



salary survey 2006

ROBERT WALTERS

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australia

adelaide
brisbane
melbourne
perth
sydney

Our Adelaide Accounting & Finance, Banking and Financial Services division recruits for permanent and contract positions across all disciplines of financial services including consumer and business banking, portfolio management, risk management and wealth management.

market overview

The candidate short market that has impacted a broad number of sectors has also had a major effect on activity levels within mainstream banking, credit unions and financial service participants.

Credit analyst, relationship management and business development orientated businesses within consumer and business banking have had their difficulties sourcing high calibre sales focused candidates within the small to medium enterprise, corporate and institutional banking areas. Movement in these areas has been dominated by an existing player undertaking an extensive national expansion programme with the bulk of vacancies taking place within the commercial/corporate lending areas.

This has created a ripple effect of candidate movement amongst other financial service providers, however the net increase of new positions created has been minimal.

The demand continues to be high for strong PS 146 qualified financial and para planners.

The rural/agribusiness sector continues to see a shortage of agri-relationship managers prepared to take on positions located in the regional areas as candidates still tend to prefer CBD based roles.

Demand has settled for lower end credit and financial analysts. We expect demand to continue amongst the four pillar banking groups for high calibre sales orientated candidates as they continue to increase wallet share of business from existing clients and generate new business from targets.

| Role | Permanent salary per annum \$Aus |
|--|----------------------------------|
| Banking | |
| Credit Risk Analyst (0 – 2 yrs' exp) | \$45 – 55k |
| Credit Risk Analyst (3 – 5 yrs' exp) | \$48 – 60k |
| Credit Risk Analyst (6+ yrs' exp) | \$55k+ |
| Financial Markets - Analyst | \$50 – 60k |
| Lending Settlements Clerk | \$35 – 45k |
| Lending Support | \$35 – 45k |
| Operations Manager (0 – 2 yrs' exp) | \$55k – 65k |
| Operations Manager (3 – 5 yrs' exp) | \$65 – 75k |
| Operations Manager (6+ yrs' exp) | \$90k+ |
| Relationship Manager - Corporate | \$75k – 85k |
| Relationship Manager - Institutional | \$110 – 120k |
| Relationship Manager - SME | \$60 – 70k |
| Senior Credit Analyst (8+ yrs' exp) | \$80k+ |
| Settlements - Financial Markets | \$45 – 65k |
| Business Banking | |
| Business Development Manager (Wealth Management) | \$75 – 100k |
| Credit Risk Analyst (0 – 2 yrs' exp) | \$45 – 55k |
| Credit Risk Analyst (3 – 5 yrs' exp) | \$48 – 60k |
| Credit Risk Analyst (6+ yrs' exp) | \$55k+ |
| Equity Research Analyst (3 – 5 yrs' exp) | \$55 – 65k |
| Financial Planner (0 – 2 yrs' exp) | \$55k+ |
| Financial Planner (3 – 5 yrs' exp) | \$70k+ |
| Financial Planner (6+ yrs' exp) | \$75 – 80k |
| Manager Trade Finance | \$80 – 100k |
| Para-Planner - Studying | \$45 – 55k |
| Para-Planner - DFP Qualified | \$50k+ |
| Relationship Manager - Corporate | \$75 – 90k |
| Relationship Manager - Institutional | \$110 – 120k |
| Relationship Manager - SME | \$60 – 70k |
| Treasury Manager | \$80 – 100k |
| NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified. | |

| Role | Permanent salary per annum \$Aus |
|------|----------------------------------|
|------|----------------------------------|

Financial Services

| | |
|--|--------------|
| Dealers Assistant (0 – 2 yrs' exp) | \$45 – \$55k |
| Financial Planner (0 – 2 yrs' exp) | \$55k+ |
| Financial Planner (3 – 5 yrs' exp) | \$70k+ |
| Financial Planner (6+ yrs' exp) | \$75 – 80k |
| Insurance Claims Processing | \$32 – 36k |
| Insurance Claims Supervisor | \$40 – 45k |
| Insurance Team Leader | \$40 – 50k |
| Insurance Underwriter (3 – 5 yrs' exp) | \$37 – 45k |
| Portfolio Funds Administrator | \$45 – 65k |
| Portfolio Funds Manager | \$75 – 110k |
| Superannuation Administration | \$30 – 35k |
| Superannuation Client Services | \$30 – 40k |
| Trainee Dealer (0 – 2 yrs' exp) | \$75k+ |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Accounting & Finance, Commerce & Industry division recruits for permanent and contract roles in financial, management, project, system and analytical reporting, as well as senior executive roles and strategic positions both within commerce and professional services.

market overview

Once again the overriding factor affecting junior through to senior level appointments in the Adelaide accounting market during 2005 was the continuing shortage of high calibre candidates actively seeking new opportunities.

There has been no shortage of roles on offer in the marketplace with recruitment as competitive as ever, however strong candidates in all disciplines have become more discerning with regards to the interviews they choose to attend and eventually with what offers they decide to accept.

It has not been an uncommon occurrence for candidates to have a choice of two or three positions. As a consequence of this candidate driven market, salary ranges have crept up slightly as organisations compete for the available talent. In addition, added benefits such as tools of trade and packaged motor vehicles have played a larger part in the final outcome of a candidate's acceptance.

Candidates are increasingly being sourced from overseas as they return to Adelaide from the UK, with initial screening conducted whilst they are still abroad.

Good recruitment consultants are becoming more reliant on being proactive on behalf of their candidates and having opportunities created around specific skill sets rather than being reactive to the market requirements.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|----------------------------------|------------------------------|
| Accounts Assistant (0 – 2 yrs' exp) | \$28 – 34k | \$18 – 20 |
| Accounts Assistant (3 – 5 yrs' exp) | \$33 – 40k | \$19 – 22 |
| Accounts Assistant (6+ yrs' exp) | \$37 – 45k | \$21 – 24 |
| Accounts Clerk (0 – 2 yrs' exp) | \$28 – 32k | \$18 – 20 |
| Accounts Clerk (3 – 5 yrs' exp) | \$30 – 35k | \$19 – 22 |
| Accounts Clerk (6+ yrs' exp) | \$32 – 38k | \$20 – 23 |
| Accounts Payable/Receivable - Junior (0 – 2 yrs' exp) | \$20 – 30k | \$11 – 16 |
| Accounts Payable/Receivable - Manager (6+ yrs' exp) | \$50 – 60k | \$25 – 30 |
| Accounts Payable/Receivable - Supervisor (3 – 5 yrs' exp) | \$40 – 50k | \$22 – 27 |
| Assistant Accountant CA/CPA (0 – 2 yrs' exp) | \$45 – 55k | |
| Audit Manager | \$75k+ | |
| Business/Financial Analyst (0 – 2 yrs' exp) | \$55k+ | |
| Business/Financial Analyst (3 – 5 yrs' exp) | \$65k+ | |
| Business/Financial Analyst (6+ yrs' exp) | \$75k+ | |
| Chief Financial Officer | \$130 – 180k+ | |
| Commercial/Planning Manager | \$75 – 100k+ | |
| Company Accountant | \$75 – 100k+ | |
| Cost Accountant (0 – 2 yrs' exp) | \$55 – 65k+ | |
| Cost Accountant (3 – 5 yrs' exp) | \$60 – 70k+ | |
| Cost Accountant (6+ yrs' exp) | \$75k+ | |
| Finance Director - Large Organisation | \$150k+ | |
| Finance Director - Small/Medium Organisation | \$130 – 150k+ | |
| Finance Manager (0 – 2 yrs' exp) | \$75 – 85k+ | |
| Finance Manager (6+ yrs' exp) | \$90k+ | |
| Financial Accountant (3 – 5 yrs' exp) | \$65 – 85k+ | |
| Financial Accountant (6+ yrs' exp) | \$90k+ | |
| Financial Analyst (3 – 5 yrs' exp) | \$55 – 75k | |
| Financial Controller - Large Organisation | \$150k+ | |
| Financial Controller - Small/Medium Organisation | \$110 – 130k | |
| Graduate Accountant | \$35 – 45k | |
| Group Accountant | \$85k+ | |
| Group Financial Controller | \$130k+ | |
| Group Management Accountant | \$90k+ | |
| Management Accountant (3 – 5 yrs' exp) | \$65 – 75k+ | |
| Management Accountant (6+ yrs' exp) | \$75k+ | |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

salaries | adelaide | accounting & finance - commerce & industry

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---------------------------------------|----------------------------------|------------------------------|
| Payroll Manager | \$55 – 65k | \$35 – 40 |
| Payroll Supervisor (5+ yrs' exp) | \$50 – 60k | \$25 – 30 |
| Systems Accountant (3 – 5 yrs' exp) | \$70k+ | |
| Systems Accountant (6+ yrs' exp) | \$80k+ | |
| Tax Accountant (3 – 5 yrs' exp) | \$70k+ | |
| Tax Accountant - Senior (6+ yrs' exp) | \$80k+ | |
| Tax Manager | \$90k+ | |
| Treasury Accountant | \$80k+ | |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Engineering & Operations division specialises in the recruitment of both permanent and contract engineering and supply chain logistics staff. Developing close partnership arrangements with consultants, contractors, operators and clients we specialise in the following sectors:

- Architectural
- Building Services
- Building & Infrastructure Construction (Consultants & Contractors)
- Defence
- Environmental
- Industry
- Manufacturing
- Mining
- Oil & Gas
- Power
- Utilities & Telecoms
- Water

market overview

We are experiencing considerable growth in these sectors and are very optimistic about the recruitment market for 2006. Australia's engineering sector continues to grow and most Adelaide operations have strong and stable expansion plans for 2006. In addition, several engineering consultancies are looking to establish a more significant South Australian base and some consultancies are developing Service Centres to undertake national projects out of Adelaide. This can only be good news for the market. 2006 will see further significant water and highway projects whilst existing defence, mining, and oil & gas projects will continue to be large employers of engineering staff.

Manufacturing continues to be a story of highs and lows but the outlook for 2006 is very positive and South Australia should continue to develop and further establish its proud heritage in this sector. New global players establishing manufacturing operations in South Australia are evidence of this. Quality candidates are still in high demand with many employers looking interstate or overseas to attract high calibre candidates. To facilitate this process, employers are increasingly promoting Adelaide as an attractive location in which to live and work.

| Role | Permanent salary per annum \$Aus |
|---------------------------------------|----------------------------------|
| Construction Manager | \$110k+ |
| Contract Administrator | \$45 – 85k |
| Cost Engineer | \$60 – 90k |
| Project Manager | \$70 – 120k |
| Structural Engineer | \$45 – 90k |
| Architect | \$45 – 80k |
| Architectural Technician | \$35 – 50k |
| HVAC Engineer | \$45 – 85k |
| Electrical Building Services Engineer | \$45 – 85k |
| Hydraulics/Public Health Engineer | \$35 – 75k |
| Civil Engineer | \$45 – 90k |
| Environmental Engineer | \$45 – 90k |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus |
|--|----------------------------------|
| Piping Engineer | \$45 – 90k |
| Electrical Engineer | \$45 – 90k |
| Mechanical Engineer | \$45 – 90k |
| Design Draughtsman/Designers | \$30 – 55k |
| CAD Manager | \$40 – 65k |
| Planning Engineer | \$60 – 90k |
| Estimating Engineer | \$60 – 90k |
| Scheduler | \$55 – 85k |
| Project Controls Manager | \$70 – 120k |
| Development Manager | \$85k+ |
| Quantity Surveyor | \$55 – 85k |
| Estimator | \$75k+ |
| Site Manager | \$75k+ |
| QA Manager | \$55 – 80k |
| Foreman | \$60 – 90k |
| Building Cadet | \$25 – 45k |
| Facilities Manager | \$60 – 90k |
| Supply Chain, Logistics & Manufacturing | |
| Maintenance Manager | \$60 – 90k |
| Operations Manager | \$100k+ |
| Procurement Manager | \$65 – 110k |
| Production Manager | \$60 – 90k |
| Supply Chain Manager | \$85 – 140k |
| Warehouse/Distribution Manager | \$55 – 85k |
| Manufacturing Manager | \$75 – 110k |
| Project Engineer | \$60 – 90k |
| Mechanical Engineer | \$55 – 80k |
| Industrial Engineer | \$55 – 80k |
| Transport Manager | \$55 – 85k |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our specialist Sales & Marketing division is highly recognised in the Adelaide market and recruits across a broad range of industry sectors and occupational areas, including:

- Consumer/FMCG
- Engineering
- Financial services
- Healthcare
- Industrial products
- Information technology
- Manufacturing
- Professional services
- Telecommunications
- Utilities

market overview

2005 saw a tightening of the mid to senior sales and marketing environment in South Australia. This is partly due to candidates' reluctance to leave their existing roles and clients stepping up their efforts to retain existing employees.

South Australia has sales representation from many companies, however senior decision makers are often located interstate. Expectations are high on the achievement of sales professionals in this market. There were signs of a softening economic market in Adelaide during the latter half of 2005, with net decreases in hiring expectations from employers in some industries in South Australia. We anticipate however that the market for sales people will remain stable as we move through 2006.

Candidates with proven track records of sales achievement across multiple companies or industries can demand a premium as clients recognise their potential contribution to their company. We have however found that the incidence of candidates being offered and accepting counter offers from their current employer rose during 2005.

Marketing roles in South Australia tend to be, at a contract level, specific to projects. Very few roles are permanent at a senior level. Typically this is seen as a Head Office function which reduces the number of roles in South Australia. The frequency of roles being vacated is also therefore very limited.

We expect that in 2006 marketing opportunities will remain tightly held and the demand for proven sales professionals will become stronger as companies desire faster outcomes from their expansion/growth business plans.

| Role | Permanent salary per annum \$Aus |
|---|----------------------------------|
| Account Director (3 – 5 yrs' exp) | \$90 – 140k |
| Account Director (6+ yrs' exp) | \$110 – 150k |
| Account Manager (2 – 3 yrs' exp) | \$50 – 100k |
| Account Manager (4 – 5 yrs' exp) | \$100 – 140k |
| Business Development Manager (2 – 3 yrs' exp) | \$60 – 90k |
| Business Development Manager (4 – 5 yrs' exp) | \$75 – 120k |
| Communications Executive (2+ yrs' exp) | \$45 – 80k |
| Corporate Affairs Consultant (1 – 3 yrs' exp) | \$45 – 80k |
| Corporate Affairs Director (4+ yrs' exp) | \$80 – 120k |
| Direct Marketing Manager (3+ yrs' exp) | \$65 – 100k |
| Fundraising Manager (0 – 3 yrs' exp) | \$45 – 80k |
| Market Researcher (1 – 3 yrs' exp) | \$35 – 40k |
| Marketing Assistant (0 – 3 yrs' exp) | \$40 – 60k |
| Marketing Communications Manager (2 – 3 yrs' exp) | \$55 – 80k |
| Marketing Communications Manager (4 – 5 yrs' exp) | \$65 – 120k |
| Marketing Coordinator (0 – 3 yrs' exp) | \$40 – 60k |
| Marketing Director (3 – 5 yrs' exp) | \$80 – 130k |
| Marketing Director (6+ yrs' exp) | \$100 – 150k |
| Marketing Executive (2 – 3 yrs' exp) | \$45 – 70k |
| Marketing Executive (4 – 5 yrs' exp) | \$60 – 90k |
| Marketing Manager (2 – 3 yrs' exp) | \$70 – 100k |
| Marketing Manager (4 – 5 yrs' exp) | \$75 – 120k |
| Media Sales (0 – 3 yrs' exp) | \$40 – 100k |
| National Retail Manager (0 – 3 yrs' exp) | \$80 – 140k |
| Product/Brand Manager (2 – 3 yrs' exp) | \$65 – 80k |
| Product/Brand Manager (4 – 5 yrs' exp) | \$75 – 100k |
| Relationship Manager (2+ yrs' exp) | \$50 – 75k |
| Sales and Marketing Director (3 – 5 yrs' exp) | \$80 – 150k |
| Sales and Marketing Director (6+ yrs' exp) | \$125 – 180k |
| Sales and Marketing Manager (2 – 3 yrs' exp) | \$80 – 110k |
| Sales and Marketing Manager (4 – 5 yrs' exp) | \$100 – 150k |
| Sales Director (4+ yrs' exp) | \$80 – 150k |
| Sales Executive (2 – 3 yrs' exp) | \$65 – 120k |
| Sales Executive (4 – 5 yrs' exp) | \$80 – 140k |
| Sales Manager (2 – 3 yrs' exp) | \$80 – 110k |
| Sales Manager (4 – 5 yrs' exp) | \$100 – 150k |
| Sales/Market Analyst (0 – 3 yrs' exp) | \$50 – 80k |
| Sponsorship and Event Manager (0 – 3 yrs' exp) | \$55 – 80k |
| State Retail Manager (0 – 3 yrs' exp) | \$45 – 80k |
| State Sales Manager (3+ yrs' exp) | \$80 – 150k |
| Telemarketer (0 – 3 yrs' exp) | \$35 – 50k |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Within the Secretarial & Support division our experienced team provides temporary and permanent recruitment solutions across a range of industries covering a base of local, national and international organisations.

market overview

From a permanent recruitment perspective there has been an increase in demand for high quality staff as employers look for a commitment that will see them through their long term planning.

2005 proved to be a candidate driven market. Reflective of this has been an increase in salaries and employees seeking flexibility from the employer. As a result employers are becoming more focused on the retention of existing staff and developing company policies aimed at providing a flexible and productive work environment.

Employers need to consider alternative recruitment solutions in order to secure the best person for a role. Parents returning to the workforce and mature aged candidates will become a larger component of the candidate market.

2006 will continue the trend of a candidate driven market and the need for temporary and contract staff will increase.

Employers need to assess business staffing needs and plan their recruitment activities accordingly. The future success of employers, in the current market, will be based upon an ability to be decisive when faced with an outstanding candidate.

salaries | adelaide | secretarial & support

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--------------------------|----------------------------------|------------------------------|
| Administration Assistant | \$30 – 36k | \$18 – 19 |
| Data Entry Operator | \$29 – 34k | \$18 – 19 |
| Executive Assistant | \$43 – 55k | \$21 – 26 |
| Junior | \$20 – 27k | \$11 – 16 |
| Legal Secretary | \$36 – 50k | \$20 – 24 |
| Marketing Assistant | \$36 – 43k | \$19 – 21 |
| Office Manager | \$45 – 60k | \$22 – 30 |
| Paralegal | \$38 – 50k | \$20 – 24 |
| Personal Assistant | \$39 – 50k | \$19 – 20 |
| Receptionist | \$32 – 38k | \$18 – 19 |
| Secretary | \$35 – 40k | \$18 – 20 |
| Switchboard Operator | \$30 – 36k | \$18 – 19 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|----------------------------------|------------------------------|
| Call Centre | | |
| Call Centre Manager (2 – 4 yrs' exp) | \$70 – 110k | |
| Call Centre Manager (5+ yrs' exp) | \$110 – 150k | |
| Call Centre Trainer | \$50 – 70k | |
| Customer Service Representative (0 – 4 yrs' exp) | \$30 – 37k | \$18 – 20 |
| Customer Service Representative (5+ yrs' exp) | \$40 – 55k | \$20 – 24 |
| Customer Service Team Leader | \$43 – 47k | \$20 – 25 |
| Inbound Sales Representative | \$28 – 38k | |
| Inbound Sales Team Leader | \$43 – 47k | |
| Outbound Sales Representative | \$35 – 45k | |
| Outbound Sales Team Leader | \$47 – 58k | |
| Telesales Team Leader | \$37 – 50k | |
| Telesales | \$28 – 35k | |
| Workforce Analyst/Planner | \$45 – 65k | |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|----------------------------------|------------------------------|
| Financial/Insurance Support Services | | |
| Accounts Payable/Receivable | \$34 – 44k | \$18 – 22 |
| Bookkeepers | \$38 – 48k | \$19 – 30 |
| Claims Administrators | \$30 – 40k | |
| Credit Controller | \$39 – 70k | |
| Mortgage Processing Officers & Settlements Officers | \$33 – 38k | \$18 – 20 |
| Payroll Officer | \$35 – 45k | \$18 – 22 |
| Payroll Supervisor | \$45 – 70k | |
| Superannuation Fund Administrators | \$33 – 37k | \$18 – 20 |
| Underwriters | \$45 – 80k | |
| NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified. | | |

Our Brisbane Accounting & Finance division specialises in the recruitment of executive and support accounting professionals on a temporary, contract and permanent basis. We have an impressive blue-chip client base across the private sector and public practice, servicing the needs of large high profile organisations.

The division has seen strong demand by clients across all sectors due to the increasingly tight candidate market. This has seen many employers formalise agreements with Robert Walters to ensure they have supply across the international market. Candidate shortage has had a significant effect on the market and strengthened the war for talent. Many employers are now drastically revising recruitment policies to ensure that they can secure candidates more quickly than their competitors.

The resource and energy sectors have led the way in terms of increased recruitment needs in Queensland and this is expected to continue once again in 2006 with qualified CA/CPA/CIMA candidates who possess experience with large energy and mining companies constantly in demand.

Robert Walters still identifies the integral role the public sector plays in the employment market and the specialist needs of public sector organisations. On-going corporate services review within both state and local government has continued to drive the need for contract staff. Sustained changes in Government owned corporations increase the demand for both special project contractors as well as permanent staff particularly in the utilities sector.

market overview

permanent

The outlook for 2006 is favourable with strong demand for quality candidates at all levels. The strongest demand will be for newly qualified candidates and qualified candidates with between two to four years' post professional qualification experience. The senior market is predicted to be steady after a relatively quiet 2005. Those candidates with over seven years' post qualification experience will be a valuable commodity due to the number of projects being driven by government regulation, continued growth, and industry restructuring that is predicted in Brisbane during 2006.

contract

Contracting remains a popular and flexible career choice in Brisbane as the market has seen a general increase in the activities of a number of special projects throughout both the commercial and public sectors. Clients are recognising the importance of contract staff with an increase in the number of contract to permanent opportunities, highlighting the need for an immediately available talent pool. We have seen the contract market boosted by the number of quality international candidates who have decided to work in Queensland on short term visas and a great increase in the number of young qualified accountants returning from the UK. All indications are that 2006 will once again be a strong year for contracting in Brisbane.

salaries | brisbane | accounting & finance - commerce & industry

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|----------------------------------|------------------------------|
| Accounts Assistant (0 – 2 yrs' exp) | \$26 – 28k | \$17 – 19 |
| Accounts Assistant (3 – 5 yrs' exp) | \$28 – 32k | \$19 – 21 |
| Accounts Assistant (6+ yrs' exp) | \$32 – 36k | \$21 – 23 |
| Accounts Clerk (0 – 2 yrs' exp) | \$26 – 28k | \$17 – 19 |
| Accounts Clerk (3 – 5 yrs' exp) | \$28 – 32k | \$19 – 21 |
| Accounts Clerk (6+ yrs' exp) | \$32 – 36k | \$21 – 23 |
| Accounts Payable/Receivable - Junior (0 – 2 yrs' exp) | \$26 – 32k | \$17 – 20 |
| Accounts Payable/Receivable - Manager (6+ yrs' exp) | \$45 – 60k | \$24 – 30 |
| Accounts Payable/Receivable - Supervisor (3 – 5 yrs' exp) | \$35 – 45k | \$21 – 24 |
| Assistant Accountant CA/CPA (0 – 2 yrs' exp) | \$40 – 45k | \$20 – 24 |
| Assistant Accountant CA/CPA (3 – 5 yrs' exp) | \$45 – 55k | \$24 – 28 |
| Assistant Accountant CA/CPA (6+ yrs' exp) | \$55 – 60k | \$28 – 30 |
| Assistant Accountant Degree (0 – 2 yrs' exp) | \$32 – 35k | \$18 – 20 |
| Assistant Accountant Degree (3 – 5 yrs' exp) | \$35 – 40k | \$20 – 23 |
| Assistant Accountant Degree (6+ yrs' exp) | \$40 – 45k | \$23 – 25 |
| Audit Manager | \$85 – 110k | \$40 – 55 |
| Auditor (0 – 2 yrs' exp) | \$34 – 38k | \$20 – 22 |
| Auditor (3 – 5 yrs' exp) | \$38 – 65k | \$22 – 37 |
| Auditor (6+ yrs' exp) | \$65 – 85k | \$37 – 45 |
| Billings Analyst (0 – 2 yrs' exp) | \$28 – 32k | \$18 – 20 |
| Billings Analyst (3 – 5 yrs' exp) | \$32 – 35k | \$20 – 22 |
| Billings Analyst (6+ yrs' exp) | \$35 – 45k | \$22 – 25 |
| Bookkeeper (0 – 2 yrs' exp) | \$28 – 32k | \$20 – 22 |
| Bookkeeper (3 – 5 yrs' exp) | \$32 – 38k | \$22 – 24 |
| Bookkeeper (6+ yrs' exp) | \$38 – 50k | \$24 – 26 |
| Business/Financial Analyst (0 – 2 yrs' exp) | \$38 – 42k | \$19 – 21 |
| Business/Financial Analyst (3 – 5 yrs' exp) | \$42 – 70k | \$21 – 35 |
| Business/Financial Analyst (6+ yrs' exp) | \$70 – 90k | \$35 – 45 |
| Chief Financial Officer (PLC) | \$300 – 450k | \$100 – 150 |
| Chief Financial Officer (other) | \$150 – 250k | \$100 – 150 |
| Commercial/Planning Manager | \$120 – 180k | \$60 – 90 |
| Company Accountant | \$60 – 85k | \$30 – 45 |
| Corporate Finance (0 – 2 yrs' exp) | \$40 – 50k | \$20 – 25 |
| Corporate Finance (3 – 5 yrs' exp) | \$50 – 80k | \$25 – 40 |
| Corporate Finance (6+ yrs' exp) | \$80 – 100k | \$40 – 50 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

salaries | brisbane | accounting & finance - commerce & industry

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|----------------------------------|------------------------------|
| Cost Accountant (0 – 2 yrs' exp) | \$40 – 50k | \$20 – 25 |
| Cost Accountant (3 – 5 yrs' exp) | \$50 – 80k | \$25 – 40 |
| Cost Accountant (6+ yrs' exp) | \$80 – 90k | \$40 – 45 |
| Credit Controller | \$40 – 45k | \$20 – 23 |
| Credit Manager | \$55 – 75k | \$27 – 37 |
| Finance Director - Large Organisation | \$250 – 400k | \$80 – 150 |
| Finance Director - Small/Medium Organisation | \$125 – 200k | \$60 – 100 |
| Finance Manager (0 – 2 yrs' exp) | \$60 – 80k | \$30 – 40 |
| Finance Manager (3 – 5 yrs' exp) | \$80 – 100k | \$40 – 50 |
| Finance Manager (6+ yrs' exp) | \$100 – 120k | \$45 – 60 |
| Financial Accountant (0 – 2 yrs' exp) | \$45 – 60k | \$22 – 30 |
| Financial Accountant (3 – 5 yrs' exp) | \$60 – 85k | \$30 – 43 |
| Financial Accountant (6+ yrs' exp) | \$85 – 100k | \$43 – 50 |
| Financial Analyst (0 – 2 yrs' exp) | \$45 – 60k | \$23 – 30 |
| Financial Analyst (3 – 5 yrs' exp) | \$60 – 85k | \$30 – 45 |
| Financial Analyst (6+ yrs' exp) | \$85 – 100k | \$40 – 50 |
| Financial Controller - Large Organisation | \$175 – 250k | \$80 – 150 |
| Financial Controller - Small/Medium Organisation | \$90 – 175k | \$60 – 100 |
| Graduate Accountant | \$32 – 38k | \$18 – 20 |
| Group Accountant | \$60 – 90k | \$35 – 50 |
| Group Financial Controller | \$125 – 200k | \$60 – 100 |
| Group Management Accountant | \$75 – 90k | \$35 – 45 |
| Internal Auditor - Junior | \$38 – 50k | \$19 – 25 |
| Internal Auditor - Manager | \$75 – 110k | \$35 – 50 |
| Management Accountant (0 – 2 yrs' exp) | \$45 – 60k | \$22 – 30 |
| Management Accountant (3 – 5 yrs' exp) | \$60 – 85k | \$30 – 43 |
| Management Accountant (6+ yrs' exp) | \$85 – 100k | \$43 – 50 |
| Payroll Manager | \$55 – 75k | \$25 – 35 |
| Payroll Supervisor (5+ yrs' exp) | \$45 – 55k | \$25 – 30 |
| Pricing Analyst | \$70 – 90k | \$35 – 45 |
| Senior Credit Manager (8+ yrs' exp) | \$55 – 75k | \$25 – 35 |
| Systems Accountant (0 – 2 yrs' exp) | \$45 – 50k | \$20 – 25 |
| Systems Accountant (3 – 5 yrs' exp) | \$50 – 80k | \$25 – 40 |
| Systems Accountant (6+ yrs' exp) | \$80 – 100k | \$40 – 50 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

salaries | brisbane | accounting & finance - commerce & industry

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---------------------------------------|----------------------------------|------------------------------|
| Tax Accountant (0 – 2 yrs' exp) | \$40 – 45k | \$20 – 25 |
| Tax Accountant (3 – 5 yrs' exp) | \$45 – 70k | \$25 – 35 |
| Tax Accountant - Senior (6+ yrs' exp) | \$70 – 100k | \$35 – 50 |
| Tax Manager | \$90 – 120k | \$45 – 70 |
| Treasury Accountant | \$60 – 85k | \$30 – 45 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Brisbane Accounting & Finance, Banking & Financial Services division focuses on executive, operational, permanent, contract and temporary recruitment across Queensland metropolitan and regional centres. We cover all facets of banking, superannuation, financial planning, insurance and investment. Financial planning, business development and relationship management positions are the most common at the middle to executive level. Business banking, property finance and retail lending are the most prominent market sectors and insurance claims and superannuation administrators are the most prevalent at a junior level. In the contract/temporary markets, the positions relate mostly to transactional processing, data entry and customer service.

market overview

banking & finance

The banking and financial services market in Queensland developed significantly throughout 2005 and continues to show considerable levels of growth. Local banking institutions continue to gain sizeable traction in the market as well as looking at considerable expansion interstate. The ongoing influx of people into Queensland continues to drive requirements for wealth management and financial planning professionals and business sentiment remains strong. The financial services sector continues to prove very attractive for graduates and career minded young professionals and offers skills and technical competencies easily transferable either interstate or overseas. From a banking industry perspective, the retail sector has become an increasingly relevant element of the structure of all the larger institutions and this focus on the product side of the business continues. Salaries have risen significantly in a number of key areas, not least investment banking and wealth management while the residential lending industry has shown signs of slowing, following continued concern over interest rate rises. From a support perspective, the market is still seeking enthusiastic and corporate candidates for customer service positions and the settlements and back office processing environments are experiencing an unprecedented shortage of experienced candidates.

