

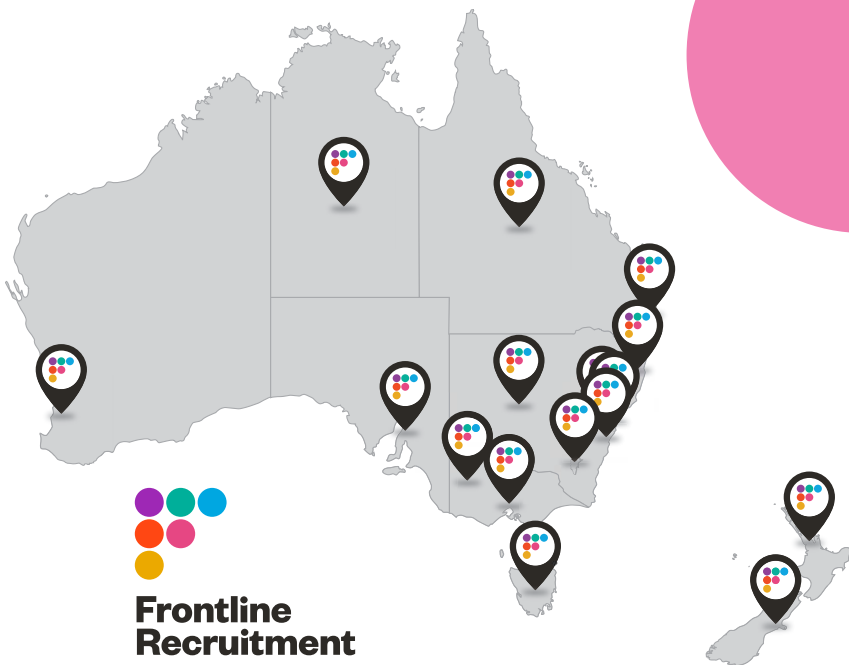


Frontline Hospitality
Salary Guide
2022/2023



**Frontline
Hospitality
Recruitment**

www.frontlinerecruitmentgroup.com/hospitality



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:

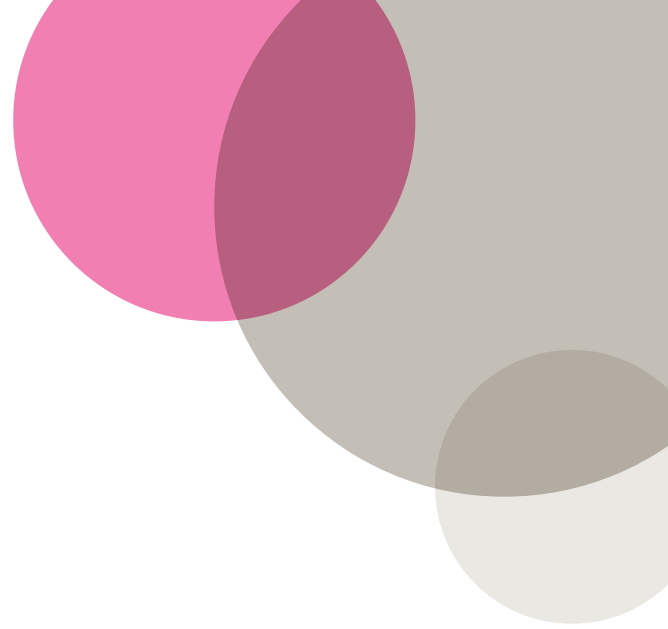
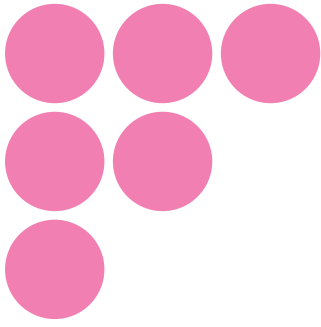
To enhance the lives of our candidates, clients and agencies, by helping people find their tribe.

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 Hospitality 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 Hospitality 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 Hospitality 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 that reads "Arthur McColl".

Arthur McColl

Group CEO - Frontline Recruitment Group and Express Employment Professionals ANZ

Snapshot of Hospitality Industry Trends

Growing Workforce to Keep Up with Demand

Workforce Employed in the Hospitality Sector *

AU: 907,300
+2%

NZ: 145,000
+5%



BY STATE

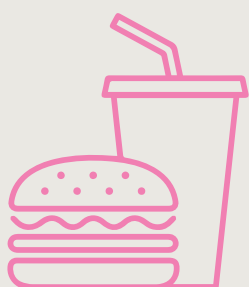
		YoY
NSW	286,600	+10%
VIC	224,100	+1%
QLD	198,800	-5%
SA	53,200	-9%
WA	101,700	+11%
TAS	21,600	-13%
NT	9,700	+2%
ACT	11,700	-11%

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

ANZSIC Hospitality Industry Data*

	Revenue Growth	Employment Growth	Wage Growth
Australia	8%	5.93%	5.3%
New Zealand	-3%	-6.26%	-4.2%

* IBISWorld ANZSIC Industry Data 2022



Hospitality is growing!

This sector has been **growing steadily** with growth attributed to factors such as a **growing 'foodie' culture**



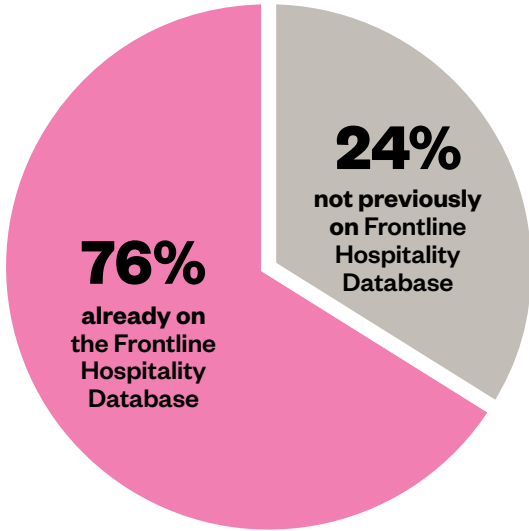
Jobs Vacant!

Accommodation and Food Services businesses are reporting **one of the highest vacancies**



Hospitality Candidate Insights

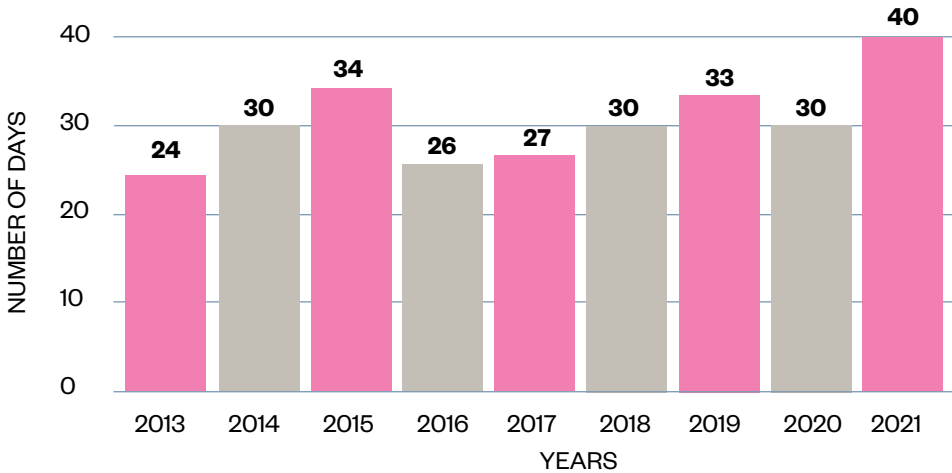
Who did we place more of: new candidates or known candidates?



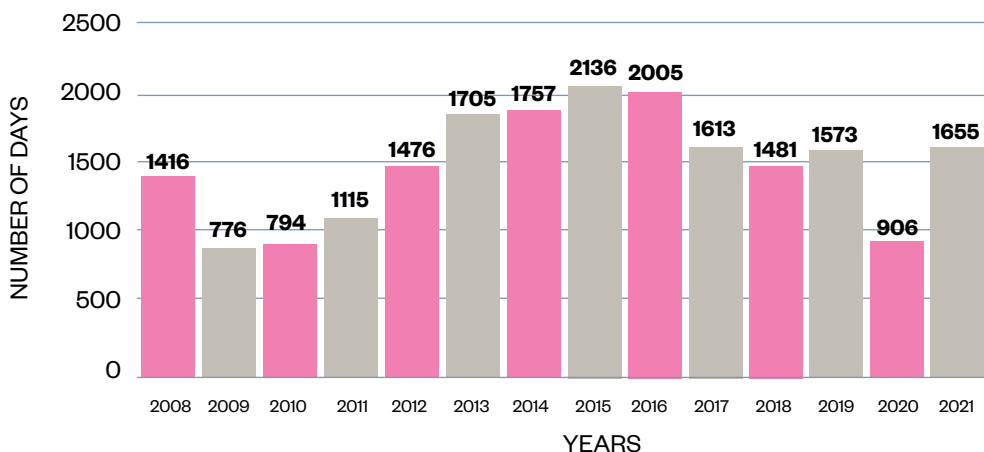
Our Database helps us to stay connected with our candidates as they grow throughout their career. The long-term relationship that we build help us to discover unseen opportunities.

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!



Number of Jobs Listed Each Year



Did you know?

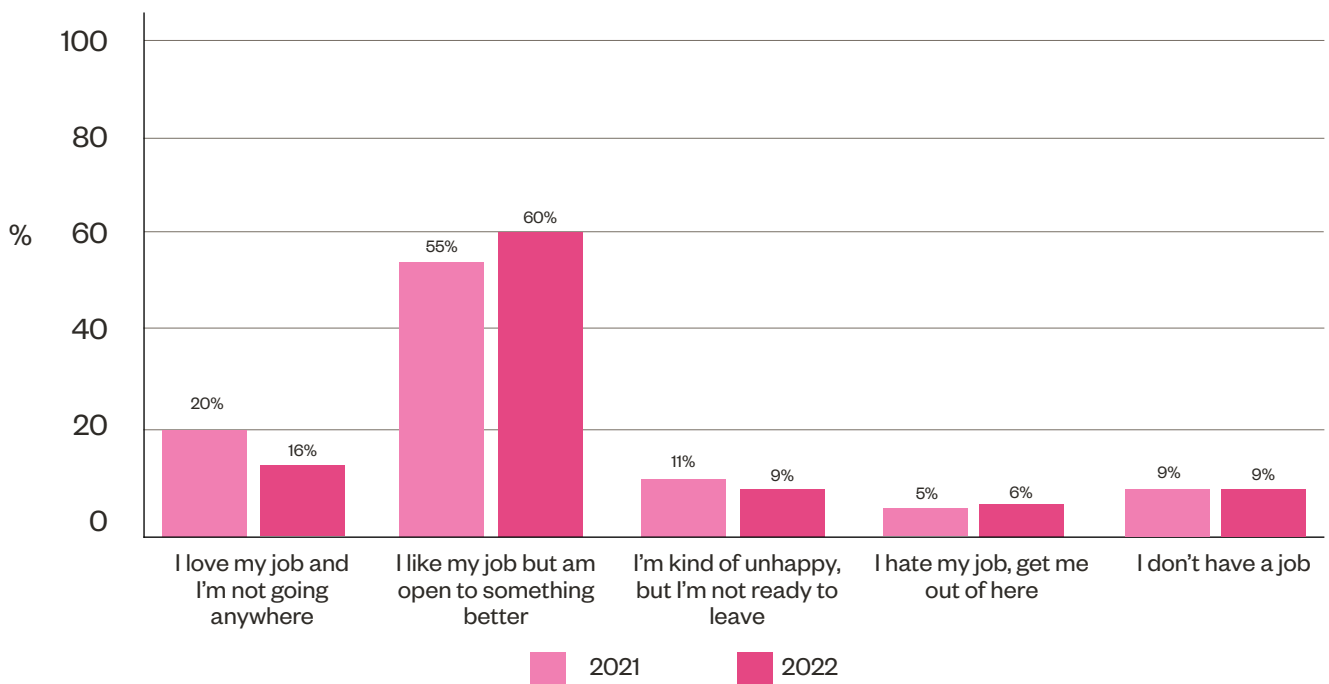
7.4% of placed hospitality candidates applied for the role that they were placed in

That is **92.6%** of hospitality candidates that apply for jobs with us, who we find another role that's more suitable

What's making people feel good at work?

