

2022
**Salary
Guide**

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About Staffmax

Staffmax is a provider of high-quality temporary staffing, full service permanent recruiting, executive search, healthcare staffing, Employer of Record (EOR) services, and HR consulting. Staffmax is headquartered in Winnipeg and has offices across Canada, USA, and Australia. We are also opening offices in Europe as of 2022.

So, what makes us so successful? Using advanced recruitment technologies, custom Apps, AI and a team of dedicated specialized recruiters, Staffmax is able to quickly find talent to fill roles on our client's timelines. Our mission is simple. We find people jobs and we help clients find employees. At Staffmax, we're changing lives every day...contact us today to change yours!

All salaries are based on a combination of client input and reported prevailing averages of each market listed.

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Salary Guide

Canada

- Office & Administration
- Accounting & Finance
- Information Technology
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- Industrial

Salary Guide - Canada Overall - 2022

Office & Administration	Junior	Intermediate	Senior
Customer Service Representative	30 000	30 000	40 000
Data Entry Clerk	30 000	30 000	40 000
Receptionist	35 000	35 000	45 000
Medical Receptionist	35 000	35 000	45 000
Medical Administrative Assistant	40 000	40 000	50 000
Administrative Assistant	40 000	40 000	60 000
Marketing Assistant	40 000	40 000	60 000
Legal Assistant	40 000	40 000	60 000
Personal Lines Broker	35 000	35 000	65 000
HR Assistant	40 000	40 000	60 000
Talent Acquisition Specialist	45 000	45 000	65 000
Office Manager	50 000	50 000	70 000
Executive Assistant	50 000	50 000	70 000
HR Coordinator	45 000	45 000	65 000
HR Manager	65 000	65 000	85 000

Accounting & Finance	Junior	Intermediate	Senior
Accounts Payable Clerk	40 000	45 000	50 000
Accounts Receivable Clerk	40 000	45 000	50 000
Accounting Clerk	35 000	45 000	55 000
Loan Administrator	50 000	55 000	65 000
Credit/Collections Clerk	40 000	50 000	60 000
Credit/Collections Analyst	45 000	55 000	65 000
Bookkeeper	45 000	50 000	60 000
Property Accountant	55 000	60 000	70 000
Accountant	55 000	70 000	90 000
Payroll Coordinator/Administrator	50 000	60 000	70 000
Payroll Manager	70 000	80 000	90 000
General Accountant - Manager	75 000	85 000	100 000
Financial Analyst	50 000	65 000	80 000
Assistant Controller	70 000	85 000	100 000
Controller	95 000	120 000	150 000

Salary Guide - Canada Overall - 2022

Information Technology	Junior	Intermediate	Senior
Help Desk Technician	50 000	60 000	70 000
Desktop Support Analyst	55 000	65 000	75 000
Systems Administrator	70 000	80 000	100 000
Systems Engineer	90 000	100 000	120 000
Systems Security Administrator	90 000	105 000	130 000
Network Security Administrator	85 000	100 000	125 000
QA/Testing Manager	80 000	95 000	115 000
Database Administrator	65 000	85 000	115 000
Database Developer	95 000	105 000	135 000
Web Administrator	65 000	80 000	90 000
Web Developer	70 000	80 000	90 000
Software Developer	70 000	90 000	100 000
Software Engineer	80 000	100 000	110 000
Mobile Applications Developer	70 000	85 000	100 000
Project Manager	95 000	120 000	135 000

Skilled Trades	Junior	Intermediate	Senior
CNC Machinist	50 000	60 000	70 000
Electrician	55 000	65 000	80 000
Automotive Mechanic	40 000	50 000	75 000
Heavy Equipment Mechanic	55 000	65 000	80 000
Heavy Equipment Operator	40 000	60 000	80 000
Welder	50 000	55 000	65 000
Carpenter	35 000	55 000	80 000
Millwright	60 000	70 000	75 000
Plumber	40 000	65 000	85 000
Maintenance Worker	40 000	45 000	50 000
Tool & Die Maker	50 000	60 000	70 000
HVAC Technician	40 000	70 000	100 000
Quality Control Technician	45 000	50 000	55 000
Logistics Manager	135 000	150 000	175 000
Production Manager	150 000	175 000	200 000

Salary Guide - Canada Overall - 2022

Industrial	Junior	Intermediate	Senior
General Labourer - Light	30 000	35 000	40 000
General Labourer - Heavy	30 000	35 000	40 000
Shipper/Receiver	35 000	40 000	45 000
Material Handler	35 000	40 000	45 000
Forklift Operator	40 000	45 000	50 000
Machine Operator	35 000	40 000	45 000
Assembler/Fabricator	30 000	35 000	40 000
Warehouse Labourer	30 000	35 000	40 000
Delivery Driver	40 000	45 000	50 000
Picker/Packer	30 000	35 000	40 000
Inventory Control Clerk	40 000	45 000	50 000

Salary Guide - Vancouver - 2022

Office & Administration	Junior	Intermediate	Senior
Customer Service Representative	31 000	36 000	41 000
Data Entry Clerk	31 000	36 000	41 000
Receptionist	36 000	41 000	46 000
Medical Receptionist	36 000	41 000	46 000
Medical Administrative Assistant	41 000	46 000	52 000
Administrative Assistant	41 000	52 000	62 000
Marketing Assistant	41 000	52 000	62 000
Legal Assistant	41 000	52 000	62 000
Personal Lines Broker	36 000	52 000	67 000
HR Assistant	41 000	52 000	62 000
Talent Acquisition Specialist	46 000	57 000	67 000
Office Manager	52 000	62 000	72 000
Executive Assistant	52 000	62 000	72 000
HR Coordinator	46 000	57 000	67 000
HR Manager	67 000	77 000	88 000

Accounting & Finance	Junior	Intermediate	Senior
Accounts Payable Clerk	41 000	46 000	52 000
Accounts Receivable Clerk	41 000	46 000	52 000
Accounting Clerk	36 000	46 000	57 000
Loan Administrator	52 000	57 000	67 000
Credit/Collections Clerk	41 000	52 000	62 000
Credit/Collections Analyst	46 000	57 000	67 000
Bookkeeper	46 000	52 000	62 000
Property Accountant	57 000	62 000	72 000
Accountant	57 000	72 000	93 000
Payroll Coordinator/Administrator	52 000	62 000	72 000
Payroll Manager	72 000	82 000	93 000
General Accountant - Manager	77 000	88 000	103 000
Financial Analyst	52 000	67 000	82 000
Assistant Controller	72 000	88 000	103 000
Controller	98 000	124 000	155 000

Salary Guide - Vancouver - 2022

Information Technology	Junior	Intermediate	Senior
Help Desk Technician	52 000	62 000	72 000
Desktop Support Analyst	57 000	67 000	77 000
Systems Administrator	72 000	82 000	103 000
Systems Engineer	93 000	103 000	124 000
Systems Security Administrator	93 000	108 000	134 000
Network Security Administrator	88 000	103 000	129 000
QA/Testing Manager	82 000	98 000	118 000
Database Administrator	67 000	88 000	118 000
Database Developer	98 000	108 000	139 000
Web Administrator	67 000	82 000	93 000
Web Developer	72 000	82 000	93 000
Software Developer	72 000	93 000	103 000
Software Engineer	82 000	103 000	113 000
Mobile Applications Developer	72 000	88 000	103 000
Project Manager	98 000	124 000	139 000

Skilled Trades	Junior	Intermediate	Senior
CNC Machinist	52 000	62 000	72 000
Electrician	57 000	67 000	82 000
Automotive Mechanic	41 000	52 000	77 000
Heavy Equipment Mechanic	57 000	67 000	82 000
Heavy Equipment Operator	41 000	62 000	82 000
Welder	52 000	57 000	67 000
Carpenter	36 000	57 000	82 000
Millwright	62 000	72 000	77 000
Plumber	41 000	67 000	88 000
Maintenance Worker	41 000	46 000	52 000
Tool & Die Maker	52 000	62 000	72 000
HVAC Technician	41 000	72 000	103 000
Quality Control Technician	46 000	52 000	57 000
Logistics Manager	139 000	155 000	180 000
Production Manager	155 000	180 000	206 000

Salary Guide - Vancouver - 2022

Industrial (rates per hour)	Junior	Intermediate	Senior
General Labourer - Light	31 000	36 000	41 000
General Labourer - Heavy	31 000	36 000	41 000
Shipper/Receiver	36 000	41 000	46 000
Material Handler	36 000	41 000	46 000
Forklift Operator	41 000	46 000	52 000
Machine Operator	36 000	41 000	46 000
Assembler/Fabricator	31 000	36 000	41 000
Warehouse Labourer	31 000	36 000	41 000
Delivery Driver	41 000	46 000	52 000
Picker/Packer	31 000	36 000	41 000
Inventory Control Clerk	41 000	46 000	52 000

Salary Guide - Calgary - 2022

Office & Administration	Junior	Intermediate	Senior
Customer Service Representative	31 000	36 000	41 000
Data Entry Clerk	31 000	36 000	41 000
Receptionist	36 000	41 000	46 000
Medical Receptionist	36 000	41 000	46 000
Medical Administrative Assistant	41 000	46 000	52 000
Administrative Assistant	41 000	52 000	62 000
Marketing Assistant	41 000	52 000	62 000
Legal Assistant	41 000	52 000	62 000
Personal Lines Broker	36 000	52 000	67 000
HR Assistant	41 000	52 000	62 000
Talent Acquisition Specialist	46 000	57 000	67 000
Office Manager	52 000	62 000	72 000
Executive Assistant	52 000	62 000	72 000
HR Coordinator	46 000	57 000	67 000
HR Manager	67 000	77 000	88 000

