



2024 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	4
5 Star	Non CBD	0 - 149 rooms	7
5 Star	CBD	300 rooms plus	14
5 Star	CBD	150 - 299 rooms	18
5 Star	CBD	0 - 149 rooms	11
4 - 4.5 Star	Non CBD	300 rooms plus	5
4 - 4.5 Star	Non CBD	150 - 299 rooms	15
4 - 4.5 Star	Non CBD	0 - 149 rooms	37
4 - 4.5 Star	CBD	300 rooms plus	15
4 - 4.5 Star	CBD	150 - 299 rooms	28
4 - 4.5 Star	CBD	0 - 149 rooms	30
3 - 3.5 Star	Non CBD	0 - 149 rooms, 150 - 299 rooms, 300 rooms plus	15
3 - 3.5 Star	CBD	0 - 149 rooms, 150 - 299 rooms, 300 rooms plus	6
Total Responses Overall (Inclusive of those hotels who answered on behalf of all hotels/apartments in their chain:			205

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 2024 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	2022 Average Salary	2023 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	\$205,035	\$235,344	\$246,981	\$232,793	\$266,650	25%	75%	25%	75%	75%	75%	25%	75%	50%	50%	50%	50%	75%	25%
Executive Assistant Manager	\$112,500	\$114,150	\$137,163	\$115,500	\$152,025	50%	100%		100%	100%	100%	50%	100%	75%	75%	50%	75%	100%	25%
Financial Controller	\$132,232	\$148,624	\$151,299	\$140,901	\$156,604	50%	100%		100%	75%	100%	50%	75%	75%	75%	50%	75%	100%	25%
Director of Sales & Marketing	\$124,860	\$124,874	\$128,313	\$103,000	\$154,738	75%	100%		100%	100%	100%	50%	75%	75%	75%	50%	75%	100%	25%
Director of Food & Beverage	\$108,150	\$117,667	\$105,729	\$93,713	\$115,000	50%	75%		50%	50%	50%	50%	75%	75%	75%	50%	75%	75%	25%
Director of Human Resources / People and Culture	\$116,987	\$130,855	\$129,623	\$106,608	\$150,590	25%	50%		50%	50%	50%	50%	50%	50%	50%	25%	50%	50%	
Director of Revenue/Yield Controller	\$110,000	NEW	\$118,031	\$111,300	\$124,762	50%	50%		50%	50%	50%	25%	50%	50%	50%	25%	25%	50%	25%
Executive Secretary	\$58,430	\$82,000	\$82,676	\$82,676	\$82,676				25%	25%	25%	25%	25%		25%	25%	25%	25%	

Food & Beverage																			
Position	2022 Average Salary	2023 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	\$98,738	\$89,994	\$96,094	\$88,659	\$100,000	25%	25%		75%	50%	75%	25%	50%	25%	50%	50%	50%	75%	25%
Assistant Food & Beverage Manager	\$77,000	\$78,000	\$75,000	\$75,000	\$75,000						25%	25%	25%		25%		25%	25%	
Restaurant Manager	\$77,628	\$81,995	\$80,247	\$73,347	\$87,569	25%			25%	25%	50%	50%	75%		75%	25%	75%	100%	25%
Bar Manager	\$72,970	\$77,289	\$78,703	\$76,650	\$80,755				25%	25%	50%		25%		25%	25%	25%	50%	25%
Banquet/Conference Operations Manager	\$72,438	\$82,960	\$85,985	\$76,000	\$100,000	25%			50%	50%	50%	50%	75%		75%	50%	75%	100%	25%
Banquet/Conference Operations Coordinator	\$63,819	\$72,000	\$71,309	\$71,309	\$71,309				25%		25%		25%		25%	25%	25%	25%	25%
Executive Chef	\$107,105	\$124,522	\$127,240	\$118,519	\$139,829	50%	75%		75%	50%	75%	50%	75%	50%	75%	50%	75%	100%	25%
Sous Chef	\$78,130	\$84,156	\$95,798	\$89,040	\$100,800	25%			50%	25%	25%	50%	75%	25%	75%	25%	75%	100%	25%
Chef de Partie / Restaurant Chef	\$66,321	\$71,160	\$67,375	\$60,000	\$73,211	25%			50%		25%	50%	75%		75%	25%	75%	75%	25%
Demi Chef	\$62,106	\$65,802	\$65,224	\$58,000	\$71,309	25%			50%			50%	75%		75%	25%	50%	75%	25%
Commis Chef	\$57,104	\$62,644	\$61,523	\$55,000	\$67,110	25%			50%			25%	75%		75%	25%	75%	75%	25%
Pastry Chef	\$82,300	\$94,100	\$71,402	\$55,000	\$85,995	25%			50%			50%	75%		75%	25%	75%	75%	25%

Sales

Position	2022 Average Salary	2023 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	\$101,554	\$89,710	\$95,526	\$86,585	\$104,467		50%		50%	25%	50%	25%	50%		50%	25%	50%	50%	25%
Sales/Marketing Executive	\$65,421	\$74,334	\$70,593	\$66,780	\$75,000	25%	25%		50%	25%	50%	50%	75%		75%	25%	75%	75%	25%
Banquet & MICE Manager	\$76,910	\$84,400	\$84,564	\$82,400	\$88,984	25%	25%		75%	50%	75%	50%	75%		75%	50%	75%	100%	25%
Banquet & MICE Executive	\$67,214	\$69,750	\$69,180	\$65,000	\$73,359				50%	25%	50%	25%	50%		50%	25%	50%	50%	25%
Public Relations Manager	N/A	\$86,000	\$76,041	\$76,041	\$76,041				25%	25%	25%		25%		25%	25%	25%	25%	25%

Engineering & Security

Position	2022 Average Salary	2023 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	\$112,369	\$113,764	\$109,539	\$94,559	\$123,596	50%	50%		50%	100%	75%	50%	75%	25%	75%	50%	75%	100%	25%
Assistant Engineer	\$68,834	\$90,250	\$81,193	\$75,799	\$87,780	25%			50%	25%	50%	50%	75%		75%	25%	75%	75%	25%

Finance & IT

Position	2022 Average Salary	2023 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	\$82,500	\$90,886	\$102,825	\$95,400	\$110,250	50%	50%		25%	25%	25%	25%	25%	50%	50%	25%	50%	50%	25%
Revenue/Yield Manager	N/A	\$95,000	\$92,700	\$92,700	\$92,700				25%	25%	25%							25%	
Accounts Assistant	\$65,651	\$69,054	\$67,091	\$59,000	\$73,359	25%			50%	25%	50%	50%	75%		75%	25%	75%	75%	25%
Purchasing Officer	\$68,175	\$65,215	\$75,569	\$73,347	\$80,000				50%	25%	50%	25%	50%		50%	25%	50%	75%	25%
Payroll Officer	N/A	\$72,474	\$70,399	\$65,000	\$75,799	25%			25%		25%	50%	50%		50%		50%	50%	
Purchasing Manager	NEW	NEW	\$82,800	\$82,800	\$82,800	25%						25%	25%		25%		25%	25%	
Information Technology / IT Manager	\$79,563	\$102,403	\$101,286	\$95,000	\$110,250	25%	25%		75%	75%	75%	50%	75%	25%	50%	50%	75%	75%	25%

Human Resources

Position	2022 Average Salary	2023 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	\$106,717	\$105,804	\$105,000	\$106,608	25%	50%		50%	25%	25%		25%	25%	25%	25%	25%	50%	25%
Human Resources Assistant	\$68,017	\$74,174	\$77,404	\$73,211	\$84,000	25%			50%	25%	75%	50%	75%		75%	25%	75%	75%	25%
Training and Development Manager	\$75,953	\$63,767	\$99,208	\$93,415	\$105,000	25%	25%		50%	25%	25%		25%	25%	25%	25%	25%	50%	25%

Front Office

Position	2022 Average Salary	2023 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	\$96,500	\$99,167	\$103,875	\$97,500	\$110,250	50%	75%		75%	50%	50%	25%	50%	50%	50%	25%	50%	75%	25%
Front Office Manager	\$75,270	\$82,066	\$85,737	\$81,900	\$93,647	25%	25%		50%	50%	50%	50%	50%		50%	50%	75%	100%	25%
Assistant Front Office Manager	\$68,252	\$76,375	\$74,480	\$73,359	\$75,600	25%			50%		25%	25%	50%		50%	25%	50%	50%	25%
Reservations Manager	\$72,426	\$77,719	\$80,651	\$75,000	\$84,668	25%			50%	50%	50%	50%	75%	25%	75%	50%	75%	75%	25%
Reservations/Front Office Supervisor	\$62,665	\$68,310	\$70,111	\$68,913	\$71,309	25%			25%		25%	25%	50%		50%	25%	50%	50%	25%
Guest Experience Manager	\$61,325	\$73,500	\$83,854	\$74,061	\$93,647	25%			25%	50%	50%	25%	50%	25%	50%	25%	50%	50%	25%
Chief Concierge	\$67,614	\$76,140	\$78,832	\$78,652	\$78,995	25%			50%	25%	50%	50%	75%		75%	50%	75%	75%	25%
Assistant Concierge	N/A	N/A	\$71,309	\$71,309	\$71,309				25%		25%		25%		25%	25%	25%	25%	25%
Night Manager	\$65,381	\$73,393	\$75,489	\$73,347	\$80,092	25%			75%	25%	50%	50%	75%		75%	25%	75%	100%	25%
Night Auditor	\$60,802	\$61,339	\$64,784	\$62,459	\$67,110	25%			25%		25%	25%	50%		50%	25%	50%	50%	25%

Housekeeping

Position	2022 Average Salary	2023 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	\$78,899	\$85,400	\$85,505	\$80,340	\$90,000				67%	67%	67%	33%	67%		67%	67%	67%	100%	33%
Housekeeping Coordinator / Assistant Executive	\$62,993	\$67,802	\$73,359	\$73,359	\$73,359				33%		33%		33%		33%	33%	33%	33%	33%
Laundry Manager	\$66,853	\$70,000	\$73,359	\$73,359	\$73,359				33%		33%		33%		33%	33%	33%	33%	33%

Spa/Salon

Position	2022 Average Salary	2023 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	\$79,500	\$87,454	\$89,981	\$89,981	\$89,981		100%		100%		100%							100%	

5 Star - Non CBD - Salaries & Benefits

0 - 149 rooms

Senior Management, Dept Heads & Exec Leadership																			
Position	2022 Average Salary	2023 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	\$168,637	\$161,000	\$145,000	\$130,000	\$165,000	50%	50%		67%	50%	67%	17%	83%		17%		33%	67%	
Executive Assistant Manager	\$108,250	\$95,000	\$117,500	\$110,000	\$125,000	17%			17%		33%		33%					33%	
Financial Controller	\$105,834	\$127,500	\$110,000	\$110,000	\$110,000	17%	17%		33%	33%	17%	17%	33%				17%	17%	
Director of Sales & Marketing	\$122,143	\$119,500	\$120,000	\$90,000	\$150,000	17%	17%		17%	17%	17%							17%	
Director of Food & Beverage	\$118,667	\$121,667	\$117,500	\$110,000	\$125,000	17%			33%	33%	17%		33%					17%	
Director of Human Resources / People and Culture	\$113,334	\$107,500	\$180,000	\$180,000	\$180,000		17%			17%	17%		17%					17%	
Executive Secretary	\$65,000	N/A	\$105,000	\$105,000	\$105,000	17%			17%		17%		17%					17%	

Food & Beverage																			
Position	2022 Average Salary	2023 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	\$86,000	\$97,500	\$100,000	\$100,000	\$100,000						17%							17%	
Assistant Food & Beverage Manager	\$73,334	\$75,000	\$85,000	\$85,000	\$85,000						17%							17%	
Restaurant Manager	\$71,707	\$85,000	\$85,500	\$80,000	\$93,000	67%	17%		67%	17%	50%	33%	83%		17%		33%	67%	17%
Bar Manager	\$75,000	\$80,000	\$84,333	\$78,000	\$90,000	17%	17%		33%	17%	33%	17%	33%		17%		17%	50%	
Banquet/Conference Operations Manager	\$78,750	\$82,500	\$83,000	\$80,000	\$92,000	33%			50%	17%	33%	17%	50%				17%	33%	17%
Banquet/Conference Operations Coordinator	\$57,667	\$71,000	\$73,750	\$70,000	\$75,000	50%			50%	17%	17%	17%	50%				17%	33%	17%
Maitre'D	N/A	N/A	\$71,500	\$68,000	\$75,000	17%			17%		17%	17%	17%		17%		17%	33%	17%
Executive Chef	\$115,429	\$125,600	\$127,500	\$120,000	\$160,000	67%	17%		83%	33%	67%	50%	83%		33%		33%	67%	17%
Sous Chef	\$83,834	\$85,000	\$84,000	\$80,000	\$85,000	67%			67%		33%	33%	67%		17%		17%	33%	17%
Chef de Partie / Restaurant Chef	\$66,634	\$68,523	\$74,833	\$70,000	\$79,000	67%			67%			50%	83%		33%		17%	67%	17%
Demi Chef	\$62,667	\$68,740	\$72,000	\$70,000	\$76,000	67%			67%			17%	67%		17%			50%	17%
Commis Chef	\$57,467	\$59,832	\$69,000	\$65,000	\$74,000	33%			33%			33%	50%		33%		33%	67%	17%
Pastry Chef	\$67,000	\$72,000	\$77,500	\$75,000	\$80,000	67%			67%			17%	33%		17%		17%	50%	17%
Sommelier	NEW	NEW	\$81,667	\$75,000	\$90,000	50%			50%		17%		50%					33%	

