



Frontline Health

Salary Guide

2023/2024

www.frontlinerecruitmentgroup.com/health



**Frontline
Health
Recruitment**

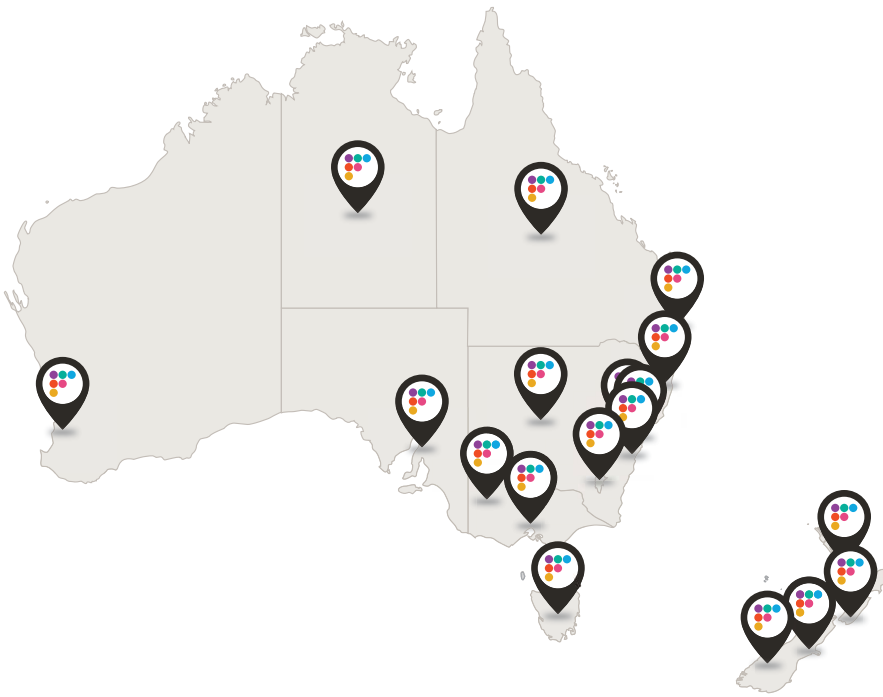


Contents

About Frontline Recruitment Group	3
Why Frontline	4
CEO Foreword	5
ANZ Health Industry Demographics	6
Movement in the Workforce	7
Frontline Health Insights	9
Feel Good Index Insights	10
Frontline's Market Trends & Tips	12
Salary Tables	13
QLD	13
Melbourne	17
Sydney	21
Auckland	25
South Island	30
Wellington	35
Build Your Own Business With Frontline	39
What's Next?	40

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
- ✓ 49,000 placed candidates
- ✓ 1.4 million candidates on the Database



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



**Frontline
Recruitment**



**Frontline
Health
Recruitment**



**Frontline
Construction
Recruitment**



**Frontline
Education
Recruitment**



**Frontline
Hospitality
Recruitment**



**Frontline
Retail
Recruitment**



**Frontline
Executive
Retail**



**Frontline
Manufacturing
Recruitment**

Why Frontline

We know your ideal candidate before you do.

Since 1995 we've built up a database of over 1.4 million candidates across Australia and New Zealand. Over 75% of the candidates we place are already known to us. Over 42% of the candidates we place, are placed in a different role to the one they originally applied for.

We're Independent

All our agencies are run by independent owners who are connected to their industry sectors and the community. We're about long term relationships and building careers.

Backed by a World Leader

In 2020, Frontline Recruitment Group was acquired by Express Employment Professionals, the world's best franchise staffing business, with over 860 franchise locations across North America, Canada and South Africa. With aligned core values, the relationship between Frontline Recruitment Group and Express Employment Professionals facilitates highly professional and organised recruitment practices delivered by business owners who care about their relationship with you, understand local requirements and work from a people-first, perspective.

Our Specialisations

Each of our individual agencies specialise in a specific industry providing in-depth knowledge of the job market in each sector. This means we can give you unique insights into what's driving candidate behaviour in your industry at any given moment. This specialiation gives us an edge in helping you find the right person for your next role.



Foreword

A tight labour market continues with a slight change of tides

We're excited to release our annual Frontline Health Recruitment Salary Guide for the 2023/24 financial year!

In this report, we have delved deep into understanding our local job market through producing research findings in partnership with leading research agency, McCrindle. Our reports include; The Frontline Feel Good Index and now the Q3 Workforce Career Development trends. We are extremely proud of this data and how it's enabled us to dive deep into our specialisations.

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

At Frontline, we are in a unique position to deliver this guide with each of our agencies being independently owned, operating in their local areas and specialisations. We hope this guide will bring some clearer insights to help you navigate your local landscape.

As a "People First" business, all of our owners and consultants are here for you. So whether you're looking for a new role, or an employer looking for staff, our teams are equipped with years' worth of knowledge that will help you on your journey.



Arthur McColl

Group CEO and Head of International Strategy
Frontline Recruitment Group and Express Employment Professionals ANZ



ANZ Health Industry Demographics

Growing Workforce to Keep Up with Demand

Workforce Employed in the Health Sector*

AU: 2,166,300
+6% YoY

NZ: 260,287
+2% YoY



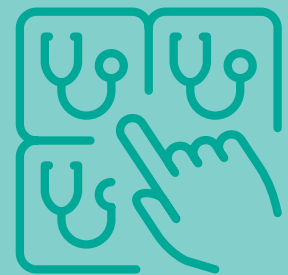
BY STATE

		YoY
NSW	646,400	+10%
VIC	562,000	+11%
QLD	468,100	-1%
SA	174,300	+7%
WA	211,800	+2%
TAS	49,900	+11%
NT	24,100	+12%
ACT	29,800	-5%

Overall, the Health sector is growing YoY

* Australia - May 2023: www.abs.gov.au

* New Zealand - March 2023: www.stats.govt.nz



New Zealand's new national healthcare system will boost industry growth and health outcomes

Australia's ageing population continues to drive demand

Movement in the workforce

Half of health workers (50%) have changed jobs in the last two years

Reasons for leaving a job in the last 2 years



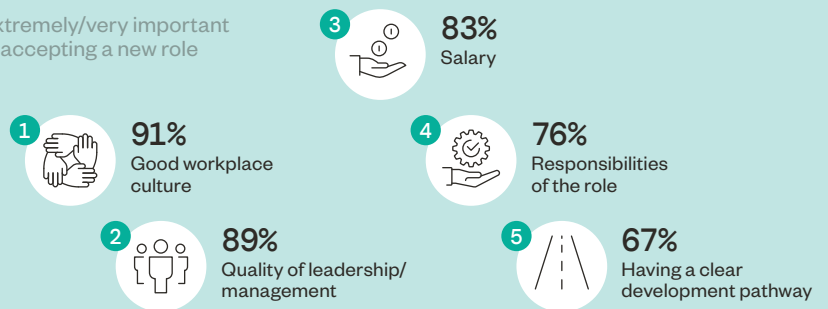
Job movement in the last two years is most common among Gen Y and Gen X



Seeking a thriving work environment

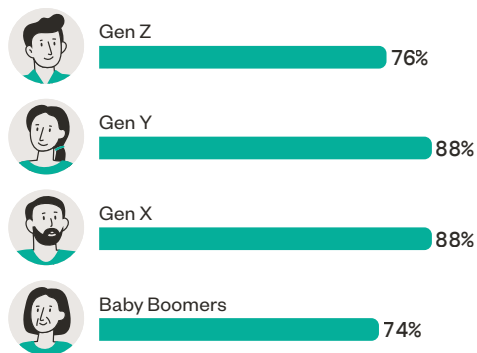
Although salary is a key factor in determining career decisions, workplace culture and leadership are more important for health workers

Extremely/very important in accepting a new role

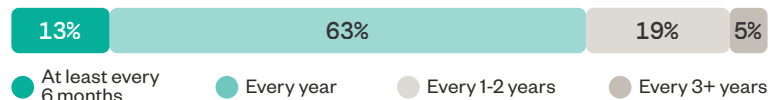


The importance of salary

4 in 5 health workers (83%) consider salary extremely/very important in accepting a new role



