



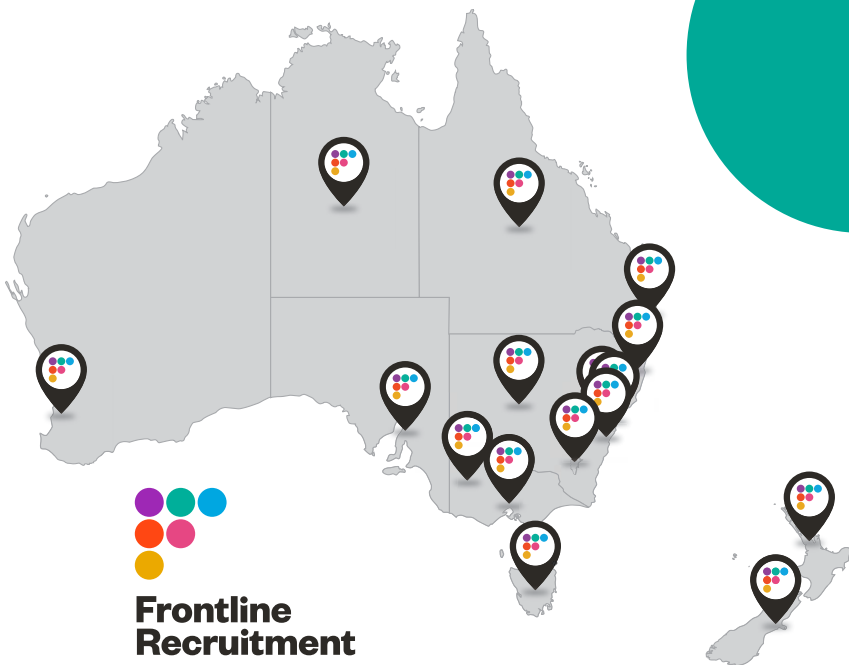
Frontline Health
Salary Guide
2022/2023



**Frontline
Health
Recruitment**

www.frontlinerecruitmentgroup.com/health

Frontline At a Glance



- ✓ People First Business
- ✓ Operating since 1995
- ✓ Certified as a Great Place to Work
- ✓ 100+ Consultants
- ✓ 34+ Offices across Australia & New Zealand
- ✓ Run by local industry specialist owner operators
- ✓ 46,000+ candidates placed
- ✓ 1.4 million candidates on the Database



About Frontline Recruitment Group

Frontline Recruitment Group is a leading specialist recruitment company operating across Australia and New Zealand. Backed by Express Employment Professionals, a global leading staffing firm, which annually employs over half a million people across more than 850 franchise locations worldwide.

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

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

The team at Frontline loves helping people find success through surrounding themselves with the right people. 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 pride themselves with putting people at the heart of everything they do. It's that simple.

When you work with us, you're partnering with experts who are motivated by our purpose to help you find success.

Our purpose:

To help people find success through surrounding themselves with the right people.

Our vision:

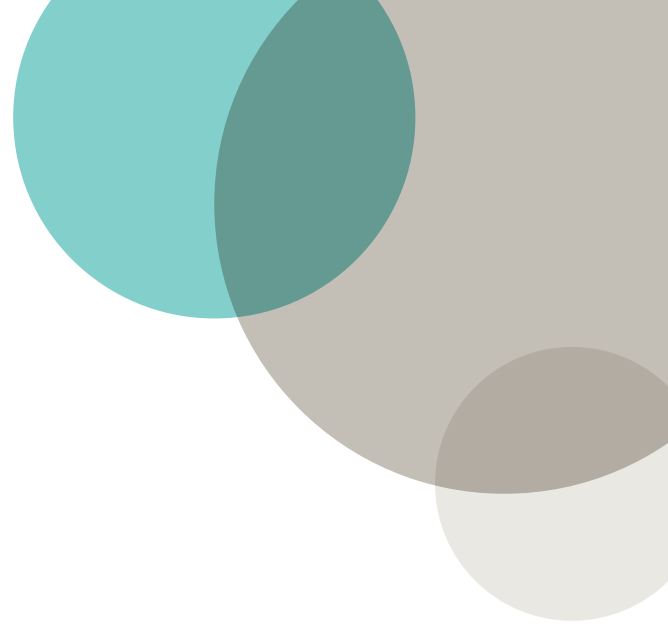
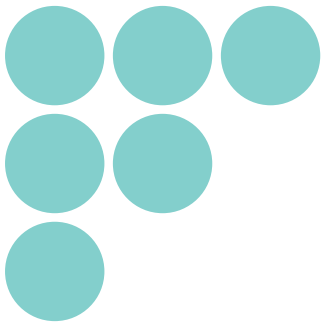
To enhance the lives of our candidates, clients and agencies, by helping people find their tribe.

Our mission:

People First

Find out more about our agencies by visiting the Frontline Recruitment Group website at:

www.frontlinerecruitmentgroup.com



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Introduction: Aligning our purpose at work



Welcome to the annual Frontline Health Recruitment Salary Guide for the 2022/23 financial year!

You may have noticed that we introduced a fresh new look earlier this year at Frontline Recruitment. For us, this rebrand was much more than updating our logo, it was redefining our values from our roots within. Our newly defined purpose is to help people find success through surrounding themselves with the right people. We are in a unique position to deliver this with each of our agencies independently owned, putting relationships at the heart of what they do. At Frontline Recruitment Group we are a 'People First' business.

In the past 12 months we continue to see big shifts in the job market across Australia and New Zealand. Employees have redefined what they are wanting out of work, and it's an important shift for employers to evaluate their current offerings to remain competitive in the market.

Employees now insist on better leadership, flexibility, work-life balance and a clear pathway for their career development. These insights were revealed in our 2022 Frontline Feel Good Index, where we gained great insights around 'what's making people feel good at work.'

We know that finding staff is extremely difficult at the moment. We get it. We also know that many people are on the fence whether to shift roles or careers, to align with their changing purpose at work.

Our local Agency Owners and their teams are equipped with years' worth of knowledge and insight about your industry and location, whether you're an employer searching for staff, or a candidate looking for your next career progression, they're there to help.

We truly understand people, we are specialists in human-to-human recruitment. The insights in this guide will help give you an understanding of how the recruitment market is working and what changes and trends are happening now.

Frontline Health updates these "market insights" annually, so we use the Salary guide as a vehicle to consolidate and present these in one place. We have also included commentary from some of our Frontline Health Agency Owners and Managers, who have looked at the challenges, trends and predictions for candidates and recruiters in their various markets.

A handwritten signature in black ink, appearing to read 'Arthur McColl'.

Arthur McColl

Group CEO - Frontline Recruitment Group and Express Employment Professionals ANZ

Snapshot of Health Industry Trends

Growing Workforce to Keep Up with Demand

Workforce Employed in the Health Sector*

AU: 2,024,400
+10%

NZ: 262,000
+7%



BY STATE

		YoY
NSW	590,000	+4%
VIC	507,900	+8%
QLD	473,200	+23%
SA	158,500	+20%
WA	203,000	+5%
TAS	41,800	+2%
NT	20,800	-9%
ACT	29,100	-6%

Overall, the Health sector is growing YoY

*Australia - May 2022 <https://www.abs.gov.au/>
New Zealand - <https://www.stats.govt.nz/>

ANZSIC Health Industry Data*

	Revenue Growth	Employment Growth	Wage Growth
Australia	2.7%	3.2%	3.9%
New Zealand	0.14%	0.46%	-1.08%

* IBISWorld ANZSIC Industry Data 2022

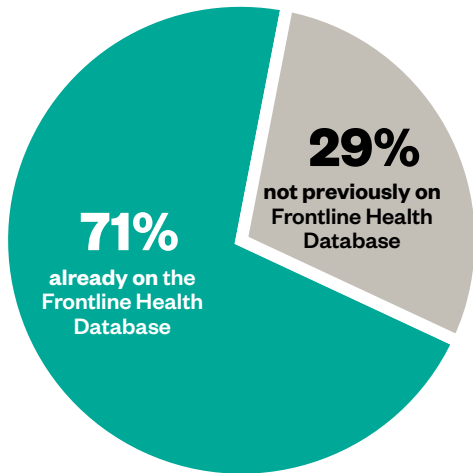


The growing ageing population has generated strong demand for health services. The most popular areas include:

- Allied health services

Health Candidate Insights

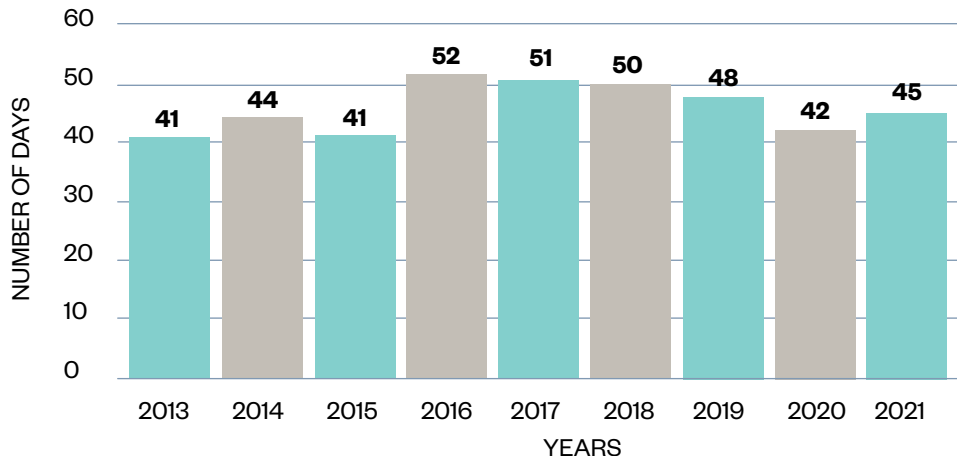
Who did we place more of: new candidates or known candidates?



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

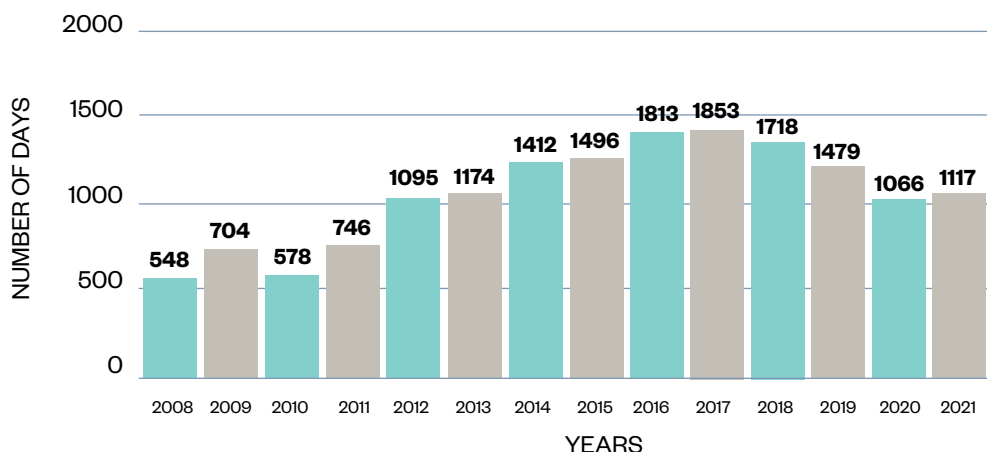
Across the Frontline group, the **length of time between a job listing to placement has increased 20% YoY** showing that filling jobs has become trickier!



