



AUSTRALIA

ADELAIDE

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

Our Adelaide banking & financial services division recruits for permanent and contract positions across all disciplines of financial services including insurance, consumer and business banking, operational risk management, compliance, treasury, project management and wealth management.

Market Overview

The first half of 2008 saw the prevailing trends of the previous year continue, with candidates predominantly holding the balance of power in the recruitment process. Active candidates consistently had a choice of roles, particularly those with a pure business development or new business focus, both in the consumer and retail banking space and within corporate and commercial banking.

Experienced mortgage lenders in the mainstream banking and broker markets continued to reap the benefits of the growing South Australian housing sector. In the commercial and business banking arena, candidates with an established local profile and network were viewed more favourably than their overseas peers who arrived on skilled visas with similar experience. This was because the competitive nature of banking did not allow businesses to take on headcount that could not hit the ground running and contribute immediately to bottom line revenue generation. We saw an influx of overseas candidates coming to Adelaide in the latter half of 2008, fleeing those markets more severely affected by the global financial crisis. This was especially true at the more junior end of the market. In addition to a more stable economy, these candidates were attracted by the lifestyle Adelaide has to offer.

The announcement of merger intentions between six of the key institutions in the Australian banking market mid year, combined with the global credit crunch and continued nervousness in global economies, impacted markedly on the liquidity of both candidates

actively seeking new opportunities and on banking vacancies across a number of banking business streams. Merger talks brought a mixture of uncertainty and a 'wait and see' approach to candidates' minds with some happy to consider opportunities as they arose and others content to wait the process out for potential redundancy scenarios. This was especially true for experienced 'career bankers' as opposed to more junior managers whose careers still had room to develop.

Candidates became more reactive than proactive when considering career options, with the overriding mentality being that the grass may not necessarily be greener on the other side. Hiring managers in consumer and commercial banking had business volumes squeezed as credit became increasingly difficult to write. Added pressure was placed on business unit heads to increase the productivity of existing headcount as opposed to adding new staff. The propensity for bankers to hire for the future and create positions in excess of headcount budgets ceased almost overnight.

Project management, change management and process re-engineering positions, albeit rare in the South Australian banking market, were the exception to the rule. Candidates with these skills gained from within a financial services environment, either locally or overseas, were highly sought after as merger activities inevitably led to increased project work.

It is envisaged that the trends seen in the second half of 2008 surrounding salary levels and the short to medium-term contraction of new business activity within the broader financial services sector, are likely to continue into the first half of 2009.

Beyond that, trends will evolve from the implementation of change initiatives specifically related to mergers of the key

market participants. Interest rate policy, set by central banks and monetary authorities globally, will largely determine the levels of spending and consumer and business confidence throughout 2009 as well as driving new business activity in South Australia.

ADELAIDE

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM \$AUS	
	2008	2009
Banking		
Relationship Manager - Institutional	\$125k+	\$135k+
Operations Manager (6+ yrs' exp)	\$110k+	\$115k+
Operations Manager (3 - 5 yrs' exp)	\$80 - 85k	\$90k+
Relationship Manager - Corporate	\$80k+	\$85k+
Credit Risk Analyst (6+ yrs' exp)	\$75k+	\$80k+
Credit Risk Analyst (3 - 5 yrs' exp)	\$70 - 80k	\$75 - 90k
Financial Markets - Analyst	\$60 - 70k	\$75 - 90k
Relationship Manager - SME	\$75k+	\$75k+
Credit Risk Analyst (0 - 2 yrs' exp)	\$60 - 65k	\$65 - 75k
Business Banking		
Relationship Manager - Institutional	\$125k+	\$135k+
Treasury Manager	\$105k+	\$110 - 150k
Manager - Trade Finance	\$100k+	\$100 - 110k
Business Development Manager - Wealth Management	\$85k+	\$90k+
Financial Planner (3 - 5 yrs' exp)	\$85k+	\$80 - 90k
Credit Risk Analyst (6+ yrs' exp)	\$75k+	\$80k+
Credit Risk Analyst (3 - 5 yrs' exp)	\$70 - 80k	\$80k+
Relationship Manager - Corporate	\$75k+	\$75 - 85k
Relationship Manager - SME	\$75k+	\$70 - 80k
Equity Research Analyst (3 - 5 yrs' exp)	\$65k+	\$70 - 80k
Financial Planner (0 - 2 yrs' exp)	\$75k+	\$65 - 75k
Para Planner - DFP Qualified	\$65 - 75k	\$60 - 70k
Financial Services		
Portfolio Funds Manager	\$90k+	\$90 - 100k
Financial Planner (6+ yrs' exp)	\$90k+	\$90 - 100k
Financial Planner (3 - 5 yrs' exp)	\$85k+	\$80 - 90k
Trainee Dealer (0 - 2 yrs' exp)	\$70 - 80k	\$75 - 85k
Financial Planner (0 - 2 yrs' exp)	\$75k+	\$70 - 80k
Portfolio Funds Administrator	\$60k+	\$60 - 65k

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

ADELAIDE

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

Our Adelaide commerce & industry division recruits for permanent and contract roles in financial, management, project, system and analytical reporting, as well as senior executive roles and strategic positions within commerce and professional services.

Market Overview

The uncertain economic conditions experienced throughout 2008 had an impact on employers' hiring towards the end of the year, with recruitment of some roles put on hold. However, strong demand continued for candidates with tax consulting experience at all levels. We also saw strong demand for CA/CPA accountants at the \$60 - 80k level, with the two to four year post-qualified level highly sought after.

Throughout 2008 we saw continued demand for mid-level candidates in the mining and defence sectors, which were not as adversely affected by the sub-prime crisis as other industries. In line with this, we saw a continuation of employers adopting aggressive strategies to retain good candidates and we witnessed an increased occurrence of counter-offers, with success dependent on the employee's motivation to seek new opportunities.

Candidates with manufacturing experience in analyst or management accounting roles have been highly sought after throughout 2008 and this is expected to continue in 2009.

2009 is likely to see a reduction in the instances of salary increases as companies adopt strategies to cope with the changing economic outlook. We expect to see strong competition amongst candidates for roles in the range of \$100 - 150k with fewer opportunities available at this level. This will be intensified by the influx of candidates returning from those overseas markets more severely affected by the financial downturn. Furthermore, the lack of corporate head offices in Adelaide means that those candidates who were traditionally earning above \$150k in other markets, will often accept lower paying roles thereby competing against those candidates already in this bracket.

ADELAIDE

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER HOUR \$AUS	
	2008	2009	2008	2009
Chief Financial Officer	\$150k+	\$150k+		
Group Financial Controller	\$150k+	\$150k+		
Financial Controller - Large Organisation	\$150k+	\$150k+		
Financial Controller - Small/Medium Organisation	\$100k+	\$110k+		
Tax Manager	\$100k+	\$110k+		
Group Management Accountant	\$100k+	\$100k+		
Financial Accountant (6+ yrs' exp)	\$100k+	\$100k+	\$50 - 60	\$50 - 60
Commercial Manager	\$90k+	\$100k+		
Audit Manager	\$90k+	\$95k+	\$40 - 45	\$40 - 45
Finance Manager (2 - 5 yrs' exp)	\$90k+	\$95k+		
Financial Analyst (6+ yrs' exp)	\$90k+	\$90k+	\$50 - 55	\$50 - 55
Group Accountant	\$90k+	\$90k+	\$45 - 55	\$45 - 60
Systems Accountant (6+ yrs' exp)	\$90k+	\$90k+	\$45 - 55	\$45 - 55
Tax Accountant (6+ yrs' exp)	\$85k+	\$90k+	\$45 - 55	\$45 - 55
Management Accountant (6+ yrs' exp)	\$85k+	\$85k+	\$45 - 55	\$45 - 55
Business Analyst (6+ yrs' exp)	\$85k+	\$85k+	\$45 - 50	\$45 - 50
Company Accountant	\$75k+	\$85k+	\$35 - 45	\$35 - 45
Management Accountant (3 - 5 yrs' exp)	\$80k+	\$80k+	\$45 - 55	\$45 - 55
Financial Accountant (3 - 5 yrs' exp)	\$75k+	\$75k+	\$40 - 50	\$40 - 55
Systems Accountant (3 - 5 yrs' exp)	\$75k+	\$75k+	\$35 - 45	\$35 - 45
Tax Accountant (3 - 5 yrs' exp)	\$75k+	\$75k+	\$35 - 45	\$35 - 45
Business Analyst (3 - 5 yrs' exp)	\$70k+	\$70k+	\$35 - 45	\$35 - 45
Financial Analyst (3 - 5 yrs' exp)	\$70k+	\$70k+	\$35 - 40	\$35 - 40
Cost Accountant (2 - 5 yrs' exp)	\$60k+	\$65k+	\$40 - 55	\$40 - 55
Assistant Accountant - CA/CPA (0 - 2 yrs' exp)	\$60k+	\$60k+	\$30 - 33	\$30 - 35

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

ADELAIDE

ENGINEERING & OPERATIONS

Our Adelaide engineering & operations division specialises in the recruitment of engineering, design and construction staff. Developing close partnerships with consultants, contractors, operators and utilities clients, we specialise in the following sectors:

- Building and infrastructure
- Defence
- Environmental
- Manufacturing
- Mining
- Oil and gas
- Power
- Telecommunications
- Utilities
- Water

Market Overview

2008 was primarily a year of growth for the Adelaide engineering market, particularly for firms working in the booming sectors of mining and oil and gas. Adelaide saw increased demand throughout 2008 at both local and international engineering firms, largely due to major projects such as the Olympic Dam expansion. The manufacturing sector saw some decline in 2008, particularly amongst those firms supporting the automotive industry.

The global financial crisis of 2008 had minimal impact on the demand for engineering talent in the region. South Australia continued to see a shortage of qualified engineers and demand remained fairly consistent throughout the year. Providing that the numerous projects currently in progress continue and those due to commence are not postponed, 2009 is likely to see the demand for suitably qualified and experienced engineers continue to grow. This demand will most likely emanate from the increase in civil and infrastructure projects in the pipeline and the continuing growth of specialist alternative energy industries such as wind farms and geothermal projects.

In 2009, we anticipate candidate shortages across the board with consultancies and employers continuing to look at ways of attracting both a mix of graduates and experienced engineers from interstate and overseas. As competition for top talent intensifies, we expect employers to become more innovative with employment packages by offering job features and benefits, as opposed to simply increasing salaries in isolation. Retention will continue to be a key issue in 2009 with employers advised to put strategies in place to ensure they do not lose top talent to competitors.

ADELAIDE

ENGINEERING & OPERATIONS

ROLE	PERMANENT SALARY PER ANNUM \$AUS	
	2008	2009
Building Services/Infrastructure		
Engineering Manager	\$130k+	\$140k+
Construction Manager	\$125k+	\$135k+
Project Manager	\$100k+	\$110k+
Transport Engineer	\$75 - 100k	\$80 - 110k
Senior Engineer	\$65 - 90k	\$70 - 100k
Project Engineer	\$60 - 90k	\$65 - 100k
Environmental Scientist	\$50 - 100k	\$50 - 100k
Design Engineer	\$45 - 65k	\$50 - 70k
Design Drafter	\$35 - 55k	\$40 - 55k
Heavy Industry (Oil/Gas/Mining/Power)		
Engineering Manager	\$150k+	\$150k+
Construction Manager	\$150k+	\$150k+
Project Manager	\$120 - 150k	\$130 - 155k
Mining Engineer	\$100k+	\$120k+
HSE Manager	\$90 - 150k	\$100 - 150k
Senior Engineer	\$80 - 130k	\$90 - 140k
Project Engineer	\$85 - 130k	\$90 - 130k
Metallurgist	\$85 - 165k	\$85 - 165k
Design Engineer	\$55 - 80k	\$60 - 90k
Design Drafter	\$50 - 100k	\$55 - 100k
Project Controls		
Project Controls Manager	\$120 - 165k	\$130 - 170k
Quality Manager	\$120 - 165k	\$120 - 165k
Planner/Scheduler	\$90 - 140k	\$100 - 150k
Estimator	\$85 - 140k	\$90 - 150k
Contracts Administrator	\$65 - 120k	\$80 - 120k

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ADELAIDE

SECRETARIAL & BUSINESS SUPPORT

Our Adelaide secretarial & business support division specialises in placing high quality business support professionals across all levels. We offer temporary, contract and permanent solutions to clients across a broad range of industry sectors including accounting, legal, IT, retail, education, utilities, consulting, insurance, real estate, superannuation, banking and manufacturing.

Market Overview

In 2008, the Adelaide secretarial and business support market underwent subtle but important changes. Although largely unaffected by the global economic crisis, the market sentiment caused some nervousness and we saw increased evidence of candidates hesitant to leave their existing roles. As a result, the demand for secretarial and business support professionals outweighed supply which led to a greater need for flexibility in employment solutions.

As organisations began to seek a higher calibre of candidate to brace them for the potential challenges ahead, the trend of candidate 'up-skilling' became a greater employment requirement. Increased importance was placed on technical skills and education and qualifications specific to the industry became a necessity. This drove up salaries for top candidates in the latter half of the year, as they began to understand their increased worth. It was still not unusual for candidates to receive multiple offers and employment choices. Therefore, recognition of quality skilled candidates upon interview resulted in, and will continue to result in, a greater need for urgency from clients as recruitment timeframes shorten.

As the significance of market changes become apparent, employers still need to focus on the retention of current staff and the attraction of new candidates. Creating a culture where employees feel secure and rewarded in their roles remains business critical.

We anticipate that these market changes and the continuing candidate short market will continue into 2009 as candidates become increasingly aware of their worth and employers' expectations increase the demand for top-end, higher skilled secretarial and business support staff.

ADELAIDE

SECRETARIAL & BUSINESS SUPPORT

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER HOUR \$AUS	
	2008	2009	2008	2009
	Payroll Supervisor	\$50 - 65k	\$55 - 70k	\$23 - 27
Executive Assistant	\$45 - 65k	\$52 - 70k	\$23 - 30	\$26 - 33
Office Manager	\$45 - 60k	\$50 - 70k	\$22 - 30	\$25 - 33
Bookkeeper	\$45 - 50k	\$48 - 55k	\$20 - 30	\$22 - 30
Underwriter	\$45 - 70k	\$45 - 70k	\$20 - 25	\$23 - 27
Credit Controller	\$40 - 70k	\$45 - 70k	\$25 - 35	\$25 - 33
Personal Assistant	\$45 - 65k	\$45 - 65k	\$23 - 30	\$23 - 30
Secretary	\$40 - 50k	\$43 - 52k	\$19 - 23	\$21 - 25
Legal Secretary	\$40 - 55k	\$40 - 55k	\$22 - 26	\$22 - 28
Paralegal	\$40 - 55k	\$40 - 55k	\$20 - 26	\$20 - 26
Accounts Payable/Receivable	\$38 - 48k	\$40 - 45k	\$20 - 23	\$20 - 24
Superannuation Fund Administrator	\$38 - 45k	\$40 - 45k	\$19 - 23	\$20 - 23
Mortgage Processing Officer/Settlements Officer	\$38 - 45k	\$40 - 45k	\$19 - 22	\$20 - 23
Payroll Officer	\$35 - 45k	\$38 - 45k	\$19 - 23	\$20 - 23
Receptionist	\$32 - 40k	\$35 - 40k	\$19 - 22	\$19 - 22
Data Entry Operator	\$35 - 38k	\$35 - 40k	\$19 - 20	\$19 - 21
Call Centre				
Call Centre Manager	\$70 - 150k	\$70 - 150k	\$45 - 80	\$45 - 80
Outbound Sales Team Leader	\$65 - 80k	\$65 - 80k	\$26 - 38	\$26 - 38
Inbound Sales Team Leader	\$60 - 75k	\$60 - 75k	\$25 - 35	\$25 - 35
Customer Service Team Leader	\$50 - 70k	\$50 - 70k	\$25 - 30	\$25 - 30
Outbound Sales Representative	\$45 - 55k	\$45 - 55k	\$22 - 26	\$22 - 26
Customer Service Representative	\$42 - 48k	\$42 - 48k	\$20 - 24	\$20 - 24
Inbound Sales Representative	\$42 - 48k	\$42 - 48k	\$20 - 24	\$20 - 24

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

BRISBANE

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

Our Brisbane banking & financial services division focuses on all levels of permanent, temporary and contract recruitment across Queensland metropolitan and regional centres. We cover all facets of banking, superannuation, wealth management and insurance with an emphasis on the major areas of front office and operations.

Market Overview

2008 has been a year of mixed activity across the Brisbane financial services market. The first half of the year saw solid growth across all sectors as the big four banks, government super funds and leading insurance brands looked to cement their local presence in a continually competitive environment. The latter stages of the year were severely affected by the US led sub-prime crisis and subsequent market collapses. Although the local market remained relatively strong, we did see an increase in the number of redundancies throughout the second half of the year, as well as consolidation of competing institutions.

Across all areas of insurance, superannuation and banking we saw an increase in the number of senior executive, front office, risk and compliance opportunities. Despite the changing market conditions this continued throughout 2008 as companies looked to strengthen their presence in what is seen as a growing and lucrative market. Whilst companies looked to develop in key areas, many sought to merely maintain their presence in mortgage, investment and funds management markets and will continue to do so until the downturn is over.

2008 saw a shift in strategy with companies refocusing on a local approach, with many seeking to roll out their own versions of branch based engagement to attract customers. This approach has not been restricted to the banking sector with leading super firms and insurance providers seeking to create

customer attraction strategies based on local engagement.

With the increasing consolidation of companies, redundancies and the return of candidates from international markets, we saw a significant shift in the market from candidate to client driven. In line with this, 2008 saw candidates' salary expectations balance out, as they placed more emphasis on stability and security. We expect this trend to continue throughout 2009 with clients advised to emphasise these aspects when trying to attract talent.

