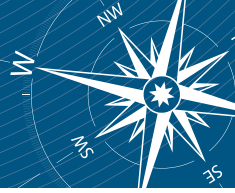




**Executive Professionals & Accounting
Salary Forecast 2011 / 2012**





The Sydney Market

Recent media headlines such as “Job surge smashes expectations” and “Australian job market booming” have given Australians good reason to believe, locally at least, that the worst of the Global Financial Crisis is behind us.

Although more resilient through the difficult 2008/2009 period than other first world economies such as the USA and most countries in Europe, Australia felt the shock waves. In September 2009, the Australian Bureau of Statistics (ABS) recorded the highest rate of unemployment – at more than 6% – for seven years.

In the recruitment sector, this was reflected in a candidate-rich market where there were fewer roles and an increased number of job-seekers vying for positions. Since 2009, the unemployment rate has slowly decreased. At the beginning of this year, economists were declaring that the job market was in full recovery mode with a 19% rise in advertised jobs from January to February alone. This represented the biggest increase in the number of advertised roles in one month since 1999.

Soon after, the same economists became bullish and predicted that by the end of 2010, the unemployment rate would drop to 4.75%. The most recent ABS figures have recorded Australia’s unemployment rate not far from this, remaining steady in May 2011 at 4.9% – a very positive status.

But what does this all mean? There are two key indicators used to measure the status of the employment market: the unemployment rate (as measured by the ABS) and the number of jobs advertised. According to the ANZ Job Advertisement Series, job ads across Australia are up 9.8% higher than the same time last year, however growth has slowed slightly over the last few months indicating some potential warnings that the pace of improvement in the Australian labour market may be slowing. There are strongly conflicting views about the future course of the Australian economy at the present time, mainly centred on different assessments of the impact of the continuing resources boom. For example, in its Statement on Monetary Policy released on 6 May the Reserve Bank envisaged growth of over 4% in 2011 and 2011-12, while many industry spokesmen and market participants are less optimistic. The data from the ABS Labour Force Survey has been volatile in

recent months, with a jump in employment in March 2011 partly offset by a significant fall in April. Overall employment growth, on a seasonally adjusted basis, has been slightly subdued so far in 2011, after very strong growth in 2010 and Q1 2011.

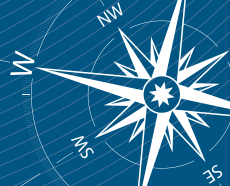
Recent data released by online job advertisers Seek.com claims that candidate demand has increased 40% year on year. Some of this can be attributed to the strong demand for jobs in mining areas such as Western Australia, Queensland and South Australia where unemployment rates have dropped as low as 2.99% and other states including New South Wales seem to be following suit. The number of new job advertisements on Seek is 21.6% higher than a year ago. Overall, this is extremely positive and the flow-on effects from strong labour force figures are being reflected in other key economic indicators such as interest rates and the value of the Australian dollar.

Forecasts from Westpac economists say the “job rich” economy is likely to continue well in to 2011 with a predicted drop in the unemployment rate to 4.8%. The Treasury department is predicting a drop to 4.35%.

At West Recruitment, we have seen a significant increase in demand for Commercial Managers and Business Analysts across a range of industries, however we particularly note demand for these roles within the Construction, Engineering, Pharmaceutical and Mining sectors. We are also busy placing permanent and contract-based candidates in a number of key positions to lead and support large organisational change as well as smaller, tactical projects. Similarly, demand for recently qualified (CA or CPA) candidates is extremely fierce with talent at this level coming on and off the market quickly.

The second half of the year is always a good time to review current workforce requirements and begin planning for the next financial year ahead. West Recruitment is happy to assist both clients and candidates with strategic planning and creating a road map for 2011 and beyond.

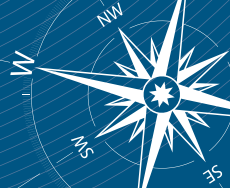
We are very excited about the coming months. We look forward to continuing to provide all our clients and candidates with the highest levels of customer care and service.