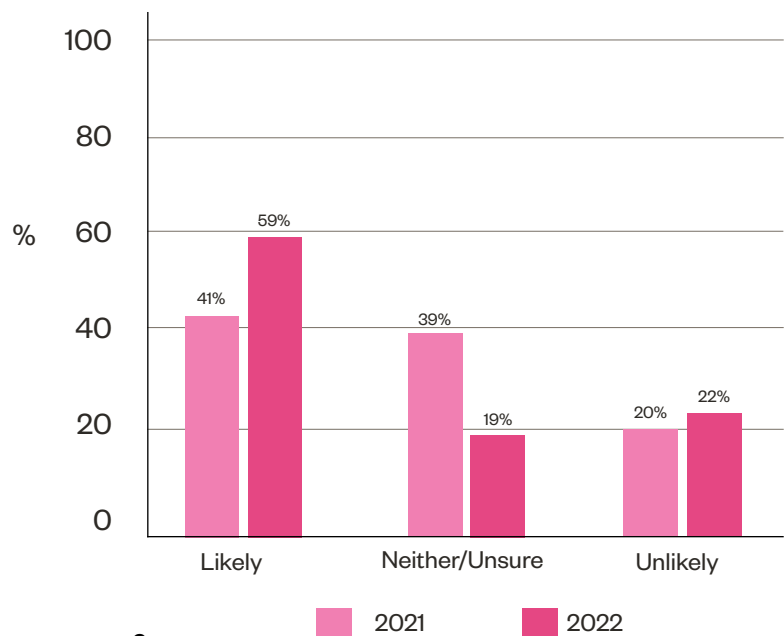
How hospitality employees feel about their job

The hospitality sector is not in good shape due to the fact that a lot of available workers are not here and for those that are, there are thousands of positions open but no workers to fill the roles. A combination of pay, legalities but also poor brand image is causing much of the damage. Workers need to feel like they are being paid fairly and that they are not being over-worked. Hospitality employees have the lowest levels of 'love my job' across sectors, but interestingly have the highest level of 'like my job' but this most likely is a function of workers now being more 'open' to other possibilities.



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

It is hardly surprising that this sector has the highest proportion of workers (around half) who are likely to leave their job in the next 3 months. Over the longer term, around 6 in 10 hospitality employees say they will likely leave their job in the next 12 months. As with Retail, this could be the transient nature of the sector and could also be seen as a positive as it allows for greater agility.



Priorities that hospitality workers need to feel good at work

Unlike other sectors, hospitality workers place significant importance on how they get their job done, hence why they have one of the highest scores for 'ability to act autonomously' and 'being able to collaborate and have voice heard'. Their priorities are indicative of younger generations who make up a significant proportion of hospitality employees which is why another highly ranked priority is 'diverse and inclusive' as well as 'perks and benefits'.

Top priorities for candidates (Out of 5)



Overview



'**Being able to collaborate**' is a key priority for hospitality workers, ranking higher than all sectors: **4.1 out of 5**.



These workers are typically Gen Z and Gen Y and so '**diversity and inclusivity**' rank high compared with other sectors: **3.9 out of 5**.



Although the lowest score, '**perks and benefits**' are still important to hospitality workers given the ongoing disputes around fair pay: **3.5 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 Hospitality's Market Trends and Tips

Hospitality Market Trends & Challenges

The Hospitality industry is on the mend and is facing a massive job boom. But with the candidate short market, this makes hiring difficult. The ABS states that **3.5% of jobs in accommodation and food services are currently vacant**, well above the 1.4% rate in the decade before the pandemic.

But with help of international borders opening over the past year, we are seeing a lot of people cashed up and itching to travel. With two thirds of accommodation and food service workers being under 35 ([link](#)) this will help bring the younger population of backpackers and international students back to our shores and into our jobs.

But there is good news, the **food and beverage employment levels increased by 38% in 2021** and are projected to **further increase by 6% by 2025**.

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

As companies are fighting to win your attention, many are now offering a range of perks and benefits. Keep an eye out for companies that offer flexibility and a better work life balance, clear lines of progression and a salary in line with the market.

You've probably heard it before, but always remember to research the business you are interviewing with, it shows initiative and your commitment to the job application. In your research, you may also find insights into the company culture. A positive, supportive and employee focused environment is essential for your happiness at work.

Given the conditions of the current job market, candidates are faced with an endless choice of roles. To help sift through the sea of jobs, partnering with an employment agency can help narrow down the roles to find a the perfect fit for your skill and goals.

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

International candidates are beginning to hit our shores again and affordable accommodation solutions and a pathway to permanent residency are key here along with rosters that allow ample time off for the candidates to experience their new residency. Ensure you are set up for sponsorship now and if you employ a great international candidate - be quick to sponsor them!

You can guarantee that quality candidates will have multiple offers in front of them, so it's vital to move fast. A quick initial call screen, simple face to face or video interview and fast offer can often beat off competitors who have a lengthy interview process. Candidates are above all looking for complete transparency at offer. Ensure you have a contract that outlines exactly what the position entails, a salary that is equal to market, proposed hours, overtime expectancy, duties along with the future plans and vision of the business.

A good workplace culture and career progression pathways . Employers need to create an inclusive environment to help employees feel engaged and valued.

Frontline Hospitality's Market Trends and Tips

What is the most important thing that clients can do to secure quality talent? (cont'd)

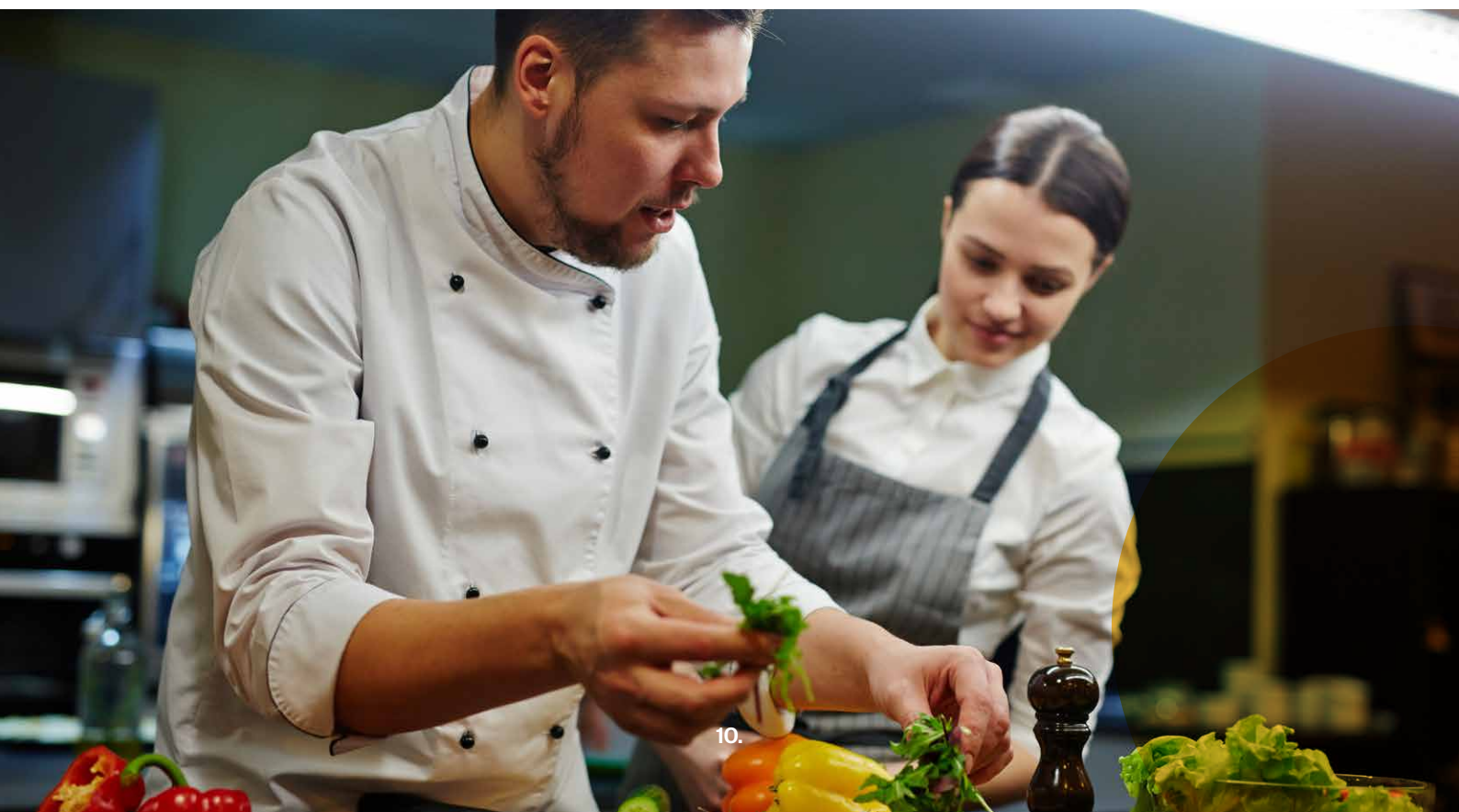
If a business has an employee focused culture promoting a happy, positive and supportive environment this can go a long way to attracting and retaining quality staff. Some examples we include discounts on company resources, free meals, free parking, team building events, a day off on your birthday, gift vouchers, free access to mental health advice, performance and retention bonuses and company awards for outstanding efforts. Sometimes just a “thanks, you’re doing an amazing job” can go a long way to boost morale.

Two-thirds of accommodation & food service workers are under 35, which leaves industry recruitment vulnerable to the sharp fall in Australia’s youth population. So focus on hiring older workers

The Year Ahead

The upcoming financial year is set to further build on the current competitive environment. Creating a competitive edge will be critical to achieving success in securing and retaining the best Hospitality talent, and will continue to drive the positive impacts on people and culture across the industry.

Areas such as training, reviews and growth of employees’ careers are key focus areas for many employers, and while relocation to rural areas is anticipated to continue increasing, employers that can provide development opportunities, worklife balance and other non-financial benefits will ultimately have the best opportunity for not only attracting talent but retaining them as well.





ACT & Southern NSW

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Local Insights

On the NSW South Coast there are positions paying \$15-20k above the pre-2020 salaries and this is due to a number of factors including inflation, lack of staff, lack of accommodation and any other external factors affecting the coast. Canberra has businesses paying slightly more however this is also due to the extra hours being worked due to a lack of staff.

ACT & Southern NSW are heavily reliant on skilled migration and unfortunately the backlog the government is dealing with is just not moving quick enough. Businesses who are starting to offer sponsorship & accommodation more importantly are securing staff quicker than most but still not quickly by any means.

For employers, before you start the recruitment process have a clear picture in mind of what you're after, what you can offer and what you are flexible with for both. If you interview someone who is a fantastic fit but doesn't tick all the boxes - great! Adjust your boxes to work with the employee. If you've met someone who is keen and ready to start work. Great! You've already got a clear picture of what you have in mind so you can move quickly. Don't delay in this market and don't say no if they're not "perfect." Perfect doesn't exist in this world.

A majority of the people in the workforce are adults and want to be treated as such. Have open conversations, understand that people have lives outside of work, be accepting of unconventional hires.

Focus on the people and the numbers will come.

