

The Hays 2009 Salary Survey is based on information gained from over 1700 companies throughout Australia and New Zealand. The following contributors kindly gave their permission to be named as participants.

AAMHatch	BMD Constructions	Cooper Grace Ward Lawyers
ABB Grain Ltd	BMT WBM Pty Ltd	Creative Activation
ABB Limited	BNP Paribas	Cricket Victoria
ABC Consultants	BNZ	Crosbie Warren Sinclair
Abergeldie Complex Infrastructure	Boardman Peasley Pty Ltd	Crosslands Resources Ltd
Ability Options Ltd	Bochsler & Partners	CROSSMARK Australia Pty Ltd
Accor Hotels	Boehringer Ingelheim	Crown International Holdings Pty Ltd
Adelaide Hills Council	Books Plus ACT Pty Ltd	CSL Ltd
Advitech Pty Limited	BRANZ Ltd	Curious Films
Airpro Service Ltd	Brian Bartley & Associates	Custom Fluidpower Pty Ltd
Aircservices Australia	Brisbane Boys' College	Cut & Fill Pty Ltd
Aisin Australia Pty Ltd	Bruce McLean Architects	Cutchner & Neale
Akele Kinna & Co	Brunel New Zealand Limited	CYWHS
Akron Roads	Building Commission	D & T Building Contractors Ltd
Alcoa Fastening Systems	Burgess Rawson	Dairy Technical Services Limited
Alexander Construction Company Ltd	Bush Heritage Australia	t/as DTS Food Laboratories
Allstaff Airconditioning Pty Ltd (vic)	Bushnell Builders Ltd	Dallas Air Conditioning
Alpha Salmon	Business Print Australia P/L	Daniher Property Services
AME Pty Ltd	BusinessCraft Pty Ltd	Daryl Jackson Alastair Swayn Architects
AML Ltd T/a Allied Concrete	CAE Australia Pty Ltd	David McBride Architect
AMMS Group	Callander Electrics Ltd	David Robertson Decorators Ltd
Apia	Campion College	Decraflex Ltd
APN Outdoor	Cardno Pty Ltd	Deepend Sydney
Apotex Pty Ltd	Carl Zeiss Pty Ltd	Degremont Pty Ltd
Apparel Group Australia	Catholic Care	Delaney Kelly Golding
Architecture & Access	Catholic Cemeteries Board	Delta Utility Services Ltd
Architecture FCA	Catholic Homes	Dennis Family Corporation
Arrow Energy Limited	Centacare Broken Bay	Department for Transport,
Arrow International	Centro Properties Group	Energy and Infrastructure
Arup Pty Ltd	Cerebos Foods Ltd	Department of Immigration and Citizenship
ASC Architects Ltd	Challenger Financial Services	Department of Lands
Ascent Pharmahealth Ltd	Champions Business Growth	Department of Primary Industries
Ashington	Advisers Pty Ltd	Dept of Justice
Astra Tech Pty Ltd	Chesters Plumbing and Bathroom Centre	Derksema
Austereo P/L	Chief Minister's Department	DEXUS Property Group
Austock Group	ChildFund Australia	DFC
Australian Catholic University	Ching Contracting Ltd	Diabetes Australia - Victoria
Australian Customs and Border	Christie & Betro	Diaverum Pty Ltd
Protection Service	Chubb Fire & Services	Dibbs Abbott Stillman
Australian Ethical Investment Limited	CIB Accountants & Advisers	Dillon & Elbourn
Australian Human Resources Institute	City of Norwood Payneham & St Peters	Direct Connect
Australian Pharmaceutical Industries Ltd	City of Ryde Council	DM Civil
Australian Reinsurance Pool Corporation	Civil Contractors Federation	Dominion Constructors Ltd
BAAC Australia Pty Ltd	Civil Foundations	Don Jamieson Architecture Ltd
Babbage Consultants Limited	Clarke Roofing Ltd.	Downer EDI Rail
Bacchus Associates	ClarkeHopkinsClarke	Downer EDI Works
Badge	ClearCorp	DP World
BAIN GASTEEN LAWYERS	C-Learning	DSK Engineering Ltd
Baker Affleck Chartered Accountants	Cleland McFarlane Selth Pty Ltd	DTZ
Baker Garden Architects	CMPMedica Australia Pty Ltd	Dyson Group of Companies
