



MARKET OVERVIEW

Employment Conditions

With the challenging conditions of 2009 behind most Australian organisations, 2010 is proving to be a year of increased activity and improved business confidence across supply chain and logistics functions. This is reflected in this year's employment survey statistics, which reveals that 30% of employers have increased their employee numbers over the last six months.

With employment activity on the rise, competition for strong supply chain and logistics candidates is increasing, making it vital that employers now focus on new ways to attract and retain top talent. This is particularly important as more professionals actively review their career options in response to improved economic conditions.

Skills In Demand

Roles that help companies to reduce the cost of raw materials, freight and manufacturing are in the highest demand. These include Supply Chain General Managers, Supply Chain Managers, Demand/Supply Managers, Demand Planners/Forecasters, Inventory Managers and Distribution Centre Managers.

Salary Expectations

High performing professionals with in-demand skill sets and the ability to create cost savings are in the strongest position in the current market. It is expected that companies will only undertake reviews of their top performers in 2010, with a likely increase to base salaries of 5-7% for this group.

Employment Outlook

As business confidence improves, an increasing number of companies will begin to recruit for new positions as opposed to focusing on replacement hires. Of the companies surveyed for this employment forecast, 24% indicated that employee numbers are expected to increase over the next six months.

If the economy continues to strengthen over the next six to 12 months, operational roles will likely build in volume in the 3PL sector as manufacturing companies outsource their supply chains to reduce costs. Logistics roles within manufacturing will continue to be in demand as companies strive to maximise the value from outsourced transport and warehousing solutions.

ADVICE FOR EMPLOYERS

To attract and retain top performers, employers should:

- Review and build their unique employee value proposition (EVP) to help sell their company
- Commit to quick hiring decisions to secure the best candidates
- Offer employees more challenging and interesting roles to build on the static nature of responsibilities in the last 12 months
- Focus on creating a positive and proactive team environment

ADVICE FOR JOB SEEKERS

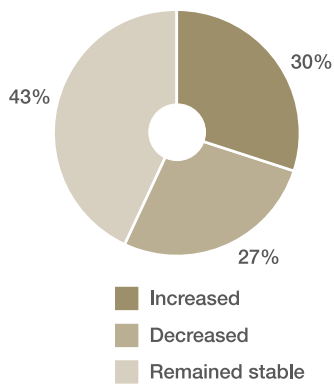
Job seekers planning to change roles in the next six months should:

- Be aware of the features they need in a role in order to achieve job satisfaction
- Carefully consider each potential opportunity and conduct thorough research prior to accepting an offer
- Have a clear understanding of what their skills and knowledge are worth in the current market
- Ensure the company offers career progression and development opportunities

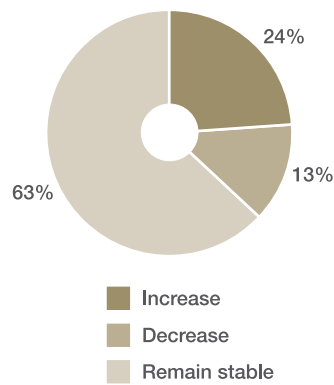


MARKET RESEARCH RESULTS

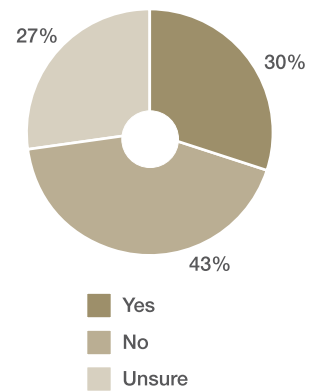
How have your employee numbers changed over the last six months?



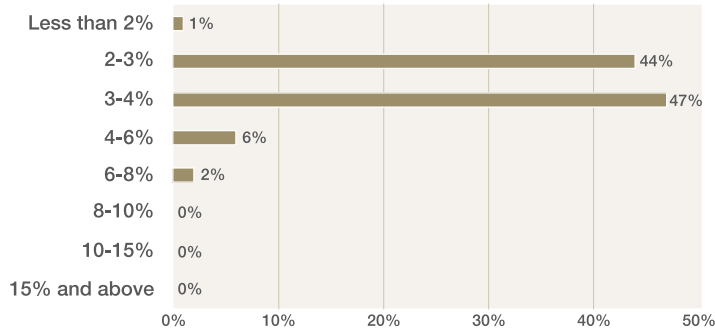
How will your employee numbers change over the next six months?



