QLD - Regional (Salary Range)	<b>35,000</b> 30,000 - 45,000	<b>40,000</b> 33,000 - 45,000	<b>40,000</b> 38,000 - 50,000	<b>45,000</b> 40,000 - 55,000
SA - Adelaide (Salary Range)	<b>45,000</b> 38,000 - 48,000	<b>50,000</b> 45,000 - 55,000	<b>60,000</b> 50,000 - 65,000	<b>70,000</b> 55,000 - 75,000
WA - Perth (Salary Range)	<b>45,000</b> 40,000 - 50,000	<b>53,000</b> 50,000 - 55,000	<b>60,000</b> 55,000 - 65,000	<b>75,000</b> 65,000 - 85,000
ACT - Canberra (Salary Range)	<b>42,500</b> 40,000 - 45,000	<b>47,500</b> 45,000 - 50,000	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 60,000 - 70,000
TAS - Hobart (Salary Range)	<b>38,000</b> 34,000 - 42,000	<b>45,000</b> 40,000 - 60,000	<b>50,000</b> 40,000 - 65,000	<b>55,000</b> 45,000 - 65,000
NT - Darwin (Salary Range)	<b>42,000</b> 38,000 - 45,000	<b>45,000</b> 42,500 - 48,000	<b>50,000</b> 45,000 - 55,000	<b>55,000</b> 45,000 - 60,000
NZ - Auckland (Salary Range)	<b>38,000</b> 36,000 - 44,000	<b>45,000</b> 36,000 - 50,000	<b>50,000</b> 45,000 - 55,000	<b>58,000</b> 52,000 - 65,000
NZ - Christchurch / Wellington (Salary Range)	<b>38,000</b> 35,000 - 44,000	<b>45,000</b> 36,000 - 50,000	<b>50,000</b> 42,000 - 55,000	<b>55,000</b> 50,000 - 60,000

Accounts Clerks / Assistants	School Leaver	Data Entry Accounts Clerk
	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>35,000</b> 30,000 - 38,000	<b>42,000</b> 35,000 - 45,000
NSW - Regional (Salary Range)	<b>35,000</b> 30,000 - 40,000	<b>40,000</b> 30,000 - 45,000
VIC - Melbourne (Salary Range)	<b>40,000</b> 38,000 - 42,000	<b>40,000</b> 38,000 - 47,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>32,000</b> 26,000 - 36,000	<b>35,000</b> 30,000 - 40,000
QLD - Regional (Salary Range)	<b>25,000</b> 22,000 - 26,000	<b>30,000</b> 25,000 - 36,000
SA - Adelaide (Salary Range)	<b>33,000</b> 30,000 - 35,000	<b>38,000</b> 35,000 - 41,000
WA - Perth (Salary Range)	<b>37,500</b> 35,000 - 40,000	<b>42,500</b> 40,000 - 45,000
ACT - Canberra (Salary Range)	<b>35,000</b> 30,000 - 40,000	<b>40,000</b> 38,000 - 45,000
TAS - Hobart (Salary Range)	<b>26,000</b> 24,000 - 30,000	<b>33,000</b> 30,000 - 38,000
NT - Darwin (Salary Range)	<b>32,500</b> 30,000 - 35,000	<b>37,000</b> 35,000 - 40,000
NZ - Auckland (Salary Range)	<b>30,000</b> 28,000 - 32,000	<b>34,000</b> 32,000 - 36,000
NZ - Christchurch / Wellington (Salary Range)	<b>30,000</b> 28,000 - 32,000	<b>32,000</b> 29,000 - 35,000

Bookkeepers	Bookkeeper	Senior Bookkeeper
	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>50,000</b> 46,000 - 54,000	<b>60,000</b> 55,000 - 64,000
NSW - Regional (Salary Range)	<b>49,000</b> 44,000 - 52,000	<b>59,000</b> 53,000 - 64,000
VIC - Melbourne (Salary Range)	<b>45,000</b> 40,000 - 55,000	<b>58,000</b> 50,000 - 70,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>48,000</b> 42,000 - 51,000	<b>60,000</b> 52,000 - 60,000
QLD - Regional (Salary Range)	<b>40,000</b> 35,000 - 42,000	<b>50,000</b> 45,000 - 55,000
SA - Adelaide (Salary Range)	<b>45,000</b> 41,000 - 49,000	<b>51,000</b> 46,000 - 53,000
WA - Perth (Salary Range)	<b>50,000</b> 46,000 - 56,000	<b>60,000</b> 54,000 - 64,000
ACT - Canberra (Salary Range)	<b>50,000</b> 40,000 - 55,000	<b>60,000</b> 50,000 - 70,000
TAS - Hobart (Salary Range)	<b>38,000</b> 35,000 - 45,000	<b>50,000</b> 41,000 - 55,000
NT - Darwin (Salary Range)	<b>45,000</b> 38,000 - 45,000	<b>52,000</b> 40,000 - 55,000
NZ - Auckland (Salary Range)	<b>45,000</b> 38,000 - 50,000	<b>50,000</b> 40,000 - 55,000
NZ - Christchurch / Wellington (Salary Range)	<b>40,000</b> 32,000 - 42,000	<b>45,000</b> 40,000 - 52,000

Business Services Undergraduates	0 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>35,000</b> 31,000 - 37,000	<b>39,500</b> 37,500 - 42,000	<b>46,000</b> 43,000 - 48,000
NSW - Regional (Salary Range)	<b>33,000</b> 29,000 - 37,000	<b>38,500</b> 35,000 - 41,000	<b>44,000</b> 41,000 - 46,000
VIC - Melbourne (Salary Range)	<b>34,000</b> 26,000 - 37,000	<b>38,000</b> 32,000 - 41,000	<b>43,000</b> 38,500 - 46,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>32,000</b> 28,000 - 34,000	<b>36,000</b> 33,000 - 38,000	<b>42,000</b> 40,000 - 45,000
QLD - Regional (Salary Range)	<b>30,000</b> 28,000 - 32,000	<b>36,000</b> 33,000 - 38,000	<b>42,000</b> 40,000 - 45,000
SA - Adelaide (Salary Range)	<b>34,000</b> 29,000 - 36,500	<b>38,500</b> 35,000 - 41,000	<b>42,000</b> 42,000 - 46,000
WA - Perth (Salary Range)	<b>33,000</b> 26,000 - 36,000	<b>44,000</b> 35,000 - 46,000	<b>50,000</b> 45,000 - 53,000
ACT - Canberra (Salary Range)	<b>36,000</b> 35,000 - 41,000	<b>46,500</b> 42,000 - 51,000	<b>50,000</b> 47,500 - 53,000
TAS - Hobart (Salary Range)	<b>30,000</b> 26,000 - 33,000	<b>32,000</b> 28,000 - 38,000	<b>38,000</b> 34,000 - 43,000
NT - Darwin (Salary Range)	<b>33,000</b> 28,000 - 35,000	<b>36,500</b> 34,000 - 40,000	<b>42,500</b> 40,000 - 45,000
NZ - Auckland (Salary Range)	<b>34,000</b> 28,000 - 36,000	<b>36,000</b> 34,000 - 40,000	<b>42,000</b> 35,000 - 45,000
NZ - Christchurch / Wellington (Salary Range)	<b>34,000</b> 30,000 - 36,000	<b>36,000</b> 34,000 - 40,000	<b>42,000</b> 35,000 - 45,000

### Typical Benefits

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

All Salaries shown exclude superannuation

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# PROFESSIONAL | PRACTICE

Business Services Graduates	No Experience	1 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>40,000</b> 33,000 - 44,000	<b>44,000</b> 38,500 - 46,000	<b>49,500</b> 42,000 - 50,000	<b>53,000</b> 49,000 - 55,000
NSW - Regional (Salary Range)	<b>35,000</b> 31,000 - 40,000	<b>40,000</b> 35,000 - 42,000	<b>48,000</b> 41,000 - 49,500	<b>51,500</b> 46,000 - 52,000
VIC - Melbourne (Salary Range)	<b>40,000</b> 33,000 - 44,000	<b>44,000</b> 39,500 - 50,000	<b>50,500</b> 44,000 - 53,000	<b>53,500</b> 50,000 - 57,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>35,000</b> 32,000 - 37,000	<b>38,000</b> 36,000 - 41,000	<b>43,000</b> 42,000 - 46,000	<b>51,000</b> 47,000 - 54,000
QLD - Regional (Salary Range)	<b>35,000</b> 32,000 - 37,000	<b>38,000</b> 36,000 - 40,000	<b>42,000</b> 38,000 - 45,000	<b>48,000</b> 46,000 - 50,000
SA - Adelaide (Salary Range)	<b>38,500</b> 35,000 - 40,500	<b>40,000</b> 37,000 - 44,000	<b>46,000</b> 42,000 - 50,000	<b>49,000</b> 45,000 - 51,500
WA - Perth (Salary Range)	<b>40,000</b> 38,000 - 45,000	<b>45,000</b> 42,000 - 52,000	<b>55,000</b> 49,000 - 60,000	<b>60,000</b> 58,000 - 69,000
ACT - Canberra (Salary Range)	<b>40,000</b> 36,000 - 44,000	<b>47,000</b> 44,000 - 50,000	<b>48,000</b> 46,000 - 55,000	<b>52,000</b> 50,000 - 65,000
TAS - Hobart (Salary Range)	<b>34,000</b> 30,000 - 40,000	<b>38,000</b> 32,000 - 42,000	<b>48,000</b> 46,000 - 55,000	<b>47,000</b> 42,000 - 50,000
NT - Darwin (Salary Range)	<b>37,500</b> 35,000 - 40,000	<b>38,000</b> 35,000 - 42,000	<b>45,000</b> 42,000 - 47,000	<b>48,000</b> 43,000 - 50,000
NZ - Auckland (Salary Range)	<b>36,000</b> 32,000 - 38,000	<b>40,000</b> 36,000 - 42,000	<b>45,000</b> 40,000 - 48,000	<b>50,000</b> 44,000 - 54,000
NZ - Christchurch / Wellington (Salary Range)	<b>38,000</b> 32,000 - 42,000	<b>40,000</b> 38,000 - 45,000	<b>48,000</b> 45,000 - 52,000	<b>55,000</b> 50,000 - 65,000

