

## Bookkeepers

	Bookkeeper	Senior Bookkeeper
	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>48,000</b> 44,000 - 50,000	<b>57,000</b> 50,000 - 60,000
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>43,000</b> 38,000 - 46,000	<b>48,000</b> 44,000 - 50,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>45,000</b> 42,000 - 50,000	<b>55,000</b> 50,000 - 65,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>42,000</b> 34,000 - 45,000	<b>48,000</b> 42,000 - 50,000
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>35,000</b> 32,000 - 40,000	<b>44,000</b> 40,000 - 50,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>42,000</b> 40,000 - 48,000	<b>48,000</b> 42,000 - 52,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>47,000</b> 41,000 - 55,000	<b>55,000</b> 50,000 - 60,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>45,000</b> 40,000 - 50,000	<b>55,000</b> 50,000 - 65,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>38,000</b> 35,000 - 45,000	<b>50,000</b> 41,000 - 55,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>42,000</b> 36,000 - 46,000	<b>46,000</b> 36,000 - 50,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>35,000</b> 32,000 - 40,000	<b>44,000</b> 40,000 - 49,000

## Business Services Undergraduates

	0 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>36,000</b> 28,000 - 38,000	<b>40,000</b> 35,000 - 45,000	<b>42,000</b> 35,000 - 45,000
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>35,000</b> 33,000 - 39,000	<b>38,000</b> 34,000 - 40,000	<b>39,000</b> 36,000 - 43,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>34,000</b> 28,000 - 39,000	<b>40,000</b> 35,000 - 45,000	<b>44,000</b> 40,000 - 50,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>26,000</b> 25,000 - 28,000	<b>30,000</b> 25,000 - 32,000	<b>35,000</b> 30,000 - 37,000
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>25,000</b> 20,000 - 34,000	<b>28,000</b> 25,000 - 36,000	<b>32,000</b> 28,000 - 41,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>32,000</b> 30,000 - 35,000	<b>37,000</b> 35,000 - 42,000	<b>40,000</b> 37,000 - 45,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>31,000</b> 24,000 - 34,000	<b>41,000</b> 36,000 - 48,000	<b>48,000</b> 43,000 - 56,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>38,000</b> 35,000 - 42,000	<b>40,000</b> 38,000 - 45,000	<b>45,000</b> 42,000 - 50,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>26,000</b> 25,000 - 28,000	<b>30,000</b> 25,000 - 32,000	<b>35,000</b> 30,000 - 37,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>34,000</b> 28,000 - 36,000	<b>36,000</b> 34,000 - 40,000	<b>40,000</b> 35,000 - 42,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>34,000</b> 28,000 - 36,000	<b>36,000</b> 34,000 - 40,000	<b>40,000</b> 35,000 - 42,000

### Typical Benefits

- Flexible Packaging
- High level of training
- Professional Development
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value     Package includes Superannuation     New Zealand Salaries are represented in New Zealand Dollars

Business Services Graduates	No Experience	1 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	40,000 36,000 - 45,000	45,000 40,000 - 46,000	50,000 45,000 - 52,000	55,000 50,000 - 58,000
NSW - Newcastle (Remuneration Package Range)	32,000 28,000 - 35,000	38,000 32,000 - 42,000	43,000 39,000 - 49,000	47,000 42,000 - 53,000
VIC - Melbourne (Remuneration Package Range)	40,000 35,000 - 44,000	46,000 42,000 - 52,000	52,000 45,000 - 55,000	54,000 50,000 - 58,000
QLD - Brisbane and Gold Coast (Remuneration Package Range)	32,000 28,000 - 33,000	35,000 30,000 - 38,000	38,000 35,000 - 40,000	42,000 38,000 - 45,000
QLD - North Queensland (Remuneration Package Range)	33,000 28,000 - 40,000	35,000 34,000 - 42,000	38,000 35,000 - 50,000	42,000 38,000 - 52,000
SA - Adelaide (Remuneration Package Range)	35,000 33,000 - 40,000	40,000 37,000 - 42,000	45,000 42,000 - 50,000	48,000 45,000 - 55,000
WA - Perth (Remuneration Package Range)	37,000 32,000 - 41,000	48,000 42,000 - 54,000	54,000 48,000 - 58,000	60,000 52,000 - 68,000
ACT - Canberra (Remuneration Package Range)	42,000 38,000 - 45,000	48,000 42,000 - 52,000	52,000 50,000 - 62,000	58,000 55,000 - 68,000
TAS - Hobart (Remuneration Package Range)	32,000 28,000 - 33,000	35,000 30,000 - 38,000	38,000 35,000 - 40,000	42,000 38,000 - 45,000
NZ - Auckland (Remuneration Package Range)	30,000 28,000 - 34,000	35,000 32,000 - 40,000	40,000 35,000 - 45,000	45,000 40,000 - 50,000
NZ - Christchurch / Wellington (Remuneration Package Range)	32,000 28,000 - 35,000	35,000 32,000 - 40,000	40,000 35,000 - 45,000	45,000 40,000 - 50,000

Business Services (Typically CA/CPA Complete) Senior, Supervisor, Assistant Managers	3 - 4 yrs Experience	4 - 5 yrs Experience	5 - 6 yrs Experience	6 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	62,000 54,000 - 65,000	68,000 63,000 - 72,000	76,000 70,000 - 80,000	85,000 80,000 - 90,000
NSW - Newcastle (Remuneration Package Range)	61,000 55,000 - 68,000	65,000 63,000 - 78,000	74,000 72,000 - 87,000	85,000 70,000 - 98,000
VIC - Melbourne (Remuneration Package Range)	62,000 53,000 - 65,000	66,000 58,000 - 73,000	74,000 67,000 - 82,000	81,000 75,000 - 90,000
QLD - Brisbane and Gold Coast (Remuneration Package Range)	50,000 42,000 - 55,000	55,000 48,000 - 57,000	60,000 57,000 - 62,000	65,000 62,000 - 70,000
QLD - North Queensland (Remuneration Package Range)	48,000 45,000 - 55,000	56,000 54,000 - 60,000	64,000 60,000 - 68,000	65,000 62,000 - 75,000
SA - Adelaide (Remuneration Package Range)	60,000 55,000 - 65,000	65,000 60,000 - 70,000	68,000 65,000 - 70,000	70,000 66,000 - 80,000
WA - Perth (Remuneration Package Range)	68,000 60,000 - 74,000	74,000 67,000 - 78,000	78,000 72,000 - 84,000	82,000 75,000 - 90,000
ACT - Canberra (Remuneration Package Range)	65,000 63,000 - 75,000	70,000 68,000 - 85,000	80,000 78,000 - 90,000	90,000 88,000 - 110,000
TAS - Hobart (Remuneration Package Range)	50,000 42,000 - 55,000	55,000 48,000 - 57,000	60,000 57,000 - 62,000	65,000 62,000 - 70,000
NZ - Auckland (Remuneration Package Range)	55,000 50,000 - 60,000	60,000 55,000 - 65,000	65,000 60,000 - 75,000	75,000 65,000 - 85,000
NZ - Christchurch / Wellington (Remuneration Package Range)	55,000 50,000 - 60,000	60,000 55,000 - 65,000	65,000 60,000 - 75,000	75,000 65,000 - 85,000

### Typical Benefits

- Flexible Packaging
- High level of training
- Professional Development
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value     Package includes Superannuation     New Zealand Salaries are represented in New Zealand Dollars

