

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

NSW - Sydney
(Salary Range)

NSW - Regional
(Salary Range)

VIC - Melbourne
(Salary Range)

QLD - Brisbane and Gold Coast
(Salary Range)

QLD - Regional
(Salary Range)

SA - Adelaide
(Salary Range)

WA - Perth
(Salary Range)

ACT - Canberra
(Salary Range)

TAS - Hobart
(Salary Range)

NT - Darwin
(Salary Range)

NZ - Auckland
(Salary Range)

NZ - Christchurch / Wellington
(Salary Range)

175,000 140,000 - 200,000	220,000 170,000 - 240,000	260,000 210,000 - 280,000
140,000 130,000 - 160,000	150,000 130,000 - 160,000	170,000 150,000+
175,000 115,000 - 225,000	225,000 155,000 - 260,000	260,000 200,000+
125,000 100,000 - 150,000	175,000 120,000 - 200,000	250,000 180,000+
115,000 90,000 - 140,000	145,000 110,000 - 180,000	170,000 150,000+
120,000 110,000 - 140,000	150,000 130,000 - 170,000	175,000 160,000+
160,000 140,000 - 180,000	200,000 160,000 - 230,000	250,000 240,000+
150,000 140,000 - 160,000	175,000 160,000 - 200,000	220,000 200,000+
105,000 85,000 - 125,000	125,000 90,000 - 150,000	160,000 120,000+
130,000 120,000 - 145,000	150,000 135,000 - 160,000	165,000 135,000+
120,000 90,000 - 150,000	150,000 110,000 - 180,000	190,000 140,000 - 250,000
120,000 90,000 - 180,000	150,000 110,000 - 200,000	190,000 140,000 - 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

NSW - Sydney
(Salary Range)

NSW - Regional
(Salary Range)

VIC - Melbourne
(Salary Range)

QLD - Brisbane and Gold Coast
(Salary Range)

QLD - Regional
(Salary Range)

SA - Adelaide
(Salary Range)

WA - Perth
(Salary Range)

ACT - Canberra
(Salary Range)

TAS - Hobart
(Salary Range)

NT - Darwin
(Salary Range)

NZ - Auckland
(Salary Range)

NZ - Christchurch / Wellington
(Salary Range)

135,000 100,000 - 150,000	155,000 125,000 - 170,000	200,000 150,000 - 250,000
125,000 115,000 - 135,000	135,000 120,000 - 145,000	150,000 130,000 - 160,000+
125,000 90,000 - 160,000	135,000 105,000 - 165,000	170,000 150,000 - 240,000
110,000 90,000 - 125,000	130,000 100,000 - 140,000	150,000 100,000 - 185,000
100,000 80,000 - 115,000	115,000 100,000 - 135,000	125,000 110,000 - 180,000
100,000 90,000 - 115,000	120,000 110,000 - 140,000	150,000 130,000 - 170,000
130,000 110,000 - 160,000	150,000 130,000 - 180,000	180,000 175,000 - 220,000+
110,000 100,000 - 120,000	125,000 120,000 - 140,000	150,000 140,000 - 180,000
85,000 70,000 - 95,000	100,000 80,000 - 130,000	125,000 90,000 - 150,000
120,000 110,000 - 130,000	130,000 120,000 - 150,000	145,000 125,000 - 160,000
110,000 90,000 - 120,000	130,000 110,000 - 170,000	150,000 120,000 - 200,000
100,000 80,000 - 115,000	120,000 100,000 - 140,000	150,000 120,000 - 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)	130,000 90,000 - 140,000	145,000 100,000 - 160,000	160,000 130,000 - 180,000
NSW - Regional (Salary Range)	105,000 85,000 - 110,000	110,000 100,000 - 115,000	125,000 110,000 - 140,000
VIC - Melbourne (Salary Range)	125,000 95,000 - 130,000	130,000 100,000 - 150,000	150,000 120,000 - 160,000
QLD - Brisbane and Gold Coast (Salary Range)	100,000 75,000 - 110,000	120,000 95,000 - 125,000	140,000 110,000 - 145,000
QLD - Regional (Salary Range)	95,000 75,000 - 110,000	110,000 85,000 - 120,000	120,000 100,000 - 150,000
SA - Adelaide (Salary Range)	95,000 85,000 - 105,000	120,000 100,000 - 135,000	140,000 125,000 - 150,000
WA - Perth (Salary Range)	130,000 110,000 - 140,000	140,000 120,000 - 160,000	155,000 130,000 - 170,000
ACT - Canberra (Salary Range)	110,000 90,000 - 120,000	120,000 110,000 - 130,000	140,000 120,000 - 160,000
TAS - Hobart (Salary Range)	90,000 70,000 - 100,000	100,000 70,000 - 110,000	130,000 90,000 - 130,000
NT - Darwin (Salary Range)	100,000 90,000 - 110,000	115,000 100,000 - 130,000	125,000 115,000 - 132,500
NZ - Auckland (Salary Range)	95,000 85,000 - 105,000	110,000 90,000 - 120,000	130,000 100,000 - 150,000
NZ - Christchurch / Wellington (Salary Range)	90,000 80,000 - 100,000	105,000 90,000 - 120,000	130,000 100,000 - 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)

Typical Salary Typical Salary Typical Salary

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

Senior Qualified Accountants

Group Accountant (Turnover up to \$100m) Group Accountant (Turnover up to \$500m) Group Accountant (Turnover > \$500m)

Typical Salary Typical Salary Typical Salary

NSW - Sydney (Salary Range)	110,000 90,000 - 120,000	120,000 90,000 - 140,000	130,000 100,000 - 150,000
NSW - Regional (Salary Range)	90,000 80,000 - 100,000	100,000 90,000 - 110,000	110,000 90,000 - 120,000
VIC - Melbourne (Salary Range)	100,000 90,000 - 115,000	115,000 100,000 - 130,000	130,000 115,000 - 140,000
QLD - Brisbane and Gold Coast (Salary Range)	85,000 80,000 - 90,000	95,000 85,000 - 100,000	110,000 90,000 - 120,000
QLD - Regional (Salary Range)	76,000 70,000 - 95,000	85,000 75,000 - 110,000	95,000 90,000 - 125,000
SA - Adelaide (Salary Range)	90,000 85,000 - 110,000	110,000 100,000 - 125,000	125,000 120,000 - 135,000
WA - Perth (Salary Range)	110,000 95,000 - 130,000	120,000 110,000 - 140,000	130,000 120,000 - 150,000
ACT - Canberra (Salary Range)	95,000 80,000 - 110,000	110,000 100,000 - 120,000	110,000 100,000 - 130,000
TAS - Hobart (Salary Range)	66,000 60,000 - 85,000	85,000 70,000 - 100,000	100,000 80,000 - 120,000
NT - Darwin (Salary Range)	95,000 90,000 - 100,000	110,000 100,000 - 120,000	120,000 115,000 - 125,000
NZ - Auckland (Salary Range)	85,000 75,000 - 95,000	95,000 85,000 - 105,000	110,000 90,000 - 120,000
NZ - Christchurch / Wellington (Salary Range)	85,000 75,000 - 95,000	95,000 85,000 - 105,000	110,000 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)	95,000 70,000 - 100,000	110,000 80,000 - 120,000	120,000 100,000 - 140,000	100,000 85,000 - 115,000
NSW - Regional (Salary Range)	90,000 85,000 - 95,000	100,000 90,000 - 110,000	110,000 100,000 - 120,000	95,000 85,000 - 110,000
VIC - Melbourne (Salary Range)	90,000 70,000 - 95,000	100,000 85,000 - 110,000	110,000 100,000 - 125,000	110,000 95,000 - 120,000
QLD - Brisbane and Gold Coast (Salary Range)	85,000 80,000 - 90,000	98,000 90,000 - 105,000	110,000 100,000 - 120,000	95,000 90,000 - 120,000
QLD - Regional (Salary Range)	65,000 55,000 - 75,000	75,000 65,000 - 85,000	85,000 70,000 - 100,000	75,000 70,000 - 85,000
SA - Adelaide (Salary Range)	80,000 70,000 - 90,000	90,000 80,000 - 100,000	100,000 90,000 - 115,000	110,000 85,000 - 115,000
WA - Perth (Salary Range)	110,000 85,000 - 130,000	120,000 90,000 - 130,000	125,000 110,000 - 130,000	115,000 100,000 - 130,000
ACT - Canberra (Salary Range)	90,000 80,000 - 95,000	100,000 90,000 - 110,000	120,000 110,000 - 120,000	110,000 80,000 - 110,000
TAS - Hobart (Salary Range)	60,000 50,000 - 77,000	72,000 60,000 - 90,000	85,000 70,000 - 120,000	75,000 65,000 - 80,000
NT - Darwin (Salary Range)	80,000 75,000 - 85,000	85,000 82,500 - 95,000	95,000 88,000 - 105,000	100,000 90,000 - 110,000
NZ - Auckland (Salary Range)	80,000 70,000 - 90,000	90,000 80,000 - 100,000	100,000 80,000 - 120,000	90,000 80,000 - 110,000
NZ - Christchurch / Wellington (Salary Range)	80,000 70,000 - 90,000	90,000 80,000 - 100,000	100,000 80,000 - 120,000	85,000 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)	100,000 90,000 - 110,000	112,000 90,000 - 120,000	120,000 115,000 - 130,000
NSW - Regional (Salary Range)	80,000 75,000 - 85,000	90,000 85,000 - 95,000	100,000 85,000 - 110,000
VIC - Melbourne (Salary Range)	95,000 80,000 - 100,000	110,000 90,000 - 115,000	120,000 105,000 - 130,000
QLD - Brisbane and Gold Coast (Salary Range)	95,000 90,000 - 100,000	110,000 100,000 - 120,000	120,000 110,000 - 130,000
QLD - Regional (Salary Range)	70,000 50,000 - 78,000	78,000 55,000 - 80,000	82,000 60,000 - 90,000
SA - Adelaide (Salary Range)	80,000 70,000 - 90,000	90,000 80,000 - 100,000	100,000 90,000 - 115,000
WA - Perth (Salary Range)	100,000 90,000 - 120,000	110,000 100,000 - 130,000	115,000 120,000 - 150,000
ACT - Canberra (Salary Range)	90,000 75,000 - 85,000	85,000 80,000 - 90,000	90,000 90,000 - 100,000
TAS - Hobart (Salary Range)	70,000 60,000 - 80,000	80,000 70,000 - 90,000	95,000 80,000 - 100,000
NT - Darwin (Salary Range)	80,000 70,000 - 85,000	85,000 80,000 - 95,000	95,000 90,000 - 105,000
NZ - Auckland (Salary Range)	75,000 65,000 - 85,000	80,000 65,000 - 90,000	90,000 80,000 - 110,000
NZ - Christchurch / Wellington (Salary Range)	75,000 65,000 - 85,000	85,000 70,000 - 90,000	95,000 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)
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	85,000 70,000 - 90,000	95,000 85,000 - 105,000	105,000 90,000 - 110,000
NSW - Regional (Salary Range)	70,000 68,000 - 76,000	75,000 70,000 - 80,000	80,000 75,000 - 85,000
VIC - Melbourne (Salary Range)	80,000 60,000 - 90,000	85,000 75,000 - 100,000	100,000 80,000 - 110,000
QLD - Brisbane and Gold Coast (Salary Range)	83,000 80,000 - 86,000	95,000 85,000 - 105,000	110,000 100,000 - 120,000
QLD - Regional (Salary Range)	68,000 45,000 - 80,000	80,000 50,000 - 90,000	90,000 65,000 - 120,000
SA - Adelaide (Salary Range)	80,000 65,000 - 85,000	80,000 75,000 - 110,000	90,000 80,000 - 120,000
WA - Perth (Salary Range)	90,000 75,000 - 95,000	90,000 80,000 - 120,000	100,000 105,000 - 125,000
ACT - Canberra (Salary Range)	80,000 75,000 - 90,000	85,000 80,000 - 90,000	90,000 90,000 - 100,000
TAS - Hobart (Salary Range)	55,000 45,000 - 77,000	65,000 50,000 - 90,000	80,000 60,000 - 120,000
NT - Darwin (Salary Range)	75,000 70,000 - 80,000	85,000 80,000 - 95,000	90,000 82,000 - 98,000
NZ - Auckland (Salary Range)	75,000 65,000 - 85,000	80,000 70,000 - 95,000	95,000 80,000 - 110,000
NZ - Christchurch / Wellington (Salary Range)	75,000 60,000 - 85,000	80,000 70,000 - 95,000	95,000 80,000 - 100,000