The Sydney Market

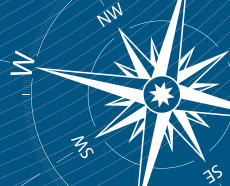
Sydney and Surrounding Areas						
Job Title	Company Size	Years of Experience				
		0-2 years	3-5 Years	6-9 Years	10 – 15 years	> 15 Years
Senior Accountant / Chief Accountant	S/M	-	85,000-110,000	110,000-120,000	120,000-140,000	120,000-140,000
	L	-	-	150,000-140,000	140,000-180,000	140,000-180,000
Accounts Payable Clerk	S/M	40,000-45,000	45,000-50,000	50,000-55,000	55,000-60,000	60,000-65,000
	L	40,000-45,000	45,000-50,000	50,000-55,000	55,000-60,000	60,000-65,000
Accounts Payable Manager	S/M	-	55,000-60,000	60,000-65,000	65,000-70,000	70,000-75,000
	L	-	55,000-60,000	60,000-80,000	70,000-90,000	85,000-120,000
Accounts Receivable Clerk	S/M	40,000-45,000	45,000-50,000	50,000-55,000	55,000-65,000	60,000-65,000
	L	40,000-45,000	45,000-50,000	50,000-55,000	55,000-65,000	60,000-65,000
Accounts Receivable Manager	S/M	-	55,000-60,000	60,000-65,000	65,000-70,000	70,000-75,000
	L	-	55,000-65,000	60,000-80,000	70,000-90,000	85,000-120,000
Assistant Account	S/M	42,000-48,000	48,000-55,000	55,000-65,000	55,000-65,000	55,000-65,000
	L	45,000-50,000	50,000-60,000	60,000-70,000	60,000-70,000	60,000-70,000
Business Advisory Services	S/M	40,000-50,000	50,000-75,000	75,000-110,000	110,000-180,000	180,000+
	L	40,000-50,000	50,000-75,000	75,000-110,000	120,000-180,000	180,000+
Business Analyst	S/M	-	65,000-85,000	80,000-100,000	100,000-110,000	110,000-120,000
	L	60,000-70,000	70,000-90,000	90,000-110,000	100,000-130,000	130,000+

Please Note: 1. Figures have been created from our database of over 10,000 accounting candidates. These salary ranges can only be approximate guides, as there are often specific circumstances relating to individual companies. 2. Salaries indicated are based on an annual basic salary, excluding bonus/incentive schemes/stock options. 3. S/M (Small to medium) companies are defined as those having a turnover of less than \$100 million. 4. Please call us for any additional information.



CFO/Finance Director	S/M	-	-	130,000-180,000	180,000-230,000	230,000+
	L	-	-	160,000-220,000	220,000+	220,000-500,000+
Commercial Manager	S/M	-	80,000-100,000	100,000-130,000	130,000-160,000	160,000+
	L	-	80,000-110,000	110,000-150,000	150,000-200,000	200,000+
Compliance Office	S/M	-	70,000-90,000	90,000-130,000	130,000-160,000	160,000+
	L	50,000-70,000	70,000-90,000	90,000-130,000	130,000-160,000	160,000+
Credit Controller	S/M	40,000-45,000	45,000-50,000	50,000-55,000	55,000-65,000	55,000-65,000
	L	40,000-48,000	50,000-60,000	55,000-65,000	55,000-70,000	55,000-70,000
Credit Manager	S/M	60,000-70,000	70,000-85,000	85,000-95,000	85,000-110,000	95,000-110,000
	L	-	75,000-90,000	90,000-120,000	100,000-150,000	140,000+
External Auditor	S/M	40,000-50,000	50,000-75,000	75,000-110,000	110,000-180,000	180,000+
	L	40,000-50,000	50,000-75,000	75,000-110,000	110,000-180,000	180,000+
Finance Manager	S/M	-	-	90,000-125,000	120,000-140,000	140,000+
	L	-	-	110,000-140,000	130,000-160,000	160,000+
Financial Accountant	S/M	65,000-75,000	70,000-90,000	90,000-120,000	110,000+	110,000+
	L	65,000-75,000	70,000-90,000	90,000-120,000	110,000+	110,000+
Financial Analyst	S/M	-	65,000-85,000	80,000-100,000	100,000-110,000	110,000-120,000
	L	-	70,000-90,000	90,000-110,000	100,000-130,000	130,000+
Financial Controller	S/M	-	-	95,000-130,000	130,000-160,000	140,000-160,000+
	L	-	-	120,000-150,000	150,000-200,000	170,000-220,000+

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Financial Planning & Analyst Director	S/M	-	-	130,000-160,000	140,000-160,000	160,000-200,000
	L			150,000-200,000	170,000-220,000	220,000+
Financial Planning & Analyst Manager	S/M			95,000-130,000	130,000-130,000	140,000-160,000+
	L			120,000-150,000	150,000-200,000	170,000-220,000+
Internal Auditor	S/M	50,000-65,000	65,000-85,000	85,000-120,000	120,000-160,000	160,000-185,000+
	L	50,000-65,000	65,000-85,000	85,000-120,000	120,000-160,000	160,000-185,000+
Management Accountant	S/M	-	65,000-85,000	80,000-100,000	100,000-110,000	110,000-120,000
	L	-	70,000-90,000	90,000-110,000	100,000-130,000	130,000+
Payroll Clerk	S/M	45,000-50,000	50,000-60,000	60,000-65,000	65,000-75,000	65,000-75,000
	L	50,000-55,000	55,000-65,000	65,000-70,000	70,000-80,000	70,000-80,000
Payroll Manager	S/M	-	55,000-70,000	70,000-90,000	90,000-120,000	90,000-120,000
	L	-	65,000-80,000	80,000-110,000	110,000-160,000	110,000-160,000
Tax Manager	S/M	-	-	90,000-125,000	120,000-140,000	140,000+
	L	-	-	110,000-140,000	130,000-160,000	160,000+
Treasurer	S/M	-	60,000-90,000	80,000-100,000	100,000-130,000	130,000-200,000+
	L	45,000-65,000	65,000-95,000	85,000-110,000	110,000-160,000	160,000-220,000+

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