Accounting & Finance	Junior	Intermediate	Senior
Accounts Payable Clerk	41 000	46 000	52 000
Accounts Receivable Clerk	41 000	46 000	52 000
Accounting Clerk	36 000	46 000	57 000
Loan Administrator	52 000	57 000	67 000
Credit/Collections Clerk	41 000	52 000	62 000
Credit/Collections Analyst	46 000	57 000	67 000
Bookkeeper	46 000	52 000	62 000
Property Accountant	57 000	62 000	72 000
Accountant	57 000	72 000	93 000
Payroll Coordinator/Administrator	52 000	62 000	72 000
Payroll Manager	72 000	83 000	93 000
General Accountant - Manager	77 000	88 000	103 000
Financial Analyst	52 000	67 000	83 000
Assistant Controller	72 000	88 000	103 000
Controller	98 000	124 000	155 000

Salary Guide - Calgary - 2022

Information Technology	Junior	Intermediate	Senior
Help Desk Technician	52 000	62 000	72 000
Desktop Support Analyst	57 000	67 000	77 000
Systems Administrator	72 000	83 000	103 000
Systems Engineer	93 000	103 000	124 000
Systems Security Administrator	93 000	108 000	134 000
Network Security Administrator	88 000	103 000	129 000
QA/Testing Manager	83 000	98 000	119 000
Database Administrator	67 000	88 000	119 000
Database Developer	98 000	108 000	139 000
Web Administrator	67 000	83 000	93 000
Web Developer	72 000	83 000	93 000
Software Developer	72 000	93 000	103 000
Software Engineer	83 000	103 000	114 000
Mobile Applications Developer	72 000	88 000	103 000
Project Manager	98 000	124 000	139 000

Skilled Trades	Junior	Intermediate	Senior
CNC Machinist	52 000	62 000	72 000
Electrician	57 000	67 000	83 000
Automotive Mechanic	41 000	52 000	77 000
Heavy Equipment Mechanic	57 000	67 000	83 000
Heavy Equipment Operator	41 000	62 000	83 000
Welder	52 000	57 000	67 000
Carpenter	36 000	57 000	83 000
Millwright	62 000	72 000	77 000
Plumber	41 000	67 000	88 000
Maintenance Worker	41 000	46 000	52 000
Tool & Die Maker	52 000	62 000	72 000
HVAC Technician	41 000	72 000	103 000
Quality Control Technician	46 000	52 000	57 000
Logistics Manager	139 000	155 000	181 000
Production Manager	155 000	181 000	206 000

Salary Guide - Calgary - 2022

Industrial	Junior	Intermediate	Senior
General Labourer - Light	31 000	36 000	41 000
General Labourer - Heavy	31 000	36 000	41 000
Shipper/Receiver	36 000	41 000	46 000
Material Handler	36 000	41 000	46 000
Forklift Operator	41 000	46 000	52 000
Machine Operator	36 000	41 000	46 000
Assembler/Fabricator	31 000	36 000	41 000
Warehouse Labourer	31 000	36 000	41 000
Delivery Driver	41 000	46 000	52 000
Picker/Packer	31 000	36 000	41 000
Inventory Control Clerk	41 000	46 000	52 000

Salary Guide - Edmonton - 2022

Office & Administration	Junior	Intermediate	Senior
Customer Service Representative	30 000	36 000	41 000
Data Entry Clerk	30 000	36 000	41 000
Receptionist	36 000	41 000	46 000
Medical Receptionist	36 000	41 000	46 000
Medical Administrative Assistant	41 000	46 000	51 000
Administrative Assistant	41 000	51 000	61 000
Marketing Assistant	41 000	51 000	61 000
Legal Assistant	41 000	51 000	61 000
Personal Lines Broker	36 000	51 000	66 000
HR Assistant	41 000	51 000	61 000
Talent Acquisition Specialist	46 000	56 000	66 000
Office Manager	51 000	61 000	71 000
Executive Assistant	51 000	61 000	71 000
HR Coordinator	46 000	56 000	66 000
HR Manager	66 000	76 000	86 000

Accounting & Finance	Junior	Intermediate	Senior
Accounts Payable Clerk	41 000	46 000	51 000
Accounts Receivable Clerk	41 000	46 000	51 000
Accounting Clerk	36 000	46 000	56 000
Loan Administrator	51 000	56 000	66 000
Credit/Collections Clerk	41 000	51 000	61 000
Credit/Collections Analyst	46 000	56 000	66 000
Bookkeeper	46 000	51 000	61 000
Property Accountant	56 000	61 000	71 000
Accountant	56 000	71 000	91 000
Payroll Coordinator/Administrator	51 000	61 000	71 000
Payroll Manager	71 000	81 000	91 000
General Accountant - Manager	76 000	86 000	102 000
Financial Analyst	51 000	66 000	81 000
Assistant Controller	71 000	86 000	102 000
Controller	96 000	122 000	152 000

Salary Guide - Edmonton - 2022

Information Technology	Junior	Intermediate	Senior
Help Desk Technician	51 000	61 000	71 000
Desktop Support Analyst	56 000	66 000	76 000
Systems Administrator	71 000	81 000	102 000
Systems Engineer	91 000	102 000	122 000
Systems Security Administrator	91 000	107 000	132 000
Network Security Administrator	86 000	102 000	127 000
QA/Testing Manager	81 000	96 000	117 000
Database Administrator	66 000	86 000	117 000
Database Developer	96 000	107 000	137 000
Web Administrator	66 000	81 000	91 000
Web Developer	71 000	81 000	91 000
Software Developer	71 000	91 000	102 000
Software Engineer	81 000	102 000	112 000
Mobile Applications Developer	71 000	86 000	102 000
Project Manager	96 000	122 000	137 000

Skilled Trades	Junior	Intermediate	Senior
CNC Machinist	51 000	61 000	71 000
Electrician	56 000	66 000	81 000
Automotive Mechanic	41 000	51 000	76 000
Heavy Equipment Mechanic	56 000	66 000	81 000
Heavy Equipment Operator	41 000	61 000	81 000
Welder	51 000	56 000	66 000
Carpenter	36 000	56 000	81 000
Millwright	61 000	71 000	76 000
Plumber	41 000	66 000	86 000
Maintenance Worker	41 000	46 000	51 000
Tool & Die Maker	51 000	61 000	71 000
HVAC Technician	41 000	71 000	102 000
Quality Control Technician	46 000	51 000	56 000
Logistics Manager	137 000	152 000	178 000
Production Manager	152 000	178 000	203 000

Salary Guide - Edmonton - 2022

Industrial (rates per hour)	Junior	Intermediate	Senior
General Labourer - Light	30 000	36 000	41 000
General Labourer - Heavy	30 000	36 000	41 000
Shipper/Receiver	36 000	41 000	46 000
Material Handler	36 000	41 000	46 000
Forklift Operator	41 000	46 000	51 000
Machine Operator	36 000	41 000	46 000
Assembler/Fabricator	30 000	36 000	41 000
Warehouse Labourer	30 000	36 000	41 000
Delivery Driver	41 000	46 000	51 000
Picker/Packer	30 000	36 000	41 000
Inventory Control Clerk	41 000	46 000	51 000

Salary Guide - Saskatoon - 2022

Office & Administration	Junior	Intermediate	Senior
Customer Service Representative	29 000	34 000	39 000
Data Entry Clerk	29 000	34 000	39 000
Receptionist	34 000	39 000	44 000
Medical Receptionist	34 000	39 000	44 000
Medical Administrative Assistant	39 000	44 000	49 000
Administrative Assistant	39 000	49 000	59 000
Marketing Assistant	39 000	49 000	59 000
Legal Assistant	39 000	49 000	59 000
Personal Lines Broker	34 000	49 000	63 000
HR Assistant	39 000	49 000	59 000
Talent Acquisition Specialist	44 000	54 000	63 000
Office Manager	49 000	59 000	68 000
Executive Assistant	49 000	59 000	68 000
HR Coordinator	44 000	54 000	63 000
HR Manager	63 000	73 000	83 000

Accounting & Finance	Junior	Intermediate	Senior
Accounts Payable Clerk	39 000	44 000	49 000
Accounts Receivable Clerk	39 000	44 000	49 000
Accounting Clerk	34 000	44 000	54 000
Loan Administrator	49 000	54 000	63 000
Credit/Collections Clerk	39 000	49 000	59 000
Credit/Collections Analyst	44 000	54 000	63 000
Bookkeeper	44 000	49 000	59 000
Property Accountant	54 000	59 000	68 000
Accountant	54 000	68 000	88 000
Payroll Coordinator/Administrator	49 000	59 000	68 000
Payroll Manager	68 000	78 000	88 000
General Accountant - Manager	73 000	83 000	98 000
Financial Analyst	49 000	63 000	78 000
Assistant Controller	68 000	83 000	98 000
Controller	93 000	117 000	146 000

Salary Guide - Saskatoon - 2022

Information Technology	Junior	Intermediate	Senior
Help Desk Technician	49 000	59 000	68 000
Desktop Support Analyst	54 000	63 000	73 000
Systems Administrator	68 000	78 000	98 000
Systems Engineer	88 000	98 000	117 000
Systems Security Administrator	88 000	102 000	127 000
Network Security Administrator	83 000	98 000	122 000
QA/Testing Manager	78 000	93 000	112 000
Database Administrator	63 000	83 000	112 000
Database Developer	93 000	102 000	132 000
Web Administrator	63 000	78 000	88 000
Web Developer	68 000	78 000	88 000
Software Developer	68 000	88 000	98 000
Software Engineer	78 000	98 000	107 000
Mobile Applications Developer	68 000	83 000	98 000
Project Manager	93 000	117 000	132 000

Skilled Trades	Junior	Intermediate	Senior
CNC Machinist	49 000	59 000	68 000
Electrician	54 000	63 000	78 000
Automotive Mechanic	39 000	49 000	73 000
Heavy Equipment Mechanic	54 000	63 000	78 000
Heavy Equipment Operator	39 000	59 000	78 000
Welder	49 000	54 000	63 000
Carpenter	34 000	54 000	78 000
Millwright	59 000	68 000	73 000
Plumber	39 000	63 000	83 000
Maintenance Worker	39 000	44 000	49 000
Tool & Die Maker	49 000	59 000	68 000
HVAC Technician	39 000	68 000	98 000
Quality Control Technician	44 000	49 000	54 000
Logistics Manager	132 000	146 000	171 000
Production Manager	146 000	171 000	195 000