Business Services (Typically CA/CPA Complete) Senior, Supervisor, Assistant Managers	3 - 4 yrs Experience	4 - 5 yrs Experience	5 - 6 yrs Experience	6 yrs + Experience
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>64,000</b> 59,500 - 69,000	<b>70,000</b> 62,000 - 72,000	<b>80,000</b> 71,500 - 82,000	<b>87,000</b> 82,500 - 90,000
NSW - Regional (Salary Range)	<b>62,000</b> 59,000 - 66,000	<b>67,000</b> 61,500 - 71,500	<b>76,000</b> 66,000 - 80,000	<b>84,500</b> 81,000 - 90,000
VIC - Melbourne (Salary Range)	<b>62,000</b> 54,500 - 65,000	<b>68,000</b> 57,000 - 73,000	<b>77,000</b> 66,000 - 79,000	<b>83,000</b> 66,000 - 90,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>57,000</b> 55,000 - 60,000	<b>65,000</b> 60,000 - 68,000	<b>78,000</b> 75,000 - 80,000	<b>82,000</b> 78,000 - 86,000
QLD - Regional (Salary Range)	<b>57,000</b> 55,000 - 60,000	<b>64,000</b> 60,000 - 66,000	<b>77,000</b> 74,000 - 80,000	<b>82,000</b> 78,000 - 86,000
SA - Adelaide (Salary Range)	<b>59,500</b> 55,000 - 62,000	<b>64,000</b> 57,000 - 66,000	<b>70,000</b> 66,000 - 73,000	<b>74,500</b> 70,500 - 77,000
WA - Perth (Salary Range)	<b>65,000</b> 58,000 - 70,000	<b>70,000</b> 65,000 - 76,000	<b>76,000</b> 70,000 - 83,000	<b>80,000</b> 78,000 - 92,000
ACT - Canberra (Salary Range)	<b>62,000</b> 58,000 - 68,000	<b>68,000</b> 64,000 - 73,000	<b>76,000</b> 72,000 - 82,000	<b>85,000</b> 80,000 - 92,000
TAS - Hobart (Salary Range)	<b>53,000</b> 48,000 - 59,000	<b>60,000</b> 53,000 - 63,000	<b>68,000</b> 60,000 - 71,500	<b>72,000</b> 67,500 - 76,000
NT - Darwin (Salary Range)	<b>57,000</b> 54,000 - 60,000	<b>62,000</b> 58,000 - 65,000	<b>65,000</b> 60,000 - 70,000	<b>72,000</b> 68,000 - 76,000
NZ - Auckland (Salary Range)	<b>58,000</b> 50,000 - 70,000	<b>62,000</b> 55,000 - 75,000	<b>72,000</b> 65,000 - 80,000	<b>82,000</b> 75,000 - 90,000
NZ - Christchurch / Wellington (Salary Range)	<b>58,000</b> 50,000 - 70,000	<b>62,000</b> 55,000 - 75,000	<b>72,000</b> 65,000 - 80,000	<b>82,000</b> 75,000 - 90,000

## Typical Benefits

- Flexible Packaging
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Business Services Managers, Senior Managers, Principals/Directors	Manager for 0 - 2 yrs	Senior Manager for 2 - 5 yrs	Principals / Directors
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>100,000</b> 91,000 - 110,000	<b>120,000</b> 105,000 - 130,000	<b>165,000</b> 120,000+
NSW - Regional (Salary Range)	<b>92,000</b> 84,500 - 101,000	<b>110,000</b> 96,000 - 134,000	<b>147,000</b> 125,000+
VIC - Melbourne (Salary Range)	<b>90,000</b> 83,000 - 102,000	<b>115,000</b> 100,000 - 128,500	<b>150,000</b> 120,000+
QLD - Brisbane and Gold Coast (Salary Range)	<b>90,000</b> 85,000 - 95,000	<b>110,000</b> 100,000 - 120,000	<b>130,000</b> 120,000+
QLD - Regional (Salary Range)	<b>90,000</b> 85,000 - 95,000	<b>105,000</b> 100,000 - 115,000	<b>125,000</b> 115,000+
SA - Adelaide (Salary Range)	<b>81,000</b> 73,500 - 82,000	<b>100,000</b> 94,000 - 103,000	<b>120,000</b> 110,000+
WA - Perth (Salary Range)	<b>90,000</b> 83,000 - 95,000	<b>110,000</b> 96,000 - 137,000	<b>140,000</b> 130,000+
ACT - Canberra (Salary Range)	<b>90,000</b> 80,000 - 105,000	<b>115,000</b> 100,000 - 130,000	<b>150,000</b> 140,000+
TAS - Hobart (Salary Range)	<b>79,000</b> 68,000 - 88,000	<b>100,000</b> 85,000 - 103,000	<b>120,000</b> 110,000+
NT - Darwin (Salary Range)	<b>78,000</b> 73,000 - 80,000	<b>95,000</b> 90,000 - 100,000	<b>118,000</b> 110,000+
NZ - Auckland (Salary Range)	<b>75,000</b> 70,000 - 90,000	<b>95,000</b> 80,000 - 115,000	<b>140,000</b> 100,000 - 180,000
NZ - Christchurch / Wellington (Salary Range)	<b>75,000</b> 60,000 - 80,000	<b>85,000</b> 75,000 - 95,000	<b>125,000</b> 100,000 - 160,000

External Audit Undergraduates	0 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>35,000</b> 32,000 - 37,000	<b>41,000</b> 36,000 - 42,000	<b>46,000</b> 41,000 - 48,000
NSW - Regional (Salary Range)	<b>33,000</b> 30,000 - 37,000	<b>39,500</b> 35,000 - 41,000	<b>44,000</b> 41,000 - 46,000
VIC - Melbourne (Salary Range)	<b>34,000</b> 26,000 - 38,500	<b>38,000</b> 32,000 - 41,000	<b>44,000</b> 38,500 - 46,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>32,000</b> 30,000 - 35,000	<b>38,000</b> 30,000 - 40,000	<b>45,000</b> 36,000 - 48,000
QLD - Regional (Salary Range)	<b>32,000</b> 30,000 - 35,000	<b>38,000</b> 30,000 - 40,000	<b>45,000</b> 36,000 - 48,000
SA - Adelaide (Salary Range)	<b>34,000</b> 29,000 - 37,000	<b>38,500</b> 35,000 - 41,000	<b>42,000</b> 38,500 - 46,000
WA - Perth (Salary Range)	<b>33,000</b> 29,000 - 37,000	<b>38,000</b> 31,000 - 41,000	<b>48,000</b> 43,000 - 53,000
ACT - Canberra (Salary Range)	<b>36,000</b> 32,000 - 38,000	<b>38,000</b> 36,000 - 45,000	<b>46,000</b> 42,000 - 50,000
TAS - Hobart (Salary Range)	<b>32,000</b> 27,500 - 36,000	<b>36,000</b> 32,000 - 39,000	<b>40,000</b> 36,000 - 44,500
NT - Darwin (Salary Range)	<b>35,000</b> 28,000 - 35,000	<b>37,000</b> 33,500 - 40,500	<b>40,000</b> 35,000 - 45,000
NZ - Auckland (Salary Range)	<b>35,000</b> 30,000 - 40,000	<b>38,000</b> 35,000 - 42,000	<b>44,000</b> 40,000 - 48,000
NZ - Christchurch / Wellington (Salary Range)	<b>33,000</b> 30,000 - 42,000	<b>35,000</b> 33,000 - 45,000	<b>42,000</b> 40,000 - 50,000

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# PROFESSIONAL | PRACTICE

External Audit Graduates	No Experience	1 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>40,000</b> 33,000 - 44,000	<b>44,000</b> 38,500 - 46,000	<b>50,500</b> 44,000 - 51,500	<b>55,000</b> 51,500 - 57,000
NSW - Regional (Salary Range)	<b>37,000</b> 32,000 - 38,500	<b>40,000</b> 38,000 - 45,000	<b>49,000</b> 42,000 - 50,000	<b>51,500</b> 46,000 - 54,000
VIC - Melbourne (Salary Range)	<b>40,000</b> 33,000 - 44,000	<b>45,000</b> 38,500 - 48,000	<b>50,500</b> 44,000 - 53,000	<b>55,000</b> 50,500 - 58,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>38,000</b> 36,000 - 41,000	<b>42,000</b> 38,000 - 46,000	<b>48,000</b> 43,000 - 52,000	<b>53,000</b> 51,000 - 55,000
QLD - Regional (Salary Range)	<b>36,000</b> 34,000 - 40,000	<b>42,000</b> 41,000 - 48,000	<b>48,000</b> 43,000 - 52,000	<b>53,000</b> 48,000 - 55,000
SA - Adelaide (Salary Range)	<b>38,500</b> 35,000 - 40,500	<b>40,500</b> 37,000 - 44,000	<b>46,000</b> 42,000 - 50,000	<b>49,000</b> 45,000 - 51,500
WA - Perth (Salary Range)	<b>36,000</b> 34,000 - 40,000	<b>44,000</b> 38,000 - 48,000	<b>50,000</b> 45,000 - 55,000	<b>55,000</b> 51,000 - 63,000
ACT - Canberra (Salary Range)	<b>40,000</b> 36,000 - 44,000	<b>47,000</b> 44,000 - 50,000	<b>48,000</b> 46,000 - 55,000	<b>52,000</b> 50,000 - 65,000
TAS - Hobart (Salary Range)	<b>34,000</b> 30,000 - 38,500	<b>38,000</b> 35,000 - 43,000	<b>43,000</b> 39,000 - 48,000	<b>46,500</b> 44,000 - 51,500
NT - Darwin (Salary Range)	<b>37,000</b> 34,000 - 40,000	<b>38,500</b> 35,000 - 43,000	<b>44,500</b> 40,000 - 48,000	<b>48,000</b> 44,000 - 50,000
NZ - Auckland (Salary Range)	<b>38,000</b> 32,000 - 40,000	<b>40,000</b> 35,000 - 45,000	<b>45,000</b> 40,000 - 50,000	<b>50,000</b> 45,000 - 55,000
NZ - Christchurch / Wellington (Salary Range)	<b>38,000</b> 30,000 - 42,000	<b>40,000</b> 35,000 - 45,000	<b>45,000</b> 40,000 - 50,000	<b>50,000</b> 45,000 - 55,000

