

Institute of Managers and Leaders

# NATIONAL SALARY SURVEY

Improve your staff  
engagement and retention



# Findings from the 2018 National Salary Survey

**4/5**  
(79.3%)



Australian employees leave their organisation to look for a new challenge elsewhere



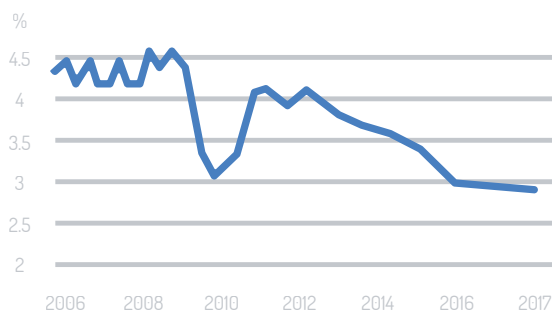
**58.2%**

More than half leave because of limited career advancement opportunities



National salary growth has decreased from

**4.1% in 2012 to 2.8% in 2017**



Salary growth is declining in all industries except for



**Agriculture**



**FMCG  
Manufacturing**



**Retail**



**42.2%,**

of Australian organisations do not have a formal training policy in place, while training budgets have been slashed by

**15%** in three years

# How do you attract and retain quality talent?

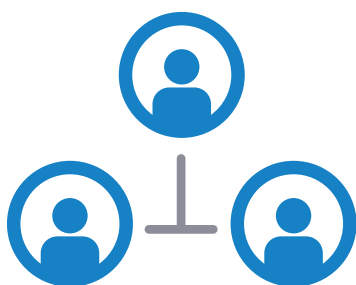
## OUR DATA

### What sets our survey apart?

Not only has NSS led the way in delivering survey data for many years, we continue to develop our offering to deliver greater value.

Providing insight for over

**50** years



**250** DIFFERENT POSITION titles TO BENCHMARK

Detailed position description, summary, breakdown by \$ turnover of salary figures, number of employees, location and industry!



Data on more than

**25,000** employees

Data is based on more than 25,000 employees to ensure you're attracting and retaining quality talent.



**18** industry types

Select from a number of industries, regional and metro locations, six \$ turnover range and six number of employee categories.

## NSS BENEFITS

### Improve your staff engagement and retention.

For over fifty years, IML has delivered unbiased and up-to-date remuneration information via our National Salary Survey (NSS). Collecting data from 25,000 employees across Australia, we profile a wide range of business sectors and positions – giving managers insight like no other.



#### Staff engagement at a high

Use the HR Profile, Trends and Forecasts section to find out what others are doing to keep their key staff.



#### Easy to use online data drill-down tool

Pinpoint data relevant to your organisation.

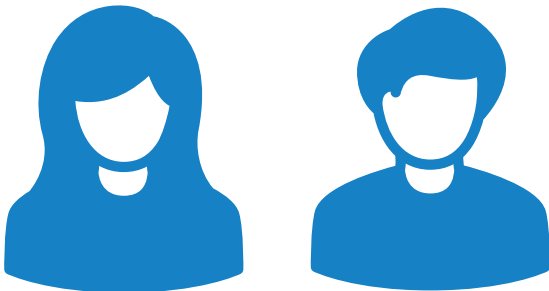


#### Accessible

Purchasers receive the easy-to-use National Salary Survey electronically and as a hard copy. Online database is updated every October.

#### Additional insights

NSS purchasers receive the IML Gender Pay and IML Staff Retention reports (emailed once they are released).



#### Competitive pricing

We want to make the NSS accessible to all businesses, and have priced it accordingly. Become a contributor and save more for playing your part!

Contributor Price	\$1,500
IML Member Price	\$2,500
Non-Member Price	\$3,500



# Research & Analytics

## List of surveyed positions

Note: Any positions that have less than 5 cases will not be reported as the data will be unreliable.

### **Administration and other specialists**

Administration Manager  
Admissions Coordinator – Assisted Living  
Commercial Manager  
Administrative Secretary  
Assistant Project Manager  
Catering Manager  
Change Management Consultant/Manager  
Chief Administration Executive  
Clerk – Filing/Mail  
Commercial Manager  
Clerk/Typist  
Contract Administration Manager  
Desktop Publisher  
Editor  
Executive Housekeeper  
Executive Secretary (to CEO)  
Experienced Administration Assistant  
Facilities Manager  
Functions Manager  
Fundraising Manager  
General Secretary  
Healthcare Quality Manager  
Home Health Aid  
Hotel Manager  
Housekeeping Cleaner  
Junior Administration Assistant  
Junior Clerk – Filing/Mail  
Legal Manager