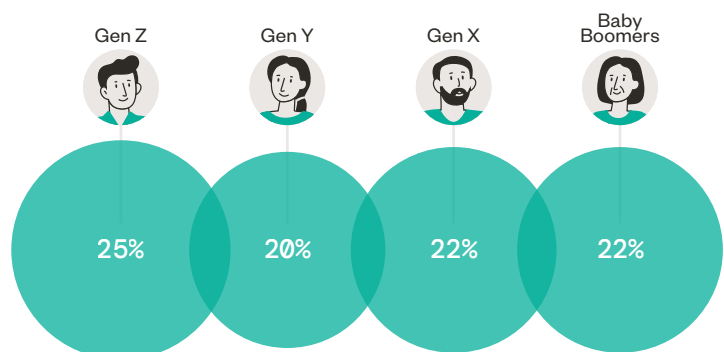
3 in 4 (76%) workers expect salary increases to take place at least every year



3 in 4 (78%) workers are aware of their industry's average pay

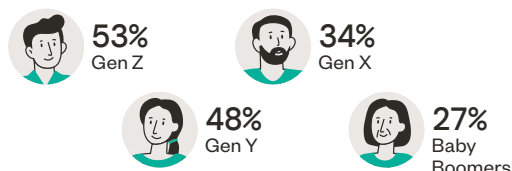


1 in 5 health workers (22%) are 'definitely' satisfied with their pay in comparison to their industry's average, with Gen Z being most satisfied

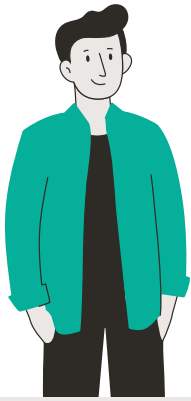


Younger workers are still most likely to consider a side hustle

Workers are likely to consider alternative income streams to keep up with living expenses % strongly/somewhat agree



Younger workers are looking to develop their careers



Gen Z health workers see **salary increases** (62%) and **opportunities for promotion** (51%) as necessary to **support their career development**.

Over the next 12 months, **3 in 5 (61%) Gen Z health workers** are looking for professional development that will **prepare them for a future role**.

Gen Z workers expect frequent development opportunities

Expected at least fortnightly



41%
Formal & informal learning opportunities



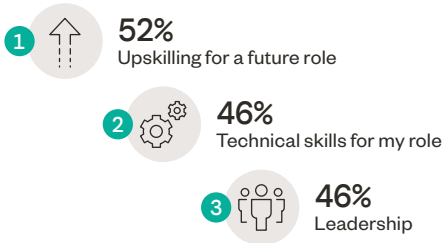
40%
Feedback and evaluation



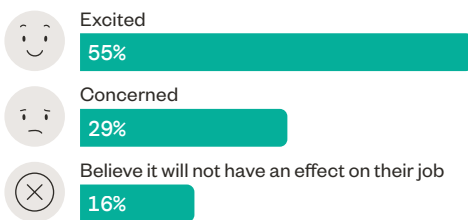
37%
Professional development opportunities

Workers are thinking ahead

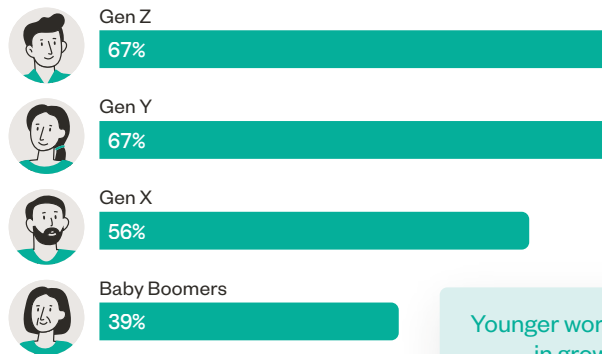
Over the next year, health workers are seeking professional development related to:



Most workers are excited about the impact of AI and future technologies on their job

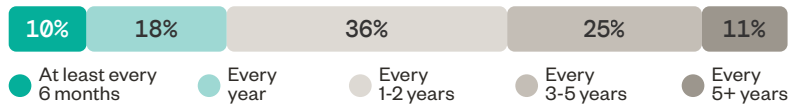


Over half of health workers (59%) are extremely/very likely to proactively seek professional development



Younger workers are proactive in growing professionally

Workers expect promotion to take place:



Almost 3 in 4 (73%) agree that the company they work for will enable them to grow in their career.



Key considerations for Hiring Managers

- Connect workers with workplaces that have great **culture, leadership and salary**
- Communicate the rate of internal promotion**, especially for younger workers
- Align workers with work environments that offer **long-term growth opportunities**

Tips for job seekers

- Consider** what work-life balance will look like in a new role
- Think ahead and evaluate** how a role can support your career advancement
- Clarify your expectations** around feedback and growth opportunities

Frontlines Health's Insights

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



58% already on the Frontline Health Database

42% not previously on the Frontline Health Database

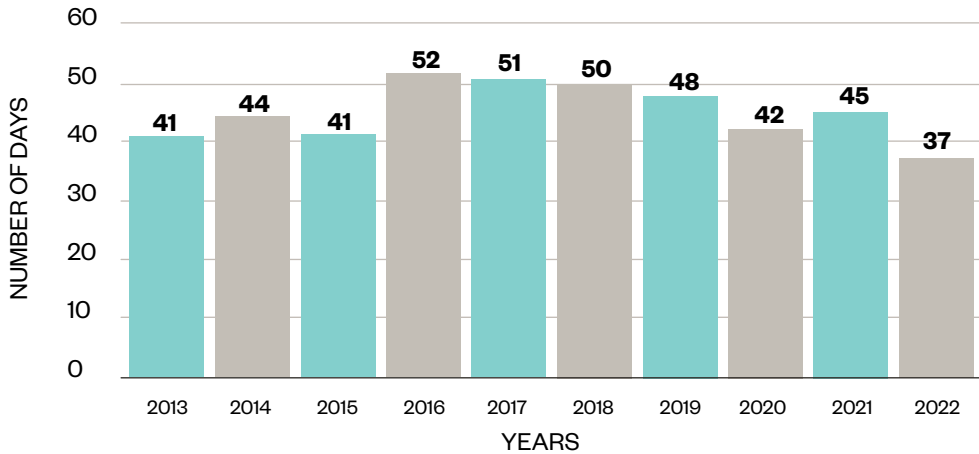


Our Database helps us to stay connected with our candidates as they grow throughout their career. The long-term relationships we build help us to discover unseen opportunities.



Average number of days from job listing to placement in Frontline Health

Across the Frontline group, **the length of time between a job listing to placement has increased 2% YoY** showing that filling jobs has become slightly trickier in the candidate short market!

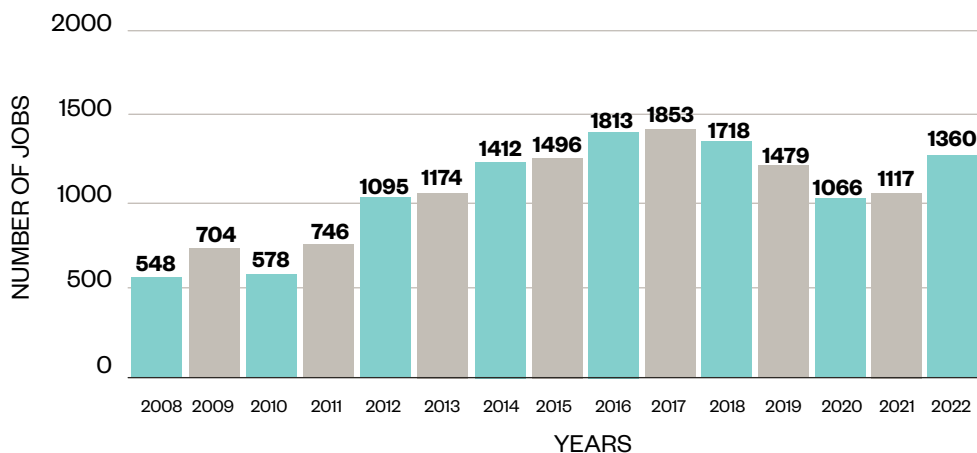


Did you know?

