



# Crackerjacks Professional Contracting Rate Guide

  
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Bringing professional contractors  
and businesses together

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## Professional Contractor Rate Guide

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Welcome to Crackerjacks update on professional contractor rate expectations. This provides a snap-shot of what professionals are currently expecting to be paid and how this has changed over the past six months in New Zealand.

The employment market has been a topical issue so far this year; in the latest quarter, the unemployment rate increased to 7.3% and forecasts of job activity flat-lined. Optimism has been slow to return in the business community. Given this situation, it is timely to understand how rate expectations have been affected in New Zealand's professional contracting market.

In this Professional Contracting Rate Guide, we discuss the current rates professional contractors in NZ expect to be paid and compare these to six months ago. Please note that all figures quoted are a direct engagement rate without third party fees included. This survey has a sample size of 8,170 records and the data was retrieved in March 2010.

Out of the twenty-two professions surveyed, half of these experienced increases in average rate expectations over a six month period. For consecutive periods, scientific professionals had the largest increase in their average rate expectations; these grew by 12.9% to an average of \$65.00 p/h in March 2010.

Marketing/PR contractors also increased their rate expectations 8.5% over a six month period to an average of \$66.00 p/h. This increase was mirrored in the Advertising/Media industry with rate expectations rising 5.7% to an average of \$61.00 p/h. Overall - strong growth was felt in the creative industries in terms of expected pay increases.

A notable decrease was experienced amongst Banking/Finance professionals; the average expected rate declined a further -7.2%, which is the second decrease in the past twelve months. The average expected rate in this industry is now \$50.00 per hour. Key roles in this industry, such as Insurance Brokers and Risk Managers, actually increased their expectations; but the strong declines recorded were amongst Financial Investment Services and Credit Management contractors, which pulled the average down.

These findings have been drawn from Crackerjacks database of professional contractors and are indicative of market rates for key contracting professions. To be informed of average market rates, we encourage that this report is used as a practical resource when considering and hiring professional contractors, or for resource budgeting in the new financial year.

It is important to note that these pay expectations are quoted at a direct rate, i.e. the amount the contractor invoices your company and are average figures. Higher performing contractors will command higher rates than those who aren't as skilled or experienced. A variety of contractors are listed and independently performance rated on Crackerjacks; these professionals can be directly engaged by our registered businesses. If you have not already registered your business on Crackerjacks, we encourage you to join.

**Tony Wai**  
Managing Director - Crackerjacks Ltd.





## Contents

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1. Key findings - Average rate expectations	1
2. Key findings - Rate fluctuations in specific roles	4
3. Professional contractors opinions on the market	15
4. Summary	17
Appendix: Role Positions average rates: September 2009 / March 2010	18





## 1. Key findings - Average rate expectations

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This section is broken down into two parts; increases and decreases in average rate expectations for key professions.

### 1.1 Average rate expectations increases

Over the past six months contractors average rate expectations have increased in the following professions;

✓ Scientific	- \$65 p/h (12.9% increase)
✓ Legal	- \$65 p/h (11.1% increase)
✓ Marketing/PR	- \$66 p/h (8.5% increase)
✓ Engineering	- \$67 p/h (7.8% increase)
✓ Advertising/Media	- \$61 p/h (5.7% increase)
✓ IT/Telecommunications	- \$72 p/h (5.4% increase)
✓ Sports/Events/Leisure	- \$50 p/h (5.1% increase)
✓ Management Consulting	- \$92 p/h (4.6% increase)
✓ Supply/Logistics/Operations	- \$63 p/h (3.5% increase)
✓ Manufacturing	- \$41 p/h (2.5% increase)
✓ Human Resources/Training	- \$65 p/h (1.7% increase)

The most prominent increases were recorded in the various Scientific, Legal, Marketing/PR, Engineering, Advertising/Media and IT/Telecommunication professions.

The increase in the Scientific sector is a continued trend from September 2009, indicating there is strong consistent growth in New Zealand's Scientific industry. The Legal profession's average hourly rate expectations have increased, but this has been influenced by the increased response of Solicitors in this survey compared to Legal Advisors (who command a lower hourly rate).

The increase in Marketing/PR rate expectations was surprising, considering that six months ago these professionals had actually decreased by -3.3%. Coupled with the increase the Advertising/Media professions, it can be surmised that the Communications/Creative industries have strengthened over the past six months.

Engineering contractors came through with a 7.8% average increase in rate expectations from September 2009. This notable increase could be attributed to the increased volume of infrastructure project the government is currently rolling out. These projects require an array of Civil/Structural Engineers, Design Engineers and Water/Wastewater Engineers. The Institution of Professional Engineers in NZ expects infrastructure spending for the next 10 years to be \$6b to \$7b a year nationally, compared with about \$3b a year in the early 2000's. Coupled with the skills shortage in this industry, it is likely we will continue to see engineering rate expectations increase.<sup>1</sup>

The increase in IT/Telecommunications expectations is a continued trend from September 2009. Project work in this industry appears to be growing, particularly for contractors with specialist skills in particular programming languages. These contractors can charge a premium for their services, which has affected the overall IT/Telecommunications average rate to increase.

<sup>1</sup>Claire McEntee. (Jan 10). Engineer shortage to hit infrastructure projects. Retrieved from <http://www.stuff.co.nz/business/3255783/Engineer-shortage-to-hit-infrastructure-projects>





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## 1.2 Average rate expectation decreases

Over the past six months professional contractors rate expectations have decreased in the following professions;

✔ Education	- \$50 p/h (-9.5%)
✔ Banking/Finance	- \$50 p/h (-7.2%)
✔ Export/Import	- \$46 p/h (-5.2%)
✔ Sales	- \$55 p/h (-4.4%)
✔ Accounting	- \$50 p/h (-4%)
✔ Retail	- \$42 p/h (-3.7%)
✔ General Management	- \$78 p/h (-3.3%)
✔ Construction/Property	- \$52 p/h (-1.9%)
✔ Knowledge Management	- \$60 p/h (-1.8%)
✔ Hospitality	- \$32 p/h (-1.6%)
✔ Administration/Clerical	- \$37 p/h (-0.01%)

The most prominent average rate decreases were recorded in the various; Education (-9.5%), Banking/Finance (-7.2%), Export/Import (-5.2%), Sales (-4.4%) and Accounting (-4%) sectors.

The drop in the Educational sector could have been affected by the increased respondent rate from Educational Support/Assistance contractors in comparison to September 2009 and the drop in Academic's rate expectations.

Professional contractors in the various Banking/Finance professions dropped their rate expectations a further -7.2% after recording a -14.1% decrease last September in comparison with rates in March 2009.

Export/Import professional contractors reduced their average rate expectations by -5.2% compared to September 2009. However, this finding is not particularly significant as the sample size in this sector is small (23 records).

The continued decline in average sales rate expectations (-4.4%) could be indicative of the way contracting sales professions are being paid. The commission element in sales professional's pay is not usually included in their actual hourly rate. As a result the hourly rate can often be decreased to compensate for their commission structure.