Salary Guide - Saskatoon - 2022

Industrial	Junior	Intermediate	Senior
General Labourer - Light	29 000	34 000	39 000
General Labourer - Heavy	29 000	34 000	39 000
Shipper/Receiver	34 000	39 000	44 000
Material Handler	34 000	39 000	44 000
Forklift Operator	39 000	44 000	49 000
Machine Operator	34 000	39 000	44 000
Assembler/Fabricator	29 000	34 000	39 000
Warehouse Labourer	29 000	34 000	39 000
Delivery Driver	39 000	44 000	49 000
Picker/Packer	29 000	34 000	39 000
Inventory Control Clerk	39 000	44 000	49 000

Salary Guide - Regina - 2022

Office & Administration	Junior	Intermediate	Senior
Customer Service Representative	30 000	35 000	40 000
Data Entry Clerk	30 000	35 000	40 000
Receptionist	35 000	40 000	45 000
Medical Receptionist	35 000	40 000	45 000
Medical Administrative Assistant	40 000	45 000	50 000
Administrative Assistant	40 000	50 000	60 000
Marketing Assistant	40 000	50 000	60 000
Legal Assistant	40 000	50 000	60 000
Personal Lines Broker	35 000	50 000	65 000
HR Assistant	40 000	50 000	60 000
Talent Acquisition Specialist	45 000	55 000	65 000
Office Manager	50 000	60 000	70 000
Executive Assistant	50 000	60 000	70 000
HR Coordinator	45 000	55 000	65 000
HR Manager	65 000	75 000	85 000

Accounting & Finance	Junior	Intermediate	Senior
Accounts Payable Clerk	40 000	45 000	50 000
Accounts Receivable Clerk	40 000	45 000	50 000
Accounting Clerk	35 000	45 000	55 000
Loan Administrator	50 000	55 000	65 000
Credit/Collections Clerk	40 000	50 000	60 000
Credit/Collections Analyst	45 000	55 000	65 000
Bookkeeper	45 000	50 000	60 000
Property Accountant	55 000	60 000	70 000
Accountant	55 000	70 000	90 000
Payroll Coordinator/Administrator	50 000	60 000	70 000
Payroll Manager	70 000	80 000	90 000
General Accountant - Manager	75 000	85 000	100 000
Financial Analyst	50 000	65 000	80 000
Assistant Controller	70 000	85 000	100 000
Controller	95 000	120 000	150 000

Salary Guide - Regina - 2022

Information Technology	Junior	Intermediate	Senior
Help Desk Technician	50 000	60 000	70 000
Desktop Support Analyst	55 000	65 000	75 000
Systems Administrator	70 000	80 000	100 000
Systems Engineer	90 000	100 000	120 000
Systems Security Administrator	90 000	105 000	130 000
Network Security Administrator	85 000	100 000	125 000
QA/Testing Manager	80 000	95 000	115 000
Database Administrator	65 000	85 000	115 000
Database Developer	95 000	105 000	135 000
Web Administrator	65 000	80 000	90 000
Web Developer	70 000	80 000	90 000
Software Developer	70 000	90 000	100 000
Software Engineer	80 000	100 000	110 000
Mobile Applications Developer	70 000	85 000	100 000
Project Manager	95 000	120 000	135 000

Skilled Trades	Junior	Intermediate	Senior
CNC Machinist	50 000	60 000	70 000
Electrician	55 000	65 000	80 000
Automotive Mechanic	40 000	50 000	75 000
Heavy Equipment Mechanic	55 000	65 000	80 000
Heavy Equipment Operator	40 000	60 000	80 000
Welder	50 000	55 000	65 000
Carpenter	35 000	55 000	80 000
Millwright	60 000	70 000	75 000
Plumber	40 000	65 000	85 000
Maintenance Worker	40 000	45 000	50 000
Tool & Die Maker	50 000	60 000	70 000
HVAC Technician	40 000	70 000	100 000
Quality Control Technician	45 000	50 000	55 000
Logistics Manager	135 000	150 000	175 000
Production Manager	150 000	175 000	200 000

Salary Guide - Regina - 2022

Industrial	Junior	Intermediate	Senior
General Labourer - Light	30 000	35 000	40 000
General Labourer - Heavy	30 000	35 000	40 000
Shipper/Receiver	35 000	40 000	45 000
Material Handler	35 000	40 000	45 000
Forklift Operator	40 000	45 000	50 000
Machine Operator	35 000	40 000	45 000
Assembler/Fabricator	30 000	35 000	40 000
Warehouse Labourer	30 000	35 000	40 000
Delivery Driver	40 000	45 000	50 000
Picker/Packer	30 000	35 000	40 000
Inventory Control Clerk	40 000	45 000	50 000

Salary Guide - Winnipeg - 2022

Office & Administration	Junior	Intermediate	Senior
Customer Service Representative	29 000	34 000	39 000
Data Entry Clerk	29 000	34 000	39 000
Receptionist	34 000	39 000	44 000
Medical Receptionist	34 000	39 000	44 000
Medical Administrative Assistant	39 000	44 000	49 000
Administrative Assistant	39 000	49 000	59 000
Marketing Assistant	39 000	49 000	59 000
Legal Assistant	39 000	49 000	59 000
Personal Lines Broker	34 146	49 000	63 000
HR Assistant	39 000	49 000	59 000
Talent Acquisition Specialist	44 000	54 000	63 000
Office Manager	49 000	59 000	68 000
Executive Assistant	49 000	59 000	68 000
HR Coordinator	44 000	54 000	63 000
HR Manager	63 000	73 000	83 000

Accounting & Finance	Junior	Intermediate	Senior
Accounts Payable Clerk	39 000	44 000	49 000
Accounts Receivable Clerk	39 000	44 000	49 000
Accounting Clerk	34 000	44 000	54 000
Loan Administrator	49 000	54 000	63 000
Credit/Collections Clerk	39 000	49 000	59 000
Credit/Collections Analyst	44 000	54 000	63 000
Bookkeeper	44 000	49 000	59 000
Property Accountant	54 000	59 000	68 000
Accountant	54 000	68 000	88 000
Payroll Coordinator/Administrator	49 000	59 000	68 000
Payroll Manager	68 000	78 000	88 000
General Accountant - Manager	73 000	83 000	98 000
Financial Analyst	49 000	63 000	78 000
Assistant Controller	68 000	83 000	98 000
Controller	93 000	117 000	146 000

Salary Guide - Winnipeg - 2022

Information Technology	Junior	Intermediate	Senior
Help Desk Technician	49 000	59 000	68 000
Desktop Support Analyst	54 000	63 000	73 000
Systems Administrator	68 000	78 000	98 000
Systems Engineer	88 000	98 000	117 000
Systems Security Administrator	88 000	102 000	127 000
Network Security Administrator	83 000	98 000	122 000
QA/Testing Manager	78 000	93 000	112 000
Database Administrator	63 000	83 000	112 000
Database Developer	93 000	102 000	132 000
Web Administrator	63 000	78 000	88 000
Web Developer	68 000	78 000	88 000
Software Developer	68 000	88 000	98 000
Software Engineer	78 000	98 000	107 000
Mobile Applications Developer	68 000	83 000	98 000
Project Manager	93 000	117 000	132 000

Skilled Trades	Junior	Intermediate	Senior
CNC Machinist	49 000	59 000	68 000
Electrician	54 000	63 000	78 000
Automotive Mechanic	39 000	49 000	73 000
Heavy Equipment Mechanic	54 000	63 000	78 000
Heavy Equipment Operator	39 000	59 000	78 000
Welder	49 000	54 000	63 000
Carpenter	34 000	54 000	78 000
Millwright	59 000	68 000	73 000
Plumber	39 000	63 000	83 000
Maintenance Worker	39 000	44 000	49 000
Tool & Die Maker	49 000	59 000	68 000
HVAC Technician	39 000	68 000	98 000
Quality Control Technician	44 000	49 000	54 000
Logistics Manager	132 000	146 000	171 000
Production Manager	146 000	171 000	195 000

Salary Guide - Winnipeg - 2022

Industrial	Junior	Intermediate	Senior
General Labourer - Light	29 000	34 000	39 000
General Labourer - Heavy	29 000	34 000	39 000
Shipper/Receiver	34 000	39 000	44 000
Material Handler	34 000	39 000	44 000
Forklift Operator	39 000	44 000	49 000
Machine Operator	34 000	39 000	44 000
Assembler/Fabricator	29 000	34 000	39 000
Warehouse Labourer	29 000	34 000	39 000
Delivery Driver	39 000	44 000	49 000
Picker/Packer	29 000	34 000	39 000
Inventory Control Clerk	39 000	44 000	49 000

Salary Guide - Toronto - 2022

Office & Administration	Junior	Intermediate	Senior
Customer Service Representative	31 000	36 000	41 000
Data Entry Clerk	31 000	36 000	41 000
Receptionist	36 000	41 000	46 000
Medical Receptionist	36 000	41 000	46 000
Medical Administrative Assistant	41 000	46 000	52 000
Administrative Assistant	41 000	52 000	62 000
Marketing Assistant	41 000	52 000	62 000
Legal Assistant	41 000	52 000	62 000
Personal Lines Broker	36 000	52 000	67 000
HR Assistant	41 000	52 000	62 000
Talent Acquisition Specialist	46 000	57 000	67 000
Office Manager	52 000	62 000	72 000
Executive Assistant	52 000	62 000	72 000
HR Coordinator	46 000	57 000	67 000
HR Manager	67 000	77 000	88 000

