

**EMBARGOED FOR RELEASE 12:01AM MONDAY 18 NOVEMBER 2019**

## Repair jobs at the banks

In the wake of Australia’s recent Royal Commission, financial institutions are under enormous pressure from regulators, legislators, government, media and their customers.

The result is an unprecedented focus on risk, remediation and compliance projects across the banking, financial services and insurance sectors.

Experienced professionals who can deliver these massive programs are relatively scarce, and so demand (and salaries) are likely to remain high.

Roles in the wealth management and retail and corporate banking sub-sectors, will see sizeable wage growth as the industry continues to search and realise cost savings, amid continued regulatory pressure.

In South Australia, Assistant Relationship Managers are set for a substantial wage increase of 19%. The significant increase has come about thanks to the investment and improvements banks and financial services companies are making when it comes to customers.

Customer retention strategies are linked to the widespread digital transformation strategies that are occurring throughout many industries in the state, which is resulting in increased demand for data driven technology experts. As a result, talent acquisition and top employee retention is also being sought after by both public and private sectors, which in turn has resulted in a number of increase wage movements for HR professionals

### Top wage growth across Banking and Finance sectors

Ranking	Industry	Role	State	12 month % growth	Employment term
1 <sup>st</sup>	Banking and Financial Services	Managing Director – Project Finance	NSW	24%	Permanent
Eq 2 <sup>nd</sup>	Banking and Financial Services	Assistant Relationship Manager	SA	19%	Permanent
Eq 2 <sup>nd</sup>	Banking and Financial Services	Paraplanner	SA	19%	Permanent
3 <sup>rd</sup>	Banking and Financial Services	Paraplanner	VIC	12%	Permanent

# ACCOUNTING & FINANCE

## KEY FINDINGS

### TOP SKILLS IN DEMAND



Business partnering



Analytics and reporting



Technical accounting

# 33%

Of accounting & finance professionals stay in a role for 3-5 years

### TOP JOBS IN DEMAND



Financial Accountant



Finance Analyst



Regulatory Accountant

### ANNUAL SALARY INCREMENT EXPECTATIONS



1 - 3% increase



3 - 6% increase



No increase

# 80%

Of professionals would be open to a job approach when not actively looking

### TOP MOTIVATORS TO MOVE JOBS

Pay rise/change in compensation

28%

Career progression

19%

Improved work-life balance

16%

A change in role and responsibilities

11%

# ACCOUNTING & FINANCE

## NEW SOUTH WALES

### COMMERCE & INDUSTRY

ROLE	PERMANENT			CONTRACT		
	SALARY PER ANNUM AUD (\$)			RATE PER HOUR AUD (\$)		
	2020	MEDIAN	YOY % CHANGE	2020	MEDIAN	YOY % CHANGE
Chief Financial Officer	250k+			130+		
Finance Director	190k+			130+		
Financial Controller	150 - 190k	<b>170k</b>	<b>0</b>	80 - 100	<b>90</b>	<b>0</b>
Commercial/FP&A Manager	150 - 200k	<b>175k</b>	<b>6</b>	80 - 100	<b>90</b>	<b>5</b>
Finance Manager	120 - 170k	<b>145k</b>	<b>0</b>	65 - 76	<b>71</b>	<b>0</b>
Tax Manager	135k+			75+		
Senior Business/Financial/Commercial Analyst	110 - 140k	<b>125k</b>	<b>0</b>	60 - 82	<b>71</b>	<b>0</b>
Business/Financial/Commercial Analyst	90 - 130k	<b>110k</b>	<b>0</b>	49 - 72	<b>61</b>	<b>0</b>
Senior Management Accountant	110 - 140k	<b>125k</b>	<b>5</b>	54 - 72	<b>63</b>	<b>3</b>
Management Accountant	90 - 115k	<b>103k</b>	<b>0</b>	49 - 62	<b>56</b>	<b>0</b>
Senior Financial Accountant	110 - 140k	<b>125k</b>	<b>1</b>	60 - 80	<b>70</b>	<b>3</b>
Financial Accountant	90 - 115k	<b>103k</b>	<b>0</b>	49 - 60	<b>55</b>	<b>0</b>
Treasury Accountant	90 - 120k	<b>105k</b>	<b>0</b>	49 - 65	<b>57</b>	<b>2</b>
Systems Accountant	95 - 130k	<b>113k</b>	<b>2</b>	50 - 70	<b>60</b>	<b>2</b>
Tax Accountant	85 - 130k	<b>108k</b>	<b>8</b>	45 - 75	<b>60</b>	<b>7</b>
<b>Transactional</b>						
Credit Manager	90 - 130k	<b>110k</b>	<b>0</b>	50 - 70	<b>60</b>	<b>0</b>
Payroll Manager	100 - 150k	<b>125k</b>	<b>8</b>	55 - 85	<b>70</b>	<b>9</b>
Accounts Payable/Receivable Manager	85 - 120k	<b>103k</b>	<b>4</b>	45 - 70	<b>58</b>	<b>6</b>
Accounts Payable/Receivable Officer	60 - 75k	<b>68k</b>	<b>2</b>	32 - 43	<b>38</b>	<b>3</b>
Bookkeeper	70 - 85k	<b>78k</b>	<b>0</b>	36 - 49	<b>43</b>	<b>0</b>
Payroll Officer	65 - 85k	<b>75k</b>	<b>9</b>	36 - 49	<b>43</b>	<b>4</b>
Assistant Accountant	65 - 75k	<b>70k</b>	<b>0</b>	32 - 43	<b>38</b>	<b>0</b>
Credit Controller	65 - 75k	<b>70k</b>	<b>0</b>	35 - 41	<b>38</b>	<b>0</b>
Graduate/Entry Level Accountant	55 - 65k	<b>60k</b>	<b>0</b>	27 - 35	<b>31</b>	<b>0</b>

Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless specified otherwise.

