



2023

AHA-AA

NATIONAL SALARY SURVEY

Accommodation Hotels, Resorts & Apartments



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This information has been prepared as part of a survey of members of the various state branches of the Accommodation Australia, a division of the Australian Hotels Association (AHA). In providing this information, the AHA makes no suggestion or warranty that any of the rates of pay or salaries contained in this report are compliant with applicable workplace laws.

Recipients of this report should bear in mind that various industrial instruments set minimum requirements and should seek legal advice on their specific circumstances. The AHA accepts no liability and is expressly disclaimed from any damage arising as a result of any person or company acting on the information contained in this report.

Executive Summary

Hotel Rating	Location	Number of Rooms	Number of Responses
5 Star	Non CBD	150 - 299 rooms	6
5 Star	Non CBD	0 - 149 rooms	8
5 Star	CBD	300 rooms plus	23
5 Star	CBD	150 - 299 rooms	18
5 Star	CBD	0 - 149 rooms	14
4 - 4.5 Star	Non CBD	300 rooms plus	6
4 - 4.5 Star	Non CBD	150 - 299 rooms	17
4 - 4.5 Star	Non CBD	0 - 149 rooms	77
4 - 4.5 Star	CBD	300 rooms plus	17
4 - 4.5 Star	CBD	150 - 299 rooms	33
4 - 4.5 Star	CBD	0 - 149 rooms	46
3 - 3.5 Star	Non CBD	0 - 149 rooms, 150 - 299 rooms, 300 rooms plus	22
3 - 3.5 Star	CBD	0 - 149 rooms, 150 - 299 rooms, 300 rooms plus	8
Total Responses Overall (Inclusive of those hotels who answered on behalf of all hotels/apartments in their chain:			295

Explanatory Notes

Invitations have been circulated via email to all accommodation hotel members to take part in the Accommodation Australia National Hotel Industry Salary Survey.

The aim of the 2023 National Hotel Industry Salary Survey is to assist accommodation hotels in benchmarking the salaries being paid to your hotel and hospitality management and senior staff against those of your competitors and market set.

Respondents are required to enter data for staff employed at the property. All non-relevant positions can be ignored within the survey.

Individual results may also be impacted by applicable industrial instruments. These industrial instruments include, most notably, the Hospitality Industry (General) Award 2020 and enterprise agreements. Such enterprise agreements may provide for terms and conditions of employment, including salaries, which are different than those provided for in the Hospitality Award.

Not all employees in a certain position will be covered by the same industrial instrument and this report is not intended to provide any guidance regarding minimum requirements for compliance with any applicable workplace laws.

This final report will provide an accurate picture of movements in salary levels across the industry over the past financial year. The report will give you access to a low and high salary range, an average of salaries nationally, at a state level and by star rating.

The final report and data is only available to hotels that participate in the survey.

DATA INTEGRITY

The quality of the data depends, of course, on the quality of the information entered by respondents. While best efforts have been made to verify data for accuracy and as a safeguard against potential entry errors, it is not possible to guarantee that the data is accurate.

It is also not possible to guarantee that respondents have entered data that demonstrates compliance with relevant workplace laws. Data entered may be incorrect, or not demonstrate compliance with relevant workplace laws due to, amongst other things:

- Employees being incorrectly classified based on their duties and responsibilities;
- Respondents failing to understand the questions or categories in the Survey;
- Employee salaries not having been increased in accordance with Annual Wage Reviews and other award changes;
- Data being incorrectly entered into relevant fields of the Survey.

Results of the Survey may also be impacted by the inclusion of positions that are in fact not salaried positions. Respondents may also have entered information that is indicative of failures to comply with applicable workplace laws.

Results

5 Star - Non CBD - Salaries & Benefits

150 - 299 rooms

Senior Management, Dept Heads & Exec Leadership																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
General Manager	\$202,744	\$205,035	\$235,344	\$170,000	\$300,000	83%	100%	17%	100%	100%	83%	83%	100%	50%	83%	33%	33%	100%	17%
Executive Assistant Manager	\$104,114	\$112,500	\$114,150	\$84,000	\$141,750	67%	67%		83%	67%	67%	67%	83%	33%	67%	33%	33%	83%	17%
Financial Controller	\$126,727	\$132,232	\$148,624	\$135,000	\$170,000	100%	100%		100%	100%	100%	83%	100%	50%	83%	33%	33%	83%	33%
Director of Sales & Marketing	\$134,532	\$124,860	\$124,874	\$96,000	\$147,369	67%	83%		83%	83%	83%	67%	83%	50%	67%	33%	33%	83%	17%
Director of Food & Beverage	N/A	\$108,150	\$117,667	\$103,000	\$135,000	17%	50%		50%	50%	50%	33%	50%	17%	50%	17%	17%	50%	17%
Director of Human Resources / People and Culture	NEW	NEW	\$136,140	\$115,000	\$150,000	50%	67%		67%	67%	67%	67%	67%	33%	67%	33%	33%	67%	17%
Director of Revenue/Yield Controller	NEW	NEW	\$129,667	\$106,000	\$165,000	50%	33%		50%	50%	50%	50%	50%	33%	50%	17%	33%	50%	17%
Executive Secretary	\$62,508	\$58,430	\$82,000	\$80,000	\$84,000	17%			33%		17%	17%	33%		33%		17%	33%	

Food & Beverage																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Food & Beverage Manager	NEW	NEW	\$89,994	\$84,000	\$96,720	83%	50%		83%	33%	67%	83%	83%	33%	50%	33%	33%	83%	17%
Assistant Food & Beverage Manager	N/A	\$77,000	\$78,000	\$71,000	\$85,000	33%	17%		33%	33%	33%	33%	33%	17%	17%	17%	17%	33%	17%
Restaurant Manager	\$67,341	\$77,628	\$81,995	\$80,000	\$85,018	50%	33%		67%	17%	33%	50%	67%		50%	17%	17%	67%	17%
Bar Manager	\$70,340	\$72,970	\$77,289	\$75,000	\$80,000	33%	33%		50%	17%	33%	33%	50%		33%	17%		50%	17%
Banquet/Conference Operations Manager	\$69,643	\$72,438	\$82,960	\$76,800	\$95,000	67%	50%		83%	33%	50%	67%	83%		50%	17%	17%	83%	17%
Banquet/Conference Operations Coordinator	\$61,543	\$63,819	\$72,000	\$72,000	\$72,000	17%	17%		17%	17%	17%	17%	17%		17%	17%		17%	17%
Executive Chef	\$100,947	\$107,105	\$124,521	\$107,500	\$140,000	83%	100%		100%	100%	67%	83%	100%	50%	83%	33%	33%	100%	17%
Sous Chef	\$75,017	\$78,130	\$84,156	\$75,000	\$96,000	83%	33%		83%		33%	67%	100%	17%	67%	17%	33%	100%	17%
Chef de Partie / Restaurant Chef	\$59,946	\$66,321	\$71,159	\$66,422	\$76,128	67%	17%		50%		17%	67%	83%		50%	17%	17%	83%	17%
Demi Chef	NEW	NEW	\$65,802	\$62,046	\$70,000	67%	17%		50%			67%	83%		50%	17%	17%	67%	17%
Commis Chef	NEW	NEW	\$62,644	\$60,201	\$66,000	67%	17%		50%			67%	83%		50%	17%	17%	83%	17%
Pastry Chef	\$68,975	\$82,300	\$94,100	\$88,200	\$100,000	17%			33%		17%	17%	33%	17%	33%		17%	33%	
Sommelier	NEW	NEW	\$80,000	\$80,000	\$80,000	17%			17%			17%	17%		17%		17%	17%	

Sales

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Sales/Marketing Manager	\$87,118	\$101,554	\$89,709	\$71,509	\$120,000	83%	83%		83%	67%	67%	83%	100%		50%	17%	33%	100%	17%
Sales/Marketing Executive	\$67,625	\$65,421	\$74,333	\$66,000	\$85,000	33%	33%		33%		33%	33%	50%		33%	17%		50%	17%
Banquet & MICE Manager	\$72,863	\$76,910	\$84,400	\$80,000	\$90,000	67%	67%		67%	50%	33%	67%	83%	17%	50%	17%	17%	83%	17%
Banquet & MICE Executive	\$55,000	\$67,214	\$69,750	\$67,000	\$72,500	33%	17%		17%			33%	33%		17%		17%	33%	
Public Relations Manager	\$59,699	N/A	\$86,000	\$86,000	\$86,000	17%	17%		17%			17%	17%			17%		17%	

Engineering & Security

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Chief Engineer	\$111,866	\$112,369	\$113,764	\$91,805	\$143,410	80%	80%		100%	100%	80%	80%	100%	60%	60%	20%	40%	100%	
Assistant Engineer	\$75,067	\$68,834	\$90,250	\$81,000	\$99,750	40%	20%		60%	20%	20%	40%	60%		40%		20%	60%	
Security Manager	N/A	N/A	\$81,636	\$81,636	\$81,636	20%	20%		20%	20%		20%	20%		20%	20%		20%	

Finance & IT

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Assistant Financial Controller	\$74,667	\$82,500	\$90,886	\$83,200	\$105,000	67%	33%	17%	67%			67%	67%	17%	17%	17%	33%	67%	
Revenue/Yield Manager	\$86,865	N/A	\$95,000	\$90,000	\$100,000	33%	17%		33%	17%	17%	33%	33%		17%	17%		33%	17%
Accounts Assistant	NEW	NEW	\$69,054	\$58,154	\$82,000	50%	33%		50%	17%	33%	50%	67%		50%	17%	17%	67%	17%
Purchasing Officer	\$69,195	\$68,175	\$65,215	\$58,153	\$72,277	33%	17%		17%			33%	33%					33%	
Payroll Officer	\$51,500	N/A	\$72,474	\$61,000	\$90,000	50%	33%		33%	17%		50%	50%		33%	17%	17%	50%	17%
Purchasing Manager	NEW	NEW	\$77,479	\$75,000	\$80,000	33%	17%		50%		17%	33%	50%		33%		17%	50%	
Information Technology / IT Manager	NEW	NEW	\$102,403	\$92,208	\$115,000	50%	50%		50%	50%	50%	50%	50%	33%	50%	33%	17%	50%	17%

Human Resources

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Human Resources Manager	\$117,643	\$100,705	\$106,717	\$66,648	\$150,000	60%	60%		40%	20%	20%	60%	60%		20%	20%		60%	20%
Human Resources Assistant	\$73,144	\$68,017	\$74,174	\$56,000	\$90,694	80%	40%		80%	20%	20%	80%	80%		20%	20%	40%	80%	20%
Training and Development Manager	\$90,000	\$75,953	\$63,767	\$63,767	\$63,767	20%	20%					20%	20%					20%	

Front Office

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Rooms Division Manager	\$76,750	\$96,500	\$99,167	\$95,000	\$102,500	33%	50%		50%	33%	50%	33%	50%		33%	17%		50%	17%
Front Office Manager	\$72,500	\$75,270	\$82,065	\$75,000	\$90,261	50%	50%		50%	17%	50%	50%	67%	17%	67%	17%	33%	67%	17%
Assistant Front Office Manager	\$62,641	\$68,252	\$76,375	\$74,500	\$79,312	67%	17%		50%	17%		67%	67%		33%		33%	67%	
Reservations Manager	NEW	NEW	\$77,719	\$65,000	\$90,000	83%	50%		83%	17%	50%	83%	83%		67%	17%	33%	100%	17%
Reservations/Front Office Supervisor	\$59,303	\$62,665	\$68,310	\$63,963	\$72,967	50%			50%			50%	33%		33%	17%	17%	50%	17%
Guest Experience Manager	NEW	NEW	\$73,500	\$72,000	\$75,000	17%	17%		33%	17%	17%	17%	33%		33%	17%		33%	17%
Chief Concierge	\$62,210	\$67,614	\$76,140	\$76,140	\$76,140	17%			17%			17%	17%		17%		17%	17%	
Night Manager	NEW	NEW	\$73,393	\$70,000	\$78,750	67%	17%		67%		17%	67%	83%		50%	17%	17%	83%	17%
Night Auditor	\$51,216	\$60,802	\$61,339	\$58,153	\$65,000	50%	17%		50%		17%	50%	67%		50%	17%	17%	67%	17%

Housekeeping

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Executive Housekeeper	\$70,910	\$78,899	\$85,400	\$75,000	\$100,000	80%	80%		100%	60%	40%	80%	100%		40%	20%	20%	100%	20%
Housekeeping Coordinator / Assistant Executive	\$61,281	\$62,993	\$67,801	\$65,000	\$70,404	40%	20%		60%			40%	60%		40%			60%	20%
Laundry Manager	N/A	\$66,853	\$70,000	\$70,000	\$70,000	20%	20%		20%	20%	20%	20%	20%		20%	20%		20%	20%

Spa/Salon

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Spa Manager	NEW	\$79,500	\$87,453	\$80,000	\$95,000	50%	50%		75%	50%	75%	50%	75%		50%	25%		75%	25%
Spa Assistant	NEW	\$70,000	\$80,000	\$80,000	\$80,000	25%			25%			25%	25%					25%	

5 Star - Non CBD - Salaries & Benefits

0 - 149 rooms

Senior Management, Dept Heads & Exec Leadership																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
General Manager	\$178,822	\$168,637	\$161,000	\$115,000	\$240,000	22%	33%	22%	67%	56%	78%	56%	44%		11%		22%	67%	
Executive Assistant Manager	\$106,667	\$108,250	\$95,000	\$90,000	\$100,000	11%	11%		22%		22%	22%	22%		11%			11%	
Financial Controller	\$102,000	\$105,834	\$127,500	\$110,000	\$150,000	22%	22%		44%	22%	22%	44%	44%		11%		11%	11%	
Director of Sales & Marketing	\$120,948	\$122,143	\$119,500	\$88,000	\$150,000	33%	33%		44%	33%	11%	44%	44%		11%		22%	22%	
Director of Food & Beverage	\$106,285	\$118,667	\$121,667	\$95,000	\$150,000	11%	22%		33%	11%	22%	33%	33%				11%	11%	
Director of Human Resources / People and Culture	NEW	NEW	\$107,500	\$90,000	\$125,000	11%			22%		11%	22%	22%		11%		11%	11%	
Director of Revenue/Yield Controller	NEW	NEW	\$110,000	\$100,000	\$120,000	11%			22%		11%	11%	22%		11%		11%	11%	

