

2023
AHA-AA
NATIONAL SALARY SURVEY

VICTORIA

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	0 - 149 rooms	3
5 Star	CBD	300 rooms plus	5
5 Star	CBD	150 - 299 rooms	7
5 Star	CBD	0 - 149 rooms	2
4 - 4.5 Star	Non CBD	150 - 299 rooms, 300 rooms plus	6
4 - 4.5 Star	Non CBD	0 - 149 rooms	15
4 - 4.5 Star	CBD	300 rooms plus	5
4 - 4.5 Star	CBD	150 - 299 rooms	9
4 - 4.5 Star	CBD	0 - 149 rooms	7
3 - 3.5 Star	CBD, Non CBD	0 - 149 rooms, 150 - 299 rooms, 300 rooms plus	3
Total Responses Overall (Inclusive of those hotels who answered on behalf of all hotels/apartments in their chain:			62

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

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	\$217,000	\$175,000	\$177,000	\$144,000	\$240,000	25%	25%	25%	50%	100%	100%	50%	50%					75%	
Financial Controller	\$113,000	\$120,000	\$140,000	\$130,000	\$150,000	25%	25%		50%	25%	25%	50%	50%					25%	
Director of Sales & Marketing	\$113,000	\$120,000	\$135,000	\$120,000	\$150,000	25%	25%		50%	25%	25%	50%	50%					25%	
Director of Food & Beverage	\$113,000	\$118,000	\$120,000	\$120,000	\$120,000				25%		25%	25%	25%					25%	
Director of Human Resources / People and Culture	NEW	NEW	\$125,000	\$125,000	\$125,000				25%		25%	25%	25%					25%	
Director of Revenue/Yield Controller	NEW	NEW	\$120,000	\$120,000	\$120,000				25%		25%		25%					25%	

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	\$100,000	\$100,000	\$100,000						50%							50%	
Assistant Food & Beverage Manager	N/A	\$75,000	\$75,000	\$75,000	\$75,000													50%	
Restaurant Manager	\$72,000	\$80,000	\$85,000	\$85,000	\$85,000	50%			50%		50%	50%	50%						
Banquet/Conference Operations Manager	\$73,000	\$75,000	\$85,000	\$85,000	\$85,000	50%			50%		50%	50%							
Banquet/Conference Operations Coordinator	\$57,000	\$50,000	\$70,000	\$70,000	\$70,000	50%			50%	50%	50%	50%	50%						
Executive Chef	\$120,000	\$102,500	\$130,000	\$110,000	\$150,000	50%			50%			50%	50%					50%	
Sous Chef	\$82,500	\$77,500	\$92,500	\$85,000	\$100,000	50%			50%			50%	50%					50%	
Chef de Partie / Restaurant Chef	\$61,000	\$65,400	\$70,000	\$70,000	\$70,000	50%						50%	50%						

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	\$90,000	NEW	\$85,000	\$85,000	\$85,000	100%	100%			100%		100%	100%						

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	\$77,000	\$78,000	\$80,000	\$80,000	\$80,000													100%	

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	\$70,000	\$70,000	\$70,000				100%			100%	100%						
Payroll Officer	N/A	NEW	\$65,000	\$65,000	\$65,000	100%						100%	100%						

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	\$113,000	NEW	\$80,000	\$80,000	\$80,000													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
Front Office Manager	\$66,500	\$75,000	\$80,000	\$80,000	\$80,000													100%	

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	\$73,000	\$71,300	\$80,000	\$80,000	\$80,000													100%	

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	\$73,000	\$76,500	\$75,000	\$75,000	\$75,000													100%	

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	\$242,501	\$234,000	\$237,490	\$215,000	\$259,980	67%	67%	33%	67%	67%	67%	67%	67%	67%	67%		67%	67%	
Financial Controller	\$170,495	\$154,400	\$161,412	\$145,000	\$183,236	67%	100%		100%	100%	100%	100%	100%	100%	100%	33%	67%	100%	
Director of Sales & Marketing	\$201,165	\$161,600	\$173,841	\$150,000	\$201,996	67%	100%		100%	100%	100%	100%	100%	100%	100%	33%	67%	100%	
Director of Food & Beverage	\$203,557	\$125,000	\$137,628	\$120,000	\$155,256	33%	67%		67%	67%	67%	67%	67%	67%	67%	33%	33%	67%	
Director of Human Resources / People and Culture	NEW	NEW	\$146,287	\$137,000	\$161,460	67%	100%		100%	100%	100%	100%	100%	100%	100%	33%	67%	100%	
Director of Revenue/Yield Controller	NEW	NEW	\$137,400	\$124,800	\$150,000	33%	67%	33%	100%	100%	100%	100%	100%	100%	100%	33%	67%	100%	
Executive Secretary	\$77,580	\$75,063	\$79,203	\$70,608	\$87,000	33%			67%		67%	100%	100%	67%	100%	33%	67%	100%	