One of the most interesting decreases in average rate expectations was recorded in the Accounting sector. In September 2009 average rate expectations increased by 6.4% from the previous six months; however this growth has been reversed. It appears accounting contract work is low in volume at present and the optimism that was recorded last September is no longer there. In a recent contracting accounting forum hosted by the New Zealand Institute of Chartered Accountants, two key panellists in the industry confirmed that accounting contract work will continue to 'flat-line' for the first three quarters of 2010.





The following graph and table shows changes in contractor's rate expectations over the past 6 months and the average hourly rate figure.

Profession	Expected average rate (p/h) September 2009	Expected average rate (p/h) March 2010	% Increase/Decrease	Count of records
Accounting	\$51.73	\$49.65	-4%	1,419
Administration/Clerical	\$36.74	\$36.52	-0.01%	617
Advertising/Media	\$57.28	\$60.56	5.7%	250
Banking/Finance/Insurance	\$54.21	\$50.29	-7.2%	130
Construction/Property	\$53.03	\$51.98	-1.9%	77
Education	\$54.99	\$49.74	-9.5%	109
Engineering	\$62.26	\$67.12	7.8%	147
Export/Import	\$49.05	\$46.48	-5.2%	23
General Management	\$80.86	\$78.22	-3.3%	360
Hospitality	\$32.01	\$31.50	-1.6%	77
Human Resources/Training	\$64.20	\$65.28	1.7%	516
IT/Telecommunications	\$68.30	\$72.00	5.4%	2,600
Knowledge Management	\$61.08	\$59.95	-1.8%	106
Legal	\$58.82	\$65.37	11.1%	20
Management Consulting	\$88.38	\$92.46	4.6%	398
Manufacturing	\$39.74	\$40.74	2.5%	74
Marketing & PR	\$61.18	\$66.37	8.5%	506
Retail	\$43.31	\$41.69	-3.7%	61
Sales	\$57.63	\$55.12	-4.4%	396
Scientific	\$57.89	\$65.39	12.9%	36
Sports/Events/Leisure	\$47.17	\$49.58	5.1%	42
Supply/Logistics/Operations	\$60.78	\$62.93	3.5%	159





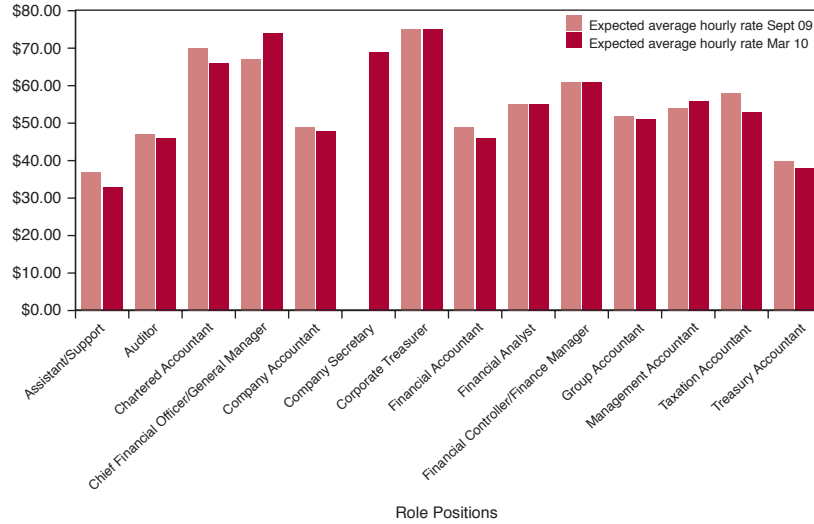
## 2. Key findings - Rate fluctuations in specific roles

### 2.1 Rate fluctuations – Specific roles

#### Accounting

Accounting contractors' average rate expectations have decreased -4% since September 2009, but looking at individual role positions there were some increases recorded. CFO's and Management Accountant's rate expectations increased \$7 p/h and \$2 p/h over a six month period respectively.

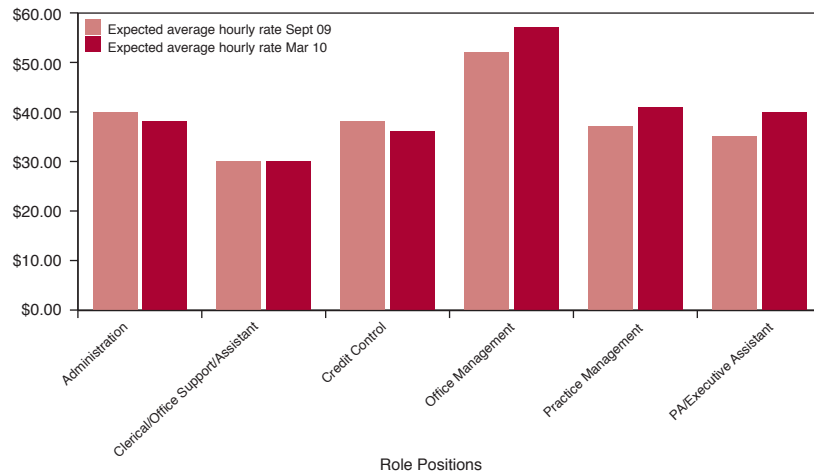
#### Accounting - Expected Rates



#### Administration

There was minimal change in expected rates amongst Administration contractors, with a minor -0.01% decline since September 2009. There was an increase recorded for PA/Executive Assistants and Practice Managers, with average rates increasing from \$35.00 p/h to \$40.00 p/h and \$37.00 p/h to \$41.00 p/h respectively in the same period.

#### Administration - Expected Rates

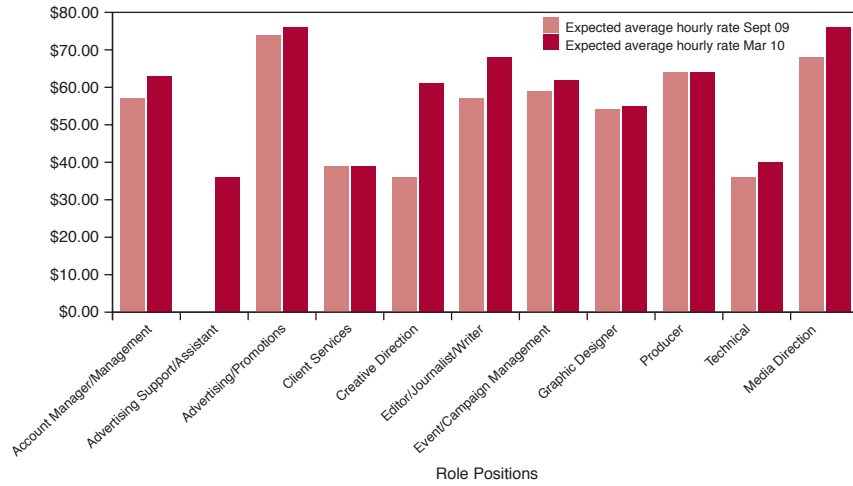




### Advertising/Media

All professions in the Advertising / Media sector recorded increases in rate expectations, apart from contractors specialising in client services and producing – both average rates remained at \$39.00 p/h and \$64.00 p/h respectively.