Did you know?

10.4%
of placed health candidates applied for the role that they were placed in

Number of Jobs Listed Each Year

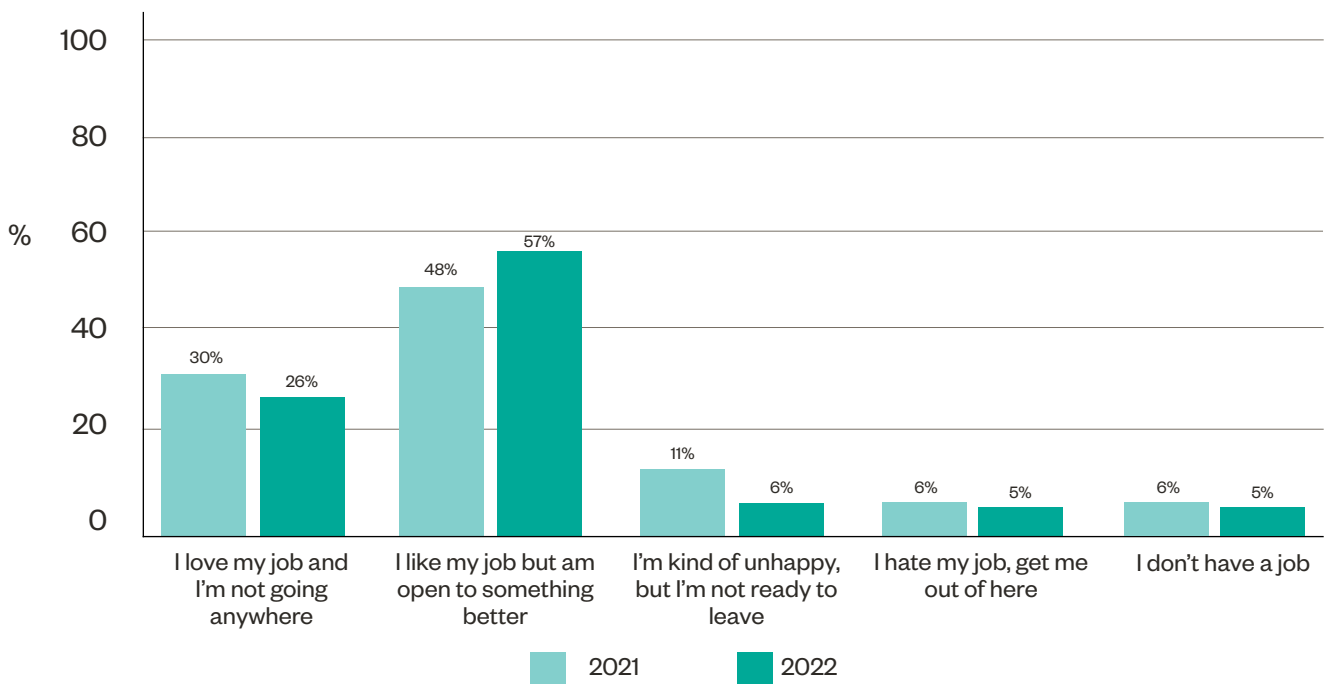


That is
89.6%
of health candidates that apply for jobs with us, who we find another role that's more suitable

What's making people feel good at work?

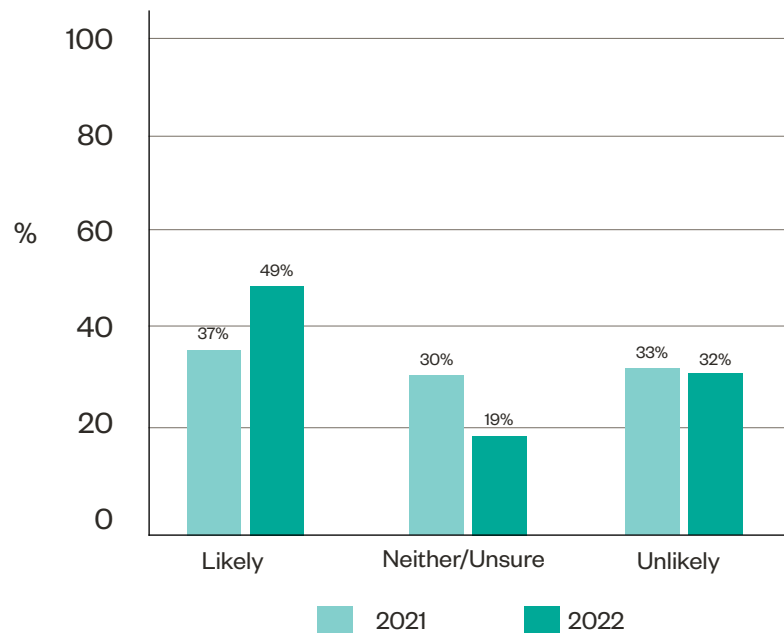
How healthcare employees feel about their job

Healthcare employees continue to have the most positive mindsets (83% which is 6pts higher than 2021). However, this year there has been a slight shift as fewer healthcare workers 'love' their job this year and a small proportion of them have slipped down into 'I like my job but am open to something better', which is one of the biggest shifts across all sectors of **+9% up to 57%**.



How likely healthcare employees are to leave their job in the next 12 months

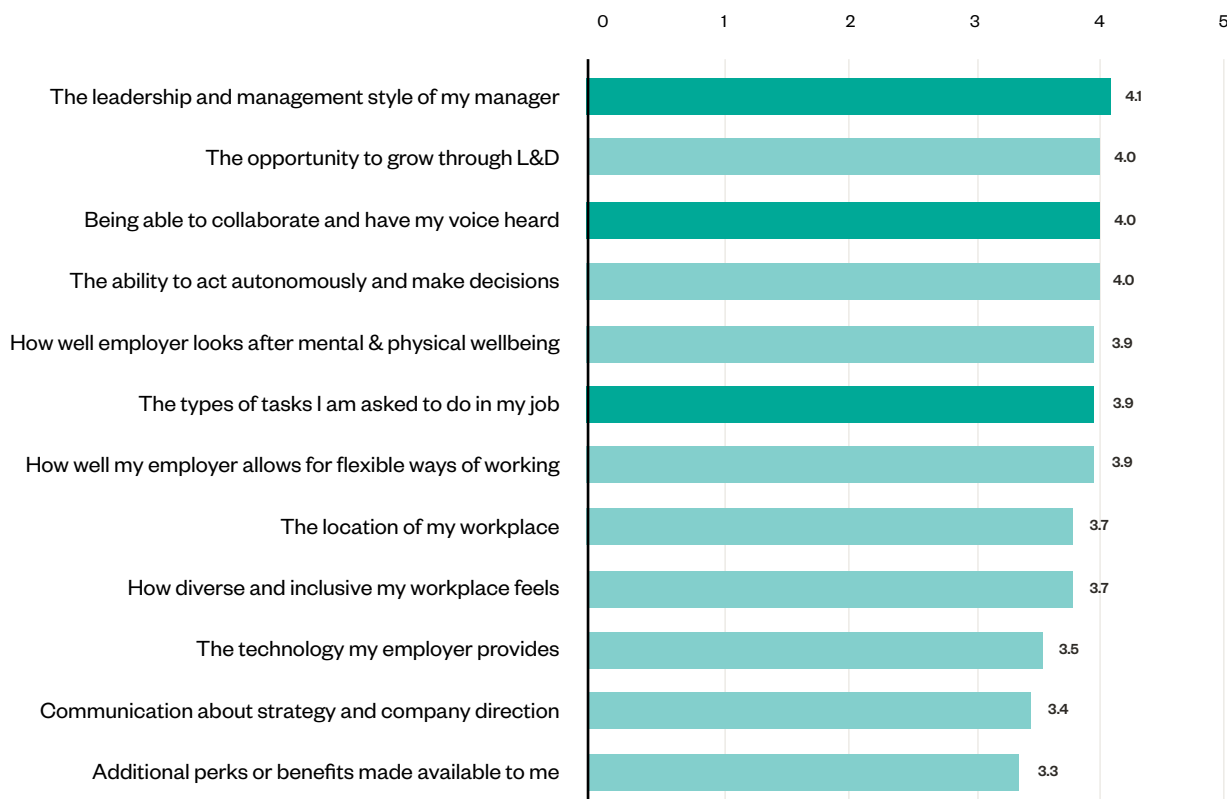
Just under half of healthcare workers say they are 'likely' to leave their job in the next 12 months (significant increase from last year, up 12pts). Perhaps a sign that these are some of the people who will be making up the masses of 'The Great Resignation', especially considering in the short-term, around one third say they are likely to leave their job in the next 3 months.



Priorities that healthcare workers need to feel good at work

Top priorities for healthcare workers this year are ‘leadership and management style’ as well as the ability to be able to ‘collaborate and have my voice heard.’ This is hardly surprising when you consider what the last 12 months must have been liked for these frontline workers. Interestingly, candidates in the health sector place quite a lot of importance on ‘The types of tasks I am asked to do in my job’, which again feels intuitive given the nature of what they are doing and the current climate they are being asked to work in. Healthcare workers (along with all other sectors) say perks are least important along with ‘communication about company’.

Top priorities for candidates (Out of 5)



Overview



Healthcare workers this year rank **‘leadership/management style’** as their top priority ahead of all other sectors: **4.1 out of 5.**



The only sector that ranks **‘tasks asked to do in job’** within their top priorities which is not surprising at all: **3.9 out of 5.**



These workers prioritise **‘company strategy/direction’** the least compared with the other sectors: **3.4 out of 5.**

Frontline's Employer Recruitment Tips

What should employers do to attract and retain employees?



Listen to employees

One of the stand-out learnings from our Frontline Feel Good Index 2022 data is that the gap between what employees want and what employers are offering, still exists and in some cases is getting bigger. There has never been a more important time for employers to engage with their staff to find out more about what it is they want to get out of work and then do something about trying to meet their needs. No longer are some of these demands 'nice-to-haves', they are becoming table stakes and imperatives to attracting and maintaining the best talent.

Listening and collaborating with employees has never been more critical in the uncertain climate. Employee's value being involved (where possible) during organisational changes, as transparency helps build trust. Taking employees on the decision making journey helps them become more empathic in understanding the economical reasoning behind them. Being open and honest with employees is critical, especially during the recruitment process.



Keep mental wellbeing top of mind

Companies need to urgently put wellness at the top of their agenda and find out what their workforce wants and then return with options that deliver on those needs. Caring for your employee's wellbeing can have a greater impact than you think. 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. It's also important to have a plan in place to ensure you offer a good work-life balance for your team and to ensure you adhere to it.



Be clear with salaries and career pathways

We have all heard of the skills shortage across Australia and New Zealand. Candidates are in high demand and low in supply, especially for the roles that require certifications or qualifications. Companies need to be clear with salary offerings and career progression to ensure that candidates and current employees are confident in their future under your employment. Within many organisations, we are seeing many employees leave the business after a year when they didn't get acknowledged or compensated for their contribution to the business – leaving them feeling undervalued.