We predict that the varied activity witnessed in 2008 will continue into 2009. Whilst we expect clients will look to consolidate current market positions, we also anticipate a move by some to refocus on the areas of retail banking and consumer finance as a way to grow market share. Tougher and tighter regulatory requirements are expected across the board and this will again lead to continued growth within organisations' risk and compliance teams.

BRISBANE

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER HOUR \$AUS	
	2008	2009	2008	2009
Financial Services				
Compliance Manager	\$85 - 120k	\$90 - 120k	\$42 - 60	\$45 - 60
Risk Manager	\$85 - 120k	\$90 - 120k	\$42 - 60	\$45 - 60
Portfolio Funds Manager	\$80 - 130k	\$85 - 145k	\$40 - 65	\$45 - 75
Insurance Team Leader	\$60 - 90k	\$65 - 95k	\$30 - 45	\$35 - 50
Compliance Officer	\$50 - 80k	\$50 - 80k	\$25 - 40	\$25 - 40
Risk Officer	\$50 - 80k	\$50 - 80k	\$25 - 40	\$25 - 40
Insurance Claims	\$40 - 70k	\$40 - 70k	\$20 - 35	\$20 - 35
Client Services Officer	\$45 - 50k	\$40 - 55k	\$22 - 25	\$20 - 30
Operations				
Head of Operations	\$110 - 200k	\$120 - 250k	\$55 - 100	\$60 - 125
Treasury Manager	\$80 - 120k	\$85 - 130k	\$40 - 60	\$40 - 120
Operations Manager	\$80 - 110k	\$80 - 120k	\$40 - 55	\$40 - 60
Operations Supervisor	\$60 - 85k	\$60 - 90k	\$30 - 43	\$30 - 45
Operations Officer	\$38 - 60k	\$40 - 60k	\$19 - 30	\$20 - 30
Banking				
Credit Risk Manager	\$80 - 110k	\$90 - 120k	\$40 - 55	\$45 - 60
Senior Financial Planner	\$75 - 110k	\$85 - 130k	\$32 - 55	\$40 - 65
Operations Manager	\$80 - 100k	\$80 - 110k	\$40 - 50	\$40 - 55
Relationship Manager - Consumer	\$60 - 90k	\$60 - 90k	\$30 - 45	\$30 - 45
Credit Risk Analyst	\$60 - 80k	\$55 - 85k	\$30 - 40	\$30 - 45
Junior Financial Planner	\$60 - 80k	\$55 - 80k	\$30 - 40	\$30 - 40
Para Planner	\$50 - 75k	\$50 - 70k	\$25 - 40	\$25 - 35
Settlements Clerk	\$40 - 50k	\$40 - 55k	\$20 - 25	\$20 - 25

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

BRISBANE

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

The Brisbane commerce & industry division specialises in the recruitment of executive and accounting support professionals on a temporary, contract and permanent basis. Our consultants are industry specialists offering credibility through their detailed understanding of both the client and candidate markets. We offer tailored recruitment solutions to a range of blue-chip organisations across a broad base of industry sectors including energy, construction, property and engineering.

Market Overview

2008 can be described as a year of two halves when looking back on the trends that emerged within the commercial accounting sector. Pre June 30, we witnessed consistent demand for a broad range of accounting positions at both the executive and support levels. Analytically focused candidates as well as financial accountants with IFRS and statutory reporting experience were consistently sought to complement existing finance teams and offer a competitive advantage in the marketplace.

The impact of a changing economic climate on the Brisbane commercial space was evident from as early as May. This was defined most significantly by the increasing volume of high calibre qualified candidates returning from extended periods working in the UK. This influx provided employers with the rare opportunity to select from a talent rich pool of candidates with international experience. Finance managers and business analysts became a more prominent commodity in the market with many candidates available across all industry sectors. An unusual volume of requests for company secretary positions also defined mid 2008, an area of the market which generally only sees movement on a minor scale.

Following a somewhat characteristic financial year end that saw temporary accountants being appointed to assist with the heightened volume of work and strict deadlines, the

market became more varied with contrasting levels and styles of role being required on an ad-hoc basis. The accounting support discipline sustained a consistent level of demand for accounts payable, payroll and assistant accountant roles. This was reflected in both the permanent and contract markets, as demand continued for interim staff for contract periods of up to six months. With an increasing number of candidates returning from overseas and the volume of available roles decreasing as corporate growth plans were postponed until early 2009, Brisbane's commercial sector became an employer's market for the first time since 2002.

The commissioning of further infrastructure projects throughout 2008 within construction and engineering continued to play a key role in offering a wide range of accounting and finance candidates the opportunity to develop their skill sets in vibrant project related environments. Such attractive prospects also impacted upon the rising number of interstate candidates looking to Brisbane as a region of great opportunity.

With Brisbane fast becoming recognised as one of Australia's flourishing capital cities, home to some of the nation's most iconic resources and infrastructure players, we expect that the economy will resume its strength in the early part of 2009 and the economic downturn will not impact upon firms' hiring or growth plans.

BRISBANE

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER HOUR \$AUS	
	2008	2009	2008	2009
Chief Financial Officer	\$180 - 450k	\$190 - 480k	\$100 - 200	\$100 - 200
Tax Manager	\$120 - 200k	\$140 - 230k	\$60 - 90	\$60 - 90
Commercial/Planning Manager	\$120 - 180k	\$140 - 210k	\$55 - 85	\$65 - 100
Financial Controller	\$100 - 250k	\$130 - 260k	\$55 - 100	\$60 - 90
Finance Manager	\$70 - 140k	\$88 - 160k	\$35 - 75	\$50 - 80
Systems Accountant	\$80 - 120k	\$85 - 135k	\$40 - 60	\$45 - 70
Senior Management Accountant	\$75 - 120k	\$85 - 135k	\$40 - 70	\$50 - 70
Financial Accountant - Senior	\$75 - 120k	\$85 - 135k	\$35 - 60	\$50 - 70
Senior Business/Financial Analyst	\$75 - 110k	\$85 - 130k	\$45 - 65	\$50 - 65
Tax Accountant	\$70 - 140k	\$80 - 140k	\$40 - 75	\$45 - 70
Audit Manager	\$70 - 120k	\$80 - 130k	\$40 - 60	\$40 - 60
Pricing Analyst	\$75 - 95k	\$80 - 110k	\$35 - 45	\$45 - 55
Treasury Accountant	\$65 - 150k	\$75 - 150k	\$40 - 65	\$40 - 60
Group Accountant	\$70 - 120k	\$75 - 130k	\$40 - 70	\$44 - 65
Cost Accountant	\$65 - 90k	\$75 - 100k	\$40 - 55	\$40 - 55
Credit Manager	\$60 - 90k	\$65 - 90k	\$35 - 45	\$33 - 45
Payroll Manager	\$60 - 80k	\$65 - 90k	\$30 - 40	\$33 - 45
Financial Accountant	\$50 - 70k	\$65 - 85k	\$30 - 40	\$35 - 50
Junior Management Accountant	\$50 - 75k	\$60 - 85k	\$25 - 35	\$33 - 45
Accounts Payable/Receivable Manager	\$45 - 65k	\$60 - 75k	\$25 - 35	\$28 - 38
Junior Business/Financial Analyst	\$45 - 65k	\$55 - 75k	\$30 - 40	\$30 - 40
Assistant Accountant - CA/CPA (2+ yrs' exp)	\$50 - 65k	\$55 - 70k	\$30 - 40	\$30 - 35
Audit Officer	\$50 - 70k	\$50 - 75k	\$35 - 50	\$35 - 45
Bookkeeper	\$40 - 55k	\$50 - 65k	\$25 - 35	\$25 - 33
Credit Controller	\$40 - 55k	\$50 - 65k	\$25 - 30	\$25 - 31
Graduate Accountant	\$40 - 55k	\$50 - 65k	\$20 - 28	\$25 - 32
Payroll Officer	\$40 - 55k	\$48 - 65k	\$20 - 30	\$25 - 31
Assistant Accountant - CA/CPA (0 - 2 yrs' exp)	\$45 - 55k	\$45 - 65k	\$25 - 35	\$27 - 33
Accounts Payable/Receivable Officer	\$40 - 63k	\$45 - 63k	\$20 - 28	\$24 - 30
Accounts Assistant	\$30 - 45k	\$44 - 55k	\$20 - 25	\$25 - 30
Billings Analyst	\$35 - 45k	\$42 - 52k	\$25 - 35	\$25 - 32

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

BRISBANE

ACCOUNTING & FINANCE PUBLIC SECTOR

Our Brisbane public sector division specialises in the recruitment of executive and accounting support professionals on a temporary, contract and permanent basis. Incorporating local, state and federal government departments, government owned corporations, universities, not for profit and statutory authorities, the division has a team of dedicated industry specialists with credibility built on their detailed understanding of both the candidate and client markets.

Market Overview

Whilst 2008 saw a clear divide within private sector recruitment trends during the first six months to post financial year end, recruitment demands within the public sector remained consistent at most levels.

Permanent and contract recruitment requirements within many of Brisbane's leading government owned corporations continued to flourish in 2008. As restructures were finalised, new roles were created and opportunities at the mid to senior level increased. Towards the latter half of 2008, we saw a significant recruitment push for candidates with experience within the energy sector as many firms looked for specialists within trading, market risk, regulatory and contracts teams. Whilst many of these roles attracted interest from interstate candidates, salary levels were still not competitive enough to warrant the relocation to South East Queensland or a move from the private sector.

Queensland state government was consistent throughout 2008 in its recruitment trends. Whilst many contract requirements arose from permanent employees taking secondments, the number of large, publicly funded infrastructure projects also had a positive effect on the market. In addition, some government departments grew in response to greater reporting demands, increased funding and 2007's MOG change. The traditional roles of management and financial accounting still

faced candidate shortages and although we saw a slowdown in the demand for candidates in some areas in 2008, it is unlikely there will be headcount cuts in 2009 as it is an election year.

The shared service environment within Queensland government evolved throughout 2008 with the consolidation of disciplines. The former Corporatelink, Corporate Solutions Queensland and Partnerone have now formally combined in organisational structure, processing capabilities and in many instances, geographically. Having conducted a full internal restructure and the reallocation of many roles, it is evident that the transition phase is not yet over and that support level processing candidates will continue to be required within the shared service environment throughout 2009 and for the foreseeable future. However, a reduction in senior level temporary staff requirements from the shared service agency was notable during 2008. This was largely a result of internal staff returning to substantial positions after the consolidation of executive level roles.

Local government continues to face change with follow on effects from 2008's amalgamation, requiring complex reviews to streamline processes throughout realigned councils as well as continued policy review. The local government structure within Queensland has evolved significantly since 2006 and now holds the three largest local councils in the southern hemisphere. Councils are still utilising contract resources to provide assistance during this time of change and trends suggest this will continue through to the start of 2010, whilst reviews are conducted and final headcount requirements determined.

The not for profit sector saw opportunities available throughout 2008 at all levels, particularly at the senior end of the market where finance managers, controllers and CFOs were in demand in many Brisbane

based charitable organisations. The not for profit sector has emerged as a more favourable option for many candidates who have recognised the attractiveness of benefits available including higher superannuation contributions, salary sacrificing options, flexible working arrangements and a greater focus on work-life balance and social awareness.

As a result of the global economic downturn, we saw an increase in the number of experienced candidates returning and relocating to Brisbane from overseas, particularly from the UK and Ireland. This helped level both permanent and contract salaries in the latter half of 2008, avoiding further increases as seen in previous years. Whilst we expect to see a small increase in rates across the board at the start of 2009, we envisage relative stability in market rates at the temporary, contract and permanent levels with minimal increases throughout the remainder of 2009. We anticipate that with its range and scope of new initiatives, stable working environment and enhanced benefits, the public sector will become an attractive career option for many candidates in the Brisbane market, especially in unpredictable economic times.

BRISBANE

ACCOUNTING & FINANCE PUBLIC SECTOR

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT SALARY PER HOUR \$AUS	
	2008	2009	2008	2009
	Chief Financial Officer	\$160 - 300k	\$150 - 350k	\$85 - 150
General Manager - Finance	\$120 - 150k	\$125 - 160k	\$65 - 85	\$70 - 100
Risk Manager	\$90 - 150k	\$120 - 180k	\$45 - 75	\$60 - 80
Finance Manager	\$100 - 120k	\$110 - 135k	\$45 - 65	\$50 - 70
Commercial Analyst	\$85 - 105k	\$90 - 110k	\$45 - 60	\$45 - 65
Senior Management Accountant	\$85 - 105k	\$90 - 110k	\$45 - 60	\$45 - 65
Senior Financial Accountant	\$85 - 105k	\$90 - 110k	\$45 - 60	\$45 - 65
Business Planning Analyst	\$85 - 105k	\$85 - 125k	\$40 - 60	\$45 - 65
Treasury Accountant	\$75 - 95k	\$80 - 120k	\$40 - 55	\$40 - 60
Audit Manager	\$80 - 120k	\$80 - 120k	\$40 - 70	\$40 - 70
Tax Manager	\$80 - 120k	\$80 - 120k	\$40 - 70	\$40 - 70
Systems Accountant	\$75 - 95k	\$75 - 105k	\$40 - 50	\$45 - 65
Cost Accountant	\$55 - 75k	\$65 - 95k	\$30 - 40	\$35 - 55
Business Analyst	\$65 - 85k	\$65 - 95k	\$37 - 50	\$40 - 55
Management Accountant	\$55 - 75k	\$65 - 85k	\$25 - 40	\$30 - 45
Tax Accountant	\$55 - 75k	\$65 - 85k	\$40 - 50	\$45 - 65
Financial Policy Advisor	\$60 - 80k	\$60 - 80k	\$30 - 40	\$35 - 50
Financial Accountant	\$60 - 85k	\$55 - 85k	\$30 - 40	\$30 - 45
Payroll Manager	\$55 - 75k	\$55 - 80k	\$26 - 32	\$30 - 45
Senior Finance Officer	\$50 - 65k	\$55 - 75k	\$24 - 32	\$30 - 40
Project Officer	\$45 - 60k	\$45 - 65k	\$23 - 35	\$25 - 40
Assistant Accountant	\$45 - 55k	\$45 - 60k	\$25 - 30	\$25 - 35
Finance Officer	\$40 - 50k	\$45 - 55k	\$22 - 24	\$25 - 35
Payroll Officer	\$40 - 55k	\$40 - 60k	\$22 - 26	\$22 - 30
Graduate Accountant	\$40 - 55k	\$40 - 55k	\$22 - 24	\$20 - 27
Accounts Assistant	\$38 - 45k	\$40 - 50k	\$22 - 26	\$22 - 27
Credit Control	\$40 - 50k	\$40 - 50k	\$21 - 25	\$22 - 27
Accounts Receivable Officer	\$40 - 50k	\$40 - 50k	\$21 - 25	\$22 - 27
Accounts Payable Officer	\$40 - 50k	\$40 - 50k	\$21 - 25	\$22 - 27

NB: Figures are basic salaries exclusive of superannuation, benefits and bonuses unless otherwise specified.

BRISBANE

ENGINEERING & OPERATIONS

The Brisbane engineering & operations recruitment division employs industry specialists servicing a range of industries throughout Queensland. The team includes consultants for the mining, engineering design, construction, geology and power industries and provides expertise across these key markets. Our consultants are proven experts in identifying high calibre candidates nationally and globally for both Brisbane and on-site regional opportunities within Queensland.

Market Overview

The Australian engineering sector continued to see very strong growth in 2008. This was most apparent in the mining sector and associated infrastructure in Western Australia and Queensland. Brisbane, in particular, saw very strong activity across the majority of 2008 and only experienced a small drop in the last few months of the year. The mining industry and associated spin off industries were the key drivers for this growth. This growth was across all commodities, particularly with the large number of start-up mining companies and projects in the first half of the year. Similarly Brisbane continued to deliver a number of major infrastructure projects including confirmation of the multi-billion dollar Airport Link project.

Whilst 2008 generally experienced significant growth in Queensland, the global economic turmoil did result in a slowdown in some sectors towards the end of the year. Fortunately Queensland was well advanced and committed to numerous major projects (such as the Airport Link) and has a very stable commodity base in coal. Most of the turmoil affected the previously booming demand for junior miners with firms halting or delaying a number of start-up mines and projects that required significant funding. The majority of the Queensland mining industry is based on well established coal mines, with coal remaining the most stable and least affected commodity during a downturn. The first half

of 2008 continued to see strong demand for qualified engineers across all engineering sectors and whilst the last few months of the year continued to see high demand in the established coal mines and construction companies, it did result in a reduction in demand for front end study and design engineers in the established engineering houses.

2009 looks set to be another solid year for the engineering sector in Queensland. The coal industry, in particular, is expected to remain strong and whilst growth will not be as aggressive as in early 2008, the market will continue to grow. Engineers with rail experience are particularly likely to be in demand as many of the mining houses are looking at joint ventures with Queensland Rail to develop the necessary infrastructure to support mine development. We predict that engineers with experience in major civil infrastructure projects will be in short supply as the Airport Link project alone will consume a major portion of suitably experienced candidates. 2009 is unlikely to see the incredible boom of the last two years. However, with numerous major projects committed to, and growth plans continuing across Queensland, we are likely to see a significant shortage and continued competition for quality engineers in most sectors throughout the year.