# PROFESSIONAL | PRACTICE

## Business Services Managers, Senior Managers, Principals/Directors

	Manager for 0 - 2 yrs	Senior Manager for 2 - 5 yrs	Principals / Directors
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>90,000</b> 85,000 - 100,000	<b>120,000</b> 105,000 - 130,000	<b>175,000</b> 130,000+
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>88,000</b> 80,000 - 110,000	<b>125,000</b> 105,000 - 135,000	<b>150,000</b> 135,000 - 180,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>90,000</b> 80,000 - 98,000	<b>115,000</b> 100,000 - 135,000	<b>160,000</b> 125,000+
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>70,000</b> 65,000 - 75,000	<b>85,000</b> 80,000 - 95,000	<b>110,000</b> 100,000+
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>65,000</b> 60,000 - 85,000	<b>90,000</b> 85,000 - 110,000	<b>120,000</b> 100,000 - 150,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>76,000</b> 70,000 - 80,000	<b>92,000</b> 85,000 - 100,000	<b>120,000</b> 100,000 - 140,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>92,000</b> 86,000 - 100,000	<b>112,000</b> 100,000 - 145,000	<b>140,000</b> 130,000+
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>90,000</b> 85,000 - 95,000	<b>115,000</b> 100,000 - 130,000	<b>150,000</b> 130,000+
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>60,000</b> 55,000 - 85,000	<b>65,000</b> 55,000 - 95,000	<b>100,000</b> 90,000 - 140,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>75,000</b> 60,000 - 76,000	<b>85,000</b> 75,000 - 95,000	<b>130,000</b> 95,000 - 160,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>65,000</b> 60,000 - 80,000	<b>75,000</b> 70,000 - 85,000	<b>120,000</b> 100,000 - 150,000

## External Audit Undergraduates

	0 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>38,000</b> 35,000 - 40,000	<b>42,000</b> 39,000 - 45,000	<b>48,000</b> 45,000 - 52,000
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>35,000</b> 33,000 - 37,000	<b>39,000</b> 36,000 - 41,000	<b>45,000</b> 40,000 - 48,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>34,000</b> 28,000 - 38,000	<b>40,000</b> 35,000 - 45,000	<b>46,000</b> 42,000 - 50,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>28,000</b> 25,000 - 30,000	<b>32,000</b> 28,000 - 35,000	<b>38,000</b> 32,000 - 40,000
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>26,000</b> 20,000 - 30,000	<b>30,000</b> 25,000 - 35,000	<b>36,000</b> 29,000 - 40,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>32,000</b> 30,000 - 35,000	<b>37,000</b> 35,000 - 42,000	<b>40,000</b> 37,000 - 45,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>30,000</b> 26,000 - 34,000	<b>38,000</b> 30,000 - 40,000	<b>45,000</b> 36,000 - 48,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>35,000</b> 30,000 - 40,000	<b>40,000</b> 35,000 - 45,000	<b>45,000</b> 42,000 - 50,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>28,000</b> 25,000 - 30,000	<b>32,000</b> 28,000 - 35,000	<b>38,000</b> 32,000 - 40,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>35,000</b> 30,000 - 40,000	<b>38,000</b> 35,000 - 42,000	<b>44,000</b> 40,000 - 48,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>35,000</b> 30,000 - 40,000	<b>38,000</b> 35,000 - 42,000	<b>44,000</b> 40,000 - 48,000

### Typical Benefits

- Flexible Packaging
- High level of training
- Professional Development
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value

Package includes Superannuation

New Zealand Salaries are represented in New Zealand Dollars

External Audit Graduates	No Experience	1 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>38,000</b> 35,000 - 40,000	<b>45,000</b> 42,000 - 48,000	<b>52,000</b> 47,000 - 54,000	<b>57,000</b> 52,000 - 58,000
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>35,000</b> 32,000 - 37,000	<b>44,000</b> 41,000 - 49,000	<b>47,000</b> 45,000 - 51,000	<b>55,000</b> 43,000 - 59,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>40,000</b> 34,000 - 44,000	<b>47,000</b> 40,000 - 52,000	<b>52,000</b> 46,000 - 57,000	<b>56,000</b> 50,000 - 60,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>32,000</b> 28,000 - 35,000	<b>35,000</b> 32,000 - 38,000	<b>38,000</b> 35,000 - 42,000	<b>40,000</b> 38,000 - 42,000
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>32,000</b> 28,000 - 40,000	<b>36,000</b> 32,000 - 42,000	<b>38,000</b> 35,000 - 48,000	<b>42,000</b> 40,000 - 50,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>35,000</b> 33,000 - 40,000	<b>40,000</b> 37,000 - 42,000	<b>45,000</b> 42,000 - 50,000	<b>48,000</b> 45,000 - 55,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>37,000</b> 35,000 - 40,000	<b>50,000</b> 44,000 - 55,000	<b>57,000</b> 52,000 - 62,000	<b>60,000</b> 54,000 - 70,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>40,000</b> 38,000 - 42,000	<b>45,000</b> 42,000 - 48,000	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>32,000</b> 28,000 - 35,000	<b>35,000</b> 32,000 - 38,000	<b>38,000</b> 35,000 - 42,000	<b>40,000</b> 38,000 - 42,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>35,000</b> 32,000 - 38,000	<b>40,000</b> 35,000 - 45,000	<b>45,000</b> 40,000 - 50,000	<b>50,000</b> 45,000 - 55,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>35,000</b> 32,000 - 38,000	<b>40,000</b> 35,000 - 45,000	<b>45,000</b> 40,000 - 50,000	<b>50,000</b> 45,000 - 55,000

External Audit (Typically CA/CPA Complete) Senior, Supervisor, Assistant Managers	3 - 4 yrs Experience	4 - 5 yrs Experience	5 - 6 yrs Experience	6 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>63,000</b> 58,000 - 64,000	<b>70,000</b> 65,000 - 72,000	<b>76,000</b> 74,000 - 82,000	<b>85,000</b> 72,000 - 90,000
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>65,000</b> 59,000 - 71,000	<b>72,000</b> 68,000 - 77,000	<b>76,000</b> 71,000 - 88,000	<b>82,000</b> 80,000 - 95,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>62,000</b> 54,000 - 66,000	<b>68,000</b> 60,000 - 76,000	<b>75,000</b> 66,000 - 80,000	<b>82,000</b> 73,000 - 90,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>54,000</b> 50,000 - 58,000	<b>58,000</b> 54,000 - 62,000	<b>60,000</b> 58,000 - 65,000	<b>65,000</b> 60,000 - 70,000
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>50,000</b> 45,000 - 58,000	<b>57,000</b> 54,000 - 65,000	<b>62,000</b> 60,000 - 68,000	<b>67,000</b> 65,000 - 77,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>60,000</b> 55,000 - 65,000	<b>65,000</b> 60,000 - 70,000	<b>68,000</b> 65,000 - 70,000	<b>70,000</b> 65,000 - 80,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>71,000</b> 66,000 - 76,000	<b>76,000</b> 71,000 - 81,000	<b>81,000</b> 76,000 - 90,000	<b>85,000</b> 77,000 - 93,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>65,000</b> 63,000 - 75,000	<b>70,000</b> 68,000 - 80,000	<b>75,000</b> 73,000 - 90,000	<b>85,000</b> 83,000 - 100,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>54,000</b> 50,000 - 58,000	<b>58,000</b> 54,000 - 62,000	<b>60,000</b> 58,000 - 65,000	<b>65,000</b> 60,000 - 67,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>52,000</b> 48,000 - 56,000	<b>60,000</b> 50,000 - 64,000	<b>66,000</b> 55,000 - 70,000	<b>74,000</b> 70,000 - 80,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>52,000</b> 48,000 - 56,000	<b>60,000</b> 50,000 - 64,000	<b>66,000</b> 55,000 - 70,000	<b>74,000</b> 70,000 - 80,000

