



Frontline Health  
**Salary Guide**  
2021/2022

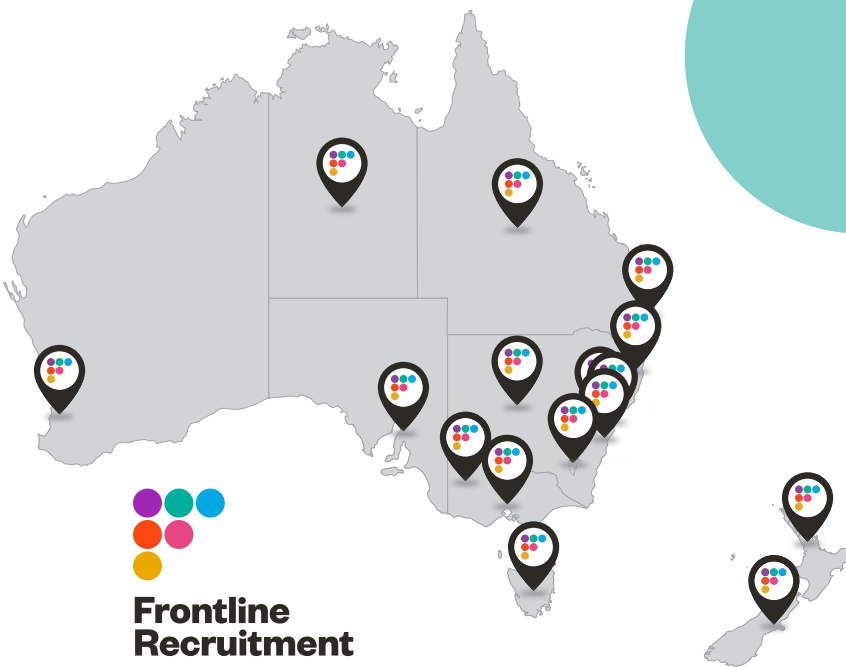


**Frontline  
Health  
Recruitment**

[www.frontlinerecruitmentgroup.com/health](http://www.frontlinerecruitmentgroup.com/health)

# Frontline At a Glance

- ✓ Operating **since 1995**
- ✓ **60+** Consultants
- ✓ **28+ Offices** across Australia & New Zealand
- ✓ Run by industry specialist owner operators



## Find your people with Frontline

Our Frontline Recruitment Group agencies are individually owned and operated across Australia and New Zealand by experienced recruitment and industry professionals in:

- Retail
- Retail Executive
- Hospitality
- Health
- Education
- Construction

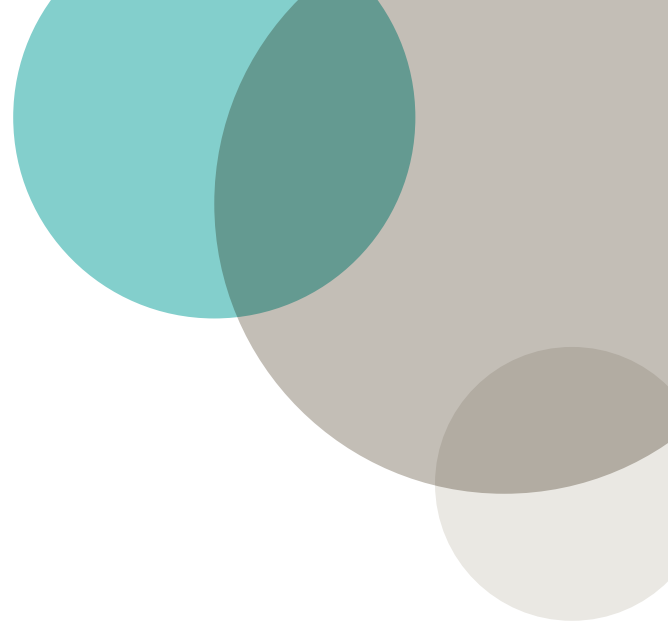
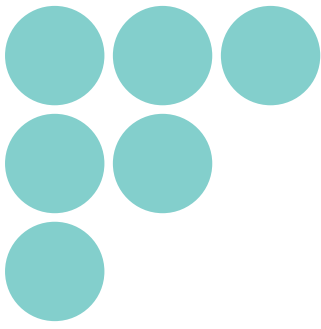
From a solo operation in Sydney in 1995, Frontline Recruitment Group has since expanded to become one of the leading recruitment companies operating across Australia and New Zealand.

**Frontline is now backed by Express Employment Professionals, a leading staffing firm, which annually employs over 552,000 people across more than 860 franchise locations worldwide.**

At Frontline, we love helping people find the people they want to work with. Whether it's a client looking for a great candidate, a candidate looking for their next role or someone looking to build their own business in recruitment with the support of a team, as an Agency Owner.

Today, the company continues to set the standard for industry specialist service with a personal touch. Frontline recruitment was created with an understanding that the recruitment sector is extremely specialised and to get the best results you need industry specialist recruiters who truly know their local market.

Find out more about our agencies by visiting the Frontline Recruitment Group website at:  
**[www.frontlinerecruitmentgroup.com](http://www.frontlinerecruitmentgroup.com)**



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# Welcome



Welcome to the annual Frontline Health Recruitment Salary Guide for the 2021/22 financial year!

First released in 2008, this guide provides a comprehensive review of:

- Current salaries in the Health Industry by location
- Market insights into recruitment trends specific to the Health industry
- Hiring and salary expectations of employers in the Health industry

The market across Australia and New Zealand has continued to be short in candidates but big in opportunities. With the demand for skilled workers outweighing supply, candidates can be more selective towards the next step in their career.

Throughout this guide we have also included many 'market insights' specific to the Australian and New Zealand Health industries. These 'market insights' include information such as:

- Workforce employed in Health Sector
- Average number of days it takes to place someone
- Average number of days from application to placement
- Number of jobs listed

The data behind these insights is real and verified, telling you what is really happening in the Health recruitment market.

Whether you are recruiting within the Health sector or looking for a new job, these insights will give you an understanding of how the recruitment market is working and what changes and trends are happening now.

Our annual Health Salary guide also includes commentary from some of our Frontline Health Agency Owners and Managers, who provide expert insight into the unique challenges, trends and predictions for candidates and recruiters in their various markets.

**Arthur McColl**

CEO - Frontline Recruitment Group and Express Employment Professionals ANZ



# About The Research

In April 2021, we released our **Frontline Feel Good Index**, which provided key insights to help our clients understand how to attract and retain talent in today's climate, and to help our candidates find great roles by finding out what's important to them.