BRISBANE

ENGINEERING & OPERATIONS

ROLE	PERMANENT SALARY PER ANNUM \$AUS	
	2008	2009
Infrastructure		
Project Manager	\$160 - 250k	\$160 - 280k
Project Engineer	\$90 - 160k	\$100 - 170k
Structural Engineer	\$100 - 150k	\$90 - 150k
Civil Engineer	\$90 - 150k	\$90 - 150k
Transport Engineer	\$90 - 120k	\$90 - 130k
Traffic Engineer	\$90 - 120k	\$90 - 120k
Design Drafters	\$60 - 90k	\$70 - 120k
Construction		
Construction Manager	\$180 - 250k	\$180 - 260k
Project Manager	\$160 - 230k	\$160 - 230k
Site Manager	\$140 - 200k	\$140 - 200k
Contract Manager	\$110 - 140k	\$130 - 190k
Estimator	\$100 - 140k	\$110 - 160k
General Foreman	\$100 - 130k	\$110 - 140k
Project Engineer	\$100 - 130k	\$100 - 150k
Site Engineer	\$100 - 130k	\$100 - 150k
Contract Administrator	\$80 - 120k	\$80 - 140k
Mining and Resources		
Maintenance Manager	\$150 - 200k	\$160 - 230k
Procurement Manager	\$120 - 160k	\$120 - 210k
Mine Superintendent	\$120 - 170k	\$120 - 170k
Planning Engineer	\$110 - 160k	\$110 - 170k
Mining Engineer	\$110 - 140k	\$110 - 160k
Metallurgy Engineer	\$90 - 120k	\$100 - 130k
Power and Energy		
Project Manager	\$150 - 200k	\$160 - 210k
Project Control	\$110 - 140k	\$110 - 190k
Power Systems Engineer	\$110 - 130k	\$110 - 130k
Project Engineer	\$100 - 130k	\$100 - 130k

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

BRISBANE

HUMAN RESOURCES

Our Brisbane human resources recruitment division focuses on both permanent and contract roles across the HR and safety disciplines. With clients ranging from local SMEs to global corporations, our specialist consultants draw on local market knowledge in conjunction with our international networks to provide innovative sourcing solutions across:

- Banking and financial services
- Construction and infrastructure
- Engineering
- FMCG and retail
- Government owned corporations
- Healthcare and pharmaceuticals
- IT&T
- Leisure and tourism
- Manufacturing, supply chain and logistics
- Mining and resources
- Not for profit
- Oil and gas
- Power and energy
- Professional services and consulting
- Property
- Public sector
- Utilities

Market Overview

As predicted, 2008 saw continued growth within the HR recruitment market, driven predominantly by the ongoing resources boom in Queensland. The demand for tertiary qualified HR generalists remained high, particularly within the heavy industry and manufacturing sectors. In addition, 2008 saw an increased demand for safety professionals at all levels, with a focus on regional based operations. This resulted in a marked increase in salary levels within this area. For example, the remuneration expectation for an OH&S manager in 2007 was circa \$110k, this increased to circa \$130k in 2008.

Continuing the trend from previous years, specialist roles were also in demand across all industries during 2008, with a particular

focus on learning and development and industrial relations. Changes in employment legislation drove the demand for experienced industrial relations practitioners, particularly amongst heavily unionised sectors such as construction, manufacturing and mining. The increased awareness of issues such as the ageing workforce, work-life balance, flexible working structures and career development planning saw employers implementing innovative employee engagement and retention strategies. This led to increased opportunities in both permanent and contract positions across the learning and development and organisational development functions. Both permanent salaries and temporary rates across these specialist areas saw an increase in 2008 as a result of this continuing demand.

Despite slowing economic conditions, the expectation for the Queensland market is for demand to remain high across the HR and safety disciplines in 2009, particularly within those organisations that operate in the heavy industries. However, as the labour market becomes more competitive, we anticipate a stronger employer focus on tertiary qualifications and industry relevant experience. As such, we expect contract and permanent salary levels to remain relatively static throughout 2009.

BRISBANE

HUMAN RESOURCES

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER HOUR \$AUS	
	2008	2009	2008	2009
Generalist				
HR Director	\$150k+	\$180k+	\$96+	\$96 - 105
National HR Manager	\$150k+	\$150k+	\$76+	\$76 - 80
HR Manager	\$130k+	\$130k+	\$66+	\$66 - 70
Senior HR Advisor	\$95 - 103k	\$95k+	\$48 - 55	\$50 - 55
HR Advisor (5+ yrs' exp)	\$87 - 98k	\$90 - 100k	\$44 - 49	\$45 - 49
HR Advisor (1 - 3 yrs' exp)	\$60 - 77k	\$63 - 80k	\$35 - 39	\$36 - 41
HR Officer	\$58 - 65k	\$60 - 65k	\$32 - 36	\$32 - 36
HR Graduate	\$54 - 60k	\$54 - 60k	\$26 - 30	\$24 - 27
HR Coordinator	\$49 - 57k	\$50 - 56k	\$24 - 28	\$25 - 30
HR Administrator	\$43 - 50k	\$43 - 50k	\$22 - 25	\$23 - 25
Specialist				
Industrial/Employee Relations Manager	\$98 - 130k	\$130k+	\$50 - 70	\$50 - 70
Organisational Development Manager	\$127k+	\$125k+	\$65+	\$69 - 79
Change Manager	\$120k+	\$120k+	\$66+	\$69 - 79
Learning & Development Manager	\$120k+	\$120k+	\$61+	\$69 - 79
Remuneration & Benefits Consultant	\$110 - 130k	\$115k+	\$56 - 66	\$60 - 66
Recruitment Manager	\$75 - 104k	\$85 - 120k	\$47 - 53	\$47 - 53
Organisational Development Advisor	\$76 - 92k	\$80 - 100k	\$39 - 47	\$55 - 65
Industrial/Employee Relations Advisor	\$65 - 86k	\$75 - 90k	\$40 - 45	\$48 - 53
Learning & Development Advisor	\$65 - 76k	\$67 - 80k	\$33 - 39	\$43 - 58
Workforce Planning Consultant	\$65 - 70k	\$67 - 75k	\$33 - 36	\$35 - 38
Recruitment Officer	\$54 - 75k	\$60 - 80k	\$27 - 38	\$30 - 40
Safety				
OH&S Manager	\$130k+	\$130 - 150k	\$76+	\$75 - 80
OH&S Superintendent	\$110k+	\$120k+	\$58 - 63	\$60 - 65
OH&S Coordinator	\$65 - 81k	\$95k+	\$35 - 41	\$45 - 50

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses/site allowances unless otherwise specified.

BRISBANE

INFORMATION TECHNOLOGY

Our information technology division provides value added recruitment services across a variety of industry sectors, from executive level appointments including project managers, service delivery managers and IT managers, through to technical development, systems engineering and support positions. With a dedicated team of highly professional, locally based consultants, we cover contract, temporary and permanent placements and are specialists within our industry sectors.

Market Overview

2008 was a busy year for IT staff across Queensland both in our cities and regional areas. January started with an influx of implementation projects, particularly within local government, increasing demand for experienced project managers and business analysts. As the year continued and more budgets were approved, a number of long-term development and infrastructure projects came to fruition, extending the life cycle and keeping a traditionally transient contract workforce in roles for longer.

Towards the end of 2008 we saw a slowdown in the financial sector, allowing the public sector to snap up available and affordable contractors who may not have previously been interested or available. During the latter half of 2008, workers grew increasingly concerned about job stability and the market reacted in a positive way with more permanent vacancies arising as a consequence. Although permanent salaries rarely compete with contract rates, employers continued to look at effective ways of attracting candidates into permanent opportunities, such as offering higher superannuation, good work-life balance, leisure areas on work-sites and other perks such as providing food and drink for employees on-site.

As many senior IT staff continued to develop their skills in Queensland, organisations realised they must be flexible and put

strategies in place to keep their executive staff from moving interstate. Opportunities at the CIO level slowly increased in both the public and private sectors throughout 2008. In line with this, technology has become front of mind in the strategy of many businesses, with relationship management essential for all middle to senior level IT staff.

With many new projects set for implementation in 2009 we anticipate an increase in demand for technical staff with diverse skill sets, such as business analysts with a heightened focus on testing, along with experience in collating and documenting business requirements. In 2008 we saw an increased demand for roles in systems administration, systems engineering and network engineering and we anticipate that this will continue throughout 2009.

BRISBANE

INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER HOUR \$AUS	
	2008	2009	2008	2009
	Chief Information Officer/IT Manager/IT Director	\$150 - 200k+	\$150 - 200k	\$120 - 150
Project Director/Programme Manager	\$110 - 160k	\$110 - 160k	\$100 - 150	\$110 - 150
Project Manager (5+ yrs' exp)	\$100 - 140k	\$100 - 140k	\$90 - 140	\$100 - 140
Business Analyst (5+ yrs' exp)	\$85 - 110k	\$90 - 120k	\$70 - 100	\$80 - 100
Project Manager (2 - 5 yrs' exp)	\$80 - 110k	\$90 - 120k	\$80 - 100	\$80 - 100
Infrastructure/Help Desk/Applications Manager	\$80 - 140k	\$85 - 140k	\$80 - 110	\$90 - 120
ERP Specialist	\$80 - 120k	\$80 - 120k	\$70 - 125	\$70 - 120
Consultant/Pre Sales	\$75 - 120k	\$75 - 120k	\$70 - 90	\$70 - 90
Network Designer	\$75 - 95k	\$75 - 95k	\$55 - 75	\$55 - 75
Business Analyst (2 - 5 yrs' exp)	\$70 - 90k	\$75 - 95k	\$60 - 80	\$70 - 90
Analyst Programmer/Developer (5+ yrs' exp)	\$65 - 90k	\$70 - 95k	\$60 - 90	\$60 - 90
Project Manager (1 - 2 yrs' exp)	\$55 - 75k	\$65 - 85k	\$70 - 85	\$75 - 90
Security Specialist (3+ yrs' exp)	\$60 - 95k	\$60 - 95k	\$55 - 90	\$55 - 90
Database Administrator/Designer	\$60 - 95k	\$60 - 95k	\$45 - 90	\$45 - 90
Network Engineer	\$55 - 90k	\$60 - 95k	\$40 - 60	\$50 - 70
Technical Writer/Editor (6+ yrs' exp)	\$60 - 90k	\$60 - 90k	\$50 - 70	\$50 - 70
Systems Administrator (2 - 5 yrs' exp)	\$60 - 90k	\$60 - 90k	\$55 - 85	\$55 - 85
Tester (2 - 5 yrs' exp)	\$60 - 85k	\$60 - 85k	\$55 - 75	\$55 - 75
Business Analyst (1 - 2 yrs' exp)	\$55 - 70k	\$60 - 75k	\$50 - 65	\$55 - 75
Help Desk - Level 3	\$55 - 75k	\$55 - 75k	\$45 - 60	\$50 - 65
Systems Administrator (1 - 2 yrs' exp)	\$50 - 65k	\$55 - 65k	\$30 - 60	\$35 - 60
Analyst Programmer/Developer (2 - 5 yrs' exp)	\$50 - 75k	\$50 - 75k	\$55 - 75	\$50 - 70
Network Support	\$45 - 60k	\$50 - 65k	\$30 - 45	\$35 - 50
Technical Writer/Editor (0 - 3 yrs' exp)	\$45 - 65k	\$45 - 65k	\$40 - 50	\$40 - 50
Tester (1 - 2 yrs' exp)	\$45 - 60k	\$45 - 60k	\$35 - 55	\$40 - 55
Help Desk - Level 2	\$45 - 60k	\$45 - 60k	\$35 - 50	\$30 - 50
Analyst Programmer/Developer (1 - 2 yrs' exp)	\$35 - 60k	\$40 - 65k	\$30 - 55	\$35 - 55
Help Desk - Level 1	\$35 - 45k	\$38 - 45k	\$25 - 35	\$22 - 30

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

BRISBANE

SALES, MARKETING & COMMUNICATIONS

Our Brisbane sales, marketing & communications division recruits for permanent, contract and temporary senior and support staff across a diverse range of market verticals including banking and financial services, professional services, infrastructure, construction, energy and utilities, mining and resources, ICT, FMCG and government. Assignments vary from graduate level to senior executive management with salaries ranging from circa \$45k to \$300k plus.

Market Overview

2008 proved to be an interesting year in recruitment with market forces impacting on different industry sectors and their needs.

In early 2008, our sales, marketing & communications division saw exceptional levels of recruitment activity across all industry sectors. As the Queensland economy continued to boom, the majority of organisations looked to capitalise by focusing on recruiting new business generators. A high percentage of roles placed in this time were for business origination, business development and marketing. The market was predominantly candidate led with employers implementing strong employee retention strategies and embracing transferable skill sets from other industry sectors.

By mid 2008 we saw market changes arise in the finance area with minimal recruitment undertaken in this sector. During this time both small and large financial organisations assessed their human resource needs in the face of market pressures. Despite the downturn in the finance market, the Queensland economy remained stable and continued to flourish off the back of the booming infrastructure and mining projects being undertaken in the state.

Marketing professionals saw limited opportunities in late 2008 due to softening markets, however public relations and

corporate communications professionals continued to be in strong demand, particularly within consultancy and government environments. Construction, property and manufacturing industries showed a mixed response to global pressures with some taking the opportunity to expand, whilst others tempered their focus on increased headcount. FMCG and retail sectors had many entry and mid-level roles available in the latter half of 2008, although fewer opportunities were visible at the senior level. Sales professionals continued to be required by employers throughout 2008 as revenue sources remained paramount across all sectors - we anticipate this continuing in 2009.

In 2009, we expect to see continuing change in the recruitment market with many employees looking to remain in their current roles for security and stability. This will impact on how employers market their roles to prospective candidates and the value proposition that is put forward in order to lure quality talent. We anticipate the majority of recruitment in early to mid 2009 will be focused around backfilling current positions, with most growth plans on hold until employers assess market conditions later in the year.

BRISBANE

SALES, MARKETING & COMMUNICATIONS

ROLE	PERMANENT SALARY PER ANNUM \$AUS	
	2008	2009
Sales		
Sales Director/National Sales Manager	\$110 - 200k	\$100 - 200k
Sales Manager	\$90 - 130k	\$80 - 130k
Channel Manager	\$75 - 120k	\$80 - 120k
Senior Business Development Manager	\$75 - 120k	\$80 - 120k
Account Manager	\$60 - 115k	\$60 - 120k
Business Development Manager	\$60 - 80k	\$55 - 80k
Sales/Account Executive	\$45 - 80k	\$55 - 80k
Marketing		
Marketing Director	\$100 - 150k	\$120 - 160k
Marketing Manager	\$70 - 100k	\$90 - 130k
Brand/Product Manager	\$80 - 110k	\$80 - 130k
Sponsorship & Events Manager	\$50 - 85k	\$60 - 85k
Marketing Executive	\$55 - 75k	\$55 - 80k
Marketing Analyst	\$50 - 80k	\$50 - 80k
Marketing Assistant/Coordinator	\$40 - 60k	\$45 - 60k
Communications		
Corporate Affairs/Social Responsibility Manager	\$130 - 200k	\$130 - 200k
Government/Indigenous Relations Manager	\$110 - 145k	\$120 - 150k
Stakeholder Engagement Manager	\$115 - 130k	\$119 - 140k
Investor Relations Manager	\$105 - 150k	\$110 - 160k
Communications/PR/Community Director	\$100 - 150k	\$100 - 170k
Communications/PR/Community Senior Consultant/Executive	\$70 - 100k	\$70 - 110k
Corporate Affairs/Social Responsibility Executive	\$70 - 90k	\$70 - 100k
Media Relations Manager	\$70 - 90k	\$70 - 100k
Communications/PR/Community Consultant	\$45 - 60k	\$45 - 65k
NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.		

BRISBANE

SECRETARIAL & BUSINESS SUPPORT

Our secretarial & business support recruitment division works in partnership with our clients to successfully source high volume to executive level support roles and we offer temporary, contract and permanent solutions across a broad range of industry sectors. With dedication to providing a high quality service to both candidates and clients, we have developed a reputation based on excellent speed of response and a consultative approach.

Market Overview

In the first half of 2008, we experienced heightened recruitment activity, however in the last few months of the year recruitment slowed with fewer roles called to market. There was strong demand for business support professionals across the mining, construction and engineering industries. Candidates in highest demand were those with relevant industry experience and specialist skill sets in the fields of contracts administration, procurement, document control and project administration. This was a trend that continued throughout the year, with many candidates attracted to regional FIFO arrangements due to the high salaries paid. This resulted in a shortage of available candidates with these skill sets for Brisbane based roles which led to a significant increase in salaries expected and offered locally. In a bid to overcome this, we saw organisations recruiting with a sense of urgency to engage talent with many candidates receiving multiple offers.

The banking and financial services sector was strong at the start of 2008, showing particularly high demand for experienced candidates at an operational level. Midway through the year, recruitment freezes started to become prevalent and towards year end we noted a number of organisations offering redundancies for operational support staff. This led to an influx of strong operational candidates available within the market,

in contrast to the candidate shortages experienced in this area throughout 2007.

The contract market within the public sector remained buoyant in 2008, driven predominantly by long-term secondments of permanent personnel. Candidates actively pursued roles within the public sector due to the competitive salaries and contract rates offered and additional staff benefits received. Permanent opportunities became more accessible due to a renewed focus on reaching budgeted headcount numbers, however this did not affect the volume of contractors placed.

In 2009, we expect that both the heavy industry and public sectors in Queensland will continue to remain strong and demand for industry experienced candidates will remain high. Employers will have to speed up their recruitment processes and offer competitive packages to ensure that they attract and retain top tier candidates.