Legal Officer  
Librarian  
Management Consultant  
Medical Receptionist  
Occupational Therapist  
Office Manager  
Office Supervisor  
Operations Manager  
PA to Managing Director  
Personal Assistant to Senior Executive  
Print Buyer  
Project Manager  
Receptionist/Telephonist  
Research Assistant/Analyst  
Research Manager  
Reservations Manager  
Retirement Village Manager  
Senior Clerk – General  
Senior Project Manager  
Speech Pathologist/Therapist  
Word Processing Operator

### **Engineering and Science**

Chief Chemist  
Chief Draftsperson  
Chief Engineering Executive  
Chief Engineering Executive – Chemical  
Chief Engineering Executive – Civil  
Chief Engineering Executive – Computer  
Chief Engineering Executive – Electrical  
Chief Engineering Executive – Electronic

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Chief Engineering Executive – Mechanical	Graduate Engineer, Level 1 – Electronic
Chief Engineering Executive – Mining	Graduate Engineer, Level 1 – Mechanical
Chief Engineering Executive– Other	Graduate Engineer, Level 1 – Other
Chief Estimator	Graduate Scientist – Level 1
Construction Manager	Laboratory Control Supervisor
Drafting – Design	Laboratory Quality Control Technician
Engineering Manager	Laboratory Technician
Engineering Manager – Chemical	Professional Engineer
Engineering Manager – Civil	Professional Engineer, Level 3 – Chemical
Engineering Manager – Computer	Professional Engineer, Level 3 – Civil
Engineering Manager – Electrical	Professional Engineer, Level 3 – Computer
Engineering Manager – Electronic	Professional Engineer, Level 3 – Electrical
Engineering Manager – Mechanical	Professional Engineer, Level 3 – Electronic
Engineering Manager – Mining	Professional Engineer, Level 3 – Mechanical
Engineering Manager – Other	Professional Engineer, Level 3 – Mining
Estimator	Professional Engineer, Level 3 – Other
Experienced Engineer	Professional Scientist – Level 3
Experienced Engineer, Level 2 – Chemical	Professional Scientist – Level 4
Experienced Engineer, Level 2 – Civil	Project Engineer
Experienced Engineer, Level 2 – Computer	Senior Design Draftsperson
Experienced Engineer, Level 2 – Electrical	Senior Estimator
Experienced Engineer, Level 2 – Electronic	Senior Professional Engineer
Experienced Engineer, Level 2 – Mechanical	Senior Professional Engineer, Level 4 – Chemical
Experienced Engineer, Level 2 – Mining	Senior Professional Engineer, Level 4 – Civil
Experienced Engineer, Level 2 – Other	Senior Professional Engineer, Level 4 – Computer
Experienced Scientist – Level 2	Senior Professional Engineer, Level 4 – Electrical
Graduate Engineer	Senior Professional Engineer, Level 4 – Electronic
Graduate Engineer, Level 1 – Chemical	Senior Professional Engineer, Level 4 – Mechanical
Graduate Engineer, Level 1 – Civil	Senior Professional Engineer, Level 4 – Mining
Graduate Engineer, Level 1 – Computer	Senior Professional Engineer, Level 4 – Other
Graduate Engineer, Level 1 – Electrical	Structural (Design) Engineer

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Surveyor

Technical Assistant

Technical Officer

### **Finance and Accounting**

Accounting Manager - Division

Accounts Payable Clerk

Accounts Payable Manager

Accounts Receivable Clerk

Assistant Accountant

Bookkeeper Trial Balance

Business Analyst

Chief Accountant

Chief Finance Executive

Clerical Section Leader

Company Secretary

Continuous (Business Improvement Specialist/Manager)

Cost Accountant

Credit Manager

Credit Officer

Dealer

Factory/Plant Accountant

Financial Accountant

Financial Controller

Graduate Accountant

Internal Audit Manager

Internal Auditor

Management Accountant

Manager - Risk Assessment

Portfolio Manager

Risk and Compliance Officer

Senior Accounts Clerk

Senior Business Analyst (FA)

Senior Taxation Accountant / Taxation Manager

Taxation Accountant

Treasury Accountant

### **General Management**

Chief Executive

General Manager - Branch

General Manager - Division/Region

General Manager - Group

General Manager - State

Managing Director

### **Human Resources and Industrial Relations**

Business Strategy Manager

Chief Human Resources Executive

Compensation & Benefits Officer

Environment & Sustainability Manager/Advisor

Human Resource Generalist

Human Resources Coordinator

Human Resources Manager

Human Resources/Personnel Officer

Industrial Relations Manager

Industrial Relations Officer

Payroll Manager

Payroll Officer

Recruitment Manager

Recruitment Officer



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Rehabilitation Coordinator  
Remuneration/Compensation & Benefits Manager  
Safety Manager  
Safety Officer  
Training & Development Manager  
Training Officer