External Audit (Typically CA/CPA Complete) Senior, Supervisor, Assistant Managers	3 - 4 yrs Experience	4 - 5 yrs Experience	5 - 6 yrs Experience	6 yrs + Experience
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>64,000</b> 59,000 - 69,000	<b>70,000</b> 60,000 - 71,500	<b>80,000</b> 68,000 - 81,000	<b>87,000</b> 79,000 - 90,000
NSW - Regional (Salary Range)	<b>62,500</b> 55,000 - 67,000	<b>69,000</b> 58,000 - 71,000	<b>76,000</b> 69,000 - 81,000	<b>84,500</b> 73,500 - 87,000
VIC - Melbourne (Salary Range)	<b>62,000</b> 55,000 - 66,000	<b>68,000</b> 60,000 - 72,000	<b>74,000</b> 66,000 - 78,000	<b>78,000</b> 71,000 - 84,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>62,000</b> 54,000 - 66,000	<b>68,000</b> 60,000 - 73,000	<b>73,000</b> 68,000 - 76,000	<b>78,000</b> 71,000 - 82,000
QLD - Regional (Salary Range)	<b>61,000</b> 55,000 - 64,000	<b>68,000</b> 60,000 - 74,000	<b>72,000</b> 68,000 - 75,000	<b>78,000</b> 71,000 - 82,000
SA - Adelaide (Salary Range)	<b>60,000</b> 55,000 - 62,500	<b>64,000</b> 59,000 - 66,000	<b>70,000</b> 66,000 - 73,500	<b>74,500</b> 70,500 - 77,000
WA - Perth (Salary Range)	<b>70,000</b> 64,000 - 75,000	<b>75,000</b> 70,000 - 83,000	<b>80,000</b> 74,000 - 90,000	<b>85,000</b> 78,000 - 90,000
ACT - Canberra (Salary Range)	<b>62,000</b> 58,000 - 68,000	<b>68,000</b> 64,000 - 73,000	<b>75,000</b> 68,000 - 82,000	<b>85,000</b> 80,000 - 92,000
TAS - Hobart (Salary Range)	<b>58,000</b> 53,000 - 61,000	<b>62,500</b> 57,000 - 65,000	<b>68,000</b> 63,000 - 72,500	<b>72,000</b> 67,000 - 75,000
NT - Darwin (Salary Range)	<b>58,000</b> 54,000 - 60,000	<b>63,500</b> 57,000 - 66,000	<b>68,000</b> 63,000 - 72,000	<b>70,000</b> 66,000 - 73,000
NZ - Auckland (Salary Range)	<b>55,000</b> 50,000 - 60,000	<b>62,000</b> 55,000 - 68,000	<b>68,000</b> 60,000 - 75,000	<b>75,000</b> 70,000 - 80,000
NZ - Christchurch / Wellington (Salary Range)	<b>55,000</b> 50,000 - 58,000	<b>60,000</b> 50,000 - 65,000	<b>68,000</b> 60,000 - 75,000	<b>75,000</b> 65,000 - 80,000

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- Performance based bonuses

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External Audit Managers, Senior Managers, Principals/Directors	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>105,000</b> 92,000 - 110,000	<b>120,000</b> 110,000 - 128,000	<b>165,000</b> 120,000+
NSW - Regional (Salary Range)	<b>96,500</b> 87,000 - 110,000	<b>115,000</b> 100,000 - 124,000	<b>160,000</b> 120,000+
VIC - Melbourne (Salary Range)	<b>94,000</b> 82,000 - 100,000	<b>115,000</b> 100,000 - 133,000	<b>160,000+</b> 120,000+
QLD - Brisbane and Gold Coast (Salary Range)	<b>90,000</b> 80,000 - 100,000	<b>110,000</b> 100,000 - 120,000	<b>130,000</b> 120,000+
QLD - Regional (Salary Range)	<b>90,000</b> 80,000 - 100,000	<b>110,000</b> 87,000 - 115,000	<b>130,000</b> 120,000+
SA - Adelaide (Salary Range)	<b>78,000</b> 73,500 - 81,500	<b>100,000</b> 93,500 - 103,000	<b>121,000</b> 110,000+
WA - Perth (Salary Range)	<b>96,000</b> 87,000 - 110,000	<b>115,000</b> 100,000 - 145,000	<b>160,000</b> 120,000+
ACT - Canberra (Salary Range)	<b>90,000</b> 80,000 - 105,000	<b>115,000</b> 100,000 - 130,000	<b>150,000</b> 140,000+
TAS - Hobart (Salary Range)	<b>76,000</b> 69,000 - 80,000	<b>100,000</b> 92,000 - 103,000	<b>120,000</b> 110,000+
NT - Darwin (Salary Range)	<b>75,000</b> 69,000 - 77,000	<b>100,000</b> 98,000 - 103,000	<b>120,000</b> 110,000+
NZ - Auckland (Salary Range)	<b>80,000</b> 70,000 - 85,000	<b>95,000</b> 80,000 - 110,000	<b>140,000</b> 100,000 - 170,000
NZ - Christchurch / Wellington (Salary Range)	<b>77,000</b> 70,000 - 95,000	<b>90,000</b> 80,000 - 105,000	<b>130,000</b> 95,000 - 160,000

IT Audit Graduates	No Experience	1 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>40,000</b> 35,000 - 44,000	<b>45,000</b> 35,000 - 46,000	<b>52,500</b> 46,000 - 55,000	<b>55,000</b> 50,500 - 57,000
NSW - Regional (Salary Range)	<b>35,000</b> 31,000 - 37,000	<b>38,500</b> 32,000 - 40,500	<b>46,000</b> 38,500 - 50,000	<b>53,500</b> 41,000 - 55,000
VIC - Melbourne (Salary Range)	<b>40,000</b> 37,000 - 44,000	<b>45,000</b> 41,000 - 50,500	<b>50,500</b> 46,000 - 55,000	<b>55,000</b> 49,000 - 58,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>38,000</b> 35,000 - 42,000	<b>42,000</b> 38,000 - 46,000	<b>47,000</b> 44,000 - 49,000	<b>53,000</b> 50,000 - 55,000
QLD - Regional (Salary Range)	<b>38,000</b> 35,000 - 42,000	<b>42,000</b> 38,000 - 46,000	<b>47,000</b> 44,000 - 49,000	<b>53,000</b> 50,000 - 55,000
SA - Adelaide (Salary Range)	<b>38,500</b> 35,000 - 40,500	<b>40,500</b> 37,000 - 44,000	<b>46,000</b> 42,500 - 50,000	<b>49,000</b> 45,000 - 51,500
WA - Perth (Salary Range)	<b>38,000</b> 34,000 - 40,000	<b>42,000</b> 39,000 - 46,000	<b>47,000</b> 42,000 - 51,000	<b>52,000</b> 47,000 - 57,000
ACT - Canberra (Salary Range)	<b>38,000</b> 35,000 - 42,000	<b>47,000</b> 44,000 - 50,000	<b>48,000</b> 46,000 - 55,000	<b>52,000</b> 50,000 - 65,000
TAS - Hobart (Salary Range)	<b>35,000</b> 28,000 - 36,000	<b>38,000</b> 32,000 - 42,000	<b>43,500</b> 40,000 - 48,000	<b>48,000</b> 42,000 - 50,000
NT - Darwin (Salary Range)	<b>37,000</b> 35,000 - 39,000	<b>38,500</b> 33,500 - 40,000	<b>45,000</b> 43,000 - 47,500	<b>48,000</b> 45,000 - 50,000
NZ - Auckland (Salary Range)	<b>35,000</b> 30,000 - 38,000	<b>46,000</b> 44,000 - 48,000	<b>55,000</b> 52,000 - 62,000	<b>62,000</b> 60,000 - 65,000
NZ - Christchurch / Wellington (Salary Range)	<b>35,000</b> 30,000 - 38,000	<b>46,000</b> 44,000 - 48,000	<b>50,000</b> 46,000 - 52,000	<b>55,000</b> 50,000 - 62,000

