

Press release  
April 2018

**One-third of Australian workers don't believe they're being paid fairly according to new research**

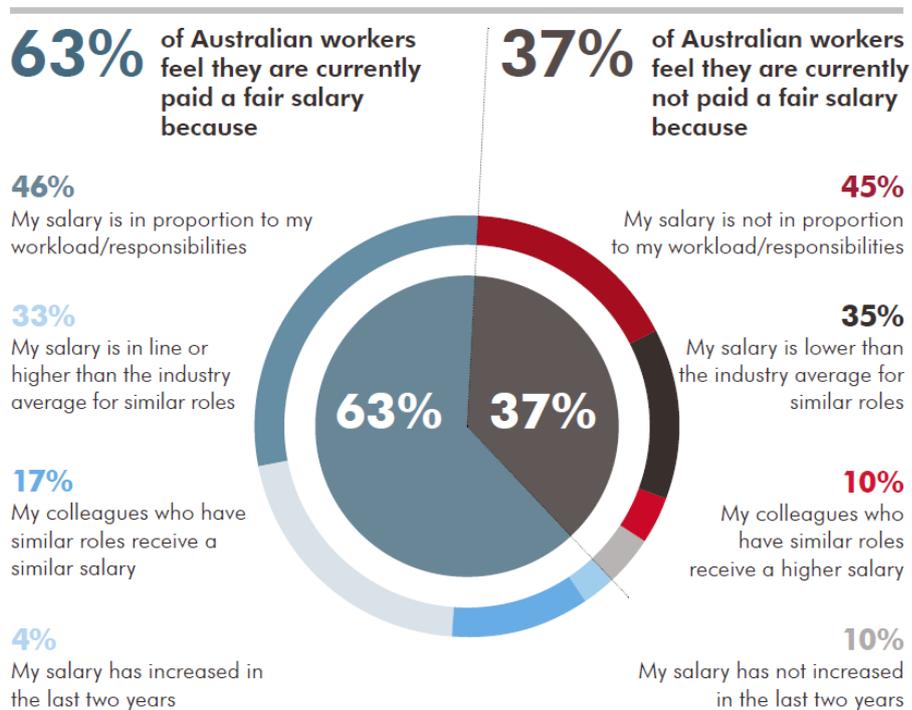
- 37% of Australian workers do not think they are currently being paid a fair salary.
- 98% would be willing to accept a job offer with a higher salary if they felt they were not being paid fairly.

**Sydney, 17 April 2018** – New independent research commissioned by specialised recruiter [Robert Half](#) and published in the newly-released [2018 Robert Half Salary Guide](#) has revealed a sizable number of Australian workers feel undercompensated. According to the research, more than one in three (37%) Australian professionals do not feel they are currently being paid a fair salary.

To find out up-to-date salaries, download the [2018 Robert Half Salary Guide](#)

Disproportionate salaries in relation to workload and responsibilities is identified by 45% of office workers who say they are being compensated unfairly. Meanwhile, over a third (35%) state they're unfairly paid because their salary is lower than the industry average for their role. Peer-envy is identified by 10% of workers who claim they felt their salary was unfair because their colleagues who have similar roles receive a higher salary, and 10% say it's because their salary has not increased in the last two years.

**HOW AUSTRALIAN WORKERS FEEL THEY ARE PAID\***



\* Source: Independent survey commissioned by Robert Half among 1,000 office workers in Australia.

Unsurprisingly, the overwhelming majority of Australian workers (98%) would be willing to accept a job offer with a higher salary if they felt they were not being paid a fair salary by their current employer, with nearly two-thirds (64%) of those saying they would be “very willing”.

**David Jones, Senior Managing Director of Robert Half Asia Pacific** said: *“One of the main reasons why people change jobs is to secure more pay. Ideally, salaries should increase as responsibilities become broader and more complex, but this isn’t always the case – particularly in an economy marked by slow wage growth.”*

*“While many employers are rewarding their top performing staff with higher pay, not all employers are either in a position to attribute pay rises or feel they should give one. Communication is key in both situations. It is crucial managers address their employees’ concerns and communicate better about why employees make what they make and use benchmark tools such as the Salary Guide to highlight this. For those whose salaries are not entirely in line with market rates, discussing alternatives or an exact timeframe when they will receive a salary increase are necessary steps to keep the staff member motivated.”*

*“With relatively slow wage growth in Australia, companies can distinguish themselves by regularly reviewing their employees’ salaries and adjusting them to be in line or even higher than industry averages. This approach should be seen as an investment with a solid return as it can have a direct positive impact on an organisation in the long-term due to reduced staff turnover.”*

*“In a candidate-short market, companies that fail to regularly review their employees’ salaries risk having them gravitate towards more competitive pay packets elsewhere. This can lead to high turnover rates, which negatively impacts organisations through decreased productivity, low team morale, additional costs due to having to restart the hiring process, and even lost revenue.”*

*“While salary is often the prime motivator when it comes to accepting and remaining in a job, if organisations are not in a position to award higher pay, they need to consider offering non-monetary benefits, such as flexible working hours, the option to work from home and professional development opportunities as they are also strong motivators for jobseekers to accept a role and employees to remain with the organisation,”* concluded **David Jones**.