Food & Beverage																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Food & Beverage Manager	NEW	NEW	\$97,500	\$95,000	\$100,000		20%		20%		40%	20%	20%					20%	
Assistant Food & Beverage Manager	\$64,711	\$73,334	\$75,000	\$75,000	\$75,000													20%	
Restaurant Manager	\$70,238	\$71,707	\$85,000	\$85,000	\$85,000	40%	40%		60%	20%	40%	60%	60%		20%		20%	20%	
Bar Manager	\$61,761	\$75,000	\$80,000	\$75,000	\$85,000	20%	20%		40%	20%		40%	40%		20%		20%	20%	
Banquet/Conference Operations Manager	\$66,428	\$78,750	\$82,500	\$80,000	\$85,000	20%	20%		40%		40%	40%	20%						
Banquet/Conference Operations Coordinator	\$57,066	\$57,667	\$71,000	\$70,000	\$72,000	20%			40%	20%	20%	40%	40%						
Executive Chef	\$118,122	\$115,429	\$125,600	\$110,000	\$150,000	40%	40%		60%	20%	20%	60%	60%		20%		20%	40%	
Sous Chef	\$75,112	\$83,834	\$85,000	\$75,000	\$100,000	40%			60%			60%	60%		20%		20%	40%	
Chef de Partie / Restaurant Chef	\$61,142	\$66,634	\$68,522	\$65,000	\$70,567	40%			20%			60%	60%		20%		20%	20%	
Demi Chef	NEW	NEW	\$68,740	\$68,740	\$68,740				20%			20%	20%						
Commis Chef	NEW	NEW	\$59,832	\$55,000	\$64,664	20%			20%			40%	40%		20%		20%	20%	
Pastry Chef	\$65,730	\$67,000	\$72,000	\$72,000	\$72,000				20%			20%	20%						
Sommelier	NEW	NEW	\$70,567	\$70,567	\$70,567				20%			20%	20%						

Sales																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Sales/Marketing Manager	\$83,434	\$93,572	\$95,000	\$85,000	\$115,000	50%	50%		50%	50%	25%	50%	50%		25%		50%	50%	
Sales/Marketing Executive	\$60,162	\$63,000	\$65,000	\$65,000	\$65,000	25%						25%	25%		25%		25%	25%	
Banquet & MICE Manager	\$69,000	\$70,000	\$75,000	\$75,000	\$75,000		25%		25%		25%	25%	25%						

Engineering & Security																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Chief Engineer	\$78,500	\$82,438	\$86,000	\$80,000	\$90,000	33%			67%			67%	67%		33%		33%	67%	

Finance & IT																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Accounts Assistant	NEW	NEW	\$69,000	\$68,000	\$70,000				33%			67%	67%						
Purchasing Officer	\$59,371	\$75,000	\$70,000	\$70,000	\$70,000	33%			33%			33%	33%		33%			33%	
Payroll Officer	\$95,000	N/A	\$65,000	\$65,000	\$65,000	33%						33%	33%						

Human Resources																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Human Resources Manager	\$88,600	\$92,500	\$80,000	\$80,000	\$80,000													50%	

Front Office																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Rooms Division Manager	\$97,500	\$87,500	\$85,000	\$85,000	\$85,000		25%		25%			25%	25%						
Front Office Manager	\$67,779	\$78,000	\$81,250	\$75,000	\$85,000	25%	25%		75%		50%	50%	50%		25%		50%	75%	25%
Reservations Manager	NEW	NEW	\$70,000	\$65,000	\$75,000	25%			25%			50%	50%		25%		25%	25%	
Reservations/Front Office Supervisor	\$58,535	\$59,050	\$71,870	\$68,740	\$75,000				50%			25%	25%				25%	25%	25%
Guest Experience Manager	NEW	NEW	\$80,000	\$80,000	\$80,000				25%			25%	25%						
Night Manager	NEW	NEW	\$71,899	\$70,000	\$75,000	25%			75%			50%	50%		25%		50%	50%	25%

Housekeeping																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Executive Housekeeper	\$71,708	\$76,845	\$81,000	\$75,000	\$88,000	33%	33%		67%			67%	67%		33%		33%	67%	
Housekeeping Coordinator / Assistant Executive	\$60,077	\$68,000	\$65,000	\$65,000	\$65,000	33%			33%			33%	33%		33%		33%	33%	

Spa/Salon

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Spa Manager	\$68,027	\$78,250	\$77,500	\$75,000	\$80,000		33%		33%			33%	33%					33%	

5 Star - CBD - Salaries & Benefits

300 rooms plus

Senior Management, Dept Heads & Exec Leadership																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
General Manager	\$226,935	\$237,942	\$252,717	\$185,000	\$300,000	52%	86%	43%	86%	81%	86%	67%	81%	67%	81%	19%	48%	81%	14%
Executive Assistant Manager	\$135,686	\$131,334	\$135,364	\$100,000	\$180,000	29%	43%	5%	38%	43%	43%	29%	38%	24%	48%	10%	24%	38%	10%
Financial Controller	\$140,440	\$152,319	\$161,059	\$120,000	\$270,000	57%	90%	5%	95%	90%	95%	76%	86%	62%	90%	19%	57%	86%	19%
Director of Sales & Marketing	\$148,950	\$149,779	\$154,215	\$106,600	\$230,000	57%	81%	5%	76%	81%	81%	67%	76%	57%	81%	24%	43%	76%	19%
Director of Food & Beverage	\$121,764	\$130,134	\$125,141	\$95,000	\$162,000	48%	67%	10%	67%	62%	57%	62%	62%	52%	62%	24%	38%	62%	19%
Director of Human Resources / People and Culture	NEW	NEW	\$142,984	\$108,000	\$171,000	57%	90%	10%	86%	90%	95%	76%	86%	67%	90%	24%	57%	86%	19%
Director of Revenue/Yield Controller	NEW	NEW	\$131,717	\$110,000	\$170,000	29%	48%	10%	52%	52%	52%	52%	52%	43%	52%	14%	33%	48%	10%
Executive Secretary	\$69,958	\$76,424	\$77,400	\$67,000	\$92,000	33%	19%	5%	38%	19%	38%	48%	57%	10%	57%	14%	33%	62%	10%

Food & Beverage																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Food & Beverage Manager	NEW	NEW	\$109,536	\$85,000	\$139,478	36%	32%		44%	20%	20%	36%	48%	4%	44%	24%	32%	48%	
Assistant Food & Beverage Manager	\$73,668	\$82,654	\$92,762	\$72,500	\$114,007	16%	16%		24%	4%	8%	24%	24%	4%	32%	12%	28%	32%	4%
Restaurant Manager	\$76,146	\$76,028	\$84,284	\$70,000	\$110,000	44%	36%		40%	16%	24%	68%	72%	8%	76%	24%	52%	76%	8%
Bar Manager	\$75,688	\$79,719	\$82,688	\$68,000	\$95,000	28%	32%		24%	8%	8%	44%	40%	4%	40%	20%	32%	44%	4%
Banquet/Conference Operations Manager	\$79,260	\$81,286	\$88,260	\$70,697	\$115,766	52%	32%		56%	28%	28%	68%	76%	12%	84%	32%	56%	84%	12%
Banquet/Conference Operations Coordinator	\$62,061	\$67,873	\$72,661	\$57,475	\$98,880	36%	28%		32%	4%	8%	44%	48%		52%	20%	32%	48%	4%
Maitre'D	\$52,333	\$58,492	\$64,000	\$64,000	\$64,000	8%			8%			8%	8%		8%	8%	8%	8%	
Executive Chef	\$125,620	\$131,498	\$138,771	\$80,000	\$192,336	60%	72%		68%	60%	36%	72%	76%	40%	80%	32%	52%	84%	16%
Sous Chef	\$80,826	\$81,716	\$86,782	\$70,697	\$104,000	48%	28%		52%	8%	12%	76%	88%	12%	80%	24%	60%	84%	8%
Chef de Partie / Restaurant Chef	\$62,551	\$67,209	\$72,725	\$60,452	\$105,000	44%	24%		40%		8%	72%	84%	8%	80%	24%	60%	80%	8%
Demi Chef	NEW	NEW	\$66,554	\$54,984	\$70,135	20%	4%		12%			40%	52%		44%		28%	48%	4%
Commis Chef	NEW	NEW	\$61,632	\$51,731	\$66,675	28%	4%		20%			48%	60%		48%	8%	36%	56%	4%
Pastry Chef	\$79,055	\$89,696	\$85,114	\$65,955	\$109,000	32%	16%		28%	4%	8%	48%	56%	8%	48%	16%	36%	56%	
Food Hygiene / Safety Manager	NEW	NEW	\$77,000	\$74,000	\$80,000	8%	4%		12%		8%	20%	20%	4%	20%	12%	12%	20%	
Sommelier	NEW	NEW	\$90,000	\$85,000	\$95,000		4%			4%	4%	8%	8%	4%	8%		4%	8%	4%

Sales

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Sales/Marketing Manager	\$91,880	\$94,308	\$98,741	\$75,000	\$140,000	52%	71%		43%	81%	62%	71%	81%	10%	86%	14%	52%	81%	14%
Sales/Marketing Executive	\$68,744	\$71,419	\$77,446	\$65,000	\$115,000	29%	38%		38%	33%	33%	52%	67%	5%	67%	5%	38%	62%	14%
Banquet & MICE Manager	\$79,741	\$86,625	\$87,911	\$73,500	\$139,000	48%	57%		33%	57%	43%	62%	71%	10%	67%	14%	48%	71%	14%
Banquet & MICE Executive	\$63,184	\$68,772	\$71,892	\$65,000	\$95,000	33%	43%		19%	19%	19%	52%	62%	5%	62%	5%	48%	62%	10%
Public Relations Manager	\$89,858	\$92,000	\$95,438	\$72,500	\$135,000	14%	19%		19%	29%	29%	33%	33%	5%	33%	14%	24%	38%	5%

Engineering & Security

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Chief Engineer	\$115,145	\$125,096	\$124,570	\$90,000	\$179,000	57%	76%		81%	90%	62%	76%	90%	48%	86%	19%	57%	90%	19%
Assistant Engineer	\$75,330	\$82,951	\$87,386	\$74,000	\$105,000	29%	14%		29%	33%	24%	48%	62%	10%	62%	19%	29%	52%	10%
Security Manager	\$88,324	\$86,224	\$89,690	\$65,500	\$135,000	10%	14%		19%	14%	10%	24%	29%	10%	29%	10%	14%	29%	5%

Finance & IT

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Assistant Financial Controller	\$80,895	\$93,039	\$93,734	\$68,000	\$111,000	43%	33%		33%	5%	48%	62%	71%	24%	67%	14%	52%	71%	14%
Revenue/Yield Manager	\$109,794	\$72,750	\$86,482	\$66,409	\$100,000	19%	19%		10%	5%	19%	14%	24%	10%	24%	5%	5%	24%	5%
Accounts Assistant	NEW	NEW	\$72,613	\$60,000	\$85,000	33%	10%		14%		29%	57%	67%		62%	5%	38%	62%	10%
Purchasing Officer	\$67,266	\$60,677	\$65,731	\$56,108	\$74,490	14%		5%	10%		10%	24%	29%		33%	10%	24%	29%	5%
Payroll Officer	\$67,692	\$68,526	\$76,661	\$69,432	\$93,150	14%	10%	5%	10%		10%	24%	24%		29%	5%	19%	29%	
Purchasing Manager	NEW	NEW	\$87,666	\$62,430	\$110,000	52%	29%		48%	33%	33%	67%	76%	19%	81%	19%	43%	76%	14%
Information Technology / IT Manager	NEW	NEW	\$105,894	\$80,000	\$136,363	33%	38%		43%	57%	52%	43%	48%	19%	57%	10%	33%	57%	5%

Human Resources

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Human Resources Manager	\$112,971	\$101,955	\$103,260	\$75,000	\$140,500	43%	43%		43%	48%	57%	48%	62%	24%	62%	14%	43%	67%	19%
Human Resources Assistant	\$73,674	\$64,135	\$73,411	\$62,000	\$85,000	33%	5%		19%		43%	38%	48%		48%	5%	33%	48%	
Training and Development Manager	\$89,400	\$75,115	\$77,375	\$73,000	\$85,000	19%	10%		14%	10%	29%	33%	33%	5%	29%	5%	29%	33%	10%

Front Office

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Rooms Division Manager	\$103,572	\$110,242	\$112,218	\$82,000	\$141,000	41%	55%		59%	36%	36%	55%	59%	36%	55%	23%	45%	59%	14%
Front Office Manager	\$76,663	\$83,286	\$86,476	\$78,000	\$97,761	50%	41%		36%	32%	27%	59%	68%	18%	73%	18%	32%	59%	
Assistant Front Office Manager	\$66,760	\$74,240	\$77,759	\$70,000	\$88,007	27%	27%		36%	18%	14%	55%	59%	5%	68%	23%	32%	55%	5%
Reservations Manager	NEW	NEW	\$78,598	\$70,000	\$92,342	50%	32%		36%	23%	23%	68%	73%	14%	73%	18%	55%	73%	9%
Reservations/Front Office Supervisor	\$61,900	\$62,800	\$69,788	\$54,984	\$76,678	27%	23%		23%		5%	32%	36%		36%	9%	23%	36%	
Guest Experience Manager	NEW	NEW	\$83,955	\$48,494	\$131,313	23%	18%		18%		9%	41%	45%	5%	45%	14%	36%	45%	5%
Chief Concierge	\$70,763	\$75,484	\$78,940	\$72,000	\$93,000	32%	18%		23%	5%	14%	45%	50%	14%	50%	18%	32%	41%	5%
Assistant Concierge	\$58,309	\$65,343	\$67,551	\$65,000	\$72,450	14%	5%		5%			23%	23%		18%	5%	9%	23%	
Night Manager	NEW	NEW	\$73,393	\$68,000	\$79,031	36%	14%		27%	5%	14%	68%	73%	9%	64%	9%	41%	64%	
Night Auditor	\$56,570	\$52,757	\$58,918	\$48,000	\$68,000	18%	5%		9%			32%	36%		36%		23%	36%	