### Typical Benefits

- Flexible Packaging
- High level of training
- Professional Development
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value     Package includes Superannuation     New Zealand Salaries are represented in New Zealand Dollars

# PROFESSIONAL | PRACTICE

## External Audit

Managers, Senior Managers,  
Principals/Directors

	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>90,000</b> 85,000 - 95,000	<b>120,000</b> 110,000 - 130,000	<b>180,000</b> 130,000+
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>90,000</b> 80,000 - 105,000	<b>125,000</b> 110,000 - 135,000	<b>175,000</b> 130,000+
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>93,000</b> 80,000 - 100,000	<b>120,000</b> 100,000 - 135,000	<b>160,000</b> 130,000+
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>70,000</b> 65,000 - 75,000	<b>85,000</b> 80,000 - 90,000	<b>115,000</b> 100,000+
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>75,000</b> 65,000 - 85,000	<b>95,000</b> 87,000 - 110,000	<b>130,000</b> 100,000+
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>76,000</b> 70,000 - 80,000	<b>92,000</b> 85,000 - 100,000	<b>120,000</b> 100,000 - 140,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>100,000</b> 90,000 - 110,000	<b>120,000</b> 105,000 - 150,000	<b>150,000</b> 130,000 - 250,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>100,000</b> 90,000 - 105,000	<b>120,000</b> 115,000 - 125,000	<b>140,000</b> 130,000+
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>70,000</b> 65,000 - 75,000	<b>85,000</b> 80,000 - 90,000	<b>115,000</b> 100,000+
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>75,000</b> 65,000 - 85,000	<b>90,000</b> 80,000 - 105,000	<b>130,000</b> 95,000 - 160,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>75,000</b> 65,000 - 85,000	<b>90,000</b> 80,000 - 105,000	<b>130,000</b> 95,000 - 160,000

## IT Audit

Graduates

	No Experience	1 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>40,000</b> 35,000 - 42,000	<b>45,000</b> 38,000 - 50,000	<b>55,000</b> 45,000 - 60,000	<b>57,000</b> 50,000 - 60,000
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>33,000</b> 28,000 - 36,000	<b>36,000</b> 32,000 - 38,000	<b>41,000</b> 36,000 - 44,000	<b>45,000</b> 40,000 - 47,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>42,000</b> 38,000 - 44,000	<b>50,000</b> 45,000 - 55,000	<b>55,000</b> 50,000 - 60,000	<b>56,000</b> 50,000 - 60,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>32,000</b> 28,000 - 34,000	<b>36,000</b> 32,000 - 38,000	<b>40,000</b> 36,000 - 42,000	<b>45,000</b> 40,000 - 47,000
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>32,000</b> 28,000 - 34,000	<b>36,000</b> 32,000 - 38,000	<b>40,000</b> 36,000 - 42,000	<b>45,000</b> 40,000 - 47,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>37,000</b> 33,000 - 40,000	<b>43,000</b> 38,000 - 48,000	<b>47,000</b> 42,000 - 52,000	<b>52,000</b> 45,000 - 58,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>38,000</b> 34,000 - 40,000	<b>43,000</b> 38,000 - 48,000	<b>47,000</b> 42,000 - 52,000	<b>52,000</b> 45,000 - 58,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>40,000</b> 38,000 - 42,000	<b>46,000</b> 42,000 - 48,000	<b>58,000</b> 52,000 - 60,000	<b>62,000</b> 58,000 - 65,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>32,000</b> 28,000 - 34,000	<b>36,000</b> 32,000 - 38,000	<b>40,000</b> 36,000 - 42,000	<b>45,000</b> 40,000 - 47,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>35,000</b> 30,000 - 38,000	<b>46,000</b> 44,000 - 48,000	<b>50,000</b> 46,000 - 52,000	<b>55,000</b> 50,000 - 62,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>35,000</b> 30,000 - 38,000	<b>46,000</b> 44,000 - 48,000	<b>50,000</b> 46,000 - 52,000	<b>55,000</b> 50,000 - 62,000

### Typical Benefits

- Flexible Packaging
- High level of training
- Professional Development
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value

Package includes Superannuation

New Zealand Salaries are represented in New Zealand Dollars

IT Audit (Typically CA/CPA complete) Senior, Supervisor, Assistant Managers	3 - 4 yrs Experience	4 - 5 yrs Experience	5 - 6 yrs Experience	6 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	<b>68,000</b> 62,000 - 70,000	<b>75,000</b> 70,000 - 80,000	<b>88,000</b> 80,000 - 90,000	<b>100,000</b> 90,000 - 105,000
NSW - Newcastle (Remuneration Package Range)	<b>66,000</b> 61,000 - 69,000	<b>73,000</b> 68,000 - 77,000	<b>81,000</b> 78,000 - 85,000	<b>90,000</b> 85,000 - 95,000
VIC - Melbourne (Remuneration Package Range)	<b>70,000</b> 65,000 - 75,000	<b>78,000</b> 75,000 - 85,000	<b>85,000</b> 80,000 - 100,000	<b>100,000</b> 90,000 - 110,000
QLD - Brisbane and Gold Coast (Remuneration Package Range)	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000	<b>65,000</b> 60,000 - 70,000	<b>67,000</b> 65,000 - 70,000
QLD - North Queensland (Remuneration Package Range)	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000	<b>65,000</b> 60,000 - 70,000	<b>67,000</b> 65,000 - 70,000
SA - Adelaide (Remuneration Package Range)	<b>60,000</b> 55,000 - 65,000	<b>65,000</b> 60,000 - 70,000	<b>68,000</b> 65,000 - 70,000	<b>70,000</b> 65,000 - 80,000
WA - Perth (Remuneration Package Range)	<b>63,000</b> 58,000 - 68,000	<b>69,000</b> 63,000 - 74,000	<b>78,000</b> 69,000 - 85,000	<b>85,000</b> 75,000 - 95,000
ACT - Canberra (Remuneration Package Range)	<b>72,000</b> 65,000 - 75,000	<b>78,000</b> 75,000 - 82,000	<b>85,000</b> 80,000 - 90,000	<b>100,000</b> 95,000 - 105,000
TAS - Hobart (Remuneration Package Range)	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000	<b>65,000</b> 60,000 - 70,000	<b>67,000</b> 65,000 - 70,000
NZ - Auckland (Remuneration Package Range)	<b>60,000</b> 55,000 - 80,000	<b>70,000</b> 65,000 - 80,000	<b>75,000</b> 65,000 - 85,000	<b>80,000</b> 70,000 - 100,000
NZ - Christchurch / Wellington (Remuneration Package Range)	<b>60,000</b> 55,000 - 80,000	<b>70,000</b> 65,000 - 80,000	<b>75,000</b> 65,000 - 85,000	<b>80,000</b> 70,000 - 100,000