BRISBANE

SECRETARIAL & BUSINESS SUPPORT

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER HOUR \$AUS	
	2008	2009	2008	2009
	Contracts Manager	\$110 - 142k	\$120 - 150k	\$55 - 71
Project Coordinator	\$65 - 80k	\$72 - 90k	\$35 - 43	\$36 - 50
Office Manager	\$71 - 82k	\$71 - 82k	\$36 - 41	\$36 - 41
Executive Assistant	\$65 - 76k	\$68 - 90k	\$33 - 38	\$33 - 38
Document Controller	\$60 - 66k	\$64 - 70k	\$30 - 34	\$30 - 35
Contracts Administrator	\$50 - 70k	\$60 - 100k	\$27 - 35	\$35 - 55
Personal Assistant	\$54 - 62k	\$59 - 68k	\$27 - 33	\$28 - 33
WP Supervisor	\$59 - 65k	\$59 - 65k	\$30 - 33	\$30 - 33
Project Administrator	\$55 - 65k	\$58 - 72k	\$28 - 33	\$29 - 35
Paralegal	\$54 - 65k	\$56 - 70k	\$27 - 33	\$30 - 35
Desk Assistant	\$50 - 57k	\$52 - 59k	\$25 - 29	\$26 - 30
WP Operator	\$49 - 54k	\$51 - 55k	\$25 - 27	\$27 - 32
Purchasing Officer	\$46 - 60k	\$46 - 64k	\$25 - 32	\$25 - 32
Team Secretary	\$44 - 53k	\$46 - 55k	\$23 - 26	\$25 - 30
Customer Service Team Leader	\$44 - 55k	\$44 - 55k	\$25 - 28	\$25 - 28
Receptionist	\$38 - 45k	\$38 - 46k	\$20 - 23	\$22 - 25
Switchboard Operator	\$35 - 45k	\$38 - 46k	\$19 - 23	\$22 - 25
Customer Service Representative	\$35 - 42k	\$37 - 45k	\$20 - 22	\$22 - 24
Administration Assistant	\$34 - 44k	\$36 - 48k	\$22 - 24	\$23 - 26
Data Entry Operator	\$33 - 36k	\$34 - 37k	\$20 - 22	\$22 - 24
Junior Secretary	\$27 - 33k	\$28 - 35k	\$13 - 17	\$15 - 19
Office Junior	\$15 - 28k	\$17 - 30k	\$9 - 15	\$11 - 17

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses/site allowances unless otherwise specified.

MELBOURNE

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

Our banking & financial services division recruits at all levels of seniority for permanent, contract and temporary positions within retail, corporate and investment banking, fund management, broking, superannuation and insurance.

Market Overview

In 2008, the banking and financial services market changed dramatically across both operations and finance. The first half of the year was markedly different to the latter half, predominantly due to the downturn of global markets.

The Melbourne market saw business efficiencies enhanced across operations and finance processes through investment in process improvement, change management and technology upgrades and advancements. As a result there was increased demand for professionals within business analysis and project management.

We saw a continued and enhanced focus upon adherence to industry regulations, compliance and risk which carried over from 2007. This resulted in a number of projects across the board and increased levels of recruitment in areas such as fraud, anti-money laundering and market risk. This was particularly apparent in Melbourne's stockbroking and funds management market.

We saw increased demand for candidates with global market knowledge and exposure from within the major retail banks, as many institutions off-shored specific operations and finance functions to new and developing international hubs.

More candidates were available in the market as an increased number of Australian expatriates returned from overseas including the UK, Asia Pacific and the US to escape those markets more severely affected by the global downturn. This was intensified by the

rise in professionals relocating to Melbourne from other states due to various factors including improved lifestyle.

Towards the latter half of 2008, the economic downturn resulted in an increasingly competitive candidate market and extended recruitment processes. Salaries were affected and whilst expectations grew in the first half of the year, they levelled in the second half.

Recruitment was not as adversely affected by the economic conditions in the wealth management, superannuation and investment sectors due to the continued growth in popularity of these products and the heightened education surrounding superannuation and retirement planning. This is indicative of Australia's ageing population and the growing emphasis on private wealth management.

In 2009 we expect volumes, salary levels and activity in the market to remain relatively static whilst organisations continue to review and consolidate headcount and hiring decisions. Where decisions are made to recruit externally, we expect the process to be more rigorous and structured with an emphasis placed on global markets exposure and candidates who can bring multi-faceted experience and skills to an organisation.

MELBOURNE

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER HOUR \$AUS	
	2008	2009	2008	2009
Banking				
Relationship Manager	\$90 - 140k+	\$90 - 140k+	\$40 - 60	\$40 - 60
Operations Manager	\$80 - 110k+	\$90 - 130k+	\$40 - 55	\$50 - 65
Compliance Manager	\$75 - 135k	\$80 - 150k+	\$40 - 75	\$40 - 70
Credit Analyst	\$60 - 100k+	\$60 - 110k+	\$35 - 50	\$35 - 50
Credit Risk Analyst	\$55 - 110k+	\$55 - 110k+	\$25 - 70	\$35 - 60
Compliance Officer	\$55 - 80k	\$55 - 80k	\$30 - 40	\$25 - 35
Operations Clerk	\$40 - 50k	\$45 - 55k+	\$24 - 26	\$24 - 30
Lending Settlements Clerk	\$40 - 50k	\$40 - 50k	\$22 - 28	\$20 - 25
Investment Operations				
Corporate Actions	\$45 - 80k	\$45 - 70k	\$24 - 35	\$22 - 35
Portfolio Administration	\$45 - 60k	\$45 - 60k	\$25 - 30	\$25 - 30
Equity Settlements	\$40 - 50k	\$45 - 55k	\$22 - 28	\$24 - 30
Margin Lending Officer	\$40 - 65k	\$45 - 55k	\$23 - 35	\$24 - 30
Treasury Settlements	\$40 - 50k	\$40 - 55k	\$22 - 28	\$24 - 30
Wealth Management				
Para Planner	\$45 - 75k	\$45 - 80k	\$25 - 40	\$23 - 35
Client Services Officer	\$45 - 60k	\$45 - 60k	\$25 - 30	\$24 - 30
Funds Administration	\$40 - 55k	\$40 - 60k	\$24 - 35	\$20 - 30
Superannuation Administration	\$43 - 60k	\$40 - 60k	\$20 - 30	\$20 - 30
Insurance Operations	\$40 - 60k	\$40 - 60k	\$20 - 30	\$20 - 30

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

MELBOURNE

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER HOUR \$AUS	
	2008	2009	2008	2009
Middle Office				
Treasury Manager	\$110 - 150k	\$110 - 150k	\$60 - 75	\$60 - 75
Financial Controller	\$100k+	\$100k+	\$50+	\$50+
Internal Auditor - CA/CPA	\$65 - 90k	\$90 - 120k	\$40+	\$60+
Auditor	\$75 - 100k+	\$85 - 120k+	\$40 - 50	\$50 - 70
Tax Accountant	\$85 - 120k+	\$85 - 120k+	\$45 - 55	\$45 - 55
Financial Accountant - CA/CPA	\$85 - 110k	\$85 - 110k	\$40 - 50+	\$40 - 50+
Product Accountant - CA/CPA	\$75 - 110k+	\$80 - 110k+	\$50+	\$50+
Management Accountant - CA/CPA	\$65 - 110k	\$70 - 110k+	\$40+	\$40+
Fund Accountant - CA/CPA	\$60 - 100k	\$60 - 100k	\$30 - 50	\$35+
Assistant Accountant	\$45 - 55k	\$45 - 55k	\$25 - 30	\$25 - 30
Accounts Clerk	\$40 - 50k	\$40 - 50k	\$20 - 25	\$23 - 25
Projects				
Project Manager	\$100 - 180k+	\$120 - 200k+	\$55 - 70	\$60 - 100
Business Analyst	\$55 - 100k+	\$60 - 110k+	\$40 - 70	\$40 - 70
Risk Management				
Quantitative Risk	\$70 - 120k+	\$70 - 120k+	\$40 - 55	\$40 - 65+
Credit Risk Analyst	\$70 - 120k+	\$70 - 120k+	\$40 - 55	\$40 - 55

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

MELBOURNE

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

Our commerce & industry division provides blue-chip corporates, SMEs, public sector and not for profit organisations with specialist accounting and finance recruitment solutions. Our permanent, contract and temporary teams recruit qualified professionals with prior commercial or chartered accounting experience, as well as part-qualified graduates and clerical accounting staff. We recruit a broad range of qualified roles ranging from chief financial officer and financial controller to auditor, financial and commercial analyst and management accountant. The part-qualified roles we recruit range from assistant accountant, analyst and payroll to accounts payable and receivable roles.

Market Overview

The Melbourne market continued to experience a skills shortage throughout 2008 which helped drive high levels of demand during the year. However, for the first time since 2002 there was a softening of the market, with the final quarter seeing a slight contraction in demand for finance staff, in particular within the permanent market. This was partly offset by an increased demand for contractors as organisations sought to avoid committing to permanent headcount. Increasingly, vacancies at all levels required senior sign-off and hiring talent in the absence of a formal headcount requirement became far less frequent.

The highest levels of demand throughout 2008 were seen for commercial and financial analysts, financial and management accountants, newly-qualified accountants, financial controllers, payroll clerks and credit controllers.

We saw more available contract candidates in the market, leading to a talent rich pool for firms to choose from. As projects continue to reduce in number, we expect to see this trend intensify throughout 2009.

Salary increments became more circumspect in the second half of 2008 and with the softening of the market, companies were in a better position to make realistic offers to suitable candidates. We expect to see fewer instances of multiple and counter-offers throughout 2009, removing a major cause of frustration for hiring managers in recent years. However, despite expected rising levels of unemployment, we predict a skills shortage will remain across several areas due to the ever increasing regulatory and compliance requirements of the financial market.

MELBOURNE

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER HOUR \$AUS	
	2008	2009	2008	2009
	Chief Financial Officer	\$150 - 250k+	\$150 - 250k+	\$80 - 125+
Commercial Manager	\$120 - 170k+	\$130 - 170k+	\$60 - 85+	\$65 - 85+
Tax Manager	\$120 - 200k+	\$120 - 200k+	\$60 - 100+	\$60 - 100+
Financial Controller/Finance Manager	\$100 - 155k+	\$110 - 160k+	\$50 - 75+	\$55 - 80+
Audit Manager	\$100 - 170k+	\$100 - 170k+	\$50 - 85+	\$50 - 85+
Treasury	\$90 - 130k+	\$90 - 130k+	\$45 - 65+	\$45 - 65+
Financial Analyst	\$85 - 110k+	\$90 - 120k+	\$42 - 55+	\$45 - 60+
Payroll Manager	\$80 - 95k+	\$90 - 100k+	\$40 - 47+	\$45 - 50+
Pricing Analyst	\$80 - 100k+	\$80 - 120k+	\$40 - 50+	\$40 - 60+
Business Analyst	\$80 - 110k+	\$80 - 110k+	\$40 - 55+	\$40 - 55+
Systems Accountant	\$75 - 95k+	\$75 - 100k+	\$37 - 47+	\$37 - 50+
Cost Accountant	\$75 - 95k+	\$75 - 95k+	\$35 - 45+	\$35 - 45+
Auditor/Internal Auditor	\$70 - 120k+	\$70 - 120k+	\$35 - 60+	\$35 - 60+
Financial Accountant	\$70 - 100k+	\$70 - 100k+	\$36 - 50+	\$35 - 50+
Management Accountant	\$70 - 100k+	\$70 - 100k+	\$35 - 50+	\$35 - 50+
Tax Accountant	\$70 - 100k+	\$70 - 100k+	\$35 - 50+	\$35 - 50+
Newly-qualified Accountant	\$70 - 75k+	\$70 - 75k+	\$35 - 37+	\$35 - 37+
Credit Manager	\$65 - 95k+	\$65 - 95k+	\$32 - 47+	\$32 - 47+
Payroll Clerk	\$50 - 65k+	\$55 - 65k+	\$25 - 32+	\$27 - 32+
Assistant Accountant	\$50 - 65k+	\$50 - 65k+	\$25 - 32+	\$25 - 32+
Bookkeeper	\$50 - 65k+	\$50 - 65k+	\$25 - 32+	\$25 - 32+
Credit Controller	\$50 - 65k+	\$50 - 65k+	\$25 - 32+	\$25 - 32+
Accounts Payable/Receivable	\$42 - 50k+	\$45 - 50k+	\$21 - 25+	\$22 - 25+
Accounts Assistant	\$40 - 48k+	\$45 - 50k+	\$20 - 25+	\$22 - 25+
Graduate Accountant	\$40 - 50k+	\$40 - 50k+	\$20 - 25+	\$20 - 25+

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

MELBOURNE

HUMAN RESOURCES

Our human resources division recruits for permanent, contract and temporary roles across all areas of human resource management and learning and development. Our client base is diverse and covers all industries and organisations from SMEs to large ASX listed companies.

Market Overview

The impact of the uncertain economic climate in 2008 led to a shift in demand for specific HR skill sets sought by organisations. Talent management and resourcing professionals were engaged by some organisations to cope with the downturn, with succession planning and career development expertise increasingly utilised.

Salaries remained reasonably steady during 2008 and despite a tightening of HR recruitment in the latter part of the year, strong demand remained for the highest calibre candidates across the market for key roles including remuneration and benefits and industrial/employee relations consultants and managers. Demand for experienced HR generalists stayed strong across all industry sectors.

Areas that experienced significant growth in 2008 included organisational development and learning and development, in line with the increasing trend of companies focusing on change initiatives and the up-skilling of staff

to retain the best talent. This demand was reflected in both permanent and contract roles and we expect this to continue throughout 2009.

ROLE	PERMANENT SALARY PER ANNUM \$AUS	
	2008	2009
HR Director	\$180k+	\$180k+
Organisational Development Manager	\$100 - 130k	\$120 - 150k
HR Manager	\$100 - 150k	\$110 - 150k
Remuneration & Benefits Manager	\$100 - 130k	\$110 - 150k
Learning (Training) & Development Manager	\$90 - 130k	\$100 - 140k
Organisational Development Consultant	\$90 - 130k	\$100 - 140k
Occupational Health & Safety Manager	\$95 - 115k	\$100 - 125k
Industrial/Employee Relations Manager	\$85 - 125k	\$95 - 130k
Recruitment Manager	\$75 - 100k	\$80 - 110k
HR Advisor	\$75 - 85k	\$75 - 90k
HR Consultant	\$75 - 85k	\$75 - 90k
OH&S Officer	\$60 - 80k	\$65 - 85k
Industrial/Employee Relations Officer	\$60 - 80k	\$65 - 85k
Remuneration & Benefits Officer	\$65 - 80k	\$65 - 80k
Recruitment Officer	\$60 - 75k	\$65 - 80k
Learning (Training) & Development Coordinator	\$60 - 70k	\$60 - 70k
HR Administrator	\$55 - 60k	\$55 - 60k
HR Coordinator	\$45 - 55k	\$45 - 55k

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

MELBOURNE

INFORMATION TECHNOLOGY

Our Melbourne information technology recruitment division operates across a range of industries from telecommunications, government and not for profit to the banking and finance sectors. We partner with many blue-chip companies as long standing preferred suppliers, in addition to a number of SMEs. We recruit for a wide range of professional IT staff in both operational and strategic positions from helpdesk through to high level programme management and IT director roles.

Our dedicated consultants are service delivery focused, recruiting temporary, contract and permanent roles tailored to meet our clients' requirements and ensure the best fit for our candidates.

Market Overview

The IT recruitment market was characterised by two distinct halves in 2008. The first half of the year was strong and the upward trend of 2007 continued. By mid-year, demand for IT professionals had begun to wane and this reduction in demand continued into the final part of the year. As a consequence, candidates were hesitant to actively explore new employment opportunities due to uncertainty in the broader Australian economy. Organisations made a conscious effort to retain resources in the hope that market volatility will subside in 2009.

A number of high profile enterprise and infrastructure development projects are scheduled for 2009, in both the finance and telecommunications markets. These initiatives are contingent on both financial and legislative issues, however it is widely expected that the projects will commence in 2009 and re-instigate demand for candidates across the development, systems integration and transformation areas. We also expect project managers, business analysts, test managers, testers and developers to remain in high demand.

In the telecommunications sector, IP engineers will be in demand throughout 2009. This is due to the increased usage of IP based services such as IP telephony by businesses and consumers, as well as the federal government's intention to establish a National Broadband Network.

We expect to see a consolidation of the Melbourne IT market in 2009 although it will continue to grow, albeit at a slower rate than in previous years. The overall focus will remain on process efficiency and driving costs out of businesses. In addition, initiatives such as 'Service Oriented Architecture' and 'Software as a Service' will gain greater acceptance. The trend to off-shore operational and support IT functions within the enterprise space will continue, driven by cost pressures from the economic downturn. A net shortage of IT professionals in the Australian market will remain and, as always, high calibre candidates will be in strongest demand. Employee turnover rates within organisations are expected to decrease as candidates become more focused on job security and it is our expectation that this should flow through to reduce the upward pressure on both contract rates and permanent salary packages for IT professionals.

MELBOURNE

INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER DAY \$AUS	
	2008	2009	2008	2009
	CIO/IT Director	\$150 - 250k	\$150 - 260k	\$900 - 1400
Programme Manager	\$150 - 220k	\$140 - 220k	\$800 - 1400	\$800 - 1500
Architect - Solutions & Technical	\$120 - 200k	\$120 - 200k	\$600 - 1100	\$700 - 1050
Test Lead/Manager	\$110 - 150k	\$100 - 145k	\$650 - 1000	\$650 - 950
Change Manager	\$100 - 140k	\$100 - 140k	\$600 - 800	\$650 - 850
Release Manager	\$100 - 140k	\$100 - 140k	\$600 - 800	\$650 - 850
Storage Specialist	\$100 - 150k	\$95 - 140k	\$550 - 750	\$550 - 750
QA Manager/Consultant	\$90 - 150k	\$90 - 140k	\$500 - 800	\$500 - 800
Business Consultant	\$90 - 130k	\$90 - 135k	\$600 - 900	\$600 - 900
Project Manager	\$70 - 180k	\$80 - 170k	\$500 - 1200	\$600 - 1200
Systems Administrator	\$75 - 130k	\$75 - 125k	\$400 - 650	\$400 - 650
Security Specialist	\$65 - 150k	\$70 - 140k	\$400 - 800	\$450 - 850
Business Analyst	\$70 - 150k	\$70 - 135k	\$450 - 800	\$400 - 800
Analyst Programmer/Developer	\$70 - 140k	\$70 - 135k	\$400 - 800	\$350 - 750
Database Administrator	\$70 - 150k	\$65 - 135k	\$500 - 800	\$400 - 700
Technical Writer/Process Writer	\$60 - 100k	\$65 - 100k	\$400 - 750	\$400 - 750
Web Developer	\$60 - 100k	\$60 - 120k	\$350 - 550	\$350 - 550
Tester	\$60 - 130k	\$60 - 115k	\$400 - 800	\$350 - 700
Network Engineer	\$50 - 130k	\$55 - 130k	\$300 - 700	\$400 - 700
Desktop/Application Support	\$50 - 85k	\$55 - 85k	\$190 - 500	\$200 - 400
Project Administrator/Coordinator	\$45 - 90k	\$50 - 80k	\$250 - 600	\$250 - 600
Help Desk Level 1 & 2	\$45 - 85k	\$45 - 75k	\$190 - 500	\$200 - 450

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

MELBOURNE

SALES, MARKETING & COMMUNICATIONS

Our Melbourne sales, marketing & communications division offers tailored temporary, contract and permanent recruitment solutions across a broad range of industries including IT, telecommunications, banking and financial services and professional services. Roles vary from sales executives and marketing coordinators through to senior management level. Our candidates typically have a minimum of two years' experience in a business to business or business to consumer sales and marketing environment.