Housekeeping

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Executive Housekeeper	\$90,288	\$93,005	\$95,183	\$75,000	\$114,000	43%	71%		57%	43%	29%	57%	71%	14%	79%	21%	43%	79%	7%
Housekeeping Coordinator / Assistant Executive	\$63,552	\$70,303	\$77,597	\$71,000	\$93,600	36%	36%		36%	14%	14%	64%	64%		71%	14%	36%	71%	7%
Laundry Manager	\$75,684	\$91,501	\$85,661	\$68,723	\$94,461	21%	21%		14%		7%	29%	29%		29%	14%	21%	29%	7%

Spa/Salon

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Spa Manager	\$77,955	\$82,228	\$89,864	\$75,000	\$103,091	67%	83%		83%	33%	50%	100%	100%	50%	100%	50%	83%	100%	17%
Spa Assistant	\$69,946	\$66,705	\$75,788	\$72,000	\$77,682	50%	33%		33%		17%	50%	50%	17%	50%	33%	50%	50%	

5 Star - CBD - Salaries & Benefits

150 - 299 rooms

Senior Management, Dept Heads & Exec Leadership																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
General Manager	\$178,776	\$208,750	\$234,725	\$164,040	\$300,000	50%	89%	33%	78%	89%	83%	72%	89%	78%	83%	39%	67%	78%	17%
Executive Assistant Manager	\$103,344	\$117,750	\$126,857	\$105,000	\$166,000	22%	39%		39%	33%	39%	39%	33%	22%	33%	17%	33%	39%	17%
Financial Controller	\$136,304	\$129,771	\$139,397	\$110,000	\$180,000	56%	89%	6%	78%	94%	89%	72%	94%	67%	94%	33%	67%	83%	28%
Director of Sales & Marketing	\$115,434	\$127,098	\$137,537	\$105,000	\$215,000	61%	94%	6%	83%	94%	89%	72%	94%	67%	89%	44%	67%	83%	22%
Director of Food & Beverage	\$99,123	\$109,051	\$122,517	\$87,000	\$160,000	22%	39%		28%	39%	33%	39%	39%	33%	39%	11%	39%	33%	11%
Director of Human Resources / People and Culture	NEW	NEW	\$123,847	\$95,000	\$152,500	44%	56%		44%	61%	56%	56%	61%	50%	61%	22%	50%	50%	17%
Director of Revenue/Yield Controller	NEW	NEW	\$121,920	\$100,000	\$142,000	22%	17%		17%	22%	22%	17%	28%	11%	28%	6%	17%	17%	6%
Executive Secretary	\$59,501	\$69,578	\$71,827	\$65,000	\$77,000	33%	11%		22%	22%	22%	44%	50%		33%	6%	39%	44%	11%

Food & Beverage																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Food & Beverage Manager	NEW	NEW	\$92,515	\$80,000	\$115,000	39%	33%		39%	22%	33%	50%	61%	11%	56%	11%	39%	50%	11%
Assistant Food & Beverage Manager	\$65,975	\$86,250	\$77,206	\$70,697	\$90,000	17%	17%		6%	6%		11%	22%		17%	11%	11%	17%	
Restaurant Manager	\$67,921	\$81,939	\$84,921	\$70,000	\$115,000	33%	11%		28%	28%	22%	44%	56%	6%	50%	17%	44%	44%	17%
Bar Manager	\$59,576	\$79,026	\$76,825	\$70,697	\$92,000	33%	6%		17%	11%	11%	28%	39%		44%	17%	33%	33%	11%
Banquet/Conference Operations Manager	\$68,458	\$74,120	\$79,208	\$70,000	\$88,000	39%	28%		28%	22%	17%	56%	61%		56%	11%	44%	44%	11%
Banquet/Conference Operations Coordinator	\$60,000	\$55,463	\$65,232	\$55,000	\$70,697	6%	6%		11%		6%	11%	17%		17%	6%	11%	17%	6%
Maitre'D	\$60,000	\$62,488	\$62,801	\$47,582	\$80,000	17%	6%		11%	6%	11%	17%	28%		17%	17%	22%	22%	11%
Executive Chef	\$101,090	\$114,462	\$119,979	\$90,000	\$145,000	50%	67%		89%	61%	61%	67%	89%	50%	94%	28%	67%	78%	22%
Sous Chef	\$74,456	\$76,136	\$83,328	\$72,000	\$100,000	44%	17%		22%	6%	11%	67%	89%	6%	78%	22%	61%	72%	17%
Chef de Partie / Restaurant Chef	\$63,044	\$64,662	\$69,519	\$56,454	\$85,000	33%	11%		17%			56%	61%		44%	17%	39%	50%	6%
Demi Chef	NEW	NEW	\$64,494	\$54,992	\$85,000	22%	11%		17%			39%	50%		39%	17%	39%	44%	6%
Commis Chef	NEW	NEW	\$60,528	\$49,143	\$85,000	17%	6%		17%			33%	44%		28%	17%	39%	33%	6%
Pastry Chef	\$70,161	\$76,131	\$76,627	\$56,454	\$95,000	28%	6%		11%	6%		33%	44%		28%	11%	28%	33%	
Food Hygiene / Safety Manager	NEW	NEW	\$80,300	\$72,400	\$93,500	6%			11%			17%	17%		17%		17%	17%	
Sommelier	NEW	NEW	\$84,575	\$75,000	\$100,000	28%	6%		11%	11%	11%	22%	33%		28%	6%	22%	28%	6%

Sales

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Sales/Marketing Manager	\$80,377	\$90,641	\$86,907	\$75,000	\$110,000	35%	47%		59%	65%	65%	76%	88%		76%	18%	71%	82%	18%
Sales/Marketing Executive	\$65,825	\$69,966	\$71,377	\$60,000	\$90,000	29%	29%		29%	41%	35%	53%	65%		41%	18%	47%	59%	18%
Banquet & MICE Manager	\$73,525	\$75,516	\$80,467	\$71,400	\$88,400	41%	35%		24%	41%	29%	59%	76%		65%	18%	53%	59%	12%
Banquet & MICE Executive	\$60,031	\$61,660	\$67,476	\$60,900	\$80,000	18%	12%		12%	18%	18%	41%	47%		47%		35%	41%	
Public Relations Manager	\$86,750	\$90,142	\$100,317	\$83,000	\$120,000	12%	12%		18%	24%	18%	29%	29%		35%	12%	29%	24%	

Engineering & Security

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Chief Engineer	\$93,441	\$98,475	\$107,393	\$76,320	\$143,410	53%	59%		65%	76%	59%	82%	94%	47%	76%	41%	59%	82%	18%
Assistant Engineer	\$65,988	\$77,599	\$77,192	\$54,340	\$96,000	24%			41%	24%	12%	47%	53%		41%	18%	41%	47%	12%
Security Manager	\$84,800	\$91,589	\$98,333	\$90,000	\$105,000	12%			12%	6%	6%	18%	18%		18%		12%	12%	

Finance & IT

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Assistant Financial Controller	\$76,170	\$81,320	\$86,050	\$70,000	\$98,000	25%	25%		31%	6%	56%	56%	69%	12%	62%	19%	56%	62%	19%
Revenue/Yield Manager	\$86,530	\$118,336	\$88,333	\$75,000	\$100,000	6%	6%		6%	6%	6%	12%	6%		6%	6%	6%	12%	
Accounts Assistant	NEW	NEW	\$66,171	\$43,500	\$75,000	19%	6%		19%		6%	38%	44%		38%	12%	44%	44%	12%
Purchasing Officer	\$61,423	\$59,148	\$63,544	\$50,000	\$82,000	19%			25%	6%	6%	38%	50%		44%	19%	38%	44%	6%
Payroll Officer	\$54,680	\$68,010	\$63,079	\$61,158	\$65,000	6%			6%		6%	12%	12%		12%		12%	12%	
Purchasing Manager	NEW	NEW	\$84,036	\$70,697	\$98,000	38%	12%		38%	19%	19%	44%	56%		50%	19%	44%	44%	19%
Information Technology / IT Manager	NEW	NEW	\$99,203	\$85,000	\$115,000	38%	25%		44%	44%	44%	38%	56%	19%	50%	12%	38%	44%	12%

Human Resources

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Human Resources Manager	\$92,459	\$92,919	\$94,803	\$80,000	\$110,000	29%	35%		35%	35%	41%	35%	53%	24%	53%	29%	41%	47%	12%
Human Resources Assistant	\$59,778	\$62,595	\$67,154	\$58,000	\$90,000	24%			24%	6%	35%	65%	71%		59%	12%	53%	65%	6%
Training and Development Manager	\$66,175	\$80,000	\$78,929	\$66,000	\$83,500	29%	12%		18%	18%	35%	29%	41%		41%	6%	29%	29%	6%

Front Office

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Rooms Division Manager	\$83,815	\$94,872	\$103,016	\$85,000	\$135,000	35%	47%		47%	59%	59%	47%	65%	47%	65%	24%	47%	53%	18%
Front Office Manager	\$74,894	\$78,719	\$81,729	\$70,697	\$92,000	41%	35%		41%	59%	47%	71%	88%	12%	88%	29%	59%	71%	12%
Assistant Front Office Manager	\$66,255	\$69,917	\$74,967	\$70,800	\$80,100	18%	6%		29%	12%	6%	47%	53%		41%	6%	35%	47%	6%
Reservations Manager	NEW	NEW	\$77,163	\$68,000	\$92,000	29%	6%		29%	29%	35%	53%	65%		53%	12%	35%	59%	18%
Reservations/Front Office Supervisor	\$59,216	\$64,218	\$63,807	\$54,992	\$70,697	18%	6%		12%	6%	6%	18%	35%		24%	18%	29%	35%	12%
Guest Experience Manager	NEW	NEW	\$78,862	\$70,696	\$92,000	29%	6%		24%	18%	12%	35%	41%		35%		29%	35%	6%
Chief Concierge	\$64,747	\$73,594	\$76,748	\$64,675	\$85,000	35%	12%		29%	29%	24%	35%	59%	6%	47%	18%	53%	53%	12%
Assistant Concierge	\$56,669	\$62,737	\$70,402	\$64,674	\$75,000	24%	6%		12%	6%	12%	29%	35%		35%	6%	29%	35%	6%
Night Manager	NEW	NEW	\$73,016	\$70,697	\$78,000	47%	24%		65%	24%	18%	76%	94%		76%	24%	65%	82%	18%
Night Auditor	\$57,909	\$55,396	\$65,284	\$49,143	\$73,000	24%			12%		6%	35%	53%		35%	18%	35%	47%	6%

Housekeeping

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Executive Housekeeper	\$76,214	\$85,982	\$89,000	\$75,000	\$110,000	50%	25%		42%	33%	33%	67%	83%	17%	75%	17%	50%	67%	8%
Housekeeping Coordinator / Assistant Executive	\$58,660	\$70,937	\$74,187	\$72,000	\$76,500	8%			8%	8%		33%	33%		33%		25%	33%	
Laundry Manager	N/A	N/A	\$75,349	\$70,697	\$80,000	8%			8%			17%	17%		17%		17%	17%	8%

Spa/Salon

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Spa Manager	\$71,500	\$82,675	\$84,720	\$80,000	\$90,000	33%	11%		22%	22%	22%	56%	56%		44%	11%	44%	44%	11%
Spa Assistant	N/A	\$62,000	\$65,983	\$65,000	\$66,950	22%						33%	33%		22%		22%	22%	

5 Star - CBD - Salaries & Benefits

0 - 149 rooms

Senior Management, Dept Heads & Exec Leadership																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
General Manager	\$171,000	\$163,024	\$169,406	\$84,000	\$295,000	50%	71%		64%	64%	64%	79%	64%	21%	79%	14%	29%	50%	7%
Executive Assistant Manager	\$85,000	\$93,908	\$112,500	\$85,000	\$140,000	14%	14%		21%	7%	21%	14%	21%		21%				7%
Financial Controller	\$116,192	\$116,000	\$133,286	\$110,000	\$155,000	29%	36%		29%	29%	43%	43%	43%	21%	36%	14%	21%	29%	7%
Director of Sales & Marketing	\$126,167	\$125,110	\$140,075	\$90,000	\$200,000	43%	71%		43%	50%	57%	64%	64%	29%	57%	14%	29%	36%	7%
Director of Food & Beverage	\$120,000	\$103,334	\$127,132	\$95,000	\$180,000	36%	36%		36%	36%	50%	50%	57%	14%	36%	14%	21%	29%	7%
Director of Human Resources / People and Culture	NEW	NEW	\$137,857	\$90,000	\$210,000	29%	43%		29%	36%	36%	36%	43%	21%	43%	21%	21%	29%	7%
Director of Revenue/Yield Controller	NEW	NEW	\$150,000	\$120,000	\$180,000	7%	14%		7%	7%	7%	7%	14%	7%	7%	7%	7%	7%	7%
Executive Secretary	\$62,304	\$68,475	\$73,955	\$58,939	\$85,000	21%			7%	14%	14%	21%	21%	7%	21%	7%	14%	21%	7%

