

Retail

Opinions you can count on.
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Retail

The retail market has strengthened over the course of last year and retail professionals are benefiting from high levels of hiring activity. This positive jobs growth will continue as business activity increases in the retail sector, in line with growing consumer confidence.

There is strong demand for professionals with product development and merchandise planning skills to improve sourcing practices and implement stock management strategies. The focus on management and distribution of products to the market is a reflection of rising competition in the retail sector.

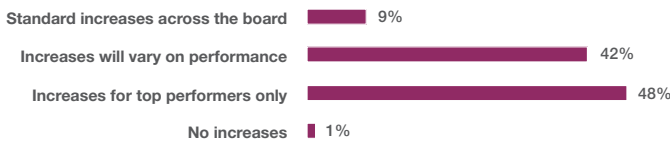
With the requirement for skilled retail professionals exceeding supply, employers

will be increasing salaries to attract and retain top talent. Average salary increases of 3–4% can be expected in an effort to retain staff. To attract retail professionals with skills in most demand, such as merchandise planning, higher increases of 5–10% will be awarded.

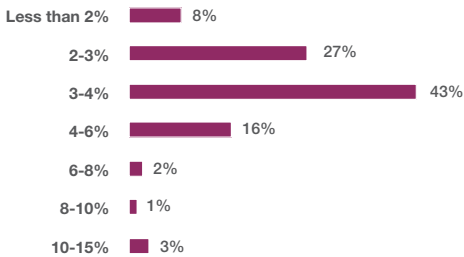
Some 64% of employers in the retail sector will be awarding bonuses in the next 12 months as a retention strategy for top performers. The vast majority (73%) of bonuses will be awarded based on a combination of individual, team and company performance. Only 9% of bonus payments will be made solely on the basis of individual performance.

Over the next 12 months, we anticipate hiring activity to increase at a steady pace across the retail sector as consumer confidence in the market rises. Skills that will be most sought after include planning and buying, as companies aim to control the costs of product distribution. As the requirement for consumer products and services increases, there will be a growing demand for Multi-Site Managers with the ability to lead staff toward increased team productivity. We will also see employers in Australia recruiting Merchandise Planners from overseas markets because of skills shortages locally.

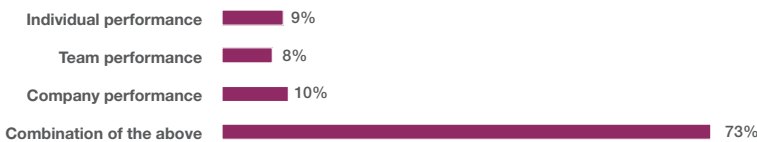
Salary increases over the next 12 months



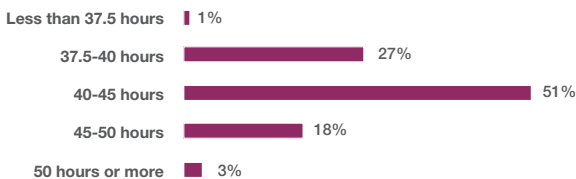
Average percentage salary increases



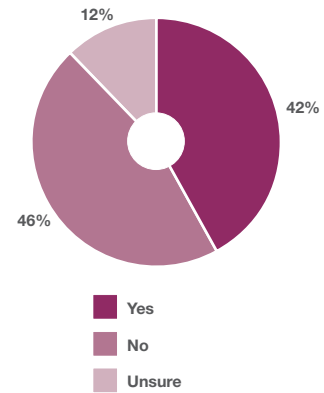
Basis for bonuses over the next 12 months



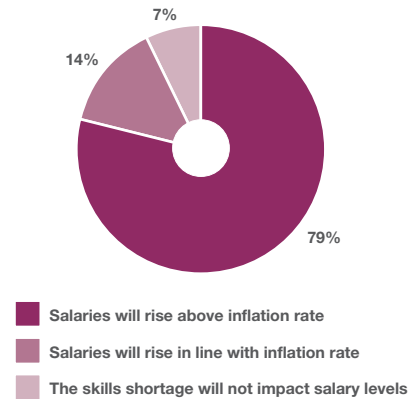
Average weekly working hours



Professional skills shortage in the next 12 months



Skills shortage placing upwards pressure on salaries



Retail

GENERAL MANAGER

State	ALL
Salary	\$'000
Planning - All sectors	250–295
Buying - Food	280–320
Buying - Apparel	250–500
Buying - Non Food	270–350
Operations - Food	250–500
Operations - Apparel	250–350
Operations - Non Food	250–475