Sales

Position	2022 Average Salary	2023 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	\$93,572	\$95,000	\$117,500	\$90,000	\$145,000	40%	40%		40%	20%	40%	40%	60%	20%	20%		40%	40%	
Sales/Marketing Executive	\$63,000	\$65,000	\$75,333	\$60,665	\$90,000	20%	20%					20%	20%	20%					
Banquet & MICE Manager	\$70,000	\$75,000	\$105,000	\$105,000	\$105,000														
Banquet & MICE Executive	N/A	N/A	\$85,000	\$85,000	\$85,000														
Public Relations Manager	N/A	N/A	\$100,000	\$100,000	\$100,000														

Engineering & Security

Position	2022 Average Salary	2023 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	\$82,438	\$86,000	\$103,333	\$90,000	\$130,000	33%			100%		100%	67%	67%		33%		67%	100%	33%
Assistant Engineer	\$74,000	N/A	\$80,000	\$65,000	\$95,000	33%			33%		33%	33%	33%				33%	67%	33%

Finance & IT

Position	2022 Average Salary	2023 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	\$76,667	N/A	\$110,000	\$110,000	\$110,000													33%	
Revenue/Yield Manager	\$82,000	N/A	\$110,000	\$110,000	\$110,000														
Accounts Assistant	\$80,000	\$69,000	\$75,000	\$75,000	\$75,000														
Purchasing Officer	\$75,000	\$70,000	\$68,333	\$50,000	\$80,000	33%			67%		67%	67%	67%		67%		67%	67%	33%
Payroll Officer	N/A	\$65,000	\$83,000	\$83,000	\$83,000														
Purchasing Manager	NEW	NEW	\$87,500	\$80,000	\$95,000	33%			33%		33%	33%	33%				33%	33%	33%
Information Technology / IT Manager	\$90,000	N/A	\$110,000	\$110,000	\$110,000														

Human Resources

Position	2022 Average Salary	2023 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	\$80,000	\$122,500	\$105,000	\$140,000	20%			20%		40%		20%					40%	
Human Resources Assistant	\$60,500	N/A	\$85,667	\$74,000	\$95,000	40%			20%	20%	60%	20%	40%	20%			20%	40%	20%
Training and Development Manager	\$90,000	N/A	\$130,000	\$130,000	\$130,000						20%							20%	

Front Office

Position	2022 Average Salary	2023 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	\$87,500	\$85,000	\$87,500	\$85,000	\$90,000	17%			17%				17%						
Front Office Manager	\$78,000	\$81,250	\$85,200	\$80,000	\$90,000	50%	17%		67%	17%	67%	33%	67%		33%		50%	67%	17%
Assistant Front Office Manager	\$68,900	N/A	\$72,500	\$70,000	\$75,000	17%			17%										
Reservations Manager	\$69,750	\$70,000	\$81,667	\$80,000	\$85,000	33%			33%		33%	17%	33%				33%	33%	17%
Reservations/Front Office Supervisor	\$59,050	\$71,870	\$69,500	\$65,000	\$80,000	33%			33%		17%	17%	50%		17%		17%	33%	
Guest Experience Manager	\$70,334	\$80,000	\$80,000	\$80,000	\$80,000														
Night Manager	\$69,284	\$71,899	\$75,250	\$73,000	\$78,000	33%			50%		17%	33%	50%		17%		50%	50%	17%
Night Auditor	\$59,800	N/A	\$66,500	\$65,000	\$68,000				17%			17%	17%		17%		17%	17%	

Housekeeping

Position	2022 Average Salary	2023 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	\$76,845	\$81,000	\$84,750	\$78,000	\$90,000	40%			60%		40%	40%	60%		20%		40%	60%	20%
Housekeeping Coordinator / Assistant Executive	\$68,000	\$65,000	\$68,333	\$65,000	\$75,000	20%			20%			20%	20%		20%		40%	20%	

Spa/Salon

Position	2022 Average Salary	2023 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	\$78,250	\$77,500	\$76,000	\$73,000	\$80,000	50%			50%		25%	25%	50%		25%		25%	25%	25%
Spa Assistant	\$75,000	N/A	\$68,500	\$67,000	\$70,000	25%			25%		25%		25%		25%		25%	25%	25%

5 Star - CBD - Salaries & Benefits

300 rooms plus

Senior Management, Dept Heads & Exec Leadership

Position	2022 Average Salary	2023 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	\$237,942	\$252,717	\$242,771	\$185,000	\$300,000	33%	83%	33%	83%	67%	83%	75%	83%	83%	75%	25%	50%	75%	
Executive Assistant Manager	\$131,334	\$135,364	\$169,540	\$100,000	\$250,000	33%	58%	8%	58%	50%	50%	42%	58%	50%	58%	17%	25%	42%	
Financial Controller	\$152,319	\$161,059	\$162,430	\$85,000	\$222,000	33%	83%		67%	58%	67%	58%	83%	67%	75%	17%	33%	75%	
Director of Sales & Marketing	\$149,779	\$154,215	\$172,323	\$130,000	\$238,868	33%	100%	17%	92%	83%	100%	75%	100%	75%	92%	25%	50%	83%	
Director of Food & Beverage	\$130,134	\$125,142	\$142,214	\$105,000	\$180,000	25%	83%	8%	75%	75%	67%	58%	83%	58%	75%	25%	42%	67%	8%
Director of Human Resources / People and Culture	\$138,561	\$142,984	\$166,475	\$121,000	\$210,887	25%	83%	8%	92%	83%	75%	58%	92%	75%	83%	25%	42%	83%	8%
Director of Revenue/Yield Controller	\$120,197	NEW	\$141,881	\$120,000	\$175,000	25%	75%	8%	67%	58%	67%	50%	75%	58%	67%	17%	33%	58%	
Executive Secretary	\$76,424	\$77,400	\$80,761	\$73,788	\$95,000	25%	17%		42%	25%	33%	50%	67%	17%	67%	8%	33%	58%	

Food & Beverage

Position	2022 Average Salary	2023 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	\$98,756	\$109,537	\$102,000	\$87,000	\$130,000	25%	33%	8%	42%	25%	42%	33%	50%	17%	42%	8%	33%	42%	
Assistant Food & Beverage Manager	\$82,654	\$92,762	\$91,958	\$70,000	\$120,000	17%	17%		17%	25%	33%	42%	50%	17%	50%	8%	33%	42%	
Restaurant Manager	\$76,028	\$84,284	\$83,911	\$73,348	\$105,000	25%	33%		33%	25%	42%	75%	92%	25%	83%	17%	58%	75%	
Bar Manager	\$79,719	\$82,688	\$85,003	\$73,348	\$100,000	17%	25%		17%	17%	8%	42%	58%	17%	50%	17%	33%	50%	
Banquet/Conference Operations Manager	\$81,286	\$88,260	\$95,329	\$73,348	\$125,000	17%	17%		25%	33%	17%	58%	67%	25%	67%	8%	33%	58%	
Banquet/Conference Operations Coordinator	\$67,873	\$72,661	\$72,994	\$60,000	\$87,000	25%	25%		33%	25%	25%	50%	67%	8%	58%	8%	42%	50%	
Maitre'D	\$58,492	\$64,000	\$65,909	\$60,000	\$74,000	17%	8%		8%	8%	8%	17%	25%		25%	8%	17%	25%	
Executive Chef	\$131,498	\$138,771	\$132,834	\$101,500	\$195,000	25%	83%		58%	67%	67%	67%	92%	42%	83%	8%	58%	75%	
Sous Chef	\$81,716	\$86,782	\$84,259	\$73,348	\$109,000	25%	25%		25%	8%	8%	83%	100%	17%	83%	8%	58%	75%	
Chef de Partie / Restaurant Chef	\$67,209	\$72,726	\$74,520	\$68,000	\$88,000	25%	25%		33%	17%	17%	75%	100%	17%	92%	8%	58%	83%	
Demi Chef	\$62,994	\$66,554	\$70,955	\$66,000	\$75,000	17%	25%	8%	25%	8%	8%	75%	83%	17%	75%	8%	42%	67%	
Commis Chef	\$59,759	\$61,633	\$65,131	\$56,000	\$69,000	25%	25%		33%	17%	8%	67%	92%	17%	83%	8%	50%	75%	
Pastry Chef	\$89,696	\$85,115	\$101,607	\$75,000	\$120,000	17%	33%	8%	33%	8%	25%	50%	67%	33%	58%	17%	42%	67%	
Food Hygiene / Safety Manager	NEW	NEW	\$89,298	\$83,000	\$100,000	8%	8%			8%	17%	17%	25%	8%	25%		17%	25%	
Sommelier	NEW	NEW	\$85,084	\$75,422	\$102,000	8%	8%			8%	8%	25%	25%	8%	25%	8%	17%	25%	

Sales

Position	2022 Average Salary	2023 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	\$94,308	\$98,742	\$94,788	\$76,000	\$112,508	15%	69%		46%	69%	69%	62%	85%	46%	85%	8%	46%	85%	
Sales/Marketing Executive	\$71,419	\$77,447	\$77,722	\$64,000	\$105,000	23%	46%	8%	31%	38%	54%	62%	92%	15%	69%		46%	69%	
Banquet & MICE Manager	\$86,625	\$87,911	\$93,412	\$72,000	\$135,000	23%	77%		54%	62%	62%	62%	85%	31%	85%	8%	46%	69%	
Banquet & MICE Executive	\$68,772	\$71,892	\$78,871	\$67,000	\$105,000	15%	31%		15%	23%	23%	38%	54%	8%	54%		31%	46%	
Public Relations Manager	\$92,000	\$95,438	\$105,268	\$83,204	\$141,000	8%	23%		23%	38%	46%	38%	46%	23%	38%	8%	23%	46%	

Engineering & Security

Position	2022 Average Salary	2023 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	\$125,096	\$124,571	\$126,488	\$107,467	\$168,663	23%	92%		92%	77%	77%	77%	92%	54%	85%	15%	54%	85%	
Assistant Engineer	\$82,951	\$87,386	\$89,745	\$73,348	\$105,000	23%	31%		46%	31%	31%	69%	77%	31%	77%	15%	38%	62%	
Security Manager	\$86,224	\$89,691	\$100,055	\$84,000	\$125,000	8%	15%		23%	23%	15%	31%	38%	31%	38%	15%	15%	38%	

Finance & IT

Position	2022 Average Salary	2023 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	\$93,039	\$93,734	\$104,023	\$75,000	\$125,944	23%	46%		46%	23%	62%	62%	92%	38%	77%	15%	46%	77%	
Revenue/Yield Manager	\$72,750	\$86,482	\$102,800	\$75,000	\$159,100	15%	38%		46%	15%	46%	46%	62%	31%	62%	8%	31%	54%	
Accounts Assistant	\$63,586	\$72,614	\$74,578	\$60,000	\$89,258	15%	8%	8%	23%	8%	15%	62%	85%	15%	77%		38%	77%	
Purchasing Officer	\$60,677	\$65,732	\$71,868	\$65,000	\$77,830	23%	15%		15%	15%	15%	38%	46%	8%	38%		23%	31%	
Payroll Officer	\$68,526	\$76,661	\$76,525	\$64,000	\$102,200	15%	8%		15%	15%	15%	38%	46%	15%	46%	8%	23%	38%	
Purchasing Manager	NEW	NEW	\$88,306	\$65,500	\$107,500	23%	38%		38%	31%	23%	62%	77%	46%	69%	15%	38%	69%	
Information Technology / IT Manager	\$100,461	\$105,895	\$118,860	\$100,000	\$143,181	23%	38%		54%	54%	62%	54%	69%	38%	69%	15%	38%	62%	

Human Resources

Position	2022 Average Salary	2023 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	\$103,261	\$113,236	\$78,936	\$200,000	23%	46%	8%	54%	46%	62%	54%	69%	31%	62%	23%	38%	69%	
Human Resources Assistant	\$64,135	\$73,411	\$73,112	\$64,000	\$85,000	15%	15%		31%	8%	23%	69%	77%	15%	85%	8%	38%	62%	
Training and Development Manager	\$75,115	\$77,376	\$87,228	\$78,000	\$110,250	15%	15%		23%	23%	31%	23%	31%	31%	38%	15%	15%	38%	