Increase  Decrease  No change 

# ACCOUNTING & FINANCE

## QUEENSLAND

### COMMERCE & INDUSTRY

ROLE	PERMANENT			CONTRACT		
	SALARY PER ANNUM AUD (\$)			RATE PER HOUR AUD (\$)		
	2020	MEDIAN	YOY % CHANGE	2020	MEDIAN	YOY % CHANGE
<b>Executive</b>						
Chief Financial Officer	180 - 330k	255k	0	100 - 180	140	12
Financial Controller	150 - 250k	200k	0	80 - 120	100	8
Commercial/Planning Manager	140 - 200k	170k	0	70 - 100	85	0
Tax Manager	140 - 180k	160k	0	70 - 100	85	0
Finance Manager	130 - 170k	150k	7	50 - 70	60	0
<b>Qualified</b>						
Senior Financial Accountant	90 - 140k	115k	0	45 - 65	55	0
Tax Accountant	85 - 130k	108k	0	40 - 65	53	0
Senior Business/Financial Analyst	110 - 140k	125k	0	55 - 70	63	0
Business/Financial Analyst	90 - 110k	100k	0	45 - 60	53	0
Systems Accountant	90 - 130k	110k	10	40 - 70	55	0
Senior Management Accountant	100 - 130k	115k	0	50 - 70	60	0
Management Accountant	80 - 100k	90k	0	40 - 60	50	0
Financial Accountant	80 - 100k	90k	0	40 - 55	48	0
<b>Part-qualified &amp; Transactional</b>						
Accounts Payable/Receivable Manager	85 - 115k	100k	8	40 - 55	48	12
Credit Manager	85 - 130k	108k	0	40 - 65	53	0
Accounts Payable/Receivable Officer	55 - 65k	60k	20	28 - 35	32	18
Payroll Manager	90 - 125k	108k	8	45 - 65	55	10
Payroll Officer	65 - 85k	75k	15	30 - 40	35	17
Bookkeeper	55 - 75k	65k	8	25 - 40	33	0
Assistant Accountant	55 - 75k	65k	18	35 - 45	40	14
Credit Controller	55 - 70k	63k	14	30 - 35	33	18
Accounts Assistant	50 - 60k	55k	16	25 - 30	28	10

Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless specified otherwise.

Increase ● Decrease ● No change ●

# ACCOUNTING & FINANCE

## QUEENSLAND

### PUBLIC SECTOR

ROLE	PERMANENT			CONTRACT		
	SALARY PER ANNUM AUD (\$)			RATE PER HOUR AUD (\$)		
	2020	MEDIAN	YOY % CHANGE	2020	MEDIAN	YOY % CHANGE
<b>Executive</b>						
Chief Financial Officer	190 - 300k	245k	0	90 - 150	120	0
Director of Audit	160 - 300k	230k	0	80 - 150	115	0
Head of Corporate Services	200 - 250k	225k	0	90 - 125	108	0
Financial Controller	140 - 180k	160k	0	70 - 90	80	0
<b>Qualified</b>						
Senior Management Accountant	100 - 150k	125k	0	60 - 80	70	0
Senior Financial Accountant	100 - 150k	125k	0	60 - 80	70	0
Business Analyst	100 - 150k	125k	0	60 - 80	70	0
Financial/Management Accountant	75 - 120k	98k	0	50 - 70	60	0
<b>Part &amp; Non-qualified</b>						
Payroll Officer	55 - 75k	65k	0	25 - 35	30	0
Accounts Receivable / Credit Officer	45 - 65k	55k	0	25 - 35	30	0
Accounts Payable Officer	45 - 65k	55k	0	25 - 35	30	0

Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless specified otherwise.

