



Crackerjacks Professional Contracting Rates Guide

June 2011

**crackerjacks**

Bringing professional contractors
and businesses together

www.crackerjacks.co.nz

Professional Contracting Rates Guide

Welcome to the June edition of New Zealand's Professional Contracting Rate Guide. This is a six monthly survey that provides a snap-shot of the changing trends in professional contractor's rate expectations in New Zealand.

The figures have been drawn from Crackerjacks' database of professional contractors and reveal the current market rates in key contracting professions. This survey has a sample size of 11,515 records and the data was retrieved in April 2011. This guide is a handy reference to use when recruiting and budgeting for contingent staff.

It is important to note that the pay expectations quoted are a direct rate and third party fees are not included.

Overview of findings

In the majority of contracting professions recorded, rate expectations either stabilised or slightly increased in comparison to October 2010.

With the fragile state of the economy, pay rates have been relatively flat over the past six months. The recession has been slow in flowing to all corners of New Zealand and this has been evident in feedback from contractors. Some have been doing well but there's a general lack of confidence and many contractors are unsure of where the market will take them. The last six months have been hard on the market as New Zealand rebuilds Christchurch while still recovering from the recession. The data in this guide shows that while the market is stable, there has been little movement in contracting pay expectations. Though some sectors have improved slightly, there is still a lot of growth to go.

For the second year in a row, key contracting professions, such as IT / Telecommunications (average expected rate \$71 p/h), Marketing / PR (average expected rate \$66 p/h) and Advertising / Media (average expected rate \$59 p/h) had stable rates that did not differ much from the previous rates guide.

On a positive note, almost half of the 22 professions we drew data from saw an increase in their rate expectations. Professions with the most notable increases in rates were Accounting (average expected rate \$50 p/h), Sports/ Events/Leisure (average expected rate \$48 p/h), Scientific (average expected rate \$66 p/h) and Knowledge Management (average expected rate \$61 p/h).

Unfortunately, the last six months was not without some decreases in various professions. We saw some notable decreases in rate expectations amongst the Supply/Logistics/Operations (average expected rate \$57 p/h) and Manufacturing (average expected rate \$53 p/h) professions. For the second year in a row, retail rate expectations also dropped (average expected rate \$37 p/h).

Thank you to all the Crackerjacks contractors who contributed to this rates guide. Please feel free to let us know your thoughts or if you have any suggestions for our next rates guide. We hope you find this a useful resource.

Tony Wai
Managing Director - Crackerjacks Ltd.

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1.1 Businesses:

This Rates Guide is the first reoccurring report in New Zealand that identifies current direct contracting rate expectations across numerous professions. It is designed to be a practical resource, providing you with benchmark rates to consider when hiring professional contractors. Because these rates are sourced directly from contractors, it is particularly useful when assessing quotes from other providers.

We identify average rates, so depending on the level of experience/skill you require – rate ranges will vary. For example, the average expected rate for a Group Accountant is \$53.00 p/h. However, if you were seeking a Senior Group Accountant with specific industry experience for a company with multiple business units, \$53.00p/h would be the lower end of the range. An appropriate range for this position could be \$53.00 - \$63.00 p/h.

When using Crackerjacks, you are asked to enter the 'rate range' you're looking to pay in the contractor search form. Rate ranges are useful, because they can broaden your search and provide you with a number of different contracting options. Then when viewing the search results you are able to select the most appropriate contractor for your role.

'Paying for performance' is another dimension to consider. From our experience higher performing contractors can command higher rates. The highest performing contractors on Crackerjacks are awarded with a 3 star rating; these contractors are followed by those who are awarded a 2, 1, or 0 star rating. Contractors are given these ratings after we undertake two references with their previous managers/supervisors.



For more information on Crackerjacks patented rating system please view:
<http://www.crackerjacks.co.nz/resources/performance-rating/>

1. How to use this guide:

To ensure you get the most relevant information from this guide, we've included a few suggestions on how to use this resource. Whether you are using it from a businesses perspective (looking to hire contractors), or as a contractor yourself, there is relevant information covered.

1.2 Contractors:

This is a useful guide for new contractors who are trying to set a fair rate, or for experienced contractors who are interested in comparing their rates to industry benchmarks.

We encourage you to look at the specific rate expectations shown in Appendix A (at the back of this guide); simply look for your profession (listed in alphabetical order), identify the most relevant role to you and see the average benchmark rate.

If you are a new contractor, or have been in permanent work in recent times, it is useful to understand how contractors calculate their rates. To assist with this, a permanent-to-contract-pay conversion is shown below.

Contractors and permanent employees differ in their rights and benefits. Permanent employees are entitled to a range of benefits which impact their actual available hours: annual leave, sick leave, paid public holidays, long-service leave, superannuation, jury leave, compassionate leave, family leave, professional development, and retrenchment/redundancy provisions. As a contractor you may not have access to these benefits, so you need to factor these into your hourly rate.

Contractors work out their fee by calculating how many hours a year they'd work if they were a permanent employee, then deduct the number of hours allocated to relevant benefits such as leave, superannuation, insurance and other benefits of regular employment. If the contract is short-term, they would also factor in potential downtime and overheads that they may incur whilst searching for new work, say around 10-20%.

Based on a 40-hour week, the number of hours worked a year is 40 hours x 52 weeks = 2,080 hours a year. The table below covers benefits that need to be considered when converting a permanent salary into a contractor's hourly rate:

Benefits to contractors	Breakdown of benefits per year	Total hours of benefits
Public holidays	11 days a year	88
Annual leave	20 days a year	160
Sick leave	5 days a year	80
Superannuation	5% of total hours a year	104
Professional indemnity	3% of total hours a year	62
Miscellaneous leave (e.g. family, jury duty)	3 days a year	24
Professional development	5 days a year	40
Total:		558

Long-term Contracts:

To account for all of these factors in a contractor's hourly rate, we would take the base of 2,080 hours per year - 558 hours of benefits = 1,522 hours.

Short-term Contracts:

To factor downtime into a short-term contract - let's say 15% - a contractor would divide the number of hours a year they're factoring into their rate by one, plus their downtime factor. So the rate would be based on $1,522 \text{ hours} / (1 + 0.15) = 1,323 \text{ hours}$.

To work out a contractor's hourly rate, you would take the target salary and divide it by the total number of hours of benefits and work in a year.

For a target salary (before tax) of \$50,000 a year:

- For a full-time permanent employee, the hourly rate is $\$50,000 / 2,080 \text{ hours} = \24.04 .
- For a long-term contract, the hourly rate is $\$50,000 / 1,522 \text{ hours} = \32.86 .
- For a short-term contract, the hourly rate is $\$50,000 / 1,323 \text{ hours} = \37.79 .

Based on all these factors, the hourly rate for a long-term contract is about 137% of a permanent employee's and 157% of a permanent employee's rate for a short-term contract.

Bearing in mind, some contractors can charge a premium for their skills.



2. Key findings - Average rate expectations

2.1 Snapshot of average rate expectations

The following table shows changes in contractor's rate expectations over the past six months and the average hourly rate figure.

Profession	Expected average rate (p/h) October 2010	Expected average rate (p/h) June 2011	% Increase/ Decrease	Count of records (April-11)
Accounting	\$49.02	\$50.03	2.10%	2048
Administration/Clerical	\$34.57	\$34.68	0.3%	879
Advertising/Media	\$59.46	\$59.22	-0.4%	160
Banking/Finance/Insurance	\$49.66	\$48.95	-1.4%	166
Construction/Property	\$52.41	\$52.99	1.1%	98
Education	\$48.51	\$49.32	1.7%	160
Engineering	\$65.80	\$65.31	-0.7%	182
Export / Import	\$44.23	\$45.09	1.9%	30
General Management	\$79.76	\$81.37	2.0%	502
Health	\$43.45	\$43.22	-0.5%	54
Human Resources/Training	\$65.68	\$65.36	-0.5%	777
IT/Telecommunications	\$70.55	\$71.01	0.7%	3625
Knowledge Management	\$58.46	\$61.42	5.1%	148
Legal	\$56.98	\$56.98	0%	32
Management Consulting	\$95.77	\$93.74	-2.1%	552
Manufacturing	\$54.85	\$53.39	-2.7%	114
Marketing & PR	\$66.09	\$66.38	0.4%	791
Retail	\$38.55	\$37.36	-3.1%	92
Sales	\$52.92	\$53.96	2.0%	538
Scientific	\$64.29	\$66.36	3.2%	61
Sports/Events/Leisure	\$40.09	\$47.63	18.8%	86
Supply/Logistics/Operations	\$60.64	\$57.33	-5.5%	244