Food & Beverage																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Food & Beverage Manager	NEW	NEW	\$95,667	\$83,000	\$114,000	20%	10%		10%	10%	10%	20%	20%		20%			20%	
Assistant Food & Beverage Manager	\$64,794	N/A	\$81,333	\$72,000	\$100,000	10%	10%			10%	10%	20%	30%		10%			10%	
Restaurant Manager	\$73,750	\$73,750	\$82,000	\$75,000	\$93,000	50%	20%	10%	20%	20%	60%	70%	70%		40%	10%	20%	30%	10%
Bar Manager	\$65,113	\$77,000	\$79,000	\$70,000	\$86,000	30%	10%		10%	20%	30%	30%	30%	10%	30%	10%	20%	30%	10%
Banquet/Conference Operations Manager	\$73,085	\$74,250	\$88,400	\$80,000	\$100,000	40%	10%		20%	20%	30%	50%	50%		40%	10%	30%	30%	10%
Banquet/Conference Operations Coordinator	\$59,000	\$61,500	\$60,000	\$60,000	\$60,000							10%	10%						
Maitre'D	\$60,750	\$45,000	\$59,500	\$54,000	\$65,000				10%		10%	20%	20%		10%				
Executive Chef	\$111,309	\$108,195	\$122,561	\$108,000	\$132,500	60%	20%		30%	50%	70%	80%	80%	20%	70%	20%	30%	50%	10%
Sous Chef	\$70,785	\$77,045	\$82,476	\$78,000	\$92,500	60%	10%		40%	10%	10%	70%	70%	10%	60%	10%	20%	40%	10%
Chef de Partie / Restaurant Chef	\$62,141	\$69,642	\$66,859	\$56,000	\$72,000	50%		10%	10%			60%	70%	10%	50%	10%	20%	30%	10%
Demi Chef	NEW	NEW	\$62,403	\$54,000	\$70,135	50%			10%			60%	70%		50%	10%	20%	30%	10%
Commis Chef	NEW	NEW	\$58,163	\$51,000	\$66,000	50%			10%			60%	70%		50%	10%	20%	30%	10%
Pastry Chef	\$64,953	\$72,000	\$64,115	\$51,740	\$80,000	30%	10%		20%			60%	60%	10%	50%	10%	20%	40%	10%
Food Hygiene / Safety Manager	NEW	NEW	\$75,000	\$75,000	\$75,000	10%	10%	10%	10%			10%	10%		10%	10%	10%	10%	10%
Sommelier	NEW	NEW	\$75,000	\$75,000	\$75,000	20%	10%		10%			20%	20%	10%	20%	10%	10%	20%	10%

Sales

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Sales/Marketing Manager	\$73,000	\$93,079	\$97,300	\$78,000	\$135,000	38%	25%		12%	38%	38%	50%	50%	12%	38%	12%	25%	38%	12%
Sales/Marketing Executive	\$65,000	\$73,000	\$76,689	\$65,000	\$100,000	38%				12%	12%	50%	50%		25%	12%	25%	25%	12%
Banquet & MICE Manager	\$75,017	\$74,000	\$81,139	\$70,000	\$100,000	38%	38%	12%	25%	38%	38%	62%	62%		38%	12%	12%	25%	12%
Banquet & MICE Executive	\$61,759	\$70,343	\$71,750	\$60,000	\$82,000	38%	38%	12%			12%	38%	50%		25%	12%	12%	12%	12%

Engineering & Security

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Chief Engineer	\$89,511	\$99,200	\$105,031	\$83,000	\$120,750	44%	22%	11%	44%	44%	67%	78%	56%	22%	56%	11%	33%	56%	11%
Assistant Engineer	\$66,000	N/A	\$75,000	\$65,000	\$85,000	33%	11%		11%	11%	11%	33%	44%		33%		11%	22%	

Finance & IT

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Assistant Financial Controller	\$77,015	\$60,000	\$64,900	\$40,000	\$83,600	33%	11%			11%	11%	44%	33%	11%	33%	11%	33%	33%	11%
Revenue/Yield Manager	\$89,347	\$95,000	\$98,250	\$78,000	\$115,000	11%	22%		11%	22%	33%	44%	44%	11%	22%	11%	11%	22%	11%
Accounts Assistant	NEW	NEW	\$68,500	\$60,000	\$85,000	44%			11%		22%	56%	67%	11%	56%	11%	22%	33%	11%
Purchasing Officer	\$63,261	\$52,000	\$57,072	\$49,143	\$65,000	22%					22%	22%	22%		22%	11%	11%	22%	11%
Payroll Officer	\$65,500	N/A	\$76,000	\$75,000	\$77,000	11%						22%	22%						
Purchasing Manager	NEW	NEW	\$84,615	\$73,000	\$110,000	44%	11%			33%	22%	56%	67%		33%	11%	33%	44%	11%
Information Technology / IT Manager	NEW	NEW	\$117,667	\$105,000	\$128,000				11%	11%	22%	33%	33%					11%	

Human Resources

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Human Resources Manager	\$111,497	\$83,334	\$94,667	\$74,000	\$120,000	29%	14%			29%	29%	43%	43%	14%	29%	14%	29%	29%	14%
Human Resources Assistant	\$64,750	\$58,000	\$70,857	\$58,000	\$90,000	71%			14%		57%	86%	86%		57%	14%	29%	57%	14%
Training and Development Manager	N/A	N/A	\$74,005	\$70,696	\$76,320	43%			14%	14%	29%	43%	43%		29%		29%	29%	

Front Office

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Rooms Division Manager	\$89,125	\$94,770	\$99,317	\$90,000	\$108,000	7%	14%		21%	14%	36%	43%	29%	7%	21%	7%	7%	21%	
Front Office Manager	\$70,667	\$68,220	\$80,069	\$70,000	\$88,000	57%	43%		29%	29%	50%	86%	79%	7%	79%		36%	64%	7%
Assistant Front Office Manager	\$63,305	\$72,800	\$75,000	\$72,000	\$78,000	21%	7%			7%	7%	21%	21%		21%	7%	14%	14%	7%
Reservations Manager	NEW	NEW	\$75,487	\$72,000	\$80,000	21%	7%		14%	7%	14%	29%	21%		21%		7%	14%	
Reservations/Front Office Supervisor	\$61,230	\$63,079	\$63,026	\$43,415	\$74,000	21%	7%		7%		7%	36%	43%		21%	7%	21%	21%	7%
Guest Experience Manager	NEW	NEW	\$72,349	\$70,697	\$74,000	7%						14%	14%		7%		7%	7%	
Chief Concierge	\$66,851	\$76,288	\$79,000	\$71,000	\$85,000	14%	14%				7%	21%	21%	7%	14%	7%	21%	21%	7%
Assistant Concierge	\$56,000	N/A	\$47,000	\$47,000	\$47,000							7%	7%						
Night Manager	NEW	NEW	\$72,066	\$70,000	\$75,000	36%	7%		21%		7%	57%	57%	7%	43%	7%	14%	21%	7%
Night Auditor	\$55,057	\$64,992	\$53,104	\$43,415	\$64,000	7%	7%				7%	29%	29%		14%		7%	14%	

Housekeeping

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Executive Housekeeper	\$68,761	\$71,241	\$82,799	\$61,000	\$95,917	33%	11%		33%	33%	56%	78%	67%		44%		22%	44%	
Housekeeping Coordinator / Assistant Executive	\$61,334	N/A	\$72,500	\$70,000	\$75,000	11%						22%	22%						
Laundry Manager	N/A	N/A	\$58,489	\$58,489	\$58,489	11%						11%	11%		11%		11%	11%	

Spa/Salon

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Spa Manager	\$78,500	\$83,938	\$84,123	\$73,000	\$94,368	50%	25%			50%	25%	50%	50%	25%	75%	25%	50%	75%	25%
Spa Assistant	\$62,750	\$65,386	\$70,697	\$70,697	\$70,697	25%						25%	25%		25%		25%	25%	

4 - 4.5 Star - Non CBD - Salaries & Benefits

300 rooms plus

Senior Management, Dept Heads & Exec Leadership																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
General Manager	\$198,260	\$206,500	\$208,922	\$130,000	\$290,683	50%	100%	17%	100%	100%	83%	67%	83%	17%	83%		83%	100%	
Executive Assistant Manager	\$113,336	\$112,400	\$115,184	\$105,000	\$129,841	33%	67%		83%	67%	67%	50%	83%	17%	83%		67%	83%	
Financial Controller	\$121,692	\$125,227	\$130,238	\$95,000	\$148,485	50%	83%		100%	67%	83%	67%	100%	17%	83%		83%	100%	
Director of Sales & Marketing	\$145,000	\$123,750	\$125,165	\$95,000	\$150,000	33%	67%		67%	50%	50%	50%	50%	17%	50%		50%	67%	
Director of Food & Beverage	\$105,000	\$90,000	\$108,516	\$99,797	\$120,750	33%	17%		50%	33%	50%	50%	50%		33%		33%	50%	17%
Director of Human Resources / People and Culture	NEW	NEW	\$117,530	\$110,000	\$125,059	17%	33%		33%		33%	33%	33%		17%		33%	33%	
Director of Revenue/Yield Controller	NEW	NEW	\$100,000	\$90,000	\$110,000	17%	33%		33%	33%	33%	17%	33%		17%		33%	33%	
Executive Secretary	\$66,769	\$60,000	\$73,575	\$72,150	\$75,000	33%	17%		33%	17%	17%	33%	33%				17%	33%	

Food & Beverage																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Food & Beverage Manager	NEW	NEW	\$93,296	\$89,887	\$100,000		17%		50%	50%	33%	17%	50%		33%		50%	50%	
Assistant Food & Beverage Manager	\$73,854	\$72,000	\$77,618	\$75,000	\$80,236	17%	17%		17%		17%	17%	33%		17%		33%	33%	
Restaurant Manager	\$65,901	\$65,000	\$81,000	\$75,000	\$85,000	33%	50%		67%	33%	50%	50%	83%		67%		83%	83%	
Bar Manager	N/A	\$80,000	\$77,437	\$75,000	\$79,312	33%	33%		50%	17%	33%	50%	50%		17%		33%	50%	
Banquet/Conference Operations Manager	\$63,550	\$76,334	\$87,832	\$79,312	\$97,850	33%	50%		67%	50%	50%	33%	83%		50%		83%	83%	
Banquet/Conference Operations Coordinator	\$58,031	\$65,000	\$70,625	\$66,250	\$75,000	33%	17%		17%	17%	17%	33%	33%		17%		33%	33%	
Maitre'D	N/A	N/A	\$68,745	\$68,745	\$68,745	17%	17%		17%		17%	17%	17%				17%	17%	
Executive Chef	\$113,468	\$110,000	\$115,701	\$98,000	\$135,000	50%	67%		83%	67%	50%	50%	100%		83%		83%	100%	
Sous Chef	\$76,260	\$83,638	\$86,204	\$77,000	\$97,213	50%	33%		67%	17%	50%	50%	100%		83%		83%	100%	
Chef de Partie / Restaurant Chef	\$59,543	\$66,379	\$69,003	\$56,454	\$75,000	50%	33%		50%		33%	67%	100%		50%		83%	100%	
Demi Chef	NEW	NEW	\$69,366	\$68,731	\$70,000								33%		17%		33%	33%	
Commis Chef	NEW	NEW	\$65,000	\$65,000	\$65,000	17%					17%	17%	50%		50%		50%	50%	
Pastry Chef	N/A	N/A	\$70,000	\$70,000	\$70,000								17%		17%		17%	17%	
Food Hygiene / Safety Manager	NEW	NEW	\$81,699	\$70,697	\$92,700	17%	17%		33%		17%	33%	33%		17%		33%	33%	

Sales

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Sales/Marketing Manager	\$96,450	\$85,900	\$91,640	\$75,000	\$111,559	33%	67%		67%	67%	50%	50%	67%		50%		67%	67%	
Sales/Marketing Executive	\$60,000	\$72,334	\$69,532	\$64,574	\$75,088	33%	33%		50%	50%	50%	33%	83%		67%		83%	83%	
Banquet & MICE Manager	\$83,506	\$84,510	\$88,752	\$65,000	\$131,600	33%	33%		67%	33%	50%	50%	83%		50%		83%	83%	
Banquet & MICE Executive	\$60,000	\$63,500	\$67,000	\$61,000	\$75,450	17%	33%		33%	17%	17%	33%	67%		50%		67%	67%	
Public Relations Manager	\$62,212	\$90,000	\$88,200	\$85,000	\$91,400	17%	17%		17%	17%	17%		33%		17%		17%	33%	

Engineering & Security

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Chief Engineer	\$111,118	\$114,478	\$116,913	\$88,000	\$135,000	50%	100%		100%	100%	67%	50%	100%	17%	67%		83%	100%	
Assistant Engineer	\$79,563	\$77,490	\$84,064	\$75,000	\$90,320	17%	33%		33%	50%	33%	50%	83%		50%		83%	83%	
Security Manager	N/A	N/A	\$70,405	\$70,405	\$70,405	17%	17%		17%	17%	17%	17%	17%				17%	17%	

Finance & IT

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Assistant Financial Controller	\$70,000	\$75,000	\$83,573	\$75,000	\$89,292	17%			50%		33%	50%	67%		50%		50%	67%	
Revenue/Yield Manager	\$92,700	N/A	\$86,140	\$86,140	\$86,140							17%	17%		17%		17%	17%	
Accounts Assistant	NEW	NEW	\$69,420	\$65,000	\$75,000	17%			17%		17%	33%	67%		50%		50%	67%	
Purchasing Officer	\$64,052	N/A	\$75,000	\$65,000	\$85,000	17%	17%		17%			17%	33%		17%		33%	33%	
Payroll Officer	N/A	N/A	\$63,840	\$60,000	\$67,680				17%			17%	33%		33%		33%	33%	
Purchasing Manager	NEW	NEW	\$90,000	\$85,000	\$95,000	33%	17%		17%		17%	17%	33%		17%		17%	33%	
Information Technology / IT Manager	NEW	NEW	\$116,000	\$116,000	\$116,000	17%	17%		17%		17%	17%	17%				17%	17%	