**Pre Covid-19, people were more open to new roles and opportunities. Following the lockdowns in 2020 and the impact on people's lifestyles and working lives, attitudes to work have changed. This is combined with big shifts in the make-up of our labour market.**

A large amount of skilled international workers have returned overseas and the influx of skilled migrants has been halted. Employees are reluctant to move roles and what they value in a role has changed. For the first time, our salary guide includes the results of this survey to help you understand the factors above and beyond salary that make a role attractive and what employers are doing to meet the changing needs of candidates.



## Our Database

TIME PERIOD:  
**2020/21 FINANCIAL YEAR**

YEARS OF OPERATION:  
**26+**

JOBS LISTED (ALL TIME):  
**140,217**

CANDIDATES ON DATABASE THAT  
HAVE BEEN INTERVIEWED:  
**297,363**

PLACEMENTS MADE  
(ALL TIME):  
**43,942**

# Market Insight & State Of The Market Report

Based on the latest data pulled directly from our candidate database, we've compiled stats on the latest trends in Health.

## Workforce Employed in the Health Sector\*

AU: 1,842,300



NZ: 244,374

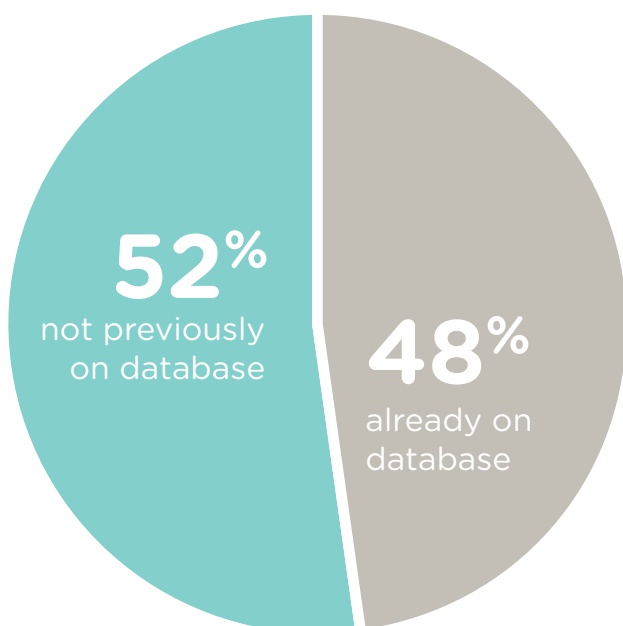


### BY STATE

NSW	566,700
VIC	471,600
QLD	384,400
SA	131,700
WA	193,300
TAS	40,900
NT	22,900
ACT	30,900

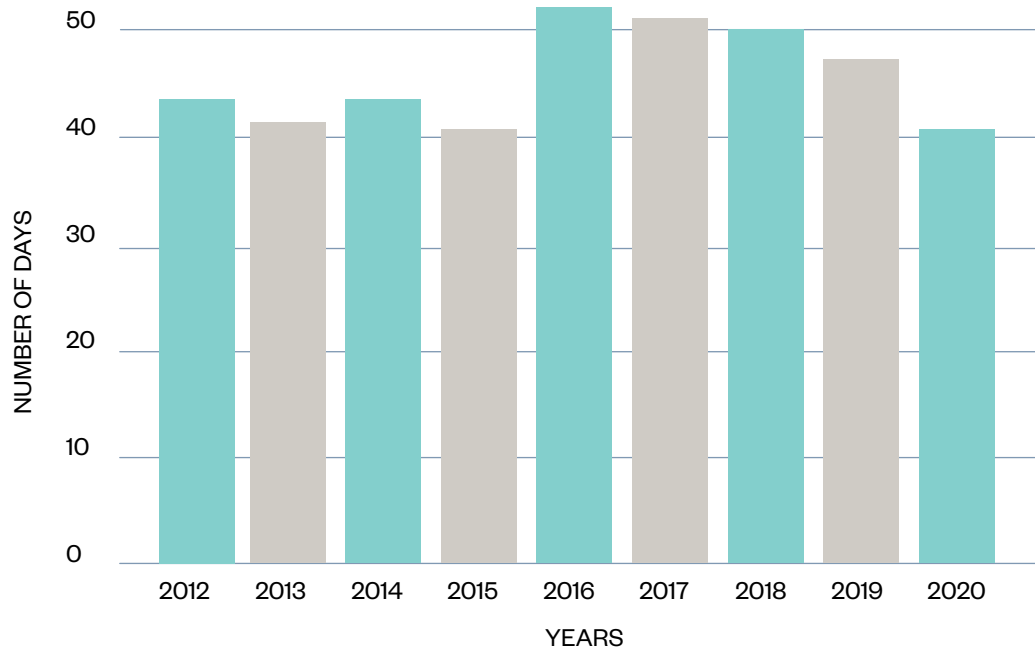
\* Australia - <https://www.abs.gov.au/>  
New Zealand - <https://www.stats.govt.nz/>