2.2 Increases in rate expectations

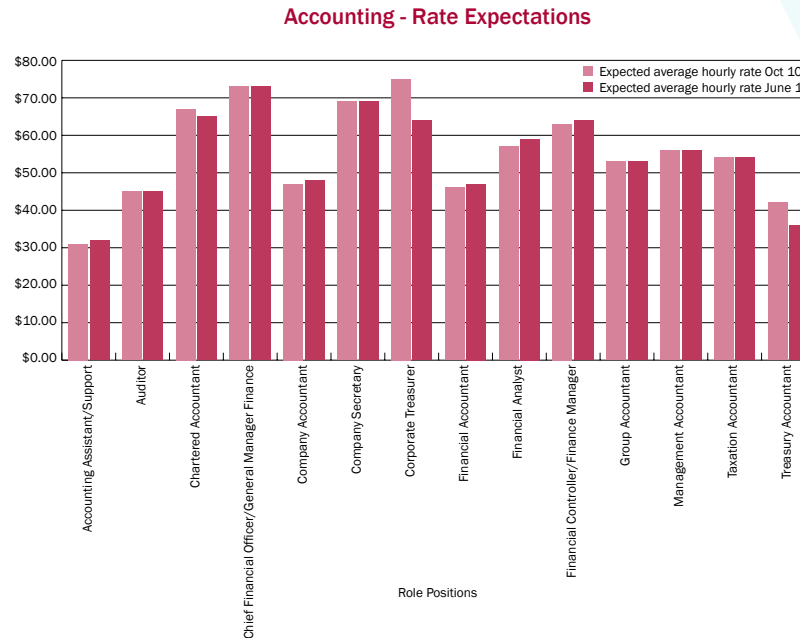
Over the past six months contractor's average rate expectations have increased in the following professions;

- Accounting - \$50.03 p/h (2.1%)
- Construction/Property - \$52.99 p/h (1.1%)
- Education - \$49.32 p/h (1.7%)
- Export/Import - \$45.09 p/h (1.9%)
- General Management - \$81.37 p/h (2.0%)
- Knowledge Management - \$61.42 p/h (5.10%)
- Scientific - \$66.36 p/h (3.2%)
- Sports/Events/Leisure - \$47.63 p/h (18.8%)
- Sales - \$53.96 p/h (2.0%)

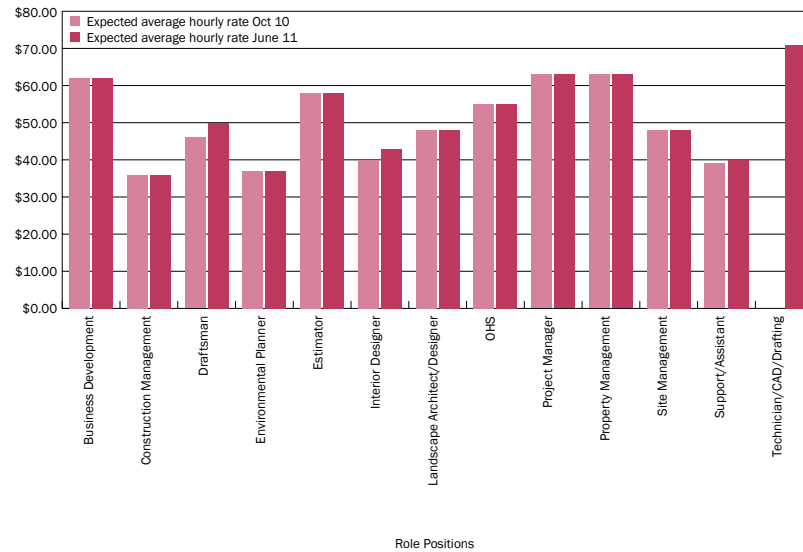
The most prominent increases were recorded in the Sports/Events/Leisure, Knowledge Management, Scientific and Accounting professions.

Accounting - \$50 p/h

Accounting contractor's rates have increased after constantly declining in previous years. The past six months have resulted in a 2.0% increase in rate expectations and the average rate in this profession is now \$50 p/h. The most notable change was a reduction in rates for Corporate Treasurers from \$75 in October 2010 to \$64 in June 2011. Also, Treasury Accountants lowered their rate expectations from \$42 last year to \$36 this year.



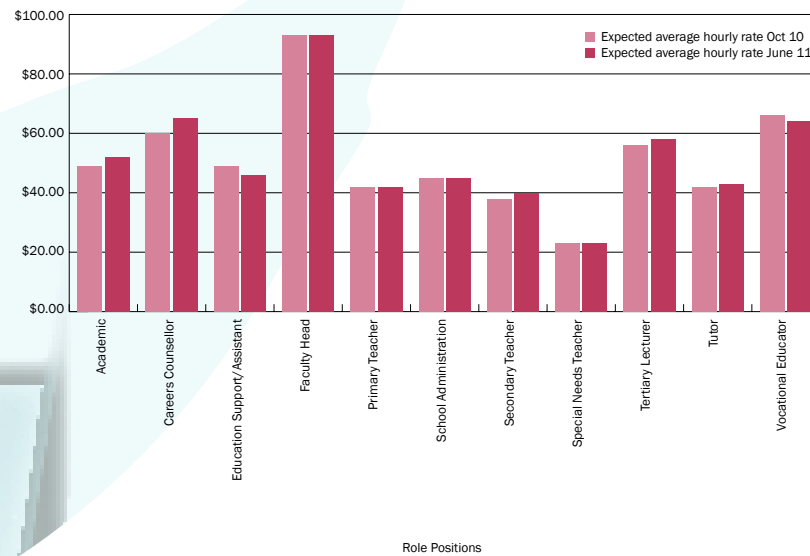
Construction / Property - Rate Expectations



Construction / Property - \$53 p/h

In the last measured period between March and October 2010, rate expectations amongst Construction/Property contractors rose despite falling rates in previous years. Interestingly enough, Construction/Property expected rates have risen for the second consecutive year up to \$53 p/h. Expected rates went up from \$46 to \$50 and Interior Designers rose from \$40 to \$43. However, Credit Control expected rates dropped in the last six months.

Education - Rate Expectations

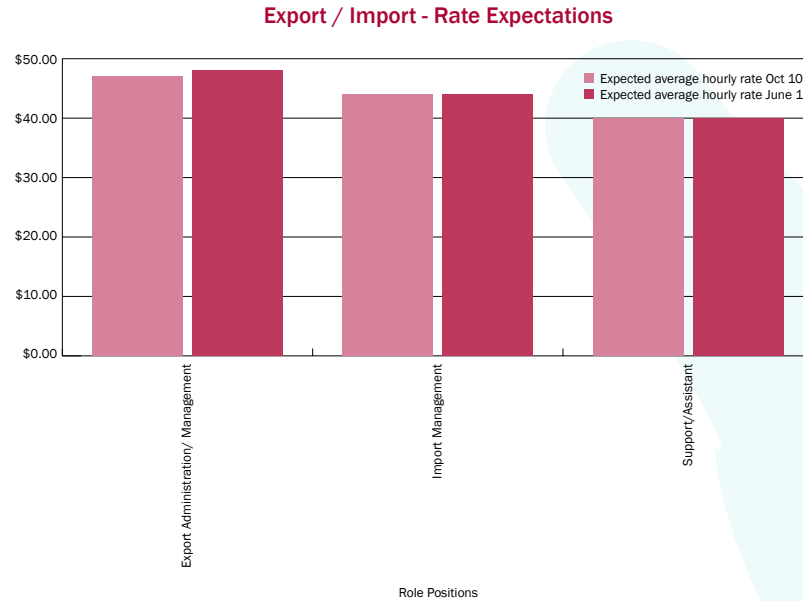


Education - \$49 p/h

Rate expectations in the Education profession have been decreasing since October 2009. However these last six months have seen the expected rates increase. Though the increase is only by 1.7%, the figure indicates that the expected rates are not just stable but are increasing slightly. Key increases were recorded amongst Careers Counsellors (up from \$60 p/h to \$65 p/h) and Tertiary Lecturers (up from \$56 p/h to \$58 p/h).