18%

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

Number of Jobs Listed Each Year in Frontline Health



That is

82%

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



Frontline Feel Good Index 2023



How Health Workers Are Feeling At Work

Insights from our Frontline Feel Good Index



How are health workers feeling about their job?

Almost nine in ten health workers (88%) feel positively towards their job. A high proportion, however, are open to something better (62%). This demonstrates a willingness of people in the health industry to either transition into different roles within the health sector, or to transition to a new industry entirely.



Job lovers

I love my job and I am not going anywhere

27%



Job opportunists

I like my job, but am open to something better

62%



Unhappy stayers

I am unhappy in my job, but am not ready to leave

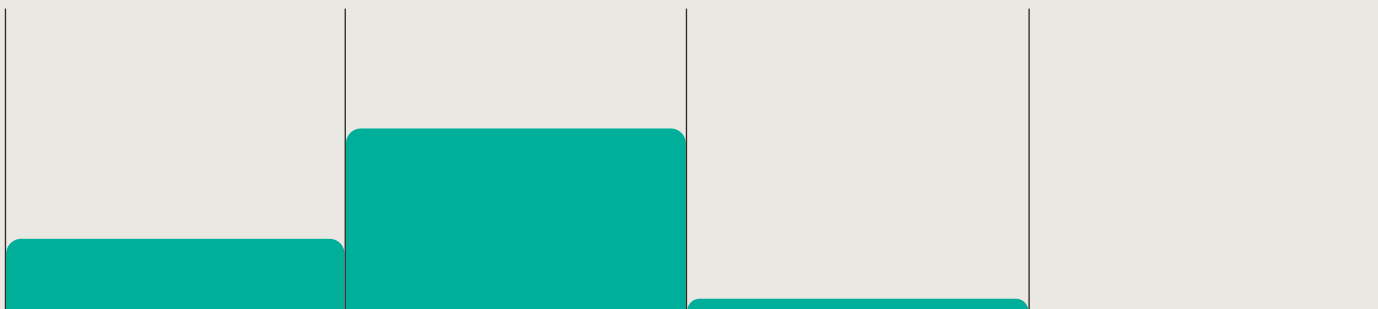
8%



Eager leavers

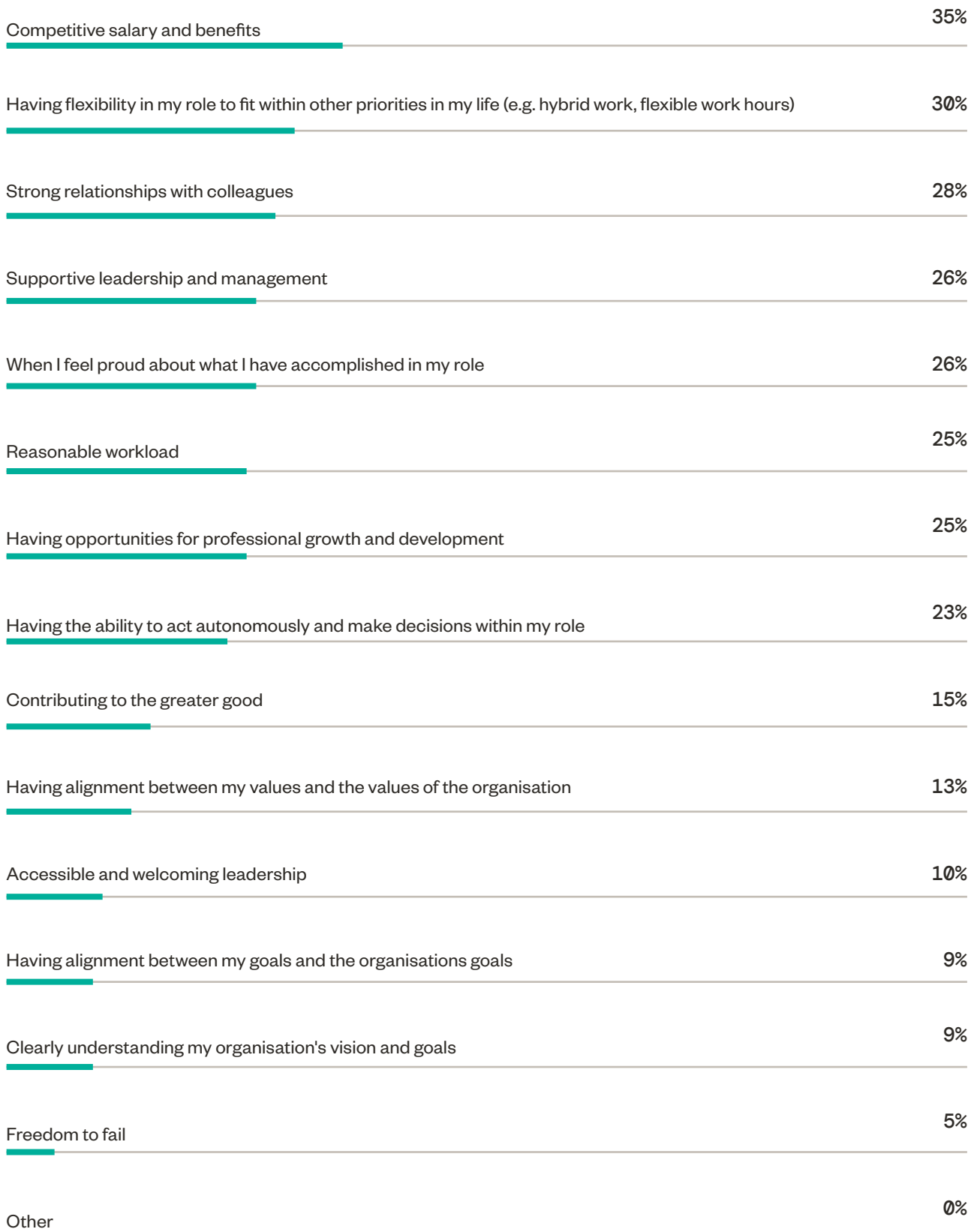
I hate my job, and am ready to leave

4%



Health workers feel their best at work when they receive a competitive salary and benefits

Health workers n=657



Frontline Health's Market Trends and Tips



Market trends & challenges

The healthcare and medical industry is the largest employer across ANZ, which accounts for 14% of Australian jobs, and 9% of New Zealand jobs. Reports show that health expenditure per person is projected to grow at a high rate over the next 50 years, putting immense pressure on the sector.

The biggest challenge is keeping up with the staffing demands, not only for the projected growth of the ageing population, but also for the existing shortage. In our 2023 Frontline Feel Good Index study, we surveyed over 600 healthcare workers across ANZ and 'competitive salary and benefits,' was the highest rated need at work, closely followed by 'having flexibility in my role to fit within other priorities of my life' (e.g. hybrid work, flexible work hours).



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

When you're on the hunt for a new role, it's super important to know why you're making the move in the first place. Figure out what salary, perks, and culture would make you switch companies, but hey, be open to be a bit flexible too.

Once you've got those motivations locked in, dive into the application process and team up with a Frontline Health local expert. Make sure that you stay open with your consultant and let them know of any roadblocks you come across. This helps them talk things out with the company on your behalf.

If you land an interview, do some homework first. Research the role and the company so you're in the know. Get ready to bring your A-game and be the best version of yourself. Remember, it's a two-way street – you're interviewing them out just as much as they're interviewing you!



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

With the nature of the current job market and current skills shortages, finding quality candidates continues to become increasingly difficult.

Employers need to not only act quickly, but considering the severe shortage, we strongly recommend for them to be as flexible as possible around the criteria for the role and the skills that they want the candidate to have.

Because of how tough the market is, it's smart for employers to bring in recruitment agencies right at the start of the hiring game. With such a small pool of candidates out there, plus all those 'passive' candidates we know, teaming up is the way to go to get that job filled.

