

Adecco




Adecco Australia 2022 Salary Guide

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A woman with dark hair tied in a bun, wearing black-rimmed glasses and a red and black plaid shirt, is shown in profile from the chest up. She is smiling slightly and looking at a laptop screen. Her hands are on the keyboard. The background is a bright, out-of-focus office space with a window and a potted plant.

In early 2020, the pandemic caused by the Covid-19 virus began to accelerate shifts in working practices. Now, more than 2 years on, workplaces and workforces have changed dramatically.

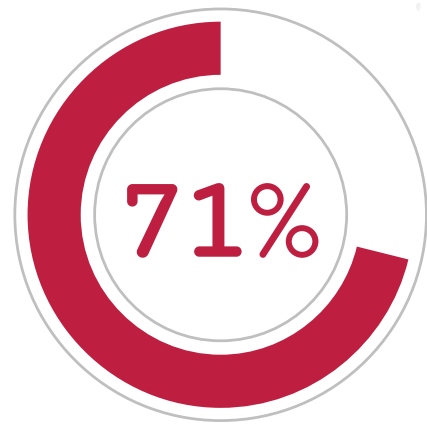
Currently the unemployment rate is low, skilled migration has stopped due to border closures and it is extremely hard for businesses to find the talent they need to fill the roles they have available. Adecco completed a study of Australian workers, to uncover insights into working practices, behaviours, and attitudes. We hope this information will help you and your organisations to evolve and adapt as we look forward to a post-pandemic world and new ways of working.

What Are Australian Workers Saying?

Overall, Australian workers are happier when compared to all other countries, however they are considering if they can find a better job elsewhere. As businesses are now adapting to the changing demands of their workforce, it is important to keep in mind that moving forward, an individual approach to employee needs is becoming the new normal.



Are happier in their job than 12 months ago (vs. 49% globally)



Say their work / life balance has got better in the last 12 months (vs. 50% globally)

Hybrid Working is Here to Stay

Companies must embrace the “one size will not fit all” when addressing employee needs as each worker will have different requirements. People want to go back to the office on their own terms and half of them are anxious about returning. This style of hybrid working is now the new normal and up to 53% of those surveyed want to work remotely.

A New Work Week

Productivity has passed the test and many things have improved for workers since last year, particularly their digital skills, their ability to care for others and their work/life balance. They are better time managers and feel more trusted to get the job done.

Flexibility is the new standard. Australian workers don't want to give up the flexibility they have gained, and more than three quarters want to retain flexibility over their own schedule. We are beginning to see workers calling for a shorter work week with more than half of workers stating they would be able to do the same work in less than 40 hours.

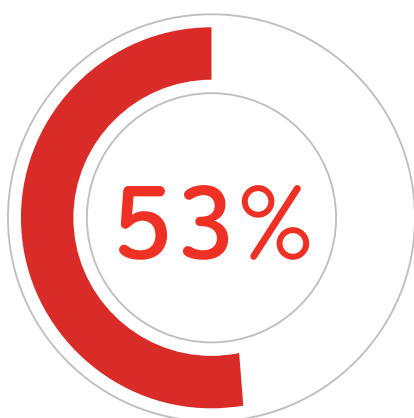
This means businesses need to assess their culture and consider moving from an hours to an outcome-based process. However, this is expected to be a learning curve for companies and leaders as they struggle with performance management based on results.



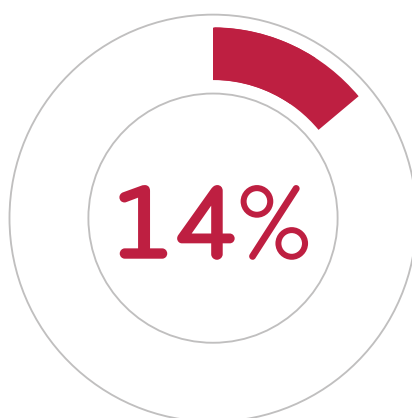
Burnout is the Next Pandemic

The effect the pandemic has had on the mental health of Australians is well documented. Wellbeing and mental health are issues spanning age and gender and burnout is a key concern - especially among our young leaders.