Many major players within the corporate banking environment are identifying Brisbane as a worthwhile location for their operations and a number of organisations have increased their staffing requirements significantly. Due to the consistent focus on compliance and control within the industry, it is becoming increasingly difficult for candidates without relevant tertiary qualifications to secure opportunities within the financial services environment. With the ever increasing issues of candidate shortages, the market will continue to look overseas to attract high calibre talent.

insurance

With the ongoing focus on process improvement, compliance and proactive risk management, there is a great demand for candidates with relevant compliance experience and subsequently salaries continue to rise in this area. The liability insurance market remains in a growth phase, with experienced assessors and underwriters in particularly short supply. A number of the larger insurance companies are actively seeking to recruit candidates overseas to assist in fulfilling resourcing requirements. There is an evident lack of graduates with two to three years' experience across the entire sector, a trend which is unlikely to alter in the foreseeable future. Many employers are attempting to attract a broader range of candidates through innovative recruitment drives, aimed at mature age workers, and mothers returning to work.

superannuation

The superannuation industry is only beginning to experience the potential impact of superannuation fund choice but many organisations have already increased their business development functions and launched media grabbing marketing campaigns. Administration functions are also being strengthened in the knowledge that as customers move to new fund providers, their requirements will increase and the levels of customer service will rise considerably.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|----------------------------------|------------------------------|
| Banking | | |
| Administration Officer | \$30 – 38k | \$16 – 19 |
| Credit Risk Analyst (0 – 2 yrs' exp) | \$45 – 55k | \$22 – 27 |
| Credit Risk Analyst (3 – 5 yrs' exp) | \$50 – 60k | \$25 – 30 |
| Credit Risk Analyst (6+ yrs' exp) | \$60 – 75k | \$30 – 38 |
| Document Preparation - Commercial | \$34 – 40k | \$17 – 20 |
| Document Preparation - Retail | \$32 – 40k | \$17 – 20 |
| Lending Settlements Clerk | \$34 – 42k | \$17 – 22 |
| Lending Support | \$35 – 40k | \$17 – 22 |
| Operations Manager (0 – 2 yrs' exp) | \$42 – 55k | \$21 – 28 |
| Operations Manager (3 – 5 yrs' exp) | \$55 – 70k | \$28 – 35 |
| Operations Manager (6+ yrs' exp) | \$65 – 90k | \$32 – 45 |
| Relationship Manager - Corporate | \$45 – 70k | \$23 – 35 |
| Relationship Manager - Institutional | \$50 – 80k | \$25 – 40 |
| Relationship Manager - SME | \$45 – 65k | \$23 – 33 |
| Retail Credit Assessment | \$40 – 55k | \$20 – 27 |
| Senior Credit Analyst (8+ yrs' exp) | \$60 – 80k | \$30 – 40 |
| Settlements - Financial Markets | \$38 – 48k | \$17 – 25 |
| Business Banking | | |
| Business Development Manager (Wealth Management) | \$75 – 110k | \$35 – 55 |
| Compliance Manager (0 – 2 yrs' exp) | \$65 – 80k | \$32 – 40 |
| Compliance Manager (3 – 5 yrs' exp) | \$75 – 110k | \$35 – 55 |
| Confirmations (0 – 2 yrs' exp) | \$30 – 32k | \$16 – 18 |
| Confirmations (3 – 5 yrs' exp) | \$32 – 40k | \$18 – 20 |
| Corporate Actions (0 – 2 yrs' exp) | \$38 – 42k | \$17 – 21 |
| Corporate Actions (3 – 5 yrs' exp) | \$43 – 50k | \$21 – 25 |
| Corporate Finance (3 – 5 yrs' exp) | \$65 – 90k | \$32 – 45 |
| Corporate Finance - Director (6+ yrs' exp) | \$140 – 230k | \$70 – 115 |
| Equity Research Analyst (3 – 5 yrs' exp) | \$60 – 95k | \$30 – 47 |
| Financial Planner (0 – 2 yrs' exp) | \$50 – 60k | \$25 – 30 |
| Financial Planner (3 – 5 yrs' exp) | \$55 – 70k | \$25 – 35 |
| Financial Planner (6+ yrs' exp) | \$65 – 80k | \$30 – 40 |
| Manager Trade Finance | \$70 – 110k | \$35 – 55 |
| Margin Lending Officer (0 – 2 yrs' exp) | \$38 – 42k | \$17 – 21 |
| Margin Lending Officer (3 – 5 yrs' exp) | \$43 – 55k | \$21 – 26 |
| NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified. | | |

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|----------------------------------|------------------------------|
| Market Risk Analyst (0 – 2 yrs' exp) | \$45 – 75k | \$22 – 32 |
| Market Risk Analyst (3 – 5 yrs' exp) | \$65 – 100k | \$32 – 50 |
| Market Risk Manager (6+ yrs' exp) | \$100 – 180k | \$50 – 90 |
| Para-Planner - Studying | \$40 – 50k | \$20 – 25 |
| Para-Planner - DFP Qualified | \$45 – 60k | \$22 – 30 |
| Treasury Manager | \$50 – 90k | \$25 – 45 |
| Treasury Settlements | \$38 – 45k | \$18 – 23 |
| Financial Services | | |
| Client Services Officer (3 – 5 yrs' exp) | \$35 – 40k | \$17 – 20 |
| Commercial Banker (3 – 5 yrs' exp) | \$40 – 50k | \$20 – 25 |
| Compliance Officer (3 – 5 yrs' exp) | \$40 – 50k | \$20 – 25 |
| Dealers Assistant (0 – 2 yrs' exp) | \$42 – 50k | \$21 – 25 |
| Insurance Claims Processing | \$32 – 38k | \$16 – 19 |
| Insurance Claims Supervisor | \$45 – 55k | \$22 – 28 |
| Insurance Team Leader | \$45 – 55k | \$22 – 28 |
| Insurance Underwriter (3 – 5 yrs' exp) | \$45 – 60k | \$22 – 30 |
| Investment Administration | \$36 – 45k | \$18 – 22 |
| Portfolio Funds Administrator | \$38 – 45k | \$17 – 22 |
| Portfolio Funds Manager | \$75 – 120k | \$32 – 60 |
| Superannuation Administration | \$36 – 45k | \$17 – 22 |
| Superannuation Client Services | \$36 – 42k | \$17 – 21 |
| Superannuation Compliance | \$50 – 75k | \$25 – 32 |
| Operations | | |
| Corporate Actions Manager (3 – 5 yrs' exp) | \$50 – 90k | \$25 – 45 |
| Derivatives Documentation Clerk (0 – 2 yrs' exp) | \$40 – 46k | \$20 – 23 |
| Derivatives Operations Manager (3 – 5 yrs' exp) | \$60 – 90k | \$30 – 45 |
| Derivatives Supervisor | \$45 – 60k | \$22 – 30 |
| Equities Clerk (0 – 2 yrs' exp) | \$35 – 45k | \$17 – 22 |
| Equities Supervisor (3 – 5 yrs' exp) | \$45 – 60k | \$22 – 30 |
| Equities Operations Manager (6+ yrs' exp) | \$60 – 90k | \$30 – 45 |
| Fixed Income Clerk (0 – 2 yrs' exp) | \$35 – 45k | \$17 – 22 |
| Fixed Income Supervisor (3 – 5 yrs' exp) | \$45 – 60k | \$22 – 30 |
| Fixed Income Operations Manager (6+ yrs' exp) | \$60 – 90k | \$30 – 45 |
| Fund Administrator - Custody (0 – 2 yrs' exp) | \$32 – 40k | \$16 – 20 |
| Fund Administrator - Custody Senior (3 – 5 yrs' exp) | \$40 – 55k | \$20 – 27 |
| Fund Administrator - Fund Management (0 – 2 yrs' exp) | \$35 – 45k | \$17 – 23 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|----------------------------------|------------------------------|
| FX Clerk (0 – 2 yrs' exp) | \$38 – 45k | \$17 – 22 |
| FX Supervisor (3 – 5 yrs' exp) | \$45 – 60k | \$22 – 30 |
| FX Operations Manager (6+ yrs' exp) | \$50 – 90k | \$25 – 45 |
| Head of Operations | \$140 – 170k | \$70 – 85 |
| Margin Lending (0 – 2 yrs' exp) | \$36 – 45k | \$17 – 22 |
| Senior Margin Lending (3 – 5 yrs' exp) | \$40 – 50k | \$20 – 25 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

From high powered personal assistants to industry specialised support roles, our Business Support division recognises the diverse skills required for each industry, to source best-fit candidates. Our experienced consultants come with market insight and in-depth knowledge of salary levels and skills profiling. Our emphasis is on building consultative relationships, offering services to fulfil temporary, fixed term and permanent assignments at all levels of seniority.

market overview

Continuing the trend from 2005, the Brisbane secretarial and support market remains buoyant, with significant growth seen in the engineering, mining, construction, property and utilities sectors. The focus on work/life balance continues to drive ongoing migration of interstate and international candidates to Brisbane. The shortage of candidates with industry specific skills has resulted in a focus on 'culture fit', with clients focusing on attracting candidates that align well to organisational values, rather than just skill set and industry experience. Due to the candidate shortage, we have also seen an increase in retention strategies being implemented across all sectors, including reward and recognition programmes and greater flexibility in working arrangements.

The role of the Personal Assistant has developed. Support staff are now highly educated, work for more than one person, are given more responsibility and have much more influence. Many positions have become increasingly diverse, with some including 'high level' elements or small management-style responsibilities. Advanced IT and attitudinal skills are seen as core requirements for support staff skills currently considered to be in short supply.

More and more of our clients are responding to volatile or difficult market conditions by putting in place a flexible workforce that can be moulded to adapt to changes in short-term business requirements. Skilled applicants are choosing to remain in temporary roles over permanent opportunities due to the consistency of the work available and exposure they receive to a broad cross selection of industries, we predict this trend will continue throughout 2006.

salaries | brisbane | business support

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---------------------------------|----------------------------------|------------------------------|
| Administration Assistant | \$30 – 35k | \$20 – 22 |
| Data Entry Operator | \$29 – 33k | \$18 – 20 |
| Events Coordinator | \$34 – 42k | \$20 – 23 |
| Executive Assistant | \$55 – 65k | \$23 – 27 |
| Junior Secretary | \$20 – 28k | \$9 – 16 |
| Marketing Assistant | \$32 – 40k | \$21 – 23 |
| Office Junior | \$14 – 24k | \$7 – 14 |
| Office Manager | \$50 – 65k | \$21 – 26 |
| Personal Assistant | \$40 – 55k | \$21 – 23 |
| Receptionist | \$30 – 40k | \$18 – 21 |
| Research Assistant | \$35 – 45k | \$20 – 25 |
| Senior Secretary | \$38 – 45k | \$20 – 23 |
| Switchboard Operator | \$30 – 37k | \$19 – 20 |
| Team Secretary | \$32 – 43k | \$19 – 22 |
| WP Operator | \$36 – 45k | \$20 – 24 |
| WP Supervisor | \$40 – 50k | \$21 – 27 |
| Project Administrator | \$35 – 45k | \$19 – 22 |
| Project Secretary | \$40 – 50k | \$22 – 27 |
| Project Coordinator | \$45 – 55k | \$25 – 30 |
| Call Centre Manager | \$60 – 100k | \$30 – 45 |
| Call Centre Trainer | \$40 – 50k | \$20 – 30 |
| Outbound Sales Representative | \$30 – 40k | \$17 – 22 |
| Inbound Sales Representative | \$30 – 37k | \$17 – 20 |
| Customer Service Team Leader | \$45 – 50k | \$21 – 25 |
| Customer Service Representative | \$30 – 37k | \$18 – 20 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

The Engineering & Operations division of our Brisbane office recruits across a broad range of skill requirements needed for the private and government sectors. We recruit contract and permanent employees with the main focus of our business for 2006 being the power generation, civil infrastructure and mining sector, as well as building construction.

market overview

Australia's engineering sector is in urgent need of qualified industry professionals to combat the current boom. Queensland is still experiencing a severe shortage of skilled and experienced candidates with appropriate skills. The market is now looking to countries like the UK, South Africa, New Zealand and Canada to overcome staff shortages.

While this shortfall is typical of the industry's cyclical nature, we expect it to continue with numerous new projects planned. This has had a direct effect on salaries with a large proportion of professional engineers receiving significant salary increases over the past 12 months. In this current climate, employers are moving more quickly to secure candidates.

Major projects that have commenced or are due to commence in 2006 include the Dawson Project Alliance, Hail Creek Expansion Project, Saraji Upgrade Project, Dalrymple Bay Coal Terminal Expansion, the International Airport expansion and the "Soul" 78 storey High-rise Residential Project.

Potential future projects in 2006 include the Lake Lindsay Project, PNG Gas Pipeline, Coke Plant and Power Station, Gateway duplication and Brisbane River North to South Bypass tunnel.

With these current and future projects, we foresee continued growth in the placement of candidates across all sectors, especially in civil infrastructure and mining.

| Role | Permanent salary per annum \$Aus |
|------|----------------------------------|
|------|----------------------------------|

Engineering Design

| | |
|--------------------------|--------------|
| Project Manager | \$140 – 180k |
| Project Engineer | \$60 – 90k |
| Civil Engineer | \$70 – 90k |
| Mechanical Engineer | \$80 – 100k |
| Electrical Engineer | \$80 – 100k |
| Structural Engineer | \$70 – 90k |
| Traffic Engineer | \$55 – 75k |
| Design Drafters | \$65 – 90k |
| Planning Engineer | \$100 – 120k |
| Project Controls Manager | \$100 – 120k |
| Cost Engineer | \$80 – 110k |

Construction - Building & Civil

| | |
|------------------------------|--------------|
| Construction Manager | \$150 – 200k |
| Project Manager | \$120 – 140k |
| Site Manager | \$100 – 120k |
| General Foreman | \$90 – 115k |
| Contract Manager | \$90 – 120k |
| Contract Administrator | \$70 – 100k |
| Estimator | \$75 – 100k |
| Project Engineer | \$70 – 90k |
| Business Development Manager | \$90 – 120k |
| Civil Engineer | \$70 – 90k |
| Structural Engineer | \$70 – 90k |
| Site Engineer | \$65 – 85k |

Resources

| | |
|--------------------------|--------------|
| Maintenance Manager | \$130 – 160k |
| Mine Superintendent | \$110 – 130k |
| Mechanical Engineer | \$110 – 130k |
| Electrical Engineer | \$110 – 130k |
| Planning Engineer | \$110 – 130k |
| Procurement Manager | \$120 – 140k |
| Contracts Manager | \$90 – 120k |
| Mining Engineer | \$90 – 140k |
| Graduate Mining Engineer | \$65 – 90k |
| Metallurgy Engineer | \$70 – 90k |
| Project Engineer | \$80 – 110k |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our General Management division recruits up to CEO level, including managing directors, and regional/general management roles, in addition to a full range of senior functional appointments in accounting, HR, IT, operations, and sales and marketing. The key sectors in the Brisbane market include banking & financial services, engineering & construction, information technology, retail, resources & energy, and telecommunications.

market overview

Queensland has maintained a leading position on the national front with continued economic growth and the lowest unemployment figures in over 25 years. This growth has primarily been led by the on-going expansion of the mining and exploration industry and the continued demand from the Asian and Chinese export markets for Queensland based mineral resources. Also driving growth is the ambitious and all encompassing Queensland Infrastructure Plan for 2020, which has been promoting consistent growth within the engineering and construction environments. Other industry sectors have been on a steady increase, with increasing opportunities available within the financial services and retail industries.

Although the market for senior executives in Queensland still remains somewhat limited due to the lack of head office environments in the local market, the volume of opportunities has risen and the remuneration packages on offer are certainly competitive with the southern states. The continuing practice of hiring senior executives into fixed term appointments is still prevalent, driving accountability and offering organisations a greater degree of flexibility within their senior management structures.

Queensland Government remains a major provider of opportunity at the senior executive level, and a number of joint ventures between state and local government have created challenging opportunities for senior management. The reshuffle of the state government cabinet mid-2005 created a number of new opportunities as emerging ministers stamped their authority on their portfolios with ambitious and far-reaching policy changes.

2006 promises to deliver consistent growth in the senior executive market but the competitive remuneration packages on offer will see an increased threat to local candidates as the interstate migration to Queensland continues.

| Role | Permanent salary per annum \$Aus |
|------|----------------------------------|
|------|----------------------------------|

General Management

| | |
|---------------------------------|---------|
| Chief Executive Officer | \$300k+ |
| Divisional Manager | \$180k+ |
| Finance Director | \$220k+ |
| General Manager | \$150k+ |
| HR Director | \$150k+ |
| Managing Director | \$200k+ |
| Marketing Director | \$160k+ |
| Operations Director | \$140k+ |
| Professional Services - Partner | \$250k+ |
| Project Director | \$160k+ |
| Regional Manager | \$120k+ |
| Sales Director | \$130k+ |
| State Manager | \$140k+ |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Brisbane Human Resources division recruits permanent and contract roles in all areas of human resource management. Our client base covers all industries, from small companies to large ASX listed organisations, as well as both local and state Government organisations. Due to the diversity of our client base, the function and degree of responsibility placed on individual candidates can vary considerably between organisations.

market overview

As employers become increasingly aware of the need to focus on staff retention, workforce planning in an ageing population and the world continues to wonder about Generation Y, never has the market for HR professionals been more buoyant. HR divisions across all medium to large organisations have been scaling up in an effort to get skills on board to assist with driving the success of the business. HR has truly become part of the driving force behind the success of corporations and senior management are very aware of the positive impact a well structured HR plan can have on the bottom line.

Strong OH&S candidates continue to be in high demand, alongside those with strong specialisations in learning and development and workforce planning. Remuneration & benefits is another area where candidates with demonstrated experience are sought-after in the marketplace. As many organisations turn to in-house recruitment specialists in an attempt to solve the candidate shortages and reduce their recruitment spend, opportunities thrive for candidates with any level of experience within the recruitment sector. There is a concern that this market shift will not maintain its course much past the next two years as organisations begin to view the global reach of international recruitment firms as the best option for candidate resourcing.

What has become increasingly evident within the HR market is the focus on tertiary qualifications and on-going personal and professional development. There is little room left in the market for those who secured experience in HR without gaining any relevant qualifications and this market shift will continue. There has also been a shift towards hiring HR staff on a contract or temporary basis to handle particular projects or to offer additional assistance during peak times. These temporary roles offer an excellent opportunity for candidates to gain exposure to multiple industry sectors, thereby continuing their professional development and increasing their market worth.

2006 is shaping up to be a strong year within the HR arena, with candidate shortages not yet a major issue and the focus on HR specialist positions giving candidates opportunities beyond previous years. Industry sectors predicting growth within the HR environment including energy and resources, mining and engineering, and construction.

salaries | brisbane | human resources

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|----------------------------------|------------------------------|
| HR Administrator | \$40 – 45k | \$22 – 25 |
| HR Advisor | \$60 – 80k | \$30 – 50 |
| HR Consultant | \$50 – 60k | \$28 – 35 |
| HR Coordinator | \$45 – 55k | \$22 – 28 |
| HR Director | \$150k+ | \$55+ |
| HR Manager | \$70 – 120k | \$35 – 65 |
| Learning (Training) & Development Coordinator | \$45 – 65k | \$25 – 35 |
| Learning (Training) & Development Manager | \$70 – 120k | \$35 – 65 |
| Remuneration & Benefits Officer | \$45 – 65k | \$22 – 35 |
| Remuneration & Benefits Manager | \$70 – 120k | \$35 – 65 |
| Recruitment Officer | \$45 – 65k | \$22 – 35 |
| Recruitment Manager | \$70 – 90k | \$35 – 45 |
| Industrial/Employee Relations Officer | \$45 – 65k | \$25 – 35 |
| Industrial/Employee Relations Manager | \$70 – 120k | \$35 – 55 |
| OH & S Officer | \$45 – 65k | \$22 – 35 |
| OH & S Manager | \$70 – 90k | \$35 – 55 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Information Technology division provides value-added recruitment solutions across the IT sector, from senior level appointments including general managers, chief information officers and project directors through to technical infrastructure and software development positions. With a team of highly experienced, locally based consultants, we are well positioned to offer recruitment solutions, on both a permanent and contract basis.

market overview

The Brisbane IT market continued to increase in strength during 2005 with high levels of activity in both the public and private sectors. Queensland state government has realised the need to undergo long overdue ICT renewal projects, which has led to an increase in the need for IT contractors and the replacement of legacy systems.

The need for skilled technical resources such as ERP Consultants, Project Managers and .Net developers has been at an all time high; while mid level roles remain fairly constant. Higher end management and CIO level roles tend to still be fairly light within the private sector, with many companies opting to operate their head offices out of Sydney and Melbourne. We have also seen an increase in the number of interstate contractors making the move to Brisbane to take advantage of a steady flow of short term roles and lower living costs.

The outlook for 2006 is still for a contract driven market, with State Government remaining the major recruiter of IT resources. We can expect an increasing demand for specialised technical roles, document management specialists and technical writers with the majority of executive appointments coming from within Government.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|----------------------------------|------------------------------|
| Chief Information Officer/Chief Technology Officer | \$130k+ | |
| IT Director | \$110k+ | |
| Manager – MIS | \$80 – 115k | \$70 – 110 |
| Manager – IT | \$75 – 110k | \$70 – 105 |
| Manager – Infrastructure Services | \$70 – 100k | \$65 – 95 |
| Manager – Development | \$75 – 100k | \$70 – 115 |
| Manager – Help Desk | \$65 – 85k | \$50 – 75 |
| Manager – Testing – Applications and Infrastructure | \$60 – 90k | \$55 – 80 |
| Project Director | \$100 – 130k | \$90 – 140 |
| Project Manager (1 – 2 yrs' exp) | \$60 – 75k | \$55 – 65 |
| Project Manager (3 – 5 yrs' exp) | \$75 – 100k | \$65 – 85 |
| Project Manager (5+ yrs' exp) | \$90 – 120k | \$80 – 120 |
| Business Analyst (1 – 3 yrs' exp) | \$50 – 65k | \$45 – 60 |
| Business Analyst (4 – 6 yrs' exp) | \$65 – 75k | \$55 – 80 |
| Business Analyst (6+ yrs' exp) | \$75 – 95k | \$70 – 105 |
| Consultant (1 – 3 yrs' exp) | \$60 – 75k | \$45 – 60 |
| Experienced Consultant (2 – 5 yrs' exp) | \$70 – 90k | \$55+ |
| Manager/Senior Consultant/Director (5+ yrs' exp) | \$75 – 100k | \$70 – 115 |
| ERP Consultant Functional | \$70 – 110k | \$65 – 105 |
| ERP Consultant Technical | \$70 – 90k | \$65 – 95 |
| Hardware Engineer (1 – 3 yrs' exp) | \$40 – 55k | \$40 – 60 |
| Hardware Engineer (3 – 6 yrs' exp) | \$50 – 75k | \$55 – 75 |
| Help Desk/PC Support/Apps Support (1 – 3 yrs' exp) | \$30 – 45k | \$25 – 35 |
| Help Desk/Desktop Support/Apps Support (3 – 5 yrs' exp) | \$45 – 55k | \$30 – 55 |
| LAN Support/Administration (level 1/2) (2 – 4 yrs' exp) | \$45 – 60k | \$30 – 50 |
| LAN Support/Administration (level 3/4) (5+ yrs' exp) | \$50 – 75k | \$50 – 75 |
| Security Specialist (1 – 3 yrs' exp) | \$55 – 70k | \$50 – 65 |
| Security Specialist (3+ yrs' exp) | \$65 – 100k | \$60 – 90 |
| WAN/Communications Engineer (1 – 2 yrs' exp) | \$45 – 60k | \$35 – 50 |
| WAN/Communications Engineer (2 – 4 yrs' exp) | \$60 – 85k | \$50 – 80 |
| WAN/Communications Engineer (5+ yrs' exp) | \$85 – 100k | \$75 – 110 |
| Systems Administrator - Unix, NT, Novell (1 – 3 yrs' exp) | \$50 – 70k | \$40 – 60 |
| Systems Administrator - Unix, NT, Novell (3 – 6 yrs' exp) | \$65 – 90k | \$55 – 85 |
| Database Administrator - SQL Server, Sybase, DB2 (2 – 5 yrs' exp) | \$50 – 75k | \$50 – 70 |
| Database Administrator - SQL Server, Sybase, DB2 (6+ yrs' exp) | \$65 – 85k | \$60 – 100 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|----------------------------------|------------------------------|
| Database Administrator - Oracle (2 – 5 yrs' exp) | \$50 – 80k | \$50 – 70 |
| Database Administrator - Oracle (6+ yrs' exp) | \$65 – 90k | \$60 – 105 |
| Analyst Programmer - Database (2 – 3 yrs' exp) | \$45 – 55k | \$40 – 50 |
| Analyst Programmer - Database (3 – 5 yrs' exp) | \$50 – 65k | \$45 – 55 |
| Analyst Programmer - Database (5+ yrs' exp) | \$60 – 80k | \$60 – 85 |
| Analyst Programmer - VB, ASP, WEB (0 – 2 yrs' exp) | \$35 – 50k | \$35 – 50 |
| Analyst Programmer - VB, ASP, WEB (3 – 5 yrs' exp) | \$45 – 65k | \$50 – 65 |
| Analyst Programmer - VB, ASP, WEB, NET (6+ yrs' exp) | \$65 – 95k | \$60 – 80 |
| Mainframe Analyst Programmer (3+ yrs' exp) | \$45 – 65k | \$40 – 60 |
| Mainframe Analyst Programmer (6+ yrs' exp) | \$55 – 80k | \$55 – 75 |
| Software Engineer - Java, OO, C++, Delphi (1 – 2 yrs' exp) | \$35 – 50k | \$35 – 50 |
| Software Engineer - Java, OO, C++, Delphi (3 – 5 yrs' exp) | \$45 – 65k | \$45 – 65 |
| Software Engineer - Java, OO, C++, Delphi (6+ yrs' exp) | \$65 – 95k | \$60 – 85 |
| Quality Analyst (QA) | \$50 – 80k | \$45 – 70 |
| Tester (1 – 3 yrs' exp) | \$40 – 55k | \$35 – 50 |
| Tester (3 – 5 yrs' exp) | \$50 – 75k | \$50 – 65 |
| Web Graphic Design/Developer (0 – 3 yrs' exp) | \$35 – 55k | \$30 – 50 |
| Web Graphic Design/Developer (3+ yrs' exp) | \$60 – 75k | \$50 – 80 |
| Technical Writer/Editor (0 – 3 yrs' exp) | \$35 – 60k | \$30 – 50 |
| Technical Writer/Editor (6+ yrs' exp) | \$55 – 80k | \$60 – 75 |
| IT Account Manager Corporate and Account Manager (3 – 6 yrs' exp) | \$50 – 90k | |
| New Business Sales (1 – 3 yrs' exp) | \$80 – 110k | |
| IT Business Development (3 – 5 yrs' exp) | \$80 – 110k | |
| IT Business Development (5+ yrs' exp) | \$110 – 150k | |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Brisbane legal division sources permanent and contract professionals and support candidates for both private practice and in-house markets. Our clients include top tier, medium tier and boutique law firms, the Government sector, multinational corporations and financial services organisations.

market overview

professional candidates

The legal professional market continued to show signs of growth during 2005, with strong demand for quality candidates at all levels. Current market trends indicate that this growth will continue throughout 2006. Solicitors with property, construction, planning and environment and corporate law experience are still in high demand. Changes in the energy industry in Queensland have also led to an increase in demand for candidates with this experience.