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

Typical Benefits

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

All Salaries shown exclude superannuation

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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)	85,000 60,000 - 90,000	105,000 70,000 - 110,000	120,000 115,000 - 140,000
NSW - Regional (Salary Range)	70,000 60,000 - 78,000	82,000 70,000 - 95,000	102,000 85,000 - 115,000
VIC - Melbourne (Salary Range)	85,000 60,000 - 95,000	100,000 77,000 - 110,000	120,000 100,000 - 140,000
QLD - Brisbane and Gold Coast (Salary Range)	85,000 80,000 - 90,000	100,000 85,000 - 115,000	125,000 115,000+
QLD - Regional (Salary Range)	70,000 45,000 - 75,000	80,000 60,000 - 85,000	90,000 70,000 - 100,000
SA - Adelaide (Salary Range)	85,000 80,000 - 90,000	95,000 85,000 - 100,000	100,000 90,000 - 110,000
WA - Perth (Salary Range)	85,000 80,000 - 95,000	100,000 80,000 - 120,000	120,000 100,000 - 150,000
ACT - Canberra (Salary Range)	85,000 75,000 - 95,000	85,000 80,000 - 90,000	95,000 90,000 - 110,000
TAS - Hobart (Salary Range)	60,000 40,000 - 70,000	75,000 50,000 - 80,000	90,000 70,000 - 120,000
NT - Darwin (Salary Range)	80,000 75,000 - 85,000	95,000 90,000 - 100,000	100,000 95,000 - 110,000
NZ - Auckland (Salary Range)	70,000 60,000 - 80,000	85,000 70,000 - 100,000	95,000 85,000 - 115,000
NZ - Christchurch / Wellington (Salary Range)	70,000 60,000 - 80,000	80,000 70,000 - 90,000	90,000 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)	85,000 65,000 - 90,000	90,000 75,000 - 95,000	110,000 90,000 - 120,000
NSW - Regional (Salary Range)	70,000 60,000 - 75,000	80,000 75,000 - 90,000	100,000 90,000 - 120,000
VIC - Melbourne (Salary Range)	90,000 70,000 - 100,000	100,000 85,000 - 110,000	110,000 100,000 - 135,000
QLD - Brisbane and Gold Coast (Salary Range)	88,000 75,000 - 95,000	94,000 85,000 - 100,000	110,000 90,000 - 125,000
QLD - Regional (Salary Range)	70,000 50,000 - 80,000	80,000 55,000 - 90,000	90,000 65,000 - 100,000
SA - Adelaide (Salary Range)	85,000 75,000 - 90,000	90,000 80,000 - 95,000	110,000 90,000 - 120,000
WA - Perth (Salary Range)	85,000 75,000 - 90,000	95,000 80,000 - 110,000	110,000 90,000 - 120,000
ACT - Canberra (Salary Range)	85,000 75,000 - 100,000	95,000 90,000 - 110,000	100,000 90,000 - 120,000
TAS - Hobart (Salary Range)	65,000 45,000 - 77,000	75,000 60,000 - 90,000	87,000 60,000 - 120,000
NT - Darwin (Salary Range)	85,000 75,000 - 90,000	90,000 80,000 - 95,000	100,000 95,000 - 110,000
NZ - Auckland (Salary Range)	70,000 60,000 - 80,000	75,000 68,000 - 85,000	85,000 80,000 - 95,000
NZ - Christchurch / Wellington (Salary Range)	70,000 60,000 - 80,000	75,000 65,000 - 90,000	85,000 70,000 - 100,000

Typical Benefits

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

All Salaries shown exclude superannuation

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COMMERCE & INDUSTRY | FINANCIAL EXECUTIVES

Corporate Tax - Commerce	Tax Accountant	Senior Tax Accountant	Tax Manager
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	80,000 60,000 - 85,000	100,000 90,000 - 120,000	150,000 140,000 - 210,000
NSW - Regional (Salary Range)	80,000 70,000 - 90,000	95,000 80,000 - 110,000	120,000 100,000 - 140,000
VIC - Melbourne (Salary Range)	80,000 65,000 - 90,000	100,000 85,000 - 135,000	160,000 135,000 - 200,000
QLD - Brisbane and Gold Coast (Salary Range)	85,000 75,000 - 95,000	110,000 100,000 - 130,000	150,000 145,000+
QLD - Regional (Salary Range)	70,000 55,000 - 75,000	80,000 65,000 - 85,000	100,000 70,000 - 110,000
SA - Adelaide (Salary Range)	75,000 70,000 - 85,000	90,000 85,000 - 110,000	120,000 100,000 - 150,000
WA - Perth (Salary Range)	95,000 80,000 - 105,000	115,000 90,000 - 125,000	150,000 120,000 - 220,000
ACT - Canberra (Salary Range)	90,000 75,000 - 90,000	90,000 80,000 - 100,000	120,000 100,000 - 140,000
TAS - Hobart (Salary Range)	60,000 55,000 - 65,000	70,000 65,000 - 75,000	75,000 70,000 - 90,000
NT - Darwin (Salary Range)	75,000 70,000 - 80,000	95,000 90,000 - 100,000	110,000 100,000 - 120,000
NZ - Auckland (Salary Range)	70,000 60,000 - 80,000	80,000 70,000 - 100,000	100,000 85,000 - 120,000
NZ - Christchurch / Wellington (Salary Range)	70,000 60,000 - 80,000	80,000 70,000 - 100,000	100,000 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)	75,000 60,000 - 80,000	85,000 70,000 - 90,000	120,000 90,000 - 150,000
NSW - Regional (Salary Range)	65,000 55,000 - 70,000	75,000 70,000 - 80,000	85,000 80,000 - 90,000
VIC - Melbourne (Salary Range)	75,000 60,000 - 80,000	90,000 80,000 - 105,000	125,000 110,000 - 150,000
QLD - Brisbane and Gold Coast (Salary Range)	80,000 72,000 - 90,000	90,000 82,000 - 100,000	110,000 100,000 - 130,000
QLD - Regional (Salary Range)	70,000 50,000 - 75,000	75,000 60,000 - 80,000	85,000 65,000 - 90,000
SA - Adelaide (Salary Range)	70,000 65,000 - 75,000	75,000 65,000 - 85,000	90,000 80,000 - 100,000
WA - Perth (Salary Range)	85,000 80,000 - 90,000	90,000 85,000 - 100,000	120,000 100,000 - 140,000
ACT - Canberra (Salary Range)	80,000 70,000 - 90,000	90,000 80,000 - 100,000	100,000 89,000 - 110,000
TAS - Hobart (Salary Range)	70,000 55,000 - 82,000	80,000 60,000 - 90,000	100,000 65,000 - 120,000
NT - Darwin (Salary Range)	70,000 65,000 - 75,000	80,000 65,000 - 83,000	90,000 85,000 - 100,000
NZ - Auckland (Salary Range)	70,000 55,000 - 80,000	80,000 65,000 - 95,000	95,000 80,000 - 115,000
NZ - Christchurch / Wellington (Salary Range)	70,000 60,000 - 80,000	80,000 70,000 - 90,000	95,000 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)	80,000 75,000 - 80,000	110,000 100,000 - 120,000	95,000 90,000 - 100,000	135,000 120,000 - 150,000
NSW - Regional (Salary Range)	70,000 60,000 - 80,000	100,000 90,000 - 115,000	85,000 75,000 - 90,000	120,000 110,000 - 135,000
VIC - Melbourne (Salary Range)	90,000 75,000 - 100,000	120,000 100,000 - 140,000	90,000 80,000 - 140,000	125,000 110,000 - 130,000
QLD - Brisbane and Gold Coast (Salary Range)	90,000 75,000 - 100,000	120,000 100,000 - 140,000	90,000 80,000 - 120,000	130,000 120,000 - 150,000
QLD - Regional (Salary Range)	70,000 65,000 - 80,000	100,000 90,000 - 120,000	80,000 70,000 - 95,000	110,000 100,000 - 120,000
SA - Adelaide (Salary Range)	70,000 60,000 - 80,000	90,000 85,000 - 100,000	75,000 65,000 - 85,000	100,000 95,000 - 120,000
WA - Perth (Salary Range)	70,000 65,000 - 80,000	100,000 90,000 - 120,000	80,000 70,000 - 95,000	110,000 100,000 - 130,000
ACT - Canberra (Salary Range)	75,000 65,000 - 80,000	100,000 90,000 - 110,000	90,000 80,000 - 105,000	120,000 110,000 - 135,000
TAS - Hobart (Salary Range)	70,000 60,000 - 80,000	90,000 85,000 - 100,000	75,000 65,000 - 85,000	100,000 95,000 - 120,000
NT - Darwin (Salary Range)	70,000 65,000 - 80,000	110,000 90,000 - 120,000	90,000 75,000 - 95,000	120,000 110,000 - 130,000
NZ - Auckland (Salary Range)	72,000 65,000 - 80,000	100,000 80,000 - 120,000	80,000 70,000 - 90,000	100,000 85,000 - 120,000
NZ - Christchurch / Wellington (Salary Range)	60,000 55,000 - 70,000	80,000 75,000 - 95,000	80,000 70,000 - 90,000	95,000 85,000 - 105,000