Ask any jobseeker: 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. Our research found that employees earning over \$101k per annum were more likely to sniff around for new opportunities in the next year than those earning less.

Frontline Health's Market Trends and Tips

Health Market Trends & Challenges

The healthcare market across Australia and New Zealand is continuing to grow and is projected to rise over the next five years. The ageing population has generated a strong demand for health care services, as people over the age of 65 use health care services more frequently than younger individuals. The top roles that will continue to be in demand for the foreseeable future include: aged care workers, podiatrists, physiotherapists, dental and osteopathy services.

Over the next five years, governments are forecast to direct a higher share of public health spending on mental health and addiction related services, where psychologists and counsellors will be in high demand. Alongside this trend, we'll see stronger demand for allied health services such as community health centres and referral centres.

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

Candidates need to be very clear on what is making them look for a new opportunity and stick to their decision once they move into the recruitment process. Decide the salary, benefits and job conditions that will make you move company but be flexible.

Once you have determined those drivers, commit to the application process and work with your recruiter on finding the right opportunity. Remain open and honest with the recruiter and discuss every roadblock you may have so that they can address it with the client. If you do secure an interview with the client, do your homework on the role and company.

We also encourage you to work on yourself in readiness for the interview, make sure that you are going to be the best that you can be and prepare. Have the confidence to realise that you are interviewing the company and opportunity as much as the client is interviewing you.

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

Clients need to not only act quickly, but the shortage is so acute that we strongly recommend for them to be as flexible as possible around the criteria for the role, the skills they want the candidate to have and to really think outside of the box when considering a candidate's experience.

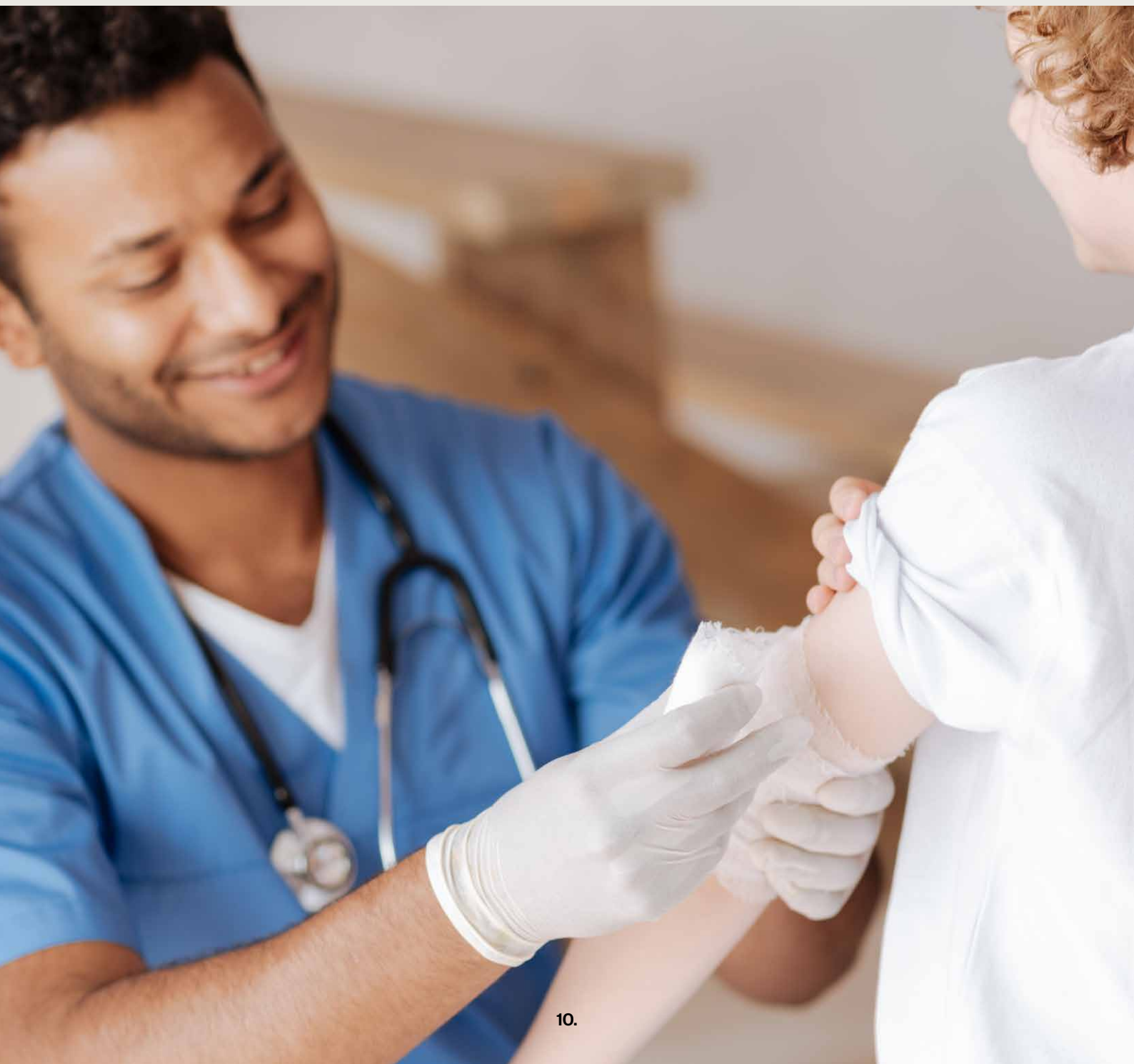
Again, due to the nature of this challenging market, it is important that clients think about engaging recruitment agencies at the start of the recruitment process. With so few candidates in the market plus the number of 'passive' candidates that agencies work with, the likelihood is that it will be a more successful outcome if there is a genuine partnering to fill the vacancy.

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 they secure that candidate and they are performing well and fitting in to your business, work hard on securing them and enticing them to stay.

Frontline Health's Market Trends and Tips

The Year Ahead

The health care market is going to continue to grow, so the staff shortage is going to become even more apparent in the upcoming years. Clients will need 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.





ACT & Southern NSW

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Local Insights

Certainly, in regional areas that are more heavily affected with shortages there have been increases in salaries, however, even more importantly there has been the offer of sourcing accommodations, relocation assistance and even;

- Potential family member employment opportunities (if they have the skills)
- The Allied Health sector has seen a significant decrease in candidates over the last three years, and this has continued with high calibre experienced AHP's being able to negotiate on salary and workplace expectations/conditions.

For employers, it's no longer a simple case of increasing the remuneration to attract quality experienced candidates. We now see seasoned candidates asking questions about the culture of the organisation and team, what is their retention like, are there flexible working conditions and what do they offer above other organisations in the same industry.

Local Snapshot 2022

Canberra ACT



Total Population: **453k**



Median Age: **35.4**

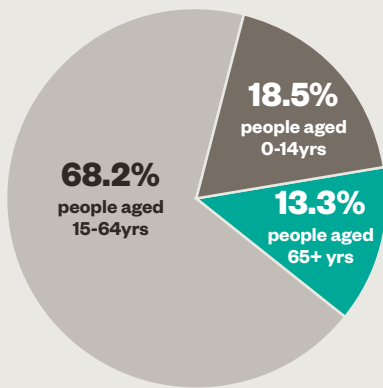


Median House Sale Price **\$1.1m**

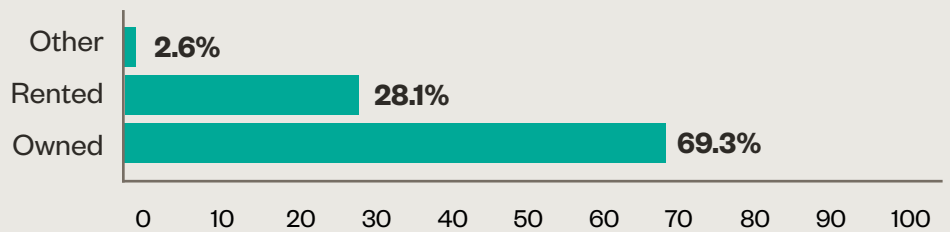


Unemployment Rate **3.3%**

Population & Age



Housing Occupancy



Regional NSW



Total Population: **2.8m**



Median Age: **42.5**

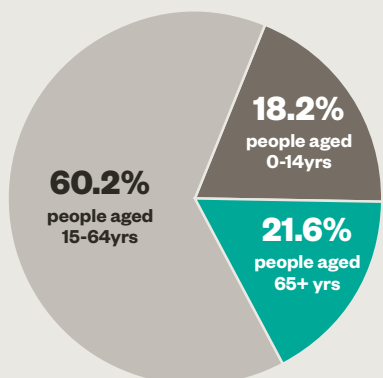


Median House Sale Price **\$800k**

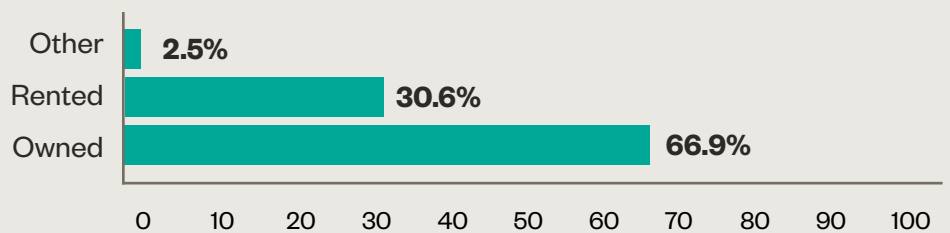


Unemployment Rate **3.3%**

Population & Age



Housing Occupancy



Source: www.abs.gov.au

Salary Tables 2022

Australia | ACT & Southern NSW

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
AGED CARE			
AIN/PCW/HCA	\$48k	\$57k	\$70k
ACFI Coordinator	\$92k	\$108k	\$130k
ACFI Manager	\$90k	\$105k	\$130k
Aged Care – RN	\$68k	\$77k	\$95k
Lifestyle and Well-being Manager	\$64k	\$75k	\$90k
Village Manager	\$100k	\$118k	\$140k
Quality Manager	\$95k	\$110k	\$130k
Clinical Care Coordinator/CNS	\$90k	\$105k	\$120k
Clinical Manager	\$95k	\$112k	\$130k
Facility Manager	\$105k	\$120k	\$140k
PRIMARY CARE			
Administrator	\$68k	\$80k	\$96k
Medical Receptionist	\$50k	\$55k	\$66k
Dental Receptionist	\$50k	\$62k	\$66k
Practice Manager	\$70k	\$85k	\$96k
Practice Nurse	\$60k	\$70k	\$80k
Community Nurse - RN	\$65k	\$77k	\$90k
ALLIED HEALTH			
Occupational Therapist	\$75k	\$85k	\$90k
Senior Occupational Therapist	\$85k	\$95k	\$100k
Physiotherapist	\$75k	\$85k	\$90k
Senior Physiotherapist	\$85k	\$90k	\$100k
Speech Pathologist	\$75k	\$85k	\$100k
Radiographer	\$80k	\$98k	\$114k
Senior Radiographer	\$110k	\$120k	\$140k
Sonographer	\$102k	\$120k	\$140k
Senior Sonographer	\$125k	\$145k	\$175k
Service Coordinator / Team Lead	\$80k	\$93k	\$110k
General Psychologist	\$105k	\$120k	\$145k
Clinical Psychologist	\$105k	\$125k	\$145k
Social Worker	\$75k	\$85k	\$104k



Salary Tables 2022

Australia | ACT & Southern NSW

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
NURSING / HOSPITAL			
Director of Nursing	\$120k	\$140k	\$170k
Deputy Director of Nursing	\$100k	\$120k	\$145k
Nurse Manager (NUM)	\$95k	\$110k	\$120k
Clinical Nurse Specialist	\$90k	\$95k	\$115k
Registered Nurse – RN Div 1	\$75k	\$85k	\$100k
Midwives	\$77k	\$90k	\$100k



Brisbane, QLD

Agency Contact Details



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Local Insights

The Allied Health sector has certainly seen the largest shift in salaries right across Queensland over the last year, which was to be expected given the expansion of these services along with a continuous supply of roles being available combined with a significant shortage of experienced quality candidates. The other sector that has seen a smaller upward movement in salaries has been the Aged Care and Community services area, but this is very much in an ad-hoc manner depending on the provider rather than an across the board approach.