In-house roles were highly sought-after in 2005 as solicitors chose not to pursue a career within the private practice environment seeking that elusive work/life balance. In addition, the desire to gain international experience, particularly in London, has resulted in many solicitors going overseas.

In light of the continued shortage of solicitors in all practice areas, and particularly those with two to four years' post admission experience, staff retention and work/life balance has become a focus for leading Brisbane firms in order to retain quality staff and ensure consistency of client service.

support candidates

Steady growth in the Brisbane legal market and a continued shortage of skilled experienced legal support staff resulted in considerable salary increases for candidates across the board during 2005.

Throughout 2005 law firms re-evaluated strategies used to attract a higher number of exceptional applicants to their firms. In the current candidate-driven market, candidates' expectations of employment conditions are steadily increasing. Firms continue to address this issue by re-evaluating staff retention strategies and improving staff benefits. There was also a focus on career development, competitive salaries, improved lifestyle benefits, reward programmes and staff incentives for candidate referrals in 2005. This trend looks set to continue through 2006.

Intermediate and senior level support candidates with solid experience in specific practice areas and advanced technical skills, continue to be highly sought after in the tight market. Firms faced strong competition for top candidates having to contend with multiple offers on the table and counter offers from current employers.

The use of temporary and contract support staff remained consistent during the year, with many secretaries opting to remain in temporary roles for greater flexibility and a competitive hourly rate.

| Role | Permanent salary per annum \$Aus |
|-------------------------|----------------------------------|
| Top Tier Firm | |
| 6+ yrs' pqe | \$110k+ |
| 5 yrs' pqe | \$85 – 110k |
| 4 yrs' pqe | \$80 – 100k |
| 3 yrs' pqe | \$70 – 90k |
| 2 yrs' pqe | \$60 – 75k |
| 1 year pqe | \$55 – 60k |
| Mid Tier Firm | |
| 6+ yrs' pqe | \$95k+ |
| 5 yrs' pqe | \$80 – 100k |
| 4 yrs' pqe | \$75 – 90k |
| 3 yrs' pqe | \$65 – 80k |
| 2 yrs' pqe | \$55 – 65k |
| 1 year pqe | \$45 – 55k |
| Small Firm | |
| 6+ yrs' pqe | \$95k+ |
| 5 yrs' pqe | \$75 – 100k |
| 4 yrs' pqe | \$70 – 90k |
| 3 yrs' pqe | \$60 – 80k |
| 2 yrs' pqe | \$55 – 65k |
| 1 year pqe | \$45 – 55k |
| In-House Counsel | |
| Head of Legal | \$180k+ |
| Deputy Counsel | \$150k+ |
| 6+ yrs' pqe | \$120k+ |
| 5 yrs' pqe | \$110k+ |
| 4 yrs' pqe | \$100k+ |
| 3 yrs' pqe | \$90k+ |
| 2 yrs' pqe | \$75k+ |
| 1 year pqe | \$60k+ |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

salaries | brisbane | legal support

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|----------------------------------|------------------------------|
| Administration Assistant | \$18 – 40k | \$15 – 21 |
| Executive Secretary (Managing Partner) | \$45 – 60k | \$20 – 25 |
| Floater | \$35 – 43k | \$18 – 22 |
| Receptionist (3 – 5 yrs' exp) | \$28 – 35k | \$18 – 20 |
| Junior Receptionist (0 – 2 yrs' exp) | \$18 – 28k | \$16 – 18 |
| Legal Secretary (0 – 2 yrs' exp) | \$20 – 32k | \$18 – 19 |
| Legal Secretary (3 – 5 yrs' exp) | \$32 – 40k | \$20 – 21 |
| Legal Secretary (5+ yrs' exp) | \$40 – 50k | \$21 – 24 |
| Librarian | \$40 – 57k | \$20 – 28 |
| Outside Clerk | \$18 – 32k | \$12 – 19 |
| Paralegal | \$40 – 58k | \$23 – 30 |
| Precedents Administrator | \$38 – 45k | \$19 – 24 |
| Senior Receptionist (5+ yrs' exp) | \$35 – 42k | \$20 – 22 |
| Systems Trainer | \$45 – 60k | \$22 – 32 |
| WP Operator / Supervisor | \$38 – 48k | \$20 – 24 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Brisbane Sales & Marketing division recruits for permanent positions across all major industry sectors including FMCG, consumer electronics, retail, banking & finance, professional services, telecommunications and IT. Our clients range from small enterprises to multinational corporations.

We specialise in placing candidates with a minimum of three years' experience in middle management through to director level positions. Specific disciplines we recruit for within Sales & Marketing include marketing, marketing communications, product management, market research, brand management, public relations, sales management, key account and trade marketing and business development.

market overview

As the economy continues to drive forward in Queensland and unemployment remains at an all-time low, organisations are focused on maximising their returns in a buoyant market and hiring consistently within the sales and marketing arena.

Candidates with specialist skills within the financial services market have been in high demand, with particular call for those with skills in product management and business development. Brand and communications specialists are also in high demand across multiple industry sectors, with particular focus on the energy and resources sectors. Professional services firms, with an eye on building lasting client relationships and also creating a brand that staff will be proud to belong to, are placing a lot of resources within the marketing space and the results and benefits are evident. The market has seen a major shift towards loyalty, retention, acquisition and reward marketing as organisations prepare to fight to maintain and increase their market share.

2006 is set to continue much as 2005 with continued focus on brand and communication specialists and salaries increasing for highly qualified marketing specialists across all industry sectors.

salaries | brisbane | sales & marketing

| Role | Permanent salary per annum \$Aus |
|---|----------------------------------|
| Alliances Manager | \$70k+ |
| Assistant Product/Brand Manager | \$65k+ |
| Business Development Manager (2 – 3 yrs' exp) | \$60k+ |
| Business Development Manager (4 – 5 yrs' exp) | \$75k+ |
| Campaign Manager | \$65k+ |
| Channel Manager | \$70k+ |
| Communications Executive | \$45k+ |
| Communications Manager | \$80k+ |
| Community Relations | \$60k+ |
| Corporate Affairs Consultant | \$70k+ |
| Direct Marketing Manager | \$70k+ |
| Fundraising Manager | \$50k+ |
| Events Coordinator | \$45k+ |
| Marketing Assistant | \$38k+ |
| Marketing Manager (2 – 3 yrs' exp) | \$65k+ |
| Marketing Manager (4 – 5 yrs' exp) | \$85k+ |
| Marketing Coordinator | \$45k+ |
| Marketing Director (3 – 5 yrs' exp) | \$110k+ |
| Marketing Director (6+ yrs' exp) | \$150k+ |
| Product/Brand Manager (2 – 3 yrs' exp) | \$65k+ |
| Product/Brand Manager (4 – 5 yrs' exp) | \$85k+ |
| Public Relations Consultant (2 – 3 yrs' exp) | \$50k+ |
| Public Relations Consultant (4 – 5 yrs' exp) | \$60k+ |
| Public Relations Manager (2 – 3 yrs' exp) | \$65k+ |
| Public Relations Manager (4 – 5 yrs' exp) | \$80k+ |
| Relationship Manager | \$65k+ |
| Sales Executive (2 – 3 yrs' exp) | \$40k+ |
| Sales Executive (4 – 5 yrs' exp) | \$60k+ |
| Sales Manager (2 – 3 yrs' exp) | \$65k+ |
| Sales Manager (4 – 5 yrs' exp) | \$75k+ |
| Sales/Market Analyst | \$75k+ |
| Segment Manager (2 – 3 yrs' exp) | \$60k+ |
| Segment Manager (4 – 5 yrs' exp) | \$80k+ |
| Sponsorship and Event Manager | \$70k+ |
| State Sales Manager | \$100k+ |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Melbourne office has access to the best accounting and finance candidates in the local market due to its comprehensive database which includes Australians and New Zealanders with local and international experience.

financial services

Our Financial Services division recruits at all levels of seniority for permanent, contract and temporary positions within retail and investment banking, fund management, superannuation and insurance. Over the last twelve months we have experienced organic growth particularly within the insurance and superannuation areas of our business. However, our core business remains the recruitment of accounting professionals and banking operations staff.

commerce & industry

Our Commerce & Industry division provides blue-chip corporate, SMEs, public sector and government organisations with the very best in accounting and finance recruitment solutions. Our permanent, contract and temporary teams recruit professionally qualified individuals with prior commercial or chartered accounting experience, as well as part-qualified graduates and undergraduates. Qualified roles range from chief financial officer, finance director and financial controller to auditors, financial and commercial analysts, and management accountants.

market overview

The major drivers of recruitment activity in the market over the past 12 months are either legislative/compliance related, or driven by strong business confidence.

Legislative/compliance related changes are prevalent in the financial services sector within large multi-nationals and listed companies with international financial reporting lines. International Financial Reporting Standards and Sarbanes-Oxley related projects have led to the recruitment of staff into specialist project roles, or the recruitment of new staff to replace existing staff allocated to projects.

Recruitment driven by strong business confidence affects both senior management and operational level roles. Clients have shown a tendency to make investments in strategic initiatives when operating in strong economic conditions, with outlays in human capital including recruitment, training and development, being a large component of this investment.

Salaries across the board have increased, with demand for skilled employees outstripping supply. This has especially been the case in the contract market where employers are required to pay a premium to attract and retain temporary employees. Specific experience from overseas markets such as Europe and Asia have been extremely well regarded by local employers, with candidate flow between the geographic regions fluid, these candidates are in high demand.

The market for candidates will be similar to the last 12 months, with growth expected well into 2006 especially as the Commonwealth Games are being held in Melbourne in March. Experienced and qualified finance professionals will remain in high demand, with employers needing to be innovative to attract and retain quality staff.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|----------------------------------|------------------------------|
| Banking | | |
| Administration Officer | \$38 – 42k | \$18 – 22 |
| Credit Risk Analyst (0 – 2 yrs' exp) | \$50 – 70k | \$25 – 35 |
| Credit Risk Analyst (3 – 5 yrs' exp) | \$65 – 90k | \$35 – 45 |
| Credit Risk Analyst (6+ yrs' exp) | \$85k+ | \$45+ |
| Document Preparation - Commercial | \$35 – 50k | \$20 – 25 |
| Document Preparation - Retail | \$35 – 50k | \$20 – 25 |
| Lending Settlements Clerk | \$37 – 45k | \$20 – 22 |
| Lending Support | \$37 – 45k | \$20 – 22 |
| Operations Manager (0 – 2 yrs' exp) | \$65 – 80k | \$35 – 40 |
| Operations Manager (3 – 5 yrs' exp) | \$75 – 120k | \$40 – 60 |
| Operations Manager (6+ yrs' exp) | \$115k+ | \$60+ |
| Relationship Manager - Corporate | \$75 – 130k | \$40 – 60 |
| Relationship Manager - Institutional | \$75 – 130k | \$40 – 60 |
| Relationship Manager - SME | \$75 – 130k | \$40 – 60 |
| Retail Credit Assessment | \$35 – 45k | \$20 – 22 |
| Senior Credit Analyst (8+ yrs' exp) | \$65 – 95k | \$35 – 45 |
| Settlements - Financial Markets | \$35 – 50k | \$22 – 25 |
| Business Banking | | |
| Accounts Assistant (0 – 2 yrs' exp) | \$32 – 40k | \$18 – 20 |
| Accounts Assistant (3 – 5 yrs' exp) | \$40 – 55k | \$20 – 25 |
| Compliance Manager (0 – 2 yrs' exp) | \$75 – 90k | \$40 – 50 |
| Compliance Manager (3 – 5 yrs' exp) | \$90k+ | \$50+ |
| Confirmations (0 – 2 yrs' exp) | \$35 – 45k | \$20 – 22 |
| Confirmations (3 – 5 yrs' exp) | \$40 – 55k | \$22 – 25 |
| Corporate Actions (0 – 2 yrs' exp) | \$35 – 45k | \$20 – 22 |
| Corporate Actions (3 – 5 yrs' exp) | \$40 – 55k | \$22 – 25 |
| Credit Risk Analyst (0 – 2 yrs' exp) | \$50 – 70k | \$25 – 35 |
| Credit Risk Analyst (3 – 5 yrs' exp) | \$70 – 90k | \$35 – 45 |
| Credit Risk Analyst (6+ yrs' exp) | \$90k+ | \$45+ |
| Fund Accountant (0 – 2 yrs' exp) | \$40 – 55k | \$22 – 25 |
| Fund Accountant (3 – 5 yrs' exp) | \$55 – 70k | \$25 – 35 |
| Margin Lending Officer (0 – 2 yrs' exp) | \$35 – 40k | \$20 – 22 |
| Margin Lending Officer (3 – 5 yrs' exp) | \$40 – 55k | \$22 – 25 |
| Market Risk Analyst (0 – 2 yrs' exp) | \$70 – 90k | \$35 – 45 |
| NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified. | | |

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|----------------------------------|------------------------------|
| Operations Manager (0 – 2 yrs' exp) | \$65 – 80k | \$35 – 40 |
| Operations Manager (3 – 5 yrs' exp) | \$75 – 100k | \$40 – 60 |
| Operations Manager (6+ yrs' exp) | \$100k+ | \$60+ |
| Para-Planner - Studying | \$50 – 65k | \$25 – 30 |
| Para-Planner - DFP Qualified | \$55 – 75k | \$30 – 40 |
| Portfolio Funds Administrator | \$40 – 55k | \$22 – 25 |
| Portfolio Funds Manager | \$70 – 90k | \$35 – 45 |
| Relationship Manager - Corporate | \$90 – 120k | \$35 – 50 |
| Relationship Manager - Institutional | \$100 – 180k | \$45 – 75 |
| Relationship Manager - SME | \$70 – 100k | \$35 – 50 |
| Settlements (0 – 2 yrs' exp) | \$35 – 45k | \$20 – 22 |
| Settlements (3 – 5 yrs' exp) | \$40 – 55k | \$22 – 25 |
| Treasury Manager | \$90 – 140k | \$40 – 60 |
| Treasury Settlements | \$35 – 50k | \$20 – 25 |
| Financial Services | | |
| Client Services Officer (3 – 5 yrs' exp) | \$35 – 45k | \$20 – 22 |
| Compliance Officer (3 – 5 yrs' exp) | \$50 – 65k | \$25 – 30 |
| Dealers Assistant (0 – 2 yrs' exp) | \$45 – 55k | \$25 – 27 |
| Insurance Claims Processing | \$35 – 45k | \$20 – 22 |
| Insurance Claims Supervisor | \$40 – 55k | \$22 – 25 |
| Insurance Team Leader | \$50k+ | \$25+ |
| Insurance Underwriter (3 – 5 yrs' exp) | \$40 – 55k | \$22 – 25 |
| Investment Administration | \$40 – 55k | \$20 – 25 |
| Portfolio Funds Administrator | \$40 – 55k | \$22 – 25 |
| Portfolio Funds Manager | \$50 – 60k | \$25 – 30 |
| Settlements Officer (Funds) (3 – 5 yrs' exp) | \$35 – 45k | \$20 – 22 |
| Settlements Officer (Stockbroking) (6+ yrs' exp) | \$35 – 50k | \$20 – 25 |
| Superannuation Administration | \$35 – 50k | \$20 – 25 |
| Superannuation Client Services | \$35 – 45k | \$20 – 22 |
| Superannuation Compliance | \$50 – 60k | \$25 – 30 |
| Middle Office & Finance | | |
| Accounts Clerk | \$35 – 45k | \$20 – 22 |
| Assistant Accountant | \$40 – 55k | \$22 – 25 |
| Auditor | \$65 – 95k | \$35 – 45 |
| Business Analyst (6+ yrs' exp) | \$95k+ | \$50+ |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|----------------------------------|------------------------------|
| Financial Accountant CA/CPA (0 – 2 yrs' exp) | \$50 – 65k | \$25 – 35 |
| Financial Accountant CA/CPA (3 – 5 yrs' exp) | \$65 – 95k | \$35 – 45 |
| Financial Accountant CA/CPA (6+ yrs' exp) | \$90k+ | \$45+ |
| Financial Accountant Degree (0 – 2 yrs' exp) | \$45 – 60k | \$25 – 30 |
| Financial Accountant Degree (3 – 5 yrs' exp) | \$60 – 75k | \$30 – 40 |
| Financial Accountant Degree (6+ yrs' exp) | \$80k+ | \$40+ |
| Financial Controller (6+ yrs' exp) | \$95k+ | \$45+ |
| Fund Accountant CA/CPA (0 – 2 yrs' exp) | \$50 – 65k | \$25 – 35 |
| Fund Accountant CA/CPA (3 – 5 yrs' exp) | \$70 – 80k | \$35 – 45 |
| Fund Accountant CA/CPA (6+ yrs' exp) | \$85k+ | \$45+ |
| Fund Accountant Degree (0 – 2 yrs' exp) | \$45 – 60k | \$25 – 30 |
| Fund Accountant Degree (3 – 5 yrs' exp) | \$60 – 75k | \$30 – 40 |
| Fund Accountant Degree (6+ yrs' exp) | \$75k+ | \$40+ |
| Internal Auditor CA/CPA (0 – 2 yrs' exp) | \$50 – 70k | \$25 – 35 |
| Internal Auditor CA/CPA (3 – 5 yrs' exp) | \$70 – 90k | \$35 – 45 |
| Internal Auditor CA/CPA (6+ yrs' exp) | \$85k+ | \$45+ |
| Internal Auditor Degree (0 – 2 yrs' exp) | \$50 – 60k | \$25 – 30 |
| Internal Auditor Degree (3 – 5 yrs' exp) | \$55 – 75k | \$30 – 40 |
| Internal Auditor Degree (6+ yrs' exp) | \$80k+ | \$40+ |
| Management Accountant CA/CPA (0 – 2 yrs' exp) | \$50 – 70k | \$25 – 35 |
| Management Accountant CA/CPA (3 – 5 yrs' exp) | \$70 – 90k | \$35 – 45 |
| Management Accountant CA/CPA (6+ yrs' exp) | \$85k+ | \$45+ |
| Management Accountant Degree (0 – 2 yrs' exp) | \$50 – 60k | \$25 – 30 |
| Management Accountant Degree (3 – 5 yrs' exp) | \$55 – 75k | \$30 – 40 |
| Management Accountant Degree (6+ yrs' exp) | \$75k+ | \$40+ |
| Product Accountant CA/CPA (0 – 2 yrs' exp) | \$65 – 80k | \$35 – 40 |
| Product Accountant CA/CPA (3 – 5 yrs' exp) | \$75 – 90k | \$40 – 45 |
| Product Accountant CA/CPA (6+ yrs' exp) | \$85k+ | \$45+ |
| Product Accountant Degree (0 – 2 yrs' exp) | \$50 – 60k | \$25 – 30 |
| Product Accountant Degree (3 – 5 yrs' exp) | \$55 – 75k | \$30 – 40 |
| Product Accountant Degree (6+ yrs' exp) | \$78k+ | \$40+ |
| Product Controller - Non Qualified | \$55 – 70k | \$30 – 35 |
| Product Controller | \$70k+ | \$35+ |
| Statutory Fund Accountant | \$70 – 90k | \$35 – 45 |
| Tax Accountant | \$70 – 90k | \$35 – 45 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|----------------------------------|------------------------------|
| Operations | | |
| Corporate Actions Clerk (0 – 2 yrs' exp) | \$35 – 45k | \$20 – 22 |
| Corporate Actions Manager (3 – 5 yrs' exp) | \$75 – 95k | \$40 – 50 |
| Derivatives Documentation Clerk (0 – 2 yrs' exp) | \$35 – 45k | \$20 – 22 |
| Derivatives Operations Manager (3 – 5 yrs' exp) | \$75 – 95k | \$40 – 50 |
| Derivatives Supervisor | \$55 – 75k | \$30 – 40 |
| Equities Clerk (0 – 2 yrs' exp) | \$35 – 45k | \$20 – 22 |
| Equities Supervisor (3 – 5 yrs' exp) | \$55 – 75k | \$30 – 40 |
| Equities Operations Manager (6+ yrs' exp) | \$75 – 95k | \$40 – 50 |
| Fixed Income Clerk (0 – 2 yrs' exp) | \$35 – 45k | \$20 – 22 |
| Fixed Income Supervisor (3 – 5 yrs' exp) | \$55 – 75k | \$30 – 40 |
| Fixed Income Operations Manager (6+ yrs' exp) | \$75 – 95k | \$40 – 50 |
| Fund Administrator - Custody (0 – 2 yrs' exp) | \$35 – 45k | \$20 – 22 |
| Fund Administrator - Custody Senior (3 – 5 yrs' exp) | \$50 – 60k | \$25 – 30 |
| Fund Administrator - Fund Management (0 – 2 yrs' exp) | \$35 – 50k | \$20 – 25 |
| FX Clerk (0 – 2 yrs' exp) | \$35 – 45k | \$20 – 22 |
| FX Supervisor (3 – 5 yrs' exp) | \$55 – 75k | \$30 – 40 |
| FX Operations Manager (6+ yrs' exp) | \$75 – 95k | \$40 – 50 |
| Junior Settlements Clerk Degree (0 – 2 yrs' exp) | \$35 – 45k | \$20 – 22 |
| Junior Settlements Clerk – year 12 certificate (0 – 2 yrs' exp) | \$30 – 40k | \$18 – 20 |
| Margin Lending (0 – 2 yrs' exp) | \$40 – 50k | \$23 – 25 |
| Senior Margin Lending (3 – 5 yrs' exp) | \$50 – 60k | \$25 – 28 |
| Senior Derivates Clerk (3 – 5 yrs' exp) | \$40 – 55k | \$22 – 25 |
| Senior Equities Clerk (3 – 5 yrs' exp) | \$40 – 55k | \$22 – 25 |
| Senior Fixed Income Clerk (3 – 5 yrs' exp) | \$40 – 55k | \$22 – 25 |
| Risk Management | | |
| Credit Risk Analyst (0 – 2 yrs' exp) | \$55 – 80k | \$30 – 40 |
| Credit Risk Analyst (3 – 5 yrs' exp) | \$80 – 110k | \$40 – 50 |
| Credit Risk Analyst (6+ yrs' exp) | \$100k+ | \$50+ |
| Compliance - Degree (0 – 2 yrs' exp) | \$45 – 60k | \$25 – 30 |
| Compliance - Degree (3 – 5 yrs' exp) | \$60 – 90k | \$30 – 45 |
| Compliance - Degree (6+ yrs' exp) | \$90k+ | \$45+ |
| Market Risk - Degree (0 – 2 yrs' exp) | \$45 – 60k | \$25 – 30 |
| Market Risk - Degree (3 – 5 yrs' exp) | \$60 – 80k | \$30 – 45 |
| Market Risk - Degree (6+ yrs' exp) | \$80k+ | \$45+ |
| Quantitative Risk (0 – 2 yrs' exp) | \$45 – 60k | \$25 – 30 |
| Quantitative Risk (3 – 5 yrs' exp) | \$60 – 90k | \$30 – 45 |
| Quantitative Risk (6+ yrs' exp) | \$90k+ | \$45+ |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

salaries | melbourne | accounting & finance - commerce & industry

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|----------------------------------|------------------------------|
| Accounts Assistant (0 – 2 yrs' exp) | \$30 – 35k | \$18 – 20 |
| Accounts Assistant (3 – 5 yrs' exp) | \$35 – 40k | \$20 – 22 |
| Accounts Assistant (6+ yrs' exp) | \$40k+ | \$25+ |
| Accounts Clerk (0 – 2 yrs' exp) | \$25 – 30k | \$18 – 20 |
| Accounts Clerk (3 – 5 yrs' exp) | \$30 – 35k | \$20 – 22 |
| Accounts Clerk (6+ yrs' exp) | \$35k+ | \$22+ |
| Accounts Payable/Receivable - Junior (0 – 2 yrs' exp) | \$35 – 40k | \$18 – 20 |
| Accounts Payable/Receivable - Supervisor (6+ yrs' exp) | \$40 – 60k | \$25 – 30 |
| Accounts Payable/Receivable - Manager (3 – 5 yrs' exp) | \$60k+ | \$30+ |
| Assistant Accountant CA/CPA (0 – 2 yrs' exp) | \$40 – 60k | \$20 – 25 |
| Assistant Accountant CA/CPA (3 – 5 yrs' exp) | \$55 – 75k | \$25 – 30 |
| Assistant Accountant CA/CPA (6+ yrs' exp) | \$75k+ | \$30+ |
| Assistant Accountant Degree (0 – 2 yrs' exp) | \$30 – 40k | \$20 – 25 |
| Assistant Accountant Degree (3 – 5 yrs' exp) | \$40 – 60k | \$25 – 30 |
| Assistant Accountant Degree (6+ yrs' exp) | \$60k+ | \$30+ |
| Audit Manager | \$95 – 160k | \$45+ |
| Auditor (0 – 2 yrs' exp) | \$35 – 60k | \$25 – 30 |
| Auditor (3 – 5 yrs' exp) | \$65 – 95k | \$30 – 40 |
| Auditor (6+ yrs' exp) | \$85 – 110k | \$40+ |
| Billings Analyst (0 – 2 yrs' exp) | \$38 – 60k | \$25 – 30 |
| Billings Analyst (3 – 5 yrs' exp) | \$55 – 75k | \$30 – 40 |
| Billings Analyst (6+ yrs' exp) | \$75k+ | \$40+ |
| Bookkeeper (0 – 2 yrs' exp) | \$30 – 45k | \$20 – 25 |
| Bookkeeper (3 – 5 yrs' exp) | \$40 – 65k | \$25 – 30 |
| Bookkeeper (6+ yrs' exp) | \$60k+ | \$30 – 35 |
| Business/Financial Analyst (0 – 2 yrs' exp) | \$60 – 75k | \$30 – 35 |
| Business/Financial Analyst (3 – 5 yrs' exp) | \$70 – 95k | \$35 – 40 |
| Business/Financial Analyst (6+ yrs' exp) | \$90k+ | \$40+ |
| Chief Financial Officer | \$150k+ | \$80+ |
| Commercial/Planning Manager | \$95k+ | \$50+ |
| Company Accountant | \$110k+ | \$50+ |
| Corporate Finance (0 – 2 yrs' exp) | \$55 – 75k | \$25 – 30 |
| Corporate Finance (3 – 5 yrs' exp) | \$70 – 120k | \$30 – 40 |
| Corporate Finance (6+ yrs' exp) | \$120k+ | \$40+ |
| Cost Accountant (0 – 2 yrs' exp) | \$45 – 60k | \$25 – 30 |
| Cost Accountant (3 – 5 yrs' exp) | \$50 – 80k | \$30 – 40 |
| Cost Accountant (6+ yrs' exp) | \$80k+ | \$40+ |

Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|----------------------------------|------------------------------|
| Credit Controller | \$85 – 135k+ | \$45+ |
| Credit Manager | \$65 – 90k+ | \$30 – 35 |
| Finance Director - Large Organisation | \$150 – 250k+ | \$75+ |
| Finance Director - Small/Medium Organisation | \$100 – 175k+ | \$50 – 75 |
| Finance Manager (0 – 2 yrs' exp) | \$75 – 90k | \$35 – 40 |
| Finance Manager (3 – 5 yrs' exp) | \$80 – 120k | \$40 – 45 |
| Finance Manager (6+ yrs' exp) | \$110k+ | \$50+ |
| Financial Accountant (0 – 2 yrs' exp) | \$45 – 60k | \$25 – 30 |
| Financial Accountant (3 – 5 yrs' exp) | \$55 – 90k | \$30 – 40 |
| Financial Accountant (6+ yrs' exp) | \$85k+ | \$40+ |
| Financial Analyst (0 – 2 yrs' exp) | \$60 – 75k | \$25 – 30 |
| Financial Analyst (3 – 5 yrs' exp) | \$70 – 95k | \$30 – 40 |
| Financial Analyst (6+ yrs' exp) | \$90k+ | \$40+ |
| Financial Controller - Large Organisation | \$100 – 150k | \$50+ |
| Financial Controller - Small/Medium Organisation | \$75 – 120k | \$40+ |
| Financial Director | \$120 – 220k+ | \$75+ |
| Graduate Accountant | \$35 – 40k | \$18 – 20 |
| Group Accountant | \$120 – 160k+ | \$60+ |
| Group Financial Controller | \$145 – 185k+ | \$75+ |
| Group Management Accountant | \$125 – 165k+ | \$65+ |
| Internal Auditor - Junior | \$55 – 85k | \$30 – 35 |
| Internal Auditor - Manager | \$85 – 125k | \$45 – 60 |
| Management Accountant (0 – 2 yrs' exp) | \$45 – 60k | \$25 – 30 |
| Management Accountant (3 – 5 yrs' exp) | \$50 – 80k | \$30 – 40 |
| Management Accountant (6+ yrs' exp) | \$80k+ | \$40+ |
| Payroll Manager | \$65 – 85k+ | \$35 – 45 |
| Payroll Supervisor (5+ yrs' exp) | \$75k+ | \$30 – 35 |
| Pricing Analyst | \$75k+ | \$35+ |
| Senior Credit Manager (8+ yrs' exp) | \$90 – 150k | \$35 – 45 |
| Systems Accountant (0 – 2 yrs' exp) | \$45 – 65k | \$25 – 30 |
| Systems Accountant (3 – 5 yrs' exp) | \$60 – 85k+ | \$30 – 40 |
| Systems Accountant (6+ yrs' exp) | \$85k+ | \$40+ |
| Tax Accountant (0 – 2 yrs' exp) | \$40 – 60k | \$25 – 30 |
| Tax Accountant (3 – 5 yrs' exp) | \$55 – 75k | \$30 – 40 |
| Tax Accountant - Senior (6+ yrs' exp) | \$75k+ | \$40+ |
| Tax Manager | \$100 – 180k | \$50+ |
| Treasury Accountant | \$85 – 125k+ | \$45+ |

Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Call Centre & Customer Service division specialises in placing temporary, contract and permanent professionals across a wide range of industry sectors. Our consultants have extensive experience within the call centre and recruitment industries and possess both local and overseas knowledge. Given the specialised nature of the team, we are able to offer recruitment solutions tailored to meet clients' needs. We are able to tailor the recruitment process to cover any of the following:

- Assessment centres
- Behavioural interviews
- Bulk recruitment
- Group exercises
- Psychometric testing
- Reference checking
- Role plays
- Testing interviews
- Testing - packages
- Testing - typing and data entry

The industries we recruit for include:

- Banking/Finance/Insurance
- E-commerce/Information Technology/Consulting
- FMCG
- Health/Medical/Pharmaceuticals
- Security
- Telecommunications
- Transport/Distribution
- Travel

market overview

The Melbourne call centre industry experienced large growth in both activity and results in 2005. The number of call centres and telemarketers has expanded and all indicators suggest that this expansion will continue into 2006. As with many cycles the sales and marketing side of many businesses has increased which has led to a greater demand for call centre and customer service personnel.

The large outsourcing organisations remain a strong influence in the call centre arena. A major change in 2005 was the need to ensure stability amongst the workforce, which resulted in a large intake of permanent employees in this arena. These centres still operate to large campaigns and often need to recruit candidates capable of dealing with high volumes of calls. Call centres are constantly challenged to effectively train and motivate their employees in order to encourage customer interaction. Staff training and retention have been key issues for call centre employers throughout 2005 and will remain important during 2006.

The importance of customer service in the financial services sector, as well as changes in legislation will mean that we can expect the Call Centre and Customer Service sector to continue to grow throughout 2006.

salaries | melbourne | call centre & customer service

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|----------------------------------|------------------------------|
| Call Centre Manager (0 – 2 yrs' exp) | \$65 – 75k | \$30 – 35 |
| Call Centre Manager (2 – 4 yrs' exp) | \$70 – 120k | \$35 – 40 |
| Call Centre Manager (5+ yrs' exp) | \$80 – 130k | \$40 – 50 |
| Call Centre Trainer | \$45 – 55k | \$20 – 30 |
| Customer Service Representative (0 – 2 yrs' exp) | \$30 – 35k | \$15 – 17 |
| Customer Service Representative (2 – 4 yrs' exp) | \$35 – 45k | \$17 – 19 |
| Customer Service Team Leader | \$40 – 55k | \$20 – 30 |
| Inbound Sales Representative | \$35 – 45k | \$18 – 20 |
| Inbound Sales Team Leader | \$45 – 50k | \$22 – 24 |
| Outbound Sales Representative | \$38 – 50k | \$18 – 25 |
| Outbound Sales Team Leader | \$45 – 65k | \$20 – 30 |
| Telesales | \$40 – 50k | \$22 – 26 |
| Telesales Team Leader | \$45 – 55k | \$24 – 28 |
| Workforce Analyst/Planner/Manager | \$47 – 60k | \$22 – 42 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Melbourne Information Technology division operates within the industry sectors of e-business, telecommunications, networking and communications, commerce and industry, financial services, investment banking and interim management. We recruit high quality talent across the spectrum of permanent and contract roles, covering both strategic and operational technology positions within IT departments. Our client base includes both long-established names and new entrants to the market. Our aim is to partner with employers, consistently providing market information and highly qualified candidates that add value to their business. We focus on a number of key sectors, giving employers and candidates the benefit of considerable specialist knowledge of each sector.

market overview

During 2005 the IT industry in Melbourne continued to build on the solid performance seen in 2004 to create a highly buoyant recruitment market that was favourable for both businesses and candidates alike. The continued strength of the market has improved business confidence across the sector and this should continue throughout 2006. There are a number of major events occurring in Melbourne over the next 12 months which will have an impact on the market and therefore test its resilience. Such events include the float of Telstra (T3), the continued trend towards outsourcing to cheaper global labour sources and the inevitable re-organisation of the major IT shops.

A steady increase in demand for all sectors of IT was seen in 2005, however key areas of high demand were evident in the areas of business analysis, testing and project management. Both contract rates and permanent salaries were pushed up as a result of the high demand for skilled candidates and the subsequent candidate shortage. Increases in salaries were experienced across all IT sectors, however these rates plateaued at a level that was still manageable for businesses.

As a result of the candidate shortage in certain cases, organisations that were hiring in 2005 were willing to compromise on candidates meeting exact skill sets; instead placing a greater emphasis on softer skills such as communication skills, commercial acumen and the ability to learn quickly. This trend will inevitably continue in 2006 as IT departments align themselves to delivering measurable business results in tighter timeframes. The overall outlook for the IT market in Melbourne in 2006 is positive.

salaries | melbourne | information technology

| Role | Permanent salary per annum \$Aus | Contract rate per day \$Aus |
|---|----------------------------------|-----------------------------|
| Chief Information Officer/Chief Technology Officer | \$180 – 250k | \$800 – 1000 |
| IT Director | \$140 – 200k | \$800 – 1000 |
| Manager - MIS | \$110 – 130k | \$800 – 900 |
| Manager - Disaster Recovery | \$100 – 150k | \$800 – 900 |
| Manager - IT | \$110 – 160k | \$800 – 900 |
| Manager - Infrastructure Services | \$100 – 140k | \$800 – 900 |
| Manager - Data Centre | \$95 – 130k | \$750 – 850 |
| Manager - Development | \$100 – 130k | \$750 – 850 |
| Manager - Knowledge Management | \$85 – 120k | \$700 – 800 |
| Manager - Help Desk | \$85 – 120k | \$650 – 750 |
| Manager - Testing | \$90 – 120k | \$750 – 850 |
| Programme Manager | \$130 – 170k | \$800 – 1000 |
| Project Director | \$130 – 170k | \$800 – 1000 |
| Project Manager (< 5 yrs' exp) | \$80 – 100k | \$450 – 600 |
| Project Manager (5+ yrs' exp) | \$100 – 150k | \$600 – 800 |
| Business Analyst (< 5 yrs' exp) | \$65 – 85k | \$350 – 500 |
| Business Analyst (5+ yrs' exp) | \$75 – 120k | \$500 – 600 |
| Change Management Consultant | \$100k+ | \$500 – 600 |
| Consultant (1 – 3 yrs' exp) | \$50 – 80k | \$400 – 600 |
| Senior Consultant (2 – 5 yrs' exp) | \$60 – 120k | \$550 – 750 |
| ERP Functional Consultant | \$150k+ | \$1200+ |
| ERP Technical Consultant | \$150k+ | \$1200+ |
| Capacity Planning Engineer | \$95 – 120k | \$550 – 650 |
| Telecoms Engineer | \$75 – 95k | \$400 – 500 |
| Hardware Engineer (1 – 3 yrs' exp) | \$45 – 70k | \$350 – 450 |
| Hardware Engineer (3 – 6 yrs' exp) | \$70 – 100k | \$450 – 550 |
| Help Desk/Desktop Support/Applications Support (< 5 yrs' exp) | \$45 – 70k | \$180 – 260 |
| Help Desk/Desktop Support/Applications Support (5+ yrs' exp) | \$65 – 80k | \$260 – 320 |
| LAN Support/Administration (Level 1/2) (< 4 yrs' exp) | \$55 – 75k | \$250 – 300 |
| LAN Support/Administration (Level 3/4) (4+ yrs' exp) | \$75 – 90k | \$300 – 400 |
| Network Planning Engineer | \$80 – 100k | \$400 – 500 |
| Network Planning Manager | \$90 – 120k | \$500 – 600 |
| Security Specialist (1 – 3 yrs' exp) | \$55 – 80k | \$400 – 500 |
| Security Specialist (3+ yrs' exp) | \$75 – 120k | \$500 – 700 |
| Communications Engineer (< 4 yrs' exp) | \$45 – 70k | \$350 – 450 |
| Communications Engineer (4+ yrs' exp) | \$70 – 110k | \$450 – 500 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

salaries | melbourne | information technology

| Role | Permanent salary per annum \$Aus | Contract rate per day \$Aus |
|---|----------------------------------|-----------------------------|
| Solution Architect | \$100 – 140k | \$550 – 650 |
| Technical Architect | \$100 – 140k | \$550 – 650 |
| Systems Administrator - Unix, NT, Novell (1 – 3 yrs' exp) | \$50 – 70k | \$400 – 450 |
| Systems Administrator - Unix, NT, Novell (3 – 6 yrs' exp) | \$70 – 90k | \$450 – 500 |
| Database Administrator (< 5 yrs' exp) | \$50 – 90k | \$400 – 500 |
| Database Administrator (5+ yrs' exp) | \$85 – 120k | \$500 – 600 |
| Analyst Programmer - Database (< 3 yrs' exp) | \$50 – 70k | \$380 – 480 |
| Analyst Programmer - Database (3+ yrs' exp) | \$70 – 100k | \$480 – 550 |
| Analyst Programmer (< 3 yrs' exp) | up to \$60k | \$350 – 450 |
| Analyst Programmer (3+ yrs' exp) | \$60 – 90k | \$450 – 550 |
| Graduate (Newly Qualified) | \$35 – 45k | \$160 – 240 |
| Quality Analyst (QA) | \$70 – 95k | \$400 – 500 |
| Tester (1 – 3 yrs' exp) | \$50 – 70k | \$350 – 450 |
| Tester (3 – 5 yrs' exp) | \$70 – 95k | \$450 – 500 |
| Web/Graphic Designer (3+ yrs' exp) | \$70 – 90k | \$300 – 400 |
| Technical Writer/Editor (0 – 3 yrs' exp) | \$45 – 70k | \$320 – 400 |
| Technical Writer/Editor (6+ yrs' exp) | \$70 – 90k | \$400 – 500 |
| IT Trainer (3+ yrs' exp) | \$55 – 75k | \$400 – 550 |
| Storage Specialist | \$80 – 120k | \$500 – 700 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Melbourne legal division recruits lawyers at all levels both on a permanent and contract basis for private practice law firms, private and public companies and the Government. Our clients include top tier, medium tier and boutique law firms, the government sector, multinational corporations and financial services organisations. Whilst the majority of our clients' needs are for permanent staff, there continues to be an increasing demand for contract candidates at all levels. This trend was prevalent in private practice but was more prominent in corporations during 2005.

As a result of shrinking budgets and less reliance on outsourcing legal work to panel firms, in-house legal functions are increasingly trialling candidates before committing for the long-term. The increasingly candidate-driven market and the new, less onerous working visa restrictions in the UK resulted in a considerable drop in the number of candidates returning home to Australia in 2005. This has largely impacted the banking and finance market.

market overview

private practice

The start of 2005 saw an increase in recruitment activity for corporate lawyers, particularly those with joint venture and M&A experience due to increased business activity in the Asia Pacific region. The demand for corporate lawyers then subsided during the latter half of 2005 with the focus shifting to commercial property, construction and banking and finance lawyers. These areas experienced high levels of recruitment activity with a high demand for Industrial Relations and Workplace Relations lawyers at all levels. With the impending changes to the Industrial Relations laws, many businesses required a heightened level of legal advice, increasing the demand for growth in private practice firms.

Remuneration reviews across the board were generally conservative, however good performers were typically rewarded well. The average increase in salary was approximately 8-10%.

in-house

As with private practice, in-house recruitment activity increased in 2005. Many lawyers with three to six years' post admission experience are still choosing to leave law firm environments and are perpetuating the demand for interesting in-house roles. In addition, many lawyers are choosing not to progress to career as a partner. Rather, they are opting for jobs which provide a work/life balance at smaller firms, in-house or even overseas.

Role | **Permanent salary per annum \$Aus**

Top Tier Firm

| | |
|-------------|-------------|
| 6+ yrs' pqe | \$115k+ |
| 5 yrs' pqe | \$98 – 120k |
| 4 yrs' pqe | \$85 – 98k |
| 3 yrs' pqe | \$74 – 90k |
| 2 yrs' pqe | \$65 – 80k |
| 1 year pqe | \$56 – 67k |

Mid Tier Firm

| | |
|-------------|-------------|
| 6+ yrs' pqe | \$99k+ |
| 5 yrs' pqe | \$88 – 105k |
| 4 yrs' pqe | \$79 – 93k |
| 3 yrs' pqe | \$68 – 85k |
| 2 yrs' pqe | \$58 – 78k |
| 1 year pqe | \$52 – 60k |

Small Firm

| | |
|-------------|-------------|
| 6+ yrs' pqe | \$88k+ |
| 5 yrs' pqe | \$85 – 105k |
| 4 yrs' pqe | \$73 – 92k |
| 3 yrs' pqe | \$51 – 75k |
| 2 yrs' pqe | \$42 – 64k |
| 1 year pqe | \$38 – 53k |

In-House Counsel

| | |
|----------------|-------------|
| Head of Legal | \$155k+ |
| Deputy Counsel | \$135k+ |
| 6+ yrs' pqe | \$98 – 125k |
| 5 yrs' pqe | \$92 – 110k |
| 4 yrs' pqe | \$73 – 96k |
| 3 yrs' pqe | \$65 – 75k |
| 2 yrs' pqe | \$58 – 66k |
| 1 year pqe | \$54 – 60k |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Melbourne Sales division specialises in permanent positions across banking, financial services, IT and telecommunications. Roles vary from sales executive level through to senior management, with salaries ranging from \$75,000 to \$150,000. Our Melbourne Marketing division specialises in both permanent and contract positions across a variety of sectors including banking and finance, professional services, utilities, IT, telecommunications, insurance and Government. Roles vary from marketing assistant through to senior marketing management positions.

market overview

sales

Australia's thriving economy has had a direct impact on the demand for experienced sales professionals. Organisations looking to take advantage of market conditions have focused on increasing headcount to drive revenue. Following a slow start to 2005 we saw a significant increase in the total number of placements in the second half of the year. These positions were typically new business focused sales roles in the IT and telecommunications, corporate banking and superannuation sectors.

Top performers with demonstrated track records of over-achieving sales targets have been in strong demand. Subsequently these candidates have been in a position where they can demand increased salaries and organisations have been quick to respond to these demands for fear of losing top talent to the competition. It has become increasingly difficult to find available skilled labour in the market, especially new business sales professionals. As 2005 progressed, we saw increased search, retained and advertised work. With Australia experiencing extremely low levels of inflation and its lowest levels of unemployment for 25 years we expect these trends to continue through 2006 and into 2007.

marketing

The market continued to strengthen throughout 2005 with most employers demonstrating the required confidence to increase marketing staff. The buoyancy of the economy in general has resulted in overall shrinkage of the candidate pool, which in turn has led many employers to look towards other sectors in order to fill identified shortage gaps. 2005 saw a substantial increase in recruitment within the financial services sector with most organisations wishing to strengthen their teams. Salaries are continuing to rise as organisations compete for the market's best talent, thus raising expectations across the board.

As businesses develop a more customer centric approach there has been an increased demand for analytical marketers who possess a more comprehensive understanding of customer relationship management capabilities. Talented analysts familiar with sophisticated modelling and segmentation techniques are highly sought-after and salaries have risen as a result of this increased demand. We have also seen an increased demand for internal communications professionals as organisations continue to change and evolve. In 2006 we expect the demand for quality candidates to continue to be high, with most candidates enjoying the luxury of being able to choose from a variety of opportunities.

salaries | melbourne | sales & marketing

| Role | Permanent salary per annum \$Aus |
|---|----------------------------------|
| Account Director (3 – 5 yrs' exp) | \$90 – 110k |
| Account Director (6+ yrs' exp) | \$100 – 130k |
| Account Manager (2 – 3 yrs' exp) | \$60 – 80k |
| Account Manager (4 – 5 yrs' exp) | \$75 – 100k |
| Advertising Account Manager | \$70 – 90k |
| Alliances Manager | \$100 – 120k |
| Assistant Product/Brand Manager | \$55 – 70k |
| Business Development Manager (2 – 3 yrs' exp) | \$60 – 80k |
| Business Development Manager (4 – 5 yrs' exp) | \$75 – 120k |
| Campaign Manager | \$60 – 80k |
| Channel Manager | \$75 – 120k |
| Communications Executive | \$60 – 85k |
| Corporate Affairs Consultant | \$80 – 120k |
| Corporate Affairs Director | \$100 – 150k |
| Direct Marketing Manager | \$70 – 90k |
| Insights Manager | \$90 – 120k |
| Market Researcher | \$65 – 75k |
| Marketing Assistant | \$35 – 45k |
| Marketing Communications Executive (2 – 3 yrs' exp) | \$60 – 80k |
| Marketing Communications Manager (4 – 5 yrs' exp) | \$80 – 120k |
| Marketing Coordinator | \$40 – 50k |
| Marketing Director (3 – 5 yrs' exp) | \$100 – 150k |
| Marketing Director (6+ yrs' exp) | \$150 – 200k |
| Marketing Executive (2 – 3 yrs' exp) | \$60 – 80k |
| Marketing Executive (4 – 5 yrs' exp) | \$80 – 100k |
| Marketing Manager (2 – 3 yrs' exp) | \$70 – 90k |
| Marketing Manager (4 – 5 yrs' exp) | \$90 – 120k |
| Marketing Strategist | \$70 – 90k |
| Media Relations Manager | \$80 – 100k |
| Media Sales | \$50 – 75k |
| Product Specialist | \$80 – 100k |
| Product/Brand Manager (2 – 3 yrs' exp) | \$50 – 75k |
| Product/Brand Manager (4 – 5 yrs' exp) | \$80 – 110k |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus |
|--|----------------------------------|
| Public Relations Consultant (2 – 3 yrs' exp) | \$60 – 80k |
| Public Relations Consultant (4 – 5 yrs' exp) | \$80 – 100k |
| Public Relations Manager in-house (2 – 3 yrs' exp) | \$50 – 65k |
| Public Relations Manager in-house (4 – 5 yrs' exp) | \$70 – 90k |
| Relationship Manager | \$80 – 120k |
| Sales and Marketing Director (3 – 5 yrs' exp) | \$130 – 150k |
| Sales and Marketing Director (6+ yrs' exp) | \$150 – 200k |
| Sales and Marketing Manager (2 – 3 yrs' exp) | \$90 – 120k |
| Sales and Marketing Manager (4 – 5 yrs' exp) | \$120 – 140k |
| Sales Director | \$130 – 180k |
| Sales Executive (2 – 3 yrs' exp) | \$60 – 80k |
| Sales Executive (4 – 5 yrs' exp) | \$70 – 90k |
| Sales Manager (2 – 3 yrs' exp) | \$100 – 130k |
| Sales Manager (4 – 5 yrs' exp) | \$120 – 140k |
| Sales/Market Analyst | \$50 – 70k |
| Segment Manager (2 – 3 yrs' exp) | \$70 – 90k |
| Segment Manager (4 – 5 yrs' exp) | \$90 – 120k |
| Sponsorship and Event Manager | \$70 – 110k |
| State Sales Manager | \$120 – 160k |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Melbourne Secretarial & Support division recruits both temporary and permanent staff across all industry sectors. Our professional services team works with major banks and investment bodies as well as top tier legal firms. In addition, we work across other industries including IT, manufacturing, retail, government, utilities and FMCG. We provide a wide range of administrative staff including junior administrators, personal and executive assistants, receptionists, data entry operators, office administrators, legal secretaries, mortgage and settlement personnel, law clerks, desk top publishers and various other operational roles.

market overview

During 2005, the secretarial support space has experienced continued growth and increased confidence. The availability of secretarial support candidates during the year continued to be a challenge leading to a conservative yet promising increase in salaries. At the entry level, secretarial & support salaries increased due to industrial legislation. 2005 has been a candidate led market and it is anticipated that this will continue for at least the first half of 2006. Short term temporary roles are being utilised more as a stop gap while the permanent job search is taking place.

The supply of high quality candidates proved to be a continual challenge in 2005, although candidates returning from overseas and a large increase in travellers from different continents arriving for working holidays in Australia has continued to supplement the flow of candidates.

2005 was a year of growing demand for high quality investment banking assistants, personal assistants and legal secretaries, and we expect this trend to continue well into 2006.

Candidates have increased the importance placed on working for organisations that offer stability, continued challenge and training and development opportunities.

salaries | melbourne | secretarial & support

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--------------------------|----------------------------------|------------------------------|
| Administration Assistant | \$35 – 38k | \$19 – 20 |
| Data Entry Operator | \$38 – 40k | \$19 – 21 |
| Events Coordinator | \$40 – 48k | \$23 – 25 |
| Executive Assistant | \$50 – 65k | \$27 – 29 |
| Junior Secretary | \$40 – 45k | \$18 – 20 |
| Legal Secretary | \$45 – 55k | \$23 – 25 |
| Marketing Assistant | \$45 – 50k | \$23 – 25 |
| Office Junior | \$38 – 42k | \$19 – 20 |
| Office Manager | \$45 – 60k | \$27 – 30 |
| Personal Assistant | \$50 – 65k | \$23 – 25 |
| Receptionist | \$40 – 48k | \$19 – 21 |
| Research Assistant | \$38 – 45k | \$23 – 25 |
| Senior Secretary | \$45 – 50k | \$25 – 27 |
| Switchboard Operator | \$40 – 45k | \$19 – 20 |
| Team Secretary | \$45 – 50k | \$20 – 23 |
| WP Operator | \$40 – 50k | \$19 – 20 |
| WP Supervisor | \$45 – 54k | \$22 – 24 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

The Perth Accounting division enjoys strong, client focused relationships with the region's primary employers and provides innovative, multi-dimensional solutions to clients in the commerce & industry sectors. We recruit at all levels from senior executive through to clerical, on an interim and permanent basis for both metropolitan and regional locations.

market overview

Underpinned by surging demand for commodities, Western Australia's buoyant economy is feeding insatiable demand from China for iron ore, alumina, copper and nickel, not to mention the global appetite for oil & gas, gold, diamonds and minerals sands. GDP growth in West Australia exceeds that of all other Australian states and unemployment levels are at record lows. Offshore demand will be the key driver of growth in 2006, with exports forecast to rise significantly as new production capacity comes on stream, in line with the current investment boom.