Internal Audit	Internal Auditor	Senior Internal Auditor	Internal Audit Manager
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	85,000 75,000 - 95,000	100,000 90,000 - 110,000	135,000 110,000 - 170,000
NSW - Regional (Salary Range)	95,000 90,000 - 105,000	105,000 95,000 - 115,000	120,000 100,000 - 150,000
VIC - Melbourne (Salary Range)	95,000 75,000 - 100,000	115,000 90,000 - 125,000	135,000 120,000 - 140,000
QLD - Brisbane and Gold Coast (Salary Range)	80,000 70,000 - 90,000	110,000 100,000 - 120,000	125,000 105,000 - 135,000
QLD - Regional (Salary Range)	65,000 55,000 - 70,000	80,000 65,000 - 90,000	120,000 95,000 - 180,000
SA - Adelaide (Salary Range)	70,000 65,000 - 75,000	80,000 75,000 - 85,000	110,000 85,000 - 120,000
WA - Perth (Salary Range)	85,000 80,000 - 90,000	95,000 80,000 - 110,000	120,000 100,000 - 150,000
ACT - Canberra (Salary Range)	90,000 80,000 - 100,000	100,000 90,000 - 110,000	110,000 100,000 - 120,000
TAS - Hobart (Salary Range)	60,000 55,000 - 70,000	70,000 65,000 - 85,000	100,000 90,000 - 120,000
NT - Darwin (Salary Range)	75,000 65,000 - 80,000	80,000 75,000 - 90,000	100,000 95,000 - 110,000
NZ - Auckland (Salary Range)	75,000 65,000 - 85,000	90,000 80,000 - 100,000	110,000 100,000 - 120,000
NZ - Christchurch / Wellington (Salary Range)	75,000 65,000 - 85,000	90,000 80,000 - 100,000	110,000 100,000 - 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)	68,000 50,000 - 70,000	75,000 65,000 - 80,000	80,000 70,000 - 90,000
NSW - Regional (Salary Range)	60,000 50,000 - 65,000	70,000 60,000 - 75,000	75,000 65,000 - 80,000
VIC - Melbourne (Salary Range)	60,000 55,000 - 65,000	70,000 60,000 - 80,000	75,000 65,000 - 80,000
QLD - Brisbane and Gold Coast (Salary Range)	60,000 53,000 - 66,000	65,000 55,000 - 75,000	70,000 60,000 - 81,000
QLD - Regional (Salary Range)	50,000 40,000 - 52,000	55,000 45,000 - 60,000	68,000 55,000 - 80,000
SA - Adelaide (Salary Range)	60,000 55,000 - 65,000	70,000 65,000 - 75,000	80,000 70,000 - 85,000
WA - Perth (Salary Range)	70,000 65,000 - 75,000	80,000 75,000 - 90,000	90,000 85,000 - 100,000
ACT - Canberra (Salary Range)	65,000 60,000 - 70,000	75,000 70,000 - 80,000	80,000 70,000 - 85,000
TAS - Hobart (Salary Range)	48,000 42,000 - 55,000	54,000 45,000 - 62,000	58,000 48,000 - 65,000
NT - Darwin (Salary Range)	60,000 55,000 - 65,000	72,000 68,000 - 76,000	80,000 70,000 - 85,000
NZ - Auckland (Salary Range)	55,000 45,000 - 60,000	60,000 55,000 - 65,000	70,000 60,000 - 80,000
NZ - Christchurch / Wellington (Salary Range)	55,000 45,000 - 60,000	60,000 50,000 - 65,000	65,000 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)	42,000 35,000 - 45,000	55,000 40,000 - 56,000	62,000 50,000 - 65,000	65,000 55,000 - 68,000
NSW - Regional (Salary Range)	45,000 40,000 - 50,000	55,000 50,000 - 60,000	60,000 55,000 - 65,000	65,000 60,000 - 70,000
VIC - Melbourne (Salary Range)	40,000 38,000 - 42,000	52,000 49,000 - 55,000	57,000 55,000 - 65,000	62,000 57,000 - 67,000
QLD - Brisbane and Gold Coast (Salary Range)	45,000 37,000 - 50,000	50,000 44,000 - 55,000	55,000 50,000 - 63,000	65,000 55,000 - 75,000
QLD - Regional (Salary Range)	35,000 30,000 - 40,000	40,000 36,000 - 42,000	45,000 36,000 - 50,000	50,000 42,000 - 60,000
SA - Adelaide (Salary Range)	45,000 40,000 - 50,000	55,000 50,000 - 60,000	60,000 55,000 - 65,000	65,000 60,000 - 70,000
WA - Perth (Salary Range)	42,000 40,000 - 45,000	52,000 50,000 - 55,000	60,000 55,000 - 65,000	70,000 65,000 - 75,000
ACT - Canberra (Salary Range)	40,000 38,000 - 45,000	50,000 45,000 - 55,000	55,000 50,000 - 60,000	60,000 55,000 - 70,000
TAS - Hobart (Salary Range)	35,000 32,000 - 40,000	42,000 38,000 - 49,000	50,000 42,000 - 55,000	52,000 42,000 - 65,000
NT - Darwin (Salary Range)	40,000 38,000 - 42,000	50,000 48,000 - 55,000	58,000 54,000 - 62,000	62,000 57,000 - 66,000
NZ - Auckland (Salary Range)	38,000 30,000 - 42,000	44,000 40,000 - 48,000	47,000 42,000 - 55,000	54,000 48,000 - 58,000
NZ - Christchurch / Wellington (Salary Range)	40,000 35,000 - 42,000	44,000 40,000 - 48,000	47,000 40,000 - 55,000	54,000 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 (<small>< 250 employees</small>)	Supervisor / Manager (<small>250 - 500 employees</small>)	Supervisor / Manager (<small>> 500 employees</small>)
	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)	45,000 42,000 - 50,000	53,000 45,000 - 55,000	65,000 55,000 - 70,000	75,000 65,000 - 80,000
NSW - Regional (Salary Range)	50,000 40,000 - 55,000	55,000 50,000 - 60,000	65,000 60,000 - 70,000	70,000 65,000 - 80,000
VIC - Melbourne (Salary Range)	54,000 42,000 - 60,000	60,000 55,000 - 70,000	65,000 60,000 - 77,000	76,000 70,000 - 100,000
QLD - Brisbane and Gold Coast (Salary Range)	45,000 40,000 - 52,000	50,000 41,000 - 55,000	58,000 55,000 - 62,000	65,000 55,000 - 75,000
QLD - Regional (Salary Range)	37,000 35,000 - 40,000	34,000 30,000 - 36,000	45,000 37,000 - 50,000	50,000 40,000 - 60,000
SA - Adelaide (Salary Range)	45,000 42,000 - 50,000	50,000 42,000 - 60,000	60,000 55,000 - 65,000	70,000 60,000 - 80,000
WA - Perth (Salary Range)	46,000 43,000 - 50,000	53,000 50,000 - 55,000	65,000 55,000 - 75,000	98,000 75,000 - 120,000
ACT - Canberra (Salary Range)	45,000 40,000 - 50,000	55,000 50,000 - 60,000	58,000 55,000 - 60,000	70,000 60,000 - 80,000
TAS - Hobart (Salary Range)	40,000 34,000 - 45,000	43,000 38,000 - 55,000	50,000 42,000 - 60,000	52,000 42,000 - 60,000
NT - Darwin (Salary Range)	43,500 40,000 - 47,000	43,000 40,000 - 46,000	48,000 42,000 - 52,000	53,000 50,000 - 58,000
NZ - Auckland (Salary Range)	40,000 36,000 - 42,000	43,000 35,000 - 48,000	52,000 48,000 - 60,000	60,000 47,000 - 65,000
NZ - Christchurch / Wellington (Salary Range)	40,000 35,000 - 45,000	43,000 35,000 - 48,000	50,000 45,000 - 55,000	55,000 50,000 - 60,000