Front Office

Position	2022 Average Salary	2023 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	\$110,242	\$112,219	\$120,782	\$85,000	\$150,000	15%	54%		54%	46%	62%	54%	62%	46%	46%	15%	31%	54%	
Front Office Manager	\$83,286	\$86,477	\$89,562	\$80,000	\$105,000	23%	69%		54%	54%	38%	69%	77%	31%	69%	15%	38%	77%	
Assistant Front Office Manager	\$74,240	\$77,760	\$79,434	\$73,400	\$88,200	15%	15%		31%	15%	23%	54%	54%	15%	54%	8%	23%	46%	
Reservations Manager	\$82,571	\$78,599	\$80,890	\$73,406	\$90,000	23%	38%		31%	38%	46%	46%	62%	31%	62%	15%	38%	54%	
Reservations/Front Office Supervisor	\$62,800	\$69,789	\$71,866	\$67,150	\$76,000	8%	15%			8%	8%	31%	31%	8%	31%	8%	23%	31%	8%
Guest Experience Manager	\$72,595	\$83,956	\$77,058	\$73,347	\$84,000	15%	15%		15%	15%	15%	31%	38%	23%	46%	15%	31%	46%	
Chief Concierge	\$75,484	\$78,941	\$79,821	\$73,000	\$92,800	8%	15%		31%	8%	15%	46%	54%	31%	62%	8%	23%	46%	
Assistant Concierge	\$65,343	\$67,552	\$71,519	\$67,777	\$76,000	15%	8%		23%	15%	8%	23%	31%	23%	31%	8%	15%	31%	
Night Manager	\$69,212	\$73,394	\$77,197	\$73,000	\$82,900	23%	23%		38%	8%	15%	69%	77%	23%	85%	8%	46%	77%	
Night Auditor	\$52,757	\$58,919	\$64,104	\$54,000	\$70,000	15%	15%		15%	8%	15%	54%	46%	8%	54%	8%	31%	38%	

Housekeeping

Position	2022 Average Salary	2023 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	\$93,005	\$95,183	\$96,530	\$78,000	\$119,700	25%	62%		50%	50%	38%	88%	88%	38%	88%	25%	50%	88%	
Housekeeping Coordinator / Assistant Executive	\$70,303	\$77,597	\$84,456	\$76,000	\$98,280	12%	25%		25%	25%	12%	50%	62%	38%	62%	25%	12%	62%	
Laundry Manager	\$91,501	\$85,662	\$88,000	\$76,000	\$100,000	12%	25%	12%		12%	12%	25%	25%	25%	25%	25%	12%	25%	12%

Spa/Salon

Position	2022 Average Salary	2023 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	\$82,228	\$89,864	\$85,000	\$85,000	\$85,000				50%				50%	50%	50%			50%	

5 Star - CBD - Salaries & Benefits

150 - 299 rooms

Senior Management, Dept Heads & Exec Leadership																			
Position	2022 Average Salary	2023 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	\$208,750	\$234,725	\$235,179	\$184,737	\$300,000	41%	82%	6%	65%	82%	71%	71%	65%	47%	82%	35%	65%	76%	12%
Executive Assistant Manager	\$117,750	\$126,858	\$130,692	\$108,675	\$170,000	35%	53%		24%	53%	41%	47%	53%	41%	53%	12%	47%	47%	12%
Financial Controller	\$129,771	\$139,397	\$146,257	\$100,000	\$185,000	35%	94%	6%	59%	76%	76%	82%	82%	53%	88%	35%	76%	88%	12%
Director of Sales & Marketing	\$127,098	\$137,538	\$140,881	\$105,000	\$222,222	35%	94%	6%	53%	94%	82%	76%	88%	59%	82%	35%	71%	82%	12%
Director of Food & Beverage	\$109,051	\$122,518	\$119,334	\$84,185	\$160,000	18%	41%		18%	41%	29%	41%	35%	29%	29%	6%	35%	35%	6%
Director of Human Resources / People and Culture	\$115,944	\$123,847	\$131,129	\$99,750	\$160,000	35%	88%		53%	76%	71%	65%	71%	53%	82%	41%	65%	88%	6%
Director of Revenue/Yield Controller	\$117,346	NEW	\$132,583	\$111,100	\$157,500	6%	24%		18%	24%	18%	24%	29%	18%	29%	12%	29%	29%	
Executive Secretary	\$69,578	\$71,828	\$74,517	\$67,600	\$79,300	24%	6%		6%	18%	12%	29%	35%		24%		35%	35%	6%

Food & Beverage																			
Position	2022 Average Salary	2023 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	\$90,105	\$92,515	\$99,723	\$84,185	\$140,000	29%	43%		7%	36%	36%	43%	57%	14%	43%	7%	57%	57%	7%
Assistant Food & Beverage Manager	\$86,250	\$77,206	\$80,516	\$75,065	\$85,000	7%	7%				7%	29%	29%		29%		29%	29%	
Restaurant Manager	\$81,939	\$84,921	\$86,274	\$73,347	\$109,000	29%	14%		7%	21%	21%	43%	57%	7%	50%		50%	50%	14%
Bar Manager	\$79,026	\$76,825	\$79,962	\$73,348	\$90,000	14%	7%			14%	14%	29%	43%		36%		36%	36%	7%
Banquet/Conference Operations Manager	\$74,120	\$79,209	\$81,768	\$73,359	\$88,000	29%	43%		7%	36%	21%	43%	64%		50%	7%	57%	57%	14%
Banquet/Conference Operations Coordinator	\$55,463	\$65,233	\$60,000	\$60,000	\$60,000		7%			7%	7%		7%		7%		7%	7%	
Executive Chef	\$114,462	\$119,980	\$129,987	\$100,000	\$151,000	36%	71%		21%	57%	43%	79%	93%	50%	86%	21%	86%	86%	14%
Sous Chef	\$76,136	\$83,328	\$86,316	\$76,693	\$98,325	21%	14%			7%		79%	86%		79%		79%	86%	7%
Chef de Partie / Restaurant Chef	\$64,662	\$69,519	\$72,469	\$57,047	\$80,730	14%	7%					50%	57%		36%		57%	57%	
Demi Chef	\$60,470	\$64,495	\$63,830	\$53,688	\$73,150	7%						29%	36%		36%		36%	36%	
Commis Chef	\$56,177	\$60,529	\$60,766	\$50,981	\$73,348	7%						29%	36%		36%		36%	36%	
Pastry Chef	\$76,131	\$76,628	\$74,752	\$53,688	\$98,000					7%	7%	21%	29%		21%		29%	29%	
Food Hygiene / Safety Manager	NEW	NEW	\$88,161	\$75,182	\$98,300	7%			7%	7%	7%	21%	21%		21%		21%	21%	
Sommelier	NEW	NEW	\$88,700	\$77,600	\$109,200	21%	7%		7%	14%	14%	29%	29%		21%	7%	21%	21%	7%

Sales																			
Position	2022 Average Salary	2023 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	\$90,641	\$86,908	\$94,921	\$75,000	\$120,174	21%	57%		29%	43%	50%	79%	79%	7%	86%	14%	71%	86%	7%
Sales/Marketing Executive	\$69,966	\$71,378	\$78,649	\$69,350	\$90,000	21%	43%		7%	14%	43%	57%	64%	7%	64%	7%	50%	64%	7%
Banquet & MICE Manager	\$75,516	\$80,468	\$83,276	\$74,053	\$92,000	14%	21%			21%	36%	36%	43%	7%	43%	7%	43%	43%	7%
Banquet & MICE Executive	\$61,660	\$67,476	\$69,034	\$60,000	\$78,000	7%	7%			7%	29%	36%	50%		50%		50%	50%	
Public Relations Manager	\$90,142	\$100,317	\$124,675	\$100,000	\$175,000	7%	14%		14%	21%	21%	29%	29%	7%	29%		29%	29%	

Engineering & Security																			
Position	2022 Average Salary	2023 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	\$98,475	\$107,394	\$110,501	\$80,000	\$141,000	20%	60%		53%	67%	60%	73%	80%	33%	87%	33%	67%	87%	
Assistant Engineer	\$77,599	\$77,193	\$79,421	\$57,047	\$95,000	20%	7%		13%	13%	13%	33%	33%		40%		33%	40%	7%
Security Manager	\$91,589	\$98,334	\$106,667	\$80,000	\$125,000	13%			7%	13%	7%	20%	20%		20%		20%	20%	

Finance & IT																			
Position	2022 Average Salary	2023 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	\$81,320	\$86,050	\$91,702	\$69,960	\$122,300	21%	29%		14%		50%	57%	50%	7%	50%	7%	43%	57%	7%
Revenue/Yield Manager	\$118,336	\$88,334	\$94,983	\$87,550	\$98,700		21%		7%		14%	14%	7%		21%		7%	21%	
Accounts Assistant	\$61,586	\$66,172	\$64,801	\$53,687	\$85,000	14%	14%			7%	21%	50%	36%		29%		43%	50%	
Purchasing Officer	\$59,148	\$63,544	\$60,137	\$49,000	\$85,000	7%					14%	36%	36%	7%	7%		29%	36%	
Payroll Officer	\$68,010	\$63,079	\$71,722	\$53,687	\$91,000		14%				21%	29%	14%		14%		14%	29%	
Purchasing Manager	NEW	NEW	\$84,566	\$73,359	\$101,600	21%			14%	7%	21%	43%	50%	7%	50%		50%	50%	7%
Information Technology / IT Manager	\$93,400	\$99,203	\$112,777	\$90,900	\$144,600	14%	14%		36%	29%	36%	43%	43%	21%	36%	7%	43%	43%	7%

Human Resources																			
Position	2022 Average Salary	2023 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	\$94,804	\$103,080	\$83,000	\$145,390	25%	42%		17%	42%	50%	58%	67%	17%	67%	8%	67%	67%	
Human Resources Assistant	\$62,595	\$67,155	\$65,606	\$53,687	\$78,000	8%			8%		33%	50%	58%	8%	33%		58%	58%	
Training and Development Manager	\$80,000	\$78,929	\$85,036	\$80,000	\$87,780	25%	8%			17%	33%	33%	42%	8%	42%	8%	42%	42%	8%

Front Office

Position	2022 Average Salary	2023 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	\$94,872	\$103,017	\$101,599	\$89,945	\$116,150	12%	29%		12%	24%	24%	29%	35%	18%	35%	6%	35%	35%	6%
Front Office Manager	\$78,719	\$81,729	\$85,829	\$80,000	\$96,000	18%	47%		18%	47%	41%	71%	71%		71%	18%	65%	82%	
Assistant Front Office Manager	\$69,917	\$74,968	\$78,745	\$73,347	\$84,000	18%	6%			6%	18%	47%	47%		47%		53%	53%	6%
Reservations Manager	\$71,758	\$77,164	\$78,278	\$73,500	\$96,000	6%	18%			12%	35%	41%	53%		41%	6%	47%	53%	6%
Reservations/Front Office Supervisor	\$64,218	\$63,807	\$64,366	\$57,000	\$71,314		6%				6%	24%	12%		24%		18%	24%	
Guest Experience Manager	\$71,429	\$78,863	\$78,856	\$73,348	\$85,000	18%				6%	6%	29%	35%		35%		35%	35%	6%
Chief Concierge	\$73,594	\$76,748	\$82,609	\$73,359	\$96,000	18%	12%		6%	6%	6%	41%	53%		47%	6%	53%	53%	6%
Assistant Concierge	\$62,737	\$70,402	\$74,156	\$71,312	\$77,000	6%						12%	12%		12%		12%	12%	
Night Manager	\$68,651	\$73,016	\$75,656	\$73,348	\$82,000	12%	18%		18%		6%	76%	76%		76%	6%	71%	82%	6%
Night Auditor	\$55,396	\$65,284	\$61,856	\$50,000	\$71,312	6%						29%	24%		35%		29%	35%	

Housekeeping

Position	2022 Average Salary	2023 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	\$85,982	\$89,000	\$96,395	\$78,000	\$113,000	20%	40%		20%	50%	40%	100%	90%	20%	90%	10%	90%	100%	
Housekeeping Coordinator / Assistant Executive	\$70,937	\$74,187	\$71,974	\$57,000	\$85,000	20%						50%	50%		40%		40%	50%	

Spa/Salon

Position	2022 Average Salary	2023 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	\$82,675	\$84,720	\$88,740	\$85,000	\$95,000	60%	20%		20%	60%	60%	100%	100%		80%	20%	100%	100%	20%
Spa Assistant	\$62,000	\$65,984	\$72,500	\$70,000	\$75,000	20%				20%	20%	40%	40%		40%		40%	40%	

5 Star - CBD - Salaries & Benefits

0 - 149 rooms

Senior Management, Dept Heads & Exec Leadership																			
Position	2022 Average Salary	2023 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	\$163,024	\$169,407	\$178,806	\$86,000	\$300,000		64%		45%	73%	82%	73%	73%	18%	82%		36%	55%	
Executive Assistant Manager	\$93,908	\$112,500	\$146,333	\$101,000	\$173,000		18%		27%	18%	27%	18%	27%	18%	18%		18%	27%	
Financial Controller	\$116,000	\$133,286	\$126,977	\$100,000	\$150,000		45%		27%	27%	45%	36%	45%	18%	45%		18%	36%	
Director of Sales & Marketing	\$125,110	\$140,075	\$148,602	\$120,000	\$215,000		55%		27%	36%	45%	55%	64%	9%	55%		18%	45%	
Director of Food & Beverage	\$103,334	\$127,132	\$143,800	\$110,000	\$200,000		36%		27%	18%	27%	27%	36%	9%	27%		9%	18%	
Director of Human Resources / People and Culture	\$104,000	\$137,858	\$158,150	\$125,000	\$217,000		36%		27%	18%	27%	27%	36%	9%	27%		9%	18%	
Director of Revenue/Yield Controller	\$105,000	NEW	\$159,500	\$130,000	\$189,000		18%		9%	9%	9%	18%	18%	9%	9%		9%	9%	
Executive Secretary	\$68,475	\$73,956	\$70,950	\$52,632	\$79,170				9%	18%	36%	18%	36%		27%		18%	36%	