### **Information Technology**

Analyst/Programmer  
Applications Programmer (Developer)  
Applications Team Leader  
Business Analyst (IT)  
Chief Information Technology Executive  
Computer Operator  
Data Entry Operator  
Data Entry Supervisor  
Database Analyst/Administrator  
Ecommerce Manager  
Electronics Technician  
Environment Manager (IT)  
Help Desk Coordinator  
Help Desk Operator  
Information Technology Manager  
Internet Specialist/Web Developer  
IT Change Manager  
IT Outsourcing Manager  
IT Support Technician  
Junior Web Developer  
Lan Administrator  
Network Communications Manager

Network Controller  
Network Project Leader  
Online Producer (Web Master)  
Operations Manager (IT)  
Operations Supervisor (IT)  
Programmer  
Project Manager - Digital & Data  
Project Manager/Leader (IT)  
Senior Applications Programmer (Senior Developer)  
Senior Computer Operator  
Senior Systems Analyst  
Software Engineer  
Systems Administrator  
Systems Analyst  
Systems Programmer  
Technical Specialist, Research & Development  
Technical Writer (IT)  
Telecommunications Manager  
Telecommunications Specialist  
Trainee Programmer  
User Experience Designer  
Web Designer  
Web/SEO Manager

### **Manufacturing, Supply and Distribution**

Chief Manufacturing Executive  
Chief Supply & Distribution Manager  
Customs and Shipping Officer  
Dispatch/Stock Control Clerk  
Distribution Manager

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Driver - Delivery Van  
Driver (Heavy Trucks)  
Forklift Driver  
General Foreperson  
Inventory Clerk  
Inventory Controller  
Logistics Manager  
Machine Operator (Materials)  
Machinist - 1st Class  
Maintenance Fitter  
Manufacturing/Production Manager  
Plant Electrician  
Plant Manager  
Process Worker  
Product Designer  
Production Manager  
Production Planner & Controller  
Production Superintendent  
Production/Process Foreperson  
Purchasing/Supply Manager  
Purchasing Officer  
Quality Assurance Manager  
Quality Control Inspector  
Senior Purchasing Officer  
Service Engineer  
Service Manager  
Storeperson  
Stores Supervisor  
Technical Manager  
Technical Manager - Research & Operations  
Toolmaker

Trades Foreperson  
Transport/Fleet Manager  
Warehouse and Distribution Manager  
Warehouse Manager

### **Marketing and Sales**

Advertising Manager  
Assistant Market Research Manager  
Assistant Product Manager (MS)  
Business Development Manager  
Call Centre Analyst  
Call Centre Manager  
Call Centre Quality Analyst  
Call Centre Representative (Operator)  
Call Centre Team Leader/Supervisor  
Call Centre Trainer  
Category Analyst  
Category Manager  
Chief Marketing Executive  
Chief Sales Executive  
Communications Manager (MS)  
Communications Specialist (MS)  
Customer Insights Analyst  
Customer Service Manager  
Customer Service Officer/Clerk  
Customer Service Supervisor  
Digital Marketing Manager  
Direct Marketing Manager  
E-Marketing Coordinator  
Events Manager  
Field Sales Supervisor

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Graphic Designer	Public Relations Officer
Group Product/Brand Manager	Retail - Area Manager
Import/Export Manager	Retail - Department Manager
Market Research Manager	Retail - Services Manager
Marketing Administration Manager	Retail - Store Manager
Marketing Assistant	Sales and Marketing Manager
Marketing Coordinator/Executive	Sales Clerk
Marketing Manager	Sales Engineer
Membership Marketing Manager	Sales Manager - Branch/District
Merchandise Manager	Sales Manager - Region/State
Multi-Media Manager	Sales Office Coordinator
National Business Manager	Salesperson - Business Products/ Services
National Sales Manager	Salesperson - Household Products
Product Development Manager	Salesperson - Industrial Products
Product/Brand Manager	Technical Sales Representative
Property Manager	Telemarketer
Public Relations Manager	

# Back your business decisions with the National Salary Survey

Speak to an NSS consultant today!  
[salary@managersandleaders.com.au](mailto:salary@managersandleaders.com.au)

1300 362 631



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For more information visit:

[managersandleaders.com.au/national-salary-survey](https://managersandleaders.com.au/national-salary-survey)