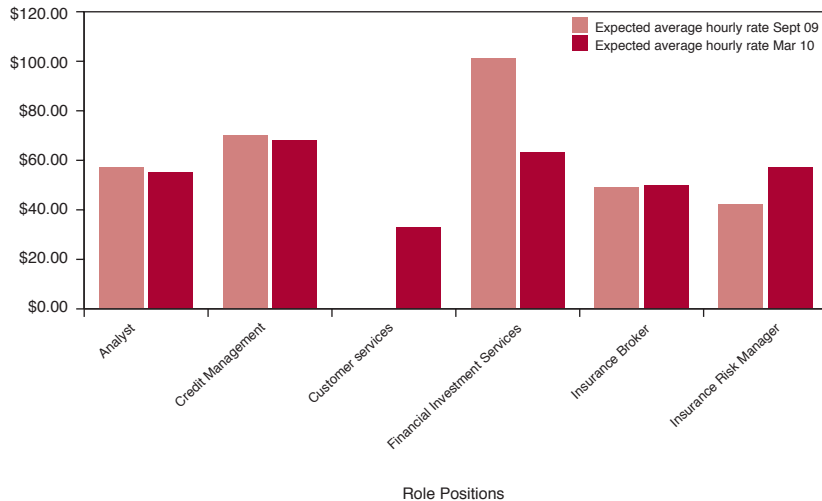
### Advertising/Media - Expected Rates



### Banking Finance

In the Banking/Finance sector the average expected rate decreased a further -7.2% over a six month period. The main role position that recorded a decrease was Financial Investment Services - moving from \$101.00 p/h to \$63.00 p/h. This vast drop can be largely attributed to an increased count of entry level professionals in this sector.

### Banking/Finance - Expected Rates





## Construction/Property

The majority of role positions in the Construction/Property profession recorded decreases in expected rates over the past six months. Notable declines include; contracting Interior Designers and Site Managers, with rates decreasing from \$55.00 p/h to \$40.00 p/h and \$50.00 p/h to \$48.00 p/h respectively.

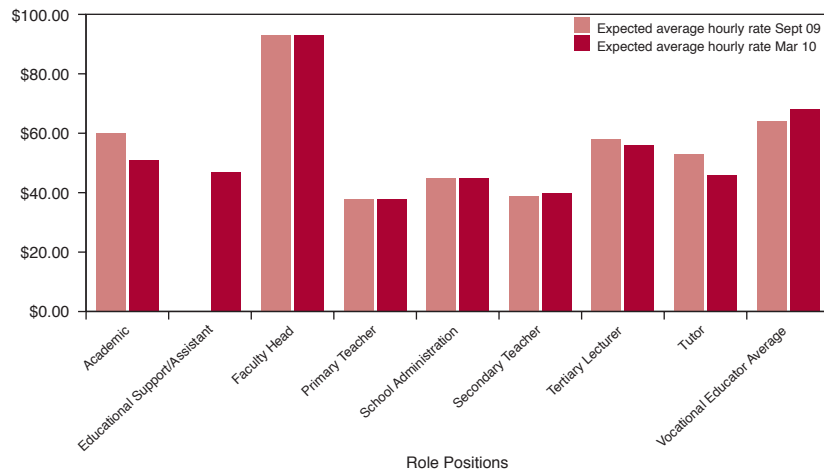
### Construction/Property - Expected Rates



## Education

The outstanding decrease in average expected rates in Educational professions can be largely attributed to the influx of Educational Support / Assistants. Six months ago there were not enough records in this role position to draw an average expected rate – in March 2010 the average rate for this role was \$47.00 p/h.

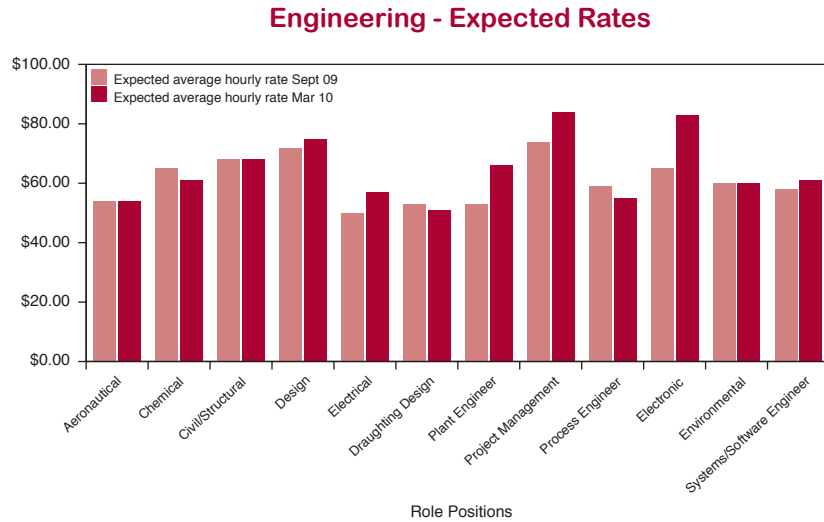
### Education - Expected Rates





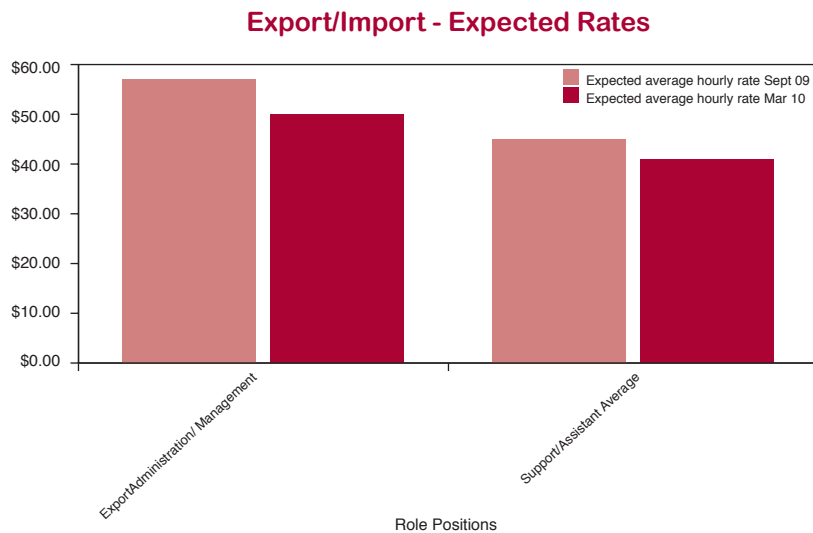
## Engineering

The increase in average expected rates in Engineering can be attributed to the following role positions; Design, Electrical, Plant Engineer, Project Management and Electronic. The largest rate expectation increase was recorded amongst Electronic Engineers, with their rate expectations increasing from \$65.00 p/h to \$83.00 p/h over a six month period.



## Export/Import

The Export/Import profession experienced rate expectation decreases in its two main role positions – Export Administration / Management and Support/Assistant; rates declined from \$57.00 p/h to \$50.00 p/h and \$45.00 p/h to \$41.00 p/h respectively in a six month period.