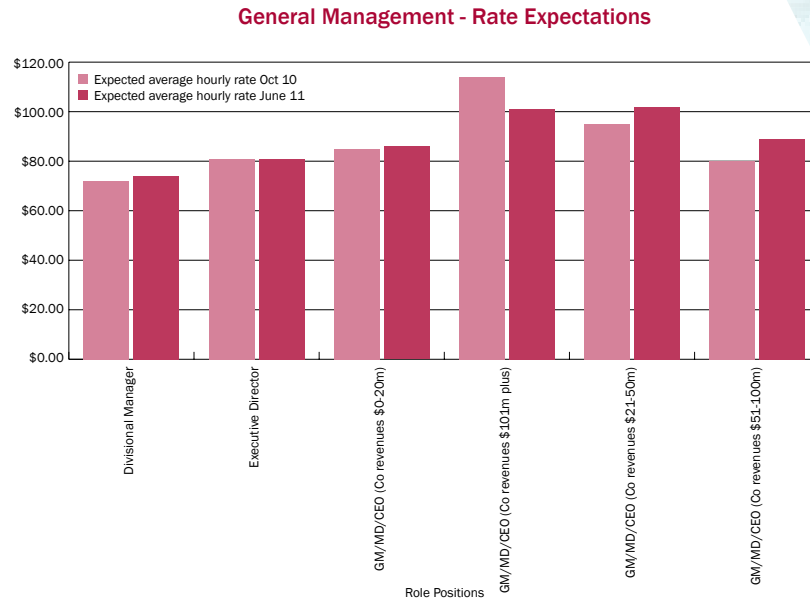
**Export / Import
- \$45 p/h**

Contractors in the Export/Import profession increased their average rate expectations slightly by 1.9% over the past six months. The only notable change was that expected rates in Export Administration/Management rose from \$47 to \$48. Note that this data is drawn from a small sample of 30 records.



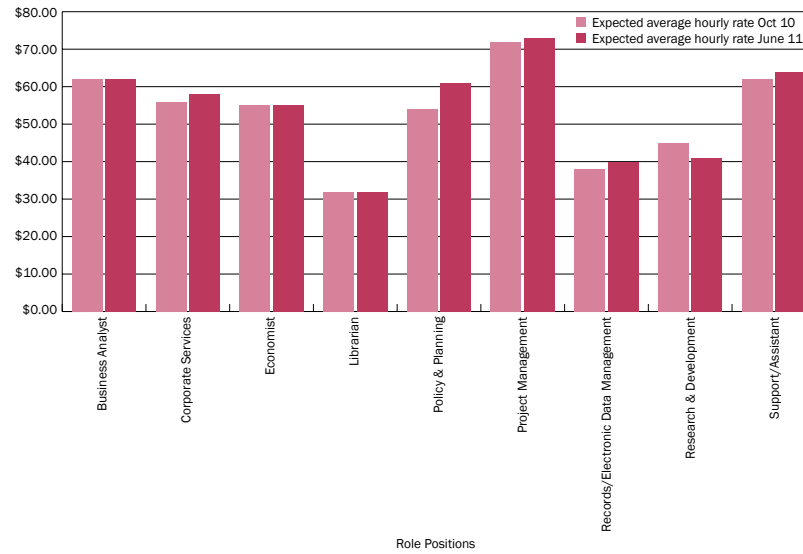
**General Management
- \$81 p/h**

General Management contractor's increased their rate expectations by 2.0% over the last six months to an average of \$81 p/h. Coincidentally, the last recorded period between (March 2010-October 2010) also saw a 2.0% increase in General Management expected rates. This is positive as it shows sustained growth for the profession.





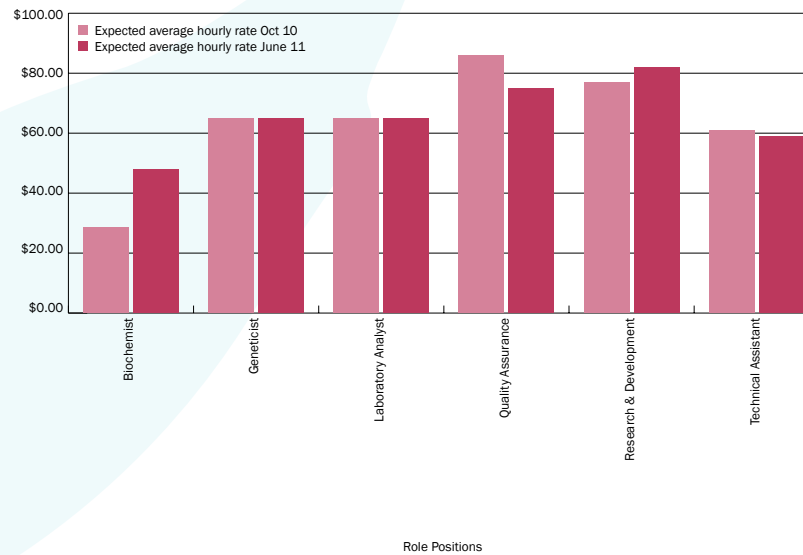
Knowledge Management - Rate Expectations



Knowledge Management - \$61 p/h

Contractor's rate expectations within the Knowledge Management industry increased by 5.1% to an average of \$61. Knowledge Management had the second biggest increase in rates across the recorded professions after the Sports/Events/Leisure sector. This increase was affected by Policy and Planning contractors changing their rates from \$54 p/h to \$61 p/h over the past six months.

Scientific - Rate Expectations



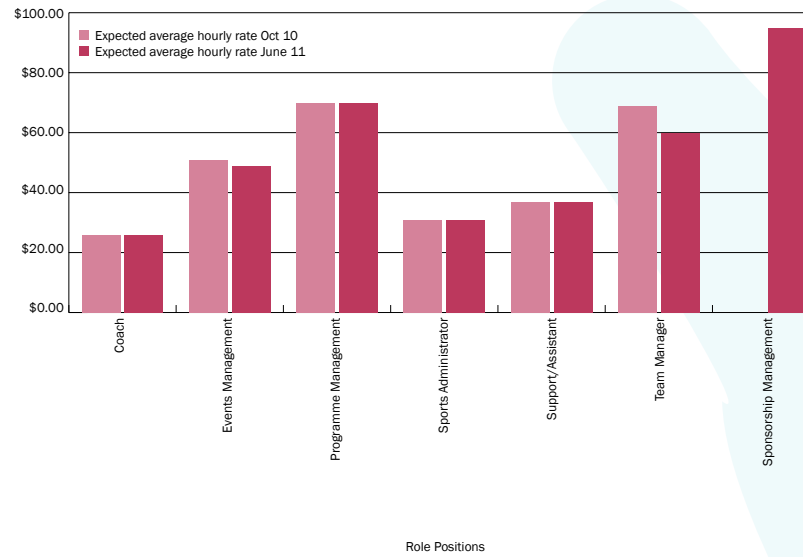
Scientific - \$66 p/h

This profession rose by a notable 3.2% in the last six months from an average expected rate of \$64.29 to \$66.36. Research and Development increased their expectations by \$5 from \$77 to \$82 and the average for Biochemists climbed hugely from \$28.50 p/h to \$48 p/h. However we must bear in mind that with only 61 records in the Scientific sector, one or two pieces of data may change statistics drastically.

Sports / Events / Leisure
- \$48 p/h

The profession that had the largest increase in rate expectations was in the Sports / Events / Leisure category - rising 18.8% since October 2010. In an interesting turn of events, Sports / Events / Leisure saw the largest decrease (-19.1%) in rate expectations between March 2010-October 2010. However, expected rates have now bounced back and are sitting at an average of \$48 p/h. With only 86 records in our database, the results were affected by contractors getting paid significantly higher in the added role of Sponsorship Management.