Human Resources

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Human Resources Manager	\$69,962	\$93,625	\$120,000	\$120,000	\$120,000		20%		20%	20%			20%	20%			20%	20%	
Human Resources Assistant	\$52,000	\$61,500	\$71,590	\$64,770	\$85,000	20%	20%		40%		20%	40%	60%		40%		60%	60%	
Training and Development Manager	N/A	N/A	\$85,100	\$85,100	\$85,100	20%	20%		20%		20%	20%	20%				20%	20%	

Front Office

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Rooms Division Manager	\$85,000	\$88,850	\$97,420	\$87,000	\$113,300	33%	67%		50%	67%	50%	50%	67%		50%		67%	67%	
Front Office Manager	\$70,000	\$76,054	\$82,348	\$72,000	\$92,700	33%	33%		33%	17%	33%	50%	50%		17%		50%	50%	
Assistant Front Office Manager	\$64,000	N/A	\$76,043	\$70,700	\$81,428	33%	17%		33%		17%	33%	50%		33%		33%	50%	
Reservations Manager	NEW	NEW	\$76,968	\$70,700	\$86,140	50%	33%		50%	17%	33%	50%	83%		67%		67%	83%	
Reservations/Front Office Supervisor	\$56,342	N/A	\$67,101	\$64,674	\$70,000	50%	17%		67%	17%	33%	67%	83%		50%		67%	83%	
Guest Experience Manager	NEW	NEW	\$75,000	\$75,000	\$75,000	17%	17%		17%	17%	17%	17%	17%				17%	17%	
Assistant Concierge	N/A	\$58,805	\$59,996	\$54,992	\$65,000	33%			17%		17%	33%	33%		17%		33%	33%	
Night Manager	NEW	NEW	\$71,136	\$55,000	\$76,000	50%	17%		50%	17%	33%	50%	100%		83%		83%	100%	
Night Auditor	\$55,612	\$56,629	\$59,142	\$51,000	\$65,000	17%			33%		17%	33%	67%		67%		67%	67%	

Housekeeping

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Executive Housekeeper	\$70,311	\$90,616	\$85,744	\$75,000	\$95,000	40%	60%		80%	40%	40%	80%	100%		80%		80%	100%	
Housekeeping Coordinator / Assistant Executive	\$55,685	\$62,602	\$70,954	\$68,000	\$74,117	40%	20%		40%	20%	40%	40%	80%		60%		80%	80%	

Spa/Salon

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Spa Manager	\$83,537	\$85,000	\$75,000	\$75,000	\$75,000				100%			100%	100%		100%		100%	100%	

4 - 4.5 Star - Non CBD - Salaries & Benefits

150 - 299 rooms

Senior Management, Dept Heads & Exec Leadership																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
General Manager	\$147,526	\$166,464	\$164,667	\$103,000	\$240,000	41%	100%	12%	82%	82%	71%	59%	88%	47%	59%	18%	71%	76%	12%
Executive Assistant Manager	\$86,009	\$98,752	\$97,167	\$80,000	\$120,000	12%	24%		24%	24%	18%	18%	29%	12%	18%	6%	18%	24%	
Financial Controller	\$98,451	\$133,256	\$125,716	\$90,000	\$170,000	24%	53%		41%	35%	41%	35%	53%	12%	41%	12%	47%	53%	6%
Director of Sales & Marketing	\$105,524	\$113,159	\$110,889	\$82,000	\$165,000	24%	53%		47%	35%	35%	41%	53%	12%	47%	12%	41%	35%	6%
Director of Food & Beverage	\$91,127	\$114,625	\$97,050	\$80,000	\$120,000	24%	29%		35%	24%	12%	18%	35%	12%	24%	6%	24%	24%	6%
Director of Human Resources / People and Culture	NEW	NEW	\$137,600	\$98,000	\$170,000		24%		18%	24%	24%	12%	24%	12%	12%		18%	24%	
Director of Revenue/Yield Controller	NEW	NEW	\$99,000	\$80,000	\$110,000	12%	18%		24%	6%	12%	18%	24%		24%	6%	18%	12%	
Executive Secretary	\$60,058	\$75,000	\$75,000	\$75,000	\$75,000	6%			6%			6%	6%		6%			6%	

Food & Beverage																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Food & Beverage Manager	NEW	NEW	\$80,750	\$65,000	\$91,000	17%	17%		50%	17%	25%	42%	67%	8%	67%		58%	50%	8%
Assistant Food & Beverage Manager	\$61,642	\$75,000	\$73,667	\$72,000	\$75,000	8%	8%		8%		8%	25%	25%		25%		25%	17%	
Restaurant Manager	\$64,654	\$72,200	\$77,378	\$65,000	\$100,000	25%	8%		25%	8%		25%	50%	8%	42%		33%	33%	8%
Bar Manager	\$73,124	\$76,875	\$79,000	\$73,000	\$85,000	8%			8%			17%	17%		17%		8%	8%	
Banquet/Conference Operations Manager	\$67,269	\$71,179	\$76,800	\$70,000	\$87,000	25%			25%	8%	8%	25%	33%		42%		25%	25%	8%
Banquet/Conference Operations Coordinator	\$56,910	\$63,840	\$65,332	\$65,332	\$65,332								8%		8%		8%	8%	
Maitre'D	N/A	N/A	\$58,000	\$58,000	\$58,000				8%				8%		8%		8%	8%	
Executive Chef	\$88,051	\$103,575	\$99,995	\$80,000	\$120,000	42%	42%		83%	17%	25%	58%	92%	17%	83%		58%	75%	8%
Sous Chef	\$69,307	\$76,272	\$81,429	\$75,000	\$90,000	33%			33%			33%	50%	8%	50%		42%	50%	8%
Chef de Partie / Restaurant Chef	\$60,350	\$64,857	\$71,261	\$70,000	\$73,000	17%			17%			42%	58%		58%		50%	50%	8%
Demi Chef	NEW	NEW	\$66,734	\$60,000	\$69,412	17%			33%			42%	67%		67%		58%	58%	8%
Commis Chef	NEW	NEW	\$62,835	\$60,000	\$65,332	8%			33%			42%	67%	8%	67%		58%	58%	8%
Pastry Chef	N/A	N/A	\$60,000	\$60,000	\$60,000				8%				8%		8%		8%	8%	

Sales

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Sales/Marketing Manager	\$73,891	\$82,540	\$91,500	\$72,000	\$100,000	20%	50%		70%	60%	50%	50%	80%	10%	70%		50%	70%	10%
Sales/Marketing Executive	\$68,118	\$59,360	\$69,819	\$65,000	\$75,000	10%	10%		40%	20%	10%	40%	70%		60%		60%	60%	10%
Banquet & MICE Manager	\$65,573	\$67,500	\$76,700	\$71,500	\$80,000		20%		40%		10%	20%	50%		40%		40%	40%	10%
Banquet & MICE Executive	\$58,242	\$60,000	\$68,857	\$65,000	\$73,000		10%		30%			30%	60%		50%		50%	50%	10%
Public Relations Manager	\$57,000	\$70,000	\$65,000	\$65,000	\$65,000				10%	10%	10%		10%		10%		10%	10%	

Engineering & Security

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Chief Engineer	\$82,677	\$97,197	\$93,417	\$72,000	\$132,000	15%	31%		62%	77%	46%	46%	69%	23%	62%		54%	77%	
Assistant Engineer	\$60,097	\$71,524	\$69,902	\$64,000	\$88,000	8%			15%	8%		23%	31%	8%	31%		31%	46%	

Finance & IT

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Assistant Financial Controller	\$68,251	\$82,855	\$87,567	\$70,000	\$97,000	14%	14%		29%	14%	43%	29%	57%		57%	14%	43%	57%	
Revenue/Yield Manager	\$75,537	\$100,020	\$102,800	\$102,800	\$102,800	14%	14%		14%		14%	14%	14%		14%		14%	14%	
Accounts Assistant	NEW	NEW	\$67,100	\$55,000	\$85,000	14%			43%		14%	43%	57%		43%		57%	71%	
Purchasing Officer	\$59,447	\$53,625	\$59,522	\$52,265	\$66,300	14%			14%			14%	43%		43%		43%	43%	
Purchasing Manager	NEW	NEW	\$77,500	\$70,000	\$85,000		29%		29%	29%	14%		29%				29%	29%	
Information Technology / IT Manager	NEW	NEW	\$104,167	\$75,000	\$157,500		14%		43%	43%	43%	14%	43%		14%		43%	43%	

Human Resources

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Human Resources Manager	\$84,017	\$88,250	\$95,500	\$85,000	\$115,000	29%	71%		57%	57%	86%	57%	86%	14%	57%		57%	86%	14%
Human Resources Assistant	\$58,607	\$70,000	\$67,751	\$60,000	\$78,000	14%			29%		29%	57%	86%		57%		86%	86%	14%
Training and Development Manager	\$80,250	\$80,000	\$72,000	\$72,000	\$72,000							14%	14%		14%		14%	14%	14%

Front Office

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Rooms Division Manager	\$85,081	\$90,950	\$101,600	\$85,000	\$138,000	23%	15%		31%	23%	23%	23%	31%	15%	31%		8%	38%	8%
Front Office Manager	\$66,740	\$74,356	\$76,167	\$70,000	\$83,000	8%	23%		38%	8%	15%	31%	54%	8%	38%	8%	31%	46%	
Assistant Front Office Manager	\$62,760	\$70,625	\$75,067	\$72,000	\$77,400	15%			23%			31%	38%		38%		31%	31%	8%
Reservations Manager	NEW	NEW	\$72,333	\$70,000	\$79,000	8%			8%			38%	31%		38%		38%	46%	8%
Reservations/Front Office Supervisor	\$56,675	\$57,980	\$63,511	\$56,000	\$71,000	15%			23%			31%	46%		46%		46%	54%	
Guest Experience Manager	NEW	NEW	\$73,777	\$70,700	\$83,000	15%			8%			23%	38%		38%		31%	31%	8%
Night Manager	NEW	NEW	\$71,379	\$68,000	\$74,000	15%			31%		8%	38%	62%		62%		54%	62%	8%
Night Auditor	\$54,940	\$52,529	\$62,393	\$48,000	\$70,700	15%			23%			38%	62%		62%		54%	62%	8%

Housekeeping

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Executive Housekeeper	\$67,298	\$73,240	\$78,544	\$72,000	\$85,000	36%			55%	36%	27%	55%	55%	9%	45%	9%	36%	64%	
Housekeeping Coordinator / Assistant Executive	\$58,163	\$69,134	\$72,306	\$68,731	\$75,800	18%			27%			36%	45%		45%		36%	36%	
Laundry Manager	N/A	\$75,000	\$75,645	\$71,289	\$80,000	9%	9%		18%				18%		18%		9%	9%	

4 - 4.5 Star - Non CBD - Salaries & Benefits

0 - 149 rooms

Senior Management, Dept Heads & Exec Leadership																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
General Manager	\$109,505	\$114,938	\$120,331	\$75,168	\$170,000	32%	57%	28%	51%	68%	70%	59%	49%	10%	19%	13%	32%	38%	3%
Executive Assistant Manager	\$77,816	\$88,774	\$88,762	\$60,465	\$130,000	14%	10%	1%	14%	13%	19%	16%	17%		7%	3%	9%	12%	1%
Financial Controller	\$88,748	\$101,068	\$96,364	\$74,000	\$130,000	9%	4%		7%	4%	7%	7%	7%		3%	1%	3%	6%	
Director of Sales & Marketing	\$91,417	\$89,681	\$97,095	\$70,000	\$120,000	1%	4%		6%	3%	6%	4%	3%		3%	1%	1%	3%	
Director of Food & Beverage	\$79,679	\$87,200	\$91,667	\$85,000	\$100,000	3%	1%		4%		3%	4%	4%		1%		3%	1%	
Director of Human Resources / People and Culture	NEW	NEW	\$95,750	\$75,000	\$120,000	1%	4%		6%	1%	6%	6%	7%		3%	1%	1%	4%	1%
Director of Revenue/Yield Controller	NEW	NEW	\$103,333	\$80,000	\$120,000	1%	1%		4%	3%	1%	3%	1%		1%		1%		
Executive Secretary	N/A	\$84,496	\$94,000	\$94,000	\$94,000	1%			1%										

Food & Beverage																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Food & Beverage Manager	NEW	NEW	\$78,346	\$53,000	\$100,000	3%	22%		30%	5%	11%	35%	38%	3%	5%	8%	16%	27%	3%
Assistant Food & Beverage Manager	\$66,956	\$64,177	\$72,000	\$65,000	\$78,000	3%			3%			11%	14%					5%	
Restaurant Manager	\$62,735	\$69,754	\$72,733	\$53,000	\$95,000	14%	8%		11%	8%	5%	27%	32%		5%	8%	14%	19%	
Bar Manager	\$57,690	\$67,405	\$65,600	\$53,000	\$75,000	5%	3%		5%	3%		8%	11%		5%	3%	3%	5%	
Banquet/Conference Operations Manager	\$72,872	\$72,289	\$71,250	\$64,000	\$76,500	3%			3%			11%	16%					3%	
Banquet/Conference Operations Coordinator	\$59,809	\$59,317	\$67,400	\$60,000	\$74,000	8%	3%		5%		5%	11%	11%				3%	3%	
Maitre'D	\$53,213	\$58,048	\$65,000	\$65,000	\$65,000				3%				3%						
Executive Chef	\$85,760	\$96,513	\$91,703	\$55,000	\$136,000	24%	27%	3%	41%	8%	24%	65%	70%	3%	14%	16%	30%	38%	
Sous Chef	\$67,921	\$74,067	\$78,795	\$70,000	\$99,000	22%	5%		24%		3%	38%	46%		8%	11%	16%	24%	
Chef de Partie / Restaurant Chef	\$60,289	\$64,861	\$65,788	\$53,000	\$77,000	16%	3%		19%		5%	24%	35%		11%	8%	16%	14%	
Demi Chef	NEW	NEW	\$64,837	\$52,000	\$72,000	8%						11%	16%	3%		3%	3%	14%	
Commis Chef	NEW	NEW	\$63,408	\$50,000	\$75,000	5%			11%		3%	11%	19%	3%	3%	3%	3%	14%	
Pastry Chef	N/A	\$55,667	\$75,000	\$75,000	\$75,000		3%						3%					3%	