Accounting & Finance	Junior	Intermediate	Senior
Accounts Payable Clerk	41 000	46 000	52 000
Accounts Receivable Clerk	41 000	46 000	52 000
Accounting Clerk	36 000	46 000	57 000
Loan Administrator	52 000	57 000	67 000
Credit/Collections Clerk	41 000	52 000	62 000
Credit/Collections Analyst	46 000	57 000	67 000
Bookkeeper	46 000	52 000	62 000
Property Accountant	57 000	62 000	72 000
Accountant	57 000	72 000	93 000
Payroll Coordinator/Administrator	52 000	62 000	72 000
Payroll Manager	72 000	82 000	93 000
General Accountant - Manager	77 000	88 000	103 000
Financial Analyst	52 000	67 000	82 000
Assistant Controller	72 000	88 000	103 000
Controller	98 000	124 000	155 000

Salary Guide - Toronto - 2022

Information Technology	Junior	Intermediate	Senior
Help Desk Technician	52 000	62 000	72 000
Desktop Support Analyst	57 000	67 000	77 000
Systems Administrator	72 000	82 000	103 000
Systems Engineer	93 000	103 000	124 000
Systems Security Administrator	93 000	108 000	134 000
Network Security Administrator	88 000	103 000	129 000
QA/Testing Manager	82 000	98 000	118 000
Database Administrator	67 000	88 000	118 000
Database Developer	98 000	108 000	139 000
Web Administrator	67 000	82 000	93 000
Web Developer	72 000	82 000	93 000
Software Developer	72 000	93 000	103 000
Software Engineer	82 000	103 000	113 000
Mobile Applications Developer	72 000	88 000	103 000
Project Manager	98 000	124 000	139 000

Skilled Trades	Junior	Intermediate	Senior
CNC Machinist	52 000	62 000	72 000
Electrician	57 000	67 000	82 000
Automotive Mechanic	41 000	52 000	77 000
Heavy Equipment Mechanic	57 000	67 000	82 000
Heavy Equipment Operator	41 000	62 000	82 000
Welder	52 000	57 000	67 000
Carpenter	36 000	57 000	82 000
Millwright	62 000	72 000	77 000
Plumber	41 000	67 000	88 000
Maintenance Worker	41 000	46 000	52 000
Tool & Die Maker	52 000	62 000	72 000
HVAC Technician	41 000	72 000	103 000
Quality Control Technician	46 000	52 000	57 000
Logistics Manager	139 000	155 000	180 000
Production Manager	155 000	180 000	206 000

Salary Guide - Toronto - 2022

Industrial	Junior	Intermediate	Senior
General Labourer - Light	31 000	36 000	41 000
General Labourer - Heavy	31 000	36 000	41 000
Shipper/Receiver	36 000	41 000	46 000
Material Handler	36 000	41 000	46 000
Forklift Operator	41 000	46 000	52 000
Machine Operator	36 000	41 000	46 000
Assembler/Fabricator	31 000	36 000	41 000
Warehouse Labourer	31 000	36 000	41 000
Delivery Driver	41 000	46 000	52 000
Picker/Packer	31 000	36 000	41 000
Inventory Control Clerk	41 000	46 000	52 000

Salary Guide - Ottawa - 2022

Office & Administration	Junior	Intermediate	Senior
Customer Service Representative	30 000	35 000	40 000
Data Entry Clerk	30 000	35 000	40 000
Receptionist	35 000	40 000	45 000
Medical Receptionist	35 000	40 000	45 000
Medical Administrative Assistant	40 000	45 000	50 000
Administrative Assistant	40 000	50 000	60 000
Marketing Assistant	40 000	50 000	60 000
Legal Assistant	40 000	50 000	60 000
Personal Lines Broker	35 000	50 000	65 000
HR Assistant	40 000	50 000	60 000
Talent Acquisition Specialist	45 000	55 000	65 000
Office Manager	50 000	60 000	70 000
Executive Assistant	50 000	60 000	70 000
HR Coordinator	45 000	55 000	65 000
HR Manager	65 000	75 000	85 000

Accounting & Finance	Junior	Intermediate	Senior
Accounts Payable Clerk	40 000	45 000	50 000
Accounts Receivable Clerk	40 000	45 000	50 000
Accounting Clerk	35 000	45 000	55 000
Loan Administrator	50 000	55 000	65 000
Credit/Collections Clerk	40 000	50 000	60 000
Credit/Collections Analyst	45 000	55 000	65 000
Bookkeeper	45 000	50 000	60 000
Property Accountant	55 000	60 000	70 000
Accountant	55 000	70 000	90 000
Payroll Coordinator/Administrator	50 000	60 000	70 000
Payroll Manager	70 000	80 000	90 000
General Accountant - Manager	75 000	85 000	101 000
Financial Analyst	50 000	65 000	80 000
Assistant Controller	70 000	85 000	101 000
Controller	95 000	121 000	151 000

Salary Guide - Ottawa - 2022

Information Technology	Junior	Intermediate	Senior
Help Desk Technician	50 000	60 000	70 000
Desktop Support Analyst	55 000	65 000	75 000
Systems Administrator	70 000	80 000	101 000
Systems Engineer	90 000	101 000	121 000
Systems Security Administrator	90 000	106 000	131 000
Network Security Administrator	85 000	101 000	126 000
QA/Testing Manager	80 000	95 000	116 000
Database Administrator	65 000	85 000	116 000
Database Developer	95 000	106 000	136 000
Web Administrator	65 000	80 000	90 000
Web Developer	70 000	80 000	90 000
Software Developer	70 000	90 000	101 000
Software Engineer	80 000	101 000	111 000
Mobile Applications Developer	70 000	85 000	101 000
Project Manager	95 000	121 000	136 000

Skilled Trades	Junior	Intermediate	Senior
CNC Machinist	60 000	60 000	70 000
Electrician	65 000	65 000	80 000
Automotive Mechanic	50 000	50 000	75 000
Heavy Equipment Mechanic	65 000	65 000	80 000
Heavy Equipment Operator	60 000	60 000	80 000
Welder	55 000	55 000	65 000
Carpenter	55 000	55 000	80 000
Millwright	70 000	70 000	75 000
Plumber	65 000	65 000	85 000
Maintenance Worker	45 000	45 000	50 000
Tool & Die Maker	60 000	60 000	70 000
HVAC Technician	70 000	70 000	101 000
Quality Control Technician	50 000	50 000	55 000
Logistics Manager	151 000	151 000	176 000
Production Manager	176 000	176 000	201 000

Salary Guide - Ottawa - 2022

Industrial	Junior	Intermediate	Senior
General Labourer - Light	30 000	35 000	40 000
General Labourer - Heavy	30 000	35 000	40 000
Shipper/Receiver	35 000	40 000	45 000
Material Handler	35 000	40 000	45 000
Forklift Operator	40 000	45 000	50 000
Machine Operator	35 000	40 000	45 000
Assembler/Fabricator	30 000	35 000	40 000
Warehouse Labourer	30 000	35 000	40 000
Delivery Driver	40 000	45 000	50 000
Picker/Packer	30 000	35 000	40 000
Inventory Control Clerk	40 000	45 000	50 000

Salary Guide - Montreal - 2022

Office & Administration	Junior	Intermediate	Senior
Customer Service Representative	31 000	36 000	41 000
Data Entry Clerk	31 000	36 000	41 000
Receptionist	36 000	41 000	46 000
Medical Receptionist	36 000	41 000	46 000
Medical Administrative Assistant	41 000	46 000	51 000
Administrative Assistant	41 000	51 000	61 000
Marketing Assistant	41 000	51 000	61 000
Legal Assistant	41 000	51 000	61 000
Personal Lines Broker	36 000	51 000	66 000
HR Assistant	41 000	51 000	61 000
Talent Acquisition Specialist	46 000	56 000	66 000
Office Manager	51 000	61 000	71 000
Executive Assistant	51 000	61 000	71 000
HR Coordinator	46 000	56 000	66 000
HR Manager	66 000	77 000	87 000

Accounting & Finance	Junior	Intermediate	Senior
Accounts Payable Clerk	41 000	46 000	51 000
Accounts Receivable Clerk	41 000	46 000	51 000
Accounting Clerk	36 000	46 000	56 000
Loan Administrator	51 000	56 000	66 000
Credit/Collections Clerk	41 000	51 000	61 000
Credit/Collections Analyst	46 000	56 000	66 000
Bookkeeper	46 000	51 000	61 000
Property Accountant	56 000	61 000	71 000
Accountant	56 000	71 000	92 000
Payroll Coordinator/Administrator	51 000	61 000	71 000
Payroll Manager	71 000	82 000	92 000
General Accountant - Manager	77 000	87 000	102 000
Financial Analyst	51 000	66 000	82 000
Assistant Controller	71 000	87 000	102 000
Controller	97 000	122 000	153 000

Salary Guide - Montreal - 2022

Information Technology	Junior	Intermediate	Senior
Help Desk Technician	51 000	61 000	71 000
Desktop Support Analyst	56 000	66 000	77 000
Systems Administrator	71 000	82 000	102 000
Systems Engineer	92 000	102 000	122 000
Systems Security Administrator	92 000	107 000	133 000
Network Security Administrator	87 000	102 000	128 000
QA/Testing Manager	82 000	97 000	117 000
Database Administrator	66 000	87 000	117 000
Database Developer	97 000	107 000	138 000
Web Administrator	66 000	82 000	92 000
Web Developer	71 000	82 000	92 000
Software Developer	71 000	92 000	102 000
Software Engineer	82 000	102 000	112 000
Mobile Applications Developer	71 000	87 000	102 000
Project Manager	97 000	122 000	138 000

Skilled Trades	Junior	Intermediate	Senior
CNC Machinist	51 000	61 000	71 000
Electrician	56 000	66 000	82 000
Automotive Mechanic	41 000	51 000	77 000
Heavy Equipment Mechanic	56 000	66 000	82 000
Heavy Equipment Operator	41 000	61 000	82 000
Welder	51 000	56 000	66 000
Carpenter	36 000	56 000	82 000
Millwright	61 000	71 000	77 000
Plumber	41 000	66 000	87 000
Maintenance Worker	41 000	46 000	51 000
Tool & Die Maker	51 000	61 000	71 000
HVAC Technician	41 000	71 000	102 000
Quality Control Technician	46 000	51 000	56 000
Logistics Manager	138 000	153 000	179 000
Production Manager	153 000	179 000	204 000

