

# Human Resources

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**Information you can trust.**

Michael Page International

**Salary & Employment Forecast**

# Human Resources

Strong business growth over the last 12 months is fuelling rising demand for human resource professionals. As more companies increase their headcount, the demand for skilled professionals is rising to help support recruitment activity and manage internal talent retention.

We are seeing the highest demand for senior human resources professionals with skills in change management and organisational management, training and development, and business partnering. These professionals are required to manage team restructures as employers expand their revenue generating capacities and encourage team productivity in an improving market. There is also a demand

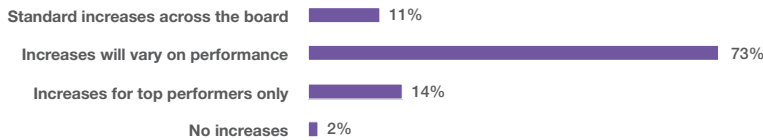
for Human Resource Officers/Coordinators, OH&S Consultants and Internal Recruitment roles at the junior to mid-level. These professionals are required to coordinate talent management programs and develop internal staff, as talent retention becomes a major focus for employers.

As more companies look to rebuild their human resources functions, employers will be increasing salaries in an effort to attract and retain highly skilled professionals. Average salary increases of 3–4% can be expected in an effort to retain staff, with counter offers also becoming more common. To attract professionals with skills in highest demand,

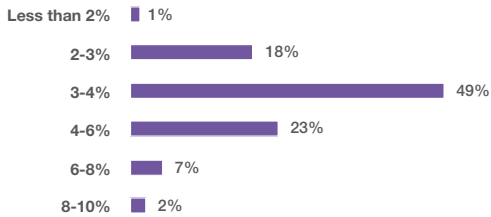
including organisational development, training and development and business partnering, increases of up to 10% will be offered.

If companies continue to recruit heavily over the next 12 months, they will need to expand their human resources capabilities in order to manage the hiring process. This will drive demand for professionals in areas such as internal recruitment. As the demand for specialist skill sets increases, retention will continue to be a key focus for employers. Professionals with skills in areas such as learning and development will be increasingly required to help establish programs to retain top performers.

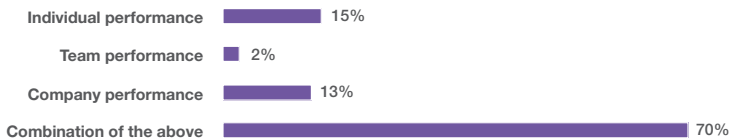
## Salary increases over the next 12 months



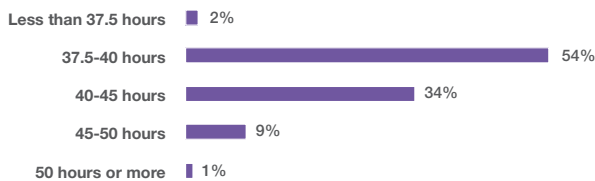
## Average percentage salary increases



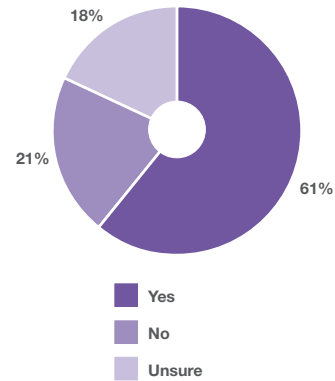
## Basis for bonuses over the next 12 months