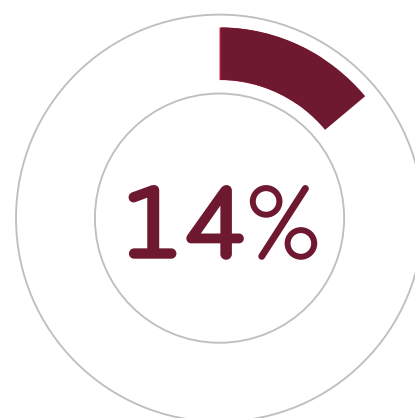
More than half of young leaders in Australia are suffering from burnout, this is the same group who shoulder responsibility for future progress. Unfortunately, Australia is leading the charge in terms of burnout with 53% of Australians suffering compared to 38% globally.



Suffered from burnout in the last 12 months (vs. 38% globally)



Feel their mental wellbeing has become worse (vs. 32% globally)



Feel their physical wellbeing has become worse (vs. 28% globally)

Leader Disconnect

In a time in history when we are more connected than ever, most Australian workers have never felt more disconnected. As a leader in your business, you now hold the key to reconnecting employees and re-inventing culture. Australian workers currently have low satisfaction with leadership and worker's relationships, motivation and sense of team and company culture has deteriorated over the last year.

There is a disconnect however as leaders don't see the issue – there is a gap between management views of their own performance and the opinion of their employees. Further skilling in the areas of coaching and leadership is key for leaders as we move through this new way of working.

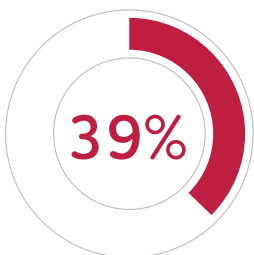
The Great Resignation

Motivation and engagement are low in Australian workforces and nearly 2 in 5 people are considering moving to a job with more flexible options. When looking for new talent for your business, offering flexibility really is key. Eight in ten workers want to be able to maintain a good work/life balance. As an employer if you can provide a hybrid working environment and daily flexibility you will appeal to the skilled workers of Australia.