Increase  Decrease  No change 

# ACCOUNTING & FINANCE

## QUEENSLAND

### PUBLIC PRACTICE

ROLE	PERMANENT		
	SALARY PER ANNUM AUD (\$)		
	2020	MEDIAN	YOY % CHANGE
<b>Top-Tier</b>			
Equity Partner	350k+		
Salaried Partner	230k+		
Executive Director	180 - 250k	215k	2
Director	150 - 230k	190k	6
Senior Manager/Associate Director (9+ yrs' exp)	125 - 160k	143k	2
Manager (7 - 10 yrs' exp)	100 - 130k	115k	2
Supervisor/Assistant Manager/Client Manager (5 - 7 yrs' exp)	85 - 95k	90k	0
Senior - CA or CPA (3 - 6 yrs' exp)	75 - 90k	83k	3
Intermediate (1 - 3 yrs' exp)	60 - 75k	68k	8
Graduate	54 - 62k	58k	4
<b>Mid-Tier</b>			
Equity Partner	350k+		
Salaried Partner	180 - 250k	215k	0
Director	145 - 170k	158k	2
Senior Manager/Associate Director (9+ yrs' exp)	125 - 150k	138k	2
Manager (7 - 10 yrs' exp)	90 - 125k	108k	2
Supervisor/Assistant Manager/Client Manager (5 - 7 yrs' exp)	80 - 95k	88k	6
Senior - CA or CPA (3 - 6 yrs' exp)	73 - 90k	82k	2
Senior - pre CA or CPA	70 - 80k	75k	0
Intermediate (1 - 3 yrs' exp)	53 - 70k	62k	0
Graduate	50 - 58k	54k	1
<b>Boutique</b>			
Equity Partner	200k+		
Director	140 - 160k	150k	0
Senior Manager/Associate Director (9+ yrs' exp)	120 - 150k	135k	0
Senior/Manager (7 - 10 yrs' exp)	90 - 125k	108k	5
Supervisor/Assistant Manager/Client Manager (5 - 7 yrs' exp)	80 - 95k	88k	3
Senior - CA or CPA (3 - 6 yrs' exp)	70 - 95k	83k	0
Senior - pre CA or CPA	65 - 75k	70k	0
Intermediate (1 - 3 yrs' exp)	50 - 70k	60k	2
Graduate	45 - 55k	50k	0

Increase  Decrease  No change 

Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless specified otherwise.

# ACCOUNTING & FINANCE

## SOUTH AUSTRALIA

### COMMERCE & INDUSTRY

ROLE	PERMANENT			CONTRACT		
	SALARY PER ANNUM AUD (\$)			RATE PER HOUR AUD (\$)		
	2020	MEDIAN	YOY % CHANGE	2020	MEDIAN	YOY % CHANGE
<b>Executive</b>						
Chief Financial Officer	160 - 400k	<b>280k</b>	<b>0</b>	90 - 160	<b>125</b>	<b>0</b>
Financial Controller	140 - 200k	<b>170k</b>	<b>0</b>	65 - 120	<b>93</b>	<b>12</b>
Tax Manager	110 - 140k	<b>125k</b>	<b>0</b>	55 - 80	<b>68</b>	<b>4</b>
Group Accountant	100 - 120k	<b>110k</b>	<b>2</b>	45 - 65	<b>55</b>	<b>5</b>
<b>Qualified</b>						
Audit Manager	115 - 135k	<b>125k</b>	<b>-4</b>	60 - 90	<b>75</b>	<b>3</b>
Financial/Business Analyst	90 - 125k	<b>108k</b>	<b>5</b>	45 - 90	<b>68</b>	<b>8</b>
Finance Manager	90 - 150k	<b>120k</b>	<b>0</b>	55 - 100	<b>78</b>	<b>11</b>
Financial Accountant	80 - 115k	<b>97k</b>	<b>-2</b>	45 - 70	<b>58</b>	<b>3</b>
Management Accountant	80 - 120k	<b>100k</b>	<b>3</b>	50 - 80	<b>65</b>	<b>8</b>
Assistant Accountant	60 - 70k	<b>65k</b>	<b>2</b>	35 - 55	<b>45</b>	<b>6</b>

Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless specified otherwise.

Increase  Decrease  No change 

# ACCOUNTING & FINANCE

## VICTORIA

### COMMERCE & INDUSTRY

ROLE	PERMANENT			CONTRACT		
	SALARY PER ANNUM AUD (\$)			RATE PER HOUR AUD (\$)		
	2020	MEDIAN	YOY % CHANGE	2020	MEDIAN	YOY % CHANGE
<b>Executive &amp; Management</b>						
Chief Financial Officer (ASX & Large Corporate)	300k+			165+		
Chief Financial Officer (SME)	200 - 300k	<b>250k</b>	<b>0</b>	110 - 165	<b>138</b>	<b>0</b>
Financial Controller	160 - 200k	<b>180k</b>	<b>-5</b>	90 - 110	<b>100</b>	<b>-5</b>
Finance Manager	130 - 170k	<b>150k</b>	<b>-3</b>	70 - 93	<b>82</b>	<b>-4</b>
FP&A Manager	140 - 180k	<b>160k</b>	<b>3</b>	77 - 100	<b>89</b>	<b>4</b>
Commercial Manager	160 - 200k	<b>180k</b>	<b>0</b>	90 - 110	<b>100</b>	<b>0</b>
Tax Manager	150 - 220k	<b>185k</b>	<b>0</b>	82 - 120	<b>101</b>	<b>0</b>
Internal Audit Manager	130 - 200k	<b>165k</b>	<b>0</b>	70 - 110	<b>90</b>	<b>0</b>
<b>Qualified</b>						
Finance Business Partner	120 - 150k	<b>135k</b>	<b>-4</b>	65 - 82	<b>74</b>	<b>-3</b>
Finance/Commercial Analyst	100 - 130k	<b>115k</b>	<b>-4</b>	55 - 70	<b>63</b>	<b>-5</b>
Management Accountant	90 - 120k	<b>105k</b>	<b>0</b>	50 - 65	<b>58</b>	<b>0</b>
Financial Accountant	90 - 120k	<b>105k</b>	<b>0</b>	50 - 65	<b>58</b>	<b>0</b>
Tax Accountant	100 - 140k	<b>120k</b>	<b>0</b>	55 - 77	<b>66</b>	<b>0</b>
Internal Auditor	100 - 130k	<b>115k</b>	<b>10</b>	55 - 70	<b>63</b>	<b>9</b>
Systems Accountant	100 - 150k	<b>125k</b>	<b>0</b>	55 - 82	<b>69</b>	<b>0</b>
Cost Accountant	90 - 120k	<b>105k</b>	<b>0</b>	50 - 65	<b>58</b>	<b>0</b>
Newly-qualified Accountant	90 - 105k	<b>98k</b>	<b>5</b>	50 - 57	<b>54</b>	<b>5</b>
<b>Part-qualified &amp; Transactional</b>						
Credit Manager	100 - 120k	<b>110k</b>	<b>0</b>	55 - 65	<b>60</b>	<b>0</b>
Payroll Manager	100 - 130k	<b>115k</b>	<b>0</b>	55 - 70	<b>63</b>	<b>0</b>
Payroll Officer	65 - 80k	<b>73k</b>	<b>4</b>	35 - 44	<b>40</b>	<b>5</b>
Assistant Accountant	70 - 80k	<b>75k</b>	<b>7</b>	38 - 44	<b>41</b>	<b>9</b>
Credit Controller	65 - 75k	<b>70k</b>	<b>0</b>	35 - 40	<b>38</b>	<b>0</b>
Accounts Payable/Receivable	60 - 70k	<b>65k</b>	<b>4</b>	33 - 38	<b>36</b>	<b>4</b>
Graduate Accountant	55 - 65k	<b>60k</b>	<b>0</b>	30 - 35	<b>33</b>	<b>0</b>

Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless specified otherwise.

Increase ● Decrease ● No change ●

# ACCOUNTING & FINANCE

## VICTORIA

### PUBLIC PRACTICE

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)		
	2020	MEDIAN	YOY % CHANGE
<b>Top-Tier</b>			
Partner	240k+		
Director	160 - 260k	<b>210k</b>	<b>2</b>
Senior Manager/Associate Director (8+ yrs' exp)	125 - 160k	<b>143k</b>	<b>2</b>
Manager/Client Manager (5 - 8 yrs' exp)	100 - 140k	<b>120k</b>	<b>0</b>
Assistant Manager (4 - 6 yrs' exp)	90 - 100k	<b>95k</b>	<b>0</b>
Senior - CA or CPA (3 - 5 yrs' exp)	75 - 90k	<b>83k</b>	<b>4</b>
Intermediate (1 - 3 yrs' exp)	60 - 75k	<b>68k</b>	<b>0</b>
Graduate	55 - 65k	<b>60k</b>	<b>0</b>
<b>Mid-Tier</b>			
Partner	180 - 250k	<b>215k</b>	<b>0</b>
Director	145 - 180k	<b>163k</b>	<b>0</b>
Senior Manager/Associate Director (8+ yrs' exp)	125 - 150k	<b>138k</b>	<b>2</b>
Manager (5 - 8 yrs' exp)	100 - 125k	<b>113k</b>	<b>3</b>
Supervisor/Assistant Manager (4 - 6 yrs' exp)	85 - 100k	<b>93k</b>	<b>0</b>
Senior - CA or CPA (3 - 5 yrs' exp)	73 - 90k	<b>82k</b>	<b>0</b>
Senior - pre CA or CPA	70 - 80k	<b>75k</b>	<b>7</b>
Intermediate (1 - 3 yrs' exp)	53 - 70k	<b>62k</b>	<b>0</b>
Graduate	50 - 58k	<b>54k</b>	<b>0</b>
<b>Boutique</b>			
Partner	200k+		
Director	140 - 160k	<b>150k</b>	<b>3</b>
Senior Manager/Associate Director (9+ yrs' exp)	120 - 150k	<b>135k</b>	<b>8</b>
Manager (6 - 10 yrs' exp)	90 - 125k	<b>108k</b>	<b>8</b>
Supervisor (5 - 7 yrs' exp)	80 - 95k	<b>88k</b>	<b>0</b>
Senior - CA or CPA (3 - 6 yrs' exp)	70 - 85k	<b>78k</b>	<b>0</b>
Senior - pre CA or CPA	65 - 72k	<b>69k</b>	<b>0</b>
Intermediate (1 - 3 yrs' exp)	52 - 70k	<b>61k</b>	<b>0</b>
Graduate	50 - 55k	<b>53k</b>	<b>0</b>

Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless specified otherwise.