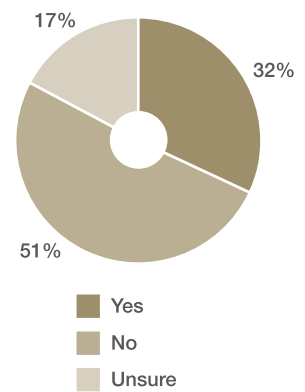
Are you intending to increase employee salaries in the next six months?



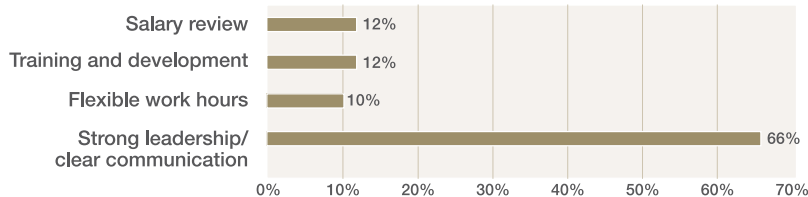
What will the average percentage salary increase be?



Do you think a professional skills shortage will become an issue for your company in the next 12 months?



Which retention strategies will your company be focusing on over the next six months?





SALARY TABLES

| State | NSW | NSW | VIC | VIC | QLD | QLD | WA | 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 |
| PLANNING | | | | | | | | |
| Production Planner/Scheduler | 52-72 | 62-82 | 52-67 | 67-82 | 41-62 | 57-77 | 46-67 | 57-77 |
| Demand Planner/Analyst | 72-88 | 77-103 | 52-77 | 77-93 | 52-77 | 72-90 | 57-72 | 67-88 |
| Supply (MRP or Finished Goods) Planner | 62-82 | 72-98 | 62-82 | 72-98 | 57-77 | 67-93 | 52-72 | 62-82 |
| Replenishment Manager | 62-82 | 72-98 | 62-82 | 72-98 | 57-77 | 67-93 | 62-82 | 72-98 |
| S&OP Analyst | 72-93 | 77-98 | 72-93 | 72-103 | 62-82 | 72-93 | 67-82 | 77-93 |
| Demand Planning Manager | 93-113 | 113-155 | 88-103 | 113-155 | 88-103 | 98-144 | 88-103 | 93-124 |
| Planning Manager | 93-124 | 134-175 | 93-124 | 124-191 | 82-124 | 113-180 | 82-124 | 113-175 |
| S&OP Manager | 103-134 | 134-206 | 103-134 | 134-206 | 103-134 | 134-206 | 103-134 | 134-185 |
| Director/Head of Supply Chain | † | † | † | † | † | † | † | † |
| LOGISTICS/DISTRIBUTION | | | | | | | | |
| Customer Service Officer | 46-57 | 52-67 | 41-52 | 41-57 | 41-52 | 41-57 | 41-52 | 41-57 |
| Logistics/Supply Chain Coordinator | 52-77 | 62-82 | 52-77 | 62-82 | 49-72 | 60-82 | 52-72 | 62-82 |
| Logistics/Inventory Analyst | 62-77 | 67-93 | 52-72 | 52-93 | 52-72 | 52-82 | 57-72 | 57-82 |
| Inventory Controller | 52-72 | 57-88 | 46-67 | 57-98 | 46-67 | 62-93 | 46-67 | 62-93 |
| Warehouse Supervisor | 52-72 | 57-82 | 46-67 | 52-82 | 46-67 | 52-79 | 52-67 | 52-72 |
| Warehouse Manager | 67-88 | 82-124 | 57-77 | 77-124 | 57-77 | 77-113 | 57-72 | 62-88 |
| DC Manager | 93-124 | 113-165 | 93-124 | 113-185 | 88-118 | 113-155 | 93-124 | 113-144 |
| Transport/Distribution/Logistics Manager | 77-103 | 103-149 | 72-93 | 103-149 | 72-93 | 93-149 | 93-124 | 124-144 |
| Supply Chain Development Manager | 88-113 | 124-165 | 88-113 | 103-165 | 82-113 | 113-185 | 93-124 | 113-165 |
| General Manager Supply Chain Logistics | 103-155 | 185-361 | 103-155 | 155-258 | 103-155 | 144-247 | 103-155 | 144-258 |

Please note:

- Salaries indicated are inclusive of superannuation, but exclusive of bonus/incentive schemes.
 - 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.
- † Salaries at this level can vary widely depending on the individual's background and experience and the scope of the role. Please contact our Executive Search team for specific advice regarding salaries at the executive level.



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