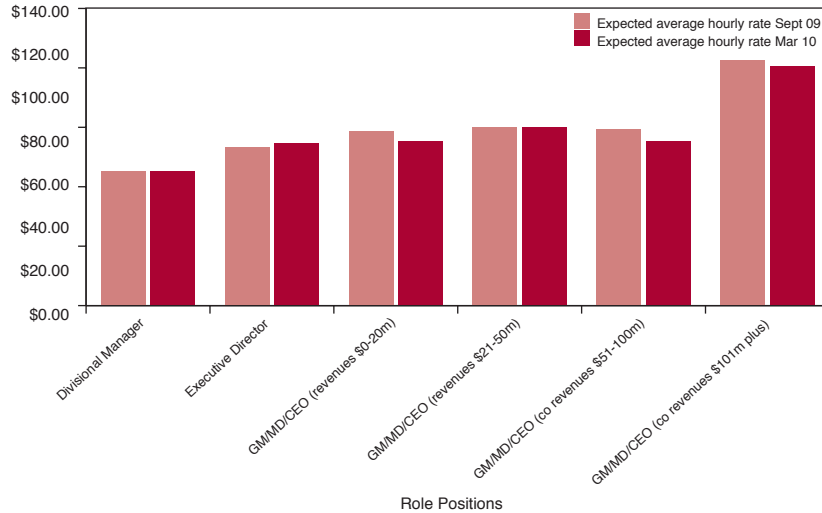




## General Management

The overall -3.3% decline in General Management expected rates was constituted by declines in key management role positions. GM/MD/CEO's (responsible co revenues \$0-20m) rates decreased from \$88.00 p/h to \$83.00 p/h over a six month period, this trend was also seen with GM/MD/CEO's (responsible co revenues \$101m plus) with their expected rates decreasing from \$124.00 p/h to \$121.00 p/h in the same period.

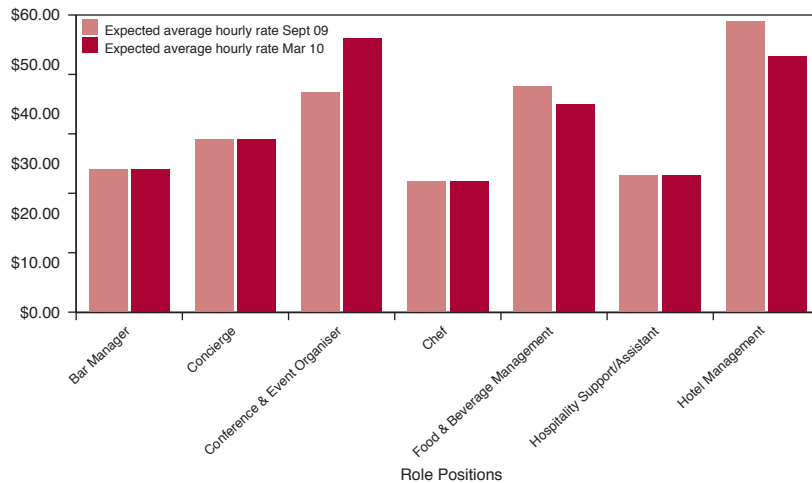
## General Management - Expected Rates



## Hospitality

While there was a slight decrease in the Hospitality professions' expected rates, this was minimal (-1.6%). Certain role positions recorded increases, such as Conference & Event Organiser – which moved from \$37.00 p/h to \$46.00 p/h over a six month period.

## Hospitality - Expected Rates

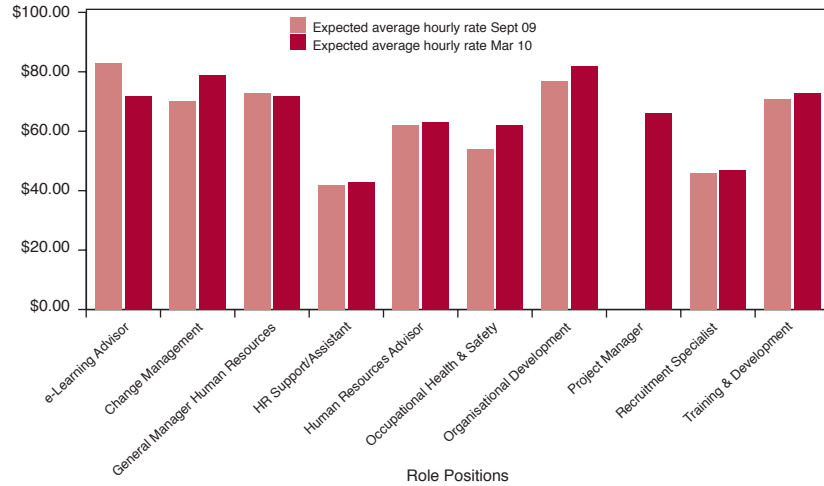




### Human Resources/ Training

HR/Training professions experienced an average 1.7% increase in rate expectations. The key role positions to record increases included; Organisational Development, Occupational Health & Safety and Change Management – these positions all recorded increases of over \$7.00 p/h over a six month period.

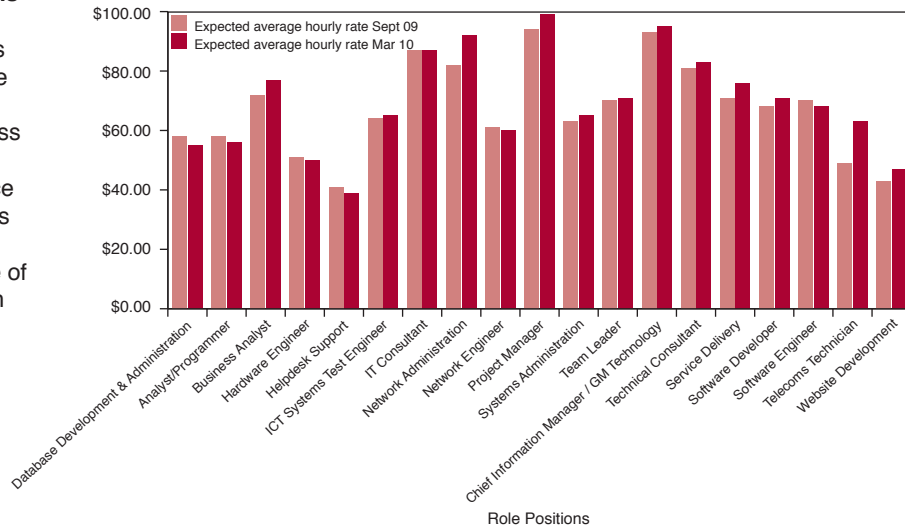
**Human Resources/Training - Expected Rates**



### Information Technology / Telecommunications

The notable increases in this profession were found in the following role positions; Business Analyst, Network Administration, Service Delivery and Telecoms Technician – all these roles saw an increase of \$5+ p/h in a six month period.