Across the board we have seen a sharp increase in salaries with a 5-15% rise experienced across all sectors. Employers need to be aware that the thriving regional economy has resulted in a rapidly shrinking pool of available talent.

commerce & industry

With consistent and favourable market conditions prevailing, the movement of candidates between jobs has increased across all sectors in commerce, confirming that it is an acutely candidate driven market. We have observed high levels of activity at the junior to mid market levels, with particular demand for part and newly-qualified accountants with strong analytical skills. Recruitment activity continues to be driven by growth as opposed to attrition, and although the senior end of the market remains tight there has been a marked increase in movement, particularly in the mining and resources sector. There is a distinct shortage of high calibre interim resources for contract and temporary roles which significantly increases the premium paid for flexible solutions.

public practice

It has been a busy year for the accounting profession, with recruitment activity strong across all divisions from part-qualified to director level. There is particular demand for newly-qualified, mid to senior level audit and corporate tax practitioners from the 'Big 4' and large second tier firms. We have also noted significant growth in the corporate finance and management consulting divisions of the 'Big 4' firms.

| Role | Permanent salary per annum \$Aus |
|---|----------------------------------|
| Accounts Assistant (0 – 2 yrs' exp) | \$40 – 45k |
| Accounts Assistant (3 – 5 yrs' exp) | \$40 – 50k |
| Accounts Assistant (6+ yrs' exp) | \$45 – 50k |
| Bookkeeper (0 – 2 yrs' exp) | \$40 – 45k |
| Bookkeeper (3 – 5 yrs' exp) | \$40 – 50k |
| Bookkeeper (6+ yrs' exp) | \$45 – 60k |
| Accounts Payable/Receivable - Junior (0 – 2 yrs' exp) | \$35 – 40k |
| Accounts Payable/Receivable - Manager (6+ yrs' exp) | \$50 – 60k |
| Accounts Payable/Receivable - Supervisor (3 – 5 yrs' exp) | \$40 – 50k |
| Payroll Clerk | \$40 – 50k |
| Payroll Manager | \$50 – 55k |
| Payroll Supervisor (5+ yrs' exp) | \$50k |
| Credit Controller (2 - 5 yrs' exp) | \$45 – 65k |
| Assistant Accountant Degree (0 – 2 yrs' exp) | \$35 – 55k |
| Assistant Accountant CA/CPA (3 – 5 yrs' exp) | \$55 – 65k |
| Graduate Accountant Degree | \$35 – 40k |
| Auditor Degree (0 – 2 yrs' exp) | \$35 – 45k |
| Auditor CA/CPA (3 – 5 yrs' exp) | \$45 – 75k |
| Audit Manager CA/CPA (6+ yrs' exp) | \$75k+ |
| Internal Auditor - Junior Degree | \$50 – 75k |
| Internal Auditor - Manager CA/CPA | \$90 – 140k |
| Management Accountant CA/CPA (0 – 2 yrs' pqe) | \$55 – 65k |
| Management Accountant CA/CPA (3 – 5 yrs' pqe) | \$65 – 75k |
| Management Accountant CA/CPA (6+ yrs' pqe) | \$80 – 110k |
| Financial Accountant CA/CPA (0 – 2 yrs' pqe) | \$55 – 65k |
| Financial Accountant CA/CPA (3 – 5 yrs' pqe) | \$65 – 75k |
| Financial Accountant CA/CPA (6+ yrs' pqe) | \$80 – 110k |
| Systems Accountant Degree (0 – 2 yrs' exp) | \$35 – 45k |
| Systems Accountant CA/CPA (3 – 5 yrs' exp) | \$45 – 75k |
| Systems Accountant CA/CPA (6+ yrs' exp) | \$75k+ |
| Cost Accountant Degree (0 – 2 yrs' exp) | \$35 – 45k |
| Cost Accountant CA/CPA (3 – 5 yrs' exp) | \$45 – 75k |
| Cost Accountant CA/CPA (6+ yrs' exp) | \$75k+ |
| Treasury Accountant CA/CPA (0 – 2 yrs' pqe) | \$55 – 75k |
| Treasury Accountant CA/CPA (3 – 5 yrs' pqe) | \$80 – 120k |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

salaries | perth | accounting - commerce & industry

| Role | Permanent salary per annum \$Aus |
|---|----------------------------------|
| Business/Financial Analyst) CA/CPA (0 – 2 yrs' pqe) | \$55 – 65k |
| Business/Financial Analyst CA/CPA (3 – 5 yrs' pqe) | \$65 – 85k |
| Business/Financial Analyst CA/CPA (6+ yrs' pqe) | \$85 – 120k |
| Commercial/Planning Manager CA/CPA | \$120 – 150k |
| Corporate Finance Degree (0 – 2 yrs' exp) | \$45 – 75k |
| Corporate Finance CA/CPA (3 – 5 yrs' exp) | \$75 – 90k |
| Corporate Finance CA/CPA (6+ yrs' exp) | \$90 – 150k |
| Tax Accountant Degree (0 – 2 yrs' exp) | \$40 – 55k |
| Tax Accountant CA/CPA (3 – 5 yrs' exp) | \$55 – 75k |
| Tax Accountant - Senior CA/CPA (6+ yrs' exp) | \$75 – 90k |
| Tax Manager CA/CPA (6+ yrs' exp) | \$90 – 130k |
| Group Accountant CA/CPA (0 – 2 yrs' pqe) | \$55 – 75k |
| Group Accountant CA/CPA (3 – 5 yrs' pqe) | \$75 – 90k |
| Group Accountant CA/CPA (6+ yrs' pqe) | \$90k+ |
| Group Management Accountant CA/CPA | \$60 – 90k |
| Finance Manager CA/CPA (3 – 5 yrs' pqe) | \$75 – 90k |
| Finance Manager CA/CPA (6+ yrs' pqe) | \$90k+ |
| Financial Controller - Large Organisation CA/CPA | \$90 – 110k |
| Financial Controller - Small/Medium Organisation CA/CPAP | \$110 – 130k |
| Group Financial Controller CA/CPA (6+ yrs' pqe) | \$90k+ |
| Chief Financial Officer CA/CPA (6+ yrs' pqe) | \$130 – 160k |
| Finance Director - Large Organisation CA/CPA (6+ yrs' pqe) | \$150k+ |
| Finance Director - Small/Medium Organisation CA/CPA (6+ yrs' pqe) | \$140k+ |
| Residential Site Accountant Degree (0 – 2 yrs' exp) | \$45 – 55k |
| Residential Site Accountant CA/CPA (3 – 5 yrs' exp) | \$55 – 85k |
| Residential Site Accountant CA/CPA (6+ yrs' exp) | \$85 – 120k |
| Administration Superintendant CA/CPA (6+ yrs' exp) | \$120k+ |
| Project Accountant CA/CPA (0 – 2 yrs' pqe) | \$60 – 75k |
| Project Accountant CA/CPA (3 – 5 yrs' pqe) | \$75 – 90k |
| Project Accountant CA/CPA (6+ yrs' pqe) | \$90 – 120k |
| Cost Accountant CA/CPA | \$60 – 85k |
| Business Analyst CA/CPA (0 – 2 yrs' pqe) | \$60 – 75k |
| Business Analyst CA/CPA (3 – 5 yrs' pqe) | \$75 – 90k |
| Business Analyst CA/CPA (6+ yrs' pqe) | \$90 – 120k |
| Capital Accountant Degree (0 – 2 yrs' exp) | \$40 – 55k |
| Capital Accountant CA/CPA (3 – 5 yrs' exp) | \$55 – 80k |
| Capital Accountant CA/CPA (6+ yrs' exp) | \$80 – 110k |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

The Perth Finance division enjoys strong, client focused relationships with the region's primary employers and provides innovative, multi-dimensional solutions to clients in the banking and financial services sectors.

market overview

Positive growth was evident in 2005 with continued activity across the banking and finance sectors. The consensus of business planning groups is that the trend will continue in 2006. Expansion is being driven by the buoyant natural resources sector which has a direct impact upon the engineering, property and construction industries. Remuneration levels have risen as the competition for talent has increased with many employers devising innovative sign-on incentives and retention strategies.

The financial sector needs have not changed markedly with the conventional segments again figuring prominently. Demand continues to outstrip supply for business development managers who possess strong acquisition and retention capabilities; this is applicable across SME and corporate banking lines and has a direct impact upon the associated need for credit analysts and support staff.

Likewise the wealth management sector is struggling to source suitable talent with the requisite portfolio growth skills. This is applicable to boutique wealth managers and the big four retail banking groups. The cycle of centralisation across the board has reversed with a renewed focus on retail banking and branch operations.

With the shortage of high quality candidates for both regional and metropolitan roles, there is a tendency to re-focus on nurturing graduate trainees who continue to enjoy a raft of opportunities.

Consolidation in Perth's online broking sector is likely to create a surplus across certain disciplines. However, the financial market remains strong and the positive economic outlook continues to generate demand across the broking fraternity for dealer assistants, private client advisers and support staff. Likewise the fund managers are tracking well, again looking for business development managers with back office/settlements experience. The introduction of super choice has led to super funds ramping up resources across specific teams.

With regulatory requirements continuing to increase across the banking, broking and planning sectors, there is a distinct shortage of talent with a depth of compliance and market risk experience.

| Role | Permanent salary per annum \$Aus |
|------|----------------------------------|
|------|----------------------------------|

Banking

| | |
|--|--------------|
| Relationship Manager - Institutional | \$100 – 130k |
| Relationship Manager - Middle Markets | \$70 – 100k |
| Relationship Manager - SME | \$55 – 75k |
| Business Development Manager - Institutional | \$140k+ |
| Business Development Manager - Middle Markets | \$100 – 120k |
| Business Development Manager SME | \$80 – 100k |
| Business Development Manager (Wealth Management) | 80 – 110k |
| Treasury Manager (6+ yrs' exp) | \$100 – 140k |
| Compliance Manager (0 – 2 yrs' exp) | 40 – 50k |
| Compliance Manager (3 – 5 yrs' exp) | 50 – 80k |
| Compliance Manager (5+ yrs exp) | \$100k+ |
| Credit Risk Analyst (0 – 2 yrs' exp) | \$50 – 60k |
| Credit Risk Analyst (3 – 5 yrs' exp) | \$60 – 90k |
| Credit Risk Analyst (6+ yrs' exp) | \$80 – 130k |
| Credit Analyst (0 – 2 yrs' exp) | \$40 – 50k |
| Credit Analyst (3 – 5 yrs' exp) | \$50 – 60k |
| Credit Analyst (6+ yrs' exp) | \$60k+ |
| Financial Planner (0 – 2 yrs' exp) | \$40 – 55k |
| Financial Planner (3 – 5 yrs' exp) | \$55 – 80k |
| Financial Planner (6+ yrs' exp) | \$75k+ |
| Para-Planner - DFP Qualified | \$45 – 60k |
| Para-Planner - Studying | \$40 – 45k |
| Business Banker - Branch Based | \$50 – 60k |
| Manager Trade Finance | \$110k+ |
| Operations Manager (3 – 5 yrs' exp) | \$55 – 70k |
| Operations Manager (6+ yrs' exp) | \$65 – 100k |
| Lending Settlements (0 – 2 yrs' exp) | \$35 – 40k |
| Lending Support | \$35 – 40k |

Funds and Superannuation

| | |
|-------------------------------------|------------|
| Compliance Officer (3 – 5 yrs' exp) | \$50 – 80k |
| Compliance Officer (0 – 3 yrs' exp) | \$40 – 50k |
| Investment Administration | \$40 – 50k |
| Portfolio Funds Administrator | \$35 – 45k |
| Portfolio Funds Manager | \$50 – 70k |
| Superannuation Administration | \$35 – 40k |
| Superannuation Client Services | \$35k+ |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus |
|--|----------------------------------|
| Insurance | |
| Insurance Claims Processing | \$40 – 50k |
| Insurance Claims Supervisor | \$50k+ |
| Insurance Team Leader | \$50k+ |
| Insurance Underwriter (3 – 5 yrs' exp) | \$50 – 70k |
| Insurance Underwriter (0 – 3 yrs' exp) | \$40 – 50k |
| Investment Banking & Broking | |
| Corporate Finance Analyst (0 – 2 yrs' exp) | \$60 – 70k+ |
| Corporate Finance Manager (3 – 5 yrs' exp) | \$60 – 110k |
| Corporate Finance - Director (6+ yrs' exp) | \$120 – 180k+ |
| Equity Research Associate Director (5+ yrs' exp) | \$80 – 100k |
| Equity Research Analyst (2 – 4 yrs' exp) | \$50 – 70k |
| Equity Research Trainee | \$40 – 50k |
| Dealers Assistant (0 – 2 yrs' exp) | \$30 – 40k |
| Trainee Private Client Adviser (0 – 2 yrs' exp) | \$30 – 40k |
| Private Client Adviser (2+ yrs exp) | \$50k |
| Corporate Actions (3 – 5 yrs' exp) | \$45 – 55k |
| Corporate Actions (0 – 2 yrs' exp) | \$40 – 50k |
| Compliance (0 – 3 yrs' exp) | \$40 – 80k |
| Compliance (3+ yrs exp) | \$80 – 110k |
| Settlements - Financial Markets | \$40 – 50k+ |
| NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified. | |

In Perth, our General Management division recruits senior executives up to and including chief executive officer, managing director and regional/general management levels as well as the full range of senior functional appointments in HR, operations and sales and marketing. Whilst Western Australia's economy is primarily driven by the resources, energy and mining services sectors, other key areas include banking and financial services, engineering and construction, information technology, manufacturing, and telecommunications.

market overview

During 2005 Western Australia continued to outperform the rest of the country from an economic and employment growth perspective. This has been principally led by a number of major resources and energy projects commencing construction phases whilst established projects have entered their commissioning stage. This has a cascading effect which has underpinned the economy since 2003 and is expected to continue for a number of years. Combined with record high metals and commodity prices, this has led to continued investment and commercial activity.

Over the past three to four years we have noticed a flow of senior executives returning to Perth with the joint objectives of continuing their professional careers coupled with enjoying the unique lifestyle options seen to exist in Perth, and more widely across Western Australia.

Significant opportunities continue to emerge in the resource and energy sectors, for permanent, temporary and even interim assignments. Banking and finance has returned as a positive employer, primarily in their business/corporate banking and wealth/financial planning divisions. The IT sector has also been active, especially in senior business development and senior project management roles. The senior project roles have been a mix of permanent and contract opportunities. We continue to actively facilitate and pursue opportunities for interim roles, which are sporadic in occurrence, but do exist.

The general nature of business in Western Australia has a strong entrepreneurial influence with many small to medium operators competing directly with larger national and international brand names. Executives should also expect to find remuneration levels at generally lower levels to the equivalent roles based in Sydney and Melbourne, which we have determined primarily as being a 'cost of housing' factor. It should also be noted that many senior executive roles in the larger national and international businesses are commonly filled via interstate transfer, as Western Australia is widely seen as a good developmental market for high performance managers to develop to the next level before returning to the large markets in Sydney, Melbourne and Brisbane.

salaries | perth | general management

| Role | Permanent salary per annum \$Aus |
|----------------------------|----------------------------------|
| Chief Executive Officer | \$250k+ |
| Divisional Manager | \$150k+ |
| Finance Director | \$180k+ |
| General Manager | \$150k+ |
| HR Director | \$150 – 180k |
| HR Manager | \$120 – 150k |
| Manager - Supply/Logistics | \$120k+ |
| Managing Director | \$200k+ |
| Marketing Director | \$150k+ |
| Marketing Manager | \$100k+ |
| Operations Director | \$120 – 150k |
| Partner | \$250k+ |
| Project Director | \$150 – 180k |
| Regional Manager | \$120k+ |
| Sales Director | \$120k+ |
| Sales Manager | \$80k+ |
| State Manager | \$100k+ |
| Strategic Consultant | \$100k+ |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Information Technology division in Perth offers a specialised and tailored approach to technology staffing, supported by strong local market knowledge. The division provides both contract and permanent employment opportunities within a range of skill sets and variety of industry sectors. We generally focus on tertiary qualified candidates with a minimum of two years' experience or salary ranges of \$45-200k per annum.

Perth is a unique capital city. It is the most remote capital city in the world, and annually voted one of the best places to live and work. For IT candidates this presents some great opportunities and challenges. The technology industry is experiencing sustained employment growth and this is likely to continue well into 2006/2007. The main Perth industry sectors are mining & resources, professional services, construction, and Government supported by financial services, education, health, telecommunications and a thriving research & development sector.

market overview

During 2005, Perth enjoyed a much welcomed return to more buoyant employment conditions. Based on current project demands and forecasts, we are planning for 4 to 7% growth in the technology employment market for 2006. In 2005 a few significant Oracle e-Business projects commenced resulting in an increase in demand for skilled people. This strong Oracle demand will continue in 2006/2007. Major new defence, banking, superannuation and resource recruitment projects resulted in a busy 2005 for Robert Walters consultants and the other major stages of these projects will continue well into 2006 resulting in solid demand for candidates with skills across these sectors.

Candidate remuneration packages increased on average 7 - 17% in 2005 in comparison to 2004. We believe some of the reasons for these significant increases was due to the poor salary increases for candidates in previous years, the rapid increase in new project approvals in 2005 and a strong Australian economy and outlook.

In 2006, we predict that salaries for both contract and permanent roles will increase 5-9% with the trend towards more non-monetary benefits becoming more relevant to current and potential employees.

One of the key candidate challenges in 2006 will be the accurate assessment of employment opportunities and the real employment benefits on offer. In this candidate short market, it should be expected that good candidates will be headhunted on average three times more than they were in 2005. In addition, the assessment of which business skills are required to learn or develop to further enhance employment prospects, will be on candidate radars.

Employer challenges in 2006 will centre around employee retention. Generally, those employed candidates who have a valued skill set will be approached regarding new employment opportunities by friends, peers, external consultants and headhunters. Client referral programmes are getting better, recruitment marketing is becoming more specialised, industry networking groups are becoming more effective and recruiters are continually refining their approaches to access talent for immediate and future roles. Organisations will need to focus on continually improving their employer brands if they are to retain their best talent.

applications

For candidates with a development, programming, ERP, applications interest; the employment market will continue to improve in 2006. Particular skills in demand will be enterprise in nature as most organisations adopt new, scalable and robust platforms that reduce total cost of ownership. Candidates with particular expertise in Java, Microsoft, .Net and Oracle e-business will continue to be in demand in 2006/2007.

infrastructure

For candidates with a focus on technology infrastructure, much of the demand will be for Voice over IP skills (VOIP), Cisco and blade computing. Selective outsourcing will continue in 2006 for functions like helpdesk, storage, disaster recovery and business continuity.

consulting

Candidates with particular strengths in project management, consulting, general IT management, business analysis and quality will continue to enjoy a positive employment outlook in 2006 and this is likely to continue into 2007. Employers are particularly interested in those candidates who can relate effectively to business stakeholders in addition to those who commit to a programme of industry certification and training.

open source

Open source technology will continue to have more of an impact in 2006 as more organisations conduct pilot programmes and explore the options to utilise some of these technologies. It would be advisable to maintain a watching interest in this area.

salaries | perth | information technology

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|----------------------------------|------------------------------|
| Chief Information Officer/Chief Technology Officer (10+ yrs' exp) | \$150 – 220k+ | \$110 – 170 |
| IT Director (10+ yrs' exp) | \$120 – 160k+ | \$90 – 150 |
| Manager - MIS (10+ yrs' exp) | \$110 – 150k + | \$90 – 150 |
| Manager - IT (8+ yrs' exp) | \$110 – 160k+ | \$90 – 140 |
| Manager - Infrastructure Services (8+ yrs' exp) | \$100 – 140k+ | \$75 – 95+ |
| Manager - Data Centre (7+ yrs' exp) | \$80 – 120k+ | \$70 – 90+ |
| Manager - Development (7+ yrs' exp) | \$80 – 120k+ | \$70 – 90+ |
| Manager - Knowledge Management (7+ yrs' exp) | \$80 – 120k+ | \$70 – 90+ |
| Manager - Help Desk (7+ yrs' exp) | \$70 – 90k+ | \$55 – 75 |
| Manager - Testing - Applications and Infrastructure (5+ yrs' exp) | \$65 – 95k | \$50 – 70 |
| Programme Manager (8+ yrs' exp) | \$80 – 130k | \$70 – 100 |
| Project Director (8+ yrs' exp) | \$100 – 180k | \$90 – 180 |
| Project Manager (1 – 2 yrs' exp) | \$55 – 65k | \$50 – 65 |
| Project Manager (3 – 5 yrs' exp) | \$55 – 70k | \$50 – 65 |
| Project Manager (5+ yrs' exp) | \$85 – 125k | \$60 – 75 |
| Business Analyst (1 – 3 yrs' exp) | \$40 – 60k | \$30 – 40 |
| Business Analyst (4 – 6 yrs' exp) | \$50 – 70k | \$40 – 55 |
| Business Analyst (6+ yrs' exp) | \$65 – 85k+ | \$55 – 70 |
| Change Management Consultant (10+ yrs' exp) | \$90 – 125k | \$65 – 85 |
| Consultant (1 – 3 yrs' exp) | \$50 – 70k | \$35 – 50 |
| Experienced Consultant (2 – 5 yrs' exp) | \$80 – 140k | \$70 – 120+ |
| Manager/Senior Consultant/Director (5+ yrs' exp) | \$70 – 150k+ | \$60 – 120 |
| ERP Business Analyst (5+ yrs' exp) | \$65 – 100k | \$55 – 90 |
| ERP Consultant Functional (5+ yrs' exp) | \$70 – 130k | \$55 – 110 |
| ERP Project Manager (8+ yrs' exp) | \$80 – 140k+ | \$60 – 125 |
| ERP Consultant Technical (5+ yrs' exp) | \$65 – 120k | \$50 – 95+ |
| Hardware Engineer (1 – 3 yrs' exp) | \$35 – 45k | \$20 – 30 |
| Hardware Engineer (3 – 6 yrs' exp) | \$40 – 65k | \$25 – 40 |
| Help Desk/PC Support/Apps Support (1 – 3 yrs' exp) | \$30 – 45k+ | \$20 – 30+ |
| Help Desk/Desktop Support/Apps Support (3 – 5 yrs' exp) | \$40 – 55k+ | \$25 – 40+ |
| LAN Support/Administration (level 1/2) (2 – 4 yrs' exp) | \$45 – 55k+ | \$35 – 45+ |
| LAN Support/Administration (level 3/4) (5+ yrs' exp) | \$50 – 65k+ | \$45 – 65+ |
| EAI Middleware Specialist (5+ yrs' exp) | \$75 – 100k | \$50 – 80 |
| Security Specialist (1 – 3 yrs' exp) | \$40 – 60k | \$40 – 60 |
| Security Specialist (3+ yrs' exp) | \$70 – 125k | \$65 – 110 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|----------------------------------|------------------------------|
| WAN/Communications Engineer (1 – 2 yrs' exp) | \$40 – 55k+ | \$40 – 50+ |
| WAN/Communications Engineer (2 – 4 yrs' exp) | \$50 – 75k+ | \$50 – 65+ |
| WAN/Communications Engineer (5+ yrs' exp) | \$65 – 120k+ | \$60 – 100+ |
| Solution Architect - Infrastructure Topology (8+ yrs' exp) | \$70 – 120k | \$65 – 100+ |
| Technical Architect (8+ yrs' exp) | \$75 – 130k | \$65 – 110+ |
| Systems Administrator - Unix, NT, Novell (1 – 3 yrs' exp) | \$40 – 55k+ | \$40 – 55+ |
| Systems Administrator - Unix, NT, Novell (3 – 6 yrs' exp) | \$50 – 85k+ | \$50 – 70+ |
| Database Administrator - SQL Server, Sybase, DB2 (2 – 5 yrs' exp) | \$45 – 65k | \$35 – 55 |
| Database Administrator - SQL Server, Sybase, DB2 (6+ yrs' exp) | \$55 – 100k | \$40 – 60 |
| Database Administrator - Oracle (2 – 5 yrs' exp) | \$50 – 65k | \$40 – 65 |
| Database Administrator - Oracle (6+ yrs' exp) | \$60 – 110k | \$50 – 85 |
| Solution Architect - Applications (8+ yrs' exp) | \$65 – 120k | \$55 – 100 |
| Architect/Software Design (10+ yrs' exp) | \$70 – 120k | \$60 – 100 |
| Technical Software Architect (3 – 5 yrs' exp) | \$50 – 80k | \$40 – 60 |
| Analyst Programmer - Database (2 – 3 yrs' exp) | \$35 – 50k | \$30 – 40 |
| Analyst Programmer - Database (3 – 5 yrs' exp) | \$40 – 60k | \$35 – 55 |
| Analyst Programmer - Database (5+ yrs' exp) | \$45 – 70k | \$40 – 65 |
| Analyst Programmer - VB, ASP, WEB (0 – 2 yrs' exp) | \$35 – 45k | \$30 – 40 |
| Analyst Programmer - VB, ASP, WEB (3 – 5 yrs' exp) | \$40 – 65k | \$35 – 65 |
| Analyst Programmer - VB, ASP, WEB, NET (6+ yrs' exp) | \$60 – 90k | \$40 – 70 |
| Mainframe Analyst Programmer (6+ yrs' exp) | \$50 – 80k | \$45 – 70 |
| Software Engineer - Java, OO, C++ (1 – 2 yrs' exp) | \$40 – 50k+ | \$35 – 45 |
| Software Engineer - Java, OO, C++ (3 – 5 yrs' exp) | \$50 – 75k+ | \$45 – 65 |
| Software Engineer - Java, OO, C++ (6+ yrs' exp) | \$60 – 90k+ | \$55 – 75 |
| Quality Analyst (QA) 5 yrs+ | \$50 – 70k+ | \$40 – 60 |
| Tester (1 – 3 yrs' exp) | \$35 – 50k+ | \$25 – 35 |
| Tester (3 – 5 yrs' exp) | \$45 – 75k+ | \$25 – 55 |
| Web Graphic Design/Developer (0 – 3 yrs' exp) | \$35 – 45k+ | \$25 – 35 |
| Web Graphic Design/Developer (3+ yrs' exp) | \$40 – 65k+ | \$30 – 45 |
| Technical Writer/Editor (0 – 3 yrs' exp) | \$30 – 45k+ | \$20 – 40 |
| Technical Writer/Editor (6+ yrs' exp) | \$45 – 70k+ | \$40 – 65 |
| IT Account Manager Corporate and Account Manager (3 – 6 yrs' exp) | \$45 – 60k | |
| New Business Sales (1 – 3 yrs' exp) | \$30 – 55k | |
| IT Business Development (3 – 5 yrs' exp) | \$40 – 110 plus incentives | |
| IT Business Development (5+ yrs' exp) | \$50 – 150 plus incentives | |
| Sales Director - IT & T (8+ yrs' exp) | \$90 – 160k+ | |
| Senior Solutions BDM - IT&T (3 – 6 yrs' exp) | \$80 – 200k plus incentives | |
| State Sales Manager/Director (Team 15+) (8+ yrs' exp) | \$100 – 200k plus incentives | |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Legal division sources professional and legal support candidates for employment on a permanent and contractual basis within private practice, and in a variety of industry sectors including energy, resources, telecommunications, banking and finance, and Government.

Our primary clients include top tier national firms, medium tier and specialist boutique practices, financial institutions, various Government departments and organisations involved in energy and resources. We also recruit legal support staff for these organisations.

The majority of demand continues to be for permanent legal staff within private practice, although opportunities also exist in the in-house markets within the resources and energy, banking and finance, and Government areas.

market overview

Following on from the increased buoyancy in the market in 2004, 2005 saw the Western Australian economy in particular continue to experience growth on the back of the resources sector boom. The impact on the legal recruitment market was a further increase in demand for lawyers and support staff at all levels across all sectors of legal employment.

The market has developed into one which is clearly candidate driven with law firms employing lawyers at all levels of experience. With a continued shortage of lawyers with a minimum of three years of post admission experience, firms employed more junior lawyers than ideally desired to meet their business needs. This has led to both law firms and legal recruiters actively driving recruitment strategies in overseas and interstate markets to attract expatriate lawyers back to Western Australia. To this end, Robert Walters engaged in initiatives such as international roadshows and other marketing campaigns.

The emerging trend of increased demand for workplace, employment, industrial relations lawyers and support staff is expected to continue into 2006 with the pending industrial relations reform. Other areas seeing increases in demand are corporate and commercial law, banking and finance, and energy and resources law. Commercial and insurance litigation lawyers are also in high demand. An increasing trend to employ in-house counsel was particularly prevalent in energy and resources organisations in 2005.

Following tradition, the middle of 2005 showed a rise in demand for more senior lawyers as a result of end of financial year promotions and salary reviews. Also typical, the month of August saw the focus shift to articles recruitment in accordance with the traditional articles recruitment programme guided by the Law Society, with a resulting decrease in recruitment of other levels of legal professionals during this time.