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	\$139,478	\$139,478	\$139,478	50%	50%		50%			50%	50%		50%	50%	50%	50%	
Assistant Food & Beverage Manager	\$68,384	\$89,735	\$109,018	\$94,050	\$114,007	50%	67%		67%		17%	67%	67%	17%	67%	50%	67%	67%	
Restaurant Manager	\$82,412	\$80,472	\$86,895	\$72,096	\$96,459	67%	67%		50%			83%	83%		83%	67%	67%	83%	
Bar Manager	\$85,185	\$87,055	\$87,642	\$72,000	\$92,856	50%	67%		50%			67%	50%		67%	50%	50%	67%	
Banquet/Conference Operations Manager	\$79,891	\$83,823	\$101,236	\$76,884	\$115,766	67%	67%		67%	17%	17%	83%	83%		83%	67%	67%	83%	
Banquet/Conference Operations Coordinator	\$62,933	\$67,175	\$70,142	\$57,475	\$73,984	67%	50%		67%			83%	83%		83%	50%	83%	83%	
Executive Chef	\$120,439	\$140,891	\$147,887	\$80,000	\$192,336	67%	83%		83%	33%	33%	100%	100%	33%	100%	67%	83%	100%	
Sous Chef	\$82,291	\$82,313	\$86,898	\$75,000	\$93,902	67%	50%		67%	17%		100%	100%	17%	100%	50%	83%	100%	
Chef de Partie / Restaurant Chef	\$67,468	\$70,126	\$76,177	\$60,452	\$84,449	67%	50%		67%			100%	100%		100%	50%	83%	100%	
Demi Chef	NEW	NEW	\$64,840	\$54,984	\$70,106	17%			17%			50%	50%		33%		33%	50%	
Commis Chef	NEW	NEW	\$61,005	\$51,740	\$65,969	17%			17%			50%	50%		33%		33%	50%	
Pastry Chef	\$78,235	\$121,081	\$88,942	\$83,000	\$95,000	17%	17%		33%	17%		50%	50%	17%	50%	17%	33%	50%	
Food Hygiene / Safety Manager	NEW	NEW	\$77,500	\$75,000	\$80,000				17%		17%	33%	33%	17%	33%	17%	17%	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	\$92,432	\$83,250	\$93,078	\$78,000	\$108,156	33%	67%		33%	67%	67%	67%	67%		67%		33%	67%	
Sales/Marketing Executive	\$73,092	\$70,500	\$76,228	\$65,000	\$95,683	33%	100%		67%	67%	67%	100%	100%	33%	100%		67%	100%	
Banquet & MICE Manager	\$87,286	\$94,500	\$89,000	\$75,000	\$102,999	33%	67%		67%	33%	33%	67%	67%	33%	67%		67%	67%	
Banquet & MICE Executive	\$75,934	\$64,000	\$71,216	\$69,431	\$73,000	33%	67%		33%			67%	67%	33%	67%		67%	67%	
Public Relations Manager	\$105,920	\$82,000	\$85,000	\$85,000	\$85,000		33%		33%	33%	33%	33%	33%		33%	33%		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	\$114,642	\$111,000	\$110,520	\$92,000	\$134,559	33%	67%		100%	67%	67%	100%	100%	67%	100%	33%	67%	100%	
Assistant Engineer	\$73,060	\$82,167	\$89,880	\$85,000	\$94,759	33%				67%	33%	67%	67%		67%	33%	33%	67%	
Security Manager	\$104,031	\$83,334	\$82,500	\$75,000	\$90,000		33%		67%	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
Assistant Financial Controller	\$79,190	\$87,750	\$99,162	\$88,000	\$110,323	33%	33%		33%		67%	67%	67%	33%	67%		67%	67%	
Accounts Assistant	NEW	NEW	\$75,133	\$68,000	\$82,399	33%			33%		67%	100%	100%		100%		67%	100%	
Purchasing Officer	\$65,636	\$57,190	\$66,023	\$62,046	\$70,000	33%						67%	67%		67%		33%	67%	
Payroll Officer	\$57,618	\$73,387	\$69,432	\$69,432	\$69,432	33%						33%	33%		33%		33%	33%	
Purchasing Manager	NEW	NEW	\$82,812	\$62,430	\$104,007	33%	33%		67%	67%		100%	100%	33%	100%	33%	67%	100%	
Information Technology / IT Manager	NEW	NEW	\$123,395	\$110,427	\$136,363	33%	67%		33%	67%	67%	67%	67%	67%	67%		67%	67%	

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	\$119,276	\$96,000	\$87,674	\$87,674	\$87,674	33%	33%		33%		33%	33%	33%	33%	33%		33%	33%	
Human Resources Assistant	\$76,944	\$63,750	\$68,880	\$66,000	\$71,760	33%					33%	67%	67%		67%		33%	67%	
Training and Development Manager	\$109,413	\$75,000	\$76,314	\$75,000	\$77,628	33%			33%		67%	67%	67%	33%	67%		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	\$112,953	\$113,337	\$117,209	\$82,000	\$135,135	60%	80%		80%		20%	80%	80%	40%	80%	40%	80%	80%	
Front Office Manager	\$84,729	\$83,364	\$91,011	\$82,000	\$97,761	60%	60%		60%	20%	20%	80%	80%		80%	60%	60%	80%	
Assistant Front Office Manager	\$69,802	\$76,335	\$80,254	\$70,000	\$88,007	40%	80%		60%	20%		80%	80%	20%	80%	60%	60%	80%	
Reservations Manager	NEW	NEW	\$84,373	\$71,500	\$92,342	60%	40%		60%			80%	80%	20%	80%	40%	80%	80%	
Reservations/Front Office Supervisor	\$65,720	\$70,631	\$70,835	\$54,984	\$76,678	40%	60%		60%			80%	80%		80%	40%	60%	80%	
Guest Experience Manager	NEW	NEW	\$101,264	\$69,431	\$131,313	60%	40%		60%			80%	80%	20%	80%	40%	80%	80%	
Chief Concierge	\$74,203	\$73,750	\$80,861	\$75,717	\$85,278	60%	60%		60%			80%	80%	20%	80%	40%	80%	80%	
Assistant Concierge	\$59,874	N/A	\$65,653	\$65,306	\$66,000	20%						40%	40%		20%		20%	40%	
Night Manager	NEW	NEW	\$76,596	\$74,160	\$79,031	20%			20%			40%	40%	20%	40%		40%	40%	
Night Auditor	\$61,281	\$54,377	\$62,046	\$62,046	\$62,046	20%						20%	20%		20%		20%	20%	

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	\$86,139	\$91,834	\$94,529	\$90,293	\$103,000	50%	50%		75%	25%	25%	75%	75%		75%	50%	50%	75%	
Housekeeping Coordinator / Assistant Executive	\$62,401	\$65,689	\$76,663	\$73,000	\$80,251	50%	75%		75%			100%	100%		100%	50%	75%	100%	
Laundry Manager	\$66,128	\$88,668	\$94,461	\$94,461	\$94,461	50%	50%		50%			50%	50%		50%	50%	50%	50%	

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	\$89,726	\$87,273	\$97,061	\$85,000	\$103,091	67%	100%		100%			100%	100%	33%	100%	67%	100%	100%	
Spa Assistant	\$77,838	\$69,459	\$77,682	\$77,682	\$77,682	67%	67%		67%			67%	67%	33%	67%	67%	67%	67%	

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	\$216,497	\$208,746	\$223,173	\$164,040	\$300,000	43%	86%	29%	71%	86%	86%	57%	86%	71%	71%	43%	43%	71%	
Executive Assistant Manager	\$76,688	\$116,000	\$143,000	\$120,000	\$166,000	14%	29%		29%	14%	29%	29%	29%		29%		14%	29%	
Financial Controller	\$125,000	\$130,000	\$127,154	\$110,000	\$147,000	43%	86%	14%	57%	86%	86%	57%	86%	43%	86%	14%	43%	71%	14%
Director of Sales & Marketing	\$117,796	\$122,600	\$126,836	\$110,000	\$140,000	57%	86%	14%	71%	86%	86%	57%	86%	43%	71%	29%	43%	71%	
Director of Food & Beverage	\$103,000	\$98,495	\$105,000	\$105,000	\$105,000	14%	14%		14%	14%	14%	14%	14%	14%	14%		14%	14%	
Director of Human Resources / People and Culture	NEW	NEW	\$115,750	\$95,000	\$136,500	29%	29%		14%	29%	29%	14%	29%	29%	29%	14%	14%	14%	
Director of Revenue/Yield Controller	NEW	NEW	\$115,000	\$115,000	\$115,000	14%	14%			14%	14%		14%	14%	14%				
Executive Secretary	\$59,306	\$72,000	\$74,232	\$70,697	\$77,000	14%	14%		29%			29%	43%		29%		29%	43%	

