



Australia

The expansion of HR teams and creation of new roles to manage and retain talent ensured a buoyant conclusion to the HR recruitment market in 2008. However it was followed by downsizing and restructuring in some organisations in early 2009, which increased the number of high calibre available candidates.

For those that were hiring the recruitment process lengthened in response to the larger candidate pool. While permanent vacancies decreased, temporary assignments were maintained.

Companies continue to offer flexible work practices and have increased non-monetary benefits over salaries.

The demand for HR generalists remains consistent, especially in South Australia and Victoria. NSW and ACT seek talent management and retention specialists, while Victorian employers seek remuneration & benefits candidates to address incentive plans for retention purposes and utilise the analytical bias of these specialists. We predict an increase in IR specialist roles in Western Australia and South Australia.

OH&S demand remains high nationally due to the focus on risk minimisation. With more organisations opting for HRIS systems, the need for these specialists has risen. Resilient and flexible managers capable of coping with rapid change are also in demand.

HR salaries remained consistent over the past financial year and given the levels of candidate availability no major changes are foreseen for the coming year. With more candidates available on the market, employers are able to increase their expectations, but not their salaries, and candidates have become more realistic and flexible in their salary expectations.

The few notable exceptions occurred in Perth and Adelaide, namely for training coordinators (where typical salaries increased by 10 and 6% respectively), organisational development managers (20 and 10% respectively) and industrial relations managers (8 and 10% respectively).

Candidates are advised to keep an open mind and consider temporary assignments, part time or job share roles, which are available in greater quantity than permanent roles. Draw on your core skills and set realistic medium term career goals. Be flexible in your approach to finding the right position and be open to new ideas.

New Zealand

With employee numbers in a state of flux in many companies, large and international organisations are committed to a strong human resources team, but vacancy activity is softer in small to medium sized businesses where the pressure to cut costs is intense.

Peripheral recruitment duties are increasingly outsourced or postponed as HR focuses on managing changes to

worker numbers. HR coordinator roles were disestablished in some organisations, while in others they replaced HR manager roles as a cost saving exercise.

Activity is expected to be steady over the next 12 months, although HR and recruitment will, as always, be the first to accelerate in the upswing.

The demand for highly skilled professionals remains strong, albeit at a lower level than recent years. The distinction between HR professionals and in-house recruiters has become more pronounced, with demand high for the former but falling for the latter.

While salary increases were minimal, there were a few exceptions. The typical salaries for change managers increased by 11%, while they rose by 5% for both OH&S consultants and learning & development managers. HR coordinators/administrators and L&D consultants rose by 4 and 3% respectively.

While the number of available candidates has increased, quality remains an issue and the key to securing an interview is to demonstrate your breadth of experience and individual suitability to the company.

Human Resources	Senior HR Consultant / Advisor / Officer					
	HR Director	HR Manager	HR Consultant / Advisor	HR Coordinator / Administrator	Head of Learning & Development	
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney	220,000 150,000 - 375,000	120,000 85,000 - 160,000	95,000 80,000 - 110,000	80,000 65,000 - 95,000	55,000 45,000 - 65,000	200,000 150,000 - 250,000
VIC - Melbourne	200,000 150,000 - 350,000	110,000 90,000 - 160,000	85,000 70,000 - 95,000	75,000 65,000 - 90,000	52,000 45,000 - 60,000	150,000 120,000 - 210,000
QLD - Brisbane	200,000 150,000 - 250,000	110,000 90,000 - 160,000	85,000 75,000 - 95,000	70,000 60,000 - 85,000	55,000 45,000 - 60,000	190,000 120,000 - 200,000
SA - Adelaide	200,000 150,000 - 250,000	120,000 90,000 - 150,000	85,000 75,000 - 100,000	70,000 60,000 - 90,000	55,000 45,000 - 65,000	190,000 150,000 - 200,000
WA - Perth	180,000 120,000 - 250,000	120,000 90,000 - 140,000	90,000 70,000 - 120,000	80,000 65,000 - 100,000	60,000 50,000 - 70,000	190,000 125,000 - 210,000
ACT - Canberra	200,000 120,000 - 250,000	105,000 95,000 - 115,000	80,000 70,000 - 90,000	75,000 65,000 - 85,000	52,000 50,000 - 55,000	185,000 120,000 - 200,000
NZ - Auckland	180,000 120,000 - 200,000	100,000 80,000 - 130,000	80,000 70,000 - 90,000	75,000 55,000 - 90,000	47,000 42,000 - 52,000	175,000 120,000 - 200,000