Food & Beverage																			
Position	2022 Average Salary	2023 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	\$95,213	\$95,667	\$95,003	\$80,000	\$119,000		14%		29%	29%	29%	29%	57%		57%			43%	
Assistant Food & Beverage Manager	N/A	\$81,334	\$82,391	\$72,280	\$99,000				14%		14%	29%	43%		43%		14%	43%	
Restaurant Manager	\$73,750	\$82,000	\$89,435	\$77,175	\$100,000		14%		14%		43%	43%	71%		29%		14%	43%	
Bar Manager	\$77,000	\$79,000	\$78,963	\$73,348	\$85,000		14%		14%		43%	43%	71%	14%	43%		29%	57%	
Banquet/Conference Operations Manager	\$74,250	\$88,400	\$87,310	\$73,348	\$97,000		29%		14%		14%	57%	57%	14%	43%		29%	29%	
Banquet/Conference Operations Coordinator	\$61,500	\$60,000	\$71,828	\$65,000	\$78,000		14%					43%	43%				14%	14%	
Executive Chef	\$108,195	\$122,562	\$125,283	\$88,400	\$150,000		43%		57%	29%	43%	71%	100%	14%	86%		29%	71%	
Sous Chef	\$77,045	\$82,477	\$85,566	\$80,000	\$99,000		14%				29%	57%	86%	14%	57%		29%	57%	
Chef de Partie / Restaurant Chef	\$69,642	\$66,860	\$76,997	\$73,210	\$95,000		14%				14%	57%	86%		43%		29%	57%	
Demi Chef	\$65,498	\$62,404	\$64,734	\$57,000	\$71,312							57%	57%		29%		43%	43%	
Commis Chef	\$61,225	\$58,164	\$61,891	\$53,000	\$68,449							71%	86%		43%		29%	57%	
Pastry Chef	\$72,000	\$64,116	\$75,495	\$73,211	\$80,000				14%		14%		43%		43%		14%	43%	
Sommelier	NEW	NEW	\$63,900	\$63,900	\$63,900					14%	14%		14%						

Sales

Position	2022 Average Salary	2023 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	\$93,079	\$97,300	\$94,111	\$73,348	\$125,000		43%			29%	57%	71%	86%	14%	43%		29%	57%	
Sales/Marketing Executive	\$73,000	\$76,689	\$75,000	\$65,000	\$84,000		29%			14%	29%	43%	43%	14%	29%		29%	29%	
Banquet & MICE Manager	\$74,000	\$81,140	\$79,000	\$73,000	\$85,000		14%			14%	29%	14%	29%				14%	29%	
Banquet & MICE Executive	\$70,343	\$71,750	\$68,000	\$65,000	\$72,000		29%			14%	43%	29%	43%		14%		29%	43%	

Engineering & Security

Position	2022 Average Salary	2023 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	\$99,200	\$105,032	\$99,944	\$70,562	\$124,800		33%		33%	33%	22%	56%	78%		44%		11%	44%	
Assistant Engineer	N/A	\$75,000	\$72,253	\$67,000	\$75,271		22%			11%	33%	56%	67%		22%		33%	44%	

Finance & IT

Position	2022 Average Salary	2023 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	\$60,000	\$64,900	\$90,000	\$80,000	\$100,000		14%				14%	29%	29%				14%	14%	
Revenue/Yield Manager	\$95,000	\$98,250	\$120,000	\$100,000	\$140,000					14%	14%	14%	29%					14%	
Accounts Assistant	\$64,347	\$68,500	\$75,252	\$63,000	\$87,660					14%	57%	57%	71%		43%		29%	71%	
Purchasing Officer	\$52,000	\$57,072	\$60,000	\$60,000	\$60,000						14%		14%					14%	
Payroll Officer	N/A	\$76,000	\$79,938	\$57,750	\$105,000						14%	43%	57%		14%		14%	29%	
Purchasing Manager	NEW	NEW	\$88,002	\$80,000	\$114,324		14%		29%		29%	57%	71%		43%		29%	57%	
Information Technology / IT Manager	\$75,000	\$117,667	\$108,616	\$72,465	\$135,000		14%		29%		29%	43%	57%		29%			14%	

Human Resources

Position	2022 Average Salary	2023 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	\$94,667	\$93,162	\$83,000	\$101,987		43%			29%	43%	43%	43%	14%	43%		29%	43%	
Human Resources Assistant	\$58,000	\$70,858	\$71,023	\$60,000	\$85,000				14%		43%	71%	86%		29%		29%	57%	
Training and Development Manager	N/A	\$74,006	\$80,000	\$80,000	\$80,000						14%	14%	14%		14%		14%	14%	

Front Office

Position	2022 Average Salary	2023 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	\$94,770	\$99,317	\$109,800	\$104,000	\$125,000		27%		36%	9%	18%	27%	45%	9%	36%		9%	27%	
Front Office Manager	\$68,220	\$80,070	\$82,407	\$71,000	\$105,000		27%		27%	18%	36%	73%	73%	18%	82%		45%	64%	
Assistant Front Office Manager	\$72,800	\$75,000	\$78,168	\$73,347	\$92,000		9%		9%	9%	18%	55%	64%	9%	36%		18%	45%	
Reservations Manager	\$68,500	\$75,487	\$76,598	\$72,999	\$82,600		18%		27%		18%	45%	55%		36%		18%	36%	
Reservations/Front Office Supervisor	\$63,079	\$63,026	\$70,821	\$57,000	\$85,000				9%		9%	55%	64%	9%	45%		18%	45%	
Guest Experience Manager	\$72,431	\$72,349	\$83,000	\$83,000	\$83,000							9%	9%		9%		9%	9%	
Chief Concierge	\$76,288	\$79,000	\$83,162	\$68,449	\$97,000		9%		9%			27%	27%	9%	27%		18%	27%	
Assistant Concierge	N/A	\$47,000	\$85,000	\$85,000	\$85,000				9%			9%	9%	9%	9%		9%	9%	
Night Manager	\$65,946	\$72,067	\$76,291	\$73,348	\$87,000		9%		18%		9%	64%	82%	9%	55%		27%	64%	
Night Auditor	\$64,992	\$53,104	\$64,616	\$51,000	\$80,000				9%			45%	45%	9%	27%		18%	27%	

Housekeeping

Position	2022 Average Salary	2023 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	\$71,241	\$82,800	\$74,526	\$42,000	\$100,000		44%		33%		22%	67%	56%	11%	56%		56%	56%	
Housekeeping Coordinator / Assistant Executive	N/A	\$72,500	\$72,726	\$63,726	\$85,000				11%			22%	44%	11%	33%		11%	33%	
Laundry Manager	N/A	\$58,489	\$83,500	\$80,000	\$87,000		11%		11%		11%	11%	22%	11%	22%		11%	22%	

Spa/Salon

Position	2022 Average Salary	2023 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	\$83,938	\$84,123	\$82,172	\$74,000	\$99,086		25%		25%		75%	50%	100%		75%		50%	100%	
Spa Assistant	\$65,386	\$70,698	\$76,000	\$76,000	\$76,000							50%	50%		25%		50%	50%	

4 - 4.5 Star - Non CBD - Salaries & Benefits

300 rooms plus

Senior Management, Dept Heads & Exec Leadership																			
Position	2022 Average Salary	2023 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	\$206,500	\$208,923	\$226,594	\$140,000	\$271,420	40%	100%	20%	100%	100%	100%	80%	100%	20%	80%		100%	100%	
Executive Assistant Manager	\$112,400	\$115,185	\$118,769	\$110,000	\$135,075	20%	80%		80%	80%	80%	60%	80%		80%		80%	80%	
Financial Controller	\$125,227	\$128,532	\$137,346	\$105,000	\$153,732	40%	100%		100%	80%	100%	80%	100%	20%	80%		100%	100%	
Director of Sales & Marketing	\$123,750	\$125,166	\$130,725	\$117,175	\$155,000	20%	40%		60%	60%	60%	40%	60%	20%	60%		60%	60%	
Director of Food & Beverage	\$90,000	\$108,516	\$101,707	\$89,000	\$110,000	20%	60%		80%	80%	80%	60%	80%		60%		80%	80%	20%
Director of Human Resources / People and Culture	\$125,000	\$117,530	\$124,259	\$113,300	\$130,000	20%	40%		60%	40%	60%	40%	60%	20%	40%		60%	60%	
Director of Revenue/Yield Controller	N/A	NEW	\$92,700	\$92,700	\$92,700	20%	20%		20%	20%	20%	20%	20%				20%	20%	
Executive Secretary	\$60,000	\$73,575	\$77,375	\$74,750	\$80,000	20%	20%		40%	20%	40%	40%	40%		20%		40%	40%	

Food & Beverage																			
Position	2022 Average Salary	2023 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	\$91,250	\$93,296	\$91,129	\$89,000	\$93,258	20%	20%		40%	20%	40%	40%	40%		40%		40%	40%	
Assistant Food & Beverage Manager	\$72,000	\$77,619	\$84,433	\$77,000	\$91,300	40%	40%		60%		40%	60%	60%		40%		60%	60%	
Restaurant Manager	\$65,000	\$81,000	\$81,929	\$78,500	\$85,000	20%	20%		40%		40%	40%	60%		40%		60%	60%	
Bar Manager	\$80,000	\$77,438	\$83,643	\$82,286	\$85,000	20%	20%		40%		40%	40%	40%		20%		20%	40%	
Banquet/Conference Operations Manager	\$76,334	\$87,833	\$90,191	\$80,000	\$102,750	40%	40%		60%	40%	60%	60%	80%		60%		80%	80%	
Banquet/Conference Operations Coordinator	\$65,000	\$70,625	\$72,725	\$68,650	\$76,800	20%	20%		40%	20%	20%	20%	40%		20%		40%	40%	
Maitre'D	N/A	\$68,745	\$71,350	\$71,350	\$71,350	20%	20%		20%		20%	20%	20%				20%	20%	
Executive Chef	\$110,000	\$115,701	\$124,187	\$100,800	\$140,000	40%	80%		100%	80%	80%	80%	80%		80%		100%	100%	20%
Sous Chef	\$83,638	\$86,205	\$87,342	\$79,000	\$100,860	40%	20%		80%	20%	60%	60%	100%		80%		80%	80%	
Chef de Partie / Restaurant Chef	\$66,379	\$69,003	\$66,706	\$58,552	\$73,210	40%	20%		80%		40%	80%	100%		80%		100%	100%	
Demi Chef	\$61,557	\$69,366	\$61,799	\$57,044	\$71,305				40%			40%	60%		60%		40%	60%	
Commis Chef	\$52,659	\$65,000	\$59,601	\$53,644	\$67,080	20%	20%		40%		20%	60%	80%		80%		80%	80%	
Food Hygiene / Safety Manager	NEW	NEW	\$84,424	\$73,348	\$95,500	20%	20%		40%		20%	40%	40%		20%		40%	40%	

Sales																			
Position	2022 Average Salary	2023 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	\$85,900	\$91,640	\$92,219	\$74,000	\$117,175	40%	80%		80%	60%	60%	80%	80%		60%		80%	80%	
Sales/Marketing Executive	\$72,334	\$69,533	\$71,150	\$65,000	\$77,300	20%	20%		40%	20%	40%	40%	40%		20%		40%	40%	
Banquet & MICE Manager	\$84,510	\$88,752	\$101,424	\$81,121	\$135,550	20%	40%		40%	20%	20%	40%	60%		40%		60%	60%	
Banquet & MICE Executive	\$63,500	\$67,000	\$74,137	\$71,312	\$78,200	40%	40%		60%	20%	40%	40%	80%		60%		80%	80%	
Public Relations Manager	\$90,000	\$88,200	\$94,325	\$94,150	\$94,500	20%	20%		20%	20%	20%	20%	40%		20%		40%	40%	

Engineering & Security																			
Position	2022 Average Salary	2023 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	\$114,478	\$116,913	\$106,206	\$88,140	\$128,650	40%	100%		80%	80%	80%	80%	100%		80%		100%	100%	
Assistant Engineer	\$77,490	\$84,064	\$86,771	\$75,000	\$92,700	20%	20%		40%	60%	20%	40%	60%		40%		60%	60%	
Security Manager	N/A	\$70,405	\$75,200	\$75,200	\$75,200	20%	20%		20%	20%	20%	20%	20%				20%	20%	

Finance & IT																			
Position	2022 Average Salary	2023 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	\$75,000	\$83,573	\$82,833	\$78,750	\$85,000				40%	20%	40%	40%	60%		60%		60%	60%	
Revenue/Yield Manager	N/A	\$86,140	\$89,184	\$89,184	\$89,184				20%		20%	20%	20%		20%		20%	20%	
Accounts Assistant	\$59,859	\$69,420	\$60,511	\$53,664	\$72,869	20%			60%		40%	60%	60%		60%		60%	60%	
Purchasing Officer	N/A	\$75,000	\$71,498	\$55,447	\$87,550	20%	20%		40%		20%	40%	40%		20%		40%	40%	
Purchasing Manager	NEW	NEW	\$98,100	\$98,100	\$98,100	20%	20%		20%		20%	20%	20%				20%	20%	
Information Technology / IT Manager	N/A	\$116,000	\$118,000	\$118,000	\$118,000	20%	20%		20%		20%	20%	20%				20%	20%	