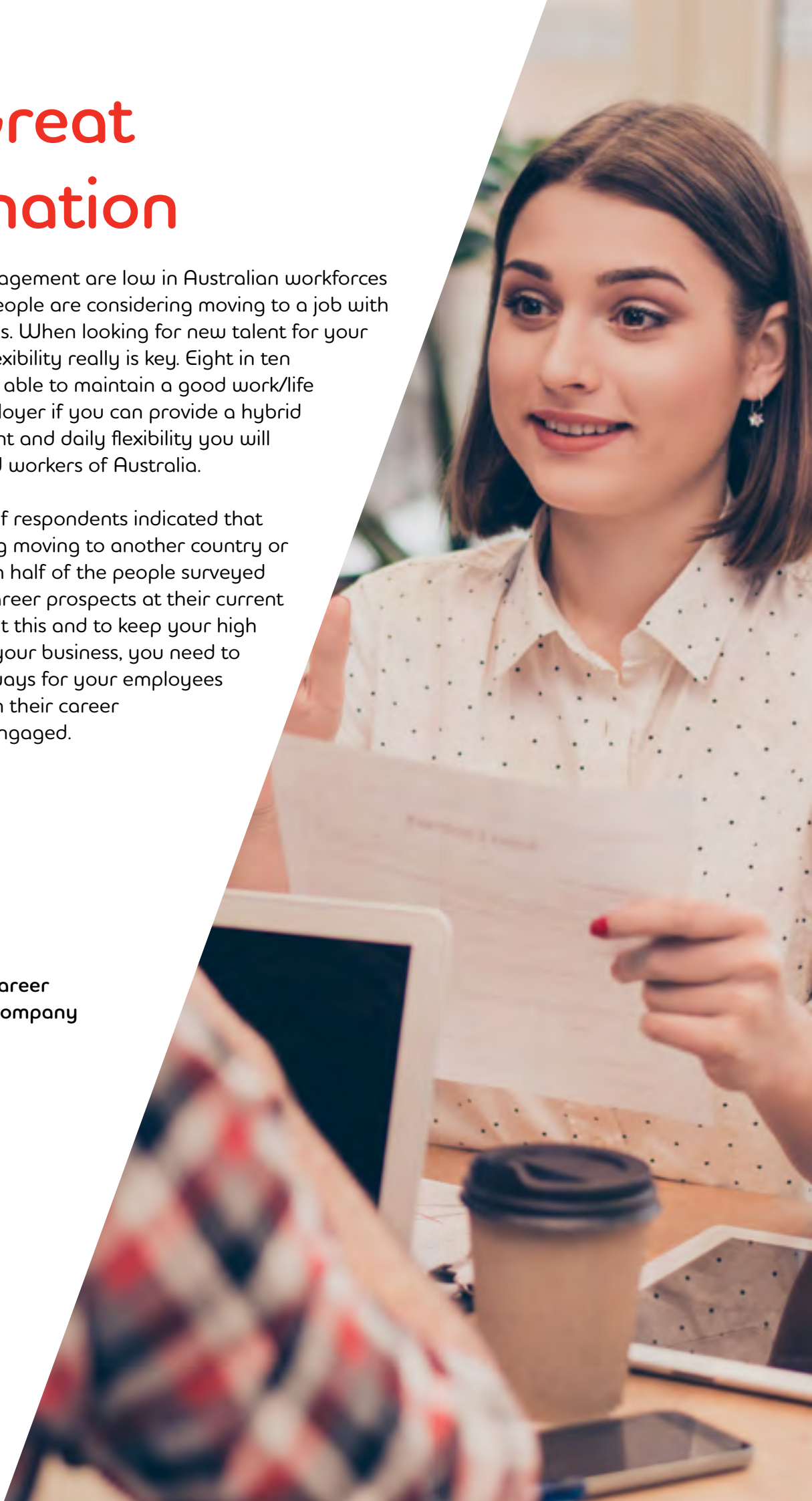
Further, a quarter of respondents indicated that they are considering moving to another country or region and less than half of the people surveyed are satisfied with career prospects at their current company. To combat this and to keep your high valued staff within your business, you need to provide clear pathways for your employees so they can build on their career and to keep them engaged.



Are satisfied with career prospects at their company
(vs. 48% globally)



Are considering a career change
(vs. 30% globally)

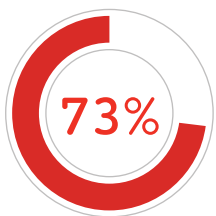


Spotlight on Tech

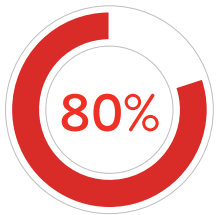
Technology has been the key enabler of the new hybrid and flexible normal. Consequently, workers' top expectations from companies going forward are, good IT infrastructure and systems and investment in technology to facilitate better remote work.

As the world becomes more and more remote, digital skills have continued improving for over 6 in 10 workers globally. But cyberattacks are a growing concern for half of employees.

For employees working in technology, digital or IT the shift to a remote and hybrid world of work has been more positive in general, compared to those in other industries. Tech workers are more satisfied with their leader, their career prospects and feel happier in their jobs than workers in other sectors, but when looking at non-managers, only 45% are satisfied with their prospects at their company.



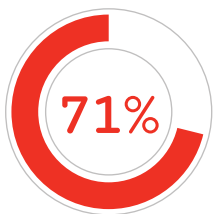
Of tech workers say that working remotely more than they did before the pandemic will be important for them in the future



Of tech workers believe businesses and employees will both benefit from allowing increased flexibility



Of tech workers think employers should revisit the length of the working week and the hours that employees are expected to work



Believe that set-hours contracts are no longer relevant to the modern ways of working