Bookkeepers	To Trial Balance	To Balance Sheet	Senior Bookkeeper
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	55,000 50,000 - 60,000	60,000 55,000 - 63,000	65,000 55,000 - 70,000
NSW - Regional (Salary Range)	55,000 50,000 - 60,000	60,000 50,000 - 65,000	65,000 55,000 - 70,000
VIC - Melbourne (Salary Range)	60,000 50,000 - 65,000	60,000 50,000 - 65,000	65,000 60,000 - 70,000
QLD - Brisbane and Gold Coast (Salary Range)	52,000 43,000 - 60,000	60,000 49,000 - 70,000	65,000 54,000 - 75,000
QLD - Regional (Salary Range)	38,000 35,000 - 45,000	40,000 38,000 - 45,000	52,000 45,000 - 60,000
SA - Adelaide (Salary Range)	50,000 45,000 - 55,000	55,000 50,000 - 60,000	60,000 55,000 - 65,000
WA - Perth (Salary Range)	50,000 45,000 - 55,000	60,000 55,000 - 65,000	70,000 65,000 - 75,000
ACT - Canberra (Salary Range)	52,000 45,000 - 55,000	56,000 52,000 - 65,000	60,000 55,000 - 70,000
TAS - Hobart (Salary Range)	41,000 38,000 - 48,000	44,000 41,000 - 49,000	52,000 44,000 - 60,000
NT - Darwin (Salary Range)	45,000 40,000 - 50,000	48,500 46,000 - 50,000	54,000 50,000 - 58,000
NZ - Auckland (Salary Range)	46,000 40,000 - 52,000	52,000 45,000 - 58,000	55,000 47,000 - 65,000
NZ - Christchurch / Wellington (Salary Range)	46,000 40,000 - 52,000	52,000 45,000 - 58,000	55,000 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)	44,000 38,000 - 48,000	55,000 45,000 - 60,000	65,000 45,000 - 70,000	75,000 65,000 - 80,000
NSW - Regional (Salary Range)	50,000 43,000 - 55,000	55,000 50,000 - 60,000	60,000 55,000 - 65,000	70,000 65,000 - 75,000
VIC - Melbourne (Salary Range)	50,000 45,000 - 60,000	55,000 48,000 - 62,000	65,000 60,000 - 75,000	70,000 65,000 - 75,000
QLD - Brisbane and Gold Coast (Salary Range)	45,000 40,000 - 47,000	48,000 43,000 - 52,000	58,000 50,000 - 65,000	65,000 58,000 - 70,000
QLD - Regional (Salary Range)	35,000 30,000 - 45,000	40,000 33,000 - 45,000	40,000 38,000 - 50,000	45,000 40,000 - 55,000
SA - Adelaide (Salary Range)	45,000 38,000 - 48,000	50,000 45,000 - 55,000	60,000 50,000 - 65,000	70,000 55,000 - 75,000
WA - Perth (Salary Range)	45,000 40,000 - 50,000	53,000 50,000 - 55,000	60,000 55,000 - 65,000	75,000 65,000 - 85,000
ACT - Canberra (Salary Range)	42,500 40,000 - 45,000	47,500 45,000 - 50,000	55,000 50,000 - 60,000	60,000 60,000 - 70,000
TAS - Hobart (Salary Range)	38,000 34,000 - 42,000	45,000 40,000 - 60,000	50,000 40,000 - 65,000	55,000 45,000 - 65,000
NT - Darwin (Salary Range)	42,000 38,000 - 45,000	45,000 42,500 - 48,000	50,000 45,000 - 55,000	55,000 45,000 - 60,000
NZ - Auckland (Salary Range)	38,000 36,000 - 44,000	45,000 36,000 - 50,000	50,000 45,000 - 55,000	58,000 52,000 - 65,000
NZ - Christchurch / Wellington (Salary Range)	38,000 35,000 - 44,000	45,000 36,000 - 50,000	50,000 42,000 - 55,000	55,000 50,000 - 60,000

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

Bookkeepers	Bookkeeper	Senior Bookkeeper
	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	50,000 46,000 - 54,000	60,000 55,000 - 64,000
NSW - Regional (Salary Range)	49,000 44,000 - 52,000	59,000 53,000 - 64,000
VIC - Melbourne (Salary Range)	45,000 40,000 - 55,000	58,000 50,000 - 70,000
QLD - Brisbane and Gold Coast (Salary Range)	48,000 42,000 - 51,000	60,000 52,000 - 60,000
QLD - Regional (Salary Range)	40,000 35,000 - 42,000	50,000 45,000 - 55,000
SA - Adelaide (Salary Range)	45,000 41,000 - 49,000	51,000 46,000 - 53,000
WA - Perth (Salary Range)	50,000 46,000 - 56,000	60,000 54,000 - 64,000
ACT - Canberra (Salary Range)	50,000 40,000 - 55,000	60,000 50,000 - 70,000
TAS - Hobart (Salary Range)	38,000 35,000 - 45,000	50,000 41,000 - 55,000
NT - Darwin (Salary Range)	45,000 38,000 - 45,000	52,000 40,000 - 55,000
NZ - Auckland (Salary Range)	45,000 38,000 - 50,000	50,000 40,000 - 55,000
NZ - Christchurch / Wellington (Salary Range)	40,000 32,000 - 42,000	45,000 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)	35,000 31,000 - 37,000	39,500 37,500 - 42,000	46,000 43,000 - 48,000
NSW - Regional (Salary Range)	33,000 29,000 - 37,000	38,500 35,000 - 41,000	44,000 41,000 - 46,000
VIC - Melbourne (Salary Range)	34,000 26,000 - 37,000	38,000 32,000 - 41,000	43,000 38,500 - 46,000
QLD - Brisbane and Gold Coast (Salary Range)	32,000 28,000 - 34,000	36,000 33,000 - 38,000	42,000 40,000 - 45,000
QLD - Regional (Salary Range)	30,000 28,000 - 32,000	36,000 33,000 - 38,000	42,000 40,000 - 45,000
SA - Adelaide (Salary Range)	34,000 29,000 - 36,500	38,500 35,000 - 41,000	42,000 42,000 - 46,000
WA - Perth (Salary Range)	33,000 26,000 - 36,000	44,000 35,000 - 46,000	50,000 45,000 - 53,000
ACT - Canberra (Salary Range)	36,000 35,000 - 41,000	46,500 42,000 - 51,000	50,000 47,500 - 53,000
TAS - Hobart (Salary Range)	30,000 26,000 - 33,000	32,000 28,000 - 38,000	38,000 34,000 - 43,000
NT - Darwin (Salary Range)	33,000 28,000 - 35,000	36,500 34,000 - 40,000	42,500 40,000 - 45,000
NZ - Auckland (Salary Range)	34,000 28,000 - 36,000	36,000 34,000 - 40,000	42,000 35,000 - 45,000
NZ - Christchurch / Wellington (Salary Range)	34,000 30,000 - 36,000	36,000 34,000 - 40,000	42,000 35,000 - 45,000

Typical Benefits

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

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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)	40,000 33,000 - 44,000	44,000 38,500 - 46,000	49,500 42,000 - 50,000	53,000 49,000 - 55,000
NSW - Regional (Salary Range)	35,000 31,000 - 40,000	40,000 35,000 - 42,000	48,000 41,000 - 49,500	51,500 46,000 - 52,000
VIC - Melbourne (Salary Range)	40,000 33,000 - 44,000	44,000 39,500 - 50,000	50,500 44,000 - 53,000	53,500 50,000 - 57,000
QLD - Brisbane and Gold Coast (Salary Range)	35,000 32,000 - 37,000	38,000 36,000 - 41,000	43,000 42,000 - 46,000	51,000 47,000 - 54,000
QLD - Regional (Salary Range)	35,000 32,000 - 37,000	38,000 36,000 - 40,000	42,000 38,000 - 45,000	48,000 46,000 - 50,000
SA - Adelaide (Salary Range)	38,500 35,000 - 40,500	40,000 37,000 - 44,000	46,000 42,000 - 50,000	49,000 45,000 - 51,500
WA - Perth (Salary Range)	40,000 38,000 - 45,000	45,000 42,000 - 52,000	55,000 49,000 - 60,000	60,000 58,000 - 69,000
ACT - Canberra (Salary Range)	40,000 36,000 - 44,000	47,000 44,000 - 50,000	48,000 46,000 - 55,000	52,000 50,000 - 65,000
TAS - Hobart (Salary Range)	34,000 30,000 - 40,000	38,000 32,000 - 42,000	48,000 46,000 - 55,000	47,000 42,000 - 50,000
NT - Darwin (Salary Range)	37,500 35,000 - 40,000	38,000 35,000 - 42,000	45,000 42,000 - 47,000	48,000 43,000 - 50,000
NZ - Auckland (Salary Range)	36,000 32,000 - 38,000	40,000 36,000 - 42,000	45,000 40,000 - 48,000	50,000 44,000 - 54,000
NZ - Christchurch / Wellington (Salary Range)	38,000 32,000 - 42,000	40,000 38,000 - 45,000	48,000 45,000 - 52,000	55,000 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)	64,000 59,500 - 69,000	70,000 62,000 - 72,000	80,000 71,500 - 82,000	87,000 82,500 - 90,000
NSW - Regional (Salary Range)	62,000 59,000 - 66,000	67,000 61,500 - 71,500	76,000 66,000 - 80,000	84,500 81,000 - 90,000
VIC - Melbourne (Salary Range)	62,000 54,500 - 65,000	68,000 57,000 - 73,000	77,000 66,000 - 79,000	83,000 66,000 - 90,000
QLD - Brisbane and Gold Coast (Salary Range)	57,000 55,000 - 60,000	65,000 60,000 - 68,000	78,000 75,000 - 80,000	82,000 78,000 - 86,000
QLD - Regional (Salary Range)	57,000 55,000 - 60,000	64,000 60,000 - 66,000	77,000 74,000 - 80,000	82,000 78,000 - 86,000
SA - Adelaide (Salary Range)	59,500 55,000 - 62,000	64,000 57,000 - 66,000	70,000 66,000 - 73,000	74,500 70,500 - 77,000
WA - Perth (Salary Range)	65,000 58,000 - 70,000	70,000 65,000 - 76,000	76,000 70,000 - 83,000	80,000 78,000 - 92,000
ACT - Canberra (Salary Range)	62,000 58,000 - 68,000	68,000 64,000 - 73,000	76,000 72,000 - 82,000	85,000 80,000 - 92,000
TAS - Hobart (Salary Range)	53,000 48,000 - 59,000	60,000 53,000 - 63,000	68,000 60,000 - 71,500	72,000 67,500 - 76,000
NT - Darwin (Salary Range)	57,000 54,000 - 60,000	62,000 58,000 - 65,000	65,000 60,000 - 70,000	72,000 68,000 - 76,000
NZ - Auckland (Salary Range)	58,000 50,000 - 70,000	62,000 55,000 - 75,000	72,000 65,000 - 80,000	82,000 75,000 - 90,000
NZ - Christchurch / Wellington (Salary Range)	58,000 50,000 - 70,000	62,000 55,000 - 75,000	72,000 65,000 - 80,000	82,000 75,000 - 90,000