Human Resources																			
Position	2022 Average Salary	2023 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	\$61,500	\$71,590	\$69,949	\$66,535	\$72,000	33%	33%		33%		67%	67%	100%		67%		100%	100%	
Training and Development Manager	N/A	\$85,100	\$87,700	\$87,700	\$87,700	33%	33%		33%		33%	33%	33%				33%	33%	

Front Office

Position	2022 Average Salary	2023 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	\$88,850	\$97,420	\$102,346	\$90,000	\$116,700	40%	40%		60%	60%	60%	60%	60%		40%		60%	60%	
Front Office Manager	\$76,054	\$82,349	\$87,500	\$84,000	\$95,500	40%	60%		80%	60%	60%	80%	100%		80%		100%	100%	
Assistant Front Office Manager	N/A	\$76,043	\$76,897	\$76,897	\$76,897				20%			20%	20%		20%		20%	20%	
Reservations Manager	\$66,334	\$76,968	\$82,766	\$75,000	\$92,700	20%	40%		40%	20%	40%	40%	60%		40%		60%	60%	
Reservations/Front Office Supervisor	N/A	\$64,680	\$62,479	\$57,044	\$73,350	20%	20%		60%		40%	60%	60%		40%		60%	60%	
Guest Experience Manager	\$82,000	\$75,000	\$75,000	\$75,000	\$75,000	20%	20%		20%	20%	20%	20%	20%				20%	20%	
Assistant Concierge	\$58,805	\$59,996	\$57,044	\$57,044	\$57,044				20%	20%		20%	20%		20%		20%	20%	
Night Manager	\$66,194	\$71,137	\$75,821	\$73,350	\$78,000	40%	20%		80%	20%	40%	80%	100%		80%		100%	100%	
Night Auditor	\$56,629	\$56,252	\$60,645	\$50,980	\$68,000	20%			60%		20%	60%	80%		80%		80%	80%	

Housekeeping

Position	2022 Average Salary	2023 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	\$90,616	\$85,745	\$93,400	\$83,000	\$106,438	50%	75%		100%	100%	75%	100%	100%		75%		100%	100%	
Housekeeping Coordinator / Assistant Executive	\$62,602	\$70,955	\$75,124	\$73,350	\$76,897	25%	25%		50%	25%	25%	50%	50%		25%		50%	50%	

Spa/Salon

Position	2022 Average Salary	2023 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	\$85,000	\$75,000	\$75,000	\$75,000	\$75,000				100%		100%	100%	100%		100%		100%	100%	
Spa Assistant	\$65,000	N/A	\$61,512	\$61,512	\$61,512				100%			100%	100%		100%		100%	100%	

4 - 4.5 Star - Non CBD - Salaries & Benefits

150 - 299 rooms

Senior Management, Dept Heads & Exec Leadership																			
Position	2022 Average Salary	2023 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	\$166,464	\$164,667	\$156,328	\$114,000	\$230,000	20%	93%	13%	80%	67%	87%	73%	73%	40%	67%	13%	47%	93%	
Executive Assistant Manager	\$98,752	\$97,167	\$99,500	\$85,000	\$135,000	13%	27%	7%	40%	27%	27%	27%	27%	20%	20%	7%	27%	40%	
Financial Controller	\$133,256	\$125,716	\$124,678	\$93,712	\$160,000		27%		20%	13%	27%	20%	20%		27%		27%	27%	
Director of Sales & Marketing	\$113,159	\$110,889	\$131,839	\$100,000	\$220,000	7%	40%		33%	27%	40%	33%	33%	13%	40%	7%	40%	40%	
Director of Food & Beverage	\$114,625	\$97,050	\$105,000	\$90,000	\$115,000		13%		20%	20%	20%	13%	20%	7%	13%	7%	13%	20%	
Director of Human Resources / People and Culture	\$109,200	\$137,600	\$127,300	\$119,600	\$135,000		7%		7%	7%	7%	7%	7%	7%	7%		7%	7%	
Director of Revenue/Yield Controller	\$105,834	NEW	\$106,975	\$106,975	\$106,975														

Food & Beverage																			
Position	2022 Average Salary	2023 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	\$83,975	\$80,750	\$82,688	\$78,750	\$85,000				31%	23%	8%	31%	23%		23%		15%	31%	
Assistant Food & Beverage Manager	\$75,000	\$73,667	\$78,434	\$73,500	\$85,000	8%			15%	8%	15%	15%	15%		23%	8%	23%	23%	
Restaurant Manager	\$72,200	\$77,378	\$80,866	\$75,000	\$91,064		15%		46%	8%	31%	23%	38%		31%		31%	46%	
Bar Manager	\$76,875	\$79,000	\$65,164	\$55,328	\$75,000				8%			15%	15%				8%	15%	
Banquet/Conference Operations Manager	\$71,179	\$76,800	\$86,016	\$76,000	\$99,081		8%		31%	15%	38%	23%	23%		23%	8%	31%	31%	
Banquet/Conference Operations Coordinator	\$63,840	\$65,332	\$76,900	\$76,801	\$77,000		8%		8%		15%	8%	8%		8%		15%	15%	
Executive Chef	\$103,575	\$99,996	\$106,619	\$89,080	\$135,000		15%		54%	23%	23%	46%	54%	8%	38%		38%	54%	
Sous Chef	\$76,272	\$81,429	\$82,538	\$73,348	\$95,000	8%	8%		54%		15%	62%	62%		46%	8%	46%	69%	
Chef de Partie / Restaurant Chef	\$64,857	\$71,261	\$76,834	\$65,000	\$98,563				23%		8%	31%	31%		31%		31%	38%	
Demi Chef	\$53,802	\$66,735	\$69,111	\$63,000	\$72,000				31%			38%	38%		31%		38%	46%	
Commis Chef	\$51,137	\$62,836	\$62,789	\$57,000	\$70,000				23%			23%	23%		23%		31%	31%	
Pastry Chef	N/A	\$60,000	\$90,000	\$90,000	\$90,000				8%			8%	8%				8%	8%	

Sales

Position	2022 Average Salary	2023 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	\$82,540	\$91,500	\$86,415	\$75,000	\$104,076		57%		57%	29%	43%	57%	57%		43%	14%	57%	71%	
Sales/Marketing Executive	\$59,360	\$69,819	\$70,700	\$65,000	\$75,000		14%		43%	14%	29%	43%	43%		43%		57%	57%	
Banquet & MICE Manager	\$67,500	\$76,700	\$79,000	\$78,000	\$80,000	14%	29%		29%	14%	29%	29%	29%		14%	14%	29%	29%	
Banquet & MICE Executive	\$60,000	\$68,858	\$67,531	\$62,000	\$71,422		14%		57%	14%	29%	57%	57%		43%	14%	43%	43%	
Public Relations Manager	\$70,000	\$65,000	\$80,000	\$80,000	\$80,000	14%			14%		14%	14%	14%		14%	14%	14%	14%	

Engineering & Security

Position	2022 Average Salary	2023 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	\$97,197	\$93,417	\$94,593	\$80,000	\$113,459	8%	17%		75%	50%	33%	67%	67%	25%	50%		50%	83%	
Assistant Engineer	\$71,524	\$69,902	\$74,030	\$66,000	\$81,120				25%	17%	8%	25%	25%		33%	8%	25%	33%	

Finance & IT

Position	2022 Average Salary	2023 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	\$82,855	\$87,567	\$85,000	\$85,000	\$85,000				14%		29%	14%	14%		14%		29%	29%	
Revenue/Yield Manager	\$100,020	\$102,800	\$106,975	\$106,975	\$106,975						14%				14%		14%	14%	
Accounts Assistant	\$63,544	\$67,100	\$67,578	\$65,000	\$71,312				43%		14%	43%	43%		29%		29%	57%	
Payroll Officer	\$66,625	N/A	\$68,858	\$68,858	\$68,858						14%				14%		14%	14%	

Human Resources

Position	2022 Average Salary	2023 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	\$95,500	\$94,952	\$75,000	\$119,600		50%		67%	33%	83%	67%	67%	17%	83%	17%	83%	83%	
Human Resources Assistant	\$70,000	\$67,752	\$79,533	\$75,600	\$85,000		17%		33%		33%	33%	33%		33%	17%	50%	50%	

Front Office

Position	2022 Average Salary	2023 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	\$90,950	\$101,600	\$102,450	\$80,000	\$134,800	8%	23%		23%	15%	23%	23%	23%		23%		23%	31%	
Front Office Manager	\$74,356	\$76,167	\$82,069	\$75,000	\$90,000	8%	8%		62%	46%	54%	54%	54%	23%	31%	8%	54%	69%	
Assistant Front Office Manager	\$70,625	\$75,067	\$75,000	\$75,000	\$75,000	8%			8%			8%					8%	8%	
Reservations Manager	\$69,298	\$72,334	\$77,634	\$73,500	\$85,000	8%	8%		31%		23%	31%	31%		23%	8%	31%	38%	
Reservations/Front Office Supervisor	\$57,980	\$63,511	\$65,891	\$55,000	\$74,000	15%			38%	8%	8%	38%	38%	8%	8%		38%	46%	
Guest Experience Manager	\$69,991	\$73,778	\$78,308	\$73,348	\$90,000	8%	8%		23%		15%	38%	38%		23%		46%	46%	
Chief Concierge	\$65,000	N/A	\$68,524	\$57,047	\$80,000		8%		8%		8%	8%	8%		8%		15%	15%	
Night Manager	\$65,782	\$71,380	\$75,232	\$73,348	\$79,000	8%			46%	8%	15%	62%	62%		38%	8%	62%	69%	
Night Auditor	\$52,529	\$62,393	\$63,262	\$51,000	\$73,348	8%			38%		8%	54%	54%		31%		54%	62%	

Housekeeping

Position	2022 Average Salary	2023 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	\$73,240	\$78,545	\$82,741	\$75,000	\$90,000	29%			86%	57%	43%	71%	57%	29%	57%		86%	100%	
Housekeeping Coordinator / Assistant Executive	\$69,134	\$72,307	\$76,096	\$73,500	\$78,691				14%		14%	14%	14%		29%		29%	29%	

4 - 4.5 Star - Non CBD - Salaries & Benefits

0 - 149 rooms

Senior Management, Dept Heads & Exec Leadership																			
Position	2022 Average Salary	2023 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	\$114,938	\$120,331	\$134,070	\$80,000	\$195,000	15%	67%	30%	52%	61%	64%	64%	61%	21%	33%	9%	36%	48%	3%
Executive Assistant Manager	\$88,774	\$88,762	\$99,778	\$80,000	\$125,000	6%	21%	3%	18%	12%	12%	18%	18%	3%	15%	3%	12%	18%	
Financial Controller	\$101,068	\$96,364	\$93,492	\$78,000	\$120,000		12%		15%	6%	12%	18%	18%		6%		6%	15%	3%
Director of Sales & Marketing	\$89,681	\$97,095	\$97,857	\$80,000	\$110,000	3%	15%	6%	15%	9%	12%	12%	21%		3%	3%	3%	9%	3%
Director of Food & Beverage	\$87,200	\$91,667	\$88,500	\$60,000	\$110,000		3%		3%	3%		6%	6%		3%		6%	6%	
Director of Human Resources / People and Culture	\$104,745	\$95,750	\$117,500	\$105,000	\$130,000			3%		3%		6%	6%			3%		6%	
Director of Revenue/Yield Controller	\$117,427	NEW	\$85,000	\$85,000	\$85,000	3%					3%								

Food & Beverage																			
Position	2022 Average Salary	2023 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	\$79,480	\$78,347	\$84,616	\$71,480	\$110,000	5%	14%		41%	14%	27%	32%	50%		18%	9%	23%	23%	
Assistant Food & Beverage Manager	\$64,177	\$72,000	\$74,125	\$58,687	\$90,000		5%		14%	5%	5%	9%	18%				5%	14%	
Restaurant Manager	\$69,754	\$72,734	\$73,500	\$63,000	\$83,500	9%	14%		27%	5%	14%	27%	36%			5%	23%	32%	
Bar Manager	\$67,405	\$65,600	\$62,500	\$50,000	\$75,000	5%			5%	5%		5%	9%			5%			
Banquet/Conference Operations Manager	\$72,289	\$71,250	\$86,000	\$75,000	\$93,000		5%		9%		9%	9%	14%			5%		9%	
Banquet/Conference Operations Coordinator	\$59,317	\$67,400	\$68,837	\$60,000	\$77,000		5%		14%			14%	18%					9%	
Maitre'D	\$58,048	\$65,000	\$67,167	\$60,000	\$73,500	5%						9%	9%	5%	5%	5%	5%	9%	
Executive Chef	\$96,513	\$91,703	\$92,434	\$60,000	\$120,000	9%	27%		55%		27%	59%	73%	5%	32%	5%	32%	50%	
Sous Chef	\$74,067	\$78,796	\$78,529	\$63,000	\$90,000	5%	9%		50%	5%	9%	50%	68%		23%	9%	36%	45%	
Chef de Partie / Restaurant Chef	\$64,861	\$65,789	\$70,785	\$60,000	\$75,000	9%			41%			41%	64%	5%	27%	5%	18%	36%	
Demi Chef	\$60,994	\$64,837	\$62,324	\$57,047	\$67,600				9%			9%	9%		5%		9%	5%	
Commis Chef	\$54,372	\$63,409	\$59,422	\$50,000	\$65,000	5%			23%			27%	32%		9%	9%	9%	18%	
Pastry Chef	\$55,667	\$75,000	\$80,000	\$80,000	\$80,000							5%	5%			5%		5%	