Human Resources	Learning & Development Manager	Learning & Development Consultant	Trainer	Training Coordinator	Organisational Development Manager	Change Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney	120,000 85,000 - 160,000	85,000 65,000 - 95,000	65,000 55,000 - 80,000	55,000 50,000 - 70,000	140,000 100,000 - 180,000	160,000 120,000 - 350,000
VIC - Melbourne	115,000 90,000 - 130,000	75,000 55,000 - 85,000	65,000 55,000 - 80,000	55,000 40,000 - 60,000	120,000 100,000 - 140,000	150,000 120,000 - 200,000
QLD - Brisbane	110,000 90,000 - 140,000	75,000 65,000 - 90,000	65,000 55,000 - 80,000	55,000 45,000 - 60,000	120,000 100,000 - 140,000	110,000 90,000 - 150,000
SA - Adelaide	120,000 90,000 - 140,000	80,000 65,000 - 90,000	65,000 60,000 - 80,000	55,000 48,000 - 65,000	115,000 80,000 - 140,000	105,000 80,000 - 115,000
WA - Perth	110,000 90,000 - 125,000	75,000 55,000 - 100,000	70,000 60,000 - 80,000	55,000 50,000 - 65,000	120,000 80,000 - 140,000	120,000 80,000 - 150,000
ACT - Canberra	110,000 80,000 - 130,000	75,000 65,000 - 85,000	65,000 60,000 - 70,000	55,000 50,000 - 60,000	120,000 90,000 - 140,000	140,000 80,000 - 150,000
NZ - Auckland	110,000 80,000 - 125,000	72,000 57,000 - 80,000	65,000 50,000 - 85,000	48,000 45,000 - 55,000	115,000 100,000 - 130,000	100,000 80,000 - 120,000

Human Resources	Head of Remuneration & Benefits	Remuneration & Benefits Manager	Remuneration & Benefits Analyst	Industrial Relations Manager	Inhouse Recruitment Manager	Inhouse Recruitment Specialist
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney	200,000 180,000 - 300,000	140,000 100,000 - 180,000	70,000 65,000 - 90,000	125,000 85,000 - 130,000	120,000 110,000 - 160,000	95,000 65,000 - 100,000
VIC - Melbourne	200,000 150,000 - 230,000	120,000 90,000 - 150,000	68,000 65,000 - 95,000	110,000 90,000 - 120,000	100,000 65,000 - 120,000	70,000 55,000 - 80,000
QLD - Brisbane	190,000 150,000 - 220,000	120,000 90,000 - 150,000	70,000 60,000 - 90,000	120,000 90,000 - 150,000	100,000 85,000 - 140,000	70,000 55,000 - 85,000
SA - Adelaide	190,000 150,000 - 250,000	120,000 90,000 - 140,000	75,000 65,000 - 90,000	115,000 90,000 - 140,000	100,000 80,000 - 125,000	75,000 65,000 - 85,000
WA - Perth	180,000 130,000 - 220,000	120,000 90,000 - 140,000	80,000 60,000 - 90,000	130,000 100,000 - 170,000	120,000 80,000 - 140,000	75,000 65,000 - 90,000
ACT - Canberra	185,000 130,000 - 220,000	110,000 105,000 - 120,000	70,000 60,000 - 75,000	105,000 90,000 - 120,000	85,000 70,000 - 120,000	72,000 65,000 - 80,000
NZ - Auckland	175,000 150,000 - 200,000	100,000 75,000 - 120,000	70,000 55,000 - 80,000	90,000 75,000 - 110,000	85,000 70,000 - 110,000	70,000 50,000 - 85,000

Human Resources	Recruitment Coordinator	Head of OH&S	OH&S Manager	OH&S Consultant
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney	50,000 45,000 - 60,000	160,000 130,000 - 250,000	110,000 75,000 - 150,000	70,000 60,000 - 90,000
VIC - Melbourne	55,000 45,000 - 65,000	135,000 110,000 - 160,000	95,000 80,000 - 110,000	65,000 50,000 - 85,000
QLD - Brisbane	50,000 45,000 - 60,000	150,000 145,000 - 250,000	110,000 75,000 - 150,000	65,000 50,000 - 75,000
SA - Adelaide	55,000 50,000 - 65,000	135,000 110,000 - 160,000	100,000 80,000 - 110,000	65,000 60,000 - 75,000
WA - Perth	55,000 50,000 - 60,000	130,000 105,000 - 200,000	100,000 90,000 - 120,000	80,000 65,000 - 90,000
ACT - Canberra	50,000 45,000 - 55,000	110,000 100,000 - 125,000	85,000 80,000 - 90,000	62,000 55,000 - 68,000
NZ - Auckland	50,000 45,000 - 55,000	110,000 85,000 - 150,000	80,000 60,000 - 100,000	58,000 50,000 - 75,000