**IT/Telecommunications - Expected Rates**

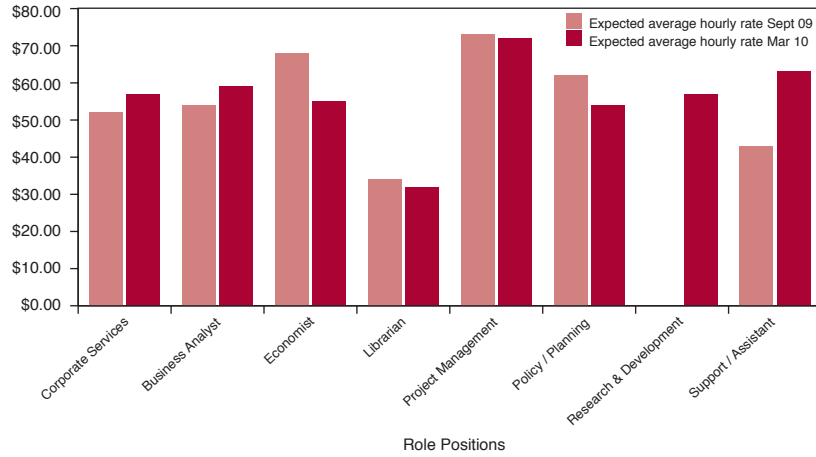




## Knowledge Management

Knowledge Management professions have experienced an overall decline in average expected rates since September 2009, but there were key role positions that saw increases. Corporate Services and Business Analyst contractors rate expectations' increased from \$52.00 p/h to \$57.00 p/h and \$54.00 p/h to \$59.00 p/h respectively.

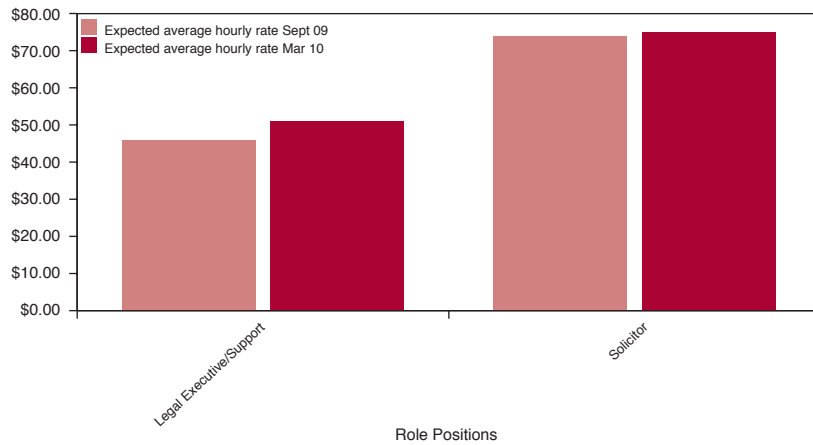
### Knowledge Management - Expected Rates



## Legal

There was an increase in the two main legal role positions. Contracting Legal Executive's and Solicitor's hourly rate expectations both increased by \$5.00 + p/h since September 2009.

### Legal - Expected Rates

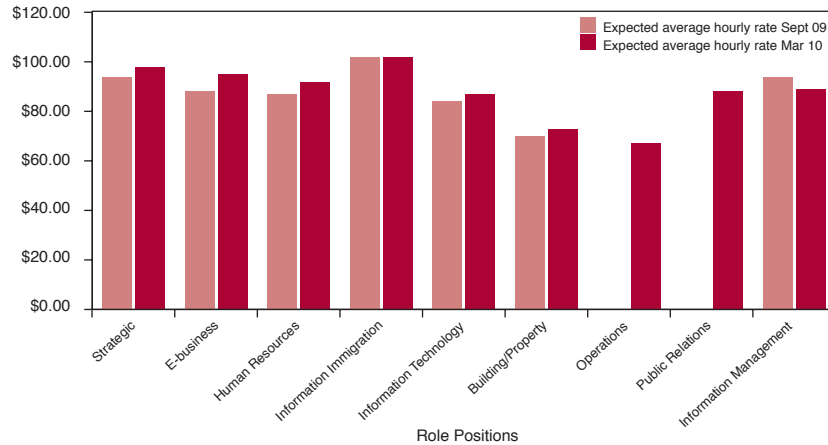




## Management Consulting

Management consulting contractors' average rate expectations increased on a whole by 4.6% since September 2009. Key increases were recorded in the following role positions; Strategic, E-business, Human Resources, Information Technology and Building/Property, all increasing in hourly rate expectations by a minimum of \$3.00 p/h since September 2009.

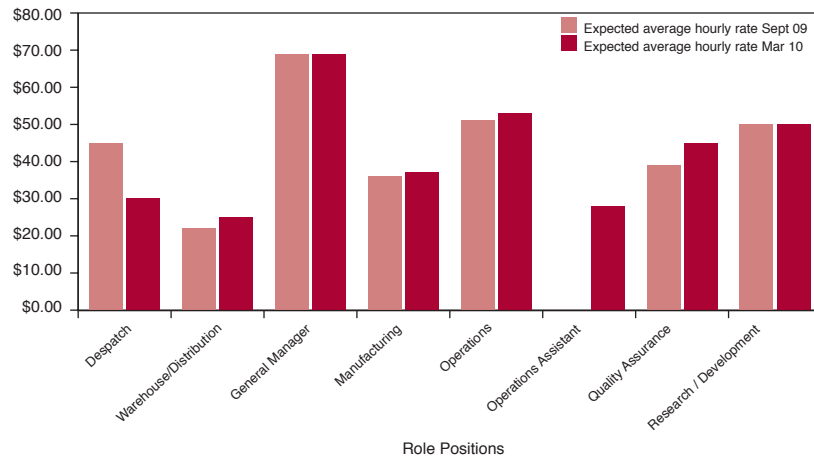
### Management Consulting - Expected Rates



## Manufacturing

Even though average expected rates in the Manufacturing profession increased on a whole by 2.5% from September 2009. The most significant increase was in Quality Assurance – these contractors' rates expectations increased from \$39.00 p/h to \$45.00 p/h over a six month period. The most significant decrease was in Despatch with hourly rate expectations dropping from \$45.00 p/h to \$30.00 p/h over a six month period.