IT Audit Managers, Senior Managers, Principals/Directors	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	<b>110,000</b> 90,000 - 120,000	<b>140,000</b> 100,000 - 150,000	<b>155,000</b> 140,000+
NSW - Newcastle (Remuneration Package Range)	<b>90,000</b> 85,000 - 95,000	<b>120,000</b> 100,000 - 140,000	<b>150,000</b> 130,000 - 160,000
VIC - Melbourne (Remuneration Package Range)	<b>115,000</b> 100,000 - 120,000	<b>150,000</b> 120,000 - 160,000	<b>160,000</b> 140,000+
QLD - Brisbane and Gold Coast (Remuneration Package Range)	<b>80,000</b> 70,000 - 85,000	<b>90,000</b> 80,000 - 95,000	<b>115,000</b> 100,000+
QLD - North Queensland (Remuneration Package Range)	<b>68,000</b> 60,000 - 70,000	<b>80,000</b> 70,000 - 90,000	<b>100,000</b> 80,000 - 110,000
SA - Adelaide (Remuneration Package Range)	<b>76,000</b> 70,000 - 80,000	<b>92,000</b> 85,000 - 100,000	<b>120,000</b> 100,000 - 140,000
WA - Perth (Remuneration Package Range)	<b>90,000</b> 85,000 - 95,000	<b>110,000</b> 90,000 - 125,000	<b>125,000</b> 110,000+
ACT - Canberra (Remuneration Package Range)	<b>100,000</b> 95,000 - 110,000	<b>125,000</b> 115,000 - 130,000	<b>140,000</b> 130,000+
TAS - Hobart (Remuneration Package Range)	<b>80,000</b> 70,000 - 85,000	<b>90,000</b> 80,000 - 95,000	<b>115,000</b> 100,000+
NZ - Auckland (Remuneration Package Range)	<b>78,000</b> 65,000 - 90,000	<b>90,000</b> 80,000 - 110,000	<b>120,000</b> 100,000 - 150,000
NZ - Christchurch / Wellington (Remuneration Package Range)	<b>78,000</b> 65,000 - 90,000	<b>90,000</b> 80,000 - 110,000	<b>120,000</b> 100,000 - 150,000

### Typical Benefits

- Flexible Packaging
- High level of training
- Professional Development
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value     Package includes Superannuation     New Zealand Salaries are represented in New Zealand Dollars

# PROFESSIONAL | PRACTICE

## Insolvency Graduates

No Experience	1 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
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	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>38,000</b> 35,000 - 40,000	<b>45,000</b> 42,000 - 48,000	<b>55,000</b> 48,000 - 60,000	<b>60,000</b> 58,000 - 65,000
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>35,000</b> 30,000 - 36,000	<b>42,000</b> 38,000 - 46,000	<b>50,000</b> 47,000 - 55,000	<b>53,000</b> 50,000 - 57,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>40,000</b> 35,000 - 44,000	<b>46,000</b> 40,000 - 50,000	<b>51,000</b> 46,000 - 55,000	<b>54,000</b> 50,000 - 60,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>32,000</b> 28,000 - 35,000	<b>35,000</b> 32,000 - 40,000	<b>40,000</b> 35,000 - 42,000	<b>42,000</b> 40,000 - 45,000
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>32,000</b> 28,000 - 42,000	<b>36,000</b> 35,000 - 40,000	<b>40,000</b> 38,000 - 50,000	<b>45,000</b> 43,000 - 55,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>35,000</b> 33,000 - 40,000	<b>40,000</b> 37,000 - 42,000	<b>45,000</b> 42,000 - 50,000	<b>48,000</b> 45,000 - 55,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>35,000</b> 32,000 - 40,000	<b>44,000</b> 40,000 - 48,000	<b>50,000</b> 45,000 - 55,000	<b>53,000</b> 46,000 - 57,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>40,000</b> 38,000 - 42,000	<b>45,000</b> 42,000 - 48,000	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>32,000</b> 28,000 - 35,000	<b>35,000</b> 32,000 - 40,000	<b>40,000</b> 35,000 - 42,000	<b>42,000</b> 40,000 - 45,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>35,000</b> 30,000 - 38,000	<b>42,000</b> 38,000 - 45,000	<b>48,000</b> 42,000 - 50,000	<b>52,000</b> 44,000 - 60,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>35,000</b> 33,000 - 40,000	<b>38,000</b> 35,000 - 40,000	<b>42,000</b> 40,000 - 45,000	<b>45,000</b> 40,000 - 50,000

## Insolvency (Typically CA/CPA complete) Senior, Supervisor, Assistant Managers

3 - 4 yrs Experience	4 - 5 yrs Experience	5 - 6 yrs Experience	6 yrs + Experience
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	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>65,000</b> 58,000 - 70,000	<b>70,000</b> 65,000 - 75,000	<b>85,000</b> 75,000 - 95,000	<b>95,000</b> 90,000 - 100,000
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>62,000</b> 53,000 - 71,000	<b>71,000</b> 66,000 - 75,000	<b>77,000</b> 70,000 - 82,000	<b>88,000</b> 82,000 - 95,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>62,000</b> 57,000 - 65,000	<b>71,000</b> 62,000 - 75,000	<b>77,000</b> 72,000 - 85,000	<b>85,000</b> 80,000 - 90,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>52,000</b> 50,000 - 58,000	<b>56,000</b> 52,000 - 60,000	<b>60,000</b> 58,000 - 65,000	<b>65,000</b> 60,000 - 70,000
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>45,000</b> 40,000 - 48,000	<b>56,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000	<b>68,000</b> 60,000 - 74,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>60,000</b> 55,000 - 65,000	<b>65,000</b> 60,000 - 70,000	<b>68,000</b> 65,000 - 70,000	<b>70,000</b> 65,000 - 80,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>63,000</b> 59,000 - 68,000	<b>68,000</b> 60,000 - 76,000	<b>70,000</b> 64,000 - 78,000	<b>72,000</b> 66,000 - 78,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>70,000</b> 65,000 - 75,000	<b>75,000</b> 70,000 - 80,000	<b>82,000</b> 75,000 - 90,000	<b>95,000</b> 90,000 - 100,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>52,000</b> 50,000 - 58,000	<b>56,000</b> 52,000 - 60,000	<b>60,000</b> 58,000 - 65,000	<b>65,000</b> 60,000 - 70,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>50,000</b> 45,000 - 55,000	<b>60,000</b> 48,000 - 66,000	<b>65,000</b> 54,000 - 72,000	<b>75,000</b> 65,000 - 85,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>45,000</b> 40,000 - 48,000	<b>56,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000	<b>68,000</b> 60,000 - 74,000

### Typical Benefits

- Flexible Packaging
- High level of training
- Professional Development
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value     Package includes Superannuation     New Zealand Salaries are represented in New Zealand Dollars

Insolvency Managers, Senior Managers, Principals/Directors	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>100,000</b> 90,000 - 110,000	<b>115,000</b> 100,000 - 125,000	<b>180,000</b> 130,000+
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>92,000</b> 83,000 - 95,000	<b>125,000</b> 110,000 - 135,000	<b>145,000</b> 120,000+
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>95,000</b> 85,000 - 105,000	<b>115,000</b> 100,000 - 135,000	<b>140,000</b> 125,000+
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>75,000</b> 65,000 - 80,000	<b>90,000</b> 80,000 - 95,000	<b>110,000</b> 100,000+
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>65,000</b> 58,000 - 75,000	<b>75,000</b> 68,000 - 80,000	<b>100,000</b> 90,000+
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>76,000</b> 70,000 - 80,000	<b>92,000</b> 85,000 - 100,000	<b>120,000</b> 100,000+
<b>WA - Perth</b> (Remuneration Package Range)	<b>84,000</b> 76,000 - 94,000	<b>100,000</b> 85,000 - 130,000	<b>125,000</b> 110,000+
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>100,000</b> 95,000 - 105,000	<b>120,000</b> 115,000 - 125,000	<b>150,000</b> 130,000+
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>75,000</b> 65,000 - 80,000	<b>90,000</b> 80,000 - 95,000	<b>110,000</b> 100,000+
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>80,000</b> 70,000 - 95,000	<b>100,000</b> 95,000 - 130,000	<b>130,000</b> 100,000+
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>68,000</b> 60,000 - 70,000	<b>80,000</b> 70,000 - 90,000	<b>100,000</b> 80,000+