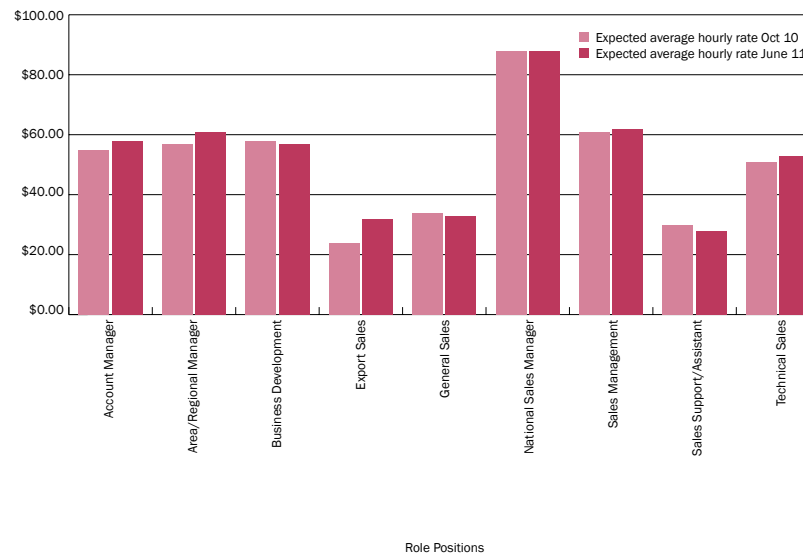
Sports / Events / Leisure - Rate Expectations



Sales
- \$54 p/h

After decreasing their rate expectations for two consecutive periods, rate expectations for Sales contractors in the past six months have finally picked up. Up 2.0% from October 2010, contractors in sales are now expecting to be paid an average of \$54 p/h.

Sales - Rate Expectations

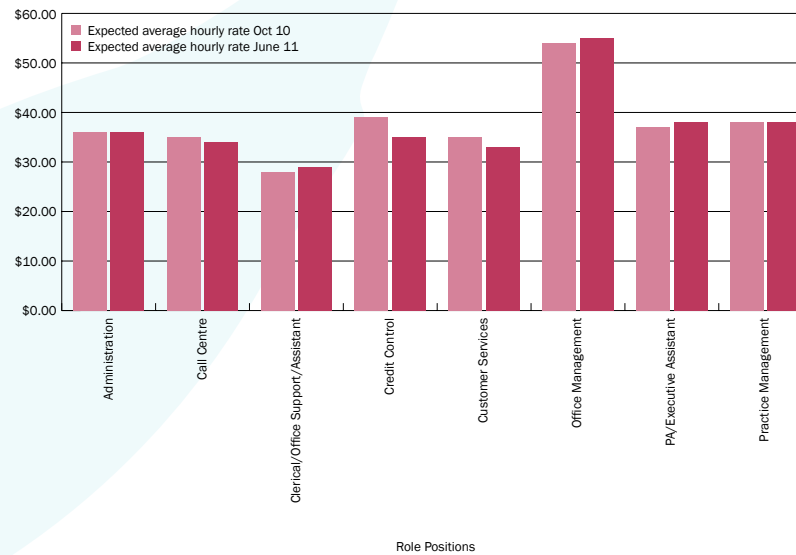


2.3 Flat rate expectations

Over the past six months contractor's average rate expectations have stabilised in the following professions;

- Administration / Clerical / Customer Services - \$35 p/h (0.3%)
- Advertising Media - \$59 p/h (-0.4%)
- Engineering - \$65 p/h (-0.7%)
- Health - \$43.22 p/h (-0.5%)
- Human Resources / Training - \$65 p/h (-0.5%)
- Information Technology/Telecommunications - \$71 p/h (0.7%)
- Legal - \$57 p/h (0%)
- Marketing / PR - \$66 p/h (0.4%)

Administration - Rate Expectations

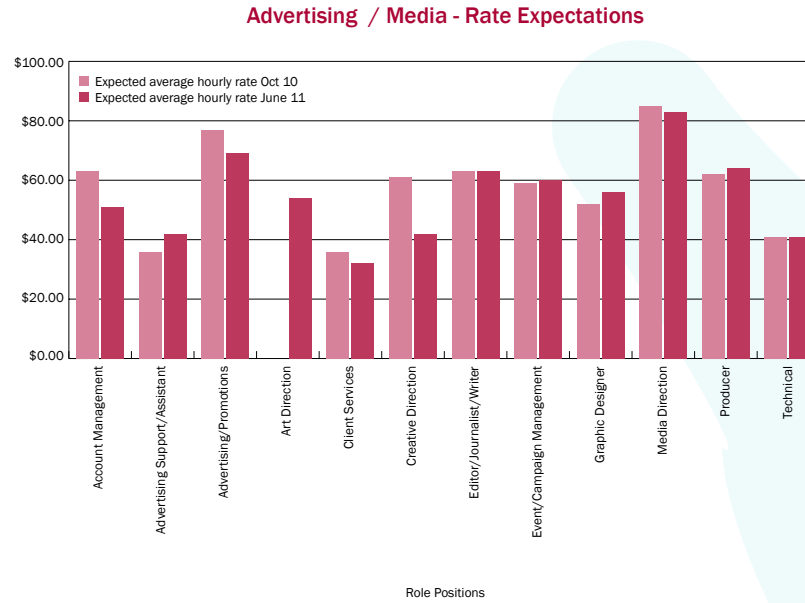


Administration / Clerical - \$35 p/h

Administration / Clerical contractors have stabilised their hourly rate expectations after previously dropping expectations by 5.3% in the period March 2010-October 2010. The average hourly rate has not changed much in the past six months however and sits at \$35 p/h. Roles such as Credit Control dropped their rates by \$4 from \$39 to \$35 but other roles such as PA / Executive Assistant, Office Management and Clerical / Office Support / Assistant all rose their rate expectations by \$1.

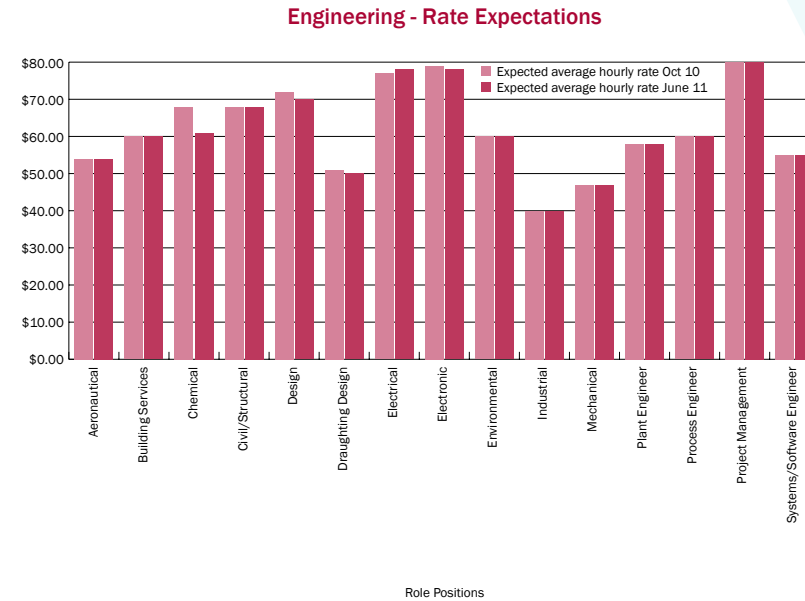
Advertising / Media
- \$59 p/h

The last rates guide showed that expected rates in the Advertising / Media sector had stabilised. This year, the expected rates have stayed stable recording only a -0.4% difference from October last year. The average expected rate across this profession is \$59 p/h.

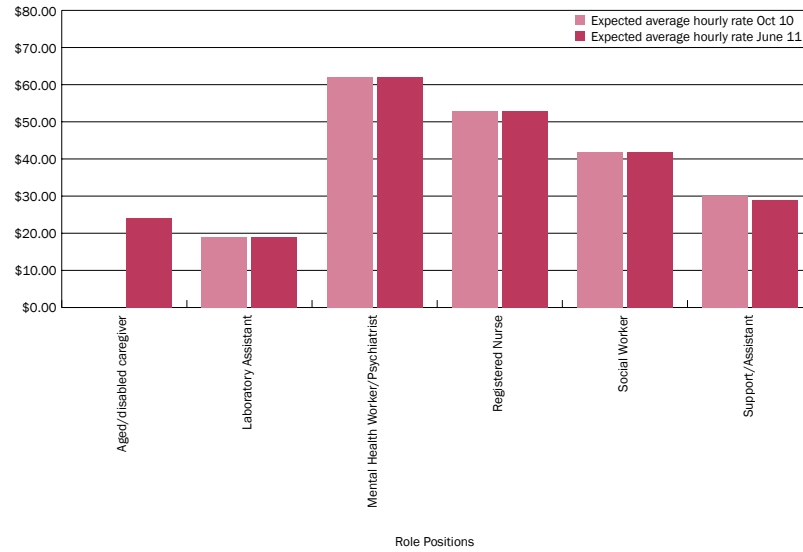


Engineering
- \$65 p/h

The recorded rates amongst Engineering contractors have remained relatively stable, decreasing by only 0.7% from \$65.80 to \$65.31 in the past six months. This small decline in expected rates was influenced by Chemical Engineers (dropping from \$68 p/h to \$61 p/h) and those in Design who dropped their expectations from \$72 to \$70 in June 2011.