Typical Benefits

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

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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)	100,000 91,000 - 110,000	120,000 105,000 - 130,000	165,000 120,000+
NSW - Regional (Salary Range)	92,000 84,500 - 101,000	110,000 96,000 - 134,000	147,000 125,000+
VIC - Melbourne (Salary Range)	90,000 83,000 - 102,000	115,000 100,000 - 128,500	150,000 120,000+
QLD - Brisbane and Gold Coast (Salary Range)	90,000 85,000 - 95,000	110,000 100,000 - 120,000	130,000 120,000+
QLD - Regional (Salary Range)	90,000 85,000 - 95,000	105,000 100,000 - 115,000	125,000 115,000+
SA - Adelaide (Salary Range)	81,000 73,500 - 82,000	100,000 94,000 - 103,000	120,000 110,000+
WA - Perth (Salary Range)	90,000 83,000 - 95,000	110,000 96,000 - 137,000	140,000 130,000+
ACT - Canberra (Salary Range)	90,000 80,000 - 105,000	115,000 100,000 - 130,000	150,000 140,000+
TAS - Hobart (Salary Range)	79,000 68,000 - 88,000	100,000 85,000 - 103,000	120,000 110,000+
NT - Darwin (Salary Range)	78,000 73,000 - 80,000	95,000 90,000 - 100,000	118,000 110,000+
NZ - Auckland (Salary Range)	75,000 70,000 - 90,000	95,000 80,000 - 115,000	140,000 100,000 - 180,000
NZ - Christchurch / Wellington (Salary Range)	75,000 60,000 - 80,000	85,000 75,000 - 95,000	125,000 100,000 - 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)	35,000 32,000 - 37,000	41,000 36,000 - 42,000	46,000 41,000 - 48,000
NSW - Regional (Salary Range)	33,000 30,000 - 37,000	39,500 35,000 - 41,000	44,000 41,000 - 46,000
VIC - Melbourne (Salary Range)	34,000 26,000 - 38,500	38,000 32,000 - 41,000	44,000 38,500 - 46,000
QLD - Brisbane and Gold Coast (Salary Range)	32,000 30,000 - 35,000	38,000 30,000 - 40,000	45,000 36,000 - 48,000
QLD - Regional (Salary Range)	32,000 30,000 - 35,000	38,000 30,000 - 40,000	45,000 36,000 - 48,000
SA - Adelaide (Salary Range)	34,000 29,000 - 37,000	38,500 35,000 - 41,000	42,000 38,500 - 46,000
WA - Perth (Salary Range)	33,000 29,000 - 37,000	38,000 31,000 - 41,000	48,000 43,000 - 53,000
ACT - Canberra (Salary Range)	36,000 32,000 - 38,000	38,000 36,000 - 45,000	46,000 42,000 - 50,000
TAS - Hobart (Salary Range)	32,000 27,500 - 36,000	36,000 32,000 - 39,000	40,000 36,000 - 44,500
NT - Darwin (Salary Range)	35,000 28,000 - 35,000	37,000 33,500 - 40,500	40,000 35,000 - 45,000
NZ - Auckland (Salary Range)	35,000 30,000 - 40,000	38,000 35,000 - 42,000	44,000 40,000 - 48,000
NZ - Christchurch / Wellington (Salary Range)	33,000 30,000 - 42,000	35,000 33,000 - 45,000	42,000 40,000 - 50,000

Typical Benefits

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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)	40,000 33,000 - 44,000	44,000 38,500 - 46,000	50,500 44,000 - 51,500	55,000 51,500 - 57,000
NSW - Regional (Salary Range)	37,000 32,000 - 38,500	40,000 38,000 - 45,000	49,000 42,000 - 50,000	51,500 46,000 - 54,000
VIC - Melbourne (Salary Range)	40,000 33,000 - 44,000	45,000 38,500 - 48,000	50,500 44,000 - 53,000	55,000 50,500 - 58,000
QLD - Brisbane and Gold Coast (Salary Range)	38,000 36,000 - 41,000	42,000 38,000 - 46,000	48,000 43,000 - 52,000	53,000 51,000 - 55,000
QLD - Regional (Salary Range)	36,000 34,000 - 40,000	42,000 41,000 - 48,000	48,000 43,000 - 52,000	53,000 48,000 - 55,000
SA - Adelaide (Salary Range)	38,500 35,000 - 40,500	40,500 37,000 - 44,000	46,000 42,000 - 50,000	49,000 45,000 - 51,500
WA - Perth (Salary Range)	36,000 34,000 - 40,000	44,000 38,000 - 48,000	50,000 45,000 - 55,000	55,000 51,000 - 63,000
ACT - Canberra (Salary Range)	40,000 36,000 - 44,000	47,000 44,000 - 50,000	48,000 46,000 - 55,000	52,000 50,000 - 65,000
TAS - Hobart (Salary Range)	34,000 30,000 - 38,500	38,000 35,000 - 43,000	43,000 39,000 - 48,000	46,500 44,000 - 51,500
NT - Darwin (Salary Range)	37,000 34,000 - 40,000	38,500 35,000 - 43,000	44,500 40,000 - 48,000	48,000 44,000 - 50,000
NZ - Auckland (Salary Range)	38,000 32,000 - 40,000	40,000 35,000 - 45,000	45,000 40,000 - 50,000	50,000 45,000 - 55,000
NZ - Christchurch / Wellington (Salary Range)	38,000 30,000 - 42,000	40,000 35,000 - 45,000	45,000 40,000 - 50,000	50,000 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)	64,000 59,000 - 69,000	70,000 60,000 - 71,500	80,000 68,000 - 81,000	87,000 79,000 - 90,000
NSW - Regional (Salary Range)	62,500 55,000 - 67,000	69,000 58,000 - 71,000	76,000 69,000 - 81,000	84,500 73,500 - 87,000
VIC - Melbourne (Salary Range)	62,000 55,000 - 66,000	68,000 60,000 - 72,000	74,000 66,000 - 78,000	78,000 71,000 - 84,000
QLD - Brisbane and Gold Coast (Salary Range)	62,000 54,000 - 66,000	68,000 60,000 - 73,000	73,000 68,000 - 76,000	78,000 71,000 - 82,000
QLD - Regional (Salary Range)	61,000 55,000 - 64,000	68,000 60,000 - 74,000	72,000 68,000 - 75,000	78,000 71,000 - 82,000
SA - Adelaide (Salary Range)	60,000 55,000 - 62,500	64,000 59,000 - 66,000	70,000 66,000 - 73,500	74,500 70,500 - 77,000
WA - Perth (Salary Range)	70,000 64,000 - 75,000	75,000 70,000 - 83,000	80,000 74,000 - 90,000	85,000 78,000 - 90,000
ACT - Canberra (Salary Range)	62,000 58,000 - 68,000	68,000 64,000 - 73,000	75,000 68,000 - 82,000	85,000 80,000 - 92,000
TAS - Hobart (Salary Range)	58,000 53,000 - 61,000	62,500 57,000 - 65,000	68,000 63,000 - 72,500	72,000 67,000 - 75,000
NT - Darwin (Salary Range)	58,000 54,000 - 60,000	63,500 57,000 - 66,000	68,000 63,000 - 72,000	70,000 66,000 - 73,000
NZ - Auckland (Salary Range)	55,000 50,000 - 60,000	62,000 55,000 - 68,000	68,000 60,000 - 75,000	75,000 70,000 - 80,000
NZ - Christchurch / Wellington (Salary Range)	55,000 50,000 - 58,000	60,000 50,000 - 65,000	68,000 60,000 - 75,000	75,000 65,000 - 80,000