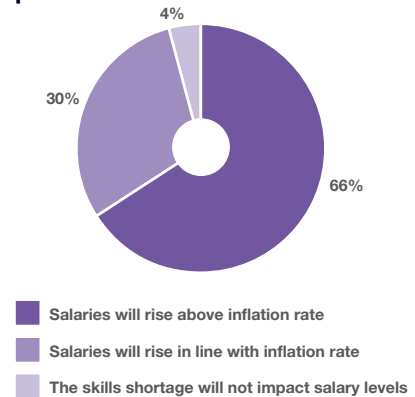
## Average weekly working hours



## Professional skills shortage in the next 12 months



## Skills shortage placing upwards pressure on salaries



# Human Resources

State	NSW				VIC			
	1-2 Years		3+ Years		1-2 Years		3+ Years	
Experience	Size of Company		Size of Company		Size of Company		Size of Company	
	Sml/Med	Large	Sml/Med	Large	Sml/Med	Large	Sml/Med	Large
Salary	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
HR Graduate	40-50	45-60	N/A	N/A	40-50	45-60	N/A	N/A
HR Coordinator/HR Admin/L&D Coordinator	50-60	50-60	55-65	60-70	40-55	45-60	55-65	60-70
HR Advisor	65-75	65-80	70-90	75-95	60-75	65-80	70-90	75-95
Trainer/Facilitator	60-75	60-80	70-80	75-90	60-75	60-80	70-80	75-90
L&D Consultant	65-80	75-85	75-90	80-100	60-80	75-85	70-85	75-100
L&D Instructional Designer	70-85	80-110	80-110	90-120	70-85	80-110	80-110	100-150
L&D Manager	80-105	95-125	100-140	125-180	80-105	95-125	100-140	125-200
Remuneration & Benefits Advisor/Consultant	70-90	80-100	80-100	100-150	75-90	85-95	80-100	100-150
Remunerations & Benefits Manager	95-115	120-165	125-165	155+	95-115	120-165	140-185	155+
HR Payroll	55-65	60-70	65-75	70-90	50-60	55-65	55-70	70-90
HR Payroll Manager	70-90	75-100	85-120	120-140	70-90	75-100	85-120	120-140
ER/IR Advisor	75-85	75-90	80-95	80-100	65-75	75-85	70-85	75-100
ER/IR Manager	85-110	90-125	110-140	125-180	70-95	85-110	100-140	130-240
HRIS Specialist	70-90	75-95	80-120	100-150	70-90	75-95	80-120	100-150
Internal Recruitment	55-65	65-80	70-85	70-120	50-60	55-70	70-85	70-120
Internal Recruitment Manager	85-100	95-115	100-135	120-250	85-100	95-115	100-135	120-250
OH&S Consultant	65-75	70-90	75-100	80-110	65-75	65-90	75-100	80-110
OH&S Manager	90-115	100-125	110-135	115-185	90-115	100-125	110-135	105-185
HR Consultant/Business Partner	75-85	85-110	80-100	90-130	65-85	85-110	75-100	90-130
HR Manager	90-125	95-135	90-130	110-160	90-125	100-135	115-155	125-195
HR Director	135-180	150-255	150-250	250+	135-225	185-255	150-250	250+

State	QLD				WA			
	1-2 Years		3+ Years		1-2 Years		3+ Years	
Experience	Size of Company		Size of Company		Size of Company		Size of Company	
	Sml/Med	Large	Sml/Med	Large	Sml/Med	Large	Sml/Med	Large
Salary	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
HR Graduate	40-50	45-60	N/A	N/A	45-55	40-60	N/A	N/A
HR Coordinator/HR Admin/L&D Coordinator	40-55	45-60	55-65	60-70	50-60	55-70	52-62	57-67
HR Advisor	60-75	65-80	70-90	75-95	65-75	60-90	70-100	75-120
Trainer/Facilitator	60-75	60-80	70-80	75-90	55-85	65-90	70-95	75-107
L&D Consultant	60-80	75-85	70-85	75-100	65-85	70-95	75-100	80-115
L&D Instructional Designer	70-85	80-110	80-110	100-150	65-90	75-95	80-105	95-155
L&D Manager	80-105	95-125	100-140	125-200	85-100	105-130	105-147	136-210
Remuneration & Benefits Advisor/Consultant	75-90	85-95	80-100	100-150	65-85	85-95	80-125	90-140
Remunerations & Benefits Manager	95-115	120-165	140-185	155+	95-125	125-180	140-185	160+
HR Payroll	50-60	55-65	55-70	70-90	50-70	55-75	60-85	60-90
HR Payroll Manager	70-90	75-100	85-120	120-140	70-95	75-110	85-130	120-150
ER/IR Advisor	65-75	75-85	70-85	75-100	65-75	75-85	70-85	75-100
ER/IR Manager	70-95	85-110	100-140	130-240	75-110	85-125	100-150	140-250+
HRIS Specialist	70-90	75-95	80-120	100-150	70-90	75-95	80-120	100-150
Internal Recruitment	50-60	55-70	70-85	70-120	50-60	55-70	70-85	70-120
Internal Recruitment Manager	85-100	95-115	100-135	120-250	85-100	95-115	100-135	120-250
OH&S Consultant	65-75	65-90	75-100	80-110	65-75	65-90	75-100	80-110
OH&S Manager	90-115	100-125	110-125	105-185	90-115	100-125	110-135	105-185
HR Consultant/Business Partner	65-85	85-110	75-100	90-130	70-95	85-120	80-115	95-145
HR Manager	90-124	103-134	113-155	124-170	90-124	105-140	115-165	125-180
HR Director	135-225	185-255	150-250	250+	140-225	185-255	150-250	250+

Please note:

1. Salaries indicated are based on annual basic salary, excluding bonus/incentive schemes. 2. Small to medium companies are defined as having a turnover of less than \$100 million. Large companies are defined as having a turnover of more than \$100 million. 3. Market rates are becoming much less uniform. While we have taken great care, these salary ranges can only be approximate guides, as there are often specific circumstances relating to individual companies. Please call us for additional information. 4. Roles marked N/A in this report are not commonly found in the area specified.