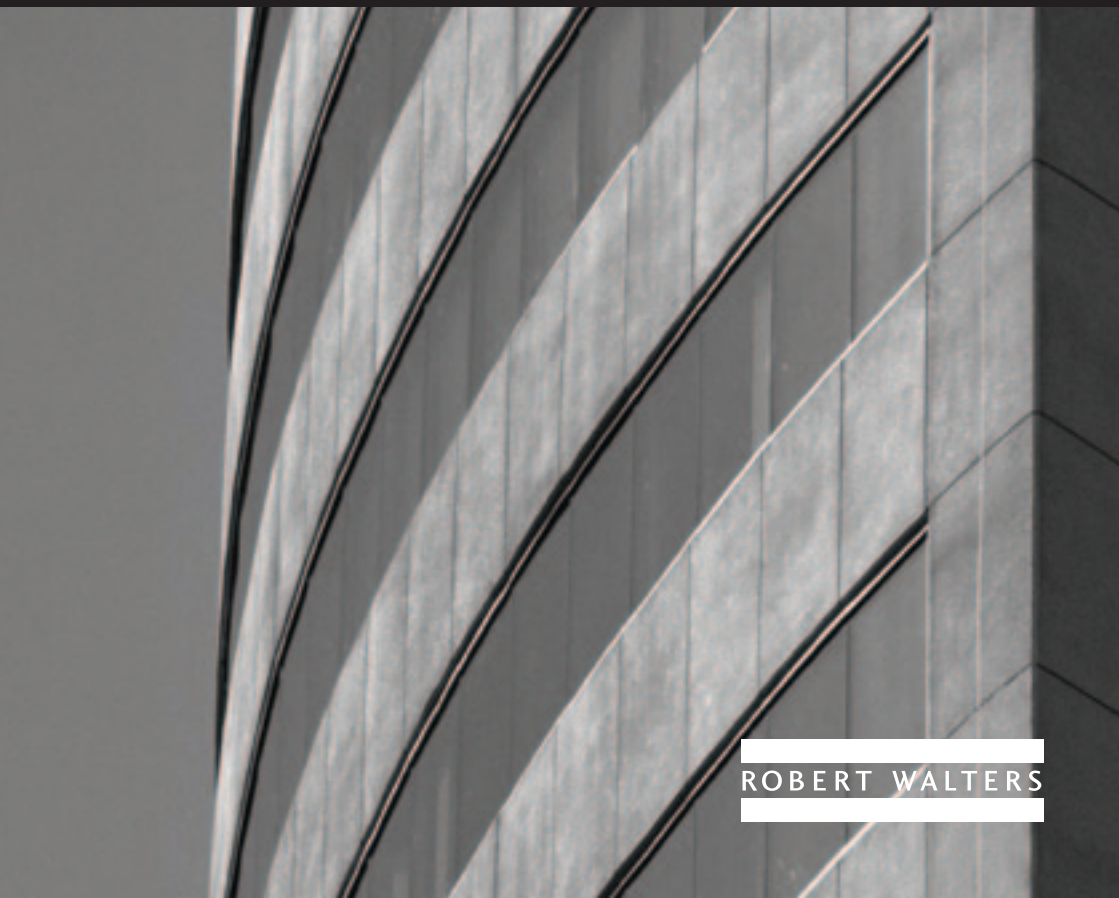




**BRINGING YOU THE
LATEST MARKET
NEWS AND SALARIES
IN BRISBANE**

HR & SAFETY

Q2 2010



ROBERT WALTERS

Welcome to the Q2 Robert Walters Market Update. We hope you find this update both interesting and informative. Should you wish to further discuss the market or any recruitment related issue, please contact your Robert Walters Consultant.

MARKET UPDATE

The first month of Q2 was dominated by a sharp increase in the amount of internal recruitment roles available, both contract and permanent. Many organisations in heavy industry increased the size of their internal recruitment teams to support newly created structures in preparation for growth over the next six to twelve months. The announcement of the possible mining tax put the market on high alert as candidates in the industry prepared for the aftermath of halted projects across Australia. We saw many immediately available Queensland based HR and safety candidates tempted by projects in Western Australia, as the mining job market on the east coast became more uncertain than usual. The general market predicts that project expansions, increased infrastructure and significant projects will result in the growth of HR and safety teams in contractor organisations, EPCMs and resource owners.

Both the financial and professional services industries have shown uplift in newly created specialist HR roles as the need for internal development is embedded into attraction and retention strategies. Many candidates are reconsidering their

status as 'active' in the job market after discovering a more positive internal response toward development, movement and role expansion. There has been little movement in manufacturing; however, Brisbane is the only region in Australia where manufacturing is expected to grow in employment and output over the next 20 years. Feedback from HR candidates in this sector is that HR and safety teams will be expanding over the coming 12 months.

The uplift in vacancies in the general market has highlighted the need for tighter internal recruitment processes. A popular frustration for candidates is the length of time taken to receive feedback from an interview and the overall amount of time between engagement and placement. Other common topics of discussion relate to flexibility in work hours/rosters and flexibility for FIFO arrangements as opposed to permanent relocation. Employers however are expecting candidates remain committed to a process and not compromise their reputation in the market by utilising an external recruitment process to highlight their current value.

CONTACT OUR SPECIALIST CONSULTANTS

For further information on the best method of sourcing HR and safety professionals for your organisation, or to discuss any of the candidates profiled, please contact **Mary Joseph, Cassandra Barker** or **James Burrows** on **(07) 3032 2222**.

ABOUT THE HR & SAFETY DIVISION

Our human resources & safety division specialises in permanent and contract recruitment across all levels of HR, safety and quality assurance, covering both generalist and specialist roles. With industry specialist consultants recruiting across a range of local SMEs, global corporations and the public sector, we take pride in our consultative approach and focus on building and sustaining long-term relationships with candidates and clients alike. Our stability within the market ensures a strong network of contacts, providing access to a difficult to reach selection of candidates.

SALARY SNAPSHOT

Position	Permanent salary (p.a)	Contract rate
Change Manager	\$180,000	\$913.68 per day
HR Advisor	\$75,000	\$49.15 per hour
HR Manager	\$150,000	\$807.12 per day
L&D Manager	\$100,000	\$595.00 per day
OD Advisor	\$90,000	\$62.05 per hour
OH&S Advisor	\$80,000	\$57.60 per hour
Recruitment Specialist	\$85,000	\$54.60 per hour
Site HR Advisor	\$100,000	\$63.05 per hour
Site HR Manager	\$180,000	\$1010.89 per day
Site HR Superintendent	\$120,000	\$77.40 per hour
Site Safety Advisor	\$110,000	\$564.00 per day
Site Safety Manager	\$160,000	\$768.00 per day

NB: All figures are based on market averages and vary depending on levels of experience. Contract charge rates include statutory on-costs which incorporate workers compensation, payroll tax and all requisite insurances. All permanent figures are basic salaries exclusive of superannuation, benefits/bonuses and site allowances.

**ROBERT WALTERS ENTERS LATIN AMERICAN MARKET
WITH A NEW BRAZILIAN OFFICE.**

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LUXEMBOURG
MALAYSIA
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NEW ZEALAND
SINGAPORE
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