## Who did we place more of: New Candidates or Known Candidates?

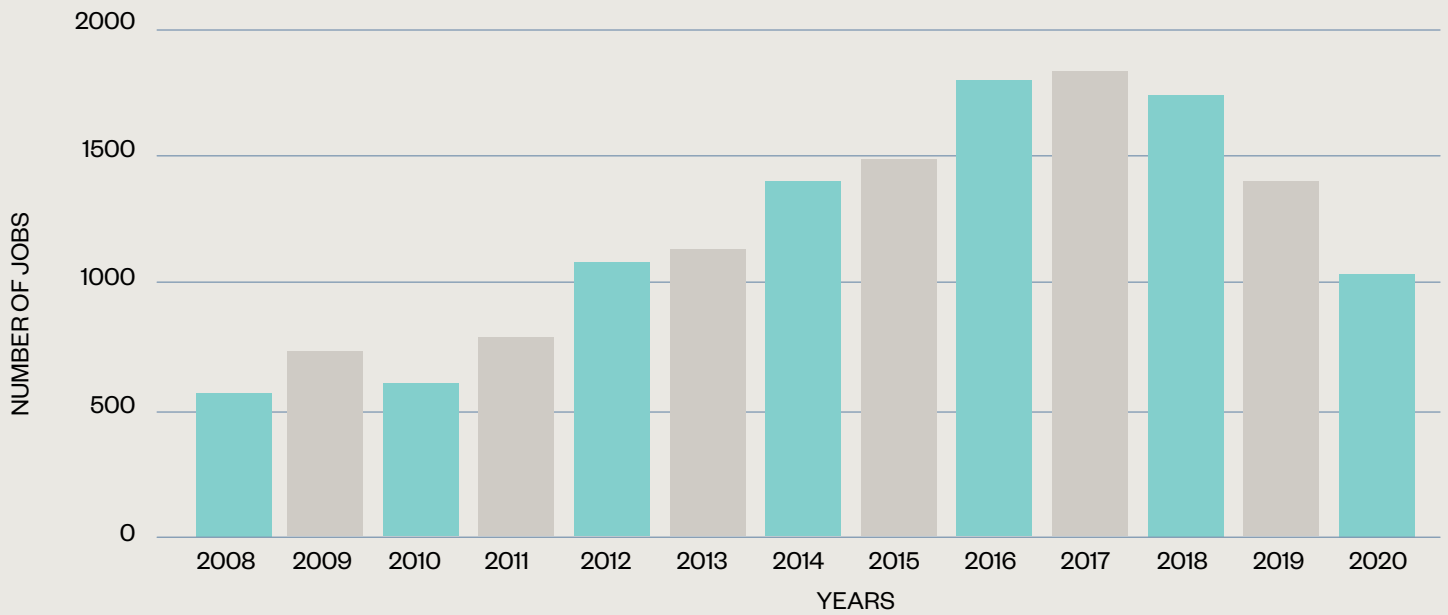


Our Database helps us to stay connected with our candidates as they grow throughout their career. The long-term relationship that we build help us to discover unseen opportunities.

## Average Number of Days from Job Listing to Placement

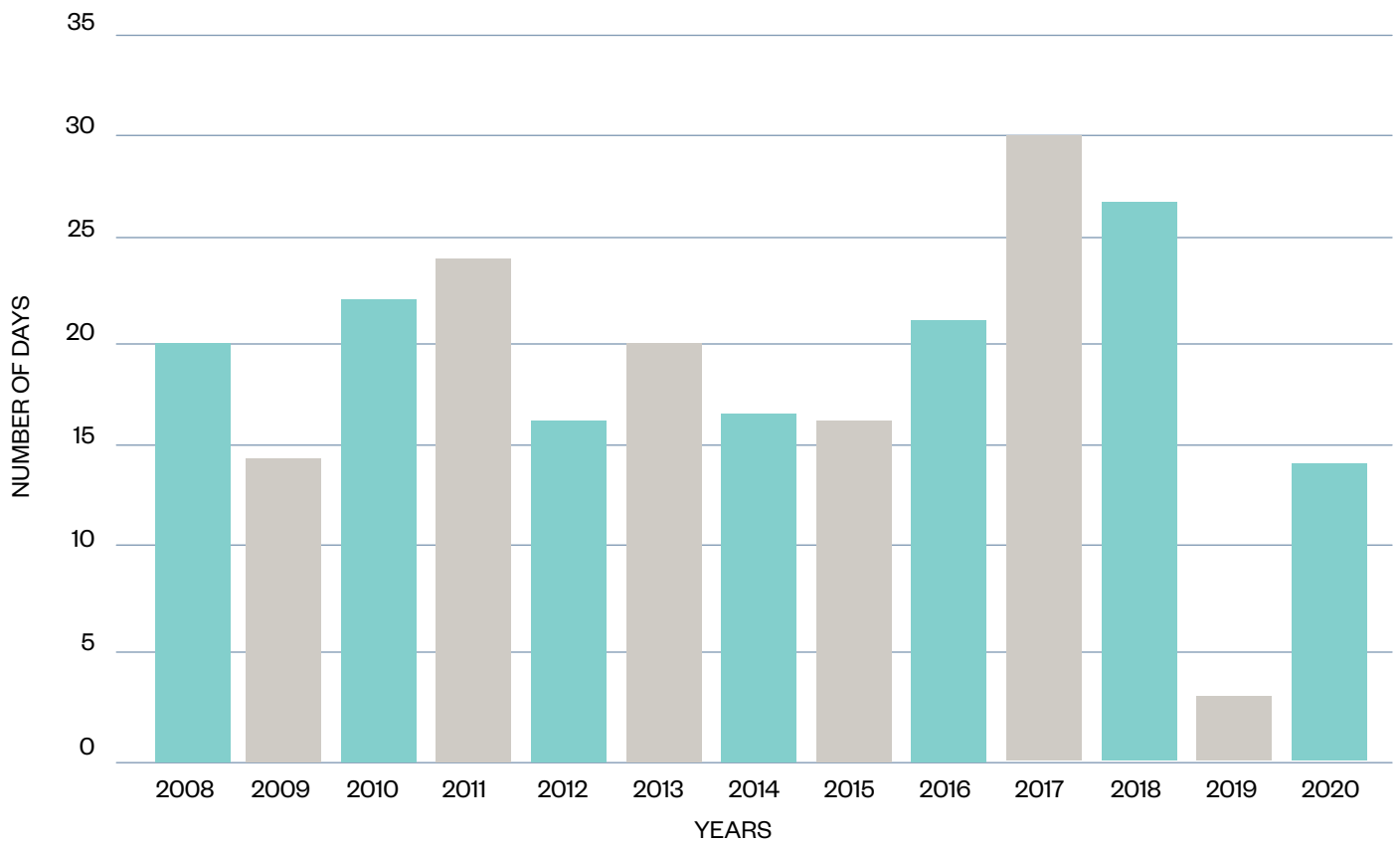


## Number of Jobs Listed Each Year

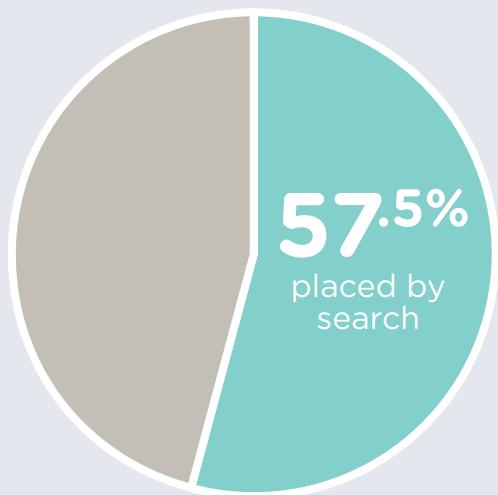




## Average Number of Days from Application to Placement



## The Power Of Our Specialist Candidate Database



Did you know that on average **15.9%** of placed candidates applied for the role that they were placed in.