Tax Consulting Graduates	No Experience	1 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>44,000</b> 38,000 - 45,000	<b>48,000</b> 41,000 - 50,000	<b>53,000</b> 48,000 - 55,000	<b>60,000</b> 55,000 - 63,000
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>37,000</b> 35,000 - 38,000	<b>44,000</b> 38,000 - 48,000	<b>48,000</b> 45,000 - 52,000	<b>58,000</b> 53,000 - 61,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>43,000</b> 40,000 - 44,000	<b>47,000</b> 42,000 - 53,000	<b>52,000</b> 47,000 - 58,000	<b>60,000</b> 55,000 - 65,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>32,000</b> 28,000 - 34,000	<b>38,000</b> 32,000 - 40,000	<b>40,000</b> 38,000 - 42,000	<b>42,000</b> 40,000 - 44,000
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>32,000</b> 28,000 - 35,000	<b>38,000</b> 32,000 - 40,000	<b>40,000</b> 33,000 - 45,000	<b>45,000</b> 40,000 - 50,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>35,000</b> 33,000 - 40,000	<b>40,000</b> 37,000 - 42,000	<b>45,000</b> 42,000 - 50,000	<b>48,000</b> 45,000 - 55,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>39,000</b> 36,000 - 45,000	<b>51,000</b> 45,000 - 58,000	<b>58,000</b> 50,000 - 68,000	<b>62,000</b> 57,000 - 70,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>40,000</b> 38,000 - 42,000	<b>45,000</b> 42,000 - 48,000	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>32,000</b> 28,000 - 34,000	<b>38,000</b> 32,000 - 40,000	<b>40,000</b> 38,000 - 42,000	<b>42,000</b> 40,000 - 44,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>36,000</b> 30,000 - 40,000	<b>40,000</b> 36,000 - 44,000	<b>45,000</b> 40,000 - 50,000	<b>50,000</b> 45,000 - 60,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>36,000</b> 30,000 - 40,000	<b>40,000</b> 36,000 - 44,000	<b>45,000</b> 40,000 - 50,000	<b>50,000</b> 45,000 - 60,000

### Typical Benefits

- Flexible Packaging
- High level of training
- Professional Development
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value     Package includes Superannuation     New Zealand Salaries are represented in New Zealand Dollars

# PROFESSIONAL | PRACTICE

Tax Consulting (Typically CA/CPA complete) Senior Supervisor, Assistant Manager	3 - 4 yrs Experience	4 - 5 yrs Experience	5 - 6 yrs Experience	6 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	<b>68,000</b> 67,000 - 75,000	<b>75,000</b> 72,000 - 80,000	<b>80,000</b> 75,000 - 85,000	<b>95,000</b> 80,000 - 110,000
NSW - Newcastle (Remuneration Package Range)	<b>63,000</b> 58,000 - 72,000	<b>77,000</b> 70,000 - 82,000	<b>81,000</b> 76,000 - 85,000	<b>90,000</b> 80,000 - 110,000
VIC - Melbourne (Remuneration Package Range)	<b>68,000</b> 60,000 - 77,000	<b>77,000</b> 72,000 - 85,000	<b>86,000</b> 80,000 - 95,000	<b>92,000</b> 85,000 - 100,000
QLD - Brisbane and Gold Coast (Remuneration Package Range)	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000	<b>65,000</b> 60,000 - 68,000	<b>68,000</b> 65,000 - 72,000
QLD - North Queensland (Remuneration Package Range)	<b>45,000</b> 40,000 - 50,000	<b>52,000</b> 50,000 - 60,000	<b>57,000</b> 55,000 - 65,000	<b>65,000</b> 60,000 - 75,000
SA - Adelaide (Remuneration Package Range)	<b>60,000</b> 55,000 - 65,000	<b>65,000</b> 60,000 - 70,000	<b>68,000</b> 65,000 - 70,000	<b>70,000</b> 65,000 - 80,000
WA - Perth (Remuneration Package Range)	<b>71,000</b> 63,000 - 79,000	<b>77,000</b> 69,000 - 85,000	<b>82,000</b> 74,000 - 92,000	<b>95,000</b> 74,000 - 100,000
ACT - Canberra (Remuneration Package Range)	<b>70,000</b> 65,000 - 75,000	<b>75,000</b> 70,000 - 80,000	<b>82,000</b> 75,000 - 90,000	<b>95,000</b> 90,000 - 100,000
TAS - Hobart (Remuneration Package Range)	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000	<b>65,000</b> 60,000 - 68,000	<b>68,000</b> 65,000 - 72,000
NZ - Auckland (Remuneration Package Range)	<b>60,000</b> 48,000 - 62,000	<b>65,000</b> 55,000 - 70,000	<b>75,000</b> 65,000 - 85,000	<b>80,000</b> 70,000 - 90,000
NZ - Christchurch / Wellington (Remuneration Package Range)	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000	<b>65,000</b> 60,000 - 70,000	<b>75,000</b> 70,000 - 90,000

Tax Consulting Including Managers, Senior Managers, Principals/Directors	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	<b>100,000</b> 90,000 - 120,000	<b>140,000</b> 120,000 - 150,000	<b>180,000</b> 160,000+
NSW - Newcastle (Remuneration Package Range)	<b>95,000</b> 88,000 - 105,000	<b>125,000</b> 115,000 - 138,000	<b>155,000</b> 140,000 - 170,000
VIC - Melbourne (Remuneration Package Range)	<b>100,000</b> 90,000 - 120,000	<b>140,000</b> 120,000 - 160,000	<b>180,000</b> 160,000+
QLD - Brisbane and Gold Coast (Remuneration Package Range)	<b>80,000</b> 75,000 - 85,000	<b>95,000</b> 85,000 - 100,000	<b>130,000</b> 100,000+
QLD - North Queensland (Remuneration Package Range)	<b>65,000</b> 60,000 - 75,000	<b>72,000</b> 65,000 - 85,000	<b>100,000</b> 95,000+
SA - Adelaide (Remuneration Package Range)	<b>76,000</b> 70,000 - 80,000	<b>92,000</b> 85,000 - 100,000	<b>120,000</b> 100,000 - 140,000
WA - Perth (Remuneration Package Range)	<b>100,000</b> 90,000 - 110,000	<b>125,000</b> 105,000 - 140,000	<b>150,000</b> 130,000 - 220,000
ACT - Canberra (Remuneration Package Range)	<b>90,000</b> 85,000 - 95,000	<b>110,000</b> 100,000 - 125,000	<b>130,000</b> 120,000+
TAS - Hobart (Remuneration Package Range)	<b>60,000</b> 55,000 - 85,000	<b>65,000</b> 55,000 - 95,000	<b>100,000</b> 90,000 - 140,000
NZ - Auckland (Remuneration Package Range)	<b>80,000</b> 65,000 - 85,000	<b>90,000</b> 80,000 - 95,000	<b>150,000</b> 95,000 - 180,000
NZ - Christchurch / Wellington (Remuneration Package Range)	<b>80,000</b> 65,000 - 85,000	<b>90,000</b> 80,000 - 95,000	<b>150,000</b> 95,000 - 180,000

## Typical Benefits

- Flexible Packaging
- High level of training
- Professional Development
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value     Package includes Superannuation     New Zealand Salaries are represented in New Zealand Dollars