Salary Guide - Montreal - 2022

Industrial	Junior	Intermediate	Senior
General Labourer - Light	31 000	36 000	41 000
General Labourer - Heavy	31 000	36 000	41 000
Shipper/Receiver	36 000	41 000	46 000
Material Handler	36 000	41 000	46 000
Forklift Operator	41 000	46 000	51 000
Machine Operator	36 000	41 000	46 000
Assembler/Fabricator	31 000	36 000	41 000
Warehouse Labourer	31 000	36 000	41 000
Delivery Driver	41 000	46 000	51 000
Picker/Packer	31 000	36 000	41 000
Inventory Control Clerk	41 000	46 000	51 000

Salary Guide - Halifax - 2022

Office & Administration	Junior	Intermediate	Senior
Customer Service Representative	29 000	34 000	39 000
Data Entry Clerk	29 000	34 000	39 000
Receptionist	34 000	39 000	44 000
Medical Receptionist	34 000	39 000	44 000
Medical Administrative Assistant	39 000	44 000	49 000
Administrative Assistant	39 000	49 000	58 000
Marketing Assistant	39 000	49 000	58 000
Legal Assistant	39 000	49 000	58 000
Personal Lines Broker	34 000	49 000	63 000
HR Assistant	39 000	49 000	58 000
Talent Acquisition Specialist	44 000	54 000	63 000
Office Manager	49 000	58 000	68 000
Executive Assistant	49 000	58 000	68 000
HR Coordinator	44 000	54 000	63 000
HR Manager	63 000	73 000	83 000

Accounting & Finance	Junior	Intermediate	Senior
Accounts Payable Clerk	39 000	44 000	49 000
Accounts Receivable Clerk	39 000	44 000	49 000
Accounting Clerk	34 000	44 000	54 000
Loan Administrator	49 000	54 000	63 000
Credit/Collections Clerk	39 000	49 000	58 000
Credit/Collections Analyst	44 000	54 000	63 000
Bookkeeper	44 000	49 000	58 000
Property Accountant	54 000	58 000	68 000
Accountant	54 000	68 000	88 000
Payroll Coordinator/Administrator	49 000	58 000	68 000
Payroll Manager	68 000	78 000	88 000
General Accountant - Manager	73 000	83 000	97 000
Financial Analyst	49 000	63 000	78 000
Assistant Controller	68 000	83 000	97 000
Controller	92 000	117 000	146 000

Salary Guide - Halifax - 2022

Information Technology	Junior	Intermediate	Senior
Help Desk Technician	49 000	58 000	68 000
Desktop Support Analyst	54 000	63 000	73 000
Systems Administrator	68 000	78 000	97 000
Systems Engineer	88 000	97 000	117 000
Systems Security Administrator	88 000	102 000	127 000
Network Security Administrator	83 000	97 000	122 000
QA/Testing Manager	78 000	92 000	112 000
Database Administrator	63 000	83 000	112 000
Database Developer	92 000	102 000	131 000
Web Administrator	63 000	78 000	88 000
Web Developer	68 000	78 000	88 000
Software Developer	68 000	88 000	97 000
Software Engineer	78 000	97 000	107 000
Mobile Applications Developer	68 000	83 000	97 000
Project Manager	92 000	117 000	131 000

Skilled Trades	Junior	Intermediate	Senior
CNC Machinist	49 000	58 000	68 000
Electrician	54 000	63 000	78 000
Automotive Mechanic	39 000	49 000	73 000
Heavy Equipment Mechanic	54 000	63 000	78 000
Heavy Equipment Operator	39 000	58 000	78 000
Welder	49 000	54 000	63 000
Carpenter	34 000	54 000	78 000
Millwright	58 000	68 000	73 000
Plumber	39 000	63 000	83 000
Maintenance Worker	39 000	44 000	49 000
Tool & Die Maker	49 000	58 000	68 000
HVAC Technician	39 000	68 000	97 000
Quality Control Technician	44 000	49 000	54 000
Logistics Manager	131 000	146 000	170 000
Production Manager	146 000	170 000	195 000

Salary Guide - Halifax - 2022

Industrial (rates per hour)	Junior	Intermediate	Senior
General Labourer - Light	29 000	34 000	39 000
General Labourer - Heavy	29 000	34 000	39 000
Shipper/Receiver	34 000	39 000	44 000
Material Handler	34 000	39 000	44 000
Forklift Operator	39 000	44 000	49 000
Machine Operator	34 000	39 000	44 000
Assembler/Fabricator	29 000	34 000	39 000
Warehouse Labourer	29 000	34 000	39 000
Delivery Driver	39 000	44 000	49 000
Picker/Packer	29 000	34 000	39 000
Inventory Control Clerk	39 000	44 000	49 000



Salary Guide

USA

- **Office & Administration**
- **Accounting & Finance**
- **Information Technology**
- **Manufacturing & Production**
- **Healthcare**
 - Nursing
 - Technicians & Other Support
 - Specialists

Salary Guide - USA Overall - 2022

Office & Administration	Junior	Intermediate	Senior
Customer Service Representative	\$28 000	\$34 000	\$38 000
Data Entry Operator	\$32 000	\$37 000	\$42 000
Receptionist	\$32 000	\$36 000	\$42 000
Medical Receptionist	\$30 000	\$36 000	\$42 000
Medical Records Clerk	\$33 000	\$39 000	\$46 000
Marketing Assistant	\$36 000	\$42 000	\$48 000
HR Assistant	\$37 000	\$45 000	\$49 000
HR Coordinator	\$40 000	\$47 000	\$52 000
Administrative Assistant	\$39 000	\$46 000	\$52 000
Office Manager	\$56 000	\$62 000	\$71 000
Talent Acquisition Specialist	\$55 000	\$65 000	\$75 000
Executive Assistant	\$58 000	\$70 000	\$81 000
HR Manager	\$90 000	\$115 000	\$130 000

Accounting & Finance	Junior	Intermediate	Senior
Credit/Collections Clerk	\$35 000	\$43 000	\$49 000
Accounting Clerk	\$37 000	\$44 000	\$50 000
Bookkeeper	\$37 000	\$44 000	\$51 000
Credit/Collections Manager	\$37 000	\$45 000	\$51 000
Accounts Payable Clerk	\$37 000	\$45 000	\$52 000
Accounts Receivable Clerk	\$37 000	\$46 000	\$53 000
Payroll Coordinator/Clerk	\$42 000	\$49 000	\$56 000
Payroll Supervisor	\$56 000	\$67 000	\$80 000
Junior Accountant	\$65 000	\$75 000	\$85 000
Senior Accountant	\$70 000	\$80 000	\$90 000
Financial Analyst	\$75 000	\$85 000	\$95 000
Assistant Controller	\$100 000	\$120 000	\$140 000
Controller	\$150 000	\$200 000	\$250 000

Salary Guide - USA Overall - 2022

Information Technology	Junior	Intermediate	Senior
Project Manager	\$62 000	\$85 000	\$108 000
Help Desk Technician	\$52 000	\$81 000	\$114 000
Data Analyst	\$94 000	\$121 000	\$145 000
Database Administrator	\$100 000	\$130 000	\$145 000
Network Security Engineer	\$100 000	\$130 000	\$150 000
Software Developer	\$109 000	\$130 000	\$156 000
Performance Enginner (QA)	\$107 000	\$132 000	\$157 000
Mobile Applications Developer	\$106 000	\$138 000	\$160 000
Database Developer	\$110 000	\$133 000	\$160 000
Technical Writer	\$92 000	\$121 000	\$162 000
Cloud Developer	\$110 000	\$135 000	\$167 000
Cybersecurity Enginner	\$113 000	\$131 000	\$168 000
Web Developer	\$100 000	\$135 000	\$170 000
Certified Ethical Hacker	\$141 000	\$151 000	\$172 000

Manufacturing & Production	Junior	Intermediate	Senior
Picker/Packer	\$29 000	\$33 000	\$37 000
Production Laborer	\$28 000	\$35 000	\$42 000
Warehouse Laborer	\$31 000	\$37 000	\$42 000
Assembler/Fabricator	\$31 000	\$37 000	\$43 000
Material Handler	\$32 000	\$39 000	\$44 000
Forklift Operator	\$33 000	\$39 000	\$45 000
Inventory Control Clerk	\$35 000	\$41 000	\$47 000
Machine Operator	\$35 000	\$43 000	\$50 000
Driver	\$38 000	\$44 000	\$51 000
Shipper/Receiver	\$38 000	\$45 000	\$52 000
Warehouse Manager	\$69 000	\$79 000	\$92 000

Salary Guide - Anaheim - 2022

Office & Administration	Junior	Intermediate	Senior
Customer Service Representative	37 000	45 000	50 000
Data Entry Operator	42 000	49 000	55 000
Receptionist	42 000	48 000	55 000
Medical Receptionist	40 000	48 000	55 000
Medical Records Clerk	44 000	51 000	61 000
Marketing Assistant	48 000	55 000	63 000
HR Assistant	49 000	59 000	65 000
HR Coordinator	53 000	62 000	69 000
Administrative Assistant	51 000	61 000	69 000
Office Manager	74 000	82 000	94 000
Talent Acquisition Specialist	73 000	86 000	99 000
Executive Assistant	77 000	92 000	107 000
HR Manager	119 000	152 000	172 000

Accounting & Finance	Junior	Intermediate	Senior
Credit/Collections Clerk	46 000	57 000	65 000
Accounting Clerk	49 000	58 000	66 000
Bookkeeper	49 000	58 000	67 000
Credit/Collections Manager	49 000	59 000	67 000
Accounts Payable Clerk	49 000	59 000	69 000
Accounts Receivable Clerk	49 000	61 000	70 000
Payroll Coordinator/Clerk	55 000	65 000	74 000
Payroll Supervisor	74 000	88 000	106 000
Junior Accountant	86 000	99 000	112 000
Senior Accountant	92 000	106 000	119 000
Financial Analyst	99 000	112 000	125 000
Assistant Controller	132 000	158 000	185 000
Controller	198 000	264 000	330 000