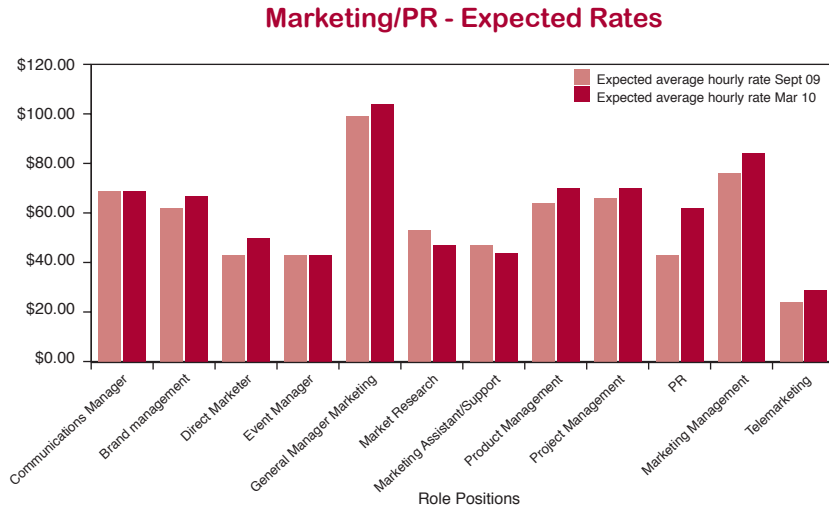
### Manufacturing - Expected Rates





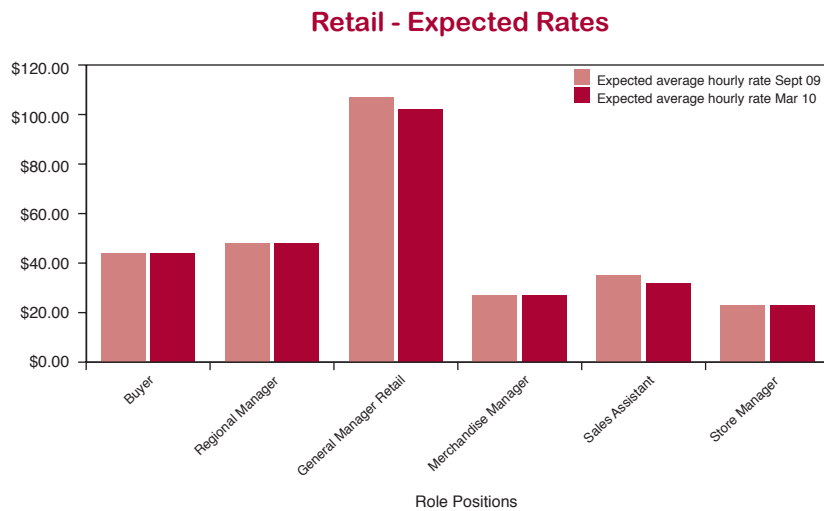
## Marketing/PR

The key rate expectation increases within the Marketing/PR professions were in PR, Marketing Management, Direct Marketing and Product Management – all of these role positions increased \$6.00 p/h since September 2009.



## Retail

The majority of contractors' expected rates in Retail professions either remained the same or declined slightly from September 2009. The key role position that recorded a decline in rate expectations was General Manager Retail, this moved from \$107.00 p/h to \$102.00 p/h over a six month period.





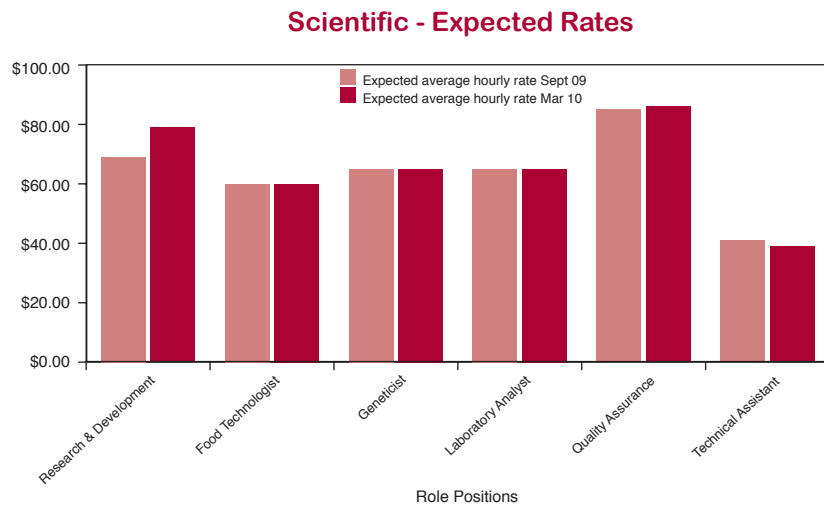
## Sales

The vast majority of contracting sales professionals decreased their hourly rate expectations since September 2009, but Technical Sales contractors actually increased their rate expectations from \$50.00 p/h to \$61.00 p/h in March 2010.



## Scientific

Growth in Scientific rate expectations has been driven by Research & Development contractors. These contractors are expecting to be paid \$79.00 p/h, which is up \$10 p/h from September 2009.

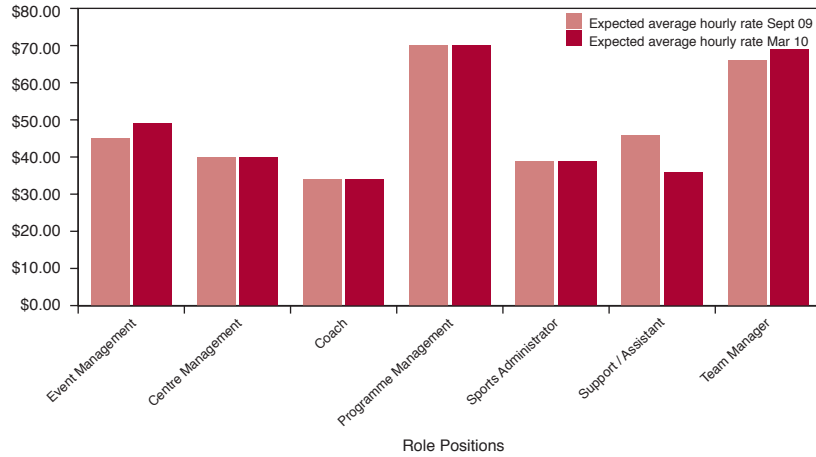




### Sports/Events/Leisure

Contractors in this profession increased their average rate expectations by 5.1% over the past six months. Key role positions that experienced increases include; Event Management and Team Manager Contractors – these professionals increased their rate expectations by \$3.00 p/h on average since September 2009.

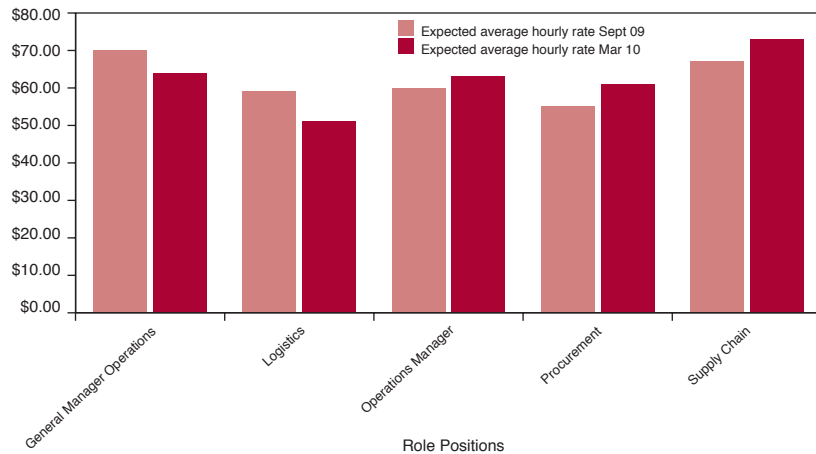
### Sports/Events/Leisure - Expected Rates



### Supply/Logistics/Operations

Contractors in this profession increased their average rate expectations by 3.5% over the past six months. Key role positions that experienced increase include; Supply Chain, Procurement and Operations Management contractors – these professionals increased their rate expectations by a minimum of \$3.00 per hour since September 2009.

