

2019 HR Salary Snapshot

Australia.



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.

Nationally, all functionalities and HR specialisms have seen salary increases since 2018. The rate of inflation in Australia has been moderate and in turn, Consumer Price Index (CPI) has remained steady at 2.1% growth.

There is a strong sense that the availability of top quality HR talent is very limited. This creates a unique challenge when recruiting and searching for the top percentile of talent, as the competition can be intense. This is a crucial concept for businesses to understand as they must look at what they can offer to attract this type of talent.

Overall, we have seen a continued increase in access to flexible working arrangements, rising 10% since 2018. Access to performance bonus' and stock options have also increased, highlighting that performance-based incentives and benefits cannot be underestimated in our current market.

In terms of fixed rewards, we have seen job titles split into two categories; a fast accelerator and a slower accelerator group.

The fast accelerator group has seen rapid growth in fixed rewards over the past 12 months. It is not hard to see the perceived and real value placed on those operating within the Senior HR Business Partner category with a 10% increase since 2018.

The L&D space shadows a similar trend, with businesses placing more importance on leadership development. Such focus has resulted in an increase in demand and therefore increases in fixed reward.

Senior HR Advisors have also fallen into the accelerator category with an 8% increase since our last report. This developmental role has experienced this rise as employers seek to enhance retention by developing HR talent on the basis that it's cheaper to retain than replace. This approach is probably true, as long as genuine professional development is ordered and subsidised by the employer.

On the contrary, salary movements of Talent Acquisition Consultants have been moderate this year, however, not surprising considering the rise we have seen over the past 36 months (30%). HR Managers have experienced a 3% rise and HR Advisor creeping slightly above with 5% rise over the past 12 months.

Overall, it is important to note that there is a clear link between the value of quality HR support and business outcomes.

This relationship is driving the role of HR Professionals towards the centre and into the position of a true business partner.

Results

	April 2018	April 2019	
	Salary Average	Salary Average	Change
HR Director	\$ 220,000	\$ 230,000	4%
HR Manager	\$ 145,000	\$ 150,000	3%
Senior HR Business Partner	\$ 153,500	\$ 170,000	10%
HR Business Partner	\$ 130,000	\$ 135,500	4%
Senior HR Advisor	\$ 101,500	\$ 110,000	8%
HR Advisor	\$ 85,000	\$ 89,000	4%
HR Coordinator	\$ 68,000	\$ 71,000	4%
L&D Manager	\$ 130,000	\$ 144,000	10%
L&D Advisor	\$ 85,000	\$ 115,000	26%
Talent Acquisition Manager	\$ 140,000	\$ 145,500	4%
Talent Acquisition Consultant	\$ 91,000	\$ 93,000	2%

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

Benefits



13%
car allowance



38%
flexible working arrangements



43%
bonuses

Office locations

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