

# 2019 HR Salary Snapshot

## Melbourne.



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.

Melbourne has seen fairly steady increases in remuneration over the 2018 - 2019 calendar year, for most job categories, however, there are a few that have experienced an increase of 5% or more. Such categories are significant as Consumer Price Index (CPI) is at 2.1% growth, therefore, attracting a premium.

The market is still candidate driven, and employers are recognizing that their organisations brand and culture are key in attracting the right talent. They are also building necessary networks through talent communities and partners to access talent that would not otherwise have been accessible to them.

Competition for great people always stimulates increases in base remuneration and the highlights for the year-to-date are seen across the L&D and HR Generalist space.

L&D Professionals are experiencing an increase of 7% since this time last year, pushing the base salary of L&D Managers up to the \$140,000 mark. HR Generalists echo alike with HR Business Business Partners and Senior HR Advisors increasing 8% and 5% respectively.

HR generalists, including HR Advisers and HR Business Partners, still remain in our top four most requested job categories, and candidates who can demonstrate both a commercial approach along with exposure to change/transformation, are able to command a higher salary.

We expect this increase to continue in the current economic climate where organisations look for efficiencies, partnerships and acquisition opportunities.

The link between supply, demand, skill and salary is evident again this year in the Talent space (Talent Acquisition Consultants and Talent Acquisitions Managers). Again, appearing in the top four most requested job categories for Melbourne, Talent Acquisition professionals experienced a rise in base salary of 3%. This rise is reasoned to an increase in the demand for tech sourcing, community building and partnering. Organisations are moving away from the transactional recruiter, to more innovative and tech-driven 'Talent Acquisition' professionals, who can help organisations attract candidates through a better understanding of Employer Value Proposition (EVP). We expect this space to continue to be driven by innovation, digitisation, tech tools, and agile ways of working.

In the Melbourne market, we continue to see how important flexible working hours are, and how they form an important, and often overlooked, part of both candidate attraction and decision making. We expect this to continue as candidate market confidence grows, and organisations look at creative and flexible/agile working arrangements to attract and retain talent. More HR professionals have access to performance bonuses than this time last year, demonstrating the increasing alignment with HR professionals and overall business performance.

# Results

	April 2018	April 2019	
	Salary Average	Salary Average	Change
HR Director	\$ 196,000	\$ 205,500	5%
HR Manager	\$ 160,000	\$ 160,000	0%
Senior HR Business Partner	\$ 160,000	\$ 160,000	0%
HR Business Partner	\$ 120,000	\$ 130,000	8%
Senior HR Advisor	\$ 95,000	\$ 100,000	5%
HR Advisor	\$ 85,000	\$ 85,000	0%
HR Coordinator	\$ 70,000	\$ 70,000	0%
L&D Manager	\$ 130,000	\$ 140,000	7%
L&D Advisor	\$ 80,000	\$ 85,000	6%
Talent Acquisition Manager	\$ 140,000	\$ 145,000	3%
Talent Acquisition Consultant	\$ 90,000	\$ 92,500	3%

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

## Benefits



11%  
car allowance



41%  
flexible working arrangements



39%  
bonuses

## Office locations

### Adelaide

08 8468 8003  
adel@hrpartners.com.au

### Brisbane

07 3031 3291  
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### Macquarie Park

02 9615 5344  
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### Melbourne

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### Parramatta

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### Sydney

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