RETAIL OPERATIONS

State	NSW	VIC	QLD
Salary	\$'000	\$'000	\$'000
FOOD SERVICES			
Store Manager < \$1 million annual sales	42–50	42–45	32–50
Store Manager \$1–2.5 million annual sales	45–58	45–48	45–53
Store Manager \$2.5–5 million annual sales	58–68	47–65	53–63
Store Manager \$5–10 million annual sales	68–84	65–75	63–74
Store Manager > \$10 million annual sales	74–116	73–105	68–105
Multi-Site Manager < 9 stores	58–79	55–68	53–63
Multi-Site Manager > 9 stores	75–105	75–112	68–95
State Manager < 20 stores	116–152	115–145	105–137
State Manager > 20 stores	142–200	140–195	131–184
National Management < 80 stores	120–150	110–165	120–145
National Management > 80 stores	140–200	155–250	140–190
IT&T			
Store Manager < \$1 million annual sales	50–60	50–60	50–60
Store Manager \$1–2.5 million annual sales	50–58	50–58	50–55
Store Manager \$2.5–5 million annual sales	58–68	55–68	53–63
Store Manager \$5–10 million annual sales	68–84	67–80	63–74
Store Manager > \$10 million annual sales	90–135	90–130	85–125
Multi-Site Manager < 9 stores	70–110	65–100	65–90
Multi-Site Manager > 9 stores	90–125	90–120	85–115
State Manager < 20 stores	121–158	120–150	110–142
State Manager > 20 stores	150–205	150–195	137–189
National Manager < 80 stores	137–168	135–165	126–158
National Manager > 80 stores	158–263	152–250	147–242
ELECTRICAL, FURNITURE, HOMEWARES, NON FOOD			
Store Manager < \$1 million annual sales	42–50	42–50	42–50
Store Manager \$1–2.5 million annual sales	50–60	44–60	40–60
Store Manager \$2.5–5 million annual sales	58–80	55–80	53–80
Store Manager \$5–10 million annual sales	68–95	64–90	63–85
Store Manager > \$10 million annual sales	90–130	90–125	90–125
Multi-Site Manager < 9 stores	65–85	65–85	60–80
Multi-Site Manager > 9 stores	85–115	80–115	75–110
State Manager < 20 stores	116–175	110–160	105–154
State Manager > 20 stores	142–200	145–190	131–184
National Manager < 80 stores	150–204	150–200	135–180
National Manager > 80 stores	158–263	150–250	147–242

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.

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RETAIL OPERATIONS

State	NSW	VIC	QLD
Salary	\$'000	\$'000	\$'000
FRANCHISE-FOOD AND NON FOOD			
Franchise Area Manager	70-105	62-110	60-95
National Franchise Manager	142-210	120-200	131-184
Franchise Business Consultant	60-75	58-70	58-68
FASHION			
Store Manager < \$1 million annual sales	40-45	40-45	37-45
Store Manager \$1-2.5 million annual sales	45-55	45-55	40-47
Store Manager \$2.5-5 million annual sales	50-60	50-60	48-55
Store Manager \$5-10 million annual sales	55-70	55-70	55-65
Store Manager > \$10 million annual sales	60-90	60-90	60-80
Multi Site Manager < 9 stores	60-85	60-85	60-85
Multi Site Manager > 9 stores	70-90	70-90	70-90
State Manager < 20 stores	80-120	80-120	80-120
State Manager > 20 stores	100-150	100-150	100-130
National Manager < 80 stores	100-150	100-150	90-140
National Manager > 80 stores	140-210	140-210	120-180
FOOD MULTIPLES			
Store Manager < \$35 million annual sales	53-110	53-110	53-95
Store Manager > \$35 million annual sales	110-145	110-145	100-137
Regional Manager < 15 stores	105-230	105-230	100-220
Regional Manager > 15 stores	158-287	158-264	140-230
State General Manager < 80 stores	175-263	160-255	160-255
State General Manager > 80 stores	265+	265+	240+

BUYING & MERCHANDISING

State	NSW	VIC
Salary	\$'000	\$'000
FASHION, ACCESSORIES & HOMEWARES		
Buying Assistant	45-55	46-56
Assistant Buyer	55-68	56-68
Junior Buyer	70-85	72-87
Buyer	80-100	85-110
Senior Buyer	115-155	115-150
Buying Manager	160-230	160-220
General Manager	220-350	220-350
Allocation Analyst	45-60	50-65
Merchandise Planning Assistant	50-60	55-68
Assistant Merchandise Planner	65-75	68-78
Merchandise Planner	80-100	85-112
Senior Merchandise Planner	110-120	115-125
Merchandise Planning Manager	120-160	123-165
Assistant Designer	40-55	42-48
Designer	65-80	57-80
Senior Designer	90-120	78-95
Head of Design	140-160	90-115
Product Coordinator	45-55	46-56
Product Developer	60-80	58-68
Senior Product Developer	90-120	77-95
Product Development Manager	140-160	105-130

Please note:

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BUYING & MERCHANDISING

State	NSW	VIC
Salary	\$'000	\$'000
FOOD MULTIPLES		
Assistant Buyer	55–65	58–70
Buyer	70–90	75–100
Senior Buyer	100–160	110–150
Merchandise Manager	140–165	150–165
Assistant Replenishment Planner	50–60	55–65
Replenishment Planner	75–90	78–95
Senior Replenishment Planner	100–120	105–125
Assistant Space Planner	50–60	55–65
Space Planner	75–90	75–95
Senior Space Planner	100–120	100–125
GENERAL MERCHANDISE		
Assistant Buyer	55–65	55–68
Buyer	70–90	80–95
Senior Buyer	100–150	110–150
Merchandise Manager	140–180	145–180
General Manager	200–300	200–300
Allocation Analyst	45–62	48–68
Merchandise Planning Assistant	65–75	65–75
Merchandise Planner	80–100	95–110
Senior Merchandise Planner	110–120	115–125
Merchandise Planning Manager	120–160	125–170
Head of Planning	160+	160+

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