Typical Benefits

- Flexible Packaging
- High level of training
- Professional Development
- Study support for professional & academic studies
- 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)	105,000 92,000 - 110,000	120,000 110,000 - 128,000	165,000 120,000+
NSW - Regional (Salary Range)	96,500 87,000 - 110,000	115,000 100,000 - 124,000	160,000 120,000+
VIC - Melbourne (Salary Range)	94,000 82,000 - 100,000	115,000 100,000 - 133,000	160,000+ 120,000+
QLD - Brisbane and Gold Coast (Salary Range)	90,000 80,000 - 100,000	110,000 100,000 - 120,000	130,000 120,000+
QLD - Regional (Salary Range)	90,000 80,000 - 100,000	110,000 87,000 - 115,000	130,000 120,000+
SA - Adelaide (Salary Range)	78,000 73,500 - 81,500	100,000 93,500 - 103,000	121,000 110,000+
WA - Perth (Salary Range)	96,000 87,000 - 110,000	115,000 100,000 - 145,000	160,000 120,000+
ACT - Canberra (Salary Range)	90,000 80,000 - 105,000	115,000 100,000 - 130,000	150,000 140,000+
TAS - Hobart (Salary Range)	76,000 69,000 - 80,000	100,000 92,000 - 103,000	120,000 110,000+
NT - Darwin (Salary Range)	75,000 69,000 - 77,000	100,000 98,000 - 103,000	120,000 110,000+
NZ - Auckland (Salary Range)	80,000 70,000 - 85,000	95,000 80,000 - 110,000	140,000 100,000 - 170,000
NZ - Christchurch / Wellington (Salary Range)	77,000 70,000 - 95,000	90,000 80,000 - 105,000	130,000 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)	40,000 35,000 - 44,000	45,000 35,000 - 46,000	52,500 46,000 - 55,000	55,000 50,500 - 57,000
NSW - Regional (Salary Range)	35,000 31,000 - 37,000	38,500 32,000 - 40,500	46,000 38,500 - 50,000	53,500 41,000 - 55,000
VIC - Melbourne (Salary Range)	40,000 37,000 - 44,000	45,000 41,000 - 50,500	50,500 46,000 - 55,000	55,000 49,000 - 58,000
QLD - Brisbane and Gold Coast (Salary Range)	38,000 35,000 - 42,000	42,000 38,000 - 46,000	47,000 44,000 - 49,000	53,000 50,000 - 55,000
QLD - Regional (Salary Range)	38,000 35,000 - 42,000	42,000 38,000 - 46,000	47,000 44,000 - 49,000	53,000 50,000 - 55,000
SA - Adelaide (Salary Range)	38,500 35,000 - 40,500	40,500 37,000 - 44,000	46,000 42,500 - 50,000	49,000 45,000 - 51,500
WA - Perth (Salary Range)	38,000 34,000 - 40,000	42,000 39,000 - 46,000	47,000 42,000 - 51,000	52,000 47,000 - 57,000
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)	35,000 28,000 - 36,000	38,000 32,000 - 42,000	43,500 40,000 - 48,000	48,000 42,000 - 50,000
NT - Darwin (Salary Range)	37,000 35,000 - 39,000	38,500 33,500 - 40,000	45,000 43,000 - 47,500	48,000 45,000 - 50,000
NZ - Auckland (Salary Range)	35,000 30,000 - 38,000	46,000 44,000 - 48,000	55,000 52,000 - 62,000	62,000 60,000 - 65,000
NZ - Christchurch / Wellington (Salary Range)	35,000 30,000 - 38,000	46,000 44,000 - 48,000	50,000 46,000 - 52,000	55,000 50,000 - 62,000

Typical Benefits

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- High level of training
- Professional Development
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- Performance based bonuses

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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)	64,500 60,000 - 66,000	73,000 69,000 - 75,000	81,000 73,500 - 82,500	92,000 82,500 - 96,500
NSW - Regional (Salary Range)	61,500 56,000 - 63,500	70,000 58,000 - 71,500	78,000 71,500 - 81,000	87,000 79,000 - 90,000
VIC - Melbourne (Salary Range)	64,000 60,000 - 68,000	73,000 69,000 - 78,000	81,000 73,500 - 92,000	92,000 82,500 - 100,000
QLD - Brisbane and Gold Coast (Salary Range)	60,000 55,000 - 65,000	70,000 68,000 - 76,000	76,000 79,000 - 85,000	85,000 85,000 - 92,000
QLD - Regional (Salary Range)	60,000 55,000 - 65,000	70,000 68,000 - 76,000	76,000 78,000 - 85,000	85,000 85,000 - 92,000
SA - Adelaide (Salary Range)	60,000 55,000 - 62,500	64,000 60,000 - 66,000	70,000 66,000 - 73,500	74,500 70,500 - 77,000
WA - Perth (Salary Range)	60,000 56,000 - 65,000	70,000 65,000 - 76,000	78,000 71,000 - 84,000	86,000 78,000 - 95,000
ACT - Canberra (Salary Range)	62,000 58,000 - 68,000	68,000 64,000 - 73,000	75,000 68,000 - 82,000	85,000 80,000 - 92,000
TAS - Hobart (Salary Range)	58,000 54,000 - 61,500	62,000 59,000 - 64,500	67,000 62,000 - 73,000	72,000 68,000 - 75,000
NT - Darwin (Salary Range)	58,000 53,500 - 60,000	63,000 60,000 - 65,000	65,000 62,500 - 68,000	72,000 67,000 - 76,000
NZ - Auckland (Salary Range)	65,000 55,000 - 80,000	70,000 65,000 - 80,000	75,000 65,000 - 85,000	85,000 70,000 - 100,000
NZ - Christchurch / Wellington (Salary Range)	60,000 55,000 - 80,000	70,000 65,000 - 80,000	75,000 65,000 - 85,000	80,000 70,000 - 100,000

IT Audit Managers, Senior Managers, Principals/Directors	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	100,000 82,500 - 110,000	130,000 92,000 - 138,000	150,000 140,000+
NSW - Regional (Salary Range)	92,000 87,000 - 96,000	110,000 92,000 - 128,500	138,000 120,000+
VIC - Melbourne (Salary Range)	100,000 92,000 - 110,000	130,000 110,000 - 147,000	150,000 140,000
QLD - Brisbane and Gold Coast (Salary Range)	90,000 88,000 - 95,000	110,000 100,000 - 115,000	130,000 125,000+
QLD - Regional (Salary Range)	88,000 85,000 - 92,000	107,000 100,000 - 115,000	125,000 120,000+
SA - Adelaide (Salary Range)	78,000 73,500 - 82,000	100,000 93,500 - 103,000	120,000 110,000+
WA - Perth (Salary Range)	85,000 81,000 - 95,000	105,000 90,000 - 125,000	120,000 105,000+
ACT - Canberra (Salary Range)	90,000 80,000 - 105,000	115,000 100,000 - 130,000	150,000 140,000+
TAS - Hobart (Salary Range)	76,000 70,000 - 82,000	100,000 90,000 - 103,000	120,000 110,000+
NT - Darwin (Salary Range)	76,000 71,000 - 80,000	100,000 92,000 - 102,000	120,000 110,000+
NZ - Auckland (Salary Range)	80,000 65,000 - 90,000	90,000 80,000 - 110,000	120,000 100,000 - 150,000
NZ - Christchurch / Wellington (Salary Range)	78,000 65,000 - 90,000	90,000 80,000 - 110,000	120,000 100,000 - 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

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)	40,000 37,000 - 42,500	49,000 41,500 - 52,500	55,000 50,500 - 62,500	62,500 55,000 - 66,000
NSW - Regional (Salary Range)	38,500 36,500 - 41,500	46,000 41,500 - 50,500	57,000 49,000 - 62,500	61,500 58,000 - 64,500
VIC - Melbourne (Salary Range)	40,000 36,000 - 43,000	47,000 41,000 - 52,000	54,000 48,000 - 62,000	60,000 55,000 - 67,500
QLD - Brisbane and Gold Coast (Salary Range)	35,000 32,000 - 37,000	42,000 39,000 - 45,000	50,000 47,000 - 55,000	55,000 52,000 - 58,000
QLD - Regional (Salary Range)	35,000 32,000 - 37,000	42,000 39,000 - 45,000	50,000 47,000 - 55,000	55,000 52,000 - 58,000
SA - Adelaide (Salary Range)	38,500 35,000 - 40,500	40,500 37,000 - 44,000	46,000 42,000 - 50,000	49,000 45,000 - 51,500
WA - Perth (Salary Range)	37,000 34,000 - 42,000	46,000 42,000 - 50,000	52,000 47,000 - 57,000	55,000 48,000 - 57,000
ACT - Canberra (Salary Range)	40,000 36,000 - 44,000	47,000 44,000 - 50,000	48,000 46,000 - 55,000	52,000 50,000 - 65,000
TAS - Hobart (Salary Range)	36,000 32,000 - 40,000	39,500 36,000 - 42,000	44,000 40,000 - 48,000	48,000 43,000 - 50,000
NT - Darwin (Salary Range)	38,000 35,000 - 40,000	40,000 38,000 - 43,000	43,500 40,000 - 46,000	48,000 43,500 - 50,000
NZ - Auckland (Salary Range)	38,000 35,000 - 43,000	43,000 38,000 - 50,000	48,000 42,000 - 55,000	55,000 48,000 - 60,000
NZ - Christchurch / Wellington (Salary Range)	38,000 35,000 - 43,000	43,000 38,500 - 50,000	48,000 45,000 - 50,000	50,000 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)	69,000 62,500 - 73,500	76,000 69,000 - 81,000	85,000 77,000 - 92,000	100,000 92,000 - 105,500
NSW - Regional (Salary Range)	65,000 60,000 - 71,500	73,500 68,000 - 78,000	82,000 73,500 - 85,000	92,000 82,000 - 96,500
VIC - Melbourne (Salary Range)	65,000 60,000 - 72,000	71,500 66,000 - 80,000	80,000 73,000 - 86,000	90,000 80,000 - 92,000
QLD - Brisbane and Gold Coast (Salary Range)	61,000 57,000 - 63,000	69,000 65,000 - 73,000	75,000 73,000 - 78,000	83,000 80,000 - 88,000
QLD - Regional (Salary Range)	61,000 57,000 - 63,000	69,000 65,000 - 73,000	75,000 73,000 - 78,000	82,000 80,000 - 88,000
SA - Adelaide (Salary Range)	60,000 55,000 - 62,500	64,500 60,000 - 66,000	70,000 66,000 - 73,500	74,500 71,000 - 77,000
WA - Perth (Salary Range)	66,000 62,000 - 70,000	71,000 63,000 - 80,000	75,000 67,000 - 83,000	85,000 70,000 - 88,000
ACT - Canberra (Salary Range)	62,000 58,000 - 68,000	70,000 65,000 - 75,000	75,000 72,000 - 80,000	90,000 80,000 - 100,000
TAS - Hobart (Salary Range)	57,500 53,000 - 61,000	62,000 58,000 - 64,000	68,000 60,000 - 72,000	71,000 67,500 - 75,000
NT - Darwin (Salary Range)	58,500 55,000 - 60,000	63,000 60,000 - 70,000	68,000 64,000 - 72,000	73,000 70,000 - 76,000
NZ - Auckland (Salary Range)	60,000 50,000 - 70,000	68,000 60,000 - 75,000	72,000 62,000 - 80,000	78,000 66,000 - 90,000
NZ - Christchurch / Wellington (Salary Range)	60,000 50,000 - 70,000	68,000 60,000 - 75,000	70,000 60,000 - 80,000	75,000 70,000 - 90,000