### Supply/Logistics/Operations - Expected Rates



Please see the appendix on page 18 for these rates in a table format





### 3. Professional contractor's opinions on the market

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#### Accounting

**Chartered Accountant**  
**Steve G. (CJ 4429)**  
**Expected rates: \$45 - \$65 p/h**



Accounting contractors are lowering their rates to find work. Companies are aware there is a surplus of accountants in the market and are lowering the hourly rates on offer, simply because they can. This is having a deflationary affect on market rates and means Accountants are loosing out. I have seen jobs for Chartered Accountants with an hourly rate as low as \$35.00 p/h.

As a member of NZICA (NZ Institute of Chartered Accountants) contracting group, I can confirm that approximately 55-60% of our members are currently looking for work – this illustrates the surplus of accounting professionals in the market.

As a Chartered Accountant with 30 years experience, the best rate I can command in this market is \$45.00 p/h, which is down at least \$10 from 18 months ago.

Between companies paying lowered rates and the lack of transparency around agencies margins, Accounting contractors are currently loosing out.

However, in saying this, top rates are still attainable for contractors but only for a very select few who can tick all the boxes.



For more information about Crackerjacks performance ratings please visit <http://www.crackerjacks.co.nz/resources/performance-rating/>





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## Advertising / Media

**Creative Designer/Consultant**  
**Sean B (CJ 1729)**  
**Expected Rates: \$95 - \$110 p/h**



I have adjusted my rates back to 2007/08 levels and this means a 25-35% increase for most of my clients. Keep in mind though that I adjusted my rates downwards by the same margin due to the recession and volatile contract market during late 2008 and most of 2009. It seems that most of my clients understand this and I have thus far 'lost' 2 regular sources of income due to the increase (although not official, I gather that this would be the reason as they were small agencies that used my services at the lowest end of my offered rates). At the same time I have picked up a few new clients and overall consider that to be a step up.

Personally I think that rates will return to 'normal' (whatever it may be for the particular contractor/industry) by the end of the 2009/2010 financial year. I think there may also be a steady increase in the new financial year as the market picks up and clients regain their spending power (with increased budgets - already saw this with one of my larger clients; no work from them for 14 months and my turnover the last month equal to the first 6 months of 2008). Having said that, I plan to keep my current rates the same for 2010 and concentrate on securing new business. Increasing rates unrealistically/ too quickly could have an opposite effect on your business at the moment as the 'recession' is not gone by a long shot.

There is a large difference in income between the different design disciplines. It is hard to find the right niche and sell your talents as 'exclusive'. There is also quite a difference in income between different experience levels and it's important to know where you fit in or you could end up being paid too little (e.g. doing senior designer work at middleweight rates) or get yourself into deep water if you take on a project that is above your level of experience.

## IT

**Excel Specialist & IT Support Consultant**  
**Eric L. (CJ 2828)**  
**Expected Rates: \$85 - \$95 p/h**



For all my new clients from the last year I charge either \$85 or \$95 p/h. Most of the ones from before that are on \$60p/hr, but these are long standing clients I have had since I started contracting and it's difficult to move them up more than about 10% p.a.

Although I will mention that I've experienced something of a delayed dip in turnover. Things were going very well during "the recession", but now that people are starting to say it's over, we've been enduring a bit of a low patch.





## 4. Summary

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There has been a rise in optimism in certain contracting professions such as Marketing/PR and Advertising/Media with increased rate expectations recorded, while others have declined, such as Banking/Finance and Accounting. From our perspective, the correlation between rate expectations and the availability of work is strong. Indicative of this, the 50/50 split between rate expectation increases and decreases shows that growth has not spread to all sectors in the New Zealand employment market.

We are picking that there will be growth in pay expectations across more professions in September 2010 when the next Professional Contracting Rate guide is released. Typically wage growth for employees is a lag indicator of a strengthening economy - there are other indicators which will occur first, for example increased working hours and increased job availability. However, rate expectations of professional contractors are very different to actual wage growth. Because of the dynamic nature of contracting, contractors pay expectations reflect the current state of the market and can often indicate business growth.





## Appendix: Role Positions average rates: September 2009/March 2010

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

<b>Accounting</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
Assistant/Support	\$37.00	\$33.00
Auditor	\$47.00	\$46.00
Chartered Accountant	\$70.00	\$66.00
Chief Financial Officer/General Manager Finance	\$67.00	\$74.00
Company Accountant	\$49.00	\$48.00
Company Secretary	-	\$69.00
Corporate Treasurer	\$75.00	\$75.00
Financial Accountant	\$49.00	\$46.00
Financial Analyst	\$55.00	\$55.00
Financial Controller/Finance Manager	\$61.00	\$61.00
Group Accountant	\$52.00	\$51.00
Management Accountant	\$54.00	\$56.00
Taxation Accountant	\$58.00	\$53.00
Treasury Accountant	\$40.00	\$38.00

<b>Administration</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
Administration	\$40.00	\$38.00
Clerical/Office Support/Assistant	\$30.00	\$30.00
Credit Control	\$38.00	\$36.00
Office Management	\$52.00	\$57.00
Practice Management	\$37.00	\$41.00
PA/Executive Assistant	\$35.00	\$40.00

<b>Advertising/Media</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
Account Manager/Management	\$57.00	\$63.00
Advertising Support/Assistant	-	\$36.00
Advertising/Promotions	\$74.00	\$76.00
Client Services	\$39.00	\$39.00
Creative Direction	\$36.00	\$61.00
Editor/Journalist/Writer	\$57.00	\$68.00
Event/Campaign Management	\$59.00	\$62.00
Graphic Designer	\$54.00	\$55.00
Producer	\$64.00	\$64.00
Technical	\$36.00	\$40.00
Media Direction	\$68.00	\$76.00





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<b>Banking/Finance/Insurance</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
Analyst	\$57.00	\$55.00
Credit Management	\$70.00	\$68.00
Customer services	-	\$33.00
Financial Investment Services	\$101.00	\$63.00
Insurance Broker	\$49.00	\$50.00
Insurance Risk Manager	\$42.00	\$57.00

<b>Construction/Property</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
Draftsman	\$51.00	\$46.00
Business Development	\$70.00	\$70.00
Construction Management	\$36.00	\$36.00
Environmental Planner	\$36.00	\$37.00
Estimator	\$52.00	\$54.00
Interior Designer	\$55.00	\$40.00
OHS	\$43.00	\$42.00
Property Manager	-	\$54.00
Project Manager	-	\$64.00
Site Management	\$50.00	\$48.00

<b>Education</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
Academic	\$60.00	\$51.00
Educational Support/Assistant	-	\$47.00
Faculty Head	\$93.00	\$93.00
Primary Teacher	\$38.00	\$38.00
School Administration	\$45.00	\$45.00
Secondary Teacher	\$39.00	\$40.00
Tertiary Lecturer	\$58.00	\$56.00
Tutor	\$53.00	\$46.00
Vocational Educator Average	\$64.00	\$68.00