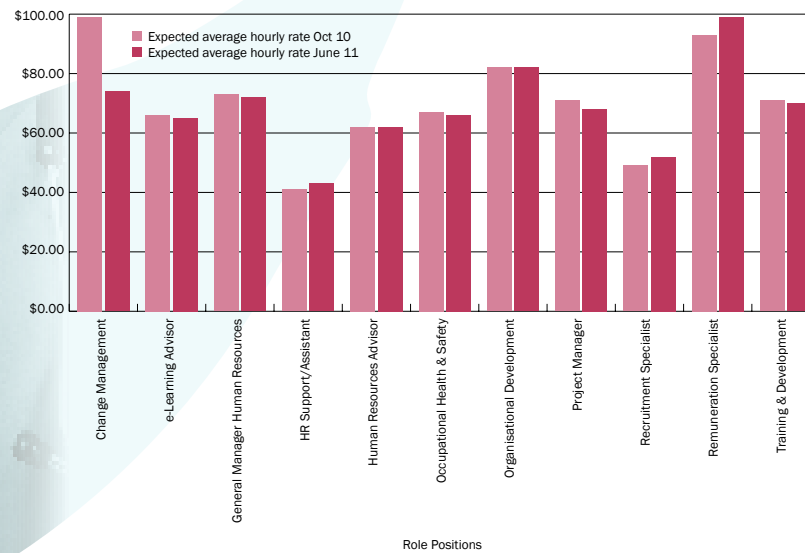
Health - Rate Expectations



Health - \$43 p/h

Rate expectations of contractors in the Health sector have decreased by 0.5% in the last six months. With only 54 records on file, the figures given may not be completely representative of current rate expectations. Though most roles had the same rates from last year, some new roles were added into our system such as Aged/Disabled Caregiver and Laboratory Assistant which changed the overall average.

HR Training - Rate Expectations

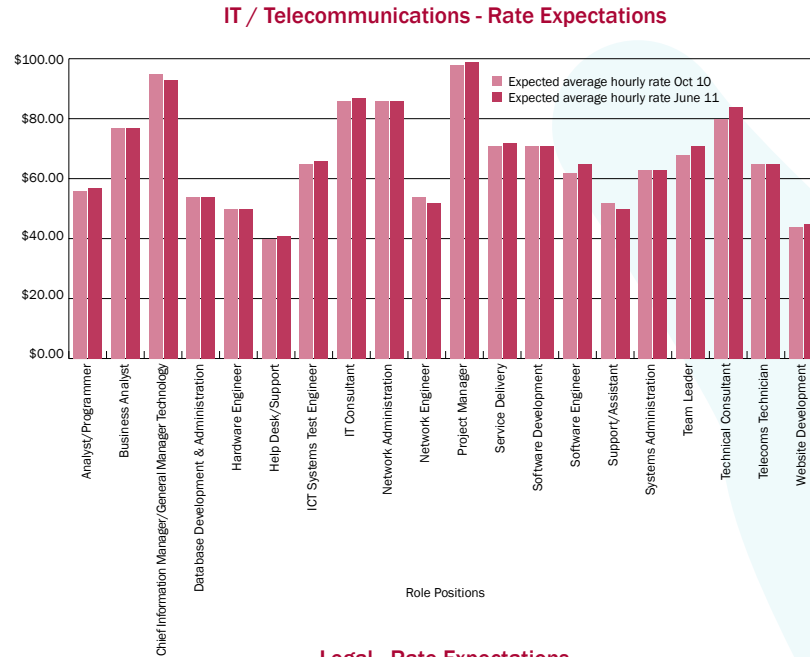


Human Resources / Training - \$65 p/h

Over the past six months there was a slight decrease in HR / Training contractor's rate expectations (-0.5%). Change Management, which in the previous rates guide recorded the largest increase in Human Resource rates, fell abruptly from \$99 p/h to an expected hourly rate of \$74 p/h. However, Remuneration Specialists are now expecting \$99 p/h as opposed to \$93 six months ago.

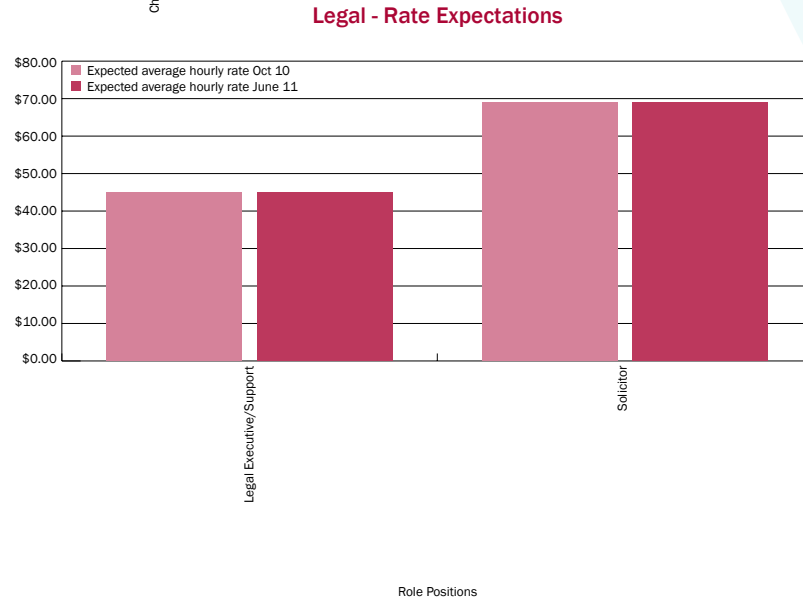
IT / Telecommunications
- \$71 p/h

Pay expectations recorded amongst IT / Telecommunications have remained relatively flat in the past six months. Average hourly rates increased by 0.7%. The most notable changes happened in the roles of Technical Consultant (up from \$80 to \$84) Team Leader (up from \$68 to \$71 and Software Engineers (up from \$62 to \$65). Other roles in IT / Telecommunications either experienced no change or only changed by \$1 or less.

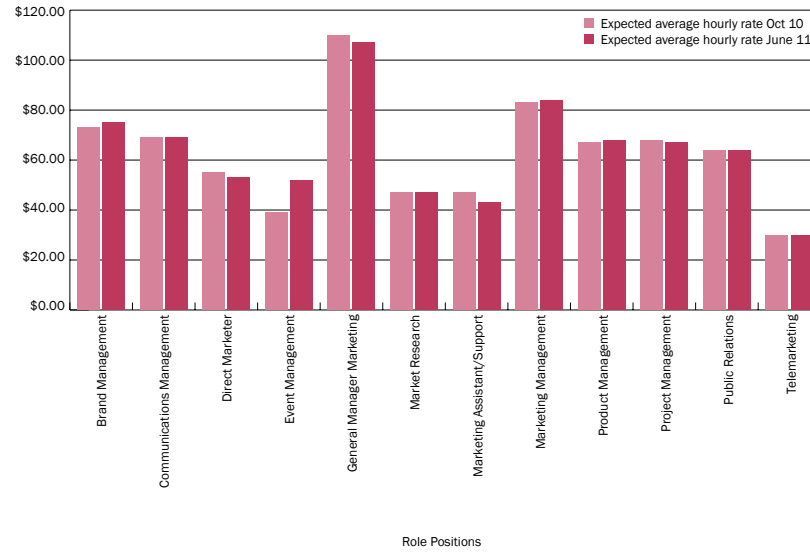


Legal
- \$57 p/h

In the last recorded period between March 2010 and October 2010, legal contractor's rate expectations decreased by 12.8%. However since then, there has been no change in any of the expected rates. With only 32 pieces of data, our small sample may not be particularly representative in portraying accurate rate expectations in the Legal sector.



Marketing / PR - Rate Expectations



Marketing / PR - \$66 p/h

A very minimal increase of 0.4% was recorded amongst Marketing / PR contractors over the past six months with the average hourly rate moving from \$66.09 to \$66.38 p/h. Though there were no significant changes in the overall Marketing / PR average, there were several big changes in different roles within the profession. In our last rates guide, Brand Managers had increased their rate expectations by \$2. In the last six months, they've increased their expectations by another \$2 from \$73 to \$75. Event Managers are now expecting \$52 p/h – an increase of \$13 p/h.

