

AT HUDSON HUMAN RESOURCES
WE CONNECT YOU WITH TALENTED
PROFESSIONALS.

HUDSON IS A LEADING GLOBAL
RECRUITMENT SPECIALIST WITH
A PROVEN TRACK RECORD IN THE
AUSTRALIAN MARKET. WE ARE PROUD
TO SAY WE PIONEERED SPECIALISED HR
RECRUITMENT IN AUSTRALIA AND NEW
ZEALAND. OUR STRONG BRAND ENABLES
US TO ATTRACT THE BEST CANDIDATES
IN THE MARKET, WHILE OUR ROBUST
PROCESSES MEAN WE SELECT THE RIGHT
PEOPLE FOR YOUR BUSINESS.

PEOPLE WITH THE RIGHT ATTITUDE WHO
WILL DRIVE YOUR SUCCESS.

PEOPLE YOU'LL WANT TO HOLD ON TO,
EVEN WHEN THE GOING GETS TOUGH.

WHATEVER YOUR REQUIREMENTS,
HUDSON CAN PROVIDE YOU WITH THE
ASSISTANCE YOU NEED. WE PROVIDE
SPECIALISED RECRUITMENT SERVICES
ACROSS A RANGE OF INDUSTRY SECTORS.
HUDSON HUMAN RESOURCES IS MADE UP
OF SPECIALIST CONSULTANTS, WHO ALL
HAVE AN INTIMATE UNDERSTANDING OF
THEIR FIELD. WHAT'S MORE, THEY KNOW
HOW TO SPOT THE TRAITS THAT MAKE A
GREAT HUMAN RESOURCES PRACTITIONER.
AND AT HUDSON WE KNOW THAT VALUES
MATTER, THAT'S WHY WE ENSURE THE
CANDIDATES WE PUT FORWARD ARE THE
RIGHT CULTURAL FIT FOR YOUR BUSINESS.

TO FIND OUT MORE ABOUT
HUDSON, VISIT US ONLINE AT
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INTRODUCTION

Hudson is pleased to introduce the Annual Salary Guide for Human Resources. Throughout the following pages you will find a comprehensive outlook on the salary ranges available to people within the industry.

Data has been collated from Hudson's vast number of placements and in consultation with our national teams of specialist recruitment consultants.

We hope you find the information a practical and useful tool in understanding what employees are worth in today's competitive market.

MARKET SYNOPSIS

There has been a significant easing in demand for HR professionals, as employers respond to a contraction in the banking and finance sector and the general deterioration in economic conditions, driving down demand for staff and raising the supply of candidates.

In a recent Hudson survey, 56% of HR professionals anticipate that their organisation may need to restructure or reorganise their operations in 2009. With the impact of the global financial crisis now being felt across a range of industries in Australia, the labour market is clearly slowing. The Hudson Report for the January – March 2009 quarter returned the lowest level of employer sentiment on record (net +5.4%), as impacts from the global financial crisis take hold. Of the 7,280 employers surveyed, 22.5% of employers expect to increase their permanent HR staff levels over January – March 2009 and 32.5% expect to decrease staff levels, resulting in a net effect of -9.9%.

In the current market, smart employers will look to capitalise on the opportunities that exist as a result of the downturn and manage their people to ensure the business not only weathers the current market conditions but is also ready to respond when the market improves. This means holding on to top talent, as they will be invaluable when the market improves.

Whilst there has been a resulting increase of candidates in the market, the fundamentals underpinning Australia's talent shortage remain, with quality human resources professionals remaining a valued asset. In the current climate of uncertainty, employers have less need to keep pushing up salaries to attract and retain staff. Consequently, salaries for HR professionals have remained flat for the first time in a long time. Following the significant salary increases seen last year, in many disciplines the salary range has stayed the same and in some areas the top part of the range has gone down. 2009 is likely to see some downwards movement in salaries for HR professionals, especially in Western Australia.

A key trend in the HR profession is the shift in demand away from HR specialists towards HR generalists. Where HR specialists could previously command high salaries, demand has now declined significantly, particularly in organisational development and related areas such as learning and development, organisational design and internal recruitment.

HR generalists are now in greater demand, particularly at the mid level. Candidates that will stand out in the current market are those with capabilities in succession planning, retention strategies, talent mapping, brand awareness, stakeholder management and commercial awareness. While HR generalist roles will be available, however, salaries are likely to go down on average due to increased competition amongst candidates.

* All figures exclude superannuation, bonuses and share options.

There has been an increase in demand for Change Managers and Change Consultants as companies restructure and need to effectively manage change. Salaries for these roles are likely to increase during 2009.

The skills shortage for Remuneration and Benefits Specialists and Safety Specialists remains and this is likely to push up salaries in these areas in 2009. Remuneration Specialists will be called upon to review salaries and softer benefit options to retain staff in the current economic climate. In addition, there may be an increase in demand for Industrial Relations specialists, driven by change and uncertainty in the labour market generally.