Local Snapshot 2022

Canberra ACT



Total Population: **453k**



Median Age: **35.4**

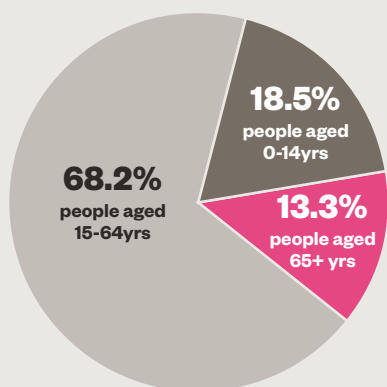


Median House Sale Price **\$1.1m**

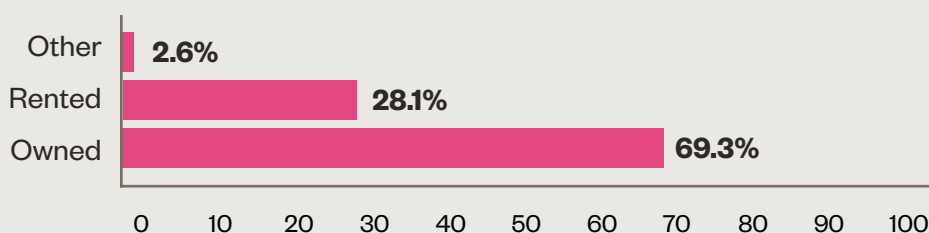


Unemployment Rate **3.3%**

Population & Age



Housing Occupancy



Regional NSW



Total Population: **2.8m**



Median Age: **42.5**

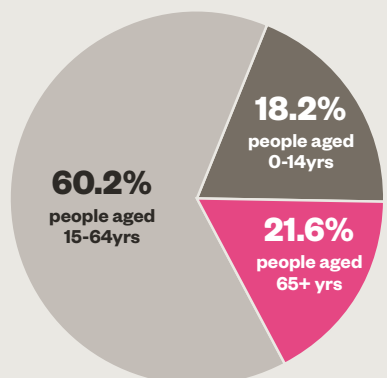


Median House Sale Price **\$800k**

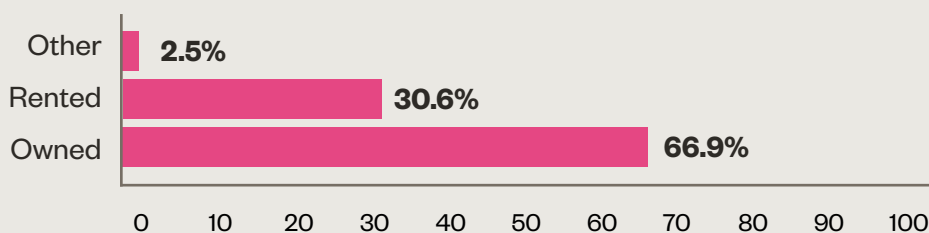


Unemployment Rate **3.3%**

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
REGISTERED CLUB			
General Manager	\$120k	\$260k	\$400 k
Gaming Executive	\$120k	\$210k	\$300k
Human Resources Manager	\$100k	\$150k	\$200k
Gaming Manager	\$100k	\$175k	\$250k
Operations Manager	\$90k	\$105k	\$120k
Duty Manager	\$75k	\$88k	\$100k
Bistro Manager	\$65k	\$75k	\$85k
Functions Manager	\$65k	\$75k	\$85k
F&B Supervisor	\$60k	\$65k	\$70k
Chef - Executive	\$110k	\$135k	\$160k
Chef - Head	\$90k	\$108k	\$125k
Chef - Sous	\$70k	\$80k	\$90k
Chef - de Partie	\$65k	\$70k	\$75k
Chef - Demi	\$60k	\$65k	\$70k
Cook/Chef	\$60k	\$65k	\$70k
PUB			
2IC / Operations Manager	\$75k	\$88k	\$100k
Assistant Manager	\$65k	\$73k	\$80k
Event Coordinator	\$65k	\$73k	\$80k
Duty Manager	\$65k	\$70k	\$75k
Supervisor	\$60k	\$64k	\$68k
Chef - Executive Group	\$120k	\$150k	\$180k
Chef - Head	\$90k	\$108k	\$125k
Chef - Sous	\$75k	\$80k	\$85k
Chef - de Partie	\$65k	\$70k	\$75k
Chef - Demi	\$63k	\$67	\$70k
Chef - Commis	\$60k	\$64k	\$68k
QSR / CAFÉ			
Area Manager	\$80kk	\$100k	\$120k
Manager	\$65k	\$75k	\$85k
Assistant Manager	\$58k	\$64k	\$70k
Shift Supervisor	\$55k	\$58k	\$60k
Barista	\$55k	\$60k	\$65k

Salary Tables 2022

Australia | ACT & Southern NSW

SALARY RANGE IN AUD \$ '000's

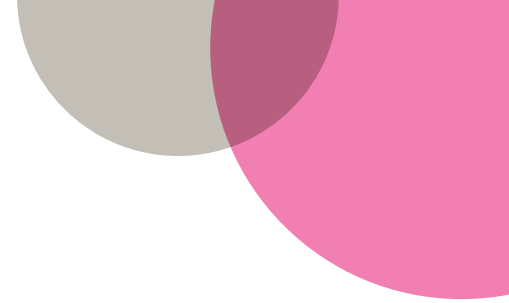
ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
RESTAURANT			
General Manager	\$85k	\$103k	\$120k
Bar Manager	\$70k	\$78k	\$85k
Assistant Manager	\$70k	\$78k	\$85k
Supervisor	\$65k	\$68k	\$70k
Chef - Executive	\$90k	\$105k	\$120k
Chef - Head	\$85k	\$98k	\$110k
Chef - Sous	\$75k	\$80k	\$85k
Chef - de Partie	\$65k	\$70k	\$75k
Chef - Pastry	\$70k	\$78k	\$85k
Chef - Commis	\$60k	\$65k	\$70k
RESTAURANT (CHEFS HAT)			
Manager	\$85k	\$93k	\$100k
Assistant Manager	\$70k	\$78k	\$85k
Sommelier	\$85k	\$98k	\$110k
Shift Supervisor	\$65k	\$68k	\$70k
Chef - Head	\$85k	\$98k	\$110k
Chef - Sous	\$75k	\$83k	\$90k
Chef - de Partie	\$65k	\$70k	\$75k
Chef - Pastry	\$70k	\$78k	\$85k
Chef - Commis	\$60k	\$65k	\$70k
Shift Supervisor	\$60k	\$65k	\$70k
VENUE / BAR			
General Manager/Licensee	\$95k	\$123k	\$150k
Operations Manager	\$80k	\$90k	\$100k
Assistant Manager	\$70k	\$75k	\$80k
Duty Manager	\$65k	\$70k	\$75k
Functions Manager	\$65k	\$70k	\$75k
HOTEL			
HR Manager	\$85k	\$103k	\$120k
F&B Manager	\$80k	\$90k	\$100k
Revenue Manager	\$85k	\$98k	\$110k
Conference & Events Sales Executive	\$75k	\$85k	\$95k
Front Office Manager	\$75k	\$80k	\$85k
Assistant Manager	\$70k	\$80k	\$90k

Salary Tables 2022

Australia | ACT & Southern NSW

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
HOTEL			
Event Manager	\$70k	\$78k	\$85k
Bar Manager	\$70k	\$78k	\$85k
Shift Supervisor	\$65k	\$68k	\$70k
Duty Manager	\$65k	\$73k	\$80k
F&B Supervisor	\$63k	\$67k	\$70k
Chef - Executive	\$110k	\$145k	\$180k
Chef - de Cuisine	\$85k	\$103k	\$120k
Chef - Executive Sous	\$80k	\$90k	\$100k
Chef - Head	\$90k	\$105k	\$120k
Chef - Sous	\$75k	\$80k	\$85k
Chef - de Partie	\$70k	\$73k	\$75k
Chef - Pastry	\$70k	\$78k	\$85k
Chef - Breakfast	\$60k	\$65k	\$70k
Breakfast Commis	\$58k	\$62k	\$65k
Chef - Commis	\$58k	\$62k	\$65k
Chef - Demi	\$58k	\$62k	\$65k
Chef - Apprentice	\$50k	\$55k	\$60k
EVENTS/ CATERING / FUNCTIONS			
Events Sales Executive	\$75k	\$88k	\$100k
Event Manager	\$70k	\$78k	\$85k
Event Coordinator	\$65k	\$70k	\$75k
F&B Supervisor	\$60k	\$65k	\$70k
Chef - Executive	\$95k	\$108k	\$120k
Chef - Head	\$85k	\$93k	\$100k
Chef - Sous	\$75k	\$80k	\$85k
Chef - Pastry	\$75k	\$80k	\$85k
Chef - de Partie	\$70k	\$73k	\$75k
EXECUTIVE ROLES			
Financial Controller	\$120k	\$140k	\$160k
Group Revenue Manager/Hotels	\$130k	\$190k	\$250k
Group Operations Manager/Pub	\$120k	\$145k	\$170k
Group Operations Manager /QSR	\$85k	\$113k	\$140k
Operations Manager/Area	\$90k	\$115k	\$140k
Marketing Manager	\$80k	\$115k	\$150k



Salary Tables 2022

Australia | ACT & Southern NSW

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
EXECUTIVE ROLES			
Financial Controller	\$120k	\$140k	\$160k
Group Revenue Manager/Hotels	\$130k	\$190k	\$250k
Group Operations Manager/Pub	\$120k	\$145k	\$170k
Group Operations Manager /QSR	\$85k	\$113k	\$140k
Operations Manager/Area	\$90k	\$115k	\$140k
Marketing Manager	\$80k	\$115k	\$150k



Melbourne, VIC

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Local Insights

The hospitality market has shifted significantly post COVID and we have seen quite an increase in salaries across the board. Senior Management and Chef positions have increased by 10-15k annually.

Due to the pandemic a big portion of hospitality professionals shifted industries for financial and job security which left business struggling for staff. Followed by inflation which has put the industry under more stress.

Employees are looking for more work life balance, a high level of job and financial security and less hours. With the high number of positions available, candidates have more control on the market.

Employers need to ensure they are retaining their staff long term. It is key to ensure employees wellbeing and a positive workplace culture is a priority. Ideally employers should be ensuring they are offering salary packages that match the market trends and additional incentives that encourage staff to want to stay with their company long term.

Melbourne has had the highest unemployment rate compared to other states in Australia over the last few years. With such a high demand for staff in the industry at present, hospitality businesses need put their employees needs at the forefront. Employers should be constantly reviewing salaries and also consider looking at overseas candidates or offering sponsorships. Candidates want the opportunity to upskill, progress and have a supportive culture. Listening to the needs of employees is key.

Local Snapshot 2022

Greater Melbourne



Total Population: **4.9m**



Median Age: **36.8**

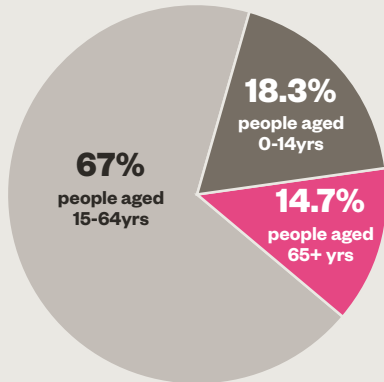


Median House Sale Price: **\$930k**

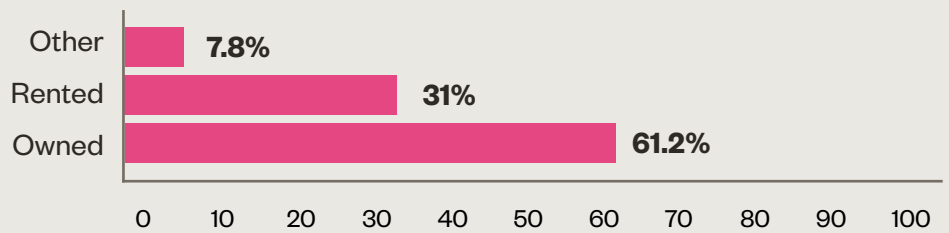


Unemployment Rate: **3.1%**

Population & Age



Housing Occupancy



Source: www.abs.gov.au

Salary Tables 2022

Australia | Melbourne

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
REGISTERED CLUB			
Bistro Manager	\$70k	\$75k	\$85k
F&B Supervisor	\$60k	\$70k	\$75k
Chef - Executive	\$90k	\$110k	\$130k
Chef - Head	\$95k	\$100k	\$115k
Chef - Sous	\$70k	\$75k	\$85k
Chef - de Partie	\$65k	\$68k	\$75k
PUB			
2IC / Operations Manager	\$75k	\$85k	\$95k
Assistant Manager	\$70k	\$75k	\$80k
Event Coordinator	\$60k	\$70k	\$80k
Functions Manager	\$70k	\$80k	\$85k
Duty Manager	\$65k	\$72k	\$78k
Supervisor	\$65k	\$72k	\$78k
Chef - Executive Group	\$100k	\$125k	\$150k
Chef - Head	\$95k	\$100k	\$110k
Chef - Sous	\$75k	\$85k	\$90k
Chef - de Partie	\$65k	\$68k	\$75k
Chef - Demi	\$55k	\$60k	\$65k
Chef - Commis	\$55k	\$58k	\$65k
VENUE / BAR			
General Manager/Licensee	\$90k	\$110k	\$120k
Operations Manager	\$80k	\$90k	\$100k
Assistant Manager	\$70k	\$75k	\$85k
Duty Manager	\$60k	\$65k	\$70k
Functions Manager	\$70k	\$75k	\$80k
BDM	\$80k	\$100k	\$120k
RESTAURANT			
Manager	\$70k	\$85k	\$100k
Bar Manager	\$70k	\$75k	\$80k
Assistant Manager	\$60k	\$68k	\$75k
Supervisor	\$62k	\$65k	\$70k
Chef - Executive	\$100k	\$125k	\$150k
Chef - Head	\$90k	\$100k	\$120k

Salary Tables 2022

Australia | Melbourne

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
RESTAURANT			
Chef - Sous	\$75k	\$80k	\$90k
Chef - de Partie	\$65k	\$68k	\$75k
Chef - Pastry	\$58k	\$68k	\$78k
Chef - Commis	\$55k	\$60k	\$65k
RESTAURANT (CHEFS HAT)			
Manager	\$70k	\$85k	\$100k
Assistant Manager	\$68k	\$75k	\$80k
Sommelier	\$65k	\$75k	\$90k
Reservations Manager	\$60k	\$62k	\$65k
Chef - Executive	\$100k	\$125k	\$150k
Chef - Head	\$90k	\$110k	\$120k
Chef - Sous	\$75k	\$85k	\$90k
Chef - de Partie	\$65k	\$70k	\$75k
Chef - Pastry	\$65k	\$70k	\$75k
Chef - Commis	\$55k	\$60k	\$65k
Shift Supervisor	\$60k	\$65k	\$68k
QSR / CAFE			
Area Manager	\$90k	\$110k	\$120k
Manager	\$65k	\$72k	\$80k
Assistant Manager	\$60k	\$65k	\$70k
Shift Supervisor	\$55k	\$60k	\$63k
Barista	\$60k	\$65k	\$70k
HOTEL			
HR Manager	\$90k	\$100k	\$120k
F&B Manager	\$80k	\$85k	\$90k
Conference & Events Sales Executive	\$80k	\$100k	\$120k
Front Office Manager	\$65k	\$70k	\$80k
Assistant Manager	\$70k	\$75k	\$80k
Event Manager	\$70k	\$75k	\$85k
Guest Services Manager	\$55k	\$60k	\$65k
Bar Manager	\$65k	\$70k	\$80k
Shift Supervisor	\$58k	\$65k	\$68k
Duty Manager	\$60k	\$65k	\$70k