### Typical Benefits

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

All Salaries shown exclude superannuation

New Zealand Salaries are represented in New Zealand Dollars

# PROFESSIONAL | PRACTICE

IT Audit (Typically CA/CPA complete) Senior, Supervisor, Assistant Managers	3 - 4 yrs Experience	4 - 5 yrs Experience	5 - 6 yrs Experience	6 yrs + Experience
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>64,500</b> 60,000 - 66,000	<b>73,000</b> 69,000 - 75,000	<b>81,000</b> 73,500 - 82,500	<b>92,000</b> 82,500 - 96,500
NSW - Regional (Salary Range)	<b>61,500</b> 56,000 - 63,500	<b>70,000</b> 58,000 - 71,500	<b>78,000</b> 71,500 - 81,000	<b>87,000</b> 79,000 - 90,000
VIC - Melbourne (Salary Range)	<b>64,000</b> 60,000 - 68,000	<b>73,000</b> 69,000 - 78,000	<b>81,000</b> 73,500 - 92,000	<b>92,000</b> 82,500 - 100,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>60,000</b> 55,000 - 65,000	<b>70,000</b> 68,000 - 76,000	<b>76,000</b> 79,000 - 85,000	<b>85,000</b> 85,000 - 92,000
QLD - Regional (Salary Range)	<b>60,000</b> 55,000 - 65,000	<b>70,000</b> 68,000 - 76,000	<b>76,000</b> 78,000 - 85,000	<b>85,000</b> 85,000 - 92,000
SA - Adelaide (Salary Range)	<b>60,000</b> 55,000 - 62,500	<b>64,000</b> 60,000 - 66,000	<b>70,000</b> 66,000 - 73,500	<b>74,500</b> 70,500 - 77,000
WA - Perth (Salary Range)	<b>60,000</b> 56,000 - 65,000	<b>70,000</b> 65,000 - 76,000	<b>78,000</b> 71,000 - 84,000	<b>86,000</b> 78,000 - 95,000
ACT - Canberra (Salary Range)	<b>62,000</b> 58,000 - 68,000	<b>68,000</b> 64,000 - 73,000	<b>75,000</b> 68,000 - 82,000	<b>85,000</b> 80,000 - 92,000
TAS - Hobart (Salary Range)	<b>58,000</b> 54,000 - 61,500	<b>62,000</b> 59,000 - 64,500	<b>67,000</b> 62,000 - 73,000	<b>72,000</b> 68,000 - 75,000
NT - Darwin (Salary Range)	<b>58,000</b> 53,500 - 60,000	<b>63,000</b> 60,000 - 65,000	<b>65,000</b> 62,500 - 68,000	<b>72,000</b> 67,000 - 76,000
NZ - Auckland (Salary Range)	<b>65,000</b> 55,000 - 80,000	<b>70,000</b> 65,000 - 80,000	<b>75,000</b> 65,000 - 85,000	<b>85,000</b> 70,000 - 100,000
NZ - Christchurch / Wellington (Salary Range)	<b>60,000</b> 55,000 - 80,000	<b>70,000</b> 65,000 - 80,000	<b>75,000</b> 65,000 - 85,000	<b>80,000</b> 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
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>100,000</b> 82,500 - 110,000	<b>130,000</b> 92,000 - 138,000	<b>150,000</b> 140,000+
NSW - Regional (Salary Range)	<b>92,000</b> 87,000 - 96,000	<b>110,000</b> 92,000 - 128,500	<b>138,000</b> 120,000+
VIC - Melbourne (Salary Range)	<b>100,000</b> 92,000 - 110,000	<b>130,000</b> 110,000 - 147,000	<b>150,000</b> 140,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>90,000</b> 88,000 - 95,000	<b>110,000</b> 100,000 - 115,000	<b>130,000</b> 125,000+
QLD - Regional (Salary Range)	<b>88,000</b> 85,000 - 92,000	<b>107,000</b> 100,000 - 115,000	<b>125,000</b> 120,000+
SA - Adelaide (Salary Range)	<b>78,000</b> 73,500 - 82,000	<b>100,000</b> 93,500 - 103,000	<b>120,000</b> 110,000+
WA - Perth (Salary Range)	<b>85,000</b> 81,000 - 95,000	<b>105,000</b> 90,000 - 125,000	<b>120,000</b> 105,000+
ACT - Canberra (Salary Range)	<b>90,000</b> 80,000 - 105,000	<b>115,000</b> 100,000 - 130,00	<b>150,000</b> 140,000+
TAS - Hobart (Salary Range)	<b>76,000</b> 70,000 - 82,000	<b>100,000</b> 90,000 - 103,000	<b>120,000</b> 110,000+
NT - Darwin (Salary Range)	<b>76,000</b> 71,000 - 80,000	<b>100,000</b> 92,000 - 102,000	<b>120,000</b> 110,000+
NZ - Auckland (Salary Range)	<b>80,000</b> 65,000 - 90,000	<b>90,000</b> 80,000 - 110,000	<b>120,000</b> 100,000 - 150,000
NZ - Christchurch / Wellington (Salary Range)	<b>78,000</b> 65,000 - 90,000	<b>90,000</b> 80,000 - 110,000	<b>120,000</b> 100,000 - 150,000

### Typical Benefits

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

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Insolvency Graduates	No Experience	1 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>40,000</b> 37,000 - 42,500	<b>49,000</b> 41,500 - 52,500	<b>55,000</b> 50,500 - 62,500	<b>62,500</b> 55,000 - 66,000
NSW - Regional (Salary Range)	<b>38,500</b> 36,500 - 41,500	<b>46,000</b> 41,500 - 50,500	<b>57,000</b> 49,000 - 62,500	<b>61,500</b> 58,000 - 64,500
VIC - Melbourne (Salary Range)	<b>40,000</b> 36,000 - 43,000	<b>47,000</b> 41,000 - 52,000	<b>54,000</b> 48,000 - 62,000	<b>60,000</b> 55,000 - 67,500
QLD - Brisbane and Gold Coast (Salary Range)	<b>35,000</b> 32,000 - 37,000	<b>42,000</b> 39,000 - 45,000	<b>50,000</b> 47,000 - 55,000	<b>55,000</b> 52,000 - 58,000
QLD - Regional (Salary Range)	<b>35,000</b> 32,000 - 37,000	<b>42,000</b> 39,000 - 45,000	<b>50,000</b> 47,000 - 55,000	<b>55,000</b> 52,000 - 58,000
SA - Adelaide (Salary Range)	<b>38,500</b> 35,000 - 40,500	<b>40,500</b> 37,000 - 44,000	<b>46,000</b> 42,000 - 50,000	<b>49,000</b> 45,000 - 51,500
WA - Perth (Salary Range)	<b>37,000</b> 34,000 - 42,000	<b>46,000</b> 42,000 - 50,000	<b>52,000</b> 47,000 - 57,000	<b>55,000</b> 48,000 - 57,000
ACT - Canberra (Salary Range)	<b>40,000</b> 36,000 - 44,000	<b>47,000</b> 44,000 - 50,000	<b>48,000</b> 46,000 - 55,000	<b>52,000</b> 50,000 - 65,000
TAS - Hobart (Salary Range)	<b>36,000</b> 32,000 - 40,000	<b>39,500</b> 36,000 - 42,000	<b>44,000</b> 40,000 - 48,000	<b>48,000</b> 43,000 - 50,000
NT - Darwin (Salary Range)	<b>38,000</b> 35,000 - 40,000	<b>40,000</b> 38,000 - 43,000	<b>43,500</b> 40,000 - 46,000	<b>48,000</b> 43,500 - 50,000
NZ - Auckland (Salary Range)	<b>38,000</b> 35,000 - 43,000	<b>43,000</b> 38,000 - 50,000	<b>48,000</b> 42,000 - 55,000	<b>55,000</b> 48,000 - 60,000
NZ - Christchurch / Wellington (Salary Range)	<b>38,000</b> 35,000 - 43,000	<b>43,000</b> 38,500 - 50,000	<b>48,000</b> 45,000 - 50,000	<b>50,000</b> 45,000 - 55,000

Insolvency (Typically CA/CPA complete) Senior, Supervisor, Assistant Managers	3 - 4 yrs Experience	4 - 5 yrs Experience	5 - 6 yrs Experience	6 yrs + Experience
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>69,000</b> 62,500 - 73,500	<b>76,000</b> 69,000 - 81,000	<b>85,000</b> 77,000 - 92,000	<b>100,000</b> 92,000 - 105,500
NSW - Regional (Salary Range)	<b>65,000</b> 60,000 - 71,500	<b>73,500</b> 68,000 - 78,000	<b>82,000</b> 73,500 - 85,000	<b>92,000</b> 82,000 - 96,500
VIC - Melbourne (Salary Range)	<b>65,000</b> 60,000 - 72,000	<b>71,500</b> 66,000 - 80,000	<b>80,000</b> 73,000 - 86,000	<b>90,000</b> 80,000 - 92,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>61,000</b> 57,000 - 63,000	<b>69,000</b> 65,000 - 73,000	<b>75,000</b> 73,000 - 78,000	<b>83,000</b> 80,000 - 88,000
QLD - Regional (Salary Range)	<b>61,000</b> 57,000 - 63,000	<b>69,000</b> 65,000 - 73,000	<b>75,000</b> 73,000 - 78,000	<b>82,000</b> 80,000 - 88,000
SA - Adelaide (Salary Range)	<b>60,000</b> 55,000 - 62,500	<b>64,500</b> 60,000 - 66,000	<b>70,000</b> 66,000 - 73,500	<b>74,500</b> 71,000 - 77,000
WA - Perth (Salary Range)	<b>66,000</b> 62,000 - 70,000	<b>71,000</b> 63,000 - 80,000	<b>75,000</b> 67,000 - 83,000	<b>85,000</b> 70,000 - 88,000
ACT - Canberra (Salary Range)	<b>62,000</b> 58,000 - 68,000	<b>70,000</b> 65,000 - 75,000	<b>75,000</b> 72,000 - 80,000	<b>90,000</b> 80,000 - 100,000
TAS - Hobart (Salary Range)	<b>57,500</b> 53,000 - 61,000	<b>62,000</b> 58,000 - 64,000	<b>68,000</b> 60,000 - 72,000	<b>71,000</b> 67,500 - 75,000
NT - Darwin (Salary Range)	<b>58,500</b> 55,000 - 60,000	<b>63,000</b> 60,000 - 70,000	<b>68,000</b> 64,000 - 72,000	<b>73,000</b> 70,000 - 76,000
NZ - Auckland (Salary Range)	<b>60,000</b> 50,000 - 70,000	<b>68,000</b> 60,000 - 75,000	<b>72,000</b> 62,000 - 80,000	<b>78,000</b> 66,000 - 90,000
NZ - Christchurch / Wellington (Salary Range)	<b>60,000</b> 50,000 - 70,000	<b>68,000</b> 60,000 - 75,000	<b>70,000</b> 60,000 - 80,000	<b>75,000</b> 70,000 - 90,000