2.4 Decreases in rate expectations

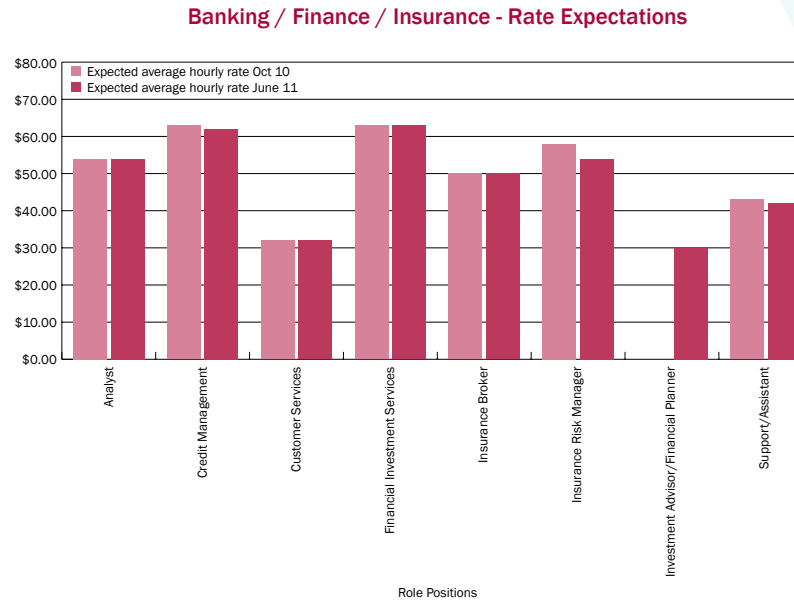
Over the past six months professional contractor's rate expectations have decreased in the following professions.

- Banking / Finance / Insurance - \$49 p/h (-1.4%)
- Management Consulting - \$94 p/h (-2.1%)
- Manufacturing - \$53 p/h (-2.7%)
- Retail - \$37 p/h (-3.1%)
- Supply / Logistics / Operations - \$57 p/h (-5.5%)

Under a quarter of all the recorded professions decreased their rate expectations.

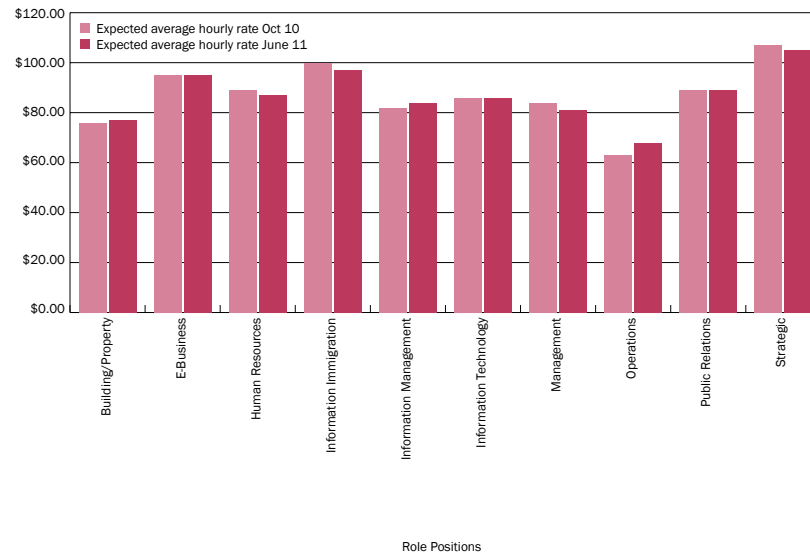
Banking / Finance / Insurance - \$49 p/h

Contractor's rate expectations in the Banking / Finance sector have decreased by a minor 1.4% in the past six months. The average expected rate is around \$49 compared to \$50 last October. Specific roles within this profession have stayed similar to last year however; Insurance Risk Managers lowered their rate expectations from \$58 to \$54.





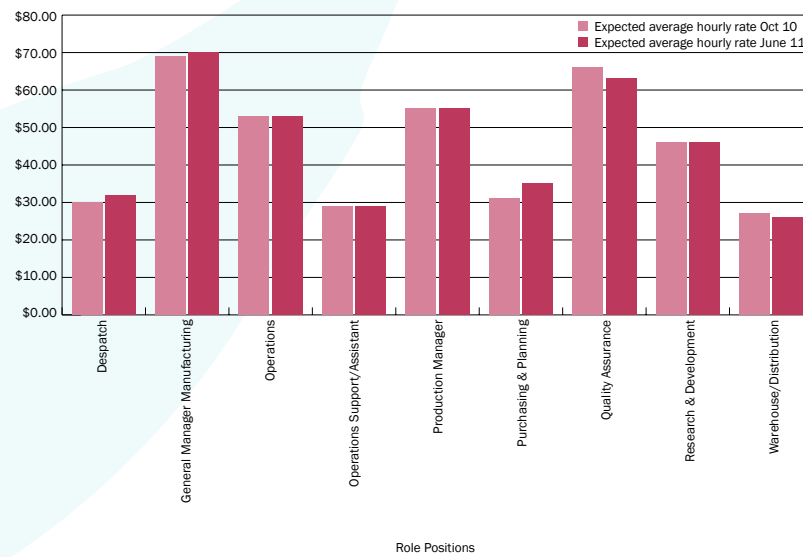
Management Consulting - Rate Expectations



Management Consulting - \$94 p/h

After rate expectations increased for two consecutive periods, rate expectations for contractors in Management Consulting have now decreased by 2.1%. The lower rate expectations over the past six months was affected by roles such as Information Immigration (down from \$100 to \$97), Management (down from \$84 to \$81) and Human Resources (down from \$89 to \$87). However Operations experienced a \$5 increase in rates expectations from \$63 in October last year to \$68 currently.

Manufacturing - Rate Expectations

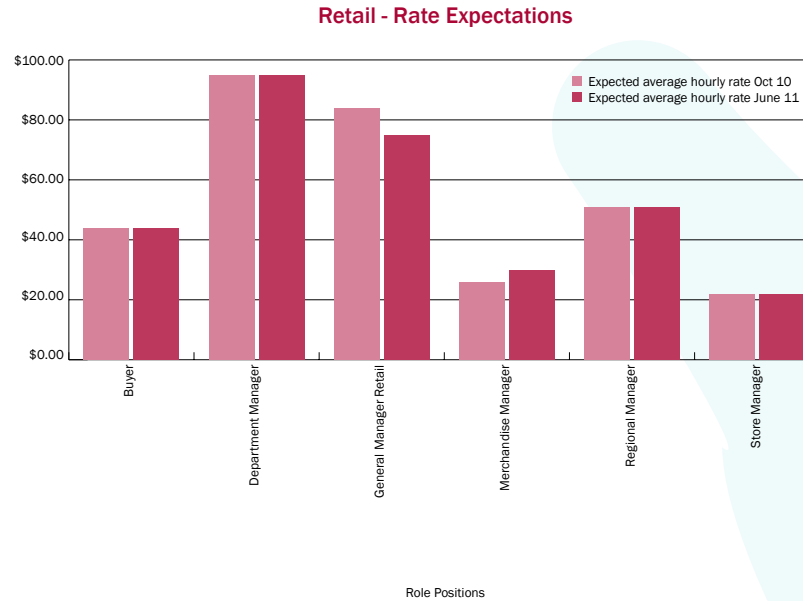


Manufacturing - \$53 p/h

While the Manufacturing profession increased its expected rates between March and October last year, the trend has reversed in the last six months. Expected rates within the profession have dropped by 2.7% and now lie at \$53 p/h.

Retail
- \$37 p/h

For the third consecutive period, rate expectations have decreased amongst Retail contractors. In the last six months, Retail rate expectations dropped 3.1%. Though Merchandise Managers increased their rate expectations from \$26 to \$30, General Managers fell abruptly from \$84 to \$75 which pulled down the overall average.



Please see appendix A to view these rates in a table format.

Supply / Logistics / Operations
- \$57 p/h

Contractors in the Supply / Logistics / Operations profession decreased their rate expectations by \$3 over the past six months. Most roles showed a decrease in rate expectations such as General Manager Operations (down from \$71 to \$66), Operations Manager (down from \$65 to \$62) and Supply Chain (down from \$66 to \$62). A huge decrease in rate expectations was found in the area of Procurement which saw a drop from an expected rate of \$64 p/h to \$46 p/h. Overall this meant that Supply / Logistics / Operations suffered the biggest decrease (-5.5%) in rate expectations of all recorded professions.