Salary Guide - USA Overall - 2022

Information Technology	Junior	Intermediate	Senior
Project Manager	82 000	112 000	143 000
Help Desk Technician	69 000	107 000	150 000
Data Analyst	124 000	160 000	191 000
Database Administrator	132 000	172 000	191 000
Network Security Engineer	132 000	172 000	198 000
Software Developer	144 000	172 000	206 000
Performance Enginner (QA)	141 000	174 000	207 000
Mobile Applications Developer	140 000	182 000	211 000
Database Developer	145 000	176 000	211 000
Technical Writer	121 000	160 000	214 000
Cloud Developer	145 000	178 000	220 000
Cybersecurity Enginner	149 000	173 000	222 000
Web Developer	132 000	178 000	224 000
Certified Ethical Hacker	186 000	199 000	227 000

Manufacturing & Production	Junior	Intermediate	Senior
Picker/Packer	38 000	44 000	49 000
Production Laborer	37 000	46 000	55 000
Warehouse Laborer	41 000	49 000	55 000
Assembler/Fabricator	41 000	49 000	57 000
Material Handler	42 000	51 000	58 000
Forklift Operator	44 000	51 000	59 000
Inventory Control Clerk	46 000	54 000	62 000
Machine Operator	46 000	57 000	66 000
Driver	50 000	58 000	67 000
Shipper/Receiver	50 000	59 000	69 000
Warehouse Manager	91 000	104 000	121 000

Salary Guide - Las Vegas - 2022

Office & Administration	Junior	Intermediate	Senior
Customer Service Representative	26 000	31 000	35 000
Data Entry Operator	29 000	34 000	39 000
Receptionist	29 000	33 000	39 000
Medical Receptionist	28 000	33 000	39 000
Medical Records Clerk	30 000	36 000	42 000
Marketing Assistant	33 000	39 000	44 000
HR Assistant	34 000	41 000	45 000
HR Coordinator	37 000	43 000	48 000
Administrative Assistant	36 000	42 000	48 000
Office Manager	51 000	57 000	65 000
Talent Acquisition Specialist	50 000	60 000	69 000
Executive Assistant	53 000	64 000	74 000
HR Manager	83 000	106 000	119 000

Accounting & Finance	Junior	Intermediate	Senior
Credit/Collections Clerk	30 000	37 000	42 000
Accounting Clerk	32 000	38 000	43 000
Bookkeeper	32 000	38 000	44 000
Credit/Collections Manager	32 000	38 000	44 000
Accounts Payable Clerk	32 000	38 000	44 000
Accounts Receivable Clerk	32 000	39 000	45 000
Payroll Coordinator/Clerk	36 000	42 000	48 000
Payroll Supervisor	48 000	57 000	68 000
Junior Accountant	56 000	64 000	73 000
Senior Accountant	60 000	68 000	77 000
Financial Analyst	64 000	73 000	81 000
Assistant Controller	85 000	103 000	120 000
Controller	128 000	171 000	214 000

Salary Guide - Las Vegas - 2022

Information Technology	Junior	Intermediate	Senior
Project Manager	53 000	73 000	92 000
Help Desk Technician	44 000	69 000	97 000
Data Analyst	80 000	103 000	124 000
Database Administrator	85 000	111 000	124 000
Network Security Engineer	85 000	111 000	128 000
Software Developer	93 000	111 000	133 000
Performance Enginner (QA)	91 000	113 000	134 000
Mobile Applications Developer	91 000	118 000	137 000
Database Developer	94 000	114 000	137 000
Technical Writer	79 000	103 000	138 000
Cloud Developer	94 000	115 000	143 000
Cybersecurity Enginner	97 000	112 000	144 000
Web Developer	85 000	115 000	145 000
Certified Ethical Hacker	121 000	129 000	147 000

Manufacturing & Production	Junior	Intermediate	Senior
Picker/Packer	30 000	34 000	38 000
Production Laborer	29 000	36 000	43 000
Warehouse Laborer	32 000	38 000	43 000
Assembler/Fabricator	32 000	38 000	44 000
Material Handler	33 000	40 000	45 000
Forklift Operator	34 000	40 000	46 000
Inventory Control Clerk	36 000	42 000	48 000
Machine Operator	36 000	44 000	52 000
Driver	39 000	45 000	53 000
Shipper/Receiver	39 000	46 000	54 000
Warehouse Manager	71 000	81 000	95 000

Salary Guide - Healthcare - 2022

	North-East			Mid-Atlantic			South		
Nursing	Junior	Intermediate	Senior	Junior	Intermediate	Senior	Junior	Intermediate	Senior
Nurse Anesthetist	124 000	185 000	340 000	121 000	181 000	332 000	115 000	171 000	315 000
Nurse - Case Manager	76 000	80 000	88 000	68 000	72 000	79 000	61 000	65 000	70 000
Nurse - LPN/LVN	49 000	52 000	55 000	46 000	48 000	50 000	41 000	43 000	45 000
Nurse - Occupational Health	68 000	71 000	77 000	61 000	64 000	70 000	54 000	57 000	62 000
Nurse - RN	72 000	78 000	83 000	65 000	70 000	75 000	58 000	62 000	67 000
Nurse Educator	80 000	84 000	92 000	72 000	75 000	82 000	64 000	67 000	73 000
Nurse Practitioner	107 000	110 000	115 000	98 000	101 000	105 000	92 000	95 000	99 000
Psychiatric Nurse	114 000	119 000	123 000	105 000	109 000	113 000	99 000	103 000	107 000

	Mid-West			West		
Nursing	Junior	Intermediate	Senior	Junior	Intermediate	Senior
Nurse Anesthetist	128 000	190 000	350 000	133 000	200 000	365 000
Nurse - Case Manager	63 000	66 000	73 000	82 000	86 000	95 000
Nurse - LPN/LVN	43 000	45 000	47 000	51 000	53 000	57 000
Nurse - Occupational Health	57 000	60 000	65 000	74 000	77 000	84 000
Nurse - RN	60 000	64 000	69 000	78 000	84 000	89 000
Nurse Educator	66 000	69 000	75 000	86 000	90 000	98 000
Nurse Practitioner	95 000	97 000	101 000	109 000	112 000	117 000
Psychiatric Nurse	101 000	105 000	109 000	116 000	120 000	125 000

Salary Guide - Healthcare - 2022

	North-East			Mid-Atlantic			South		
Technicians & Other Support	Junior	Intermediate	Senior	Junior	Intermediate	Senior	Junior	Intermediate	Senior
CAT Scan Technician	61 000	69 000	71 000	54 000	61 000	64 000	49 000	56 000	59 000
EKG Technician	38 000	44 000	48 000	32 000	38 000	41 000	27 000	32 000	34 000
Laboratory Assistant/Technician	28 000	35 000	42 000	27 000	33 000	40 000	24 000	29 000	35 000
Medical Assistant	31 000	34 000	38 000	28 000	32 000	35 000	27 000	30 000	33 000
Medical Laboratory Technician	48 000	58 000	65 000	43 000	51 000	58 000	39 000	47 000	53 000
MRI Technician	62 000	69 000	77 000	56 000	62 000	68 000	51 000	56 000	62 000
Nuclear Medicine Technician	74 000	83 000	89 000	68 000	76 000	81 000	61 000	69 000	74 000
Ophthalmic Technician	35 000	40 000	44 000	34 000	39 000	42 000	31 000	35 000	39 000
Orthopedic Technician	42 000	44 000	50 000	41 000	44 000	49 000	37 000	39 000	44 000
Pharmacy Technician	27 000	30 000	32 000	23 000	27 000	30 000	25 000	28 000	31 000
Phlebotomist	34 000	37 000	40 000	32 000	36 000	38 000	27 000	30 000	32 000
Registered Vascular Technician	68 000	75 000	78 000	58 000	64 000	67 000	48 000	54 000	57 000
Sonographer	68 000	77 000	82 000	62 000	70 000	74 000	58 000	66 000	69 000
Ultrasound Technician	63 000	68 000	79 000	58 000	62 000	72 000	54 000	58 000	67 000

	Mid-West			West		
Technicians & Other Support	Junior	Intermediate	Senior	Junior	Intermediate	Senior
CAT Scan Technician	51 000	58 000	60 000	63 000	71 000	74 000
EKG Technician	31 000	36 000	39 000	35 000	41 000	45 000
Laboratory Assistant/Technician	25 000	31 000	37 000	27 000	34 000	40 000
Medical Assistant	28 000	32 000	35 000	30 000	33 000	37 000
Medical Laboratory Technician	41 000	49 000	55 000	44 000	53 000	59 000
MRI Technician	51 000	57 000	63 000	64 000	71 000	78 000
Nuclear Medicine Technician	64 000	72 000	77 000	85 000	96 000	102 000
Ophthalmic Technician	32 000	37 000	40 000	33 000	38 000	42 000
Orthopedic Technician	36 000	38 000	43 000	39 000	42 000	47 000
Pharmacy Technician	25 000	29 000	32 000	30 000	35 000	37 000
Phlebotomist	29 000	33 000	35 000	34 000	38 000	41 000
Registered Vascular Technician	55 000	62 000	65 000	63 000	70 000	73 000
Sonographer	61 000	69 000	73 000	75 000	84 000	89 000
Ultrasound Technician	57 000	61 000	71 000	69 000	75 000	87 000