Corporate Finance Graduates	0 - 1 yr Experience	1 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>45,000</b> 40,000 - 48,000	<b>55,000</b> 50,000 - 60,000	<b>65,000</b> 60,000 - 70,000	<b>70,000</b> 65,000 - 75,000
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>38,000</b> 32,000 - 40,000	<b>45,000</b> 36,000 - 52,000	<b>55,000</b> 50,000 - 60,000	<b>63,000</b> 59,000 - 73,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>46,000</b> 44,000 - 49,000	<b>55,000</b> 50,000 - 60,000	<b>65,000</b> 60,000 - 70,000	<b>70,000</b> 65,000 - 75,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>32,000</b> 28,000 - 35,000	<b>38,000</b> 32,000 - 40,000	<b>43,000</b> 35,000 - 45,000	<b>50,000</b> 45,000 - 55,000
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>32,000</b> 28,000 - 35,000	<b>38,000</b> 32,000 - 40,000	<b>43,000</b> 35,000 - 45,000	<b>50,000</b> 45,000 - 55,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>35,000</b> 33,000 - 40,000	<b>40,000</b> 37,000 - 42,000	<b>45,000</b> 42,000 - 50,000	<b>48,000</b> 45,000 - 55,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>48,000</b> 37,000 - 60,000	<b>55,000</b> 47,000 - 65,000	<b>63,000</b> 55,000 - 70,000	<b>68,000</b> 60,000 - 75,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>35,000</b> 33,000 - 40,000	<b>38,000</b> 35,000 - 40,000	<b>42,000</b> 40,000 - 45,000	<b>45,000</b> 40,000 - 50,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>32,000</b> 28,000 - 35,000	<b>38,000</b> 32,000 - 40,000	<b>43,000</b> 35,000 - 45,000	<b>50,000</b> 45,000 - 55,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>42,000</b> 36,000 - 45,000	<b>48,000</b> 38,000 - 50,000	<b>52,000</b> 50,000 - 58,000	<b>60,000</b> 52,000 - 65,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>32,000</b> 28,000 - 35,000	<b>38,000</b> 32,000 - 40,000	<b>43,000</b> 35,000 - 45,000	<b>50,000</b> 45,000 - 55,000

Corporate Finance (Typically CA/CPA/SIA/Masters Finance) Senior, Supervisor, Assist. Managers	3 - 4 yrs Experience	4 - 5 yrs Experience	5 - 6 yrs Experience	6 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>75,000</b> 70,000 - 85,000	<b>85,000</b> 80,000 - 95,000	<b>90,000</b> 85,000 - 100,000	<b>110,000</b> 100,000+
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>60,000</b> 55,000 - 65,000	<b>70,000</b> 65,000 - 77,000	<b>83,000</b> 80,000 - 88,000	<b>92,000</b> 83,000 - 102,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>75,000</b> 70,000 - 85,000	<b>82,000</b> 75,000 - 88,000	<b>87,000</b> 80,000 - 90,000	<b>100,000</b> 95,000 - 110,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>52,000</b> 40,000 - 57,000	<b>62,000</b> 55,000 - 65,000	<b>68,000</b> 65,000 - 70,000	<b>72,000</b> 65,000 - 75,000
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>52,000</b> 40,000 - 57,000	<b>62,000</b> 55,000 - 65,000	<b>68,000</b> 65,000 - 70,000	<b>72,000</b> 65,000 - 75,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>60,000</b> 55,000 - 65,000	<b>65,000</b> 60,000 - 70,000	<b>68,000</b> 65,000 - 70,000	<b>70,000</b> 65,000 - 80,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>74,000</b> 66,000 - 80,000	<b>78,000</b> 71,000 - 82,000	<b>82,000</b> 76,000 - 90,000	<b>86,000</b> 75,000 - 90,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000	<b>65,000</b> 60,000 - 70,000	<b>70,000</b> 65,000 - 80,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>52,000</b> 40,000 - 57,000	<b>62,000</b> 55,000 - 65,000	<b>68,000</b> 65,000 - 70,000	<b>72,000</b> 65,000 - 75,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>65,000</b> 55,000 - 80,000	<b>75,000</b> 70,000 - 85,000	<b>80,000</b> 78,000 - 85,000	<b>85,000</b> 80,000 - 90,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000	<b>65,000</b> 60,000 - 70,000	<b>70,000</b> 65,000 - 80,000

### Typical Benefits

- Flexible Packaging
- High level of training
- Professional Development
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value     Package includes Superannuation     New Zealand Salaries are represented in New Zealand Dollars

# PROFESSIONAL | PRACTICE

## Corporate Finance Managers, Senior Managers, Principals/Directors

	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>120,000</b> 100,000 - 140,000	<b>180,000</b> 125,000 - 200,000	<b>220,000</b> 160,000+
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>100,000</b> 95,000 - 110,000	<b>128,000</b> 108,000 - 137,000	<b>160,000</b> 100,000+
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>120,000</b> 90,000 - 130,000	<b>170,000</b> 125,000 - 180,000	<b>200,000</b> 160,000+
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>75,000</b> 70,000 - 80,000	<b>95,000</b> 85,000 - 100,000	<b>110,000</b> 100,000+
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>68,000</b> 60,000 - 70,000	<b>80,000</b> 70,000 - 90,000	<b>100,000</b> 80,000 - 110,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>76,000</b> 70,000 - 80,000	<b>92,000</b> 85,000 - 100,000	<b>120,000</b> 100,000 - 140,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>105,000</b> 90,000 - 120,000	<b>130,000</b> 110,000 - 175,000	<b>165,000</b> 135,000+
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>68,000</b> 60,000 - 70,000	<b>80,000</b> 70,000 - 90,000	<b>100,000</b> 80,000 - 110,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>75,000</b> 70,000 - 80,000	<b>95,000</b> 85,000 - 100,000	<b>110,000</b> 100,000+
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>82,000</b> 65,000 - 90,000	<b>105,000</b> 90,000 - 140,000	<b>140,000</b> 120,000 - 180,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>68,000</b> 60,000 - 70,000	<b>80,000</b> 70,000 - 90,000	<b>100,000</b> 80,000 - 110,000

## Management Consultant Graduates

	0 - 1 yr Experience	1 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>40,000</b> 30,000 - 42,000	<b>45,000</b> 38,000 - 48,000	<b>52,000</b> 45,000 - 55,000	<b>60,000</b> 52,000 - 62,000
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>36,000</b> 32,000 - 40,000	<b>40,000</b> 38,000 - 42,000	<b>42,000</b> 40,000 - 44,000	<b>44,000</b> 42,000 - 48,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>42,000</b> 39,000 - 44,000	<b>47,000</b> 45,000 - 50,000	<b>52,000</b> 48,000 - 55,000	<b>60,000</b> 55,000 - 65,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>36,000</b> 32,000 - 40,000	<b>40,000</b> 38,000 - 42,000	<b>42,000</b> 40,000 - 44,000	<b>44,000</b> 42,000 - 48,000
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>35,000</b> 33,000 - 40,000	<b>38,000</b> 35,000 - 40,000	<b>42,000</b> 40,000 - 45,000	<b>45,000</b> 40,000 - 50,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>35,000</b> 33,000 - 40,000	<b>40,000</b> 37,000 - 42,000	<b>45,000</b> 42,000 - 50,000	<b>48,000</b> 45,000 - 55,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>40,000</b> 35,000 - 45,000	<b>50,000</b> 45,000 - 55,000	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>40,000</b> 38,000 - 42,000	<b>45,000</b> 42,000 - 48,000	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>36,000</b> 32,000 - 40,000	<b>40,000</b> 38,000 - 42,000	<b>42,000</b> 40,000 - 44,000	<b>44,000</b> 42,000 - 48,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>35,000</b> 32,000 - 38,000	<b>43,000</b> 38,000 - 46,000	<b>48,000</b> 40,000 - 52,000	<b>50,000</b> 45,000 - 56,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>34,000</b> 32,000 - 40,000	<b>40,000</b> 38,000 - 42,000	<b>42,000</b> 40,000 - 44,000	<b>44,000</b> 42,000 - 48,000