### Typical Benefits

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# PROFESSIONAL | PRACTICE

## Insolvency

Managers, Senior Managers,  
Principals/Directors

	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Typical Salary	Typical Salary	Typical Salary
<b>NSW - Sydney</b> (Salary Range)	<b>105,000</b> 92,000 - 110,000	<b>134,000</b> 110,000 - 138,000	<b>175,000</b> 128,500+
<b>NSW - Regional</b> (Salary Range)	<b>100,000</b> 82,500 - 105,000	<b>115,000</b> 105,000 - 120,000	<b>142,000</b> 120,000+
<b>VIC - Melbourne</b> (Salary Range)	<b>105,000</b> 90,000 - 110,000	<b>125,000</b> 100,000 - 132,000	<b>165,000</b> 125,000+
<b>QLD - Brisbane and Gold Coast</b> (Salary Range)	<b>90,000</b> 85,000 - 95,000	<b>110,000</b> 100,000 - 120,000	<b>130,000</b> 120,000+
<b>QLD - Regional</b> (Salary Range)	<b>88,000</b> 84,000 - 95,000	<b>110,000</b> 100,000 - 120,000	<b>130,000</b> 120,000+
<b>SA - Adelaide</b> (Salary Range)	<b>78,000</b> 73,500 - 82,000	<b>99,000</b> 93,500 - 103,000	<b>121,000</b> 110,000+
<b>WA - Perth</b> (Salary Range)	<b>95,000</b> 85,000 - 105,000	<b>110,000</b> 90,000 - 130,000	<b>135,000</b> 120,000+
<b>ACT - Canberra</b> (Salary Range)	<b>92,000</b> 80,000 - 105,000	<b>115,000</b> 100,000 - 130,000	<b>150,000</b> 140,000+
<b>TAS - Hobart</b> (Salary Range)	<b>76,500</b> 70,000 - 82,000	<b>97,000</b> 89,000 - 103,000	<b>120,000</b> 110,000+
<b>NT - Darwin</b> (Salary Range)	<b>80,000</b> 70,000 - 85,000	<b>96,000</b> 90,000 - 102,000	<b>120,000</b> 110,000+
<b>NZ - Auckland</b> (Salary Range)	<b>80,000</b> 70,000 - 95,000	<b>100,000</b> 95,000 - 130,000	<b>130,000</b> 100,000+
<b>NZ - Christchurch / Wellington</b> (Salary Range)	<b>75,000</b> 70,000 - 90,000	<b>85,000</b> 80,000 - 90,000	<b>110,000</b> 90,000+

## Tax Consulting

Graduates

	No Experience	1 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
<b>NSW - Sydney</b> (Salary Range)	<b>42,000</b> 37,000 - 44,000	<b>48,000</b> 41,500 - 50,000	<b>50,500</b> 46,000 - 51,500	<b>58,000</b> 52,500 - 60,000
<b>NSW - Regional</b> (Salary Range)	<b>40,500</b> 32,000 - 42,000	<b>45,000</b> 40,000 - 48,000	<b>48,000</b> 41,500 - 50,000	<b>55,000</b> 48,500 - 57,000
<b>VIC - Melbourne</b> (Salary Range)	<b>42,000</b> 38,000 - 44,000	<b>48,000</b> 42,000 - 49,000	<b>50,500</b> 44,000 - 53,000	<b>58,000</b> 51,000 - 60,000
<b>QLD - Brisbane and Gold Coast</b> (Salary Range)	<b>36,000</b> 32,000 - 40,000	<b>45,000</b> 42,000 - 48,000	<b>48,000</b> 46,000 - 53,000	<b>55,000</b> 50,000 - 60,000
<b>QLD - Regional</b> (Salary Range)	<b>36,000</b> 32,000 - 40,000	<b>45,000</b> 42,000 - 48,000	<b>48,000</b> 46,000 - 53,000	<b>55,000</b> 50,000 - 60,000
<b>SA - Adelaide</b> (Salary Range)	<b>38,500</b> 35,000 - 40,500	<b>40,500</b> 37,000 - 44,000	<b>48,000</b> 46,000 - 50,000	<b>48,500</b> 26,000 - 51,000
<b>WA - Perth</b> (Salary Range)	<b>40,000</b> 38,000 - 45,000	<b>49,000</b> 43,000 - 55,000	<b>55,000</b> 49,000 - 59,000	<b>60,000</b> 55,000 - 65,000
<b>ACT - Canberra</b> (Salary Range)	<b>40,000</b> 36,000 - 44,000	<b>47,000</b> 44,000 - 50,000	<b>48,000</b> 46,000 - 55,000	<b>52,000</b> 50,000 - 65,000
<b>TAS - Hobart</b> (Salary Range)	<b>35,000</b> 31,000 - 38,000	<b>39,000</b> 35,000 - 42,000	<b>45,000</b> 42,000 - 50,000	<b>48,000</b> 43,000 - 52,000
<b>NT - Darwin</b> (Salary Range)	<b>35,000</b> 32,500 - 37,500	<b>40,000</b> 38,000 - 43,000	<b>45,000</b> 42,500 - 50,000	<b>48,000</b> 45,000 - 50,000
<b>NZ - Auckland</b> (Salary Range)	<b>36,000</b> 30,000 - 40,000	<b>40,000</b> 36,000 - 44,000	<b>45,000</b> 40,000 - 50,000	<b>50,000</b> 45,000 - 60,000
<b>NZ - Christchurch / Wellington</b> (Salary Range)	<b>38,000</b> 35,000 - 41,000	<b>40,000</b> 36,000 - 45,000	<b>45,000</b> 40,000 - 55,000	<b>55,000</b> 45,000 - 60,000

### Typical Benefits

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

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### Tax Consulting

(Typically CA/CPA complete) Senior Supervisor, Assistant Manager

	3 - 4 yrs Experience	4 - 5 yrs Experience	5 - 6 yrs Experience	6 yrs + Experience
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>67,000</b> 61,500 - 69,000	<b>72,000</b> 66,000 - 76,000	<b>81,000</b> 73,500 - 82,500	<b>87,000</b> 74,000 - 100,000
NSW - Regional (Salary Range)	<b>62,500</b> 53,500 - 66,000	<b>68,000</b> 64,000 - 75,000	<b>77,000</b> 71,500 - 81,000	<b>82,500</b> 73,500 - 100,000
VIC - Melbourne (Salary Range)	<b>66,000</b> 60,000 - 70,000	<b>72,000</b> 67,000 - 76,000	<b>81,000</b> 73,500 - 84,000	<b>87,000</b> 77,000 - 100,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>62,000</b> 60,000 - 67,000	<b>68,000</b> 65,000 - 75,000	<b>78,000</b> 74,000 - 83,000	<b>85,000</b> 80,000 - 90,000
QLD - Regional (Salary Range)	<b>62,000</b> 60,000 - 67,000	<b>68,000</b> 65,000 - 75,000	<b>78,000</b> 74,000 - 83,000	<b>85,000</b> 80,000 - 90,000
SA - Adelaide (Salary Range)	<b>60,000</b> 55,000 - 62,500	<b>64,000</b> 60,000 - 66,000	<b>70,000</b> 66,000 - 73,500	<b>75,000</b> 71,000 - 77,000
WA - Perth (Salary Range)	<b>68,000</b> 60,000 - 73,000	<b>74,000</b> 64,000 - 78,000	<b>78,000</b> 66,000 - 84,000	<b>82,000</b> 74,000 - 100,000
ACT - Canberra (Salary Range)	<b>62,000</b> 58,000 - 68,000	<b>72,000</b> 66,000 - 76,000	<b>75,000</b> 72,000 - 82,000	<b>90,000</b> 80,000 - 100,000
TAS - Hobart (Salary Range)	<b>58,000</b> 54,000 - 61,500	<b>63,000</b> 58,000 - 65,000	<b>68,000</b> 64,000 - 72,000	<b>73,500</b> 69,000 - 76,000
NT - Darwin (Salary Range)	<b>60,000</b> 55,000 - 65,000	<b>63,000</b> 58,000 - 66,000	<b>70,000</b> 65,000 - 73,500	<b>72,000</b> 68,000 - 75,000
NZ - Auckland (Salary Range)	<b>60,000</b> 48,000 - 62,000	<b>65,000</b> 55,000 - 70,000	<b>75,000</b> 65,000 - 85,000	<b>80,000</b> 70,000 - 90,000
NZ - Christchurch / Wellington (Salary Range)	<b>60,000</b> 54,000 - 64,000	<b>65,000</b> 60,000 - 68,000	<b>70,000</b> 65,000 - 75,000	<b>75,000</b> 70,000 - 90,000