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	\$93,460	\$83,839	\$115,000	29%	43%		57%	14%	29%	43%	57%		57%	14%	43%	57%	
Assistant Food & Beverage Manager	\$65,975	\$72,500	\$77,206	\$70,697	\$90,000	43%	43%		14%	14%		29%	57%		43%	29%	29%	43%	
Restaurant Manager	\$72,450	\$66,853	\$80,833	\$70,000	\$87,500	14%			29%	14%	14%	29%	43%		43%	14%	29%	29%	
Bar Manager	N/A	\$66,853	\$73,566	\$70,697	\$75,000	29%	14%		29%			29%	43%		43%	14%	29%	29%	
Banquet/Conference Operations Manager	\$71,750	\$74,427	\$80,125	\$70,000	\$85,500	29%	43%		43%	29%	14%	43%	57%		57%	14%	43%	43%	
Banquet/Conference Operations Coordinator	N/A	N/A	\$70,349	\$70,000	\$70,697	14%	14%		14%		14%	14%	29%		29%		14%	29%	
Maitre'D	N/A	\$78,500	\$54,504	\$47,582	\$61,425	14%			14%		14%	14%	29%		14%	14%	29%	29%	
Executive Chef	\$96,831	\$99,983	\$118,079	\$100,000	\$141,245	43%	86%		100%	71%	57%	71%	100%	43%	100%	29%	57%	71%	
Sous Chef	\$71,659	\$77,000	\$84,941	\$75,190	\$95,000	43%	29%		29%			43%	86%	14%	71%	29%	43%	57%	
Chef de Partie / Restaurant Chef	\$63,415	\$65,927	\$67,839	\$56,454	\$85,000	43%	14%		29%			57%	71%		43%	29%	43%	57%	
Demi Chef	NEW	NEW	\$65,929	\$54,992	\$85,000	29%	14%		29%			29%	57%		43%	29%	43%	43%	
Commis Chef	NEW	NEW	\$62,637	\$49,143	\$85,000	29%	14%		29%			29%	57%		29%	29%	43%	43%	
Pastry Chef	\$63,424	\$61,440	\$69,006	\$56,454	\$80,000	29%	14%		14%			14%	43%		29%	29%	29%	29%	
Food Hygiene / Safety Manager	NEW	NEW	\$72,400	\$72,400	\$72,400				14%			14%	14%		14%		14%	14%	
Sommelier	NEW	NEW	\$75,000	\$75,000	\$75,000	14%	14%		14%				14%		14%		14%	14%	

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	\$77,150	\$105,200	\$88,180	\$75,000	\$107,100	14%	43%		71%	43%	43%	57%	71%		71%	14%	57%	71%	
Sales/Marketing Executive	\$76,700	\$77,120	\$75,550	\$65,000	\$90,000	14%	29%		43%	43%	29%	43%	57%		43%	14%	57%	57%	
Banquet & MICE Manager	\$73,125	\$74,000	\$82,715	\$78,800	\$88,400	43%	57%		43%	43%	14%	43%	71%		57%	29%	43%	57%	
Banquet & MICE Executive	\$58,250	\$64,320	\$65,989	\$61,000	\$71,600	29%	29%		29%	14%		43%	57%		57%		43%	57%	
Public Relations Manager	N/A	\$69,690	\$107,950	\$100,900	\$115,000		14%		14%		14%	14%	29%		29%	29%	29%	29%	

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	\$90,310	\$96,991	\$102,481	\$100,000	\$105,000	43%	57%		57%	57%	43%	71%	86%	43%	57%	29%	43%	71%	
Assistant Engineer	\$62,997	\$77,875	\$70,066	\$54,340	\$77,300	14%			43%	14%		43%	57%		43%	14%	43%	57%	

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	\$77,294	\$90,000	\$90,750	\$83,000	\$95,000	14%	14%		29%	14%	57%	43%	57%	14%	43%	14%	43%	57%	
Accounts Assistant	NEW	NEW	\$69,349	\$68,000	\$70,697	14%	14%		14%			14%	29%		29%	14%	29%	29%	
Purchasing Officer	\$54,645	\$65,000	\$61,851	\$51,731	\$70,000	29%			29%	14%		43%	57%		57%	14%	43%	57%	
Payroll Officer	\$55,133	N/A	\$65,000	\$65,000	\$65,000	14%			14%			14%	14%		14%		14%	14%	
Purchasing Manager	NEW	NEW	\$81,233	\$75,000	\$88,700	29%	29%		29%			29%	43%		29%	14%	29%	29%	
Information Technology / IT Manager	NEW	NEW	\$99,800	\$95,000	\$109,200	29%	29%		43%	43%	43%	29%	57%	14%	43%	14%	29%	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	\$83,667	\$100,000	\$99,057	\$95,000	\$110,000	29%	43%		29%	43%	57%	29%	57%	14%	57%	29%	29%	43%	
Human Resources Assistant	\$57,904	\$69,325	\$71,000	\$61,000	\$90,000	14%			43%	14%	43%	57%	71%		57%	14%	57%	71%	
Training and Development Manager	\$62,350	\$80,000	\$75,333	\$66,000	\$80,000	29%	29%		14%	29%	43%	14%	43%		43%	14%	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	\$81,500	\$84,550	\$93,750	\$85,000	\$105,000	29%	29%		43%	57%	57%	29%	57%	29%	57%	29%	29%	43%	
Front Office Manager	\$71,977	\$79,005	\$82,214	\$70,697	\$89,184	43%	43%		43%	57%	43%	57%	86%	14%	86%	43%	57%	71%	
Assistant Front Office Manager	\$64,750	\$69,938	\$75,368	\$70,800	\$80,100	14%	14%		14%			29%	43%		43%	14%	29%	43%	
Reservations Manager	NEW	NEW	\$81,167	\$73,500	\$90,000	14%	14%		14%	29%	29%	43%	43%		29%		14%	43%	
Reservations/Front Office Supervisor	\$64,131	\$63,596	\$62,804	\$54,992	\$68,745	29%	14%		14%			29%	43%		14%	14%	29%	43%	
Guest Experience Manager	NEW	NEW	\$70,697	\$70,697	\$70,697	14%	14%		14%	14%		14%	14%		14%		14%	14%	
Chief Concierge	\$65,913	\$76,128	\$75,985	\$64,675	\$85,000	43%	29%		43%	29%	29%	43%	71%	14%	43%	29%	57%	57%	
Assistant Concierge	\$58,700	\$66,818	\$69,891	\$64,674	\$75,000	29%	14%		29%		14%	43%	43%		43%		29%	43%	
Night Manager	NEW	NEW	\$72,550	\$70,697	\$76,960	43%	43%		57%	29%	29%	71%	100%		71%	29%	57%	86%	
Night Auditor	\$56,586	\$56,403	\$65,219	\$49,143	\$73,000	29%			14%		14%	29%	57%		29%	29%	29%	43%	