Increase  Decrease  No change 

# ACCOUNTING & FINANCE

## WESTERN AUSTRALIA

ROLE	PERMANENT			CONTRACT		
	SALARY PER ANNUM AUD (\$)			RATE PER HOUR AUD (\$)		
	2020	MEDIAN	YOY % CHANGE	2020	MEDIAN	YOY % CHANGE
<b>Executive</b>						
Chief Financial Officer	180 - 300k	<b>240k</b>	<b>0</b>	90 - 150	<b>120</b>	<b>0</b>
Group Financial Controller	160 - 200k	<b>180k</b>	<b>0</b>	80 - 120	<b>100</b>	<b>0</b>
Financial Controller	150 - 180k	<b>165k</b>	<b>3</b>	65 - 80	<b>73</b>	<b>0</b>
Tax Manager	150 - 230k	<b>190k</b>	<b>0</b>	75 - 120	<b>98</b>	<b>0</b>
<b>Qualified</b>						
Senior Business Partner	150 - 200k	<b>175k</b>	<b>0</b>	75 - 100	<b>88</b>	<b>0</b>
Business Partner	125 - 150k	<b>138k</b>	<b>2</b>	65 - 80	<b>73</b>	<b>7</b>
Group Accountant	120 - 150k	<b>135k</b>	<b>0</b>	75 - 85	<b>80</b>	<b>0</b>
Senior Management Accountant	120 - 145k	<b>133k</b>	<b>6</b>	60 - 70	<b>65</b>	<b>8</b>
Management Accountant	85 - 110k	<b>98k</b>	<b>3</b>	50 - 60	<b>55</b>	<b>10</b>
Senior Financial Accountant	120 - 150k	<b>135k</b>	<b>8</b>	60 - 70	<b>65</b>	<b>8</b>
Financial Accountant	85 - 110k	<b>98k</b>	<b>3</b>	50 - 60	<b>55</b>	<b>10</b>
Senior Business/Financial Analyst	125 - 150k	<b>138k</b>	<b>2</b>	60 - 75	<b>68</b>	<b>8</b>
Business/Financial Analyst	90 - 130k	<b>110k</b>	<b>0</b>	55 - 65	<b>60</b>	<b>9</b>
Systems Accountant	120 - 160k	<b>140k</b>	<b>8</b>	60 - 75	<b>68</b>	<b>13</b>
Tax Accountant	100 - 130k	<b>115k</b>	<b>10</b>	60 - 75	<b>68</b>	<b>17</b>
<b>Part-qualified &amp; Transactional</b>						
Payroll Manager	100 - 130k	<b>115k</b>	<b>10</b>	45 - 60	<b>53</b>	<b>5</b>
Payroll Clerk	60 - 75k	<b>68k</b>	<b>13</b>	32 - 45	<b>39</b>	<b>13</b>
Accounts Payable / Credit Manager	70 - 85k	<b>78k</b>	<b>0</b>	35 - 45	<b>40</b>	<b>0</b>
Accounts Payable Clerk	55 - 65k	<b>60k</b>	<b>0</b>	28 - 34	<b>31</b>	<b>5</b>
Accounts Receivable Officer	55 - 65k	<b>60k</b>	<b>0</b>	28 - 34	<b>31</b>	<b>5</b>
Bookkeeper	60 - 75k	<b>68k</b>	<b>0</b>	32 - 38	<b>35</b>	<b>6</b>
Assistant Accountant	55 - 70k	<b>63k</b>	<b>9</b>	30 - 38	<b>34</b>	<b>0</b>
Accounts Assistant	55 - 65k	<b>60k</b>	<b>9</b>	26 - 30	<b>28</b>	<b>0</b>

Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless specified otherwise.

Increase ● Decrease ● No change ●

# ACCOUNTING & FINANCE

## WESTERN AUSTRALIA

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)		
	2020	MEDIAN	YOY % CHANGE
<b>Public Practice &amp; Insolvency</b>			
Senior Manager	130 - 160k	145k	0
Manager	100 - 130k	115k	0
Assistant Manager	95 - 110k	103k	3
Senior/Supervisor	80 - 95k	88k	3
Intermediate	65 - 75k	70k	0
<b>Corporate Finance In-house</b>			
Senior Manager (10 - 15 yrs' exp)	180 - 250k	215k	5
Manager (8 - 11 yrs' exp)	155 - 200k	178k	4
Analyst (4 - 8 yrs' exp)	120 - 150k	135k	8
Analyst (2 - 4 yrs' exp)	85 - 100k	93k	0

Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless specified otherwise.

Increase  Decrease  No change 

# BANKING & FINANCIAL SERVICES

## KEY FINDINGS

### TOP DRIVERS OF JOB GROWTH



Royal  
Commission



Customer  
experience



Regulatory  
change

# 55%

Of banking & financial services professionals are fairly confident about job opportunities

### TOP JOBS IN DEMAND



Compliance  
Manager



Risk Manager



Relationship  
Manager

### ANNUAL SALARY INCREMENT EXPECTATIONS



1 - 3% increase



3 - 6% increase



No increase

# 35%

Of professionals  
stay in a role for  
3 - 5 years

### TOP MOTIVATORS TO MOVE JOBS

Pay rise/change in  
compensation

32%

Career progression

24%

Improved work-life  
balance

19%

Better company culture

9%

# BANKING & FINANCIAL SERVICES

## NEW SOUTH WALES

### ACCOUNTING & FINANCE

ROLE	PERMANENT			CONTRACT		
	SALARY PER ANNUM AUD (\$)			RATE PER HOUR AUD (\$)		
	2020	MEDIAN	YOY % CHANGE	2020	MEDIAN	YOY % CHANGE
<b>Executive</b>						
Chief Financial Officer	220 - 330k+	275k	2	120 - 150	135	0
Financial Controller	170 - 220k	195k	0	90 - 115	103	0
Finance Manager	135 - 170k	153k	-2	65 - 85	75	0
<b>Qualified/Part-qualified</b>						
Fund Accounting Manager	110 - 150k	130k	0	60 - 75	68	0
Senior Fund Accountant	85 - 110k	98k	0	50 - 60	55	0
Fund Accountant	65 - 85k	75k	0	40 - 50	45	0
Senior Financial Accountant	110 - 140k	125k	5	55 - 70	63	0
Financial Accountant	90 - 120k	105k	5	45 - 50	48	0
First Mover (Audit)	90 - 110k	100k	0	50 - 55	53	0
Tax Manager	130 - 200k	165k	0	65 - 90	78	0
Tax Accountant	90 - 130k	110k	5	45 - 70	58	5
Product Control Manager	150 - 200k	175k	6	70 - 95	83	3
Product Controller	100 - 150k	125k	4	50 - 75	63	0
Head of FP&A	180 - 240k	210k	5	90 - 120	105	2
FP&A Manager/Business Partner	140 - 210k	175k	3	70 - 95	83	0
Management Accountant	100 - 130k	115k	5	50 - 75	63	0
Assistant Accountant	65 - 80k	73k	0	32 - 45	39	0
Accounts Payable	60 - 85k	73k	0	28 - 45	37	0
<b>Projects</b>						
Senior Finance Business Analyst	130 - 200k	165k	0	90 - 115	103	0

Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless specified otherwise.