Salary Tables 2022

Australia | Melbourne

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
HOTEL			
F&B Supervisor	\$60k	\$65k	\$70k
Chef - Executive	\$100k	\$120k	\$150k
Chef - de Cuisine	\$90k	\$110k	\$130k
Chef - Executive Sous	\$90k	\$95k	\$100k
Chef - Head	\$90k	\$100k	\$110k
Chef - Sous	\$75k	\$80k	\$85k
Chef - de Partie	\$65k	\$70k	\$75k
Chef - Pastry	\$65k	\$70k	\$75k
Chef - Breakfast	\$70k	\$75k	\$85k
Breakfast Commis	\$55k	\$60k	\$65k
Chef - Commis	\$55k	\$60k	\$65k
Chef - Demi	\$58k	\$62k	\$65k
EVENTS / CATERING / FUNCTIONS			
Events Sales Executive	\$85k	\$100k	\$120k
Event Manager	\$75k	\$80k	\$90k
Event Coordinator	\$65k	\$70k	\$75k
F&B Supervisor	\$60k	\$65k	\$70k
Chef - Executive	\$100k	\$110k	\$130k
Chef - Head	\$80k	\$90k	\$100k
Chef - Sous	\$75k	\$80k	\$85k
Chef - Pastry	\$65k	\$68k	\$73k
Chef - de Partie	\$65k	\$70k	\$75k
EXECUTIVE ROLES			
Group Operations Manager/Pub	\$100k	\$115k	\$130k
Group BDM Hotels	\$90k	\$100k	\$120k
Operations Manager/Area	\$90k	\$110k	\$125k
Group Venue Manager	\$100k	\$115k	\$140k
Marketing Manager	\$80k	\$90k	\$120k



Northern NSW

Agency Contact Details



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Local Insights

Salaries have increased across most sectors of the hospitality industry driven by supply and demand. Chefs and pub managers salaries have increased quite dramatically as a lot of our work force reskilled during the pandemic lockdowns, went home to their country of origin or merely decided that they wanted more stability after 2 years of closures. Chef De Parties and line chef salaries increased by up to 15% within a year.

There have been significant issues in Northern NSW and regional NSW with attracting and retaining staff. Gone are the days that living regionally, in some locations, offered a cheaper cost of living - in most regional hubs now, rent and property prices are comparable to some parts of Sydney and there is a severe shortage of rentals available due the huge shift up the Coast experienced over the last 2 years. It really has been the perfect storm for hospitality employers! This has brought hospitality salaries to almost equal to those of the Capital Cities. Although this has created challenges for venues and outlets, there has also been a huge increase in foot traffic in the area and therefore increasing business' turnover - some experiencing record years in occupancy and revenue. We now find a lot of hospitality providers offering property rental options in order to attract and retain staff and find that this creates interest and longevity with quality hospitality candidates.

Local Snapshot 2022

Regional NSW



Total Population: **2.8m**



Median Age: **42.5**

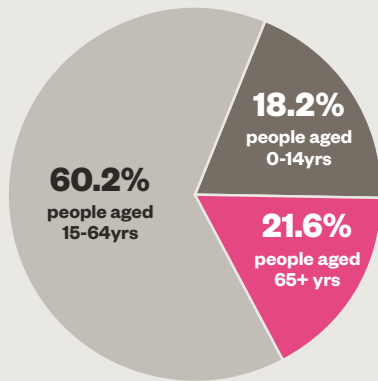


Median House Sale Price: **\$800k**

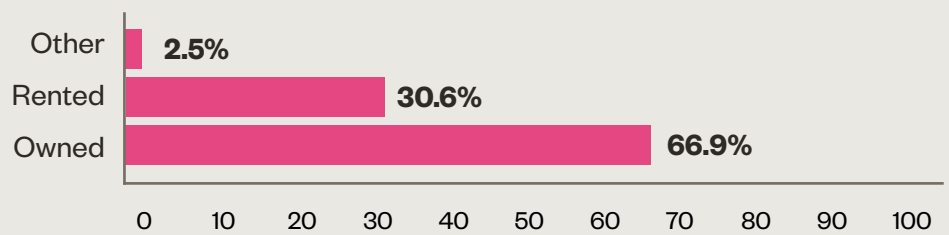


Unemployment Rate: **3.3%**

Population & Age



Housing Occupancy



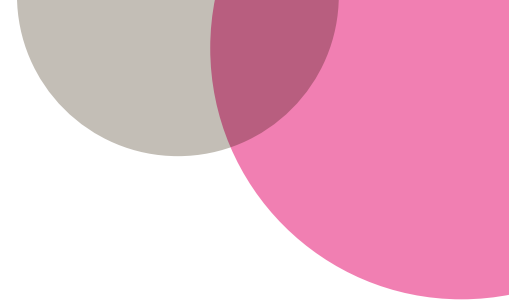
Source: www.abs.gov.au

Salary Tables 2022

Australia | Northern NSW

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
REGISTERED CLUB			
General Manager	\$120k	\$260k	\$400k
Gaming Executive	\$120k	\$210k	\$300k
Human Resources Manager	\$100k	\$150k	\$200k
Gaming Manager	\$100k	\$175k	\$250k
Operations Manager	\$90k	\$105k	\$120k
Duty Manager	\$75k	\$88k	\$100k
Bistro Manager	\$65k	\$75k	\$85k
Functions Manager	\$65k	\$75k	\$85k
F&B Supervisor	\$60k	\$65k	\$70k
Chef - Executive	\$110k	\$135k	\$160k
Chef - Head	\$90k	\$108k	\$125k
Chef - Sous	\$70k	\$80k	\$90k
Chef - de Partie	\$65k	\$70k	\$75k
Chef - Demi	\$60k	\$65k	\$70k
Cook/Chef	\$60k	\$65k	\$70k
PUB			
2IC / Operations Manager	\$75k	\$88k	\$100k
Assistant Manager	\$65k	\$73k	\$80k
Event Coordinator	\$65k	\$73k	\$80k
Duty Manager	\$65k	\$70k	\$75k
Supervisor	\$60k	\$64k	\$68k
Chef - Executive Group	\$120k	\$150k	\$180k
Chef - Head	\$90k	\$108k	\$125k
Chef - Sous	\$75k	\$80	\$85
Chef - de Partie	\$65k	\$70	\$75
Chef - Demi	\$63k	\$67	\$70
Chef - Commis	\$60k	\$64	\$68
QSR / CAFÉ			
Area Manager	\$80k	\$100k	\$120k
Manager	\$65k	\$75k	\$85k
Assistant Manager	\$58k	\$64k	\$70k
Shift Supervisor	\$55k	\$58k	\$60k
Barista	\$55k	\$60k	\$65k



Salary Tables 2022

Australia | Northern NSW

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
RESTAURANT			
General Manager	\$85k	\$103k	\$120k
Bar Manager	\$70k	\$78k	\$85k
Assistant Manager	\$70k	\$78k	\$85k
Supervisor	\$65k	\$68k	\$70k
Chef - Executive	\$90k	\$105k	\$120k
Chef - Head	\$85k	\$98k	\$110k
Chef - Sous	\$75k	\$80k	\$85k
Chef - de Partie	\$65k	\$70k	\$75k
Chef - Pastry	\$70k	\$78k	\$85k
Chef - Commis	\$60k	\$65k	\$70k
RESTAURANT (CHEFS HAT)			
Manager	\$85k	\$93k	\$100k
Assistant Manager	\$70k	\$78k	\$85k
Sommelier	\$85k	\$98k	\$110k
Shift Supervisor	\$65k	\$68k	\$70k
Chef - Head	\$85k	\$98k	\$110k
Chef - Sous	\$75k	\$83k	\$90k
Chef - de Partie	\$65k	\$70k	\$75k
Chef - Pastry	\$70k	\$78k	\$85k
Chef - Commis	\$60k	\$65k	\$70k
Shift Supervisor	\$60k	\$65k	\$70k
VENUE / BAR			
General Manager/Licensee	\$95k	\$123k	\$150k
Operations Manager	\$80k	\$90k	\$100k
Assistant Manager	\$70k	\$75k	\$80k
Duty Manager	\$65k	\$70k	\$75k
Functions Manager	\$65k	\$70k	\$75k
HOTEL			
HR Manager	\$85k	\$103k	\$120k
F&B Manager	\$80k	\$90k	\$100k
Revenue Manager	\$85k	\$98k	\$110k
Conference & Events Sales Executive	\$75k	\$85k	\$95k
Front Office Manager	\$75k	\$80k	\$85k
Assistant Manager	\$70k	\$80k	\$90k

Salary Tables 2022

Australia | Northern NSW

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
HOTEL			
Event Manager	\$70k	\$78k	\$85k
Bar Manager	\$70k	\$78k	\$85k
Shift Supervisor	\$65k	\$68k	\$70k
Duty Manager	\$65k	\$73k	\$80k
F&B Supervisor	\$63k	\$67k	\$70k
Chef - Executive	\$110k	\$145k	\$180k
Chef - de Cuisine	\$85k	\$103k	\$120k
Chef - Executive Sous	\$80k	\$90k	\$100k
Chef - Head	\$90k	\$105k	\$120k
Chef - Sous	\$75k	\$80k	\$85k
Chef - de Partie	\$70k	\$73k	\$75k
Chef - Pastry	\$70k	\$78k	\$85k
Chef - Breakfast	\$60k	\$65k	\$70k
Breakfast Commis	\$58k	\$62k	\$65k
Chef - Commis	\$58k	\$62k	\$65k
Chef - Demi	\$58k	\$62k	\$65k
Chef - Apprentice	\$50k	\$55k	\$60k
EVENTS/ CATERING / FUNCTIONS			
Events Sales Executive	\$75k	\$88k	\$100k
Event Manager	\$70k	\$78k	\$85k
Event Coordinator	\$65k	\$70k	\$75k
F&B Supervisor	\$60k	\$65k	\$70k
Chef - Executive	\$95k	\$108k	\$120k
Chef - Head	\$85k	\$93k	\$100k
Chef - Sous	\$75k	\$80k	\$85k
Chef - Pastry	\$75k	\$80k	\$85k
Chef - de Partie	\$70k	\$73k	\$75k
EXECUTIVE ROLES			
Financial Controller	\$120k	\$140k	\$160k
Group Revenue Manager/Hotels	\$130k	\$190k	\$250k
Group Operations Manager/Pub	\$120k	\$145k	\$170k
Group Operations Manager /QSR	\$85k	\$113k	\$140k
Operations Manager/Area	\$90k	\$115k	\$140k
Marketing Manager	\$80k	\$115k	\$150k



Northern Territory

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Local Insights

In the last 12 months we have seen an approximate 10-15% increase in expected salaries for all junior roles within the kitchen in most venues and business i.e., Commis, Demi and Chef De Partie all other roles have generally stayed very stable in both South Australia and in Northern Territory with an occasional salary that is an exception for a very specific role or venue.

Salaries for front of house have not increased as much as the kitchen approximately 5-10% increase across all departments, again this is more noticeable in the junior roles with in the venues and more so towards the casual dining pubs, venues and cafe's verses the larger more sophisticated environments like hotels or fine dining venues, however we have in Northern Territory noticed an increase in salaries for some Managers roles with some as much as 10-15% which is quite a significant rise in 12 months.

We are seeing a severe lack of candidates applying for roles in the Northern Territory which is very concerning and then add the salary increases we've noticed that more and more candidates are just checking the market 'Window Shopping' per se who have unrealistic expectations with salary and benefits or candidates that are in no way qualified for the role wasting time for both recruiter.

Those candidates that are qualified and not with unrealistic demands are leaving current employers for better living and working conditions knowing that they will find a role that will provide what they are looking for. Many of these candidates are moving up into higher positions.

Many hospitality professionals in the Northern Territory left during the pandemic so they could survive and provide for their families and persuading them to come back is proving difficult. Competition is harder, less candidates, more demand, timing is the most important.