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	\$74,440	\$91,350	\$96,667	\$85,000	\$110,000	50%	50%		50%			50%	75%	25%	75%	25%	50%	50%	
Housekeeping Coordinator / Assistant Executive	N/A	N/A	\$74,000	\$74,000	\$74,000				25%			25%	25%		25%		25%	25%	

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	\$72,000	\$83,700	\$81,600	\$80,000	\$83,200	25%	25%		50%			50%	50%		50%		50%	50%	

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	\$120,000	\$175,000	\$140,000	\$140,000	\$140,000				50%		50%	50%	50%		50%				
Executive Assistant Manager	\$80,000	\$83,640	\$85,000	\$85,000	\$85,000				50%		50%	50%	50%		50%				
Financial Controller	N/A	\$105,000	\$132,500	\$110,000	\$155,000	50%	50%		50%	50%	100%	100%	50%	50%	100%		50%	50%	
Director of Sales & Marketing	N/A	\$90,000	\$125,500	\$90,000	\$161,000	50%	100%		50%	50%	100%	100%	100%	50%	100%		50%	50%	
Director of Food & Beverage	N/A	N/A	\$114,250	\$95,000	\$133,500	50%	50%		50%	50%	100%	100%	100%	50%	50%		50%	50%	
Director of Human Resources / People and Culture	NEW	NEW	\$150,000	\$150,000	\$150,000	50%	50%			50%	50%	50%	50%	50%	50%	50%	50%	50%	
Executive Secretary	N/A	N/A	\$80,837	\$80,837	\$80,837	50%				50%	50%	50%	50%	50%	50%		50%	50%	

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
Restaurant Manager	N/A	N/A	\$81,500	\$80,000	\$83,000	50%		50%	50%	50%	100%	100%	100%		100%		50%	50%	
Bar Manager	\$62,000	N/A	\$86,000	\$86,000	\$86,000	50%				50%	50%	50%	50%		50%		50%	50%	
Banquet/Conference Operations Manager	N/A	N/A	\$87,000	\$87,000	\$87,000	50%				50%	50%	50%	50%		50%		50%	50%	
Maitre'D	N/A	N/A	\$65,000	\$65,000	\$65,000				50%		50%	50%	50%		50%				
Executive Chef	\$127,000	\$97,500	\$131,250	\$130,000	\$132,500	50%			50%	50%	50%	100%	100%	50%	100%		50%	50%	
Sous Chef	\$61,281	\$75,000	\$82,500	\$80,000	\$85,000	50%			50%			100%	100%		100%			50%	
Chef de Partie / Restaurant Chef	N/A	\$66,740	\$63,000	\$56,000	\$70,000	50%			50%			100%	100%		100%			50%	
Demi Chef	NEW	NEW	\$59,982	\$54,964	\$65,000	50%			50%			100%	100%		100%			50%	
Commis Chef	NEW	NEW	\$54,370	\$51,740	\$57,000	50%			50%			100%	100%		100%			50%	
Pastry Chef	N/A	N/A	\$58,370	\$51,740	\$65,000	50%			50%			100%	100%		100%			50%	
Sommelier	NEW	NEW	\$75,000	\$75,000	\$75,000	50%						50%	50%		50%			50%	

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	N/A	\$68,000	\$78,000	\$78,000	\$78,000	50%	50%			50%	50%	50%	50%		50%			50%	
Banquet & MICE Manager	\$70,000	N/A	\$75,349	\$70,697	\$80,000	50%	50%		50%	50%	100%	100%	100%		100%			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	\$63,315	\$120,000	\$120,375	\$120,000	\$120,750	50%		50%	50%	50%	100%	100%	100%	50%	100%		50%	50%	
Assistant Engineer	N/A	N/A	\$80,000	\$80,000	\$80,000	50%					50%	50%	50%		50%			50%	

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	NEW	N/A	\$83,600	\$83,600	\$83,600	50%					50%	50%	50%	50%	50%		50%	50%	
Revenue/Yield Manager	NEW	N/A	\$78,000	\$78,000	\$78,000				50%		50%	50%	50%		50%				
Accounts Assistant	NEW	NEW	\$63,500	\$60,000	\$67,000	50%			50%		100%	100%	100%		100%			50%	
Purchasing Officer	NEW	\$52,000	\$49,143	\$49,143	\$49,143	50%					50%	50%	50%		50%			50%	
Purchasing Manager	NEW	NEW	\$84,000	\$84,000	\$84,000	50%				50%	50%		50%		50%		50%	50%	

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 Assistant	NEW	N/A	\$70,000	\$70,000	\$70,000	100%					100%	100%	100%		100%			100%	
Training and Development Manager	NEW	N/A	\$76,320	\$76,320	\$76,320	100%				100%	100%	100%	100%		100%		100%	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	\$80,000	N/A	\$102,900	\$102,900	\$102,900					50%	50%	50%		50%	50%		50%	50%	
Front Office Manager	\$68,000	\$70,000	\$79,000	\$75,000	\$83,000	50%	50%		50%	50%	100%	100%	100%		100%		50%	50%	
Assistant Front Office Manager	N/A	N/A	\$78,000	\$78,000	\$78,000	50%				50%	50%	50%			50%		50%	50%	
Reservations Manager	NEW	NEW	\$75,948	\$75,948	\$75,948	50%	50%			50%	50%	50%	50%		50%		50%	50%	
Reservations/Front Office Supervisor	N/A	\$61,158	\$70,000	\$70,000	\$70,000				50%			50%	50%		50%				
Night Manager	NEW	NEW	\$70,200	\$70,200	\$70,200				50%			50%	50%		50%				
Night Auditor	\$61,281	N/A	\$56,000	\$56,000	\$56,000		50%				50%	50%	50%		50%			50%	

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	\$61,281	NEW	\$78,000	\$78,000	\$78,000				100%			100%	100%		100%				

