

Market update

Page Personnel Finance Salary
and Employment Forecast

MARKET OVERVIEW

The career prospects for back office finance professionals were restricted during the global financial crisis. Most teams in areas like accounts payable/receivable and payroll experienced staff cuts and saw the workload redistributed amongst the remaining employees. With less business activity and reduced transactional volumes, companies were not hiring new people and in many instances failing to replace those who left.

In contrast, hiring activity in 2010 is proving far more positive across all back office finance functions. Companies have been hiring front line staff since late last year and this has created increased work volumes for professionals in areas such as accounts payable and receivable. At a business-wide level, companies are increasing staff numbers again and this is leading to growing demand for payroll staff. The volume of full-time hires has increased steadily through 2010 and now makes up half of all recruitment activity. This illustrates

that employers are more confident about the future and willing to invest for the long term. During the global financial crisis, most recruitment was taking place on a temporary basis. Companies needed staff to complete back office tasks but were too concerned about the economic outlook to hire people on a permanent basis.

There is strong competition for top performers so employers need to make quick hiring decisions or risk losing talent to competitors. The best professionals have been retained by their current employer through

promotion, salary increase or role diversification. To attract this calibre of worker, potential employers need to take the time to present the role and the company in a compelling way. This positioning needs to occur in the job advertisement and also during the interview process.

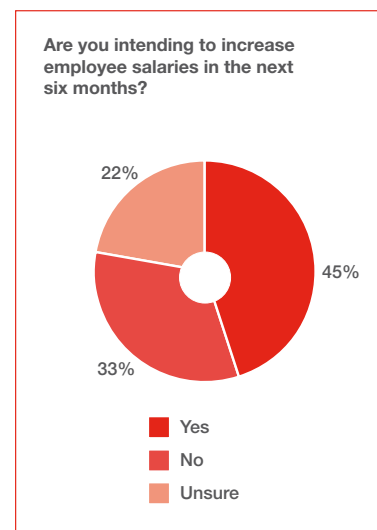
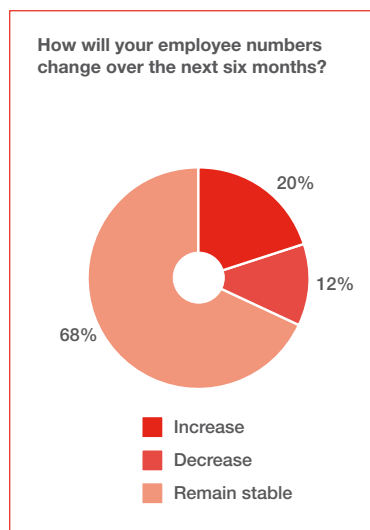
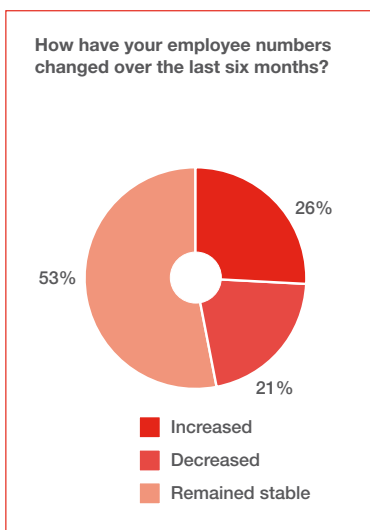
With respect to salary levels, we anticipate general increases to be in the 3-4% range. Employers recognise the importance of salary reviews as a retention strategy, and also to reflect improved trading conditions.

FINANCE SALARY TABLE

State	NSW	NSW	VIC	VIC	QLD	QLD	WA	WA
Size of Company	Sml/Med	Large	Sml/Med	Large	Sml/Med	Large	Sml/Med	Large
Salary \$'000								
ACCOUNTS CLERK/ACCOUNTS ASSISTANT								
Junior	41-52	46-57	41-52	46-57	41-46	41-52	41-52	46-57
Senior	46-57	52-62	46-57	52-62	46-57	52-59	52-57	52-62
ACCOUNTS PAYABLE								
Accounts Payable Officer	39-52	41-57	41-52	46-62	41-46	46-57	41-52	46-57
Supervisor	46-62	57-77	52-67	57-77	52-62	57-77	57-62	57-77
Manager	62-77	67-93	62-82	77-113	62-72	62-88	62-77	67-93
ACCOUNTS RECEIVABLE/CREDIT								
Accounts Receivable Officer	39-46	41-52	39-46	41-57	41-52	46-57	39-46	41-52
Credit Officer	46-57	49-62	41-57	49-62	41-52	46-57	41-57	46-62
Supervisor	52-67	57-72	57-67	62-77	52-67	62-72	52-67	57-72
Manager	67-82	72-103	67-82	77-103	62-77	67-98	62-82	72-103
National Credit/AR Manager	72-113	93-144	72-113	93-155	72-108	93-144	67-113	93-144
PAYROLL								
Payroll Officer	41-57	46-67	41-57	57-67	46-57	46-62	46-57	52-67
Supervisor	57-72	62-82	57-72	62-82	52-72	62-77	57-72	62-82
Manager	62-93	72-124	62-93	77-124	67-88	72-124	62-93	82-124
National Payroll Manager	88-113	103-155	88-113	103-165	82-113	98-155	82-113	103-155
BILLINGS								
Officer	45-60	50-60	45-60	52-62	43-57	47-58	45-60	50-60
Supervisor	55-70	60-75	55-70	62-77	53-68	57-73	55-70	60-75
Manager	65-80	70-95	65-80	72-97	62-78	68-92	65-80	70-95

Please note:
Salaries indicated are cash component plus superannuation, excluding other benefits, bonuses and extras.

MARKET RESEARCH RESULTS



Market update

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