We're seeing some employers lack a sense of urgency and eventually ending up losing the talent that applied. Not only do they miss out on awesome talent, but it also doesn't do their brand any favours. Plus, leaving key roles empty for too long costs the business. Once they secure that perfect candidate and they're killing it, it's time to regularly check in on them and make sure they stick around.

Queensland



Agency Contact Details



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Get in touch!

Local Insights

The key challenge across Queensland remains the same as it has for a couple of years now – sourcing experienced, suitably skilled healthcare candidates. The candidate short market across the Healthcare 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 active and passive candidates to assist our clients.

With the last 2-3 years seeing some significant increases in salaries, in this last year the majority of sectors within health have seen little movement as far as salaries go even though the skills shortage continues.

Whilst salary is still important to candidates, over the last year we have seen a significant upswing in the importance of other factors with our candidates – having flexibility in the role (where possible), strong relationships with colleagues and supportive leadership are all now things that a lot of candidates consider when looking at a new role.

One of the things that we have been constantly advising our clients of, but that not all are taking on board, is that when it comes to securing the services of high quality candidates, the need for speed is paramount. Companies need to work with a greater sense of urgency throughout the entire recruitment process – interviewing candidates, providing feedback, making an offer and providing a written offer. 'First in, best dressed' has never been more relevant!

Queensland

Greater Brisbane



Total Population: **2.6m**



Median Age: **36.5**

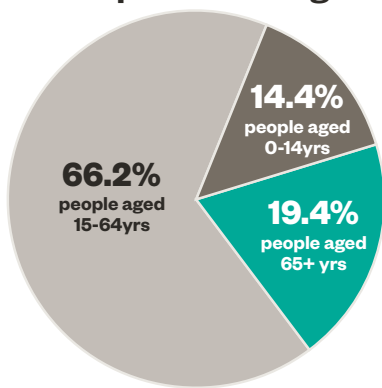


Median House Sale Price: **\$787.5k**

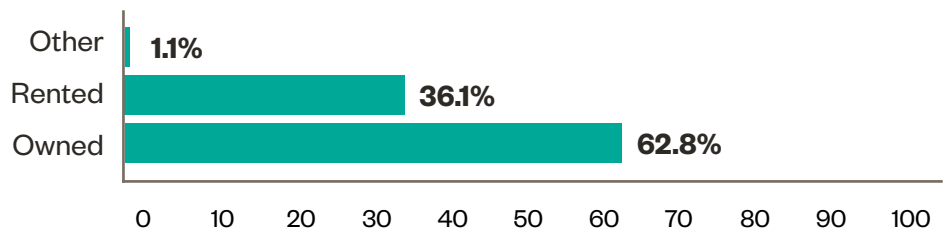


Unemployment Rate: **3.8%**

Population & Age



Housing Occupancy



Regional QLD



Total Population: **2.6m**



Median Age: **40.5**

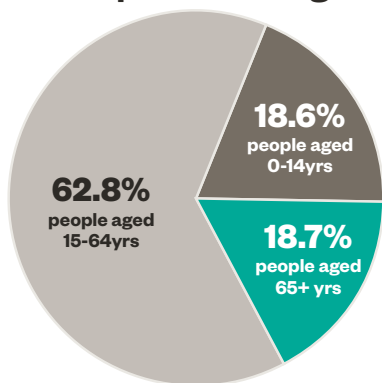


Median House Sale Price: **\$530k**

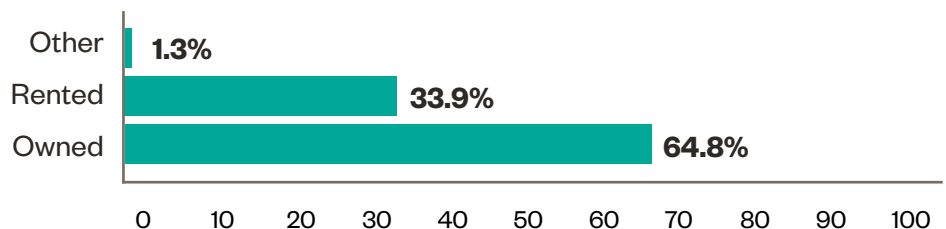


Unemployment Rate: **3.8%**

Population & Age



Housing Occupancy



Source: www.abs.gov.au

Salary Tables

Queensland | Australia

SALARY RANGE IN AUD \$ '000S

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
AGED CARE			
AIN/PCW/HCA	\$52k	\$55k	\$58k
Aged Care – RN	\$62k	\$69k	\$76k
Chef / Cook	\$72k	\$84k	\$96k
Lifestyle and Well-being Coordinator	\$55k	\$62.5k	\$70k
Village Manager	\$95k	\$110k	\$125k
Quality Manager	\$90k	\$105k	\$120k
Clinical Care Coordinator / CNS	\$85k	\$92.5k	\$100k
Clinical Manager	\$88k	\$99k	\$110k
Facility Manager	\$105k	\$122.5k	\$140k
PRIMARY CARE			
Administrator	\$55k	\$60k	\$65k
Medical Receptionist	\$55k	\$63.5k	\$72k
Practice Manager	\$72k	\$81k	\$90k
Practice Nurse	\$68k	\$75k	\$82k
DENTAL			
Dental Receptionist	\$52k	\$56k	\$60k
Dental Assistant	\$52k	\$56k	\$60k
Dental Hygenist	\$82k	\$101k	\$120k
Practice Manager	\$65k	\$72.5k	\$80k
Dental Nurse	\$65k	\$75k	\$85k
Dentist	\$115k	\$162.5k	\$210k
ALLIED HEALTH			
Occupational Therapist	\$78k	\$99k	\$120k
Physiotherapist	\$80k	\$102.5k	\$125k
Speech Pathologist	\$80k	\$102.5k	\$125k
Radiographer	\$85k	\$111.5k	\$138k
Sonographer	\$95k	\$120k	\$145k
Nuclear Med Tech	\$85k	\$102.5k	\$120k
Service Coordinator / Team Lead	\$82k	\$96k	\$110k
General Psychologist	\$85k	\$107.5k	\$130k
Clinical Psychologist	\$95k	\$117.5k	\$140k
Social Worker	\$70k	\$92.5k	\$115k

Salary Tables

Queensland | Australia

SALARY RANGE IN AUD \$ '000S

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
NURSING / HOSPITAL			
Director of Nursing	\$125k	\$143.5k	\$162k
Deputy Director of Nursing	\$110k	\$125k	\$140k
Nurse Manager (NUM)	\$105k	\$115k	\$125k
Associate Nurse Unit Manager (ANUM)	\$90k	\$97.5k	\$105k
Clinical Nurse Specialist	\$80k	\$87.5k	\$95k
Nurse Educator	\$85k	\$95k	\$105k
Quality Manager	\$90k	\$100k	\$110k
Registered Nurse – RN Div 1	\$70k	\$85k	\$100k
Enrolled Nurses – RN Div 2	\$60k	\$66k	\$72k
Anaesthetic Technician	\$58k	\$66.5k	\$75k
COMMERCIAL			
Customer Service Representative	\$55k	\$65k	\$75k
GP Sales Representative	\$72k	\$83.5k	\$95k
Hospital Sales Representative	\$80k	\$90k	\$100k
Device Sales Rep	\$80k	\$100k	\$120k
Key Account Manager	\$90k	\$105k	\$120k
State Sales Manager	\$110k	\$127.5k	\$145k
Regional Sales Manager	\$115k	\$140k	\$165k
National Sales Manager	\$125k	\$152.5k	\$180k
Marketing Coordinator	\$60k	\$67.5k	\$75k
Product/Brand Manager	\$100k	\$120k	\$140k
Marketing Manager	\$120k	\$145k	\$170k
Regulatory / QA Associate	\$70k	\$80k	\$90k
Regulatory / QA Manager	\$95k	\$112.5k	\$130k
EXECUTIVE AND OFFICE BASED			
HR Coordinator	\$62k	\$71k	\$80k
HR Manager	\$95k	\$117.5k	\$140k
General Manager	\$130k	\$165k	\$200k
Director/CEO	\$160k	\$200k	\$240k

Melbourne, VIC



Agency Contact Details



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Get in touch!