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<b>Engineering</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
Aeronautical	\$54.00	\$54.00
Chemical	\$65.00	\$61.00
Civil/Structural	\$68.00	\$68.00
Design	\$72.00	\$75.00
Electrical	\$50.00	\$57.00
Draughting Design	\$53.00	\$51.00
Plant Engineer	\$53.00	\$66.00
Project Management	\$74.00	\$84.00
Process Engineer	\$59.00	\$55.00
Electronic	\$65.00	\$83.00
Environmental	\$60.00	\$60.00
Systems/Software Engineer	\$58.00	\$61.00

<b>Export / Import</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
Export Administration/ Management	\$57.00	\$50.00
Support/Assistant Average	\$45.00	\$41.00

<b>General Management</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
Divisional Manager	\$68.00	\$68.00
Executive Director	\$80.00	\$82.00
GM/MD/CEO (responsible co revenues \$0-20m)	\$88.00	\$83.00
GM/MD/CEO (responsible co revenues \$21-50m)	\$90.00	\$90.00
GM/MD/CEO (responsible co revenues \$51-100m)	\$89.00	\$83.00
GM/MD/CEO (responsible co revenues \$101m plus)	\$124.00	\$121.00

<b>Hospitality</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
Bar Manager	\$24.00	\$24.00
Concierge	\$29.00	\$29.00
Conference & Event Organiser	\$37.00	\$46.00
Chef	\$22.00	\$22.00
Food & Beverage Management	\$38.00	\$35.00
Hospitality Support/Assistant	\$23.00	\$23.00
Hotel Management	\$49.00	\$43.00





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<b>Human Resources/Training</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
e-Learning Advisor	\$83.00	\$72.00
Change Management	\$70.00	\$79.00
General Manager Human Resources	\$73.00	\$72.00
HR Support/Assistant	\$42.00	\$43.00
Human Resources Advisor	\$62.00	\$63.00
Occupational Health & Safety	\$54.00	\$62.00
Organisational Development	\$77.00	\$82.00
Project Manager	-	\$66.00
Recruitment Specialist	\$46.00	\$47.00
Training & Development	\$71.00	\$73.00

<b>Information Technology/Telecommunications</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
Database Development & Administration	\$58.00	\$55.00
Analyst/Programmer	\$58.00	\$56.00
Business Analyst	\$72.00	\$77.00
Hardware Engineer	\$51.00	\$50.00
Helpdesk Support -	\$41.00	\$39.00
ICT Systems Test Engineer	\$64.00	\$65.00
IT Consultant	\$87.00	\$87.00
Network Administration	\$82.00	\$92.00
Network Engineer	\$61.00	\$60.00
Project Manager	\$94.00	\$99.00
Systems Administration	\$63.00	\$65.00
Team Leader	\$70.00	\$71.00
Chief Information Manager / GM Technology	\$93.00	\$95.00
Technical Consultant	\$81.00	\$83.00
Service Delivery	\$71.00	\$76.00
Software Developer	\$68.00	\$71.00
Software Engineer	\$70.00	\$68.00
Telecoms Technician	\$49.00	\$63.00
Website Development	\$43.00	\$47.00





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<b>Knowledge Management</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
Corporate Services	\$52.00	\$57.00
Business Analyst	\$54.00	\$59.00
Economist	\$68.00	\$55.00
Librarian	\$34.00	\$32.00
Project Management	\$73.00	\$72.00
Policy / Planning	\$62.00	\$54.00
Research & Development	-	\$57.00
Support / Assistant	\$43.00	\$63.00

<b>Legal</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
Legal Executive/Support	\$46.00	\$51.00
Solicitor	\$74.00	\$75.00

<b>Management Consulting</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
Strategic	\$94.00	\$98.00
E-business	\$88.00	\$95.00
Human Resources	\$87.00	\$92.00
Information Immigration	\$102.00	\$102.00
Information Technology	\$84.00	\$87.00
Building/Property	\$70.00	\$73.00
Operations	-	\$67.00
Public Relations	-	\$88.00
Information Management	\$94.00	\$89.00

<b>Manufacturing</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
Despatch	\$45.00	\$30.00
Warehouse/Distribution	\$22.00	\$25.00
General Manager	\$69.00	\$69.00
Manufacturing	\$36.00	\$37.00
Operations	\$51.00	\$53.00
Operations Assistant	-	\$28.00
Quality Assurance	\$39.00	\$45.00
Research / Development	\$50.00	\$50.00





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<b>Marketing &amp; PR</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
Brand management	\$62.00	\$67.00
Direct Marketer	\$43.00	\$50.00
Event Manager	\$43.00	\$43.00
General Manager Marketing	\$99.00	\$104.00
Market Research	\$53.00	\$47.00
Marketing Assistant/Support	\$47.00	\$44.00
Product Management	\$64.00	\$70.00
Project Management	\$66.00	\$70.00
PR	\$43.00	\$62.00
Marketing Management	\$76.00	\$84.00
Telemarketing	\$24.00	\$29.00

<b>Retail</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
Buyer	\$44.00	\$44.00
Regional Manager	\$48.00	\$48.00
General Manager Retail	\$107.00	\$102.00
Merchandise Manager	\$27.00	\$27.00
Sales Assistant	\$35.00	\$32.00
Store Manager	\$23.00	\$23.00

<b>Sales</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
Account Manager/Management	\$59.00	\$57.00
Area/Regional Manager	\$62.00	\$59.00
Business Development	\$62.00	\$58.00
National Sales Manager	\$82.00	\$79.00
General Sales	\$37.00	\$35.00
Sales Management	\$67.00	\$64.00
Sales Support/Assistant	\$43.00	\$34.00
Technical Sales	\$50.00	\$61.00





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<b>Scientific</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
Research & Development	\$69.00	\$79.00
Food Technologist	\$60.00	\$60.00
Geneticist	\$65.00	\$65.00
Laboratory Analyst	\$65.00	\$65.00
Quality Assurance	\$85.00	\$86.00
Technical Assistant	\$41.00	\$39.00

<b>Sports/Events/Leisure</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
Event Management	\$45.00	\$49.00
Centre Management	\$40.00	\$40.00
Coach	\$34.00	\$34.00
Programme Management	\$70.00	\$70.00
Sports Administrator	\$39.00	\$39.00
Support / Assistant	\$46.00	\$36.00
Team Manager	\$66.00	\$69.00

<b>Supply/Logistics/Operations</b>	<b>Average hourly rate September 2009</b>	<b>Average hourly rate March 2010</b>
General Manager Operations	\$70.00	\$64.00
Logistics	\$59.00	\$51.00
Operations Manager	\$60.00	\$63.00
Procurement	\$55.00	\$61.00
Supply Chain	\$67.00	\$73.00

- Sample size of 8,170 records, data retrieved 21 March 2010.
- These are direct engagement rates i.e. excluding any 3rd party fees.