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

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
NSW - Sydney (Salary Range)	105,000 92,000 - 110,000	134,000 110,000 - 138,000	175,000 128,500+
NSW - Regional (Salary Range)	100,000 82,500 - 105,000	115,000 105,000 - 120,000	142,000 120,000+
VIC - Melbourne (Salary Range)	105,000 90,000 - 110,000	125,000 100,000 - 132,000	165,000 125,000+
QLD - Brisbane and Gold Coast (Salary Range)	90,000 85,000 - 95,000	110,000 100,000 - 120,000	130,000 120,000+
QLD - Regional (Salary Range)	88,000 84,000 - 95,000	110,000 100,000 - 120,000	130,000 120,000+
SA - Adelaide (Salary Range)	78,000 73,500 - 82,000	99,000 93,500 - 103,000	121,000 110,000+
WA - Perth (Salary Range)	95,000 85,000 - 105,000	110,000 90,000 - 130,000	135,000 120,000+
ACT - Canberra (Salary Range)	92,000 80,000 - 105,000	115,000 100,000 - 130,000	150,000 140,000+
TAS - Hobart (Salary Range)	76,500 70,000 - 82,000	97,000 89,000 - 103,000	120,000 110,000+
NT - Darwin (Salary Range)	80,000 70,000 - 85,000	96,000 90,000 - 102,000	120,000 110,000+
NZ - Auckland (Salary Range)	80,000 70,000 - 95,000	100,000 95,000 - 130,000	130,000 100,000+
NZ - Christchurch / Wellington (Salary Range)	75,000 70,000 - 90,000	85,000 80,000 - 90,000	110,000 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
NSW - Sydney (Salary Range)	42,000 37,000 - 44,000	48,000 41,500 - 50,000	50,500 46,000 - 51,500	58,000 52,500 - 60,000
NSW - Regional (Salary Range)	40,500 32,000 - 42,000	45,000 40,000 - 48,000	48,000 41,500 - 50,000	55,000 48,500 - 57,000
VIC - Melbourne (Salary Range)	42,000 38,000 - 44,000	48,000 42,000 - 49,000	50,500 44,000 - 53,000	58,000 51,000 - 60,000
QLD - Brisbane and Gold Coast (Salary Range)	36,000 32,000 - 40,000	45,000 42,000 - 48,000	48,000 46,000 - 53,000	55,000 50,000 - 60,000
QLD - Regional (Salary Range)	36,000 32,000 - 40,000	45,000 42,000 - 48,000	48,000 46,000 - 53,000	55,000 50,000 - 60,000
SA - Adelaide (Salary Range)	38,500 35,000 - 40,500	40,500 37,000 - 44,000	48,000 46,000 - 50,000	48,500 26,000 - 51,000
WA - Perth (Salary Range)	40,000 38,000 - 45,000	49,000 43,000 - 55,000	55,000 49,000 - 59,000	60,000 55,000 - 65,000
ACT - Canberra (Salary Range)	40,000 36,000 - 44,000	47,000 44,000 - 50,000	48,000 46,000 - 55,000	52,000 50,000 - 65,000
TAS - Hobart (Salary Range)	35,000 31,000 - 38,000	39,000 35,000 - 42,000	45,000 42,000 - 50,000	48,000 43,000 - 52,000
NT - Darwin (Salary Range)	35,000 32,500 - 37,500	40,000 38,000 - 43,000	45,000 42,500 - 50,000	48,000 45,000 - 50,000
NZ - Auckland (Salary Range)	36,000 30,000 - 40,000	40,000 36,000 - 44,000	45,000 40,000 - 50,000	50,000 45,000 - 60,000
NZ - Christchurch / Wellington (Salary Range)	38,000 35,000 - 41,000	40,000 36,000 - 45,000	45,000 40,000 - 55,000	55,000 45,000 - 60,000

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

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)	67,000 61,500 - 69,000	72,000 66,000 - 76,000	81,000 73,500 - 82,500	87,000 74,000 - 100,000
NSW - Regional (Salary Range)	62,500 53,500 - 66,000	68,000 64,000 - 75,000	77,000 71,500 - 81,000	82,500 73,500 - 100,000
VIC - Melbourne (Salary Range)	66,000 60,000 - 70,000	72,000 67,000 - 76,000	81,000 73,500 - 84,000	87,000 77,000 - 100,000
QLD - Brisbane and Gold Coast (Salary Range)	62,000 60,000 - 67,000	68,000 65,000 - 75,000	78,000 74,000 - 83,000	85,000 80,000 - 90,000
QLD - Regional (Salary Range)	62,000 60,000 - 67,000	68,000 65,000 - 75,000	78,000 74,000 - 83,000	85,000 80,000 - 90,000
SA - Adelaide (Salary Range)	60,000 55,000 - 62,500	64,000 60,000 - 66,000	70,000 66,000 - 73,500	75,000 71,000 - 77,000
WA - Perth (Salary Range)	68,000 60,000 - 73,000	74,000 64,000 - 78,000	78,000 66,000 - 84,000	82,000 74,000 - 100,000
ACT - Canberra (Salary Range)	62,000 58,000 - 68,000	72,000 66,000 - 76,000	75,000 72,000 - 82,000	90,000 80,000 - 100,000
TAS - Hobart (Salary Range)	58,000 54,000 - 61,500	63,000 58,000 - 65,000	68,000 64,000 - 72,000	73,500 69,000 - 76,000
NT - Darwin (Salary Range)	60,000 55,000 - 65,000	63,000 58,000 - 66,000	70,000 65,000 - 73,500	72,000 68,000 - 75,000
NZ - Auckland (Salary Range)	60,000 48,000 - 62,000	65,000 55,000 - 70,000	75,000 65,000 - 85,000	80,000 70,000 - 90,000
NZ - Christchurch / Wellington (Salary Range)	60,000 54,000 - 64,000	65,000 60,000 - 68,000	70,000 65,000 - 75,000	75,000 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)	100,000 82,500 - 110,000	128,000 110,000 - 138,000	165,000 147,000+
NSW - Regional (Salary Range)	92,000 84,500 - 105,000	115,000 105,000 - 126,500	142,000 128,000+
VIC - Melbourne (Salary Range)	100,000 85,000 - 112,000	128,000 110,000 - 146,000	165,000 147,000
QLD - Brisbane and Gold Coast (Salary Range)	92,000 85,000 - 96,000	115,000 105,000 - 125,000	135,000 125,000+
QLD - Regional (Salary Range)	90,000 85,000 - 95,000	110,000 100,000 - 120,000	130,000 120,000+
SA - Adelaide (Salary Range)	78,000 73,500 - 82,000	100,000 93,500 - 103,000	121,000 110,000+
WA - Perth (Salary Range)	96,500 88,000 - 105,000	115,000 100,000 - 133,000	145,000 125,000+
ACT - Canberra (Salary Range)	92,000 80,000 - 105,000	115,000 110,000 - 130,000	150,000 140,000+
TAS - Hobart (Salary Range)	76,000 72,000 - 88,000	100,000 92,000 - 103,000	120,000 110,000+
NT - Darwin (Salary Range)	78,000 74,000 - 83,000	100,000 95,000 - 103,000	120,000 110,000+
NZ - Auckland (Salary Range)	80,000 65,000 - 85,000	90,000 80,000 - 95,000	150,000 95,000 - 180,000
NZ - Christchurch / Wellington (Salary Range)	80,000 65,000 - 85,000	90,000 80,000 - 95,000	150,000 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
NSW - Sydney (Salary Range)	110,000 92,000 - 128,500	165,000 115,000 - 183,000	200,000 147,000+
NSW - Regional (Salary Range)	92,000 87,000 - 100,000	118,000 100,000 - 137,000	147,000 100,000+
VIC - Melbourne (Salary Range)	110,000 92,000 - 128,500	155,000 120,000 - 165,000	185,000 150,000+
QLD - Brisbane and Gold Coast (Salary Range)	90,000 85,000 - 100,000	125,000 105,000 - 135,000	150,000 130,000+
QLD - Regional (Salary Range)	90,000 85,000 - 100,000	125,000 105,000 - 135,000	145,000 130,000+
SA - Adelaide (Salary Range)	78,000 73,500 - 82,000	100,000 93,500 - 103,000	121,000 110,000+
WA - Perth (Salary Range)	105,000 95,000 - 120,000	135,000 115,000 - 180,000	175,000 140,000+
ACT - Canberra (Salary Range)	90,000 80,000 - 100,000	110,000 95,000 - 125,000	150,000 130,000+
TAS - Hobart (Salary Range)	75,000 70,000 - 80,000	95,000 85,000 - 100,000	120,000 110,000+
NT - Darwin (Salary Range)	77,000 72,000 - 80,000	100,000 90,000 - 102,000	120,000 110,000+
NZ - Auckland (Salary Range)	82,000 65,000 - 90,000	105,000 90,000 - 140,000	140,000 120,000 - 180,000
NZ - Christchurch / Wellington (Salary Range)	80,000 68,000 - 90,000	90,000 75,000 - 120,000	120,000 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
NSW - Sydney (Salary Range)	41,500 35,000 - 44,000	48,000 38,500 - 49,500	51,500 46,000 - 53,500	60,000 48,000 - 61,500
NSW - Regional (Salary Range)	37,000 35,000 - 41,500	45,000 38,500 - 48,500	47,500 44,000 - 50,000	55,000 46,000 - 57,000
VIC - Melbourne (Salary Range)	41,500 35,000 - 46,000	47,000 42,000 - 48,000	50,500 46,000 - 52,500	58,000 50,500 - 60,000
QLD - Brisbane and Gold Coast (Salary Range)	38,000 32,000 - 40,000	44,000 40,000 - 48,000	48,000 44,000 - 52,000	52,000 50,000 - 60,000
QLD - Regional (Salary Range)	38,000 33,000 - 40,000	44,000 40,000 - 48,000	48,000 44,000 - 52,000	52,000 50,000 - 60,000
SA - Adelaide (Salary Range)	38,500 35,000 - 40,500	40,500 36,500 - 44,000	46,000 41,000 - 49,500	48,500 45,000 - 51,500
WA - Perth (Salary Range)	42,000 35,000 - 44,000	48,000 43,000 - 53,000	55,000 50,000 - 60,000	60,000 56,000 - 66,000
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)	36,000 32,000 - 40,000	40,000 38,000 - 42,000	42,000 40,000 - 44,000	44,000 42,000 - 48,000
NT - Darwin (Salary Range)	38,000 35,000 - 40,000	40,000 37,500 - 42,000	44,000 40,000 - 47,000	46,000 43,000 - 48,500
NZ - Auckland (Salary Range)	35,000 32,000 - 38,000	43,000 38,000 - 46,000	48,000 40,000 - 52,000	50,000 45,000 - 56,000
NZ - Christchurch / Wellington (Salary Range)	34,000 32,000 - 40,000	40,000 38,000 - 42,000	43,000 40,000 - 47,000	46,000 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