### Tax Consulting

Including Managers, Senior Managers, Principals/Directors

	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>100,000</b> 82,500 - 110,000	<b>128,000</b> 110,000 - 138,000	<b>165,000</b> 147,000+
NSW - Regional (Salary Range)	<b>92,000</b> 84,500 - 105,000	<b>115,000</b> 105,000 - 126,500	<b>142,000</b> 128,000+
VIC - Melbourne (Salary Range)	<b>100,000</b> 85,000 - 112,000	<b>128,000</b> 110,000 - 146,000	<b>165,000</b> 147,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>92,000</b> 85,000 - 96,000	<b>115,000</b> 105,000 - 125,000	<b>135,000</b> 125,000+
QLD - Regional (Salary Range)	<b>90,000</b> 85,000 - 95,000	<b>110,000</b> 100,000 - 120,000	<b>130,000</b> 120,000+
SA - Adelaide (Salary Range)	<b>78,000</b> 73,500 - 82,000	<b>100,000</b> 93,500 - 103,000	<b>121,000</b> 110,000+
WA - Perth (Salary Range)	<b>96,500</b> 88,000 - 105,000	<b>115,000</b> 100,000 - 133,000	<b>145,000</b> 125,000+
ACT - Canberra (Salary Range)	<b>92,000</b> 80,000 - 105,000	<b>115,000</b> 110,000 - 130,000	<b>150,000</b> 140,000+
TAS - Hobart (Salary Range)	<b>76,000</b> 72,000 - 88,000	<b>100,000</b> 92,000 - 103,000	<b>120,000</b> 110,000+
NT - Darwin (Salary Range)	<b>78,000</b> 74,000 - 83,000	<b>100,000</b> 95,000 - 103,000	<b>120,000</b> 110,000+
NZ - Auckland (Salary Range)	<b>80,000</b> 65,000 - 85,000	<b>90,000</b> 80,000 - 95,000	<b>150,000</b> 95,000 - 180,000
NZ - Christchurch / Wellington (Salary Range)	<b>80,000</b> 65,000 - 85,000	<b>90,000</b> 80,000 - 95,000	<b>150,000</b> 95,000 - 180,000

#### Typical Benefits

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

All Salaries shown exclude superannuation

New Zealand Salaries are represented in New Zealand Dollars

# PROFESSIONAL | PRACTICE

Corporate Finance Graduates	0 - 1 yr Experience	1 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	44,000 36,500 - 46,000	50,500 46,000 - 55,000	60,000 55,000 - 64,000	64,000 60,000 - 69,000
NSW - Regional (Salary Range)	41,500 36,500 - 41,500	41,500 33,000 - 48,500	50,500 46,000 - 55,000	58,000 54,000 - 67,000
VIC - Melbourne (Salary Range)	44,000 42,000 - 46,000	50,500 46,000 - 55,000	60,000 55,000 - 64,000	64,000 60,000 - 69,000
QLD - Brisbane and Gold Coast (Salary Range)	36,000 34,000 - 40,000	42,000 41,000 - 48,000	50,000 49,000 - 56,000	56,000 56,000 - 62,000
QLD - Regional (Salary Range)	36,000 34,000 - 40,000	42,000 41,000 - 48,000	50,000 49,000 - 56,000	56,000 56,000 - 62,000
SA - Adelaide (Salary Range)	38,500 35,000 - 40,500	40,500 37,000 - 44,000	46,000 42,000 - 50,000	50,000 43,000 - 51,500
WA - Perth (Salary Range)	45,000 37,000 - 50,000	52,000 46,000 - 58,000	60,000 53,000 - 65,000	64,000 56,000 - 69,000
ACT - Canberra (Salary Range)	38,000 35,000 - 42,000	42,000 40,000 - 46,000	48,000 46,000 - 55,000	52,000 50,000 - 65,000
TAS - Hobart (Salary Range)	36,000 33,000 - 40,000	40,000 36,000 - 43,500	45,000 40,000 - 50,000	50,000 42,000 - 52,000
NT - Darwin (Salary Range)	38,000 35,000 - 40,000	40,000 38,000 - 42,000	45,000 42,000 - 48,000	50,000 45,000 - 52,000
NZ - Auckland (Salary Range)	42,000 36,000 - 45,000	48,000 38,000 - 50,000	52,000 50,000 - 58,000	60,000 52,000 - 65,000
NZ - Christchurch / Wellington (Salary Range)	38,000 30,000 - 42,000	40,000 35,000 - 45,000	50,000 45,000 - 55,000	58,000 50,000 - 65,000

Corporate Finance (Typically CA/CPA/SIA/Masters Finance) Senior, Supervisor, Assist. Managers	3 - 4 yrs Experience	4 - 5 yrs Experience	5 - 6 yrs Experience	6 yrs + Experience
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	72,000 64,000 - 78,000	78,000 73,500 - 87,000	82,500 78,000 - 92,000	100,000 86,000 - 105,000
NSW - Regional (Salary Range)	60,000 50,500 - 65,000	64,500 59,500 - 70,500	76,000 73,500 - 81,000	84,500 76,000 - 93,500
VIC - Melbourne (Salary Range)	72,000 69,000 - 78,000	78,000 73,500 - 82,500	82,500 78,000 - 92,000	95,000 85,000 - 100,000
QLD - Brisbane and Gold Coast (Salary Range)	67,000 65,000 - 75,000	72,000 70,000 - 80,000	78,000 75,000 - 85,000	83,000 80,000 - 90,000
QLD - Regional (Salary Range)	67,000 65,000 - 75,000	72,000 70,000 - 80,000	78,000 75,000 - 85,000	83,000 80,000 - 90,000
SA - Adelaide (Salary Range)	60,000 55,000 - 62,500	64,500 60,000 - 66,000	70,000 66,000 - 73,500	74,500 70,500 - 77,000
WA - Perth (Salary Range)	70,000 64,000 - 76,000	74,000 68,000 - 78,000	80,000 78,000 - 88,000	90,000 79,000 - 95,000
ACT - Canberra (Salary Range)	62,000 58,000 - 68,000	68,000 64,000 - 72,000	72,000 68,000 - 76,000	78,000 74,000 - 100,000
TAS - Hobart (Salary Range)	58,000 54,000 - 61,000	63,000 59,000 - 65,000	70,000 64,000 - 73,000	74,000 69,000 - 76,000
NT - Darwin (Salary Range)	60,000 58,000 - 63,000	64,000 60,000 - 67,000	70,000 65,000 - 74,500	75,000 72,000 - 77,000
NZ - Auckland (Salary Range)	65,000 55,000 - 80,000	75,000 70,000 - 85,000	80,000 78,000 - 85,000	85,000 80,000 - 90,000
NZ - Christchurch / Wellington (Salary Range)	62,500 50,000 - 70,000	72,000 60,000 - 85,000	78,000 70,000 - 85,000	82,000 73,000 - 95,000

## Typical Benefits

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

All Salaries shown exclude superannuation

New Zealand Salaries are represented in New Zealand Dollars

### Corporate Finance Managers, Senior Managers, Principals/Directors

	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Typical Salary	Typical Salary	Typical Salary
<b>NSW - Sydney</b> (Salary Range)	<b>110,000</b> 92,000 - 128,500	<b>165,000</b> 115,000 - 183,000	<b>200,000</b> 147,000+
<b>NSW - Regional</b> (Salary Range)	<b>92,000</b> 87,000 - 100,000	<b>118,000</b> 100,000 - 137,000	<b>147,000</b> 100,000+
<b>VIC - Melbourne</b> (Salary Range)	<b>110,000</b> 92,000 - 128,500	<b>155,000</b> 120,000 - 165,000	<b>185,000</b> 150,000+
<b>QLD - Brisbane and Gold Coast</b> (Salary Range)	<b>90,000</b> 85,000 - 100,000	<b>125,000</b> 105,000 - 135,000	<b>150,000</b> 130,000+
<b>QLD - Regional</b> (Salary Range)	<b>90,000</b> 85,000 - 100,000	<b>125,000</b> 105,000 - 135,000	<b>145,000</b> 130,000+
<b>SA - Adelaide</b> (Salary Range)	<b>78,000</b> 73,500 - 82,000	<b>100,000</b> 93,500 - 103,000	<b>121,000</b> 110,000+
<b>WA - Perth</b> (Salary Range)	<b>105,000</b> 95,000 - 120,000	<b>135,000</b> 115,000 - 180,000	<b>175,000</b> 140,000+
<b>ACT - Canberra</b> (Salary Range)	<b>90,000</b> 80,000 - 100,000	<b>110,000</b> 95,000 - 125,000	<b>150,000</b> 130,000+
<b>TAS - Hobart</b> (Salary Range)	<b>75,000</b> 70,000 - 80,000	<b>95,000</b> 85,000 - 100,000	<b>120,000</b> 110,000+
<b>NT - Darwin</b> (Salary Range)	<b>77,000</b> 72,000 - 80,000	<b>100,000</b> 90,000 - 102,000	<b>120,000</b> 110,000+
<b>NZ - Auckland</b> (Salary Range)	<b>82,000</b> 65,000 - 90,000	<b>105,000</b> 90,000 - 140,000	<b>140,000</b> 120,000 - 180,000
<b>NZ - Christchurch / Wellington</b> (Salary Range)	<b>80,000</b> 68,000 - 90,000	<b>90,000</b> 75,000 - 120,000	<b>120,000</b> 80,000 - 140,000