Increase  Decrease  No change 

# BANKING & FINANCIAL SERVICES

NEW SOUTH WALES

## FINANCIAL PLANNING & WEALTH MANAGEMENT

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)		
	2020	MEDIAN	YOY % CHANGE
Head of Advice	200k+		
Regional Manager	160 - 180k	<b>170k</b>	<b>6</b>
Financial Planning Manager	140 - 200k	<b>170k</b>	<b>0</b>
Practice Development Manager	140 - 170k	<b>155k</b>	<b>0</b>
Certified Financial Planner (5+ yrs' exp)	140 - 170k	<b>155k</b>	<b>0</b>
Financial Planner (1 - 5 yrs' exp)	90 - 130k	<b>110k</b>	<b>7</b>
Associate Advisor	70 - 95k	<b>83k</b>	<b>6</b>
Paraplanner	65 - 110k	<b>88k</b>	<b>17</b>
Advisor Support	60 - 75k	<b>68k</b>	<b>0</b>
Client Services	55 - 65k	<b>60k</b>	<b>0</b>
Private Banking (2 - 5 yrs' exp)	150 - 220k	<b>185k</b>	<b>0</b>
Advice Remediation (1 - 3 yrs' exp)	95 - 130k	<b>113k</b>	<b>9</b>

Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless specified otherwise.

Increase  Decrease  No change 

# BANKING & FINANCIAL SERVICES

## NEW SOUTH WALES

### FUNDS MANAGEMENT & OPERATIONS

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)		
	2020	MEDIAN	YOY % CHANGE
<b>Funds</b>			
Business Development Manager	135 - 170k	<b>153k</b>	0
Business Development Associate	75 - 95k	<b>85k</b>	0
Product Manager	140 - 170k	<b>155k</b>	0
Product Analyst	100 - 120k	<b>110k</b>	0
Portfolio Manager	180 - 250k	<b>215k</b>	0
Investment Analyst	130 - 160k	<b>145k</b>	0
Performance Analyst	100 - 140k	<b>120k</b>	0
<b>Operations</b>			
Operations Manager	120 - 160k	<b>140k</b>	0
Trade Support	95 - 120k	<b>108k</b>	8
Client Onboarding Associate	90 - 110k	<b>100k</b>	0
Corporate Actions Analyst	80 - 100k	<b>90k</b>	0
Fund Accountant / Unit Pricing Analyst	70 - 100k	<b>85k</b>	0
Fund/Operations Analyst	70 - 100k	<b>85k</b>	6
Client Services Officer	60 - 80k	<b>70k</b>	0

Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless specified otherwise.

Increase  Decrease  No change 

# BANKING & FINANCIAL SERVICES

NEW SOUTH WALES

## RETAIL, COMMERCIAL & CORPORATE BANKING

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)		
	2020	MEDIAN	YOY % CHANGE
<b>Business &amp; Commercial Banking</b>			
Regional Manager	200 - 230k	215k	5
Relationship Director	180 - 200k	190k	0
Senior Relationship Manager	140 - 180k	160k	0
Relationship Manager	100 - 130k	115k	0
Assistant Relationship Manager	80 - 100k	90k	0
Business Development Manager	130 - 180k	155k	0
Head of Credit	240 - 260k	250k	0
Senior Manager - Credit	140 - 160k	150k	0
<b>Corporate &amp; Institutional Banking</b>			
Head of Division	300 - 350k	325k	16
Director - Corporate & FI	220 - 280k	250k	0
Associate Director - Corporate & FI	160 - 180k	170k	0
Senior Associate	100 - 130k	115k	0
<b>Project Finance</b>			
Managing Director	450 - 600k	525k	24
Director	250 - 320k	285k	4
Associate Director	170 - 190k	180k	0
Senior Associate	120 - 160k	140k	4
<b>Retail Banking</b>			
Head of Lending/Credit	220 - 250k	235k	12
Team Leader	100 - 120k	110k	0
Mobile Lender	100 - 170k	135k	15
Home Loan Specialist	70 - 90k	80k	7
Credit Analyst	80 - 100k	90k	0
<b>Advisory/Property Funds</b>			
Investment Director / Associate Director	180 - 200k	190k	3
Senior Associate	120 - 140k	130k	0

Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless specified otherwise.