4 - 4.5 Star - Non CBD - Salaries & Benefits

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	\$148,000	\$206,000	\$172,500	\$130,000	\$225,000	33%	100%	33%	83%	83%	67%	50%	100%	67%	67%	33%	83%	83%	17%
Executive Assistant Manager	\$90,000	\$102,000	\$101,520	\$100,000	\$106,080	17%	67%		50%	67%	33%	50%	67%	33%	50%	17%	50%	50%	
Financial Controller	N/A	\$135,908	\$123,926	\$98,000	\$142,703	17%	67%		33%	50%	50%	33%	67%	17%	67%	33%	67%	67%	
Director of Sales & Marketing	\$92,000	\$140,000	\$112,000	\$98,000	\$150,000	17%	67%		50%	50%	50%	50%	67%	17%	67%	33%	67%	50%	
Director of Food & Beverage	\$70,000	N/A	\$85,000	\$80,000	\$90,000	17%	33%		33%	33%		17%	33%		17%	17%	33%	17%	
Director of Human Resources / People and Culture	NEW	NEW	\$98,000	\$98,000	\$98,000		17%			17%	17%	17%	17%		17%		17%	17%	
Director of Revenue/Yield Controller	NEW	NEW	\$97,500	\$95,000	\$100,000		33%		33%	17%	17%	33%	33%		17%	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	\$86,667	\$75,000	\$100,000		25%		50%	50%	25%	50%	75%		50%		75%	50%	
Assistant Food & Beverage Manager	N/A	N/A	\$74,000	\$72,000	\$75,000		25%		25%		25%	50%	75%		75%		75%	50%	
Restaurant Manager	N/A	N/A	\$77,500	\$70,000	\$85,000	25%							50%	25%	25%		25%	50%	
Banquet/Conference Operations Manager	N/A	\$75,000	\$85,000	\$85,000	\$85,000								25%		25%		25%	25%	
Executive Chef	\$80,000	\$100,000	\$100,750	\$90,000	\$120,000	25%	25%		50%	25%	50%	50%	100%	25%	75%		50%	100%	
Sous Chef	\$70,000	\$75,000	\$77,667	\$76,000	\$80,000	25%			25%			25%	75%	25%	50%		50%	75%	
Chef de Partie / Restaurant Chef	N/A	\$68,000	\$72,000	\$72,000	\$72,000							25%	50%		50%		50%	50%	
Demi Chef	NEW	NEW	\$68,866	\$68,731	\$69,000							25%	50%		50%		50%	50%	
Commis Chef	NEW	NEW	\$64,500	\$64,000	\$65,000							25%	50%		50%		50%	50%	

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	NEW	\$85,000	\$85,000	\$85,000	\$85,000		33%			33%	33%	33%	33%		33%			33%	
Sales/Marketing Executive	NEW	\$72,000	\$68,000	\$68,000	\$68,000								33%		33%		33%	33%	
Banquet & MICE Manager	NEW	\$82,500	\$88,000	\$88,000	\$88,000								33%				33%	33%	
Banquet & MICE Executive	NEW	\$65,000	\$67,500	\$67,000	\$68,000							33%	67%		67%		67%	67%	
Public Relations Manager	NEW	\$90,000	\$85,000	\$85,000	\$85,000								33%		33%		33%	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	\$65,000	\$124,409	\$95,907	\$75,000	\$130,628	25%	50%		50%	100%	75%	50%	100%	75%	75%		50%	75%	
Assistant Engineer	N/A	\$69,000	\$74,500	\$64,000	\$85,000					25%		25%	50%		50%		50%	50%	

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	N/A	\$75,000	\$82,500	\$75,000	\$90,000		50%		50%		50%		100%		100%	50%	50%	50%	

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	NEW	\$110,000	\$109,000	\$98,000	\$120,000		100%		50%	100%	50%	50%	100%	50%	50%		50%	100%	
Human Resources Assistant	NEW	N/A	\$62,500	\$60,000	\$65,000							50%	100%		100%		100%	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	N/A	N/A	\$95,000	\$95,000	\$95,000	25%			25%	25%	25%		25%	25%				25%	
Front Office Manager	\$68,000	N/A	\$76,000	\$70,000	\$83,000	25%	25%		25%	25%	25%	50%	75%	25%	50%	25%	25%	75%	
Assistant Front Office Manager	N/A	N/A	\$81,428	\$81,428	\$81,428								25%		25%		25%	25%	
Reservations Manager	NEW	NEW	\$73,000	\$70,000	\$76,000							25%	50%		50%		50%	50%	
Reservations/Front Office Supervisor	N/A	N/A	\$66,866	\$65,000	\$68,731							25%	50%		50%		50%	50%	
Guest Experience Manager	NEW	NEW	\$72,000	\$72,000	\$72,000							25%	25%		25%		25%	25%	
Night Manager	NEW	NEW	\$74,500	\$73,000	\$76,000							25%	50%		50%		50%	50%	
Night Auditor	N/A	\$58,258	\$65,213	\$61,425	\$69,000							25%	50%		50%		50%	50%	

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	\$65,000	\$85,000	\$76,250	\$75,000	\$80,000	25%			50%	50%	50%	50%	100%		75%	25%	50%	100%	
Housekeeping Coordinator / Assistant Executive	\$62,000	\$67,000	\$71,000	\$71,000	\$71,000							25%	50%		50%		50%	50%	

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	\$117,572	\$125,750	\$125,500	\$84,000	\$170,000	25%	33%	33%	67%	75%	75%	50%	42%	17%	17%	25%	8%	42%	
Executive Assistant Manager	\$89,334	\$96,000	\$101,667	\$85,000	\$130,000	17%			8%	17%	8%	17%	8%						
Financial Controller	\$91,667	\$109,500	\$83,000	\$78,000	\$88,000	8%	8%		8%									8%	
Director of Human Resources / People and Culture	NEW	NEW	\$120,000	\$120,000	\$120,000		8%						8%					8%	8%
Executive Secretary	N/A	\$65,000	\$94,000	\$94,000	\$94,000	8%			8%										

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	\$85,000	\$75,000	\$100,000		20%		40%	20%		20%	40%			20%		40%	
Assistant Food & Beverage Manager	N/A	\$67,500	\$75,000	\$75,000	\$75,000								20%					20%	
Restaurant Manager	\$63,750	\$71,500	\$72,000	\$72,000	\$72,000														
Bar Manager	\$63,750	\$65,000	\$62,000	\$62,000	\$62,000				20%										
Banquet/Conference Operations Manager	\$63,750	\$70,000	\$75,000	\$75,000	\$75,000				20%			20%	20%					20%	
Maitre'D	N/A	N/A	\$65,000	\$65,000	\$65,000				20%				20%						
Executive Chef	\$120,084	\$110,167	\$95,500	\$80,000	\$110,000		40%		20%		20%	40%	80%			20%	20%	60%	
Sous Chef	\$71,400	\$72,500	\$78,333	\$70,000	\$90,000		20%		40%			20%	40%					40%	
Chef de Partie / Restaurant Chef	\$60,057	\$62,600	\$68,333	\$60,000	\$75,000		20%		40%			20%	40%					40%	
Demi Chef	NEW	NEW	\$69,500	\$69,000	\$70,000							20%	40%					40%	
Commis Chef	NEW	NEW	\$65,000	\$65,000	\$65,000				20%			20%	20%					40%	
Pastry Chef	N/A	N/A	\$75,000	\$75,000	\$75,000		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	\$73,000	\$101,500	\$75,000	\$75,000	\$75,000		33%		67%	33%	67%	67%			33%	33%			
Sales/Marketing Executive	\$75,000	\$65,000	\$70,000	\$70,000	\$70,000		33%						33%					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	\$85,000	\$73,500	\$80,000	\$80,000	\$80,000	100%			100%	100%									