Most other areas within the health sector have seen little movement as far as salaries go even though large numbers of those areas are also experiencing a shortage of skilled and experienced candidates looking for a new role.

The other trend we have seen in Queensland over the last year or so is clients going back to partnering with fewer recruitment agencies to build stronger business partnerships and thereby being able to access hard to find talent in this highly competitive market. As a result, we are able to look at the current gaps and/or future growth plans of some of our clients, and match these passive candidates to current or future vacancies or strategic recruitment needs.

Local Snapshot 2022

Greater Brisbane



Total Population: **2.6m**



Median Age: **36.5**

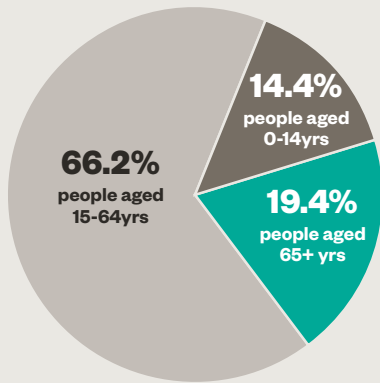


Median House Sale Price **\$787.5k**

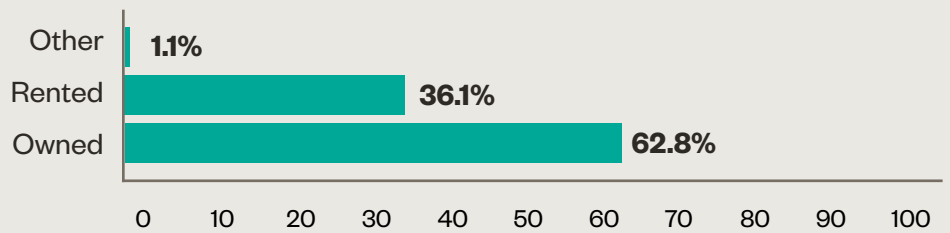


Unemployment Rate **3.8%**

Population & Age



Housing Occupancy



Source: www.abs.gov.au

Salary Tables 2022

Australia | Brisbane

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
AGED CARE			
AIN/PCW/HCA	\$48k	\$55k	\$65k
ACFI Coordinator	\$85k	\$90k	\$100k
ACFI Manager	\$90k	\$105k	\$130k
Aged Care – RN	\$63k	\$70k	\$80k
Lifestyle and Well-being Manager	\$60k	\$75k	\$85k
Lifestyle and Well-being Coordinator	\$53k	\$65k	\$76k
Village Manager	\$92k	\$105k	\$120k
Quality Manager	\$90k	\$100k	\$110k
Clinical Care Coordinator/CNS	\$86k	\$95k	\$100k
Clinical Manager	\$85k	\$100k	\$115k
Facility Manager	\$105k	\$120k	\$140k
PRIMARY CARE			
Administrator	\$50k	\$60k	\$65k
Medical Receptionist	\$52k	\$58k	\$72k
Dental Receptionist	\$50k	\$58k	\$66k
Practice Manager	\$70k	\$85k	\$95k
Practice Nurse	\$60k	\$68k	\$78k
Community Nurse - RN	\$65k	\$75k	\$85k
ALLIED HEALTH			
Occupational Therapist	\$75k	\$85k	\$98k
Senior Occupational Therapist	\$90k	\$105k	\$120k
Physiotherapist	\$85k	\$90k	\$100k
Senior Physiotherapist	\$90k	\$110k	\$120k
Speech Pathologist	\$85k	\$95k	\$105k
Radiographer	\$85k	\$100k	\$115k
Senior Radiographer	\$95k	\$115k	\$130k
Sonographer	\$100k	\$110k	\$130k
Senior Sonographer	\$115k	\$130k	\$145k
Service Coordinator / Team Lead	\$85k	\$90k	\$100k
General Psychologist	\$85k	\$98k	\$115k
Clinical Psychologist	\$95k	\$120k	\$135k
Social Worker	\$72k	\$85k	\$90k

Salary Tables 2022

Australia | Brisbane

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
NURSING / HOSPITAL			
Director of Nursing	\$125k	\$150k	\$180k
Deputy Director of Nursing	\$115k	\$125k	\$140k
Nurse Manager (NUM)	\$105k	\$115k	\$125k
Associate Nurse Unit Manager (ANUM)	\$90k	\$95k	\$100k
Clinical Nurse Specialist	\$80k	\$90k	\$98k
Nurse Educator	\$86k	\$94k	\$105k
Quality Manager	\$86k	\$98k	\$115k
Registered Nurse – RN Div 1	\$70k	\$80k	\$88k
Midwives	\$75k	\$85k	\$100k
Enrolled Nurses – RN Div 2	\$56k	\$64k	\$72k
Anaesthetic Technician	\$55k	\$60k	\$70k
COMMERCIAL			
Customer Service Representative	\$63k	\$70k	\$75k
GP Sales Representative	\$72k	\$85k	\$95k
Hospital Sales Representative	\$80k	\$95k	\$105k
Device Sales Rep	\$75k	\$100k	\$120k
Key Account Manager	\$90k	\$100k	\$120k
State Sales Manager	\$100k	\$120k	\$142k
Regional Sales Manager	\$110k	\$130k	\$155k
National Sales Manager	\$120k	\$150k	\$180k
Marketing Coordinator	\$55k	\$64k	\$72k
Product/Brand Manager	\$98k	\$112k	\$135k
Marketing Manager	\$115k	\$130k	\$155k
Regulatory/QA Associate	\$68k	\$88k	\$95k
Regulatory/QA Manager	\$95k	\$120k	\$135k
EXECUTIVE AND OFFICE BASED			
HR Coordinator	\$58k	\$64k	\$75k
HR Manager	\$95k	\$120k	\$142k
General Manager	\$130k	\$160k	\$190k
Director/CEO	\$168k	\$210k	\$255k



Melbourne, VIC

Agency Contact Details



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Local Insights

The most significant shift in salaries have been in the Allied Health sector. With an expansion of roles in the sector especially for psychologists, physiotherapists, occupational therapists and speech pathologists, and a consequent lack of employees, candidates have increased choices and can demand higher salary brackets. Also to secure talent in the area, employers are often willing to increase the salary offer to ensure that they secure candidates into their role.

COVID-19 has concurrently seen both an exodus of healthcare staff and an increase in demand across certain sectors - Allied Health and specialist/senior Nursing areas being the most affected. Additionally because of COVID-19 and the lockdowns, people have a different attitude to how they wish to conduct their working day especially in regards to commuting and whether their work can continue to be conducted from a home office.

With the combination of international workers returning home, lack of immigration and employees wanting more flexibility from their roles there are more benefits to consider when offering employment to potential new employees.

Local Snapshot 2022

Greater Melbourne



Total Population: **4.9m**



Median Age: **36.8**

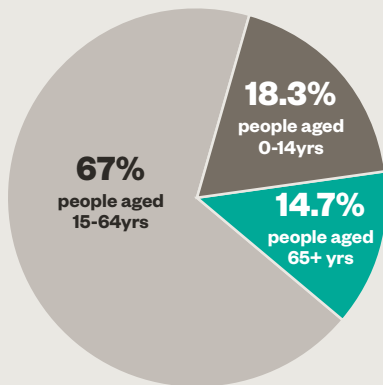


Median House Sale Price: **\$930k**

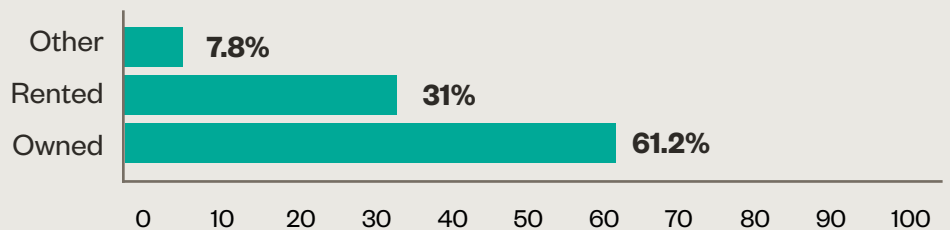


Unemployment Rate: **3.1%**

Population & Age



Housing Occupancy



Regional VIC



Total Population: **1.6m**



Median Age: **43**

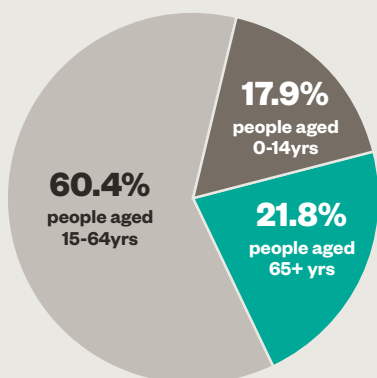


Median House Sale Price: **\$640k**

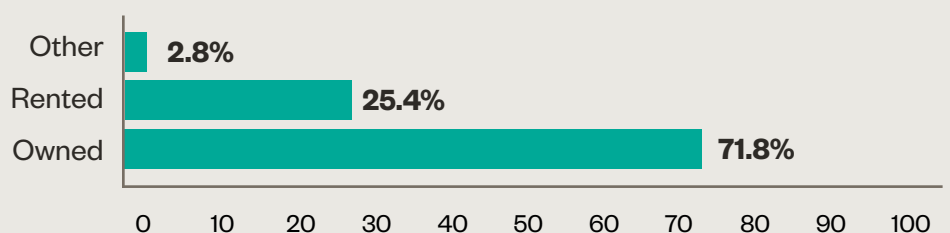


Unemployment Rate: **3.1%**

Population & Age



Housing Occupancy



Source: www.abs.gov.au

Salary Tables 2022

Australia | Melbourne

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
AGED CARE			
ACFI Coordinator	\$70k	\$80k	\$90k
ACFI Manager	\$90k	\$100k	\$110k
Aged Care – RN	\$55k	\$70k	\$85k
Lifestyle and Well-being Manager	\$70k	\$80k	\$90k
Lifestyle and Well-being Coordinator	\$65k	\$70k	\$80k
Village Manager	\$90k	\$100k	\$110k
Quality Manager	\$90k	\$100k	\$110k
Clinical Care Coordinator/CNS	\$90k	\$95k	\$100k
Clinical Manager	\$100k	\$110k	\$115k
Facility Manager	\$115k	\$130k	\$145k
PRIMARY CARE			
Administrator	\$55k	\$60k	\$65k
Medical Receptionist	\$60k	\$65k	\$75k
Dental Receptionist	\$55k	\$60k	\$65k
Practice Manager	\$75k	\$85k	\$95k
Practice Nurse	\$65k	\$75k	\$85k
Community Nurse - RN	\$65k	\$70k	\$85k
ALLIED HEALTH			
Occupational Therapist	\$75k	\$85k	\$95k
Senior Occupational Therapist	\$95k	\$110k	\$120k
Physiotherapist	\$80k	\$85k	\$95k
Senior Physiotherapist	\$95k	\$115k	\$130k
Speech Pathologist	\$80k	\$90k	\$95k
Radiographer	\$75k	\$85k	\$90k
Senior Radiographer	\$95k	\$110k	\$125k
Sonographer	\$100k	\$110k	\$115k
Senior Sonographer	\$120k	\$135k	\$150k
Service Coordinator / Team Lead	\$100k	\$110k	\$120k
General Psychologist	\$80k	\$90k	\$110k
Clinical Psychologist	\$105k	\$120k	\$130k
Social Worker	\$75k	\$85k	\$95k