Salary Guide - Healthcare - 2022

	North-East			Mid-Atlantic			South		
Specialists	Junior	Intermediate	Senior	Junior	Intermediate	Senior	Junior	Intermediate	Senior
Behavioral Health Specialist	42 000	46 000	48 000	43 000	46 000	49 000	41 000	44 000	46 000
Chemist	54 000	68 000	83 000	57 000	72 000	88 000	46 000	58 000	71 000
Clinical Laboratory Scientist	62 000	75 000	88 000	73 000	88 000	102 000	51 000	61 000	72 000
Clinical Trials Specialist	91 000	113 000	124 000	107 000	132 000	145 000	75 000	92 000	101 000
Medical Technologist	60 000	68 000	75 000	53 000	60 000	66 000	49 000	55 000	61 000
Occupational Therapist	80 000	84 000	86 000	82 000	86 000	88 000	80 000	85 000	87 000
Pharmacist	111 000	116 000	123 000	110 000	115 000	122 000	111 000	117 000	124 000
Physical Therapist	84 000	86 000	88 000	87 000	89 000	91 000	85 000	87 000	89 000
Physician Assistant	107 000	112 000	114 000	86 000	100 000	102 000	95 000	98 000	100 000
Social Worker	43 000	51 000	57 000	38 000	45 000	50 000	35 000	41 000	45 000
Speech Therapist	78 000	80 000	84 000	77 000	79 000	83 000	70 000	72 000	75 000

	Mid-West			West		
Specialists	Junior	Intermediate	Senior	Junior	Intermediate	Senior
Behavioral Health Specialist	41 000	44 000	47 000	43 000	46 000	49 000
Chemist	46 000	57 000	70 000	51 000	64 000	78 000
Clinical Laboratory Scientist	50 000	60 000	70 000	65 000	78 000	91 000
Clinical Trials Specialist	72 000	90 000	99 000	94 000	116 000	128 000
Medical Technologist	51 000	57 000	63 000	55 000	62 000	68 000
Occupational Therapist	74 000	77 000	79 000	85 000	89 000	92 000
Pharmacist	111 000	117 000	124 000	122 000	127 000	135 000
Physical Therapist	83 000	85 000	87 000	88 000	90 000	92 000
Physician Assistant	99 000	103 000	105 000	107 000	111 000	114 000
Social Worker	37 000	44 000	49 000	42 000	50 000	55 000
Speech Therapist	71 000	73 000	76 000	81 000	83 000	88 000



Salary Guide

Australia

- Office & Administration
- Accounting & Finance
- Information Technology
- Logistics

Salary Guide - Sydney - 2022

Office & Administration	Junior	Intermediate	Senior
Data Entry Officer	43 000	46 000	48 000
Receptionist	52 000	57 000	65 000
Customer Service Representative	50 000	55 000	66 000
Administrative Assistant	48 000	56 000	66 000
HR Administrator	60 000	65 000	70 000
Marketing Coordinator	61 000	66 000	71 000
Legal Secretary	66 000	71 000	77 000
Recruitment Coordinator	66 000	72 000	77 000
HR Coordinator	65 000	70 000	80 000
Office Manager	72 000	83 000	100 000
Executive Assistant	90 000	110 000	120 000
HR Manager	134 000	155 000	185 000

Accounting & Finance	Junior	Intermediate	Senior
Accounts Payable Officer	61 000	66 000	71 000
Accounts Receivable Officer	61 000	66 000	71 000
Credit Controller	62 000	66 000	71 000
Assistant Accountant	62 000	67 000	75 000
Payroll Officer	71 000	77 000	82 000
Accountant	75 000	80 000	90 000
Bookkeeper	77 000	82 000	92 000
Credit Manager	87 000	92 000	97 000
Financial Analyst	95 000	115 000	125 000
Payroll Manager	100 000	120 000	130 000
Finance Manager	130 000	150 000	180 000
Finance Controller	155 000	175 000	205 000

Salary Guide - Sydney - 2022

Information Technology	Junior	Intermediate	Senior
IT Help Desk Support	62 000	67 000	75 000
Test Analyst	80 000	85 000	95 000
Systems Analyst	90 000	110 000	115 000
Systems Administrator	80 000	105 000	125 000
Network Administrator	85 000	110 000	130 000
Data Analyst	85 000	115 000	130 000
Developer/Engineer	90 000	120 000	150 000
Full Stack Developer	115 000	130 000	150 000
CRM Developer	120 000	140 000	150 000
Cyber Security Analyst	110 000	130 000	160 000
Project Manager	130 000	150 000	170 000

Logistics & Manufacturing	Junior	Intermediate	Senior
Storeperson	45 000	50 000	55 000
Production/Process Worker	45 000	50 000	55 000
Warehouse Coordinator	56 000	66 000	72 000
Stock Controller	70 000	75 000	80 000
Warehouse Supervisor	70 000	80 000	90 000
Machinist	70 000	80 000	90 000
QA Coordinator	65 000	80 000	90 000
Food Technologist	72 000	82 000	92 000
Warehouse Manager	80 000	100 000	130 000
NPD Manager (Food)	105 000	125 000	135 000
Operations Manager	125 000	145 000	155 000

Salary Guide - Melbourne - 2022

Office & Administration	Junior	Intermediate	Senior
Data Entry Officer	43 000	47 000	50 000
Receptionist	47 000	52 000	57 000
Administrative Assistant	45 000	48 000	57 000
Customer Service Representative	46 000	56 000	61 000
Legal Secretary	52 000	57 000	66 000
HR Administrator	56 000	61 000	66 000
Marketing Coordinator	57 000	67 000	72 000
Recruitment Coordinator	62 000	71 000	77 000
HR Coordinator	62 000	67 000	77 000
Office Manager	62 000	72 000	82 000
Executive Assistant	78 000	85 000	100 000
HR Manager	125 000	135 000	155 000

Accounting & Finance	Junior	Intermediate	Senior
Payroll Officer	51 000	61 000	71 000
Accounts Payable Officer	66 000	71 000	80 000
Accounts Receivable Officer	66 000	71 000	80 000
Credit Controller	66 000	76 000	82 000
Assistant Accountant	65 000	72 000	85 000
Bookkeeper	65 000	75 000	85 000
Accountant	70 000	80 000	90 000
Credit Manager	87 000	92 000	97 000
Financial Analyst	90 000	105 000	120 000
Payroll Manager	110 000	140 000	160 000
Finance Manager	120 000	150 000	170 000
Finance Controller	130 000	155 000	175 000

Salary Guide - Melbourne - 2022

Information Technology	Junior	Intermediate	Senior
IT Help Desk Support	62 000	67 000	75 000
Test Analyst	80 000	85 000	95 000
Systems Analyst	90 000	110 000	115 000
Data Analyst	80 000	115 000	125 000
Systems Administrator	80 000	105 000	125 000
Network Administrator	85 000	110 000	130 000
Full Stack Developer	110 000	125 000	140 000
Developer/Engineer	90 000	120 000	150 000
CRM Developer	120 000	140 000	150 000
Cyber Security Analyst	110 000	130 000	160 000
Project Manager	120 000	145 000	160 000

Logistics & Manufacturing	Junior	Intermediate	Senior
Storeperson	40 000	45 000	50 000
Production/Process Worker	42 000	46 000	52 000
Machinist	52 000	56 000	62 000
Warehouse Coordinator	51 000	61 000	71 000
Stock Controller	51 000	61 000	71 000
QA Coordinator	52 000	62 000	72 000
Warehouse Supervisor	60 000	70 000	85 000
Food Technologist	65 000	85 000	95 000
Warehouse Manager	85 000	95 000	115 000
NPD Manager (Food)	90 000	120 000	135 000
Operations Manager	105 000	125 000	145 000

Salary Guide - Brisbane - 2022

Office & Administration	Junior	Intermediate	Senior
Data Entry Officer	43 000	48 000	54 000
Receptionist	46 000	52 000	56 000
Administrative Assistant	45 000	50 000	60 000
Customer Service Representative	45 000	56 000	61 000
Legal Secretary	55 000	60 000	65 000
HR Administrator	50 000	60 000	70 000
HR Coordinator	56 000	62 000	70 000
Marketing Coordinator	57 000	67 000	77 000
Recruitment Coordinator	60 000	70 000	80 000
Office Manager	60 000	70 000	80 000
Executive Assistant	75 000	80 000	90 000
HR Manager	125 000	135 000	150 000

Accounting & Finance	Junior	Intermediate	Senior
Credit Controller	60 000	65 000	70 000
Accounts Payable Officer	65 000	70 000	75 000
Accounts Receivable Officer	65 000	70 000	75 000
Assistant Accountant	60 000	70 000	75 000
Payroll Officer	60 000	70 000	75 000
Accountant	62 000	72 000	78 000
Bookkeeper	65 000	70 000	80 000
Credit Manager	80 000	85 000	90 000
Financial Analyst	95 000	110 000	130 000
Payroll Manager	100 000	125 000	150 000
Finance Manager	120 000	130 000	150 000
Finance Controller	125 000	160 000	180 000

Salary Guide - Brisbane - 2022

Information Technology	Junior	Intermediate	Senior
IT Help Desk Support	57 000	65 000	73 000
Test Analyst	75 000	80 000	95 000
Systems Analyst	80 000	95 000	115 000
Systems Administrator	80 000	100 000	120 000
Data Analyst	80 000	100 000	120 000
Network Administrator	85 000	110 000	130 000
Developer/Engineer	80 000	100 000	130 000
Full Stack Developer	100 000	115 000	130 000
Cyber Security Analyst	90 000	110 000	140 000
CRM Developer	120 000	130 000	140 000
Project Manager	110 000	125 000	145 000

Logistics & Manufacturing	Junior	Intermediate	Senior
Production/Process Worker	40 000	43 000	46 000
Storeperson	40 000	45 000	50 000
Machinist	45 000	50 000	55 000
Warehouse Coordinator	46 000	51 000	61 000
Stock Controller	50 000	60 000	75 000
QA Coordinator	57 000	67 000	77 000
Warehouse Supervisor	60 000	70 000	80 000
Food Technologist	70 000	75 000	80 000
Warehouse Manager	70 000	85 000	100 000
Operations Manager	85 000	100 000	115 000
NPD Manager (Food)	95 000	125 000	135 000