Bally Australia Pty Ltd	CMS	Eagle Equipment
Base Projects	Coates	Eakin McCaffery Cox
Bayer	Coco Republic	East Puffin Pty Ltd
BBR Contech	Coffey Projects	Ebert Construction
BDO Kendalls	Coleman Asia Pacific	E-Bisprint Pty Limited
Beach Petroleum Limited	College of Law	Ecowise Australia Pty Ltd
Bellerio Constructions (QLD) Pty Ltd	Colorado Group Ltd	Ecowize Specialised Hygiene Services
BESTEAM PTY LTD	Comdain	Pty Limited
Betfair Pty Ltd	Compass Environmental	ED Harry Menswear
Bexton	Compass Hotel Group Limited	Eden Gardens & Garden Centres Pty Ltd
BKK Architects	Concrete Techniques Pty Ltd	EDS
BLA Pty Ltd	Concrib PTY LTD	Edwards Lifesciences Pty Limited
Black Steel Mobile Ltd	Connell Wagner	Edwards Marshall
Blaze Advertising	Connetics	Electropar
Bloxam Burnett and Olliver Ltd	Conslab Ltd	
Bluescope Distribution	Consolidated Minerals Ltd	
BluGlass Limited	Contract Resources	

LIST OF CONTRIBUTORS | AUSTRALIA

- || Elgas Ltd
- || Elite Property Group
- || Elsmore Constructions (NSW) Pty Ltd
- || e-media
- || EnvironArc Design Pty Ltd
- || Environment Canterbury
- || Equity Trustees Limited
- || ERA 2000 Architects
- || ERG Group
- || Ertech Pty Ltd
- || F&P Healthcare
- || Family Mediation Centre
- || FDC Construction & Fitout
- || Ferrier Hodgson
- || Film Victoria
- || Finlaysons
- || Fletcher Building
- || Fletcher Construction
- || Flint Group Aust Pty Ltd
- || Floorscape Ltd
- || Flotop Flooring Systems Limited
- || Flower and Hart
- || Flower Power Group Pty Ltd
- || Fluor Rail Services
- || For Arts Sake Pty Ltd
- || Fortunity
- || Fresenius Medical Care Aust P/L
- || Fulton Hogan Pty Ltd
- || Future Products Group
- || Futuris Automotive Interiors
- || Fyfe Pty Ltd
- || Gambro Pty Ltd
- || GEA Process Engineering Ltd
- || General Reinsurance
- || Genesis Energy
- || Geocycle SBF Pty Ltd
- || Geoff Craig & Associates Pty Ltd
- || George Fischer Pty Ltd
- || Georgiou Group Pty Ltd
- || GHD Services Pty Ltd
- || Global Coffee Solutions Pty Ltd
- || Golden Cross Resources
- || Gordon Mckay Pty Ltd
- || Grant Thornton
- || Grayburn Property Services Ltd
- || Griffiths And Assoc Ltd
- || Grosvenor Lodge Pty Ltd
- || Guide Dogs NSW/ACT
- || GWM Financial Planning Pty Ltd
- || Haden Engineering
- || Hako Australia Pty Limited
- || Harcourts
- || Hastie Australia Pty Ltd
- || HBC Hannel Ltd
- || HBO+EMTB Architects (WA) Pty Ltd
- || Health Partners
- || Heathgate Resources Pty Ltd
- || HEB Structures
- || Henkel Australia Pty Ltd
- || HFC: Civil and Structural (north) Ltd
- || Hills Industries Ltd
- || HLB Mann Judd (SA) Pty Ltd
- || HLB Mann Judd (SE Qld)
- || HN Financial Partners Pty Ltd
- || Hobart City Council
- || Holmes Consulting Group
- || Homeloans Ltd
- || Honda Australia
- || HopgoodGanim Lawyers
- || Hopkins Lawyers
- || Horan Steel
- || Hostplus
- || House With No Steps
- || Housing NSW
- || Hughes Trueman Pty Ltd
- || Hungry Jacks Australia
- || Hynes Lawyers
- || Hyro Limited
- || Ian Harrison and Associates Ltd
- || IFF Australia
- || Iluka Resources Ltd
- || Independent Distillers [Aust] Pty Ltd
- || Inform Design & Constructions
- || Inner Sanctum Systems Ltd
- || Inside Design
- || InterContinental Hotels Group
- || Interflow Pty Limited
- || International Marina Development and Management
- || IPM Pty Ltd
- || Isatech Engineering
- || ISTM
- || Isuzu Australia Limited
- || ITL
- || Jacob Financial Planners
- || Jaguar Minerals Ltd.