Increase ● Decrease ● No change ●

# BANKING & FINANCIAL SERVICES

NEW SOUTH WALES

## RISK MANAGEMENT, COMPLIANCE & AUDIT

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)								
	0 - 4 YRS' EXP			4 - 8 YRS' EXP			8+ YRS' EXP		
	2020	MEDIAN	YOY % CHANGE	2020	MEDIAN	YOY % CHANGE	2020	MEDIAN	YOY % CHANGE
<b>Risk Management</b>									
Operational Risk Manager	80 - 130k	<b>105k</b>	<b>5</b>	120 - 180k	<b>150k</b>	<b>6</b>	180k+		
Credit Risk Management	80 - 130k	<b>105k</b>	<b>10</b>	115 - 180k	<b>148k</b>	<b>5</b>	180k+		
Market Risk	80 - 140k	<b>110k</b>	<b>5</b>	120 - 200k	<b>160k</b>	<b>0</b>	200k+		
Quantitative Risk	90 - 140k	<b>115k</b>	<b>0</b>	120 - 220k	<b>170k</b>	<b>0</b>	220k+		
Anti-Money Laundering	80 - 140k	<b>110k</b>	<b>0</b>	120 - 200k	<b>160k</b>	<b>0</b>	200k+		
<b>Compliance</b>									
Investment Banking	100 - 140k	<b>120k</b>	<b>0</b>	140 - 220k	<b>180k</b>	<b>3</b>	200k+		
Retail Banking	90 - 140k	<b>115k</b>	<b>0</b>	140 - 200k	<b>170k</b>	<b>3</b>	200k+		
Funds Management	90 - 140k	<b>115k</b>	<b>0</b>	140 - 190k	<b>165k</b>	<b>3</b>	190k+		
<b>Internal Audit</b>									
Investment Banking	100 - 110k	<b>105k</b>	<b>14</b>	130 - 180k	<b>155k</b>	<b>11</b>	165k+		
Retail Banking	80 - 110k	<b>95k</b>	<b>6</b>	120 - 170k	<b>145k</b>	<b>4</b>	165k+		
Funds Management	90 - 110k	<b>100k</b>	<b>11</b>	120 - 165k	<b>143k</b>	<b>2</b>	165k+		
<b>Credit Analysis</b>									
Retail Banking	80 - 100k	<b>90k</b>	<b>10</b>	100 - 135k	<b>118k</b>	<b>9</b>	135k+		
Corporate Banking	90 - 110k	<b>100k</b>	<b>5</b>	120 - 160k	<b>140k</b>	<b>4</b>	160k+		
Financial Institutions	90 - 110k	<b>100k</b>	<b>5</b>	120 - 170k	<b>145k</b>	<b>4</b>	180k+		

Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless specified otherwise.

Increase  Decrease  No change 

# BANKING & FINANCIAL SERVICES

## QUEENSLAND

ROLE	PERMANENT			CONTRACT		
	SALARY PER ANNUM AUD (\$)			RATE PER HOUR AUD (\$)		
	2020	MEDIAN	YOY % CHANGE	2020	MEDIAN	YOY % CHANGE
<b>Accounting &amp; Finance</b>						
Chief Financial Officer	210 - 300k	255k	0	105 - 150	128	0
Financial Controller	150 - 220k	185k	0	75 - 110	93	0
Financial Accountant	90 - 120k	105k	0	45 - 50	48	0
FP&A Manager/Business Partner	130 - 190k	160k	0	65 - 95	80	0
Management Accountant	100 - 120k	110k	0	50 - 60	55	0
Fund Accounting Manager	110 - 150k	130k	0	60 - 75	68	0
Senior Fund Accountant	85 - 110k	98k	0	50 - 60	55	0
Fund Accountant	65 - 85k	75k	0	40 - 50	45	0
Fund Administrator	65 - 75k	70k	0	40 - 50	45	0
<b>Risk Management, Compliance &amp; Audit</b>						
Head of Compliance (4 - 8+ yrs' exp)	180 - 220k	200k	0			
Compliance Manager (4 - 8 yrs' exp)	120 - 170k	145k	0			
Operational Risk Manager (4 - 8 yrs' exp)	180 - 220k	200k	0			
Quantitative Market Risk (1 - 4+ yrs' exp)	110 - 180k	145k	0			
Credit Risk Management (0 - 8+ yrs' exp)	65 - 180k+	123k	0			
Internal Audit (0 - 8+ yrs' exp)	70 - 135k+	103k	0			
<b>Retail, Commercial &amp; Corporate Banking</b>						
Relationship Director	180 - 220k	200k	0			
Senior Relationship Manager	140 - 180k	160k	0			
Relationship Manager	100 - 140k	120k	0			
Assistant Relationship Manager	65 - 85k	75k	0			
Senior Manager - Credit	130 - 170k	150k	0			
Credit Analyst	80 - 120k	100k	0			
<b>Wealth Management</b>						
Private Banking (2 - 5 + yrs' exp)	125 - 180k	153k	0			
Associate	80 - 120k	100k	0			
Adviser Assistant	65 - 85k	75k	0			
Advice Remediation	110 - 140k	125k	0			

Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless specified otherwise.

Increase ● Decrease ● No change ●

# BANKING & FINANCIAL SERVICES

## SOUTH AUSTRALIA

ROLE	PERMANENT			CONTRACT		
	SALARY PER ANNUM AUD (\$)			RATE PER HOUR AUD (\$)		
	2020	MEDIAN	YOY % CHANGE	2020	MEDIAN	YOY % CHANGE
<b>Professional Business Banking</b>						
Senior Relationship Manager	140 - 160k	150k	0			
Business Banking Manager	110 - 120k	115k	0			
Assistant Relationship Manager	70 - 90k	80k	19			
Lending Manager	75 - 90k	83k	0			
<b>Wealth Management</b>						
Financial Planner	100 - 120k	110k	5			
Paraplanner	70 - 90k	80k	19			
Client Services	65 - 80k	73k	13	25 - 40	33	0
<b>Contact Centre</b>						
Customer Service/Collections	55 - 65k	60k	4	28 - 32	30	0

Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless specified otherwise.

