

REGIONAL SALARY SURVEY SNAPSHOT June – November 2009

Movements since May 2009 (1,350 local salaries assessed)

Average salaries for the region have seen minor fluctuations in the last six months. **Sales/account management** salaries saw the largest increase (around 6%). **Building/construction** salaries saw the largest decrease (-2.7%). This decrease was most influenced by large employers (500+ employees). Small and medium sized businesses actually saw a small increase for building/construction salaries.

Regional salary comparisons and gains on Sydney counterparts (2,750 salaries)

Large businesses across all regions have increased salaries more significantly than small businesses. Across all business sizes, average regional increases since May were **7.2%** (Hunter Valley), **2.5%** (Sydney), **1%** (Central Coast) and **0.2%** (Newcastle).

Newcastle and Hunter Valley **engineering** and **trades/services** salaries are up to 14% *higher* than Sydney (influenced most by mechanical/electrical/environmental engineering and production workers respectively). The larger the business the more significant was this difference.

Accounting salaries in Sydney and Newcastle are within 5% of each other across most categories.

Average salaries for older more experienced staff starting to defy the trend (3,427 salaries)

In May's analysis, in all regions, salaries peaked for respondents with 20-30 years of experience and then decreased with 31+ years of experience. November's analysis shows this '**earning peak**' **getting older** in the Hunter and Central Coast regions, with more experienced employees being rewarded higher salaries. This was particularly evident in accounting, engineering and building/construction professions. For example, Hunter-based local accountants with 31+ years of experience are earning up to 20% more than Sydney employees with this same level of experience. Sydney's earning peak remains at 20-30 years of experience.

Some signs of improvement for gender differences (4,154 salaries)

The gender salary gap is wider in the Hunter/Central Coast than in Sydney but has improved slightly. Across all regions, gender salary differences are more significant in large businesses than small business. November's analysis shows the **Central Coast** starting to defy the trend with average female salaries rising 6% and the average male salary falling 1%.



Employee benefits (1,068 salaries)

In general, **company paid training** has decreased slightly since May (by 3.4%) but remains the most effective benefit for staff retention. Employees with this benefit require comparatively more (on average an additional 33% of their salary) to leave than employees who do not receive this benefit. In contrast, flexible working hours appears to have the least influence on staff retention. Employees with this benefit will leave for only a 6% increase in salary.

Happiness & Retention (1,068 salaries)

How much more money would it take to convince you to leave your current role?

Respondents from small, medium and large businesses stated the following salary increases (as a percentage of current salary) would tempt them to leave: 22% for large businesses (500+ employees), 18% for medium businesses (50 to 499 employees) and 16% for small businesses (1 to 49 employees).

Employee categories *least* tempted to move:

- **Executives** (particularly in large businesses) 30% increase to leave
- **Sales/account management** employees 25% increase to leave

Employee category *most* tempted to move:

- **Call centre/customer service** employees 14.2% increase to leave

Males are a little harder to budge. Men require 5.2% more of a salary increase to move than women.

Want more detail?

Visit www.huntersalaries.com.au or www.centralcoastsalaries.com.au for live data or call Geoff Crews, Forsythes Recruitment Director, on 4926 2699 in our Newcastle office or Scott Henshaw, Commercial Recruitment Manager Central Coast on 4353 0999.

Please contribute

You can quickly and anonymously enter your details at any time by visiting the above websites. You can also forward the following employee portal to your staff and colleagues where they can complete a version of the survey which does not have visibility of other salaries, the job market, or any reference to Forsythes: **[Salary Survey Employee Portal](#)**

newcastlesalaries.com.au ● centralcoastsalaries.com.au

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