- || James Milson Village
- || Janssen-Cilag Pty Ltd
- || JAWA Structures Ltd
- || JDS Australia
- || Jedsway Pty Ltd t/a R J Robbins & Assoc
- || Jigsaw Services
- || Jirsch Sutherland
- || JLF Group of Companies
- || John Danks & Son Pty Ltd
- || John Hindmarsh (South Australia) Pty Ltd
- || Johnson Controls Australia Pty Ltd
- || Jones lang LaSalle
- || JSA Financial Planning Group
- || Just Hardwood Floors
- || Kanubi Limited
- || Kaplan Professional
- || Kellogg Brown & Root Pty Ltd
- || Kembla Watertech
- || KENDALLS LMJ
- || Kennett Pty Ltd
- || Kerry Ingredients Australia Pty Limited
- || King Country Energy
- || King Island Council
- || Kinsella Partners
- || KJB Law
- || KONE Elevators PTY Ltd
- || KPMG
- || Kuehne & Nagel Pty Ltd
- || Ku-ring-gai Council
- || L R & M Constructions Pty Ltd
- || L. Serafin & Co
- || Lachlan Partners Pty Ltd
- || Landcare Australia Ltd
- || laser plumbing blenheim
- || Learning Links
- || Lester Franks
- || Letcher & Moroney
- || Life Without Barriers
- || Lifestart Cooperative Ltd
- || Linburn Nursing Home
- || Lincoln Group
- || Lipa Pharmaceuticals Ltd
- || LogiCamms
- || Lonestar Construction Ltd
- || Lyttelton Port Company
- || M P Cordia & Associates Pty Ltd
- || Macaya
- || Macdonald Sheet Piling
- || MacDonnells Law
- || MacGillivrays Solicitors
- || MacMahon Contractors / MVM Rail
- || Mallard Cooke
- || Marcus O'Reilly Architects
- || Mark Williams Architects
- || Markplan Consulting Ltd
- || Mars Petcare Australia
- || Marsh Civil Engineering Contractors
- || Marsh Pty Ltd
- || Master Roads and Services Ltd
- || Matrikon Pty Ltd
- || Maunsell AECOM
- || Maunsell Australia Pty Ltd
- || Maxim Chartered Accountants
- || Mayo Group
- || Mazda Australia
- || McColl Fabrications Pty Limited
- || McConnell Dowell Constructors Ltd
- || McCullough Robertson Lawyers
- || McMahon Clarke Legal
- || Meals on Wheels (SA) Inc
- || Medilife
- || Melbourne Health
- || Melville Equipment
- || Mercer
- || Merck Sharp & Dohme
- || Meridian energy
- || Metrowater
- || MGI Melbourne
- || MICO Metals
- || Mighty River Power
- || Mind
- || Minotaur Exploration Ltd
- || Mirvac Hotels & Resorts
- || Mission Australia
- || Moore Stephens Sydney
- || Moore Stephens Sydney West
- || Moray & Agnew Solicitors
- || Mrs Crocket's Kitchen
- || MSI Ragg Weir
- || MTC Work Solutions
- || Mulpha Australia Limited
- || Mundipharma Pty Limited
- || Murray-Darling Basin Authority
- || N&L Transport
- || NAC Air-conditioning
- || Nacap Australia Pty Ltd
- || Nanosonics Limited
- || National Aluminium Ltd
- || National Art School
- || National Childcare Accreditation Council
- || Natural Pools
- || NCIA Pty Limited
- || Nespresso
- || Netti Atom
- || Nettleton Tribe
- || Newton Kerr and Partners
- || Nexia ASR
- || NextGen Gaming
- || Nicholas Murray Architects
- || Norman Disney & Young limited
- || Northrop Consulting Engineers
- || Northside Community Service
- || Novartis Consumer Health
- || NSW Aboriginal Housing Office
- || NSW Lotteries
- || NSW Maritime

Nufarm	Roband Australia Pty Ltd	Urbanest
OAMPS Gault Armstrong P/L	Rockwell Automation Sth Pacific	URS NZ Ltd
Olex	Ross Bindon Ltd	VCOSS
Omnicare Clinical Research	ROTARY INTERNATIONAL	Velocity Systems International Pty Ltd
OMV New Zealand Limited	Rowlatt & Co	Victoria University
Onesteel	Rutherford Power	Victorian National Parks Association
