

# 2019 HR Salary Snapshot

## Brisbane.



HR Partners has developed a live salary survey portal for HR professionals to share salary and remuneration intelligence. Each year we collate the data from the previous 12 months to ascertain significant movements in fixed rewards. The report also highlights specific employee benefits available to HR professionals.

The Queensland HR job market has seen steady growth over the past 18 months. The last 12 months have seen an increase in both full-time and part-time employment in both permanent and contract markets across a number of HR roles.

There has not been large scale salary increases across all role types but the encouraging aspect of the HR market in Queensland is the increase in the number of opportunities becoming available. The ensuing talent shortages in some areas will undoubtedly provide some upwards pressure on salaries for certain roles in the coming months.

Businesses are placing increasing value on developing and retaining talent. As a result L&D Managers have seen a 14% growth in salaries over the past year. Senior HR Business Partners have also seen a significant increase, with base salaries now sitting at \$165,000; 12% higher than this time last year.

The marked increase in this space is reflective of the specialist skill sets that are being called upon by employers to ensure that their HR teams support growing businesses in a proactive and commercially focused manner.

We can also see a slight increase in the salaries of Talent Acquisition specialists as a direct result of demand.

Increasing demands for qualified Workplace Relations Specialists have led to skill shortages in this space, correspondingly salaries in this area have risen markedly.

Demand for candidates with generalist HR experience is rising as organisations strive to develop capabilities to support and retain their workforce. Improving hiring sentiment in many areas of the Queensland market including infrastructure, construction, public sector, and engineering will see some upward pressure on salaries in as the year progresses.

The senior generalist end of the HR market has been a little slower this year whilst the competition for senior roles remains high. HR Directors and Senior HR Advisors saw a slight increase, just above Consumer Product Index (CPI) growth, whilst Talent Acquisition Managers and HR Coordinators remain the same. This is not surprising after the significant salary increases we have seen over the past 36 months in these roles.

Access to benefits has been a strong conversational point with flexible working arrangements available to 10% more HR professionals than this time last year. Almost 50% of employees are being rewarded with bonuses and a steady 8% of people receiving a car allowance.

# Results

|                               | April 2018     | April 2019     |        |
|-------------------------------|----------------|----------------|--------|
|                               | Salary Average | Salary Average | Change |
| HR Director                   | \$ 195,000     | \$ 202,000     | 3%     |
| HR Manager                    | \$ 140,000     | \$ 155,000     | 10%    |
| Senior HR Business Partner    | \$ 145,000     | \$ 165,000     | 12%    |
| HR Business Partner           | \$ 130,000     | \$ 138,500     | 6%     |
| Senior HR Advisor             | \$ 112,000     | \$ 115,000     | 3%     |
| HR Advisor                    | \$ 87,000      | \$ 90,000      | 3%     |
| HR Coordinator                | \$ 65,000      | \$ 65,000      | 0%     |
| Workplace Relations Manager   | \$ 160,000     | \$ 170,000     | 6%     |
| L&D Manager                   | \$ 120,000     | \$ 140,000     | 14%    |
| L&D Advisor                   | \$ 87,500      | \$ 90,000      | 3%     |
| Talent Acquisition Manager    | \$ 120,000     | \$ 120,000     | 0%     |
| Talent Acquisition Consultant | \$ 82,500      | \$ 90,000      | 8%     |

\* Figures are base only and represent the 75th percentile for each job title

## Benefits



8%  
car allowance



34%  
flexible working arrangements



48%  
bonuses

## Office locations

### Adelaide

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### Brisbane

07 3031 3291  
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### Macquarie Park

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