Sales

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Sales/Marketing Manager	\$72,280	\$82,296	\$81,182	\$70,000	\$100,000	22%	44%	6%	39%	33%	50%	39%	33%		6%	11%	28%	11%	
Sales/Marketing Executive	\$68,815	\$63,192	\$70,000	\$70,000	\$70,000		6%					6%	11%				6%	11%	
Banquet & MICE Manager	\$63,050	\$68,396	\$77,459	\$75,335	\$80,000	11%	6%		22%		22%	22%	22%		17%	6%	17%	11%	

Engineering & Security

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Chief Engineer	\$73,324	\$76,132	\$75,391	\$60,000	\$98,000	33%	17%	4%	42%	50%	29%	46%	42%	4%	4%	8%	25%	38%	
Assistant Engineer	\$60,041	\$60,000	\$73,667	\$70,000	\$81,000	12%			4%	8%		8%	12%			4%	4%	4%	

Finance & IT

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Assistant Financial Controller	\$70,325	\$104,243	\$73,548	\$64,000	\$82,485	25%	8%		17%	8%	25%	25%	17%		8%	8%	17%	8%	
Revenue/Yield Manager	\$64,750	\$81,610	\$67,500	\$45,000	\$90,000		8%			8%	8%	8%	17%		8%		8%	17%	
Accounts Assistant	NEW	NEW	\$72,333	\$65,000	\$77,000	8%	8%				8%	8%	25%					17%	
Purchasing Officer	\$58,000	N/A	\$50,000	\$50,000	\$50,000							8%	8%						
Payroll Officer	\$55,000	\$63,839	\$71,040	\$60,000	\$75,000	25%			25%	8%	8%	17%	33%			8%		8%	

Human Resources

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Human Resources Manager	\$82,900	\$94,879	\$83,400	\$75,000	\$93,600	12%			12%	12%	12%	12%	38%					12%	
Human Resources Assistant	\$65,000	\$69,955	\$75,333	\$68,000	\$80,000	25%				25%	12%	25%	38%			12%	12%	38%	

Front Office

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Rooms Division Manager	\$79,812	\$78,983	\$80,470	\$70,000	\$90,000	8%	5%		10%	6%	8%	15%	11%		2%	3%	6%	5%	
Front Office Manager	\$64,406	\$70,452	\$72,361	\$53,000	\$85,000	10%	13%	2%	26%	11%	16%	27%	32%	6%	8%	2%	16%	26%	2%
Assistant Front Office Manager	\$55,937	\$65,220	\$69,790	\$55,000	\$76,900	6%	5%		8%	2%	5%	13%	11%		5%		5%	5%	
Reservations Manager	NEW	NEW	\$75,000	\$75,000	\$75,000				2%		2%	2%	2%		2%	2%	2%	2%	
Reservations/Front Office Supervisor	\$50,782	\$59,489	\$60,349	\$40,000	\$70,697	11%	2%		13%	2%	3%	21%	19%		5%	6%	5%	8%	
Guest Experience Manager	NEW	NEW	\$56,988	\$50,000	\$66,000	3%						3%	2%		2%		2%	2%	
Chief Concierge	N/A	\$65,000	\$66,000	\$66,000	\$66,000	2%						2%	2%						
Night Manager	NEW	NEW	\$68,872	\$40,000	\$75,000	6%	2%		10%	2%	6%	15%	10%		5%	2%	6%	5%	
Night Auditor	\$57,213	\$62,729	\$66,343	\$55,000	\$77,900	5%			5%			5%	10%				5%	3%	

Housekeeping

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Executive Housekeeper	\$60,321	\$66,919	\$69,871	\$55,000	\$80,000	17%	5%	2%	24%	7%	10%	29%	24%	2%	5%	5%	10%	19%	
Housekeeping Coordinator / Assistant Executive	\$50,803	\$55,365	\$56,831	\$43,416	\$72,000	12%	2%	2%	7%			10%	21%	5%	2%	2%	7%	10%	

Spa/Salon

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Spa Manager	\$81,000	\$76,813	\$80,340	\$80,340	\$80,340		25%		25%		25%	25%	25%		25%	25%	25%	25%	

4 - 4.5 Star - CBD - Salaries & Benefits

300 rooms plus

Senior Management, Dept Heads & Exec Leadership																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
General Manager	\$175,358	\$208,950	\$204,960	\$108,000	\$300,000	25%	50%	12%	50%	38%	50%	50%	31%	19%	56%	12%	38%	44%	
Executive Assistant Manager	\$113,672	\$121,717	\$121,085	\$81,000	\$170,000	12%	50%		56%	25%	50%	62%	50%		56%	6%	44%	62%	
Financial Controller	\$125,547	\$133,300	\$136,711	\$90,000	\$176,820	25%	75%		75%	44%	75%	69%	62%	12%	88%	12%	75%	75%	
Director of Sales & Marketing	\$121,466	\$134,309	\$136,358	\$95,000	\$175,000	19%	50%	6%	44%	44%	44%	50%	50%	6%	56%	12%	56%	50%	
Director of Food & Beverage	\$101,385	\$116,707	\$115,000	\$90,000	\$130,000		6%		6%	6%	6%	6%	6%		6%		6%	6%	
Director of Human Resources / People and Culture	NEW	NEW	\$128,436	\$100,000	\$175,000	12%	38%		44%	25%	50%	50%	38%		50%	6%	38%	50%	
Director of Revenue/Yield Controller	NEW	NEW	\$119,846	\$105,000	\$129,075	6%	25%		31%	19%	38%	31%	38%		38%		38%	38%	6%
Executive Secretary	\$59,175	\$68,771	\$74,167	\$67,500	\$80,000	6%					6%	12%	12%		12%		12%	12%	

Food & Beverage																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Food & Beverage Manager	NEW	NEW	\$93,225	\$74,112	\$139,478	33%	33%		67%	20%	20%	60%	80%		80%	13%	67%	73%	7%
Assistant Food & Beverage Manager	\$69,767	\$73,667	\$83,030	\$54,992	\$114,007	13%	13%		13%	7%	7%	27%	33%		27%	13%	27%	33%	
Restaurant Manager	\$67,769	\$72,315	\$80,609	\$72,000	\$96,459	13%	13%		27%	7%	7%	47%	47%		40%	7%	47%	47%	7%
Bar Manager	\$62,767	\$74,667	\$84,712	\$75,000	\$92,856	13%	13%		27%			27%	27%		13%	7%	27%	27%	7%
Banquet/Conference Operations Manager	\$64,368	\$75,408	\$85,854	\$74,813	\$115,766	20%	13%		33%	7%	7%	47%	53%		33%	7%	47%	47%	7%
Banquet/Conference Operations Coordinator	\$53,488	\$63,000	\$69,579	\$52,000	\$80,000	13%	7%		7%			27%	27%		13%	13%	20%	27%	
Maitre'D	\$59,385	\$40,000	\$55,808	\$47,424	\$70,000	7%						20%	20%		7%		20%	20%	
Executive Chef	\$101,373	\$109,997	\$123,025	\$73,000	\$192,336	27%	47%		80%	27%	27%	80%	87%		80%	7%	80%	73%	7%
Sous Chef	\$72,151	\$76,841	\$84,502	\$74,300	\$95,000	20%	7%		27%		13%	67%	67%		67%	7%	67%	67%	
Chef de Partie / Restaurant Chef	\$60,247	\$66,453	\$69,001	\$56,454	\$85,000	27%	7%		13%			73%	80%		67%	13%	73%	80%	
Demi Chef	NEW	NEW	\$62,878	\$54,992	\$72,000	7%						53%	53%		33%	7%	47%	53%	
Commis Chef	NEW	NEW	\$57,704	\$50,000	\$68,000	20%						73%	73%		47%	7%	67%	73%	
Pastry Chef	\$68,624	\$80,000	\$79,630	\$76,140	\$83,120	7%						13%	13%		7%		13%	13%	
Food Hygiene / Safety Manager	NEW	NEW	\$80,000	\$80,000	\$80,000							7%	7%		7%		7%	7%	

Sales

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Sales/Marketing Manager	\$86,139	\$80,723	\$92,158	\$75,000	\$120,000	19%	50%		69%	44%	56%	56%	56%	6%	69%	12%	69%	69%	6%
Sales/Marketing Executive	\$65,138	\$81,900	\$74,526	\$65,000	\$115,000	19%	25%		31%	19%	44%	50%	44%		50%	6%	56%	56%	
Banquet & MICE Manager	\$72,355	\$78,273	\$86,350	\$70,000	\$115,000	12%	38%		31%	25%	25%	44%	38%		56%		44%	50%	6%
Banquet & MICE Executive	\$59,266	\$66,127	\$66,654	\$55,000	\$73,000	12%	25%		12%		19%	50%	44%		38%	6%	44%	50%	
Public Relations Manager	N/A	\$79,500	\$86,000	\$85,000	\$87,000						12%	12%	12%		12%		12%	12%	

Engineering & Security

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Chief Engineer	\$101,414	\$105,646	\$115,278	\$86,000	\$175,000	25%	44%	6%	56%	50%	50%	62%	56%		88%	12%	62%	69%	6%
Assistant Engineer	\$70,544	\$68,534	\$83,216	\$70,000	\$100,000	6%	6%		12%		6%	44%	25%	6%	38%	6%	31%	44%	6%
Security Manager	N/A	\$63,718	\$100,000	\$100,000	\$100,000								6%				6%	6%	6%

Finance & IT

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Assistant Financial Controller	\$80,301	\$83,495	\$94,924	\$78,000	\$131,000	12%	12%		18%		12%	41%	35%		47%	6%	35%	47%	
Revenue/Yield Manager	\$86,780	\$103,423	\$99,400	\$82,000	\$120,000	6%	12%		6%	18%	6%	12%	6%		12%	6%	12%	18%	
Accounts Assistant	NEW	NEW	\$65,109	\$51,731	\$80,000	18%	12%				18%	53%	41%		24%	6%	53%	59%	
Purchasing Officer	\$65,015	\$61,035	\$57,016	\$49,140	\$75,000	18%	6%			6%	6%	35%	35%		24%		41%	41%	
Payroll Officer	\$64,703	\$68,824	\$73,368	\$67,000	\$83,000				6%	6%	12%	24%	18%		12%		12%	18%	
Purchasing Manager	NEW	NEW	\$81,368	\$65,000	\$95,000	6%	6%		12%	12%		35%	35%		18%		35%	35%	12%
Information Technology / IT Manager	NEW	NEW	\$111,024	\$91,679	\$155,000	6%	12%	6%	12%	12%	12%	24%	24%		12%		29%	29%	12%

Human Resources

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Human Resources Manager	\$101,930	\$89,293	\$107,242	\$80,000	\$153,000	21%	43%		50%	50%	43%	43%	43%		57%	14%	50%	50%	7%
Human Resources Assistant	\$57,600	\$56,122	\$73,038	\$60,000	\$103,000	7%	14%		7%	21%	14%	43%	43%		50%		57%	36%	
Training and Development Manager	\$75,000	\$67,000	\$110,000	\$110,000	\$110,000						7%	7%	7%				7%	7%	7%

Front Office

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Rooms Division Manager	\$99,000	\$82,355	\$102,638	\$75,000	\$135,135	18%	29%		29%	12%	6%	35%	29%		35%	12%	29%	35%	6%
Front Office Manager	\$71,002	\$77,668	\$81,047	\$73,000	\$97,761	24%	24%	6%	59%	29%	18%	53%	53%		76%	12%	59%	59%	
Assistant Front Office Manager	\$63,948	\$69,491	\$76,188	\$70,696	\$88,007		12%	6%	24%	6%		29%	29%		29%	6%	29%	35%	
Reservations Manager	NEW	NEW	\$77,706	\$65,000	\$92,342	24%	29%	6%	47%	12%	29%	59%	47%		76%	12%	53%	65%	
Reservations/Front Office Supervisor	\$57,269	\$61,590	\$65,399	\$52,000	\$76,678	18%	18%	6%	18%	6%	6%	35%	29%		29%	12%	35%	41%	
Guest Experience Manager	NEW	NEW	\$82,484	\$70,696	\$131,313	18%	6%	6%	18%		6%	35%	35%		35%	6%	35%	35%	
Chief Concierge	\$63,747	\$77,435	\$80,271	\$72,000	\$95,344	24%	6%	6%	18%	6%	6%	24%	29%		41%	6%	29%	24%	
Assistant Concierge	\$55,292	\$68,000	\$57,328	\$54,992	\$62,000							18%	18%		18%		18%	18%	
Night Manager	NEW	NEW	\$71,867	\$56,000	\$80,000	29%	12%		29%	6%	6%	65%	59%	6%	76%	12%	65%	71%	
Night Auditor	\$56,091	\$56,347	\$55,913	\$47,000	\$72,000	24%	6%		6%	6%	6%	53%	53%		41%		53%	59%	6%