### Management Consultant Graduates

	0 - 1 yr Experience	1 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
<b>NSW - Sydney</b> (Salary Range)	<b>41,500</b> 35,000 - 44,000	<b>48,000</b> 38,500 - 49,500	<b>51,500</b> 46,000 - 53,500	<b>60,000</b> 48,000 - 61,500
<b>NSW - Regional</b> (Salary Range)	<b>37,000</b> 35,000 - 41,500	<b>45,000</b> 38,500 - 48,500	<b>47,500</b> 44,000 - 50,000	<b>55,000</b> 46,000 - 57,000
<b>VIC - Melbourne</b> (Salary Range)	<b>41,500</b> 35,000 - 46,000	<b>47,000</b> 42,000 - 48,000	<b>50,500</b> 46,000 - 52,500	<b>58,000</b> 50,500 - 60,000
<b>QLD - Brisbane and Gold Coast</b> (Salary Range)	<b>38,000</b> 32,000 - 40,000	<b>44,000</b> 40,000 - 48,000	<b>48,000</b> 44,000 - 52,000	<b>52,000</b> 50,000 - 60,000
<b>QLD - Regional</b> (Salary Range)	<b>38,000</b> 33,000 - 40,000	<b>44,000</b> 40,000 - 48,000	<b>48,000</b> 44,000 - 52,000	<b>52,000</b> 50,000 - 60,000
<b>SA - Adelaide</b> (Salary Range)	<b>38,500</b> 35,000 - 40,500	<b>40,500</b> 36,500 - 44,000	<b>46,000</b> 41,000 - 49,500	<b>48,500</b> 45,000 - 51,500
<b>WA - Perth</b> (Salary Range)	<b>42,000</b> 35,000 - 44,000	<b>48,000</b> 43,000 - 53,000	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 56,000 - 66,000
<b>ACT - Canberra</b> (Salary Range)	<b>38,000</b> 35,000 - 42,000	<b>47,000</b> 44,000 - 50,000	<b>48,000</b> 46,000 - 55,000	<b>52,000</b> 50,000 - 65,000
<b>TAS - Hobart</b> (Salary Range)	<b>36,000</b> 32,000 - 40,000	<b>40,000</b> 38,000 - 42,000	<b>42,000</b> 40,000 - 44,000	<b>44,000</b> 42,000 - 48,000
<b>NT - Darwin</b> (Salary Range)	<b>38,000</b> 35,000 - 40,000	<b>40,000</b> 37,500 - 42,000	<b>44,000</b> 40,000 - 47,000	<b>46,000</b> 43,000 - 48,500
<b>NZ - Auckland</b> (Salary Range)	<b>35,000</b> 32,000 - 38,000	<b>43,000</b> 38,000 - 46,000	<b>48,000</b> 40,000 - 52,000	<b>50,000</b> 45,000 - 56,000
<b>NZ - Christchurch / Wellington</b> (Salary Range)	<b>34,000</b> 32,000 - 40,000	<b>40,000</b> 38,000 - 42,000	<b>43,000</b> 40,000 - 47,000	<b>46,000</b> 42,000 - 50,000

#### Typical Benefits

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

All Salaries shown exclude superannuation

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# PROFESSIONAL | PRACTICE

Management Consulting (Typically CA/CPA complete) Senior, Supervisor, Assistant Managers	3 - 4 yrs Experience	4 - 5 yrs Experience	5 - 6 yrs Experience	6 yrs + Experience
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>64,000</b> 60,000 - 69,000	<b>71,500</b> 64,000 - 73,500	<b>78,000</b> 73,000 - 82,500	<b>87,000</b> 78,000 - 92,000
NSW - Regional (Salary Range)	<b>60,000</b> 53,000 - 62,500	<b>68,000</b> 55,000 - 64,500	<b>73,500</b> 69,000 - 78,000	<b>82,500</b> 75,500 - 87,000
VIC - Melbourne (Salary Range)	<b>62,500</b> 58,000 - 66,000	<b>71,500</b> 64,500 - 78,000	<b>78,000</b> 73,500 - 82,500	<b>87,000</b> 82,000 - 95,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>60,000</b> 55,000 - 65,000	<b>68,000</b> 64,000 - 72,000	<b>72,500</b> 68,000 - 76,000	<b>80,000</b> 75,000 - 95,000
QLD - Regional (Salary Range)	<b>60,000</b> 55,000 - 65,000	<b>68,000</b> 64,000 - 72,000	<b>72,500</b> 68,000 - 76,000	<b>78,000</b> 74,000 - 90,000
SA - Adelaide (Salary Range)	<b>60,000</b> 55,000 - 62,500	<b>64,500</b> 60,000 - 66,000	<b>70,000</b> 66,000 - 73,500	<b>74,500</b> 70,500 - 77,000
WA - Perth (Salary Range)	<b>67,000</b> 61,000 - 70,000	<b>71,000</b> 70,000 - 76,000	<b>78,000</b> 75,000 - 86,000	<b>83,000</b> 79,000 - 95,000
ACT - Canberra (Salary Range)	<b>62,000</b> 58,000 - 68,000	<b>72,000</b> 66,000 - 76,000	<b>75,000</b> 72,000 - 82,000	<b>90,000</b> 80,000 - 100,000
TAS - Hobart (Salary Range)	<b>58,000</b> 52,000 - 61,000	<b>62,000</b> 58,000 - 65,000	<b>68,000</b> 65,000 - 72,000	<b>72,000</b> 68,000 - 75,000
NT - Darwin (Salary Range)	<b>60,000</b> 57,500 - 62,500	<b>64,000</b> 60 - 000 - 68,000	<b>70,000</b> 68,000 - 72,000	<b>74,000</b> 68,500 - 80,000
NZ - Auckland (Salary Range)	<b>60,000</b> 55,000 - 65,000	<b>65,000</b> 60,000 - 70,000	<b>75,000</b> 65,000 - 75,000	<b>85,000</b> 70,000 - 95,000
NZ - Christchurch / Wellington (Salary Range)	<b>52,000</b> 42,000 - 55,000	<b>58,000</b> 56,000 - 60,000	<b>65,000</b> 60,000 - 70,000	<b>72,000</b> 58,000 - 75,000

Management Consulting Managers, Senior Managers, Principals/Directors	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>100,000</b> 73,500 - 110,000	<b>128,000</b> 110,000 - 147,000	<b>165,000</b> 147,000+
NSW - Regional (Salary Range)	<b>87,500</b> 72,000 - 93,000	<b>105,000</b> 100,000 - 115,000	<b>133,000</b> 110,000+
VIC - Melbourne (Salary Range)	<b>100,000</b> 82,500 - 110,000	<b>128,000</b> 110,000 - 147,000	<b>165,000</b> 147,000+
QLD - Brisbane and Gold Coast (Salary Range)	<b>95,000</b> 90,000 - 102,000	<b>125,000</b> 115,000 - 135,000	<b>140,000</b> 135,000+
QLD - Regional (Salary Range)	<b>94,000</b> 90,000 - 98,000	<b>125,000</b> 115,000 - 135,000	<b>140,000</b> 135,000+
SA - Adelaide (Salary Range)	<b>78,000</b> 73,500 - 82,000	<b>100,000</b> 93,500 - 103,000	<b>121,000</b> 110,000+
WA - Perth (Salary Range)	<b>100,000</b> 90,000 - 110,000	<b>120,000</b> 105,000 - 140,000	<b>165,000</b> 130,000+
ACT - Canberra (Salary Range)	<b>100,000</b> 90,000 - 110,000	<b>120,000</b> 105,000 - 125,000	<b>150,000</b> 140,000+
TAS - Hobart (Salary Range)	<b>80,000</b> 75,000 - 85,000	<b>100,000</b> 88,000 - 110,000	<b>120,000</b> 110,000+
NT - Darwin (Salary Range)	<b>80,000</b> 75,000 - 85,000	<b>100,000</b> 90,000 - 105,000	<b>125,000</b> 115,000+
NZ - Auckland (Salary Range)	<b>88,000</b> 78,000 - 95,000	<b>100,000</b> 90,000 - 115,000	<b>150,000</b> 120,000 - 200,000
NZ - Christchurch / Wellington (Salary Range)	<b>80,000</b> 70,000 - 85,000	<b>95,000</b> 85,000 - 100,000	<b>115,000</b> 100,000+

### Typical Benefits

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

All Salaries shown exclude superannuation

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### Risk Consulting / Internal Audit Graduates

	0 - 1 yr Experience	1 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	41,500 37,000 - 44,000	46,000 41,500 - 46,000	50,500 44,000 - 53,500	57,000 50,500 - 60,000
NSW - Regional (Salary Range)	37,000 32,000 - 38,500	43,000 39,500 - 44,000	48,000 41,500 - 49,500	53,500 46,000 - 55,000
VIC - Melbourne (Salary Range)	41,500 37,000 - 44,000	46,000 41,500 - 50,500	50,500 46,000 - 55,000	55,000 49,000 - 60,000
QLD - Brisbane and Gold Coast (Salary Range)	40,000 35,000 - 42,000	43,000 40,000 - 48,000	48,000 45,000 - 53,000	52,000 49,000 - 60,000
QLD - Regional (Salary Range)	40,000 35,000 - 42,000	43,000 40,000 - 48,000	48,000 45,000 - 53,000	52,000 49,000 - 60,000
SA - Adelaide (Salary Range)	38,500 35,000 - 40,500	40,500 36,500 - 44,000	46,000 42,000 - 50,000	48,500 45,000 - 51,500
WA - Perth (Salary Range)	41,000 37,000 - 44,000	46,000 43,000 - 52,000	54,000 50,000 - 60,000	57,000 53,000 - 65,000
ACT - Canberra (Salary Range)	38,000 35,000 - 42,000	47,000 44,000 - 50,000	48,000 46,000 - 55,000	52,000 50,000 - 65,000
TAS - Hobart (Salary Range)	32,000 28,000 - 35,000	38,000 32,000 - 40,000	43,000 38,000 - 45,000	47,000 40,000 - 50,000
NT - Darwin (Salary Range)	35,000 33,500 - 38,000	38,500 35,000 - 42,000	45,000 40,000 - 50,000	48,000 45,000 - 50,000
NZ - Auckland (Salary Range)	38,000 35,000 - 42,000	45,000 40,000 - 48,000	50,000 48,000 - 55,000	55,000 50,000 - 60,000
NZ - Christchurch / Wellington (Salary Range)	38,000 35,000 - 42,000	45,000 40,000 - 48,000	50,000 48,000 - 55,000	55,000 50,000 - 60,000

