

Q3 National HR Salary Snapshot.



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.

Across the board, all HR salaries have increased from 12 months ago, however, the rate of increase varies significantly depending on the role level and speciality.

L&D advisors enjoyed an increase in base salary over the last 12 months of 12%, whilst HR Business Partners saw their base remuneration increased by 8%.

Talent Acquisition Consultants saw another year of great increases, with base salary rising 14% reflecting the competitive nature of the role.

At the same time, the demand for talent in this space is strong and supply is tight. Nationally, 41% of HR professionals have access to flexible working arrangements, which is rapidly becoming the norm in candidate expectations when discussing requirements and motivations.

A unique benefit we saw an increase in is additional annual leave, whilst bonuses have remained steady at 47%.

Results

	September 2018	September 2019	
	Salary Average	Salary Average	Change
HR Director	\$ 225,000	\$ 240,000	6%
HR Manager	\$ 150,000	\$ 155,000	3%
Senior HR Business Partner	\$ 150,000	\$ 170,000	12%
HR Business Partner	\$ 126,000	\$ 137,000	8%
Senior HR Advisor	\$ 110,000	\$ 113,000	3%
HR Coordinator	\$ 63,500	\$ 65,500	2%
L&D Manager	\$ 137,500	\$ 155,000	8%
L&D Advisor	\$ 90,000	\$ 102,000	12%
Talent Acquisition Manager	\$ 140,000	\$ 160,000	13%
Talent Acquisition Consultant	\$ 95,500	\$ 110,000	14%

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

Benefits



10%
additional annual leave



41%
flexible working arrangements



47%
bonuses