6 out of 10 are satisfied with their senior leadership and line managers

Accounting & Finance



Occupation Title	Low	High
Accounts Officer/Clerk	55,000	65,000
Accounts Payable	60,000	70,000
Accounts Receivable Credit Officer	65,000	75,000
Assistant Accountant	65,000	75,000
Audit, Risk and Operational Review	110,000	170,000
Bookkeeper	70,000	85,000
Business Analysis, Planning and Strategy	90,000	150,000
Chief Financial Officer	170,000	290,000
Commercial Manager	115,000	270,000
Credit Manager	90,000	140,000
Divisional Accountant	90,000	155,000
Finance Accountant	90,000	160,000
Finance Manager	115,000	200,000
Finance Officer	60,000	75,000
Financial Accountant	95,000	140,000
Financial Controller	120,000	190,000
Group Accountant	100,000	165,000
Insolvency and Corporate Recovery	105,000	170,000
Internal Auditor	115,000	175,000
Management Accountant	100,000	150,000
Management Accountant (CA/CPA)	105,000	155,000
Payroll Manager	90,000	130,000
Payroll Officer	65,000	85,000
Payroll Team Leader	75,000	90,000
Product Control	100,000	140,000
Product Control Manager	140,000	170,000
Project Accountant	100,000	150,000
Regulatory Accountant	135,000	170,000
Senior Tax Accountant	100,000	140,000
Systems Accountant	100,000	165,000
Tax Accountant	90,000	120,000
Tax Manager	155,000	225,000
Treasury Accountant	90,000	165,000

Business Support



Occupation Title	Low	High
Retail		
Junior Buyer	90,000	110,000
Senior Buyer	130,000	180,000
Sales Assistant	47,000	53,000
Senior Sales Assistant	53,000	60,000
Supervisor, Small Business	50,000	60,000
Supervisor, Large Business	55,000	65,000
Assistant Store Manager, Small Business	54,000	60,000
Assistant Store Manager, Large Business	65,000	85,000
Store Manager, Small Business	60,000	80,000
Store Manager, Large Business	85,000	130,000
Area Manager	85,000	105,000
National Manager	105,000	125,000
Human Resources		
Change Manager	95,000	150,000
Human Resource Officer	55,000	75,000
Human Resources Generalist	65,000	85,000
Human Resources Manager	95,000	150,000
Remuneration Analyst/Consultant	60,000	80,000
Talent Acquisition Specialist	85,000	120,000
Work Health & Safety Manager	75,000	95,000
Work Health & Safety Officer	60,000	80,000
Banking & Finance		
Business Banker	73,440	102,000
Compliance Manger	73,440	91,800
Credit Risk Analyst	88,740	122,400
Operations Manager	74,460	99,960
Private Banker	74,460	99,960
Product Manager	71,400	94,860
Relationship Manager	76,500	99,960
Risk Analyst	99,960	96,900
Senior Finance Lawyer	78,540	107,100
Senior Credit Analyst	71,400	94,860
Senior Investment Banker	78,540	96,900
Senior Product Manager	78,540	96,900

Occupation Title	Low	High
Call Centre		
Call Centre Management	100,000	163,200
Call Coach/Quality Assurance	59,160	79,560
Collections (Inbound and Outbound)	53,040	66,300
Customer Service (Inbound)	51,000	60,180
Help Desk Operator	63,240	87,720
Operations Management	115,000	204,000
Sales and Service (Inbound)	53,040	69,360
Sales and Service (Outbound)	59,160	71,400
Team Leader	71,400	98,940
Telesales (Outbound)	52,000	70,000
Trainer	75,480	107,100
Workforce Management and Planner	89,760	134,640
Office Support		
Administration	57,120	73,440
Business Support	63,240	87,720
Data Entry Operator	44,880	63,240
Executive Assistant	90,000	140,000
IT Support	60,180	83,640
Office Manager	70,000	100,000
Operations Manager	89,760	107,100
Personal Assistant	59,160	84,660
Project Administrator	69,360	85,680
Receptionist	59,160	70,000
Sales Support	68,000	80,000
Secretary	61,200	87,720
Senior Office Support	75,480	99,960
Senior Office Support/Team Leader	85,000	95,000
Website Support	53,040	74,460