Sales

Position	2022 Average Salary	2023 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	\$82,296	\$81,182	\$89,894	\$80,000	\$106,050	7%	29%	14%	43%	29%	43%	29%	57%		14%	14%	29%	36%	
Sales/Marketing Executive	\$63,192	\$70,000	\$76,550	\$75,000	\$78,000		7%		14%		7%	7%	21%		14%		21%	21%	
Banquet & MICE Manager	\$68,396	\$77,459	\$84,117	\$75,000	\$96,469		21%		21%		14%	29%	29%		14%		14%	21%	
Banquet & MICE Executive	\$65,600	N/A	\$70,000	\$70,000	\$70,000		7%		7%			7%	7%					7%	
Public Relations Manager	\$90,465	N/A	\$80,000	\$80,000	\$80,000		7%		7%		7%	7%	7%					7%	

Engineering & Security

Position	2022 Average Salary	2023 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	\$76,132	\$75,391	\$80,761	\$70,000	\$90,000	13%	27%	7%	53%	20%	33%	53%	67%	7%	7%		47%	60%	
Assistant Engineer	\$60,000	\$73,667	\$62,000	\$62,000	\$62,000				7%			7%	7%				7%	7%	

Finance & IT

Position	2022 Average Salary	2023 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	\$104,243	\$73,548	\$86,193	\$78,000	\$95,000		20%		20%	10%	20%	20%	20%		10%	10%		10%	
Revenue/Yield Manager	\$81,610	\$67,500	\$90,000	\$90,000	\$90,000		10%				10%	10%	10%			10%		10%	
Accounts Assistant	\$68,351	\$72,334	\$67,015	\$56,000	\$75,075				20%		20%	50%	50%			10%		40%	
Purchasing Officer	N/A	\$50,000	\$65,000	\$65,000	\$65,000				10%			10%						10%	
Payroll Officer	\$63,839	\$71,040	\$66,000	\$66,000	\$66,000							10%	10%					10%	
Information Technology / IT Manager	N/A	N/A	\$70,000	\$70,000	\$70,000					10%			10%				10%	10%	

Human Resources

Position	2022 Average Salary	2023 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	\$83,400	\$84,605	\$75,000	\$94,500		33%		17%	17%	17%	50%	50%		50%		33%	50%	
Human Resources Assistant	\$69,955	\$75,334	\$66,750	\$60,000	\$82,000		17%		33%		50%	50%	67%			17%	50%	67%	

Front Office

Position	2022 Average Salary	2023 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	\$78,983	\$80,470	\$79,800	\$40,000	\$100,000		4%	4%	11%	4%	4%	7%	19%	4%	4%	4%	4%	7%	4%
Front Office Manager	\$70,452	\$72,361	\$77,592	\$70,000	\$90,000	4%	19%	4%	44%	7%	19%	37%	52%		19%	15%	33%	37%	
Assistant Front Office Manager	\$65,220	\$69,790	\$73,600	\$70,000	\$75,000				7%		4%	19%	15%		4%	4%	4%	15%	
Reservations Manager	\$66,637	\$75,000	\$71,840	\$65,000	\$79,690	4%			15%		7%	15%	19%	4%	4%		15%	19%	
Reservations/Front Office Supervisor	\$59,489	\$60,349	\$64,286	\$53,000	\$73,000	7%			7%		7%	15%	19%	4%	11%	4%	11%	22%	
Guest Experience Manager	\$62,238	\$56,988	\$72,000	\$67,000	\$78,000				4%	4%		7%	11%				4%	11%	
Night Manager	\$66,432	\$68,873	\$71,410	\$59,000	\$81,000				22%		4%	19%	26%	4%	7%		15%	19%	
Night Auditor	\$62,729	\$66,343	\$68,072	\$52,000	\$80,000				11%		4%	19%	19%		4%	4%	11%	19%	

Housekeeping

Position	2022 Average Salary	2023 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	\$66,919	\$69,871	\$73,577	\$60,000	\$90,000	21%	11%		42%		11%	42%	53%		5%	5%	26%	37%	
Housekeeping Coordinator / Assistant Executive	\$55,365	\$56,832	\$60,816	\$55,000	\$64,449	11%			5%		5%	5%	5%	5%	11%			11%	

Spa/Salon

Position	2022 Average Salary	2023 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	\$76,813	\$80,340	\$64,200	\$64,200	\$64,200				25%			25%	25%					25%	

4 - 4.5 Star - CBD - Salaries & Benefits

300 rooms plus

Senior Management, Dept Heads & Exec Leadership																			
Position	2022 Average Salary	2023 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	\$208,950	\$204,960	\$214,622	\$120,000	\$300,000	7%	67%	20%	53%	47%	67%	53%	60%	20%	60%	7%	47%	60%	
Executive Assistant Manager	\$121,717	\$121,085	\$140,465	\$106,080	\$180,000	7%	60%		47%	60%	67%	47%	53%	7%	60%		53%	60%	
Financial Controller	\$133,300	\$136,711	\$143,158	\$99,000	\$230,000	7%	73%		53%	47%	67%	53%	67%	13%	73%		60%	67%	
Director of Sales & Marketing	\$134,309	\$136,359	\$146,915	\$98,876	\$190,000	7%	67%		47%	60%	60%	53%	60%	13%	67%		53%	60%	
Director of Food & Beverage	\$116,707	\$115,000	\$128,333	\$100,000	\$150,000	7%	13%		13%	13%		7%	7%	7%	13%		13%	7%	
Director of Human Resources / People and Culture	\$116,875	\$128,436	\$134,831	\$100,000	\$200,000		33%		33%	33%	47%	27%	33%	7%	40%		33%	40%	
Director of Revenue/Yield Controller	\$112,700	NEW	\$130,943	\$90,000	\$160,000	7%	47%		33%	40%	40%	33%	40%	7%	40%		40%	47%	
Executive Secretary	\$68,771	\$74,167	\$71,931	\$40,000	\$90,000				7%	7%	13%	20%	27%		33%		20%	27%	

Food & Beverage																			
Position	2022 Average Salary	2023 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	\$85,184	\$93,226	\$89,707	\$77,000	\$100,000		38%		38%	15%	15%	54%	62%		69%		46%	54%	
Assistant Food & Beverage Manager	\$73,667	\$83,030	\$78,000	\$78,000	\$78,000								8%		8%		8%	8%	
Restaurant Manager	\$72,315	\$80,609	\$82,625	\$74,700	\$95,000	8%	15%		31%	8%	8%	46%	54%		46%		54%	62%	
Bar Manager	\$74,667	\$84,712	\$85,141	\$73,348	\$110,000				8%	8%	8%	31%	31%		31%		38%	38%	
Banquet/Conference Operations Manager	\$75,408	\$85,855	\$89,935	\$79,000	\$105,000	8%	8%		23%	15%	8%	31%	31%		38%		38%	38%	
Banquet/Conference Operations Coordinator	\$63,000	\$69,579	\$67,977	\$57,047	\$83,200	8%	8%					31%	31%		23%		31%	23%	
Executive Chef	\$109,997	\$123,026	\$126,039	\$88,188	\$162,740	8%	46%		62%	46%	15%	62%	77%	15%	85%		69%	77%	
Sous Chef	\$76,841	\$84,502	\$90,368	\$80,000	\$105,000	8%	15%		23%			62%	77%		77%		69%	69%	
Chef de Partie / Restaurant Chef	\$66,453	\$69,001	\$74,441	\$58,568	\$93,000	8%	8%					46%	46%		54%		54%	54%	8%
Demi Chef	\$61,910	\$62,878	\$63,271	\$57,047	\$72,025							23%	23%		31%		31%	31%	
Commis Chef	\$56,221	\$57,705	\$56,442	\$53,687	\$67,776							31%	31%		38%		38%	31%	
Pastry Chef	\$80,000	\$79,630	\$83,111	\$78,000	\$86,445	8%	8%		8%			15%	23%		31%		23%	31%	

Sales

Position	2022 Average Salary	2023 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	\$80,723	\$92,158	\$97,795	\$79,999	\$150,000	7%	27%		27%	47%	60%	47%	53%		60%		53%	67%	
Sales/Marketing Executive	\$81,900	\$74,526	\$74,895	\$72,000	\$78,000				7%	20%	27%	27%	27%		33%		33%	33%	
Banquet & MICE Manager	\$78,273	\$86,350	\$88,468	\$75,639	\$105,000	7%	33%		27%	13%	47%	40%	53%		60%		40%	47%	
Banquet & MICE Executive	\$66,127	\$66,654	\$69,912	\$62,244	\$75,000		7%			7%		33%	33%		33%		40%	33%	
Public Relations Manager	\$79,500	\$86,000	\$86,275	\$85,000	\$87,550					13%	7%		7%		13%		7%	13%	

Engineering & Security

Position	2022 Average Salary	2023 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	\$105,646	\$115,278	\$118,817	\$50,000	\$187,000	7%	64%		57%	57%	50%	64%	79%	7%	79%		64%	71%	
Assistant Engineer	\$68,534	\$83,217	\$87,705	\$73,000	\$100,000				21%	14%	7%	43%	43%		43%		43%	43%	

Finance & IT

Position	2022 Average Salary	2023 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	\$83,495	\$94,925	\$100,274	\$85,000	\$119,600	8%	17%		17%	17%	42%	58%	67%	8%	67%		67%	75%	
Revenue/Yield Manager	\$103,423	\$99,400	\$82,000	\$82,000	\$82,000						8%	8%	8%		8%				
Accounts Assistant	\$63,475	\$65,109	\$67,896	\$53,688	\$75,706	8%					8%	42%	50%		33%	8%	50%	58%	
Purchasing Officer	\$61,035	\$57,016	\$66,403	\$53,688	\$75,000	8%			8%			25%	33%		33%		25%	33%	
Payroll Officer	\$68,824	\$73,368	\$82,329	\$78,000	\$86,445	8%	8%			8%		33%	33%		33%		33%	33%	
Purchasing Manager	NEW	NEW	\$85,112	\$76,594	\$95,000				8%	8%		33%	33%		17%		33%	33%	
Information Technology / IT Manager	\$104,760	\$111,025	\$109,978	\$95,346	\$145,000		17%			25%	33%	25%	33%	8%	33%		25%	25%	

Human Resources

Position	2022 Average Salary	2023 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	\$107,242	\$108,903	\$93,333	\$126,484		25%		25%	25%	25%	33%	33%		33%		33%	33%	
Human Resources Assistant	\$56,122	\$73,038	\$69,426	\$50,981	\$78,000	8%	8%		17%		17%	42%	50%		50%		42%	50%	
Training and Development Manager	\$67,000	\$110,000	\$87,335	\$78,004	\$100,000		8%				25%	17%	17%		17%		25%	25%	

Front Office

Position	2022 Average Salary	2023 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	\$82,355	\$102,639	\$99,513	\$80,000	\$125,000		14%		21%	14%	29%	36%	36%		36%		29%	36%	
Front Office Manager	\$77,668	\$81,047	\$83,744	\$65,000	\$95,000	7%	36%		21%	14%	14%	43%	50%		57%		43%	57%	
Assistant Front Office Manager	\$69,491	\$76,189	\$77,752	\$74,000	\$84,919	7%	7%		14%	7%		36%	36%		36%		36%	29%	
Reservations Manager	\$70,767	\$77,707	\$83,034	\$75,169	\$100,000		36%		14%		21%	57%	57%		64%		50%	50%	
Reservations/Front Office Supervisor	\$61,590	\$65,400	\$68,656	\$58,000	\$75,737		7%					29%	29%		29%		29%	29%	
Guest Experience Manager	\$74,071	\$82,484	\$73,765	\$70,000	\$77,530								7%		14%		7%	14%	
Chief Concierge	\$77,435	\$80,271	\$80,401	\$76,897	\$90,000		7%				7%	21%	21%		29%		21%	21%	
Assistant Concierge	\$68,000	\$57,329	\$63,824	\$57,047	\$72,025							14%	21%		29%		21%	29%	
Night Manager	\$66,814	\$71,868	\$75,523	\$73,348	\$80,000	7%	7%		29%			79%	86%		93%		71%	79%	
Night Auditor	\$56,347	\$55,913	\$57,587	\$40,000	\$70,000				7%			43%	57%		57%		36%	43%	

Housekeeping

Position	2022 Average Salary	2023 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	\$84,703	\$88,251	\$88,901	\$65,000	\$99,820	8%	31%	8%	31%	23%	15%	54%	62%	15%	69%		54%	62%	
Housekeeping Coordinator / Assistant Executive	\$69,753	\$68,928	\$70,618	\$50,981	\$84,000							31%	38%		38%		31%	38%	

