



“ Show me the money! ”

Anonymously exchange and compare local salary data at huntersalaries.com.au and centralcoastsalaries.com.au

Hunter & Central Coast Salary Survey Snapshot

6,000 local and 14,000 Sydney salaries assessed

Corporate (White Collar) Focus - 12 months to August 2011

What is the Snapshot?

In March 2009 Forsythes Recruitment launched an independent online salary survey that allowed people from the Newcastle, Hunter Valley and Central Coast regions to anonymously exchange and compare salary information.

Every six months we summarise the live data and report on evolving trends. This snapshot is then forwarded to our clients and the media.

For more detail on specific employment categories or regions please visit www.huntersalaries.com.au or www.centralcoastsalaries.com.au. The survey and resulting statistics are live, readily accessible and provided as a complimentary service to the local business community.

Please contribute! More contributions mean better data for you.

Accounting

In the last six months the increase in average accounting salaries has declined in the Hunter and so returned some parity between the Hunter, Newcastle and Sydney. Central Coast still lags by up to 10%.

Average salaries for accountants with similar years experience are still 10% higher in a commercial business than in a chartered environment.

Administration & Customer Service

Candidates in this category have experienced a sustained period of high employment demand in the last 6-12 months and this has increased average salaries in all regions. Market rates are consistently above award rates and the minimum salary for experienced administration staff is now \$40K (including super) for basic administration roles.

Sales

Average salaries for people in sales have stabilised in the last six months. These averages are still higher in the mining industry, typically based in the Hunter Valley, but they have not increased to the extent that they did this time last year.

Human Resources

Average HR salaries remain dependent on organisational structure/size, number of direct reports and level of strategic influence. HR specialists with responsibilities beyond attraction and retention of staff and with influence on leadership and organisational direction are reporting higher salaries and higher levels of job satisfaction.

experience our team



Executive

Average salaries for executives in the last 12 months have been more influenced by incentive bonuses than previous years. These bonuses are reported to be based upon organisational and personal performance and range from 20% to 40% of salary.

All categories

There are mixed results for Hunter and Central Coast employees this period. Average salaries have increased in some job categories and decreased in others producing a net increase of less than 2%.

Sydney's harder fall relative to the Hunter and Central Coast in 2009 - 2010 has resulted in a bigger rebound for them this past 12 months with average salaries now 4% higher than this time last year. This figure is in line with the recently announced annual national Wage Price Index of 3.8%.

Average building and construction salaries are again heavily influenced by location. Outside the Hunter Valley this is the second year this category has not kept pace with other categories in higher demand.

Across all surveyed job categories and regions, average salaries for women have increased 6% on last year. Average salaries for men over the same period have increased 3%.

Top 3 and bottom 3 changes in average salaries per job category per region

| | Hunter Valley | Newcastle | Central Coast | Sydney |
|----|-----------------|------------------|------------------|------------------|
| 1. | Exec 7% | Exec 5% | Admin 5% | Accounting 6% |
| 2. | Construction 6% | Admin 4% | Engineering 3% | Trades 5% |
| 3. | Admin 5% | IT 3% | IT 2% | Admin 4% |
| 7. | Engineering 0% | Engineering 1% | Exec -2% | Engineering 2% |
| 8. | Sales -4% | Sales -3% | Sales -4% | IT 1% |
| 9. | Accounting -5% | Construction -6% | Construction -6% | Construction -5% |

Employee confidence

In our July 2009 snapshot, survey respondents were prepared to change jobs for a 25% increase in average salary (all other things being equal). In 2010 this conservative attitude had changed to 18% and in May 2011 this had dropped further to 16% reflecting an increased openness to change jobs. In the last six weeks this has crept to 17%.

Outlook

The regional labour market has softened from the peak reported in last year's snapshot. The Hunter Valley and Central Coast Research Foundation's June Quarter Report cites a diminishing number of local employment advertisements (for the first time in 18 months) and a lower level of intent to hire new staff as reported by local employers in the HVRF *Business Survey*.

But this is not a consistent story across sectors or regions. Resource-related industries are strong. The high volume of local engineering projects is consistent with the record statistics posted by the ABS's *Engineering Construction Survey* and the *Survey of New Capital Expenditure*.

The Central Coast does not directly share in many of the benefits of the resources boom but is more dependent on consumer spending and sentiment. Unemployment rates, job security and salaries will continue to fluctuate in this environment but should be tempered by strong activity in the Hunter.

Demand for trade and technical skills should continue to drain supply and benefit people in these areas of employment.