Increase  Decrease  No change 

# BANKING & FINANCIAL SERVICES

VICTORIA

## ACCOUNTING & FINANCE

ROLE	PERMANENT			CONTRACT		
	SALARY PER ANNUM AUD (\$)			RATE PER HOUR AUD (\$)		
	2020	MEDIAN	YOY % CHANGE	2020	MEDIAN	YOY % CHANGE
<b>Executive &amp; Management</b>						
Senior Finance Business Partner	160 - 240k	<b>200k</b>	<b>-2</b>	88 - 130	<b>109</b>	<b>-4</b>
Finance Business Partner	130 - 160k	<b>145k</b>	<b>-6</b>	70 - 87	<b>79</b>	<b>-9</b>
Financial Controller / Head of Division	180 - 250k	<b>215k</b>	<b>-8</b>	100 - 137	<b>119</b>	<b>-5</b>
Finance Manager / Divisional Manager	140 - 180k	<b>160k</b>	<b>-3</b>	77 - 100	<b>89</b>	<b>-3</b>
Internal Audit Manager	140 - 180k	<b>160k</b>	<b>0</b>	77 - 100	<b>89</b>	<b>0</b>
Treasury Manager	150 - 180k	<b>165k</b>	<b>-1</b>	82 - 100	<b>91</b>	<b>-2</b>
Product Controller	140 - 180k	<b>160k</b>	<b>0</b>	77 - 100	<b>89</b>	<b>0</b>
<b>Accounting</b>						
Senior Analyst	110 - 130k	<b>120k</b>	<b>9</b>	60 - 70	<b>65</b>	<b>8</b>
Internal Auditor	95 - 120k	<b>108k</b>	<b>2</b>	52 - 65	<b>59</b>	<b>2</b>
Tax Accountant	100 - 130k	<b>115k</b>	<b>2</b>	55 - 70	<b>63</b>	<b>2</b>
Senior Fund Accountant	120 - 140k	<b>130k</b>	<b>8</b>	65 - 77	<b>71</b>	<b>9</b>
Fund Accountant	80 - 110k	<b>95k</b>	<b>3</b>	45 - 60	<b>53</b>	<b>0</b>
SMSF Accountant	80 - 120k	<b>100k</b>	<b>0</b>	45 - 65	<b>55</b>	<b>0</b>
Assistant Accountant	70 - 85k	<b>78k</b>	<b>7</b>	38 - 47	<b>43</b>	<b>6</b>

Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless specified otherwise.

Increase  Decrease  No change 

# BANKING & FINANCIAL SERVICES

## VICTORIA

ROLE	PERMANENT			CONTRACT		
	SALARY PER ANNUM AUD (\$)			RATE PER HOUR AUD (\$)		
	2020	MEDIAN	YOY % CHANGE	2020	MEDIAN	YOY % CHANGE
<b>Banking</b>						
Corporate Banking Relationship Manager	150 - 230k	190k	0	80 - 120	100	0
Commercial Banking Relationship Manager	110 - 180k	145k	0	60 - 100	80	0
Small Business Banking Manager	90 - 125k	108k	0	45 - 65	55	0
Credit Analyst	75 - 110k	93k	0	36 - 60	48	0
Assistant Relationship Manager	80 - 100k	90k	0	40 - 45	43	0
Mortgage Lender	95 - 125k	110k	0	43 - 63	53	0
Branch Manager	95 - 120k	108k	0	50 - 80	65	0
Credit Assessment	75 - 95k	85k	6	36 - 45	41	0
<b>Risk &amp; Compliance</b>						
Compliance Manager	145 - 220k	183k	9	65 - 100	83	6
Compliance Analyst	95 - 135k	115k	7	50 - 70	60	9
Operational Risk Manager	125 - 185k	155k	0	65 - 95	80	0
Operational Risk Analyst	95 - 125k	110k	5	50 - 65	58	10
<b>Investment Operations</b>						
Corporate Actions	60 - 85k	73k	4	30 - 40	35	9
Treasury Settlements	60 - 85k	73k	12	30 - 40	35	9
Equity Settlements	60 - 85k	73k	12	30 - 40	35	9
Derivative Operations	65 - 95k	80k	0	30 - 42	36	0
Portfolio Administration	55 - 80k	68k	0	27 - 37	32	0
Performance Analyst	80 - 140k	110k	0	40 - 70	55	0
<b>Wealth Management &amp; Superannuation</b>						
Financial Planner	100 - 140k	120k	9	50 - 70	60	9
Paraplanner	80 - 110k	95k	12	35 - 48	42	5
Client Service Manager	65 - 90k	78k	0	35 - 47	41	0
Relationship Manager	100 - 130k	115k	7	50 - 72	61	3
Member Services	60 - 80k	70k	0	30 - 40	35	0
Fund Administrator	60 - 80k	70k	0	30 - 40	35	0

Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless specified otherwise.

Increase  Decrease  No change 