

Salary Survey - an Indicative Guide to Base Salaries*

Sydney, December 2008

Accounting & Admin	Financial Controller	\$90 – 150k
	Financial Accountant	\$70 – 130k
	Management Accountant	\$65 – 120k
	Accountant (CA/CPA)	\$55 – 90k
	Assistant Accountant	\$45 – 65k
	Bookkeeper/Accountant	\$50 – 65k
	Bookkeeper	\$45 – 55k
	Accounts Clerk	\$38 – 50k
	Admin Assistant	\$37 – 48k
Engineering & Construction	Project Engineer	\$75 – 140k
	Site Supervisor (metro)	\$65 – 95k
	Design Engineer	\$65 – 85k
	Estimator	\$60 – 120k
	AutoCAD Drafter	\$55 – 75k
	Graduate Engineer (2 yrs exp)	\$50 – 70k
	Graduate Engineer	\$40 – 50k
Manufacturing	Engineering Manager	\$90 – 150k
	Operations Manager	\$90 – 150k
	Factory Manager	\$80 – 110k
	Industrial Engineer	\$75 – 95k
	Production Manager	\$70 – 90k
	Maintenance Electrician	\$65 – 80k
	Maintenance Fitter	\$55 – 70k
Supply Chain	Distribution Manager	\$85 – 110k
	Transport Manager	\$80 – 95k
	Logistics/Materials Manager	\$75 – 95k
	Purchasing Manager	\$75 – 120k
	Purchasing Officer	\$50 – 65k
	Warehouse Manager	\$60 – 80k
	Warehouse Supervisor	\$45 – 65k
	Despatch Supervisor	\$45 – 60k
	Production Planner	\$45 – 75k
	Inventory Coordinator	\$45 – 60k
Sales	National Sales Manager	\$90 – 160k
	State Sales/Branch Manager	\$80 – 130k
	Sales Manager	\$75 – 100k
	Technical Sales Executive	\$70 – 95k
	Key Account/Sales Executive	\$60 – 75k
	Sales Representative	\$45 – 65k
	Internal Sales Coordinator	\$36 – 48k

CLASSIC EXECUTIVE RECRUITING

Marketing	Marketing Manager	\$80 – 150k
	Product Manager	\$65 – 100k
	Senior Marketing Coordinator	\$50 – 70k
	Marketing Coordinator	\$45 – 60k
	Marketing Assistant	\$35 – 45k
Technical	Technical Manager	\$85 – 130k
	Chemist, Development	\$50 – 85k
	Chemist, Quality	\$45 – 65k
	Food Technologist	\$45 – 80k
	Materials Technician	\$40 – 55k

Explanatory Notes:

- *Source – independent analysis by Classic Executive Recruiting Pty Ltd.*
- *Salary Range – base range indicated is for small to medium size business, and will vary with supply & demand, industry sector and level of skills & experience of the individual.*
- *Other package elements – additional benefits may include a fully maintained company vehicle or car allowance, incentive bonus (usually quarterly or annual) or commission (usually monthly or quarterly), based on achievement of sales and gross profit targets.*
- *Compulsory superannuation guarantee is additional, calculated as 9% of base salary (ordinary time earnings) for 2008/2009. Normally included as “base salary” for this calculation are bonus or commission relating to specific performance criteria, shift loadings and allowances. Discretionary (eg Christmas) bonus, overtime payments and annual leave loading are excluded from the calculation base.*

***Disclaimer:**

This Salary Survey listing is intended for use as an Indicative Guide to current Sydney market Base Salaries, based on independent analysis by Classic Executive Recruiting Pty Ltd. No liability is accepted for misuse, quotation or reference to this listing for any other purpose. Please contact us if you require more specific or definitive guidelines.

Listing updated December 2008.