Market Overview

The first half of 2008 saw a consistent rise in the number of sales and marketing appointments across most industry sectors. As forecasted in 2007, the IT&T space was particularly active and with more emphasis placed on advancing technologies, there was a continual need for technical sales professionals across data and voice solutions, unified communications, IP convergence and mobility. We saw a decrease in demand for marketing positions in the latter part of the year as the economy slowed, however sales roles remained robust due to their ability to generate revenue for businesses.

The banking and financial services sector continued to grow across areas such as IT, equipment leasing and online payment solutions due to the dynamic nature of the technologies used in the industry. It is expected that this area will slow in 2009 as a result of the credit crunch.

Marketing roles became more specialised in 2008, with clients requiring strong candidates to meet their needs. Within the technology space we saw significant demand for product, brand and marketing managers in the first half of the year. We also saw a rise in salary expectations at the marketing coordinator level due to a shortage of these candidates. The slowdown in demand in the second half of the

year was particularly apparent within the IT&T and finance industries and we expect this to continue into 2009.

The candidate shortage of recent years is no longer a key issue for businesses. Employers now seek to maximise core skills and prefer to employ candidates from similar industries rather than settling for those with transferable skills gained in unrelated fields. Strong candidates will still be in demand for good roles, however the incidence of multiple offers will decline.

We predict the majority of recruitment in 2009 will be for sales roles and supporting marketing positions. In addition, employers will become more selective and slower to react when recruiting. Consequently, the interview process will become broader and incorporate competency based assessments, psychometric testing tools and personality profiling to evaluate candidates' long-term fit for roles. Organisations will increasingly offer strong training and development plans to attract and retain key staff and many companies will continue to reduce spending on graduate intakes and exercise caution surrounding non-revenue earning marketing budgets, including staffing costs.

MELBOURNE

SALES, MARKETING & COMMUNICATIONS

ROLE	PERMANENT SALARY PER ANNUM \$AUS	
	2008	2009
Sales Director	\$140 - 280k	\$140 - 280k+
State Sales Manager	\$140 - 220k	\$140 - 220k+
Marketing Director	\$130 - 250k	\$130 - 250k
Sales & Marketing Manager (2 - 5 yrs' exp)	\$100 - 200k	\$100 - 200k+
Account Director	\$100 - 180k	\$100 - 180k
Sales Manager (2 - 5 yrs' exp)	\$100 - 180k	\$100 - 180k+
Marketing Manager (2 - 5 yrs' exp)	\$90 - 150k	\$90 - 150k
Marketing Communications Manager	\$90 - 140k	\$90 - 150k
Segment Manager (2 - 5 yrs' exp)	\$90 - 140k	\$90 - 140k
Product/Brand Manager (2 - 5 yrs' exp)	\$80 - 140k	\$80 - 140k
Channel Manager	\$80 - 130k	\$80 - 130k
Direct Marketing Manager	\$80 - 130k	\$80 - 130k
Advertising Account Manager	\$70 - 110k	\$70 - 110k+
Marketing Executive (2 - 5 yrs' exp)	\$70 - 110k	\$70 - 110k
Campaign Manager	\$70 - 100k	\$70 - 100k
Product Specialist	\$70 - 90k	\$70 - 90k
Business Development Manager (2 - 5 yrs' exp)	\$60 - 130k	\$65 - 140k+
Communications Executive	\$65 - 100k	\$65 - 100k
Sales/Market Analyst	\$60 - 100k	\$65 - 100k
Relationship Manager	\$60 - 140k	\$60 - 140k+
Account Manager (2 - 5 yrs' exp)	\$60 - 130k	\$60 - 130k+
Sales Executive (2 - 5 yrs' exp)	\$60 - 120k	\$60 - 120k+
Assistant Product/Brand Manager	\$60 - 80k	\$60 - 80k
Marketing Coordinator	\$55 - 80k	\$55 - 80k

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

MELBOURNE

SECRETARIAL & BUSINESS SUPPORT

Our Melbourne secretarial & business support division operates across a range of sectors including retail, FMCG, engineering, business consulting, insurance, superannuation and banking and financial services. The team has grown and diversified into additional sectors and now covers legal, accounting, IT, medical, construction and utilities.

Market Overview

The candidate shortage experienced in 2007 continued through to mid-2008. Candidates with specialist backgrounds in legal, investment banking, construction and commercial banking remained in high demand, however in the latter part of the year, companies favoured contract over permanent staff due to uncertainty in the market.

Expatriates returning to the Melbourne market were highly sought after as organisations recognised the value of their international experience. Temporary to permanent placements increased in 2008 and we envisage that this will continue into 2009.

Towards the end of 2008, organisations became increasingly cautious in their recruitment practices in light of the economic climate and we predict that this approach will flow into 2009. The increased number of candidates available in the market has levelled salaries and contract rates have stabilised for the first time since 2006.

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER HOUR \$AUS	
	2008	2009	2008	2009
	Executive Assistant	\$60 - 73k	\$65 - 75k	\$29 - 35
Executive Assistant - Investment Banking	\$60 - 75k	\$62 - 70k	\$30 - 35	\$30 - 35
Office Manager	\$55 - 70k	\$60 - 70k	\$28 - 33	\$30 - 35
Personal Assistant	\$55 - 65k	\$55 - 63k	\$27 - 31	\$27 - 32
Senior Secretary	\$50 - 55k	\$55 - 60k	\$26 - 28	\$28 - 30
Legal Secretary	\$50 - 60k	\$50 - 60k	\$26 - 30	\$27 - 31
WP Operator	\$50 - 58k	\$50 - 60k	\$24 - 27	\$24 - 27
Team Secretary	\$48 - 55k	\$48 - 55k	\$24 - 28	\$25 - 30
Marketing Assistant	\$48 - 55k	\$45 - 53k	\$25 - 27	\$25 - 30
Research Assistant	\$43 - 50k	\$45 - 50k	\$23 - 25	\$23 - 25
Junior Secretary	\$42 - 50k	\$45 - 50k	\$23 - 26	\$23 - 25
Receptionist	\$43 - 50k	\$43 - 50k	\$23 - 25	\$22 - 24
Administration Assistant	\$40 - 45k	\$40 - 45k	\$21 - 24	\$21 - 24
Data Entry Operator	\$40 - 45k	\$39 - 45k	\$21 - 24	\$21 - 24
Office Junior	\$38 - 43k	\$38 - 43k	\$22 - 24	\$21 - 24

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

PERTH

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

The banking & financial services division in Perth enjoys long standing partnerships with leading financial institutions throughout Western Australia. We operate in the institutional, commercial and retail segments including wealth, superannuation, funds management, insurance and broking. Recruiting across front and back office disciplines on a permanent, contract and temporary basis, we cover all levels of seniority from executive to entry level.

Market Overview

The global financial crisis caused uncertainty in the region's banking and financial services sector. Whilst the effects were less extreme in Western Australia than in other states, we did see employers reassess their staffing levels across the board. Whilst widespread cutbacks were not evident, employers looked to stabilise headcount. However, companies continued to employ proven performers who were capable of providing return in a soft market.

With the rapid and sometimes steep decline in commodity prices throughout 2008, the corporate advisory and institutional sector saw a reduction in demand for its services, with expansion commitments either postponed or significantly downsized. IPOs, which reached record numbers in 2007, declined in 2008 and the provision for debt finance was limited as organisations found it increasingly difficult to meet the requirements handed down by institutions. The business and corporate banking sectors tightened and recruitment activity in this sector focused on the attraction of proven relationship managers with the ability to strengthen and grow existing relationships. Whilst support roles were still required across all sectors, we noticed that the function was more carefully considered and in some cases rationalised.

Despite the global downturn, Western Australia's low unemployment level remained relatively consistent throughout 2008,

increasing only slightly at the end of the year. With higher levels of perceived risk evident, people are increasingly seeking professional help in managing and securing finances and this stabilised the level of opportunities in the wealth management sector.

The regional broking firms suffered a sharp fall in overall activity in line with the decline of global equities, although opportunities to buy securities at value remained throughout 2008 and provided a base for activity. This will, however, limit employment opportunities in 2009 as the market is impacted further by economic uncertainty.

Demand for finance professionals in 2009 will be dictated and driven by the effects of the global financial crisis, whether that be the deepening, or the possible turnaround of the economy. What is certain is that top tier candidates will still have the pick of any opportunities that arise, with institutions looking to ensure that skill levels remain high to combat any ongoing economic difficulties that may be ahead.

PERTH

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM \$AUS	
	2008	2009
Banking		
Business Development Manager - Institutional	\$150k+	\$140k
Relationship Manager - Institutional	\$140 - 180k	\$110 - 180k
Business Development Manager - Middle Markets	\$130k+	\$110k+
Business Development Manager - SME	\$100k+	\$90k+
Relationship Manager - Middle Markets	\$90 - 130k	\$80 - 120k
Relationship Manager - SME	\$70 - 95k	\$65 - 85k
Business Banker - Branch Based	\$50 - 70k	\$50 - 70k
Wealth		
Financial Planner (6+ yrs' exp)	\$90 - 140k	\$85 - 130k
Business Development Manager - Wealth Management	\$110 - 140k	\$80 - 140k
Practice Manager	\$110 - 140k	\$75 - 100k
Financial Planner (3 - 5 yrs' exp)	\$70 - 90k	\$65 - 85k
Para Planner - DFP Qualified	\$70 - 100k	\$60 - 90k
Financial Planner (0 - 2 yrs' exp)	\$55 - 70k	\$55 - 65k
Para Planner - Studying	\$50 - 70k	\$45 - 60k
Funds and Superannuation		
Compliance Officer (3 - 5 yrs' exp)	\$65 - 90k	\$65 - 90k
Compliance Officer (0 - 3 yrs' exp)	\$45 - 60k	\$45 - 60k
Superannuation Administrator	\$45 - 55k	\$45 - 55k
Superannuation Client Services	\$43 - 50k	\$45 - 50k
Insurance		
Insurance Underwriter (3 - 5 yrs' exp)	\$60 - 75k	\$60 - 75k
Insurance Claims Manager	\$55 - 70k	\$60 - 70k
Account Executive	\$50 - 65k	\$55 - 65k
Insurance Underwriter (0 - 3 yrs' exp)	\$45 - 60k	\$45 - 60k
Insurance Claims Processing	\$45 - 60k	\$45 - 60k
Investment Banking and Broking		
Corporate Finance Director (6+ yrs' exp)	\$150k+	\$150k+
Corporate Finance Manager (3 - 5 yrs' exp)	\$90 - 130k	\$80 - 150k
Equity Research Analyst (2 - 4 yrs' exp)	\$70 - 95k	\$70 - 100k
Corporate Finance Analyst (0 - 2 yrs' exp)	\$55 - 75k	\$60 - 75k
Trainee Private Client Adviser (0 - 2 yrs' exp)	\$50 - 60k	\$50 - 60k

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

PERTH

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

Our commerce & industry recruitment division specialises in the provision of permanent, contract and temporary staff across a range of sectors and maintains close client relationships with the region's key employers. Recruiting at all levels from accounts clerical to senior executives, we adopt a range of recruitment techniques that can be tailored to meet our clients' specific requirements.

Market Overview

The strength of the Western Australian economy declined during 2008 in the wake of the US led credit crunch. Whilst Western Australia has outperformed the rest of Australia and much of the developed world in recent times, there was a significant cooling of the economy. The recruitment market followed suit, with comparative strength in the early stage of the year transforming to uncertainty by the close of 2008.

The talent drought experienced during the last five years continued throughout the region in 2008, with high calibre candidates still hard to find. This looks set to continue into 2009 as there is an increased hesitancy by candidates to change employers during times of uncertainty. However, 2008 saw a stabilisation of salaries across the board with some contraction towards the senior end.

With the ongoing and potentially deepening effects of the credit crisis on global economies, demand for accountants in 2009 remains uncertain. With organisations focusing on the reduction of costs and process improvement, finance professionals (specifically analysts and systems specialists) will find themselves in demand. 2009 may also see an increase in demand for a flexible contract workforce to cover shortfalls in staffing levels whilst uncertainty remains.

Resources

Commodity prices declined in 2008 across the board. This led to the shelving and scaling back of many projects as they neared the marginal cost of production. Increasingly, groups that needed capital for exploration and development activities had to significantly review strategy, as the opportunities to raise capital through debt and equity declined. There was consistent demand for business analysts to assist organisations in understanding cost drivers to facilitate the improvement of operational performance. Whilst consolidation in the resources sector remains a hot topic, commodity prices are volatile and there is much speculation about how 2009 will pan out.

Commerce

Whilst demand for talent declined in 2008, the job market remained upbeat for much of the year, with the very best candidates still receiving multiple offers. At year end managers began critically reviewing staffing levels and no longer used headcount to solve procedural issues; positions became more carefully considered and roles more clearly defined. Contract and temporary to permanent offers were increasingly used as a way to test headcount levels before committing to permanent hires. We expect this to continue into 2009, however employers need to understand that whilst this is a sensible strategy to provide flexibility, this practice will reduce a company's access to the best available talent in the market.

Public Practice

Demand for talent from accounting practices levelled out in 2008. Having experienced significant shortfalls in staffing levels over the last few years, major firms are now seeing the softening recruitment market as an opportunity to lure talent back from the commercial market.

PERTH

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER HOUR \$AUS	
	2008	2009	2008	2009
Group Financial Controller - CA/CPA (6+ yrs' exp)	\$150 - 190k	\$150 - 190k	\$75 - 100	\$75 - 100
Tax Manager	\$125 - 180k	\$125 - 180k	\$65 - 100	\$65 - 100
Financial Controller - CA/CPA	\$110 - 170k	\$120 - 180k	\$60 - 85	\$60 - 85
Business/Financial Analyst - CA/CPA (6+ yrs' exp)	\$115 - 155k	\$120 - 170k	\$60 - 70	\$60 - 80
Financial Accountant - CA/CPA (6+ yrs' exp)	\$110 - 140k	\$100 - 140k	\$60 - 70	\$55 - 70
Management Accountant - CA/CPA (6+ yrs' exp)	\$100 - 135k	\$100 - 135k	\$60 - 70	\$60 - 70
Group Accountant - CA/CPA	\$90 - 140k	\$90 - 140k	\$55 - 65	\$55 - 65
Financial Accountant - CA/CPA (3 - 5 yrs' exp)	\$80 - 135k	\$80 - 135k	\$50 - 60	\$50 - 60
Tax Accountant - CA/CPA (3 - 5 yrs' exp)	\$70 - 120k	\$80 - 130k	\$55 - 65	\$60 - 70
Business/Financial Analyst - CA/CPA (3 - 5 yrs' exp)	\$80 - 110k	\$80 - 110k	\$50 - 60	\$50 - 60
Management Accountant - CA/CPA (3 - 5 yrs' exp)	\$85 - 100k	\$75 - 100k	\$50 - 60	\$45 - 60
Assistant Accountant - CA/CPA (3 - 5 yrs' exp)	\$60 - 85k	\$65 - 85k	\$35 - 45	\$35 - 45
Business/Financial Analyst - CA/CPA (0 - 2 yrs' exp)	\$60 - 75k	\$60 - 75k	\$35 - 45	\$35 - 45
Financial Accountant - CA/CPA (0 - 2 yrs' exp)	\$60 - 80k	\$55 - 80k	\$35 - 45	\$30 - 45
Management Accountant - CA/CPA (0 - 2 yrs' exp)	\$50 - 75k	\$50 - 75k	\$35 - 45	\$35 - 45
Accounts Payable/Receivable (2+ yrs' exp)	\$55 - 70k	\$50 - 70k	\$27 - 33	\$25 - 35
Accounts Assistant (2+ yrs' exp)	\$50 - 60k	\$50 - 60k	\$30 - 35	\$30 - 35
Tax Accountant - Degree (0 - 2 yrs' exp)	\$48 - 65k	\$48 - 65k	\$28 - 38	\$25 - 40
Payroll Clerk	\$50 - 70k	\$45 - 75k	\$30 - 40	\$25 - 40
Bookkeeper	\$45 - 65k	\$45 - 70k	\$28 - 38	\$25 - 40
Assistant Accountant - Degree (0 - 2 yrs' exp)	\$50 - 60k	\$45 - 60k	\$28 - 34	\$25 - 35
Accounts Payable/Receivable - Junior (0 - 2 yrs' exp)	\$46 - 60k	\$45 - 60k	\$24 - 27	\$25 - 30
Accounts Assistant (0 - 2 yrs' exp)	\$48 - 55k	\$45 - 55k	\$25 - 30	\$25 - 30

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

PERTH

INFORMATION TECHNOLOGY

The Perth information technology division offers a specialised and tailored approach, providing contract, temporary and permanent employment services across a range of skill sets and industry sectors. The team focuses on candidates with a minimum of two years' commercial experience through to senior executive positions. Our key industry sectors include mining and resources, professional services and government as well as financial services, education, health and telecommunications.