Salary Tables 2022

Australia | Melbourne

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
NURSING / HOSPITAL			
Director of Nursing	\$130k	\$150k	\$180k
Deputy Director of Nursing	\$120k	\$125k	\$130k
Nurse Manager (NUM)	\$115k	\$120k	\$125k
Associate Nurse Unit Manager (ANUM)	\$100k	\$105k	\$110k
Clinical Nurse Specialist	\$80k	\$90k	\$105k
Nurse Educator	\$100k	\$105k	\$110k
Quality Manager	\$110k	\$115k	\$125k
Registered Nurse – RN Div 1	\$70k	\$85k	\$100k
Midwives	\$70k	\$85k	\$100k
Enrolled Nurses – RN Div 2	\$60k	\$65k	\$75k
Anaesthetic Technician	\$50k	\$60k	\$70k
COMMERCIAL			
GP Sales Representative	\$65k	\$75k	\$90k
Hospital Sales Representative	\$70k	\$80k	\$90k
Device Sales Rep	\$90k	\$100k	\$120k
Key Account Manager	\$90k	\$100k	\$120k
State Sales Manager	\$105k	\$120k	\$145k
Regional Sales Manager	\$110k	\$135k	\$160k
National Sales Manager	\$120k	\$150k	\$180k
Product/Brand Manager	\$105k	\$120k	\$145k
Marketing Manager	\$120k	\$135k	\$180k
Regulatory/QA Associate	\$85k	\$90k	\$95k
Regulatory/QA Manager	\$100k	\$110k	\$115k
EXECUTIVE AND OFFICE BASED			
HR Coordinator	\$65k	\$70k	\$80k
HR Manager	\$100k	\$120k	\$145k
General Manager	\$120k	\$155k	\$190k
Director/CEO	\$160k	\$200k	\$140k



Regional QLD

Agency Contact Details



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Local Insights

Geographically, we have seen something of an upward trend in salaries in the more Regional/Remote parts of Queensland as the high demand and under 'supply' of high quality people prepared to go 'country' has seen the majority of organisations either review the salary packages on offer or offering other inducements to have candidates consider those remote area positions across the State.

The candidate short market across the Health industry both in South East QLD and Regional QLD, has seen a significant drop in the number of applications through the job boards and has seen us lean much more heavily on our national database of candidates to assist our clients.

Fortunately, in this same period, we have seen an increase in the number of passive candidates registering their details with us - high quality and experienced candidates who are not actively looking for roles but would be keen to look at the 'right role' should it become available.

When it comes to advice to clients, we have already stressed the need to act quickly, but the shortage is so acute that we encourage employers to think about being as flexible as possible around the criteria for the role, the skills they want the candidate to have and to really think outside of the box when considering a candidate's experience.

With regards to candidates, they need to be very clear on what is making them look for a new opportunity and stick to their decision once they move in to the recruitment process. Decide the salary, benefits and job conditions that will make you move company, but be flexible.

Local Snapshot 2022

Regional QLD



Total Population: **2.6m**



Median Age: **40.5**

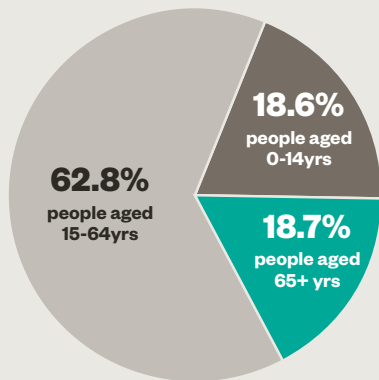


Median House Sale Price: **\$530k**

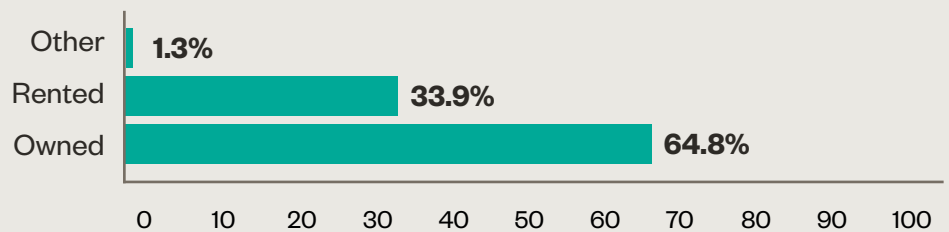


Unemployment Rate: **3.8%**

Population & Age



Housing Occupancy



Source: www.abs.gov.au

Salary Tables 2022

Australia | Regional QLD

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
AGED CARE			
AIN/PCW/HCA	\$52k	\$60k	\$68k
ACFI Coordinator	\$85k	\$90k	\$100k
Aged Care – RN	\$66k	\$72k	\$80k
Lifestyle and Well-being Manager	\$60k	\$75k	\$85k
Lifestyle and Well-being Coordinator	\$53k	\$65k	\$76k
Village Manager	\$92k	\$105k	\$120k
Quality Manager	\$90k	\$100k	\$110k
Clinical Care Coordinator/CNS	\$86k	\$95k	\$100k
Clinical Manager	\$85k	\$100k	\$115k
Facility Manager	\$105k	\$120k	\$140k
PRIMARY CARE			
Administrator	\$50k	\$60k	\$65k
Medical Receptionist	\$52k	\$58k	\$72k
Dental Receptionist	\$50k	\$58k	\$66k
Practice Manager	\$70k	\$85k	\$95k
Practice Nurse	\$60k	\$68k	\$78k
Community Nurse - RN	\$65k	\$75k	\$85k
ALLIED HEALTH			
Occupational Therapist	\$75k	\$85k	\$98k
Senior Occupational Therapist	\$90k	\$105k	\$120k
Physiotherapist	\$85k	\$90k	\$100k
Senior Physiotherapist	\$90k	\$110k	\$120k
Speech Pathologist	\$85k	\$95k	\$105k
Radiographer	\$85k	\$100k	\$115k
Senior Radiographer	\$95k	\$115k	\$130k
Sonographer	\$100k	\$110k	\$130k
Senior Sonographer	\$115k	\$130k	\$145k
Service Coordinator / Team Lead	\$85k	\$90k	\$100k
General Psychologist	\$85k	\$98k	\$115k
Clinical Psychologist	\$95k	\$120k	\$135k
Social Worker	\$72k	\$85k	\$90k

Salary Tables 2022

Australia | Regional QLD

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
NURSING / HOSPITAL			
Director of Nursing	\$125k	\$150k	\$180k
Deputy Director of Nursing	\$115k	\$125k	\$140k
Nurse Manager (NUM)	\$105k	\$115k	\$125k
Associate Nurse Unit Manager (ANUM)	\$90k	\$95k	\$100k
Clinical Nurse Specialist	\$80k	\$90k	\$98k
Nurse Educator	\$86k	\$94k	\$105k
Quality Manager	\$86k	\$98k	\$115k
Registered Nurse – RN Div 1	\$70k	\$80k	\$88k
Midwives	\$75k	\$85k	\$100k
Enrolled Nurses – RN Div 2	\$56k	\$64k	\$72k
Anaesthetic Technician	\$55k	\$60k	\$70k
COMMERCIAL			
Customer Service Representative	\$63k	\$70k	\$75k
GP Sales Representative	\$72k	\$85k	\$95k
Hospital Sales Representative	\$80k	\$95k	\$105k
Device Sales Rep	\$75k	\$100k	\$120k
Key Account Manager	\$90k	\$100k	\$120k
State Sales Manager	\$100k	\$120k	\$142k
Regional Sales Manager	\$110k	\$130k	\$155k
National Sales Manager	\$120k	\$150k	\$180k
Marketing Coordinator	\$55k	\$64k	\$72k
Product/Brand Manager	\$98k	\$112k	\$135k
Marketing Manager	\$115k	\$130k	\$155k
Regulatory/QA Associate	\$68k	\$88k	\$95k
Regulatory/QA Manager	\$95k	\$120k	\$135k
EXECUTIVE AND OFFICE BASED			
HR Coordinator	\$58k	\$64k	\$75k
HR Manager	\$95k	\$120k	\$142k
General Manager	\$130k	\$160k	\$190k
Director/CEO	\$168k	\$210k	\$255k



Sydney, NSW

Agency Contact Details



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Local Insights

With low unemployment rate in Sydney we have seen an increase in vacancy levels and a decline in applications. Coming off the back end of the intensive period over COVID, we have seen healthcare workers leave the industry and look for roles that offer a better work life balance.

With the high cost of living in Sydney, some of our job seekers prefer the peace of mind of stable income. Job seekers are less inclined to work both weekend days and opt for flexibility i.e. alternate weekends rather than every weekend.

When it comes to advice to clients, we have already stressed the need to act quickly, but the shortage is so acute that we encourage employers to think about being as flexible as possible around the criteria for the role, the skills they want the candidate to have and to really think outside of the box when considering a candidate's experience.