Free accommodation is frequently requested and those roles that have it unsurprisingly get more application

with higher percentage of quality candidates than other roles that offer partially subsidised accommodation. A KPI performance based programs, especially for the higher management roles is one that is asked frequently also and Relocation bonus if moving interstate is requested regularly as well. Ongoing training in the role and progression opportunities also

We have had candidates asking for extra holiday entitlement over and above current legislative holiday pay. Depending on clientele and location of venue and company, some of the following can be requested as benefit, free parking, food & beverage discounts for family and friends, food on duty

Local Snapshot 2022

Greater Darwin



Total Population: **149k**



Median Age: **34.5**

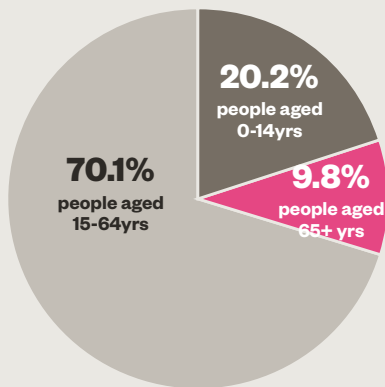


Median House Sale Price **\$600k**

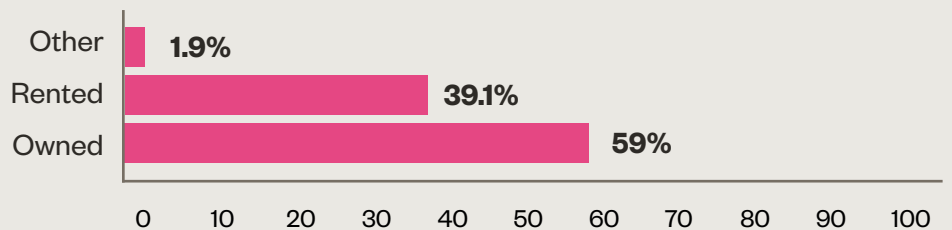


Unemployment Rate **3.5%**

Population & Age



Housing Occupancy



Regional NT



Total Population: **100k**



Median Age: **33.4**

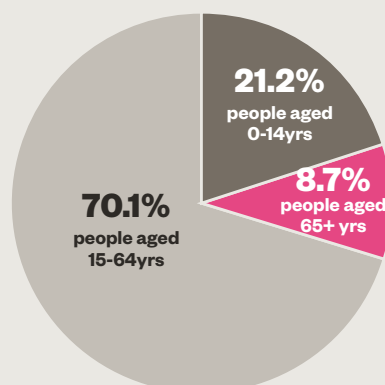


Median House Sale Price **\$461k**



Unemployment Rate **3.5%**

Population & Age



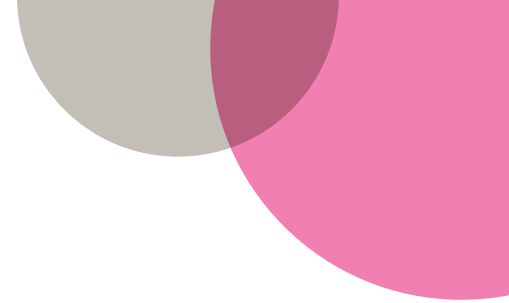
Source: www.abs.gov.au

Salary Tables 2022

Australia | Northern Territory

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
REGISTERED CLUB			
Bistro Manager	\$65k	\$70k	\$75k
F&B Supervisor	\$55k	\$58k	\$62k
Chef - Executive	\$85k	\$90k	\$120k
Chef - Head	\$65k	\$75k	\$90k
Chef - Sous	\$60k	\$65k	\$70k
Chef - de Partie	\$55k	\$60k	\$65k
Chef - Demi	\$50k	\$58k	\$60k
Cook/Chef	\$45k	\$50k	\$55k
PUB			
2IC / Operations Manager	\$75k	\$80k	\$85k
Assistant Manager	\$65k	\$68k	\$70k
Event Coordinator	\$55k	\$60k	\$65k
Functions Manager	\$60k	\$65k	\$70k
Duty Manager	\$55k	\$60k	\$65k
Supervisor	\$50k	\$55k	\$60k
Chef - Executive Group	\$100k	\$110k	\$120k
Chef - Head	\$75k	\$80k	\$85k
Chef - Sous	\$65k	\$70k	\$75k
Chef - de Partie	\$60k	\$65k	\$70k
Chef - Demi	\$55k	\$58k	\$60k
Chef - Commis	\$50k	\$53k	\$55k
QSR / CAFÉ			
Area Manager	\$80k	\$85k	\$90k
Manager	\$55k	\$60k	\$65k
Assistant Manager	\$50k	\$53k	\$55k
Shift Supervisor	\$45k	\$50k	\$55k
Barista	\$45k	\$48k	\$50k
RESTAURANT			
Manager	\$65k	\$70k	\$75k
Bar Manager	\$60k	\$65k	\$70k
Assistant Manager	\$55k	\$60k	\$65k
Supervisor	\$55k	\$58k	\$60k
Chef - Executive	\$80k	\$90k	\$100k
Chef - Head	\$70k	\$75k	\$80k

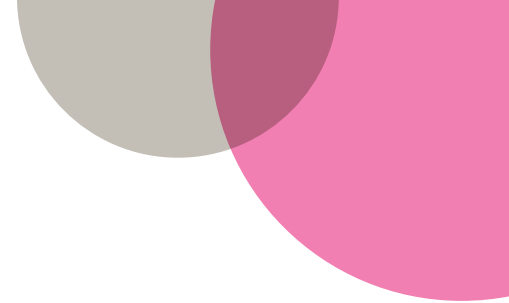


Salary Tables 2022

Australia | Northern Territory

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
RESTAURANT			
Chef - Sous	\$65k	\$70k	\$75k
Chef - de Partie	\$60k	\$65k	\$70k
Chef - Pastry	\$60k	\$65k	\$70k
Chef - Commis	\$50k	\$55k	\$60k
RESTAURANT (CHEFS HAT)			
Manager	\$65k	\$70k	\$75k
Assistant Manager	\$60k	\$65k	\$70k
Sommelier	\$75k	\$80k	\$90k
Reservations Manager	\$55k	\$60k	\$65k
Shift Supervisor	\$50k	\$55k	\$60k
Chef - Head	\$75k	\$80k	\$85k
Chef - Sous	\$65k	\$70k	\$75k
Chef - de Partie	\$60k	\$63k	\$65k
Chef - Pastry	\$60k	\$65k	\$70k
Chef - Commis	\$50k	\$53k	\$55k
Shift Supervisor	\$55k	\$58k	\$60k
VENUE / BAR			
General Manager/Licensee	\$75k	\$85k	\$95k
Operations Manager	\$70k	\$75k	\$80k
Assistant Manager	\$60k	\$63k	\$65k
Duty Manager	\$55k	\$60k	\$65k
Functions Manager	\$60k	\$65k	\$70k
BDM	\$80k	\$85k	\$90k
VENUE / BAR			
HR Manager	\$70k	\$75k	\$80k
F&B Manager	\$70k	\$75k	\$80k
Conference & Events Sales Executive	\$65k	\$70k	\$75k
Front Office Manager	\$60k	\$65k	\$70k
Assistant Manager	\$60k	\$65k	\$70k
Event Manager	\$60k	\$65k	\$70k
Guest Services Manager	\$55k	\$60k	\$65k
Bar Manager	\$55k	\$60k	\$65k
Shift Supervisor	\$50k	\$55k	\$60k
Duty Manager	\$55k	\$58k	\$60k



Salary Tables 2022

Australia | Northern Territory

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
VENUE / BAR			
F&B Supervisor	\$50k	\$55k	\$60k
Chef - Executive	\$80k	\$95k	\$110k
Chef - de Cuisine	\$70k	\$80k	\$90k
Chef - Executive Sous	\$70k	\$75k	\$80k
Chef - Head	\$70k	\$80k	\$90k
Chef - Sous	\$65k	\$70k	\$75k
Chef - de Partie	\$60k	\$65k	\$70k
Chef - Pastry	\$55k	\$65k	\$70k
Chef - Breakfast	\$50k	\$55k	\$60k
Breakfast Commis	\$45k	\$48k	\$50k
Chef - Commis	\$50k	\$53k	\$55k
Chef - Demi	\$55k	\$58k	\$60k
EVENTS / CATERING / FUNCTIONS			
Events Sales Executive	\$55k	\$60k	\$65k
Event Manager	\$60k	\$65k	\$70k
Event Coordinator	\$55k	\$60k	\$65k
F&B Supervisor	\$55k	\$60k	\$65k
Chef - Executive	\$70k	\$75k	\$80k
Chef - Head	\$65k	\$70k	\$75k
Chef - Sous	\$60k	\$65k	\$70k
Chef - Pastry	\$60k	\$65k	\$70k
Chef - de Partie	\$60k	\$65k	\$70k
EXECUTIVE ROLES			
Group Operations Manager/Pub	\$80k	\$90k	\$100k
Group BDM Hotels	\$75k	\$85k	\$95k
Operations Manager/Area	\$75k	\$85k	\$100k
Group Venue Manager	\$80k	\$90k	\$100k
Marketing Manager	\$75k	\$90k	\$110k



Queensland

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Local Insights

2020 was a long year. 2021 was even longer. Our Industry was one of the hardest hit with continued lockdowns, government restrictions and elevated workloads, many of our workforce were burned out which saw a lot leave the industry. So here we are with high demand, and short supply which is said to become worse in the year ahead. With many employers faced with rebuilding teams, and the agency assisting more employers than before, we have seen job boards offering little to zero return on investment. Therefore attracting talent has become a lot harder than before. We were faced with seeing and hearing about the Great Resignation which saw a shift in power for the first time ever with more jobs than candidates. For the first time it became apparent that it isn't just about salary to attract talent.

Whilst salary is essential, salary alone is no longer sufficient for candidates to accept an offer. It is time to showcase your business and display why they should work for you. It is really important for employers to now dig deep and talk about company culture, job perks such as straight shifts, 4 day working week, induction process, training, career growth opportunities, and share your company vision & values. I have found that candidates are mainly seeking better work-life balance, overall well-being and happiness in the workplace and will forgo that higher salary for such benefits.

For employers, it is the perfect time to perfect your employer branding. Really understand your company culture and get really savvy about how you communicate it to the market. It is said that 76% of candidates are more likely to apply to a company that demonstrates skills training and development plans, no doubt you have them in place, communicate this through your advertisements and your website. Get into social media, get your facebook, instagram pages engaged within the local market, build a following. Build your online reviews, make it personalised and respond to everyone. Your staff could be your biggest advocates, offer a referral fee to staff who bring in talent.

The forecast for the year ahead is that our labour market will become tighter. It is a market that we suggest you always be recruiting and when in the process of recruitment, employers need to streamline the hiring process, and make the process as quick as possible.