Market Overview

At the beginning of 2008, Western Australia enjoyed some very positive market conditions following on from strong economic growth in 2007 and there were a number of high profile projects in progress across a range of industry segments. Demand remained high for quality IT professionals across a number of areas including applications, infrastructure consulting, business process improvement and change management.

The latter half of 2008 saw a decrease in demand for IT resources across all industries. The candidate shortage we experienced over recent years softened as more candidates became available in the market. With employers now holding the balance of power, recruitment processes were lengthened as employers had a larger pool of available talent to choose from.

Due to the pressures of the global economic downturn a number of organisations put projects on hold, with re-evaluation planned midway through 2009. This included projects in the mining, financial services, health and utilities sectors. This is expected to have an impact both on permanent salaries and contract rates and put an end to the significant salary increases seen over the past three years. Salaries from 2007 to 2008 increased on average from 5 to 15%, however we expect salaries to remain relatively static going

into 2009, with some potentially decreasing as we move away from a candidate short market.

Western Australia continued to be a popular destination for skilled migrants in 2008 as China's demand for commodities kept the market strong and drove requirements for particular skill sets. Candidates with development skills, in particular Microsoft C# and Sharepoint, were in demand and this is expected to intensify in 2009, over and above demand for Java skills.

Candidates with a focus on networks and infrastructure enjoyed the benefits of interesting project work including major network upgrades, business continuity and disaster recovery projects, again fuelled by the resources industry. The latter half of 2008 saw an increase in demand for desktop support and system administration skills. Candidates with skills in business analysis, business process re-engineering and change management are expected to be in high demand in 2009 as companies streamline business processes for cost reduction purposes.

PERTH

INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER HOUR \$AUS	
	2008	2009	2008	2009
Chief Information Officer/Technology Officer (10+ yrs' exp)	\$160k+	\$160k+	\$120+	\$120
State Sales Manager/Director - Team 15+ (8+ yrs' exp)	\$150 - 230k*	\$150 - 230k*		
IT Director (10+ yrs' exp)	\$140k+	\$140k+	\$110+	\$110+
Programme Manager (8+ yrs' exp)	\$130k+	\$140k+	\$130+	\$130+
Change Management Consultant (10+ yrs' exp)	\$120k+	\$130k+	\$95+	\$100+
Project Director (8+ yrs' exp)	\$110k+	\$120k+	\$100+	\$120+
Senior Solutions BDM - IT&T (8+ yrs' exp)	\$100 - 200k*	\$100 - 200k*		
Senior Consultant (5+ yrs' exp)	\$90 - 200k	\$100 - 200k	\$80 - 150	\$80 - 150
Project Manager (5+ yrs' exp)	\$100 - 170k	\$100 - 170k	\$75 - 130	\$85 - 130
Manager - Development/Infrastructure (7+ yrs' exp)	\$90 - 100k	\$100 - 120k	\$80 - 90	\$90 - 100
Technical/Solution Architect (8+ yrs' exp)	\$90k+	\$100k+	\$80+	\$80+
ERP Consultant Functional/Technical (5+ yrs' exp)	\$80 - 150k	\$95 - 160k	\$80 - 140	\$80 - 140
Security Specialist (3+ yrs' exp)	\$75 - 180k	\$85 - 180k	\$65 - 130	\$70 - 130
WAN/Communications Engineer (5+ yrs' exp)	\$80 - 130k	\$85 - 130k	\$70 - 120	\$70 - 120
IT Business Development (5+ yrs' exp)	\$70 - 200k*	\$80 - 200k*		
Business Analyst (5+ yrs' exp)	\$75 - 120k	\$80 - 120k	\$75 - 110	\$75 - 110
Database Administrator - SQL, Oracle (5+ yrs' exp)	\$75 - 120k	\$80 - 120k	\$70 - 110	\$70 - 110
Technical Writer/Editor (5+ yrs' exp)	\$70 - 100k	\$80 - 110k	\$50 - 85	\$50 - 90
Project Manager (0 - 5 yrs' exp)	\$65 - 120k	\$75 - 130k	\$50 - 85	\$55 - 100
Technical Software Architect (3 - 5 yrs' exp)	\$55 - 100k	\$75 - 130k	\$50 - 75	\$60 - 90
Analyst Programmer - Java, C#, OO, WEB (5+ yrs' exp)	\$70 - 120k	\$70 - 130k	\$60 - 90	\$65 - 90
Business Analyst/Consultant (0 - 5 yrs' exp)	\$55 - 100k	\$65 - 120k	\$50 - 90	\$50 - 100
IT Account Manager Corporate (3 - 6 yrs' exp)	\$55 - 80k	\$65 - 100k		
IT Business Development (0 - 5 yrs' exp)	\$50 - 130k*	\$60 - 130k*		
Database Administrator - SQL, Oracle (0 - 5 yrs' exp)	\$45 - 90k	\$60 - 90k	\$40 - 80	\$40 - 80
Systems Administrator - Unix, NT, Novell (5+ yrs' exp)	\$50 - 90k	\$55 - 100k	\$70 - 100	\$60 - 90
Systems Administrator - LAN/WAN, NT, Unix (0 - 5 yrs' exp)	\$45 - 90k	\$50 - 100k	\$40 - 75	\$40 - 80
Analyst Programmer - Java, C#, OO, WEB (0 - 5 yrs' exp)	\$45 - 90k	\$50 - 95k	\$35 - 70	\$40 - 75
Technical Writer/Editor (0 - 5 yrs' exp)	\$45 - 75k	\$50 - 90k	\$30 - 65	\$30 - 65
Tester (1 - 5 yrs' exp)	\$45 - 90k	\$50 - 90k	\$40 - 80	\$40 - 80

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.
* OTE

PERTH

SECRETARIAL & BUSINESS SUPPORT

Robert Walters' secretarial & business support division provides temporary, contract and permanent recruitment solutions to a range of organisations across Western Australia. Our portfolio of clients includes companies from the mining, oil and gas, financial services, IT, engineering and construction sectors. Providing a tailored and professional service, Robert Walters specialises in sourcing career orientated support professionals for team administration, office management, project support and personal and executive assistant roles. We pride ourselves on a thorough and consultative approach to meet the diverse needs of clients by delivering consistently high quality candidates.

Market Overview

During 2008 the secretarial & business support division saw strong levels of activity

for both permanent and temporary recruitment across the majority of our market disciplines. Major project work within the resources sector led to an increase in demand for support staff including personal assistants, team assistants and executive assistants.

Demand for experienced legal support staff did not abate despite the financial slowdown. Those candidates with specialist skill sets became increasingly aware of their worth in the marketplace and sought higher overall packages.

In banking and financial services, the support market remained buoyant and competitive in the early parts of 2008. Towards the end of the year the global financial downturn had a major impact on a number of organisations as uncertainty in the worldwide economy led to

organisations initiating recruitment freezes.

Due to market instability, recruitment restrictions and projects put on hold, we saw an increase in the number of available candidates towards the end of 2008 and expect this to continue into 2009, until markets strengthen. The increased availability of candidates in the market enabled clients to lengthen their recruitment processes as they benefited from more choice. In 2009 we expect to see salaries plateau as the number of candidates in the market continues to rise. However, companies are increasingly aware that they need to be equipped with the best staff to survive the potentially turbulent times ahead and as a result we anticipate that companies will re-focus on retention strategies.

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER HOUR \$AUS	
	2008	2009	2008	2009
	Project Secretary	\$60 - 85k	\$60 - 85k	\$30 - 50
Senior Secretary	\$60 - 85k	\$60 - 85k	\$25 - 45	\$25 - 40
Executive Assistant	\$65 - 90k	\$55 - 95k	\$30 - 55	\$30 - 50
Office Manager	\$50 - 80k	\$50 - 80k	\$25 - 50	\$25 - 45
Personal Assistant	\$55 - 80k	\$50 - 75k	\$25 - 40	\$25 - 40
Events Coordinator	\$45 - 65k	\$45 - 65k	\$22 - 35	\$22 - 35
Legal Secretary	\$45 - 65k	\$45 - 65k	\$20 - 40	\$20 - 40
Marketing Assistant	\$45 - 65k	\$45 - 60k	\$25 - 35	\$25 - 35
Team Secretary	\$40 - 60k	\$40 - 60k	\$20 - 30	\$20 - 30
Junior Secretary	\$40 - 55k	\$40 - 55k	\$20 - 30	\$20 - 30
Administration Assistant	\$35 - 45k	\$35 - 50k	\$18 - 25	\$18 - 25
Data Entry Operator	\$35 - 45k	\$35 - 45k	\$18 - 25	\$18 - 25
Receptionist	\$35 - 55k	\$30 - 50k	\$20 - 30	\$20 - 30
Office Junior	\$30 - 40k	\$30 - 40k	\$20 - 25	\$20 - 25

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

SYDNEY

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

The banking & financial services division recruits across a wide range of accounting disciplines offering contract, temporary and permanent recruitment solutions. At the junior end we cover roles at all levels and at the senior end we recruit for all positions requiring accountants at the qualified level and above. In addition to these core business positions we also service specialist finance areas such as fund accounting, performance analysis, product accounting, treasury and business analysis.

Market Overview

In recent years the market saw a significant shortage of qualified accounting professionals. This was driven by a strong domestic economy, low levels of unemployment and a resources boom. The volatility of the financial markets experienced in the second half of 2008 caused a considerable downturn in recruitment, creating a squeeze on both contract and permanent recruitment. This was more prevalent within the international banking sector and local property sector. In most cases, this was a direct result of the sub-prime credit crisis and as a consequence, we saw many organisations reduce headcount and place future projects on hold.

Although the global credit crisis had an effect on the local labour market, we continued to see strong demand for experienced finance professionals within a number of specialisations. The prevailing market meant that organisations were more cautious in their hiring strategies than in previous years, however there remained a strong need for qualified accountants to work on contract assignments during peak periods over financial half year and year end.

The decline of the global economy saw a reduction in permanent recruitment and towards the end of 2008 employers had a higher number of candidates to choose from. Organisations with a true domestic presence

experienced relative stability in comparison to those with international networks which saw a downturn in overall activity.

Some companies favoured temporary and contract staff as pressure on headcount remained constant across the board. The increased demand for these candidates led to gaps in certain areas of the market, particularly for 'Big 4' qualified chartered accountants and management accountants with experience in financial services and strong systems and process improvement skills.

In 2009, we expect to see salaries remain static and contract rates to fall. However, securing top tier candidates will still prove a challenge for organisations that need to differentiate themselves as 'employers of choice', despite the effects of a decline in the domestic and international economies and a downturn in the labour market.

SYDNEY

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER HOUR \$AUS	
	2008	2009	2008	2009
Finance Director	\$160 - 190k	\$160 - 190k	\$900 - 1200 p/d	\$900 - 1200 p/d
Finance Manager	\$145k+	\$145k+	\$75+	\$60 - 70+
Financial Accountant - CA/CPA (6+ yrs' exp)	\$125k+	\$125k+	\$60 - 75	\$55 - 65
Product Accountant/Controller - CA/CPA (6+ yrs' exp)	\$125k+	\$125k+	\$70+	\$60 - 70
Tax Accountant (6+ yrs' exp)	\$125k+	\$125k+	\$60+	\$60 - 65
Financial Controller	\$120 - 160k	\$120 - 160k	\$600 - 800 p/d	\$600 - 800 p/d
Business Analyst - CA/CPA (6+ yrs' exp)	\$120k+	\$120k+	\$65 - 110+	\$60 - 110+
Management Accountant - CA/CPA (6+ yrs' exp)	\$120k+	\$120k+	\$70 - 81	\$60 - 65
Fund Accountant - CA/CPA (6+ yrs' exp)	\$120k+	\$120k+	\$60 - 70	\$55 - 65
Business Analyst - CA/CPA (3 - 5 yrs' exp)	\$85 - 120k	\$85 - 120k	\$55 - 65	\$55 - 65
Financial Accountant - CA/CPA (3 - 5 yrs' exp)	\$80 - 125k	\$80 - 125k	\$55 - 60	\$50 - 60
Management Accountant - CA/CPA (3 - 5 yrs' exp)	\$80 - 120k	\$80 - 120k	\$55 - 66	\$50 - 60
Tax Accountant (3 - 5 yrs' exp)	\$80 - 120k	\$80 - 120k	\$44 - 55	\$50 - 60
Product Accountant/Controller - CA/CPA (3 - 5 yrs' exp)	\$70 - 125k	\$70 - 125k	\$55 - 65	\$50 - 65
Fund Accountant - CA/CPA (3 - 5 yrs' exp)	\$65 - 120k	\$65 - 120k	\$49 - 59	\$45 - 55
Business Analyst - CA/CPA (0 - 2 yrs' exp)	\$55 - 85k	\$55 - 85k	\$30 - 45	\$30 - 40
Financial Accountant - CA/CPA (0 - 2 yrs' exp)	\$55 - 75k	\$55 - 75k	\$32 - 44	\$30 - 35
Tax Accountant (0 - 2 yrs' exp)	\$50 - 80k	\$50 - 80k	\$27 - 35	\$25 - 35
Product Accountant/Controller - CA/CPA (0 - 2 yrs' exp)	\$50 - 75k	\$50 - 75k	\$38 - 44	\$35 - 45
Management Accountant - CA/CPA (0 - 2 yrs' exp)	\$50 - 75k	\$50 - 75k	\$32 - 38	\$30 - 35
Assistant Accountant	\$45 - 65k	\$45 - 65k	\$27 - 36	\$25 - 35
Fund Accountant - CA/CPA (0 - 2 yrs' exp)	\$45 - 65k	\$45 - 65k	\$27 - 35	\$30 - 35
Accounts Clerk	\$45 - 50k	\$45 - 50k	\$20 - 27	\$20 - 25

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

SYDNEY

ACCOUNTING & FINANCE BANKING OPERATIONS

The Sydney banking operations division specialises in placing experienced temporary, contract and permanent operations candidates from equity, fixed income, foreign exchange, derivatives, funds and financial planning backgrounds at all levels across the entire financial services sector.

Market Overview

Although the global credit crisis had an effect on the local labour market throughout 2008, strong demand for experienced operations professionals within a number of product areas remained constant. The prevailing market conditions meant that organisations were more cautious in their hiring strategies than in previous years; however the volatility in markets in turn created a larger volume of work for the infrastructure and operations teams of financial services organisations.

Towards the latter part of 2008, the market unease that hit the global economy began to have an impact on permanent recruitment. However, the market remained strong and there was a continued demand for core skill sets, with banks still having to compete for quality candidates. We saw less activity in institutions with broader international networks whilst the domestic companies and those with true local investment and presence continued to show signs of sustained headcount and hiring.

Financial services organisations had a preference for the hire of temporary and contract solutions over permanent staff towards the end of 2008, as pressure on headcount remained constant across the board. As the demand for these candidates increased, so too did the pressure on various areas of specialisation leading to gaps in the market. This was most prevalent across corporate actions, documentation, management and trade support, specifically within funds and derivatives.

We expect to see a decrease in salary levels during 2009 with fewer opportunities in operations. However, regardless of the slowing market, attracting and securing quality candidates will remain a challenge for employers who will have to make their offers attractive to differentiate themselves from competitors.

SYDNEY

ACCOUNTING & FINANCE BANKING OPERATIONS

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER HOUR \$AUS	
	2008	2009	2008	2009
Head of Operations	\$165k+	\$165k+	\$80+	\$75+
Equities Operations Manager (6+ yrs' exp)	\$130k+	\$130k+	\$55+	\$55+
Fixed Income Operations Manager (6+ yrs' exp)	\$100 - 170k	\$110 - 160k	\$55+	\$55+
FX Operations Manager (6+ yrs' exp)	\$100 - 165k	\$110 - 160k	\$45+	\$45+
Manager Trade Finance	\$100 - 165k	\$100 - 165k	\$45+	\$45+
Corporate Actions Manager (3 - 5 yrs' exp)	\$85 - 120k	\$100 - 140k	\$45 - 65	\$48 - 65
Derivatives Operations Manager (3 - 5 yrs' exp)	\$95 - 145k	\$95 - 145k	\$40 - 70	\$40 - 70
Equities Supervisor (3 - 5 yrs' exp)	\$75 - 100k	\$75 - 100k	\$38 - 48	\$35 - 48
Fixed Income Supervisor (3 - 5 yrs' exp)	\$75 - 100k	\$75 - 100k	\$38 - 45	\$35 - 48
Derivatives Supervisor	\$65 - 100k	\$65 - 100k	\$38 - 49	\$35 - 48
FX Supervisor (3 - 5 yrs' exp)	\$65 - 100k	\$65 - 90k	\$30 - 40	\$30 - 38
Fund Accountant (3 - 5 yrs' exp)	\$65 - 85k	\$65 - 85k	\$30 - 45	\$30 - 40
Senior Derivatives Clerk (3 - 5 yrs' exp)	\$65 - 90k	\$65 - 80k	\$30 - 38	\$28 - 38
Senior Equities Clerk (3 - 5 yrs' exp)	\$65 - 90k	\$60 - 80k	\$30 - 38	\$28 - 38
Senior Fixed Income Clerk (3 - 5 yrs' exp)	\$65 - 90k	\$60 - 80k	\$30 - 38	\$28 - 38
Senior Margin Lending (3 - 5 yrs' exp)	\$65 - 80k	\$60 - 80k	\$27 - 35	\$25 - 32
Fund Administrator - Custody Senior (3 - 5 yrs' exp)	\$66 - 90k	\$60 - 80k	\$25 - 38	\$25 - 32
Client Services Officer (3 - 5 yrs' exp)	\$66 - 88k	\$60 - 80k	\$27 - 41	\$27 - 41
Corporate Actions Clerk (0 - 2 yrs' exp)	\$55 - 70k	\$50 - 70k	\$22 - 35	\$22 - 30
Fund Accountant (0 - 2 yrs' exp)	\$50 - 60k	\$50 - 60k	\$22 - 30	\$22 - 30
Derivatives Documentation Clerk (0 - 2 yrs' exp)	\$50 - 60k	\$45 - 60k	\$22 - 35	\$22 - 30
Equities Clerk (0 - 2 yrs' exp)	\$50 - 60k	\$45 - 60k	\$22 - 32	\$22 - 30
Fixed Income Clerk (0 - 2 yrs' exp)	\$50 - 60k	\$45 - 60k	\$22 - 32	\$22 - 30
FX Clerk (0 - 2 yrs' exp)	\$45 - 60k	\$45 - 60k	\$22 - 27	\$22 - 26
Margin Lending (0 - 2 yrs' exp)	\$46 - 60k	\$40 - 55k	\$20 - 28	\$22 - 26
Junior Settlements Clerk - Degree (0 - 2 yrs' exp)	\$46 - 60k	\$40 - 55k	\$22 - 27	\$22 - 26
Fund Administrator - Custody (0 - 2 yrs' exp)	\$45 - 60k	\$40 - 55k	\$22 - 30	\$22 - 26
Fund Administrator - Fund Management (0 - 2 yrs' exp)	\$50 - 60k	\$40 - 55k	\$22 - 28	\$22 - 28
Fund Client Services (0 - 2 yrs' exp)	\$46 - 60k	\$40 - 55k	\$22 - 29	\$22 - 29
Junior Settlements Clerk - HSC (0 - 2 yrs' exp)	\$38 - 55k	\$35 - 50k	\$22 - 24	\$22 - 25

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

SYDNEY

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

Our Sydney commerce & industry division recruits accounting professionals at all levels into a broad base of industries that sit outside of banking and financial services. Our consultants are industry specialists, offering credibility through their detailed understanding of both the client and candidate markets within their respective fields. Alongside the range of traditional finance based roles, the team also recruits for development, strategy, planning, pricing and broader business management roles. Our clients range in size from large multinationals and non-quoted organisations through to owner managed businesses.