Ontera Modular Carpets Pty Limited	Savills	Vincents Chartered Accountants
Optima Petroleum Consulting	Savings & Loans	Viranda Property Network
Opus International Consultants Ltd	Savings & Loans Credit Union (S.A.) Limited	Voisin Consulting
OSI International Foods	Scalabrini	VRLA
Osmoflo	SCE Stone And Design Ltd	W Walker & Company
Otter Group Pty Ltd	Serco Sodexho Defence Services	Waimakariri District Council
P.R.A Electrical.Pty Ltd	SES Linear Bearings Pty Ltd	Walton Construction
Pacific Pharmaceuticals Ltd	Shell Todd	Ware Building Pty Ltd
Pacific Stainless	Shire of Wagin	Warner
Padghams	Sigma-Aldrich	Warren and Mahoney
PaperlinX	Sisters of St Joseph Aged Care services	Watercare Services Limited
Parsons Brinckerhoff	Skretting	Waterwheel Industries
Paul Byrnes Emergency Plumbing Pty Ltd	Smart Alliances Ltd	Watpac Construction (Vic) Pty Ltd
PCB	Smart Logistics Pty Ltd	Waverley Council
PCM Accountants & Business Advisors	Smith Crane and Construction Ltd	Wealth By Design
PDY Pty Ltd	Sofitel Melbourne on Collins	Weatherfoil Pty Ltd
People Telecom	Sothertons	WEL Networks LTD
Pernod Ricard Australia	Soul Creative Enviroments	WELD-QUIP Supply Co.
Pete Bossley Architects	Southern Cross Constructions	Wesfarmers Industrial & Safety
Peter Fell Ltd	Southern Grampian Shire Council	Western Metals
PIKE RIVER COAL LIMITED	SouthRoads	Westfield Construction
Pimas Gale Constructions Pty Ltd	Sowerby	Westlink Consulting
Pitt & Sherry	SPORTSMED-SA	Whirlwind Print
PJJ Diesel	SRJ	William Buck
PKF Chartered Accountants and Business Advisers, Southport	St Vincents College	Wiltek Maintenance Ltd
Plastiras Lawyers	State Water Corporation	Winstone Aggregates
Polar Fresh Cold Chain Services	Steadfast Group Limited	WMS Chartered Accountants
Polyflor Australia Pty Ltd	Stef Enterprises Pty Ltd	Woodhead Pty Ltd
Pongrass Group Operations	Stephens Tilley	YMCA Brisbane
Porirua City Council	Sun Studios	York Forter Australasia Pty Ltd
Pöyry Energy Pty Ltd	Swarovski International	
Precision Construction	Sydeny Ferries	
Prendos Limited	Sydney South West Area Health Service	
Primary Industries and Resources South Australia	Sydney Water	
Prime Constructions Pty Ltd	TAFE NSW - Sydney Institute	
Procon Building	Tagara Group	
Professional Building Services	Tait Electronics Ltd	
Professionals Hutt City Ltd	Talaris (Australia) Pty Ltd	
PSB Accounting Pty Ltd	TC Hasemer Pty Ltd	
PSD Pty Ltd	Technical Assessing Pty Ltd	
PSN Financial Services Pty Ltd	Techsys Corp	
Pure Financial Management Pty Ltd	Tenix Alliance Pty Ltd	
QAD Australia Pty Limited	The 3rd Dimension Ltd	
QER Pty Ltd	The Australian Retail Franchise Group	
QK	The Buchan Group	
Queensland Alumina Limited	The Coffee Club	
Queensland Cotton	The International Grammar School, Sydney Ltd.	
Queensland Law Society	The Property Group Limited	
Queensland Tertiary Admissions Centre	TMs Tax, Accounting and Financial Services	
Quintiles	Total Financial Solutions	
RACT	Towong Shire	
Ramsay Health Care	Transfield Services Ltd	
Randwick City Council	Transfield Worley	
Rawlinsons	Transpacific	
RCP	Transpower NZ Ltd	
RCR Tomlinson Ltd	Tranzact Financial Services Pty Ltd	
RDT Pacific Ltd	Trindade Farr & Pill	
Reader's Digest	Triple M Group of Companies	
Regis Resources Limited	UHY Haines Norton	
Reinforced Earth Company	Uniden Australia Pty Ltd	
Rigby Cooke Lawyers	Unified Contracting	
Rinnai Australia	Unison Networks Limited	
Rio Tinto	United Group Ltd	
Roaring 40s		