4 - 4.5 Star - CBD - Salaries & Benefits

150 - 299 rooms

Senior Management, Dept Heads & Exec Leadership																			
Position	2022 Average Salary	2023 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	\$154,949	\$169,924	\$178,036	\$134,196	\$285,980	14%	82%	29%	71%	64%	86%	75%	86%	36%	71%	4%	71%	79%	11%
Executive Assistant Manager	\$101,809	\$106,627	\$109,487	\$80,000	\$145,000	11%	46%		36%	43%	43%	39%	54%	11%	43%	4%	50%	54%	7%
Financial Controller	\$116,104	\$119,267	\$126,393	\$93,710	\$190,000	4%	43%		39%	50%	61%	61%	71%	14%	50%	4%	61%	64%	7%
Director of Sales & Marketing	\$103,366	\$116,120	\$122,832	\$93,000	\$185,000	11%	46%		39%	39%	46%	43%	57%	18%	50%	4%	43%	46%	7%
Director of Food & Beverage	\$94,483	\$104,336	\$111,597	\$84,482	\$134,550	4%	7%		7%	7%	4%	4%	7%	7%	7%		7%	7%	
Director of Human Resources / People and Culture	\$93,200	\$108,241	\$123,874	\$90,000	\$180,000	11%	14%		29%	29%	29%	18%	36%	14%	21%		36%	32%	4%
Director of Revenue/Yield Controller	\$99,052	NEW	\$121,452	\$90,000	\$145,600	4%	14%		4%	4%	18%	18%	18%		4%		14%	14%	
Executive Secretary	\$68,390	\$64,308	\$69,801	\$67,000	\$71,308				4%			4%	11%		7%		7%	7%	

Food & Beverage																			
Position	2022 Average Salary	2023 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	\$81,916	\$87,666	\$88,161	\$75,000	\$97,000	7%	32%		32%	36%	39%	64%	68%	4%	43%	4%	54%	57%	4%
Assistant Food & Beverage Manager	\$70,045	\$74,661	\$73,576	\$57,047	\$80,000	4%	4%		7%	11%	14%	46%	50%		32%		36%	39%	4%
Restaurant Manager	\$70,411	\$78,963	\$79,462	\$73,347	\$94,500	4%	4%		7%	4%		7%	14%		7%		11%	11%	4%
Bar Manager	\$69,632	\$74,077	\$78,449	\$73,347	\$90,000	4%	4%		7%	4%	4%	14%	21%		21%	4%	21%	21%	
Banquet/Conference Operations Manager	\$76,184	\$79,997	\$82,672	\$70,000	\$94,000	4%	4%		14%	7%	7%	14%	21%	4%	18%		14%	18%	4%
Banquet/Conference Operations Coordinator	\$60,160	\$67,846	\$69,061	\$63,000	\$71,304		4%			7%	4%	18%	18%		14%		7%	11%	
Executive Chef	\$99,616	\$107,350	\$101,989	\$80,000	\$130,380	11%	57%		50%	39%	39%	75%	89%	4%	68%	4%	71%	79%	11%
Sous Chef	\$75,387	\$80,538	\$81,424	\$73,368	\$90,000	4%	4%		29%	4%	4%	57%	68%		57%	4%	54%	57%	7%
Chef de Partie / Restaurant Chef	\$66,632	\$69,370	\$68,115	\$58,569	\$73,952	7%			14%			64%	75%		54%	4%	61%	64%	4%
Demi Chef	\$59,191	\$64,022	\$65,528	\$57,047	\$73,210				7%			39%	50%	4%	32%	4%	39%	39%	
Commis Chef	\$56,018	\$58,957	\$61,088	\$53,687	\$67,771	4%			11%			50%	64%	4%	46%	4%	61%	61%	
Pastry Chef	\$61,760	\$73,227	\$61,138	\$44,845	\$80,000							7%	11%		11%	4%	11%	11%	
Sommelier	NEW	NEW	\$65,828	\$65,828	\$65,828														

Sales

Position	2022 Average Salary	2023 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	\$82,504	\$96,198	\$92,478	\$68,000	\$115,196	4%	26%		17%	43%	39%	43%	57%	4%	43%	4%	43%	48%	
Sales/Marketing Executive	\$71,813	\$80,363	\$74,513	\$68,000	\$90,000	4%	4%		4%	26%	35%	43%	57%		35%		39%	43%	
Banquet & MICE Manager	\$73,938	\$83,760	\$83,015	\$70,000	\$100,000		22%		13%	22%	30%	35%	39%		30%	4%	30%	30%	4%
Banquet & MICE Executive	\$60,043	\$66,900	\$67,671	\$62,264	\$72,025		9%		13%	4%	13%	26%	35%	4%	26%	4%	30%	30%	4%
Public Relations Manager	\$74,000	\$86,667	\$130,000	\$130,000	\$130,000		4%		4%		4%	4%	4%		4%		4%	4%	

Engineering & Security

Position	2022 Average Salary	2023 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	\$83,380	\$95,591	\$94,988	\$78,000	\$121,000	12%	42%		58%	62%	42%	77%	96%	8%	65%	4%	77%	85%	12%
Assistant Engineer	\$69,736	\$75,104	\$70,802	\$53,688	\$87,972				8%	8%		15%	19%		8%		12%	19%	4%
Security Manager	\$154,328	\$95,400	\$97,385	\$84,770	\$110,000	4%	8%		4%	8%	8%		8%	4%	8%		8%	8%	

Finance & IT

Position	2022 Average Salary	2023 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	\$82,394	\$86,704	\$92,872	\$75,000	\$103,750				19%	14%	29%	43%	48%		24%	5%	43%	48%	
Revenue/Yield Manager	\$73,334	\$102,000	\$92,971	\$77,000	\$107,912		5%			5%	10%	14%	14%		10%		5%	10%	
Accounts Assistant	\$65,826	\$64,780	\$68,904	\$63,000	\$74,000				19%		33%	67%	71%		48%	5%	52%	57%	
Purchasing Officer	\$58,992	\$66,868	\$66,667	\$55,000	\$73,000	5%			10%		5%	43%	48%		38%		38%	43%	
Payroll Officer	\$63,783	\$65,702	\$76,293	\$67,000	\$83,000						24%	29%	29%		5%		19%	24%	
Purchasing Manager	NEW	NEW	\$83,386	\$77,813	\$94,050	5%	10%		5%	10%	5%	14%	19%		19%	5%	14%	14%	
Information Technology / IT Manager	\$74,634	\$89,086	\$82,614	\$65,000	\$100,395		10%		5%	24%	24%	19%	24%		14%	5%	19%	24%	

Human Resources

Position	2022 Average Salary	2023 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	\$91,629	\$104,642	\$85,582	\$144,900	5%	30%		50%	40%	60%	55%	70%	5%	50%	5%	65%	65%	
Human Resources Assistant	\$60,762	\$69,752	\$73,663	\$57,047	\$96,000	5%	10%		15%	15%	35%	45%	55%		30%	5%	45%	50%	
Training and Development Manager	N/A	\$80,525	\$97,342	\$97,342	\$97,342	5%	5%				5%		5%	5%	5%		5%		

Front Office

Position	2022 Average Salary	2023 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	\$87,724	\$92,015	\$97,422	\$90,000	\$108,158	4%	21%		14%	18%	14%	14%	21%	4%	21%		21%	21%	
Front Office Manager	\$74,975	\$79,775	\$83,061	\$73,348	\$91,000	11%	32%		39%	36%	36%	79%	93%	4%	61%	4%	71%	79%	7%
Assistant Front Office Manager	\$69,452	\$72,003	\$75,697	\$73,348	\$79,000	4%	4%		11%	7%	4%	29%	39%	4%	21%	4%	32%	32%	
Reservations Manager	\$70,632	\$76,786	\$82,221	\$73,347	\$98,563	7%	4%		32%	4%	21%	50%	64%		39%		50%	57%	11%
Reservations/Front Office Supervisor	\$64,228	\$66,725	\$67,776	\$57,047	\$73,352				7%			32%	36%		29%	4%	25%	21%	
Guest Experience Manager	\$68,834	\$72,149	\$74,259	\$73,000	\$80,000	7%	4%		14%	7%	4%	21%	36%		32%		36%	36%	4%
Chief Concierge	N/A	\$76,000	\$76,954	\$73,347	\$80,560	4%			4%				7%		4%		7%	7%	
Assistant Concierge	\$58,467	N/A	\$49,360	\$49,360	\$49,360														
Night Manager	\$66,318	\$71,690	\$74,120	\$73,000	\$78,000	7%			32%	4%	4%	71%	82%		54%	4%	61%	61%	7%
Night Auditor	\$57,670	\$61,088	\$59,811	\$50,981	\$71,302	4%			18%			50%	54%		32%	4%	43%	50%	4%

Housekeeping

Position	2022 Average Salary	2023 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	\$76,101	\$80,649	\$83,116	\$74,263	\$90,327	13%	40%		33%	53%	20%	73%	80%		47%		53%	67%	7%
Housekeeping Coordinator / Assistant Executive	\$56,092	N/A	\$67,304	\$57,000	\$75,000				13%	7%		60%	53%		20%		40%	53%	7%

Spa/Salon

Position	2022 Average Salary	2023 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	\$76,797	\$76,797	\$76,797		17%		17%	17%			17%		17%		17%	17%	

4 - 4.5 Star - CBD - Salaries & Benefits

0 - 149 rooms

Senior Management, Dept Heads & Exec Leadership																			
Position	2022 Average Salary	2023 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	\$113,451	\$126,682	\$133,549	\$73,000	\$187,000	31%	59%	7%	66%	45%	72%	59%	55%	17%	31%		31%	41%	3%
Executive Assistant Manager	\$78,280	\$96,805	\$94,889	\$79,000	\$110,000	3%	14%		10%	17%	21%	24%	21%	3%	7%		7%	17%	
Financial Controller	\$97,631	\$91,517	\$117,123	\$89,374	\$175,000		17%		17%	14%	28%	24%	31%	3%	10%		14%	24%	
Director of Sales & Marketing	\$100,889	\$100,500	\$106,993	\$54,537	\$160,000	3%	21%		24%	24%	28%	24%	24%	7%	14%		14%	24%	
Director of Food & Beverage	\$92,000	\$97,000	\$90,000	\$90,000	\$90,000														
Director of Human Resources / People and Culture	\$99,000	\$135,000	\$132,500	\$120,000	\$145,000	3%	7%		3%	7%	7%	3%	3%	7%	3%		3%	7%	
Director of Revenue/Yield Controller	\$85,000	NEW	\$127,750	\$105,500	\$150,000		3%		7%	7%	7%	7%	3%	3%	3%		3%	7%	
Executive Secretary	N/A	\$71,508	\$73,843	\$73,843	\$73,843								3%		3%		3%	3%	

Food & Beverage																			
Position	2022 Average Salary	2023 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	\$81,759	\$87,773	\$86,371	\$71,000	\$93,600		25%		19%	25%	25%	25%	44%		19%		12%	19%	
Assistant Food & Beverage Manager	\$66,054	\$81,500	\$67,133	\$58,000	\$73,400							12%	19%					6%	
Restaurant Manager	\$72,183	\$73,720	\$76,350	\$73,348	\$80,000	6%	6%		6%		19%	25%	31%		19%		12%	12%	
Bar Manager	\$58,500	\$74,500	\$80,640	\$73,400	\$90,000		6%		6%	6%	6%	12%	25%		19%		12%	12%	
Banquet/Conference Operations Manager	\$76,647	\$79,600	\$78,000	\$70,000	\$86,000				6%				12%				6%	6%	
Banquet/Conference Operations Coordinator	\$67,000	\$63,486	\$68,917	\$60,000	\$73,400	6%			6%	12%	6%	19%	12%				6%	6%	
Executive Chef	\$97,029	\$96,050	\$100,219	\$75,000	\$136,706	12%	44%		44%	25%	44%	50%	81%		44%		38%	38%	
Sous Chef	\$74,699	\$79,545	\$77,667	\$70,000	\$86,300	6%			19%			50%	75%		31%		31%	38%	
Chef de Partie / Restaurant Chef	\$66,030	\$71,655	\$72,496	\$65,000	\$79,209	12%			6%			44%	62%		31%		25%	38%	
Demi Chef	\$58,537	\$69,183	\$65,837	\$57,047	\$71,500							25%	44%		25%		19%	25%	
Commis Chef	\$53,568	\$65,639	\$60,817	\$53,688	\$67,300							25%	31%		19%		19%	25%	
Food Hygiene / Safety Manager	NEW	NEW	\$73,352	\$73,352	\$73,352							6%	6%					6%	

Sales

Position	2022 Average Salary	2023 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	\$80,759	\$84,934	\$93,286	\$70,218	\$130,000	8%	58%		25%	58%	67%	50%	58%	8%	25%		25%	42%	
Sales/Marketing Executive	\$62,000	\$68,792	\$77,959	\$65,000	\$90,000	8%	8%		8%	17%	17%	17%	25%	8%	8%		17%	25%	
Banquet & MICE Manager	\$75,088	\$65,000	\$85,000	\$85,000	\$85,000		17%			8%		8%	17%		17%		8%	8%	
Banquet & MICE Executive	\$62,963	\$71,667	\$67,540	\$65,000	\$70,701		17%				8%	33%	42%		17%		17%	17%	
Public Relations Manager	N/A	N/A	\$85,000	\$85,000	\$85,000														

Engineering & Security

Position	2022 Average Salary	2023 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	\$77,510	\$81,225	\$81,175	\$69,000	\$94,050	20%	20%		27%	27%	20%	27%	47%	7%	27%		33%	47%	
Assistant Engineer	\$65,813	\$81,247	\$71,422	\$67,110	\$80,000	7%			7%	20%	7%	20%	27%		13%		20%	27%	

