

# 2019 HR Salary Snapshot

## Sydney.



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.

Sydney NSW has seen salary increases across almost all functionalities and HR specialisms from 2018 to 2019, sitting at an average of 8.3% across the entire HR discipline.

Those of us in NSW are encouraged to see the continued attraction of HR, as a discipline and career path of choice, for our graduates and millennials. Our entry level and junior HR roles demonstrate stable salaries with little or no salary growth up to the HR Coordinator level. The slight increase at the HR Adviser level, of 3%, is just above CPI growth of 2.1% and demonstrates that experience attracts a premium.

Further to this, we have seen a staggering 10% growth for both Senior HR Adviser and HR Business Partner (HRBP) roles, where five years HR experience is starting to look like \$115,000 base plus superannuation plus benefits for an Adviser and a true HR Business Partner will cost closer to \$145,000 plus, respectively.

Looking into this trend, we are starting to uncover a lack of development at the HR Coordinator/Adviser level to step up into these roles which has led to smaller candidate pools and also less movable talent.

Appreciated individuals are being locked into their businesses and those who have plateaued are struggling to make the jump upwards and externally as they are lacking the level of capability to fulfil Senior HR Adviser or HR Business Partner tasks with success.

HR Business Partners and Senior HR Business Partners as a job family have been at the forefront of discussions of late, with our larger Ulrich structures moving away from the traditional HR Business Partner model. This has found us in a space where we rethink talent at job types at this level.

In the last six months, structural changes to the HRBP across some of our biggest HR employees has seen demand drop and HRBPs come into the market. This has taken the sting out of the Senior and HR Business Partner Salary a little – though there's still pretty significant growth of 10% and 11%. This goes hand-in-hand with expectations of Senior HRBPs to be a true strategic adviser to a business.

Expectations for our new breed of HRBP and Senior HRBP in our HR Consulting pool will be interesting to watch in the year ahead; early indications show starting salaries sitting at the \$140,000 mark. HR Director salaries grew marginally at the 4% mark, revealing a candidate-rich market at the senior end. Talent Acquisition continued to be competitive in Sydney; demand has been huge and supply low.

As an industry, the visa and legislative changes have created a wealth of challenges around talent pipelines, increased demand, and a strong contractor market, with all these factors working together to drive reward up.

The YOY 15% uplift measured across Learning and Development is supported by HR agendas having capability, leadership development and driving purpose and engagement across workforce's as a priority. As such, the demand for Learning and Development candidates has increased along with investment into the function which has acted to support the remuneration growth in this specialism.

Increase in access to benefits across NSW has mainly focused on flexibility, with a dramatic increase showing that 43% of HR professionals now enjoy flexible arrangements. Interestingly, this is rapidly becoming the new norm in candidate expectations when discussing requirements and motivations.

# Results

	April 2018	April 2019	
	Salary Average	Salary Average	Change
HR Director	\$ 240,000	\$ 250,000	4%
HR Manager	\$ 160,000	\$ 162,500	2%
Senior HR Business Partner	\$ 160,000	\$ 180,000	11%
HR Business Partner	\$ 130,000	\$ 145,000	10%
Senior HR Advisor	\$ 100,000	\$ 115,000	10%
HR Advisor	\$ 85,000	\$ 88,000	3%
HR Coordinator	\$ 70,000	\$ 70,000	0%
L&D Manager	\$ 130,000	\$ 144,000	10%
L&D Advisor	\$ 85,000	\$ 100,000	15%
Talent Acquisition Manager	\$ 140,000	\$ 160,000	13%
Talent Acquisition Consultant	\$ 95,000	\$ 110,000	14%

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

## Benefits



11%  
car allowance



43%  
flexible working arrangements



48%  
bonuses

## Office locations

### Adelaide

08 8468 8003  
adel@hrpartners.com.au

### Brisbane

07 3031 3291  
bris@hrpartners.com.au

### Macquarie Park

02 9615 5344  
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### Melbourne

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### Parramatta

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### Sydney

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