# Frontline Feel Good Index 2021



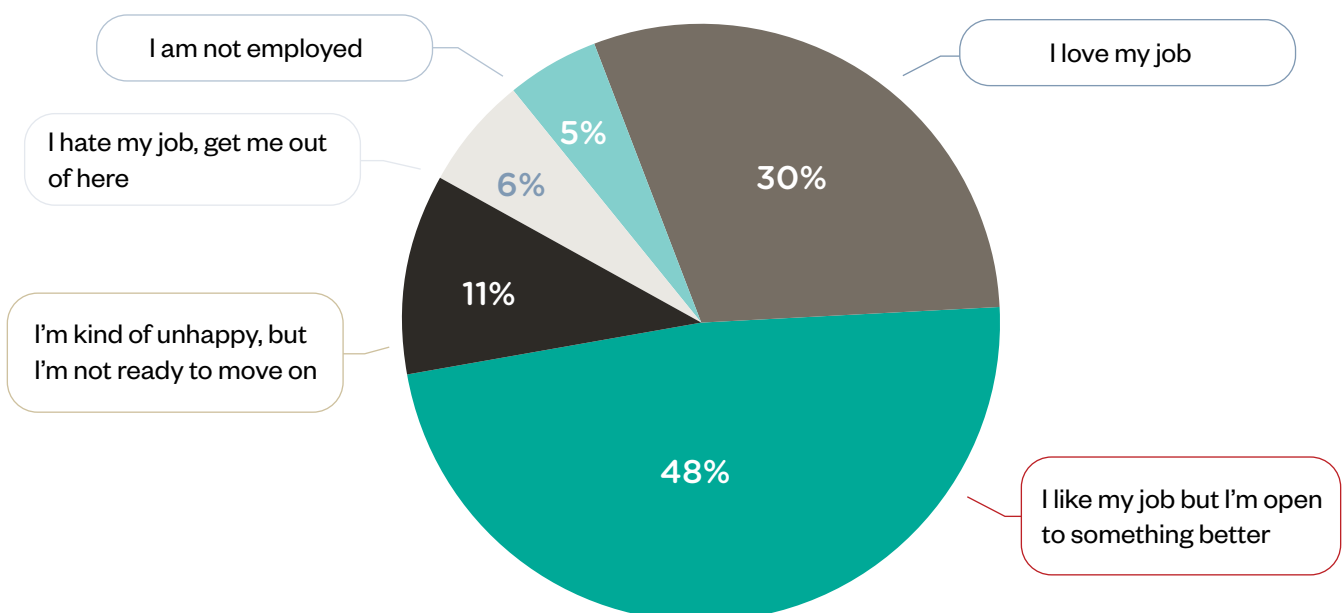
## Health Report

### How Health employees feel about their job

Health care employees said 'I love my job' (30%) more so than ALL candidates at (24%). A significant difference indicating these candidates are the happiest in their job. Interestingly, employees who stated they 'I'm kind of unhappy, but I'm not ready to leave' was at (11%) versus the all candidates average of (9%). This cohort are not willing to take the step in changing employers at the moment.

#### Job sentiment

N=346



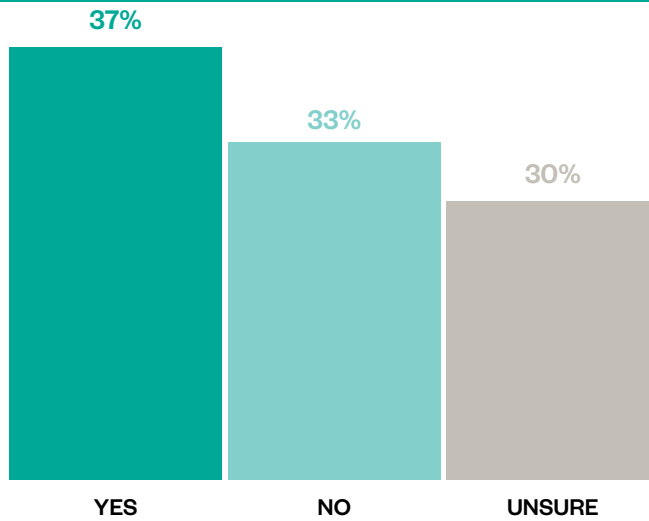
Whilst overwhelmingly **Health candidates love their job, 3 in 10 are looking to move roles in the next 6 - 12 months.**



**Frontline  
Feel Good  
Index 2021**

**Likelihood of Staying With Existing Employer in the Next 12 Months**

N=346



**Top Values at Work (Rating out of 5)**

N=346



**OVERVIEW**



Candidates from the Health sector deemed **'Employer looks after my Mental and Physical Wellbeing'** as important with an importance rating of **4 out 5**.



Three feel-good factors rated the same average rating of 3.7 included **'The Opportunity to Learn and Develop My Skill Set'**, **'Ability to act autonomously and make decisions'** and **'How diverse and inclusive my workplace feels'**.



Least important factor was **'Additional Perks or Benefits'** at **2.8 out of 5**.



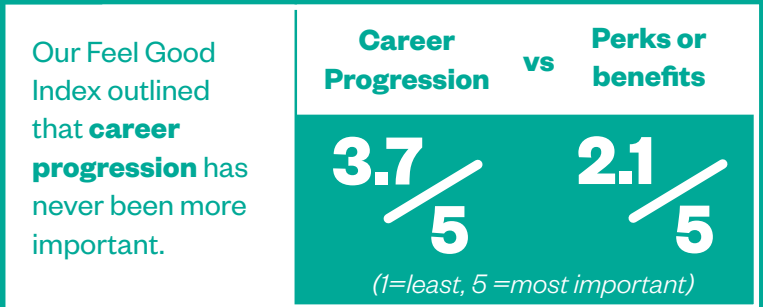
# Key Findings



## Company Offerings: Career progression & upskilling

The world of work is changing fast and employers who embrace a life-long learning approach and offer their staff the chance to learn on the job and develop their skillset with ongoing training opportunities, will be seen as far more valuable than employers who offer no training at all. Training and upskilling opportunities rated very highly when it came to gauging how happy employees were at work. Surprisingly, salary and benefits are not the most important factor candidates are looking for in a workplace.

In order to attract and retain staff, we need to aid them throughout their career journey, by understanding their needs and ambitions. Candidates are not just looking for a job to pay their bills, but they're looking to be supported and valued so that they can upskill and develop their skills.



## Company Offerings: Make mental health and wellbeing a priority

Caring for your employee's wellbeing can have a great impact than you think. Especially if you're dealing with a young, Generation Z workforce – who rated employers who look after mental health and physical wellbeing as the most important factor in workplace happiness.

Start by looking at your mental health workplace strategy (or developing one), speaking openly about mental health and showing your team you're committed to creating a mentally healthy work environment. It might also mean putting in place a zero-tolerance approach to bullying and discrimination. We understand that the candidate short market is significantly challenging as employees may be required to work longer hours, which can lead to burn out. It's important to have a plan in place to ensure you offer a good work-life balance for your team, and have a plan in place to ensure you adhere to it.