Finance & IT

Position	2022 Average Salary	2023 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	\$40,000	\$40,000	\$98,562	\$98,562	\$98,562					11%	11%	11%	11%					11%	
Revenue/Yield Manager	\$82,000	\$78,750	\$103,667	\$76,000	\$125,000		22%			22%	22%	33%	22%	11%	11%			11%	
Accounts Assistant	\$55,257	\$59,364	\$61,010	\$53,688	\$73,352						11%	22%	33%					11%	
Purchasing Officer	\$60,000	\$67,721	\$66,863	\$63,726	\$70,000							11%	22%		11%		11%	11%	
Payroll Officer	N/A	N/A	\$85,250	\$80,500	\$90,000						22%	22%	11%	11%				22%	
Information Technology / IT Manager	N/A	N/A	\$78,000	\$78,000	\$78,000		11%			11%	11%	11%	11%					11%	

Human Resources

Position	2022 Average Salary	2023 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	\$81,885	\$73,000	\$73,000	\$73,000		17%				17%	17%	17%		17%		17%	17%	
Human Resources Assistant	\$62,134	\$79,363	\$79,000	\$73,000	\$84,000		17%			50%	50%	33%	33%	17%	17%		17%	50%	
Training and Development Manager	N/A	N/A	\$115,000	\$115,000	\$115,000							17%		17%				17%	

Front Office

Position	2022 Average Salary	2023 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	\$90,625	\$93,744	\$82,500	\$110,000		11%		11%	18%	14%	14%	14%		11%		11%	18%	
Front Office Manager	\$71,157	\$75,068	\$77,291	\$71,000	\$88,192	25%	14%		32%	4%	25%	29%	36%	4%	18%		21%	25%	
Assistant Front Office Manager	\$65,906	\$70,339	\$77,256	\$73,000	\$88,188	4%	4%		4%	4%	7%	18%	14%	4%	11%		14%	18%	
Reservations Manager	\$63,150	\$72,748	\$77,500	\$75,000	\$80,000				4%		4%	4%	4%	4%				7%	
Reservations/Front Office Supervisor	\$60,031	\$67,245	\$66,151	\$54,000	\$73,400	14%			11%			21%	29%	4%	11%		18%	25%	
Guest Experience Manager	\$60,227	\$71,000	\$73,348	\$73,348	\$73,348		4%						4%		4%		4%	4%	
Night Manager	\$65,437	\$70,629	\$74,002	\$72,000	\$80,000	11%			18%	4%	7%	36%	36%	7%	29%		29%	39%	
Night Auditor	\$59,153	\$61,757	\$64,813	\$40,000	\$80,000	4%			4%			14%	18%		7%		7%	14%	

Housekeeping

Position	2022 Average Salary	2023 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	\$64,562	\$69,161	\$72,744	\$58,000	\$85,000	26%	5%		32%	11%	26%	37%	42%	11%	21%		26%	37%	
Housekeeping Coordinator / Assistant Executive	\$51,229	\$64,875	\$62,533	\$40,000	\$73,000	5%					5%	16%	16%	5%	11%		5%	21%	
Laundry Manager	N/A	\$63,366	\$56,000	\$56,000	\$56,000								5%						

3 - 3.5 Star - Non CBD - Salaries & Benefits

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

Senior Management, Dept Heads & Exec Leadership																			
Position	2022 Average Salary	2023 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	\$126,600	\$109,983	\$118,349	\$44,000	\$276,293	14%	36%	43%	79%	50%	50%	64%	36%		50%		21%	14%	
Executive Assistant Manager	\$85,000	\$82,400	\$104,097	\$75,000	\$121,387			7%	29%	21%	21%	21%	21%		14%		7%	14%	
Financial Controller	\$113,036	\$104,400	\$96,579	\$40,000	\$160,800	7%	21%		43%	14%	29%	14%	21%		7%		21%	7%	
Director of Sales & Marketing	\$92,174	\$194,543	\$168,021	\$100,000	\$264,000	7%	14%	7%	21%	14%	21%	14%	21%		7%		21%	7%	
Director of Food & Beverage	\$88,808	\$185,543	\$192,694	\$121,387	\$264,000	7%	7%	7%	7%	14%	14%	7%	14%				7%	7%	
Director of Human Resources / People and Culture	\$103,685	\$90,000	\$96,688	\$93,375	\$100,000	7%	7%	7%	14%	7%	14%	14%	14%		7%		14%	7%	
Director of Revenue/Yield Controller	\$53,000	NEW	\$93,375	\$93,375	\$93,375				7%		7%	7%	7%					7%	
Executive Secretary	\$77,368	\$91,337	\$94,338	\$78,000	\$110,675	7%	7%		14%		7%		7%				7%		

Food & Beverage																			
Position	2022 Average Salary	2023 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	\$72,941	\$118,825	\$123,281	\$123,281	\$123,281	20%			20%	20%	20%	20%	20%		20%	20%	20%		
Assistant Food & Beverage Manager	\$66,413	\$80,000	\$83,000	\$83,000	\$83,000	20%			20%	20%		20%	20%		20%	20%	20%		
Restaurant Manager	\$69,150	\$70,000	\$79,449	\$73,348	\$85,000	20%			60%	20%	40%	40%	60%		20%	20%	40%	20%	
Executive Chef	\$91,626	\$98,000	\$105,129	\$85,000	\$121,387	20%			60%	60%	20%	60%	60%		40%	20%	40%	20%	
Sous Chef	\$74,498	\$82,334	\$83,025	\$75,000	\$89,000	40%			60%	20%	20%	40%	40%		40%	20%	40%	20%	
Chef de Partie / Restaurant Chef	\$61,279	\$65,364	\$74,000	\$74,000	\$74,000	20%			20%	20%		20%			20%	20%	20%		
Demi Chef	\$59,252	\$68,866	\$72,000	\$72,000	\$72,000	20%			20%	20%		20%	20%		20%	20%	20%		
Commis Chef	\$57,834	\$64,838	\$70,150	\$67,099	\$73,200	20%			40%	20%		40%	40%		40%	20%	20%	20%	

Sales																			
Position	2022 Average Salary	2023 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	\$100,435	\$111,800	\$133,807	\$75,400	\$226,020	25%		25%	50%	25%	50%	25%	50%				50%		
Sales/Marketing Executive	\$91,796	\$115,000	\$119,350	\$83,000	\$155,700	25%		25%	50%	25%	50%	25%	25%				25%	25%	
Banquet & MICE Manager	\$79,652	N/A	\$181,500	\$181,500	\$181,500	25%		25%	25%	25%	25%		25%				25%		
Public Relations Manager	\$97,765	\$115,705	\$130,349	\$130,349	\$130,349	25%		25%	25%	25%	25%		25%				25%		

Engineering & Security

Position	2022 Average Salary	2023 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	\$104,867	\$91,472	\$114,260	\$113,520	\$115,000	50%			100%	100%	50%	100%	100%		50%	50%	50%	50%	

Finance & IT

Position	2022 Average Salary	2023 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	\$111,426	\$90,000	\$93,375	\$93,375	\$93,375				50%		50%	50%	50%					50%	
Accounts Assistant	\$69,028	\$79,600	\$87,500	\$69,099	\$105,900	50%			100%	50%	50%	50%	50%				50%	50%	
Purchasing Officer	\$73,055	\$71,338	\$81,350	\$81,350	\$81,350	50%			50%	50%							50%		
Payroll Officer	\$71,000	\$82,040	\$85,115	\$67,099	\$103,130	50%			100%	50%	50%	50%	50%				50%	50%	
Purchasing Manager	NEW	NEW	\$122,000	\$122,000	\$122,000	50%			50%	50%							50%		
Information Technology / IT Manager	N/A	\$150,000	\$156,000	\$156,000	\$156,000	50%				50%	50%						50%		

Human Resources

Position	2022 Average Salary	2023 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	\$120,000	\$112,250	\$100,000	\$124,500	33%		33%	67%	67%	67%	67%	67%		33%	33%	67%		
Human Resources Assistant	N/A	\$74,838	\$79,794	\$71,587	\$88,000	33%			67%	33%	67%	67%	67%		33%	33%	33%	33%	

Front Office

Position	2022 Average Salary	2023 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	\$69,886	\$87,634	\$90,544	\$75,400	\$113,400	11%	11%		44%	22%	33%	22%	33%		11%	11%	11%	22%	
Front Office Manager	\$71,814	\$70,572	\$75,562	\$60,000	\$90,225	22%	22%	11%	44%	11%	11%	33%	33%		11%	11%	22%		
Assistant Front Office Manager	\$47,500	\$66,499	\$75,000	\$75,000	\$75,000	11%			11%	11%		11%	11%		11%	11%	11%		
Reservations Manager	\$60,500	\$73,347	\$87,667	\$72,000	\$108,000		11%	11%	33%	11%	22%	22%	33%				11%	11%	
Reservations/Front Office Supervisor	\$61,102	\$62,347	\$71,836	\$70,000	\$73,209	11%			33%	11%	22%	22%	33%		11%	11%	11%	22%	
Guest Experience Manager	N/A	\$77,345	\$73,347	\$73,347	\$73,347				11%	11%	11%	11%	11%					11%	
Night Manager	N/A	\$67,232	\$73,899	\$73,347	\$75,000	11%			33%	22%	22%	33%	33%		11%	11%	22%	11%	
Night Auditor	\$56,000	\$87,861	\$105,900	\$105,900	\$105,900	11%			11%	11%			11%				11%		

Housekeeping

Position	2022 Average Salary	2023 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	\$69,770	\$72,834	\$60,844	\$40,000	\$93,375	12%			25%	12%	12%	25%	25%		25%		12%	12%	
Housekeeping Coordinator / Assistant Executive	\$60,253	\$55,924	\$70,000	\$70,000	\$70,000				12%				12%					12%	

3 - 3.5 Star - CBD - Salaries & Benefits

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

Senior Management, Dept Heads & Exec Leadership																			
Position	2022 Average Salary	2023 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	\$131,223	\$124,242	\$187,834	\$130,000	\$300,000	20%	40%		60%	40%	40%	40%	20%		40%		40%	20%	
Executive Assistant Manager	\$76,250	N/A	\$100,000	\$100,000	\$100,000	20%									20%		20%		
Financial Controller	\$110,000	\$108,100	\$93,187	\$80,000	\$110,187	20%	40%		40%		40%	40%	20%		20%		40%	20%	
Director of Sales & Marketing	\$106,000	\$79,144	\$84,769	\$54,537	\$115,000	20%	20%		20%	20%	40%	20%			20%		20%		

Food & Beverage																			
Position	2022 Average Salary	2023 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	\$73,348	\$73,348	\$73,348				100%		100%	100%	100%				100%	100%	
Executive Chef	\$89,000	\$103,428	\$90,057	\$90,057	\$90,057				100%			100%	100%				100%	100%	
Sous Chef	\$75,000	N/A	\$74,210	\$74,210	\$74,210							100%	100%				100%	100%	

Sales																			
Position	2022 Average Salary	2023 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	\$85,000	\$90,000	\$83,200	\$83,200	\$83,200				50%	50%	50%	50%	50%		50%		50%	50%	

Engineering & Security																			
Position	2022 Average Salary	2023 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	\$72,500	\$81,850	\$79,597	\$71,294	\$87,899				67%		33%	33%	33%				33%	33%	
Assistant Engineer	\$60,000	N/A	\$75,000	\$75,000	\$75,000	33%	33%		33%								33%		

Finance & IT

Position	2022 Average Salary	2023 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	\$80,000	\$80,000	\$80,000							50%	50%				50%	50%	
Revenue/Yield Manager	NEW	N/A	\$97,767	\$97,767	\$97,767		50%		50%		50%	50%	50%		50%		50%	50%	
Accounts Assistant	NEW	\$65,000	\$73,348	\$73,348	\$73,348							50%	50%				50%	50%	

Human Resources

Position	2022 Average Salary	2023 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	N/A	N/A	\$90,000	\$90,000	\$90,000				100%		100%	100%	100%		100%		100%	100%	

Front Office

Position	2022 Average Salary	2023 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	\$91,750	\$86,627	\$86,627	\$86,627				25%		25%								
Front Office Manager	\$76,143	\$79,124	\$77,763	\$75,000	\$80,000	25%			75%		25%	25%			25%		25%		
Assistant Front Office Manager	\$65,000	N/A	\$71,958	\$68,000	\$75,915	25%			50%			50%	25%		25%		25%	25%	
Reservations Manager	\$65,000	N/A	\$73,348	\$73,348	\$73,348							25%	25%				25%	25%	
Reservations/Front Office Supervisor	\$61,667	\$73,636	\$65,000	\$65,000	\$65,000	25%			25%										
Night Manager	\$63,000	\$71,136	\$74,174	\$73,348	\$75,000	25%	25%		25%			50%	25%				50%	25%	
Night Auditor	\$52,000	\$55,000	\$53,000	\$53,000	\$53,000				25%										

Housekeeping

Position	2022 Average Salary	2023 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	\$73,500	\$77,500	\$74,989	\$74,989	\$74,989				33%		33%								
Housekeeping Coordinator / Assistant Executive	\$60,000	N/A	\$73,348	\$73,348	\$73,348				33%			33%	33%				33%	33%	