Local Snapshot 2022

Greater Brisbane



Total Population: **2.6m**



Median Age: **36.5**

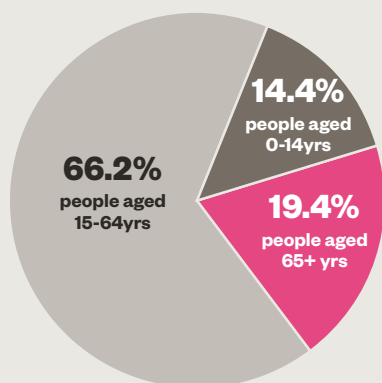


Median House Sale Price **\$787.5k**

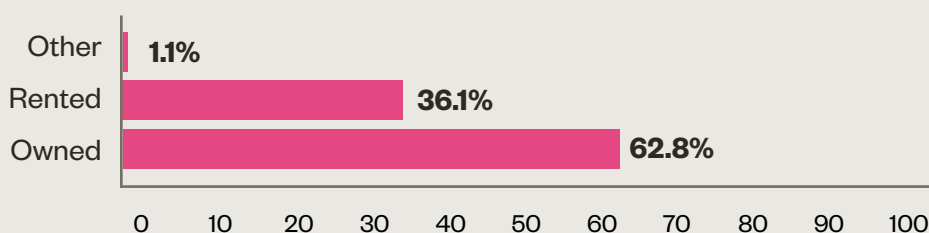


Unemployment Rate **3.8%**

Population & Age



Housing Occupancy



Regional QLD



Total Population: **2.6m**



Median Age: **40.5**

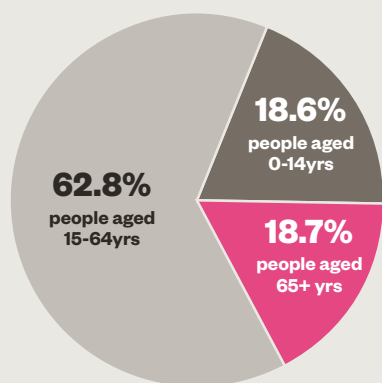


Median House Sale Price **\$530k**

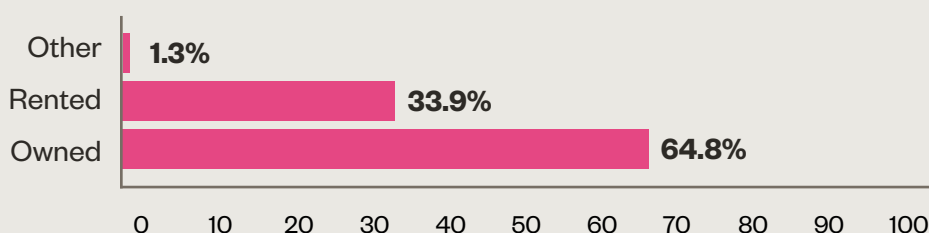


Unemployment Rate **3.8%**

Population & Age



Housing Occupancy



Source: www.abs.gov.au

Salary Tables 2022

Australia | Queensland

SALARY RANGE IN AUD \$ '000's

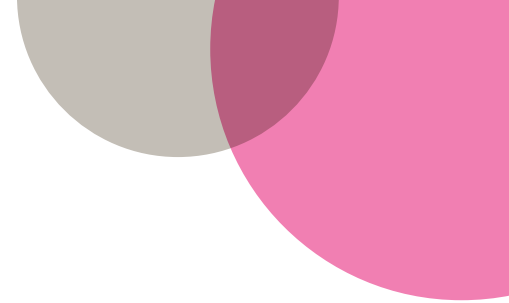
ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
REGISTERED CLUB			
Bistro Manager	\$65k	\$70k	\$75k
F&B Supervisor	\$63k	\$65k	\$68k
Chef - Executive	\$90k	\$105k	\$120k
Chef - Head	\$110k	\$120k	\$140k
Chef - Sous	\$75k	\$83k	\$90k
Chef - de Partie	\$65k	\$70k	\$75k
Chef - Demi	\$62k	\$66k	\$70k
Cook/Chef	\$60k	\$64k	\$68k
PUB			
2IC / Operations Manager	\$75k	\$88k	\$100k
Assistant Manager	\$65k	\$73k	\$80k
Event Coordinator	\$65k	\$73k	\$80k
Functions Manager	\$65k	\$70k	\$75k
Duty Manager	\$60k	\$68k	\$75k
Supervisor	\$55k	\$58k	\$62k
Chef - Executive Group	\$120k	\$150k	\$180k
Chef - Head	\$90k	\$108k	\$125k
Chef - Sous	\$75k	\$80k	\$85k
Chef - de Partie	\$65k	\$70k	\$75k
Chef - Demi	\$63k	\$67k	\$70k
Chef - Commis	\$60k	\$64k	\$68k
QSR / CAFÉ			
Area Manager	\$70k	\$80k	\$95k
Manager	\$60k	\$70k	\$80k
Assistant Manager	\$55k	\$65k	\$70k
Shift Supervisor	\$52k	\$58k	\$62k
Barista	\$52k	\$58k	\$62k
RESTAURANT			
Manager	\$60k	\$70k	\$80k
Bar Manager	\$60k	\$65k	\$75k
Assistant Manager	\$60k	\$65k	\$70k
Supervisor	\$50k	\$55k	\$60k
Chef - Executive	\$85k	\$95k	\$105k
Chef - Head	\$70k	\$75k	\$85k

Salary Tables 2022

Australia | Queensland

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
RESTAURANT			
Chef - Sous	\$60k	\$65k	\$75k
Chef - de Partie	\$55k	\$65k	\$70k
Chef - Pastry	\$55k	\$65k	\$70k
Chef - Commis	\$50k	\$55k	\$60k
RESTAURANT (CHEFS HAT)			
Manager	\$85k	\$93k	\$100k
Assistant Manager	\$70k	\$78k	\$85k
Sommelier	\$85k	\$98k	\$110k
Reservations Manager	\$65k	\$68k	\$70k
Shift Supervisor	\$65k	\$68k	\$70k
Chef - Head	\$90k	\$95k	\$110k
Chef - Sous	\$75k	\$83k	\$90k
Chef - de Partie	\$65k	\$70k	\$75k
Chef - Pastry	\$70k	\$78k	\$85k
Chef - Commis	\$60k	\$65k	\$70k
Shift Supervisor	\$65k	\$68k	\$70k
VENUE / BAR			
General Manager/Licensee	\$95k	\$123k	\$150k
Operations Manager	\$80k	\$90k	\$100k
Assistant Manager	\$70k	\$75k	\$80k
Duty Manager	\$65k	\$70k	\$75k
Functions Manager	\$65k	\$70k	\$75k
BDM	\$80k	\$85k	\$90k
VENUE / BAR			
HR Manager	\$80k	\$90k	\$100k
F&B Manager	\$70k	\$80k	\$90k
Conference & Events Sales Executive	\$65k	\$70k	\$75k
Front Office Manager	\$70k	\$75k	\$80k
Assistant Manager	\$65k	\$70k	\$75k
Event Manager	\$70k	\$75k	\$80k
Guest Services Manager	\$65k	\$70k	\$75k
Bar Manager	\$65k	\$75k	\$90k
Shift Supervisor	\$55k	\$60k	\$65k
Duty Manager	\$55k	\$60k	\$65k



Salary Tables 2022

Australia | Queensland

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
VENUE / BAR			
F&B Supervisor	\$60k	\$65k	\$68k
Chef - Executive	\$90k	\$100k	\$110k
Chef - de Cuisine	\$70k	\$75k	\$85k
Chef - Executive Sous	\$75k	\$85k	\$90k
Chef - Head	\$80k	\$85k	\$90k
Chef - Sous	\$70k	\$75k	\$80k
Chef - de Partie	\$65k	\$70k	\$75k
Chef - Pastry	\$65k	\$70k	\$75k
Chef - Breakfast	\$60k	\$65k	\$70k
Breakfast Commis	\$50k	\$55k	\$60k
Chef - Commis	\$55k	\$60k	\$65k
Chef - Demi	\$60k	\$62k	\$65k
Chef - Apprentice			
EVENTS / CATERING / FUNCTIONS			
Events Sales Executive	\$70k	\$75k	\$80k
Event Manager	\$68k	\$72k	\$78k
Event Coordinator	\$60k	\$65k	\$70k
F&B Supervisor	\$60k	\$65k	\$70k
Chef - Executive	\$90k	\$100k	\$115k
Chef - Head	\$80k	\$85k	\$90k
Chef - Sous	\$70k	\$75k	\$80k
Chef - Pastry	\$65k	\$70k	\$75k
Chef - de Partie	\$60k	\$65k	\$70k
EXECUTIVE ROLES			
Group Operations Manager/Pub	\$100k	\$125k	\$150k
Group BDM Hotels	\$90k	\$95k	\$100k
Operations Manager/Area	\$90k	\$100k	\$110k
Group Venue Manager	\$120k	\$130k	\$150k
Marketing Manager	\$80k	\$90k	\$100k



South Australia

Agency Contact Details



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Local Insights

In the last 12 months we have seen an approximate 10-15% increase in expected salaries for all junior roles within the kitchen in most venues and business i.e., Commis, Demi and Chef De Partie all other roles have generally stayed very stable in both South Australia with an occasional salary that is an exception for a very specific role or venue.

Salaries for front of house have not increased as much as the kitchen approximately 5-10% increase across all departments, again this is more noticeable in the junior roles with in the venues and more so towards the casual dining pubs, venues and cafe's verses the larger more sophisticated environments like hotels or fine dining venues.

We are seeing a severe lack of candidates applying for roles in both South Australia which is very concerning and then add the salary increases we've noticed that more and more candidates are just checking the market 'Window Shopping' per se who have unrealistic expectations with salary and benefits or candidates that are in no way qualified for the role wasting time for both recruiter.

Those candidates that are qualified and not with unrealistic demands are leaving current employers for better living and working conditions knowing that they will find a role that will provide what they are looking for. Many of these candidates are moving up into higher positions.

Many hospitality professionals in South Australia left during the pandemic so they could survive and provide for their families and persuading them to come back is proving difficult. Competition is harder, less candidates, more demand, timing is the most important.

We are noticing larger than usual influx of specific visa holders moving to South Australia from all states and territories with very high levels of knowledge in very specific areas of Hospitality.

Free accommodation is frequently requested and those roles that have it unsurprisingly get more applications with higher percentage of quality candidates than other roles that offer partially subsidised accommodation. A KPI performance based programs, especially for the higher management roles is one that is asked frequently also and relocation bonus if moving interstate is requested regularly as well.

We have had candidates asking for extra holiday entitlement over and above current legislative holiday pay. Depending on clientele and location of venue and company, some of the following can be requested as benefits, free parking, food & beverage discounts for family and friends and food on duty.

Local Snapshot 2022

Greater Adelaide



Total Population: **1.4m**



Median Age: **39.3**

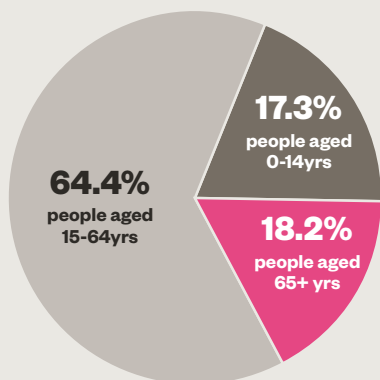


Median House Sale Price **\$650k**

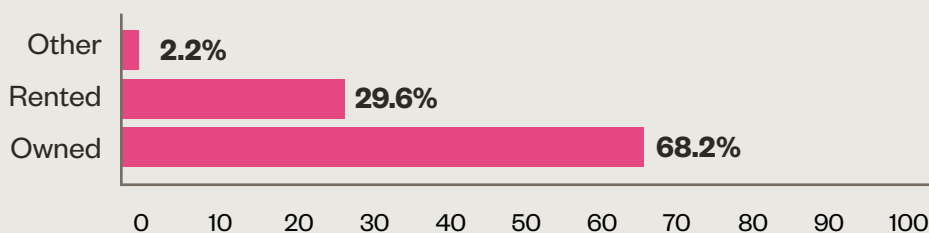


Unemployment Rate **4%**

Population & Age



Housing Occupancy



Regional SA



Total Population: **401k**



Median Age: **46.4**

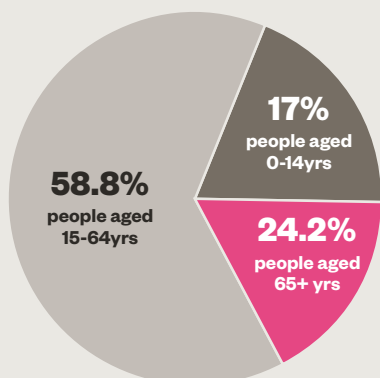


Median House Sale Price **\$362k**

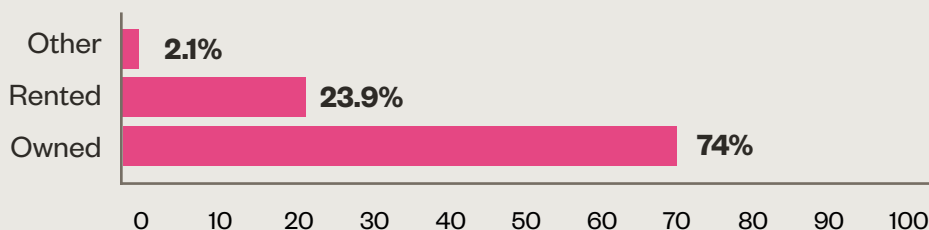


Unemployment Rate **4%**

Population & Age



Housing Occupancy



Source: www.abs.gov.au

Salary Tables 2022

Australia | South Australia

SALARY RANGE IN AUD \$ '000's

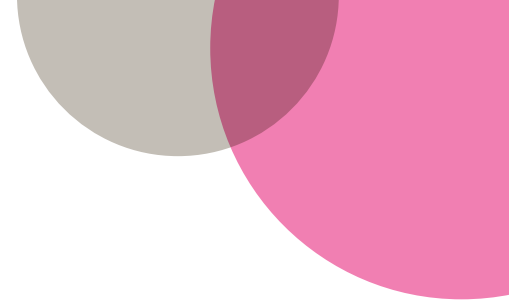
ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
REGISTERED CLUB			
General Manager	\$90k	\$100k	\$115k
Human Resources Manager	\$85k	\$90k	\$95k
Operations Manager	\$80k	\$90k	\$100k
Duty Manager	\$60k	\$65k	\$70k
Bistro Manager	\$65k	\$70k	\$75k
Functions Manager	\$65k	\$70k	\$75k
F&B Supervisor	\$55k	\$60k	\$65k
Chef - Executive	\$85k	\$95k	\$110k
Chef - Head	\$75k	\$80k	\$85k
Chef - Sous	\$65k	\$70k	\$75k
Chef - de Partie	\$60k	\$65k	\$70k
Chef - Demi	\$55k	\$60k	\$65k
Cook/Chef	\$50k	\$55k	\$60k
PUB			
2IC / Operations Manager	\$75k	\$80k	\$85k
Assistant Manager	\$65k	\$70k	\$75k
Event Coordinator	\$55k	\$60k	\$65k
Functions Manager	\$60k	\$65k	\$70k
Duty Manager	\$55k	\$60k	\$65k
Supervisor	\$50k	\$55k	\$60k
Chef - Executive Group	\$100k	\$110k	\$120k
Chef - Head	\$75k	\$80k	\$90k
Chef - Sous	\$65k	\$70k	\$75k
Chef - de Partie	\$60k	\$65k	\$70k
Chef - Demi	\$55k	\$58k	\$60k
Chef - Commis	\$50k	\$53k	\$58k
QSR / CAFÉ			
Area Manager	\$80k	\$85k	\$90k
Manager	\$55k	\$60k	\$65k
Assistant Manager	\$55k	\$58k	\$62k
Shift Supervisor	\$50k	\$55k	\$60k
Barista	\$42k	\$45k	\$48k