## **Company Offerings: Don't ignore the salary issue**

Ask any job-seeker: a job advertisement that uses the phrase 'commensurate with experience' doesn't inspire confidence. Rather, it is a huge red flag to applicants who worry the salary is so low you think it's better not to mention it. But you should. And when it comes to retaining employees, making sure salaries are competitive is of course important too, especially for higher-earning staff.



## **Candidate Attraction: Act quick in the recruitment progress**

When Candidates are searching for their next role, they're spoilt for choice. Employers need to be more diligent and efficient than ever, for when a skilled candidate applies, they may have been snatched up by the time you get around to contacting them. Acting quick in the recruitment process is critical with the market we're in.



## **Transparency: Open & Honest Communication is highly valued**

Transparency within an organisation has never been more critical in the uncertain climate. Employee's value being told about organisational changes and updates more than ever and are empathic in understanding the economical reasoning behind them. Being open and honest with employees is critical, especially during the recruitment process.

For further insights, local knowledge and salary recommendations we highly recommend that you get in touch with your local consultants who are experts in what's happening in your local area.





# Health Market Trends



## Market Changes and Trends

The state of the healthcare market in Australia and New Zealand has been under immense pressure over the past few years, and we need to address the challenges that COVID-19 has heightened, such as the lack of candidates in the market.

Although the shortage of candidates is seen across all sectors, we are finding it especially difficult to find quality candidates across Australia for Allied Health, in roles such as Occupational Therapists, Psychologists, Physiotherapists and Speech Pathologists. In New Zealand, the biggest issue is to find candidates in roles such as Aged Care, Theatre and Medical Imaging.

Looking after our workers' mental health and well-being has never been more important. Our essential health care workers have had to work extra hard throughout the past few years, so it is vital that we listen to their feedback to ensure their voices are being heard.

# Health Market Trends



## **What is the most important thing that candidates can do to secure a new position?**

As a candidate in this market, our advice would be to research the market before attending interviews and base your salary expectations on what the market is willing to offer. It is also important to be honest with your recruitment consultant throughout the entire process – particularly on things such as other agencies or roles that you are working with.

It is also vital that candidates work closely with their consultant to outline what makes them happy in a role so that the consultant can work on finding similar positions. Therefore, candidates in the healthcare sector should look for specialist healthcare recruitment agencies in their region.



## **What is the most important thing that clients can do to secure quality talent?**

Our clients need to understand the very real shortage of candidates that we are facing. Finding the 'perfect' candidate has never been so difficult, so we strongly recommend adjusting expectations to match accordingly.

In addition to this, clients need to maintain a solid reputation, and ensure they are competitive in the market on work-life balance, salaries, benefits and flexibility, for the candidates to consider moving to their brand. To navigate through the skill shortage, we suggest that employers should start looking into accepting international candidates for when borders open again.

This lack of a sense of urgency translates into too many clients simply not acting with enough speed throughout the recruitment process – not only does this see them regularly miss out on talent, but it also reflects very poorly on their brand, as well as the costs to the business from having key positions unfilled for longer than is necessary. Once you secure that candidate and they are performing well and fitting in to your business, work hard on securing them and enticing them to stay.



## **The Year Ahead**

We remain positive about the health care market across Australia and New Zealand over the next 12 months. Although we expect to see a continued shortage of skilled candidates in a market of increased job requirements, this will see clients needing to better identify the skills they need for each role and also to partner more closely with a specialist recruitment agency to secure hard-to-find people and to act much faster when presented with a quality candidate.



# Salary Tables 2021

## Australia | ACT & Southern NSW



**Jason Heddle**

**Agency Owner**



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ROLE TITLE	SALARY RANGE IN AUD \$,000'S		
	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
<b>AGED CARE</b>			
AIN/PCW/HCA	\$47	\$55	\$66
ACFI Coordinator	\$92	\$108	\$130
ACFI Manager	\$89	\$105	\$126
Aged Care – RN	\$65	\$77	\$92
Lifestyle and Well-being Manager	\$64	\$75	\$90
Village Manager	\$98	\$115	\$138
Quality Manager	\$92	\$108	\$130
Clinical Care Coordinator/CNS	\$89	\$105	\$126
Clinical Manager	\$94	\$110	\$132
Facility Manager	\$102	\$120	\$144
<b>PRIMARY CARE</b>			
Administrator	\$68	\$80	\$96
Medical Receptionist	\$47	\$55	\$66
Dental Receptionist	\$43	\$50	\$60
Practice Manager	\$68	\$80	\$96
Practice Nurse	\$51	\$60	\$72
Community Nurse - RN	\$60	\$70	\$84



# Salary Tables 2021

## Australia | ACT & Southern NSW

ROLE TITLE	SALARY RANGE IN AUD \$,000'S		
	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
<b>ALLIED HEALTH</b>			
Occupational Therapist	\$68	\$80	\$96
Senior Occupational Therapist	\$77	\$90	\$108
Physiotherapist	\$70	\$82	\$98
Senior Physiotherapist	\$71	\$84	\$101
Speech Pathologist	\$68	\$80	\$96
Radiographer	\$81	\$95	\$114
Senior Radiographer	\$102	\$120	\$144
Sonographer	\$102	\$120	\$144
Senior Sonographer	\$123	\$145	\$174
Service Coordinator / Team Lead	\$77	\$90	\$108
General Psychologist	\$102	\$120	\$144
Clinical Psychologist	\$102	\$120	\$144
Social Worker	\$72	\$85	\$102
<b>NURSING / HOSPITAL</b>			
Director of Nursing	\$115	\$135	\$162
Deputy Director of Nursing	\$98	\$115	\$138
Nurse Manager (NUM)	\$85	\$100	\$120
Clinical Nurse Specialist	\$81	\$95	\$114
Registered Nurse – RN Div 1	\$72	\$85	\$102
Midwives	\$72	\$85	\$102
Enrolled Nurses – RN Div 2	\$81	\$95	\$114





# Salary Tables 2021

## Australia | Brisbane



**Graham Howard**  
Agency Owner



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ROLE TITLE	SALARY RANGE IN AUD \$ '000S		
	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
<b>AGED CARE</b>			
AIN/PCW/HCA	\$48	\$52	\$56
ACFI Coordinator	\$80	\$85	\$90
Aged Care – RN	\$66	\$70	\$73
Lifestyle and Well-being Manager	\$58	\$63	\$68
Lifestyle and Well-being Coordinator	\$50	\$54	\$57
Village Manager	\$88	\$104	\$120
Quality Manager	\$85	\$93	\$100
Clinical Care Coordinator/CNS	\$80	\$88	\$95
Clinical Manager	\$85	\$100	\$115
Facility Manager	\$95	\$118	\$140
<b>PRIMARY CARE</b>			
Administrator	\$50	\$56	\$62
Medical Receptionist	\$50	\$56	\$62
Dental Receptionist	\$48	\$52	\$56
Practice Manager	\$68	\$74	\$80
Practice Nurse	\$55	\$60	\$65
Community Nurse - RN	\$58	\$64	\$70