The Government sector sustained a more moderate increase in demand for lawyers at all levels. In-house counsel roles continued to be attractive to a great number of lawyers seeking a change from the private practice environment. Such highly sought-after positions mean that usually only the best corporate commercial lawyers with large firm track records and specific industry experience are successful.

| Role | Permanent salary per annum \$Aus |
|-------------------------|----------------------------------|
| Top Tier Firm | |
| 6+ yrs' pqe | \$100k+ |
| 5 yrs' pqe | \$90 – 100k |
| 4 yrs' pqe | \$80 – 90k |
| 3 yrs' pqe | \$70 – 80k |
| 2 yrs' pqe | \$65 – 75k |
| 1 year pqe | \$60 – 70k |
| Restricted Practitioner | \$50 – 65k |
| Articled Clerk | \$40 – 55k |
| Mid Tier Firm | |
| 6+ yrs' pqe | \$100k+ |
| 5 yrs' pqe | \$85 – 95k |
| 4 yrs' pqe | \$75 – 90k |
| 3 yrs' pqe | \$70 – 85k |
| 2 yrs' pqe | \$65 – 75k |
| 1 year pqe | \$60 – 70k |
| Restricted Practitioner | \$45 – 65k |
| Articled Clerk | \$35 – 50k |
| Small Firm | |
| 6+ yrs' pqe | \$85k+ |
| 5 yrs' pqe | \$75 – 90k |
| 4 yrs' pqe | \$70 – 80k |
| 3 yrs' pqe | \$65 – 75k |
| 2 yrs' pqe | \$60 – 70k |
| 1 year pqe | \$50 – 65k |
| Restricted Practitioner | \$37 – 50k |
| Articled Clerk | \$30 – 40k |
| In-House Counsel | |
| Head of Legal | \$130k+ |
| Deputy Counsel | \$100k+ |
| 6+ yrs' pqe | \$95k+ |
| 5 yrs' pqe | \$90 – 100k |
| 4 yrs' pqe | \$80 – 90k |
| 3 yrs' pqe | \$70 – 80k |
| 2 yrs' pqe | \$65 – 70k |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|----------------------------------|------------------------------|
| Legal Support Staff | | |
| Legal Secretary (0 – 2 yrs' exp) | \$18 – 26k | \$16 – 24 |
| Legal Secretary (3 – 5 yrs' exp) | \$25 – 46k | \$18 – 26 |
| Legal Secretary (5+ yrs' exp) | \$45 – 52k | \$20 – 32 |
| Paralegal | \$35 – 48k | \$16 – 24 |
| Instructing Clerk | \$28 – 32k | \$13 – 15 |
| Outdoor Clerk | \$18 – 26k | \$17 – 26 |
| NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified. | | |

market overview

Despite recent market consolidation, the natural resources sector has continued to fuel the growth of the Western Australia economy. Prospects for 2006 remain good; however the recent spike in oil prices and increasing cost of infrastructure and asset development suggest the market will cool from boiling point. Underlying the general positive mood is increased uncertainty surrounding the strength of current commodity prices.

Whilst the increase in overall production volumes will clearly have a softening effect on prices, China is becoming more sensitive to price negotiations and any significant shift will have a direct impact on the demand for talent. If current levels of exploration and development continue, in the short to medium term we forecast increased demand for operationally focused mine accountants, business analysts and candidates willing to work on a FIFO basis as the sector looks to expedite the development of their proven and feasible resources, as well as maximise output from existing operations.

The increased cost of production has resulted in organisations looking to secure analytically focused talent to ensure that costs are managed correctly and, where possible, reduced in order to maintain margins.

salaries | perth | mining & resources

| Role | Permanent salary per annum \$Aus |
|---|----------------------------------|
| Operations Analyst CA/CPA (0 – 2 yrs' pqe) | \$60 – 75k |
| Operations Analyst CA/CPA (3 – 5 yrs' pqe) | \$75 – 90k |
| Operations Analyst CA/CPA (6+ yrs' pqe) | \$90 – 120k |
| Mine Accountant CA/CPA (0 – 2 yrs' pqe) | \$60 – 80k |
| Mine Accountant CA/CPA (3 – 5 yrs' pqe) | \$70 – 90k |
| Mine Accountant CA/CPA (6+ yrs' pqe) | \$80 – 120k |
| Commercial Manager - Perth CA/CPA (6+ yrs' pqe) | \$120k+ |
| Commercial Manager - Site CA/CPA (6+ yrs' pqe) | \$150k+ |
| FIFO Site Accountant Degree (0 – 2 yrs' exp) | \$55 – 70k |
| FIFO Site Accountant CA/CPA (3 – 5 yrs' exp) | \$70 – 100k |
| FIFO Site Accountant CA/CPA (6+ yrs' exp) | \$100 – 140k |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Sales & Marketing division recruits mid to senior level sales and marketing professionals primarily for the following sectors:

- Banking & Finance
- FMCG
- Industrial Sales
- Information Technology
- Manufacturing & Building Products
- Mining
- Oil & Gas
- Telecommunications

market overview

Western Australia's general economic climate has been very positive on the back of the continued momentum coming from the resource, energy and mining services sectors. This has created some additional demand for mid-level business development and relationship management executives. It has also led to a greater focus by organisations to strive to retain high achievers and identify talent to grow their business. This has resulted in an upward pressure on remuneration packages which has included a continued focus on variable components.

International experience is still highly regarded; however, it should be noted that because of the parochial nature and isolated geographic location of the market, candidates with local experience will generally have an advantage, especially those who demonstrate a developed business network.

Sales people increasingly need to demonstrate that they can perform and deliver results. Over recent years we have noticed a significant lift in clients' requirements for sales leaders. Ideally, candidates will possess formal sales and/or business development training. Skills and knowledge in demand include; strategic selling, conceptual selling and large account management. Clients also take a favourable view of candidates who have validated experience with relevant formal studies and accreditation.

There is significantly less demand for state-based marketing professionals in Perth, especially at more senior levels. The marketing opportunities that do exist are typically found in financial services, membership-based organisations, IT services, telecommunications and the utilities sectors.

salaries | perth | sales & marketing

| Role | Permanent salary per annum \$Aus |
|---|----------------------------------|
| Account Director (3 – 5 yrs' exp) | \$60 – 80k |
| Account Director (6+ yrs' exp) | \$70 – 90k |
| Account Manager (3 – 5 yrs' exp) | \$50 – 70k |
| Account Manager (6+ yrs' exp) | \$60 – 80k |
| Advertising Account Manager | \$50 – 80k |
| Assistant Product/Brand Manager | \$40 – 60k |
| Business Development Manager (2 – 3 yrs' exp) | \$40 – 50k |
| Business Development Manager (4 – 5 yrs' exp) | \$45 – 65k |
| Corporate Affairs Director | \$100k+ |
| Direct Marketing Manager | \$100k+ |
| Market Researcher | \$40 – 50k |
| Marketing Communications Officer (2 – 4 yrs' exp) | \$40 – 60k |
| Marketing Communications Manager (5+ yrs' exp) | \$80k+ |
| Marketing Coordinator | \$35 – 50k |
| Marketing Director | \$150k+ |
| Marketing Executive (2 – 3 yrs' exp) | \$45 – 55k |
| Marketing Executive (4 – 5 yrs' exp) | \$55 – 65k |
| Marketing Manager (2 – 3 yrs' exp) | \$60 – 70k |
| Marketing Manager (4 – 5 yrs' exp) | \$70 – 90k |
| Marketing Strategist | \$80k+ |
| Media Relations Manager | \$60 – 80k |
| Media Sales | \$50 – 80k |
| Merchandising Staff | \$40 – 50k |
| National Retail Manager | \$120k+ |
| Product/Brand Manager (2 – 3 yrs' exp) | \$50 – 60k |
| Product/Brand Manager (4 – 5 yrs' exp) | \$60 – 80k |
| Public Relations Consultant (2 – 3 yrs' exp) | \$50 – 60k |
| Public Relations Consultant (4 – 5 yrs' exp) | \$60 – 80k |
| Public Relations Manager (2 – 3 yrs' exp) | \$60 – 80k |
| Public Relations Manager (4 – 5 yrs' exp) | \$70 – 100k |
| Relationship Manager | \$60k+ |
| Sales and Marketing Manager (2 – 3 yrs' exp) | \$60 – 90k |
| Sales and Marketing Manager (4 – 5 yrs' exp) | \$80 – 100k |
| Sales and Marketing Director (3 – 5 yrs' exp) | \$80 – 120k |
| Sales and Marketing Director (6+ yrs' exp) | \$100 – 150k |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

salaries | perth | sales & marketing

| Role | Permanent salary per annum \$Aus |
|----------------------------------|-------------------------------------|
| Sales Director | \$120k+ |
| Sales Executive (2 – 3 yrs' exp) | \$40 – 60k |
| Sales Executive (4 – 5 yrs' exp) | \$50 – 70k |
| Sales Manager (2 – 3 yrs' exp) | \$50 – 70k |
| Sales Manager (4 – 5 yrs' exp) | \$60 – 80k |
| Senior Product/Brand Manager | \$60 – 90k |
| Sponsorship and Event Manager | \$60 – 90k |
| State Retail Manager | \$70 – 90k |
| State Sales Manager | \$80 – 100k |
| Store Manager | \$50 – 70k |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

market update

Overall the major domestic financial services institutions have continued to recruit consistently during the last 12 months. This can be contributed to sustained growth in the local and global economies, increased international regulatory demands as well as further re-engineering projects and system upgrades.

The majority of international investment banks have continued the trend of hiring quality people as their businesses grow in the Asia Pacific region. Sydney as a destination has been popular due to the availability of experienced candidates with language skills. Key skill areas which had experienced exceptionally high demand throughout 2005 include compliance, operational risk, audit, group reporting, product control, derivative operations and documentation. The trend of hiring qualified accountants or chartered professionals with experience implementing new IAS compliant reporting systems looks set to continue through 2006.

Over the last 12 months, the Sydney market has experienced continued growth which in turn has led to a reduced number of quality candidates available. The investment management/hedge funds sector has been one of the biggest growth areas and we have seen both international and domestic entrants in the Sydney market for the first time. We are expecting this growth to continue for at least the next 12 months as the Australian market continues to stabilise in comparison to overseas markets such as the US.

Salaries increased across the board in 2005, and this can be attributed to the continual war for talent specifically in the aforementioned high demand areas. However we do expect this demand to flatten in 2006. Bonuses in the major organisations will be dependent upon growth in the Asia Pacific region.

The domestic infrastructure and asset based markets continued to grow in 2005 and we anticipate this will continue in 2006 as investment banks increasingly look offshore for new opportunities. In short, we predict that 2006 will continue to be a strong year for job hunters, with both domestic and international companies looking to expand their teams as a result of increased deal flow.

contract

Throughout 2005, we experienced significant increases in recruitment across almost all areas of operations within retail and investment banks, fund and asset managers, custodians and insurers. This increased activity is directly linked to another prosperous year within the financial services sector which continued to put pressure on the pool of skilled candidates and therefore salaries.

During 2005, we also saw a number of institutions identify Sydney as a hub for either their global or regional operational teams. Although outsourcing remains topical we predict the demand for experienced and skilled specialists will continue throughout 2006.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|----------------------------------|------------------------------|
| Banking & Finance | | |
| Credit Risk Analyst (0 – 2 yrs' exp) | \$50 – 65k | |
| Credit Risk Analyst (3 – 5 yrs' exp) | \$70 – 100k | |
| Credit Risk Analyst (6+ yrs' exp) | \$110k+ | |
| Lending Settlements Clerk (0 – 4 yrs' exp) | \$45 – 60k | |
| Lending Support (0 – 2 yrs' exp) | \$38 – 48k | |
| Operations Manager (3 – 5 yrs' exp) | \$80 – 130k | |
| Operations Manager (6+ yrs' exp) | \$150+ | |
| Business Banking | | |
| Confirmations (0 – 2 yrs' exp) | \$42 – 50k | |
| Confirmations (3 – 5 yrs' exp) | \$50 – 65k | |
| Corporate Actions (0 – 2 yrs' exp) | \$42 – 50k | |
| Corporate Actions (3 – 5 yrs' exp) | \$55 – 70k | |
| Credit Risk Analyst (0 – 2 yrs' exp) | \$50 – 65k | |
| Credit Risk Analyst (3 – 5 yrs' exp) | \$70 – 100k | |
| Credit Risk Analyst (6+ yrs' exp) | \$110k+ | |
| Fund Accountant (0 – 2 yrs' exp) | \$40 – 52k | |
| Fund Accountant (3 – 5 yrs' exp) | \$55 – 65k | |
| Manager Trade Finance | \$75 – 120k | |
| Margin Lending Officer (0 – 2 yrs' exp) | \$40 – 50k | \$20 – 25 |
| Margin Lending Officer (3 – 5 yrs' exp) | \$50 – 65k | \$25 – 30 |
| Market Risk Analyst (0 – 2 yrs' exp) | \$50 – 70k | |
| Market Risk Analyst (3 – 5 yrs' exp) | \$65 – 110k | |
| Market Risk Manager (6+ yrs' exp) | \$120k+ | |
| Operations Manager (0 – 2 yrs' exp) | \$90 – 110k | \$37 – 50 |
| Operations Manager (3 – 5 yrs' exp) | \$100 – 140k | \$50 – 75 |
| Operations Manager (6+ yrs' exp) | \$150k+ | \$75+ |
| Settlements (0 – 2 yrs' exp) | \$40 – 52k | \$20 – 25 |
| Settlements (3 – 5 yrs' exp) | \$50 – 65k | \$25 – 30 |
| Treasury Manager (5+ yrs) | \$70 – 110k | \$37 – 60 |
| Treasury Settlements (3 - 5yrs) | \$50 – 65k | \$25 – 30 |
| NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified. | | |

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|----------------------------------|------------------------------|
| Financial Services | | |
| Client Services Officer (3 – 5 yrs' exp) | \$60 – 80k | \$25 – 35 |
| Insurance Claims Processing (0 – 2 yrs' exp) | \$40 – 50k | \$20 – 25 |
| Insurance Claims Supervisor (3 – 5 yrs' exp) | \$60 – 75k | \$30 – 35 |
| Insurance Underwriter (3 – 5 yrs' exp) | \$60 – 75k | \$25 – 30 |
| Investment Administration (0 – 2 yrs' exp) | \$40 – 50k | \$20 – 25 |
| Portfolio Funds Administrator (0 – 2 yrs' exp) | \$40 – 50k | \$20 – 25 |
| Portfolio Funds Manager (3 – 5 yrs' exp) | \$70 – 110k | \$25 – 40 |
| Settlements Officer (Funds) (3 – 5 yrs' exp) | \$50 – 65k | \$25 – 30 |
| Settlements Officer (Stockbroking) (6+ yrs' exp) | \$70k+ | \$30+ |
| Superannuation Administration (0 – 2 yrs' exp) | \$38 – 48k | \$20 – 22 |
| Superannuation Client Services (0 – 2 yrs' exp) | \$38 – 48k | \$20 – 22 |
| Middle Office & Finance | | |
| Accounts Clerk | \$35 – 50k | \$20 – 25 |
| Assistant Accountant | \$50 – 60k | \$25 – 35 |
| Auditor | \$60 – 120k | \$40 – 50 |
| Business Analyst CA/CPA (0 – 2 yrs' exp) | \$60 – 80k | \$35 – 40 |
| Business Analyst CA/CPA (3 – 5 yrs' exp) | \$80 – 100k | \$40 – 55 |
| Business Analyst CA/CPA (6+ yrs' exp) | \$100k+ | \$60 – 65 |
| Financial Accountant CA/CPA (0 – 2 yrs' exp) | \$45 – 55k | \$40 – 45 |
| Financial Accountant CA/CPA (3 – 5 yrs' exp) | \$55 – 90k | \$45 – 50 |
| Financial Accountant CA/CPA (6+ yrs' exp) | \$80k+ | \$45 – 50 |
| Financial Accountant Degree (0 – 2 yrs' exp) | \$40 – 55k | \$22 – 28 |
| Financial Accountant Degree (3 – 5 yrs' exp) | \$50 – 70k | \$25 – 30 |
| Financial Accountant Degree (6+ yrs' exp) | \$70 – 80k | \$30 – 35 |
| Financial Controller (6+ yrs' exp) | \$120k+ | \$55 – 60 |
| Fund Accountant CA/CPA (0 – 2 yrs' exp) | \$45 – 60k | \$35 – 45 |
| Fund Accountant CA/CPA (3 – 5 yrs' exp) | \$60 – 80k | \$40 – 45 |
| Fund Accountant CA/CPA (6+ yrs' exp) | \$95k+ | \$45 – 50 |
| Fund Accountant Degree (0 – 2 yrs' exp) | \$40 – 50k | \$20 – 25 |
| Fund Accountant Degree (3 – 5 yrs' exp) | \$50 – 80k | \$25 – 32 |
| Fund Accountant Degree (6+ yrs' exp) | \$85 – 110k | \$30 – 40 |
| Management Accountant CA/CPA (0 – 2 yrs' exp) | \$50 – 65k | \$40 – 45 |
| Management Accountant CA/CPA (3 – 5 yrs' exp) | \$65 – 100k | \$45 – 55 |
| Management Accountant CA/CPA (6+ yrs' exp) | \$100k+ | \$55+ |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|----------------------------------|------------------------------|
| Management Accountant Degree (0 – 2 yrs' exp) | \$45 – 65k | \$20 – 25 |
| Management Accountant Degree (3 – 5 yrs' exp) | \$60 – 80k | \$25 – 32 |
| Management Accountant Degree (6+ yrs' exp) | \$90k+ | \$30 – 40 |
| Product Accountant CA/CPA (0 – 2 yrs' exp) | \$48 – 60k | \$35 – 40 |
| Product Accountant CA/CPA (3 – 5 yrs' exp) | \$65 – 120k | \$40 – 45 |
| Product Accountant CA/CPA (6+ yrs' exp) | \$110k+ | \$50 – 70 |
| Product Accountant Degree (0 – 2 yrs' exp) | \$45 – 60k | \$25 – 30 |
| Product Accountant Degree (3 – 5 yrs' exp) | \$60 – 100k | \$30 – 40 |
| Product Accountant Degree (6+ yrs' exp) | \$90k+ | \$40 – 50 |
| Product Controller - Non-Qualified | \$65 – 85k | \$30 – 35 |
| Product Controller | \$90 – 115k | \$35 – 45 |
| Statutory Fund Accountant | \$80 – 90k | \$40 – 45 |
| Tax Accountant (0 – 2 yrs' exp) | \$45 – 60k | \$40 – 45 |
| Tax Accountant (3 – 5 yrs' exp) | \$65 – 95k | \$45 – 50 |
| Tax Accountant (6+ yrs' exp) | \$95k+ | \$55 – 65 |
| Operations | | |
| Corporate Actions Clerk (0 – 2 yrs' exp) | \$42 – 50k | \$20 – 25 |
| Corporate Actions Manager (3 – 5 yrs' exp) | \$70 – 90k | \$30 – 40 |
| Derivatives Documentation Clerk (0 – 2 yrs' exp) | \$45 – 55k | \$20 – 30 |
| Derivatives Operations Manager (3 – 5 yrs' exp) | \$90 – 130k | \$35 – 45 |
| Derivatives Supervisor | \$60 – 90k | \$30 – 40 |
| Equities Clerk (0 – 2 yrs' exp) | \$42 – 50k | \$20 – 25 |
| Equities Supervisor (3 – 5 yrs' exp) | \$60 – 80k | \$30 – 40 |
| Equities Operations Manager (6+ yrs' exp) | \$90 – 140k | \$35+ |
| Fixed Income Clerk (0 – 2 yrs' exp) | \$40 – 48k | \$20 – 25 |
| Fixed Income Supervisor (3 – 5 yrs' exp) | \$60 – 75k | \$30 – 35 |
| Fixed Income Operations Manager (6+ yrs' exp) | \$80 – 120k | \$30 – 35 |
| Fund Administrator - Custody (0 – 2 yrs' exp) | \$42 – 50k | \$20 – 25 |
| Fund Administrator - Custody Senior (3 – 5 yrs' exp) | \$60 – 75k | \$25 – 32 |
| Fund Administrator - Fund Management (0 – 2 yrs' exp) | \$45 – 55k | \$20 – 25 |
| FX Clerk (0 – 2 yrs' exp) | \$42 – 50k | \$20 – 25 |
| FX Supervisor (3 – 5 yrs' exp) | \$55 – 70k | \$30 – 35 |
| FX Operations Manager (6+ yrs' exp) | \$90 – 130k | \$35+ |
| Head of Operations | \$160k+ | \$75+ |
| Junior Settlements Clerk Degree (0 – 2 yrs' exp) | \$42 – 50k | \$20 – 22 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|----------------------------------|------------------------------|
| Junior Settlements HSC Clerk (0 – 2 yrs' exp) | \$35 – 50k | \$18 – 20 |
| Margin Lending (0 – 2 yrs' exp) | \$35 – 50k | \$20 – 22 |
| Senior Margin Lending (3 – 5 yrs' exp) | \$50 – 70k | \$25 – 35 |
| Senior Derivates Clerk (3 – 5 yrs' exp) | \$55 – 70k | \$30 – 35 |
| Senior Equities Clerk (3 – 5 yrs' exp) | \$50 – 70k | \$25 – 30 |
| Senior Fixed Income Clerk (3 – 5 yrs' exp) | \$50 – 70k | \$25 – 30 |
| Risk Management | | |
| Credit Risk Analyst (0 – 2 yrs' exp) | \$50 – 65k | \$25 – 35 |
| Credit Risk Analyst (3 – 5 yrs' exp) | \$70 – 100k | \$35 – 55 |
| Credit Risk Analyst (6+ yrs' exp) | \$110k+ | \$55+ |
| Operational Risk Manager (0 – 2 yrs' exp) | \$50 – 70k | \$25 – 40 |
| Operational Risk Manager (3 – 5 yrs' exp) | \$70 – 110k | \$35 – 60 |
| Operational Risk Manager (6+ yrs' exp) | \$120k+ | \$70+ |
| Compliance Officer | \$50 – 70k | \$25 – 40 |
| Compliance Manager | \$70 – 110k | \$35 – 60 |
| Compliance Senior Manager | \$120k+ | \$70+ |
| Market Risk Analyst | \$50 – 70k | \$25 – 40 |
| Market Risk Senior Analyst | \$65 – 110k | \$35 – 60 |
| Market Risk Manager | \$120k+ | \$65+ |
| Quantitative Risk (0 – 2 yrs' exp) | \$50 – 70k | \$25 – 40 |
| Quantitative Risk (3 – 5 yrs' exp) | \$70 – 110k | \$40 – 60 |
| Quantitative Risk (6+ yrs' exp) | \$120k+ | \$65+ |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Commerce & Industry division recruits accounting professionals at all levels into a broad base of industries that sit outside of banking and financial services. Our consultants are industry specialists, offering credibility through their detailed understanding of both the client and candidate market in their respective industry. Alongside the more conventional financial roles, the team also recruits for development, strategy planning and broader business management roles. Our client base ranges in size from large multinationals and non-quoted organisations through to owner-managed businesses.

market overview:

The demand for accounting professionals remains strong and we are seeing some definite trends emerge at a number of levels. At the CFO and Finance Director level we are seeing a situation emerge whereby there are more candidates than there are roles. This is due to a number of factors not least of which is the specificity of the clients in terms of industry background and tenure held.

At the opposite end of the market the demand for clerical grade accounts staff is increasing. This is due to an increased emphasis on succession planning along with a simultaneous drive to reduce overall cost within finance departments.

Qualified accountants remain in high demand, particularly newly-qualified accountants and those with up to four years' post qualified experience. Specifically we are seeing clients focus further on very specific skill-sets, with IFRS, Sarbanes-Oxley and Internal Audit continuing to provide the greatest challenge to recruit against.

Generally, the market is heavily candidate led. We are seeing candidates have a greater awareness of their value in the market/place and as such we are seeing an increase in salaries as this awareness, coupled with the practicality of demand exceeding supply, sets in. We anticipate this trend to continue well into 2006.

salaries | sydney | accounting & finance - commerce & industry

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|----------------------------------|------------------------------|
| Accounts Assistant (0 – 2 yrs' exp) | \$35k+ | \$19 – 22 |
| Accounts Assistant (3 – 5 yrs' exp) | \$40 – 45k | \$22 – 24 |
| Accounts Assistant (6+ yrs' exp) | \$45 – 55k | \$24 – 27 |
| Accounts Clerk (0 – 2 yrs' exp) | \$35 – 40k | \$19 – 22 |
| Accounts Clerk (3 – 5 yrs' exp) | \$40 – 45k | \$22 – 24 |
| Accounts Clerk (6+ yrs' exp) | \$45 – 55k | \$24 – 27 |
| Accounts Payable/Receivable - Junior (0 – 2 yrs' exp) | \$40 – 45k | \$20 – 23 |
| Accounts Payable/Receivable - Supervisor (3 – 5 yrs' exp) | \$50 – 75k | \$25 – 30 |
| Accounts Payable/Receivable - Manager (6+ yrs' exp) | \$55 – 85k | \$30 – 38 |
| Assistant Accountant - CA/CPA (0 – 2 yrs' exp) | \$40 – 45k | \$22 – 25 |
| Assistant Accountant - CA/CPA (3 – 5 yrs' exp) | \$45 – 55k | \$25 – 30 |
| Assistant Accountant - CA/CPA (6+ yrs' exp) | \$70 – 80k | \$50 – 55 |
| Assistant Accountant - Degree (0 – 2 yrs' exp) | \$40 – 45k | \$20 – 23 |
| Assistant Accountant - Degree (3 – 5 yrs' exp) | \$45 – 55k | \$23 – 28 |
| Assistant Accountant - Degree (6+ yrs' exp) | \$65 – 75k | \$40 – 45 |
| Audit Manager | \$110 – 200k | \$45 – 60 |
| Auditor (0 – 2 yrs' exp) | \$45 – 55k | \$20 – 30 |
| Auditor (3 – 5 yrs' exp) | \$50 – 70k | \$35 – 45 |
| Auditor (6+ yrs' exp) | \$80k+ | \$45 – 55 |
| Billings Analyst (0 – 2 yrs' exp) | \$40k+ | \$20 – 23 |
| Billings Analyst (3 – 5 yrs' exp) | \$50k+ | \$23 – 27 |
| Billings Analyst (6+ yrs' exp) | \$60 – 90k+ | \$27 – 30 |
| Bookkeeper (0 – 2 yrs' exp) | \$40 – 50k+ | \$20 – 22 |
| Bookkeeper (3 – 5 yrs' exp) | \$50 – 60k+ | \$24 – 26 |
| Bookkeeper (6+ yrs' exp) | \$70k+ | \$26 – 28 |
| Business/Financial Analyst (0 – 2 yrs' exp) | \$45 – 50k | \$30 – 40 |
| Business/Financial Analyst (3 – 5 yrs' exp) | \$50 – 80k | \$40 – 50 |
| Business/Financial Analyst (6+ yrs' exp) | \$80 – 120k | \$50 – 65 |
| Commercial/Planning Manager | \$100 – 120k | \$50 – 65 |
| Company Accountant | \$60 – 120k | \$40 – 55 |
| Cost Accountant (0 – 2 yrs' exp) | \$40 – 50k | \$30 – 40 |
| Cost Accountant (3 – 5 yrs' exp) | \$50 – 85k | \$40 – 50 |
| Cost Accountant (6+ yrs' exp) | \$80 – 120k | \$50 – 55 |
| Credit Controller | \$45 – 50k+ | \$20 – 25 |
| Credit Manager | \$70 – 90k | \$30 – 45 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|----------------------------------|------------------------------|
| Finance Director - Large Organisation | \$250k+ | \$80 – 125 |
| Finance Director - Small/Medium Organisation | \$150k+ | \$60 – 80 |
| Finance Manager (0 – 2 yrs' exp) | \$100k | \$50 – 55 |
| Finance Manager (3 – 5 yrs' exp) | \$120k | \$55 – 60 |
| Finance Manager (6+ yrs' exp) | \$150k | \$60 – 65 |
| Financial Accountant (0 – 2 yrs' exp) | \$50k | \$35 – 45 |
| Financial Accountant (3 – 5 yrs' exp) | \$60 – 90k+ | \$45 – 50 |
| Financial Accountant (6+ yrs' exp) | \$90 – 120k+ | \$50 – 55 |
| Financial Analyst (0 – 2 yrs' exp) | \$55k+ | \$30 – 40 |
| Financial Analyst (3 – 5 yrs' exp) | \$65k+ | \$40 – 45 |
| Financial Analyst (6+ yrs' exp) | \$85k+ | \$50 – 65 |
| Financial Controller – Large Organisation | \$150k | \$60 – 75 |
| Financial Controller – Small/Medium Organisation | \$120k | \$55 – 65 |
| Graduate Accountant | \$40 – 45k | |
| Group Accountant | \$80 – 100k | \$40 – 55 |
| Group Financial Controller | \$120k+ | \$60 – 80 |
| Group Management Accountant | \$80 – 120k | \$45 – 55 |
| Internal Auditor - Junior | \$50 – 60k | \$33 – 45 |
| Internal Auditor - Manager | \$140 – 160k+ | \$55 – 70 |
| Management Accountant (0 – 2 yrs' exp) | \$45 – 55k+ | \$35 – 40 |
| Management Accountant (3 – 5 yrs' exp) | \$55 – 75k+ | \$40 – 50 |
| Management Accountant (6+ yrs' exp) | \$75 – 110k+ | \$50 – 55 |
| Payroll Manager | \$75 – 120k+ | \$30 – 35 |
| Payroll Supervisor (5+ yrs' exp) | \$60 – 70k+ | \$25 – 30 |
| Pricing Analyst | \$65 – 90k | \$30 – 40 |
| Senior Credit Manager (8+ yrs' exp) | \$120 – 140k+ | \$40 – 45 |
| Systems Accountant (0 – 2 yrs' exp) | \$45 – 55k+ | \$30 – 35 |
| Systems Accountant (3 – 5 yrs' exp) | \$55 – 85k+ | \$35 – 50 |
| Systems Accountant (6+ yrs' exp) | \$80 – 150k+ | \$55 – 65 |
| Tax Accountant (3 – 5 yrs' exp) | \$50 – 70k | \$45 – 55 |
| Tax Accountant - Senior (6+ yrs' exp) | \$70 – 120k | \$50 – 60 |
| Tax Manager | \$120k | \$60 – 75 |
| Treasury Accountant | \$70 – 90k | \$35 – 50 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Engineering division specialises in placing permanent and contract engineering professionals into many of Australia's, and indeed the world's, top organisations.

market overview

2005 has seen a robust positive trend emerge of strong recruitment activity due to increased expenditure across the engineering, construction and defence sectors.