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	\$72,450	\$100,000	\$76,206	\$76,206	\$76,206	33%					33%						33%		
Revenue/Yield Manager	N/A	\$80,000	\$90,000	\$90,000	\$90,000		33%						33%					33%	
Accounts Assistant	NEW	NEW	\$77,000	\$77,000	\$77,000		33%						33%					33%	
Payroll Officer	\$51,500	\$64,000	\$60,000	\$60,000	\$60,000	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	\$85,000	\$125,000	\$75,000	\$75,000	\$75,000														
Human Resources Assistant	N/A	\$68,000	\$80,000	\$80,000	\$80,000					50%			50%					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	\$75,000	\$78,334	\$77,848	\$70,696	\$85,000	8%			15%	8%	8%	15%	8%						
Front Office Manager	\$67,000	\$78,667	\$77,041	\$70,000	\$85,000	8%	8%		8%		15%	15%	15%	8%				23%	
Assistant Front Office Manager	\$55,427	\$65,000	\$72,500	\$70,000	\$75,000	8%	8%		8%			15%	15%					8%	
Reservations/Front Office Supervisor	\$55,125	\$62,386	\$61,058	\$52,000	\$70,000	15%			31%			23%	8%		8%	8%			
Night Manager	NEW	NEW	\$75,000	\$75,000	\$75,000	8%			8%			8%	8%						
Night Auditor	\$57,120	\$64,000	\$65,000	\$65,000	\$65,000								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	\$55,000	\$57,540	\$67,357	\$55,000	\$75,000	22%		11%	33%		11%	33%	22%		11%	11%	11%	22%	
Housekeeping Coordinator / Assistant Executive	\$55,000	\$58,000	\$51,676	\$50,000	\$53,352									11%			11%	11%	

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	\$130,667	\$211,667	\$199,000	\$108,000	\$290,000	25%	50%		50%	25%	50%	50%	25%		50%		25%	50%	
Executive Assistant Manager	\$90,000	\$160,000	\$117,492	\$81,000	\$170,000		50%		50%	25%	50%	75%	50%		75%		25%	75%	
Financial Controller	\$127,500	\$116,000	\$140,443	\$106,770	\$173,000		75%		75%	25%	100%	75%	75%		100%		100%	100%	
Director of Sales & Marketing	\$132,500	\$125,000	\$142,147	\$140,000	\$145,000		50%		50%	75%	75%	75%	75%		75%		75%	75%	
Director of Food & Beverage	\$90,000	\$101,000	\$125,000	\$125,000	\$125,000		25%		25%	25%	25%	25%	25%		25%		25%	25%	
Director of Human Resources / People and Culture	NEW	NEW	\$131,670	\$104,000	\$153,000		75%		75%	25%	100%	100%	75%		100%		75%	100%	
Director of Revenue/Yield Controller	NEW	NEW	\$118,025	\$105,000	\$129,075		50%		50%	50%	75%	75%	75%		75%		75%	75%	25%
Executive Secretary	N/A	\$65,000	\$67,500	\$67,500	\$67,500							25%	25%		25%		25%	25%	

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	\$97,647	\$74,112	\$139,478	25%	25%		50%	25%	25%	75%	100%		100%	25%	100%	100%	
Assistant Food & Beverage Manager	N/A	N/A	\$84,500	\$54,992	\$114,007	25%	25%		25%			50%	50%		50%	25%	50%	50%	
Restaurant Manager	N/A	\$72,555	\$88,230	\$80,000	\$96,459	25%	25%		25%			50%	50%		50%	25%	50%	50%	
Bar Manager	N/A	\$67,000	\$92,856	\$92,856	\$92,856	25%	25%		25%			25%	25%		25%	25%	25%	25%	
Banquet/Conference Operations Manager	\$65,000	\$85,000	\$92,922	\$75,000	\$115,766	25%	25%		50%	25%	25%	75%	75%		75%	25%	75%	75%	
Banquet/Conference Operations Coordinator	N/A	\$66,667	\$76,947	\$73,894	\$80,000	25%	25%		25%			50%	50%		50%	25%	50%	50%	
Maitre'D	N/A	N/A	\$47,424	\$47,424	\$47,424							25%	25%				25%	25%	
Executive Chef	N/A	\$114,000	\$141,617	\$86,132	\$192,336	25%	75%		75%	25%	25%	100%	100%		100%	25%	100%	100%	
Sous Chef	\$65,000	\$85,000	\$87,476	\$80,000	\$95,000	25%	25%		50%		25%	100%	100%		100%	25%	100%	100%	
Chef de Partie / Restaurant Chef	\$57,500	\$72,500	\$75,301	\$56,454	\$85,000	25%	25%		50%			100%	100%		100%	25%	100%	100%	
Demi Chef	NEW	NEW	\$68,338	\$64,675	\$72,000							50%	50%		50%		50%	50%	
Commis Chef	NEW	NEW	\$60,386	\$51,732	\$68,000							75%	75%		50%		75%	75%	
Pastry Chef	N/A	\$80,000	\$83,120	\$83,120	\$83,120							25%	25%		25%		25%	25%	
Food Hygiene / Safety Manager	NEW	NEW	\$80,000	\$80,000	\$80,000							25%	25%		25%		25%	25%	

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	\$82,500	\$85,000	\$84,333	\$75,000	\$90,000		50%		50%	25%	50%	50%	50%		75%		75%	75%	
Sales/Marketing Executive	\$65,000	\$91,000	\$71,078	\$65,580	\$80,000		50%		50%	25%	50%	75%	75%		100%		100%	100%	
Banquet & MICE Manager	\$82,500	\$85,667	\$88,333	\$75,000	\$115,000		75%		50%	75%	50%	50%	50%		75%		50%	75%	
Banquet & MICE Executive	\$55,000	\$70,000	\$62,512	\$55,000	\$68,731		50%		50%		50%	50%	50%		75%		50%	75%	
Public Relations Manager	N/A	\$76,000	\$85,000	\$85,000	\$85,000						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	\$115,500	\$103,412	\$114,497	\$104,000	\$120,000		25%			50%	75%	50%	50%		75%		50%	75%	
Assistant Engineer	\$65,000	N/A	\$77,500	\$70,000	\$85,000		25%				25%	50%	25%		50%		25%	50%	