Local Insights

We have seen a significant increase in salaries over most Healthcare sectors, with a continued demand for Allied Health professionals and an expansion of roles in the sector especially in areas such as community and NDIS, candidates continue to have increased choices and can demand higher salary brackets.

We have also seen an increase in base salary in the corporate sector for healthcare territory managers and sales representatives. The demand for nursing and hospital staff continues due to both hospital expansion and exodus from the profession.

Candidate attraction remains at an all-time high and innovative ways of sourcing skilled candidates are required. There are still a large percentage of candidates requesting flexibility and/or a hybrid workplace and whether their work can continue to be conducted at times from a home office.

To obtain the required talent, clients need to continue to focus on workplace benefits when offering employment to potential new employees.

Melbourne, VIC

Greater Melbourne



Total Population: **4.9m**



Median Age: **36.8**

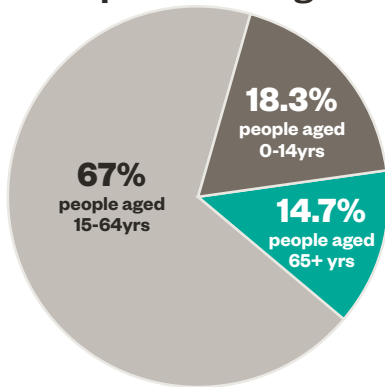


Median House Sale Price: **\$930k**

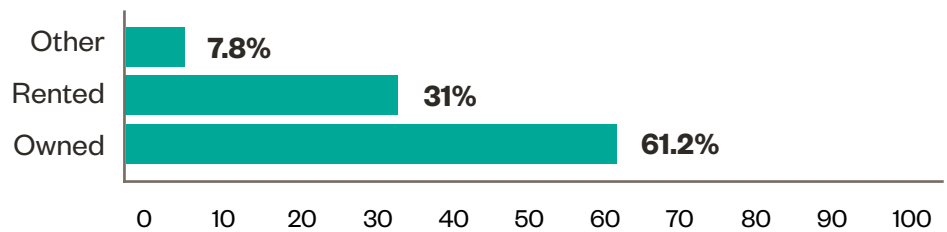


Unemployment Rate: **3.1%**

Population & Age



Housing Occupancy



Source: www.abs.gov.au

Salary Tables

Melbourne | Australia

SALARY RANGE IN AUD \$ '000S

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
AGED CARE			
Aged Care – RN	\$65k	\$80k	\$95k
Village Manager	\$100k	\$112.5k	\$125k
Quality Manager	\$100k	\$110k	\$120k
Clinical Care Coordinator / CNS	\$95k	\$100k	\$105k
Clinical Manager	\$90k	\$102.5k	\$110k
Facility Manager	\$110k	\$130k	\$150k
Regional Clinical Manager	\$120k	\$140k	\$160k
PRIMARY CARE			
Administrator	\$50k	\$57.5k	\$65k
Medical Receptionist	\$60k	\$67.5k	\$75k
Practice Manager	\$75k	\$87.5k	\$100k
Practice Nurse	\$70k	\$80k	\$90k
Urgent Care Practice Nurse	\$80k	\$87.5k	\$95k
Chronic Disease Practice Nurse	\$80k	\$87.5k	\$95k
Community Nurse - RN	\$60k	\$75k	\$90k
ALLIED HEALTH			
Occupational Therapist	\$75k	\$97.5k	\$120k
Physiotherapist	\$75k	\$102.5k	\$130k
Speech Pathologist	\$75k	\$97.5k	\$120k
Radiographer	\$85k	\$117.5k	\$150k
Sonographer	\$95k	\$127.5k	\$160k
General Psychologist	\$80k	\$105k	\$130k
Clinical Psychologist	\$90k	\$115k	\$140k
Social Worker	\$75k	\$97.5k	\$120k
NURSING / HOSPITAL			
Director of Nursing	\$140k	\$150k	\$160k
Deputy Director of Nursing	\$120k	\$130k	\$140k
Nurse Manager (NUM)	\$120k	\$125k	\$130k
Associate Nurse Unit Manager (ANUM)	\$100k	\$102.5k	\$105k
Clinical Nurse Specialist	\$85k	\$92.5k	\$100k
Nurse Educator	\$105k	\$107.5k	\$110k
Quality Manager	\$105k	\$107.5k	\$110k

Salary Tables

Melbourne | Australia

SALARY RANGE IN AUD \$ '000S

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
NURSING / HOSPITAL			
OH&S Manager	\$115k	\$137.5k	\$160k
Registered Nurse – RN Div 1	\$70k	\$85k	\$100k
Enrolled Nurses – RN Div 2	\$55k	\$65k	\$75k
Technician	\$50k	\$67.5k	\$85k
COMMERCIAL			
GP Sales Representative	\$70k	\$80k	\$90k
Hospital Sales Representative	\$80k	\$90k	\$100k
Device Sales Rep	\$90k	\$105k	\$120k
Key Account Manager	\$100k	\$110k	\$120k
State Sales Manager	\$115k	\$132.5k	\$150k
Regional Sales Manager	\$120k	\$150k	\$180k
National Sales Manager	\$150k	\$175k	\$200k
Product/Brand Manager	\$115k	\$132.5k	\$150k
Marketing Manager	\$150k	\$175k	\$200k
Regulatory / QA Associate	\$75k	\$85k	\$95k
Regulatory / QA Manager	\$110k	\$125k	\$140k
EXECUTIVE AND OFFICE BASED			
HR Coordinator	\$65k	\$72.5k	\$80k
HR Manager	\$110k	\$130k	\$150k
General Manager	\$130k	\$160k	\$190k
Director/CEO	\$160k	\$205k	\$250k

Sydney, NSW



Agency Contact Details



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Local Insights

The prevailing challenge in the Sydney Health job market continues to be the task of acquiring experienced and suitably skilled healthcare candidates.

In our recent Feel Good Index study, we saw that 62% of workers liked their job but were open to 'something better.' When we asked what ultimately makes them 'feel good' at work, their top answer was 'salary and benefits,' showing their need to be rewarded for their hard work.

We have started to see a decline in applications coming through from our job board providers and an increase in vacancies to fill, resulting in us having to rely heavily on our national candidate database.

When it comes to advice to clients, we recommend them 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.



Get in touch!

