

Supply Chain

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Michael Page International

Salary & Employment Forecast

Supply Chain

As business conditions continue to improve, more companies are in the position to invest in their supply chain functions, including planning, inventory and product control. Positive growth is increasing employment opportunities for supply chain professionals across all levels this year.

The highest sought after professionals are Demand Planners and Planning Managers who are required to control and improve company stock holding as more businesses focus on cost and cash flow. There is also a demand for Inventory Controllers and Production Planners with skills in enterprise resource planning or materials requirement planning who can

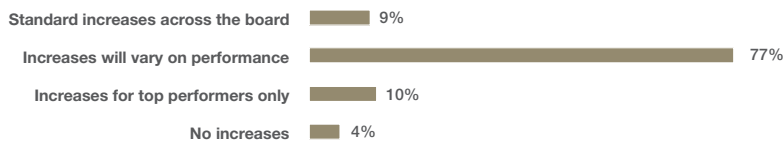
implement cost efficient procedures and waste management processes.

With the demand for skills exceeding the available number of supply chain professionals, employers will be increasing salaries. Average salary increases of 3-4% will be awarded to retain staff. For employees with skills that are highly sought after, such as demand planning and forecasting, as well as sales and operations planning, higher salary increases will be awarded. Some 65% of employers in the supply chain sector will be awarding bonuses in the next 12 months as a retention strategy for top performers. The vast majority (77%) of bonuses will be awarded based on a

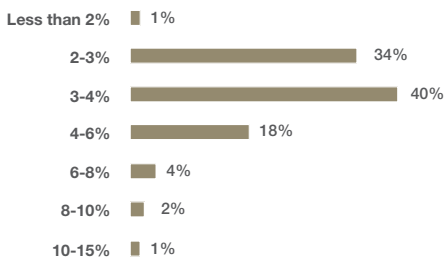
combination of individual, team and company performance. Only 8% of bonus payments will be made solely on the basis of individual performance.

Over the next 12 months, employers will continue to hire junior to mid-level supply chain professionals in demand planning and product control. There will also be a continued requirement for inventory control and planning specialists that can maintain the supply of highly sought after products. As more companies shift toward automated supply chain processes, there is an increasing need for management personnel.

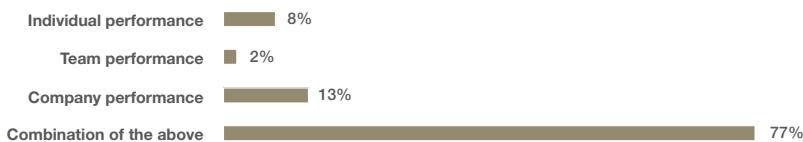
Salary increases over the next 12 months



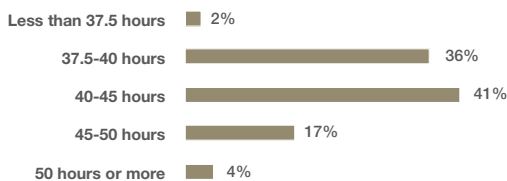
Average percentage salary increases



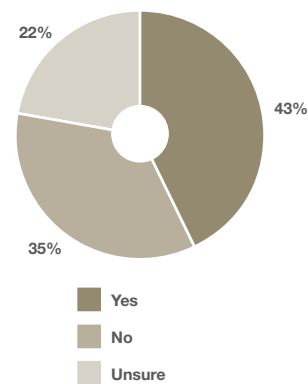
Basis for bonuses over the next 12 months



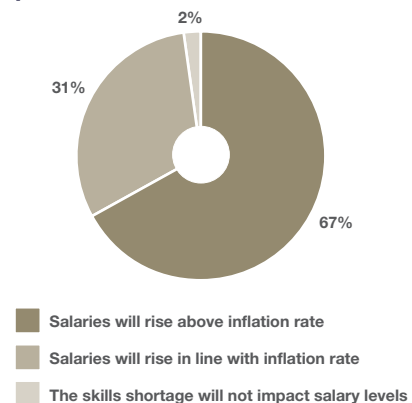
Average weekly working hours



Professional skills shortage in the next 12 months



Skills shortage placing upwards pressure on salaries



Supply Chain

PLANNING/SCHEDULING/BUYING

State	NSW		VIC		QLD		WA	
Size of Company	Sml/Med	Large	Sml/Med	Large	Sml/Med	Large	Sml/Med	Large
Salary	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Production Planner/Scheduler	55-70	55-90	50-70	55-85	45-65	45-75	45-70	60-80
Inventory Planner/Planner Buyer	55-70	75-90	50-70	70-85	50-65	70-85	55-70	65-90
Purchasing Officer	50-70	55-80	50-70	50-75	50-65	55-70	55-80	60-85
Purchasing Manager	85-120	95-140	85-120	95-140	80-120	80-130	80-130	80-140
Demand Planner/Analyst	70-95	75-110	55-80	80-95	65-85	75-95	60-75	80-90
Supply (MRP or Finished Goods) Planner	60-80	60-90	65-85	75-100	60-75	60-85	55-75	65-95
S&OP Analyst	60-75	70-95	75-95	70-105	55-70	65-95	65-85	90-95
Replenishment Manager	75-90	85-120	65-85	75-100	70-90	80-110	65-85	75-100
S&OP Demand/Supply Planning Manager	100-125	130-180	100-125	125-180	85-100	100-145	100-125	120-180

LOGISTICS/DISTRIBUTION

State	NSW		VIC		QLD		WA	
Size of Company	Sml/Med	Large	Sml/Med	Large	Sml/Med	Large	Sml/Med	Large
Salary	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Customer Service Officer	45-65	50-70	45-55	50-60	40-60	45-65	45-55	45-60
Transport Planner	50-70	60-85	50-70	60-80	50-65	55-80	55-65	65-80
Logistics/Supply Chain Coordinator	50-70	55-85	55-80	62-82	50-65	50-80	60-75	70-90
Logistics/Inventory Analyst/Controller	55-70	65-90	50-75	50-95	50-70	60-85	55-75	60-85
Warehouse Supervisor	55-75	60-75	55-70	52-82	50-70	55-70	55-80	60-80
Inventory Manager	70-95	75-100	70-90	70-95	60-85	70-95	75-100	100-120
Import/Export Manager	45-60	50-70	45-60	50-70	45-55	45-65	50-70	60-80
Warehouse Manager	65-100	80-120	60-80	77-124	60-100	75-110	75-100	80-120
DC Manager	100-120	110-160	95-125	113-185	90-110	100-140	110-130	120-155
Transport/Distribution/Logistics Manager	90-110	100-130	75-95	103-149	85-105	80-115	120-140	130-175
Operations Manager	85-140	130-180	85-130	120-170	80-135	110-180	90-145	120-180
Supply Chain Development Manager	110-150	125-200	90-115	103-165	100-150	120-200	110-130	130-160
Supply Chain Manager	85-140	140-200	110-170	155-260	85-140	135-200	130-175	160-220
Supply Chain Director/GM	150-200	200-350	105-155	155-258	150-200	175-250	165-220	215-300

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.