Housekeeping

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Executive Housekeeper	\$75,811	\$84,703	\$88,251	\$75,000	\$110,000	36%	36%		64%	9%		55%	64%		82%	9%	73%	64%	
Housekeeping Coordinator / Assistant Executive	\$62,577	\$69,753	\$68,928	\$50,000	\$80,251	27%	18%	9%	9%			45%	45%		45%	9%	45%	55%	
Laundry Manager	\$55,000	\$72,000	\$82,569	\$70,676	\$94,461		9%		9%			18%	18%		18%	9%	18%	18%	

Spa/Salon

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Spa Manager	N/A	N/A	\$103,091	\$103,091	\$103,091	100%	100%		100%			100%	100%		100%	100%	100%	100%	
Spa Assistant	N/A	N/A	\$77,682	\$77,682	\$77,682	100%	100%		100%			100%	100%		100%	100%	100%	100%	

4 - 4.5 Star - CBD - Salaries & Benefits

150 - 299 rooms

Senior Management, Dept Heads & Exec Leadership

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
General Manager	\$152,802	\$154,949	\$169,924	\$125,000	\$276,300	24%	82%	21%	73%	76%	76%	73%	79%	42%	85%	12%	61%	67%	12%
Executive Assistant Manager	\$93,594	\$101,809	\$106,626	\$80,000	\$140,000	9%	36%		36%	36%	39%	39%	36%	15%	42%	6%	30%	36%	3%
Financial Controller	\$97,470	\$116,104	\$119,267	\$80,000	\$184,000	24%	52%		61%	52%	70%	64%	73%	18%	79%	6%	61%	64%	12%
Director of Sales & Marketing	\$98,946	\$103,366	\$116,119	\$85,000	\$140,000	9%	42%		36%	42%	48%	42%	48%	12%	55%	6%	33%	42%	6%
Director of Food & Beverage	\$84,004	\$94,483	\$104,336	\$85,000	\$130,000	9%	18%	3%	12%	21%	12%	18%	18%	6%	18%		18%	18%	6%
Director of Human Resources / People and Culture	NEW	NEW	\$108,241	\$70,000	\$140,000	9%	21%		18%	21%	27%	21%	27%	12%	27%	3%	27%	24%	6%
Director of Revenue/Yield Controller	NEW	NEW	\$107,609	\$75,000	\$150,000	3%	12%		15%	9%	18%	15%	15%		21%		18%	18%	3%
Executive Secretary	\$65,053	\$68,390	\$64,308	\$51,732	\$79,500	9%			6%	6%	6%	12%	15%		9%	3%	6%	12%	3%

Food & Beverage

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Food & Beverage Manager	NEW	NEW	\$87,665	\$76,000	\$97,700	7%	15%		22%	11%	15%	26%	33%		26%		26%	30%	4%
Assistant Food & Beverage Manager	\$66,457	\$70,045	\$74,661	\$70,696	\$85,000	11%	4%		15%	4%	4%	30%	37%		37%	4%	26%	33%	7%
Restaurant Manager	\$67,979	\$70,411	\$78,963	\$70,700	\$90,000	7%	15%		11%		4%	22%	22%		26%		15%	19%	4%
Bar Manager	\$61,204	\$69,632	\$74,077	\$60,000	\$83,600	4%	15%		4%		4%	22%	22%	4%	22%	4%	15%	22%	4%
Banquet/Conference Operations Manager	\$67,798	\$76,184	\$79,996	\$70,000	\$99,275	11%	11%		11%	7%	11%	15%	19%	4%	19%		15%	19%	7%
Banquet/Conference Operations Coordinator	\$56,490	\$60,160	\$67,846	\$49,500	\$90,000	11%						15%	19%		15%		4%	11%	4%
Maitre'D	\$60,334	\$50,159	\$69,431	\$69,431	\$69,431	4%			4%			4%	4%		4%	4%	4%	4%	
Executive Chef	\$89,860	\$99,616	\$107,349	\$85,000	\$160,000	22%	52%		67%	30%	37%	67%	81%	15%	74%	7%	63%	78%	11%
Sous Chef	\$67,745	\$75,387	\$80,538	\$70,000	\$100,000	19%	11%		37%		7%	67%	74%	4%	74%	7%	56%	67%	11%
Chef de Partie / Restaurant Chef	\$60,501	\$66,632	\$69,370	\$56,000	\$80,000	15%	4%		15%			48%	52%		52%	4%	48%	48%	4%
Demi Chef	NEW	NEW	\$64,022	\$54,500	\$69,437	15%			4%			30%	33%		30%	4%	26%	22%	
Commis Chef	NEW	NEW	\$58,957	\$49,500	\$65,321	11%			4%			33%	37%		30%		30%	30%	
Pastry Chef	N/A	\$61,760	\$73,227	\$56,454	\$90,000							4%	4%		4%		7%	7%	
Sommelier	NEW	NEW	\$85,850	\$85,850	\$85,850							4%	4%		4%		4%	4%	4%

Sales

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Sales/Marketing Manager	\$82,132	\$82,504	\$96,198	\$72,800	\$132,500	16%	40%		32%	40%	52%	40%	52%	8%	48%	8%	44%	56%	4%
Sales/Marketing Executive	\$64,590	\$71,813	\$80,363	\$69,234	\$105,000	12%	28%		12%	20%	28%	40%	40%	4%	32%		24%	36%	4%
Banquet & MICE Manager	\$70,549	\$73,938	\$83,759	\$70,716	\$100,000	8%	24%	4%	24%	32%	20%	40%	40%	4%	40%	4%	24%	36%	8%
Banquet & MICE Executive	\$56,314	\$60,043	\$66,900	\$60,000	\$72,000	4%	24%		24%	4%	4%	36%	36%		28%	4%	28%	36%	4%
Public Relations Manager	\$65,005	\$74,000	\$86,667	\$70,000	\$120,000	4%	4%			4%	8%	12%	12%	4%	12%		4%	12%	4%

Engineering & Security

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Chief Engineer	\$76,612	\$83,380	\$95,591	\$79,500	\$121,205	25%	42%		58%	62%	38%	71%	83%	17%	79%	12%	58%	75%	8%
Assistant Engineer	\$59,138	\$69,736	\$75,104	\$51,732	\$87,000	4%			17%	8%	8%	29%	29%		21%	4%	21%	25%	
Security Manager	N/A	\$154,328	\$95,400	\$95,400	\$95,400	4%	4%			4%	4%	4%	4%	4%	4%			4%	4%

Finance & IT

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Assistant Financial Controller	\$69,389	\$82,394	\$86,703	\$72,000	\$106,000	5%			14%	9%	27%	36%	36%	5%	36%	5%	32%	36%	5%
Revenue/Yield Manager	\$73,694	\$73,334	\$102,000	\$79,000	\$125,000		9%		5%	9%	5%	9%	9%	5%	5%		5%	9%	
Accounts Assistant	NEW	NEW	\$64,779	\$53,400	\$75,000	23%			18%		5%	50%	64%		45%	5%	41%	50%	
Purchasing Officer	\$63,143	\$58,992	\$66,868	\$62,000	\$78,000				5%			18%	18%		14%		9%	18%	
Payroll Officer	\$60,952	\$63,783	\$65,702	\$58,500	\$77,000	9%			5%			14%	18%		9%	5%	9%	14%	
Purchasing Manager	NEW	NEW	\$82,854	\$74,000	\$95,000	9%			9%	9%	5%	18%	18%		14%	5%	9%	18%	5%
Information Technology / IT Manager	NEW	NEW	\$89,085	\$68,737	\$125,000	9%	9%	5%	9%	27%	23%	23%	27%	5%	23%	5%	27%	27%	

Human Resources

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Human Resources Manager	\$80,374	\$88,406	\$91,629	\$87,000	\$100,000	13%	27%		33%	27%	40%	27%	47%	7%	40%		40%	47%	7%
Human Resources Assistant	\$58,473	\$60,762	\$69,752	\$54,500	\$80,000	20%			13%	20%	20%	33%	33%		13%	7%	13%	20%	
Training and Development Manager	N/A	N/A	\$80,525	\$67,000	\$94,050	7%			7%			13%	13%	7%				7%	

Front Office

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Rooms Division Manager	\$79,500	\$87,724	\$92,014	\$75,000	\$104,500	4%	19%		15%	19%	19%	19%	19%	7%	19%		15%	22%	4%
Front Office Manager	\$68,763	\$74,975	\$79,774	\$72,000	\$87,360	22%	30%		48%	30%	33%	52%	56%		59%	4%	37%	56%	11%
Assistant Front Office Manager	\$63,396	\$69,452	\$72,003	\$59,000	\$79,716	15%			30%	4%	7%	37%	41%		41%	4%	19%	37%	
Reservations Manager	NEW	NEW	\$76,786	\$66,000	\$95,000	7%			37%		19%	33%	41%		37%		33%	33%	7%
Reservations/Front Office Supervisor	\$59,003	\$64,228	\$66,725	\$54,500	\$73,000	19%			19%		7%	44%	48%		37%	7%	30%	41%	4%
Guest Experience Manager	NEW	NEW	\$72,149	\$70,696	\$80,000	7%	7%		11%		4%	26%	30%		30%	4%	22%	30%	
Chief Concierge	\$61,775	N/A	\$76,000	\$76,000	\$76,000	4%						4%	4%		4%			4%	4%
Night Manager	NEW	NEW	\$71,690	\$68,000	\$78,000	22%	4%		48%		7%	70%	74%		78%	7%	56%	70%	7%
Night Auditor	\$56,956	\$57,670	\$61,088	\$49,143	\$71,000	11%			19%			30%	33%		33%	4%	26%	33%	

Housekeeping

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Executive Housekeeper	\$70,885	\$76,101	\$80,649	\$72,000	\$88,000	25%	8%		58%	50%	17%	67%	83%		67%		50%	58%	8%

4 - 4.5 Star - CBD - Salaries & Benefits

0 - 149 rooms

Senior Management, Dept Heads & Exec Leadership																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
General Manager	\$126,499	\$113,451	\$126,681	\$77,000	\$230,000	41%	77%	11%	70%	66%	73%	82%	55%	23%	52%	18%	50%	55%	9%
Executive Assistant Manager	\$83,194	\$78,280	\$96,804	\$45,000	\$145,000	11%	11%	2%	11%	9%	20%	16%	18%	7%	11%	2%	9%	14%	
Financial Controller	\$79,534	\$97,631	\$91,517	\$40,000	\$140,000	9%	11%		18%	5%	18%	23%	20%	2%	18%		11%	18%	
Director of Sales & Marketing	\$102,847	\$100,889	\$100,500	\$54,500	\$130,000	5%	5%	2%	11%	9%	9%	11%	11%		9%	2%	7%	11%	2%
Director of Food & Beverage	\$78,750	\$92,000	\$97,000	\$68,000	\$140,000	2%	5%		2%	5%	5%	5%	5%	2%	2%		5%	5%	
Director of Human Resources / People and Culture	NEW	NEW	\$135,000	\$125,000	\$145,000	2%	2%		5%	2%	5%	5%	5%	5%	2%		5%	5%	
Director of Revenue/Yield Controller	NEW	NEW	\$119,333	\$102,000	\$150,000	2%	2%	2%	7%	7%	7%	7%	7%	2%	5%		7%	7%	
Executive Secretary	\$83,105	N/A	\$71,508	\$58,015	\$85,000	2%			2%	2%	2%	5%	5%	2%			2%	5%	

Food & Beverage																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Food & Beverage Manager	NEW	NEW	\$87,773	\$68,000	\$115,000	24%	29%		29%	19%	24%	43%	48%	5%	29%		24%	33%	5%
Assistant Food & Beverage Manager	\$55,500	\$66,054	\$81,500	\$60,000	\$105,000	10%	10%		10%	10%	10%	14%	19%		10%		14%	14%	
Restaurant Manager	\$61,256	\$72,183	\$73,720	\$56,550	\$90,000	24%	19%		10%	5%	14%	48%	43%		24%	5%	33%	33%	
Bar Manager	\$60,258	\$58,500	\$74,500	\$66,000	\$85,000	10%	5%		5%	5%	5%	19%	19%		10%		14%	10%	
Banquet/Conference Operations Manager	\$61,747	\$76,647	\$79,600	\$74,000	\$90,000	10%	5%		24%	5%	14%	29%	29%		19%		19%	24%	
Banquet/Conference Operations Coordinator	\$59,750	\$67,000	\$63,485	\$55,000	\$68,727	10%	10%		14%		10%	24%	19%		19%		19%	19%	
Maitre'D	N/A	N/A	\$72,000	\$69,000	\$75,000	5%	5%		5%		5%	10%	10%				10%	10%	
Executive Chef	\$79,831	\$97,029	\$96,050	\$70,000	\$140,000	33%	38%	5%	38%	19%	29%	67%	67%	10%	52%	5%	43%	52%	5%
Sous Chef	\$65,224	\$74,699	\$79,544	\$60,000	\$120,000	24%	10%		24%	5%		48%	48%		33%		33%	38%	5%
Chef de Partie / Restaurant Chef	\$62,055	\$66,030	\$71,654	\$56,450	\$105,000	14%			5%		5%	38%	38%		24%		24%	33%	
Demi Chef	NEW	NEW	\$69,182	\$54,992	\$95,000	10%			10%			29%	29%		19%		24%	24%	
Commis Chef	NEW	NEW	\$65,639	\$51,731	\$80,000	10%	5%		14%			29%	33%		10%		14%	29%	
Pastry Chef	\$59,576	\$75,000	\$75,000	\$75,000	\$75,000	5%			5%			5%	5%				5%	5%	