Market Overview Permanent

2008 saw strong demand at all levels for accountants, regardless of industry. Demand peaked in certain niche areas and candidates with prior experience of AIFRS, IFRS and US GAAP were highly sought after. Demand for controller and director level candidates cooled during 2008 which was largely attributed to the trend of creating shared service centres offshore.

2008 saw continued demand for 'vanilla' management and financial accountants with up to two years' post-qualification experience. Regardless of discipline, these candidates continued to command a premium and demand was highest for those with strong communication skills due to the business facing nature of these roles.

Speciality finance areas such as treasury, tax and audit have traditionally attracted a premium in terms of salary and we saw no evidence to suggest this will change over 2009, with audit and treasury currently two of the most candidate scarce disciplines in the Sydney market.

At the part and newly-qualified levels we continued to see organisations being

gazumped as candidates received multiple offers. Those with effective communication and interpersonal skills received offers that were up to 20% higher than the market rate. At this level we saw many firms offering study assistance and over-sized bonuses as a means to differentiate their offers. First movers out of practice have been, and will continue to be, aggressively courted and we saw a dramatic increase from 2007 in the number of businesses now prepared to sponsor overseas candidates seeking permanent employment.

The balance of power shifted away from candidates to some extent, however organisations will still need to act quickly to secure the high calibre professionals absent from the market over recent years.

Contract and Temporary

Overall, 2008 saw the contract recruitment market sustain its growth from previous years despite a clear reduction in activity following the financial markets downturn in the latter half of 2008.

Trends from previous years remained consistent across all industries with the majority of recruitment occurring at the two to four years' post-qualified financial and management accounting level. We also witnessed a renewed focus on the recruitment of business and commercial analysts as leading blue-chips looked to further capitalise on the relative strength of the Australian economy. The global outsourcing trend saw the volume of clerical finance positions decrease further, whilst demand for tax and treasury professionals increased despite a persistent candidate shortage in these areas.

Strong business partnering skills became a prerequisite for most roles and on the candidate side, work-life balance and professional development remained the most common motivators. Whilst multiple offers were still commonplace for candidates,

the contract market saw the problems associated with managing candidates' salary expectations decrease as the influx of qualified professionals from overseas increased competition. Furthermore, the change in on-hire legislation increased candidate pools for shorter-term assignments, making the often hectic year end period run much smoother in 2008.

The knock-on effect of the financial markets downturn caused larger multinationals to manage headcount more tightly. For the first time in over five years the pool of high quality candidates became sufficient to sustain organisations' demands. The prospects for further growth within commercial finance recruitment in 2009 remain uncertain however we do not expect the commercial sector to be impacted to the same extent as financial services.

SYDNEY

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER HOUR \$AUS	
	2008	2009	2008	2009
Group Finance Director	\$250k+	\$250k+	\$80 - 125	\$80 - 125
Chief Financial Officer	\$220k+	\$200k+	\$80 - 125	\$80 - 125
Group Financial Controller - Large Organisation	\$175k+	\$180k+	\$65 - 80	\$65 - 80
Group Financial Controller - Small/Medium Organisation	\$150k+	\$150k+	\$55 - 70	\$55 - 70
Commercial/Planning Manager	\$120 - 200k	\$130 - 200k	\$55 - 65	\$55 - 65
Audit Manager	\$140 - 160k	\$130 - 160k	\$70 - 80	\$65 - 80
Finance Manager (3 - 5 yrs' exp)	\$130 - 150k	\$130 - 160k	\$55 - 65	\$50 - 65
Tax Manager	\$130k+	\$130k+	\$60 - 80	\$60 - 80
Finance Manager (0 - 2 yrs' exp)	\$110 - 130k	\$110 - 140k	\$50 - 60	\$50 - 60
Financial Accountant (3 - 5 yrs' exp)	\$90 - 110k	\$90 - 120k	\$45 - 55	\$45 - 55
Management Accountant (3 - 5 yrs' exp)	\$90 - 110k	\$90 - 120k	\$45 - 55	\$45 - 55
Company/Corporate/Group Accountant	\$80 - 120k	\$80 - 130k	\$45 - 55	\$50 - 60
Payroll Manager	\$80 - 130k	\$80 - 130k	\$40 - 55	\$40 - 55
Treasury Accountant	\$70 - 100k	\$80 - 120k	\$40 - 50	\$45 - 55
Credit Manager	\$75 - 110k	\$75 - 110k	\$35 - 45	\$40 - 55
Pricing Analyst	\$70 - 110k	\$70 - 130k	\$35 - 50	\$40 - 55
Business/Financial/Commercial Analyst (3 - 5 yrs' exp)	\$70 - 100k	\$70 - 120k	\$45 - 55	\$50 - 60
Systems Accountant (0 - 4 yrs' exp)	\$70 - 120k	\$70 - 120k	\$40 - 55	\$40 - 55
Management Accountant (0 - 2 yrs' exp)	\$70 - 90k	\$70 - 90k	\$40 - 45	\$40 - 45
Financial Accountant (0 - 2 yrs' exp)	\$70 - 90k	\$70 - 90k	\$35 - 45	\$40 - 45
Tax Accountant (0 - 4 yrs' exp)	\$60 - 100k	\$60 - 110k	\$40 - 60	\$40 - 60
Auditor (2 - 4 yrs' exp)	\$60 - 95k	\$60 - 100k	\$45 - 60	\$45 - 60
Cost Accountant (0 - 4 yrs' exp)	\$50 - 100k	\$60 - 90k	\$30 - 50	\$35 - 50
Business/Financial/Commercial Analyst (0 - 2 yrs' exp)	\$50 - 70k	\$60 - 90k	\$35 - 45	\$35 - 45
Payroll Officer (3+ yrs' exp)	\$60 - 70k	\$60 - 70k	\$25 - 30	\$25 - 30
Assistant Accountant - CA/CPA (3 - 5 yrs' exp)	\$55 - 70k	\$55 - 70k	\$28 - 35	\$28 - 35
Bookkeeper (0 - 4 yrs' exp)	\$50 - 65k	\$50 - 70k	\$30 - 35	\$30 - 35
Billings Analyst (0 - 4 yrs' exp)	\$50 - 65k	\$50 - 70k	\$22 - 30	\$22 - 30
Accounts Payable/Receivable - Junior (0 - 4 yrs' exp)	\$45 - 65k	\$45 - 65k	\$20 - 25	\$22 - 27
Assistant Accountant - CA/CPA (0 - 2 yrs' exp)	\$45 - 55k	\$45 - 60k	\$23 - 28	\$23 - 28
Credit Controller	\$45 - 60k	\$45 - 60k	\$23 - 27	\$23 - 27
Payroll Officer (0 - 2 yrs' exp)	\$50 - 60k	\$45 - 60k	\$20 - 25	\$22 - 26
Accounts Assistant (0 - 4 yrs' exp)	\$40 - 55k	\$42 - 55k	\$20 - 25	\$22 - 26

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

SYDNEY

ACCOUNTING & FINANCE RISK MANAGEMENT, COMPLIANCE & AUDIT

The Sydney risk management, compliance & audit division recruits across those professions geared towards addressing the regulatory, market and operational risks that affect the capital, performance and reputation of a financial institution. We recruit permanent staff at all levels across credit, market and operational risk, compliance and internal audit.

Market Overview

The global economic environment changed significantly throughout 2008, with the second half of the year seeing a reduction in overall vacancies specifically within the international banking and local property sectors. In most cases this was a direct result of sub-prime, liquidity and credit related issues. There were several local and overseas corporate casualties and the global scene was reflected locally with a number of international banks putting recruitment on hold or cutting headcount.

The effects of the economic downturn saw an easing of the candidate shortage due to an influx of overseas candidates returning from those markets more severely affected. We saw decreased levels of competition for talent and increased competition for roles. Due to continued uncertainty, we expect there to be concern over bonus numbers and a rise in unemployment levels flowing into 2009.

We predict the rising cost of funding and lack of market liquidity will impact upon the banking and property sectors further in 2009. Locally, the market will be affected by consolidation and M&A activity between Westpac and St George, RBS and ABN Amro, CBA and Promina/Suncorp and several other major financial services firms. In addition, we anticipate an increase in regulatory obligations due to past corporate behaviour and corporate collapses.

Risk Management

The size of teams generally grew in line with increasing regulatory demands and the \$90 - 150k salary level was short of candidates. Candidates who were technically sound with strong communication skills to engage the business proved to be the most desirable.

- Credit risk - there was a downturn in recruitment across the board, with a particular slowdown in hiring across the property and home lending sectors and related businesses.
- Market risk - recruitment in this area slowed within the international banks due to funding and credit issues, however in the local banks there was a reasonable level of recruitment. Candidates entering the field came from mathematical, financial markets or regulatory backgrounds and those with CDO/CLO experience were in demand to analyse exposure to sub-prime issues.
- Operational risk - we saw medium levels of recruitment in this area with organisations initially looking to hire internally, however auditors or 'Big 4' accountants were also sought after with local banks and fund managers particularly interested in these candidates.

Compliance

The main candidate shortage within compliance was at the \$90 - 120k salary level (three to seven years' experience). Shortages remain across a number of financial market compliance areas, however demand for control room and corporate structured finance candidates eased. Fund management and private wealth management compliance professionals will continue to be in demand in 2009 and there has been a definite trend of hiring from the regulators ASIC/APRA/ASX, with Austrac being a main target for AML candidates.

Audit

The larger audit teams hired at all levels throughout 2008, due to candidates being headhunted to other audit teams both domestically and abroad. Due to the broad client facing nature of internal audit, we continued to see evidence of these professionals being poached and transferred internally. Candidates with 'Big 4' accounting experience and financial markets exposure were in particular demand at all levels.

SYDNEY

ACCOUNTING & FINANCE RISK MANAGEMENT, COMPLIANCE & AUDIT

ROLE	PERMANENT SALARY PER ANNUM \$AUS	
	2008	2009
Head of Internal Audit - CA/CPA (10+ yrs' exp)	\$200 - 250k	\$220 - 260k
Quantitative Risk (6+ yrs' exp)	\$135 - 145k	\$150 - 170k
Market Risk - Degree (6+ yrs' exp)	\$135 - 145k	\$145 - 160k
Compliance - Degree (6+ yrs' exp)	\$125 - 135k	\$140 - 160k
Operational Risk Manager (6+ yrs' exp)	\$130 - 140k	\$140 - 150k
Internal Audit - CA/CPA (6 - 10 yrs' exp)	\$120 - 140k	\$130 - 160k
Credit Risk Analyst (6+ yrs' exp)	\$120 - 130k	\$120 - 130k
Quantitative Risk (3 - 5 yrs' exp)	\$85 - 130k	\$85 - 130k
Market Risk - Degree (3 - 5 yrs' exp)	\$85 - 130k	\$85 - 120k
Credit Risk Analyst (3 - 5 yrs' exp)	\$75 - 120k	\$75 - 120k
Operational Risk Manager (3 - 5 yrs' exp)	\$75 - 120k	\$75 - 120k
Compliance - Degree (3 - 5 yrs' exp)	\$75 - 120k	\$75 - 120k
Internal Audit - CA/CPA (3 - 5 yrs' exp)	\$75 - 110k	\$75 - 110k
Compliance - Degree (0 - 2 yrs' exp)	\$55 - 75k	\$55 - 80k
Operational Risk Manager (0 - 2 yrs' exp)	\$55 - 75k	\$55 - 80k
Credit Risk Analyst (0 - 2 yrs' exp)	\$55 - 75k	\$55 - 80k
Market Risk - Degree (0 - 2 yrs' exp)	\$55 - 80k	\$55 - 80k
Internal Audit - CA/CPA (0 - 2 yrs' exp)	\$50 - 70k	\$50 - 70k

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

SYDNEY

INFORMATION TECHNOLOGY

Our Sydney information technology recruitment division supplies permanent, contract and temporary staff to organisations with a focus on the banking, finance and telecommunications industries. We recruit a wide range of professionals into operational and strategic positions and work closely with our clients to ensure a full understanding of both their business and recruitment needs.

Market Overview

2008 was an uncertain year for many organisations. It began with strong demand for IT professionals, however activity varied significantly throughout the year between the banking and non-banking sectors.

As the credit crunch worsened, the majority of financial institutions with significant operations overseas froze their hiring activity. Some companies withdrew outstanding offers and others terminated contractors. In many cases, hiring managers experienced frustration - they had outstanding work locally but overseas events forced them to operate under global policies. The situation improved in the latter half of 2008 as many Sydney based operations were given the go ahead to hire IT staff for both essential and major project work. The majority hired contractors, as businesses maintained a risk averse attitude due to unpredictable markets.

Australia's domestic banks were a notable exception in the financial services sector. Core systems upgrades and the likelihood of major mergers meant that domestic banks continued to hire IT professionals in both contract and permanent positions. The skill areas most highly sought after were testing, business analysis and project management. Nervousness in the wider financial sector and the lack of hiring competition from other financial institutions meant that pay rates remained stable, rather than continuing to increase as we have seen in recent years. With

fewer contracts available, contractors were less inclined to demand above market rates.

Other commercial sectors experienced consistent levels of demand for IT professionals but businesses were cautious in their hiring decisions and candidates less bullish in their demands. There was a slight drop in the number of vacancies compared to 2007, however 2007 was an exceptional year. In 2008, demand still outweighed supply across the areas of development, testing, networking and infrastructure, ERP and solutions architecture with salaries and contract rates remaining stable.

Major telecommunications companies continued transformation programmes, maintaining demand for systems focused solution architects, business analysts and project managers. These organisations also increased demand for security professionals particularly at consultant level with several either strengthening existing teams or setting up new security practices in Asia Pacific. Australia is a major source of security talent for the region due to its developed infrastructure and established global business base. As a consequence this was one of the few markets that saw increases in pay rates.

The second half of 2008 saw a sharp increase in skilled Australians returning to Sydney as lucrative contract work overseas came to an end. Many of these contracts were in the financial services sector, which experienced large scale job losses in off-shore markets and we expect this to remain unchanged in 2009.

2009 is likely to be an uncertain year economically, however Sydney remains a skills-short market in IT. Demand will remain strong for those candidates with niche skills such as developers, testers and DBAs, and telecommunications professionals with skills in IPTel, VOIP and security. Contrary to many media reports, it is unlikely that 2009 will see

skilled IT candidates out of work as companies experienced the cost and difficulties in hiring skilled employees over the last few years and are reluctant to let them go again.