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	\$79,000	\$77,000	\$101,675	\$90,000	\$131,000		25%		25%		25%	75%	75%		75%		75%	100%	
Revenue/Yield Manager	\$80,000	\$115,000	\$105,000	\$90,000	\$120,000		25%		25%	50%		25%	25%		25%		50%	50%	
Accounts Assistant	NEW	NEW	\$64,668	\$61,940	\$68,731		25%				50%	75%	50%		75%		100%	100%	
Purchasing Officer	\$70,000	\$60,000	\$64,290	\$49,140	\$75,000		25%			25%	25%	50%	50%		50%		75%	75%	
Payroll Officer	\$65,000	\$71,000	\$75,491	\$68,050	\$83,000				25%		25%	75%	75%		50%		50%	50%	
Purchasing Manager	NEW	NEW	\$77,500	\$65,000	\$90,000		25%			25%		25%	25%		25%		50%	50%	
Information Technology / IT Manager	NEW	NEW	\$112,000	\$112,000	\$112,000		25%			25%	25%						25%	25%	

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	\$113,500	\$99,500	\$149,000	\$145,000	\$153,000		50%		50%	50%	50%	25%	25%		50%		50%	50%	
Human Resources Assistant	\$57,500	\$60,000	\$78,075	\$65,570	\$103,000		25%		25%	50%	25%	75%	75%		75%		100%	75%	

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	N/A	\$73,000	\$113,068	\$91,000	\$135,135	20%	40%		40%	20%		40%	40%		40%	20%	40%	40%	
Front Office Manager	\$60,000	\$76,058	\$80,609	\$73,000	\$97,761	20%	40%	20%	60%	20%	20%	80%	80%		100%	20%	80%	100%	
Assistant Front Office Manager	\$63,250	\$72,000	\$76,568	\$70,696	\$88,007		40%	20%	40%	20%		40%	40%		40%	20%	40%	60%	
Reservations Manager	NEW	NEW	\$77,345	\$69,687	\$92,342	20%	40%	20%	40%	20%	40%	80%	60%		80%	20%	100%	100%	
Reservations/Front Office Supervisor	\$61,250	\$63,642	\$66,793	\$55,000	\$76,678	20%	40%	20%	20%			40%	40%		40%	20%	40%	60%	
Guest Experience Manager	NEW	NEW	\$105,657	\$80,000	\$131,313	20%	20%	20%	20%			40%	40%		40%	20%	40%	40%	
Chief Concierge	N/A	\$72,000	\$79,068	\$74,000	\$85,278	20%	20%	20%	40%	20%	20%	40%	60%		60%	20%	60%	40%	
Assistant Concierge	\$50,000	N/A	\$58,496	\$54,992	\$62,000							40%	40%		40%		40%	40%	
Night Manager	NEW	NEW	\$72,397	\$70,564	\$74,025		20%			20%		60%	60%	20%	60%		60%	80%	
Night Auditor	\$56,250	\$61,500	\$53,523	\$49,143	\$61,425		20%		20%		20%	40%	40%		40%		40%	60%	20%

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	\$50,000	\$93,000	\$92,431	\$90,000	\$97,000	25%	50%		50%			75%	75%		75%	25%	75%	75%	
Housekeeping Coordinator / Assistant Executive	N/A	\$70,000	\$68,084	\$50,000	\$80,251	25%	50%	25%	25%			50%	50%		50%	25%	50%	75%	
Laundry Manager	N/A	N/A	\$82,569	\$70,676	\$94,461		25%		25%			50%	50%		50%	25%	50%	50%	

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	N/A	\$103,091	\$103,091	\$103,091	100%	100%		100%			100%	100%		100%	100%	100%	100%	
Spa Assistant	NEW	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	\$165,788	\$151,338	\$173,781	\$135,000	\$215,000	44%	89%	44%	67%	89%	89%	67%	78%	56%	89%	11%	67%	67%	11%
Executive Assistant Manager	\$106,000	\$89,100	\$100,814	\$82,500	\$124,756	11%	22%		33%	44%	44%	33%	33%	11%	44%	11%	22%	33%	
Financial Controller	\$98,494	\$104,290	\$118,092	\$88,804	\$136,000	33%	44%		33%	67%	78%	56%	67%	22%	78%	11%	56%	56%	11%
Director of Sales & Marketing	\$122,188	\$101,584	\$120,431	\$85,000	\$139,725	11%	44%		22%	33%	44%	33%	33%	11%	44%		22%	22%	
Director of Food & Beverage	\$91,839	\$90,500	\$122,000	\$122,000	\$122,000		11%			11%	11%				11%		11%	11%	
Director of Human Resources / People and Culture	NEW	NEW	\$124,562	\$124,124	\$125,000		11%			22%	22%	22%	22%	11%	22%		22%	22%	11%
Director of Revenue/Yield Controller	NEW	NEW	\$140,000	\$140,000	\$140,000		11%		11%	11%	11%	11%	11%		11%		11%	11%	11%
Executive Secretary	\$60,228	\$59,279	\$63,436	\$55,000	\$70,000	22%			22%	11%	11%	22%	33%		22%	11%	11%	22%	

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	\$85,533	\$80,500	\$90,100	12%	12%		12%	12%		38%	38%		38%		25%	25%	
Assistant Food & Beverage Manager	\$61,000	N/A	\$73,860	\$70,696	\$76,884	25%			12%			38%	38%		38%	12%	25%	25%	12%
Restaurant Manager	\$62,667	N/A	\$79,667	\$74,000	\$90,000		12%		12%			12%	12%		25%		12%	12%	
Bar Manager	\$42,563	N/A	\$65,530	\$60,000	\$71,060							12%	12%		12%		25%	25%	
Banquet/Conference Operations Manager	\$61,671	N/A	\$85,000	\$80,000	\$90,000		12%										12%	12%	
Banquet/Conference Operations Coordinator	\$55,254	N/A	\$68,730	\$68,730	\$68,730	12%						12%	12%		12%				
Maitre'D	\$54,000	\$45,000	\$69,431	\$69,431	\$69,431	12%			12%			12%	12%		12%	12%	12%	12%	
Executive Chef	\$89,229	\$97,660	\$112,176	\$88,000	\$160,000	38%	50%		50%	25%	38%	50%	75%	12%	75%	12%	62%	75%	12%
Sous Chef	\$66,114	\$73,400	\$83,086	\$70,700	\$100,000	25%			25%			50%	50%		50%	12%	38%	38%	12%
Chef de Partie / Restaurant Chef	\$61,064	\$71,204	\$73,004	\$70,564	\$75,000	38%	12%		12%			38%	50%		50%	12%	50%	50%	
Demi Chef	NEW	NEW	\$69,198	\$68,731	\$69,437	38%			12%			25%	38%		38%	12%	25%	25%	
Commis Chef	NEW	NEW	\$64,993	\$64,675	\$65,311	25%						12%	25%		25%		12%	12%	
Pastry Chef	N/A	N/A	\$90,000	\$90,000	\$90,000												12%	12%	
Sommelier	NEW	NEW	\$85,850	\$85,850	\$85,850							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	\$80,765	\$82,500	\$95,238	\$85,000	\$108,675	29%	43%		14%	43%	57%	29%	43%		43%	14%	57%	57%	
Sales/Marketing Executive	\$67,710	\$70,000	\$80,333	\$70,000	\$100,000	14%	14%			14%	14%	29%	29%		29%		29%	29%	
Banquet & MICE Manager	\$83,000	\$65,264	\$89,000	\$80,000	\$100,000	14%	29%		29%	43%	29%	43%	43%		43%	14%	29%	29%	
Banquet & MICE Executive	\$59,575	N/A	\$69,432	\$69,432	\$69,432	14%	14%		14%			14%	14%		14%	14%	14%	14%	