Salary Tables 2022

Australia | South Australia

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
RESTAURANT			
General Manager	\$80k	\$90k	\$115k
Manager	\$70k	\$75k	\$85k
Bar Manager	\$60k	\$65k	\$75k
Assistant Manager	\$60k	\$65k	\$75k
Supervisor	\$50k	\$55k	\$60k
Chef - Executive	\$75k	\$90k	\$105k
Chef - Head	\$75k	\$85k	\$95k
Chef - Sous	\$65k	\$70k	\$75k
Chef - de Partie	\$60k	\$65k	\$70k
Chef - Pastry	\$60k	\$65k	\$70k
Chef - Commis	\$50k	\$55k	\$58k
RESTAURANT (CHEFS HAT)			
Manager	\$65k	\$70k	\$75k
Assistant Manager	\$60k	\$65k	\$68k
Sommelier	\$75k	\$85k	\$90k
Reservations Manager	\$55k	\$65k	\$70k
Shift Supervisor	\$50k	\$55k	\$60k
Chef - Head	\$80k	\$90k	\$100k
Chef - Sous	\$65k	\$70k	\$75k
Chef - de Partie	\$60k	\$63k	\$65k
Chef - Pastry	\$60k	\$65k	\$70k
Chef - Commis	\$50k	\$53k	\$55k
Shift Supervisor	\$55k	\$58k	\$60k
VENUE / BAR			
General Manager/Licensee	\$75k	\$85k	\$100k
Operations Manager	\$70k	\$75k	\$80k
Assistant Manager	\$60k	\$65k	\$70k
Duty Manager	\$55k	\$60k	\$65k
Functions Manager	\$60k	\$65k	\$70k
BDM	\$80k	\$85k	\$90k
HOTEL			
General Manager	\$80k	\$120k	\$150k
HR Manager	\$70k	\$80k	\$90k

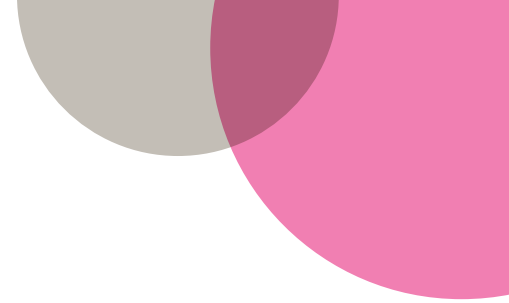


Salary Tables 2022

Australia | South Australia

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
HOTEL			
F&B Manager	\$70k	\$80k	\$90k
Conference & Events Sales Executive	\$60k	\$65k	\$70k
Front Office Manager	\$60k	\$65k	\$70k
Assistant Manager	\$65k	\$68k	\$70k
Event Manager	\$65k	\$70k	\$75k
Guest Services Manager	\$60k	\$65k	\$70k
Bar Manager	\$60k	\$68k	\$70k
Shift Supervisor	\$50k	\$55k	\$60k
Duty Manager	\$55k	\$60k	\$65k
F&B Supervisor	\$50k	\$55k	\$60k
Chef - Executive	\$80k	\$95k	\$115k
Chef - de Cuisine	\$75k	\$85k	\$95k
Chef - Executive Sous	\$70k	\$75k	\$85k
Chef - Head	\$70k	\$85k	\$95k
Chef - Sous	\$65k	\$70k	\$80k
Chef - de Partie	\$60k	\$65k	\$70k
Chef - Pastry	\$55k	\$65k	\$70k
Chef - Breakfast	\$50k	\$55k	\$60k
Breakfast Commis	\$50k	\$58k	\$60k
Chef - Commis	\$55k	\$60k	\$62k
Chef - Demi	\$55k	\$58k	\$60k
Chef - Apprentice	Award	Award	Award
EVENTS / CATERING / FUNCTIONS			
Events Sales Executive	\$85k	\$95k	\$110k
Event Manager	\$85k	\$90k	\$110k
Event Coordinator	\$80k	\$85k	\$90k
F&B Supervisor	\$70k	\$75k	\$78k
Chef - Executive	\$95k	\$110k	\$125k
Chef - Head	\$90k	\$100k	\$120k
Chef - Sous	\$80k	\$85k	\$95k
Chef - Pastry	\$75k	\$78k	\$82k
Chef - de Partie	\$68k	\$72k	\$75k



Salary Tables 2022

Australia | South Australia

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
EXECUTIVE ROLES			
Financial Controller	\$120k	\$180k	\$250k
Group Revenue Manager/Hotels	\$110k	\$130k	\$180k
Group Operations Manager/Pub	\$110k	\$120k	\$130k
Group BDM Hotels	\$90k	\$110k	\$120k
Group Operations Manger /QSR	\$95k	\$110k	\$120k
Operations Manager/Area	\$95k	\$110k	\$120k
Group Venue Manager	\$100k	\$120k	\$140k
Group Sales and Marketing Director	\$110k	\$120k	\$135k
CEO Restaurant Group	\$180k	\$220k	\$250k
Marketing Manager	\$90k	\$110k	\$130k



Sydney, NSW

Agency Contact Details



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Local Insights

Staff shortages across the industry has had a major impact as many who worked in the industry have left the country without government support as well as many leaving the industry all together after several lockdowns

Our advice for employers is to focus on your community and culture. Understand that your staff have a life and rotate quality of life like weekends and holidays off. There has been a greater demand for this work life balance, with some of our clients offering 4 day work weeks, rotating weekends off as well as much more acknowledgement of work and accomplishment.

Local Snapshot 2022

Greater Sydney



Total Population: **5.2m**



Median Age: **37.1**

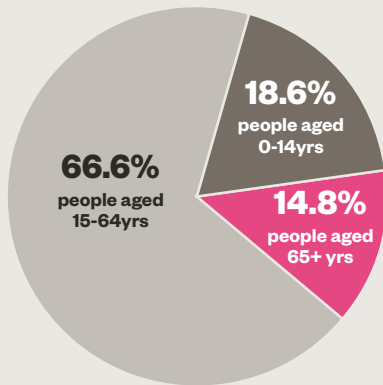


Median House Sale Price: **\$1.2m**

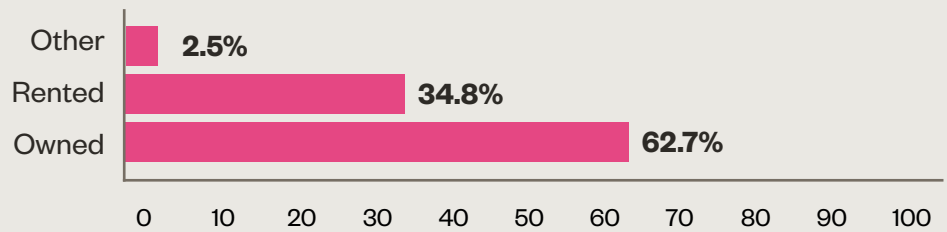


Unemployment Rate: **3.3%**

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
REGISTERED CLUB			
General Manager	\$130k	\$180k	\$208k
Gaming Executive	\$95k	\$130k	\$170k
Human Resources Manager	\$110k	\$130k	\$160k
Gaming Manager	\$80k	\$100k	\$140k
Operations Manager	\$95k	\$110k	\$130k
Duty Manager	\$75k	\$80k	\$95k
Bistro Manager	\$75k	\$80k	\$90k
Functions Manager	\$70k	\$80k	\$90k
F&B Supervisor	\$60k	\$65k	\$75k
Chef - Executive	\$120k	\$135k	\$150k
Chef - Head	\$90k	\$100k	\$130k
Chef - Sous	\$80k	\$85k	\$95k
Chef - de Partie	\$70k	\$75k	\$78k
Chef - Demi	\$55k	\$63k	\$68k
Cook/Chef	\$53k	\$55k	\$60k
PUB			
2IC / Operations Manager	\$75k	\$80k	\$90k
Assistant Manager	\$70k	\$75k	\$80k
Event Coordinator	\$62k	\$70k	\$75k
Functions Manager	\$68k	\$72k	\$80k
Duty Manager	\$65k	\$70k	\$75k
Supervisor	\$58k	\$63k	\$70k
Chef - Executive Group	\$120k	\$130k	\$140k
Chef - Head	\$90k	\$110k	\$120k
Chef - Sous	\$75k	\$80k	\$90k
Chef - de Partie	\$70k	\$73k	\$78k
Chef - Demi	\$53k	\$60k	\$70k
Chef - Commis	\$53k	\$58k	\$60k
QSR / CAFÉ			
Area Manager	\$80k	\$90k	\$120k
Manager	\$65k	\$73k	\$85k
Assistant Manager	\$60k	\$63k	\$70k
Shift Supervisor	\$55k	\$60k	\$65k
Barista	\$55k	\$62k	\$73k

Salary Tables 2022

Australia | Sydney

SALARY RANGE IN AUD \$ '000's

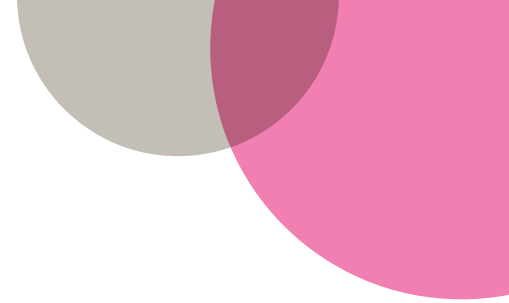
ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
RESTAURANT			
General Manager	\$85k	\$90k	\$120k
Manager	\$75k	\$85k	\$95k
Bar Manager	\$65k	\$75k	\$85k
Assistant Manager	\$65k	\$75k	\$80k
Supervisor	\$60k	\$63k	\$68k
Chef - Executive	\$100k	\$120k	\$150k
Chef - Head	\$90k	\$100k	\$110k
Chef - Sous	\$75k	\$82k	\$87k
Chef - de Partie	\$62k	\$65k	\$72k
Chef - Pastry	\$60k	\$65k	\$70k
Chef - Commis	\$53k	\$58k	\$63k
RESTAURANT (CHEFS HAT)			
Manager	\$85k	\$90k	\$116k
Assistant Manager	\$72k	\$78k	\$85k
Sommelier	\$70k	\$75k	\$90k
Reservations Manager	\$58k	\$65k	\$73k
Shift Supervisor	\$58k	\$63k	\$68k
Chef - Head	\$90k	\$100k	\$125k
Chef - Sous	\$80k	\$85k	\$95k
Chef - de Partie	\$65k	\$70k	\$75k
Chef - Pastry	\$70k	\$75k	\$80k
Chef - Commis	\$60k	\$63k	\$70k
Shift Supervisor	\$58k	\$63k	\$65k
VENUE / BAR			
General Manager/Licensee	\$85k	\$95k	\$110k
Operations Manager	\$72k	\$82k	\$90k
Assistant Manager	\$70k	\$75k	\$85k
Duty Manager	\$65k	\$73k	\$78k
Functions Manager	\$65k	\$70k	\$75k
BDM	\$70k	\$80k	\$105k
HOTEL			
HR Manager	\$110k	\$120k	\$140k
F&B Manager	\$110k	\$130k	\$170k

Salary Tables 2022

Australia | Sydney

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
HOTEL			
Revenue Manager	\$75k	\$95k	\$110k
Conference & Events Sales Executive	\$70k	\$80k	\$120k
Front Office Manager	\$75k	\$78k	\$85k
Assistant Manager	\$70k	\$75k	\$78k
Event Manager	\$65k	\$75k	\$80k
Guest Services Manager	\$60k	\$68k	\$75k
Bar Manager	\$65k	\$70k	\$80k
Shift Supervisor	\$60k	\$63k	\$68k
Duty Manager	\$60k	\$65k	\$70k
F&B Supervisor	\$55k	\$60k	\$65k
Chef - Executive	\$100k	\$120k	\$155k
Chef - de Cuisine	\$85k	\$90k	\$120k
Chef - Executive Sous	\$80k	\$90k	\$100k
Chef - Head	\$80k	\$90k	\$120k
Chef - Sous	\$73k	\$82k	\$88k
Chef - de Partie	\$62k	\$68k	\$75k
Chef - Pastry	\$65k	\$70k	\$80k
Chef - Breakfast	\$60k	\$63k	\$68k
Breakfast Commis	\$53k	\$58k	\$60k
Chef - Commis	\$53k	\$58k	\$60k
Chef - Demi	\$50k	\$55k	\$60k
Chef - Apprentice	\$45k	\$50k	\$55k
EVENTS/ CATERING / FUNCTIONS			
Events Sales Executive	\$75k	\$80k	\$100k
Event Manager	\$73k	\$80k	\$92k
Event Coordinator	\$65k	\$70k	\$78k
F&B Supervisor	\$60k	\$63k	\$70k
Chef - Executive	\$94k	\$110k	\$130k
Chef - Head	\$82k	\$100k	\$120k
Chef - Sous	\$75k	\$88k	\$95k
Chef - Pastry	\$60k	\$68k	\$75k
Chef - de Partie	\$60k	\$70k	\$75k