Local Snapshot 2022

Greater Sydney



Total Population: **5.2m**



Median Age: **37.1**

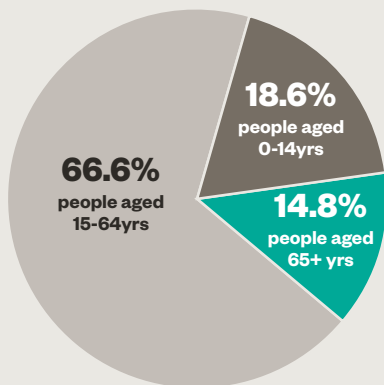


Median House Sale Price: **\$1.2m**

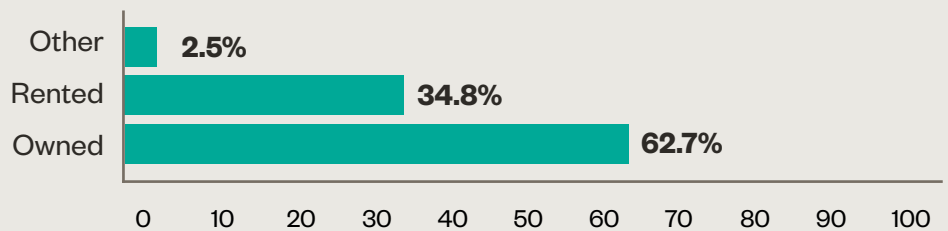


Unemployment Rate: **3.3%**

Population & Age



Housing Occupancy



Source: www.abs.gov.au

Salary Tables 2022

Australia | Sydney

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
AGED CARE			
AIN/PCW/HCA	\$44k	\$50k	\$56k
ACFI Coordinator	\$90k	\$100k	\$110k
ACFI Manager	\$100k	\$110k	\$120k
Aged Care – RN	\$70k	\$80k	\$90k
Lifestyle and Well-being Manager	\$90k	\$110k	\$120k
Lifestyle and Well-being Coordinator	\$70k	\$85k	\$100k
Village Manager	\$90k	\$97k	\$105k
Quality Manager	\$120k	\$130k	\$140k
Clinical Care Coordinator/CNS	\$90k	\$95k	\$100k
Clinical Manager	\$100k	\$115k	\$130k
Facility Manager	\$130k	\$150k	\$180k
PRIMARY CARE			
Medical Receptionist	\$55k	\$60k	\$65k
Dental Receptionist	\$50k	\$55k	\$60k
Practice Manager	\$60k	\$80k	\$100k
Practice Nurse	\$65k	\$75k	\$85k
Community Nurse - RN	\$70k	\$80k	\$90k
ALLIED HEALTH			
Occupational Therapist	\$80k	\$87k	\$95k
Senior Occupational Therapist	\$90k	\$105k	\$120k
Physiotherapist	\$70k	\$75k	\$80k
Senior Physiotherapist	\$90k	\$110k	\$130k
Speech Pathologist	\$80k	\$88k	\$95k
Radiographer	\$60k	\$75k	\$90k
Senior Radiographer	\$95k	\$115k	\$130k
Sonographer	\$100k	\$110k	\$120k
Senior Sonographer	\$120k	\$135k	\$150k
General Psychologist	\$80k	\$90k	\$110k
Clinical Psychologist	\$100k	\$110k	\$120k
Social Worker	\$70k	\$85k	\$100k

Salary Tables 2022

Australia | Sydney

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
NURSING / HOSPITAL			
Director of Nursing	\$130k	\$150k	\$180k
Deputy Director of Nursing	\$120k	\$130k	\$140k
Nurse Manager (NUM)	\$120k	\$130k	\$140k
Clinical Nurse Specialist	\$100k	\$105k	\$110k
Nurse Educator	\$90k	\$105k	\$120k
Quality Manager	\$100k	\$120k	\$140k
Registered Nurse – RN Div 1	\$70k	\$85k	\$100k
Midwives	\$80k	\$90k	\$100k
Enrolled Nurses – RN Div 2	\$65k	\$70k	\$75k
COMMERCIAL			
Customer Service Representative	\$55k	\$60k	\$65k
GP Sales Representative	\$70k	\$80k	\$90k
Hospital Sales Representative	\$90k	\$105k	\$120k
Device Sales Rep	\$90k	\$100k	\$120k
Key Account Manager	\$90k	\$105k	\$120k
State Sales Manager	\$90k	\$120k	\$150k
Regional Sales Manager	\$105k	\$125k	\$140k
National Sales Manager	\$120k	\$150k	\$180k
Marketing Coordinator	\$65k	\$70k	\$75k
Product/Brand Manager	\$100k	\$120k	\$140k
Marketing Manager	\$100k	\$120k	\$140k
Regulatory/QA Associate	\$65k	\$80k	\$95k
Regulatory/QA Manager	\$100k	\$120k	\$140k
EXECUTIVE AND OFFICE BASED			
HR Coordinator	\$70k	\$78k	\$85k
HR Manager	\$100k	\$120k	\$145k
General Manager	\$130k	\$160k	\$190k
Director/CEO	\$170k	\$230k	\$320k



Western Australia

Agency Contact Details



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Local Insights

Salaries have become a significant bargaining tool for candidates with many employers needing to offer much higher salaries to attract the right candidates.

Work life balance is becoming top of mind for candidates, flexible hours and work from home options are particularly sought after.

Our advice would be to act quickly, candidates have a lot of options and won't wait around for a long recruitment process. Consider what other benefits you have to offer on top of salary that will help you attract great candidates.

Local Snapshot 2022

Greater Perth



Total Population: **2.2m**



Median Age: **37.6**

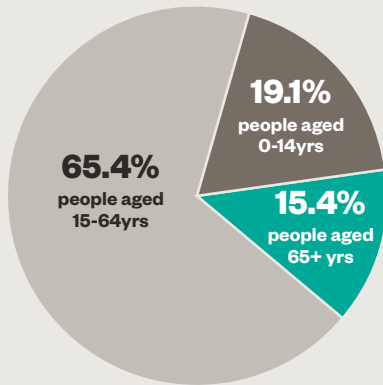


Median House Sale Price **\$550k**

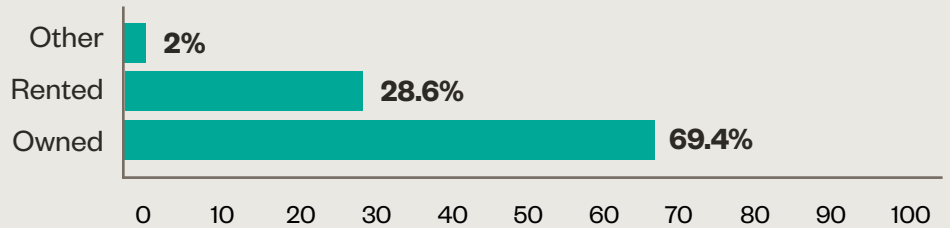


Unemployment Rate **3.2%**

Population & Age



Housing Occupancy



Regional WA



Total Population: **557k**



Median Age: **38**

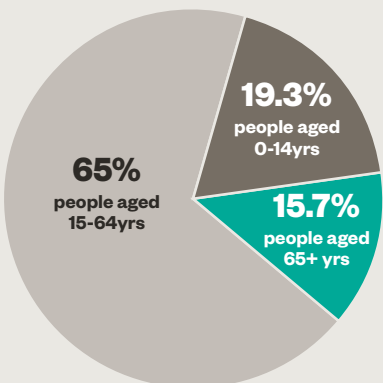


Median House Sale Price **\$425k**

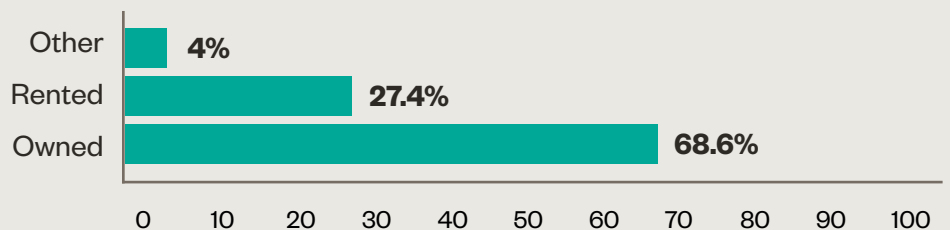


Unemployment Rate **3.2%**

Population & Age



Housing Occupancy



Source: www.abs.gov.au

Salary Tables 2022

Australia | Western Australia

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
AGED CARE			
AIN/PCW/HCA	\$45k	\$50k	\$55k
ACFI Coordinator	\$75k	\$85k	\$95k
ACFI Manager	\$90k	\$100k	\$110k
Aged Care – RN	\$70k	\$78k	\$90k
Lifestyle and Well-being Coordinator	\$60k	\$65k	\$70k
Village Manager	\$80k	\$95k	\$110k
Quality Manager	\$75k	\$85k	\$95k
Clinical Care Coordinator/CNS	\$100k	\$103k	\$110k
Clinical Manager	\$95k	\$105k	\$120k
Facility Manager	\$110k	\$125k	\$140k
PRIMARY CARE			
Medical Receptionist	\$50k	\$55k	\$60k
Dental Receptionist	\$50k	\$55k	\$60k
Practice Manager	\$75k	\$80k	\$90k
Practice Nurse	\$70k	\$75k	\$80k
Community Nurse - RN	\$77k	\$88k	\$95k
ALLIED HEALTH			
Occupational Therapist	\$70k	\$76k	\$85k
Senior Occupational Therapist	\$80k	\$88k	\$95k
Physiotherapist	\$80k	\$85k	\$90k
Senior Physiotherapist	\$90k	\$95k	\$111k
Speech Pathologist	\$70k	\$88k	\$95k
Radiographer	\$70k	\$83k	\$90k
Senior Radiographer	\$95k	\$110k	\$125k
Sonographer	\$95k	\$110k	\$125k
Senior Sonographer	\$110k	\$123k	\$135k
General Psychologist	\$70k	\$90k	\$100k
Clinical Psychologist	\$100k	\$110k	\$120k
Social Worker	\$78k	\$85k	\$95k

Salary Tables 2022

Australia | Western Australia

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
NURSING / HOSPITAL			
Director of Nursing	\$130k	\$145k	\$160k
Deputy Director of Nursing	\$120k	\$130k	\$140k
Nurse Manager (NUM)	\$110k	\$120k	\$130k
Clinical Nurse Specialist	\$100k	\$103k	\$110k
Nurse Educator	\$103k	\$108k	\$115k
Quality Manager	\$85k	\$100k	\$115k
Registered Nurse – RN Div 1	\$70k	\$78k	\$86k
Midwives	\$77k	\$90k	\$100k
Enrolled Nurses – RN Div 2	\$60k	\$63k	\$70k
COMMERCIAL			
GP Sales Representative	\$70k	\$76k	\$95k
Hospital Sales Representative	\$85k	\$95k	\$105k
Device Sales Rep	\$95k	\$110k	\$125k
Key Account Manager	\$95k	\$105k	\$115k
State Sales Manager	\$120k	\$150k	\$180k
Regional Sales Manager	\$110k	\$130k	\$155k
National Sales Manager	\$120k	\$150k	\$180k
Marketing Coordinator	\$55k	\$64k	\$72k
Product/Brand Manager	\$105k	\$120k	\$140k
Marketing Manager	\$115k	\$130k	\$155k
Regulatory/QA Associate	\$68k	\$88k	\$95k
Regulatory/QA Manager	\$95k	\$120k	\$135k
EXECUTIVE AND OFFICE BASED			
HR Coordinator	\$55k	\$65k	\$65k
HR Manager	\$85k	\$125k	\$140k
General Manager	\$135k	\$200k	\$190k
Director/CEO	\$165k	\$210k	\$270k



Auckland, NZ

Agency Contact Details



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Local Insights

With an extreme shortage of nurses and significant pull from what was then DHBs, the aged care sector had to really step up to keep providing a service. Salaries jumped across all levels of aged care nurses by as much as \$10/hr for some remote places. The Primary Care MECA has been trying to play catch up to DHB MECA rates and in general the nursing shortages have caused clinics to run on reduced hours. As recruiters we have been able to advise both clients and candidates on constantly changing market rates to secure talent.