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	\$76,207	\$75,667	\$95,550	\$85,000	\$118,000	50%	17%		50%	83%	17%	50%	67%		67%	17%	50%	50%	
Assistant Engineer	\$60,000	\$73,167	\$77,498	\$70,000	\$84,996	17%			33%			33%	33%		33%	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	\$72,428	\$90,000	\$84,083	\$75,000	\$90,000				14%		14%	29%	29%		29%		29%	29%	14%
Accounts Assistant	NEW	NEW	\$68,294	\$62,500	\$75,000	29%			14%			43%	57%		57%	14%	29%	29%	
Purchasing Officer	\$65,287	N/A	\$64,674	\$64,674	\$64,674							14%	14%		14%		14%	14%	
Payroll Officer	\$63,232	\$65,528	\$65,307	\$65,307	\$65,307	14%			14%			14%	14%		14%	14%	14%	14%	
Purchasing Manager	NEW	NEW	\$77,134	\$74,000	\$80,268	14%			14%	14%	14%	14%	14%		14%	14%	14%	14%	
Information Technology / IT Manager	NEW	NEW	\$88,592	\$71,775	\$97,000	29%			14%	43%	43%	29%	43%		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	\$69,100	\$89,667	\$90,000	\$90,000	\$90,000	20%	20%			20%	20%		20%		20%		20%	20%	
Human Resources Assistant	\$62,008	\$66,720	\$71,760	\$71,760	\$71,760	20%			20%	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	\$81,815	\$82,750	\$86,333	\$75,000	\$94,000		25%			12%	25%	12%	12%		12%		25%	25%	
Front Office Manager	\$69,884	\$77,575	\$81,516	\$75,000	\$87,360	38%	50%		50%	50%	50%	62%	62%		75%	12%	50%	62%	12%
Assistant Front Office Manager	\$62,607	\$71,334	\$76,918	\$74,119	\$79,716	12%			25%			25%	25%		25%	12%	12%	12%	
Reservations Manager	NEW	NEW	\$84,750	\$76,000	\$95,000	12%			25%		25%	38%	38%		38%		25%	25%	12%
Reservations/Front Office Supervisor	\$57,405	\$66,204	\$70,240	\$68,740	\$71,284	25%			12%		12%	38%	38%		38%	12%	25%	25%	
Guest Experience Manager	NEW	NEW	\$71,399	\$71,398	\$71,400	12%	12%					12%	25%		25%		25%	25%	
Night Manager	NEW	NEW	\$73,096	\$70,696	\$78,000	38%	12%		25%		12%	50%	62%		62%	12%	50%	50%	
Night Auditor	\$56,982	\$61,548	\$57,143	\$50,000	\$61,429	12%						12%	12%		12%		12%	12%	

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	\$68,061	\$76,250	\$83,448	\$75,000	\$88,000	17%	17%		50%	67%	17%	67%	67%		67%		33%	33%	17%

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	\$133,686	\$122,000	\$137,860	\$102,300	\$215,000	60%	60%		80%	80%	80%	80%	60%	40%	60%	20%	60%	80%	
Executive Assistant Manager	N/A	N/A	\$90,000	\$90,000	\$90,000	20%	20%			20%	20%	20%	20%	20%	20%		20%	20%	
Financial Controller	\$75,000	N/A	\$125,000	\$110,000	\$140,000	20%	20%		40%	20%	40%	40%	40%	20%	40%		20%	40%	
Director of Sales & Marketing	\$104,375	\$87,500	\$111,500	\$103,000	\$120,000				20%	20%	20%	20%	20%		20%			20%	
Director of Food & Beverage	\$79,750	\$85,000	\$80,000	\$80,000	\$80,000														

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	\$78,750	\$77,500	\$80,000	33%	33%		33%	33%		67%	67%	33%	67%		33%	67%	
Assistant Food & Beverage Manager	\$53,000	\$70,000	\$75,000	\$75,000	\$75,000	33%						33%	33%		33%		33%	33%	
Restaurant Manager	\$65,000	\$70,000	\$70,800	\$70,800	\$70,800	33%						33%	33%		33%		33%	33%	
Banquet/Conference Operations Manager	\$65,725	\$87,500	\$79,000	\$75,000	\$83,000				67%		33%	67%	67%		67%		33%	33%	
Banquet/Conference Operations Coordinator	\$54,250	N/A	\$65,000	\$65,000	\$65,000				33%			33%	33%		33%			33%	
Executive Chef	\$92,500	\$142,500	\$90,000	\$75,000	\$110,000	33%	33%		67%			100%	100%	33%	100%		67%	67%	
Sous Chef	\$64,667	\$77,500	\$67,000	\$60,000	\$75,000	33%			67%			100%	100%		100%		67%	67%	
Chef de Partie / Restaurant Chef	\$60,228	N/A	\$67,000	\$67,000	\$67,000	33%						33%			33%		33%	33%	
Demi Chef	NEW	NEW	\$62,000	\$62,000	\$62,000	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	N/A	\$80,000	\$98,000	\$98,000	\$98,000				25%		25%	25%	25%		25%			25%	
Front Office Manager	\$64,900	\$71,492	\$67,333	\$52,000	\$80,000	25%	25%		50%	25%	50%	25%	25%		50%		25%		
Reservations/Front Office Supervisor	\$56,662	\$55,246	\$65,000	\$65,000	\$65,000				25%			25%	25%		25%		25%		
Night Manager	NEW	NEW	\$71,000	\$71,000	\$71,000				25%			25%	25%		25%			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	\$58,000	\$68,500	\$44,235	\$44,235	\$44,235														
Housekeeping Coordinator / Assistant Executive	\$60,000	N/A	\$66,000	\$66,000	\$66,000				50%			50%	50%		50%			50%	

3 - 3.5 Star - CBD, 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	\$129,530	\$93,750	\$60,000	\$40,000	\$80,000	100%	100%		50%	50%								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
Front Office Manager	N/A	\$69,250	\$71,000	\$71,000	\$71,000		50%					50%					50%	50%	
Night Auditor	\$61,281	\$56,500	\$55,000	\$55,000	\$55,000				50%			50%			50%				

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	N/A	\$55,000	\$40,000	\$40,000	\$40,000		100%		100%										