New Zealand Salaries are represented in New Zealand Dollars

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)	64,000 60,000 - 69,000	71,500 64,000 - 73,500	78,000 73,000 - 82,500	87,000 78,000 - 92,000
NSW - Regional (Salary Range)	60,000 53,000 - 62,500	68,000 55,000 - 64,500	73,500 69,000 - 78,000	82,500 75,500 - 87,000
VIC - Melbourne (Salary Range)	62,500 58,000 - 66,000	71,500 64,500 - 78,000	78,000 73,500 - 82,500	87,000 82,000 - 95,000
QLD - Brisbane and Gold Coast (Salary Range)	60,000 55,000 - 65,000	68,000 64,000 - 72,000	72,500 68,000 - 76,000	80,000 75,000 - 95,000
QLD - Regional (Salary Range)	60,000 55,000 - 65,000	68,000 64,000 - 72,000	72,500 68,000 - 76,000	78,000 74,000 - 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)	67,000 61,000 - 70,000	71,000 70,000 - 76,000	78,000 75,000 - 86,000	83,000 79,000 - 95,000
ACT - Canberra (Salary Range)	62,000 58,000 - 68,000	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	62,000 58,000 - 65,000	68,000 65,000 - 72,000	72,000 68,000 - 75,000
NT - Darwin (Salary Range)	60,000 57,500 - 62,500	64,000 60 - 000 - 68,000	70,000 68,000 - 72,000	74,000 68,500 - 80,000
NZ - Auckland (Salary Range)	60,000 55,000 - 65,000	65,000 60,000 - 70,000	75,000 65,000 - 75,000	85,000 70,000 - 95,000
NZ - Christchurch / Wellington (Salary Range)	52,000 42,000 - 55,000	58,000 56,000 - 60,000	65,000 60,000 - 70,000	72,000 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)	100,000 73,500 - 110,000	128,000 110,000 - 147,000	165,000 147,000+
NSW - Regional (Salary Range)	87,500 72,000 - 93,000	105,000 100,000 - 115,000	133,000 110,000+
VIC - Melbourne (Salary Range)	100,000 82,500 - 110,000	128,000 110,000 - 147,000	165,000 147,000+
QLD - Brisbane and Gold Coast (Salary Range)	95,000 90,000 - 102,000	125,000 115,000 - 135,000	140,000 135,000+
QLD - Regional (Salary Range)	94,000 90,000 - 98,000	125,000 115,000 - 135,000	140,000 135,000+
SA - Adelaide (Salary Range)	78,000 73,500 - 82,000	100,000 93,500 - 103,000	121,000 110,000+
WA - Perth (Salary Range)	100,000 90,000 - 110,000	120,000 105,000 - 140,000	165,000 130,000+
ACT - Canberra (Salary Range)	100,000 90,000 - 110,000	120,000 105,000 - 125,000	150,000 140,000+
TAS - Hobart (Salary Range)	80,000 75,000 - 85,000	100,000 88,000 - 110,000	120,000 110,000+
NT - Darwin (Salary Range)	80,000 75,000 - 85,000	100,000 90,000 - 105,000	125,000 115,000+
NZ - Auckland (Salary Range)	88,000 78,000 - 95,000	100,000 90,000 - 115,000	150,000 120,000 - 200,000
NZ - Christchurch / Wellington (Salary Range)	80,000 70,000 - 85,000	95,000 85,000 - 100,000	115,000 100,000+

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

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Practice Administration	Accountant	Practice Manager	Finance Manager
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	82,500 71,500 - 87,000	87,000 73,500 - 92,000	110,000 92,000 - 120,000
NSW - Regional (Salary Range)	73,500 60,000 - 81,000	82,500 73,500 - 87,000	96,500 85,000 - 105,000
VIC - Melbourne (Salary Range)	73,500 60,000 - 78,000	80,000 75,000 - 88,000	100,000 87,000 - 110,000
QLD - Brisbane and Gold Coast (Salary Range)	65,000 60,000 - 70,000	85,000 80,000 - 90,000	100,000 90,000 - 110,000
QLD - Regional (Salary Range)	65,000 60,000 - 70,000	85,000 80,000 - 90,000	100,000 90,000 - 110,000
SA - Adelaide (Salary Range)	58,000 55,000 - 64,500	66,000 59,000 - 69,000	82,500 79,000 - 92,000
WA - Perth (Salary Range)	75,000 70,000 - 85,000	90,000 80,000 - 90,000	100,000 85,000 - 120,000
ACT - Canberra (Salary Range)	72,000 70,000 - 80,000	85,000 75,000 - 100,000	120,000 100,000 - 140,000
TAS - Hobart (Salary Range)	55,000 50,000 - 60,000	65,000 60,000 - 80,000	80,000 70,000 - 85,000
NT - Darwin (Salary Range)	58,000 53,000 - 60,000	65,000 62,500 - 68,000	80,000 77,000 - 82,500
NZ - Auckland (Salary Range)	68,000 58,000 - 72,000	75,000 60,000 - 100,000	85,000 65,000 - 90,000
NZ - Christchurch / Wellington (Salary Range)	55,000 50,000 - 60,000	65,000 60,000 - 80,000	75,000 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)	45,000 38,000 - 50,000	60,000 52,000 - 68,000	60,000 54,000 - 70,000	55,000 50,000 - 60,000
NSW - Regional (Salary Range)	42,000 38,000 - 45,000	55,000 48,000 - 60,000	55,000 48,000 - 58,000	52,000 45,000 - 58,000
VIC - Melbourne (Salary Range)	45,000 35,000 - 49,000	60,000 50,000 - 70,000	58,000 55,000 - 70,000	55,000 50,000 - 58,000
QLD - Brisbane and Gold Coast (Salary Range)	45,000 42,000 - 48,000	60,000 55,000 - 65,000	55,000 50,000 - 60,000	48,000 45,000 - 51,000
QLD - Regional (Salary Range)	42,000 38,000 - 46,000	60,000 55,000 - 65,000	52,000 49,000 - 55,000	46,000 40,000 - 51,000
SA - Adelaide (Salary Range)	44,000 38,500 - 50,500	60,000 50,500 - 64,500	55,000 46,000 - 60,000	55,000 46,000 - 60,000
WA - Perth (Salary Range)	50,000 45,000 - 55,000	60,000 55,000 - 68,000	55,000 50,000 - 60,000	55,000 50,000 - 60,000
ACT - Canberra (Salary Range)	50,000 47,000 - 55,000	55,000 50,000 - 62,000	55,000 48,000 - 60,000	58,000 52,000 - 70,000
TAS - Hobart (Salary Range)	38,000 32,000 - 42,000	55,000 45,000 - 65,000	47,000 40,000 - 57,000	47,000 40,000 - 55,000
NT - Darwin (Salary Range)	42,500 38,000 - 45,000	58,000 55,000 - 62,000	54,000 50,000 - 58,000	52,500 48,000 - 60,000
NZ - Auckland (Salary Range)	42,000 40,000 - 46,000	62,000 56,000 - 68,000	52,000 48,000 - 56,000	50,000 45,000 - 52,000
NZ - Christchurch / Wellington (Salary Range)	40,000 36,000 - 44,000	55,000 48,000 - 60,000	50,000 45,000 - 55,000	52,000 45,000 - 55,000

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