Occupation Title	Low	High
Sales, Events & Marketing		
Advertising Executive	81,600	99,960
Advertising Manager	93,840	130,560
Brand Manager	89,760	107,100
Campaign Manager	89,760	107,100
Digital Producer	75,480	97,920
Direct Marketing Manager	75,480	130,560
Event Coordinator	59,160	75,480
Event Manager	75,480	112,200
Market Analysis Manager	56,100	75,480
Market Research Analyst	60,000	75,480
Market Research Manager	85,680	120,360
Marketing Assistant	59,160	79,560
Marketing Coordinator	69,360	79,560
Marketing Director	180,000	250,000
Marketing Executive	75,480	99,960
Marketing Manager	94,860	140,760
Online Marketing Manager	93,840	143,820
Product Manager	94,860	107,100
Product Planner	56,100	75,480
Public Relations Admin	47,000	57,120
Public Relations Director	116,280	158,100
Public Relations Manager	85,680	130,560
Senior Marketing Manager	146,880	200,000
User Experience Manager	93,840	129,540
Website Manager	99,960	137,700

Education



Occupation Title	Low	High
Associate Professor	135,000	150,960
Childcare Worker	41,000	66,300
Early Childhood Area Manager	86,000	150,000
Early Childhood Teacher	55,000	87,000
Enrolment Manager	77,000	120,360
Head of Department	94,000	150,000
IT Security Specialist	87,000	105,000
Lecturer	102,000	167,280
Primary School Teacher	60,000	103,000
Principal	105,000	185,000
Deputy Principal	106,080	160,000
Secondary School Teacher	58,000	120,000
Tutor	45,000	75,480



Government



Occupation Title	Low	High
ACT 		
Human Resource Advisor	82,000	112,000
Marketing Manager	92,000	122,000
Communications Manager	102,000	133,000
Policy & Strategy Officer	87,000	112,000
Senior Procurement Manager	95,000	120,000
Facilities Manager	82,000	133,000
Project Manager	92,000	133,000
Research Analyst	82,000	102,000
Compliance Officer	65,000	90,000
NSW 		
Human Resource Advisor	82,000	112,000
Marketing Manager	102,000	140,000
Communications Manager	102,000	160,000
Policy & Strategy Officer	92,000	122,000
Senior Procurement Manager	70,000	95,000
Facilities Manager	82,000	122,000
Project Manager	122,000	153,000
Research Analyst	71,000	92,000
Compliance Officer	85,000	110,000
VIC 		
Human Resource Advisor	71,000	97,000
Marketing Manager	92,000	122,000
Communications Manager	92,000	140,000
Policy & Strategy Officer	95,000	125,000
Senior Procurement Manager	77,000	110,000
Facilities Manager	87,000	112,000
Project Manager	115,000	175,000
Research Analyst	70,000	105,000
Compliance Officer	75,000	100,000

Occupation Title	Low	High
QLD 		
Human Resource Advisor	82,000	112,000
Marketing Manager	82,000	122,000
Communications Manager	92,000	122,000
Policy & Strategy Officer	87,000	112,000
Senior Procurement Manager	66,000	82,000
Facilities Manager	75,000	122,000
Project Manager	87,000	122,000
Research Analyst	51,000	71,000
Compliance Officer	75,000	85,000
WA 		
Human Resource Advisor	92,000	112,000
Marketing Manager	92,000	133,000
Communications Manager	92,000	133,000
Policy & Strategy Officer	87,000	112,000
Senior Procurement Manager	80,000	120,000
Facilities Manager	71,000	92,000
Project Manager	87,000	133,000
Research Analyst	66,000	82,000
Compliance Officer	70,000	90,000
SA 		
Human Resource Advisor	82,000	112,000
Marketing Manager	92,000	112,000
Communications Manager	102,000	128,000
Policy & Strategy Officer	92,000	110,000
Senior Procurement Manager	65,000	75,000
Facilities Manager	66,000	87,000
Project Manager	92,000	133,000
Research Analyst	71,000	82,000
Compliance Officer	70,000	85,000