Salary Tables 2022

Australia | Sydney

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
EXECUTIVE ROLES			
CEO Registered Club	\$150k	\$240k	\$350k
Financial Controller	\$110k	\$120k	\$130k
Group Revenue Manager/Hotels	\$100k	\$110k	\$120k
Group Operations Manager/Pub	\$120k	\$135k	\$200k
Group BDM Hotels	\$100k	\$115k	\$125k
Group Operations Manager /QSR	\$84k	\$110k	\$130k
Operations Manager/Area	\$90k	\$120k	\$150k
Group Venue Manager	\$107k	\$116k	\$150k
Group Sales and Marketing Director	\$110k	\$130k	\$145k
CEO Restaurant Group	\$220k	\$260k	\$290k
Marketing Manager	\$90k	\$110k	\$130k



Western Australia

Agency Contact Details



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Local Insights

Salaries have had to increase across the board to meet the supply and demand in the Hospitality Industry. There is a critical shortage of mid-level full-time hospitality staff especially Duty Managers, Restaurant Managers, Assistant Managers, Sous Chefs & CDP's. Country and remote Employers have been especially hard hit and have had to offer higher than industry standard salaries along with free accommodation and travel expenses to attract quality candidates.

The hospitality industry has also lost many workers to other industries and in particular the mining industry with the offer of long-term employment and high salaries. Country areas have been hit especially hard with the lack of Working Holiday Visa workers who made up a significant proportion of casual workers during the busier seasons.

Local Snapshot 2022

Greater Perth



Total Population: **2.2m**



Median Age: **37.6**

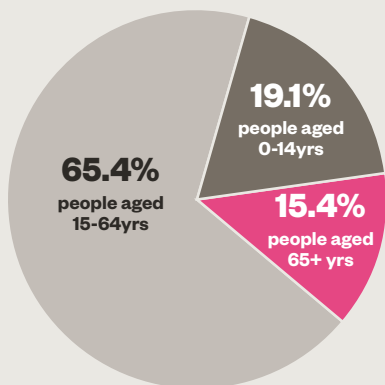


Median House Sale Price **\$550k**

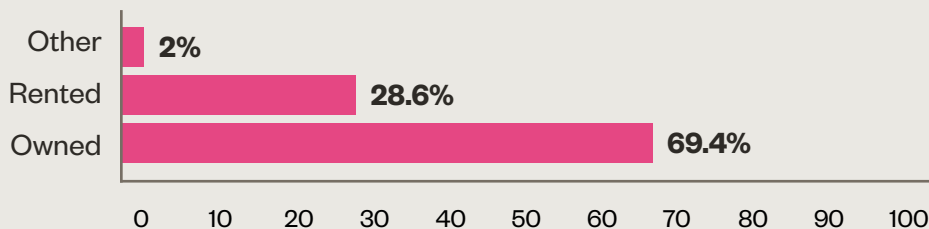


Unemployment Rate **3.2%**

Population & Age



Housing Occupancy



Regional WA



Total Population: **557k**



Median Age: **38**

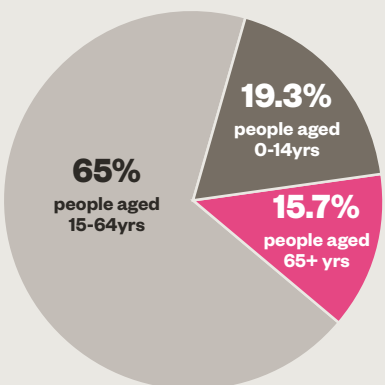


Median House Sale Price **\$425k**

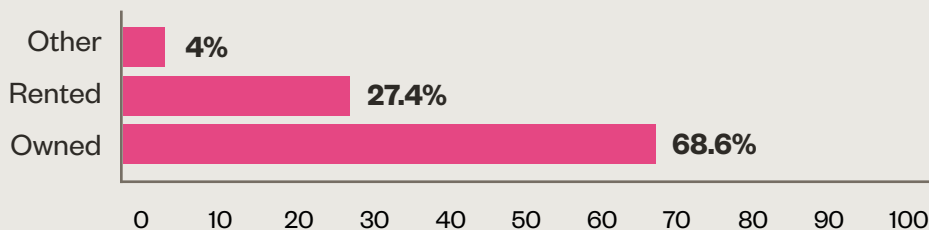


Unemployment Rate **3.2%**

Population & Age



Housing Occupancy



Source: www.abs.gov.au

Salary Tables 2022

Australia | Western Australia

SALARY RANGE IN AUD \$ '000's

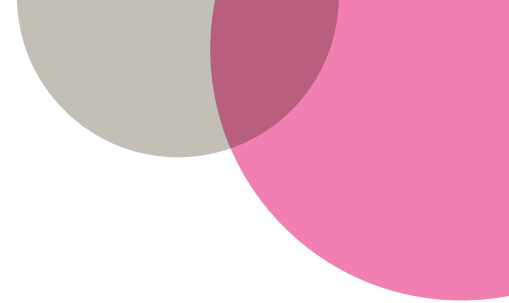
ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
REGISTERED CLUB			
General Manager	\$90k	\$120k	\$160k
Human Resources Manager	\$80k	\$85k	\$90k
Operations Manager	\$80k	\$85k	\$95k
Duty Manager	\$68k	\$72k	\$78k
Bistro Manager	\$68k	\$72k	\$78k
Functions Manager	\$75k	\$80k	\$90k
F&B Supervisor	\$65k	\$68k	\$72k
Chef - Executive	\$90k	\$110k	\$140k
Chef - Head	\$90k	\$100k	\$110k
Chef - Sous	\$80k	\$85k	\$90k
Chef - de Partie	\$68k	\$72k	\$76k
Cook/Chef	\$60k	\$62k	\$65k
PUB			
2IC / Operations Manager	\$78k	\$85k	\$90k
Assistant Manager	\$70k	\$75k	\$80k
Event Coordinator	\$65k	\$68k	\$75k
Functions Manager	\$75k	\$80k	\$85k
Duty Manager	\$68k	\$75k	\$78k
Supervisor	\$65k	\$68k	\$72k
Chef - Executive Group	\$110k	\$125k	\$150k
Chef - Head	\$90k	\$95k	\$110k
Chef - Sous	\$80k	\$85k	\$90k
Chef - de Partie	\$68k	\$72k	\$75k
Chef - Commis	\$58k	\$60k	\$62k
CAFÉ			
Area Manager	\$90k	\$100k	\$120k
Manager	\$70k	\$75k	\$80k
Assistant Manager	\$65k	\$68k	\$74k
Shift Supervisor	\$62k	\$66k	\$70k
Barista	\$62k	\$65k	\$70k
RESTAURANT			
General Manager	\$85k	\$95k	\$110k
Manager	\$75k	\$80k	\$90k

Salary Tables 2022

Australia | Western Australia

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
RESTAURANT			
Bar Manager	\$72k	\$76k	\$80k
Assistant Manager	\$75k	\$78k	\$80k
Supervisor	\$65k	\$68k	\$70k
Chef - Executive	\$90k	\$105k	\$125k
Chef - Head	\$90k	\$95k	\$110k
Chef - Sous	\$75k	\$80k	\$85k
Chef - de Partie	\$70k	\$75k	\$78k
Chef - Pastry	\$72k	\$75k	\$80k
Chef - Commis	\$58k	\$60k	\$62k
VENUE / BAR			
General Manager/Licensee	\$90k	\$95k	\$120k
Operations Manager	\$85k	\$95k	\$120k
Assistant Manager	\$70k	\$75k	\$80k
Duty Manager	\$65k	\$68k	\$72k
Functions Manager	\$75k	\$80k	\$82k
HOTEL - METRO			
General Manager	\$90k	\$130k	\$180k
HR Manager	\$75k	\$85k	\$95k
F&B Manager	\$80k	\$85k	\$95k
Conference & Events Sales Executive	\$75k	\$80k	\$85k
Front Office Manager	\$70k	\$75k	\$78k
Assistant Manager	\$68k	\$72k	\$78k
Event Manager	\$70k	\$75k	\$78k
Guest Services Manager	\$68k	\$70k	\$75k
Bar Manager	\$70k	\$75k	\$78k
Shift Supervisor	\$60k	\$64k	\$68k
Duty Manager	\$65k	\$68k	\$72k
F&B Supervisor	\$60k	\$62k	\$68k
Chef - Executive	\$95k	\$120k	\$140k
Chef - de Cuisine	\$90k	\$95k	\$110k
Chef - Executive Sous	\$85k	\$92k	\$98k
Chef - Head	\$85k	\$95k	\$110k
Chef - Sous	\$80k	\$85k	\$90k

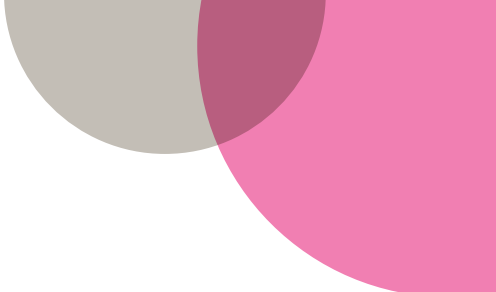


Salary Tables 2022

Australia | Western Australia

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
HOTEL - METRO			
Chef - de Partie	\$65k	\$68k	\$74k
Chef - Pastry	\$70k	\$75k	\$80k
Chef - Breakfast	\$65k	\$68k	\$75k
EVENTS / CATERING / FUNCTIONS / WINERIES			
Events Sales Executive	\$85k	\$95k	\$110k
Event Manager	\$85k	\$90k	\$110k
Event Coordinator	\$80k	\$85k	\$90k
F&B Supervisor	\$70k	\$75k	\$78k
Chef - Executive	\$95k	\$110k	\$125k
Chef - Head	\$90k	\$100k	\$120k
Chef - Sous	\$80k	\$85k	\$95k
Chef - Pastry	\$75k	\$78k	\$82k
Chef - de Partie	\$68k	\$72k	\$75k
EXECUTIVE ROLES			
CEO Registered Club	\$120k	\$180k	\$250k
Financial Controller	\$110k	\$130k	\$180k
Group Revenue Manager/Hotels	\$110k	\$120k	\$130k
Group Operations Manager/Pub	\$125k	\$135k	\$145k
Group BDM Hotels	\$90k	\$110k	\$120k
Group Operations Manager /QSR	\$95k	\$110k	\$120k
Operations Manager/Area	\$100k	\$120k	\$140k
Group Venue Manager	\$110k	\$120k	\$140k
Group Sales and Marketing Director	\$110k	\$120k	\$135k
CEO Restaurant Group	\$180k	\$220k	\$250k
Marketing Manager	\$90k	\$110k	\$130k
REGIONAL ROLES (Inc Accommodation & Meals)			
General Manager	\$100k	\$125k	\$170k
F&B Manager	\$80k	\$85k	\$95k
Front Office Manager	\$70k	\$75k	\$80k
Assistant Manager	\$75k	\$80k	\$90k
Bar Manager	\$70k	\$75k	\$80k
Restaurant Manager	\$74k	\$80k	\$85k
Tavern Manager	\$90k	\$120k	\$160k



Salary Tables 2022

Australia | Western Australia

SALARY RANGE IN AUD \$ '000's

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
REGIONAL ROLES (Inc Accommodation & Meals)			
Duty Manager	\$70k	\$74k	\$78k
F&B Supervisor	\$70k	\$74k	\$78k
Chef - Head	\$85k	\$100k	\$120k
Chef - Sous	\$80k	\$90k	\$100k
Chef - de Partie	\$65k	\$70k	\$75k



Start Your Own Recruitment Agency with Frontline Recruitment Group

Build your own business and own your future with Frontline Recruitment.

At Frontline Recruitment Group, not only do we help people find the right jobs, but we also help them realise their dream of owning their own business through our franchise opportunities.

You don't need to have experience in recruitment to start a Frontline Recruitment Agency. What's more important is industry experience and strong connections in one of our areas of specialisation.

The Frontline Recruitment Group franchise opportunity is ideally suited to someone who is:

- Sales and client service focused
- Team oriented
- A natural leader
- High energy/extroverted
- Hands-on
- Driven



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