3. Contracting market commentary

The last six months has not seen a huge improvement in the economy – job availability is still low and little change has happened to pay expectations from contractors. Most variations in pay expectations were between 0-3% indicating a stable market through out New Zealand with minimal upwards improvement.

This trend can be seen in both the contracting and permanent job markets. Similar to contracting pay expectations, permanent salaries have been flat for the past year. The market appears to have not matured or shrunk but is stuck in a holding pattern. Though change is slow, positive conclusions can be drawn from the fact that rates haven't dropped greatly.

The earthquakes in Christchurch have made a big impact on the economy. Economic forecasters believe the past year was weaker than predicted as a result of the quakes and may delay New Zealand's recovery from the recession until 2013. According to the NZIER Consensus Forecasts survey, expectations for economic growth over the next year ending March 2012 have been revised down from 3.5% to 2.0%. However, the outlook for March 2013 is brighter with economic growth predicted to grow 3.9%. As the Christchurch rebuild goes underway and businesses start re-opening, we should start to see things pick up.

The economic conditions have resulted in a lot of volatility in the market – contractors are uncertain of where to set their hourly rate expectations at and there is little confidence in where the market will take them at this point of time. The professional contracting market has had a tough past three years with many finding it difficult to maintain steady work. Contractor feedback suggests that client expectations are changing too – employers are expecting contractors to do the same amount of work (or in some cases, an increased amount) but for less pay. However, more experienced contractors particularly in areas such as IT/Technology are experiencing steady demand for their skills and at competitive rates.

With the cost of living rising due to inflation including a GST increase, we can only hope that pay rates will begin to increase in the upcoming months. We may see a rise in hourly pay rates and salaries as a part of business strategies to retain valuable employees instead of hiring new staff. Talent shortages in the New Zealand market means employers are recognising that good talent is scarce and are therefore keen to hold on to experienced employees. Rates for experienced contractors may increase but this does not necessarily mean demand for contractors overall will rise. However, according to the Great New Zealand Employment Survey 2011, 53% of employers predict demand for contract workers will increase as an alternative to hiring permanent staff.

Our advice for new contractors is to capitalise on networking by re-connecting with old employers and staying active within different recruitment opportunities such as job boards, recruitment agencies and contracting platforms like Crackerjacks. We predict that in the next six months we will see some positive growth in the contracting job market as we pass the worst of the recession. However, rises in jobs and pay rates will be a slow and gradual process.



Information Technology /Telecommunications

Software Developer
Simon C (CJ 2451)
Expected Rates: \$50 - \$70 p/h



Pay-rates have stabilised over the past 12 months and I haven't noticed any pay-rate reductions in my field. My line of work has been steady and so has the remuneration. My contracting rates expectations have changed recently; if I learn a new programming language or a language that's in high demand, I expect to be paid more for my time/workload for time spent learning it and its high demand in the IT field.

Recently, I am finding it a bit hard to get work because more people are entering the IT field and the economic recession. More people are becoming familiar with computers these days with IT courses, high pay rates etc so it's becoming more competitive. I think there will be more demand for contractors in the next 6 months once the economy picks up again. The recession has forced lots of staff cutbacks and companies have had lower budgets to work with. Once the economy is in full-swing, the IT field will be prosperous for IT contractors.

Advertising / Media

Communications / Writer
Brian D (CJ 2410)
Expected Rates: \$80 - \$100 p/h



Having worked in a fixed-term contract for the last couple of years to ride out the worst of the recession, I'm now feeling confident about the contracting market again. I've taken up a communications contract at \$80/hr, having given an understanding that this is a discount on my normal rate because I have a personal connection with the organisation.

I operate within a number of different (but related) specialties; my normal rate reflects this, and depends on the nature and seniority of the position. I accept contracts at the lower end of the range only rarely.

While not overwhelmed with offers (the communications market doesn't seem to have recovered as quickly as, for example, IT), I'm confident of getting at least as much work as I want over the next 6 months.

Engineering

Senior System Engineer
CJ 1647
Expected Rates: \$70 - \$90 p/h



My rate has gone up \$10 last month, from \$70 to \$80. I have got a heavy workload with too much to do. Where I am now, I expect to get another possible rate increase. At my current workplace, I have been a long term contractor for 18 months and will be here for a while longer. Almost all the staff here are also contractors

4. Professional contractor's opinions on the market

Banking / Finance / Insurance

Business Consultant
Don B. (CJ 3376)
Expected Rates: \$90 – \$120 p/h



A couple of years ago I was on \$120 per hour as a senior BA / consultant and the market tightened. I followed the market to \$90 ph and have been there since except that I got an additional part time contract 2 months ago at \$100 ph I work in the procurement analysis area in the Wellington market and there is more work than I can do. I explain to people that I am not a charity but generally find that \$90 to \$100 is the going rate. I think there will be more downward pressure in the Wellington market through the public sector wanting to save money in the near future

Human Resources / Training

Consultant
Kathy W (CJ 5333)
Expected Rates: \$60 - \$80



Client expectations are changing. Within the civil contracting industry companies want to have the work done but are not ready to pay my standard fee. I have discounted this by 15% as it looks like the contract may be extended.

My workload is definitely heavier. Luckily I haven't had to decline any work. More requests are coming through and people are asking after my skills.

My prediction over the next 6 months is ongoing work 30 –40 hours each week. I have 5 companies that I do work for on a regular basis but hours are different depending on the deadlines that have been agreed to.

Accounting	Average hourly rate October 2010	Average hourly rate June 2011
Assistant/Support	\$31.00	\$32.00
Auditor	\$45.00	\$45.00
Chartered Accountant	\$67.00	\$65.00
Chief Financial Officer / General Manager Finance	\$73.00	\$73.00
Company Accountant	\$47.00	\$48.00
Company Secretary	\$69.00	\$69.00
Corporate Treasurer	\$75.00	\$64.00
Financial Accountant	\$46.00	\$47.00
Financial Analyst	\$57.00	\$59.00
Financial Controller / Finance Manager	\$63.00	\$64.00
Group Accountant	\$53.00	\$53.00
Management Accountant	\$56.00	\$56.00
Taxation Accountant	\$52.00	\$52.00
Treasury Accountant	\$42.00	\$36.00

Administration / Clerical	Average hourly rate October 2010	Average hourly rate June 2011
Administration	\$36.00	\$36.00
Call Centre	\$35.00	\$34.00
Clerical / Office Support / Assistant	\$28.00	\$29.00
Credit Control	\$39.00	\$35.00
Customer Services	\$35.00	\$33.00
Office Management	\$54.00	\$55.00
PA / Executive Assistant	\$37.00	\$38.00
Practice Management	\$38.00	\$38.00

Appendix A:

Role Positions average rates:
October 2010 / June 2011

Below are a series of tables that
provide hourly rate expectations for
certain role positions.





Advertising / Media	Average hourly rate October 2010	Average hourly rate June 2011
Account Manager / Management	\$63.00	\$61.00
Advertising Support / Assistant	\$36.00	\$42.00
Advertising / Promotions	\$77.00	\$69.00
Client Services	\$36.00	\$32.00
Creative Direction	\$42.00	\$50.00
Editor / Journalist / Writer	\$63.00	\$63.00
Event / Campaign Management	\$59.00	\$60.00
Graphic Designer	\$52.00	\$56.00
Media Direction	\$85.00	\$83.00
Producer	\$62.00	\$64.00
Technical	\$41.00	\$41.00

Banking / Finance / Insurance	Average hourly rate October 2010	Average hourly rate June 2011
Analyst	\$54.00	\$54.00
Credit Management	\$63.00	\$62.00
Customer services	\$32.00	\$32.00
Financial Investment Services	\$63.00	\$63.00
Insurance Broker	\$50.00	\$50.00
Insurance Risk Manager	\$58.00	\$54.00
Investment Advisor / Financial Planner	-	\$30.00
Support / Assistant	\$43.00	\$42.00