Healthcare



Occupation Title	Low	High
Allied Health Manager (OT/Physio)	95,000	130,000
Aged Care - Care Manager	90,000	120,000
Aged Care - Enrolled Nurse	50,000	75,000
Aged Care - Facility Manager	120,000	150,000
Aged Care - Nurse Unit Manager	90,000	120,000
Aged Care - Registered Nurse	70,000	90,000
Aged Care - Support Worker	42,500	58,000
Aged Care - Quality Business Partner	90,000	120,000
Case Worker	45,000	80,000
Client Engagement Manager (Health)	90,000	130,000
Clinical Care Case Manager (Home Packages)	75,000	85,000
Clinical Care Coordinator	80,000	110,000
Clinical Manager	90,000	120,000
Clinical Practice Consultant	92,000	120,500
Community Service Manager	119,000	138,000
Director of Nursing	120,000	150,000
Director of Clinical Services	150,000	175,000
Mental Health Worker	80,000	120,000
Midwife	55,000	96,000
Occupational Therapist	75,000	110,000
Physiotherapist	75,000	110,000
Program Director	100,000	125,000
Program Manager	62,500	115,000
Psychologist	80,000	130,000
Radiographer	50,000	105,000
Rehabilitation Consultant	75,000	100,000
Social Worker	70,000	95,000
Speech Pathologist	76,500	97,000

Manufacturing & Operations



Occupation Title	Low	High
Automotive Production Worker	41,000	49,000
Food Process Worker	41,000	49,000
Maintenance Manager	102,000	148,000
Operations Manager	133,000	174,000
Packaging Specialist	48,000	60,000
Packer	41,000	49,000
Plant Manager	102,000	143,000
Process Worker	41,000	49,000
Procurement Analyst	54,000	77,000
Procurement Manager	77,000	107,000
Production Manager	133,000	153,000
Production Planner	54,000	67,000
Production Superintendent	82,000	97,000
Quality and Safety Officer	48,000	60,000
Quality Assurance Coordinator	87,000	102,000
Quality Control Manager	102,000	128,000
Quality Manager	102,000	128,000
Stock Picker	46,000	49,000
Team Leader	65,000	95,000
Technical Manager Operation	97,000	123,000



Trades



Occupation Title	Low	High
Advanced Rigger	85,000	110,000
Advanced Scaffolder	60,000	85,000
Auto Electrician - Metro	72,000	83,000
Auto Electrician - Regional	124,000	180,000
Boilermaker - Metro	69,000	87,000
Boilermaker - Regional	93,000	120,000
Cabinet Maker	62,000	72,000
Carpenter	65,000	95,000
CNC Machinist	62,000	83,000
Concreter	60,000	80,000
Diesel/Heavy Vehicle Mechanic - Metro	72,000	110,000
Diesel/Heavy Vehicle Mechanic - Regional	124,000	180,000
Driller	70,000	95,000
Electrical Fitter	70,000	95,000
Formwork Carpenter	65,000	95,000
Maintenance Electrician	90,000	120,000
Maintenance Fitter	75,000	116,000
Mechanical Fitter	75,000	116,000
Mechatronics Specialist	80,000	120,000
Motor Mechanic	60,000	75,000
Panel Beater	66,000	91,000
Pipe Fitter/Layer	60,000	85,000
Pump Technician	69,000	79,000
Service Technician	70,000	95,000
Sheet Metal Trades	60,000	75,000
Shopfitter	85,000	120,000
Spray painter	65,000	89,000
Steel Fixer	55,000	80,000
Trade Assistant	62,000	65,000
Utilities Lineman	90,000	150,000
Welder	62,000	78,000

Transport & Logistics



Occupation Title	Low	High
Account Manager	102,000	127,500
Branch Manager	100,000	150,000
Distribution Manager	117,300	153,000
Export Clerk	40,000	55,000
Import Clerk	40,000	55,000
Logistics Manager	90,000	150,000
Logistics Operations Manager	90,000	135,000
Stock Admin	40,000	55,000
Storeperson	50,000	60,000
Supply Chain Director	163,200	209,100
Supply Chain Manager	132,600	224,400
Transport Coordinator	50,000	70,000
Transport Manager	100,000	137,700
Transport Operations Manager	90,000	130,000
Warehouse Manager	80,000	130,000



Adecco



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