

Know your worth at work

Finance & Accounting Salary Review 2021/22

Better understand your place in the jobs market. Whether you're looking to negotiate a pay increase in your current role or the salary for a brand new position, this guide will provide you with the latest Australian salary trends.

Annual salary growth

Overall **1.7%**

Private Sector **1.9%** vs Public Sector **1.3%**

Source: ABS Wage Price Index, Australia, June 2021



Gender pay gap

14.2%

Source: ABS, Average Earnings Report, May 2021

Latest figures indicate that males continue to attract significantly higher salaries than their female counterparts.

Understanding your value: Ensure you know your worth when negotiating salary. You can speak to a recruitment specialist to understand the market and help you build a business case.

Top 3 in-demand soft skills

Having the right technical skills is now considered to be the baseline for potential employees. With COVID having caused uncertainty and upheaval, we are now seeing a greater emphasis placed on soft skills as a key differentiator.

- 1 Influence and relationship building
- 2 Innovation and expansive thinking
- 3 Empathy and care (particularly in leadership roles)

Key trends we are seeing in the market



- A shift from short-term to long-term incentives
- An expectation for flexible working arrangements
- An increase in demand for temporary and casual workers

Focus on the **FUTURE**

Jobs that request machine-learning or AI skills expected to increase by 71% in the next 5 years.

71% 
5 YEARS

Preparing yourself

For those wanting to get in the front-foot, we are seeing the emergence of training courses with a focus on AI and other future facing skills within the finance and accounting function.

Forbes Report, March 2021

Salary snapshot - 2021/22

This covers annual salary packages for finance and accounting professionals as well as average hourly rates for contractors. Rates are exclusive of superannuation contributions. We recommend that you aim for a salary in the top third of ranges displayed.

**Chief Financial Officer
/ Finance Director**
(From \$250,000+)
From \$1500 per day

Head of Commercial
\$200,000 - \$300,000
\$900-\$1300 per day

**Commercial Manager/
Commercial Finance Manager**
\$150,000 - \$200,000
\$80-\$110 per hour

Commercial Analyst
\$90,000 - \$140,000
\$50-\$75 an hour

**Transformation
Strategy/Project**
(From \$180,000)
From \$1000 per day

Project Manager
(\$150,000-\$300,000)
\$1,000-\$2,000 per day

Business Analyst
(\$90,000-\$150,000)
\$600-\$1,000 per day

Head of Tax/Treasury
(\$180,000-\$300,000)
\$1,000-\$2,000 per day

**Head of Financial
Planning & Analysis**
(\$180,000-\$250,000)
\$1,000-\$1,500 per day

Head of Audit
(\$180,000-\$250,000)
\$1,000-\$1,500 per day

**Group Financial
Controller**
(\$200,000-\$300,000)
\$1,200-\$2,000 per day

**Tax/Treasury
Manager**
(\$130,000-\$200,000)
\$100-\$155 per hour

**Financial Planning &
Analyst Manager**
(\$140,000-\$220,000)
\$110-\$165 per hour

**Audit/Risk/
Compliance Manager**
(\$140,000-\$200,000)
\$110-\$155 per hour

**Financial Controller/
Finance Manager**
(\$140,000-\$250,000)
\$110-\$180 per hour

**Payroll
Manager**
(\$90,000-\$150,000)
\$70-\$115 per hour

**Shared Services
Manager**
(\$160,000-\$200,000)
\$125-\$155 per hour

**Procurement
Manager**
(\$150,000-\$250,000)
\$115-\$200 per hour

**Tax/Treasury
Accountant**
(\$90,000-\$120,000)
\$70-\$95 per hour

**Management
Accountant**
(\$80,000-\$120,000)
\$65-\$95 per hour

**Financial
Accountant**
(\$80,000-\$120,000)
\$65-\$95 per hour

**Accounts Payable
Manager**
(\$80,000-\$120,000)
\$65-\$95 per hour

**Credit
Manager**
(\$80,000-\$110,000)
\$65-\$85 per hour

**Bookkeeper/
Company Accountant**
(\$70,000-\$130,000)
\$55-\$100 per hour

**Systems
Accountant**
(\$80,000-\$140,000)
\$65-\$110 per hour

**Assistant
Accountant**
(\$60,000-\$80,000)
\$45-\$65 per hour

**Accounts
Payable**
(\$55,000-\$70,000)
\$40-\$55 per hour

**Accounts Receivable
Collections**
(\$55,000-\$70,000)
\$40-\$55 per hour

**Payroll
Officer**
(\$60,000-\$80,000)
\$45-\$65 per hour

**Procurement
Officer**
(\$60,000-\$90,000)
\$45-\$70 per hour