For 2006, indications point towards an optimistic outlook for the recruitment of engineering and engineering management roles. The consultancy market remains strong with an increase in government spending on major infrastructure and defence projects. Growth in the commercial construction sector has outpaced the softening in the residential construction sector resulting in an estimated 8% overall increase for this market. Salary levels continue to remain strong with steady increases witnessed across most sectors in 2005, increases which are likely to continue escalating in 2006.

| Role | Permanent salary per annum \$Aus |
|--|----------------------------------|
| Construction | |
| Building Estimator | \$70 – 95k |
| Business Development Manager | \$80k+ |
| Civil Estimator | \$75k+ |
| Commercial Operations Manager | \$185k+ |
| Construction Manager | \$160 – 250k |
| Contract Administrator | \$70 – 145k |
| Contract Manager | \$55 – 85k |
| Cost Engineer | \$80 – 140k |
| Draftsperson | \$45 – 75k |
| General Foreman | \$75 – 125k |
| Graduate Engineer | \$40 – 50k |
| Project Engineer | \$60 – 120k |
| Project Manager | \$85 – 200k |
| Property Development Manager | \$95 – 145k |
| Senior Development Manager | \$145 – 200k+ |
| Senior Engineer | \$65 – 110k |
| Service Engineer | \$45 – 75k |
| Site Engineer | \$55 – 95k |
| NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified. | |

Our Information Technology division supplies contract and permanent staff for a wide range of blue-chip organisations, particularly in the banking/finance, telecommunications, consultancy and hi-tech sectors. We recruit a wide range of professionals in both strategic and operational positions and work closely with clients to ensure a full understanding of their business and needs. Sydney, perhaps more so than any other Australian city, is a melting pot of local and international talent and Robert Walters is well placed to source candidates from home and abroad.

market overview

2005 saw a continued increase in the demand for technology professionals. A continuation of high-profile, large scale projects, coupled with a considerable number of new projects has seen the demand for experienced and qualified specialists remain high.

The contract market continues to perform well. The trend towards employing contractors on a long term (twelve month plus) basis has continued and there has also been a slight increase in the number of short term (under three month) temporary to permanent contracts. Many organisations previously on hiring freezes, have been able to recruit and this, coupled with an increase in general activity has contributed to the growth in the number of permanent vacancies.

Throughout 2005 the skills in highest demand were IT/network security, Oracle, SAP, Testing and .Net/C#, along with SAN and network design. There was demand for these skills at all levels, from juniors to team leaders and project managers. We expect these areas to continue to be in demand throughout 2006. Employers continued to look for candidates who demonstrated commercial as well as technical skills which reflects technology's continued integration with other business disciplines.

The last half of 2005 showed signs of an increasingly candidate short market and we expect this trend to continue into 2006. It is predicted that there will be an increase in salaries and contractor rates as a result. There are a number of reasons for this tightening of the market, one of which is the healthy Australian economy and increased business confidence. Candidates are now moving jobs more frequently as they see a buoyant job market, leaving organisations with skills gaps. Due to a global candidate shortage, Australia is experiencing strong competition from overseas companies trying to attract the best talent. A lack of investment from businesses in 2001–2003 has also resulted in a shortage of technology graduates holding between two to four years' experience.

Throughout 2006 attraction and retention of technical and strategic staff will continue to be a key issue for most businesses. Employers that are used to a candidate rich market often reject suitable applicants in the belief that a 'perfect candidate' is just around the corner. In 2006 the companies that will hire the best candidates available will be those who react quickly to applications, and who recognise that their perfect candidate may not exist.

salaries | sydney | information technology

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|----------------------------------|------------------------------|
| Chief Information Officer/Chief Technology Officer | \$190 – 300k | \$125 – 175 |
| IT Director | \$150 – 250k | \$100 – 125 |
| Manager - MIS | \$100 – 125k | \$75 – 110 |
| Manager - IT | \$100 – 120k | \$75 – 100 |
| Manager - Infrastructure Services | \$120 – 160k | \$85 – 115 |
| Manager - Data Centre | \$95 – 150k | \$70 – 100 |
| Manager - Development | \$120 – 160k | \$70 – 100 |
| Manager - Help Desk | \$85 – 110k | \$45 – 65 |
| Manager - Testing - Applications and Infrastructure | \$115 – 130k | \$70 – 100 |
| Programme Manager | \$140 – 220k | \$90 – 125 |
| Project Director | \$130 – 180k | \$90 – 125 |
| Project Manager (1 – 2 yrs' exp) | \$80 – 90k | \$45 – 60 |
| Project Manager (3 – 5 yrs' exp) | \$90 – 120k | \$60 – 80 |
| Project Manager (5+ yrs' exp) | \$120 – 140k | \$80 – 100 |
| Business Analyst (1 – 3 yrs' exp) | \$50 – 75k | \$35 – 50 |
| Business Analyst (4 – 6 yrs' exp) | \$75 – 95k | \$50 – 70 |
| Business Analyst (6+ yrs' exp) | \$95 – 120k | \$70 – 100 |
| Change Management Consultant | \$90 – 130k | \$75 – 100 |
| Consultant (1 – 3 yrs' exp) | \$70 – 90k | \$40 – 60 |
| Experienced Consultant (2 – 5 yrs' exp) | \$85 – 120k | \$50 – 80 |
| Manager/Senior Consultant/Director (5+ yrs' exp) | \$120 – 170k | \$70 – 115 |
| ERP Business Analyst | \$90 – 125k | \$70 – 100 |
| ERP Consultant Functional | \$70 – 120k | \$85 – 130 |
| ERP Project Manager | \$100 – 130k | \$80 – 115 |
| ERP Consultant Technical | \$80 – 125k | \$55 – 85 |
| Telecoms SDH Engineer | \$70 – 85k | \$30 – 55 |
| Hardware Engineer (1 – 3 yrs' exp) | \$50 – 70k | \$25 – 40 |
| Hardware Engineer (3 – 6 yrs' exp) | \$70 – 95k | \$30 – 55 |
| Help Desk/PC Support/Applications Support (1 – 3 yrs' exp) | \$40 – 65k | \$25 – 45 |
| Help Desk/Desktop Support/Applications Support (3 – 5 yrs' exp) | \$65 – 75k | \$35 – 50 |
| LAN Support/Administration (level 1/2) (2 – 4 yrs' exp) | \$65 – 80k | \$30 – 45 |
| LAN Support/Administration (level 3/4) (5+ yrs' exp) | \$40 – 65k | \$35 – 55 |
| Middleware Developer | \$80 – 110k | \$55 – 75 |
| Network Planning Engineer | \$60 – 85k | \$40 – 60 |
| Network Planning Manager | \$90 – 125k | \$55 – 70 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

salaries | sydney | information technology

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|----------------------------------|------------------------------|
| Security Specialist (1 – 3 yrs' exp) | \$75 – 95k | \$45 – 60 |
| Security Specialist (3+ yrs' exp) | \$95 – 150k | \$55 – 90 |
| WAN/Communications Engineer (1 – 2 yrs' exp) | \$45 – 60k | \$25 – 35 |
| WAN/Communications Engineer (2 – 4 yrs' exp) | \$60 – 80k | \$35 – 60 |
| WAN/Communications Engineer (5+ yrs' exp) | \$80 – 130k | \$50 – 100 |
| Solution Architect - Applications | \$120 – 180k | \$55 – 100 |
| Technical Architect | \$120 – 180k | \$60 – 90 |
| Systems Administrator - Unix, NT, Novell (1 – 3 yrs' exp) | \$60 – 80k | \$30 – 50 |
| Systems Administrator - Unix, NT, Novell (3 – 6 yrs' exp) | \$80 – 120k | \$60 – 95 |
| Database Administrator - SQL Server, Sybase, DB2 (2 – 5 yrs' exp) | \$85 – 110k | \$40 – 55 |
| Database Administrator - SQL Server, Sybase, DB2 (6+ yrs' exp) | \$110 – 125k | \$50 – 70 |
| Database Administrator - Oracle (2 – 5 yrs' exp) | \$75 – 100k | \$45 – 65 |
| Database Administrator - Oracle (6+ yrs' exp) | \$100 – 130k | \$65 – 95 |
| Analyst Programmer - VB, ASP, WEB (1 – 2 yrs' exp) | \$40 – 60k | \$30 – 40 |
| Analyst Programmer - VB, ASP, WEB (3 – 5 yrs' exp) | \$65 – 85k | \$40 – 60 |
| Analyst Programmer - VB, ASP, WEB, NET (6+ yrs' exp) | \$90 – 110k | \$60 – 80 |
| Graduate/Analyst - All software (Newly Qualified) | \$40 – 55k | \$18 – 28 |
| Software Engineer - Java, OO, C++, Delphi (1 – 2 yrs' exp) | \$40 – 60k | \$30 – 40 |
| Software Engineer - Java, OO, C++, Delphi (3 – 5 yrs' exp) | \$70 – 100k | \$40 – 60 |
| Software Engineer - Java, OO, C++, Delphi (6+ yrs' exp) | \$100 – 120k | \$60 – 85 |
| Quality Analyst (QA) | \$65 – 80k | \$35 – 70 |
| Tester (1 – 3 yrs' exp) | \$50 – 65k | \$35 – 45 |
| Tester (3 – 5 yrs' exp) | \$65 – 85k | \$45 – 80 |
| Web Graphic Design/Developer (0 – 3 yrs' exp) | \$40 – 60k | \$25 – 40 |
| Web Graphic Design/Developer (3+ yrs' exp) | \$60 – 80k | \$40 – 70 |
| Technical Writer/Editor (0 – 3 yrs' exp) | \$55 – 65k | \$25 – 45 |
| Technical Writer/Editor (6+ yrs' exp) | \$65 – 80k | \$50 – 80 |
| IT Account Manager Corporate & Account Manager (3 – 6 yrs' exp) | \$80 – 120k | \$45 – 65 |
| New Business Sales (1 – 3 yrs' exp) | \$60 – 90k | \$35 – 55 |
| IT Business Development (3 – 5 yrs' exp) | \$70 – 110k | \$40 – 60 |
| IT Business Development (5+ yrs' exp) | \$85 – 130k | \$45 – 70 |
| Channel Manager IT - State Based | \$80 – 110k | \$50 – 70 |
| National Channel Manager | \$90 – 150k | \$50 – 80 |
| Sales Director - IT & T | \$120 – 220k | \$80 – 120 |
| Senior Solutions BDM - IT & T | \$120 – 160k | \$70 – 90 |
| State Sales Manager/Director (Team 15+) (8+ yrs' exp) | \$120 – 200k | \$70 – 110 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

market overview

During 2005, there was an increase in recruitment activity for sales and marketing professionals across a number of industries. Whilst the demand for sales and marketing people remains high across a variety of skill-sets, employers are increasingly contending with a skills shortage and we see this trend continuing throughout 2006.

The demand for sales and marketing professionals is high particularly in commercial industries such as IT, telecommunications and FMCG where project work and system changes are driving the need for employers to either up-skill or add to existing workforces.

Whilst activity in the CBD remains solid, job opportunities have steadily increased outside the CBD with new and existing organisations opening head offices in areas such as Pyrmont, Broadway and North Ryde to take advantage of higher quality office space at a lower cost.

As a consequence of continued skill-shortages we have witnessed a steady increase in salaries. The market is also offering candidates greater flexibility in benefits provided. Salary packaging is increasingly being offered along with softer benefits such as Private Health cover. We are also seeing employers place a stronger emphasis on career progression, work satisfaction and work/life balance.

Employers are also placing great importance on the stability and industry expertise of candidates not just their technical skills. Local experience and superlative communication skills are particularly viewed as key skill sets.

In 2006 we expect the job market to remain buoyant and the candidate market to remain competitive. The time taken to recruit has fallen dramatically in 2005 in response to the lack of candidates in the market coupled with the sheer number of options that each candidate is likely to have when deciding on a role. This trend will continue throughout 2006.

salaries | sydney | sales & marketing

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|----------------------------------|------------------------------|
| Account Director (3 – 5 yrs' exp) | \$80 – 100k | |
| Account Director (6+ yrs' exp) | \$90 – 120k | |
| Account Manager (2 – 3 yrs' exp) | \$60 – 80k | |
| Account Manager (4 – 5 yrs' exp) | \$70 – 100k | |
| Advertising Account Manager | \$65 – 80k | |
| Alliances Manager | \$90 – 140k | |
| Assistant Product/Brand Manager | \$50 – 80k | \$20 – 35 |
| Business Development Manager (2 – 3 yrs' exp) | \$60 – 80k | |
| Business Development Manager (4 – 5 yrs' exp) | \$70 – 110k | |
| Campaign Manager | \$80k+ | \$30 – 50 |
| Channel Manager | \$80 – 140k | |
| Communications Executive | \$50 – 70k | \$20 – 35 |
| Community Relations | \$60 – 80k | |
| Corporate Affairs Consultant | \$80k+ | \$30 – 60 |
| Corporate Affairs Director | \$150 – 250k | \$80 – 150 |
| Customer Service | \$40 – 60k | |
| Direct Marketing Manager | \$85 – 140k | \$50 – 70 |
| Fundraising Manager | \$30 – 40k | \$16 – 20 |
| Insights Manager | \$120 – 150k | \$60 – 80 |
| Logistics Manager | \$80 – 120k | |
| Logistics Staff | \$50 – 80k | |
| Market Researcher | \$50 – 75k | \$18 – 30 |
| Marketing Assistant | \$40 – 60k | \$15 – 25 |
| Marketing Communications Manager (2 – 3 yrs' exp) | \$50 – 70k | |
| Marketing Communications Manager (4 – 5 yrs' exp) | \$80 – 120k | |
| Marketing Coordinator | \$50 – 70k | \$20 – 35 |
| Marketing Director (3 – 5 yrs' exp) | \$130 – 200k | \$50 – 150 |
| Marketing Director (6+ yrs' exp) | \$200k+ | \$100+ |
| Marketing Executive (2 – 3 yrs' exp) | \$50 – 80k | \$25 – 50 |
| Marketing Executive (4 – 5 yrs' exp) | \$70 – 100k | \$35 – 60 |
| Marketing Manager (2 – 3 yrs' exp) | \$100 – 140k | \$60 – 80 |
| Marketing Manager (4 – 5 yrs' exp) | \$120 – 200k | \$70 – 100 |
| Marketing Strategist | \$150 – 220k | \$80 – 150 |
| Media Relations Manager | \$85 – 105k | |
| Media Sales | \$50 – 70k | |
| Merchandising Staff | \$40 – 65k | |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus |
|---|----------------------------------|
| National Retail Manager | \$65 – 85k |
| Product Specialist | \$50 – 70k |
| Product/Brand Manager (2 – 3 yrs' exp) | \$65 – 90k |
| Product/Brand Manager (4 – 5 yrs' exp) | \$80 – 110k |
| Public Relations Consultant (2 – 3 yrs' exp) | \$65 – 80k |
| Public Relations Consultant (4 – 5 yrs' exp) | \$70 – 90k |
| Public Relations Manager (2 – 3 yrs' exp) | \$80 – 100k |
| Public Relations Manager (4 – 5 yrs' exp) | \$90 – 120k |
| Relationship Manager | \$30 – 50k |
| Sales and Marketing Director (3 – 5 yrs' exp) | \$100 – 150k |
| Sales and Marketing Director (6+ yrs' exp) | \$150 – 250k |
| Sales and Marketing Manager (2 – 3 yrs' exp) | \$90 – 120k |
| Sales and Marketing Manager (4 – 5 yrs' exp) | \$110 – 150k |
| Sales Director | \$150 – 200k |
| Sales Executive (2 – 3 yrs' exp) | \$60 – 90k |
| Sales Executive (4 – 5 yrs' exp) | \$90 – 130k |
| Sales Manager (2 – 3 yrs' exp) | \$100 – 140k |
| Sales Manager (4 – 5 yrs' exp) | \$120 – 180k |
| Sales/Graduate Coordinator | \$35 – 60k |
| Sales/Market Analyst | \$40 – 60k |
| Segment Manager (2 – 3 yrs' exp) | \$90 – 130k |
| Segment Manager (4 – 5 yrs' exp) | \$120 – 170k |
| Sponsorship and Event Manager | \$60 – 90k |
| State Retail Manager | \$60 – 90k |
| State Sales Manager | \$70 – 100k |
| Store Manager | \$40 – 60k |
| Telemarketer | \$30 – 50k |
| Trade Marketing Manager | \$75 – 90k |
| Visual Merchandising Manager | \$50 – 75k |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Secretarial & Support division specialises in the provision of quality temporary and permanent staff to a variety of premium organisations across a range of industries. The model and methodology adopted focuses on a consultative service, with delivery based upon integrity, honesty and quality.

Our candidate care programme, matched with our state-of-the-art database, ensures we respond to clients within a twenty minute turnaround on all temporary positions. Our team comprises of high calibre consultants with strong recruitment and industry experience. The Secretarial & Support division prides itself on delivering a true consulting model which provides business solutions to clients' staffing needs.

market overview

Statistically, the labour market is growing exponentially, though in the early part of the year NSW was behind other states for growth per capita. The biggest increase has been noted in commercial construction, mining, tourism/hospitality and Government administration.

This increase in the job market across a range of diverse industries is of particular note to secretarial and support candidates as within every company, at least one support staff member is likely to be present. This consistent growth in the labour market signals an increase in available positions and recruiters are finding that the active candidate pool is diminishing in direct correlation.

The market is significantly candidate driven and recruiters recognise that simple advertising campaigns may not always be sufficient to capture the attention of a high quality candidate market, though job advertising presence continues to grow both on the internet and in the press.

A trend towards retained business, even within Secretarial and Support, has occurred as recruiters develop and enhance their strategic sourcing methodologies and companies recognise that instructing multiple agencies to manage one role does not always give the best results.

To protect staff from being head-hunted by competitors, many HR departments are now focusing on retention and employing various new strategies designed to enhance lifestyle and develop loyalty.

From a candidate perspective, acceptance decisions are not always purely based on the salary offered although salaries are being driven up by the disparity between supply and demand. Whilst the days of paying only minimum clerical award are long gone, it is the perks such as flexible working hours and health cover that often have a greater impact on candidates' decision to join an organisation.

With fewer candidates and more jobs there is increased competition between potential employees, offset by a reduction in turnaround time from submission to decision. Clients need to make decisions quickly when they meet someone they like or they will risk losing them to a rival.

Temporary recruitment has been impacted by an increase in medium-to-long term contracts. This has meant that temporary staffing solutions are no longer just a knee jerk reaction to sickness or annual leave cover as culture fit and matching processes need to be tighter when assignments are longer.

salaries | sydney | secretarial & support

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--------------------------|----------------------------------|------------------------------|
| Administration Assistant | \$30 – 50k | \$18 – 27 |
| Data Entry Operator | \$25 – 38k | \$17 – 19 |
| Events Coordinator | \$35 – 60k | \$21 – 30 |
| Executive Assistant | \$60 – 80k | \$26 – 30 |
| Junior Secretary | \$40 – 50k | \$19 – 23 |
| Legal Secretary | \$55 – 65k | \$26 – 28 |
| Marketing Assistant | \$35 – 55k | \$21 – 27 |
| Office Junior | \$25 – 30k | \$16 – 18 |
| Office Manager | \$45 – 80k | \$28 – 34 |
| Personal Assistant | \$45 – 65k | \$23 – 27 |
| Receptionist | \$30 – 47k | \$18 – 21 |
| Research Assistant | \$45 – 55k | \$23 – 28 |
| Senior Secretary | \$45 – 55k | \$25 – 28 |
| Switchboard Operator | \$35 – 45k | \$18 – 22 |
| Team Secretary | \$35 – 50k | \$22 – 26 |
| WP Operator | \$40 – 45k | \$20 – 23 |
| WP Supervisor | \$45 – 55k | \$26 – 29 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

new zealand

overview

Our Auckland Banking & Financial Services division focuses on recruiting professional candidates covering all facets of banking; including front, middle and back office roles at all levels. This encompasses investment banking, financial markets, corporate finance, accounting and finance, compliance and risk, strategy and marketing, corporate and institutional banking, business and private banking, retail banking, wealth management, and investment and funds management.

Robert Walters offers you the services of a specialist and dedicated Banking & Financial Services division with the resources of a global business. Our consultants have an excellent understanding of the market and can offer you consultative advice and career support.

market update

The banking and financial services market remains buoyant. Restructuring, staff turnover, competition, increased movement among banks, legislative and compliance requirements, along with a strong economy mean that demand for recruitment services is strong. This has resulted in a candidate short market which has forced many of our clients to be flexible in their approach to recruitment in addition to looking at attracting talent offshore.

This has given many candidates the ability to transfer into the sector from other industries, broadening the pool of available talent. It is crucial to employers that they get candidates with the right attitude, rather than candidates who may be moving from competitors for the wrong reasons. Cross-sector placements are becoming increasingly common in accounting and finance, sales and marketing, operations and HR.

With a seemingly recession proof economy, the lowest unemployment rates in years and salary levels showing consistent growth; 2005 has been a great year. We do however anticipate a tightening of the job market in 2006 as the economy softens and interest rates increase. However, skills shortages will continue within specialist areas and job numbers will remain strong.

| Role | Permanent salary per annum \$NZ | Contract rate per hour \$NZ |
|--|---------------------------------|-----------------------------|
| Banking | | |
| Accounts Assistant (0 – 2 yrs' exp) | \$35 – 42k | \$20 – 22 |
| Accounts Assistant (3 – 5 yrs' exp) | \$40 – 50k | \$22 – 24 |
| Accounts Clerk | \$38 – 42k | \$20 – 26 |
| Assistant Accountant | \$35 – 55k | \$25 – 35 |
| Auditor | \$45 – 85k | \$30 – 45 |
| Business Analyst (6+ yrs' exp) | \$80 – 130k | \$40 – 60 |
| Business Development Manager (Funds Management) | \$85 – 130k | |
| Business Development Manager (Wealth Management) | \$90 – 120k | |
| Client Relationship Manager | \$60 – 95k | |
| Compliance Officer (3 – 5 yrs' exp) | \$65 – 85k | \$30 – 50 |
| Corporate Finance (0 – 2 yrs' exp) | \$50 – 70k | |
| Corporate Finance (3 – 5 yrs' exp) | \$65 – 100k | |
| Corporate Finance (6+ yrs' exp) | \$90 – 200k | |
| Corporate Finance - Director (6+ yrs' exp) | \$130 – 250k | |
| Credit Risk Analyst (0 – 2 yrs' exp) | \$45 – 70k | \$25 – 40 |
| Credit Risk Analyst (3 – 5 yrs' exp) | \$60 – 120k | \$40 – 50 |
| Dealers Assistant (0 – 2 yrs' exp) | \$45k+ | \$18 – 25 |
| Senior Derivates Clerk (3 – 5 yrs' exp) | \$48 – 55k | \$24 – 27 |
| Derivatives Supervisor | \$48 – 60k | \$27 – 33 |
| Equity Research Analyst (3 – 5 yrs' exp) | \$80 – 90k | \$35 – 50 |
| Equities Clerk (0 – 2 yrs' exp) | \$35 – 48k | \$18 – 24 |
| Equity Analyst | \$65 – 85k | \$32 – 42 |
| Equity Analyst - Associate | \$85 – 110k | |
| Equity Analyst - VP | \$120 – 200k | |
| Equities Supervisor (3 – 5 yrs' exp) | \$48 – 60k | \$24 – 28 |
| Financial Accountant CA/CPA (0 – 2 yrs' exp) | \$55 – 70k | \$35 – 40 |
| Financial Accountant CA/CPA (3 – 5 yrs' exp) | \$60 – 85k | \$40 – 50 |
| Financial Accountant CA/CPA (6+ yrs' exp) | \$65 – 100k | \$50 – 60 |
| Financial Accountant Degree (0 – 2 yrs' exp) | \$40 – 45k | \$32 – 36 |
| Financial Accountant Degree (3 – 5 yrs' exp) | \$45 – 65k | \$36 – 42 |
| Financial Accountant Degree (6+ yrs' exp) | \$65 – 85k | \$42 – 50 |
| Financial Controller (6+ yrs' exp) | \$120 – 165k | \$65 – 150 |
| Financial Markets - Analyst | \$80 – 130k | \$35 – 65 |
| Financial Planner (includes commission) | \$80 – 150k+ | |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

salaries | auckland | accounting & finance - banking & financial services

| Role | Permanent salary per annum \$NZ | Contract rate per hour \$NZ |
|--|---------------------------------|-----------------------------|
| Fund Accountant (0 – 2 yrs' exp) | \$50 – 60k | \$25 – 30 |
| Fund Accountant (3 – 5 yrs' exp) | \$65 – 80k | \$30 – 35 |
| Fund Accountant Degree (0 – 2 yrs' exp) | \$50 – 65k | \$28 – 33 |
| Fund Accountant Degree (3 – 5 yrs' exp) | \$65 – 85k | \$33 – 38 |
| Fund Accountant Degree (6+ yrs' exp) | \$85k+ | \$38 – 50 |
| Fund Accountant CA/CPA (0 – 2 yrs' exp) | \$50 – 65k | \$30 – 35 |
| Fund Accountant CA/CPA (3 – 5 yrs' exp) | \$65 – 85k | \$35 – 40 |
| Fund Accountant CA/CPA (6+ yrs' exp) | \$85k+ | \$45 – 55 |
| Fund Administrator | \$38 – 42k | \$20 – 25 |
| Insurance Claims Processing | \$35 – 45k | \$18 – 23 |
| Insurance Claims Supervisor | \$55 – 65k | \$23 – 32 |
| Insurance Team Leader | \$55 – 65k | \$23 – 32 |
| Insurance Underwriter (3 – 5 yrs' exp) | \$50 – 60k | |
| Internal Auditor – Head of Audit | \$100 – 180k | \$60 – 90 |
| Internal Auditor – Senior Manager CA/CPA (6+ yrs' exp) | \$90 – 110k | \$55 – 65 |
| Internal Auditor CA/CPA (0 – 2 yrs' exp) | \$55 – 75k | \$30 – 40 |
| Internal Auditor CA/CPA (3 – 5 yrs' exp) | \$65 – 85k | \$40 – 55 |
| Internal Auditor – Manager CA/CPA (6+ yrs' exp) | \$80 – 95k | \$45 – 55 |
| Junior Settlements Clerk Degree (0 – 2 yrs' exp) | \$35 – 40k | \$18 – 22 |
| Junior Settlements Clerk HSC (0 – 2 yrs' exp) | \$30 – 40k | \$18 – 22 |
| Management Accountant CA/CPA (0 – 2 yrs' exp) | \$55 – 70k | \$30 – 35 |
| Management Accountant CA/CPA (3 – 5 yrs' exp) | \$60 – 85k | \$35 – 45 |
| Management Accountant CA/CPA (6+ yrs' exp) | \$75 – 100k | \$45 – 60 |
| Management Accountant Degree (0 – 2 yrs' exp) | \$40 – 45k | \$28 – 33 |
| Management Accountant Degree (3 – 5 yrs' exp) | \$45 – 65k | \$33 – 42 |
| Management Accountant Degree (6+ yrs' exp) | \$65 – 85k | \$42 – 55 |
| Market Risk Analyst (3 – 5 yrs' exp) | \$60 – 90k | \$30 – 45 |
| Market Risk Manager (6+ yrs' exp) | \$85 – 135k | \$40 – 70 |
| Portfolio Funds Administrator | \$38 – 48k | \$18 – 24 |
| Portfolio Funds Manager | \$80 – 160k | \$35 – 50 |
| Product Controller | \$85 – 120k | \$40 – 65 |
| Product/Treasury Accountant (0 – 2 yrs' exp) | \$40 – 65k | \$25 – 30 |
| Product/Treasury Accountant (3 – 5 yrs' exp) | \$65 – 85k | \$28 – 45 |
| Quantative Analyst | \$70 – 130k | \$35 – 65 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

salaries | auckland | accounting & finance - banking & financial services

| Role | Permanent salary per annum \$NZ | Contract rate per hour \$NZ |
|--|---------------------------------|-----------------------------|
| Relationship Manager - Corporate | \$85 – 130k | |
| Relationship Manager - Institutional | \$120 – 200k | |
| Relationship Manager - SME | \$60 – 85k | |
| Retail Credit Assessment | \$50 – 60k | \$25 – 30 |
| Senior Credit Manager (6+ yrs' exp) | \$85 – 150k | \$45 – 48 |
| Senior Credit Analyst (8+ yrs' exp) | \$90 – 150k | \$30 – 40 |
| Senior Derivatives Clerk (3 – 5 yrs' exp) | \$48 – 55k | \$24 – 30 |
| Senior Equities Clerk (3 – 5 yrs' exp) | \$48 – 55k | \$24 – 30 |
| Senior Fixed Income Clerk (3 – 5 yrs' exp) | \$48 – 55k | \$24 – 30 |
| Settlements (0 – 2 yrs' exp) | \$35 – 45k | \$18 – 22 |
| Settlements (3 – 5 yrs' exp) | \$45 – 55k | \$22 – 25 |
| Settlements - Financial Markets | \$45 – 60k | \$22 – 30 |
| Tax Accountant CA/CPA (0 – 2 yrs' exp) | \$40 – 70k | \$35 – 40 |
| Tax Accountant CA/CPA (3 – 5 yrs' exp) | \$65 – 90k | \$40 – 50 |
| Tax Manager CA/CPA | \$90 – 110k | \$45 – 65 |
| Tax Manager -Senior | \$100k+ | \$60 – 80 |
| Trainee Dealer (0 – 2 yrs' exp) | \$45 – 60k | |
| Treasury Dealers (0 – 3 yrs' exp) | \$40 – 65k | |
| Treasury Dealers (3 – 5 yrs' exp) | \$60 – 100k | |
| Treasury Dealers (6+ yrs' exp) | \$120 – 180k | |
| Treasury Manager | \$90 – 140k | |
| Treasury Settlements | \$35 – 45k | \$18 – 25 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Accounting & Finance divisions recruit professionals within commerce and industry, financial services and banking for small to medium organisations through to large corporates.

market overview:

The employment market during 2005 was the most buoyant that has been encountered in eight years. Factors such as strong worldwide markets, organisational growth within Auckland and extremely low unemployment rates have all contributed to high demand for candidates at all levels.