Sales

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Sales/Marketing Manager	\$95,429	\$80,759	\$84,933	\$77,600	\$98,000	10%	30%		40%	30%	20%	60%	60%		50%		40%	40%	
Sales/Marketing Executive	\$59,000	\$62,000	\$68,792	\$67,000	\$70,701	20%	10%		10%			30%	30%		20%		20%	30%	
Banquet & MICE Manager	\$57,250	\$75,088	\$65,000	\$65,000	\$65,000						10%	10%	10%						
Banquet & MICE Executive	N/A	\$62,963	\$71,667	\$65,000	\$85,000	20%	10%		20%		10%	30%	30%		20%		20%	20%	

Engineering & Security

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Chief Engineer	\$65,798	\$77,510	\$81,225	\$60,000	\$125,000	29%	35%	6%	47%	47%	24%	53%	53%	12%	18%		24%	59%	
Assistant Engineer	\$53,524	\$65,813	\$81,247	\$60,000	\$115,000	12%	12%		6%	12%	6%	18%	18%				18%	18%	
Security Manager	N/A	N/A	\$240,000	\$240,000	\$240,000	6%	6%		6%	6%	6%	6%	6%	6%			6%	6%	

Finance & IT

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Assistant Financial Controller	\$67,920	\$40,000	\$40,000	\$40,000	\$40,000							18%							
Revenue/Yield Manager	\$71,334	\$82,000	\$78,750	\$72,500	\$85,000	9%	18%		9%		18%	18%	18%				9%	9%	9%
Accounts Assistant	NEW	NEW	\$59,364	\$40,000	\$70,696	9%	9%		9%		9%	36%	36%		18%		27%	27%	
Purchasing Officer	N/A	\$60,000	\$67,721	\$63,441	\$72,000						9%	18%	18%		9%		9%	9%	

Human Resources

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Human Resources Manager	\$85,000	\$78,000	\$81,885	\$81,885	\$81,885	33%	33%					33%	33%		33%		33%	33%	
Human Resources Assistant	\$58,000	\$62,134	\$79,363	\$68,725	\$90,000						33%	67%	67%		33%		67%	67%	

Front Office

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Rooms Division Manager	\$81,500	\$80,000	\$90,625	\$80,000	\$101,000	3%			9%	3%	6%	6%	9%		6%		3%	9%	
Front Office Manager	\$65,420	\$71,157	\$75,068	\$52,000	\$85,000	29%	37%	3%	51%	20%	31%	57%	43%		34%	3%	40%	34%	6%
Assistant Front Office Manager	\$59,040	\$65,906	\$70,339	\$63,000	\$80,000	14%	3%		17%	3%		23%	23%		11%		17%	23%	
Reservations Manager	NEW	NEW	\$72,748	\$67,000	\$80,000	6%	6%		6%		6%	11%	6%		9%		6%	9%	
Reservations/Front Office Supervisor	\$58,584	\$60,031	\$67,245	\$65,000	\$70,697				9%			9%	11%		3%		3%	3%	
Guest Experience Manager	NEW	NEW	\$71,000	\$71,000	\$71,000							3%	3%		3%				
Night Manager	NEW	NEW	\$70,628	\$64,000	\$80,000	20%	3%		23%		3%	34%	34%		29%		17%	34%	3%
Night Auditor	\$55,521	\$59,153	\$61,756	\$56,550	\$66,000	3%			3%			6%	3%		6%		3%	6%	

Housekeeping

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Executive Housekeeper	\$56,383	\$64,562	\$69,160	\$44,235	\$100,000	27%	19%		38%	35%	15%	58%	50%	8%	31%	4%	23%	38%	8%
Housekeeping Coordinator / Assistant Executive	\$55,250	\$51,229	\$64,875	\$61,500	\$67,000	8%	4%		8%			12%	8%		12%		12%	12%	
Laundry Manager	N/A	N/A	\$63,366	\$51,732	\$75,000	4%			4%			4%	8%				4%	4%	

3 - 3.5 Star - Non CBD - Salaries & Benefits

0 - 149 rooms, 150 - 299 rooms, 300 rooms plus

Senior Management, Dept Heads & Exec Leadership																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
General Manager	\$113,928	\$126,600	\$109,983	\$40,000	\$276,293	25%	44%	31%	62%	56%	56%	44%	38%		19%		12%	6%	6%
Executive Assistant Manager	\$77,144	\$85,000	\$82,400	\$60,000	\$117,000	12%	6%		25%	19%	6%	31%	12%		12%			6%	
Financial Controller	\$93,829	\$113,036	\$104,400	\$76,000	\$140,000	6%	19%		31%	6%	12%	19%	19%		6%		6%	6%	
Director of Sales & Marketing	\$121,312	\$92,174	\$194,543	\$135,000	\$254,085		6%	6%	12%	6%	12%	6%	12%		6%		6%	6%	
Director of Food & Beverage	\$69,791	\$88,808	\$185,543	\$117,000	\$254,085	6%	6%		12%	6%	12%	12%	6%		6%		6%	6%	
Director of Human Resources / People and Culture	NEW	NEW	\$90,000	\$90,000	\$90,000		6%		6%		6%	6%	6%		6%			6%	
Director of Revenue/Yield Controller	NEW	NEW	\$90,000	\$90,000	\$90,000		6%		6%		6%	6%	6%		6%			6%	
Executive Secretary	\$73,223	\$77,368	\$91,337	\$76,000	\$106,674	6%	6%		12%			6%					6%		

Food & Beverage																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Food & Beverage Manager	NEW	NEW	\$118,825	\$118,825	\$118,825	12%			12%	12%	12%	12%	12%		12%		12%		
Assistant Food & Beverage Manager	\$61,325	\$66,413	\$80,000	\$80,000	\$80,000	12%			12%	12%		12%	12%		12%		12%		
Restaurant Manager	\$60,240	\$69,150	\$70,000	\$65,000	\$75,000			12%	12%	25%	25%	25%	25%		12%				
Bar Manager	\$53,500	\$64,098	\$70,000	\$70,000	\$70,000														
Banquet/Conference Operations Manager	\$56,038	\$66,000	\$78,000	\$78,000	\$78,000				12%	12%	12%	12%							
Executive Chef	\$81,065	\$91,626	\$98,000	\$75,000	\$117,000	12%			38%	38%	25%	38%	25%		25%		12%	12%	
Sous Chef	\$70,956	\$74,498	\$82,333	\$80,000	\$85,000	12%			25%	12%	12%	25%	38%		25%			12%	
Chef de Partie / Restaurant Chef	\$61,680	\$61,279	\$65,363	\$60,500	\$70,590	12%		12%	38%		12%	38%	38%		25%		12%		
Demi Chef	NEW	NEW	\$68,866	\$68,731	\$69,000				12%			25%	25%		25%		12%	12%	
Commis Chef	NEW	NEW	\$64,838	\$64,675	\$65,000	12%			12%			25%	25%		25%		12%	12%	
Food Hygiene / Safety Manager	NEW	NEW	\$66,500	\$58,000	\$75,000				12%	12%	12%	12%	12%		12%				

Sales																			
Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Sales/Marketing Manager	\$123,724	\$100,435	\$111,800	\$75,400	\$175,000	25%	25%	25%	75%	75%	75%	50%	50%				25%		
Sales/Marketing Executive	\$73,456	\$91,796	\$115,000	\$80,000	\$150,000	25%		25%	25%	25%	50%	50%	50%		25%		25%	25%	
Public Relations Manager	\$168,821	\$97,765	\$115,705	\$115,705	\$115,705	25%		25%	25%	25%	25%	25%					25%		

Engineering & Security

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Chief Engineer	\$88,217	\$104,867	\$91,472	\$65,000	\$109,415	25%			75%	50%	50%	75%	75%		50%		25%	25%	

Finance & IT

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Assistant Financial Controller	\$110,315	\$111,426	\$90,000	\$90,000	\$90,000						33%	33%	33%		33%			33%	
Accounts Assistant	NEW	NEW	\$79,600	\$64,675	\$102,125	33%			67%		100%	67%	67%		33%		33%	33%	
Purchasing Officer	\$76,880	\$73,055	\$71,338	\$64,675	\$78,000	33%			33%	33%	33%	33%	33%		33%		33%	33%	
Payroll Officer	\$83,974	\$71,000	\$82,040	\$64,675	\$99,405	33%			33%	33%	33%	33%	33%		33%		33%	33%	
Purchasing Manager	NEW	NEW	\$116,680	\$116,680	\$116,680	33%			33%	33%							33%		
Information Technology / IT Manager	NEW	NEW	\$150,000	\$150,000	\$150,000	33%			33%	33%	33%	33%	33%						

Human Resources

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Human Resources Manager	\$85,722	\$103,685	\$120,000	\$120,000	\$120,000	33%			33%	33%	33%	33%	33%		33%		33%		
Human Resources Assistant	\$60,188	N/A	\$74,838	\$64,675	\$85,000	33%			67%	33%	67%	67%	67%		33%		33%	33%	
Training and Development Manager	\$75,000	N/A	\$83,000	\$83,000	\$83,000	33%			33%	33%	33%	33%	33%		33%		33%		

Front Office

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Rooms Division Manager	\$72,575	\$69,886	\$87,634	\$65,000	\$103,402	8%	8%	25%	17%	25%	17%	25%	17%		17%		8%		
Front Office Manager	\$64,518	\$71,814	\$70,571	\$40,000	\$90,000	17%	25%		58%	33%	25%	42%	25%		25%		8%	8%	
Assistant Front Office Manager	\$58,141	\$47,500	\$66,499	\$59,300	\$71,000	8%	8%		17%	8%	17%	25%	17%		17%		8%	8%	
Reservations Manager	NEW	NEW	\$73,347	\$53,040	\$87,000	8%		8%	17%	8%	17%	17%	17%		8%		8%	8%	
Reservations/Front Office Supervisor	\$59,615	\$61,102	\$62,346	\$53,000	\$70,000	8%	8%	8%	33%	17%		42%	25%		25%		8%	8%	
Guest Experience Manager	NEW	NEW	\$77,345	\$47,000	\$114,339	8%			17%	8%	17%	17%	17%		17%		8%	8%	
Night Manager	NEW	NEW	\$67,232	\$60,000	\$71,000	8%			25%	17%	25%	25%	17%		25%		17%	8%	
Night Auditor	\$58,604	\$56,000	\$87,861	\$70,696	\$105,025	8%			17%	8%	17%	17%	17%		8%		8%	8%	

Housekeeping

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Executive Housekeeper	\$65,381	\$69,770	\$72,833	\$40,000	\$110,000	14%	14%		36%	21%	21%	36%	21%		21%		7%	7%	
Housekeeping Coordinator / Assistant Executive	\$61,467	\$60,253	\$55,924	\$45,000	\$70,696	7%			7%	7%	7%	7%	7%		14%			7%	

3 - 3.5 Star - CBD - Salaries & Benefits

0 - 149 rooms, 150 - 299 rooms, 300 rooms plus

Senior Management, Dept Heads & Exec Leadership

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
General Manager	\$124,202	\$131,223	\$124,242	\$80,000	\$150,000	67%	83%	17%	50%	50%	50%	67%	50%		33%		33%	50%	17%
Financial Controller	\$139,243	\$110,000	\$108,100	\$86,200	\$130,000	17%	17%		33%			17%	17%		17%			17%	
Director of Sales & Marketing	\$88,000	\$106,000	\$79,144	\$54,500	\$102,931	33%	17%	17%	50%	17%	33%	33%	17%		17%		17%	17%	
Director of Food & Beverage	\$65,000	\$76,000	\$85,000	\$85,000	\$85,000	17%			17%		17%	17%	17%				17%		
Director of Revenue/Yield Controller	NEW	NEW	\$85,000	\$85,000	\$85,000	17%	17%					17%			17%				

Food & Beverage

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Food & Beverage Manager	NEW	NEW	\$88,125	\$87,000	\$89,250		33%		33%	33%	33%	67%	67%		33%		33%	67%	33%
Maitre'D	N/A	N/A	\$65,000	\$65,000	\$65,000							33%	33%				33%	33%	
Executive Chef	\$77,970	\$89,000	\$103,428	\$103,428	\$103,428	33%	33%		33%	33%		33%	33%		33%			33%	
Chef de Partie / Restaurant Chef	N/A	\$70,000	\$78,000	\$78,000	\$78,000							33%	33%				33%	33%	
Commis Chef	NEW	NEW	\$65,000	\$65,000	\$65,000							33%	33%				33%	33%	

Sales

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Sales/Marketing Manager	\$65,000	\$85,000	\$90,000	\$90,000	\$90,000	50%	50%			50%					50%		50%		
Sales/Marketing Executive	\$61,789	\$70,000	\$71,400	\$71,400	\$71,400	50%	50%	50%		50%		50%	50%		50%			50%	

Engineering & Security

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Chief Engineer	\$73,859	\$72,500	\$81,850	\$68,700	\$95,000				50%	25%	25%	25%	25%				25%	25%	

Finance & IT

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Accounts Assistant	NEW	NEW	\$65,000	\$65,000	\$65,000	100%													

Front Office

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Rooms Division Manager	\$76,898	\$85,000	\$91,750	\$83,500	\$100,000	17%	17%		17%			17%					17%		
Front Office Manager	\$70,250	\$76,143	\$79,124	\$71,000	\$85,000	17%	33%		17%	33%	17%	50%	17%		17%		33%	50%	
Reservations/Front Office Supervisor	\$53,031	\$61,667	\$73,635	\$65,000	\$82,271	17%	17%		33%	17%	17%	33%	33%		17%		17%	33%	
Night Manager	NEW	NEW	\$71,135	\$60,000	\$82,271	17%	33%		33%	17%		33%	17%	17%			17%	17%	
Night Auditor	\$52,094	\$52,000	\$55,000	\$55,000	\$55,000				17%			17%			17%				

Housekeeping

Position	2019 Average Salary	2022 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Executive Housekeeper	\$70,400	\$73,500	\$77,500	\$70,000	\$85,000				100%	50%	50%	50%	50%				50%	50%	