ACT has seen a slowdown in terms of demand for HR related roles. This is a consequence of Shared Services functions within Federal Government agencies undergoing greater scrutiny for productivity and cost savings

Across the states and territories, salaries have remained flat in **NSW** as a result of significantly reduced demand in the banking and finance sector and softer demand in the industrial, consumer and IT&T sectors. Change Managers are highly sought after and can still demand high salaries.

In 2008 **Queensland** saw demand remain buoyant for most role types, driven in particular by the energy and resources and public sectors. At the same time, there was softening in demand for specialists in learning and development and organisational design. 2009 has seen an increase in the number of candidates on the market, specifically with a specialisation in recruitment, across all non-government sectors. The challenge remains in identifying high quality

HR generalists, from an increased candidate pool, and this will continue in 2009. Those candidates with a specialisation in remuneration and benefits, projects or IR background are still in demand but less prominent in the market.

Victoria is experiencing a marked shift in demand from specialists to generalists. However, OH&S specialists continue to be in high demand, with increased salaries not eliminating the skills shortage in this area.

The defence and mining and resources industries are still the highest paying industries for HR professionals in **South Australia**. Nevertheless, demand for Internal Recruitment Consultants has declined significantly and salaries remain flat. There is an increased emphasis on skilled generalists, particularly at senior levels. The skills shortage for OH&S specialists remains across all sectors.

In **Western Australia**, there is a lot of movement at senior management level with many Human Resource Managers seeking job security by looking for new opportunities in other organisations. Conversely, Human Resource Analysts are eager to hold on to their current roles in a bid to maintain current salaries and job security, with those on the market now open to accepting lower salaries than previously. Demand for Internal Recruiters has decreased significantly and there is considerable competition amongst candidates in this area. Demand remains high for IR Consultants and Change Managers.

	ACT	NSW	QLD	SA	VIC	WA
	AUD '000	AUD '000	AUD '000	AUD '000	AUD '000	AUD '000
HR Administrator	50-60	45-55	40-55	40-55	50-60	44-55
HR Officer	55-65	50-65	55-65	45-60	60-70	55-70
HR Advisor	70-80	75-90	60-80	60-80	60-70	75-100
HR Consultant	90-100	90-100	60-80	60-80	70-90	80-100
Senior HR Officer	80-95	75-90	60-110	60-80	N/A	70-80
Senior HR Advisor	80-100	80-100	80-120	80-110	80-100	90-120
Senior HR Consultant	100-120	90-110	80-120	80-120	80-100	110-150
HR Business Partner	95-120	100-130	80-120	70-100	90-140	85-100
HR Manager	110-125	110-150	90-150	80-150	100-150	90-160
Senior HR Manager	120-140	130-160	150-220	100-200	120-200	140-250
HR Director/GM HR	180-250	180-400	180-350	150-220	180-350	200-350+
OD Manager	110-125	130-150	120-220	90-120	120-150	120-150
OD Consultant	80-100	80-100	80-130	60-90	80-120	80-130
Change Manager	110-125	110-170	100-160	100-150	120-200	120-170
Change Consultant	90-120	85-120	80-130	80-120	80-120	90-150
Learning & Development Manager	95-130	95-140	120-180	80-150	100-150	100-150
Learning & Development Consultant	75-105	75-110	75-120	60-100	70-90	80-120
Instructional Designer	80-90	80-90	70-90	70-90	70-100	70-90
Remuneration Analyst	60-85	65-90	85-95	65-95	60-80	80-110
Remuneration & Benefits Manager	110-120	110-180	80-150	80-110	100-200	110-150
Recruitment Consultant (In-house)	70-90	75-95	70-120	60-90	70-90	70-105
Recruitment Manager	85-110	90-130	80-150	80-120	80-120	85-140
ER/IR Manager	100-130	100-140	120-170	80-110	120-150	120-170
ER/IR Consultant	85-110	85-100	80-120	60-90	80-120	80-120
HRIS Manager	100-120	100-130	85-120	80-110	80-120	90-135
OH&S Manager	100-140	100-140	120-200	80-150	120-150	120-150
OH&S Consultant	75-110	80-110	80-120	70-100	80-120	80-120
OH&S Coordinator	55-80	50-80	65-85	60-80	60-70	65-75
HR Graduate	45-50	40-45	40-45	40-50	45-50	50-60
Recruitment Co-ordinator	45-55	45-55	45-55	45	50-80	50-60
IR Administrator	n/a	45-55	n/a	50-60	55-65	50-65
L&D Co-ordinator	45-55	55-65	50-65	50-70	60-70	50-65
Remuneration and Benefits Administrator	n/a	45-60	n/a	50-60	60-80	50-65
HR Analyst	50-70	55+	60-80	60-80	60-80	80-90
L&D Facilitator	60-70	60+	60-80	60-80	65-90	60-80
Recruitment Consultant	60-90	50-65	50-80	65-110	60-80	65-110

* All figures exclude superannuation, bonuses and share options.