Salary Guide - Perth - 2022

Office & Administration	Junior	Intermediate	Senior
Data Entry Officer	45 000	51 000	56 000
Receptionist	47 000	52 000	57 000
Customer Service Representative	50 000	55 000	60 000
Administrative Assistant	45 000	56 000	62 000
HR Administrator	56 000	61 000	66 000
Marketing Coordinator	52 000	65 000	72 000
Legal Secretary	62 000	67 000	77 000
Recruitment Coordinator	72 000	77 000	82 000
Office Manager	65 000	73 000	82 000
HR Coordinator	75 000	80 000	85 000
Executive Assistant	80 000	90 000	102 000
HR Manager	140 000	165 000	185 000

Accounting & Finance	Junior	Intermediate	Senior
Credit Controller	56 000	61 000	66 000
Payroll Officer	61 000	66 000	71 000
Accounts Payable Officer	56 000	62 000	72 000
Accounts Receivable Officer	56 000	62 000	72 000
Assistant Accountant	62 000	72 000	77 000
Credit Manager	72 000	77 000	82 000
Bookkeeper	75 000	80 000	85 000
Accountant	78 000	85 000	92 000
Financial Analyst	100 000	115 000	125 000
Payroll Manager	105 000	130 000	150 000
Finance Controller	130 000	145 000	155 000
Finance Manager	110 000	140 000	170 000

Salary Guide - Perth - 2022

Information Technology	Junior	Intermediate	Senior
IT Help Desk Support	55 000	65 000	75 000
Test Analyst	80 000	85 000	95 000
Systems Analyst	80 000	90 000	110 000
Systems Administrator	80 000	100 000	120 000
Data Analyst	90 000	105 000	120 000
Network Administrator	85 000	105 000	125 000
Developer/Engineer	80 000	100 000	130 000
Full Stack Developer	110 000	120 000	130 000
Cyber Security Analyst	95 000	110 000	135 000
CRM Developer	120 000	130 000	140 000
Project Manager	115 000	125 000	145 000

Logistics & Manufacturing	Junior	Intermediate	Senior
Production/Process Worker	46 000	51 000	56 000
QA Coordinator	57 000	67 000	77 000
Warehouse Coordinator	62 000	72 000	90 000
Machinist	70 000	80 000	90 000
Storeperson	55 000	70 000	100 000
Stock Controller	60 000	80 000	100 000
Warehouse Supervisor	75 000	90 000	100 000
Food Technologist	80 000	90 000	100 000
NPD Manager (Food)	85 000	95 000	115 000
Warehouse Manager	80 000	100 000	120 000
Operations Manager	90 000	105 000	125 000



Salary Guide

New Zealand

- Office & Administration
- Accounting & Finance
- Information Technology
- Logistics

Salary Guide - Auckland - 2022

Office & Administration	Junior	Intermediate	Senior
Data Entry Officer	42 000	45 000	48 000
Customer Service Representative	45 000	50 000	55 000
Receptionist	49 000	54 000	57 000
Administrative Assistant	42 000	49 000	59 000
HR Administrator	46 000	55 000	61 000
Marketing Coordinator	47 000	56 000	62 000
Legal Secretary	56 000	62 000	67 000
Recruitment Coordinator	55 000	65 000	70 000
HR Coordinator	52 000	62 000	72 000
Office Manager	61 000	66 000	76 000
Executive Assistant	75 000	85 000	100 000
HR Manager	110 000	135 000	155 000

Accounting & Finance	Junior	Intermediate	Senior
Credit Controller	55 000	57 000	61 000
Payroll Officer	56 000	61 000	66 000
Accounts Payable Officer	56 000	61 000	68 000
Accounts Receivable Officer	56 000	61 000	68 000
Assistant Accountant	57 000	65 000	70 000
Bookkeeper	62 000	65 000	70 000
Credit Manager	66 000	77 000	82 000
Accountant	71 000	82 000	87 000
Financial Analyst	85 000	105 000	115 000
Finance Manager	105 000	125 000	145 000
Payroll Manager	115 000	135 000	155 000
Finance Controller	135 000	155 000	185 000

Salary Guide - Auckland - 2022

Information Technology	Junior	Intermediate	Senior
IT Help Desk Support	55 000	65 000	70 000
Systems Administrator	80 000	90 000	100 000
Network Administrator	80 000	90 000	100 000
Data Analyst	80 000	90 000	100 000
Test Analyst	80 000	90 000	100 000
Systems Analyst	80 000	95 000	105 000
Cyber Security Analyst	100 000	110 000	120 000
Developer/Engineer	90 000	120 000	140 000
Full Stack Developer	110 000	125 000	140 000
CRM Developer	120 000	130 000	140 000
Project Manager	100 000	120 000	140 000

Logistics & Manufacturing	Junior	Intermediate	Senior
Storeperson	50 000	55 000	60 000
Stock Controller	55 000	60 000	65 000
Warehouse Coordinator	55 000	60 000	70 000
Warehouse Supervisor	60 000	70 000	80 000
Driver	55 000	70 000	80 000
Warehouse Manager	75 000	85 000	95 000
Distribution Centre Manager	80 000	100 000	130 000
Operations Manager	80 000	120 000	140 000

Salary Guide - Wellington - 2022

Office & Administration	Junior	Intermediate	Senior
Data Entry Officer	43 000	46 000	49 000
Receptionist	45 000	48 000	52 000
Customer Service Representative	45 000	50 000	55 000
Administrative Assistant	43 000	49 000	59 000
HR Administrator	46 000	55 000	61 000
Marketing Coordinator	47 000	56 000	62 000
Legal Secretary	50 000	65 000	70 000
Recruitment Coordinator	55 000	65 000	70 000
HR Coordinator	52 000	62 000	72 000
Office Manager	65 000	78 000	85 000
Executive Assistant	75 000	85 000	100 000
HR Manager	110 000	135 000	155 000

Accounting & Finance	Junior	Intermediate	Senior
Credit Controller	51 000	57 000	62 000
Accounts Payable Officer	56 000	61 000	66 000
Accounts Receivable Officer	56 000	61 000	66 000
Payroll Officer	56 000	61 000	66 000
Assistant Accountant	55 000	65 000	70 000
Bookkeeper	62 000	65 000	70 000
Credit Manager	66 000	77 000	82 000
Accountant	62 000	72 000	82 000
Financial Analyst	85 000	100 000	115 000
Payroll Manager	105 000	130 000	150 000
Finance Manager	115 000	130 000	155 000
Finance Controller	125 000	145 000	165 000

Salary Guide - Wellington - 2022

Information Technology	Junior	Intermediate	Senior
IT Help Desk Support	55 000	65 000	70 000
Systems Administrator	80 000	90 000	100 000
Network Administrator	80 000	90 000	100 000
Systems Analyst	80 000	95 000	105 000
Test Analyst	85 000	90 000	105 000
Data Analyst	90 000	100 000	110 000
Cyber Security Analyst	100 000	110 000	120 000
Full Stack Developer	110 000	120 000	130 000
Project Manager	100 000	120 000	130 000
Developer/Engineer	95 000	120 000	140 000
CRM Developer	120 000	130 000	140 000

Logistics & Manufacturing	Junior	Intermediate	Senior
Storeperson	50 000	55 000	60 000
Stock Controller	55 000	60 000	65 000
Warehouse Coordinator	55 000	60 000	70 000
Warehouse Supervisor	60 000	70 000	80 000
Driver	55 000	70 000	80 000
Warehouse Manager	75 000	85 000	95 000
Distribution Centre Manager	80 000	100 000	130 000
Operations Manager	80 000	120 000	140 000

Salary Guide - Christchurch - 2022

Office & Administration	Junior	Intermediate	Senior
Data Entry Officer	42 000	44 000	46 000
Customer Service Representative	42 000	46 000	51 000
Receptionist	45 000	48 000	51 000
Administrative Assistant	42 000	47 000	54 000
Legal Secretary	52 000	57 000	60 000
HR Administrator	46 000	55 000	61 000
Marketing Coordinator	47 000	56 000	62 000
Office Manager	52 000	62 000	67 000
Recruitment Coordinator	55 000	65 000	70 000
Executive Assistant	62 000	67 000	72 000
HR Coordinator	52 000	62 000	72 000
HR Manager	110 000	135 000	155 000

Accounting & Finance	Junior	Intermediate	Senior
Payroll Officer	51 000	54 000	56 000
Accounts Payable Officer	50 000	55 000	60 000
Accounts Receivable Officer	50 000	55 000	60 000
Credit Controller	51 000	57 000	62 000
Assistant Accountant	55 000	60 000	66 000
Bookkeeper	62 000	65 000	70 000
Credit Manager	65 000	67 000	71 000
Accountant	62 000	72 000	82 000
Payroll Manager	75 000	95 000	115 000
Financial Analyst	85 000	95 000	115 000
Finance Manager	95 000	115 000	135 000
Finance Controller	125 000	155 000	175 000

Salary Guide - Christchurch - 2022

Information Technology	Junior	Intermediate	Senior
IT Help Desk Support	50 000	60 000	65 000
Test Analyst	70 000	80 000	90 000
Systems Administrator	75 000	85 000	100 000
Network Administrator	75 000	85 000	100 000
Data Analyst	80 000	90 000	100 000
Systems Analyst	80 000	95 000	105 000
Cyber Security Analyst	100 000	110 000	120 000
Project Manager	100 000	110 000	120 000
Developer/Engineer	90 000	110 000	130 000
Full Stack Developer	110 000	120 000	130 000
CRM Developer	120 000	130 000	140 000

Logistics & Manufacturing	Junior	Intermediate	Senior
Storeperson	50 000	55 000	60 000
Stock Controller	55 000	60 000	65 000
Warehouse Coordinator	55 000	60 000	70 000
Warehouse Supervisor	60 000	70 000	80 000
Driver	55 000	70 000	80 000
Warehouse Manager	75 000	85 000	95 000
Distribution Centre Manager	80 000	100 000	130 000
Operations Manager	80 000	120 000	140 000



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