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER HOUR \$AUS	
	2008	2009	2008	2009
Executive				
Chief Information Officer/Chief Technology Officer	\$200 - 400k	\$200 - 400k	\$125 - 225	\$125 - 225
Project Management				
Programme Manager	\$155 - 220k	\$150 - 220k	\$115 - 150	\$110 - 150
Project Manager (5+ yrs' exp)	\$130 - 155k	\$125 - 155k	\$80 - 115	\$75 - 115
Project Manager (1 - 4 yrs' exp)	\$90 - 130k	\$90 - 125k	\$60 - 80	\$60 - 75
Project Coordinator	\$65 - 110k	\$60 - 100k	\$40 - 70	\$40 - 70
Business Analysis				
Business Analyst (4+ yrs' exp)	\$100 - 135k	\$100 - 135k	\$75 - 100	\$70 - 100
Technical Writer	\$65 - 100k	\$65 - 100k	\$50 - 80	\$45 - 80
Business Analyst (1 - 4 yrs' exp)	\$65 - 100k	\$60 - 100k	\$50 - 75	\$45 - 70
Network/Infrastructure				
Manager - Infrastructure	\$120 - 160k	\$110 - 160k	\$75 - 115	\$70 - 115
Database Administrator (6+ yrs' exp)	\$110 - 150k	\$100 - 150k	\$65 - 110	\$65 - 105
Network Engineer - CCIE	\$100 - 150k	\$100 - 150k	\$80 - 115	\$75 - 110
Systems Administrator - Unix, Windows (3 - 6 yrs' exp)	\$90 - 140k	\$80 - 140k	\$60 - 110	\$60 - 105
Database Administrator (2 - 5 yrs' exp)	\$75 - 125k	\$65 - 110k	\$40 - 65	\$40 - 65
Network Engineer - CCNP	\$75 - 100k	\$70 - 100k	\$45 - 80	\$45 - 75
Systems Administrator - Unix, Windows (1 - 3 yrs' exp)	\$55 - 90k	\$55 - 90k	\$40 - 60	\$40 - 60
Network Engineer - CCNA	\$55 - 75k	\$50 - 70k	\$30 - 45	\$30 - 45
Testing				
Test Manager	\$115 - 150k	\$105 - 150k	\$80 - 110	\$75 - 105
Senior Tester	\$85 - 115k	\$85 - 115k	\$55 - 90	\$55 - 90
Tester	\$60 - 85k	\$55 - 85k	\$35 - 55	\$35 - 55

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

SYDNEY

INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER HOUR \$AUS	
	2008	2009	2008	2009
Development				
Solution/Technical Architect	\$135 - 200k	\$130 - 190k	\$80 - 120	\$80 - 120
Development Manager	\$130 - 180k	\$110 - 175k	\$70 - 110	\$70 - 110
Senior Analyst Programmer (Java, J2EE, .NET, C++)	\$95 - 135k	\$90 - 135k	\$70 - 110	\$65 - 105
Analyst Programmer (Java, J2EE, .NET, C++)	\$65 - 95k	\$60 - 90k	\$40 - 70	\$40 - 65
Web Developer (html, php, javascript)	\$55 - 95k	\$55 - 90k	\$35 - 60	\$35 - 60
ERP				
ERP Consultant Functional	\$90 - 160k	\$90 - 165k	\$80 - 125	\$80 - 125
ERP Consultant Technical	\$80 - 130k	\$75 - 130k	\$60 - 100	\$55 - 100
Support				
3rd Level Support/Application Support	\$75 - 100k	\$70 - 100k	\$32 - 62	\$32 - 60
2nd Level Support	\$55 - 75k	\$55 - 70k	\$27 - 32	\$27 - 32
1st Level Support	\$40 - 55k	\$40 - 55k	\$20 - 27	\$20 - 27
IT Graduate (Newly Qualified)	\$40 - 55k	\$40 - 55k	\$20 - 27	\$20 - 27
NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.				

SYDNEY

LEGAL

Our Sydney legal division recruits legal professionals at all levels. Our client base includes top-tier, mid-tier and boutique law firms, financial services organisations and blue-chip commercial organisations.

Market Overview

2008 started in a similar way to 2007, with a buoyant market for Sydney legal professionals. Demand continued both in-house and within private practice firms across key areas including banking and finance and corporate and construction law. Mid-year gradually saw a shift in requirements in line with the changing market conditions. Vacancies within the financial services sector decreased, whilst in private practice the areas in most demand were commercial litigation, insolvency, employment and insurance; however the number of opportunities declined towards the end of 2008. Notwithstanding a slowing economy, demand for high calibre candidates was still evident and salaries continued to rise.

We expect a slower start to 2009, with headcount sign-off taking longer to be approved. We will continue to see the shift from a candidate short market to one where there is greater competition for each available opportunity, exacerbated by lawyers returning from abroad. Whilst the market has slowed, private practice is anticipated to continue recruiting, especially across litigation and salaries are expected to remain competitive within this market.

Private Practice

Within private practice the first half of 2008 saw demand for two to five years' PQE lawyers and senior associates across a broad range of disciplines. Experienced lawyers were actively pursuing work abroad, with Dubai and the Middle East being destinations of choice.

The second half of the year saw demand shift towards more experienced lawyers with four to six years' PQE, along with the continued need

for senior associates. With the change in the economic climate, firms sought lawyers who required less training and had local market experience. The areas most notably recruiting throughout 2008 were commercial litigation, insolvency and insurance litigation.

Financial Services

The financial services sector had a positive start to 2008 with demand for in-house lawyers evident across the domestic and international investment banks. As the year progressed there was caution in hiring, particularly in the second half of the year as a result of the slowing global economy. The downturn saw hiring freezes imposed across some organisations, leading to an increase in available candidates. This was further impacted by the increasing number of experienced lawyers returning from overseas.

SYDNEY

LEGAL PRIVATE PRACTICE

ROLE	PERMANENT SALARY PER ANNUM \$AUS	
	2008	2009
Top-Tier Firms		
Special Counsel	\$160k+	\$180k+
5 - 10 yrs' PQE	\$125 - 240k	\$130 - 240k
5 yrs' PQE	\$110 - 160k	\$120 - 160k
4 yrs' PQE	\$90 - 135k	\$100 - 145k
3 yrs' PQE	\$80 - 120k	\$85 - 120k
2 yrs' PQE	\$75 - 95k	\$80 - 95k
1 yr PQE	\$70 - 82k	\$70 - 90k
Mid-Tier Firms		
Special Counsel	\$145k+	\$160k+
5 - 10yrs' PQE	\$105 - 160k+	\$110 - 160k+
5 yrs' PQE	\$90 - 140k	\$100 - 140k
4 yrs' PQE	\$80 - 130k	\$85 - 135k
3 yrs' PQE	\$70 - 115k	\$80 - 115k
2 yrs' PQE	\$60 - 85k	\$70 - 90k
1 yr PQE	\$50 - 80k	\$65 - 85k
Small Firms		
5 - 10yrs' PQE	\$95k+	\$100k+
5 yrs' PQE	\$80 - 120k	\$80 - 125k
4 yrs' PQE	\$75 - 115k	\$75 - 115k
3 yrs' PQE	\$65 - 105k	\$70 - 105k
2 yrs' PQE	\$55 - 82k	\$60 - 85k
1 yr PQE	\$50 - 75k	\$55 - 80k

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

SYDNEY

LEGAL FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM \$AUS	
	2008	2009
Investment Banking		
10+ yrs' PQE	\$180k+	\$200k+
5 - 10 yrs' PQE	\$140 - 220k	\$150 - 220k
2 - 5 yrs' PQE	\$90 - 150k	\$95 - 160k
0 - 2 yrs' PQE	\$75 - 100k	\$80 - 110k
Funds Management		
10+ yrs' PQE	\$160k+	\$170k+
5 - 10 yrs' PQE	\$135 - 220k	\$140 - 220k
2 - 5 yrs' PQE	\$90 - 150k	\$100 - 150k
0 - 2 yrs' PQE	\$65 - 90k	\$65 - 100k
Retail Banking		
10+ yrs' PQE	\$150k+	\$160k+
5 - 10 yrs' PQE	\$120 - 200k	\$130 - 210k
2 - 5 yrs' PQE	\$85 - 140k	\$90 - 150k
0 - 2 yrs' PQE	\$60 - 92k	\$65 - 95k
Insurance		
10+ yrs' PQE	\$130k+	\$135k+
5 - 10 yrs' PQE	\$115 - 185k	\$120 - 190k
2 - 5 yrs' PQE	\$72 - 135k	\$75 - 140k
0 - 2 yrs' PQE	\$60 - 85k	\$60 - 90k

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

SYDNEY

SALES, MARKETING & COMMUNICATIONS

Our specialist sales, marketing & communications division in Sydney places professionals across a range of vertical markets including IT&T, banking and financial services, FMCG, media, entertainment and professional services. Our recruitment expertise covers all aspects of sales from business development to account and relationship management through to sales director level, along with every aspect of the marketing mix from marketing coordinator up to marketing director level.

Market Overview

At the outset of 2008, demand for sales and marketing professionals equalled the high levels of 2007. Due to a combination of world and local events, demand slowed in the second half of 2008 although the slowdown was not as pronounced as in other professions, with particular skill sets in the sales area still in short supply.

We continued to see growing demand for new business development managers and key account managers as the market tightened. Given market conditions, the ability to generate new revenue streams and solidify existing relationships became more important to many organisations.

Changes in certain industries brought about by technology helped drive demand for certain skills. This was particularly apparent in the telecommunications space, as the lines between telecommunications and media continued to blur and digital teams grew due to increased demand for projects such as content management and search engine optimisation. In financial services a number of mergers and acquisitions led to an increase in PR, media relations and communications roles whilst organisations across media, publishing and FMCG were increasingly willing to look outside of these industries for personnel to provide alternative expertise and add value to their businesses.

Candidates' decision making processes are now being driven by a different set of influencing factors. In 2007 and early 2008, we saw candidates evaluate potential employers on culture, work-life balance and competitive salaries. In the latter half of 2008, candidates shifted their emphasis to job security, company stability and a prescribed career path.

In 2009, the continued uncertainty in the market will mean that revenue generating roles will become increasingly lucrative. Companies with superior sales talent look set to prosper and with financial and budgetary constraints in place, marketers with a proven track record in maximising their marketing dollar and showing a strong return on investment will be in demand.

SYDNEY

SALES, MARKETING & COMMUNICATIONS

ROLE	PERMANENT SALARY PER ANNUM \$AUS	
	2008	2009
Sales Director	\$150 - 250k	\$150 - 250k
Sales & Marketing Director	\$150 - 250k	\$150 - 250k
Marketing Director	\$150 - 220k	\$150 - 220k
Marketing Manager (4 - 5 yrs' exp)	\$120 - 170k	\$120 - 170k
Sales Manager	\$100 - 150k	\$110 - 170k
Public Relations Manager	\$110 - 140k	\$110 - 150k
State Sales Manager	\$100 - 140k	\$110 - 150k
Corporate Affairs Manager	\$100 - 140k	\$100 - 140k
Marketing Manager (2 - 3 yrs' exp)	\$100 - 130k	\$100 - 130k
Segment Manager	\$90 - 150k	\$90 - 150k
Account Director	\$90 - 140k	\$90 - 140k
Media Relations Manager	\$90 - 130k	\$90 - 140k
Direct Marketing Manager	\$90 - 130k	\$90 - 130k
Marketing Communications Manager (4 - 5 yrs' exp)	\$90 - 130k	\$90 - 130k
Campaign Manager	\$90 - 120k	\$90 - 120k
Channel Manager	\$85 - 140k	\$85 - 140k
Trade Marketing Manager	\$85 - 130k	\$85 - 130k
Account Manager (4 - 5 yrs' exp)	\$85 - 120k	\$85 - 120k
Business Development Manager	\$70 - 125k	\$80 - 140k
National Retail Manager	\$75 - 100k	\$80 - 110k
Brand Manager (2 - 3 yrs' exp)	\$75 - 100k	\$75 - 100k
Product Manager	\$65 - 90k	\$75 - 100k
Sponsorship & Events Manager	\$70 - 100k	\$70 - 100k
Marketing Communications Manager (2 - 3 yrs' exp)	\$60 - 80k	\$70 - 90k
Sales Executive	\$65 - 100k	\$65 - 105k
Account Manager (2 - 3 yrs' exp)	\$65 - 95k	\$65 - 95k
Market Researcher	\$60 - 90k	\$60 - 90k
Assistant Product/Brand Manager	\$60 - 85k	\$60 - 85k
Market Analyst	\$60 - 85k	\$60 - 85k
Marketing Executive (2+ yrs' exp)	\$55 - 75k	\$55 - 75k
Communications Executive	\$55 - 75k	\$55 - 75k
Marketing Assistant/Coordinator	\$45 - 60k	\$45 - 60k

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

SYDNEY

SECRETARIAL & BUSINESS SUPPORT

Our secretarial & business support recruitment division specialises in the provision of quality temporary, contract and permanent staff to a variety of organisations across a wide range of industries. The team comprises high calibre consultants with strong recruitment and industry experience and prides itself on delivering a true consulting model which provides effective solutions to staffing needs.

Market Overview

During the first half of 2008 there was a consistent level of recruitment activity across all of our key market disciplines including FMCG, engineering, construction, education, management consulting, insurance and superannuation. Due to the slowing economy, the second half of 2008 saw businesses increasingly reluctant to add headcount and the volume of vacancies slowed. As expected, the largest fall in recruitment was in the banking and finance sectors, with the slowdown in the commercial sector less prominent.

Candidates' salary and contract rate expectations increased significantly in the first half of 2008 due to a shortage of skilled support staff. Organisations had to be competitive in the market to secure top candidates, not only through offering higher pay but also by offering career development opportunities and promoting other benefits such as work-life balance. In the latter half of the year as a result of market changes, an increase in available candidates and a reduction in temporary, contract and permanent roles led to more realistic salary expectations. Interview processes lengthened due to the increased number of candidates available, however those organisations that worked to condense the process and provide timely feedback to consultants ensured they did not lose candidates to competitors.

In 2009 we predict that organisations will monitor resourcing levels more closely to ensure existing staff are effectively utilised. In addition, we anticipate that internal recruitment teams will attempt to recruit for their vacancies prior to engaging third party recruiters, except in cases where specific skill sets are required or contract roles need filling. We also expect an increase in the utilisation of contract staff due to the increased need for flexibility during uncertain times.

SYDNEY

SECRETARIAL & BUSINESS SUPPORT

ROLE	PERMANENT SALARY PER ANNUM \$AUS		CONTRACT RATE PER HOUR \$AUS	
	2008	2009	2008	2009
	Executive Assistant	\$65 - 90k	\$65 - 95k	\$28 - 35
Legal Secretary	\$60 - 70k	\$60 - 75k	\$29 - 33	\$28 - 32
Personal Assistant	\$55 - 70k	\$60 - 70k	\$26 - 31	\$26 - 32
Office Manager	\$50 - 80k	\$55 - 85k	\$29 - 37	\$30 - 35
Senior Secretary	\$50 - 60k	\$55 - 70k	\$26 - 30	\$28 - 32
Desk Assistant	\$50 - 60k	\$55 - 70k	\$26 - 29	\$27 - 30
Research Assistant	\$50 - 55k	\$55 - 65k	\$26 - 30	\$28 - 30
Events Coordinator	\$50 - 65k	\$50 - 70k	\$25 - 29	\$25 - 30
Marketing Assistant	\$50 - 55k	\$50 - 60k	\$25 - 29	\$26 - 30
Team Secretary	\$50 - 55k	\$50 - 60k	\$24 - 28	\$25 - 30
WP Operator	\$45 - 55k	\$50 - 60k	\$23 - 26	\$26 - 28
Administration Assistant	\$45 - 55k	\$48 - 55k	\$22 - 28	\$22 - 26
Junior Secretary	\$43 - 50k	\$45 - 52k	\$22 - 24	\$22 - 26
Receptionist	\$40 - 55k	\$44 - 55k	\$19 - 23	\$20 - 23
Switchboard Operator	\$40 - 50k	\$42 - 50k	\$21 - 23	\$21 - 23
Data Entry Operator	\$38 - 43k	\$38 - 42k	\$19 - 22	\$19 - 22
Office Junior	\$30 - 35k	\$32 - 40k	\$19 - 21	\$19 - 21

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

SYDNEY

SUPPLY CHAIN & PROCUREMENT

Our Sydney supply chain & procurement division secures career opportunities for professionals across a broad range of industries. Operating within both the financial services and broader commercial sectors, we work with large blue-chip organisations through to SMEs. Our capabilities enable us to place candidates in roles at analyst level through to senior level directors.

Market Overview

In 2008 the importance of the procurement function in organisations increased markedly, with the number of dedicated divisions growing significantly as companies sought to realise cost efficiencies. The surge in demand for professionals with this specialist skill set, combined with the growth in existing supply chain and procurement divisions, brought about a competitive environment where candidates found themselves holding significant power in the market.

Many candidates were attracted to financial services organisations with the key draw factors being brand, seniority of the role and remuneration - particularly for analysts, procurement managers, commercial managers and strategic sourcing professionals. Other sectors that continued to grow their procurement functions included manufacturing, FMCG, telecommunications and IT. Employers increasingly focused on implementing attraction and retention strategies as the competition for candidates intensified.

In the Sydney market there has been a steady increase in the number of greenfield operations, where businesses set up dedicated procurement and/or supply chain functions for the first time. Those operations created at the start of 2008 grew exponentially.

The rise in demand for supply chain and procurement professionals created some real

salary spikes throughout 2008 and resulted in substantial movement within the industry for the first three quarters of the year. Activity slowed in the latter part of the year due to a lack of confidence in the economy and as a result we saw salaries begin to correct. Despite the slowdown, we do not foresee the demand for qualified supply chain and procurement candidates to fall significantly in 2009.

SYDNEY

SUPPLY CHAIN & PROCUREMENT

ROLE	PERMANENT SALARY PER ANNUM \$AUS	
	2008	2009
Supply Chain/Logistics		
Operations Director	\$150 - 300k	\$150 - 300k
Operations Manager	\$130 - 180k	\$130 - 190k
Supply Chain Manager	\$110 - 140k	\$110 - 150k
Distribution Manager	\$80 - 110k	\$80 - 115k
Supply Chain Analyst	\$90 - 110k	\$80 - 100k
Contract Manager	\$75 - 90k	\$75 - 100k
Transport Manager	\$80 - 90k	\$70 - 95k
Fleet Manager	\$70 - 90k	\$70 - 90k
Warehouse Manager	\$65 - 90k	\$60 - 100k
Supply Chain Coordinator	\$60 - 90k	\$60 - 90k
Inventory Analyst	\$60 - 90k	\$60 - 90k
Import/Export Clerk	\$45 - 60k	\$50 - 65k
Dispatch Administrator	\$45 - 55k	\$45 - 60k
Procurement		
Procurement Director	\$200k+	\$200k+
Strategic Sourcing Manager	\$120 - 180k	\$120 - 175k
Category Manager	\$80 - 120k	\$90 - 120k
Procurement Specialist	\$90 - 120k	\$80 - 120k
Purchasing Manager	\$80 - 120k	\$75 - 120k
Purchasing Analyst	\$70 - 85k	\$75 - 90k
Purchasing Officer	\$55 - 70k	\$55 - 85k

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