This competitive market has required our clients to become smarter, quicker and more efficient in their recruitment processes. We have seen companies become much more effective in attracting candidates by providing not only higher salaries but also improved working conditions and good soft benefits. Flexibility and a swift recruitment process have been key factors in securing high calibre employees. Organisations with a strong brand and a positive corporate identity in the market have had greater success in recruiting desirable candidates.

In 2006 we predict it is unlikely that there will be substantial expansion in the employment market, however we believe the conditions will stabilise rather than decline significantly. We have seen a rapid increase in candidate salaries and hourly rates in the last couple of years and we do not expect these to increase drastically.

| Role | Permanent salary per annum \$NZ | Contract rate per hour \$NZ |
|---|---------------------------------|-----------------------------|
| Accounts Assistant (0 – 2 yrs' exp) | \$38 – 42k | \$20 – 22 |
| Accounts Assistant (3 – 5 yrs' exp) | \$40 – 45k | \$22 – 24 |
| Accounts Assistant (6+ yrs' exp) | \$45 – 50k | \$24 – 26 |
| Accounts Clerk (0 – 2 yrs' exp) | \$38 – 42k | \$20 – 22 |
| Accounts Clerk (3 – 5 yrs' exp) | \$40 – 45k | \$22 – 24 |
| Accounts Clerk (6+ yrs' exp) | \$45 – 50k | \$24 – 26 |
| Accounts Payable/Receivable - Junior (0 – 2 yrs' exp) | \$38 – 42k | \$18 – 23 |
| Accounts Payable/Receivable - Supervisor (3 – 5 yrs' exp) | \$45 – 55k | \$23 – 26 |
| Accounts Payable/Receivable - Manager (6+ yrs' exp) | \$50 – 70k | \$26 – 32 |
| Assistant Accountant Degree (0 – 2 yrs' exp) | \$38 – 45k | \$24 – 26 |
| Assistant Accountant Degree (3 – 5 yrs' exp) | \$45 – 55k | \$26 – 30 |
| Assistant Accountant Degree (6+ yrs' exp) | \$50 – 60k | \$30 – 32 |
| Audit Manager | \$80 – 100k | |
| Auditor (0 – 2 yrs' exp) | \$40 – 48k | |
| Auditor (3 – 5 yrs' exp) | \$45 – 65k | |
| Auditor (6+ yrs' exp) | \$65 – 90k | |
| Billing Administrator | \$38 – 45k | \$23 – 26 |
| Billings Analyst (0 – 2 yrs' exp) | \$38 – 45k | \$23 – 26 |
| Billings Analyst (3 – 5 yrs' exp) | \$45 – 65k | \$26 – 30 |
| Billings Analyst (6+ yrs' exp) | \$60 – 85k | \$30 – 40 |
| Bookkeeper (0 – 2 yrs' exp) | \$38 – 45k | \$23 – 25 |
| Bookkeeper (3 – 5 yrs' exp) | \$40 – 50k | \$25 – 29 |
| Bookkeeper (6+ yrs' exp) | \$50 – 65k | \$29 – 32 |
| Business/Financial Analyst (0 – 2 yrs' exp) | \$40 – 50k | \$25 – 30 |
| Business/Financial Analyst (3 – 5 yrs' exp) | \$45 – 65k | \$30 – 40 |
| Business/Financial Analyst (6+ yrs' exp) | \$65k+ | \$40 – 60 |
| Chief Financial Officer | \$150 – 300k | \$70 – 150 |
| Commercial/Planning Manager | \$90 – 200k | \$60 – 100 |
| Company Accountant | \$55 – 85k | \$35 – 50 |
| Corporate Finance (0 – 2 yrs' exp) | \$50 – 70k | \$35 – 45 |
| Corporate Finance (3 – 5 yrs' exp) | \$65 – 100k | \$45 – 55 |
| Corporate Finance (6+ yrs' exp) | \$90 – 200k | \$55 – 90 |
| Cost Accountant (0 – 2 yrs' exp) | \$40 – 50k | \$35 – 40 |
| Cost Accountant (3 – 5 yrs' exp) | \$50 – 75k | \$40 – 50 |
| Cost Accountant (6+ yrs' exp) | \$75k+ | \$50 – 55 |
| Credit Controller | \$38 – 50k | \$20 – 26 |
| Credit Manager | \$50 – 70k | \$26 – 35 |

Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

salaries | auckland | accounting & finance - commerce & industry

| Role | Permanent salary per annum \$NZ | Contract rate per hour \$NZ |
|--|---------------------------------|-----------------------------|
| Finance Director - Large Organisation | \$130 – 300k | |
| Finance Director - Small/Medium Organisation | \$100 – 180k | |
| Finance Manager (0 – 2 yrs' exp) | \$80 – 100k | \$45 – 50 |
| Finance Manager (3 – 5 yrs' exp) | \$90 – 120k | \$50 – 55 |
| Finance Manager (6+ yrs' exp) | \$100 – 130k | \$55 – 65 |
| Financial Accountant (0 – 2 yrs' exp) | \$55 – 75k | \$35 – 40 |
| Financial Accountant (3 – 5 yrs' exp) | \$65 – 85k | \$40 – 50 |
| Financial Accountant (6+ yrs' exp) | \$80 – 90k | \$50 – 60 |
| Financial Analyst (0 – 2 yrs' exp) | \$50 – 65k | \$30 – 35 |
| Financial Analyst (3 – 5 yrs' exp) | \$60 – 85k | \$35 – 45 |
| Financial Analyst (6+ yrs' exp) | \$75 – 100k | \$45 – 60 |
| Financial Controller - Large Organisation | \$90 – 180k | \$70 – 100 |
| Financial Controller - Small/Medium Organisation | \$85 – 130k | \$60 – 80 |
| Financial Director | \$100 – 300k | |
| Graduate Accountant | \$40 – 42k | |
| Group Accountant | \$75 – 100k | \$40 – 55 |
| Group Financial Controller | \$100 – 200k | \$70 – 120 |
| Group Management Accountant | \$65 – 90k | \$40 – 55 |
| Internal Auditor - Junior | \$45 – 65k | \$30 – 40 |
| Internal Auditor - Manager | \$85 – 150k | \$45 – 70 |
| Management Accountant (0 – 2 yrs' exp) | \$55 – 75k | \$30 – 35 |
| Management Accountant (3 – 5 yrs' exp) | \$65 – 85k | \$35 – 45 |
| Management Accountant (6+ yrs' exp) | \$80 – 90k | \$45 – 60 |
| Payroll Clerk/Payroll Officer | \$38 – 45k | \$20 – 24 |
| Payroll Manager | \$50 – 75k | \$28 – 50 |
| Payroll Supervisor (5+ yrs' exp) | \$45 – 60k | \$24 – 28 |
| Pricing Analyst (0 - 2 yrs' exp) | \$45 – 55k | \$25 – 30 |
| Pricing Analyst (3 - 5 yrs' exp) | \$50 – 80k | \$30 – 50 |
| Senior Credit Manager (8+ yrs' exp) | \$75 – 100k | \$35 – 50 |
| Systems Accountant (0 – 2 yrs' exp) | \$50 – 65k | \$35 – 40 |
| Systems Accountant (3 – 5 yrs' exp) | \$60 – 90k | \$40 – 50 |
| Systems Accountant (6+ yrs' exp) | \$85 – 130k | \$50 – 70 |
| Tax Accountant (0 – 2 yrs' exp) | \$40 – 50k | \$35 – 40 |
| Tax Accountant (3 – 5 yrs' exp) | \$50 – 85k | \$40 – 50 |
| Tax Accountant - Senior (6+ yrs' exp) | \$85 – 130k | \$45 – 60 |
| Tax Manager | \$90 – 150k | \$60 – 80 |
| Treasury Accountant | \$70 – 100k | \$35 – 55 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Information Technology division specialises in placing high-calibre technology candidates into New Zealand's top corporates and IT service providers. We offer both permanent and contracting services.

market overview

The 2005 New Zealand market remained buoyant with continued high demand for IT skills. However the latter half of 2005 saw a slight slow down in demand as several large organisations reduced their IT recruitment spend. This was mainly due to market restraints, oil prices and the New Zealand general election, in addition to a rise in local interest rates. There are signs however that the IT market will pick up again significantly in New Zealand as we move through 2006.

The contract and permanent markets saw fluctuating demands during 2005. There was a trend for a number of permanent candidates to move into contracts in those high-demand fields, for perceived better financial returns.

The Auckland market is still experiencing a candidate shortage. The candidates in high demand are senior business analysts, project managers, QA testers and internet developers. ERP skills such as PeopleSoft and SAP continue to be highly sought-after as some of the larger organisations upgrade their ERP systems.

salaries | auckland | information technology

| Role | Permanent salary per annum \$NZ | Contract rate per hour \$NZ |
|---|---------------------------------|-----------------------------|
| Chief Information Officer/Chief Technology Officer | \$140k+ | \$80 – 190 |
| IT Director | \$140k+ | \$90 – 160 |
| Manager - MIS | \$80 – 100k | \$70 – 125 |
| Manager - IT | \$80 – 120k | \$70 – 100 |
| Manager - Infrastructure Services | \$80 – 120k | \$70 – 100 |
| Manager - Data Centre | \$80 – 120k | \$70 – 100 |
| Manager - Development | \$90 – 130k | \$80 – 120 |
| Manager - Knowledge Management | \$80 – 120k | \$80 – 120 |
| Manager - Help Desk | \$70 – 100k | \$50 – 70 |
| Manager - Testing - Applications and Infrastructure | \$80 – 120k | \$70 – 100 |
| Programme Manager | \$100 – 160k | \$100 – 140 |
| Project Director | \$100 – 160k | \$110 – 150 |
| Project Manager (1 – 2 yrs' exp) | \$70 – 80k | \$45 – 60 |
| Project Manager (3 – 5 yrs' exp) | \$80 – 110k | \$60 – 75 |
| Project Manager (5+ yrs' exp) | \$90 – 140k | \$75 – 120 |
| Business Analyst (1 – 3 yrs' exp) | \$60 – 80k | \$35 – 50 |
| Business Analyst (4 – 6 yrs' exp) | \$70 – 90k | \$45 – 65 |
| Business Analyst (6+ yrs' exp) | \$90 – 110k | \$65 – 80 |
| Change Management Consultant | \$75 – 100k | \$50 – 80 |
| Consultant (1 – 3 yrs' exp) | \$65 – 80k | \$70 – 90 |
| Experienced Consultant (2 – 5 yrs' exp) | \$70 – 100k | \$80 – 110 |
| Manager/Senior Consultant/Director (5+ yrs' exp) | \$85 – 130k | \$90 – 130 |
| ERP Business Analyst | \$75 – 95k | \$55 – 80 |
| ERP Consultant Functional | \$80 – 110k | \$65 – 100 |
| ERP Project Manager | \$90 – 130k | \$65 – 140 |
| ERP Consultant Technical | \$90 – 130k | \$80 – 130 |
| Capacity Planning Engineer | \$70 – 90k | \$70 – 90 |
| Telecoms CDMA Engineer | \$80 – 110k | \$70 – 90 |
| Telecoms DWDM Engineer | \$80 – 110k | \$70 – 90 |
| Telecoms SDH Engineer | \$80 – 110k | \$70 – 90 |
| Hardware Engineer (1 – 3 yrs' exp) | \$45 – 60k | \$25 – 40 |
| Hardware Engineer (3 – 6 yrs' exp) | \$55 – 75k | \$35 – 50 |
| Help Desk/PC Support/Apps Support (1 – 3 yrs' exp) | \$35 – 50k | \$25 – 30 |
| Help Desk/Desktop Support/Apps Support (3 – 5 yrs' exp) | \$50 – 60k | \$25 – 50 |
| LAN Support/Administration (level 1/2) (2 – 4 yrs' exp) | \$40 – 60k | \$20 – 30 |
| LAN Support/Administration (level 3/4) (5+ yrs' exp) | \$60 – 85k | \$30 – 60 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

salaries | auckland | information technology

| Role | Permanent salary per annum \$NZ | Contract rate per hour \$NZ |
|---|---------------------------------|-----------------------------|
| EAI Middleware Specialist | \$60 – 80k | \$50 – 70 |
| Network Planning Engineer | \$60 – 80k | \$50 – 70 |
| Network Planning Manager | \$75 – 90k | \$50 – 90 |
| Security Specialist (1 – 3 yrs' exp) | \$55 – 70k | \$60 – 80 |
| Security Specialist (3+ yrs' exp) | \$70 – 100k | \$70 – 100 |
| WAN/Communications Engineer (1 – 2 yrs' exp) | \$40 – 55k | \$50 – 70 |
| WAN/Communications Engineer (2 – 4 yrs' exp) | \$50 – 65k | \$60 – 80 |
| WAN/Communications Engineer (5+ yrs' exp) | \$60 – 75k | \$70 – 120 |
| Solution Architect - Infrastructure Topology | \$85 – 110k | \$80 – 120 |
| Technical Architect | \$80 – 120k | \$80 – 120 |
| Systems Administrator - Unix, NT, Novell (1 – 3 yrs' exp) | \$50 – 70k | \$45 – 60 |
| Systems Administrator - Unix, NT, Novell (3 – 6 yrs' exp) | \$70 – 95k | \$55 – 85 |
| Database Administrator - SQL Server, Sybase, DB2 (2 – 5 yrs' exp) | \$60 – 80k | \$35 – 60 |
| Database Administrator - SQL Server, Sybase, DB2 (6+ yrs' exp) | \$70 – 90k | \$40 – 110 |
| Database Administrator - Oracle (2 – 5 yrs' exp) | \$60 – 80k | \$30 – 60 |
| Database Administrator - Oracle (6+ yrs' exp) | \$70 – 80k | \$45 – 130 |
| Solution Architect - Applications | \$90 – 140k | \$80 – 120 |
| Architect/Software Design (10+ yrs' exp) | \$90 – 140k | \$79 – 110 |
| Technical Software Architect (3 – 5 yrs' exp) | \$90 – 140k | \$60 – 85 |
| Analyst Programmer - Database (2 – 3 yrs' exp) | \$50 – 70k | \$30 – 55 |
| Analyst Programmer - Database (3 – 5 yrs' exp) | \$60 – 80k | \$45 – 65 |
| Analyst Programmer - Database (5+ yrs' exp) | \$70 – 90k | \$55 – 80 |
| Analyst Programmer - VB, ASP, WEB (0 – 2 yrs' exp) | \$35 – 50k | \$30 – 40 |
| Analyst Programmer - VB, ASP, WEB (3 – 5 yrs' exp) | \$50 – 80k | \$35 – 70 |
| Analyst Programmer - VB, ASP, WEB, NET (6+ yrs' exp) | \$80 – 100k | \$60 – 85 |
| Analyst Programmer - EAI/Developer | \$50 – 80k | \$60 – 85 |
| Graduate/Analyst - All software (Newly Qualified) | \$30 – 40k | \$20 – 35 |
| Mainframe Analyst Programmer (3+ yrs' exp) | \$50 – 70k | \$20 – 60 |
| Mainframe Analyst Programmer (6+ yrs' exp) | \$60 – 80k | \$30 – 60 |
| Software Engineer - Java, OO, C++, Delphi (1 – 2 yrs' exp) | \$40 – 60k | \$40 – 60 |
| Software Engineer - Java, OO, C++, Delphi (3 – 5 yrs' exp) | \$60 – 70k | \$50 – 80 |
| Software Engineer - Java, OO, C++, Delphi (6+ yrs' exp) | \$70 – 90k | \$60 – 100 |
| Quality Analyst (QA) | \$55 – 75k | \$25 – 50 |
| Tester (1 – 3 yrs' exp) | \$50 – 70k | \$35 – 49 |
| Tester (3 – 5 yrs' exp) | \$70 – 90k | \$45 – 70 |
| Web Graphic Design/Developer (0 – 3 yrs' exp) | \$40 – 50k | \$25 – 45 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$NZ | Contract rate per hour \$NZ |
|---|---------------------------------|-----------------------------|
| Web Graphic Design/Developer (3+ yrs' exp) | \$50 – 75k | \$35 – 60 |
| Technical Writer/Editor (0 – 3 yrs' exp) | \$45 – 60k | \$30 – 50 |
| Technical Writer/Editor (6+ yrs' exp) | \$60 – 80k | \$45 – 70 |
| IT Account Manager Corporate and Account Manager (3 – 6 yrs' exp) | \$65 – 90k | \$70 – 100 |
| New Business Sales (1 – 3 yrs' exp) | \$55 – 75k | \$80 – 120 |
| IT Business Development (3 – 5 yrs' exp) | \$70 – 100k | \$80 – 120 |
| IT Business Development (5+ yrs' exp) | \$80 – 130k | \$90 – 120 |
| Channel Manager IT - State Based | \$80 – 130k | \$90 – 120 |
| National Channel Manager | \$90 – 145k | \$90 – 120 |
| Sales Director - IT & T | \$90 – 150k | \$100 – 150 |
| Senior Solutions BDM - IT&T | \$90 – 150k | \$80 – 100 |
| State Sales Manager/Director (Team 15+) (8+ yrs' exp) | \$100 – 200k | \$100 – 150 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our General Management division specialises in the search for managerial talent for national and international organisations with offices based in New Zealand. Powerful local networks and our database provide access to local talent, whilst our international offices extend our reach into other markets.

market overview

Appreciation of good senior management in New Zealand has grown over the last five years within the corporate environment, due to both market demand and uncertain trading conditions. Good senior management at all levels remain in demand, however due to the New Zealand market size the number of opportunities and variety of roles available are limited when compared to other international markets.

The market for management positions strengthened throughout 2005 and international experience is now being sought along with proven local experience. Salaries across all disciplines have increased and companies are starting to look closely at international salary trends to ensure top executives remain in New Zealand.

Salaries in the executive market vary depending on company turnover and financial performance.

| Role | Permanent salary per annum \$NZ | Contract rate per hour \$NZ |
|-------------------------|---------------------------------|-----------------------------|
| Chief Executive Officer | \$175 – 750k | |
| Divisional Manager | \$135 – 250k | \$75 – 150 |
| Finance Director | \$135 – 550k | \$75 – 150 |
| General Manager | \$150 – 320k | \$75 – 150 |
| HR Director | \$150 – 200k | \$75 – 150 |
| Managing Director | \$175 – 750k | |
| Operations Director | \$150 – 350k | \$75 – 150 |
| Project Director | \$175 – 310k | \$75 – 150 |
| Regional Manager | \$85 – 165k | \$55 – 100 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our Human Resources division specialises in the recruitment of permanent and contract HR professionals across a wide range of industry sectors. Recruitment assignments range from generalist HR positions (HR Coordinator through to director level) through to specialist HR positions at all levels of seniority.

Our team recruits in the following areas:

- HR generalists
- HR project management
- Industrial/Employee relations
- Learning & development
- Occupational health & safety (OH & S)
- Recruitment
- Remuneration & benefits
- Talent & diversity management
- Training

market overview

The demand for HR professionals continued to grow over the last six months of 2005 as organisations addressed the need to ensure ongoing talent development and management. Larger organisations have moved towards shared service HR models, internal recruitment centres and learning academies and we have therefore witnessed a growing demand for specialists within recruitment, learning and development, and remuneration. There has been an increased trend for HR generalists to work closely with the business or a particular business unit. Although academic background remains an important consideration in the hiring process we have seen a move towards a higher regard for real life experience and commercial savvy. HR Analysts with a focus on process and system improvement are in high demand, especially for companies with a large headcount and those with complicated HR systems.

The need to ensure compliance and best practice remains a concern for small to medium sized organisations. This has seen an increase in contractor and temporary hires to introduce HR into their business practice. The demand for senior HR appointments over the first half of 2005 highlighted the importance of organisational development and strategic capital management. This continued over the last six months of 2005 with companies looking for expertise to ensure talent is not just acquired but is also developed and retained. From an international perspective, some outstanding HR practitioners are returning to New Zealand from the UK and Australia with solid commercial exposure. We have seen a number of these candidates find employment prior to arriving back in New Zealand and this is set to continue throughout 2006. Brand, although important, is less attractive than the company's investment in HR at a senior level.

Salaries remain competitive and on the whole increased. The contract market remains stable. During the last six months of 2005.

| Role | Permanent salary per annum \$NZ | Contract rate per hour \$NZ |
|---------------------------------------|---------------------------------|-----------------------------|
| HR Director | \$150 – 200k | \$60 – 100 |
| Remuneration Manager | \$80 – 120k | \$35 – 50 |
| Organisational Development Manager | \$100 – 150k | \$42 – 75 |
| Learning and Development Manager | \$85 – 150k | \$40 – 70 |
| Recruitment Manager | \$75 – 120k | \$35 – 65 |
| HR Manager | \$75 – 130k | \$40 – 65 |
| Organisational Development Consultant | \$80 – 100k | \$35 – 50 |
| OH & S Manager | \$75 – 100k | \$35 – 50 |
| Senior HR Consultant | \$70 – 90k | \$40 – 60 |
| Training Manager | \$70 – 90k | \$35 – 50 |
| Learning and Development Consultant | \$65 – 80k | \$30 – 40 |
| HR Consultant | \$65 – 75k | \$35 – 40 |
| HR Advisor | \$55 – 70k | \$25 – 35 |
| Recruitment Officer | \$50 – 70k | \$25 – 40 |
| Remuneration Officer | \$50 – 65k | \$25 – 35 |
| Learning and Development Coordinator | \$50 – 65k | \$25 – 32 |
| OH & S Officer | \$50 – 60k | \$25 – 35 |
| HR Coordinator | \$40 – 55k | \$22 – 32 |
| Training Facilitator | \$40 – 50k | \$30 – 40 |
| HR Administrator | \$40 – 45k | \$20 – 25 |
| HR Analyst | \$45 – 70k | \$30 – 55 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Our dedicated Sales & Marketing division continues to support the growing demand for specialists across the two disciplines. Our service, offering clients a proactive local and international talent search, ensures we can offer a highly tailored and flexible approach to recruiting at both advisory and senior management levels across industry sectors. We have particular strength in identifying and sourcing talent in hard to source areas and our referral and network searches can be tailored towards temporary and permanent solutions. These include generic marketing and sales positions as well as specialists with brand, product and relationship management capabilities.

market overview

Demand for talented marketers and sales professionals remains high across New Zealand. We have seen a drive towards customer acquisition and retention strategies across both the business-to-business and business-to-consumer markets. Demand for new business development specialists as well as relationship managers and key account managers remains high across the banking and financial sectors, FMCG and manufacturing. Similarly, demand for marketers with acquisition, loyalty and retention strategies has also increased. Typically this has pushed salaries up by over 10% in these areas over the same period. In the first six months of 2005, the demand for senior and strategic level appointments was slower than in the six month period prior, which impacted negatively on the contract market. There has been a marked cut-back in reliance on contractors, other than to cover absence and leave periods and, in general, companies are favouring permanent headcount.

The market still remains candidate-driven, especially for high-calibre individuals. A majority of candidates returning from overseas are finding employment prior to their arrival in New Zealand. Although industry background for most positions remains specific, the limited supply of candidates has meant that companies have to accept that skills are transferable. We are educating companies to focus more on the behavioural competence of candidates - i.e skills that cannot be learnt - than reliance on industry experience which can be picked up over time.

salaries | auckland | sales & marketing

| Role | Permanent salary per annum \$NZ | Contract rate per hour \$NZ |
|----------------------------------|---------------------------------|-----------------------------|
| National Sales Manager | \$80 – 150k | \$40 – 85 |
| Marketing Manager | \$90 – 120k | \$30 – 50 |
| Market Research/Insights Manager | \$70 – 110k | \$30 – 55 |
| Channel Manager | \$65 – 90k | \$30 – 50 |
| Sponsorship and Events Manager | \$60 – 80k | \$30 – 50 |
| Key Account Manager | \$60 – 90k | \$40 – 45 |
| Category Manager | \$60 – 85k | \$40 – 45 |
| Business Development Manager | \$55 – 85k | \$25 – 35 |
| Communications Manager | \$60 – 90k | \$35 – 50 |
| Technical Sales Manager | \$60 – 90k | \$35 – 45 |
| Product/Brand Manager | \$50 – 80k | \$30 – 50 |
| Sales/Account Manager | \$45 – 80k | \$20 – 35 |
| Trade Marketing Manager | \$60 – 75k | \$35 – 45 |
| Territory Manager | \$50 – 65k | \$30 – 35 |
| Market Researcher | \$40 – 65k | \$20 – 30 |
| Sales/Market Analyst | \$45 – 70k | \$30 – 40 |
| Assistant Brand/Product Manager | \$40 – 50k | \$22 – 35 |
| Sales Representative | \$35 – 45k | \$25 – 30 |
| Marketing Coordinator | \$38 – 45k | \$17 – 25 |
| Sales Administration/Support | \$35 – 45k | \$15 – 20 |

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