It has been a candidate market over the last 12 months and the demands they put on employers looking to hire have been significant. Candidates have had the pick of their roles and played job offers against one another. Te Whetu Ora continues to pull local candidates while the borders slowly open up and various medical governing bodies work to approve registrations causing a gap in the market. Companies across the board have had to focus both on creative attraction and retention strategies to compete.

Work life balance continues to be in high demand with candidates looking for more traditional business hours or partial work from home opportunities. There has been a trend to push for higher wages then work fewer hours to maintain a salary that someone would have been on as an FTE prior. Relocation support, a sign on bonus or formal CPD rates have all helped employers secure talent in the bidding war.

Employers should firstly move quickly when presented with a candidate - they will have choice and be gone before you know it. Put your best foot forward - every touchpoint with applicant is an opportunity to outshine the competition - take advantage of that. Stay in touch with what the market is offering to stay competitive. Give us a call if you want up to date information or help on this. Think long term, can the applicant grow into the role if you cant find the ideal candidate now?

Applicants looking for a new role, be aware of your personal brand. Know where you have sent your details or where an agency has presented you. Stay honest and open with potential employer and recruiters so that you remain professional. When it becomes a candidate rich market - you do not want to have a tarnished reputation. Employers should continue to build a pipeline of talent and larger companies should consider overseas candidates as part of their strategy. Even if a candidate will only be on shore in 4 months, there is a high chance a larger employer will have a place for them.

Local Snapshots 2022

Auckland



Total Population: **1.5m**

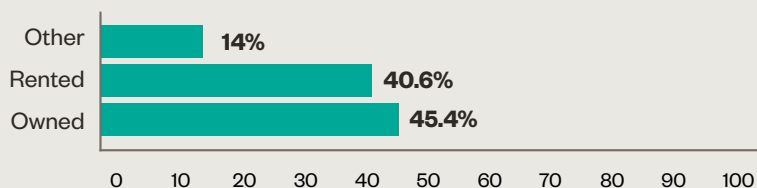


Median Age: **34.7**



Unemployment Rate: **4.1%**

Housing Occupancy



Bay of Plenty



Total Population: **308.5k**

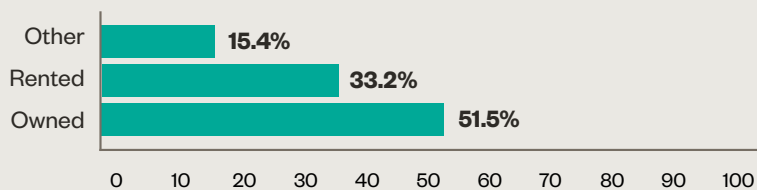


Median Age: **40.2**



Unemployment Rate: **4.5%**

Housing Occupancy



Source: Stats.govt.nz

Local Snapshot 2022

Northland



Total Population: **179k**

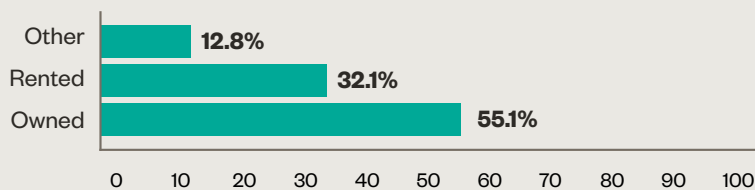


Median Age: **42.6**



Unemployment Rate: **5.2%**

Housing Occupancy



Waikato



Total Population: **458.2k**

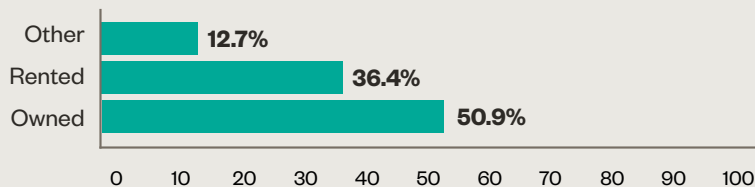


Median Age: **37.4**



Unemployment Rate: **4.3%**

Housing Occupancy



Source: Stats.govt.nz

Salary Tables 2022

New Zealand | Auckland

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
AGED CARE			
AIN/PCW/HCA	\$48k	\$60k	\$70k
Aged Care – RN	\$68k	\$77k	\$88k
Nurse Practitioner/Prescriber	\$100k	\$120k	\$150k
Village Manager	\$100k	\$130k	\$150k
Quality Manager	\$100k	\$120k	\$140k
Clinical Care Coordinator/CNS	\$85k	\$90k	\$95k
Clinical Manager	\$90k	\$100k	\$120k
Facility Manager	\$100k	\$120k	\$140k
Regional Clinical Manager	\$100k	\$120k	\$130k
PRIMARY CARE			
Administrator	\$45k	\$53k	\$60k
Medical Receptionist	\$48k	\$60k	\$70k
Practice Manager	\$85k	\$110k	\$120k
Practice Nurse	\$58k	\$70k	\$83k
Community Nurse - RN	\$70k	\$75k	\$83k
Nurse Practitioner/Prescriber	\$93k	\$110k	\$150k
GP/Doctor	\$180k	\$210k	\$250k
DENTAL			
Dental Receptionist	\$48k	\$52k	\$60k
Dental Assistant	\$50k	\$55k	\$60k
Dental Hygienist	\$80k	\$100k	\$120k
Practice Manager	\$60k	\$75k	\$85k
Dental Nurse	\$65k	\$90k	\$112k
Dentist	\$170k	\$210k	\$250k
ALLIED HEALTH			
Occupational Therapist	\$58k	\$63k	\$80k
Senior Occupational Therapist	\$80k	\$95k	\$110k
Physiotherapist	\$55k	\$70k	\$80k
Senior Physiotherapist	\$80k	\$90k	\$100k
Radiographer	\$57k	\$75k	\$85k
Senior Radiographer	\$85k	\$98k	\$110k
Sonographer	\$85k	\$95k	\$110k
Senior Sonographer	\$110k	\$115k	\$120k

Salary Tables 2022

New Zealand | Auckland

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
ALLIED HEALTH			
General Psychologist	\$77k	\$95k	\$110k
Clinical Psychologist	\$80k	\$100k	\$120k
Social Worker	\$60k	\$85k	\$110k
Counsellor	\$55k	\$70k	\$90k
Occupational Health Nurse	\$60k	\$70k	\$78k
NURSING / HOSPITAL			
Director of Nursing	\$140k	\$160k	\$180k
Deputy Director of Nursing	\$110k	\$120k	\$130k
Nurse Manager (NUM)/Charge Nurse (CN)	\$115k	\$125k	\$140k
Associate Nurse Unit Manager (ANUM)/ Associate Charge Nurse (ACN)	\$95k	\$105k	\$115k
Clinical Nurse Specialist	\$95k	\$100k	\$105k
Nurse Educator	\$95k	\$100k	\$105k
Quality Manager	\$90k	\$120k	\$150k
Registered Nurse – RN Div 1	\$66k	\$79k	\$93k
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Anaesthetic Technician	\$55k	\$85k	\$105k
COMMERCIAL			
Customer Service Representative	\$50k	\$65k	\$72k
GP Sales Representative	\$75k	\$90k	\$98k
Hospital Sales Representative	\$85k	\$105k	\$130k
Device Sales Rep	\$95k	\$110k	\$135k
Key Account Manager	\$95k	\$110k	\$120k
National Sales Manager	\$130k	\$165k	\$185k
EXECUTIVE AND OFFICE BASED			
Regional Manager	\$110k	\$150k	\$180k
General Manager/Operational Manager	\$130k	\$180k	\$240k
Director/COO/CEO	\$150k	\$250k	\$350k



South Island, NZ

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Local Insights

We are experiencing a candidate short market due to the limiting migration/immigration criteria. In light of this gap in the market, we have seen an increase of salaries across all professions, with registered nurses in aged care seeing a 25% increase, although this is across all health sectors.

Our advice to employers would be to be flexible with working hours, and to accommodate child care (pick up and drop offs - school/and day care). Candidates want work life balance, either part time work or want the extra hours per week over and above the set 32 hours per week being offered. Also, it's important to respond quickly to applicants, process their applications and interview as soon as possible. Do not wait for a close off period. Candidates are spoilt for choice, so move fast.