### Risk Consulting / Internal Audit (Typically CA/CPA complete) Senior, Supervisor, Assistant Managers

	3 - 4 yrs Experience	4 - 5 yrs Experience	5 - 6 yrs Experience	6 yrs + Experience
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	66,000 60,000 - 69,000	73,500 69,000 - 78,000	82,500 78,000 - 87,000	87,000 82,500 - 92,000
NSW - Regional (Salary Range)	62,500 57,000 - 68,000	70,000 66,000 - 78,000	80,000 76,000 - 85,500	85,000 78,000 - 92,000
VIC - Melbourne (Salary Range)	65,000 60,000 - 70,000	72,000 68,000 - 76,500	78,000 75,000 - 86,000	83,000 82,000 - 90,000
QLD - Brisbane and Gold Coast (Salary Range)	64,000 60,000 - 68,000	68,000 65,000 - 74,000	75,000 70,000 - 80,000	80,000 74,000 - 85,000
QLD - Regional (Salary Range)	64,000 60,000 - 68,000	68,000 65,000 - 74,000	75,000 70,000 - 80,000	80,000 74,000 - 85,000
SA - Adelaide (Salary Range)	60,000 55,000 - 62,500	64,500 60,000 - 66,000	70,000 66,000 - 73,500	74,500 70,500 - 77,000
WA - Perth (Salary Range)	67,000 58,000 - 75,000	73,000 69,000 - 76,000	78,000 73,000 - 88,000	87,000 80,000 - 93,000
ACT - Canberra (Salary Range)	62,000 58,000 - 66,000	72,000 66,000 - 76,000	75,000 72,000 - 82,000	90,000 80,000 - 100,000
TAS - Hobart (Salary Range)	58,000 52,000 - 61,000	63,000 60,000 - 65,000	68,000 64,000 - 72,000	73,000 68,000 - 75,000
NT - Darwin (Salary Range)	60,000 55,000 - 63,000	62,000 58,000 - 64,000	68,500 65,000 - 72,000	73,000 68,000 - 76,500
NZ - Auckland (Salary Range)	60,000 50,000 - 70,000	70,000 60,000 - 75,000	80,000 75,000 - 90,000	85,000 80,000 - 100,000
NZ - Christchurch / Wellington (Salary Range)	60,000 50,000 - 70,000	70,000 60,000 - 75,000	80,000 75,000 - 90,000	85,000 80,000 - 100,000

#### Typical Benefits

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

All Salaries shown exclude superannuation

New Zealand Salaries are represented in New Zealand Dollars

## Risk Consulting / Internal Audit Managers, Senior Managers, Principals/Directors

	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Typical Salary	Typical Salary	Typical Salary
<b>NSW - Sydney</b> (Salary Range)	<b>100,000</b> 87,000 - 105,000	<b>128,000</b> 100,000 - 138,000	<b>155,000+</b> 142,000+
<b>NSW - Regional</b> (Salary Range)	<b>96,500</b> 87,000 - 100,000	<b>120,000</b> 96,000 - 128,000	<b>155,000</b> 110,000+
<b>VIC - Melbourne</b> (Salary Range)	<b>96,500</b> 82,000 - 105,000	<b>120,000</b> 100,000 - 137,000	<b>150,000</b> 128,000+
<b>QLD - Brisbane and Gold Coast</b> (Salary Range)	<b>95,000</b> 80,000 - 100,000	<b>115,000</b> 105,000 - 125,000	<b>135,000</b> 130,000+
<b>QLD - Regional</b> (Salary Range)	<b>95,000</b> 80,000 - 100,000	<b>115,000</b> 105,000 - 125,000	<b>135,000</b> 130,000+
<b>SA - Adelaide</b> (Salary Range)	<b>78,000</b> 73,500 - 82,000	<b>100,000</b> 85,000 - 103,000	<b>121,000</b> 110,000+
<b>WA - Perth</b> (Salary Range)	<b>92,000</b> 82,000 - 100,000	<b>115,000</b> 105,000 - 140,000	<b>140,000</b> 120,000+
<b>ACT - Canberra</b> (Salary Range)	<b>92,000</b> 80,000 - 105,000	<b>120,000</b> 105,000 - 125,000	<b>150,000</b> 140,000+
<b>TAS - Hobart</b> (Salary Range)	<b>78,000</b> 72,000 - 82,000	<b>95,000</b> 83,000 - 105,000	<b>120,000</b> 110,000+
<b>NT - Darwin</b> (Salary Range)	<b>78,000</b> 73,500 - 81,500	<b>100,000</b> 96,500 - 105,000	<b>120,000</b> 110,000+
<b>NZ - Auckland</b> (Salary Range)	<b>85,000</b> 70,000 - 95,000	<b>110,000</b> 95,000 - 130,000	<b>150,000</b> 140,000 - 200,000
<b>NZ - Christchurch / Wellington</b> (Salary Range)	<b>78,000</b> 60,000 - 90,000	<b>95,000</b> 80,000 - 115,000	<b>120,000</b> 100,000 - 150,000+

### Typical Benefits

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

All Salaries shown exclude superannuation

New Zealand Salaries are represented in New Zealand Dollars

Practice Administration	Accountant	Practice Manager	Finance Manager
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>82,500</b> 71,500 - 87,000	<b>87,000</b> 73,500 - 92,000	<b>110,000</b> 92,000 - 120,000
NSW - Regional (Salary Range)	<b>73,500</b> 60,000 - 81,000	<b>82,500</b> 73,500 - 87,000	<b>96,500</b> 85,000 - 105,000
VIC - Melbourne (Salary Range)	<b>73,500</b> 60,000 - 78,000	<b>80,000</b> 75,000 - 88,000	<b>100,000</b> 87,000 - 110,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>65,000</b> 60,000 - 70,000	<b>85,000</b> 80,000 - 90,000	<b>100,000</b> 90,000 - 110,000
QLD - Regional (Salary Range)	<b>65,000</b> 60,000 - 70,000	<b>85,000</b> 80,000 - 90,000	<b>100,000</b> 90,000 - 110,000
SA - Adelaide (Salary Range)	<b>58,000</b> 55,000 - 64,500	<b>66,000</b> 59,000 - 69,000	<b>82,500</b> 79,000 - 92,000
WA - Perth (Salary Range)	<b>75,000</b> 70,000 - 85,000	<b>90,000</b> 80,000 - 90,000	<b>100,000</b> 85,000 - 120,000
ACT - Canberra (Salary Range)	<b>72,000</b> 70,000 - 80,000	<b>85,000</b> 75,000 - 100,000	<b>120,000</b> 100,000 - 140,000
TAS - Hobart (Salary Range)	<b>55,000</b> 50,000 - 60,000	<b>65,000</b> 60,000 - 80,000	<b>80,000</b> 70,000 - 85,000
NT - Darwin (Salary Range)	<b>58,000</b> 53,000 - 60,000	<b>65,000</b> 62,500 - 68,000	<b>80,000</b> 77,000 - 82,500
NZ - Auckland (Salary Range)	<b>68,000</b> 58,000 - 72,000	<b>75,000</b> 60,000 - 100,000	<b>85,000</b> 65,000 - 90,000
NZ - Christchurch / Wellington (Salary Range)	<b>55,000</b> 50,000 - 60,000	<b>65,000</b> 60,000 - 80,000	<b>75,000</b> 65,000 - 85,000

### Typical Benefits

- Education Costs       Performance based bonuses

Administration	Team Secretary	Office / Admin Manager	PA to Partner (1 on 1)	PA to Partners (2 or 3)
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	<b>45,000</b> 38,000 - 50,000	<b>60,000</b> 52,000 - 68,000	<b>60,000</b> 54,000 - 70,000	<b>55,000</b> 50,000 - 60,000
NSW - Regional (Salary Range)	<b>42,000</b> 38,000 - 45,000	<b>55,000</b> 48,000 - 60,000	<b>55,000</b> 48,000 - 58,000	<b>52,000</b> 45,000 - 58,000
VIC - Melbourne (Salary Range)	<b>45,000</b> 35,000 - 49,000	<b>60,000</b> 50,000 - 70,000	<b>58,000</b> 55,000 - 70,000	<b>55,000</b> 50,000 - 58,000
QLD - Brisbane and Gold Coast (Salary Range)	<b>45,000</b> 42,000 - 48,000	<b>60,000</b> 55,000 - 65,000	<b>55,000</b> 50,000 - 60,000	<b>48,000</b> 45,000 - 51,000
QLD - Regional (Salary Range)	<b>42,000</b> 38,000 - 46,000	<b>60,000</b> 55,000 - 65,000	<b>52,000</b> 49,000 - 55,000	<b>46,000</b> 40,000 - 51,000
SA - Adelaide (Salary Range)	<b>44,000</b> 38,500 - 50,500	<b>60,000</b> 50,500 - 64,500	<b>55,000</b> 46,000 - 60,000	<b>55,000</b> 46,000 - 60,000
WA - Perth (Salary Range)	<b>50,000</b> 45,000 - 55,000	<b>60,000</b> 55,000 - 68,000	<b>55,000</b> 50,000 - 60,000	<b>55,000</b> 50,000 - 60,000
ACT - Canberra (Salary Range)	<b>50,000</b> 47,000 - 55,000	<b>55,000</b> 50,000 - 62,000	<b>55,000</b> 48,000 - 60,000	<b>58,000</b> 52,000 - 70,000
TAS - Hobart (Salary Range)	<b>38,000</b> 32,000 - 42,000	<b>55,000</b> 45,000 - 65,000	<b>47,000</b> 40,000 - 57,000	<b>47,000</b> 40,000 - 55,000
NT - Darwin (Salary Range)	<b>42,500</b> 38,000 - 45,000	<b>58,000</b> 55,000 - 62,000	<b>54,000</b> 50,000 - 58,000	<b>52,500</b> 48,000 - 60,000
NZ - Auckland (Salary Range)	<b>42,000</b> 40,000 - 46,000	<b>62,000</b> 56,000 - 68,000	<b>52,000</b> 48,000 - 56,000	<b>50,000</b> 45,000 - 52,000
NZ - Christchurch / Wellington (Salary Range)	<b>40,000</b> 36,000 - 44,000	<b>55,000</b> 48,000 - 60,000	<b>50,000</b> 45,000 - 55,000	<b>52,000</b> 45,000 - 55,000

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