### Typical Benefits

- Flexible Packaging
- High level of training
- Professional Development
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value

Package includes Superannuation

New Zealand Salaries are represented in New Zealand Dollars

### Management Consulting (Typically CA/CPA complete) Senior, Supervisor, Assistant Managers

	3 - 4 yrs Experience	4 - 5 yrs Experience	5 - 6 yrs Experience	6 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>65,000</b> 60,000 - 70,000	<b>75,000</b> 70,000 - 80,000	<b>85,000</b> 80,000 - 90,000	<b>95,000</b> 85,000 - 100,000
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>60,000</b> 55,000 - 65,000	<b>68,000</b> 60,000 - 70,000	<b>75,000</b> 70,000 - 80,000	<b>80,000</b> 75,000 - 90,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>65,000</b> 60,000 - 70,000	<b>75,000</b> 70,000 - 85,000	<b>82,000</b> 75,000 - 90,000	<b>95,000</b> 90,000 - 100,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>52,000</b> 42,000 - 55,000	<b>58,000</b> 56,000 - 60,000	<b>65,000</b> 60,000 - 70,000	<b>72,000</b> 58,000 - 75,000
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>52,000</b> 42,000 - 55,000	<b>58,000</b> 56,000 - 60,000	<b>65,000</b> 60,000 - 70,000	<b>72,000</b> 58,000 - 75,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>60,000</b> 55,000 - 65,000	<b>65,000</b> 60,000 - 70,000	<b>68,000</b> 65,000 - 70,000	<b>70,000</b> 65,000 - 80,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>70,000</b> 65,000 - 75,000	<b>75,000</b> 70,000 - 80,000	<b>80,000</b> 75,000 - 90,000	<b>85,000</b> 75,000 - 100,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>70,000</b> 65,000 - 75,000	<b>75,000</b> 70,000 - 80,000	<b>82,000</b> 75,000 - 95,000	<b>95,000</b> 90,000 - 105,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>52,000</b> 42,000 - 55,000	<b>58,000</b> 56,000 - 60,000	<b>65,000</b> 60,000 - 70,000	<b>72,000</b> 58,000 - 75,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>55,000</b> 50,000 - 58,000	<b>60,000</b> 58,000 - 70,000	<b>70,000</b> 60,000 - 80,000	<b>85,000</b> 70,000 - 95,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>52,000</b> 42,000 - 55,000	<b>58,000</b> 56,000 - 60,000	<b>65,000</b> 60,000 - 70,000	<b>72,000</b> 58,000 - 75,000

### Management Consulting Managers, Senior Managers, Principals/Directors

	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>110,000</b> 80,000 - 120,000	<b>140,000</b> 120,000 - 160,000	<b>180,000</b> 160,000+
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>80,000</b> 70,000 - 90,000	<b>105,000</b> 95,000 - 115,000	<b>145,000</b> 120,000+
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>105,000</b> 90,000 - 120,000	<b>140,000</b> 120,000 - 160,000	<b>180,000</b> 150,000+
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>80,000</b> 70,000 - 85,000	<b>95,000</b> 85,000 - 100,000	<b>115,000</b> 100,000+
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>80,000</b> 70,000 - 85,000	<b>95,000</b> 85,000 - 100,000	<b>115,000</b> 100,000+
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>76,000</b> 70,000 - 80,000	<b>92,000</b> 85,000 - 100,000	<b>120,000</b> 100,000 - 140,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>105,000</b> 90,000 - 120,000	<b>130,000</b> 110,000 - 150,000	<b>160,000</b> 130,000+
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>100,000</b> 95,000 - 105,000	<b>120,000</b> 115,000 - 125,000	<b>150,000</b> 130,000+
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>80,000</b> 70,000 - 85,000	<b>95,000</b> 85,000 - 100,000	<b>115,000</b> 100,000+
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>88,000</b> 78,000 - 95,000	<b>100,000</b> 90,000 - 115,000	<b>150,000</b> 120,000 - 200,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>80,000</b> 70,000 - 85,000	<b>95,000</b> 85,000 - 100,000	<b>115,000</b> 100,000+

#### Typical Benefits

- Flexible Packaging
- High level of training
- Professional Development
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value

Package includes Superannuation

New Zealand Salaries are represented in New Zealand Dollars

## Risk Consulting / Internal Audit Graduates

	0 - 1 yr Experience	1 - 2 yrs Experience	2 - 3 yrs Experience	3 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>40,000</b> 35,000 - 45,000	<b>45,000</b> 40,000 - 50,000	<b>52,000</b> 45,000 - 55,000	<b>58,000</b> 50,000 - 60,000
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>37,000</b> 35,000 - 41,000	<b>43,000</b> 41,000 - 48,000	<b>48,000</b> 43,000 - 52,000	<b>51,000</b> 39,000 - 59,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>42,000</b> 36,000 - 45,000	<b>47,000</b> 41,000 - 52,000	<b>53,000</b> 48,000 - 57,000	<b>57,000</b> 50,000 - 60,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>32,000</b> 28,000 - 35,000	<b>36,000</b> 32,000 - 38,000	<b>40,000</b> 38,000 - 42,000	<b>42,000</b> 35,000 - 44,000
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>32,000</b> 28,000 - 35,000	<b>36,000</b> 32,000 - 38,000	<b>40,000</b> 38,000 - 42,000	<b>42,000</b> 35,000 - 44,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>35,000</b> 33,000 - 40,000	<b>40,000</b> 37,000 - 42,000	<b>45,000</b> 42,000 - 50,000	<b>48,000</b> 45,000 - 55,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>42,000</b> 36,000 - 43,000	<b>50,000</b> 44,000 - 55,000	<b>57,000</b> 52,000 - 62,000	<b>60,000</b> 54,000 - 70,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>40,000</b> 38,000 - 42,000	<b>45,000</b> 42,000 - 48,000	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>32,000</b> 28,000 - 35,000	<b>36,000</b> 32,000 - 38,000	<b>40,000</b> 38,000 - 42,000	<b>42,000</b> 35,000 - 44,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>38,000</b> 35,000 - 42,000	<b>45,000</b> 40,000 - 48,000	<b>50,000</b> 48,000 - 55,000	<b>55,000</b> 50,000 - 60,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>38,000</b> 35,000 - 42,000	<b>45,000</b> 40,000 - 48,000	<b>50,000</b> 48,000 - 55,000	<b>55,000</b> 50,000 - 60,000