Local Snapshot 2022

Tasman



Total Population: **52.4k**

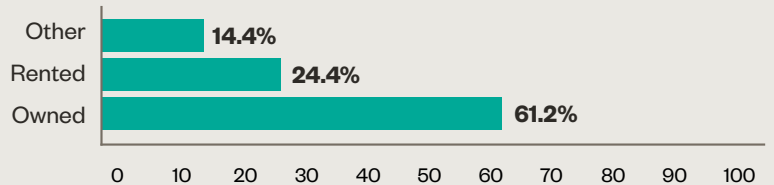


Median Age: **46**



Unemployment Rate: **2.4%**

Housing Occupancy



Nelson



Total Population: **51k**

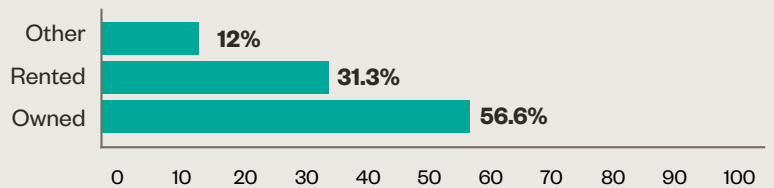


Median Age: **43.4**



Unemployment Rate: **3.1%**

Housing Occupancy



Marlborough



Total Population: **47.3k**

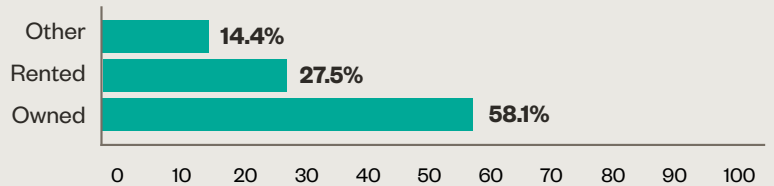


Median Age: **45.5**



Unemployment Rate: **2.2%**

Housing Occupancy



West Coast



Total Population: **31.6k**

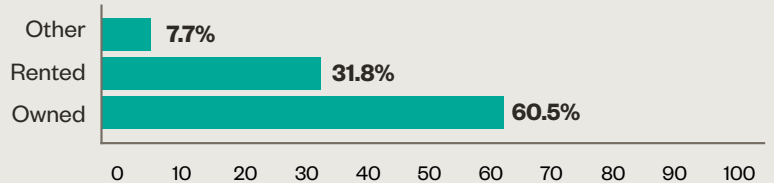


Median Age: **45.7**



Unemployment Rate: **3.2%**

Housing Occupancy



Source: Stats.govt.nz

Local Snapshot 2022

Canterbury



Total Population: **600k**

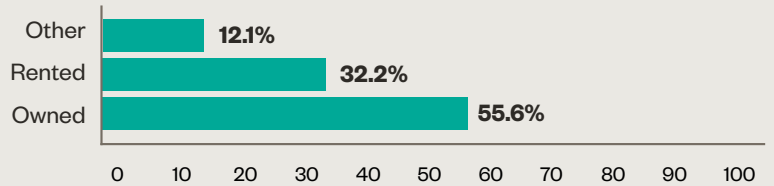


Median Age: **38.7**



Unemployment Rate: **3.2%**

Housing Occupancy



Otago



Total Population: **225.2k**

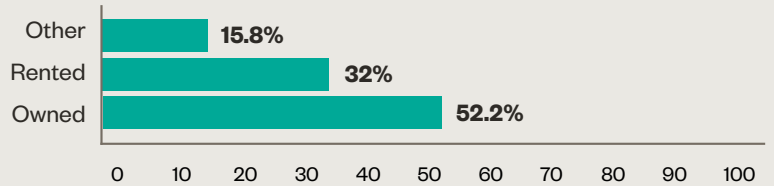


Median Age: **38.2**



Unemployment Rate: **3.2%**

Housing Occupancy



Southland



Total Population: **97.5k**

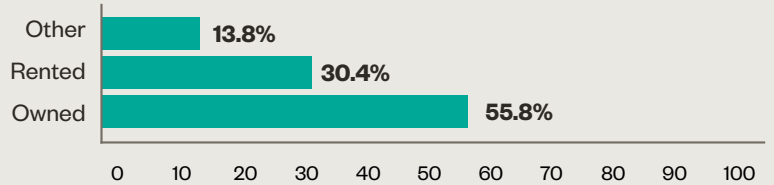


Median Age: **39.8**



Unemployment Rate: **3.1%**

Housing Occupancy



Source: Stats.govt.nz

Salary Tables 2022

New Zealand | South Island

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
AGED CARE			
AIN/PCW/HCA	\$48k	\$60k	\$70k
Aged Care – RN	\$68k	\$77k	\$88k
Nurse Practitioner/Prescriber	\$100k	\$120k	\$150k
Village Manager	\$100k	\$130k	\$150k
Quality Manager	\$100k	\$120k	\$140k
Clinical Care Coordinator/CNS	\$85k	\$90k	\$95k
Clinical Manager	\$90k	\$100k	\$120k
Facility Manager	\$100k	\$120k	\$140k
Regional Clinical Manager	\$100k	\$120k	\$130k
PRIMARY CARE			
Administrator	\$45k	\$53k	\$60k
Medical Receptionist	\$48k	\$60k	\$70k
Practice Manager	\$85k	\$110k	\$120k
Practice Nurse	\$58k	\$70k	\$83k
Community Nurse - RN	\$70k	\$75k	\$83k
Nurse Practitioner/Prescriber	\$93k	\$110k	\$150k
GP/Doctor	\$180k	\$210k	\$250k
DENTAL			
Dental Receptionist	\$48k	\$52k	\$60k
Dental Assistant	\$50k	\$55k	\$60k
Dental Hygenist	\$80k	\$100k	\$120k
Practice Manager	\$60k	\$75k	\$85k
Dental Nurse	\$65k	\$90k	\$112k
Dentist	\$170k	\$210k	\$250k
ALLIED HEALTH			
Occupational Therapist	\$58k	\$63k	\$80k
Senior Occupational Therapist	\$80k	\$95k	\$110k
Physiotherapist	\$55k	\$70k	\$80k
Senior Physiotherapist	\$80k	\$90k	\$100k
Radiographer	\$57k	\$75k	\$85k
Senior Radiographer	\$85k	\$98k	\$110k
Sonographer	\$85k	\$95k	\$110k
Senior Sonographer	\$110k	\$115k	\$120k

Salary Tables 2022

New Zealand | South Island

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
ALLIED HEALTH			
General Psychologist	\$77k	\$95k	\$110k
Clinical Psychologist	\$80k	\$100k	\$120k
Social Worker	\$60k	\$85k	\$110k
Counsellor	\$55k	\$70k	\$90k
Occupational Health Nurse	\$60k	\$70k	\$78k
NURSING / HOSPITAL			
Director of Nursing	\$140k	\$160k	\$180k
Deputy Director of Nursing	\$110k	\$120k	\$130k
Nurse Manager (NUM)/Charge Nurse (CN)	\$115k	\$125k	\$140k
Associate Nurse Unit Manager (ANUM)/ Associate Charge Nurse (ACN)	\$95k	\$105k	\$115k
Clinical Nurse Specialist	\$95k	\$100k	\$105k
Nurse Educator	\$95k	\$100k	\$105k
Quality Manager	\$90k	\$120k	\$150k
Registered Nurse – RN Div 1	\$66k	\$79k	\$93k
Enrolled Nurses – RN Div 2	\$54k	\$60k	\$65k
Anaesthetic Technician	\$55k	\$85k	\$105k
COMMERCIAL			
Customer Service Representative	\$50k	\$65k	\$72k
GP Sales Representative	\$75k	\$90k	\$98k
Hospital Sales Representative	\$85k	\$105k	\$130k
Device Sales Rep	\$95k	\$110k	\$135k
Key Account Manager	\$95k	\$110k	\$120k
National Sales Manager	\$130k	\$165k	\$185k
EXECUTIVE AND OFFICE BASED			
Regional Manager	\$110k	\$150k	\$180k
General Manager/Operational Manager	\$130k	\$180k	\$240k
Director/COO/CEO	\$150k	\$250k	\$350k



Wellington, NZ

Agency Contact Details



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Local Insights

For the Wellington / Lower North island the last 18 months has been a huge challenge for the regional areas. The COVID Vaccine Mandates saw many senior health professionals unable to work, leaving behind significant staffing gaps in clinical settings, along with a loss of readily available knowledge and experience for the younger teams.

Candidates who are in the market for a role, are spoilt for choice and have the safe option that they can move region and secure employment. In this time there was also noticeable movement of candidates shifting from main City centres to regional areas for lifestyle choices; housing – lower cost of living. Clients have seen that offering accommodation support / allowance and or relocation package have made their roles more appealing.

Salary increases have been across all health sectors, being particularly noticeable across aged care services.

Local Snapshot 2022

Hawke's Bay



Total Population: **166.4k**

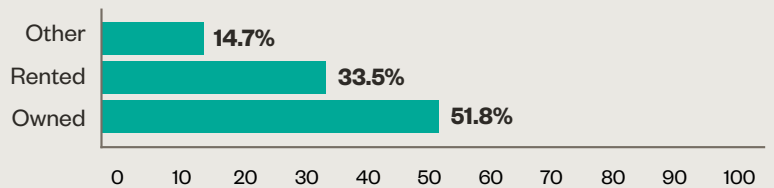


Median Age: **40.6**



Unemployment Rate: **3.6%**

Housing Occupancy



Manawatū-Whanganu



Total Population: **238.8k**

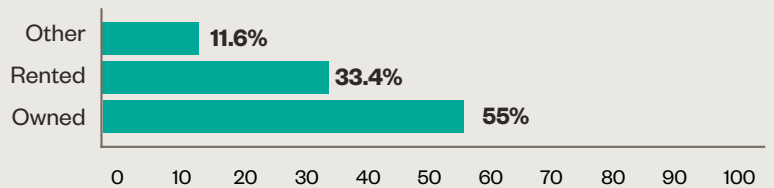


Median Age: **39.4**



Unemployment Rate: **4.5%**

Housing Occupancy



Taranaki



Total Population: **238.8k**

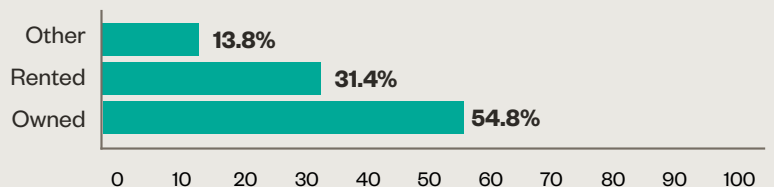


Median Age: **39.4**



Unemployment Rate: **4.5%**

Housing Occupancy



Source: Stats.govt.nz

Local Snapshot 2022

Greater Wellington



Total Population: **202.7k**

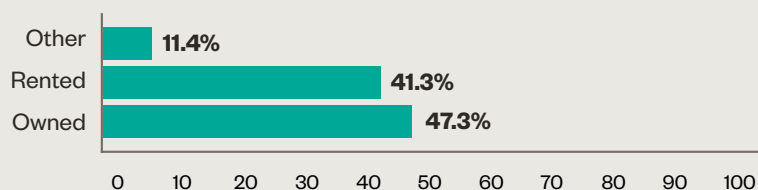


Median Age: **34.1**



Unemployment Rate: **4.5%**

Housing Occupancy



Gisborne



Total Population: **47.5k**

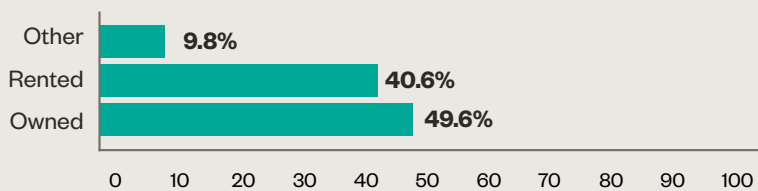


Median Age: **37**



Unemployment Rate: **5.2%**

Housing Occupancy



Source: Stats.govt.nz

Salary Tables 2022

New Zealand | Wellington

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
AGED CARE			
Aged Care – RN	\$68k	\$77k	\$88k
Nurse Practitioner/Prescriber	\$100k	\$120k	\$150k
Village Manager	\$100k	\$130k	\$150k
Quality Manager	\$100k	\$120k	\$140k
Clinical Care Coordinator/CNS	\$85k	\$90k	\$95k
Clinical Manager	\$90k	\$100k	\$120k
Facility Manager	\$100k	\$120k	\$140k
Regional Clinical Manager	\$100k	\$120k	\$130k
PRIMARY CARE			
Administrator	\$45k	\$53k	\$60k
Medical Receptionist	\$48k	\$60k	\$70k
Practice Manager	\$85k	\$110k	\$120k
Practice Nurse	\$58k	\$70k	\$83k
Community Nurse - RN	\$70k	\$75k	\$83k
Nurse Practitioner/Prescriber	\$93k	\$110k	\$150k
GP/Doctor	\$180k	\$210k	\$250k
DENTAL			
Dental Receptionist	\$48k	\$52k	\$60k
Dental Assistant	\$50k	\$55k	\$60k
Dental Hygienist	\$80k	\$100k	\$120k
Practice Manager	\$60k	\$75k	\$85k
Dental Nurse	\$65k	\$90k	\$112k
Dentist	\$170k	\$210k	\$250k
ALLIED HEALTH			
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Senior Occupational Therapist	\$80k	\$95k	\$110k
Physiotherapist	\$55k	\$70k	\$80k
Senior Physiotherapist	\$80k	\$90k	\$100k
Radiographer	\$57k	\$75k	\$85k
Senior Radiographer	\$85k	\$98k	\$110k
Sonographer	\$85k	\$95k	\$110k
Senior Sonographer	\$110k	\$115k	\$120k

Salary Tables 2022

New Zealand | Wellington

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
ALLIED HEALTH			
Clinical Psychologist	\$80k	\$100k	\$120k
Social Worker	\$60k	\$85k	\$110k
Counsellor	\$55k	\$70k	\$90k
Occupational Health Nurse	\$60k	\$70k	\$78k
NURSING / HOSPITAL			
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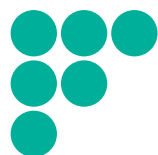


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