The [2018 Robert Half Salary Guide](#) has identified the top roles in demand in 2018<sup>1</sup>:

**Finance and accounting:**

**1. Senior Financial Accountant**

	Salary Range			
Percentiles	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	95 <sup>th</sup>
<b>National average</b>	\$97,500	\$108,000	\$118,000	\$126,250

Source: Robert Half Salary Guide

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<sup>1</sup> The **2018 Robert Half Salary Guide** contains new formatting for how the starting salaries for each position is presented. The salary ranges are now presented in percentiles (rather than the low-to-high ranges used previously). These percentiles are determined by a candidate’s skillset and experience level, as well as the complexity of their role – the higher the percentile the more complex the role and the greater skillset and experience level required.

By providing a more comprehensive salary overview for all jobs, this approach allows hiring managers to better benchmark starting salaries against a candidate’s experience and qualifications, as well as guides candidates through the necessary steps they can take to earn a higher salary.

### 2. Business Analyst

	Salary Range			
<b>Percentiles</b>	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	95 <sup>th</sup>
<b>National average</b>	\$82,250	\$92,750	\$106,750	\$117,500

Source: Robert Half Salary Guide

### 3. Finance Manager

	Salary Range			
<b>Percentiles</b>	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	95 <sup>th</sup>
<b>National average</b>	\$103,750	\$118,000	\$135,000	\$155,000

Source: Robert Half Salary Guide

### IT and technology:

#### 1. Cyber-security Specialist

	Salary Range			
<b>Percentiles</b>	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	95 <sup>th</sup>
<b>National average</b>	\$100,000	\$118,750	\$134,000	\$155,000

Source: Robert Half Salary Guide

#### 2. Fullstack .Net Developer

	Salary Range			
<b>Percentiles</b>	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	95 <sup>th</sup>
<b>National average</b>	\$75,250	\$83,750	\$94,000	\$102,500

Source: Robert Half Salary Guide

#### 3. Cloud Engineer

	Salary Range			
<b>Percentiles</b>	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	95 <sup>th</sup>
<b>National average</b>	\$90,000	\$105,000	\$120,000	\$140,000

Source: Robert Half Salary Guide

### Administration and office support:

#### 1. Receptionist

	Salary Range			
<b>Percentiles</b>	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	95 <sup>th</sup>
<b>National average</b>	\$46,000	\$52,000	\$57,000	\$62,000

Source: Robert Half Salary Guide

#### 2. Customer Service Officer

	Salary Range			
<b>Percentiles</b>	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	95 <sup>th</sup>
<b>National average</b>	\$47,000	\$53,000	\$56,000	\$63,000

Source: Robert Half Salary Guide

#### 3. Executive Assistant

	Salary Range			
<b>Percentiles</b>	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	95 <sup>th</sup>
<b>National average</b>	\$68,000	\$76,000	\$85,000	\$98,000

Source: Robert Half Salary Guide

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## Notes to editors

### About the Robert Half Salary Guide

The 2018 Robert Half Salary Guide is the most comprehensive and authoritative resource on starting salaries and recruitment trends in finance and accounting, financial services, information technology and administration.

It offers a comprehensive overview of the current salary ranges, industry trends and specific job trends for finance and accounting professionals, finance professionals in the financial services sector, technology professionals and administrative professionals. The results and insights of the 2018 Robert Half Salary Guide are based on comprehensive analyses, local job placements, local expertise and independent research of executives and office workers.

The full 2018 Robert Half Salary Guide can be downloaded via this [link](#).

### About the research

The annual study is developed by Robert Half and was conducted in December 2017 by an independent research company, surveying 1,000 office workers in Australia, with the results segmented by age, gender and geographic location.

### About Robert Half

Robert Half is the world's first and largest specialised recruitment consultancy and member of the S&P 500. Founded in 1948, the company has more than 300 offices worldwide providing temporary, interim and permanent recruitment solutions for accounting and finance, financial services, technology, and administrative professionals. Robert Half Australia has offices in Brisbane, Melbourne, Mount Waverley, Perth and Sydney. More information on [roberthalf.com.au](http://roberthalf.com.au).

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