# Salary Tables 2021

## Australia | Brisbane

ROLE TITLE	SALARY RANGE IN AUD \$ '000S		
	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
<b>ALLIED HEALTH</b>			
Occupational Therapist	\$85	\$98	\$110
Senior Occupational Therapist	\$90	\$105	\$120
Physiotherapist	\$85	\$98	\$110
Senior Physiotherapist	\$90	\$105	\$120
Speech Pathologist	\$85	\$98	\$110
Radiographer	\$95	\$115	\$135
Senior Radiographer	\$105	\$125	\$145
Sonographer	\$115	\$130	\$145
Senior Sonographer	\$115	\$138	\$160
Service Coordinator / Team Lead	\$85	\$93	\$100
General Psychologist	\$85	\$98	\$110
Clinical Psychologist	\$90	\$108	\$125
Social Worker	\$60	\$70	\$80
<b>NURSING / HOSPITAL</b>			
Director of Nursing	\$120	\$153	\$185
Deputy Director of Nursing	\$115	\$130	\$145
Nurse Manager (NUM)	\$105	\$115	\$125
Associate Nurse Unit Manager (ANUM)	\$88	\$93	\$98
Clinical Nurse Specialist	\$80	\$85	\$90
Nurse Educator	\$80	\$88	\$95
Registered Nurse – RN Div 1	\$68	\$77	\$85
Midwives	\$85	\$90	\$95
Enrolled Nurses – RN Div 2	\$52	\$59	\$65
Anaesthetic Technician	\$55	\$60	\$65



# Salary Tables 2021

## Australia | Brisbane

### SALARY RANGE IN AUD \$ '000S

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
<b>COMMERCIAL</b>			
Customer Service Representative	\$50	\$59	\$67
GP Sales Representative	\$75	\$85	\$95
Hospital Sales Representative	\$78	\$94	\$110
Device Sales Rep	\$80	\$100	\$120
Key Account Manager	\$85	\$105	\$125
State Sales Manager	\$115	\$135	\$155
Regional Sales Manager	\$95	\$110	\$125
National Sales Manager	\$135	\$158	\$180
Marketing Coordinator	\$55	\$63	\$70
Product/Brand Manager	\$95	\$108	\$120
Marketing Manager	\$110	\$135	\$160
Regulatory/QA Associate	\$58	\$67	\$75
Regulatory/QA Manager	\$85	\$100	\$115
<b>EXECUTIVE AND OFFICE BASED</b>			
HR Coordinator	\$55	\$60	\$65
HR Manager	\$85	\$105	\$125
General Manager	\$135	\$168	\$200
Director/CEO	\$165	\$218	\$270





# Salary Tables 2021

## Australia | Melbourne



**Martene Harvey**  
Agency Owner

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### SALARY RANGE IN AUD \$,000'S

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
<b>AGED CARE</b>			
ACFI Coordinator	\$68	\$85	\$102
ACFI Manager	\$80	\$100	\$120
Aged Care – RN	\$56	\$70	\$84
Lifestyle and Well-being Manager	\$60	\$75	\$90
Lifestyle and Well-being Coordinator	\$48	\$60	\$72
Quality Manager	\$72	\$90	\$108
Clinical Care Coordinator/CNS	\$76	\$95	\$114
Clinical Manager	\$84	\$105	\$126
Facility Manager	\$100	\$125	\$150
<b>PRIMARY CARE</b>			
Administrator	\$48	\$60	\$72
Medical Receptionist	\$52	\$65	\$78
Dental Receptionist	\$52	\$65	\$78
Practice Manager	\$76	\$95	\$114
Practice Nurse	\$56	\$70	\$84
Community Nurse - RN	\$56	\$70	\$84



# Salary Tables 2021

## Australia | Melbourne

ROLE TITLE	SALARY RANGE IN AUD \$,000'S		
	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
<b>ALLIED HEALTH</b>			
Occupational Therapist	\$64	\$80	\$96
Senior Occupational Therapist	\$80	\$100	\$120
Physiotherapist	\$64	\$80	\$96
Senior Physiotherapist	\$88	\$110	\$132
Speech Pathologist	\$64	\$80	\$96
Radiographer	\$72	\$90	\$108
Senior Radiographer	\$80	\$100	\$120
Sonographer	\$88	\$110	\$132
Senior Sonographer	\$100	\$125	\$150
Service Coordinator / Team Lead	\$68	\$85	\$102
General Psychologist	\$72	\$90	\$108
Clinical Psychologist	\$80	\$100	\$120
Social Worker	\$64	\$80	\$96
<b>NURSING / HOSPITAL</b>			
Director of Nursing	\$120	\$150	\$180
Deputy Director of Nursing	\$104	\$130	\$156
Nurse Manager (NUM)	\$94	\$118	\$142
Associate Nurse Unit Manager (ANUM)	\$76	\$95	\$114
Clinical Nurse Specialist	\$72	\$90	\$108
Nurse Educator	\$72	\$90	\$108
Quality Manager	\$84	\$105	\$126
Registered Nurse – RN Div 1	\$60	\$75	\$90
Midwives	\$64	\$80	\$96
Enrolled Nurses – RN Div 2	\$48	\$60	\$72
Anaesthetic Technician	\$48	\$60	\$72



# Salary Tables 2021

## Australia | Melbourne

ROLE TITLE	SALARY RANGE IN AUD \$,000'S		
	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
<b>COMMERCIAL</b>			
Customer Service Representative	\$48	\$60	\$72
GP Sales Representative	\$60	\$75	\$90
Hospital Sales Representative	\$72	\$90	\$108
Device Sales Rep	\$72	\$90	\$108
Key Account Manager	\$80	\$100	\$120
State Sales Manager	\$96	\$120	\$144
Regional Sales Manager	\$108	\$135	\$162
National Sales Manager	\$120	\$150	\$180
Marketing Coordinator	\$44	\$55	\$66
Product/Brand Manager	\$96	\$120	\$144
Marketing Manager	\$120	\$150	\$180
Regulatory/QA Associate	\$52	\$65	\$78
Regulatory/QA Manager	\$80	\$100	\$120
<b>EXECUTIVE AND OFFICE BASED</b>			
HR Coordinator	\$48	\$60	\$72
HR Manager	\$96	\$120	\$144
General Manager	\$120	\$150	\$180
Director/CEO	\$160	\$200	\$240


# Salary Tables 2021


Australia | Regional QLD



**Graham Howard**

Agency Owner

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 regionalqueensland@frontlinehealth.com.au