## Risk Consulting / Internal Audit (Typically CA/CPA complete) Senior, Supervisor, Assistant Managers

	3 - 4 yrs Experience	4 - 5 yrs Experience	5 - 6 yrs Experience	6 yrs + Experience
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>70,000</b> 65,000 - 75,000	<b>80,000</b> 75,000 - 85,000	<b>90,000</b> 85,000 - 95,000	<b>95,000</b> 90,000 - 100,000
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>68,000</b> 62,000 - 74,000	<b>76,000</b> 72,000 - 85,000	<b>87,000</b> 83,000 - 93,000	<b>92,000</b> 85,000 - 100,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>65,000</b> 59,000 - 70,000	<b>75,000</b> 67,000 - 80,000	<b>83,000</b> 73,000 - 90,000	<b>95,000</b> 90,000 - 100,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>50,000</b> 42,000 - 55,000	<b>58,000</b> 55,000 - 60,000	<b>62,000</b> 60,000 - 64,000	<b>65,000</b> 63,000 - 70,000
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>50,000</b> 42,000 - 55,000	<b>58,000</b> 55,000 - 60,000	<b>62,000</b> 60,000 - 64,000	<b>65,000</b> 63,000 - 70,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>60,000</b> 55,000 - 65,000	<b>65,000</b> 60,000 - 70,000	<b>68,000</b> 65,000 - 70,000	<b>70,000</b> 65,000 - 80,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>70,000</b> 60,000 - 80,000	<b>75,000</b> 70,000 - 80,000	<b>80,000</b> 74,000 - 86,000	<b>84,000</b> 77,000 - 90,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>70,000</b> 65,000 - 75,000	<b>75,000</b> 70,000 - 80,000	<b>82,000</b> 75,000 - 90,000	<b>95,000</b> 90,000 - 100,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>50,000</b> 42,000 - 55,000	<b>58,000</b> 55,000 - 60,000	<b>62,000</b> 60,000 - 64,000	<b>65,000</b> 63,000 - 70,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>60,000</b> 50,000 - 70,000	<b>70,000</b> 60,000 - 75,000	<b>80,000</b> 75,000 - 90,000	<b>85,000</b> 80,000 - 100,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>60,000</b> 50,000 - 70,000	<b>70,000</b> 60,000 - 75,000	<b>80,000</b> 75,000 - 90,000	<b>85,000</b> 80,000 - 100,000

### Typical Benefits

- Flexible Packaging
- High level of training
- Professional Development
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value     Package includes Superannuation     New Zealand Salaries are represented in New Zealand Dollars

### Risk Consulting / Internal Audit

Managers, Senior Managers, Principals/Directors

	Manager with 0 - 2 yrs Exp	Senior Manager with 2 - 5 yrs Exp	Principals / Directors
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>110,000</b> 95,000 - 115,000	<b>140,000</b> 110,000 - 150,000	<b>170,000</b> 155,000+
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>95,000</b> 92,000 - 105,000	<b>130,000</b> 105,000 - 140,000	<b>170,000</b> 120,000+
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>100,000</b> 85,000 - 115,000	<b>130,000</b> 110,000 - 150,000	<b>165,000</b> 140,000+
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>72,000</b> 62,000 - 80,000	<b>85,000</b> 75,000 - 90,000	<b>115,000</b> 100,000+
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>72,000</b> 62,000 - 80,000	<b>85,000</b> 75,000 - 90,000	<b>115,000</b> 100,000+
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>76,000</b> 70,000 - 80,000	<b>92,000</b> 85,000 - 100,000	<b>120,000</b> 100,000 - 140,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>95,000</b> 85,000 - 105,000	<b>115,000</b> 100,000 - 135,000	<b>140,000</b> 125,000 - 200,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>100,000</b> 90,000 - 105,000	<b>120,000</b> 115,000 - 125,000	<b>140,000</b> 130,000+
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>68,000</b> 60,000 - 70,000	<b>80,000</b> 70,000 - 90,000	<b>100,000</b> 80,000 - 110,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>80,000</b> 70,000 - 95,000	<b>110,000</b> 95,000 - 130,000	<b>150,000</b> 140,000 - 200,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>68,000</b> 60,000 - 70,000	<b>80,000</b> 70,000 - 90,000	<b>100,000</b> 80,000 - 110,000

#### Typical Benefits

- Flexible Packaging
- High level of training
- Professional Development
- Study support for professional & academic studies
- Performance based bonuses

All Salaries are representative of the total package value     Package includes Superannuation     New Zealand Salaries are represented in New Zealand Dollars

Practice Administration	Accountant	Practice Manager	Finance Manager
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>75,000</b> 60,000 - 82,000	<b>85,000</b> 70,000 - 95,000	<b>110,000</b> 75,000 - 120,000
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>75,000</b> 60,000 - 83,000	<b>83,000</b> 75,000 - 92,000	<b>105,000</b> 93,000 - 115,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>75,000</b> 65,000 - 85,000	<b>85,000</b> 78,000 - 95,000	<b>100,000</b> 90,000 - 125,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>50,000</b> 44,000 - 55,000	<b>70,000</b> 60,000 - 75,000	<b>75,000</b> 60,000 - 80,000
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>50,000</b> 45,000 - 60,000	<b>68,000</b> 65,000 - 75,000	<b>70,000</b> 65,000 - 90,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>60,000</b> 55,000 - 65,000	<b>70,000</b> 60,000 - 80,000	<b>85,000</b> 65,000 - 90,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>75,000</b> 70,000 - 85,000	<b>90,000</b> 85,000 - 100,000	<b>100,000</b> 85,000 - 120,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>72,000</b> 70,000 - 80,000	<b>85,000</b> 80,000 - 100,000	<b>105,000</b> 100,000 - 140,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>55,000</b> 50,000 - 60,000	<b>65,000</b> 60,000 - 80,000	<b>70,000</b> 65,000 - 80,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>68,000</b> 58,000 - 72,000	<b>75,000</b> 60,000 - 100,000	<b>85,000</b> 65,000 - 90,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>55,000</b> 50,000 - 60,000	<b>65,000</b> 60,000 - 80,000	<b>70,000</b> 65,000 - 80,000

### Typical Benefits

- Education Costs
- Performance based bonuses

Administration	Team Secretary	Office / Admin Manager	PA to Partner (1 on 1)	PA to Partners (2 or 3)
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>42,000</b> 38,000 - 45,000	<b>60,000</b> 45,000 - 70,000	<b>54,000</b> 47,000 - 58,000	<b>50,000</b> 43,000 - 52,000
<b>NSW - Newcastle</b> (Remuneration Package Range)	<b>40,000</b> 35,000 - 43,000	<b>55,000</b> 45,000 - 65,000	<b>48,000</b> 40,000 - 50,000	<b>49,000</b> 40,000 - 55,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>45,000</b> 29,000 - 49,000	<b>60,000</b> 50,000 - 70,000	<b>55,000</b> 50,000 - 70,000	<b>50,000</b> 49,000 - 57,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>38,000</b> 32,000 - 42,000	<b>48,000</b> 35,000 - 50,000	<b>42,000</b> 35,000 - 45,000	<b>42,000</b> 35,000 - 45,000
<b>QLD - North Queensland</b> (Remuneration Package Range)	<b>36,000</b> 33,000 - 45,000	<b>46,000</b> 35,000 - 50,000	<b>44,000</b> 38,000 - 50,000	<b>45,000</b> 40,000 - 55,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>38,000</b> 35,000 - 45,000	<b>55,000</b> 50,000 - 62,000	<b>50,000</b> 45,000 - 55,000	<b>50,000</b> 45,000 - 55,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>46,000</b> 43,000 - 50,000	<b>55,000</b> 50,000 - 65,000	<b>50,000</b> 45,000 - 60,000	<b>50,000</b> 45,000 - 60,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>50,000</b> 45,000 - 55,000	<b>55,000</b> 50,000 - 62,000	<b>55,000</b> 50,000 - 60,000	<b>55,000</b> 50,000 - 70,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>38,000</b> 32,000 - 42,000	<b>48,000</b> 35,000 - 50,000	<b>42,000</b> 35,000 - 45,000	<b>42,000</b> 35,000 - 45,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>42,000</b> 40,000 - 46,000	<b>62,000</b> 55,000 - 68,000	<b>52,000</b> 48,000 - 56,000	<b>50,000</b> 45,000 - 52,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>40,000</b> 36,000 - 44,000	<b>55,000</b> 48,000 - 60,000	<b>50,000</b> 45,000 - 55,000	<b>48,000</b> 42,000 - 50,000