Sydney, NSW

Greater Sydney



Total Population: **5.2m**



Median Age: **37.1**

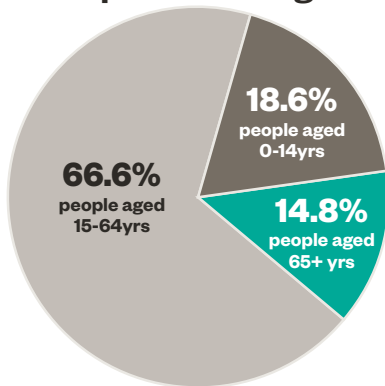


Median House Sale Price **\$1.2m**

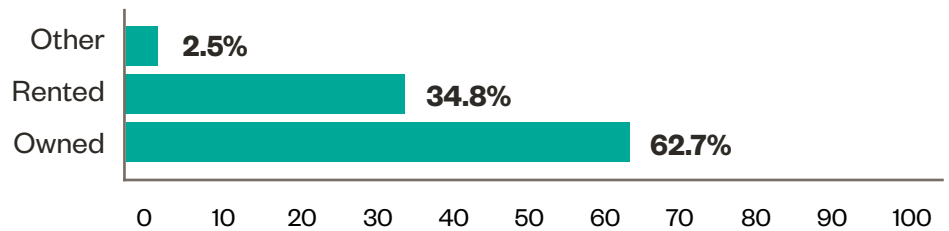


Unemployment Rate **3.3%**

Population & Age



Housing Occupancy



Source: www.abs.gov.au

Salary Tables

Sydney | Australia

SALARY RANGE IN AUD \$ '000S

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
AGED CARE			
AIN / PCW / HCA	\$52k	\$55k	\$58k
Aged Care – RN	\$70k	\$80k	\$90k
Chef / Cook	\$72k	\$84k	\$96k
Lifestyle and Well-being Coordinator	\$70k	\$85k	\$100k
Village Manager	\$95k	\$110k	\$125k
Quality Manager	\$120k	\$130k	\$140k
Clinical Care Coordinator / CNS	\$90k	\$95k	\$100k
Clinical Manager	\$100k	\$115k	\$130k
Facility Manager	\$130k	\$155k	\$180k
PRIMARY CARE			
Medical Receptionist	\$55k	\$60k	\$65k
Practice Manager	\$70k	\$85k	\$100k
Practice Nurse	\$75k	\$80k	\$85k
DENTAL			
Dental Receptionist	\$60k	\$70k	\$80k
Dental Assistant	\$55k	\$57.5k	\$60k
Dental Hygenist	\$80k	\$100k	\$120k
Practice Manager	\$80k	\$85k	\$90k
Dental Nurse	\$55k	\$60k	\$65k
Dentist	\$120k	\$175k	\$230k
Occupational Therapist	\$80k	\$100k	\$120k
Physiotherapist	\$80k	\$102.5k	\$125k
Speech Pathologist	\$80k	\$100k	\$120k
Radiographer	\$85k	\$97.5k	\$110k
Sonographer	\$95k	\$120k	\$145k
General Psychologist	\$85k	\$102.5k	\$120k
Clinical Psychologist	\$100k	\$120k	\$140k
Social Worker	\$75k	\$95k	\$115k

Salary Tables

Sydney | Australia

SALARY RANGE IN AUD \$ '000S

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
NURSING / HOSPITAL			
Director of Nursing	\$130k	\$155k	\$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	\$60k	\$66k	\$72k
COMMERCIAL			
Customer Service Representative	\$55k	\$60k	\$65k
GP Sales Representative	\$72k	\$83.5k	\$95k
Hospital Sales Representative	\$90k	\$105k	\$120k
Device Sales Rep	\$90k	\$105k	\$120k
Key Account Manager	\$90k	\$105k	\$120k
State Sales Manager	\$110k	\$127.5k	\$145k
Regional Sales Manager	\$115k	\$140k	\$165k
National Sales Manager	\$125k	\$152.5k	\$180k
Marketing Manager	\$120k	\$145k	\$170k
Product / Brand Manager	\$100k	\$120k	\$140k
Marketing Manager	\$100k	\$120k	\$140k
Regulatory / QA Associate	\$75k	\$85k	\$95k
Regulatory / QA Manager	\$95k	\$117.5k	\$140k
EXECUTIVE AND OFFICE BASED			
HR Coordinator	\$70k	\$77.5k	\$85k
HR Manager	\$95k	\$120k	\$145k
General Manager	\$130k	\$160k	\$190k
Director/CEO	\$170k	\$245k	\$320k

Auckland, NZ



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Get in touch!

Local Insights

The Upper North Island, has seen significant changes Post-COVID. There are pressures on the health system especially in hospitals, primary care and aged care and mental health demands have skyrocketed. Amidst staff shortages, due to retirees, workforce burnout, and some seeking better wages in Australia, we've leaned on immigrant professionals. Local graduates alone can't bridge this gap. The surge of tele-health has led to new patient offerings but nowhere near COVID levels.

There is a struggle to keep up with escalating wages especially with ratified collective agreements. Te Whatu Ora Meca negotiations kept many fatigued employees awaiting back pay, causing a temporary pause in local job movements. Private hospitals have had to surpass these rates to secure talent.

The wages in aged care are far above community nurses or primary care, driving immigrants to the sector and creating a bidding war. This is now shifting as supply increases and the negotiation power moves back to the employer.

Allied health professionals and those in medical imaging remain in short supply and wages in this sector have not seen the increases that others have.

Employees are re-assessing their life choices, looking for flexibility, work life balance and companies who genuinely care for their staff. Working with a recruiter can provide that insight.

The top talent has choices; they need to be wooed and processed quickly to have a chance at securing them. The upcoming election creates uncertainties in job movement. Recruitment partnerships are important to help cast a wider net and tap into the passive market.