ROLE TITLE	SALARY RANGE IN AUD \$,000'S		
	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
<b>AGED CARE</b>			
AIN/PCW/HCA	\$48	\$52	\$56
ACFI Coordinator	\$80	\$85	\$90
Aged Care – RN	\$66	\$70	\$73
Lifestyle and Well-being Manager	\$58	\$63	\$68
Lifestyle and Well-being Coordinator	\$50	\$54	\$57
Village Manager	\$88	\$104	\$120
Quality Manager	\$85	\$93	\$100
Clinical Care Coordinator/CNS	\$80	\$88	\$95
Clinical Manager	\$85	\$100	\$115
Facility Manager	\$95	\$118	\$140
<b>PRIMARY CARE</b>			
Administrator	\$50	\$56	\$62
Medical Receptionist	\$50	\$56	\$62
Dental Receptionist	\$48	\$52	\$56
Practice Manager	\$68	\$74	\$80
Practice Nurse	\$55	\$60	\$65
Community Nurse - RN	\$58	\$64	\$70

# Salary Tables 2021

## Australia | Regional QLD

ROLE TITLE	SALARY RANGE IN AUD \$,000'S		
	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
<b>ALLIED HEALTH</b>			
Occupational Therapist	\$85	\$98	\$110
Senior Occupational Therapist	\$90	\$105	\$120
Physiotherapist	\$85	\$98	\$110
Senior Physiotherapist	\$90	\$105	\$120
Speech Pathologist	\$85	\$98	\$110
Radiographer	\$95	\$115	\$135
Senior Radiographer	\$105	\$125	\$145
Sonographer	\$115	\$130	\$145
Senior Sonographer	\$115	\$138	\$160
Service Coordinator / Team Lead	\$85	\$93	\$100
General Psychologist	\$85	\$98	\$110
Clinical Psychologist	\$90	\$108	\$125
Social Worker	\$60	\$70	\$80
<b>NURSING / HOSPITAL</b>			
Director of Nursing	\$120	\$153	\$185
Deputy Director of Nursing	\$115	\$130	\$145
Nurse Manager (NUM)	\$105	\$115	\$125
Associate Nurse Unit Manager (ANUM)	\$88	\$93	\$98
Clinical Nurse Specialist	\$80	\$85	\$90
Nurse Educator	\$80	\$88	\$95
Registered Nurse – RN Div 1	\$68	\$77	\$85
Midwives	\$85	\$90	\$95
Enrolled Nurses – RN Div 2	\$52	\$59	\$65
Anaesthetic Technician	\$55	\$60	\$65



# Salary Tables 2021

## Australia | Regional QLD

ROLE TITLE	SALARY RANGE IN AUD \$,000'S		
	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
<b>COMMERCIAL</b>			
Customer Service Representative	\$50	\$59	\$67
GP Sales Representative	\$75	\$85	\$95
Hospital Sales Representative	\$78	\$94	\$110
Device Sales Rep	\$80	\$100	\$120
Key Account Manager	\$85	\$105	\$125
State Sales Manager	\$115	\$135	\$155
Regional Sales Manager	\$95	\$110	\$125
National Sales Manager	\$135	\$158	\$180
Marketing Coordinator	\$55	\$63	\$70
Product/Brand Manager	\$95	\$108	\$120
Marketing Manager	\$110	\$135	\$160
Regulatory/QA Associate	\$58	\$67	\$75
Regulatory/QA Manager	\$85	\$100	\$115
<b>EXECUTIVE AND OFFICE BASED</b>			
HR Coordinator	\$55	\$60	\$65
HR Manager	\$85	\$105	\$125
General Manager	\$135	\$168	\$200
Director/CEO	\$165	\$218	\$270



# Salary Tables 2021

## Australia | Sydney



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ROLE TITLE	SALARY RANGE IN AUD \$ '000S		
	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
<b>AGED CARE</b>			
AIN/PCW/HCA	\$43	\$49	\$55
ACFI Coordinator	\$80	\$85	\$90
ACFI Manager	\$90	\$98	\$105
Aged Care – RN	\$60	\$70	\$80
Lifestyle and Well-being Manager	\$75	\$90	\$105
Lifestyle and Well-being Coordinator	\$50	\$58	\$65
Village Manager	\$80	\$100	\$120
Quality Manager	\$95	\$118	\$140
Clinical Care Coordinator/CNS	\$70	\$85	\$100
Clinical Manager	\$85	\$100	\$115
Facility Manager	\$100	\$125	\$150
<b>PRIMARY CARE</b>			
Medical Receptionist	\$50	\$55	\$60
Dental Receptionist	\$45	\$53	\$60
Practice Manager	\$80	\$100	\$120
Practice Nurse	\$60	\$76	\$92
Community Nurse - RN	\$60	\$75	\$90



# Salary Tables 2021

## Australia | Sydney

ROLE TITLE	SALARY RANGE IN AUD \$ '000S		
	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
<b>ALLIED HEALTH</b>			
Occupational Therapist	\$60	\$70	\$80
Senior Occupational Therapist	\$85	\$93	\$100
Physiotherapist	\$60	\$73	\$85
Senior Physiotherapist	\$80	\$88	\$95
Speech Pathologist	\$65	\$85	\$105
Radiographer	\$55	\$68	\$80
Senior Radiographer	\$100	\$108	\$115
Sonographer	\$90	\$95	\$100
Senior Sonographer	\$135	\$143	\$150
General Psychologist	\$75	\$84	\$92
Clinical Psychologist	\$95	\$108	\$120
Social Worker	\$60	\$74	\$87
<b>NURSING / HOSPITAL</b>			
Director of Nursing	\$120	\$138	\$155
Deputy Director of Nursing	\$115	\$120	\$125
Nurse Manager (NUM)	\$100	\$110	\$120
Clinical Nurse Specialist	\$75	\$83	\$90
Nurse Educator	\$80	\$95	\$110
Quality Manager	\$90	\$115	\$140
Registered Nurse - RN Div 1	\$63	\$74	\$85
Midwives	\$70	\$80	\$90
Enrolled Nurses - RN Div 2	\$50	\$58	\$65