Construction / Property	Average hourly rate October 2010	Average hourly rate June 2011
Draftsman	\$46.00	\$50.00
Business Development	\$62.00	\$62.00
Construction Management	\$36.00	\$36.00
Environmental Planner	\$37.00	\$37.00
Estimator	\$58.00	\$58.00
Interior Designer	\$40.00	\$43.00
Landscape Architect/Designer	\$48.00	\$48.00
OHS	\$55.00	\$55.00
Property Manager	\$63.00	\$63.00
Project Manager	\$63.00	\$63.00
Site Management	\$48.00	\$48.00
Support / Assistant	\$39.00	\$40.00
Technician / CAD / Drafting	-	\$71.00

Education	Average hourly rate October 2010	Average hourly rate June 2011
Academic	\$49.00	\$52.00
Careers Counsellor	\$60.00	\$65.00
Educational Support / Assistant	\$49.00	\$46.00
Faculty Head	\$93.00	\$93.00
Primary Teacher	\$42.00	\$42.00
School Administration	\$45.00	\$45.00
Secondary Teacher	\$38.00	\$ 40.00
Tertiary Lecturer	\$56.00	\$ 58.00
Tutor	\$43.00	\$ 42.00
Vocational Educator	\$66.00	\$ 64.00





Engineering	Average hourly rate October 2010	Average hourly rate June 2011
Aeronautical	\$54.00	\$54.00
Building Services	\$60.00	\$60.00
Chemical	\$68.00	\$61.00
Civil/Structural	\$68.00	\$68.00
Design	\$72.00	\$70.00
Electrical	\$77.00	\$78.00
Draughting Design	\$51.00	\$50.00
Plant Engineer	\$58.00	\$58.00
Project Management	\$80.00	\$80.00
Process Engineer	\$60.00	\$60.00
Electronic	\$79.00	\$78.00
Environmental	\$60.00	\$60.00
Systems / Software Engineer	\$55.00	\$55.00

Export / Import	Average hourly rate October 2010	Average hourly rate June 2011
Export Administration/ Management	\$47.00	\$48.00
Import Management	\$44.00	\$44.00
Support/Assistant Average	\$40.00	\$40.00

General Management	Average hourly rate October 2010	Average hourly rate June 2011
Divisional Manager	\$72.00	\$74.00
Executive Director	\$81.00	\$81.00
GM/MD/CEO (responsible co revenues \$0-20m)	\$84.00	\$86.00
GM/MD/CEO (responsible co revenues \$21-50m)	\$95.00	\$102.00
GM/MD/CEO (responsible co revenues \$51-100m)	\$80.00	\$89.00
GM/MD/CEO (responsible co revenues \$101m plus)	\$114.00	\$101.00

Human Resources / Training	Average hourly rate October 2010	Average hourly rate June 2011
e-Learning Advisor	\$66.00	\$65.00
Change Management	\$99.00	\$74.00
General Manager Human Resources	\$73.00	\$72.00
HR Support / Assistant	\$41.00	\$43.00
Human Resources Advisor	\$62.00	\$62.00
Occupational Health & Safety	\$67.00	\$66.00
Organisational Development	\$82.00	\$82.00
Project Manager	\$71.00	\$68.00
Recruitment Specialist	\$49.00	\$52.00
Remuneration Specialist	\$93.00	\$99.00
Training & Development	\$71.00	\$70.00

IT / Telecommunications	Average hourly rate October 2010	Average hourly rate June 2011
Analyst/Programmer	\$56.00	\$57.00
Business Analyst	\$77.00	\$77.00
Chief Information Manager / General Manager Technology	\$95.00	\$93.00
Database Development & Administration	\$54.00	\$54.00
Hardware Engineer	\$50.00	\$50.00
Helpdesk Support	\$40.00	\$41.00
ICT Systems Test Engineer	\$65.00	\$66.00
IT Consultant	\$86.00	\$87.00
Network Administration	\$86.00	\$86.00
Network Engineer	\$54.00	\$52.00
Project Manager	\$98.00	\$99.00
Systems Administration	\$63.00	\$63.00
Service Delivery	\$71.00	\$72.00
Software Developer	\$71.00	\$71.00
Software Engineer	\$62.00	\$65.00
Telecoms Technician	\$65.00	\$65.00
Team Leader	\$68.00	\$71.00
Technical Consultant	\$80.00	\$84.00
Website Development	\$44.00	\$45.00

Knowledge Management	Average hourly rate October 2010	Average hourly rate June 2011
Business Analyst	\$62.00	\$62.00
Corporate Services	\$56.00	\$58.00
Economist	\$55.00	\$55.00
Librarian	\$32.00	\$32.00
Project Management	\$72.00	\$73.00
Policy / Planning	\$54.00	\$61.00
Research & Development	\$45.00	\$41.00
Records and data management	\$38.00	\$40.00

Legal	Average hourly rate October 2010	Average hourly rate June 2011
Legal Executive / Support	\$45.00	\$45.00
Solicitor	\$69.00	\$69.00

Management Consulting	Average hourly rate October 2010	Average hourly rate June 2011
Building/Property	\$76.00	\$77.00
E-business	\$95.00	\$95.00
Human Resources	\$89.00	\$87.00
Information Immigration	\$100.00	\$97.00
Information Management	\$82.00	\$84.00
Information Technology	\$86.00	\$86.00
Management	\$84.00	\$81.00
Operations	\$63.00	\$68.00
Public Relations	\$89.00	\$89.00
Strategic	\$107.00	\$105.00

Manufacturing	Average hourly rate October 2010	Average hourly rate June 2011
Despatch	\$30.00	\$32.00
General Manager	\$69.00	\$70.00
Operations	\$53.00	\$53.00
Operations Assistant	\$29.00	\$29.00
Production Manager	\$55.00	\$55.00
Purchasing & Planning	\$31.00	\$35.00
Quality Assurance	\$66.00	\$63.00
Research / Development	\$46.00	\$46.00
Warehouse / Distribution	\$27.00	\$26.00

Marketing & PR	Average hourly rate October 2010	Average hourly rate June 2011
Brand Management	\$73.00	\$75.00
Communications Manager	\$69.00	\$69.00
Direct Marketer	\$55.00	\$53.00
Event Manager	\$39.00	\$52.00
General Manager Marketing	\$110.00	\$107.00
Market Research	\$47.00	\$47.00
Marketing Assistant / Support	\$47.00	\$43.00
Marketing Management	\$83.00	\$84.00
Product Management	\$67.00	\$68.00
Project Management	\$68.00	\$67.00
PR	\$64.00	\$64.00
Telemarketing	\$30.00	\$30.00

Retail	Average hourly rate October 2010	Average hourly rate June 2011
Buyer	\$44.00	\$44.00
Department Manager	\$95.00	\$95.00
General Manager Retail	\$84.00	\$75.00
Merchandise Manager	\$26.00	\$30.00
Regional Manager	\$51.00	\$51.00
Store Manager	\$22.00	\$22.00

Sales	Average hourly rate October 2010	Average hourly rate June 2011
Account Manager/Management	\$55.00	\$58.00
Area/Regional Manager	\$57.00	\$61.00
Business Development	\$58.00	\$57.00
General Sales	\$34.00	\$ 33.00
National Sales Manager	\$88.00	\$88.00
Sales Management	\$61.00	\$62.00
Sales Support / Assistant	\$30.00	\$28.00
Technical Sales	\$51.00	\$53.00

Scientific	Average hourly rate October 2010	Average hourly rate June 2011
Biochemist	\$29.00	\$48.00
Environmental	-	\$23.00
Food Technologist	\$60.00	\$60.00
Geneticist	\$65.00	\$65.00
Laboratory Analyst	\$65.00	\$65.00
Quality Assurance	\$86.00	\$75.00
Research & Development	\$77.00	\$82.00
Technical Assistant	\$61.00	\$59.00

Sports / Events / Leisure	Average hourly rate October 2010	Average hourly rate June 2011
Coach	\$26.00	\$26.00
Event Management	\$51.00	\$49.00
Programme Management	\$70.00	\$70.00
Sports Administrator	\$31.00	\$31.00
Support / Assistant	\$37.00	\$37.00
Team Manager	\$69.00	\$60.00
Sponsorship Management	-	\$95.00

Supply / Logistics / Operations	Average hourly rate October 2010	Average hourly rate June 2011
General Manager Operations	\$71.00	\$66.00
Logistics	\$51.00	\$51.00
Operations Manager	\$65.00	\$62.00
Procurement	\$64.00	\$46.00
Supply Chain	\$66.00	\$62.00
Support / Assistant	\$40.00	\$40.00

- Sample size of 11,515 records, data retrieved April 2011
- These are direct engagement rates and exclude any 3rd party fees.