Auckland & Regions, NZ

Auckland



Total Population: **1.5m**

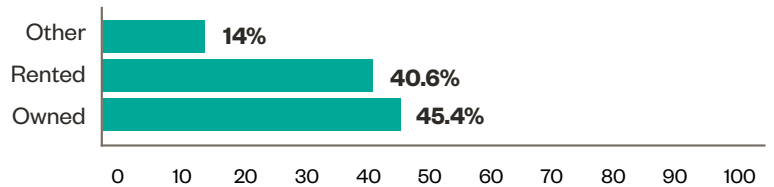


Median Age: **34.7**



Unemployment Rate: **4.1%**

Housing Occupancy



Bay of Plenty



Total Population: **308.5k**

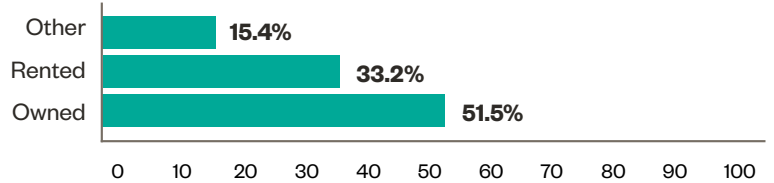


Median Age: **40.2**



Unemployment Rate: **4.5%**

Housing Occupancy



Gisborne



Total Population: **47.5k**

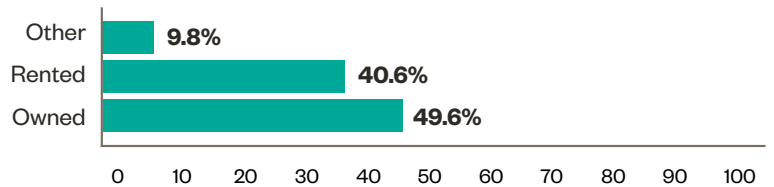


Median Age: **37**



Unemployment Rate: **5.2%**

Housing Occupancy



Auckland & Regions, NZ

Northland



Total Population: **179k**

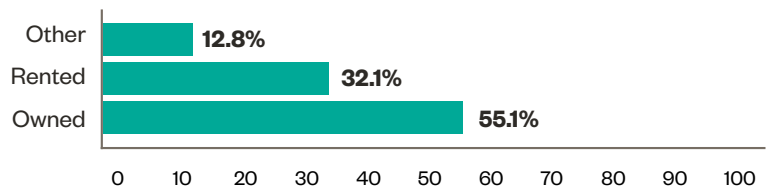


Median Age: **42.6**



Unemployment Rate: **5.2%**

Housing Occupancy



Waikato



Total Population: **458.2k**

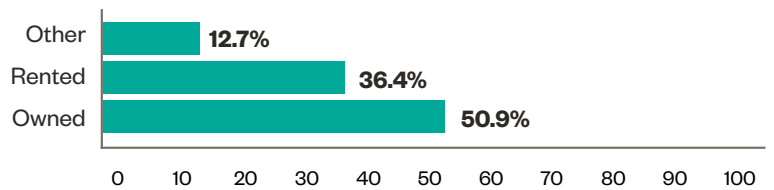


Median Age: **37.4**



Unemployment Rate: **4.3%**

Housing Occupancy



Source: Stats.govt.nz

Salary Tables

Auckland | New Zealand

SALARY RANGE IN NZD \$ '000S

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
AGED CARE			
Aged Care – RN	\$68k	\$81.5k	\$95k
Nurse Practitioner / Prescriber	\$115k	\$137.5k	\$160k
Village Manager	\$130k	\$150k	\$170k
Facility Manager	\$115k	\$127.5k	\$140k
Quality Manager	\$110k	\$127.5k	\$145k
Clinical Care Coordinator / CNS	\$95k	\$100k	\$105k
Clinical Manager	\$100k	\$115k	\$130k
PRIMARY CARE			
Administrator	\$50k	\$55k	\$60k
Medical Receptionist	\$50k	\$61k	\$72k
Practice Manager	\$85k	\$107.5k	\$130k
Practice Nurse	\$63k	\$80.5k	\$98k
Community Nurse and Palliative Nurse	\$62k	\$91k	\$120k
Nurse Practitioner / Prescriber	\$100k	\$140k	\$180k
GP/Doctor	\$220k	\$265k	\$310k
DENTAL			
Dental Receptionist	\$48k	\$54k	\$60k
Dental Assistant	\$54k	\$63k	\$72k
Dental Hygenist	\$78k	\$90.5k	\$103k
Practice Manager	\$62k	\$76k	\$90k
Dental Nurse	\$53k	\$76k	\$99k
Dentist	\$170k	\$210k	\$250k
ALLIED HEALTH			
Occupational Therapist	\$58k	\$79k	\$100k
Physiotherapist	\$55k	\$82.5k	\$110k
Radiographer	\$56k	\$83k	\$110k
Radiographer Specialist - MRI/CT	\$89k	\$89k	\$120k
Sonographer	\$80k	\$110k	\$140k
Service Coordinator / Team Lead	\$90k	\$100k	\$110k
Clinical Psychologist	\$85k	\$117.5k	\$150k
Social Worker	\$58k	\$84k	\$110k
Counsellor	\$55k	\$55k	\$100k
Occupational Health Nurse	\$65k	\$65k	\$105k

Salary Tables

Auckland | New Zealand

SALARY RANGE IN NZD \$ '000S

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
NURSING / HOSPITAL			
Director of Nursing	\$140k	\$160k	\$180k
Deputy Director of Nursing	\$120k	\$130k	\$140k
Nurse Manager (NUM) / Charge Nurse (CN)	\$100k	\$120k	\$140k
Associate Nurse Unit Manager (ANUM) / Associate Charge Nurse (ACN)	\$95k	\$105k	\$115k
Clinical Nurse Specialist	\$100k	\$105k	\$110k
Nurse Educator	\$80k	\$80k	\$110k
Quality Manager	\$105k	\$127.5k	\$150k
Registered Nurse	\$87k	\$92.5k	\$98k
Enrolled Nurses	\$60k	\$67.5k	\$75k
Anaesthetic Technician	\$87k	\$91k	\$95k
COMERCIAL			
Customer Service Representative	\$55k	\$65k	\$75k
GP Sales Representative	\$75k	\$87.5k	\$100k
Hospital Sales Representative	\$85k	\$107.5k	\$130k
Device Sales Rep	\$95k	\$117.5k	\$140k
Key Account Manager	\$95k	\$107.5k	\$120k
National Sales Manager	\$130k	\$157.5k	\$185k
EXECUTIVE AND OFFICE BASED			
Regional Manager	\$115k	\$147.5k	\$180k
General Manager / Operational Manager	\$140k	\$195k	\$250k
Director/COO/CEO	\$160k	\$160k	\$350k+

South Island, NZ



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Get in touch!

Local Insights

In 2023, the healthcare sector witnessed a significant upswing in salaries. Faced with a shortage of candidates, private companies stepped up by offering enhanced compensation packages, encompassing not only higher salaries but also a range of benefits and enticing add-ons, from wellness perks to relocation assistance and sign-on bonuses.

The competitive market for qualified candidates possessing the necessary New Zealand work authorization and registration provided candidates with an abundance of opportunities. Many secured roles that would have previously been beyond their reach, with factors like years of experience, skill set, clinical expertise, and professional background playing a crucial role.

Our top tip for employers is to offer flexibility in working hours and provide support for childcare arrangements, including school pick-ups and drop-offs. Candidates are continuing to seek work-life balance, whether through part-time positions or by opting for additional hours beyond the standard 32-hour workweek.