# Salary Tables 2021

## Australia | Sydney

ROLE TITLE	SALARY RANGE IN AUD \$ '000S		
	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
<b>COMMERCIAL</b>			
Customer Service Representative	\$50	\$58	\$65
GP Sales Representative	\$65	\$75	\$85
Hospital Sales Representative	\$85	\$100	\$115
Device Sales Rep	\$75	\$95	\$115
Key Account Manager	\$90	\$105	\$120
State Sales Manager	\$95	\$113	\$130
Regional Sales Manager	\$95	\$113	\$130
National Sales Manager	\$120	\$150	\$180
Marketing Coordinator	\$60	\$66	\$72
Product/Brand Manager	\$90	\$105	\$120
Marketing Manager	\$120	\$145	\$170
Regulatory/QA Associate	\$56	\$71	\$85
Regulatory/QA Manager	\$95	\$128	\$160
<b>EXECUTIVE AND OFFICE BASED</b>			
HR Coordinator	\$65	\$73	\$80
HR Manager	\$100	\$130	\$160
General Manager	\$130	\$155	\$180
Director/CEO	\$150	\$225	\$300





# Salary Tables 2021

New Zealand | Auckland



**Debbie Glen**  
Agency Owner

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ROLE TITLE	SALARY RANGE IN NZD \$,000'S		
	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
<b>AGED CARE</b>			
AIN/PCW/HCA	\$46	\$60	\$70
Aged Care – RN	\$66	\$73	\$81
Health Improvement Practitioner	\$60	\$70	\$80
Nurse Prescriber	\$90	\$100	\$110
Village Manager	\$95	\$115	\$130
Quality Manager	\$85	\$93	\$100
Clinical Care Coordinator/CNS	\$75	\$80	\$85
Clinical Manager	\$82	\$90	\$97
Facility Manager	\$95	\$115	\$130
<b>PRIMARY CARE</b>			
Administrator	\$42	\$48	\$55
Medical Receptionist	\$45	\$54	\$62
Dental Receptionist	\$42	\$52	\$60
Practice Manager	\$75	\$85	\$100
Practice Nurse	\$60	\$70	\$80
Community Nurse - RN	\$58	\$65	\$78



# Salary Tables 2021

## New Zealand | Auckland

ROLE TITLE	SALARY RANGE IN NZD \$,000'S		
	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
<b>ALLIED HEALTH</b>			
Occupational Therapist	\$55	\$60	\$65
Senior Occupational Therapist	\$65	\$75	\$80
Physiotherapist	\$55	\$65	\$75
Senior Physiotherapist	\$70	\$75	\$80
Speech Pathologist	\$52	\$72	\$100
Radiographer	\$55	\$60	\$75
Senior Radiographer	\$77	\$87	\$101
Sonographer	\$96	\$103	\$110
Senior Sonographer	\$114	\$120	\$132
Service Coordinator / Team Lead	\$77	\$85	\$93
General Psychologist	\$65	\$75	\$103
Clinical Psychologist	\$75	\$90	\$115
Social Worker	\$55	\$68	\$75
<b>NURSING / HOSPITAL</b>			
Director of Nursing	\$115	\$125	\$145
Deputy Director of Nursing	\$100	\$110	\$120
Nurse Manager (NUM)	\$100	\$110	\$115
Associate Nurse Unit Manager (ANUM)	\$95	\$100	\$110
Clinical Nurse Specialist	\$95	\$100	\$105
Nurse Educator	\$95	\$100	\$105
Quality Manager	\$90	\$100	\$120
Registered Nurse – RN Div 1	\$54	\$70	\$85
Midwives	\$54	\$66	\$84
Enrolled Nurses – RN Div 2	\$48	\$52	\$57
Anaesthetic Technician	\$52	\$79	\$100



# Salary Tables 2021

New Zealand | Auckland

ROLE TITLE	SALARY RANGE IN NZD \$,000'S		
	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
<b>COMMERCIAL</b>			
Customer Service Representative	\$48	\$60	\$70
Supply Chain Manager	\$110	\$150	\$190
GP Sales Representative	\$70	\$85	\$95
Hospital Sales Representative	\$80	\$100	\$125
Device Sales Rep	\$90	\$110	\$130
Key Account Manager	\$95	\$105	\$115
National Sales Manager	\$120	\$150	\$180
Marketing Coordinator	\$50	\$60	\$75
Product/Brand Manager	\$70	\$100	\$140
Marketing Manager	\$110	\$130	\$160
Regulatory/QA Associate	\$55	\$70	\$85
Regulatory/QA Manager	\$90	\$120	\$140
<b>EXECUTIVE AND OFFICE BASED</b>			
HR Coordinator	\$50	\$60	\$70
HR Manager	\$90	\$120	\$160+
General Manager	\$130	\$200	\$275
Director/CEO	\$120	\$220	\$300+




# Salary Tables 2021

New Zealand | South Island



**Linda Smith**  
Agency Owner

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ROLE TITLE	SALARY RANGE IN NZD \$,000'S		
	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
<b>AGED CARE</b>			
Aged Care – RN	\$67	\$74	\$81
Village Manager	\$100	\$125	\$130
Quality Manager	\$80	\$90	\$100
Clinical Care Coordinator/CNS	\$70	\$78	\$85
Clinical Manager	\$75	\$88	\$100
Facility Manager	\$95	\$115	\$130
<b>PRIMARY CARE</b>			
Administrator	\$45	\$55	\$60
Medical Receptionist	\$45	\$55	\$60
Dental Receptionist	\$45	\$55	\$60
Practice Manager	\$75	\$85	\$100
Practice Nurse	\$69	\$74	\$79
Community Nurse - RN	\$65	\$71	\$77





# Salary Tables 2021

## New Zealand | South Island

ROLE TITLE	SALARY RANGE IN NZD \$,000'S		
	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
<b>ALLIED HEALTH</b>			
Occupational Therapist	\$55	\$65	\$75
Senior Occupational Therapist	\$70	\$88	\$95
Physiotherapist	\$60	\$68	\$75
Senior Physiotherapist	\$75	\$85	\$90
Speech Pathologist	\$52	\$72	\$100
Radiographer	\$65	\$73	\$80
Senior Radiographer	\$81	\$89	\$97
Sonographer	\$89	\$101	\$112
Senior Sonographer	\$112	\$123	\$134
Service Coordinator / Team Lead	\$77	\$85	\$93
General Psychologist	\$65	\$75	\$103
Clinical Psychologist	\$75	\$90	\$115
Social Worker	\$55	\$68	\$75
<b>NURSING / HOSPITAL</b>			
Director of Nursing	\$115	\$125	\$145
Deputy Director of Nursing	\$100	\$110	\$120
Nurse Manager (NUM)	\$100	\$103	\$120
Associate Nurse Unit Manager (ANUM)	\$95	\$100	\$110
Clinical Nurse Specialist	\$95	\$100	\$105
Nurse Educator	\$95	\$100	\$105
Quality Manager	\$90	\$100	\$120
Registered Nurse – RN Div 1	\$54	\$70	\$77
Midwives	\$54	\$66	\$84
Enrolled Nurses – RN Div 2	\$48	\$52	\$57
Anaesthetic Technician	\$52	\$79	\$100



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