South Island, NZ

Tasman



Total Population: **52.4k**

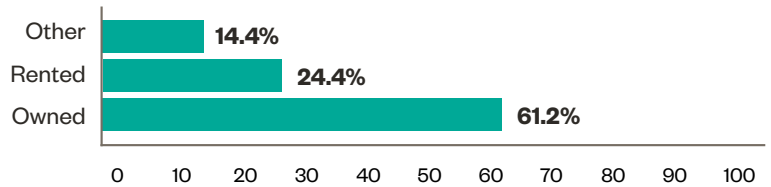


Median Age: **46**



Unemployment Rate: **2.4%**

Housing Occupancy



Nelson



Total Population: **51k**

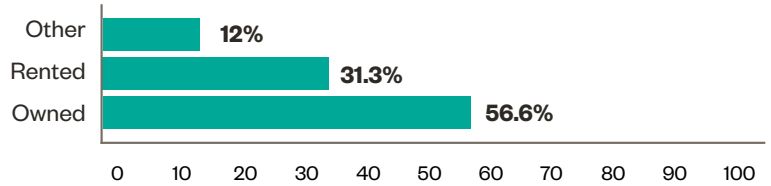


Median Age: **43.4**



Unemployment Rate: **3.1%**

Housing Occupancy



Marlborough



Total Population: **47.3k**

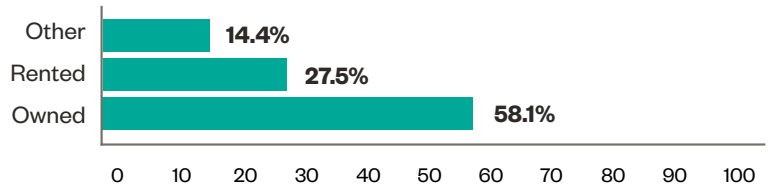


Median Age: **45.5**



Unemployment Rate: **2.2%**

Housing Occupancy



West Coast



Total Population: **31.6k**

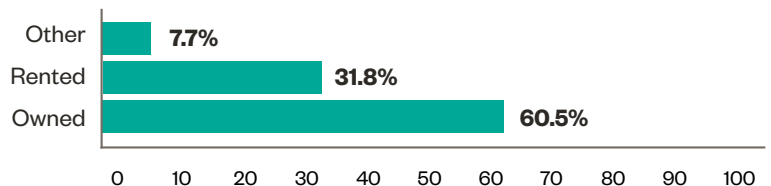


Median Age: **45.7**



Unemployment Rate: **3.2%**

Housing Occupancy



South Island, NZ

Canterbury



Total Population: **600k**

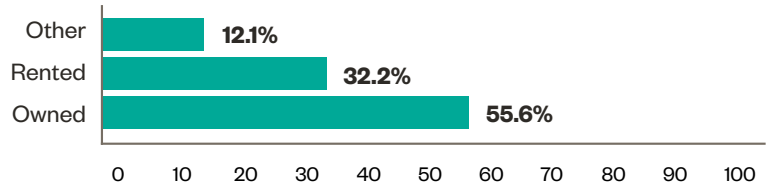


Median Age: **38.7**



Unemployment Rate: **3.2%**

Housing Occupancy



Otago



Total Population: **225.2k**

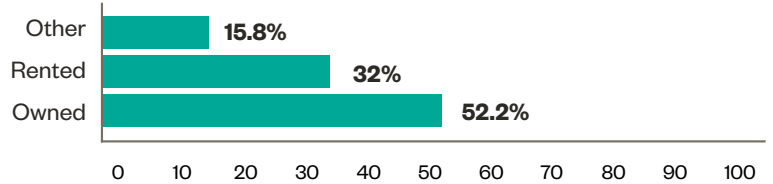


Median Age: **38.2**



Unemployment Rate: **3.2%**

Housing Occupancy



Southland



Total Population: **97.5k**

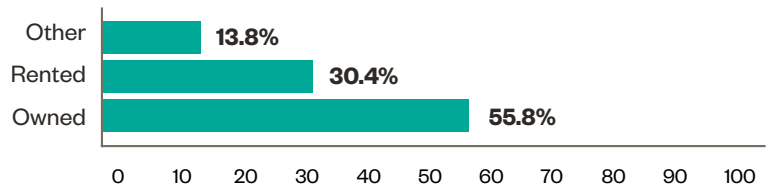


Median Age: **39.8**



Unemployment Rate: **3.1%**

Housing Occupancy



Source: Stats.govt.nz

Salary Tables

South Island | New Zealand

SALARY RANGE IN NZD \$ '000S

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
AGED CARE			
Aged Care – RN	\$68k	\$81.5k	\$95k
Nurse Practitioner / Prescriber	\$125k	\$147.5k	\$170k
Village Manager	\$130k	\$150k	\$170k
Quality Manager	\$110k	\$125k	\$140k
Clinical Care Coordinator / CNS	\$95k	\$100.5k	\$106k
Clinical Manager	\$95k	\$112.5k	\$130k
Facility Manager	\$115k	\$127.5k	\$140k
PRIMARY CARE			
Administrator	\$50k	\$57.5k	\$65k
Medical Receptionist	\$50k	\$61k	\$72k
Practice Manager	\$85k	\$107.5k	\$130k
Practice Nurse	\$70k	\$84k	\$98k
Community Nurse - RN	\$79k	\$81.5k	\$84k
Nurse Practitioner / Prescriber	\$125k	\$147.5k	\$170k
GP/Doctor	\$220k	\$267.5k	\$315k
ALLIED HEALTH			
Occupational Therapist	\$62k	\$86k	\$110k
Physiotherapist	\$86k	\$93k	\$100k
Radiographer	\$75k	\$87.5k	\$100k
Sonographer	\$90k	\$121k	\$152k
Clinical Psychologist	\$90k	\$105k	\$120k
Social Worker	\$60k	\$89k	\$118k
Counsellor	\$59k	\$72k	\$85k
Occupational Health Nurse	\$79k	\$86k	\$93k

Salary Tables

South Island | New Zealand

SALARY RANGE IN NZD \$ '000S

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
NURSING / HOSPITAL			
Director of Nursing	\$140k	\$160k	\$180k
Deputy Director of Nursing	\$120k	\$130k	\$140k
Nurse Manager (NUM) / Charge Nurse (CN)	\$110k	\$125k	\$140k
Associate Nurse Unit Manager (ANUM) / Associate Charge Nurse (ACN)	\$110k	\$113.5k	\$117k
Clinical Nurse Specialist	\$110k	\$120k	\$130k
Nurse Educator	\$95k	\$106k	\$117k
Quality Manager	\$100k	\$110k	\$120k
Registered Nurse – RN Div 1	\$69k	\$87.5k	\$106k
Enrolled Nurses – RN Div 2	\$63k	\$73k	\$83k
Anaesthetic Technician	\$65k	\$92k	\$119k

Wellington, NZ



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Get in touch!

Local Insights

2023 will be known as the year that salaries increased across health care services. Private companies responded to a candidate short market by offering increased salaries, benefits and add on's. These ranged from wellness benefits to relocation packages and sign on bonuses.

With the market being tight for good candidates who had the right to work in NZ plus held registration with their aligned professional board, available candidates were spoilt for choice, often securing roles which normally would have not been attainable for them in the past (years of experience, skill set, clinical expertise and experience coming into play).

Wellington & Lower North Island main centres fared better than their provincial counterparts, though there was more regional movement this year than in previous years. The job market has been heavily influenced by cost of living, housing costs and social needs.

Wellington, NZ

Greater Wellington



Total Population: **202.7k**

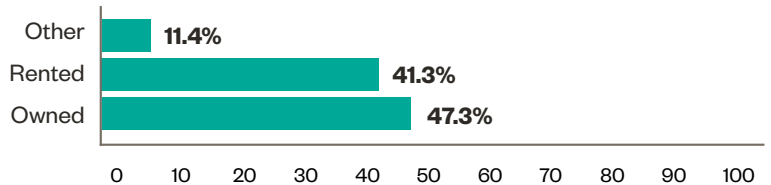


Median Age: **34.1**



Unemployment Rate: **4.5%**

Housing Occupancy



Hawke's Bay



Total Population: **166.4k**

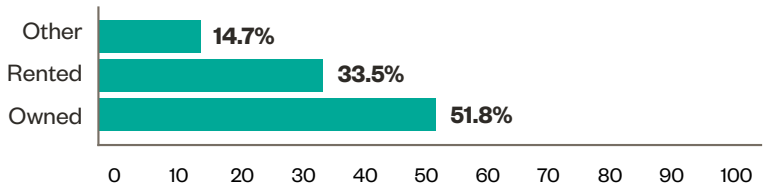


Median Age: **40.6**



Unemployment Rate: **3.6%**

Housing Occupancy



Manawatū-Whanganu



Total Population: **238.8k**

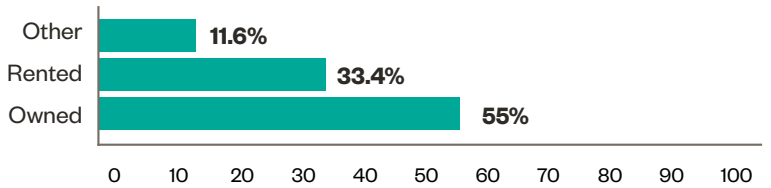


Median Age: **39.4**



Unemployment Rate: **4.5%**

Housing Occupancy



Taranaki



Total Population: **117.6k**

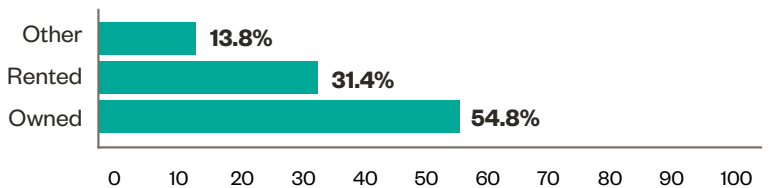


Median Age: **40**



Unemployment Rate: **4.5%**

Housing Occupancy



Salary Tables

Wellington | New Zealand

SALARY RANGE IN NZD \$ '000S

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
AGED CARE			
Aged Care – RN	\$68k	\$81.5k	\$95k
Nurse Practitioner / Prescriber	\$125k	\$147.5k	\$170k
Village Manager	\$130k	\$150k	\$170k
Quality Manager	\$110k	\$125k	\$140k
Clinical Care Coordinator / CNS	\$95k	\$100.5k	\$106k
Clinical Manager	\$95k	\$112.5k	\$130k
Facility Manager	\$115k	\$127.5k	\$140k
PRIMARY CARE			
Administrator	\$50k	\$57.5k	\$65k
Medical Receptionist	\$50k	\$61k	\$72k
Practice Manager	\$85k	\$107.5k	\$130k
Practice Nurse	\$70k	\$84k	\$98k
Community Nurse - RN	\$79k	\$81.5k	\$84k
Nurse Practitioner / Prescriber	\$125k	\$147.5k	\$170k
GP/Doctor	\$220k	\$267.5k	\$315k
ALLIED HEALTH			
Occupational Therapist	\$62k	\$86k	\$110k
Physiotherapist	\$86k	\$93k	\$100k
Radiographer	\$75k	\$87.5k	\$100k
Sonographer	\$90k	\$121k	\$152k
Clinical Psychologist	\$90k	\$105k	\$120k
Social Worker	\$60k	\$89k	\$118k
Counsellor	\$59k	\$72k	\$85k
Occupational Health Nurse	\$79k	\$86k	\$93k

Salary Tables

Wellington | New Zealand

SALARY RANGE IN NZD \$ '000S

ROLE TITLE	LOWER QUARTILE	MEDIAN	UPPER QUARTILE
NURSING / HOSPITAL			
Director of Nursing	\$140k	\$160k	\$180k
Deputy Director of Nursing	\$120	\$130k	\$140k
Nurse Manager (NUM) / Charge Nurse (CN)	\$110k	\$125k	\$140k
Associate Nurse Unit Manager (ANUM) / Associate Charge Nurse (ACN)	\$110k	\$113.5k	\$117k
Clinical Nurse Specialist	\$110k	\$120k	\$130k
Nurse Educator	\$95k	\$106k	\$117k
Quality Manager	\$100k	\$110k	\$120k
Registered Nurse – RN Div 1	\$69k	\$87.5k	\$106k
Enrolled Nurses – RN Div 2	\$63k	\$73k	\$83k
Anaesthetic Technician	\$65k	\$92k	\$119k



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